

Committee As A Whole
Monday, February 9, 2026 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. Meg Weeder-State of Nebraska Microsoft Word Certification 2nd Place
Coach Allie Bastian
 - VIII.B. Roman Long-District Bowling Champion and State Bowling Qualifier
Coach Bob Jasper
 - VIII.C. Taley Dittmar, Girls State Bowling Qualifier
Coach Bob Jasper
- IX. BUILDING OR DISTRICT PRESENTATION
 - IX.A. West Park Elementary 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. CMS Course Handbook 2026-2027
 - XIV.B. Preschool Schedule and Instructional Enhancement Proposal
 - XIV.C. Surplus Request
 - XIV.D. Resolution on Superintendent Outside Employment
- XV. ACTION ITEMS FOR THIS MEETING
 - XV.A. Superintendent's Evaluation
 - XV.B. Fundraising Applications

XV.C. Second Reading of Policy 303.09 School Administrator Residency

XV.D. Approval of Contract Offer for the Director of Teaching and Learning

XV.E. Discuss and Take Action to Approve the Certified Negotiated Agreement
Between CEA and CPS/Board of Education

XV.F. CPS-Scotus Spring Cooperative Agreement
Girls Tennis and Baseball

XVI. BOARD REQUESTS FOR INFORMATION

XVII. BOARD SHARING

XVIII. EXECUTIVE SESSION

XIX. ADJOURN



Elementary

Enrollment: 210
EL: 30%
SPED: 26%
F/R: 59%

Teachers: 18
Certified Non-Teacher: 2
Classified: 19



AQUESTT DATA

West Park Elementary School	
Year	State Classification
2020-2021	Great
2021-2022	Great
2022-2023	Good
2023-2024	Good
2024-2025	Great

ATSI Plan

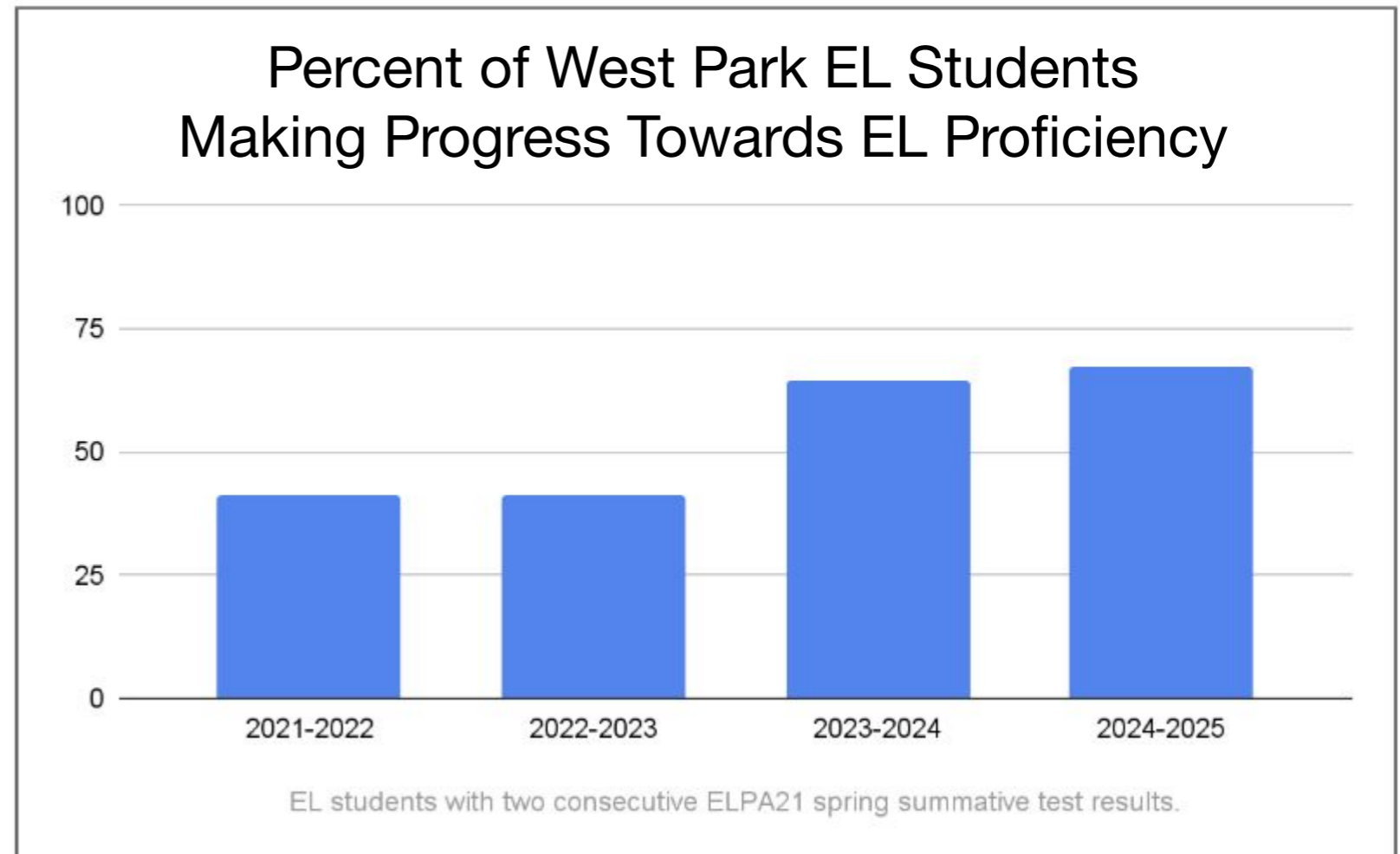
- Continued focus of non-embedded computation supports and the use of embedded testing accommodations
- Math Teachers work with Math Coach to develop and implement number sense strategies
- Implementation of daily math WIN time ranging from 15-30 minutes
- WP 3rd & 4th grade students are participating in the district math pilot, which may affect the data

West Park Elementary School AQuESTT Federal Designation(s)		
Year	Status	Consistently Low-Performing Student Group(s)
2021-2022	Additional Targeted Support & Improvement (ATSI)	Hispanic
2022-2023, 2023-2024, & 2024-2025 Opportunity to exit this designation in 2026	Additional Targeted Support & Improvement (ATSI)	SPED



AQUESTT DATA--ELPA

Percent of West Park EL Students Making Progress Towards EL Proficiency	
2021-2022	41.07
2022-2023	41.07
2023-2024	64.58
2024-2025	67.39



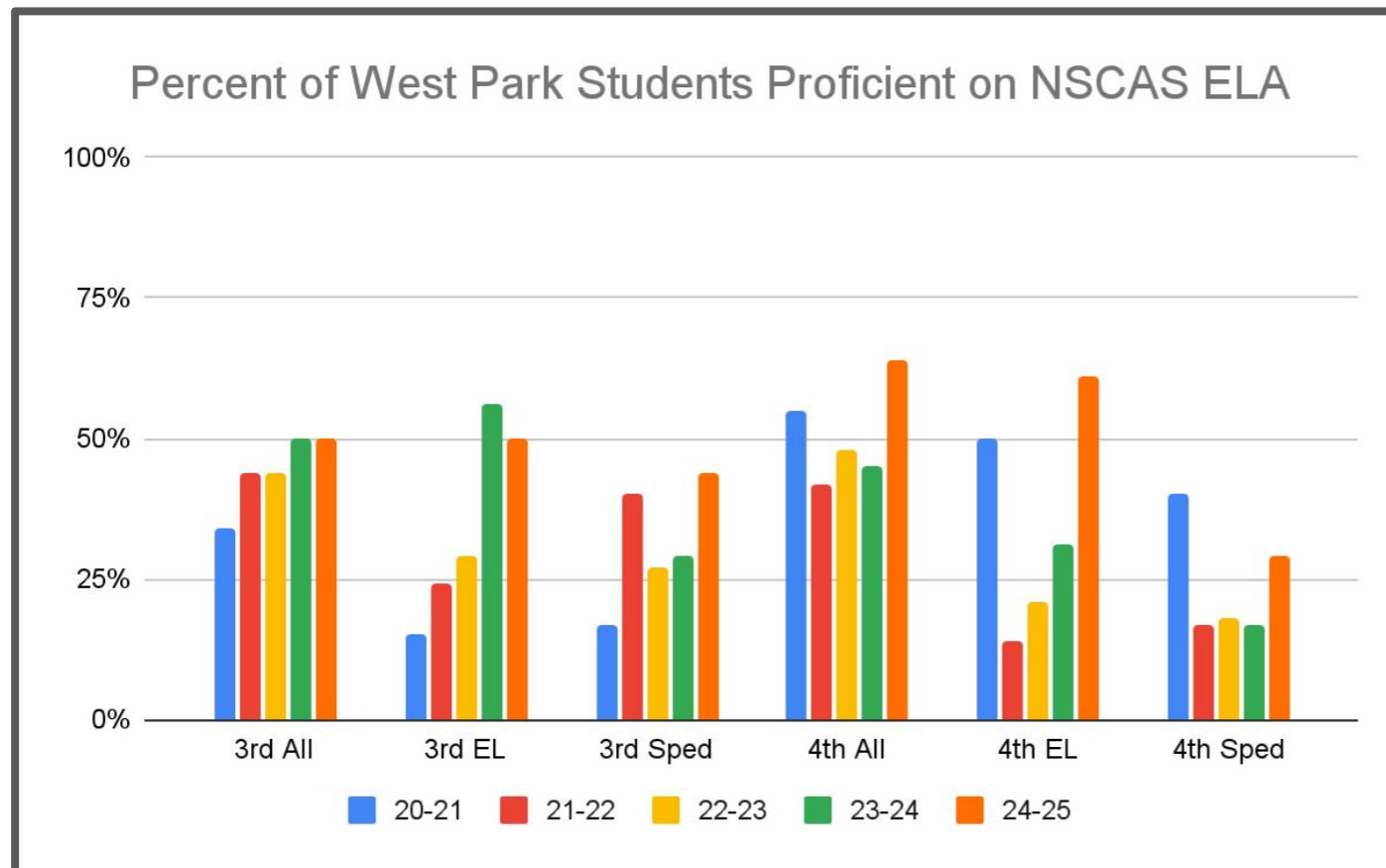


AQUESTT DATA--ELA NSCAS

West Park NSCAS ELA						
	3rd All	3rd EL	3rd Sped	4th All	4th EL	4th Sped
20-21	34%	15%	17%	55%	50%	40%
21-22	44%	24%	40%	42%	14%	17%
22-23	44%	29%	27%	48%	21%	18%
23-24	50%	56%	29%	45%	31%	17%
24-25	50%	50%	44%	64%	61%	29%

Celebrations...

- There is significant growth, particularly in Special Education in both 3rd and 4th grade
- In 4th grade, there is an increase in proficiency in all groups (ALL, EL, SPED)
- In both 3rd and 4th grade we see an upward trend in students meeting proficiency



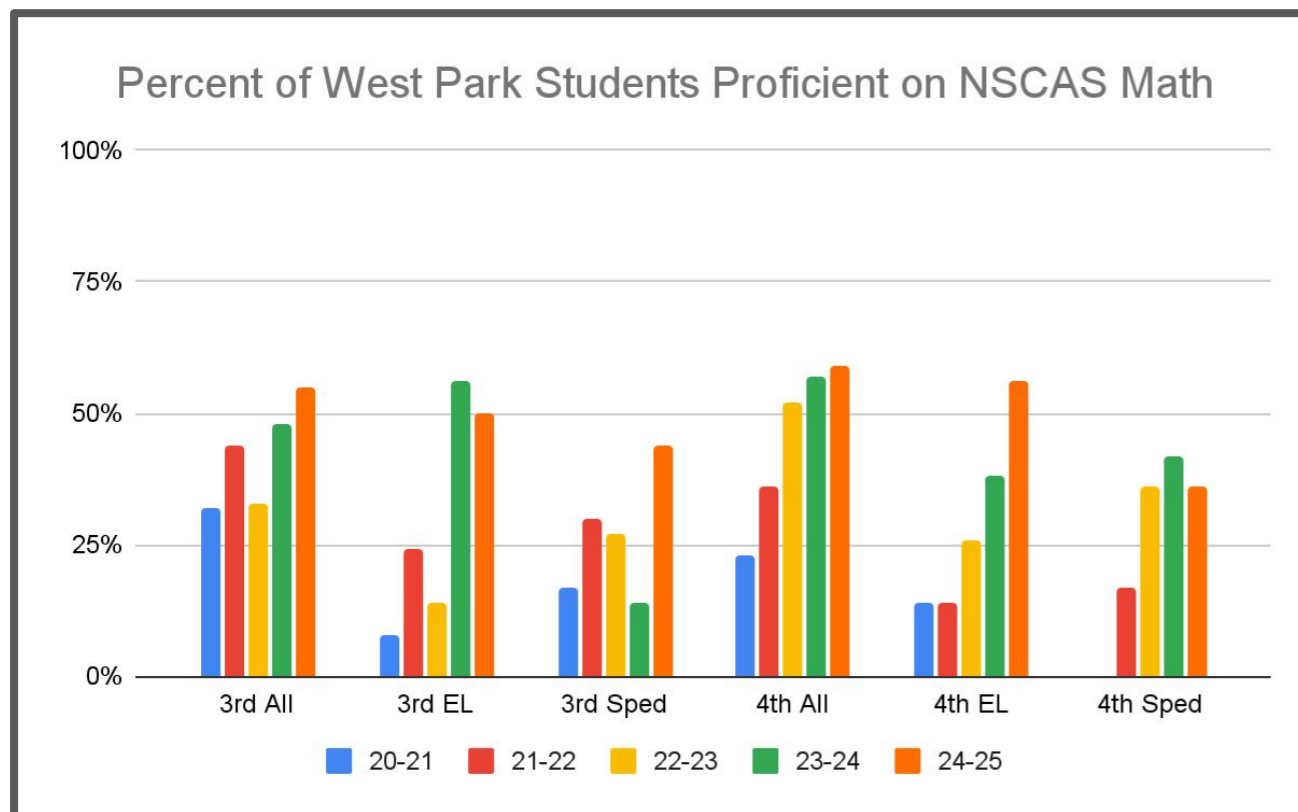


AQUESTT DATA--Math NSCAS

West Park NSCAS Math						
	3rd All	3rd EL	3rd Sped	4th All	4th EL	4th Sped
20-21	32%	8%	17%	23%	14%	0%
21-22	44%	24%	30%	36%	14%	17%
22-23	33%	14%	27%	52%	26%	36%
23-24	48%	56%	14%	57%	38%	42%
24-25	55%	50%	44%	59%	56%	36%

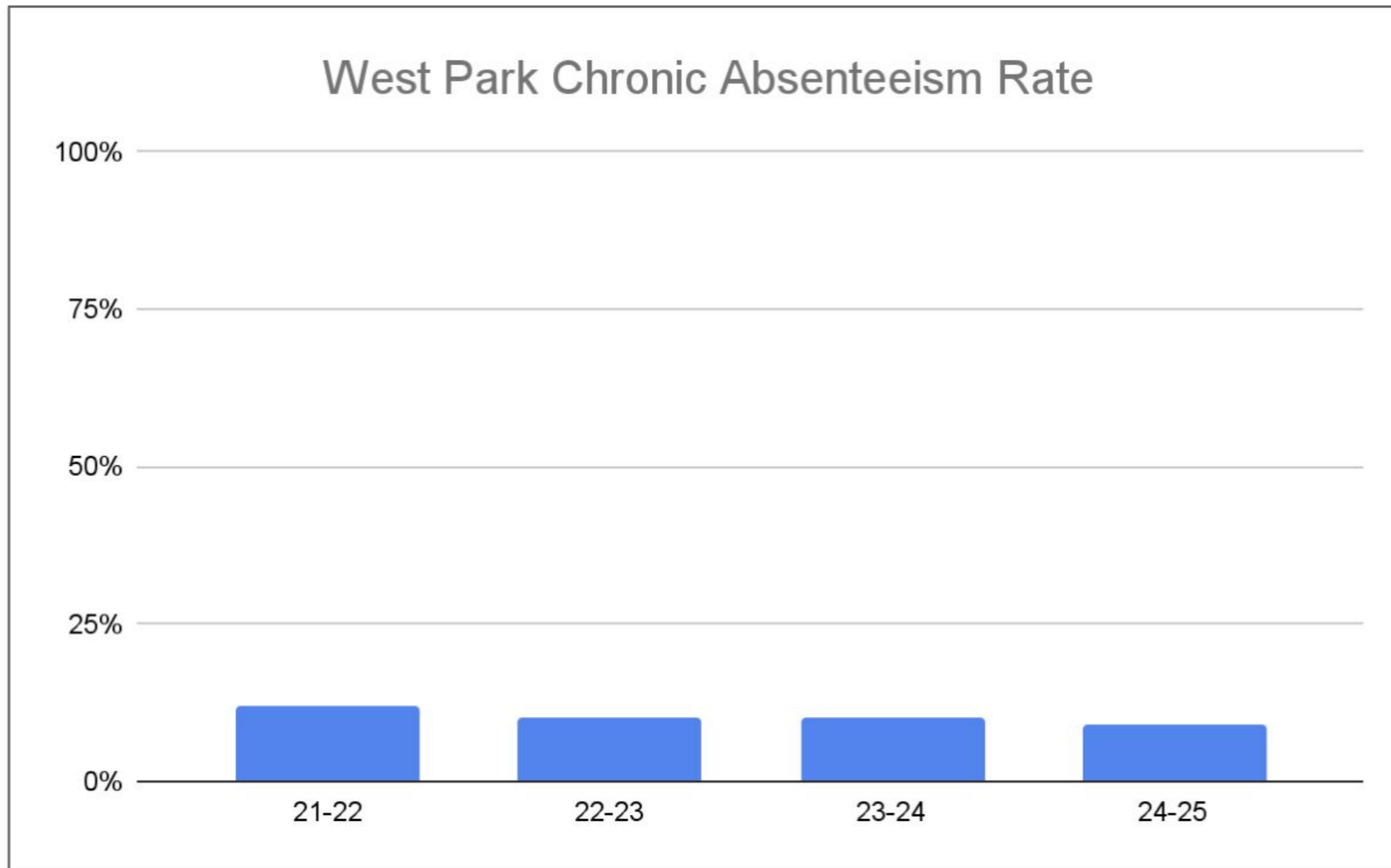
Celebrations...

- There is significant growth of 3rd grade Special Education students meeting proficiency
- There is significant growth from the 23-24 Special Education students to the 24-25 Special Education Students meeting proficiency
- There is an 18 point increase of students meeting proficiency in 4th grade EL
- In both 3rd and 4th grade we see an upward trend in ALL students meeting proficiency





AQUESTT DATA-- Chronic Absenteeism



West Park Elementary Percent of Chronic Absenteeism		
Year	Rounded Percent	Actual Percent
21-22	12%	12.26
22-23	10%	9.62
23-24	10%	10.47
24-25	9%	9.31

West Park W.I.G.

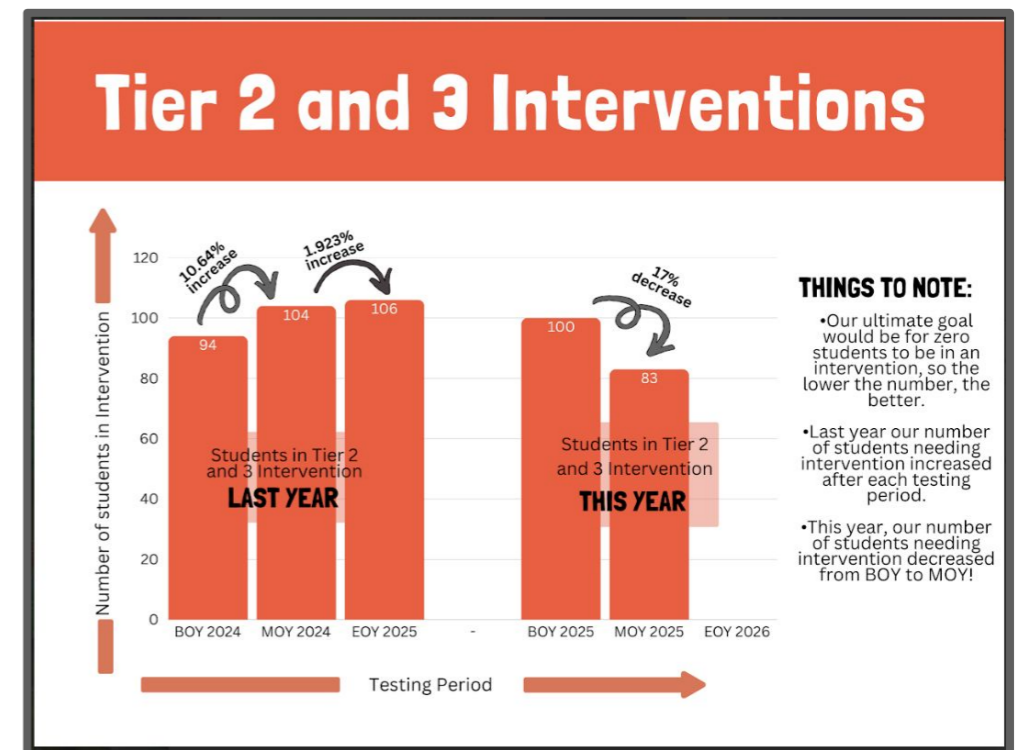
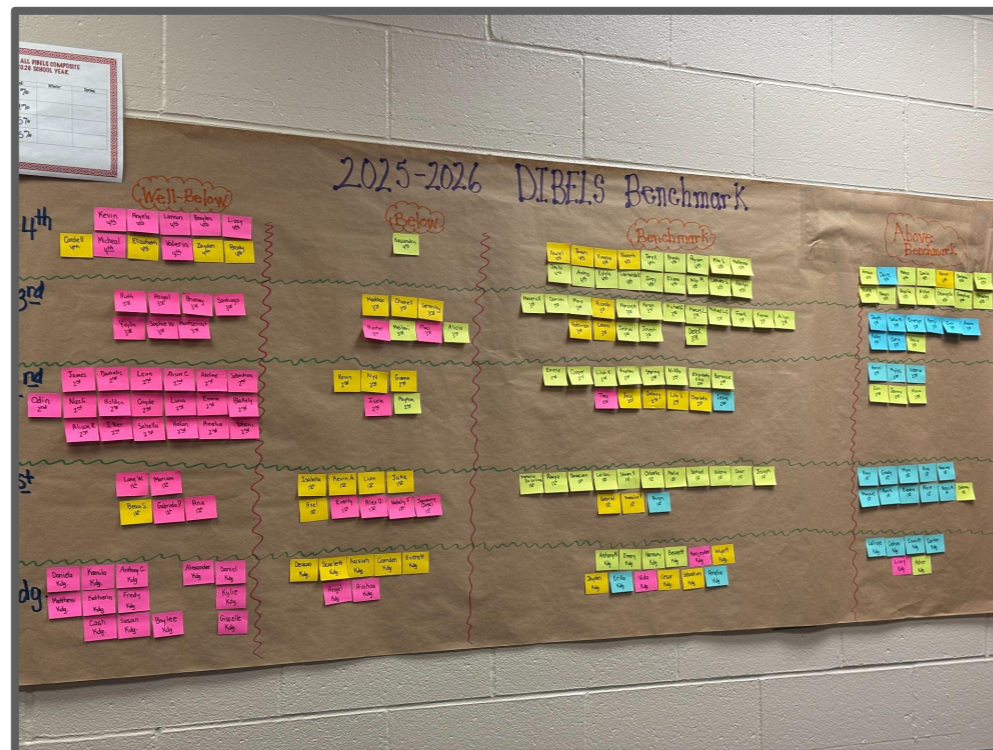
- West Park students will grow from 50% to 70% of students meeting benchmark in reading as measured by the DIBELS Composite Score by May 2026
 - **Lag Indicator**
 - DIBELS Benchmark Data
 - **Lead Indicators**
 - Collaborative Data Meetings
 - Grade-level teams meet every 6 weeks to analyze reading data and identify next steps for instruction
 - Boost Minutes
 - Every Student will meet the recommended Boost minutes each week



West Park W.I.G.

Semester Update:

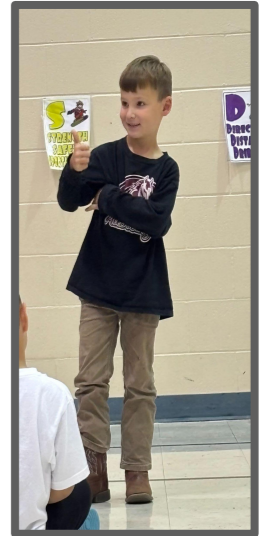
- West Park students grew from 50% to 60% at or above Benchmark as measured by the DIBELS Composite Score in December
- West Park teachers held Collaborative Data Meeting on the following dates
 - September 11th
 - October 9th
 - November 24th
 - January 19th
- West Park students increased their Boost usage throughout the semester
 - The number of students meeting their minutes grew from 40% to consistently above 90%



BUILDING GOAL

- **Developing and Maintaining Programming to Meet the Needs of Students**
 - Continued Implementation of CKLA, Language Studio & mClass
 - Using the Core and intervention with fidelity
 - Implemented UFLI as an intervention for identified students
 - ELA, EL and WIN Schedules given priority
 - Ongoing professional development
 - 4DX & Leader in Me
 - Progress Monitor Training for teachers and Paras
 - District Collaboration-Grade-level WIG's, Backwards Design & WIN Groups
 - Continued Focus on Student Growth in the area of Math
 - Implementation of daily math WIN time
 - Math Teachers work with Math Coach to develop and implement number sense strategies

- **Engagement of School and Community Partners for Fostering Connections and Building Relationships**
 - Monthly Parent Square Newsletter
 - Attendance Meetings with Families
 - Student Assemblies
 - Family Nights
 - Grandfriends Day



Engagement and Connections

Staff Engagement

- Weekly Calendar
- School Luncheons
- BIST Vision Team
- Door Decorating Comp.



Family Engagement

- Parent Teacher Conference
- Fall Festival
- Book Bingo
- End of the Year Picnic
- PTO
- Grandfriends Day



Student Engagement

- Positive Behavior Reinforcement
 - Golden Tickets
 - Mighty Mustang Moment
 - Student of the Month
 - High-5 Fridays
- Student Council
 - Food Drive
 - Smencil Sales
 - Holiday Spirit
 - Snack Sales
- Field Day
- Field Trips
- Holiday Activities



Thank you for all the
support you give West
Park!



COMMITTEE AS A WHOLE

BOARD OF EDUCATION MEETING MINUTES

Mission: "Engaging All Learners to Achieve Success"

Monday, January 12, 2026 | 5:30 PM

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

I. CALL TO ORDER

II. ROLL CALL OF THE BOARD

Board Member	Attendance
Candace Becher	Present
Michael Jeffryes	Present
Doug Molczyk	Present
Theresa Seipel	Present
Douglas Willoughby	Present
Marv Zoucha	Present

IV. PLEDGE OF ALLEGIANCE

V. MEETING COMPLIANCE

V.A. District Mission Statement

V.B. Open Meetings Act

President ensures all can hear proceedings.

V.C. Publication of Meeting Notice

VI. AMERICANISM COMMITTEE MEETING

Motion to open Americanism Committee Meeting Passed 6-0 with a motion by Doug Molczyk and a second by Marv Zoucha.

Nathan Coan and Zack Wayman, American History teachers at CHS, shared information about the Federal Government Day they facilitated for CHS students. Congressman Flood and Kim Kwapnioski were instrumental in scheduling representatives to speak at the event. Representatives from the National Weather Service, the Small Business Administration, Federal District Court, the FBI, Veterans Affairs, and the Census Bureau participated. All presentations were created specifically for the students. The event was very well received, and students were highly engaged. Mr. Coan and Mr. Wayman noted that Mr. Hiebner, CHS Principal, provided tremendous support in coordinating this event.

Motion to Re-Enter the Regular Board Meeting Passed 6-0 with a motion by Michael Jeffryes and a second by Theresa Seipel.

VII. REORGANIZATION OF THE BOARD OF EDUCATION

VII.A. Appointments by the Board

VII.A.1. Appointment of Board of Education Standing Committees

Motion to appoint committees Passed 6-0 with a motion by Douglas Willoughby and a second by Candace Becher.

VII.A.2. Appointment of Authorized Representatives for State and Federal Programs

Motion to approve the authorized representatives in addition to the Superintendent to include: Jason Schapmann, Jason Harris, Leonard Kwapnioski, Sara Colford, and Teresa Hausmann for Federal Programs. Passed 6-0 with a motion by Candace Becher and a second by Theresa Seipel.

VII.A.3. Appointment of the Bus Mechanic for Bus Inspections

Motion to approve Dillon Thurman, Bus Mechanic for Bus Inspections. Passed 6-0 with a motion by Marv Zoucha and a second by Douglas Willoughby.

VII.A.4. Appointment of Non-Discrimination Compliance Coordinator

Motion to approve the Appointment of Chip Kay as the Non-Discrimination Compliance Coordinator. Passed 6-0 with a motion by Theresa Seipel and a second by Candace Becher.

VII.A.5. Appointment of Title IX Coordinators

Motion to approve the Appointment of Jason Schapmann and Tim Kwapnioski as the Title IX Coordinators. Passed 6-0 with a motion by Douglas Willoughby and a second by Theresa Seipel.

VII.A.6. Appointment of Treasurer

Motion to approve the Appointment of Jason Schapmann as the Board Treasurer. Passed 6-0 with a motion by Marv Zoucha and a second by Theresa Seipel.

VII.B. Sign and File NADC Form C-2A with the Board Secretary

VIII. PUBLIC COMMENT

XI. BUILDING OR DISTRICT PRESENTATION

XI.A. Columbus Middle School Presentation

Amy Haynes, CMS Principal, shared information about academic events, testing scores, and staff development at Columbus Middle School. The school has 1,162 students, 82 in-person teachers, and 7 virtual teachers. There are 71 classified support staff and 10 certified non-teacher staff. Mrs. Haynes shared progress on the CMS WIG and noted that their scoreboard is displayed outside the office so all students and staff can see the progress and work to be done. She discussed the pep rallies held at the end of each quarter to announce great achievements of students and staff.

XII. CONSENT AGENDA

Motion to approve Passed 6-0 with a motion by Candace Becher and a second by Marv Zoucha.

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

Columbus Public Schools
Board of Education Meeting Minutes

XII.B. Meeting Minutes

XII.C. Finance Reports

XII.D. Staffing Reports

XII.E. Professional Travel

XIII. FOUNDATION REPORT

Motion to approve the Foundation Report, as submitted. Passed 6-0 with a motion by Theresa Seipel and a second by Candace Becher.

XIV. DIRECTOR & SUPERINTENDENT REPORTS OR UPDATES

XIV.A. Director of Teaching and Learning

Teresa Hausmann, Director of Teaching and Learning, gave an explanation of NSCAS Scale Scores and grading proficiency rates as compared to NSCAS proficiency rates.

XIV.B. Director of Special Education

Jason Harris, Director of Special Education, shared the Sixpence Snapshot Report for 2024-2025. Sixpence is a grant-based program that served 30 families in 2025. He discussed qualifying factors and additional stressors. The Sixpence staff conducts assessments for each family and assists with healthy and safe practices.

XIV.C. Assistant Director for Student Services

Sara Colford, Assistant Director of Student Services, discussed the Rule 17 Program. In the first semester, the program had 10 students, and nice progress is being observed.

XIV.D. Director of Human Resources

Mr. Schapmann discussed the RFP for a Food Service Company. A request for proposals will be issued, with the first draft due on Thursday.

XIV.E. Director of Operations

Leonard Kwapnioski, Director of Operations, reviewed the schedule of maintenance projects.

XIV.F. Superintendent

Chip Kay, Superintendent, shared a rough draft of the district implementation schedule for the Leader in Me and 4DX.

XVII. ACTION ITEMS FOR THIS MEETING

XVII.A. Approval of Financial Institutions

Motion to approve the financial institutions as submitted. Passed 6-0 with a motion by Doug Molczyk and a second by Douglas Willoughby.

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

XVII.B. Approval of School Attorneys

Motion to approve the School Attorneys, as submitted. Passed 6-0 with a motion by Doug Molczyk and a second by Marv Zoucha.

Columbus Public Schools
Board of Education Meeting Minutes

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

XVII.C. Approval of Media Outlets

Motion to approve Passed 6-0 with a motion by Doug Molczyk and a second by Douglas Willoughby.

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

XVII.D. Discuss, Consider and Take Action on the TERIP Applications

Motion to approve the list of Media Outlets used by CPS. Passed 6-0 with a motion by Doug Molczyk and a second by Douglas Willoughby.

Motion to approve TERIP applications Passed 6-0 with a motion by Candace Becher and a second by Marv Zoucha.

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

The TERIP memo was reviewed. Applicants have seven days to withdraw. The window for applying is over. Dr. Kay noted that 135 years of service are leaving the district.

XVII.E. Final Plat, City Development Agreement and Site Development Agreement

Discussion regarding possible approval and authorization to execute a final plat, city development agreement, and site development agreement for school district property near the intersection of 38th Street and 3rd Avenue, Columbus, Nebraska.

Motion to adopt the attached Resolution relating to a final plat, city development agreement and site development agreement for School District property near the intersection of 38th Street and 3rd Avenue, Columbus, Nebraska. Passed 6-0 with a motion by Doug Molczyk and a second by Douglas Willoughby.

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

Dr. Kay explained that the resolution gives permission to agree upon the infrastructure that will go on the property.

XVII.F. Foundation Board Approval

Motion to approve the CPS Foundation Board Members. Passed 6-0 with a motion by Candace Becher and a second by Theresa Seipel.

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

Mrs. Anderson explained that the CPS Foundation Board Bylaws require new board members to be approved by the school board. The new members to be added are Dennis Hirschbrunner and Dr. Troy Loeffelholz.

XVII.G. Surplus Request

Motion to approve the Surplus Requests, as submitted. Passed 6-0 with a motion by Douglas Willoughby and a second by Theresa Seipel.

XVII.H. CHS Course Handbook for 2026-2027

Motion to approve the CHS Course Handbook for 2026-2027, as submitted. Passed 6-0 with a motion by Theresa Seipel and a second by Candace Becher.

Columbus Public Schools
Board of Education Meeting Minutes

XVII.I. Proposed Positions for Non-Traditional Learning and Support Center

Discussion and action for adding proposed positions and FTE for the Non-Traditional Learning and Support Center for 2026-2027.

Motion to approve the proposed positions to add for the NTLSC. Passed 6-0 with a motion by Douglas Willoughby and a second by Doug Molczyk.

Dr. Kay shared the proposal for staffing and programming for the Non-Traditional Learning and Support Building.

XVII.J. First Reading of Policy 303.09 School Administrator Residency

Motion to approve the First Reading of Policy 303.09 School Administrator Residency, as submitted. Failed 2-4 with a motion by Marv Zoucha and a second by Michael Jeffryes.

Roll Call Vote: Candace Becher: Nay, Doug Molczyk: Nay, Theresa Seipel: Nay, Marv Zoucha: Nay, Michael Jeffryes: Yea, Douglas Willoughby: Yea

Motion to approve first reading of board policy 303.09 amended to include assistant principals in the group of administrators listed in policy. Passed 6-0 with a motion by Doug Molczyk and a second by Michael Jeffryes.

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

Dr. Kay discussed Policy 303.09 School Administrator Residency. The Policy Committee has reviewed and made changes. This policy states administrators could live outside the district. There would be two additional ways to establish residency. The primary focus will still be to have administrators live in the district boundaries if possible.

XIX. BOARD SHARING

XIX.A. Notice of Cancellation

Notice of Cancellation of the scheduled January 19, 2026 School Board Meeting.

XX. EXECUTIVE SESSION

Motion to go into Executive Session at 8:55 pm to discuss legal guidance for certified negotiations. Passed 6-0 with a motion by Doug Molczyk and a second by Marv Zoucha.

Board President called the regular meeting back to session at 9:55 pm.

XXI. ADJOURN

Motion to adjourn at 9:56 pm. Passed 6-0 with a motion by Doug Molczyk and a second by Candace Becher.

CERTIFICATION

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, January 12, 2026.

President

Secretary

Columbus Public Schools
 Summary of Cash Balances
 January 31, 2026

1	DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURES	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR
General Fund	Attachment M4a			\$ 4,405,936.81		
	Attachment M5 (prior Bd Mtg)			\$ 370,006.16		
	Transfer to GP ICS Savings		\$ -			
	Transfer from GP ICS Savings					
	Receipts GP checking		\$ 5,727,603.90			
	GENERAL FUND - GREAT PLAINS STATE BANK	\$ 7,702,575.06	\$ 5,727,603.90	\$ 4,775,942.97	\$ 8,654,235.99	\$ 6,728,896.39
	Transfer to GP Checking					
	Transfer from GP Checking		\$ -			
	Interest		\$ 0.71			
	GEN FUND - GP ICS SAVINGS	\$ 590.25	\$ 0.71	\$ -	\$ 590.96	\$ 67.85
	<i>General Fund - Cash Balance</i>				\$ 8,654,826.95	
	MAJOR REFRIGERATION			\$ 632.24		
	Receipts					
	Interest		\$ 8,446.95			
	DEPRECIATION - GREAT PLAINS STATE BANK	\$ 3,304,632.12	\$ 8,446.95	\$ 632.24	\$ 3,312,446.83	\$ 976,812.44
Temporary Funds -GF	PAYROLL - PINNACLE BANK	\$ 370,679.69	\$ 3,834,159.07	\$ 3,827,816.21	\$ 377,022.55	\$ 336,444.53
	HSA/FSA - PINNACLE BANK (Employee Benefit Fund)	\$ 75,813.30	\$ 13,387.18	\$ 17,477.47	\$ 71,723.01	\$ 62,240.78
Activities	Administration	\$ 709,296.33	\$ 8,071.77	\$ 20,487.77	\$ 696,880.33	\$ 683,414.81
	Middle School	\$ 167,136.87	\$ 7,138.72	\$ 7,156.71	\$ 167,118.88	\$ 167,351.16
	High School	\$ 733,421.00	\$ 73,507.80	\$ 42,452.26	\$ 764,476.54	\$ 674,179.05
	ACTIVITY FUNDS - COLUMBUS BANK	\$ 1,609,854.20	\$ 88,718.29	\$ 70,096.74	\$ 1,628,475.75	\$ 1,524,945.02
Nutrition Fund	Attachment M6			\$ 264,856.02		
	Interest Income		\$ 293.23			
	State Reimbursement		\$ 135,506.11			
	Rct to Expenditures		\$ 19,193.99			
	Student/ Staff meals/ alacarte sales		\$ 83,583.73			
	NSF checks		\$ -			
	NUTRITION FUND - CORNERSTONE BANK	\$ 110,324.43	\$ 238,577.06	\$ 264,856.02	\$ 84,045.47	\$ 295,682.19
Bond Fund	Platte County Treasurer		\$ 294,129.80			
	Butler County Treasurer		\$ 3,288.09			
	Polk County Treasurer		\$ 0.84			
	Investment Gain		\$ 7,304.51			
	BOND FUND - FNB	\$ 1,800,851.59	\$ 304,723.24	\$ -	\$ 2,105,574.83	\$ 1,821,986.68
Building Fund	ADVANCED CONSTULTING ENGINEERING SERVICES			\$ 2,480.00		
	CAPITAL ONE PUBLIC FUNDING			\$ 37,756.88		
	Receipts		\$ 111,126.85			
	BLDG FUND - BANK OF THE VALLEY	\$ 546,833.60	\$ 111,126.85	\$ 40,236.88	\$ 617,723.57	\$ 299,687.30
12- Student Fees Fund	Receipts		\$ 0.23			
	STUDENT FEES FUND - ONE UNITED FEDERAL CREDIT UNION	\$ 13,491.46	\$ 0.23	\$ -	\$ 13,491.69	

Columbus Public Schools
General Fund Revenue Detail
January 31, 2026

Account Number	Description	Budget	Month to Date	Year to Date	Balance	Percent
01.1.01100.000.000	Property Taxes	(\$26,625,735.00)	(\$1,555,742.20)	(\$7,850,990.93)	(\$18,774,744.07)	29.49%
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)	(\$228,274.32)	(\$1,034,495.86)	(\$1,310,504.14)	44.11%
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)	(\$15,413.39)	(\$87,194.96)	(\$18,443.04)	82.54%
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)	(\$13,463.47)	(\$84,663.53)	(\$76,336.47)	52.59%
01.1.02210.000.000	ESU Receipts	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03110.000.000	State Aid	(\$18,156,653.00)	(\$1,803,103.00)	(\$9,141,134.00)	(\$9,015,519.00)	50.35%
01.1.03120.000.000	SpEd Receipts from the State	(\$6,500,000.00)	(\$920,861.00)	(\$1,839,627.00)	(\$4,660,373.00)	28.30%
01.1.03180.000.000	Pro-Rate Motor Vehicle	(\$32,000.00)	(\$63.33)	(\$5,837.36)	(\$26,162.64)	18.24%
01.1.03400.000.000	State Apportionment	(\$1,000,000.00)	(\$1,109,548.74)	(\$1,109,548.74)	\$109,548.74	110.95%
01.1.03535.000.000	High Ability Learners Allocations	(\$25,599.00)	\$0.00	(\$20,309.00)	(\$5,290.00)	79.34%
01.1.03540.000.000	State Early Childhood Grant	(\$130,730.00)	(\$60,163.00)	(\$194,467.00)	\$63,737.00	148.75%
01.1.03541.000.000	Early Childhood Endowment Grant	(\$174,500.00)	\$0.00	(\$28,794.00)	(\$145,706.00)	16.50%
01.1.03551.000.000	CTE Grant	\$0.00	\$0.00	(\$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	(\$126,308.00)	(\$573,868.00)	18.04%
01.1.04509.000.000	ESSA Title II Part A Supporting	(\$113,178.00)	\$0.00	(\$117,109.00)	\$3,931.00	103.47%
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/Povety	(\$25,599.00)	\$0.00	(\$25,237.00)	(\$362.00)	98.59%
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	(\$144,379.00)	(\$20,121.00)	87.77%
01.1.04525.000.000	Carl Perkins Grants	(\$41,471.00)	\$0.00	(\$49,309.00)	\$7,838.00	118.90%
01.1.04527.000.000	ESSA Title III Part A English	(\$96,146.00)	\$0.00	(\$3,717.00)	(\$92,429.00)	3.87%
01.1.04528.000.000	ESSA Title III Immigrant	(\$28,744.00)	\$0.00	(\$26,190.00)	(\$2,554.00)	91.11%
01.1.04531.000.000	ESSA Title IV Part B 21st Century	(\$117,000.00)	\$0.00	(\$81,066.00)	(\$35,934.00)	69.29%
01.1.04708.000.000	Medicaid in Public Schools	(\$164,500.00)	(\$13,641.44)	(\$68,207.20)	(\$96,292.80)	41.46%
01.1.04709.000.000	Medicaid Administrative Activity	\$0.00	(\$3,047.20)	(\$10,844.65)	\$10,844.65	#DIV/0!
01.1.04969.000.000	ESSA Title IV-A Sudent Support	\$0.00	\$0.00	(\$23,506.00)	\$23,506.00	#DIV/0!
01.1.04991.000.000	Revenue	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.05200.000.000	Transfers from Other Funds	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.06968.000.000	Columbus After School Program	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
		(\$57,862,688.00)	(\$5,723,321.09)	(\$22,112,638.42)	(\$35,750,049.58)	38.22%
	Transfers					
	Reimbursements/Refunds		(\$5,161.00)			
	Interest other accounts		\$878.19			
			<u> </u>			
			(5,727,603.90)			

Check Number	Vendor	Amount
21713	JARESKE, KELSEY	\$176.00
21714	ADVANCED FIRE & SAFETY	\$1,354.00
21715	BLAZERWORKS, LLC	\$15,924.25
21716	BOSWELL, ETHAN	\$133.44
21717	COLE, ZACH	\$367.08
21718	COLUMBUS AREA CHAMBER COMMERCE	\$40.00
21719	DAS STATE ACCTG-CENTRAL FINANCE OCIO	\$330.00
21720	FATHER FLANAGAN'S BOYS' HOME	\$39,000.00
21721	FIRST NATIONAL BANK & TRUST	\$320.00
21722	HIGGINS, CONNER W	\$100.00
21723	ICESYSTEMS	\$279.81
21724	JOHNSON, AMORITA	\$35.84
21725	T-BONE TRUCK STOP	\$4,295.89
21726	UPS STORE	\$25.86
21727	AMAZON CAPITAL SERVICES	\$4,203.12
21728	AMAZON CAPITAL SERVICES	\$69.22
21729	SCHOOL DISTRICT #1-PAYROLL	\$3,741,951.71
21730	AMAZON CAPITAL SERVICES	\$4,652.39
21731	HY-VEE FOOD STORES	\$26.71
21732	SUPER SAVER	\$523.77
21733	TREVIPAY-WALMART	\$582.75
21734	FIRST NATIONAL BANK & TRUST	\$125.00
21735	WELLS FARGO BANK, N.A.	\$149,400.00
21736	ASSOCIATED STAFFING, INC	\$7,499.75
21737	BLAZERWORKS, LLC	\$13,980.50
21738	CARROLL SEATING COMPANY	\$6,750.00
21739	COLUMBUS AREA UNITED WAY	\$30.00
21740	DAYLIGHT DONUTS	\$84.65
21741	EDUPOINT EDUCATIONAL SYSTEMS	\$750.00
21742	ENABLE MY CHILD LTD	\$20,400.00
21743	ESU #7 SPECIAL EDUCATION	\$59,143.61
21744	ESU #7	\$8,579.78
21745	ESU #7	\$50.00
21746	ESU #7	\$5,000.00
21747	ETR.	\$6,305.81
21748	GO PHYSICAL THERAPY, LLC	\$52,107.55
21749	GODFATHERS -COLUMBUS	\$222.50
21750	IMAGE TECH & PRINTING	\$288.09
21751	JACKSON SERVICES INC.	\$443.92
21752	JOHNSON, ARIA	\$48.38
21753	LARSON, ELIJAH	\$194.56
21754	MARQUEZ, KATIE	\$110.25
21755	NASPA (NE ASSOC. OF SCHOOL PERSONNEL ADM	\$40.00
21756	PORTER & COMPANY, P.C.	\$18,650.00
21757	STAPLES	\$45.78
21758	STEALTH BROADBAND	\$6,059.51
21759	TOBII DYNAVOX LLC	\$399.00

21760	WOODRIVER ENERGY LLC	\$10,334.90
21761	CARDIO PARTNERS INC	\$583.10
21762	FIRST NATIONAL BANK OMAHA	\$10,699.75
21763	FIRST NATIONAL BANK OMAHA	\$1,210.14
21764	FIRST NATIONAL BANK OMAHA	\$476.14
21765	FIRST NATIONAL BANK OMAHA	\$934.61
21766	FIRST NATIONAL BANK OMAHA	\$321.00
21767	FIRST NATIONAL BANK OMAHA	\$118.65
21768	FIRST NATIONAL BANK OMAHA	\$231.47
21769	FIRST NATIONAL BANK OMAHA	\$534.80
21770	LEGACY 23 APARTMENTS	\$1,495.00
21771	LEGACY 23 APARTMENTS	\$1,701.00
21772	AMAZON CAPITAL SERVICES	\$3,669.99
21773	AMAZON CAPITAL SERVICES	\$9.95
21774	HY-VEE FOOD STORES	\$147.08
21775	SUPER SAVER	\$963.05
21776	TREVIPAY-WALMART	\$176.23
21777	BOSWELL, ETHAN	\$157.82
21778	COLUMN SOFTWARE PBC	\$255.68
21779	Hoenk, Matthew E	\$115.50
21780	JOHNSON, AMORITA	\$115.20
21781	NASB (NE. ASSOCIATION OF SCHOOL BOARDS)	\$8,477.00
21782	OMAHA WORLD HERALD	\$309.40
21783	PITNEY BOWES - RESERVE ACCOUNT	\$1,000.00
21784	PITNEY BOWES GLOBAL FINANCIAL SERVICES L	\$1,486.98
21785	PLUNKETTS PEST CONTROL	\$770.76
21786	SAVVAS LEARNING COMPANY LLC	\$2,171.88
21787	U AND I SANITATION LLC	\$2,235.00
21788	ACE HARDWARE-COLUMBUS	\$38.38
21789	ARNOLD MOTOR SUPPLY-COLUMBUS	\$149.35
21790	BLAZERWORKS, LLC	\$13,185.00
21791	BOMGAARS	\$45.94
21792	BYRKIT PIANO SERVICE	\$190.00
21793	COBLE, MELISSA	\$195.51
21794	COLUMBUS MUSIC	\$1,133.73
21795	COLUMBUS TIRE & SERVICE CENTER	\$558.00
21796	DEMCO, INC	\$96.61
21797	EAKES OFFICE SOLUTIONS	\$113.84
21798	ELECTRICAL ENGINEERING & EQUIP	\$3,939.84
21799	FOLLETT CONTENT SOLUTIONS, LLC	\$590.08
21800	FOREMAN SUPPLY INC	\$63.40
21801	FREEMAN, TYLER	\$223.44
21802	GARCIA, YURI	\$235.20
21803	GEHRING CONST. & READY MIX CO.	\$78.75
21804	GUTMANN, CLIFF J	\$305.75
21805	HERLIN, REBECCA	\$12.32
21806	IMAGE TECH & PRINTING	\$205.34
21807	J.W. PEPPER & SON, INC	\$882.89

Columbus Public Schools
General Fund Expenditures
January 10-31, 2026

21808	JARECKI, KAY	\$223.44
21809	JONSON, AMANDA	\$30.80
21810	LAKESHORE LEARNING MATERIALS	\$113.97
21811	LIGHTSPEED TECHNOLOGIES INC.	\$3,004.00
21812	LUNCHTIME SOLUTIONS, INC	\$227.42
21813	MAXIM HEALTHCARE SERVICES, INC.	\$5,265.00
21814	MCGRAW-HILL EDUCATION HOLDINGS LLC	\$2,620.80
21815	MENARDS-COL	\$164.86
21816	MIDWEST DOOR & HARDWARE	\$1,834.50
21817	MURPHY, DAWN	\$1,015.00
21818	PRESENCELEARNING INC	\$93,526.65
21819	PRINTCO GRAPHICS, INC	\$84.00
21820	PRO-ED, INC.	\$87.00
21821	RUTT'S HEATING & AIR CONDITIONING, INC -	\$15,170.00
21822	SCHOOL HEALTH CORPORATION	\$588.05
21823	STAROSCIK, KRISTINE	\$558.60
21824	TIRE OUTLET INC	\$20.00
21825	TRUCK CENTER COMPANIES	\$78.74
21826	VOSS LIGHTING	\$549.76
21827	WRIGHT, ABBEY	\$223.44
21828	ASSOCIATED STAFFING, INC	\$7,057.81
21829	FRANKLIN COVEY CLIENT SALES, INC	\$26,805.04
21830	NEBRASKA UC FUND	\$2,642.00
	Total Fund Expenditures	<u><u>\$4,405,936.81</u></u>

Check Number	Vendor	Amount
3420	CUEVAS, CHRISTIAN	\$ 200.90
3421	ESU #7	\$ 30.23
3422	GALVEZ-ALFARO, YANELA	\$ 27.20
3423	JACKSON SERVICES INC.	\$ 66.56
3424	VERIZON WIRELESS	\$ 32.91
3425	SCHOOL DISTRICT #1-PAYROLL	\$ 91,329.88
3426	ADVANCED FIRE & SAFETY	\$ 608.08
3427	HY-VEE FOOD STORES	\$ 3,175.00
3428	JACKSON SERVICES INC.	\$ 66.61
3429	LUNCHTIME SOLUTIONS, INC	\$ 169,318.65
	Total Fund Expenditures	<u>\$ 264,856.02</u>

Columbus Public Schools
 Summary of Cash Balances _QCPUF
 January 31, 2026

M9	DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURE	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR
	Amazon Capital Services			\$ 418.86		
	B-D Construction Inc			\$ 177,997.87		
	Clark & Enersen			\$ 2,489.90		
	Commonwealth Electric Midwest			\$ 5,062.50		
	Dell Marketing L.P.			\$ 12,505.03		
	Floors Inc			\$ 4,769.00		
	Powder Coating Plus LLC			\$ 1,280.00		
	Receipts					
	Transfers					
	Interest		\$ 4,570.90			
	QCPUF OPERATING -- COLUMBUS BANK	\$ 1,601,406.35	\$ 4,570.90	\$ 204,523.16	\$ 1,401,454.09	
	Transfers					
	Receipts		\$ 49,881.90			
	Interest		\$ 119.71			
	QCPUF BOND-- COLUMBUS BANK	\$ 45,205.33	\$ 50,001.61	\$0.00	\$95,206.94	
*Totals are the Operating and ICS Savings combined for each account						

The Administration recommends the School Board approve the following Certified hirings (February 2026):

Name	Position	Building	Replaces
Keber, Rachel	Music	CN	Jones, Kerri
Olsen, Katherine	Non-Public sped	Non-public/ADM	Outside vendor
Kosch, Stefanie "Grace"	SLP	TBD	Deepe, Judy
Barnes, Hannah	Sped Resource	TBD	Contract provider
Schrier, Shana	Sped	NTLSC	New position
Massman, Anna	English	CHS	Quiring, Lydia
Teahon, Desiree'	Elem. Principal	WP	Lawrence, Paula

The Administration recommends the School Board approve the following Certified resignations (February 2026):

Name	Position	Building	Type
Ritter, Jacob	Vocal music	CHS	resignation
Hole, Avery	Science	CHS	resignation



COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

To: Board of Education, Dr. Loeffelholz, and Mr. Kay

From: Dr. Chip Kay

Date: 2/6/26

I am recommending Desiree Teahon as a new certified employee hire for the 26-27 school year.

The anticipated position is West Park Elementary Principal.

We received 11 applicants and interviewed 2 for the open position.

Bio:

Highest Degree MA Credits Beyond 18

College/University: Doane College Degree Earned EdS - In Progress

UNK Degree Earned Educ Admin

UNK Degree Earned SPED

Educational Work Experience:

Total Years of Prior Educational Work Experience: 18 Years

School: Aurora Public Schools Position: SPED Years: 8 Years

School: Aurora Public Schools Position: See Below Years: 10 Years

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

Currently has 10 years as the Assistant Elementary Principal and 8 Years at Curriculum Coordinator for Aurora Public Schools.

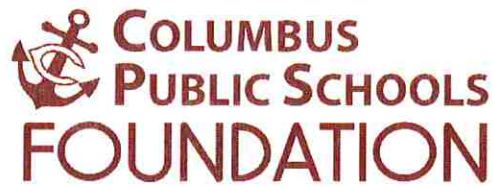
“Engaging All Learners to Achieve Success”

Columbus Public Schools

Professional Leave Report

Board Report - January 30, 2026

Employee	Start Date	End Date	Event/Location
Jason Harris	09/30/2025	05/29/2026	NASES Region 3 Meeting - Norfolk
Eric Edzards	01/09/2026	01/09/2026	NPERS Meeting - Lincoln
Leonard Kwapnioski	01/09/2026	01/09/2026	NATA Meeting - Bellevue
Nicole Anderson	01/09/2026	01/09/2026	NebSPRA Monthly Meeting - Ralston
Jason Schapmann	01/16/2026	01/16/2026	Midland Career Fair
Chip Kay	01/21/2026	01/21/2026	GNSA Meeting - Lincoln
Paula Lawrence	01/21/2026	01/21/2026	NPERS Meeting - Lincoln
Sara Colford	01/22/2026	01/22/2026	UNK Teacher Job Fair
Chip Kay	01/23/2026	01/23/2026	NCSA Legislative Committee - Lincoln
Leonard Kwapnioski	01/27/2026	01/28/2026	NEFA Meeting - Lincoln
Benjamin Loeffelholz	01/28/2026	01/28/2026	SkillsUSA Board Meeting
Chip Kay	01/28/2026	01/28/2026	NCSA Executive Committee
Elissa Heibel	01/29/2026	01/29/2026	Braille Challenge - Nebraska City
Kari Tunink	01/30/2026	01/30/2026	FBLA Board Meeting
Jason Harris	01/30/2026	01/30/2026	NASES Region III - Norfolk



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

February 9, 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 January. 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

\$3,872.84 - Columbus After School Program
\$175.00 - Educators Rising

\$608.00 - CHS Key Club
\$587.30 - National School Board

Band Boosters

\$205.00 - Decals and Banners

Centennial PAC

\$384.96 - Holiday Candy
\$64.28 - Leader in Me Breakfast for Staff

North Park PTO

\$194.28 - Classroom Support

Sports Boosters

\$1,098.19- Winter Sports Program Design and Printing
\$2,790.00 - Destro Machines Single Towers for Swim Team

Vocal Music Boosters

\$47.16 - Candy Canes and Plant
\$96.00 - Decals

West Park PTO

\$375.99 - Paper Roll Holder

The total contributions for the month of January was \$10,499.00

The total contributions for the FY 2026 total is **\$10,499.00**

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

Thank you for your consideration.

Sincerely,

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

Nicole Anderson
Communication & Foundation Director

Department of Teaching & Learning Updates



February 2026

CHS Chemistry/Honors Chemistry Resource Proposal

"Engaging All Learners to Achieve Success"



Experience Chemistry ©2026 by Savvas

Curriculum Work

"Engaging All Learners to Achieve Success"



- Grades 5-7 Updated Advanced Math Placement Tests and Decision Rules
- 6th-Grade Math Data Points and Proficiency Scale Adjustments
- 6th & 7th-grade Science OpenSciEd Unit Planning
- Winter Benchmark Data Meetings with elementary and middle school principals

Teaching & Learning Teacher/Principal Support

"Engaging All Learners to Achieve Success"



January 2026
296 Teacher/Principal Touch Points

We track engagement through dialogue, collaboration, and classroom visits.

Proposal for Experience Chemistry by Savvas for Columbus High School Chemistry and Honors Chemistry

Presented to: Columbus Public School's Board of Education
Prepared by: Teresa Hausmann, Director of Teaching & Learning
Date: February 9, 2026

Proposal Summary

This proposal recommends the adoption of Experience Chemistry © 2026 by Savvas as the curriculum resource for Columbus High School Chemistry and Honors Chemistry courses. Experience Chemistry by Savvas is a modern, inquiry-based high school chemistry resource. This resource aligns with the Nebraska Science Chemistry Standards. It utilizes a phenomena-driven approach that encourages students to investigate real-world mysteries through the lens of chemistry.

Rationale for Adoption

1. The Experience Chemistry resource is explicitly engineered to meet the rigor of the Nebraska Science Standards. Unlike traditional textbooks, this resource utilizes a three-dimensional learning framework, seamlessly integrating Disciplinary Core Ideas (DCI), Science and Engineering Practices (SEP), and Cross-Cutting Concepts (CCC). By adopting this resource, we ensure that our students are not just learning scientific facts but are engaging in the actual practices of modern scientists and engineers, as mandated by the state.
 2. Our current chemistry resource is approximately twenty years old and is no longer in circulation, meaning it lacks support for modern digital tools and misses two decades of scientific advancement. Transitioning to Experience Chemistry addresses this critical gap, replacing an obsolete text with a contemporary, supported platform. This move ensures our students have access to current data, safe and modern lab protocols, and instructional technology that prepares them for post-secondary academic success.
 3. One of the most significant advantages of this resource is its ability to serve both General and Honors Chemistry through a single, unified platform. The curriculum includes advanced versions of laboratory investigations and more rigorous mathematical applications specifically designed for honors students. The Savvas Realize® digital interface empowers teachers to toggle effortlessly between general and honors-level resources, providing a streamlined experience that simplifies lesson planning while ensuring high-achieving students are appropriately challenged.
-

Resource Overview

The Experience Chemistry © 2026 by Savvas resource adoption includes the following:

- 3 sets of Experience Chemistry Printed Teacher Guides - Volume 1 & 2
- 3 teacher digital licenses (7 years)
- 3 teacher classroom lab kits
- 3 classroom sets of student books - 31 per class for a total of 93 student books
- 300 digital student licenses (7 years)

Cost Estimate

- Annual Cost: Approximately \$8302.29 per year (includes virtual teacher professional development, digital and print instructional materials, lab kit materials)
 - **Total 7-Year Adoption Cost: \$58,116.06**
-

Implementation Plan

1. **Semester 1 of the 2025-26 School Year**
 - Ryan Schroeder, Keegan McGill and Kelsey Plance evaluated three chemistry resources under the leadership of Brandi Fleming: OpenSciEd Chemistry, HMH Science Dimensions, and Experience Chemistry by Savvas
 2. **Jan 30, 2026**
 - The high school chemistry teachers selected Experience Chemistry by Savvas
 3. **Feb 9, 2026**
 - Make formal proposal to CPS Board of Education to adopt Experience Chemistry by Savvas
 4. **Feb 9 - Mar 15, 2026**
 - Display Experience Chemistry by Savvas in the CPS Administration front office for public viewing for at least 30 days per policy
 5. **Mar 16, 2026**
 - Request the CPS Board of Education formally adopt Experience Chemistry by Savvas as the curriculum resource for CHS Chemistry and Honors Chemistry courses.
 6. **Mar 17, 2026**
 - If CPS BOE approved, place the Experience Chemistry Saavas order
 7. **Fall, 2026**
 - Provide teachers support with the online professional development, unit planning and full implementation of Experience Chemistry by Savvas
-

Conclusion & Recommendation

The adoption of Experience Chemistry © 2026 by Saavas for Columbus High School Chemistry and Honors Chemistry represents a strategic investment in high-quality science education. By implementing this resource, we will provide students with real-world, inquiry-based learning experiences that align with Nebraska State Science Standards.

I recommend board approval to proceed with full implementation of Experience Chemistry © 2026 by Saavas for the 2026-27 academic year.

Respectfully Submitted,

Teresa Hausmann
Director of Teaching & Learning
Columbus Public Schools

Board of Education Update

February 9, 2026

October 1, 2025 Special Education Counts

Nebraska Department of Education

SPECIAL EDUCATION ACTIVE STUDENT COUNTS - [As of October 1st (Locked)]

School Year: 2026-06-30

DISTRICT: COLUMBUS PUBLIC SCHOOLS (71-0001-000)

School	Count of Special Education Students
CENTENNIAL ELEMENTARY SCHOOL (012)	92
COLUMBUS HIGH SCHOOL (001)	191
COLUMBUS MIDDLE SCHOOL (002)	275
EMERSON ELEMENTARY SCHOOL (003)	90
KRAMER EDUCATION CENTER (013)	65
LOST CREEK ELEMENTARY SCH (011)	87
NORTH PARK ELEMENTARY (006)	62
WEST PARK ELEMENTARY (007)	69
District Total	931

Current Special Education Counts as of February 6, 2026

Nebraska Department of Education

SPECIAL EDUCATION ACTIVE STUDENT COUNTS - [As of Today]

School Year: 2026-06-30

DISTRICT: COLUMBUS PUBLIC SCHOOLS (71-0001-000)

School	Count of Special Education Students
CENTENNIAL ELEMENTARY SCHOOL (012)	98
COLUMBUS HIGH SCHOOL (001)	184
COLUMBUS MIDDLE SCHOOL (002)	268
EMERSON ELEMENTARY SCHOOL (003)	94
KRAMER EDUCATION CENTER (013)	67
LOST CREEK ELEMENTARY SCH (011)	94
NORTH PARK ELEMENTARY (006)	66
WEST PARK ELEMENTARY (007)	74
District Total	945

Current Special Education Staffing

A	B	C	D	E	F
Building	Total FTE	Current CPS FTE	Current Contract FTE	Contract Sub	Staff
Centennial	4	3	1	0	Michelle Dela Cruz (Resource), Becky Sindelar (Resource), Sonja Carlson (Resource) Cindy Raders (Curriculum Life Skills)
Emerson	2	2	0	0	Caitlin Vering (Resource), Carrie Jaxien (Resource)
Lost Creek	7	7	0	0	Sierra Rathman (Resource), Brigen Kinnison (Resource), Emily Williams (Resource), Barbara Matchett (Behavior), Claire Hladky (High Needs) Megan Johnson (Autism), Alicia Eckholt (Autism)
North Park	3	3	0	0	Molly Carlson (Resource), Yorlenis Guerra Barrios (Resource), Yvonne Strope (Resource)
West Park	2	2	0	0	Allison Gabel (Resource) and Ashely Korth (Resource)
Columbus Middle School	14	9	3	2	Hillary Ramussen (Resource Contracted Sub), Crystal Terrell (Resource Contracted Sub), Maggie Langan (Resource), Britt Foland (Resource), Gracie Dawson (Resource), Ellen Harrison (Resource Contracted by Soliant), Janie Ledbetter (Case Manager Contracted by Hello Hero), Kalena Wheeler (Case Manager Contracted by Hello Hero, Tammy Vollbract (Behavior), Alex Books (Curriculum Life Skills), France May (Curriculum Life Skills, Tessa Bridger (Autism), Rashea Schumacher (High Needs)
Columbus High School/Cassette	10	10	0	0	Kristen Biggs (Resource), Jen Kallweit (Resource), Amber May (Resource), Kim Leibhart (Resource) Jill Sorsen (Resource), Nathan Sliva (Resource) Ryan Goetsch (Autism), Brenda Huey (Curriculum Life Skills), Kate Juranek, (Behavior), Jackie Eickhoff (Cassette)
ECSE	5	5	0	0	Drew Whisenant, Ashley Gutierrez, Caitlyn Byrnes, Jeanne Kay, Katie Robertson
ECSE Coordinantor	1	1	0	0	Kaylee Strong
Speech	18.4	4	14.4	0	Megan Novak (ECSE), Chelsea Werner, Kari Ortiz, Sarah Corman (Contract SLPA), Jenny Kramer (Contract SLP 2 days a week), Abby Kapels (Contract), Olivia Bell (Contract), 10 FTE from Presence Online, Rhylan Wurdeman (SLPA), Sandy Cerney (Contract 1-day a week)
School Psychologist	7.2	4	3.2	0	Edwin Fattig, Carly Whitney, Robyn Myers, Stacey Romick (Contact Soliant), .20 (Contract ESU), 1 FTE (Contract Presence), Michelle Figge
Non-Public	3	2	1	0	Janell Mustard, Chris Mustard, Pam Homalka (Contract Soliant)
Other (Case Manager, HI, VI)	3	3	0	0	Adia Brightman (CPS Contract) Hybrid Case Manager Emily Delp (HI), Elissa Heibel (VI)
OT/PT (Go Therapy)	6	0	6	0	Whitney Rodriguez, Maggie Fowlkes, Alicia Johns, Chris King, Lisa Porter, Logan Cuba
Totals	85.6	55	28.6	2	

Testing Data

Type of Evaluation	Number
Initial Evaluations	107
Transfer In Students	27
Revaluations	189

Student in Alternative Placement

Placement	Number
Boys Town Duncan	10
Learning Academy/Bridges	8
Other	1

Professional Development Offered to Special Ed. Staff

- Writing Quality IEPs for School Age
- Creating S.M.A.R.T IEP Goals
- Writing Quality IEPs for Preschool
- Selecting Appropriate Accommodations for Students
- Working with Outside Agencies to Support Families
- Writing a Quality Transition Page Starting at Age 14
- Roles and Responsibilities of Required IEP Team Members



COLUMBUS PUBLIC SCHOOLS

To: Board of Education

From: Jason Schapmann, Director of Human Resources and Fiscal Support

Date: February 9, 2026

Subject: February Board Meeting Update

The following is a summary of key updates from Human Resources and Finance for the Board's review and consideration.

Staffing Update – Year-Over-Year Comparison

- As of February 14, 2025, the district had received 24 resignations and retirements.
- As of February 5, 2026, the district has received 15 resignations and retirements.

Property Tax Credit

- 2024–25: The district received property tax credit payments of \$3,571,845.65/month in February and April 2025.
- 2025–26: Payments of \$3,662,528.82 per month are scheduled for March and May, representing a slight decrease from the prior year.
 - New for 25-26, the county retains 1% of the original property tax credit amount.

State Apportionment

- The current state apportionment amount totals \$1,109,548.74 for the 2025-26 school year.

State Aid

- 2025–26: \$18,031,034 (+\$125,619 of prior year correction)
- 2026–27: Projected state aid is \$18,254,263, an increase of \$97,610 over the prior year. (+\$971,883 of prior year correction)

Food Service – Second Semester

- Second semester Food Service Advisory Meeting is scheduled for Wednesday, March 25, 2026.

“Engaging All Learners to Achieve Success”

2508 27th Street | Columbus, Nebraska, 68601 | Ph: 402.563.7000 | Fx: 402.563.7005

ColumbusPublicSchools.org

NOTICE OF NONDISCRIMINATION

Employees, students, and parents of secondary school students, are hereby notified that this institution does not discriminate on the basis of race, color, national origin, sex, age, or handicap in admission or access to, treatment or employment in its programs and activities. Any person having inquiries concerning Columbus Public School District #1 compliance with the regulations implementing Title VI, Title IX, or Section 504 is directed to contact Dr. Chip Kay, Superintendent, Columbus Public School District #1, 2410 16th Street Suite A, Columbus, Nebraska 68601, telephone number 402-563-7000. Dr. Chip Kay has been designated by Columbus Public School District #1 to coordinate the institution's efforts to comply with the regulations implementing title VI, Title IX, and Section 504. Any person may also contact the Assistant Secretary for Civil Rights, U.S. Department of Education, regarding the institution's compliance with the regulations implementing Title VI, Title IX, or Section 504.

NOTIFICATION OF AMERICAN DISABILITIES ACT

If you have any special needs requests that will assist you in participating in programs, services or activities of the Columbus Public Schools, please contact Dr. Chip Kay, Superintendent.

Columbus Middle School

2200 26th Street

Columbus NE 68601

Phone: 402-563-7060

Fax: 402-563-7068

www.columbuspublicschools.org

Principal

Amy Haynes

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Assistant Principal / Activities Coordinator

Jordon Anderson

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Staff Assignments

Office Phone Number: 402-563-7060

School Counselors

Malia White - 5th Grade
whitem@discoverers.org

Kim Shevlin - 6th Grade
shevlink@discoverers.org

Angie Kruse - 7th Grade
krusea@discoverers.org

Jared Johnson - 8th Grade
johnsonj@discoverers.org

School LMHP

Amy Theis - theisa@discoverers.org

School Nurses

Katie Kruse - krusek@discoverers.org
Danielle Pasonault -
pasonaultd@discoverers.org

School Psychologist

Stacey Romick-Imig -
romickimigs@discoverers.org

School Social Worker

Heidi Luebbe - luebbeh@discoverers.org

Office Support

Angie Andreasen - Secretary to Principal
andreasena@discoverers.org

Heather Christensen - Activities Secretary
christensenh@discoverers.org

Traci Seim - Counseling Office Secretary
seimt@discoverers.org

Norma Gardea - Attendance Secretary
gardean@discoverers.org

Yahaira Vasquez Beltran - Secretary
vasquezy@discoverers.org

Media Center

Amy Jahn- jahna@discoverers.org

After-School Program

Stacey Whiting - Supervisor 402-563-4901

Continuous Improvement Goals

Building Continuous Improvement Goals

Mathematics: CMS students will increase mathematics achievement.

Reading: CMS students will increase reading achievement.

Dear Parents and Students,

Our district mission statement of “Engaging All Learners to Achieve Success” is alive and well at Columbus Middle School. We are glad that you chose to learn here. We know that you will be able to find classes and activities that are of interest to you at CMS. Several factors make middle school a unique setting that is much different from the elementary level and high school.

Columbus Middle School provides:

- A strong core curriculum of reading language arts, math, science, and social studies
- Exploratory programs and activities in all areas of the curriculum to help students discover and extend interests and abilities
- An involved counseling curriculum
- A supportive environment for the physical and social development of every student
- An intramural and activity-oriented program to accommodate the needs of the early adolescent
- A positive climate that fosters self-esteem, self-discipline, and student responsibility
- Knowledgeable educators who are committed to the middle school design
- An on going program of training and professional skills that are based on the characteristics and needs of the adolescent
- Close contact and communication between parents and school
- Opportunities for intervention and acceleration when needs are identified
- A strong careers program that encourages post-secondary education
- An after-school program with workshops that reach out to a wide-range of student interests
- Interdisciplinary teams in which all students are “One of the family”

We hope that you find the information that you need in this book. Our counseling department will assist you with the registration process and make sure that you and your child have no unanswered questions.

Again, welcome to Columbus Middle School. We look forward to working with your child and you.

Amy Haynes, Principal

Teaming

What is a TEAM?

Every student who comes to Columbus Middle School will be placed on a team. Teaming is a middle school concept that enables teachers to build relationships and better monitor students' social and academic needs in a smaller learning community. Teachers within a team consistently communicate with one another about the progress of their students and work together to help them achieve success.

All students assigned to a particular team will have the same set of core teachers for their required classes. This team of teachers meets twice a week to discuss classroom and school activities, accomplishments, and concerns.

Are there differences between teams?
Teams are divided evenly. School counselors do placement on teams at the beginning of every school year.

Grading Procedures

Grade Policy

For grade point average purposes, Columbus Middle School will implement a 10 point scale.

A+	=	4.0	98 - 100%	C+	=	2.0	77 - 79%
A	=	4.0	90 - 97%	C	=	2.0	70 - 76%
B+	=	3.0	87 - 89%	D+	=	1.0	67 - 69%
B	=	3.0	80 - 86%	D	=	1.0	60 - 66%
				F	=	0.0	Below 60%

Daily Schedule

REGULAR BLOCK SCHEDULE

5th Grade

Advisory	8:00 - 8:10
1	8:13 - 8:54
2	8:57 - 9:38
3	9:41 - 10:22
4	10:25 - 11:06
5	11:09 - 11:50
6	11:53 - 12:34
7 (lunch)	12:35 - 1:18
8	1:21 - 2:02
9	2:05 - 2:46
10	2:49 - 3:30

WEDNESDAY SCHEDULE

5th Grade

Advisory	8:00 - 8:25
1	8:28 - 9:02
2	9:05 - 9:39
3	9:42 - 10:16
4	10:19 - 10:53
5	10:56 - 11:30
6	11:33 - 12:07
7 (lunch)	12:08 - 12:44
8	12:47 - 1:21
9	1:24 - 1:58
10	2:01 - 2:35

REGULAR BLOCK SCHEDULE

6th Grade

Advisory	8:00 - 8:10
1	8:13 - 8:54
2	8:57 - 9:38
3	9:41 - 10:22
4 (lunch)	10:23 - 11:06
5	11:09 - 11:50
6	11:53 - 12:34
7	12:35 - 1:18
8	1:21 - 2:02
9	2:05 - 2:46
10	2:49 - 3:30

7th Grade

Advisory	8:00 - 8:10
1	8:13 - 8:54
2	8:57 - 9:38
3	9:41 - 10:22
4	10:25 - 11:06
5 (lunch)	11:07 - 11:50
6	11:53 - 12:34
7	12:35 - 1:18
8	1:21 - 2:02
9	2:05 - 2:46
10	2:49 - 3:30

8th Grade

Advisory	8:00 - 8:10
1	8:13 - 8:54
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9	1:24-1:58
10	2:01-2:35

5th through 8th Grade Class Sequence

Career and Technical Education

Grade	Required	Elective
5th Grade	Computer Skills 5 2 STEM Courses	Art 5 Family and Consumer Sciences 5
6th Grade	2 STEM Courses Computer Skills 6	Art 6 Family and Consumer Sciences 6
7th Grade	1 Computer Class 2 STEM Courses	Fashion and Finance 7 Foods and Family 7
8th Grade	2 STEM Courses	Child Development and Care 8 Computer Science 8 Digital Media 8 Fashion and Finance 8 Foods and Family 8

English

Grade	Required	Elective
5th Grade	Language Arts 5	Reading Skills **
6th Grade	Language Arts 6	Reading Skills **
7th Grade	Language Arts 7	Introduction to Journalism
8th Grade	Language Arts 8	Yearbook **
		** Entry based on selection process

Fine Arts

Visual Arts Electives

5th Grade	Art 5
6th Grade	Art 6
7th Grade	Art Elements Art Principles
8th Grade	Art Ideas Art Methods

Music Electives

5th Grade	Music 5
6th Grade	Band 6 Music 6
7th Grade	Band 7 Chorus 7 Music 7
8th Grade	Band 8 Chorus 8 Vocal Tech (must audition)

Theater

5th & 6th Grade	Play (must audition, extracurricular)
7th & 8th Grade	Musical (must audition, extracurricular)

Physical Education & Health

5th Grade	Fitness 5
6th Grade	Fitness 6
7th Grade	Health/Fitness 7
8th Grade	Health/Fitness 8

Mathematics

Grade	Required	Elective
5th Grade	Math 5	
6th Grade	Math 6 or Math 6 Accelerated **	
7th Grade	Math 7 or Math Pre-Algebra 7**	
8th Grade	Math 8 or Math Algebra 8**	

**** Entry based on selection process**

Science

5th Grade	Science 5
6th Grade	Science 6
7th Grade	Science 7
8th Grade	Science 8

Social Studies

Grade	Required	Elective
5th Grade	Social Studies 5	
6th Grade	Social Studies 6	
7th Grade	Social Studies 7	Pre-Spanish
8th Grade	Social Studies 8	Spanish 1

5th through 8th Grade Course Descriptions

5th/6th Grade

CORE REQUIREMENTS

Year Long (required)

The courses for English-Language Arts, Math, Science, and Social Studies are aligned with Nebraska Standards.

Please visit the following link:

**[https://www.education.ne.gov/
AcademicStandards/index.html](https://www.education.ne.gov/AcademicStandards/index.html)**

MATH 6 ACCELERATED (must qualify) Year-Long / Required

The learning goals for this course are intended to fully meet the NE Math content standards for 6th grade and a portion of 7th grade in one academic year. Topics for this course relate to number sense, algebra, geometry, and data analysis concepts. Students placed at the accelerated level can quickly draw from previous learning to make connections to new learning, and thus need less review, practice, and time to reach proficiency of new math concepts. Due to the combined nature of the two courses, lessons are integrated in order to learn more material. Mathematical practices are connected to math content helping students to solve a variety of problems independently. Successful completion of this course will prepare students for Math 7-8 Accelerated.

5th Grade

Exploratory Classes

ART 5

1 Quarter

In Art 5 students will learn the basics of various art media and art elements. Students will use a variety of art media which may include paint, pastel, clay, pencil and paper, and more. Students will apply their knowledge of the art elements and art media to create unique and exciting projects.

FAMILY AND CONSUMER SCIENCES 5

1 Quarter

Students will explore the different themes of family and consumer science in this course. These themes include food and nutrition, peer and family relationships, textiles, sewing and design, personal finance, and careers. Students will participate in project-based learning opportunities to explore these themes.

COMPUTER SKILLS 5

1 Quarter / Required in either 5th OR 6th grade

Students in this class will focus on typing technique. Students will demonstrate appropriate keyboarding skills using home row keys, proper finger placements, and key reaches. Students will spend time learning about and practicing digital citizenship. Students will demonstrate ethical behavior when using technology. Students will learn the various ways to use the Google Suite.

MUSIC 5

Yearlong / Required

This is a year long class. Students will learn basic elements, theory, composition, musicals, how to play piano along with improving vocal techniques and part singing. There will be one performing opportunity required for this class.

STEM 5

2 Quarters of the Following Required

DRAFTING 5

1 Quarter

Students will be challenged with a storyline in order to solve a structural problem by implementing the Science and Engineering Practices.

ENGINEERING 5

1 Quarter

Students will be challenged with a storyline in order to solve an energy problem by implementing the Science and Engineering Practices.

MANUFACTURING 5

1 Quarter

Students will be challenged with a storyline in order to solve a design problem by implementing the Science and Engineering Practices.

6th Grade

Exploratory Classes

ART 6

1 Quarter

In Art 6 students will learn the basics of various art media and art principles. Students will use a variety of art media which may include paint, pastel, clay, pencil and paper, and more. Students will apply their knowledge of the art principles and art media to create unique and exciting projects.

FAMILY AND CONSUMER SCIENCES 6

1 Quarter

Students will explore the different areas of family and consumer science in this course. Units covered include; Food and Nutrition, Finance, Healthy Relationships, Sewing, Basic Childcare and Careers. Students will apply their knowledge of these units to create unique hands on projects.

COMPUTER SKILLS 6

1 Quarter / Required in either 5th OR 6th grade

Students in this class will focus on typing technique. Students will demonstrate appropriate keyboarding skills using home row keys, proper finger placements, and key reaches. Students will spend time learning about and practicing digital citizenship. Students will demonstrate ethical behavior when using technology. Students will learn the various ways to use the Google Suite.

MUSIC 6

Yearlong / Required

This is a year long class. Students will learn basic elements, theory, composition, musicals, how to play Orff instruments along with improving vocal techniques and part singing. There will be one performing opportunity required for this class.

STEM 6

2 Quarters of the Following Required

DRAFTING 6

1 Quarter

Students will be challenged with a storyline in order to solve a structural problem by implementing the Science and Engineering Practices.

ENGINEERING 6

1 Quarter

Students will be challenged with a storyline in order to solve an energy problem by implementing the Science and Engineering Practices.

MANUFACTURING 6

1 Quarter

Students will be challenged with a storyline in order to solve a design problem by implementing the Science and Engineering Practices.

Elective Class

BAND 6

Year-Long / Elective

This class will provide students with the opportunity to learn a musical instrument. No previous instrumental experience is necessary. All students will be expected to perform in two evening concerts, one in the fall semester and the other in the spring semester. Students will then automatically be placed in 7th grade band unless unenrolled by a parent/guardian.

7th Grade

CORE REQUIREMENTS

Year Long (required)

HEALTH/FITNESS 7

Year-Long / Required

This class is a combination of health and fitness concepts. Students will learn about prevention of drug, alcohol, and tobacco use; healthy foundations and wellness; consumerism and media influences on your health; personal fitness development; dynamic and static stretches of muscles; and personal fitness development focusing on muscular strength/endurance and aerobic capacity.

LANGUAGE ARTS 7

Year-Long / Required

Students in seventh grade Language Arts will read a variety of fiction and nonfiction texts relating to various genres. The texts will include high-interest novels, short stories, and informational articles. Students will interact with the text by analyzing various literature concepts, author's purpose, literary devices, and text elements. Learning to summarize as well as answering literal and inferential questions will be a focus of this course. Using a variety of context clue strategies, students will build their vocabulary in order to construct meaning from text. Students will apply the writing process to write in a variety of modes and genres.

MATH 7

Year-Long / Required

The learning goals for this course meet the NE Math content standards for 7th grade by helping students understand the basic structure of mathematics and develop ever-increasing mathematical ability. They will investigate and strengthen their skills in number sense, algebra, geometry, and data analysis. Students learn to collaborate with others, share information, and justify their thinking and ideas through College and Career Readiness practices.

Course Expectations: Students are expected to actively participate in lessons, complete assignments on time, and demonstrate their understanding through assessments.

MATH Pre-Algebra 7 (must qualify)

Year-Long / Required

The learning goals for this course meet the NE Math content standards for a portion of 7th grade and 8th grade in one academic year. Students will investigate and strengthen their skills in number sense, algebra, geometry, and data analysis concepts. Students placed at the accelerated level can quickly draw from previous learning and make connections to new learning. Due to the combined nature of this course, lessons are integrated to learn more material. Students collaborate with others as well as work independently to justify their thinking and ideas through College and Career Readiness practices. Successful completion of this course will prepare students for Algebra I.

Course Expectations: Students are expected to actively participate in lessons, complete assignments on time, and demonstrate their understanding through assessments.

7th Grade

SCIENCE 7

Year-Long /Required

This is an integrated science course, which includes units on Physical Science, Life Science, and Earth Science. The Earth Science portion will delve into geoscience processes, large and small, and how they impact Earth. The Physical Science portion will have students looking at the structure of matter, chemical reactions, and the chemistry behind photosynthesis. The Life Science part of the year will focus on ecosystems, biodiversity, and ecosystem threats. Throughout the entire year the students will be using different science and engineering practices and crosscutting concepts when showing proficiency in each standard.

SOCIAL STUDIES 7

Year-Long / Required

This social studies course focuses on the Middle Ages across the world. We will use Geography skills, Historical Research Skills and Critical Thinking Skills to study Medieval cultures of Africa, Europe, South and Central America and the Middle East.

Exploratory Classes

COMPUTER SKILLS 7

1 Quarter / Computer Skills 7 OR Computer Science 7 Required

Computer Skills 7 allows students to expand their knowledge and understanding of basic computer functionality while working to advance their skills using the Google Suite. Students will gain experience using word processing, presentations, and spreadsheets. Responsible use and digital etiquette will continue to be a focus in this course.

COMPUTER SCIENCE 7

1 Quarter / Computer Skills 7 OR Computer Science 7 Required

Computers Science focuses on learning various aspects of computer programming. Students will learn about the fundamentals of coding and complete a unit in block coding. Students will be introduced to other coding languages and will gain experience in python and/or javascript coding.

STEM 7

2 Quarters of the Following Required

DRAFTING 7

1 Quarter

Students will be challenged with a storyline in order to solve a structural problem by implementing the Science and Engineering Practices.

ENGINEERING 7

1 Quarter

Students will be challenged with a storyline in order to solve an energy problem by implementing the Science and Engineering Practices.

MANUFACTURING 7

1 Quarter

Students will be challenged with a storyline in order to solve a design problem by implementing the Science and Engineering Practices.

Elective Classes

PRE-SPANISH

1 Quarter

This class will introduce material that will be used in Spanish I (8th grade). The purpose of this class is to make the transition easier to Spanish I and to help students gain an understanding of learning a world language. Upon successful completion of this class, students will be able to enter Spanish I (8th grade).

7th Grade

Elective Classes

ART ELEMENTS

1 Quarter / Elective

This art class offers art at a more advanced level and would be a suggested course for students interested in creating more advanced art. Art Elements focuses on the Elements of Art: color, form, line, shape, space, texture, and value. Materials used may include clay, paper and pencil, paint, and more. Projects are subject to change based on the teacher's discretion.

ART PRINCIPLES

1 Quarter / Elective

This art class offers art at a more advanced level and would be a suggested course for students interested in creating more advanced art. Art Principles focuses on the Principles of Art: Balance, emphasis, movement, proportion, space, unity, and pattern. Materials used may include clay, paper and pencil, paint, and more. Projects are subject to change based on the teacher's discretion.

BAND 7

Year-Long / Elective

This class is open to all students who took band in 6th grade or have previous experience playing a band instrument. This class will advance the skills learned in 6th grade so students must have prior experience playing an instrument to enroll. If a student does not take band in 6th grade and wants to join in 7th grade, students must take lessons outside of school to advance their skills. Students in this class will perform in 2 formal concerts one in the fall and one in the winter. Students will also be eligible to audition for honor bands and other clinics if they wish. Students will automatically be placed in 8th grade band unless unenrolled by a parent/guardian.

CHORUS 7

Semester / Elective

Chorus class is designed to give students an experience in part singing and performance. Styles of music covered will vary and include pop, contemporary, and traditional. This class is designed for the student who enjoys singing and desires to explore the potential in their singing voice. A minimum of 2 performing opportunities will be given each semester. This is a semester class, which may be repeated the 2nd semester if the student chooses.

FASHION AND FINANCE 7

1 Quarter / Elective

Fashion & Finance focuses on the allocation of money in a budget and the use of sewing supplies. Students will learn how to develop consumer skills that help make smart financial decisions. This class goes deeper into the sewing techniques than 6th grade FCS. You will learn and practice new sewing techniques in the creation of your sewing project.

FOODS AND FAMILY 7

1 Quarter / Elective

In this class students will learn the basics of good nutrition. Students will prepare recipes from different food groups. They will become familiar with kitchen equipment and how to prepare a recipe in the kitchen. Students will get to practice safe and sanitary work habits. Students will identify personal skills necessary to build positive relationships.

GENERAL MUSIC

1 Quarter / Elective

This is a non-performance music class that lasts one quarter. We will study how to read and write Music in a variety of time signatures, compose original songs, listen in depth to a variety of music genres and movie soundtracks/scores and create their own original movie score. Students who sign up for this class should have a desire to learn about music history and basic music theory.

8th Grade

CORE REQUIREMENTS

Year-Long

HEALTH/FITNESS 8

Year-Long / Required

In this class, students will study health and fitness-related concepts and the correlation between the two areas. Typical areas of study will include: prevention of drug, alcohol and tobacco use; mental and emotional health; nutrition; growth and development; dynamic and static stretches of muscles; and personal fitness development focusing on muscular strength/endurance and aerobic capacity.

LANGUAGE ARTS 8

Year-Long / Required

Students in English Language Arts will read and analyze fiction and nonfiction texts of various genres through short stories, informational articles, and novels. Figurative language, central ideas, points of view, and themes are a few of the literary concepts that will be analyzed. Students will primarily focus on informative and persuasive writing tasks that clearly convey ideas, information, and concepts.

MATH 8

Year-Long / Required

The learning goals for this course are intended to fully meet the NE Math content standards for 8th grade, investigating number sense, algebra, geometry, and data analysis. The course is balanced among questioning, algorithms, deep conceptual understanding, problem solving, and adaptive reasoning for students to justify and communicate their thinking. Under teacher guidance, students learn to collaborate with others while sharing information, expertise, and ideas. The activities embed the 8 Mathematical Practices with math content helping students to practice the thinking processes necessary for a deeper understanding of math.

MATH ALGEBRA 8

Year-Long

(must qualify)

The learning goals for this course are intended to fully meet the NE Math content standards for high school Algebra. This course deepens and extends student understanding built in previous courses by focusing on developing fluency with solving linear equations, inequalities, systems, and data. These skills are extended to solving quadratic equations and exploring linear, quadratic, and exponential functions. Mathematical practices are connected to algebra content helping students to solve a variety of problems independently. Algebra is the first class in the traditional college preparatory sequence.

SCIENCE 8

Year-Long / Required

This course will begin with a unit on the scientific method. The culmination of this unit will be a science fair project and presentation. Students will also learn about basic cell structure, mitosis, explore differences in types of cells, and genetics during the life science unit. They will study physics by investigating energy and Newton's 3 Laws of Motion. Students will complete a unit of chemistry and investigate chemical changes and their reactions, properties of matter, atomic structure, and properties and uses of metals, nonmetals, and metalloids.

SOCIAL STUDIES 8

Year-Long / Required

This course offers a look at U.S. history, government, geography, and economics from the creation of the nation through the Progressive Era. Students will analyze primary sources, engage in critical thinking, and utilize the inquiry process to investigate key historical events, cultural developments, and civic concepts. Learners will develop the skills necessary to evaluate evidence, draw conclusions, and apply knowledge to real-world scenarios. The curriculum emphasizes active participation, encouraging students to become informed and responsible global citizens.

8th Grade

Exploratory Classes

STEM 8

2 Quarters of the Following Required

DRAFTING 8

1 Quarter

Students will be challenged with a storyline in order to solve a structural problem by implementing the Science and Engineering Practices.

ENGINEERING 8

1 Quarter

Students will be challenged with a storyline in order to solve an energy problem by implementing the Science and Engineering Practices.

MANUFACTURING 8

1 Quarter

Students will be challenged with a storyline in order to solve a design problem by implementing the Science and Engineering Practices.

Elective Classes

ART IDEAS

1 Quarter / Elective

This class focuses on new and current trends in the art world that have developed into the last 50 years. Students may create works using both digital and experimental mediums. Artwork in this class will focus more on creating thoughtful and meaningful compositions versus function. 8th grade art classes encourage more freedom and choice when creating artwork, and with this a high level of maturity and interest is required.

ART METHODS

1 Quarter / Elective

Art Methods focuses on more traditional art methods used in the art world throughout history. Students may learn various techniques such as using a printing press, painting, drawing, and creating art that serves a function. 8th grade art classes encourage more freedom and choice when creating artwork, and with this a high level of maturity and interest is required.

BAND 8

Year-Long / Elective

This class is open to all students who took band in 6th and 7th grade or have previous experience playing a band instrument. This class will advance the skills learned in 7th grade so students must have prior experience playing an instrument to enroll. If a student does not take band in 6th or 7th grade and wants to join in 8th grade, students must take lessons outside of school to advance their skills. Students in this class will perform in a winter and spring concert, a possible clinic day and/or concert band festival, and will have an opportunity to perform for a basketball game. Students will also have the opportunity to audition for various area honor bands. Students will then be eligible to join band in high school by completing this course.

CHILD DEVELOPMENT AND CARE 8

1 Quarter / Elective

Students will learn about the different ages and stages of childhood development: infants, toddlers, preschoolers, and school-age children. Students will study how children grow and develop, and how to keep them safe. This class is for those looking to take more parenting and life skills classes in high school.

8th Grade

CHORUS 8

Semester / Elective

Chorus class is designed to give students an experience in part singing and performance. Styles of music covered will vary and include pop, contemporary, and traditional. This class is designed for the student who enjoys singing and desires to explore the potential in their singing voice. A minimum of 2 performing opportunities will be given each semester. This is a semester class, which may be repeated the 2nd semester if the student chooses.

COMPUTER SCIENCE 8

1 Quarter / Elective

Computer Science focuses on learning various aspects of computer programming. Students will learn about the fundamentals of coding and complete a unit in python and/or javascript coding. Students will be introduced to other coding languages and will gain experience in web development.

DIGITAL MEDIA 8

1 Quarter / Elective

Digital Media introduces students to creative and responsible use of digital tools for communication and design. Students explore graphic design, image editing, animation, video production and basic web development. Through hands on digital projects, students create media for a variety of audiences and purposes while learning design principles, media literacy and digital citizenship.

FASHION AND FINANCE 8

1 Quarter / Elective

Fashion & Finance focuses on budgeting vocabulary with writing and using checks, in addition to the fashion unit on the designing process. This class goes deeper into color theory using the elements and principles of design. Draping, pattern making, fashion sketches and portfolios are some possible projects.

FOODS AND FAMILY 8

1 Quarter / Elective

Students will learn the basics of making healthy eating choices. Students will prepare foods from different meals of the day. They will become familiar with kitchen equipment and how to prepare a recipe in the kitchen. They will explore kitchen management and meal planning. Students will identify personal skills necessary to build positive relationships.

VOCAL TECH 8

Year-Long / Elective

(must audition)

This is a higher-level voice class that will involve the in-depth study of the voice and small ensemble singing. Students enrolled in this class must possess a sincere desire to sing. Students will study how the voice functions, techniques to improve the quality of the voice, and advanced styles of A cappella, classical, and pop literature. There will be opportunities for students to sing at State Contests and Festivals and several other public performance opportunities. Students must audition to be admitted in this class. Students in this class will also be a specialized WIN time during Semester 1 and a year long advisory class.

SPANISH I

Year-Long / Elective

Prerequisite: Middle School students enrolling in Spanish I, must have a C average or higher in both the first semester and second semester of 7th grade English.

In this class, you will dive into the Spanish language. You will be expected to memorize vocabulary, incorporate vocabulary in class, and conjugate a variety of verbs. Upon successful completion of this class, students will be able to enter Spanish II in high school.

Special Programs

5th through 8th Grade

READING SKILLS - Grades 5 & 6

1 Quarter (repeated as needed)

This course is designed to provide extra instruction and support needed to improve students' reading skills. It is an extra reading class in addition to the student's regular Language Arts class. The DIBELS Reading assessment and Core Phonics Survey are used to determine areas of needed improvement. The lessons are focused on improving students' phonics and fluency skills.

English Language Learner

ELL MATH 5-8 (must qualify) Year-Long / Required

ELL Math 5-8 is a general course in mathematics for English Language Learners. Students will learn basic operations with whole numbers, decimals, and fractions. Topics such as place value, measurement, number theory, ratios and proportions, integers, graphs, and estimation strategies will be studied. Sheltered instruction in English and increased attention to vocabulary will be used for instruction. Newcomers (less than 1 year of English language instruction) may have bilingual support to increase understanding of math concepts. The focus will be on the acquisition of mathematical terms in the English language.

ENGLISH LANGUAGE DEVELOPMENT A (5-8) (must qualify)

This course is designed for recently arrived students (students who are new to schools in the U.S.) The purpose of this course is to develop basic English skills in the categories of speaking, listening, writing and reading. Time Zones Starter and Level 1 materials will be used in this course.

ENGLISH LANGUAGE DEVELOPMENT B (5-8) (must qualify)

This course is designed for recently arrived students who have passed or tested out of English Language Development A. The purpose of this course is to develop English skills in the categories of speaking, listening, writing and reading. Time Zones Level 2 materials will be used in this course.

EL LANGUAGE ARTS (5-8) (must qualify)

This course is a Language Arts class designed for EL students who have passed or tested out of English Language Development courses for recently arrived students. Sheltered instruction will be used in this class to simultaneously improve English Language Arts skills (reading, writing, spelling) and English language skills in the domains of listening, reading, speaking and writing. This is a “bridge course” for students who have English skills beyond those of students in recently arrived classes, but still need some development in skills prior to joining regular Language Arts courses.

High Ability Learner

DISCOVERY 7

(must qualify)

1 Quarter / Elective

Discovery 7 is a class for students identified for the Gifted and Talented Program at Columbus Middle School. (Students identified for the Discovery High Ability program at the elementary level or at the 6th grade level are already identified for the Middle School Program.) The activities in the class include: logical thinking, critical thinking, creative thinking, and computer applications. Students will apply research, mathematical and writing skills to complete several projects.

DISCOVERY 8

(must qualify)

1 Quarter / Elective

Discovery 8 is a class for students identified for the Gifted and Talented Program at Columbus Middle School. (Students identified for the Discovery high ability learner program at the elementary level are already identified for the Middle School Program.) The units in the class include: logical & creative thinking, intro to economics, vector drawing, and problem solving.

Special Education

BEHAVIOR SUPPORT PROGRAM DESCRIPTION

Year-Long

Prerequisite: IEP Team Decision

The Behavior Support Program focuses interventions on the social, emotional and behavioral needs of students while providing instruction to support the students' participation and progress in the general curriculum. Behavior intervention plans will be individualized to meet the needs of each student. Students will be integrated into general education classrooms whenever possible.

HIGH NEEDS PROGRAM

Year-Long

Prerequisite: IEP Team Decision

The High Needs Program is a specialized placement for students with significant intellectual, communication, and possible mobility disabilities who need opportunities to develop basic functional communication skills; along with, skills that they will need in everyday life (life skills) as modified to the student's ability. The High Needs Program includes a higher level of staff support (small teacher to student ratio for increased supervision, para support, safety awareness, and more intensive support in demonstrated areas of need).

Students that participate in the High Needs Program may work on bathroom skills, self-feeding, communicating own needs/wants (whether verbal, nonverbal communication, via an electronic device, etc.), regulation of sensory needs, basic functional academics depending on student ability, following simple instructions, basic/functional fine/gross motor skills depending on need/ability, simple vocational/work activities (Examples: delivering messages within building with supports, shredding paper with support, etc.), simple/functional social skills, behavioral skills, etc. All interventions are selected by the demonstration of a student's individual needs.

Students that participate in the High Needs program receive an education within a special education classroom, but have opportunities with their general education peers throughout the day such as but not limited to: band, music, lunch, structured general education peer role modeling, etc. based on student ability.

Placement into the High Needs Program is an IEP team decision and is based on specific student needs and discussions regarding the placement that can meet those needs most appropriately in the least restrictive environment. The decision is made after a thorough review of the IEP components which may include present levels of performance, goals/objectives, accommodations, modifications, supplementary aids and services, state and district assessments, behavior intervention plans, teacher and parental input, and results from any previous/current evaluations.

CURRICULUM LIFE SKILLS PROGRAM (CLSP)

Year-Long

Prerequisite: IEP Team Decision

This program is designed to equip students with basic skills they will need to be successful in today's society. The program is individualized for each student based upon his or her Individualized Education Program goals.

CURRICULUM LIFE SKILLS MATH

The main goal of our math program is to develop competency in the four basic functions of addition, subtraction, multiplication, and division for positive, whole numbers. Identifying coins by name and value as well as adding money and making change. They will be introduced to basic story problem that deal with everyday issues. They will also be able to build on their time telling skills. Students will also be exposed to and using fractions and patterns. Other math topics will be covered based on the students need.

Extracurricular Activities

5th/6th

After-Hours Program
Cheer (6th)
Destination Imagination
Drumline
Flag Football (6th)
Intramural Volleyball (6th)
Musical (6th)
Play

7th/8th

After-Hours Program
Art Club
Basketball (boys & girls)
Cheer
Destination Imagination
Drumline
Football
Mathcounts
Musical
Student Council
Talent Show
Track (boys & girls)
Volleyball
Wrestling (boys and girls)
Yearbook (8th)

AFTER-HOURS PROGRAM (after-school program) in partnership with Communities-Together-Can Quarterly

After-Hours is an after-school program that focuses on enriching students' lives through a variety of workshops offered in a safe and inviting atmosphere. Inclusion, respect and social responsibility are key elements of this program. Before and after workshop time, tutors are available to help with students' homework. Each quarter, students are offered the opportunity to select one or two workshops in an area that they are interested. An example of workshops offered could include: robotics, cooking, dodge ball, or drawing. Each workshop meets a total of fifteen times during the quarter. Information sheets go out to all students each quarter. The program operates Monday, Tuesday, and Thursday until 6:00 p.m., and Wednesday until 5:30 p.m. Each workshop charges a one-time \$6 material fee.

- * Replace Dr. Loeffelholz with Dr. Kay
- * Update admin office address
- * Update counselor grade level
- * Include LMHP, Psychologist, Nurses under staff assignments
- * Update bell schedules
- * Added 7th grade Pre-Spanish elective description
- * Changed class name for 5th and 6th **Reading Language Arts/Writing** class to **Language Arts 5 and Language Arts 6**

* Here are the math course offerings:

5th Grade: Math 5

6th Grade: Math 6 OR Math 6 Accelerated

7th Grade: Math 7 OR Math Pre-Algebra 7

8th Grade: Math 8 or Math Algebra 8

Changes would take place:

pg 10, the table (change names for 6, 7, 8)

pg 12, take Math 6-7 accelerated off of 5/6 grade and put "Math 6 Accelerated" for 6th grade

pg 15, change name to "Math Pre-Algebra 7"

pg 19 change name to "Math Algebra 8"

* **NEW - Digital Media 8** introduces students to creative and responsible use of digital tools for communication and design. Students explore graphic design, image editing, animation, video production, and basic web development. Through hands-on digital projects, students create media for a variety of audiences and purposes while learning design principles, media literacy, and digital citizenship.

OLD - DIGITAL MEDIA 8

1 Quarter / Elective

Digital Media provides students with opportunities to learn valuable graphic design skills using an online design platform. Students will explore image editing and photography skills, and be introduced to image manipulation. This class will also briefly cover video production, media collaboration, media analysis, and web page creation.



Columbus Public Schools Preschool Schedule & Instructional Enhancement Proposal

Submitted by: Erin Meyer, Principal, Kramer Education Center
Date: December 8, 2025

1. Summary of Proposal

Kramer Education Center's current Preschool schedule presents challenges related to instructional equity, supervision during transitions, and alignment with early childhood best practice. Under the current structure, some students lose up to 40 minutes of instructional time per day due to meal-related transitions, while staff supervision is stretched across multiple locations at critical times of the day.

This proposal recommends a revised Preschool schedule designed to:

- Protect instructional time
- Improve supervision and safety
- Align with Rule 11 requirements
- Support high-quality curriculum implementation

Additionally, this proposal includes a request to increase paraeducator hours from 32 to 33 hours per week to support Rule 11 required professional development, collaboration, and supervision needs.

2. Why a Change Is Needed

The current PreK schedule was designed to support food access for students; however, it has resulted in several unintended challenges:

- Instructional Time Loss
 - Morning students who eat both breakfast and lunch lose approximately 40 minutes per day

- Afternoon students who eat lunch lose 10–15 minutes per day
This creates inequitable learning opportunities between students
- Supervision & Safety Concerns
 - During high-transition times, paras are responsible for meal supervision, bus unloading, hallway monitoring, and SPED supports simultaneously
 - Teachers are expected to begin instruction and morning meeting without adequate adult support
- Developmental Considerations
 - The current structure requires some students to consume two full meals and a snack within a 3.5-hour session, which exceeds developmental norms and contributes to food waste

As Kramer continues implementing Frog Street curriculum and working toward building-wide instructional goals, protecting Tier 1 instructional time and improving adult support during transitions has become increasingly important.

3. Proposed Schedule Change

Morning Session

- 7:30 – Doors open for breakfast
 - All morning session students start with breakfast at 7:30
 - Families can choose school breakfast or pack a breakfast item from home
 - Meal times are counted as instructional time per Rule 11
- 11:15 – Dismissal

Afternoon Session

- 11:45–Doors open for lunch
 - All afternoon session students start with lunch at 11:45
 - Families can choose school lunch or pack a lunch from home
 - Meal times are counted as instructional time per Rule 11
- 3:30- Dismissal

Key structural change:

Elimination of the morning lunch period, allowing morning students to remain in instruction through dismissal. All students participate in meal time to build relevant social skills.

4. Benefits of the Proposed Schedule

Instructional Equity

- Morning students regain approximately 40 minutes of instructional time per day
- Afternoon students regain 10–15 minutes per day
- More consistent access to Tier 1 instruction across sessions

Improved Supervision & Safety

- Paras and teachers are available together at the start of each session
- Reduced need for staff to be in multiple locations simultaneously
- Improved support for SPED services during instructional blocks

Alignment with Early Childhood Best Practice

- Fewer transitions during core learning time
- More predictable routines for students
- Improved conditions for language development and engagement

5. Paraeducator Hour Adjustment (32 → 33 Hours)

Paras affected: 13

To support program expectations and compliance, an increase of one additional hour per week is requested to allow time for:

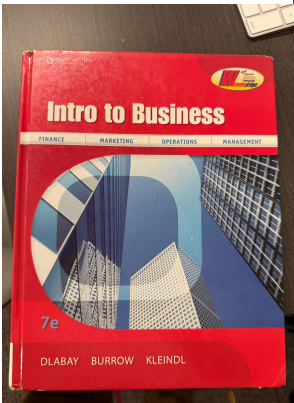
- Rule 11–required early childhood professional development
- Curriculum training (Frog Street)
- Collaboration with teachers and SPED providers
- Data review and documentation
- Safety and supervision training

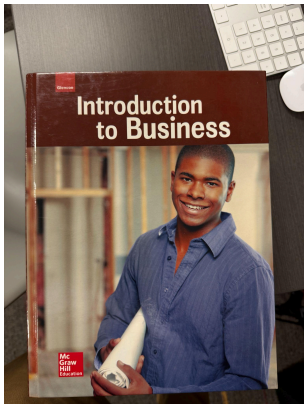
This adjustment provides structured, intentional time for paras to meet expectations without extending instructional transitions or reducing classroom support.

Closing

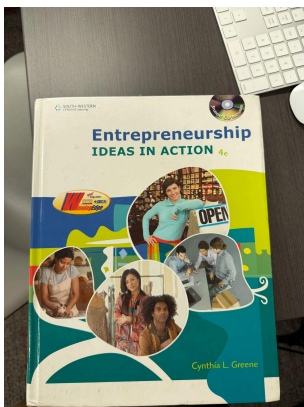
These adjustments allow Kramer Education Center to better protect instructional time, strengthen supervision, and align PreK programming with early childhood best practice. Most importantly, they support a consistent, equitable, and developmentally appropriate learning environment for our youngest students.

DATE	2-4-2026
BUILDING	High School
PROGRAM	Business
PRINCIPAL/DIRECTOR SIGNATURE	<i>Dave Hiebner</i>

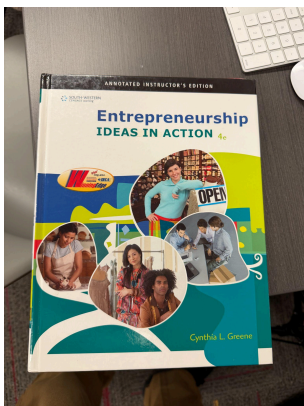
IMAGE INSERTED (If available)	DESCRIPTION	HOW WILL ITEMS BE DISPOSED OF
	<p>Qty 14 Red Intro to Business 7e Dlabay, Burrow, Kleindl</p>	<p>Trash</p>



Qty 1
Red Introduction to Business
McGraw Hill Education
Glencoe



Qty 27
Entrepreneurship: Ideas in
Action 4e
Cynthia L Greene



Qty 1
Entrepreneurship: Ideas in
Action 4e
Annotated Instructor's Edition
Cynthia L Greene

To: Board of Education
From: Leonard Kwapnioski
CC: Dr. Kay
Date: February 6, 2026
Re: Surplus

It is my recommendation that the Board of Education consider approving the following items surplus. We are looking to sell if usable or scrap if that's the best option. If we can sell them, we will place them at the warehouse on Howard Blvd and place them for sale as we had done with other vehicles in the past.

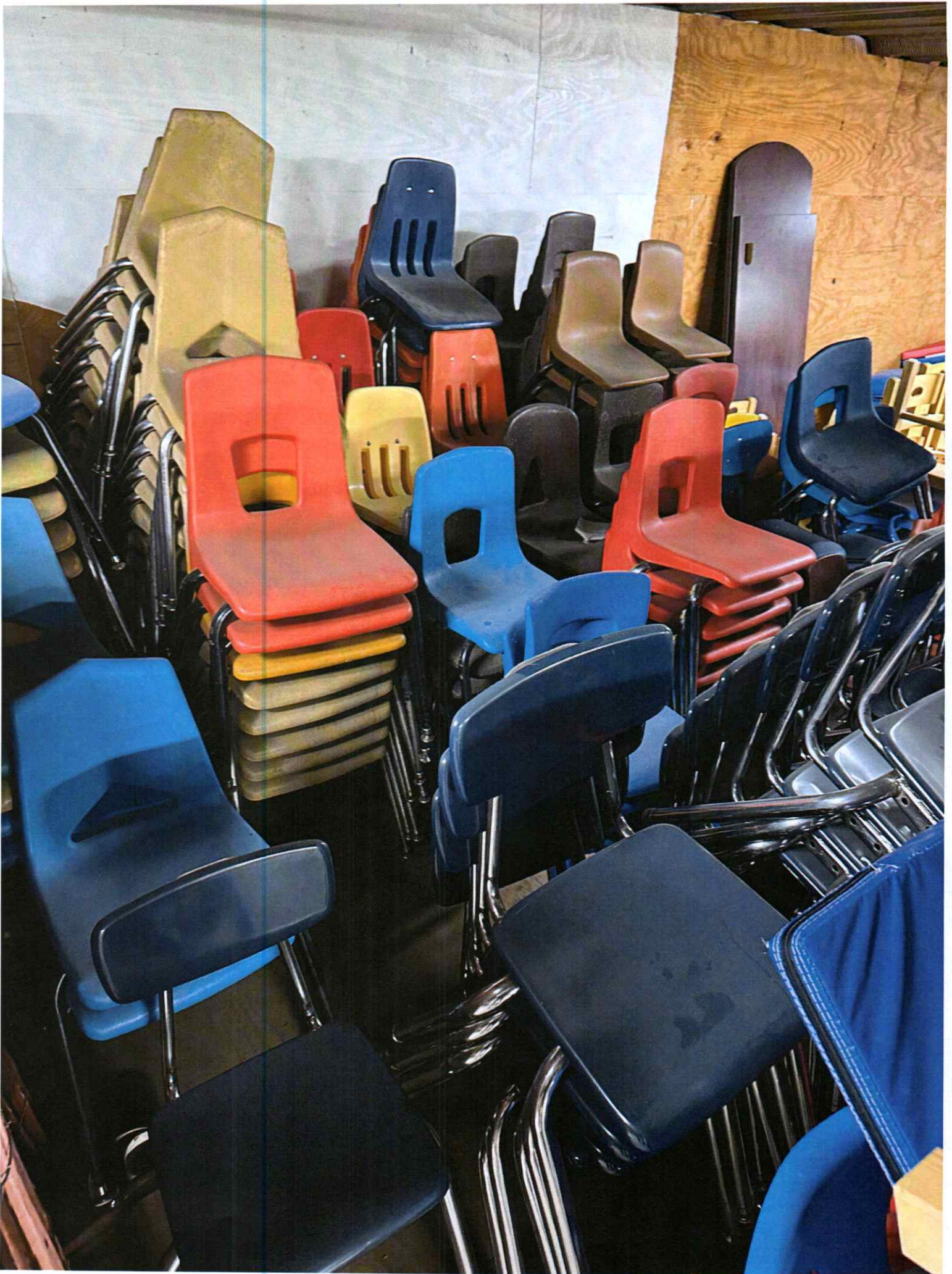
2014	Blue Bird	1BABNBCA3EF301693
2014	Blue Bird	1BABNBCA5EF301694
2008	Chevy Suburban	3GNFC16038G113728
1999	Chevy Express 3500	1GAHG39R1X1024578
1990	Chevy Cheyenne	1GCDC14Z0LE173600
	Red Trailer	86731
1998	Chevy 3500 Dump truck	1GBKC34F3WF065225
2003	Chevy Express 3500	1GAHG39U831202274
2000	Chevy Express 3500	1GAHG39R3Y1126563

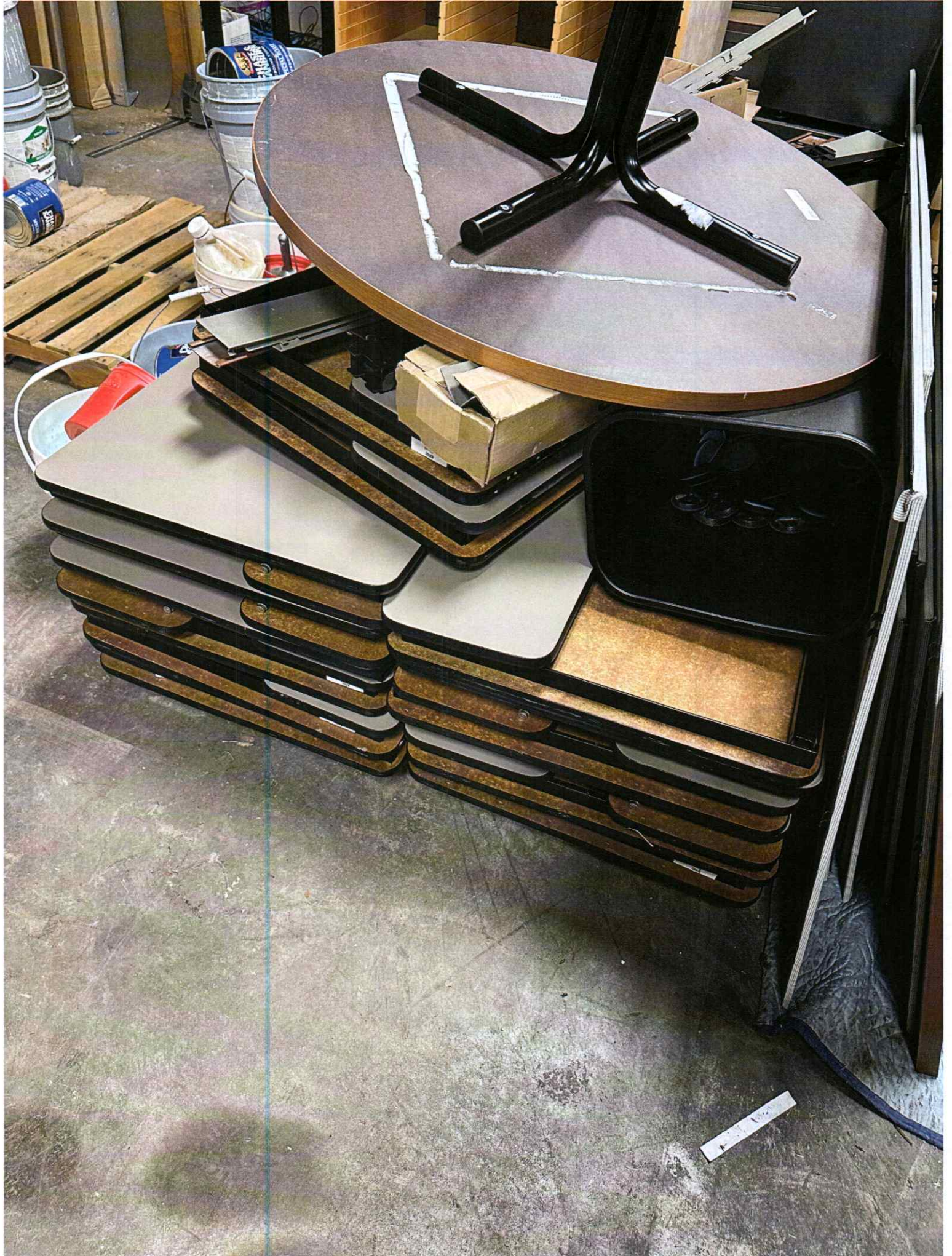
Attached are pictures of furniture that needs to be disposed of in the best way possible.

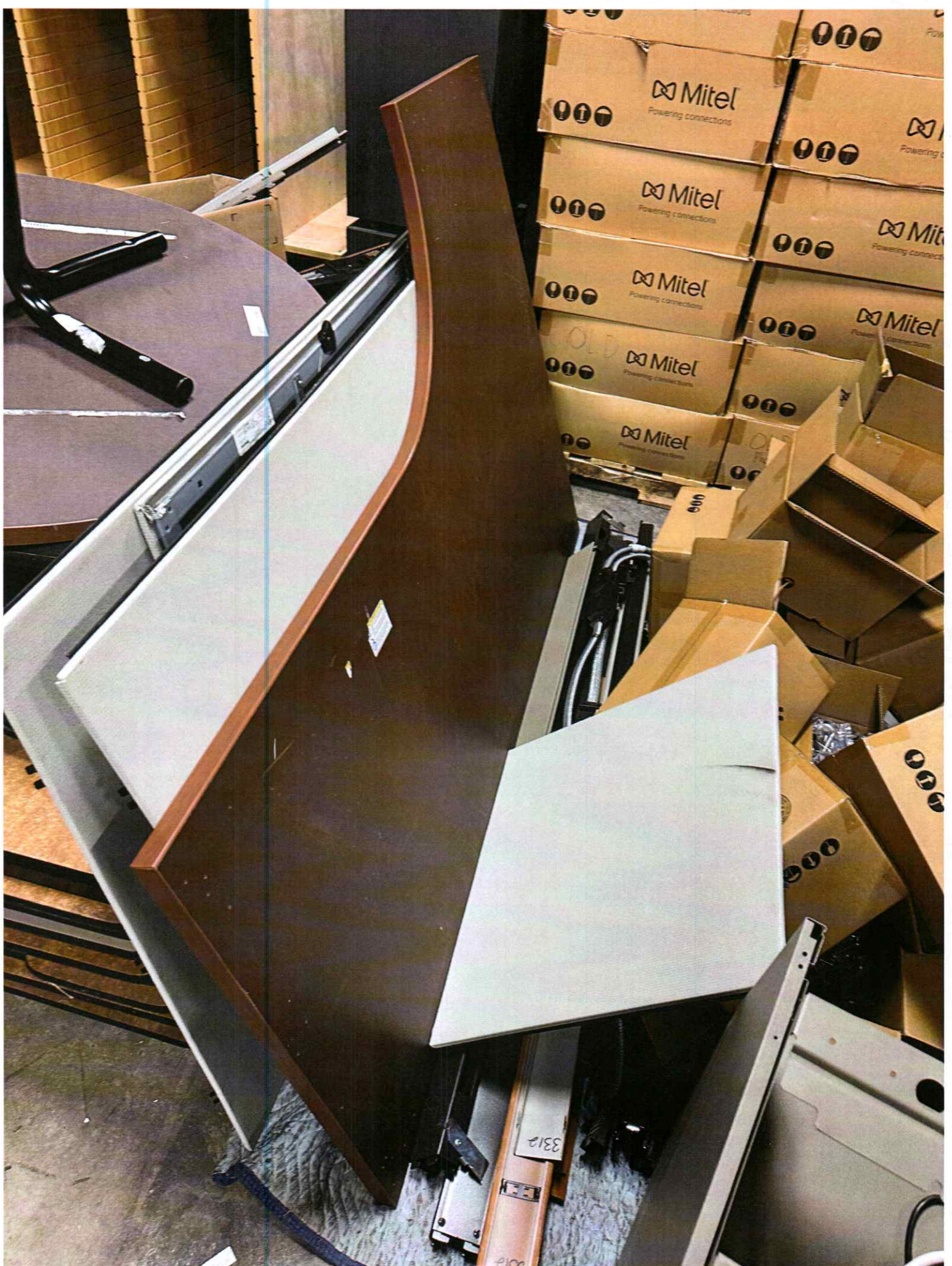
- Chairs(50)
- Old Conference room tables(20)
- Front office desk parts
- Doors from old middle school

Thanks.

Leonard









BOARD OF EDUCATION
PLATTE COUNTY SCHOOL DISTRICT 0001
a/k/a COLUMBUS PUBLIC SCHOOLS

Columbus, Nebraska

RESOLUTION NO. _____

A RESOLUTION APPROVING SUPERINTENDENT OUTSIDE BUSINESS ACTIVITY

WHEREAS, Dr. Chip Kay serves as Superintendent of Columbus Public Schools pursuant to the Contract of Employment with Superintendent executed on June 16, 2025, for a term beginning July 1, 2025, and expiring June 30, 2028; and

WHEREAS, Section 4 of the Superintendent Employment Contract provides that the Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties; and

WHEREAS, Board Policy 302.08 (Superintendent Consulting/Outside Employment) permits the Superintendent to accept consulting or outside employment for pay as long as, in the judgment of the Board, the work is conducted on the Superintendent's personal time and does not interfere with the performance of the Superintendent's duties; and

WHEREAS, Board Policy 402.02 (Employee Conflict of Interest) requires that employees earning more than one hundred fifty thousand dollars (\$150,000) annually in salary and benefits who may receive financial benefit from an outside activity must provide full disclosure of the activity to the Board and obtain prior approval; and

WHEREAS, Board Policy 305.01 (Administrator Code of Ethics) requires that administrators disallow consideration of private gain or personal economic interest from affecting the discharge of professional responsibilities; and

WHEREAS, Dr. Chip Kay has submitted to the Board of Education a written request for approval to establish and operate School Financial Services, LLC, a limited liability company engaged in the development of school finance and budgeting software for use by school districts; and

WHEREAS, Dr. Kay has represented that all activities related to School Financial Services, LLC will be conducted exclusively on personal time, outside of regular work hours, and will not interfere with the performance of his duties as Superintendent; and

WHEREAS, the Board of Education has reviewed the request and finds that, subject to appropriate conditions and limitations, approval of this outside business activity is consistent with Board Policy and the Superintendent Employment Contract.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Platte County School District 0001, a/k/a Columbus Public Schools, as follows:

Section 1. Approval of Outside Business Activity.

The Board of Education hereby grants advance agreement and approval, pursuant to Section 4 of the Superintendent Employment Contract and Board Policy 302.08, for Dr. Chip Kay to establish and operate School Financial Services, LLC, a limited liability company engaged in the development and provision of school finance and budgeting software for school districts, subject to the conditions and limitations set forth in this Resolution.

Section 2. Conditions and Limitations.

The approval granted herein is subject to the following conditions and limitations, which Dr. Kay shall observe at all times:

1. **Personal Time Only.** All activities related to School Financial Services, LLC shall be conducted exclusively on Dr. Kay's personal time, including evenings, weekends, holidays, and vacation days. No activities shall be conducted during regular work hours or at times when Dr. Kay's presence is required for the performance of his duties as Superintendent.
2. **No Interference with Duties.** Activities related to School Financial Services, LLC shall not interfere with the performance of Dr. Kay's duties as Superintendent, including but not limited to attendance at Board meetings, committee meetings, school functions, and other duties set forth in the Employment Contract and Board Policy.
3. **No Use of District Resources.** Dr. Kay shall not use Columbus Public Schools' time, facilities, equipment, supplies, personnel, or other resources in connection with School Financial Services, LLC. This includes, but is not limited to, computers, phones, office space, copiers, vehicles, and support staff.
4. **No Use of Position or Official Authority.** Dr. Kay shall not use his position as Superintendent, the District's name, badge, business cards, letterhead, or other evidence of office to promote, market, or advance the interests of School Financial Services, LLC.
5. **No Transactions with Columbus Public Schools.** School Financial Services, LLC shall not enter into any contract, agreement, or transaction with Columbus Public Schools or any entity over which Dr. Kay exercises official control, inspection, review, audit, or enforcement authority in his capacity as Superintendent.
6. **Protection of Confidential Information.** Dr. Kay shall not use confidential or proprietary information obtained through his position as Superintendent to benefit School Financial Services, LLC or its clients. This includes, but is not limited to, non-public financial data, student information, personnel records, and strategic planning documents.
7. **No Solicitation of District Employees or Students.** Dr. Kay shall not solicit District employees, students, or parents for the purpose of promoting or conducting business related to School Financial Services, LLC.
8. **Compliance with Board Policy and Employment Contract.** Dr. Kay shall at all times comply with the terms and conditions of his Employment Contract, Board Policy 302.08,

Board Policy 402.02, Board Policy 305.01, and all other applicable policies, rules, and regulations of Columbus Public Schools and the State of Nebraska.

- 9. **Annual Reporting.** Dr. Kay shall provide to the Board President, on an annual basis by July 1 of each year, a brief written report confirming continued compliance with the conditions set forth in this Resolution and noting any material changes to the nature or scope of School Financial Services, LLC's operations.

Section 3. Board Reserved Rights.

The Board of Education reserves all rights provided under Board Policy 302.08 and the Superintendent Employment Contract, including but not limited to the right to request that Dr. Kay cease the outside business activity as a condition of continued employment, with thirty (30) days written notice, if the Board determines, in its judgment, that the activity interferes with the performance of Dr. Kay's duties as Superintendent or is otherwise inconsistent with Board Policy.

Section 4. Acknowledgment.

Dr. Kay shall sign an acknowledgment indicating that he has received a copy of this Resolution, understands the conditions and limitations set forth herein, and agrees to comply with all terms of this Resolution.

Section 5. Effective Date.

This Resolution shall take effect immediately upon adoption by the Board of Education.

ADOPTED this _____ day of _____, 2026, by the Board of Education of Platte County School District 0001, a/k/a Columbus Public Schools.

President, Board of Education

ATTEST:

Secretary, Board of Education

RECORD OF VOTE:

Ayes: _____
Nays: _____
Abstentions: _____
Absent: _____

SUPERINTENDENT ACKNOWLEDGMENT

I, Dr. Chip Kay, hereby acknowledge that I have received a copy of Resolution No. _____ adopted by the Board of Education of Platte County School District 0001, a/k/a Columbus Public Schools, on the _____ day of _____, 2026, approving my outside business activity related to School Financial Services, LLC.

I have read and understand all conditions and limitations set forth in the Resolution, and I agree to comply with all terms thereof. I understand that failure to comply with the conditions and limitations may result in the Board exercising its reserved rights, including the right to request that I cease the outside business activity as a condition of continued employment.

I further acknowledge that this approval is specific to School Financial Services, LLC as described in the Resolution, and that any material change in the nature or scope of the business, or any additional outside business activity, may require separate approval from the Board of Education.

Dr. Chip Kay, Superintendent

Date: _____



Columbus Public Schools

Date:

School Fund Raising Application

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

Date: 12-12 School: **CHS Football** Fundraising company- **Discount Mugs**

What is your school/ groups earning plan? See Attached

Approximately how much does your school/group expect to earn from this project? 5500.00

How will the money be used? Purchase a new set of FB Uniforms

What are the proposed dates? Feb/ March 2026

Is this a recurring activity? **No**
(If you selected yes, please specify the dates on which the activity will occur in the next 12 months)

Are you selling tickets or a product? Product
Will members be identified by t-shirts, ect. While carrying out this project? Yes No
Have you checked with other schools to avoid any overlapping while working on this project? Yes No
Is your product in direct conflict with that offered by local merchants? Yes No
Are any contracts to be signed? Yes NO If so by whom?
Has your school/ group devised a budget plan to expend earnings? Yes No

Does the building principle give full approval of this plan? Yes No

Principal's Signature  Date 12/18/25

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____

Football Fundraiser 2026- Feb/March

The company we will use is DISCOUNT MUGS. We used the same company in 2017 and they were great to work with and we had a good result.

Our plan is to purchase 500 tumblers, then distribute them to the players on the football team. Each player will be asked to sell 5 items. These are 16 oz, double wall, clear tumblers. The same ones we sold 8 years ago. We had very good responses.

Tumbler Cost-	\$8.86
Sale Price-	\$20.00
Profit per Sale-	\$ 11.14
Sales Goal-	500 Tumblers
Money Goal-	\$5570.00

Break Even Point/ Initial Investment
\$4430.00= 221 Tumblers sold (2.2 per Athlete)

Tumblers will need to be paid for before they are sold.

8 years ago we did this same fundraiser and sold 475 tumblers. At that time we raised \$4000.00 that helped pay for new uniforms. These tumblers are good quality, but after 8 years those that purchased them before will need to replace them.



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: Jacob Ritter

Fund Raising Company (if applicable): CHS Vocal Music Boosters

(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?

Sell tickets to a dinner show that features student performances.

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

\$1500-\$2000

How will this money be used?

Support the CHS Vocal Music Booster efforts to support the CHS Vocal Music Department.

What are the proposed dates? Saturday, February 14

Is this a recurring activity?

Yes No

(If you selected yes, please specify the dates on which the activity will occur during the next twelve months.)

Are you selling tickets or a product? Tickets Product Neither

(If you selected product, please specify the product that you are selling.)

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

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

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

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

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 12/18/25

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____



Date: 1/6/26

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: West Park Elementary

Name: Paula Lawrence

Fund Raising Company (if applicable): Scholastic Book Fair

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

Families will have an opportunity to buy books at the Book Fair during Parent Teacher Conferences

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

We will earn about \$1000 in Scholastic Bucks

How will this money be used?

This money will be used to purchase books for the Library and Teacher Classrooms

What are the proposed dates? February 16th-19th

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.) This Activity happens 1 time a year

Are you selling tickets or a product? Tickets Product Neither
(If you selected product, please specify the product that you are selling.) cookie dough and frozen food items, candles, wrapping paper

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 Paula Date 1/6/26

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____

GUIDES TO SCHOOL/GROUP FUND RAISING PROJECTS

A school/group's money-earning methods should reflect basic values. Whenever your school or group is planning a money-earning project, this checklist should serve as your guide. If you answer "Yes" to all the questions that follow, it is likely the project conforms to district standards and will be approved.

- 1. Do you really need a fund raising project?**
There should be a real need for raising money based on your school's programs. Groups should not engage in money-earning projects merely because someone has offered an attractive plan. Remember that individual students are expected to earn their own way. The need should be beyond normal budget items covered by building budgets.
- 2. If any contracts are to be signed, will they be signed by an individual without reference to the Columbus Public Schools or the Board of Education?**
Before any person in your school/group signs a contract, he/she must make sure the venture is legitimate and worthy. If a contract is signed, he/she is responsible. He/she may not sign on behalf of Columbus Public Schools nor may he bind the Board of Education without its written authorization. If you are not sure, check with the Director of Business.
- 3. Will your fund raiser prevent promoters from trading on the name and goodwill of Columbus Public Schools?**
Because of the district's good reputation, customers rarely question the quality or price of products we sell.
- 4. Will the fund raising activity uphold the good name of Columbus Public Schools? Does it comply with the district's policy on games of chance and gambling?**
All items sold or awarded in connection with a fund raising activity must not detract from the ideals and principles of Columbus Public Schools and its Board of Education. Holding a lottery with gross proceeds in excess of \$1,000, a raffle with gross proceeds in excess of \$5,000, or other games of chance is a considered a violation of the district's policy on gambling. If you are not sure, check with the Director of Business/Human Relations.
- 5. If a commercial product is to be sold, will it be sold on its own merits and without reference to the needs of Columbus Public Schools?**
All commercial products must sell on their own merits, not the benefit received by the school/group. The principle of value received is critical in choosing what to sell.
- 6. If a commercial product is to be sold, will the fund raising activity comply with the intentions communicated by the fundraiser?**
Students must identify themselves by which group or school they represent and for what cause they are raising the money.
- 7. Will the fund raising project avoid soliciting money or gifts?**
Columbus Public Schools students shall not be permitted to serve as solicitors of money for the Board of Education or district. No adults and students shall be permitted to serve as solicitors of money in support of personal gain.
- 8. Does the fund raising activity avoid competition with other schools and other organizations such as the United Way?**
Check to make sure you are not in direct conflict with fund raising efforts of other schools or local agencies.

Cross Reference: 506.07 Fund Raising Activities
 506.50 School-Supporting Organizations

Exhibit
Approved: 09-17-12

Columbus Public Schools
Columbus, Nebraska



Columbus Public Schools

Date: January 27, 2026

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: CMS **Name:** Celeste Ditter, Christina Nilson, Amy Moore

Fund Raising Company (if applicable): CMS Musical

The NEWSIES JR Musical directorial team from CMS, 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 *Newsies* musical will conduct a **Patron Sponsorship Fundraiser**, inviting families, community members, alumni, and local supporters to financially sponsor elements of the production. Donation levels include recognition such as student shout-outs in the program, photos or acknowledgments in the printed program, signed playbills, and signed show posters. All donations are voluntary and support the educational theater experience for participating students.

Approximately how much does your school/group expect to earn from this project? Approximately \$1,500–\$3,000, depending on participation levels.

How will this money be used?

Funds raised will be used to offset production expenses for *Newsies*, including costumes, set materials, backdrops, props, printing programs, and technical needs. Any remaining funds will support future student theater and music programs.

What are the proposed dates? mid February and early March, 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.)

This fundraiser does not involve the sale of a product. Donations are voluntary patron sponsorships supporting the school musical production.

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

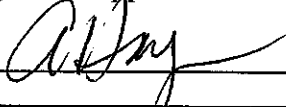
Are any contracts to be signed? Yes No If yes, by whom? The Patron

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

1/28/26

(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: _North Park **Name:** Jane Dodson

Fund Raising Company (if applicable): Books Are Fun

(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?

No money. This program asks students to register at home then families are asked to send emails/texts to friends/family asking if they would donate to their child's account (all handled by Books are Fun) to help grow their at home library. Any money donated goes to Books Are Fun who in turn will send books in the child's name to North Park. There is a \$135 cap for each student which would get them 10 quality books to get and keep for their own. If there is any extra money donated by families that would go beyond that cap, that money goes into a "Community Fund" in this program. I would spend that money to purchase books from Books Are Fun for kids who did not receive as much support. It was stated that North Park could ask for community donations. If we received any, Books Are Fun handles the money (it is donated on their website through credit cards, Apple Pay etc) and it would help grow the Community Fund which we would use to purchase books. It is a two week program to push for donations. When the window closes books will be packaged and sent to North Park for a book opening celebration.

If we agree to do this promotional book donation push and if none of our students' families forward the requests to family/friends we are still guaranteed every child will receive one book from Books Are Fun.

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

0

How will this money be used? na

What are the proposed dates? March 2-27, 2026

Is this a recurring activity? 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? Neither

(If you selected product, please specify the product that you are selling.) We are not doing the selling, just promoting families to ask for donations to pay for preselected books for our students. We could put a request on Facebook asking for donations to the Community Fund, but again, we handle none of the money, just use it to purchase books.

Will members be identified by t-shirts, etc. while carrying out this project? na

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

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

Are any contracts to be signed? No

Has your school/group devised a budget plan to expend earnings? na

Does the building principal give full approval for this plan? Yes

Principal's Signature Date  2/2/20
(for district use only)

Approved by Date

Approved subject to the following conditions

File: 506.07E1

Page 2 of 2

GUIDES TO SCHOOL/GROUP FUND RAISING PROJECTS

A school/group's money-earning methods should reflect basic values. Whenever your school or group is planning a money-earning project, this checklist should serve as your guide. If you answer "Yes" to all the questions that follow, it is likely the project conforms to district standards and will be approved.

1. Do you really need a fund raising project?

There should be a real need for raising money based on your school's programs. Groups should not engage in money-earning projects merely because someone has offered an attractive plan. Remember that individual students are expected to earn their own way. The need should be beyond normal budget items covered by building budgets.

2. If any contracts are to be signed, will they be signed by an individual without reference to the Columbus Public Schools or the Board of Education?

Before any person in your school/group signs a contract, he/she must make sure the venture is legitimate and worthy. If a contract is signed, he/she is responsible. He/she may not sign on behalf of Columbus Public Schools nor may he bind the Board of Education without its written authorization. If you are not sure, check with the Director of Business.

3. Will your fund raiser prevent promoters from trading on the name and goodwill of Columbus Public Schools?

Because of the district's good reputation, customers rarely question the quality or price of products we sell.

4. Will the fund raising activity uphold the good name of Columbus Public Schools? Does it comply with the district's policy on games of chance and gambling?

All items sold or awarded in connection with a fund raising activity must not detract from the ideals and principles of Columbus Public Schools and its Board of Education. Holding a lottery with gross proceeds in excess of \$1,000, a raffle with gross proceeds in excess of \$5,000, or other games of chance is a considered a violation of the district's policy on gambling. If you are not sure, check with the Director of Business/Human Relations.

5. If a commercial product is to be sold, will it be sold on its own merits and without reference to the needs of Columbus Public Schools?

All commercial products must sell on their own merits, not the benefit received by the school/group. The principle of value received is critical in choosing what to sell.

6. If a commercial product is to be sold, will the fund raising activity comply with the intentions communicated by the fundraiser?

Students must identify themselves by which group or school they represent and for what cause they are raising the money.

7. Will the fund raising project avoid soliciting money or gifts?

Columbus Public Schools students shall not be permitted to serve as solicitors of money for the Board of Education or district. No adults and students shall be permitted to serve as solicitors of money in support of personal gain.

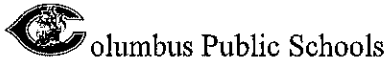
8. Does the fund raising activity avoid competition with other schools and other organizations such as the United Way?

Check to make sure you are not in direct conflict with fund raising efforts of other schools or local agencies.

Cross Reference: 506.07 Fund Raising Activities

506.50 School-Supporting Organizations

Exhibit Columbus Public Schools Approved: 09-17-12 Columbus, Nebraska



Date: 1-9-2026

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: Stodola / Campbell

Fund Raising Company (if applicable): Art Club

(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? Decorate & sell Valentine's cookies.

Approximately how much does your school/group expect to earn from this project? \$1 per cookie total ≈ \$350.00

How will this money be used? Art Club Annual Trip

What are the proposed dates? Friday, Feb. 13th after school (12pm dismissal)

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

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

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

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

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

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

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

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

Principal's Signature [Signature] Date 2-6-26

(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: CHS

Name: Mandy Nielsen
FCCLA

Fund Raising Company (if applicable): NA

(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?

To collect pop tabs to donate to the Ronald McDonald House.
Approximately how much does your school/group expect to earn from this project?

\$0

How will this money be used?

- No money

What are the proposed dates?

FEB. 23-27, 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.)

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 2-6-26

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____

School Administrator Residency

I. Introduction. It has been, and continues to be, the belief of the governing board of the district that it is desirable to maintain a policy requiring that its school administrative employees maintain a **strong presence** within the School District, and that its educational and governmental purposes are best served by the establishment of the residency policy contained herein.

The Board of Education, therefore, deems it proper and appropriate to maintain a residency requirement for its school administrative employees for reasons which include, but are not limited to, the following:

A. Quality of performance of duties by school administrative employees of the Board will be enhanced by a more comprehensive knowledge of the conditions existing in the school system and by a feeling of greater personal stake in the system's progress;

B. Resident school administrative employees will be more likely to be involved in school and community activities, thus bringing them into contact with community leaders and citizens;

C. Absenteeism and tardiness will be diminished;

D. Economic benefits will accrue to the school system from local expenditure of salaries and the payment of local taxes, and educational benefits will be derived from such residency by other teachers, administrators and employees in the School District.

The School District Board of Education, therefore, adopts without the necessity of annual re-adoption the following residency policy.

II. Definitions. For the purpose of this Policy only, the following definitions will apply:

A. "Residency" means an employee's domicile, the one actual place where an employee lives and has his or her true, permanent home to which, whenever he or she is absent, he or she has an intention of returning.

B. "Administrative Employees" means all full-time employees employed in an administrative position, including certificated and non-certificated employees. "Administrative Employees" includes the Superintendent, Directors, Assistant Directors, Building Principals, Assistant Principals, and Activities Director. **This includes all personnel paid on the administrative salary schedule.** It does not include: Deans of Students, Teachers, school counselors, day-to-day substitute teachers; full-time clerical, custodial, food service or para-educators or other educational support personnel, part-time employees including part-time educational support personnel employees; full-time provisional substitute teachers; miscellaneous employees; or those individuals participating in professional training programs designed to prepare participants for full-time employment as School District educators. No current Administrative Employee, **hired prior to the 2017-2018 school year**, shall be subject to these rules.

C. “Material omission of fact” means the employee’s intentional failure to disclose his/her actual residence for purposes of concealing from the Board and Superintendent his/her non-compliance with the actual residence requirements of this Policy.

III. Contractual Requirement. Residency in the Columbus Public School District shall be included in the employment contract of all Administrative Employees initially employed in or assigned to such a position from and after July 1, 2017, and thereafter, and shall be a material provision of the contract and continued employment with the School District. Upon entering into an Administrative Employee contract, regardless of prior continuing employment with the School District in a non-Administrative Employee position, upon entering into such a contract, the Administrative Employee shall

- Establish residency within the boundaries of the School District within **one (1) calendar year** of the approval of such contract by the Board of Education and prior to beginning employment as an Administrative Employee in this School District. The Superintendent may waive the one calendar year requirement until closing or completion of a house if communicated. **OR**
- **Concurrently during employment meet one of the equivalent options to residency:**
 - **Your school age children (K-12) are enrolled in Columbus Public Schools, OR**
 - **You have a 10% reduction in your base wage.**
- Failure to establish or maintain residency **or equivalent options** as contractually required shall constitute just cause for cancellation or termination of the Administrative Employees contract pursuant to Neb. Rev. Stat. §§ 79-824 through 79-842, including breach of contract for neglect of duty, unprofessional conduct, insubordination and other conduct which interferes substantially with the continue performance of duties.

IV. **The Superintendent’s residency requirement is limited to full-time residency within the boundary of the school district within one (1) calendar year of the approval of such contract by the Board of Education. Should the district employ an Assistant Superintendent(s), the same residency requirement would apply.**

V. Proof of Residency. For the purposes of this Policy, the question of an administrative employee's residence is principally one of where an employee intends to live and have his or her one true, permanent home or domicile to which an employee intends to return following an absence. The presumption in this Policy is that the address an employee gives on a completed and signed record of address form is that employee's correct address. In disputed cases, the burden of proof rests with the employee to show that his or her claimed residence is the one where the employee intends to live and have as his or her one true permanent home or domicile. Because intent may be manifested in innumerable ways, any residency inquiry must consider all the pertinent factors on a case-by- case basis. Such an inquiry shall consider, but not be limited to, the following factors: voter registration, place of filing tax returns, property lease or

ownership, driver's license and car registration. The School District reserves the right to request documentation or proof of residency for all administrators at any time. It is the responsibility of each administrator to maintain on file a current record of address with the office of the Superintendent of Schools. Falsification of records may result in disciplinary action, up to and including contract nonrenewal, cancelation or termination.

VI. Notification of Change of Residency. All administrative employees must notify the Superintendent of Schools of a change in their address or residency or **equivalent requirements** within fourteen (14) calendar days of such change. Notification of a change of residency shall be in writing or, if permitted by the Superintendent's office, electronically, using the procedures, forms and documentation established and provided by the Superintendent's office. An employee who represents to the Superintendent that he/she resides in the School District at the time of his/her hire or at any time thereafter and 1) who subsequently moves his/her actual residence from the School District, and 2) fails to notify the Superintendent of his/her change of address required by this Section shall be deemed to have made a material omission of fact for the purpose of concealing his/her actual residence.

VII. Under no circumstances will residency location be an exception to fulfilling the requirements of an administrative position, attendance at school/daily schedule, and attendance at school/community evening and weekend events.

Policy

Adopted: 08/21/17

Amended: 01/12/26

COLUMBUS PUBLIC SCHOOLS

Columbus, Nebraska

MEMORANDUM

TO: Board of Education
FROM: Dr. Chip Kay, Superintendent
DATE: February 9, 2026
RE: Director of Teaching and Learning – Hiring

I am recommending the hiring of Mrs. Brooke Kavan to serve as the Director of Teaching and Learning beginning on July 1, 2026.

Mrs. Kavan would be placed on the Director of Teaching and Learning salary schedule at Ed.S (Educational Specialist '22 from USD), Step 1.

BIO

Mrs. Kavan currently serves as Professional Development Coordinator at Educational Service Unit 7 in Columbus, a position she has held since 2016. In this role, she manages the ESU 7 Title II-A Consortium, coaches over 50 teachers and principals using the Cognitive Coaching model, and leads comprehensive support for school leaders, including Leadership Learning Rounds. She serves as lead contact for three districts, supporting their Continuous Improvement Processes through whole-staff professional development, data analysis, and administrator support.

Mrs. Kavan has served as an Assistant Middle School Principal in Hastings from 2011 to 2015 and is a former CMS math teacher.

Key dates in the process:

FEBRUARY 2026

Monday, February 9

- Board of Education meeting at 5:30 PM – Formal board approval

Tuesday, February 10

- Public press release

JULY 2026

Wednesday, July 1

- First official day in position

2026-2027

MASTER AGREEMENT

BETWEEN THE

COLUMBUS EDUCATION ASSOCIATION

AND THE

COLUMBUS BOARD OF EDUCATION



Columbus Public Schools
Columbus, Nebraska

Article 1: Preamble

This agreement is made and entered on **January 14, 2025**, by and between the Board of Education of School District #1, in the County of Platte, in the State of Nebraska, and also known as the Columbus Public Schools, hereinafter referred to as “The Board”, and the Columbus Education Association, hereinafter referred to as “The Association”;

Where as, the parties have reached agreement for the terms and conditions of employment for the **2026-2027** contract year; and

Whereas, the parties now desire to reduce said agreement to writing for the purpose of making the same a permanent part of the official records of both parties.

Now, therefore, it is mutually agreed by and between the parties as follows:

Article 1A: Association Use of School Property

1. Representatives of the Association and its affiliates shall be allowed to conduct Association business on school property before or after normal school hours provided such use does not cause undue interruption of the school’s program.
2. The Association shall be allowed to use school buildings for meetings provided such use does not result in unscheduled maintenance costs, in which case an appropriate fee for such use shall be negotiated between the parties to this Agreement.
3. The Association shall be allowed the use of school equipment including computers, copiers, audio-visual equipment, and other standard office equipment, provided the Board may assess the Association a reasonable fee for the use of expendable supplies consumed as a result of such use.

Article 1B: Association Use of the School’s Communication System

The Association and its members shall be allowed to make reasonable use of the school’s communication systems, including teacher’s mailboxes, teacher’s bulletins, intercom, email, telephones, etc; provided, however, use of communication systems incurring a special toll charge or additional expenditure of school funds shall not be used without prior administrative approval and reimbursement to the school associated with such use. Use of the school’s communication systems shall not cause unnecessary interruption of the school programs.

Article 1C: Association President Professional Leave

Permits one CEA President the ability to have one paid personal-professional day for Association work outside of the school district.

Article 2: Salary

Article 2A: Salary Schedule

See attached Appendix A Salary Schedule for the **2026-2027** contract year.

Article 2B: Base Salary

The Base Salary for the **2026-2027** contract year shall be **\$41,950**.

Article 2C: Experience Credit

When hired, all certificated employees covered by this agreement shall be credited with up to seven (7) years of previous experience and shall be placed on the salary schedule accordingly. In no case shall a teacher be placed on the salary schedule with less than full credit for the first seven (7) years of their teaching career. The Board may at their discretion grant additional years of experience as may be dictated by the needs of the district, but in no case shall any teacher be granted more experience than the total of their earned experience.

Article 2D: Horizontal Advancement/Graduate Hours

Advancement on the salary schedule from one column to the next shall automatically occur whenever the following criteria are met.

1. Credit hours above the B.A. level shall be “graduate” hours. In specific cases, undergraduate credit hours will be allowed to apply to the salary schedule to fulfill special needs of the District and the teacher. A written proposal shall be submitted to the Director of Business Operations and/or Human Relations for the application of undergraduate courses to the salary schedule. The Director of Business Operations and/or Human Relations shall give a written decision with rationale for the decision. The person making application shall have the right to make an oral presentation to the Director if he/she feels the Director's decision is incorrect. After the oral presentation, the decision of the Director shall be final with no right to appeal to the Superintendent or Board of Education. The decision shall be forwarded to the Superintendent. The undergraduate hour provision shall be retroactive to January 1, 1985.
2. At least one-half of these “graduate” hours must be in/or associated to the teaching field, and upon reaching 18 graduate credit hours, if hours are to be used for placement on the salary schedule, the teacher must show that they are in an approved Master’s Degree Program and that the hours count toward that program or are courses that the Superintendent approves.
3. All hours above the Master’s Degree must be graduate hours or defined under continuing education credits and related to the teacher’s professional field, curriculum and instruction, counseling, or administration and related to the School Districts initiatives. All requests for hours above the Master’s Degree shall be submitted to the Director of Business Operations and/or Human Relations. Decisions may be appealed to the Superintendent for approval.
4. Continuing education credits (CEU) shall be earned in participatory activities, i.e., a course, conference, workshop, lecture, or other activity, at which attendance is monitored and verified through an approved or accredited continuing education program. Three certification/continuing education units will equal one college credit. Credits must be earned in an employee’s assigned teaching or certification area. These areas include but are not limited to SLP’s, CTE/STS, Career Coordinator, School Psychologist, Hearing/Vision Specialists, EL teachers, Social Workers or other certified areas not included in continuing education at a post-secondary institution. Documentation of completion from the accrediting or certifying program is required for credit.

5. ~~Movement to the MA+54 column shall not be available after the 1997-98 contract year. This column was included in the salary schedule at one time, but movement into the column was ended at the conclusion of the 1997-98 school year. When those teachers presently in the MA+54 column are no longer employed by the district this column will be removed from the salary schedule.~~
6. Note: No change in placement can be made until an official transcript is presented at the Superintendent's Office. This should be delivered in person so immediate action can be taken—thus avoiding any possible mistakes.
7. Transcripts from an accredited college or university with a degree earning program with approved hours earned and degrees must be turned in prior to September 1st. Any hours or degrees earned after September 1st will not be honored by an increase in salary until the following school year.
8. A list of accredited colleges and universities will be provided or made available to all certified staff by the Director of Human Resources at the start of each school year.

Article 2E: Vertical Advancement

All certificated employees covered by this agreement shall be advanced automatically no more than one (1) step downward on the Salary Schedule after each year of teaching experience limited only by the maximum number of vertical steps per horizontal column. Step 11 and Step 12 in the BA+36/MA column is only available to those with an earned Masters Degree. Step placement may not equal actual teaching experience due to initial placement or reaching the bottom on a salary schedule column.

Article 2F: Salary Payments

Salary payments are made to all teachers in twelve equal installments. Teachers will be paid on the 20th of the month, or the last preceding school day, if the 20th falls on a vacation or weekend day.

Teachers new to the district will receive their signing bonus plus any other stipend for required training completed prior to the first contract day. Teachers new to the district have the option to receive their salaries, signing bonus, and stipends divided out into thirteen (13) equal payments with the first payment beginning in August of their first year of employment. Insurance benefits or cash in lieu will begin on September 1 and be divided out over twelve (12) equal payments.

Additional compensation over and above regular salary compensation, extra duty pay and supplemental pay shall be disbursed in twelve (12) equal payments and deductions from compensation due to unpaid leave shall be taken out as they are reported to the payroll office. Reimbursement for mileage will be considered separate from compensation.

In emergency cases, exceptions may be made, subject to the approval of the Board. In no case shall the Board advance more than one month's salary.

Upon separation of teacher and Board of Education, or upon fulfillment of the contract, the teacher may, at the option of the Board, be paid in one lump sum all salary due the certificated employee.

Article 2G: Nurse’s Salaries

All nurses holding a Bachelors Degree shall be placed on the Salary Schedule as shown in Appendix A or B.

All nurses who do not hold a Bachelors Degree shall be placed on the Non-Degreed Nurse’s Salary Schedule as shown in Appendix B. Both Degreed and Non-Degreed nurses may advance on the appropriate salary schedule by earning Continuing Education Contact Hours (CECHs). The formula for schedule advancement shall be 15 CECHS= 1 graduate hour.

Article 2H: Extra-Duty Salary Schedule

The Extra-Duty Salary of each certificated employee covered by this agreement is shown in Appendix C. (Extra-Duty Salary Schedule = % * Base Salary) All certificated employees covered by this agreement shall be placed on the Extra Duty Salary Schedule according to their verified experience. Advancement from Level 1 to Level 2 shall be effective at the beginning of the 3rd year of qualifying service. Advancement from Level 2 to Level 3 shall be effective at the beginning of the 5th year of qualifying service. Advancement from Level 3 to Level 4 shall be effective at the beginning of the 7th year of qualifying service.

Article 2I: Extended Duty

Extended Duty for all certificated employees covered by this agreement will be at 100% of the per diem rate.

Article 2J: Summer Curriculum Work/Teaching

		<u>2026-2027</u>
Non-Student Contact:	BA-1/1,504	\$27.89 / hr.
Student Contact:	MA-1/1,504	\$33.47 / hr.

Article 2K: Internal Substitute Pay

Certified staff who are asked to substitute for another staff member during their regular planning period shall be compensated the equivalent amount to the student contact rate in Article 2J in whole or as divided into ¼ hour increments. Teaching any portion of a 15-minute time increment shall result in payment for that 15-minute increment of time. These payments will be made during the payroll cycle following each quarter of the academic school year. A staff member may refuse said assignment. The Building principal, or his/her designee shall have the right to declare an emergency and assign a staff member to substitute.

Article 2L: Employment Incentive

The Board will offer an employment incentive to all newly hired teachers. The minimum amount to be offered is \$1,000. The maximum amount is \$2,500. The employment incentive is available to only newly hired certificated staff and any compensation over \$1,000 must be recommended by the Superintendent of Schools. Newly hired

certificated staff whose FTE is less than 1.0 shall have this incentive pro-rated accordingly.

Article 2M: Reduction of Pay for Excessive Absences

In the event that a teacher exceeds the leave available to them as noted in this agreement, excess absences numbering two (2) or fewer days will result in the pro-rated per diem salary reduced from the current month's pay. In the event that a teacher exceeds the leave available to them as noted in this agreement, excess absences numbering greater than 2 days will result in the pro-rated per diem salary being reduced evenly over the remaining months of the current contract year.

Article 3: Grievances

Refer to Appendix D for information pertaining to grievance procedures.

Article 4: Benefits

Article 4A: Fringe Benefits Group Health Insurance

Health Insurance/Cash-in-Lieu Option. Both parties, recognizing that access to adequate and affordable health care is central to each teacher's ability to carry out his or her professional responsibilities, agree to the following conditions regarding teachers' health insurance benefits.

Plan Type. For the 2026-2027 school year the School District shall provide and pay at least 100% of the cost to all 1.0 full time equivalency (FTE) teachers self-only Educators Health Alliance (EHA) health and dental insurance Blue Preferred \$1,200/\$3,800 High Deductible Dual Choice HSA Plan (whichever is elected by the teacher) with Employee PPO 100% A, 75% B, and 50% C coverage at the premium cost established annually by the EHA for the 2026-2027 school year; the School District's contribution toward the premium cost of health and dental insurance coverage and the fringe benefit stipend shall be prorated for teachers with an FTE (full-time-equivalency) of less than 1.0 on the basis of such FTE.

Contribution Toward Cost of Premium for Self-Only Coverage. The Board will pay at least 100% of the cost of the premium for the employee ("self only") Blue Preferred \$1,200/\$3,800 High Deductible Dual Choice HSA Plan, or equal coverage by another provider, described above for all teachers who elect to receive group health and dental insurance coverage from the school district, plus an annual "fringe benefit stipend" in the amount of the difference between the cost of the annual EHA "Employee" level health and dental insurance premium and the sum of \$12,000 (\$1,000 per month), which may be taken in whole or in part as cash or applied to the purchase of additional insurance through the School District's Section 125 Plan.

Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election. A Teacher may decline the School District provided Employee ("self only") group health and dental insurance and receive a cash-in-lieu of insurance stipend in the amount of

\$12,000 (\$1,000 per month), provided, that a Teacher shall not be permitted to decline Employee (self-only) tier group health and dental coverage unless said Teacher has filed with the business office on the form provided by the School District an agreement providing (1) for an individual disclaimer which certifies that said teacher is covered by other health insurance coverage which provides at least “Bronze Level” health insurance coverage as defined under the Patient Protection and Affordable Care Act (PPACA); and, (2) that should the employee fail to obtain and maintain health insurance coverage as required by subparagraph (1) above at any time during the term of this Negotiated Agreement, the Faculty Member shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a cash stipend, and shall be required to enroll Employee “self-only” under the School District’s group health insurance coverage during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years.

Any portion of the stipend not used for the district insurance package is subject to federal and state income tax but is exempt from retirement contributions to NPERs.

CERTIFIED INSURANCE SCHEDULE PER NEGOTIATED AGREEMENT 11/4/25

2026-2027 Health Insurance Summary Chart \$1,200 Deductible							
Insurance Election	District Monthly Contribution	Blue Preferred Health Coverage Monthly Cost	Dental Monthly Cost	Total Insurance Annual Cost	District Benefit	Out of Pocket	Per Month out of Pocket (12)
Individual	\$1,000	\$911.59	\$32.79	\$11,332.56	\$12,000	\$0	\$0
Ee & Child	\$1,000	\$1,686.40	\$60.62	\$20,964.24	\$12,000	\$8,964	\$747
Ee & Spouse	\$1,000	\$1,914.27	\$68.81	\$23,796.96	\$12,000	\$11,797	\$983
Family	\$1,000	\$2,570.38	\$92.45	\$31,953.96	\$12,000	\$19,954	\$1,663

2026-2027 Health Insurance Summary Chart \$3,800 Deductible HSA-Eligible							
Insurance Election	District Monthly Contribution	Blue Preferred Health Coverage Monthly Cost	Dental Monthly Cost	Total Insurance Annual Cost	District Benefit	Out of Pocket	Per Month out of Pocket (12)
Individual	\$1,000	\$782.39	\$32.79	\$9,782.16	\$12,000	\$0	\$0
Ee & Child	\$1,000	\$1,447.46	\$60.62	\$18,096.96	\$12,000	\$6,097	\$508
Ee & Spouse	\$1,000	\$1,643.06	\$68.81	\$20,542.44	\$12,000	\$8,542	\$712
Family	\$1,000	\$2,206.19	\$92.45	\$27,583.68	\$12,000	\$15,584	\$1,299

CLASSIFIED INSURANCE SCHEDULE PER BOARD APPROVAL 11/4/25

2026-2027 Health Insurance Summary Chart \$1,200 Deductible							
Insurance Election	District Monthly Cash-in-lieu	Blue Preferred Health Coverage Monthly Cost	Dental Monthly Cost	Total Insurance Annual Cost	District Benefit	Out of Pocket Health & Dental	Out of Pocket Dental Only
Individual	\$125/\$150	\$911.59	\$32.79	\$11,332.56	\$11,333	\$0	\$0
Ee & Child	\$125/\$150	\$1,686.40	\$60.62	\$20,964.24	\$12,870	\$8,095	\$0
Ee & Spouse	\$125/\$150	\$1,914.27	\$68.81	\$23,796.96	\$14,608	\$9,188	\$0
Family	\$125/\$150	\$2,570.38	\$92.45	\$31,953.96	\$19,616	\$12,338	\$0

2026-2027 Health Insurance Summary Chart \$3,800 Deductible HSA-Eligible							
Insurance Election	District Monthly Cash-in-lieu	Blue Preferred Health Coverage Monthly Cost	Dental Monthly Cost	Total Insurance Annual Cost	District Benefit	Out of Pocket Health & Dental	Out of Pocket Dental Only
Individual	\$125/\$150	\$782.39	\$32.79	\$9,782.16	\$9,782	\$0	\$0
Ee & Child	\$125/\$150	\$1,447.46	\$60.62	\$18,096.96	\$12,886	\$5,211	\$0
Ee & Spouse	\$125/\$150	\$1,643.06	\$68.81	\$20,542.44	\$14,627	\$5,915	\$0
Family	\$125/\$150	\$2,206.19	\$92.45	\$27,583.68	\$19,641	\$7,942	\$0

Article 4B: Life Insurance

The District will provide a thirty thousand dollar term life insurance policy for each full-time certificated employee. Each employee will have the option of carrying an additional thirty thousand dollars of term insurance with the same carrier at the expense of the employee. Full-time refers to employees working an equivalent of half-time or more per day.

Article 4C: Long-Term Disability Insurance

The Board of Education shall provide Long Term Disability insurance as a required payroll deduction for each employee covered by this agreement. Said LTD insurance shall have a 30-, 60-, or 90-day elimination. The benefit provided shall be 66.67% of the employee's salary, including extra assignments. All employees are required to participate in the plan and agree that the plan shall be owned by the District. Selection of the vendor shall be at the discretion of the Board of Education. The Board agrees to provide information regarding the benefits to the Columbus Education Association. This provision shall be effective on September 1, 1998.

Article 4D: Activity Passes

The Board of Education will issue activity passes to each teacher. The employee's ID badge will serve as their activity pass and allow the employee, spouse, and children to attend home events with them at no cost. Exemptions apply for NSAA District, Sub-State, or State contests.

Article 4E: IRS Section 125 Flexible Benefits Plan

Each certificated employee covered by this agreement shall have the option of participating in a complete, three (3) part IRS Section 125 Flexible Benefits Plan. The administration and participation costs of this plan shall be paid by the Board of Education.

Article 5: Contract

Article 5A: Days of Employment

The contract year shall be 188 days for returning teachers and 191 days for teachers new to the District.

Article 5B: Planning Time

All certificated teaching staff shall have professional planning time. Planning time shall be sufficient in length to be meaningful and beneficial to the educational process. Planning time for all certificated teaching staff shall be during the regular student contact day. Travel time for certificated teaching staff shall not be construed to mean planning time.

All full-time K-12 certificated teaching staff (including specialists) shall have individual planning time during the student contact day, other than during lunch and not counting before or after school. Such teachers shall also receive planning time when their students have been released from school for the specific purpose of planning time and such planning time shall be scheduled by the building principal.

Part-time teachers in the District shall have such planning time as may be designated in their individual contracts.

All PK-12 certificated teaching staff shall have

- 1/2 day of conference preparation time, that is scheduled by the administration, prior to Parent/Teachers' conferences, for the purpose of preparing for those conferences.
- One full day of planning time during the first five days of the contract year for the purpose of uninterrupted work time that is scheduled by the administration.

Should any school within Columbus Public Schools be labeled as a PLAS (Persistently Low Achieving School or other such designation), recommendations from the Department of Education could be put into place regarding planning time and instructional time.

Article 6: Leaves

Definition of Immediate Family: For the purpose of implementation of this written agreement, only the following shall be considered members of the immediate family of an employee: Husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, aunt, and uncle, step children, step mother, step father, step brother, and step sister.

Article 6A: Sick Leave

Each certificated employee of the District, upon completion of one (1) full day of work during his/her first year of employment, shall be eligible for the provisions of this policy. This policy governs the extent an employee will receive pay for absence from work for reasons of personal illness/injury (see Workman's Compensation Policy), conditions associated with pregnancy, childbirth or related medical conditions and quarantine due to exposure to a contagious disease which prevents an employee from reporting to work able to perform his/her work satisfactorily. Sick leave may be taken in 1/8 day increments. A written verification from a physician licensed to practice medicine may be required by the Superintendent after an absence from work which exceeds five (5) consecutive working days. In addition, if said absence continues beyond twenty (20) consecutive working days, said employee may be required to submit a written verification from a licensed physician of the need for his/her continued absence from work and may be required to submit additional written verification from a licensed physician each ten (10) working days thereafter to remain eligible for this benefit.

The number of days an employee shall receive pay for absences due to reasons or conditions defined above will be determined by the number of accumulated sick leave days credited to said employee. An employee may, at his/her discretion, request that any days absent from work for a condition defined in the previous paragraph be treated as, and shall be granted as, leave without pay for such absences. Any days absent from work for a condition defined in the previous paragraph beyond the number of accumulated

days shall be treated as leave without pay. Employees of the District will be granted ten (10) days of sick leave each year to be used for self or immediate family illness, doctor visits, or medical consultations. At the end of the school year, any of the unused said days will be allowed to accumulate to a maximum of eighty (80) days.

Upon returning to work for absence due to a condition defined herein, the affected employee must file with his immediate supervisor a "Sick Leave" form. This form shall contain a perjury statement reading, "I declare under penalty of perjury that this is a true and just claim and falsifying this report could result in loss of all or part of my accumulated sick leave."

A teacher who is reemployed shall receive sick leave benefits in the following manner:

1. Up to two (2) years absence, no loss of accumulated leave;
2. Three (3) to five (5) years absence, five (5) days loss of accumulated sick leave for each year of absence;
3. Six (6) or more years of absence, will start as new teacher.
4. Covered employees on Extended Duty shall receive additional Sick Leave at the rate of one (1) contract day for each additional twenty (20) contract days of work.

Any catastrophic illness or other situation under the sick leave provisions may be considered by the Superintendent for additional sick leave.

Upon separation from the District a certificated employee who has completed 15 or more consecutive years with the District will be compensated one-half of the regular substitute teacher rate in that employee's final year with the district for each day of unused sick leave up to a limit of 40 days. Unused sick leave will be compensated in increments of no less than .5 days. Compensation will appear in the June payroll check.

In the event that the District implements an Early Retirement Incentive Program, a certificated employee who has completed 15 or more consecutive years with the District shall be permitted to select either the pay for unused sick leave benefit or the early retirement incentive program benefit, but not both benefits.

Starting with the 2024-2025 school year there will no longer be separate designations for personal and family sick leave, all sick leave may be applied as covered under section 6A.

Article 6B: Leave of Absence (without pay)

The Columbus Public Schools Board of Education, recognizing the need of staff members to take leave from their duties at school for various situations, establishes a program in which staff members can request a leave of absence without pay for a specific period of time. Approval of such leave shall be governed by the instructional needs of the students as determined by the Building Principal/Director. Requests for leave without pay must receive the written approval of the Building Principal/Director and the Superintendent of Schools before being granted. Staff members shall submit their

requests for leave on appropriate forms supplied by the School District and follow specific rules and regulations as established by the administration to support this policy.

The following rules and procedures will govern leave without pay:

1. A leave shall not be granted for a time period greater than one year in length.
2. Staff members shall make their requests on a leave without pay form and shall attach a written letter identifying the purpose for such leave. Forms should be submitted to their Principal or Director.
3. A Principal or Director shall consider the following before acting upon a request for leave without pay:
 - a. Instructional needs of the students in the District.
 - b. The needs of the staff member requesting the leave.
 - c. Ability to find a suitable replacement for said staff member.
 - d. If leave is for less than one year, appropriate starting and ending times of leave will be established. These times should prove to be the least disruptive for the students' educational program.
4. The Principal/Director may approve or reject the request for leave without pay.
5. If the Principal/Director approves the leave without pay, the staff member shall do the following:
 - a. Submit to the Principal/Director on an approved form the mailing address where the staff member can be reached during March of the year when the staff member is on leave so that the staff member can receive notice of the offer of continuing employment.
 - b. The staff member will understand that he/she shall respond to the offer of continuing employment by:
 - i. Stating that he/she wants to return to his/her position or;
 - ii. Requesting an extension of his/her leave for another year thereby giving up his/her right to a guaranteed position.
 - c. If a teacher is on an extension of his or her leave, and said teacher indicates that he/she wishes to be employed, such teacher shall accept the first position offered. If such offer is not accepted, no other offers will be made during that year. The teacher is free to apply for any position that is available and such application will be given consideration.
 - d. If the staff member does not respond within the allotted time frame, it shall be considered as a resignation and the Board will terminate the contract and all obligations to the staff member.
 - e. If the Principal/Director approves an extension for the staff member, the staff member shall complete all steps (a) through (c).
6. In no case will a staff member be granted more than two extensions to leave without pay. The total time frame of leave without pay and extension will not exceed three years. If a leave of absence begins during a school year and does not extend beyond ten (10) working days, said employee's salary will be reduced by $1/(\text{number of contract days})$ for each day missed. If said absence continues beyond ten (10) consecutive working days in one school year, said employee's salary and health insurance/annuity money will be reduced according to the formula named above. Said employee's life insurance and long term disability insurance will be continued at the

District's expense for the duration of the leave during the school year for which the leave was initiated. Any employee receiving an extension of his/her leave beyond the school year during which the leave was initiated will receive no salary or other monetary benefits until he/she returns to work. An employee on such leave beyond ten (10) consecutive days may elect to continue his/her health insurance at his/her expense. No increment credit will be awarded to any teacher on such leave if his/her absence during any school year is for more than one-half school year.

Article 6C: Bereavement Leave

Five (5) days per incident shall be granted in the event of the death of a child, spouse, parent, brother, sister, or sole responsibility, which shall not be charged against sick leave accumulation. Bereavement leave will also be available to both the male and female parent in the event of "lost pregnancies" (miscarriage, ectopic pregnancy, or stillbirth). Five additional days per incident may be granted which shall be charged against accumulated sick leave.

Three (3) days per incident shall be granted in the event of the death of other immediate family members, which shall not be charged against accumulated sick leave. Three additional days per incident may be granted which shall be charged against accumulated sick leave.

Up to two (2) days per year may be allowed to attend the funerals of relatives or personal friends not covered by the immediate family definition, which shall not be charged against accumulated sick leave. Two additional days may be granted during the current school year, which shall be charged against accumulated sick leave.

Article 6D: Family Parenting Leave

Up to five (5) days of accumulated sick leave per year may be used for family parenting (per grandchild or adoption) leave. An additional five (5) days may be used for which substitute pay will be deducted. Thereafter, full pay deduction will be made.

Article 6E: Personal Leave

Three (3) days of paid personal leave shall be granted to each certificated employee during each contract year. Personal leave may be taken in 1/8 day increments. Persons desiring to take a personal leave day must make a personal request to their immediate supervisor. The exercise of personal leave shall be subject to the following provisions: Three (3) days of personal leave requested shall be subject to administrative approval and must be applied for at least (5) calendar days in advance of the date the leave will occur.

Beginning with year ten (10) of employment with Columbus Public Schools a certified employee will be entitled to one (1) additional personal day per year. This additional day is not eligible for unused compensation and may not be carried over if unused.

1. The Superintendent may grant personal leave without 5 days notice (assuming the employee has a day of personal leave left) when conditions or situations make it impossible for an employee to fulfill his/her assigned duties.

2. Application for personal leave that extends the breaks of Labor Day, Thanksgiving, Christmas / New Years, spring break, Easter, or Memorial Day; or that replaces the first contract day, the last contract day, or parent / teacher conferences shall be subject to the Superintendent's approval.
3. Personal Leave shall be handled confidentially.
4. The District will compensate certificated employees \$150 for each day of unused personal leave up to a maximum of 3 days per school year. Unused personal leave will be compensated in increments of no less than .5 days. Compensation will appear in the June payroll check.
5. An employee who does not complete all 188 days of their annual contract due to termination, resignation, or retirement become ineligible for unused personal day compensation as outlined in 6E, #4.

Article 6F: Professional Leave

1. DISTRICT PROFESSIONAL LEAVE

Certificated employees that are required to attend professional development due to their teacher position/instructional responsibilities, asked by an administrator to attend professional development, or is part of a Districtwide professional development activity will be granted District Professional Leave. This section does not include any professional development related to an extra duty position, those would be categorized under section #2 below.

2. PERSONAL PROFESSIONAL LEAVE

Certified employees covered by this agreement shall have the opportunity to use up to three (3) personal professional leave days per school year. These days must meet district initiatives, personal professional development, school improvement, and/or professional improvement plans for an employee to be eligible for this leave. This leave requires the approval of the building Principal and the Superintendent (or designee) at least 14 calendar days in advance.

Professional development is defined as a specific conference or event where the attendee has the opportunity to participate in development activities, general or individual sessions, or goal-oriented shadowing/mentoring opportunities.

Article 6G: Adoption Leave

An employee of the District who adopts a child may use provisions of the Adoption Leave Policy as per state statute.

Article 6H: Court Summons Leave

Any teacher subpoenaed to appear as a witness in court (except for personal law violations) must notify his/her supervisor as promptly as possible upon receipt of the subpoena. In addition to informing his/her supervisor, the teacher shall complete a Court Summons Leave Form.

Any teacher of the district responding to a subpoena as provided above shall not receive any reduction in salary for any part of the period of time he/she is absent from work.

Any monies received from the court for such an appearance shall be the property of the teacher.

Article 6I: FMLA Leave

All eligible certificated staff of the District (hereinafter referred to as “staff”) are granted certain benefits under the Family and Medical Leave Act of 1993. In all cases, benefits and eligibility therefore shall be as specifically provided by the Act. In general, the Act provides for leave without pay for up to twelve (12) weeks in certain medical or family emergencies in a twelve (12) month period. Such benefits are subject to the following:

1. Staff must have been employed with the District for at least twelve (12) months before they are eligible for this leave.
2. The leave is unpaid.
3. Staff may elect to first use all other leaves to which it may be entitled, such as sick leave, leave for family illness, bereavement leave or any other such leave before leave under this policy is applicable, or staff may exercise its rights under the Family and Medical Leave Act. If such other leaves are elected, such days of leave shall be counted against the twelve (12) weeks of leave. For example, if eight (8) weeks of leave is requested for health purposes, and the staff person elects to use two (2) weeks of sick leave, the remaining six (6) weeks will be the requested leave, unpaid, and four (4) weeks of FMLA Leave would remain under this policy.
4. Family leave can be used for:
 - a. The birth of a child;
 - b. The adoption of a child;
 - c. To care for a sick spouse, child or parent;
 - d. For your own serious health condition.
5. Staff eligible for leave and who are employed primarily in the instructional capacity, who request leave for a foreseeable and planned medical treatment where the leave would last longer than 20% of the total number of school days during the leave period will be required to (1) either take the leave for a period not to exceed the duration of the planned treatment, or (2) transfer temporarily to an available position for which the employee is qualified which will better accommodate the recurring periods of leave. If transferred, such staff person would receive equal pay and benefits.
6. The following rules shall apply with respect to periods of leave near the conclusion of an academic term in the case of any certificated employee employed principally in an instructional capacity by the district:
 - a. Leave More Than Five (5) Weeks Prior to the End of a Term: If the eligible certificated employee begins leave under section 102 more than five (5) weeks prior to the end of the academic term, the school may require the employee to continue taking leave until the end of such term, if (a) the leave is of at least 3 weeks duration; and (b) the return to employment would occur during the three-week period before the end of such term.
 - b. Leave Less Than Five (5) Weeks Prior to the End of Term: If the eligible certificated employee begins leave under subparagraph (A), (B), or (C) of section 102 (a)(1) during the period that commences five (5) weeks prior to the end of the academic term, the agency or school may require the employee to continue taking leave until the end of such term, if (a) the leave is of greater than two (2) weeks

duration; and (b) the return to employment would occur during the two-week period before the end of such term.

- c. Leave Less Than Three (3) Weeks Prior to the End of the Term: If the eligible certificated employee begins leave under subparagraph (A), (B), or (C) of section 102 (a)(1) during the period that commences three (3) weeks prior to the end of the academic term and the duration of the leave is greater than five (5) working days, the district may require the employee to take leave until the end of the term.
7. All staff persons covered by this agreement must give at least thirty (30) days notice except for emergency situations.
8. The District will maintain such staff person's health insurance while he or she is on leave under the same terms and conditions as when he or she is employed. Such staff person will be expected to pay his or her share of any health insurance premium each month when it comes due. If such staff person does not return from his or her leave, he or she will be expected to repay the District for the full amount of such health insurance premiums paid by the District during such leave.
9. The District will require verification for the reasons stated in the family leave request, including medical verification from any doctors who may be involved. Any staff person covered by this agreement who submits false reasons or fraudulent records to support a family leave request will be subject to immediate discharge.
10. If both husband and wife are employed by the District, that husband-wife team is entitled to only twelve (12) weeks total for any qualifying event if such leave is taken under Section 102 (1) (A), (B) or to care for a sick parent under subparagraph (C).
11. All staff are subject to Restoration and Denial of Restoration Provisions of the Act.
12. Unpaid days during FMLA leave will be calculated at the actual cost of a substitute or 1/188th of the teacher's contract (not including extra or extended duty) whichever is less.

Article 6J: Reduction in Force (RIF) Benefit

Certificated Staff who receive a notice of Reduction in Force (RIF) prior to April 15th (or next business day if the 15th falls on a weekend, holiday, or vacation day) shall have the following leave available to them at the District's expense:

1. One (1) accumulated sick leave day for job seeking or counseling.
2. Two (2) accumulated sick leave days for job interviews.

Article 6K: Emergency Medical Leave Bank

Refer to Appendix E for information pertaining to the Emergency Medical Leave Bank.

Article 7: Duration of Agreement

This **one-year** contract shall be effective as of the beginning of the **2026-2027** school year and shall continue in effect until a substitute contract is adopted, which shall then be fully retroactive to the beginning of the **2026-2027** school year.

Article 8: Recognition

The Board of Education recognizes the Columbus Education Association as the certified, exclusive and sole bargaining representative for all non-supervisory, certificated employees of the District provided that the Association retains the rights to conduct collective negotiations on behalf of its membership. Those CPS employees represented by the CEA in these negotiations include those with CPS contract for the following positions: teachers, nurses, psychologists, school counselors, deans of students, technology trainer specialists, speech pathologists, library media specialists, curriculum/assessment specialists, and reading and math interventionists.

Article 9: 403B Plan

The District will provide a 403(b) investment program under Internal Revenue Code Section 403(b). The written plan shall fully comply with regulations under Code 403(b).

Article 10: Publication of the Agreement

Copies of the agreement shall be provided by the Board within a reasonable period of time after this agreement is signed. This agreement shall be provided to all teachers now and hereafter employed. Since the Board accepts responsibility for such publication, the agreement will be published in a format prepared by the Board.

Article 11: Employee/Board Rights

1. Employee Rights: Nothing contained in this agreement shall be construed to deny any employees those rights provided under Nebraska law or other applicable laws and regulations.
2. Board Rights: The Board, except as is expressly provided in this agreement, reserves exclusively unto itself all the rights, powers, discretion, authorities, and prerogatives vested in it, whether exercised or not. Nothing herein shall be construed in any manner as constituting a delegation or waiver of any such rights, powers, discretion, authority or prerogative so vested in the Board or its designees.
3. Exercise of Board Rights: It is recognized that the Board normally exercises most of its responsibilities and rights through the Superintendent and/or other members of the administrative staff. The exercise of the foregoing rights and responsibilities shall not be in conflict with the specific and express terms of this agreement. The Board retains and reserves the right and responsibility of the proper management of the District in all of its various aspects.

Article 13: Document Authorization

President, Columbus Education Association

_____ Date _____

Chief Negotiator

_____ Date _____

President, Columbus Board of Education

_____ Date _____

Chief Negotiator

_____ Date _____

Appendix A: Certified Salary Schedule

2026-2027 CERTIFICATED STAFF SALARY SCHEDULE

Base Salary: \$41,950

STEP	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	MA+36	EdSpec/ MA+45
1	1.000 \$41,950	1.050 \$44,048	1.100 \$46,145	1.150 \$48,243	1.200 \$50,340	1.250 \$52,438	1.300 \$54,535	1.350 \$56,633	1.400 \$58,730	1.450 \$60,828
2	1.047 \$43,922	1.097 \$46,019	1.147 \$48,117	1.197 \$50,214	1.247 \$52,312	1.297 \$54,409	1.347 \$56,507	1.397 \$58,604	1.447 \$60,702	1.497 \$62,799
3	1.094 \$45,893	1.144 \$47,991	1.194 \$50,088	1.244 \$52,186	1.294 \$54,283	1.344 \$56,381	1.394 \$58,478	1.444 \$60,576	1.494 \$62,673	1.544 \$64,771
4	1.141 \$47,865	1.191 \$49,962	1.241 \$52,060	1.291 \$54,157	1.341 \$56,255	1.391 \$58,352	1.441 \$60,450	1.491 \$62,547	1.541 \$64,645	1.591 \$66,742
5		1.238 \$51,934	1.288 \$54,032	1.338 \$56,129	1.388 \$58,227	1.438 \$60,324	1.488 \$62,422	1.538 \$64,519	1.588 \$66,617	1.638 \$68,714
6			1.335 \$56,003	1.385 \$58,101	1.435 \$60,198	1.485 \$62,296	1.535 \$64,393	1.585 \$66,491	1.635 \$68,588	1.685 \$70,686
7				1.432 \$60,072	1.482 \$62,170	1.532 \$64,267	1.582 \$66,365	1.632 \$68,462	1.682 \$70,560	1.732 \$72,657
8				1.479 \$62,044	1.529 \$64,142	1.579 \$66,239	1.629 \$68,337	1.679 \$70,434	1.729 \$72,532	1.779 \$74,629
9					1.576 \$66,113	1.626 \$68,211	1.676 \$70,308	1.726 \$72,406	1.776 \$74,503	1.826 \$76,601
10					1.623 \$68,085	1.673 \$70,182	1.723 \$72,280	1.773 \$74,377	1.823 \$76,475	1.873 \$78,572
11					1.670 \$70,057 <i>(MA Only)</i>	1.720 \$72,154	1.770 \$74,252	1.820 \$76,349	1.870 \$78,447	1.920 \$80,544
12					1.717 \$72,028 <i>(MA Only)</i>	1.767 \$74,126	1.817 \$76,223	1.867 \$78,321	1.917 \$80,418	1.967 \$82,516
13									1.964 \$82,390	2.014 \$84,487
14										2.061 \$86,459
15										2.108 \$88,431

NOTES:

1. Vertical steps are 0.047; horizontal steps are 0.05.
2. The MA+54 column is not available after the 1997-98 contract year.
3. Extended contract employees are paid 100% of schedule placement on a per diem basis.
4. Non-student contact rate is calculated at BA-1/1,504: \$27.89 per hour.
5. Student contact rate is calculated at MA-1/1,504: \$33.47 per hour.
6. Base salary for supplemental/extra duty salary schedules: \$41,950.
7. BA+36/MA Step 11 & 12 is available only to those with a Master's degree (Article 2D).

Appendix B: Nurse’s Salary Schedule

2026-2027 NURSE SALARY SCHEDULE

Base Salary: \$41,950

STEP	RN	RN+225 (RN+15 Hours)	RN+450 (RN+30 Hours)	RN+675 (RN+45 Hours)
1	1.00 \$41,950	1.07 \$44,887	1.14 \$47,823	1.21 \$50,760
2		1.12 \$46,984	1.19 \$49,921	1.26 \$52,857
3				1.31 \$54,955
4				1.36 \$57,052
5				1.41 \$59,150

NOTES:

1. CECH's refers to Continuing Education Contact Hours.
2. Vertical steps progress based on years of experience.
3. Horizontal advancement based on continuing education hours completed.
4. Gray cells indicate unavailable step/education combinations.

Appendix C: Extra-Duty Schedule

EXTRA DUTY SALARY SCHEDULE — 2026-2027

Base Salary Reference: \$41,950

Category	Positions	Level 1 Years 1-2	Level 2 Years 3-4	Level 3 Years 5-6	Level 4 Years 7-14	Level 5 Years 15+
Category 1	Basketball (HS Head B/G), Football (HS Head)	16% \$6,712	17% \$7,132	19% \$7,971	21% \$8,810	25% \$10,488
Category 2	Baseball (HS Head), Instrumental Music (HS), Soccer (HS Head B/G), Softball (HS Head), Swimming (HS Head), Track (HS Head), Volleyball (HS Head), Wrestling (Head HS), Bowling (HS Head)	13% \$5,454	14% \$5,873	16% \$6,712	18% \$7,551	22% \$9,229
Category 3	Basketball Asst (HS B/G), Cross Country (HS B/G), Football Asst (HS), Golf (HS Head B/G), Tennis (HS Head B/G), Vocal Music (HS)	11% \$4,615	12% \$5,034	14% \$5,873	16% \$6,712	18% \$7,551
Category 4	Baseball Asst (HS), Basketball Asst (Head 9th B/G), Football Asst (Head 9th), Soccer Asst (HS B/G), Softball Asst (HS), Swimming Asst (HS), Track Asst (HS B/G), Volleyball Asst (HS), Wrestling Asst (HS)	9% \$3,776	10% \$4,195	12% \$5,034	14% \$5,873	16% \$6,712
Category 5	Cross Country Asst (2), Tennis Asst, Volleyball Asst (Head 9th), Wrestling Asst (Head 9th)	8% \$3,356	9% \$3,776	11% \$4,615	13% \$5,454	15% \$6,293
Category 6a	Basketball Asst (HS 9th B/G), Football Asst (HS 9th), Instrumental Music (MS), Vocal Music (MS), Volleyball Asst (HS 9th), Wrestling Asst (HS 9th), Bowling (HS Asst)	6% \$2,517	7% \$2,937	9% \$3,776	11% \$4,615	
Category 6b	Basketball Head (MS B/G), Football (MS Head), Instrumental Music Asst (HS), MS Head Track (B/G), Volleyball (MS Head), Wrestling (MS Head)	6% \$2,517	7% \$2,937	9% \$3,776	9% \$3,776	
Category 6c	Dramatics	11% \$4,615	13% \$5,454	13% \$5,454	13% \$5,454	
Category 6d	Newspaper (Discoverer, HS), Cheerleader Sponsor (HS)	10% \$4,195	11% \$4,615	12% \$5,034	13% \$5,454	
Category 6e	Annual (Yearbook, HS), Musical (HS, 3)	12% \$5,034	13% \$5,454	14% \$5,873	15% \$6,293	
Category 7a	Basketball Asst (MS B/G), Drumline (MS), Football Asst (MS), Track Asst (MS B/G), Volleyball Asst (MS), Wrestling Asst (MS), Cross Country Asst (MS), Winter Percussion Ensemble (2)	5% \$2,098	6% \$2,517	8% \$3,356		
Category 7b	Activities Director (MS), Student Council (HS, 2)	9% \$3,776	10% \$4,195	11% \$4,615		
Category 7c	Debate (HS), Robotics (HS), Speech (HS)	9% \$3,776	12% \$5,034	12% \$5,034		
Category 8	Destination Imagination (HS, ES, MS), Diamond Dancers (HS), FBLA (HS), FCCLA (HS), HOSA, Mock Trial (HS), CMS Musical Director (1), National Honor Society (HS), Quiz Bowl (HS, Academic Decathlon), Skills USA (HS, VICA), Strength Coord (Fall/Winter/Spring/Summer), Speech Asst (HS), Student Council (Elem 1 per building, MS 1)	6% \$2,517	7% \$2,937	8% \$3,356		
Category 9a	CMS CL Sponsor (1), Intramurals (HS 2, MS 1), Junior Class Sponsor (1), Color Guard (HS, 1), Fall Percussion (1), CMS Quiz Bowl (1), Concessions Manager, Key Club	5% \$2,098	6% \$2,517	7% \$2,937		
Category 9b	Robotics (MS), Striv.tv Supv. (HS), Striv.tv Supt (MS)	8% \$3,356	9% \$3,776	10% \$4,195		
Category 10	C-Club (HS), Asst. Cheerleader, Educators Rising (1), German Club (HS), Leadership (MS, 1), Math Counts (MS), Mentors (District), Musical Asst. (MS), Nursing Coordinator, CMS Play (3), Renaissance (HS), Senior Class Sponsor (1), Yearbook (MS), Art Club (1 MS, 1 HS)	4% \$1,678	5% \$2,098	6% \$2,517		
Category 11	PLC Leader Stipend (1 stipend per team), Unified Bowling (1), Unified Track (2), Unified Cheerleading (1)	2.8% \$1,169	2.8% \$1,169	2.8% \$1,169		

The Board of Education reserves the right to vary from this schedule when placing new employees at a higher level or when adding categories or activities to this schedule.

APPENDIX D: Grievance Procedures

The Board and the Association recognize that the potential exists that a certificated employee or group of employees of the District may have a dispute stemming from a difference in the interpretation of the negotiated contract. The Board recognizes the need of such employee or group of employees to have a means to attempt settlement of such dispute and herewith prescribes a procedure to be followed when a certificated employee or group of employees wishes to attempt resolution of such a dispute.

These prescribed procedures are designed to attempt resolution of the certificated employees' or group of employees' dispute at a level closest to where the dispute occurred. If a resolution cannot be reached at this level, the prescribed procedure allows for progressive appeals before others possessing greater authority to resolve said disputes.

Definitions

1. Board shall mean Columbus Public School Board of Education, Columbus, Nebraska.
2. Association shall mean Columbus Education Association, Columbus, Nebraska.
3. Certificated employee shall mean any certificated employee(s) employed by the Columbus Public Schools, Columbus, Nebraska.
4. He, his, him shall represent appropriate forms of the words, he, she and they respectively.
5. Grievance shall mean an issue(s) in dispute stemming from differences of interpretation involving the negotiated agreement.
6. Days shall mean contract days of the grievant of which neither the grievant nor his principal/director and Superintendent are absent from their assigned duties in the district for any reason other than for a reason classified as leave without pay.
7. Grievant shall mean a certificated employee(s) possessing a grievance under the governance of this policy.
8. Negotiated contract shall mean all items, which have been mutually agreed on through negotiations.

General Provisions & Procedures

1. The Board shall assure every certificated employee the unobstructed use of these procedures without fear of reprisal or prejudice to his employment status.
2. Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum, and reasonable effort shall be made by all parties to expedite the process. The time specified may be extended by mutual written agreement of the certificated employee and the Superintendent of Schools.

If a grievance is filed which might not be finally resolved under the time limits prescribed prior to the end of the school year, and which if left unresolved until the beginning of the next school year could result in irreparable harm to the grievant, the time limit set prescribed

shall be amended to the extent so that the grievance may be resolved prior to the end of the school year, or as soon thereafter as is practicable.

3. Failure of the grievant to proceed to Step 2 of Grievance Procedures Steps or any subsequent section of any of the prescribed procedures of Grievance Procedures Steps within the time limit set forth shall be deemed to have elected to accept the response previously rendered, and shall constitute a waiver of any future appeal concerning the particular grievance. The failure of an administrator at any step to communicate his decision to the grievant in the time set shall permit said grievant to proceed to the next step.
4. If the subject of the grievance is the building Principal, the grievant is directed to contact the Superintendent of Schools.

Grievance Procedure Steps

Step 1: When a certificated employee believes he has a grievance, he may file a formal grievance in writing. The filing of said grievance must be on the Grievance Form and filed with his principal/director. The statement of grievance must state in writing the situation giving rise to the grievance and the remedy sought. The principal/director within ten (10) days of receipt of the Grievance Form shall hold a conference with the grievant. A written decision by the principal/director must be rendered within five (5) days of the conference and attached to the Grievance Form. If the grievance is to be dropped by the grievant at this level, the grievant shall notify in writing said principal/director within five (5) days of receipt of said principal's/director's decision.

Step 2: If the disposition of the grievance in Step 1 is not satisfactory to the grievant he may submit the grievance on the Grievance Form submitted in previous steps of this procedure within five (5) days to the Superintendent. The Superintendent or his designee must within ten (10) days of receipt of the grievance schedule a hearing before the Superintendent or his designee. The Superintendent or his designee shall inform in writing the grievant and the grievant's principal/director of the time and place of said hearing. Other individuals that can contribute to the resolving of the grievance may be present at said hearing. These named persons may be represented at said hearing. A written decision by the Superintendent or his designee shall be rendered and attached to the Grievance Form within five (5) days of said hearing. If the grievance is to be dropped by the grievant at this level, the grievant shall notify in writing said Superintendent or his designee he met with in Step 1 of this procedure within five (5) days of receipt of the Superintendent or his designee's decision.

Step 3: If the disposition of the grievance in Step 2 is not satisfactory to the grievant, he may submit the grievance on the form submitted in Step 2 of this procedure within five (5) days of receipt of the decision of Step 2 to the Superintendent. A hearing before the Board will be scheduled within thirty (30) days of the filing of the grievance with the Superintendent. The Superintendent or his designee shall inform in writing the grievant and the grievant's principal/director of the time and place of said hearing. Other individuals that can contribute to the resolving of the grievance may be present at said

hearing. These named persons may be represented at said hearing. The Board will render its decision within thirty (30) calendar days of said hearing and the Secretary of the Board will communicate the Board's decision to the grievant.

Procedure for Grievance Hearing

1. General Procedure

- a. The grievant may request either a public or private hearing.
- b. The grievant may be represented by his designee(s).
- c. The Superintendent may be represented by his designee(s).
- d. Persons having information related to the grievance may be requested to be present at the hearing.
- e. The grievance shall be limited to the issue stated on the original Grievance Form submitted to the Principal/Director.

2. Hearing Procedure

- a. The grievant or his representative(s) shall present his statement first in its entirety.
- b. The Superintendent/his designee(s) shall be allowed to question the grievant following his presentation.
- c. The Superintendent/his designee(s) shall present statements supporting the disposition of the grievance.
- d. The grievant or his representative(s) may question the Superintendent/his designee(s).
- e. Steps a, b, c, and d may be repeated no more than two (2) times.
- f. The Superintendent/his designee(s) may present summarizing remarks to the Board.
- g. The grievant or his designee(s) may present summarizing remarks to the Board.
- h. The Board may ask questions following summarizing remarks to clarify matters before them.
- i. The Board may then deliberate in executive session. The Board's decision regarding disposition of the grievance shall be made in a public meeting.

**COLUMBUS PUBLIC SCHOOLS
Grievance Form**

Grievant _____ Date of Filing _____

Nature of Grievance (attach page if additional space is needed): _____

Remedy Sought: _____

Signature of Grievant: _____

DISPOSITION OF GRIEVANCE AT STEP 1

Date of Decision of Principal/Director _____

Signature of Principal/Director _____

Date Received _____ (Copy of disposition attached)

I wish/do not wish to go to Step 2 (Must be decided within five (5) days of receipt of Principal/Director Decision)

Signature of Grievant Date

DISPOSITION OF GRIEVANCE AT STEP 2

Date of Decision of Superintendent/Designee _____

Signature of Superintendent/Designee _____

Date received by Grievant _____ (Copy of disposition attached)

I wish/do not wish to go to Step 3 (Must be decided within five (5) days of receipt of Superintendent/Designee decision)

Signature of Grievant Date

DISPOSITION OF GRIEVANCE AT STEP 3

Date of decision of Board of Education _____

Signature of Secretary of Board _____

Date Received by Grievant _____ (Copy of disposition attached)

APPENDIX E: Emergency Medical Leave Bank

I. ESTABLISHMENT

An Emergency Medical Leave Bank is hereby established to protect certificated staff members from financial loss due to extended absence from contractual duties. The Emergency Medical Leave Bank is not intended as a means to obtain additional leave once an individual has exhausted unused sick and personal leave. Rather, the purpose is to provide additional leave in the case of sudden, unforeseen illness or disability of indeterminate duration or maternity circumstances as described later in this document.

II. ELIGIBILITY AND PARTICIPATION

The Emergency Medical Leave Bank will be available to all certificated staff members covered by this agreement. Participation and use of the bank will be on a voluntary and annual basis. Only those who contribute to the bank will be allowed to access resources of the bank.

III. CONTRIBUTIONS

A period of two weeks beginning on the first contracted day of each school year will be provided for certificated staff to contribute to the bank.

The initial contribution expected of participants will be a donation of 1 day.

The maximum number of days that the bank may initially have is 275. This initial maximum number will then be reduced to a secondary maximum of 150 as provided below.

Participants who utilized days from the bank during the previous school year must contribute one day to once again be allowed access to resources of the bank.

New certificated employees and first time participants during the first two (2) weeks of each school year will be able to become participants in the Emergency Medical Leave Bank by donating one day. For mid-year hires, this application period shall be the first two weeks of employment with the Columbus Public Schools. Days contributed in this manner may be allowed to exceed the initial and secondary maximum limits.

Days contributed to the Emergency Medical Leave Bank may not be withdrawn for any reason.

Days remaining in the Emergency Medical Leave Bank at the end of the year will carry over to the next year.

When the balance in the Emergency Medical Leave Bank falls below 150 days, then all participating teachers other than those who must donate to re-join the bank may contribute one day of their annual sick leave the following school year until a secondary maximum of 150 days is reached.

IV. ORGANIZATION AND RECORDKEEPING

Records of all Emergency Medical Leave Bank functions will be jointly maintained by the Director of Business Operations and/or Human Relations of the Columbus Public Schools and by the President-elect or designee of the Columbus Education Association (hereafter CEA).

The Emergency Medical Leave Bank Review Committee will review valid applications. The review committee will consist of the Director of Business Operations and Human Relations, the CEA president, and one (1) member from each CPS building. The Director of Business Operations and/or Human Relations will serve as chairperson to coordinate review efforts.

V. ACCESSING EMERGENCY MEDICAL LEAVE BANK RESOURCES

Access to days from the Emergency Medical Leave Bank are available only to participating certificated staff members covered by this agreement.

Access to resources of the Emergency Medical Leave Bank may only occur during the current school year. The current school year shall begin on the first contracted staff day for each school year.

Teachers working beyond the regular 188-day contract will be excluded from the provisions of the Emergency Medical Leave Bank, during their extended contract period.

Accessing Emergency Medical Leave Bank resources may occur only after annual and accumulated sick and personal leave have both been utilized.

Emergency Medical Leave Bank cannot be used to extend beyond eligibility for long-term disability.

There is a limit per person of 15 days per semester.

Emergency Medical Leave Bank resources will provide additional days of (sick) leave resulting from:

- a. Absences that do not qualify for coverage under long-term disability.
- b. Absences related to sudden, unforeseen, illness or disability of indeterminate duration for self or any member of the participant's eligible family: only the following shall be considered members of the eligible family of an employee: Husband, significant other, wife, child. The superintendent may approve other family eligibility.
- c. Absences related to childbirth: a limit of ten (10) days may be requested by the a parent from the Emergency Medical Leave Bank for childbirth during a 6-week maternity absence. These days would immediately follow the childbirth or adoption. In situations where the newborn child and/or female parent has special medical circumstances verified by a doctor requiring additional leave time, the EMLB Review Committee may provide up to a

total of 15 days of reimbursed leave (5 additional days). If a participant has 30 days of sick and/or personal leave accumulated, s/he may not request additional days from the Emergency Medical Leave Bank. In cases of adoption, the parent may request up to five (5) days. The male parent may request leave as provided in the negotiated agreement under provisions of Family Illness Leave.

Any paid leave granted pursuant to the Emergency Medical Leave Bank shall run concurrently with any Family and Medical Leave Act leave to which the teacher may be entitled.

Days of leave requested from the Emergency Medical Leave Bank shall be made on application forms provided for that purpose and submitted within 7 days of use of the last day of leave provided. A properly completed form will contain all requested information and will be signed by the applicant and co-signed by a member of the Emergency Medical Leave Bank review committee receiving the reimbursement application. An Emergency Medical Leave Bank review committee member may not sign his/her own reimbursement application form.

Applications for days of leave from the Emergency Medical Leave Bank must be accompanied by a physician's statement indicating the necessity of the absence.

VI. GENERAL GUIDELINES FOR DISTRIBUTION OF EMERGENCY MEDICAL LEAVE BANK RESOURCES

If the request qualifies for the bank, the participant deserves at least a portion of his/her request. The Emergency Medical Leave Bank review committee will determine an equitable distribution of resources.

The District agrees to honor days of sick leave granted by the Emergency Medical Leave Bank Review Committee, in amount not to exceed the total numbers of days donated by the members of the Emergency Medical Leave Bank.

COLUMBUS PUBLIC SCHOOLS

Emergency Medical Leave Bank Enrollment and Contribution Form

this form due in Director of Business Operations and/or Human Relations office
by 4:00 p.m. on the last Friday in August.

I wish to be a participant in the Columbus Public Schools Emergency Medical Leave Bank.

Name

Date

Days donated

1

Signature, Certificated Staff Member

Signature, Executive Director of
Business Operations and Human
Relations

COLUMBUS PUBLIC SCHOOLS

Emergency Medical Leave Bank Eligible Family Member Identification Form

This form is to be submitted with the initial Emergency Medical Leave Bank Contribution Form. This form may be amended when necessary to reflect eligible family member changes (new spouse or increase of children)

Name:

Date:

Spouse or Significant Other:

Children:

Approval of Emergency Medical Leave Bank Review Committee and Executive Director of Business Operations and Human Relations:

Emergency Medical Leave Bank
Review Committee member

Date

Date(s) Amended

Executive Director of Business
Operations and Human Relations

Date

Date(s) Amended

COLUMBUS PUBLIC SCHOOLS

Emergency Medical Leave Bank Additional Leave Request Form

This application is to be submitted to an Emergency Medical Leave Bank review committee member within 7 days of use of the last day of leave provided. The Emergency Medical Leave Bank review committee member receiving this form should immediately sign and date the form and inform the Emergency Medical Leave Bank chair of receipt of the request.

Name:

Date:

Number of days requested from Emergency Medical Leave Bank:

Specific dates and reasons for absence:

Date	Reason for absence (must include physician's statement):
------	--

Signature, Certificated Staff Member

Date

Signature, Emergency Medical Leave Bank review committee member

Date

MEMORANDUM

TO: Columbus Education Association
FROM: Board of Education Negotiating Committee
DATE: January 13, 2026
RE: Tentative Agreement – 2026-2027 Negotiated Agreement

Below is the list of agreed upon changes to the certified negotiated agreement from the meeting held on January 12, 2026.

THE NEW AGREEMENT SHALL INCLUDE:

- **Agreement Duration:** One-Year Agreement for the 2026-2027 School Year.
- **Base Salary Increase:** Increase of the base salary from \$41,100 to \$41,950 (↑ \$850).
- **Certified Staff Work Day:** Permit one day during the first five contracted days to be set aside as a certified staff work day, retaining the 1/2 day on the Friday before parent-teacher conferences as well. The day will be set by the school district administration.
- **CEA President Leave:** Permit one CEA President the ability to have one paid personal-professional day for Association work out of the District.
- **Extra Duty Schedule Addition:** Addition of Middle School Cross Country Assistant Coach on the Extra Duty Schedule in Section 7A
- **Unified Track Coach:** Addition of a Unified Track Coach, moving the total to 2.0 FTE
- **New Hire Incentive Pay:** Modifying the new hire incentive pay to be a minimum of \$1,000 and a maximum of \$2,500

THE NEW AGREEMENT SHALL REMOVE:

- **Re-opener Clause:** All parts of this section shall be removed.

CERTIFIED INCREASE – TOTAL COMPENSATION (HISTORICAL):

School Year	Percentage Increase	Dollar Amount
2020-2021	3.88%	\$964,978
2021-2022	2.26%	\$561,068
2022-2023	6.19%	\$1,539,299
2023-2024	2.75%	\$644,691
2024-2025	4.16%	\$1,107,068
2025-2026	4.27%	\$1,160,096
2026-2027	3.03%	\$910,747