

Board of Education Regular Meeting
Tuesday, April 23, 2019, 6:00 PM
Lincoln Public Schools District Office 5905 O
Street Lincoln, NE 68510

1. LPS BOARD OF EDUCATION INFORMATION
2. CALL TO ORDER
3. ROLL CALL
4. ANNOUNCE OPEN MEETING ACT POSTING AND LOCATION
5. APPROVAL OF MINUTES
6. SPECIAL REPORTS, PRESENTATIONS AND CELEBRATIONS OF SUCCESS
 1. STUDENT CELEBRATION: A Look into the classroom reveals how the 2017 Nebraska College and Career Ready Science Standards are being applied
7. PUBLIC COMMENT
8. CONSENT AGENDA
 1. Human Resources Matters
 2. Routine Business
 3. Option Enrollment Student Applications for 2019-20
 4. Late Request for Enrollment Option Out 2018-19
 5. Late Requests for Enrollment Option Out 2019-20
9. FIRST READING, ACTION AT NEXT MEETING
 1. Evaluation and Proposed Compensation for the Superintendent of Schools
 2. From Board Committees
 3. From the Superintendent
 1. Proposed Contracts With The Associate Superintendents for Instruction, Business Affairs, and Human Resources and the Assistant Superintendent for General Administration and Governmental Relations
 2. Title VI, Indian Education Program
 3. Kloefkorn Roofing Repair Project
 4. Wheelchair School Buses #9579
10. SECOND READING, RECOMMENDED FOR ACTION
 1. From Board Committees
 2. From the Superintendent
 1. Processing of USDA Commodities #9605, 9608, 9609
 2. Tuition Charges for 2019-20
11. EXPEDITED/EMERGENCY ACTIONS

12. ITEM(S) REMOVED FROM CONSENT AGENDA
13. INFORMATIONAL ITEMS/REPORTS
 1. From Board Committees
 2. From The Career Academy
 3. From the Superintendent
 1. Superintendent Update
 2. Monthly Financial Report
14. ANNOUNCEMENTS OF UPCOMING EVENTS FOR THE BOARD
15. PUBLIC COMMENT
16. REQUEST FOR CLOSED SESSION
 1. Request for Closed Session - Negotiations/Collective Bargaining, Property/Real Estate, Litigation, Security, Criminal Misconduct, Personnel, and Legal Advice Matters
17. ADJOURNMENT

LINCOLN PUBLIC SCHOOLS
Board of Education
Lincoln Public Schools District Office
5905 O Street
Lincoln, NE 68510
MINUTES OF MEETING – APRIL 9, 2019

1. OPENING PROCEDURES

Notice of the time and place of the Lincoln Board of Education meeting was e-mailed to an extensive list of local and regional news media. A mailing list is maintained at the Lincoln Public Schools District Office. A public notice was published in the *LINCOLN JOURNAL STAR*.

2. CALL TO ORDER

Board President, Connie Duncan, called the meeting to order at 6:03 p.m.

3. ROLL CALL

PRESENT BOARD MEMBERS:

Barbara Baier
Lanny Boswell
Kathy Danek
Connie Duncan
Don Mayhew
Annie Mumgaard
Matt Schulte

STAFF IN ATTENDANCE:

Dr. Steve Joel, Superintendent
Mr. Jim Gessford, Attorney for the Board
Dr. Matt Larson, Interim Assistant Superintendent for Instruction
Mr. John Neal, Assistant Superintendent for Governmental Relations
Dr. Liz Standish, Associate Superintendent for Business Affairs
Dr. Eric Weber, Associate Superintendent for Human Resources

A list of other people in attendance is set forth in Report File No. Gg-99.

4. ANNOUNCE OPEN MEETING ACT POSTING AND LOCATION

The Lincoln Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of this meeting, the President announced and informed the public about the location of the posted information.

5. APPROVAL OF MINUTES

The March 26, 2019, minutes of the Lincoln Board of Education regular meeting were approved as distributed.

6. SPECIAL REPORTS, PRESENTATIONS, AND CELEBRATIONS OF SUCCESS

6.1. Melissa Hernandez Named 2018 World Language Teacher of the Year

The Nebraska International Languages Association named Lincoln Northeast Spanish teacher Melissa Hernandez the 2018 Outstanding World Language Teacher. The Nebraska International Languages Association is a professional organization dedicated to the support and promotion of the teaching of languages in the state of Nebraska. Anyone who is actively engaged in the teaching of a world language at any level of education in Nebraska is eligible for membership. The organization annually recognizes outstanding Nebraska educators and supporters of world language education at its fall conference.

Mrs. Danek moved, Ms. Mumgaard seconded

That the Lincoln Board of Education adopt the following resolution:

WHEREAS, Spanish teacher Melissa Hernandez from Lincoln Northeast High School has been named the 2018 Outstanding World Language Teacher by the Nebraska International Languages Association; and

WHEREAS, Melissa Hernandez demonstrates a dedication to her students that contributes to their growth not only as students but as global citizens; and

WHEREAS, Melissa Hernandez is widely respected by her teaching peers across the state and is routinely sought out as a professional resource and inspiration; and

WHEREAS, Melissa Hernandez exposes her students to experiences beyond the classroom that enrich their learning and understanding of the world around them.

NOW THEREFORE BE IT RESOLVED that the Lincoln Board of Education does hereby congratulate Melissa Hernandez for being named the 2018 Outstanding World Language Teacher by the Nebraska International Languages Association.

MOTION PASSED

Barbara Baier	Yes
Lanny Boswell	Yes
Kathy Danek	Yes
Connie Duncan	Yes
Don Mayhew	Yes
Annie Mumgaard	Yes
Matt Schulte	Yes

6.2. Kristen Tangen Named 2018 Nebraska French Teacher of the Year

The Nebraska International Languages Association named Kristen Tangen, a French teacher at Lincoln Southeast High School, its 2018 Nebraska French Teacher of the Year. The Nebraska International Languages Association is a professional organization dedicated to the support and promotion of the teaching of languages in the state of Nebraska. Anyone who is actively engaged

in the teaching of a world language at any level of education in Nebraska is eligible for membership. The organization annually recognizes outstanding Nebraska educators and supporters of world language education at its fall conference.

Mr. Boswell moved, Mrs. Danek seconded

That the Lincoln Board of Education adopt the following resolution:

WHEREAS, Kristen Tangen, a French teacher at Lincoln Southeast High School, has been named the 2018 Nebraska French Teacher of the Year by the Nebraska International Languages Association; and

WHEREAS, Kristen Tangen serves as a mentor and professional resource for her colleagues, who benefit greatly from her experience and dedication; and

WHEREAS, Kristen Tangen demonstrates an uncanny ability to connect with students and teach to their interests; and

WHEREAS, Kristen Tangen is a passionate advocate for world language education and the teaching of French.

NOW THEREFORE BE IT RESOLVED that the Lincoln Board of Education does hereby congratulate Kristen Tangen for being named the 2018 Nebraska French Teacher of the Year by the Nebraska International Languages Association.

MOTION PASSED

Barbara Baier	Yes
Lanny Boswell	Yes
Kathy Danek	Yes
Connie Duncan	Yes
Don Mayhew	Yes
Annie Mumgaard	Yes
Matt Schulte	Yes

6.3. Mariah Wailes Named 2018 Nebraska New World Language Teacher of the Year

The Nebraska International Languages Association named Lincoln High Spanish teacher Mariah Wailes its 2018 New World Language Teacher of the Year. Wailes is in her second year of teaching at Lincoln High. The Nebraska International Languages Association is a professional organization dedicated to the support and promotion of the teaching of languages in the state of Nebraska. Anyone who is actively engaged in the teaching of a world language at any level of education in Nebraska is eligible for membership. The organization annually recognizes outstanding Nebraska educators and supporters of world language education at its fall conference.

Mrs. Duncan moved, Mr. Mayhew seconded

That the Lincoln Board of Education adopt the following resolution:

WHEREAS, Mariah Wailes, a Spanish teacher at Lincoln High School, has been named the 2018 New World Language Teacher of the Year by the Nebraska International Languages

Association; and

WHEREAS, Mariah Wailes has already established herself as a valued colleague and creative teacher during her time at Lincoln High School; and

WHEREAS, Mariah Wailes creates a positive culture of interaction with her students through a combination of humor, patience and mutual respect; and

WHEREAS, Mariah Wailes has numerous strengths as a teacher that she will undoubtedly continue to develop throughout her career.

NOW THEREFORE BE IT RESOLVED that the Lincoln Board of Education does hereby congratulate Mariah Wailes for being named the 2018 New World Language Teacher of the Year by the Nebraska International Languages Association.

MOTION PASSED

Barbara Baier	Yes
Lanny Boswell	Yes
Kathy Danek	Yes
Connie Duncan	Yes
Don Mayhew	Yes
Annie Mumgaard	Yes
Matt Schulte	Yes

7. PUBLIC COMMENT

There was no public comment at this meeting.

8. CONSENT AGENDA

8.1. HUMAN RESOURCES MATTERS

Human Resources Matters, as set forth in Report File No. Hh-01, were presented.

8.2. ROUTINE BUSINESS

8.2.a. Claims/Wire Transfers

Claims were presented for the period ending April 9, 2019, and the following wire transfers were made: Federal Tax ACH Deposit of \$5,871,116.74; Procurement Card ACH Transfer of \$97,985.05; Child Support ACH Transfer of \$18,883.41; Office Depot ACH Transfer of \$50,035.38; Blue Cross/Blue Shield ACH Transfer of \$5,154,564.05; Vendor ACH Transfer of \$158,207.41. A copy of the claims is set forth in Report File No. Hh-02.

8.2.b. Payroll

Payroll in the amount of \$16,924,982.00 was presented for the period ending March 29, 2019.

8.2.c. Bids/Contracts/Future Bids/Other Routine Business

Bids/contracts/future bids/other routine business discussed at the Board's prior meeting or which are under \$500,000 were presented, as set forth in Report File No. Hh-03.

8.3. Option Enrollment Student Application for 2019-20

On March 26, 2019, the Board adopted a resolution to accept an option enrollment student for the 2019-20 school year. An application for enrollment during the 2019-20 school year has been received and is in compliance with the Board resolution of March 26, 2019.

The application included in this agenda item has been examined by staff and meets one of the criteria set forth by the Board in the resolution of March 26, 2019. Staff recommends approval of this application. Staff asked the Board to consider the following resolution:

WHEREAS, the student who has been assigned student number 420201 (for purposes of confidentiality, assigned numbers are being used) meets one or more of the criteria of the Board resolution of March 26, 2019, with regard to such option students;

THEREFORE, BE IT RESOLVED that the aforementioned student be accepted as an option student on the condition and with the express understanding that all programs, all classes and all buildings of assignment, except as otherwise required by law, shall at all times and from time to time during attendance at Lincoln Public Schools be determined solely by Lincoln Public Schools.

8.4. Late Request for Enrollment Option Out 2019-20

March 15, 2019, was the deadline for enrollment option applications to be completed for students wishing to attend school in a district other than the one in which they reside for the 2018-19 school year. The Lincoln Public Schools Board of Education has authority to waive the deadline for late enrollment option requests (NDE Rule 7, Section 004.05).

A request from a student who resides in the district of Lincoln Public Schools and wishes to attend school outside of Lincoln Public Schools was received after the March 15, 2019, deadline. The Lincoln Board of Education may deny or approve this request. If the request is approved by the Board of Education, it will be forwarded to the option school district for approval.

Staff requests the Board approve the requests for option out for the 2019-20 school year.

<u>Student No.</u>	<u>Option District</u>
403337	Raymond Central
293245	Milford
233269	Crete
224512	Crete
423158	Seward
270686	Seward
263203	Malcolm
221964	Norris
429366	Norris
417019	Norris
295303	Norris

Mrs. Danek moved, Mr. Schulte seconded

That the Board approve Consent Agenda items 8.1, 8.2, 8.3, and 8.4 as presented with the removal of 8.2c., Contract 2: Memorandum of Understanding with the Foundation for Lincoln Public Schools #9627.

MOTION PASSED

Barbara Baier	Yes
Lanny Boswell	Yes
Kathy Danek	Yes
Connie Duncan	Yes
Don Mayhew	Yes
Annie Mumgaard	Yes
Matt Schulte	Yes

9. FIRST READING, ACTION AT NEXT MEETING

9.1. From Board Committee

There were no items presented for First Reading from Board Committees this evening.

9.2. From The Superintendent

9.2.1. Processing of USDA Commodities #9605, 9608, 9609

Bids were requested from interested vendors to process and deliver diverted USDA foods (Commodities) for use by Nutrition Services for all locations. Commodities to be processed include mozzarella cheese, barrel cheese, and bulk chicken. The contract prices are for the period of July 1, 2019, through June 30, 2020. There are two optional one-year renewal periods.

It is recommended that award be made to the lowest responsible vendors meeting specifications, based on estimated expenditures:

Nardone Brothers Baking Co. (Hanover, Pennsylvania)	\$388,382.70
Land O' Lakes, Inc. (Arden Hills, Minnesota)	102,427.70
TysonFood, Inc. (Springdale Arkansas)	<u>529,701.00</u>
Total	\$1,020,511.40 (estimated annual)

This will be an estimated annual expenditure of \$1,020,511.40 from the Nutrition Services Fund.

9.2.2. Tuition Charges for 2019-20

Each year, the Business Affairs Office makes recommendations to the Board of Education for tuition charges for regular and special education programs. This is done in accordance with Policy 3300 and Regulation 3300.1.

The following is the recommendation for tuition charges for the 2019-20 school year for the programs noted. The rates are intended to recover the district's anticipated actual costs for the 2019-20 school year.

1. Regular Instructional Program:

2019-20 Rates

	Per Year	Per Semester	Per Day
Grades K-6	\$10,000.00	\$5,000.00	\$56.82
Grades 7-8	\$12,000.00	\$6,000.00	\$66.67
Grades 9-12	\$14,000.00	\$7,000.00	\$77.78

Based on 176 days elementary and 180 days secondary.

2. Specialized Services for Special Education Programs:

Special education tuition rates will be determined using the calculation provided by the Nebraska Department of Education. The rate will include Lincoln Public Schools’ cost per student calculated pursuant to Neb. Rev. Stat. 79-598(3) plus Lincoln Public Schools’ average cost per student for special education services adjusted upward for students receiving an even more intense program.

Ms. Mumgaard asked if the change was significant.

Dr. Standish said the change was incremental to the cost incurred by the district.

Mrs. Danek asked which students were required to pay tuition.

Dr. Standish said this is regulated by state statute and tuition is charged to the student’s home district at a rate allowed by law.

10. SECOND READING, RECOMMENDED FOR ACTION

10.1. From Board Committees

There were no items presented for Second Reading from Board Committees at this meeting.

10.2. From the Superintendent

There were no items presented for Second Reading from the Superintendent this evening.

11. EXPEDITED/EMERGENCY ACTIONS

There were no expedited or emergency actions presented this evening.

12. ITEMS REMOVED FROM CONSENT AGENDA

Item 8.2.c: Memorandum of Understanding with the Foundation for Lincoln Public Schools #9627.

Mr. Schulte said that as a Lincoln School Board member he saw this as a great way to strengthen the district’s work in the classroom, and a great opportunity for the community to engage with our students. He stated the Foundation’s mission was closely aligned with that of LPS. In fact, the Foundation’s strategic plan was designed to align with the strategic plan of LPS.

As the LPS representative on the Foundation’s Board of Directors, this MOU promotes a stronger relationship and stewardship between the community and the Foundation.

Jackie Ostrowicki, chair of the Foundation for Lincoln Public Schools Board of Directors, stated this MOU had the full support of the Foundation’s Board. She said this was intended to strengthen the partnership between LPS and the Foundation and better serve its students and the community.

Wendy Van, president of the Foundation, said this MOU would also provide a secure clearinghouse for crowd funding, a secure site for major donors and projects of \$10,000 or more, creates equity for all types of parent groups, and builds collaborative communication strategies between the district and the Foundation.

Mr. Boswell asked how this agreement would impact our parents and schools.

Mr. Neal said it impacts those projects over \$10,000. Ms. Van added that the Foundation can wrap around and support the parent groups that do not have a 501c3.

Dr. Joel agreed that this MOU strengthened the partnership between the district and Foundation. He said Lincoln was a very benevolent community and this should help steer them to the right projects. He thanked Ms. Ostrowicki, Ms. Van and Mr. Neal for their work in bringing this forward.

Ms. Mumgaard asked when this becomes public.

Mr. Schulte indicated that it would be effective upon approval this evening.

Mr. Neal said there were a few steps required to put all the pieces in place. He said staff would share the MOU with our building principals and look at any impact the MOU may have on district policies over the next few months.

Mr. Schulte Moved, Mr. Boswell seconded

That the Board approve agenda Item 8.2.c: Memorandum of Understanding with the Foundation for Lincoln Public Schools #9627.

MOTION PASSED

Barbara Baier	Yes
Lanny Boswell	Yes
Kathy Danek	Yes
Connie Duncan	Yes
Don Mayhew	Yes
Annie Mumgaard	Yes
Matt Schulte	Yes

13. INFORMATIONAL ITEMS/REPORTS

13.1. From Board Committees

Planning Committee: Mr. Schulte reported that the district would be seeking proposals for Architect, Engineer, and Construction Manger (CM) Services for potential high school(s)

projects. This was an established practice and it has served the district well by providing both the advantage of timeliness and savings.

Dr. Standish said the RFP for these services was scheduled to be released later this week.

Mr. Boswell said this sounded similar to the district's approach on TCA, and understood that this proved to be a money saving approach. He clarified that by committing to this portion of the process now, the district was not committing to a predetermined size or location for a new school(s).

Scott Wieskamp said that was correct. This was merely the beginning stages of the process, and this would not supersede the work of the Superintendent's Facility Advisory Committee, the Board of Education, or any decision related to a bond election.

Mrs. Duncan thanked the staff and the Planning Committee for being transparent.

13.2. From The Career Academy

There was no report from The Career Academy this evening.

13.3. From the Superintendent

13.3.1. Strategic Plan Update - Family and Community Partnerships

John Neal, assistant superintendent for Governmental Relations and General Administration, said that Lincoln was a community that supported young people and public education. LPS partners with community businesses, organizations, non-profits and post-secondary institutions to extend learning beyond the classroom walls. Family and community engagement are essential for student success and growth. LPS is committed to listening to and working with parents and community partners. The full report is set forth in Report File No. Hh-04.

Dr. Linda Hix reviewed the district's engagement programs for English Language Learner families.

Ms. Nola Derby-Bennett updated the Board on the LPS Community Learning Centers (CLCs) and full-service community schools. She said the 26 current CLCs were located in schools throughout the district. They offer safe, supervised before- and after-school programs, weekend and summer enrichment opportunities and other support services for children, families and neighborhoods.

Three additional Community Learning Centers were recently approved for LPS through the federal 21st Century Community Learning Centers grant at LPS for these schools: Lincoln High School, Lincoln Northeast High School and Randolph Elementary School.

Ms. Derby-Bennett said CLC students who attend after-school programs consistently (defined as 30 or more days) academically out-performed CLC school non-after-school attendees. Each year more sites are showing a positive impact on achievement scores with after-school academic support.

Community Learning Centers all feature School Neighborhood Advisory Committees, and many operate parent-led Community Cafes.

Ms. Baier asked what the cost was for students to participate in CLCs.

Ms. Derby-Bennett said there was no additional charge for the clubs, but there was a fee to participate in the core CLC program. She indicated there were scholarships available for families that need financial assistance.

Ms. Baier asked how families access the program scholarships.

Ms. Derby-Bennett said to contact the site coordinator located at the school that houses the program in which they want to participate.

13.3.2. Superintendent Update

Dr. Joel said this was a busy time of year where a great many events take place to complete the school year. He expressed appreciation for the Board's willingness to attend and support these events.

Dr. Joel stated the legislature was picking up steam with negotiations taking place in a swift fashion. He said the district was fortunate to be a part of GNSA during these times.

14. ANNOUNCEMENTS OF UPCOMING EVENTS FOR THE BOARD

April 10: Face the Chamber, 12:00 p.m., Country Club
April 11: FLPS Board Meeting, 8:30 a.m., Beattie Elementary
April 15: LPS Learning Lunch, 11:45 a.m., LPSDO
April 17: GNSA, 9:30 a.m., NCSA
April 18: AFJROTC Awards night, 6:00 p.m., LNE
April 19: Holiday - No School
April 22: No Elementary School
April 23: TeamMates Spring Celebration, 9:30 a.m., Kimball Hall
Board Meeting, 6:00 p.m., LPSDO

15. PUBLIC COMMENT

There were no speakers at this portion of the meeting.

16. REQUEST FOR CLOSED SESSION

Mrs. Duncan advised that there was a request for a closed session this evening.

Mrs. Danek moved, Mr. Boswell seconded

That the Board go into closed session for strategy session with respect to property/real estate matters clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law; for personnel and the evaluation of job performance clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law; and for discussions of the legal consequences of specific action and legal advice clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law.

MOTION PASSED

Barbara Baier	Yes
Lanny Boswell	Yes
Kathy Danek	Yes
Connie Duncan	Yes
Don Mayhew	Yes
Annie Mumgaard	Yes
Matt Schulte	Yes

BOARD RECESSES/RECONVENES

Mrs. Duncan declared the Lincoln Board of Education was going into closed session at 6:53 p.m. per its previously approved motion.

Mrs. Duncan declared the closed session had ended and that the Lincoln Board of Education reconvened into open session at 7:55 p.m.

17. ADJOURNMENT

There being no further business, the Lincoln Board of Education adjourned at 7:55 p.m. Recorded votes may be superseded or nullified by a previously announced or filed conflict of interest statement.

Connie Duncan
President of the Board

Stephen C. Joel
Secretary of the Board

LINCOLN PUBLIC SCHOOLS
 REPORT OF GIFTS OVER \$500 IN VALUE
 4/23/19 BOARD MEETING

ATTACHMENT ONE

SCHOOL	DONOR(S)	S T A F F	S T U D E N T	P A R E N T	GIFT	SUGGESTED USE
Arnold	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$948.00	The donation will be used to pay for busing for the Plum Creek field trip.
Arnold	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$512.64	The donation will be used to purchase a Wobble Cushion.
Belmont	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$505.00	The donation will be used toward a Morrill Hall field trip for students.
Calvert	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$629.30	The donation will be used toward the purchase of ukuleles.
Dawes	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$1,535.00	The donation will be used to purchase items used by students in the Ken Jones Engineering program.

LINCOLN PUBLIC SCHOOLS
 REPORT OF GIFTS OVER \$500 IN VALUE
 4/23/19 BOARD MEETING

East	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510			\$540.00	The donation will be used to purchase amplifiers for use by the Show Choir.
East	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510			\$609.48	The donation will be used toward a class field trip to the Omaha Henry Doorly Zoo.
Everett	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510			\$964.91	The donation will be used to purchase a volleyball net.
Hartley	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510			\$995.37	The donation will be used to purchase books for student use.
Lefler	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510			\$2,056.00	The donation will be used to purchase two water coolers.
Maxey	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510			\$825.00	The donation will be used to purchase Lexia student licenses.

LINCOLN PUBLIC SCHOOLS
 REPORT OF GIFTS OVER \$500 IN VALUE
 4/23/19 BOARD MEETING

McPhee	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$1,830.86	The donation will be used to purchase furniture and items for the school.
Moore	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$676.86	The donation will be used to purchase books for student use.
Northeast	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510					The donation will be used for the Engineering Club.
Northeast	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$4,020.50	The donation will be used to purchase t-shirts for ninth graders.
Northeast	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$579.50	The donation will be used to purchase study materials and cover transportation costs to math contests.
Pyrtle	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$3,246.14	The donation will be used to purchase books for student use.

LINCOLN PUBLIC SCHOOLS
 REPORT OF GIFTS OVER \$500 IN VALUE
 4/23/19 BOARD MEETING

Schoo	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$595.00	The donation will be used to purchase grow lights.
Southeast	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$685.00	The donation will be used to purchase a portable piano.
Southeast	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$799.59	The donation will be used to purchase culinary supplies.
Southeast	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$552.56	The donation will be used to purchase blazers for student members of HOSA.
Southwest	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$1,187.50	The donation will be used to purchase costumes for use by students in the Theatre Program.
Yankee Hill	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$1,217.18	The donation will be used to purchase t-shirts for students and staff.
District	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$3,500.00	The donation will be used toward the LPS Science Fair.

LINCOLN PUBLIC SCHOOLS
 REPORT OF GIFTS OVER \$500 IN VALUE
 4/23/19 BOARD MEETING

District	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$2,088.96	The donation will be used to purchase new drums for Pangea.
District	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$13,045.20	The donation will be used toward Prairie Immersion field trips for students.
District	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$776.72	The donation will be used toward Speech Language staff registrations for ASHA.
District	Foundation for Lincoln Public Schools 5905 O Street Lincoln NE 68510				\$669.87	The donation will be used to purchase Kindle books for Special Education staff use.

BIDS, CONTRACTS, AND OTHER ROUTINE BUSINESS

BIDS

1. COGAT SCORING #9640

It is recommended that award be made to the publisher of the Cognitive Abilities Test (CogAT), Houghton Mifflin Harcourt for the scoring of CogAT tests.

Houghton Mifflin Harcourt (St. Charles, Illinois)

\$33,277.70

This will be an expenditure of \$33,277.70 from the General Fund.

The Board, by approving this purchase with Houghton Mifflin Harcourt, hereby designates the Director of Assessment and Evaluation or another person as selected by the Associate Superintendent for Business Affairs or a designee from time to time as its program administrator under this purchase order.

2. 72-PASSENGER SCHOOL BUSES #9581

Proposals were requested from interested vendors for the purchase of two 72-passenger school buses with 3-point safety belts. The two buses will be replacements. These buses will be used by the Transportation Department. Costs reflect trade-in values.

It is recommended that award be made to:

Cornhuskers International Trucks (Lincoln, Nebraska)

\$269,150.00

There was one other bidder.

Nebraska Central Equipment (Alda, Nebraska)

\$285,508.00

A complete proposal tabulation is available in the Purchasing Department.

This will be an expenditure of \$269,150.00 from the Depreciation Fund.

The Board, by approving this agenda item, is approving the purchase order and purchase from Cornhusker International Trucks according to the terms and conditions as presented or such other or additional terms and provisions as negotiated and approved by the Director of Transportation or a designee, and the Board is hereby delegating to and authorizing the Director of Transportation or a designee to take possession of the property and to sign, execute, and deliver all necessary contract documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete, administer and implement the stated purchase order and the purchase transaction as contemplated thereby, for and on behalf of this school district.

3. 84-PASSENGER SCHOOL BUSES #9582

Proposals were requested from interested vendors for the purchase of two 84-passenger school buses with 3-point safety belts. The two buses would be replacements to the fleet. These buses will be used by the Transportation Department. Costs reflect trade-in values.

It is recommended that award be made to:

Cornhuskers International Trucks (Lincoln, Nebraska)	\$274,400.00
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There was one other bidder.

Nebraska Central Equipment (Alda, Nebraska)	\$290,066.00
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A complete proposal tabulation is available in the Purchasing Department.

This will be an expenditure of \$274,400.00 from the Depreciation Fund.

The Board, by approving this agenda item, is approving the purchase order and purchase from Cornhusker International Trucks according to the terms and conditions as presented or such other or additional terms and provisions as negotiated and approved by the Director of Transportation or a designee, and the Board is hereby delegating to and authorizing the Director of Transportation or a designee to take possession of the property and to sign, execute, and deliver all necessary contract documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete, administer and implement the stated purchase order and the purchase transaction as contemplated thereby, for and on behalf of this school district.

4. 54-PASSENGER SCHOOL BUS #9580

Proposals were requested from interested vendors for the purchase of one 54-passenger school bus with 3-point safety belts. An alternate option of a gas bus was also received. The one bus would be an addition to the fleet.

It is recommended that award be made to:

Nebraska Central Equipment (Alda, Nebraska)-Alternate	\$93,618.00
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There were two other bidders.

Cornhusker International Trucks (Lincoln, Nebraska)	\$102,150.00
Nebraska Central Equipment (Alda, Nebraska)	\$103,650.00

A complete proposal tabulation is available in the Purchasing Department.

This will be an expenditure of \$93,618.00 from the Depreciation Fund.

The Board, by approving this agenda item, is approving the purchase order and purchase from Nebraska Central Equipment according to the terms and conditions as presented or such other or additional terms and provisions as negotiated and approved by the Director Transportation or a designee, and the Board is hereby delegating to and authorizing the Director of Transportation or a designee to take possession of the property and to sign, execute, and deliver all necessary contract documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete, administer and implement the stated purchase order and the purchase transaction as contemplated thereby, for and on behalf of this school district.

5. CHEER SQUAD UNIFORMS & ACCESSORIES #9643

It is recommended that an award be made to Varsity Spirit Fashion for the purchase of cheer squad and cheerleader uniforms, jackets, and various accessories for Lincoln Southwest High School for the 2019-20 school year. The award of the clothing to the above vendor is recommended to ensure consistency of fabric color, uniform design, lettering, and numerous accessories to meet school requirements.

Varsity Spirit Fashion (Memphis, Tennessee)	\$33,227.78
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A complete copy of the proposal is available in the Purchasing Department.

This will be an expenditure of \$33,227.78 from the Activity Fund.

The Board, by approving this purchase with Varsity Spirit Fashion, hereby designates the Director of Purchasing, or another person as selected by the Associate Superintendent for Business Affairs or a designee from time to time as its program administrator under this purchase order.

6. IP TELEPHONY SOFTWARE & SERVICES #9645

It is recommended that the Board award **\$28,899.00** to **OneNeck IT Solutions** (Madison, Wisconsin) for the purchase of Cisco IP telephony infrastructure including software and installation services. OneNeck staff will provide installation services including migration to the latest software release for all of the Cisco Unified Communication servers and configuration of the infrastructure into the district secured network. The IP Telephony Infrastructure is routinely updated every two years.

This biennial update includes voice messaging (voice mail), automated incoming call routing for schools and various administrative departments, contact center call routing for the IT helpdesk, and E911 call routing. In addition to the routine updates, Cisco Expressway will be added to the telephony environment. Expressway will allow LPS staff to access IP Telephony resources from outside the LPS network. This will allow school instructional leaders to place calls to parents from their district phone number while using their private phone.

This will be an expenditure of \$28,899.00 from the Depreciation Fund

The Board, by approving this agreement with OneNeck IT Solutions, is approving the award, the contract documents for this project, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Associate Superintendent for Business Affairs or a designee, and the Board is hereby delegating to and authorizing the Associate Superintendent for Business Affairs or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Chief Technology Officer, or another person as selected by the Superintendent for Business Affairs or a designee from time to time as its program administrator under this agreement. The Board, by approving this purchase, authorizes annual expenditure for the licensing, maintenance, and support necessary to keep the equipment operational throughout its expected lifecycle.

7. ERP INFRASTRUCTURE HARDWARE & SOFTWARE #9644

It is recommended that the Board award **\$109,034.90** to **Dell EMC, Inc** (Austin, Texas) for the purchase of integrated server and storage infrastructure, and the associated VMware solution software. This recommended extension of the existing infrastructure dedicated to the Infor ERP environment is necessary to address the increased server requirements associated with substantive updates to the version of the software the district is implementing. The cost includes five years of maintenance, installation services, and training.

The proposed infrastructure extends the existing converged environment that combines the compute and storage function. This simplifies the ability to further scale the environment to meet future demands and provides the best architecture for safeguarding confidential human resource and financial data by segregating the ERP data and compute from all other systems. Finally, the proposed hardware symmetrically extends the existing environment that provides business continuity by way of a definable recovery-point data replication between infrastructure at each of two data centers.

This will be an expenditure of \$109,034.90 from the ESU Fund.

The Board, by approving this agreement with Dell EMC, Inc., is approving the award, the contract documents for this project, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Associate Superintendent for Business Affairs or a designee, and the Board is hereby delegating to and authorizing the Associate Superintendent for Business Affairs or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Chief Technology Officer, or another person as selected by the Superintendent or a designee from time to time as its program administrator under this agreement. The Board, by approving this purchase, authorizes annual expenditure for the licensing, maintenance, and support necessary to keep the equipment operational throughout its expected lifecycle.

CONTRACTS

1. INFORMATION TECHNOLOGY CURRICULUM #9641

It is recommended that award be made to Cengage Learning, the publisher of MS Office 365 & Office 2019. These textbooks with digital content will replace the outdated copyright materials currently in use with Informational Technology high school students. Cengage Learning has agreed to a four-year pricing agreement with two one-year renewal options.

Cengage Learning (Independence, Kentucky)

\$92,460.38

This will be an estimated expenditure of \$92,460.38 from the General Fund.

The Board, by approving this purchase with Cengage Learning, hereby designates the Director of Curriculum or another person as selected by the Associate Superintendent for Business Affairs or a designee from time to time as its program administrator under these purchase orders.

2. AGREEMENT FOR GROUP TRAVEL WITH TRAVEL WITH BARB, INC. #9646

It is recommended that an agreement be made between Lincoln Public Schools and **Travel With Barb, Inc.** (Omaha, Nebraska) for travel services for an estimated 70 Southeast High School choir students traveling to New York, New York.

The date of travel is from March 7, 2020, through March 10, 2020. The estimated total group package price is **\$140,010.00**.

This will be an estimated expenditure of \$140,010.00 from the Activity Fund.

A copy of the proposed agreement is available in the Purchasing Department.

The Board, by approving this agreement with Travel With Barb, Inc., is approving the award, the contract documents for this project, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Associate Superintendent for Business Affairs or a designee, and the Board is hereby delegating to and authorizing the Associate Superintendent for Business Affairs or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Director of Purchasing, or another person as selected by the Associate Superintendent for Business Affairs or a designee from time to time as its program administrator under this agreement.

3. AGREEMENT WITH CLOSE UP FOUNDATION FOR TEACHER PROFESSIONAL DEVELOPMENT #9647

It is recommended that an agreement be entered into between LPS and the **Close Up Foundation** in Alexandria, Virginia, to provide professional development for 11 high school students and three teachers. The Close Up Washington DC Program is from June 9 through June 15, 2019. Using the nation's capital as a living classroom, participants get a "close up" view of government and democracy in action.

This professional development experience satisfies graduate credit requirements and supports the model that was used as the basis for grant funding.

The total group package price is \$29,708.00 (\$2,047.00 per student participant and \$2,397.00 per adult participant), and covers transportation, lodging, fees, and meals for all participants. We have been given a discount of \$2,397.00.

This will be an estimated expenditure of **\$26,831.60** from the Federal Fund.

The Board, by approving this agreement with the Close Up Foundation, hereby designates the Director of Federal Programs or another person as selected by the Associate Superintendent for Business Affairs or a designee from time to time as its program administrator under this agreement.

OTHER ROUTINE BUSINESS

1. PUBLIC SURPLUS SYSTEM AND THE SALE, RECYCLING OR TRANSFER OF DISTRICT SURPLUS PROPERTY #7613

In accordance with LPS Policy 3400, Sale of Real or Other Property, in December of 2013, the Board approved the on-line auction of district surplus inventory with Public Surplus System (Provo, Utah), an internet auction system designed specifically for public agencies.

At this time, the following groups of items will be listed for auction:

School furniture (chairs, tables, a/v carts, book cases, library carts, cabinets)
Teaching aids (maps, globes, drill press, unique demonstration items, outdated material or technology)
Operations (replaced/old tools and machines)
Nutrition Services (replaced/old equipment)
Athletics (outdated weight equipment, uniforms and training aids)

Sales will be reported on a quarterly basis.

The Board, by approving this recommendation, hereby authorizes the Director of Purchasing, or another person as selected by the Associate Superintendent for Business Affairs, to sell the listed property via the Public Surplus System on-line program or other selected disposal method and to sign and deliver all sale documents and to otherwise administer the on-line auction program on a day-to-day basis for and on behalf of the District.

CONTRACT FOR SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of Lancaster County School District 0001, a/k/a Lincoln Public Schools (“District”) and Stephen C. Joel, Ed.D. (“Superintendent”).

WITNESSETH: The Board of Education hereby agrees to employ the Superintendent and the Superintendent accepts such employment on the following terms:

1. **Term.** This Contract is for a term of three (3) years, beginning on the 1st day of July, 2019 (“commencement date”), and ending on the 30th day of June, 2022 (“termination date”). Each July 1st to June 30th of each year is deemed one “Contract year” and each day of a Contract year is deemed a “Contract day.”

2. **Salary.** The base annual salary for 2019-2020 shall be: (\$329,539.00). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of professional staff employees of the District.

In the event that the Superintendent is elected to or assigned any other office or offices of the Board of Education or positions or responsibilities in connection with the District, the Superintendent shall perform such duties without remuneration other than that as provided in this Contract.

The School District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, shall not reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the School District has extended or entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Tax Withholdings, Social Security and Medicare, and the School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this Contract. Upon termination of this Contract prior to the end of the term, the compensation shall be an amount which bears the same ratio to the Contract year salary herein specified as the number of Contract days of service to the date of such termination bears to the number of days of service provided in the applicable Contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Superintendent.

3. **Benefits.** As further consideration for the services to be performed by Superintendent, it is agreed as follows:

A. Leave & Other Benefits. Except as hereinafter provided, the Superintendent shall receive vacation, annual (sick) leave, leave accumulation, long service increment, compensation for in-district travel, and other rights or benefits as provided by the District "Administrative Employment Guidelines" as amended from time to time, as long as the Superintendent meets all conditions and eligibility requirements for such rights or benefits as required therein. In addition, the Superintendent shall be entitled to an additional fifteen (15) days of paid leave for Superintendent's Professional and Consulting Leave, which days shall not accumulate or carry over from year to year and there shall be no payout for any unused days of such leave.

B. Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels at the expense of the District and shall be reimbursed for ordinary and necessary expenses incurred relative to employment and consistent with Board policies, regulations, and guidelines applicable to other professional administrative staff. In addition, District shall pay Superintendent's dues to the American Association of School Administrators (AASA), Nebraska Council of School Administrators (NCSA) and Lincoln Chamber of Commerce annually.

C. Life Insurance. The District shall provide the Superintendent with and pay the premiums on a \$250,000.00 executive life insurance policy as mutually agreed upon.

4. **Duties.** The Superintendent shall perform the duties assigned by the Board of Education from time to time. In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education of the District. The Superintendent agrees to devote full time to the Superintendent's position, provided that with the advance agreement of the Board President, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties. The Superintendent shall in all respects diligently and faithfully perform the assigned duties as Superintendent to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

The areas of general administration, instruction, human resources, communications, government relations and business affairs will be lodged with the Superintendent and administered by the Superintendent with the assistance of the Superintendent's staff. In performing the foregoing duties the Superintendent shall be subject to the laws of the State of Nebraska and the policies, regulations and directives of the Board of Education. The Superintendent shall at least annually evaluate all Associate Superintendents and Assistants to the Superintendent and report on same to the Board of Education.

It shall be the responsibility of the Superintendent to initiate and assure that an evaluation of the Superintendent is appropriately conducted and completed each year according to law.

The Superintendent is required as part of the Superintendent's duties to be accessible at

all times and as such, the District requires the Superintendent to have a cellular phone and laptop computer, or other electronic equipment, software or devices to provide for such immediate and/or remote access to the Superintendent.

5. **Contract Termination.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which constitutes just cause or substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, this Contract may be amended, non-renewed, terminated or cancelled and the Superintendent may be reassigned, have the Contract amended, or be discharged in accordance with applicable law, and subject to the requirements of Sections 79-824 through 79-842, as amended from time to time; provided, the Superintendent has been given the reasons for the action in writing prior to official action being taken according to law. Suspension or other disciplinary action may be enforced in accordance with applicable law.

To the extent not covered by the District's medical insurance plan, the District shall reimburse the Superintendent for the full cost of a complete annual physical examination at such location and by such physician(s) as selected by the Superintendent with approval of the Board President. In addition, it is further agreed that the Board of Education at its cost and expense, shall annually or as otherwise requested require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the performance of the Superintendent's duties impossible, the Board of Education may, at its option and subject to applicable law, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

6. **Legal Requirements.** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

7. **Indemnity.** The Board of Education agrees to indemnify and hold the Superintendent harmless from any expense or liability the Superintendent may incur, in the Superintendent's individual capacity or as an agent and employee of the School District, as the

result of claims, demands, suits, actions, and other legal proceedings asserted against the Superintendent and arising out of actions taken within the scope of the Superintendent's authority and employment duties. Appropriate liability insurance coverage shall be provided, at School District expense, for the benefit of the Superintendent. In no event will individual Board members be personally liable for indemnifying the Superintendent under the provisions of this paragraph. If a conflict exists between the legal position of the Superintendent and the legal position of the School District, the Superintendent may, with the consent of the Board of Education, engage separate counsel for the Superintendent's defense. In that event, the School District will pay all attorneys' fees and other expenses incurred for defense of the Superintendent.

Executed this ___ day of _____, 2019 _____ Superintendent	Executed this ___ day of _____, 2019 Board of Education of Lancaster County School District 0001, a/k/a Lincoln Public Schools By: _____ President
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**CONTRACT FOR
ASSOCIATE SUPERINTENDENT FOR BUSINESS AFFAIRS**

THIS CONTRACT AND AGREEMENT made and entered into by and between LANCASTER COUNTY SCHOOL DISTRICT 0001, hereinafter termed "School District", and Liz Standish, hereinafter termed "Employee."

W I T N E S S E T H:

WHEREAS, in consideration of this new contract and of the settlements, agreements and terms and conditions herein, the Board of Education of Lancaster County School District 0001 has duly elected Liz Standish as Associate Superintendent for Business Affairs of the School District for a period of two (2) years, commencing the first year on July 1, 2019 and ending on June 30, 2020 and for any subsequent years commencing on July 1 and ending on June 30 the following year;

NOW, THEREFORE, it is contracted and agreed by and between the parties hereto as follows:

1. **Term.** That the Employee shall faithfully perform the duties of Associate Superintendent for Business Affairs, or as otherwise assigned, in and for the public schools of said School District for a term of two (2) years, commencing on July 1, 2019 and ending on June 30, 2020 and for any subsequent years commencing on July 1 and ending on June 30 the following year, as prescribed by the laws of the State of Nebraska, and by the rules and regulations of the Board of Education of said School District.

2. **Salary.** For the services to be performed by the Employee, the School District shall pay to Employee an annual salary of \$219,259.00 for the 2019-20 school year, and thereafter, unless adjusted as provided herein. Such annual salary represents only wages or salary for personal services performed or to be performed by the Employee during the Contract term, the stated annual salary amount includes only compensation as defined in Section 79-902, and expressly does not include amounts not defined as compensation in Section 79-902 as the same now exists or as amended from time to time. Such salary shall be paid in accordance with the policies of the Board of Education of said School District governing the payment of salary to professional staff members of said School District. In the event that the Employee be elected to any other office or offices of the Board of Education or in connection with said School District, Educational Service Units or other corporations controlled by the Board of Education or its members, the Employee shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The School District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the School District has entered into a new Contract, nor shall the term or termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such term or termination date. Provided, further, that nothing in this contract shall abrogate any of the rights including any rights to tenure that the Employee may have under and by virtue of the laws of the State of Nebraska as the same shall now exist or as the same shall from time to time be amended.

3. **Duties.** The Employee shall perform the duties as assigned by the Board of Education or Superintendent from time to time. The Employee will devote full time, skill, labor and attention to said employment during the term of this contract; provided, however, that the Employee may undertake

consultative work, speaking engagements, writing, lecturing or other professional duties, but only by agreement with the Superintendent of Schools of said district.

4. **Contract Termination.** It is further agreed that the Board of Education may require in accordance with its rules, a certificate of health and physical fitness of Employee at any time while this Contract is in force. Should the Employee be unable to perform the Employee's duties by reason of illness, accident or any other cause beyond the Employee's control, and said disability exists for a period exceeding the Employee's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary stipulated, and if such disability continues or is permanent, or of such nature as to make the performance of duties impossible, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall immediately cease and terminate. In the event the Employee violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which constitutes just cause or substantially inhibits the Employee's ability to discharge the duties as set forth herein, this contract may be amended, non-renewed, terminated, or cancelled and the Employee may be reassigned, have the Contract amended, or be discharged in accordance with applicable law, and subject to any applicable requirements of Sections 79-824 through 79-842, as amended from time to time; provided, the Employee has been given the reasons for the action the Employee may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. The duties to be performed hereunder are subject to assignment or reassignment from time to time.

5. **Benefits and Other Terms.** Except as hereinafter provided, the Employee shall receive vacation leave, annual leave, leave accumulation, long service increment and other rights or benefits, as provided by and subject to all restrictions and limitations contained in the School District's "Administrative Employment Guidelines Lincoln Public Schools September, 2018" as they now exist or as they may be amended from time to time (hereinafter "Administrative Employment Guidelines"), as long as the Employee is not already being compensated for or receiving such right or benefit as a part of this Contract and as long as the Employee meets all conditions and eligibility requirements for such rights or benefits as required therein. Specifically, for example, in the area of accumulated unused annual leave the Employee must have completed ten (10) years of employment at the time of separation from employment in order to be entitled to any pay for accumulated unused annual leave at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time; and in the area of accumulated unused vacation leave the maximum number of vacation leave days/hours that can be accumulated and that the Employee may be reimbursed for on separation from employment as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time.

A. **Annual Leave.** The parties agree that the Employee upon separation from employment for any reason, shall be entitled to and receive pay for any accumulated and current years' unused annual leave on the conditions and at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time. The School District and the Employee shall collaborate with each other on keeping track of all accumulated or current years' annual leave, but the School District's records shall control as to the accumulated unused annual leave.

B. **Vacation Leave.** The parties agree that the Employee upon separation from employment for any reason, shall be entitled to and receive pay for any accumulated and current years' unused vacation leave on the conditions and at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time or as required by law.

C. **Other Terms and Indemnity.** The Employee is required as part of the Employee's duties to be accessible at all times and as such, the District requires the Employee to have a cellular phone and laptop computer, or other electronic equipment, software or devices to provide for such immediate and/or remote access to the Employee. The Employee shall attend appropriate professional meetings at the local, state and national levels at the expense of the School District and shall be reimbursed for reasonable business expenses.

The School District shall cover the Employee through its liability and/or errors and omission insurance policies and the School District shall, to the full extent permitted by law, defend, hold harmless, and indemnify the Employee from any and all demands, claims, suits, actions, and legal proceedings brought against the Employee in the Employee's individual capacity or the Employee's official capacity as an agent or employee of the School District, provided that the incident arose while the Employee was acting (or, in good faith, reasonably believed that the Employee was acting) within the scope of the Employee's employment with the School District.

6. **Legal Requirements.** The Employee affirms that: (1) the Employee holds or will hold a valid and appropriate certificate to act as an administrator in the State of Nebraska throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to act as an administrator shall be registered as required by law; (3) the Employee is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by the Employee from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Employees Retirement Act.

IN WITNESS WHEREOF, this Agreement is executed by the parties hereto this ____ day of _____, 2019.

LANCASTER COUNTY SCHOOL DISTRICT 0001

BY: _____
President of Its Board of Education

Liz Standish, Associate Superintendent for Business
Affairs

**CONTRACT FOR
ASSOCIATE SUPERINTENDENT FOR HUMAN RESOURCES**

THIS CONTRACT AND AGREEMENT made and entered into by and between LANCASTER COUNTY SCHOOL DISTRICT 0001, hereinafter termed "School District", and Eric Weber, hereinafter termed "Employee."

WITNESSETH:

WHEREAS, in consideration of this new contract and of the settlements, agreements and terms and conditions herein, the Board of Education of Lancaster County School District 0001 has duly elected Eric Weber as Associate Superintendent for Human Resources of the School District for a period of two (2) years, commencing the first year on July 1, 2019 and ending on June 30, 2020 and for any subsequent years commencing on July 1 and ending on June 30 the following year;

NOW, THEREFORE, it is contracted and agreed by and between the parties hereto as follows:

1. **Term.** That the Employee shall faithfully perform the duties of Associate Superintendent for Human Resources, or as otherwise assigned, in and for the public schools of said School District for a term of two (2) years, commencing on July 1, 2019 and ending on June 30, 2020 and for any subsequent years commencing on July 1 and ending on June 30 the following year, as prescribed by the laws of the State of Nebraska, and by the rules and regulations of the Board of Education of said School District.

2. **Salary.** For the services to be performed by the Employee, the School District shall pay to Employee an annual salary of \$219,259.00 for the 2019-20 school year, and thereafter, unless adjusted as provided herein. Such annual salary represents only wages or salary for personal services performed or to be performed by the Employee during the Contract term, the stated annual salary amount includes only compensation as defined in Section 79-902, and expressly does not include amounts not defined as compensation in Section 79-902 as the same now exists or as amended from time to time. Such salary shall be paid in accordance with the policies of the Board of Education of said School District governing the payment of salary to professional staff members of said School District. In the event that the Employee be elected to any other office or offices of the Board of Education or in connection with said School District, Educational Service Units or other corporations controlled by the Board of Education or its members, the Employee shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The School District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the School District has entered into a new Contract, nor shall the term or termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such term or termination date. Provided, further, that nothing in this contract shall abrogate any of the rights including any rights to tenure that the Employee may have under and by virtue of the laws of the State of Nebraska as the same shall now exist or as the same shall from time to time be amended.

3. **Duties.** The Employee shall perform the duties as assigned by the Board of Education or Superintendent from time to time. The Employee will devote full time, skill, labor and attention to said employment during the term of this contract; provided, however, that the Employee may undertake

consultative work, speaking engagements, writing, lecturing or other professional duties, but only by agreement with the Superintendent of Schools of said district.

4. **Contract Termination.** It is further agreed that the Board of Education may require in accordance with its rules, a certificate of health and physical fitness of Employee at any time while this Contract is in force. Should the Employee be unable to perform the Employee's duties by reason of illness, accident or any other cause beyond the Employee's control, and said disability exists for a period exceeding the Employee's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary stipulated, and if such disability continues or is permanent, or of such nature as to make the performance of duties impossible, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall immediately cease and terminate. In the event the Employee violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which constitutes just cause or substantially inhibits the Employee's ability to discharge the duties as set forth herein, this contract may be amended, non-renewed, terminated, or cancelled and the Employee may be reassigned, have the Contract amended, or be discharged in accordance with applicable law, and subject to any applicable requirements of Sections 79-824 through 79-842, as amended from time to time; provided, the Employee has been given the reasons for the action the Employee may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. The duties to be performed hereunder are subject to assignment or reassignment from time to time.

5. **Benefits and Other Terms.** Except as hereinafter provided, the Employee shall receive vacation leave, annual leave, leave accumulation, long service increment and other rights or benefits, as provided by and subject to all restrictions and limitations contained in the School District's "Administrative Employment Guidelines Lincoln Public Schools September 2018" as they now exist or as they may be amended from time to time (hereinafter "Administrative Employment Guidelines"), as long as the Employee is not already being compensated for or receiving such right or benefit as a part of this Contract and as long as the Employee meets all conditions and eligibility requirements for such rights or benefits as required therein. Specifically, for example, in the area of accumulated unused annual leave the Employee must have completed ten (10) years of employment at the time of separation from employment in order to be entitled to any pay for accumulated unused annual leave at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time; and in the area of accumulated unused vacation leave the maximum number of vacation leave days/hours that can be accumulated and that the Employee may be reimbursed for on separation from employment as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time.

A. **Annual Leave.** The parties agree that the Employee upon separation from employment for any reason, shall be entitled to and receive pay for any accumulated and current years' unused annual leave on the conditions and at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time. The School District and the Employee shall collaborate with each other on keeping track of all accumulated or current years' annual leave, but the School District's records shall control as to the accumulated unused annual leave.

B. **Vacation Leave.** The parties agree that the Employee upon separation from employment for any reason, shall be entitled to and receive pay for any accumulated and current years' unused vacation leave on the conditions and at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time or as required by law.

C. **Other Terms and Indemnity.** The Employee is required as part of the Employee's duties to be accessible at all times and as such, the District requires the Employee to have a cellular phone and laptop computer, or other electronic equipment, software or devices to provide for such immediate and/or remote access to the Employee. The Employee shall attend appropriate professional meetings at the local, state and national levels at the expense of the School District and shall be reimbursed for reasonable business expenses.

The School District shall cover the Employee through its liability and/or errors and omission insurance policies and the School District shall, to the full extent permitted by law, defend, hold harmless, and indemnify the Employee from any and all demands, claims, suits, actions, and legal proceedings brought against the Employee in the Employee's individual capacity or the Employee's official capacity as an agent or employee of the School District, provided that the incident arose while the Employee was acting (or, in good faith, reasonably believed that the Employee was acting) within the scope of the Employee's employment with the School District.

6. **Legal Requirements.** The Employee affirms that: (1) the Employee holds or will hold a valid and appropriate certificate to act as an administrator in the State of Nebraska throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to act as an administrator shall be registered as required by law; (3) the Employee is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by the Employee from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Employees Retirement Act.

IN WITNESS WHEREOF, this Agreement is executed by the parties hereto this _____ day of _____, 2019.

LANCASTER COUNTY SCHOOL DISTRICT 0001

BY: _____
President of Its Board of Education

Eric Weber, Associate Superintendent for Human Resources

**CONTRACT FOR
ASSOCIATE SUPERINTENDENT FOR INSTRUCTION**

THIS CONTRACT AND AGREEMENT made and entered into by and between LANCASTER COUNTY SCHOOL DISTRICT 0001, hereinafter termed "School District", and DR. MATT LARSON, hereinafter termed "Employee."

WITNESSETH:

WHEREAS, in consideration of this new contract and of the settlements, agreements and terms and conditions herein, the Board of Education of Lancaster County School District 0001 has duly elected Dr. Matt Larson as Associate Superintendent for Instruction of the School District for a period of two (2) years, commencing the first year on July 1, 2019 and ending on June 30, 2020 and for any subsequent terms or years commencing on July 1 and ending on June 30 the following year;

NOW, THEREFORE, it is contracted and agreed by and between the parties hereto as follows:

1. **Term.** That the Employee shall faithfully perform the duties of Associate Superintendent for Instruction, or as otherwise assigned, in and for the public schools of said School District for a period of two (2) years, commencing the first year on July 1, 2019 and ending on June 30, 2020 and for any subsequent terms or years commencing on July 1 and ending on June 30 the following year, as prescribed by the laws of the State of Nebraska, and by the rules and regulations of the Board of Education of said School District. The parties agree that this agreement supersedes and controls over all previous agreements between the parties and as part of the consideration hereunder for becoming an Associate Superintendent for Instruction, the Employee has forfeited, released and waived all tenure rights Employee may have had and has become a probationary employee.

2. **Salary.** For the services to be performed by the Employee, the School District shall pay to Employee an annual salary of \$209,400.00 for the 2019-20 school year, and thereafter unless adjusted as provided herein. Such annual salary represents only wages or salary for personal services performed or to be performed by the Employee during the Contract term, the stated annual salary amount includes only compensation as defined in Section 79-902, and expressly does not include amounts not defined as compensation in Section 79-902 as the same now exists or as amended from time to time. Such salary shall be paid in accordance with the policies of the Board of Education of said School District governing the payment of salary to professional staff members of said School District. In the event that the Employee be elected to any other office or offices of the Board of Education or in connection with said School District, Educational Service Units or other corporations controlled by the Board of Education or its members, the Employee shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The School District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the School District has entered into a new Contract, nor shall the term or termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such term or termination date. Provided, further, that nothing in this contract shall abrogate any of the rights including any rights to tenure that the Employee may have under and by virtue of the laws of the State of Nebraska as the same shall now exist or as the same shall from time to time be amended.

3. **Duties.** The Employee shall perform the duties as assigned by the Board of Education from time to time. The Employee will devote full time, skill, labor and attention to said employment during the term of this contract; provided, however, that the Employee may undertake consultative work, speaking engagements, writing, lecturing or other professional duties, but only by agreement with the Superintendent of Schools of said district.

4. **Contract Termination.** It is further agreed that the Board of Education may require in accordance with its rules, a certificate of health and physical fitness of Employee at any time while this Contract is in force. Should the Employee be unable to perform the Employee's duties by reason of illness, accident or any other cause beyond the Employee's control, and said disability exists for a period exceeding the Employee's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary stipulated, and if such disability continues or is permanent, or of such nature as to make the performance of duties impossible, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall immediately cease and terminate. In the event the Employee violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which constitutes just cause or substantially inhibits the Employee's ability to discharge the duties as set forth herein, this contract may be amended, non-renewed, terminated, or cancelled and the Employee may be reassigned, have the Contract amended, or be discharged in accordance with applicable law, and subject to any applicable requirements of Sections 79-824 through 79-842, as amended from time to time; provided, the Employee has been given the reasons for the action the Employee may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. The duties to be performed hereunder are subject to assignment or reassignment from time to time.

5. **Benefits and Other Terms.** Except as hereinafter provided, beginning with the initial term the Employee shall receive vacation leave, annual leave, leave accumulation, long service increment and other rights or benefits, as provided by and subject to all restrictions and limitations contained in the School District's "Administrative Employment Guidelines Lincoln Public Schools September, 2018" as they now exist or as they may be amended from time to time (hereinafter "Administrative Employment Guidelines"), as long as the Employee is not already being compensated for or receiving such right or benefit as a part of this Contract and as long as the Employee meets all conditions and eligibility requirements for such rights or benefits as required therein. Specifically, for example, in the area of accumulated unused annual leave the Employee must have completed ten (10) years of employment at the time of separation from employment in order to be entitled to any pay for accumulated unused annual leave at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time; and in the area of accumulated unused vacation leave the maximum number of vacation leave days/hours that can be accumulated and that the Employee may be reimbursed for on separation from employment as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time.

A. **Annual Leave.** The parties agree that the Employee upon separation from employment for any reason, shall be entitled to and receive pay for any accumulated and current years' unused annual leave on the conditions and at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time. The School District and the Employee shall collaborate with each other on keeping track of all accumulated or current years' annual leave, but the School District's records shall control as to the accumulated unused annual leave.

B. **Vacation Leave.** The parties agree that the Employee upon separation from employment for any reason, shall be entitled to and receive pay for any accumulated and current years' unused vacation leave on the conditions and at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time or as required by law.

C. **Other Terms and Indemnity.** The Employee is required as part of the Employee's duties to be accessible at all times and as such, the District requires the Employee to have a cellular phone and laptop computer, or other electronic equipment, software or devices to provide for such immediate and/or remote access to the Employee. The Employee shall attend appropriate professional meetings at the local, state and national levels at the expense of the School District and shall be reimbursed for reasonable business expenses. The School District shall cover the Employee through its liability and/or errors and omission insurance policies and the School District shall, to the full extent permitted by law, defend, hold harmless, and indemnify the Employee from any and all demands, claims, suits, actions, and legal proceedings brought against the Employee in the Employee's individual capacity or the Employee's official capacity as an agent or employee of the School District, provided that the incident arose while the Employee was acting (or, in good faith, reasonably believed that the Employee was acting) within the scope of the Employee's employment with the School District.

6. **Legal Requirements.** The Employee affirms that: (1) the Employee holds or will hold a valid and appropriate certificate to act as an administrator and as the Associate Superintendent for Instruction in the State of Nebraska throughout the term of this Contract and any extensions of this Contract or this Contract is voidable by the School District; (2) the required certificate to act as an administrator shall be registered as required by law; (3) the Employee is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by the Employee from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Employees Retirement Act.

IN WITNESS WHEREOF, this Agreement is executed by the parties hereto this ____ day of _____, 2019.

LANCASTER COUNTY SCHOOL DISTRICT 0001

BY: _____
President of Its Board of Education

Dr. Matt Larson, Associate
Superintendent for Instruction

**CONTRACT FOR
ASSISTANT SUPERINTENDENT FOR GENERAL
ADMINISTRATION AND GOVERNMENTAL RELATIONS**

THIS CONTRACT AND AGREEMENT made and entered into by and between LANCASTER COUNTY SCHOOL DISTRICT 0001, hereinafter termed "School District", and JOHN NEAL, hereinafter termed "Employee."

W I T N E S S E T H:

WHEREAS, in consideration of this new contract and of the settlements, agreements and terms and conditions herein, the Board of Education of Lancaster County School District 0001 has duly elected John Neal as Assistant Superintendent for General Administration and Governmental Relations of the School District for a period of two (2) years, commencing the first year on July 1, 2019 and ending June 30, 2020 and for any subsequent years commencing on July 1 and ending on June 30 the following year;

NOW, THEREFORE, it is contracted and agreed by and between the parties hereto as follows:

1. **Term.** That the Employee shall faithfully perform the duties of Assistant to the Superintendent for General Administration and Governmental Relations, or as otherwise assigned, in and for the public schools of said School District for a term of two (2) years, commencing on July 1, 2019 and ending on June 30, 2020 and for any subsequent years commencing on July 1 and ending on June 30 the following year, as prescribed by the laws of the State of Nebraska, and by the rules and regulations of the Board of Education of said School District.

2. **Salary.** For the services to be performed by the Employee, the School District shall pay to Employee an annual salary of \$214,925.00 for the 2019-20 school year, and thereafter, unless adjusted as provided herein. Such annual salary represents only wages or salary for personal services performed or to be performed by the Employee during the Contract term, the stated annual salary amount includes only compensation as defined in Section 79-902, and expressly does not include amounts not defined as compensation in Section 79-902 as the same now exists or as amended from time to time. Such salary shall be paid in accordance with the policies of the Board of Education of said School District governing the payment of salary to professional staff members of said School District. In the event that the Employee be elected to any other office or offices of the Board of Education or in connection with said School District, Educational Service Units or other corporations controlled by the Board of Education or its members, the Employee shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The School District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the School District has entered into a new Contract, nor shall the term or termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such term or termination date. Provided, further, that nothing in this contract shall abrogate any of the rights including any rights to tenure that the Employee may have under and by virtue of the laws of the State of Nebraska as the same shall now exist or as the same shall from time to time be amended.

3. **Duties.** The Employee shall perform the duties as assigned by the Board of Education or Superintendent from time to time. The Employee will devote full time, skill, labor and attention to said employment during the term of this contract; provided, however, that the Employee may undertake consultative work, speaking engagements, writing, lecturing or other professional duties, but only by agreement with the Superintendent of Schools of said district.

4. **Contract Termination.** It is further agreed that the Board of Education may require in accordance with its rules, a certificate of health and physical fitness of Employee at any time while this Contract is in force. Should the Employee be unable to perform the Employee's duties by reason of illness, accident or any other cause beyond the Employee's control, and said disability exists for a period exceeding the Employee's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary stipulated, and if such disability continues or is permanent, or of such nature as to make the performance of duties impossible, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall immediately cease and terminate. In the event the Employee violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which constitutes just cause or substantially inhibits the Employee's ability to discharge the duties as set forth herein, this contract may be amended, non-renewed, terminated, or cancelled and the Employee may be reassigned, have the Contract amended, or be discharged in accordance with applicable law, and subject to any applicable requirements of Sections 79-824 through 79-842, as amended from time to time; provided, the Employee has been given the reasons for the action the Employee may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. The duties to be performed hereunder are subject to assignment or reassignment from time to time.

5. **Benefits and Other Terms.** Except as hereinafter provided, the Employee shall receive vacation leave, annual leave, leave accumulation, long service increment and other rights or benefits, as provided by and subject to all restrictions and limitations contained in the School District's "Administrative Employment Guidelines Lincoln Public Schools September, 2018" as they now exist or as they may be amended from time to time (hereinafter "Administrative Employment Guidelines"), as long as the Employee is not already being compensated for or receiving such right or benefit as a part of this Contract and as long as the Employee meets all conditions and eligibility requirements for such rights or benefits as required therein. Specifically, for example, in the area of accumulated unused annual leave the Employee must have completed ten (10) years of employment at the time of separation from employment in order to be entitled to any pay for accumulated unused annual leave at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time; and in the area of accumulated unused vacation leave the maximum number of vacation leave days/hours that can be accumulated and that the Employee may be reimbursed for on separation from employment as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time.

A. **Annual Leave.** The parties agree that the Employee upon separation from employment for any reason, shall be entitled to and receive pay for any accumulated and current years' unused annual leave on the conditions and at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time. The School District and the Employee shall collaborate with each other on keeping track of all accumulated or current years' annual leave, but the School District's records shall control as to the accumulated unused annual leave.

B. **Vacation Leave.** The parties agree that the Employee upon separation from employment for any reason, shall be entitled to and receive pay for any accumulated and current years' unused vacation leave on the conditions and at the rate as otherwise provided for all administrators by the School District's "Administrative Employment Guidelines" as amended from time to time or as required by law.

C. **Other Terms and Indemnity.** The Employee is required as part of the Employee's duties to be accessible at all times and as such, the District requires the Employee to have a cellular phone and laptop computer, or other electronic equipment, software or devices to provide for such immediate and/or remote access to the Employee. The Employee shall attend appropriate professional meetings at the local, state and national levels at the expense of the School District and shall be reimbursed for reasonable business expenses.

The School District shall cover the Employee through its liability and/or errors and omission insurance policies and the School District shall, to the full extent permitted by law, defend, hold harmless, and indemnify the Employee from any and all demands, claims, suits, actions, and legal proceedings brought against the Employee in the Employee's individual capacity or the Employee's official capacity as an agent or employee of the School District, provided that the incident arose while the Employee was acting (or, in good faith, reasonably believed that the Employee was acting) within the scope of the Employee's employment with the School District.

6. **Legal Requirements.** The Employee affirms that: (1) the Employee holds or will hold a valid and appropriate certificate to act as an administrator in the State of Nebraska throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to act as an administrator shall be registered as required by law; (3) the Employee is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by the Employee from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Employees Retirement Act.

IN WITNESS WHEREOF, this Agreement is executed by the parties hereto this _____ day of _____, 2019.

LANCASTER COUNTY SCHOOL DISTRICT 0001

BY: _____
President of Its Board of Education

John Neal, Assistant Superintendent for
General Administration and Governmental Relations

Indian Education Grant

Title VI - ED506 Formula Grant

\$151,709.00 per year

The Title VI formula grant that is on your agenda tonight has been awarded to LPS for over twenty years.

It has provided funds for two Native American Advocates and a number of important academic, behavioral/emotional, and cultural supports for students and families.

Native American Youth Demonstration Grant

College & Career Readiness

\$499,861.00 per year

Indian Education Team

Barbara Buttes, PhD - Coordinator

Sarah Widger - Cultural Specialist

Kris Ross - Student Advocate

Keli Warrior - Student Advocate

Angel Geller - Student Advocate

TBA - Student Advocate

Roxana Luna - 0.5 FTE Secretary

Ten (10) Success Coaches

Eighteen (18) Tutors

The support for Native Students has significantly increased.



Four-Part Strategy for Success:

Academic Supports - Tutors, Mentors, Success

Coaches, Shadowing Opportunities, College Visits, Book Clubs, Focus Programs...

Social Supports - Family Reading Nights, Caucus

Groups, Clubs, Dances, Parent Advisory Council, Student Leadership Council...

Behavioral & Emotional Supports - Native

Therapists & Counselors, Professional Development Training for School and Community Therapists & Counselors...

Cultural Supports - Native Artists, Musicians,

Professionals, Elders, Business Owners, & others share their knowledge with the students.

Modeling Success

Association of American Indian Physicians

American Indian Small Business Owners

Association of Indigenous Anthropologists

American Indian Artists & Musicians

American Indian Authors & Playrites

American Indian Fashion Designers

American Indian Chefs





Beaded Bag - Karis Jackson



Rhonda Holy Bear



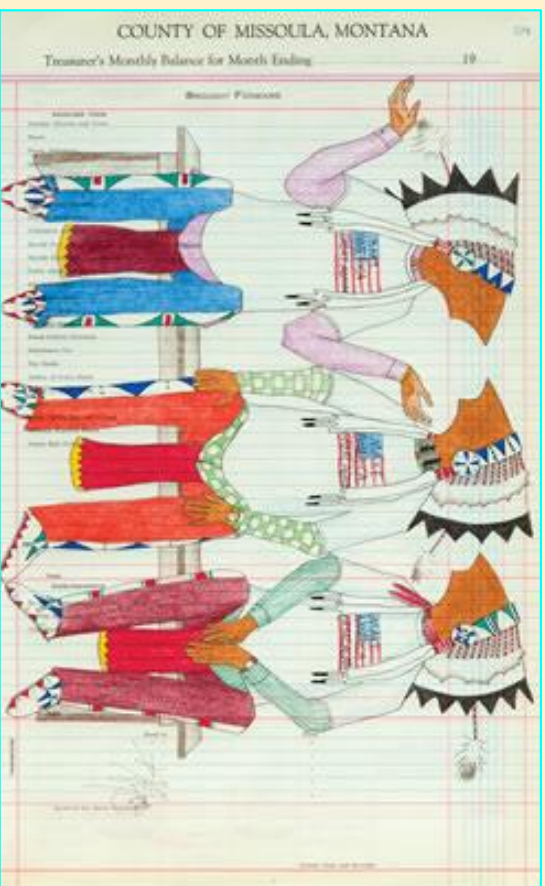
Jamie Okuma



Bethany Yellowtail



Dwayne Wilcox



Association of American Indian Physicians



Center of American Indian and Minority Health

Native Americans Into Medicine Summer Research Program

University of Minnesota Medical School, Duluth Campus

- Six-week summer program available for undergraduate sophomores and juniors
- Stipend and summer housing provided
- Summer research will address tobacco use and cancer disparities among American Indian populations in Minnesota

Application Deadline March 8th, 2019

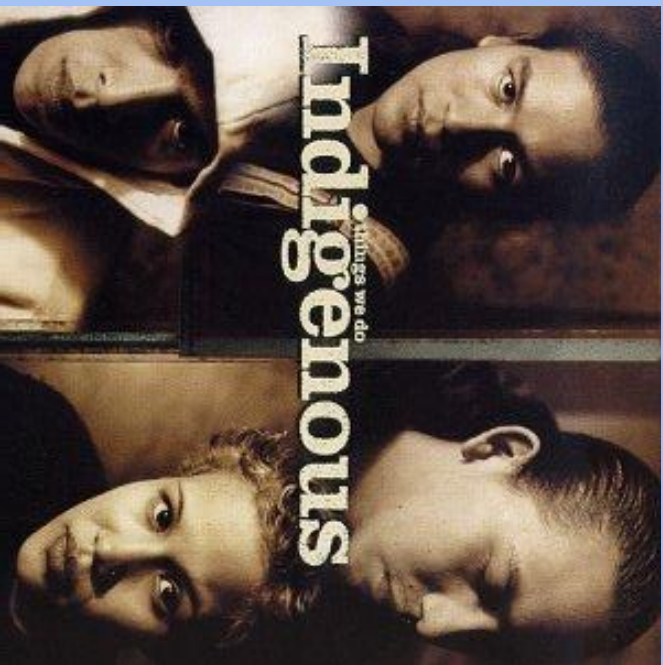
Please visit www.caimh.umn.edu for more information

We can show our students doors that their high school diplomas will open for them.

Chef Sean Sherman and his team seek to bring indigenous foods, made with native plants and ingredients, back to prominence. The team, which is now up to 12 members, includes Anishinaabe, Mdewakanton Dakota, Navajo, Northern Cheyenne, Oglala Lakota, and Sisseton-Wahpeton Dakota people, who are "chefs, ethnobotanists, food preservationists, adventurers, foragers, caterers, event planners, artists, and food lovers."



At long last, Dakota culture will return to
Owamni Yamni.



INDIGENOUS

GRAY SKIES

NEW ALBUM

NOV 11 2017

omahanightlife.com

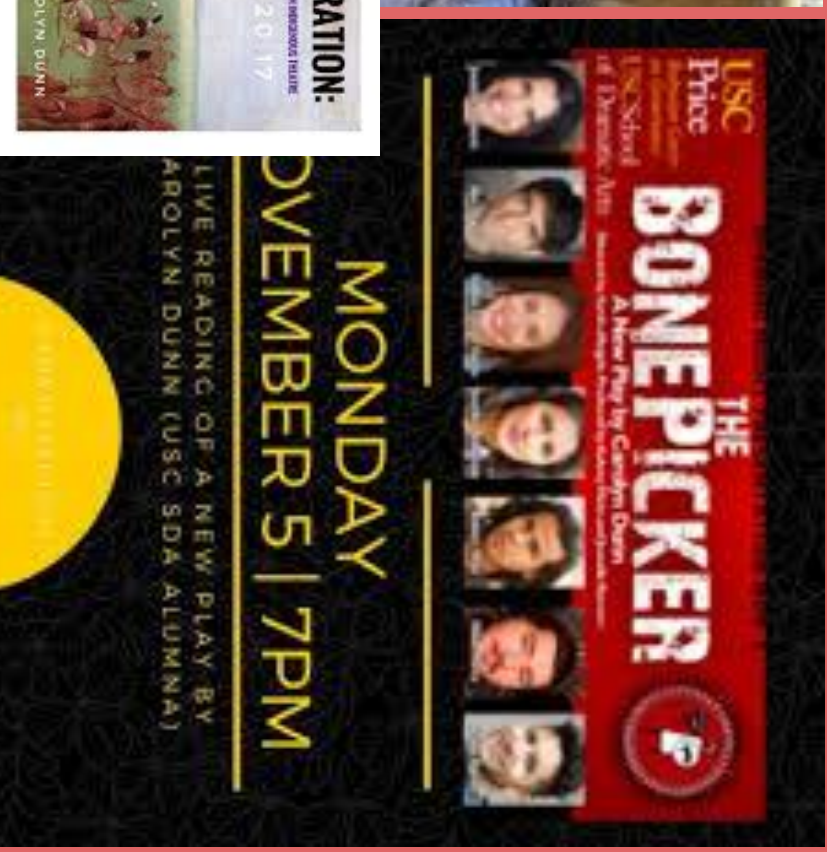
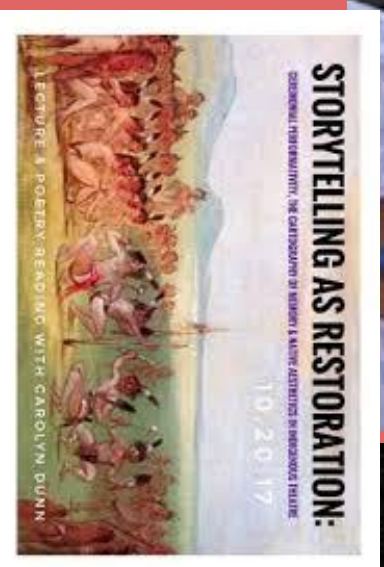
Yankton Sioux Tribe members formed the band Indigenous and now play world class Blues & Rock Music. They got started as children and realized their dream to become professional musicians.

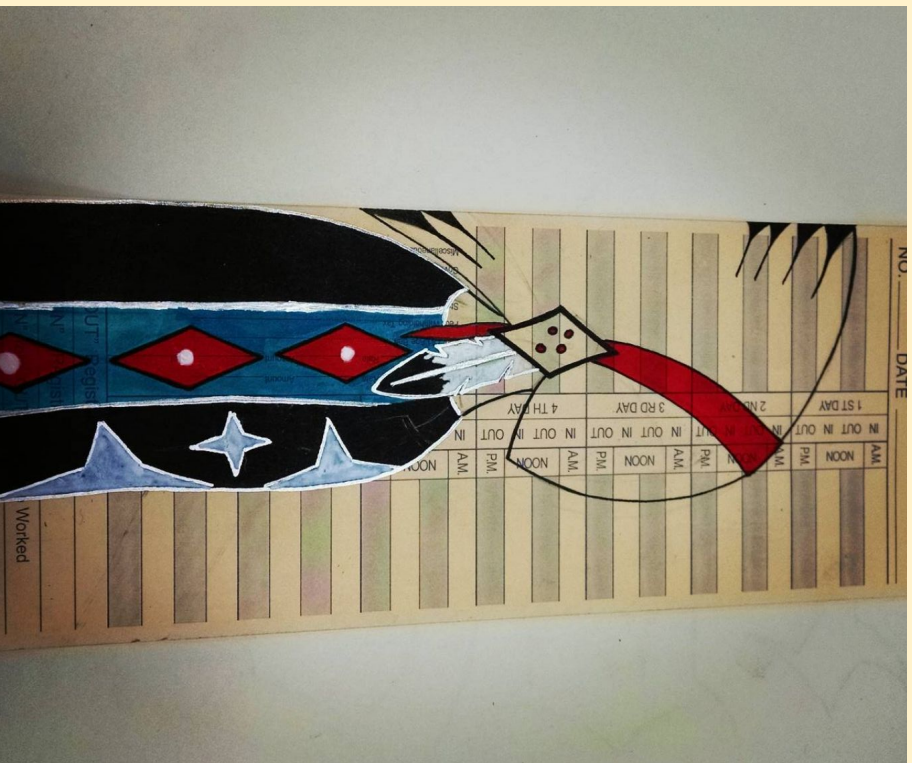


Professional Development for LPS Staff

- Our grant allows us to offer LPS teachers sociocultural training that will strengthen the relationships between teachers and Native families.
- With our grant, Native mental health professionals will provide training to LPS counselors and social workers, bringing greater awareness about obstacles that come between our Native students and their academic success.
- We can invite speakers from various disciplines to work with students, teachers, families, and the community to illuminate American Indian contributions in our modern communities.

Dr. Carolyn Dunn is a prolific poet, writer, & playwright.





Association of Indigenous Anthropologists

We see bright, exciting futures for our students! Our task now is to welcome them as fully visible, fully recognized, and fully participating members of 21st Century United States communities. We can guide them and show them a plethora of available options.



Learning is an American Indian Tradition.

“You will be known by the tracks you leave behind.”

-Dakota Proverb

LINCOLN PUBLIC SCHOOLS
OFFICE OF BUSINESS AFFAIRS
LINCOLN, NEBRASKA

31-Mar-19

FINANCIAL REPORT
FUND BALANCE
ALL FUNDS

	2018-2019	Last Yr. 2017-2018
Balance, September 1	\$169,457,395	\$159,030,322
Receipts Year to Date	<u>\$235,412,799</u>	<u>\$253,890,516</u>
Total Balance Forward and Receipts	\$404,870,194	\$412,920,838
Expenditures Year to Date	<u>(\$328,796,214)</u>	<u>(\$317,670,069)</u>
Balance	\$76,073,980	\$95,250,769

Kelli Ackerman
Director of Accounting & Payroll

Liz Standish
Associate Superintendent
for Business Affairs

**LINCOLN PUBLIC SCHOOLS
FUND BALANCE-ALL FUNDS
FOR THE PERIOD ENDING MARCH 31, 2019**

	9/1/2018	Receipts			Expenditures			Fund Balance	
	<u>Fund Balance</u>	<u>Current Month</u>	<u>2018-2019 YTD</u>	<u>2017-2018 YTD</u>	<u>Current Month</u>	<u>2018-2019 YTD</u>	<u>2017-2018 YTD</u>	<u>3/31/2019</u>	<u>3/31/2018</u>
General Fund	\$86,924,796	\$28,544,493	\$188,136,929	\$192,376,755	\$34,338,399	\$248,022,648	\$236,780,875	\$27,039,077	\$37,160,395
Federal Fund	(\$6,615,499)	\$781,709	\$7,229,465	\$15,540,377	\$1,631,738	\$11,543,930	\$12,577,001	(\$10,929,964)	(\$8,003,202)
Special Grant Fund	\$1,633,332	\$776,827	\$3,586,754	\$3,092,041	\$386,854	\$3,318,165	\$3,223,457	\$1,901,921	\$1,764,778
QCPUF	\$5,850,671	\$134,764	\$1,492,760	\$2,265,083	\$0	\$5,198,455	\$5,540,570	\$2,144,976	\$2,470,872
Building Fund	\$11,359,862	\$46,581	\$434,400	\$1,559,716	\$163,716	\$2,697,890	\$7,515,670	\$9,096,373	\$14,670,050
CIAF	\$1,816,895	\$33,331	\$943,146	\$941,924	\$94,254	\$683,447	\$633,931	\$2,076,595	\$1,633,230
Cooperative Fund	(\$43,364)	\$89,286	\$990,905	\$861,281	\$343,470	\$2,687,825	\$2,584,178	(\$1,740,285)	(\$1,766,514)
Debt Service Fund	\$28,479,542	\$913,455	\$6,686,649	\$8,961,107	\$474	\$27,652,591	\$22,563,706	\$7,513,600	\$9,412,809
Depreciation Fund	\$20,821,791	(\$17,368)	\$1,405,356	\$3,334,306	\$331,080	\$3,714,519	\$2,228,569	\$18,512,629	\$18,644,379
Nutrition Services Fund	\$8,516,939	\$2,290,915	\$14,493,189	\$14,584,085	\$1,614,991	\$12,108,433	\$12,370,081	\$10,901,695	\$9,436,571
Insurance Fund	\$3,927,257	\$10,894	\$3,304,557	\$3,028,737	\$192,366	\$2,809,808	\$2,960,127	\$4,422,007	\$4,707,832
Resale Fund	\$1,817	\$100,983	\$730,068	\$965,878	\$168,482	\$630,125	\$880,609	\$101,761	\$405,537
Activity Fund	\$2,336,386	\$413,457	\$2,270,675	\$2,631,309	\$251,470	\$2,404,336	\$2,786,457	\$2,202,724	\$2,085,509
Student Fees Fund	\$11,809	\$55	\$18,514	\$17,539	\$0	\$2,891	\$4,123	\$27,432	\$18,986
TOTAL	\$165,022,234	\$34,119,382	\$231,723,368	\$250,160,137	\$39,517,294	\$323,475,062	\$312,649,356	\$73,270,541	\$92,641,232
ESU 18 Fund	\$3,372,175	\$374,224	\$2,646,324	\$2,864,955	\$743,526	\$4,533,537	\$4,321,077	\$1,484,962	\$1,598,439
ESU 18 Special Grant Fund	(\$1,048)	\$0	\$226,166	\$865,423	\$24,973	\$166,279	\$0	\$58,839	\$0
ESU 18 Federal Fund	\$1,064,033	\$126,216	\$816,940	\$3,730,379	\$94,852	\$621,336	\$699,636	\$1,259,638	\$1,011,099
ESU TOTAL	\$4,435,160	\$500,440	\$3,689,431	\$7,460,757	\$863,352	\$5,321,152	\$5,020,714	\$2,803,439	\$2,609,538
LPS & ESU TOTAL	\$169,457,395	\$34,619,822	\$235,412,799	\$257,620,894	\$40,380,646	\$328,796,214	\$317,670,069	\$76,073,979	\$95,250,769

**LINCOLN PUBLIC SCHOOLS
GENERAL FUND FINANCIAL REPORT
FOR THE PERIOD ENDING MARCH 31, 2019**

PERCENTAGE OF FISCAL YEAR ELAPSED: 58.33%

	<u>2018-2019 Budget</u>	<u>Current Month</u>	<u>2018-2019 Year-to-Date *</u>	<u>Percent of Budget</u>	<u>2017-2018 Year-to-Date *</u>	<u>Percent of Budget</u>
RECEIPTS						
Property Taxes	\$230,022,990	\$6,071,102	\$44,289,564	19.3%	\$60,228,004	27.4%
State Aid	\$146,654,723	\$14,665,472	\$102,658,304	70.0%	\$88,676,455	70.0%
Other Local	\$31,035,000	\$1,663,535	\$14,209,058	45.8%	\$13,163,753	46.3%
County	\$2,000,000	\$0	\$2,326,161	116.3%	\$2,037,167	92.6%
Spec. Ed. and Other State	\$39,810,000	\$5,673,591	\$23,365,359	58.7%	\$27,553,557	72.2%
Federal	\$1,450,000	\$462,047	\$1,156,417	79.8%	\$595,464	43.3%
Non Revenue	\$150,000	\$8,747	\$132,066	88.0%	\$122,356	122.4%
TOTAL RECEIPTS	\$451,122,713	\$28,544,493	\$188,136,929	41.7%	\$192,376,755	46.1%
EXPENDITURES						
Regular Instruction	\$299,794,379	\$23,289,607	\$169,353,658	56.5%	\$161,532,620	57.1%
Special Education Instruction	\$67,148,931	\$5,314,134	\$38,265,376	57.0%	\$35,643,914	55.6%
Administration	\$17,749,480	\$876,050	\$7,529,721	42.4%	\$7,023,649	40.5%
Transportation	\$12,273,699	\$1,115,749	\$8,558,800	69.7%	\$8,224,560	76.5%
Utilities	\$8,520,580	\$673,638	\$4,991,080	58.6%	\$4,888,667	57.5%
Operation & Maintenance	\$36,773,730	\$3,069,221	\$21,325,079	58.0%	\$20,393,100	57.1%
Insurance Liab. Premiums	\$1,613,350	\$0	\$1,613,350	100.0%	\$1,428,980	100.0%
Expenditures Placed on Hold	\$0	\$0	\$0	0.0%	\$0	0.0%
TOTAL EXPENDITURES	\$443,874,149	\$34,338,399	\$251,637,063	56.7%	\$239,135,490	56.8%

* Year to Date Expenditures include Outstanding Encumbrances.

**LINCOLN PUBLIC SCHOOLS
FOR THE PERIOD ENDING MARCH 31, 2019**

GENERAL FUND BALANCE

	2018-2019 Balance	Percent of Receipt Budget	2017-2018 Balance	Percent of Receipt Budget	Difference
Sept. 30	\$76,797,514	17.0%	\$77,527,808	18.6%	-\$730,294
Oct. 31	\$58,420,711	13.0%	\$57,475,167	13.8%	\$945,544
Nov. 30	\$41,079,104	9.1%	\$40,047,389	9.6%	\$1,031,715
Dec. 31	\$27,159,691	6.0%	\$23,255,818	5.6%	\$3,903,873
Jan. 31	\$27,388,255	6.1%	\$29,509,625	7.1%	-\$2,121,370
Feb. 28	\$32,832,983	7.3%	\$47,233,366	9.6%	-\$14,400,382
Mar. 31	\$27,039,077	6.0%	\$37,160,395	8.3%	-\$10,121,318
Apr. 30			\$93,823,694	23.8%	
May 31			\$106,410,845	26.4%	
June 30			\$91,926,971	23.1%	
July 31			\$64,656,660	16.4%	
Aug. 31			\$87,166,658	20.5%	

**GENERAL FUND PROPERTY TAX, MOTOR VEHICLE TAX,
HOMESTEAD EXEMPTION, AND STATE TAX CREDIT RECEIPTS**

	2018-2019 Year-to-Date	Cumulative Percent of Budget	2017-2018 Year-to-Date	Cumulative Percent of Budget	Percent of Total Collected
Sept.	\$13,458,977	5.4%	\$15,951,635	6.7%	6.6%
Oct.	\$2,940,989	6.5%	\$3,333,630	8.1%	8.0%
Nov.	\$2,259,024	7.4%	\$2,507,623	9.1%	9.0%
Dec.	\$1,986,911	8.2%	\$1,839,952	9.9%	9.8%
Jan.	\$12,803,646	13.4%	\$19,665,369	18.1%	17.9%
Feb.	\$10,407,356	17.5%	\$22,365,352	27.5%	27.1%
Mar.	\$7,217,857	20.4%	\$4,480,057	29.4%	29.0%
April			\$72,737,250	0.0%	59.0%
May			\$21,897,897	0.0%	68.0%
June			\$4,187,050	0.0%	69.7%
July			\$5,578,247	0.0%	72.0%
Aug.			\$67,722,880	0.0%	100.0%
Total	\$51,074,760		\$242,266,941		

GENERAL FUND RECEIPTS

	Budget 2018-2019	Actual 2018-2019	Actual 2017-2018	Difference
Property Taxes	\$230,022,990	\$38,344,070	\$54,495,646	-\$16,151,576
Motor Vehicle Taxes	\$20,500,000	\$11,694,790	\$11,249,722	\$445,068
Homestead Exempt/Tax Credit	\$0	\$1,035,901	\$5,732,358	-\$4,696,458
Public Power Sales	\$7,000,000	\$0	\$0	\$0
Investment Interest	\$600,000	\$1,007,338	\$320,497	\$686,840
City Fines	\$2,500,000	\$1,396,853	\$1,389,805	\$7,049
State Aid	\$146,654,723	\$102,658,304	\$88,676,455	\$13,981,849
Special Education	\$27,500,000	\$14,805,192	\$16,059,460	-\$1,254,268
Special Ed. Transportation	\$4,300,000	\$1,963,396	\$3,977,074	-\$2,013,678
Apportionment	\$7,200,000	\$6,120,014	\$7,069,460	-\$949,446
Early Childhood Special Education	\$0	\$0	\$0	\$0
Other	\$4,845,000	\$9,111,072	\$3,406,278	\$5,704,793
Total Receipts	\$451,122,713	\$188,136,929	\$192,376,755	-\$4,239,826

**LINCOLN PUBLIC SCHOOLS
GENERAL FUND ASSETS AND LIABILITES
AS OF MARCH 31, 2019**

ASSETS	Sept. 30	Oct. 31	Nov. 30	Dec. 31	Jan. 31	Feb. 28	Mar. 31	Apr. 30	May 31	June 30	July 31	Aug. 31
Cash & Investments	\$93,976,750	\$71,193,283	\$53,275,930	\$33,635,185	\$39,601,534	\$45,300,968	\$39,439,592					
Inventory	\$322,956	\$338,418	\$355,295	\$395,344	\$375,651	\$394,825	\$437,189					
Petty Cash & Change	\$72,782	\$71,232	\$42,332	\$41,772	\$41,572	\$42,272	\$41,822					
Receivables	\$795	\$113	\$199	\$355	\$389	\$49	\$256					
TOTAL ASSETS	\$94,373,283	\$71,603,045	\$53,673,756	\$34,072,656	\$40,019,145	\$45,738,114	\$39,918,858					
LIABILITIES												
Federal Withholding	\$1,991,994	\$2,274,523	\$1,987,328	-\$506	\$1,939,587	\$2,011,554	\$2,003,333					
State Withholding	\$889,416	\$945,443	\$877,396	\$888,498	\$871,700	\$897,957	\$889,493					
FICA Withholding	\$3,840,836	\$4,054,007	\$3,833,612	\$140	\$3,791,372	\$3,902,119	\$3,867,783					
Retirement Withholding	\$5,220,631	\$5,155,487	\$5,133,352	\$5,149,111	\$5,137,797	\$5,178,846	\$5,152,012					
Insurance, Dues, Annuities	\$5,632,892	\$752,874	\$762,963	\$875,721	\$890,434	\$914,656	\$967,159					
Accounts Payable	\$0	\$0	\$0	\$0	\$0	\$0	\$0					
TOTAL LIABILITIES	\$17,575,770	\$13,182,334	\$12,594,652	\$6,912,964	\$12,630,890	\$12,905,131	\$12,879,781					
FUND BALANCE	\$76,797,514	\$58,420,711	\$41,079,104	\$27,159,691	\$27,388,255	\$32,832,983	\$27,039,077					

FOR FISCAL YEAR 2017-2018

ASSETS	Sept. 30	Oct. 31	Nov. 30	Dec. 31	Jan. 31	Feb. 29	Mar. 31	Apr. 30	May 31	June 30	July 31	Aug. 31
Cash & Investments	\$94,363,725	\$69,564,348	\$52,147,806	\$29,404,939	\$41,166,483	\$59,023,638	\$49,127,339	\$105,701,795	\$118,607,762	\$105,278,528	\$76,775,758	\$100,661,832
Inventory	\$278,867	\$307,853	\$343,321	\$319,161	\$312,471	\$351,809	\$319,963	\$338,206	\$210,209	\$282,100	\$273,187	\$491,714
Petty Cash & Change	\$69,785	\$55,685	\$41,285	\$40,435	\$40,435	\$41,185	\$40,685	\$40,885	\$39,265	\$31,255	\$36,814	\$64,132
Receivables	\$638	\$310	\$929	\$0	\$3,456	\$525	\$595	\$530	\$286	\$322	\$343	\$444
TOTAL ASSETS	\$94,713,015	\$69,928,196	\$52,533,340	\$29,764,535	\$41,522,845	\$59,417,157	\$49,488,581	\$106,081,415	\$118,857,521	\$105,592,205	\$77,086,102	\$101,218,122
LIABILITIES												
Federal Withholding	\$2,321,372	\$2,333,245	\$2,328,872	-\$691	\$1,854,134	\$1,876,673	\$1,902,990	\$1,879,713	\$1,902,501	\$2,092,183	\$1,970,725	\$1,898,380
State Withholding	\$840,770	\$831,550	\$829,523	\$834,542	\$819,951	\$832,379	\$841,653	\$830,311	\$838,802	\$915,937	\$859,959	\$832,048
FICA Withholding	\$3,671,464	\$3,689,430	\$3,682,367	-\$113	\$3,642,027	\$3,706,401	\$3,737,179	\$3,686,750	\$3,724,033	\$3,975,992	\$3,649,249	\$3,597,983
Retirement Withholding	\$5,016,144	\$4,923,525	\$4,915,485	\$4,923,614	\$4,903,112	\$4,933,367	\$4,944,064	\$4,889,803	\$4,905,776	\$5,301,463	\$4,946,519	\$4,836,278
Insurance, Dues, Annuities	\$5,335,459	\$675,278	\$729,703	\$751,365	\$793,996	\$834,972	\$902,300	\$971,144	\$1,075,564	\$1,379,659	\$1,002,990	\$2,886,775
Accounts Payable	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL LIABILITIES	\$17,185,207	\$12,453,029	\$12,485,951	\$6,508,716	\$12,013,220	\$12,183,791	\$12,328,186	\$12,257,721	\$12,446,676	\$13,665,234	\$12,429,442	\$14,051,464
FUND BALANCE	\$77,527,808	\$57,475,167	\$40,047,389	\$23,255,818	\$29,509,625	\$47,233,366	\$37,160,395	\$93,823,694	\$106,410,845	\$91,926,971	\$64,656,660	\$87,166,658

**LINCOLN PUBLIC SCHOOLS
FEDERAL FUNDS CASH POSITION BY PROJECT
FOR THE PERIOD ENDING MARCH 31, 2019**

<u>No.</u>	<u>Project</u>	<u>Year</u>	<u>Budget</u>	<u>RECEIPTS</u>		<u>EXPENDITURES</u>		<u>Balance</u>
				<u>Current</u>	<u>Project-to-Date</u>	<u>Current</u>	<u>Project-to-Date</u>	
4118	CLC STATE 11	2018	\$64,750	\$0	\$64,750	\$0	\$64,750	\$0
4128	CLC STATE 12	2018	\$119,625	\$0	\$119,625	\$0	\$119,625	\$0
4138	CLC STATE 13	2018	\$137,025	\$0	\$137,025	\$0	\$137,025	\$0
4148	CLC STATE 14	2018	\$143,985	\$0	\$143,985	\$0	\$143,985	\$0
4158	CLC STATE 15	2018	\$140,940	\$0	\$140,940	\$0	\$140,940	\$0
4168	CLC STATE 10	2018	\$137,460	\$0	\$137,460	\$0	\$137,461	(\$1)
4178	CLC STATE 17	2018	\$87,000	\$0	\$87,000	\$0	\$87,000	\$0
4209	NSPDG EVERETT	2018	TBD	\$0	\$997	\$0	\$997	\$0
4229	TITLE IA	2018	\$10,626,979	\$348,805	\$9,744,327	\$0	\$9,746,879	(\$2,552)
4239	TITLE IV	2018	\$392,157	\$0	\$379,447	\$0	\$379,448	(\$1)
4244	TITLE I ACCOUNTABILITY	2018	\$295,254	\$0	\$295,254	\$0	\$295,254	\$0
4252	TITLE I DELINQUENT	2018	\$145,178	\$0	\$101,493	\$0	\$101,494	(\$1)
4269	TITLE III LEP	2018	\$486,484	\$0	\$425,041	\$0	\$425,042	(\$1)
4279	TITLE III IMMIGRANT	2018	\$44,990	\$0	\$42,924	\$0	\$42,924	(\$0)
4289	REFUGEE IMPACT	2018	\$89,861	\$0	\$89,861	\$0	\$89,861	(\$0)
4395	TITLE IIA	2018	\$1,131,583	\$176,645	\$1,026,378	\$0	\$1,026,378	(\$0)
4404	IDEA 611 BASE	2018	\$2,560,924	\$0	\$2,560,924	\$0	\$2,560,924	(\$0)
4406	IDEA 619 BASE	2018	\$194,125	\$0	\$194,125	\$0	\$194,125	(\$0)
4409	IDEA PART B	2018	\$5,307,786	\$0	\$5,210,747	\$0	\$5,210,748	(\$1)
4412	IDEA NON PUBLIC	2018	\$341,930	\$0	\$341,930	\$0	\$341,930	\$0
4418	RDA TIP SUPPORT	2018	\$255,530	\$0	\$139,292	\$0	\$139,213	\$79
4419	IDEA E/P-ECSE	2018	\$358,762	\$0	\$375,136	\$0	\$375,136	(\$0)
4473	MIGRANT	2018	\$86,722	\$0	\$80,921	\$0	\$80,921	(\$0)
4717	PERKINS	2018	\$378,170	\$0	\$378,170	\$0	\$378,170	\$0
4862	SCHOOL IMPROVEMENT	2018	\$350,262	\$67,484	\$350,262	\$0	\$350,262	\$0
4913	SCHOOL CLIMATE	2018	\$286,880	\$0	\$270,894	\$0	\$270,876	\$18
4967	PLANNING REGION	2018	\$47,660	\$0	\$17,357	\$0	\$17,357	(\$0)
4990	BIRST	2017	\$3,000	\$0	\$2,583	\$0	\$4,333	(\$1,750)
4991	BIRST	2018	\$3,000	\$0	\$2,977	\$0	\$1,054	\$1,923
6129	CLC STATE 12	2019	\$119,625	\$24,299	\$40,495	\$11,030	\$59,844	(\$19,349)
6139	CLC STATE 13	2019	\$137,025	\$25,071	\$51,110	\$13,953	\$75,996	(\$24,886)
6149	CLC STATE 14	2019	\$143,985	\$13,776	\$48,903	\$16,667	\$66,037	(\$17,134)
6159	CLC STATE 15	2019	\$140,940	\$28,207	\$47,378	\$3,134	\$70,509	(\$23,131)
6169	CLC STATE 16	2019	\$137,460	\$14,425	\$24,604	\$4,032	\$48,337	(\$23,733)
6179	CLC STATE 17	2019	\$87,000	\$20,665	\$44,494	\$10,772	\$67,069	(\$22,575)
6189	CLC STATE 18	2019	\$103,530	\$19,725	\$32,284	\$13,144	\$55,270	(\$22,986)
6209	TITLE IA	2019	\$8,815,645	\$0	\$0	\$565,440	\$3,965,744	(\$3,965,744)
6219	ACCOUNTABILITY	2019	\$441,175	\$0	\$0	\$40,653	\$265,484	(\$265,484)
6239	TITLE ID	2019	\$78,218	\$0	\$0	\$10,562	\$62,269	(\$62,269)
6319	TITLE IIA	2019	\$1,252,233	\$0	\$0	\$93,540	\$609,805	(\$609,805)
6404	IDEA 611 BASE	2019	\$2,560,924	\$0	\$0	\$206,404	\$1,451,842	(\$1,451,842)
6406	IDEA 619 BASE	2019	\$200,935	\$0	\$0	\$16,608	\$116,690	(\$116,690)
6409	IDEA E/P-ECSE	2019	\$367,872	\$0	\$0	\$30,259	\$210,649	(\$210,649)
6410	IDEA PART B	2019	\$5,470,800	\$0	\$0	\$435,974	\$3,070,964	(\$3,070,964)
6412	IDEA NON PUBLIC	2019	\$373,322	\$0	\$0	\$28,200	\$197,396	(\$197,396)
6416	PROMOTING ENGAGEMENT	2019	\$313,028	\$0	\$0	\$5,127	\$21,088	(\$21,088)
6529	SCHOOL CLIMATE	2019	\$189,989	\$0	\$9,132	\$13,913	\$56,169	(\$47,037)
6531	NSPDG EVERETT	2019	\$1,000	\$0	\$0	\$0	\$0	\$0
6539	MCKINNEY HOMELESS	2019	TBD	\$0	\$0	\$0	\$0	\$0
6540	FAMILY ENGAGEMENT	2019	TBD	\$0	\$0	\$1,084	\$1,084	(\$1,084)
6569	PLANNING REGION	2019	\$65,750	\$0	\$0	\$3,200	\$8,116	(\$8,116)
6589	REFUGEE	2019	\$107,437	\$18,514	\$18,514	\$5,399	\$44,600	(\$26,085)
6709	PERKINS	2019	\$392,240	\$0	\$0	\$4,646	\$162,517	(\$162,517)
6759	SIG YEAR 4	2019	\$294,860	\$0	\$0	\$18,228	\$129,031	(\$129,031)
6919	MIGRANT	2019	\$137,371	\$0	\$0	\$6,665	\$44,834	(\$44,834)
6929	TITLE III EL	2019	\$494,709	\$0	\$0	\$45,213	\$270,369	(\$270,369)
6939	INDIAN ED	2019	\$151,709	\$0	\$53,008	\$7,558	\$72,287	(\$19,279)
6949	INDIAN ED DEMO	2019	\$499,861	\$24,092	\$24,092	\$17,002	\$41,094	(\$17,002)
6979	TITLE IV	2019	\$454,427	\$0	\$0	\$3,332	\$76,599	(\$76,599)
Totals			\$47,751,092	\$781,709	\$23,255,839	\$1,631,738	\$34,185,804	(\$10,929,965)

**LINCOLN PUBLIC SCHOOLS
NUTRITION SERVICES FINANCIAL REPORT
FOR THE PERIOD ENDING MARCH 31, 2019**

	<u>2018-2019 Budget</u>	<u>Current Month</u>	<u>2018-2019 Year-to-Date</u>	<u>2017-2018 Year-to-Date</u>
RECEIPTS				
*Sales Yet to be Distributed	\$0	(\$11,129)	\$90,124	\$60,203
Breakfast	\$403,000	\$46,090	\$280,460	\$259,670
Paid Sales	\$5,500,000	\$530,586	\$3,337,387	\$3,331,595
Ala Carte Sales	\$1,300,000	\$167,143	\$870,500	\$823,879
Student Lunches-Other Sources	\$490,000	\$102,103	\$423,752	\$320,569
Free Lunch Reimb.	\$7,700,000	\$773,685	\$5,057,942	\$5,082,647
Red. Lunch Reimb.	\$1,500,000	\$136,323	\$914,026	\$874,883
Paid Lunch Reimb.	\$865,000	\$75,600	\$492,386	\$509,837
Breakfast Reimb, Severe Need	\$2,300,000	\$233,592	\$1,525,933	\$1,376,998
Free Breakfast Reimb.	\$200,000	\$13,160	\$85,383	\$118,622
Reduced Break. Reimb.	\$38,000	\$2,664	\$16,119	\$21,602
Breakfast Reimb.	\$38,000	\$2,796	\$18,162	\$21,917
State Reimb.	\$125,000	\$0	\$0	\$0
Snack Program Reimb.	\$1,000,000	\$182,760	\$587,297	\$636,114
Commodities Received	\$2,400,000	\$27,613	\$745,956	\$1,121,134
Interest on Investments	\$0	\$7,929	\$47,762	\$24,416
TOTAL RECEIPTS	\$23,859,000	\$2,290,915	\$14,493,189	\$14,584,085
EXPENDITURES				
Salaries	\$7,552,870	\$568,936	\$4,044,632	\$3,947,983
Benefits	\$3,936,740	\$306,824	\$2,150,733	\$2,080,145
Indirect Costs	\$1,100,000	\$0	\$494,635	\$626,000
Rep. and Rpl. of Equip.	\$250,000	\$14,419	\$20,189	\$119,368
Operation and Supplies	\$1,877,000	\$63,720	\$569,393	\$646,212
Food	\$8,875,000	\$598,678	\$4,866,240	\$4,882,266
Equipment	\$2,000,000	\$60,702	(\$81,468)	\$11,690
Staff Development	\$234,960	\$1,712	\$44,078	\$56,418
Contingency	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$25,826,570	\$1,614,991	\$12,108,433	\$12,370,081
FUND BALANCE				
Cash Balance, March 1			\$9,243,742	\$7,917,997
Inventory Balance, March 1			\$982,030	\$970,319
Fund Balance, March 1			<u>\$10,225,771</u>	<u>\$8,888,316</u>
Receipts Current			\$2,290,915	\$2,157,542
Expenditures Current			\$1,614,991	\$1,609,287
Cash Balance, March 31			\$9,972,277	\$8,434,468
Inventory Balance, March 31			\$929,419	\$1,002,102
Fund Balance, March 31			<u>\$10,901,695</u>	<u>\$9,436,570</u>

**EDUCATIONAL SERVICE UNIT 18
GENERAL & FEDERAL FUND FINANCIAL REPORT
FOR THE PERIOD ENDING MARCH 31, 2019**

PERCENTAGE OF FISCAL YEAR ELAPSED: 58.33%

	<u>2018-2019 Budget</u>	<u>Current Month</u>	<u>2018-2019 Year-to-Date **</u>	<u>Percent of Budget</u>	<u>2017-2018 Year-to-Date **</u>	<u>Percent of Budget</u>
RECEIPTS						
Property Taxes	\$3,317,971	\$70,202	\$551,202	16.6%	\$861,802	27.4%
Core Services & Tech Infrastructure	\$2,233,601	\$223,360	\$1,563,521	70.0%	\$1,564,293	70.0%
Interlocal Agreements *	\$6,118,710	\$0	\$0	0.0%	\$0	0.0%
Other Local and County	\$902,464	\$78,251	\$526,369	58.3%	\$426,898	47.4%
State	\$7,500	\$0	\$228,988	3053.2%	\$2,740	36.5%
Federal	\$250,000	\$126,216	\$816,940	326.8%	\$874,646	54.1%
Non Revenue	\$0	\$0	\$0	0.0%	\$0	0.0%
TOTAL RECEIPTS	\$12,830,246	\$498,029	\$3,687,020	28.7%	\$3,730,379	26.5%
GENERAL FUND EXPENDITURES						
Salaries	\$5,322,270	\$442,520	\$3,064,247	57.6%	\$2,943,360	58.2%
Benefits	\$1,671,160	\$136,618	\$969,026	58.0%	\$926,324	59.5%
Contracted Services	\$840,430	\$83,377	\$377,873	45.0%	\$270,847	32.0%
Co-op Agreements *	\$4,471,560	\$0	\$0	0.0%	0	0.0%
Supplies ***	\$355,520	\$69,428	\$187,688	52.8%	\$164,514	24.9%
Equipment ***	\$14,650	\$0	\$96,189	656.6%	\$38,018	0.0%
Staff Development	\$117,350	\$11,583	\$70,123	59.8%	\$44,359	37.8%
Contingency	\$0	\$0	\$0		\$0	0.0%
TOTAL GENERAL FUND	\$12,792,940	\$743,526	\$4,765,146	37.2%	\$4,387,423	35.4%
SPECIAL GRANT FUND EXPENDITURES	\$0	\$24,973	\$173,222		\$0	0.0%
FEDERAL FUND EXPENDITURES	\$2,016,480	\$94,852	\$621,336	30.8%	\$704,756	34.9%
TOTAL EXPENDITURES	\$14,809,420	\$863,352	\$5,559,703	37.5%	\$5,092,179	35.4%

* Co-op Agreements are the interlocal agreements with LPS. The transfers are recorded in August each year.

** Year to Date Expenditures include Outstanding Encumbrances.

*** Equipment purchases under \$5,000 per item will be posted as Supplies to follow federal guidelines effective 9-1-17 .

**LINCOLN PUBLIC SCHOOLS
INVESTMENTS-ALL FUNDS
FOR PERIOD ENDED MARCH 31, 2019**

<u>Date Invest</u>	<u>Description</u>	<u>Purchase Price</u>	<u>Rate</u>	<u>Value to Maturity</u>	<u>Due Date</u>
	GENERAL FUND				
various	STFIT	\$5,128,158.35	variable	\$5,128,158.35	ongoing
various	NPAIT	\$15,398,833.32	variable	\$15,398,833.32	ongoing
	TOTAL	\$20,526,991.67		\$20,526,991.67	
	BOND FUND				
various	STFIT	\$4,231,690.94	variable	\$4,231,690.94	ongoing
	TOTAL	\$4,231,690.94		\$4,231,690.94	
	BUILDING FUND				
various	NPAIT	\$2,068,491.46	variable	\$2,068,491.46	ongoing
	TOTAL	\$2,068,491.46		\$2,068,491.46	
	DEBT SERVICE FUND				
various	STFIT	\$4,100,394.07	variable	\$4,100,394.07	ongoing
	TOTAL	\$4,100,394.07		\$4,100,394.07	
	DEPRECIATION FUND				
various	STFIT	\$5,128,158.34	variable	\$5,128,158.34	ongoing
various	NLAF	\$3,597,751.60	variable	\$3,597,751.60	ongoing
	TOTAL	\$8,725,909.94		\$8,725,909.94	
	NUTRITION SERVICES FUND				
various	STFIT	\$5,127,674.24	variable	\$5,127,674.24	ongoing
	TOTAL	\$5,127,674.24		\$5,127,674.24	
	INSURANCE FUND				
various	STFIT	\$2,051,069.69	variable	\$2,051,069.69	ongoing
	TOTAL	\$2,051,069.69		\$2,051,069.69	
TOTAL	ALL FUNDS	\$46,832,222.01		\$46,832,222.01	