

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION
OF STERLING PUBLIC SCHOOLS, DISTRICT #33
Monday, March 19, 2018

A regular meeting of the Board of Education of Sterling Public Schools was convened in open and public session on Monday, March 19, 2018, 7:07 PM at Sterling Public Schools. The roll was called and the following Board members were present or absent:

Present: Lois Agena, John Harms, Mike Hestermann, Mark Parde, Rick Vollman, Cheri Wirthele.

Notice of the meeting was given in advance by posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. The agenda was posted in accordance to board policy. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A. Call meeting to order and acknowledge Open Meetings Act

B. Pledge of Allegiance

C. Roll Call

D. Approval of agenda; Any changes to the agenda will need approval.

E. Consent Agenda

Move to approve the consent agenda as presented Passed with a motion by Cheri Wirthele and a second by Lois Agena.

Lois Agena: Yea

John Harms: Yea

Mike Hestermann: Yea

Mark Parde: Yea

Rick Vollman: Yea

Cheri Wirthele: Yea

Yea: 6, Nay: 0

F. Public Comment – To an item on the agenda

G. Teacher Report--Mr. Pfeiffer 7-12 Math

H. Board Committee Reports

NRCSA Legislative Issues--Cheri, John & Dottie

Education Forum--Cheri & Dottie

NSBA-Cheri

NSBA Budget Workshop--Cheri & Dottie

I. Administration Reports

J. Action Items

1. Board Policy 2120A Superintendent Evaluation Form

Move to approve Board Policy 2120A Superintendent Evaluation Passed with a motion by Mark Parde and a second by Rick Vollman.

Lois Agena: Yea

John Harms: Yea

Mike Hestermann: Yea

Mark Parde: Yea

Rick Vollman: Yea

Cheri Wirthele: Yea

Yea: 6, Nay: 0

2. ESU #4 Extended Network Support Service Agreement July 1, 2018 to June 30, 2019

Move to approve the ESU #4 Extended Network Support Service Agreement for the period July 1, 2018 to June 30, 2019 for 144 days of support Passed with a motion by Mike Hestermann and a second by Mark Parde.

Lois Agena: Yea

John Harms: Yea

Mike Hestermann: Yea

Mark Parde: Yea

Rick Vollman: Yea

Cheri Wirthele: Yea

Yea: 6, Nay: 0

Options: 96 days \$25,200 or 144 days \$37,800

3. Resignation of a .5 Teacher and .5 Paraprofessional

Move to accept the resignation of Jodi Krause .5 Special Education Teacher and .5 Paraprofessional effective at the end of the 2017-2018 school year Passed with a motion by Lois Agena and a second by John Harms.

Lois Agena: Yea

John Harms: Yea
Mike
Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea

Cheri
Wirthele: Yea

Yea: 6, Nay: 0

4. Resignation/Retirement of the Head Cook

Move to approve the resignation/retirement of Denise Horstman as Head Cook effective at the end of the 2017-2018 school year due to retirement Passed with a motion by Cheri Wirthele and a second by Rick Vollman.

Lois Agena: Yea
John Harms: Yea
Mike
Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea

Cheri
Wirthele: Yea

Yea: 6, Nay: 0

5. Resignation/Retirement of a Paraprofessional

Move to approve the resignation of Janet Heusman as a Paraprofessional effective at the end of the 2017-2018 school year due to retirement Passed with a motion by Mark Parde and a second by Lois Agena.

Lois Agena: Yea
John Harms: Yea
Mike
Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea

Cheri
Wirthele: Yea

Yea: 6, Nay: 0

6. Special Education Teacher Contract

Move to approve a teacher contract for Kharisa Saathoff to teach Special Education for the 2018-2019 school year Passed with a motion by Mike Hestermann and a second by Rick Vollman.

Lois Agena: Yea

John Harms: Yea
Mike
Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea

Cheri
Wirthele: Yea

Yea: 6, Nay: 0

7. Social Sciences Teacher Contract

Move to approve a teacher contract for Camden Harlan to teach Social Science for the 2018-2019 school year Passed with a motion by Lois Agena and a second by Cheri Wirthele.

Lois Agena: Yea
John Harms: Yea
Mike
Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea

Cheri
Wirthele: Yea

Yea: 6, Nay: 0

8. Science Teacher Contract

Move to approve a teacher contract for Laura Goracke to teach Science for the 2018-2019 school year Passed with a motion by Mark Parde and a second by Mike Hestermann.

Lois Agena: Yea
John Harms: Yea
Mike
Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea

Cheri
Wirthele: Yea

Yea: 6, Nay: 0

9. Elementary Teacher Contract

Move to approve a teacher contract for Zachary Lempka to teach elementary for the 2018-2019 school year Passed with a motion by Lois Agena and a second by Rick Vollman.

Lois Agena: Yea
John Harms: Yea
Mike Yea

Hestermann:
Mark Parde: Yea
Rick Vollman: Yea

Cheri
Wirthele: Yea

Yea: 6, Nay: 0

10. Elementary Teacher Contract

Move to approve a teacher contract for Leah Tubbesing to teach elementary for the 2018-2019 school year Passed with a motion by Mike Hestermann and a second by Cheri Wirthele.

Lois Agena: Yea
John Harms: Yea
Mike
Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea

Cheri
Wirthele: Yea

Yea: 6, Nay: 0

11. Extra Duty Assignments for 2018-2019

Move to approve the extra duty assignments for the 2018-2019 school year as presented Passed with a motion by Cheri Wirthele and a second by Lois Agena.

Lois Agena: Yea
John Harms: Yea
Mike
Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea

Cheri
Wirthele: Yea

Yea: 6, Nay: 0

K. Non-Action Items / Discussion Items:

1. Sterling Community Building

Andy Thies and Roy Goracke have requested time on the agenda to talk about:

1. Expectations or wishes of the School Board for the use of the building for sports practices, plays, proms, etc. This will determine our decisions on design, materials, cost, etc.

2. Discussion of rent prices for said activities. Once again, this may determine our decisions on design, materials, etc.

3. Discussion of the fitness center.

4. General concerns, requests, Q & A, etc.

2. First Reading Board Policy 3230 School Safety and Security

3. Graduation - May 12, 2017 @ 4:00 p.m. - Board Member Participation

Previously the Board President and Vice President have been on stage

4. Former Methodist Church Building

Mr. Richardson has the report for the asbestos. He is asking \$27,500 for the property.

5. Preschool and Kindergarten Numbers for 2018-2019

I will have enrollment information for you. These numbers will help determine if we need two Preschool Teachers for next year.

6. Last day of school for the 2017-2018 school year

L. Adjourn

The meeting was duly adjourned.
DATED: Monday, March 19, 2018

JOHNSON COUNTY SCHOOL DISTRICT #33,
a/k/a STERLING PUBLIC SCHOOLS

ATTEST:

Secretary

General Fund 01
 Opening Balance 2/1/2018
 Remaining Budget 49%

\$ 832,066.30

Expenditure		
Description	February	Total
1100 - REGULAR INSTRUCTIONAL PROGRAMS	(\$108,811.28)	(\$680,088.24)
1105 - PRESCHOOL	(\$10,842.64)	(\$65,347.69)
1190 - EARLY CHILDHOOD EDUCATIONAL PROGRAMS	(\$1,158.05)	(\$3,918.21)
1200 - SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	(\$23,101.65)	(\$162,887.90)
2120 - GUIDANCE SERVICES	(\$12,275.28)	(\$57,589.62)
2190 - OTHER PUPIL SUPPORT SERVICES	(\$6,864.66)	(\$41,573.26)
2222 - SCHOOL LIBRARY SERVICES	(\$1,516.91)	(\$9,336.19)
2224 - EDUCATIONAL TELEVISION SERVICES	(\$7,334.51)	(\$44,007.06)
2230 -	(\$13,046.25)	(\$47,753.37)
2310 - BOARD OF EDUCATION	(\$5,107.56)	(\$8,688.19)
2320 - EXECUTIVE ADMINISTRATION SERVICES	(\$12,119.75)	(\$73,532.27)
2410 - OFFICE OF THE PRINCIPAL	(\$7,779.37)	(\$56,543.52)
2500 - SUPPORT SERVICES - BUSINESS	(\$6,597.60)	(\$73,833.09)
2610 - MAINTENANCE AND OPERATION OF BUILDING	(\$24,357.52)	(\$135,336.03)
2750 - REGULAR PUPIL TRANSPORTATION	(\$12,694.73)	(\$55,218.33)
2760 - SCHOOL AGE SPECIAL EDUCATION PUPIL TRANSPORTATION	(\$2,500.32)	(\$9,264.61)
4210 - TITLE I NCLB IMPROVING BASIC PROGRAMS	(\$7,339.39)	(\$44,824.73)
4310 - TITLE II, PART A NCLB ACCOUNTABILITY TEACHER QUALITY GRANTS	\$0.00	(\$616.08)
4404 - IDEA PART B (611) BASE ALLOCATION - BIRTH THROUGH AGE FOUR	(\$226.00)	(\$9,028.54)
4406 - IDEA AGES THREE AND FOUR	\$0.00	(\$360.19)
4410 - IDEA ENROLLMENT/POVERTY (611)	\$0.00	(\$25,000.00)
4992 - REAP	\$0.00	(\$9,950.38)
9000 - NON-PROGRAM EXPENDITURES	\$0.00	(\$50.00)
Sub Total	(\$263,673.47)	(\$1,614,747.50)

Revenue		
Description	February	Total
1000 - LOCAL RECEIPTS	\$0.00	\$7,340.18
1110 - LOCAL PROPERTY TAXES	\$117,227.46	\$1,404,185.01
1115 - CARLINE TAXES	\$0.00	\$3,013.75
1125 - MOTOR VEHICLE TAXES	\$10,483.83	\$52,308.47
1210 - TUITION RECEIVED FROM OTHER DISTRICTS (REGULAR EDUCATION)	\$0.00	\$10,986.88
1250 - SUMMER SCHOOL TUITION AND FEES	\$450.00	\$450.00
1410 - INTEREST	\$256.58	\$1,731.00
1610 - LOCAL LICENSE FEES	\$20.00	\$20.00
1910 - RENTAL OF SCHOOL EQUIPMENT & FACILITIES	\$0.00	\$510.00
2110 - COUNTY FINES AND LICENSE FEES	\$1,543.23	\$8,336.67
2130 - OTHER COUNTY RECEIPTS	\$0.00	\$51.05
3100 - STATE AID	\$2,020.00	\$8,080.00
3110 - STATE AID	\$0.00	\$2,020.00
3120 - SPECIAL EDUCATION PROGRAMS	\$20,841.00	\$65,454.00
3131 - PROPERTY TAX CREDIT	\$73,072.63	\$73,072.63
3135 - PAYMENTS FOR HIGH ABILITY LEARNERS	\$0.00	\$3,135.00
3180 - PRO-RATE MOTOR VEHICLE	(\$87.50)	\$2,146.80
3200 - STATE APPORTIONMENT	\$30,013.30	\$30,770.67
4310 - TITLE II, PART A NCLB TEACHER QUALITY GRANTS	\$0.00	\$2,815.54
4404 - IDEA PART B (611) BASE ALLOCATION	\$0.00	\$32,785.00
4406 - IDEA PRESCHOOL(619) BASE/IDEA ENROLLMENT/POVERTY	\$0.00	\$1,917.00
4410 - IDEA ENROLLMENT/POVERTY Part B LEA	\$0.00	\$24,959.00
4700 - FEDERAL VOCATIONAL & APPLIED TECHNOLOGY EDUCATION	\$0.00	\$280.80
4991 - IMPACT AREA ENHANCEMENT GRANT	\$0.00	\$781.60
5300 - INSURANCE ADJUSTMENTS	\$11,980.30	\$11,980.30
5400 - SALE OF PROPERTY	\$0.00	\$50.00
5690 - OTHER NON-REVENUE RECEIPTS	\$11,673.39	\$19,810.22
Sub Total	\$279,494.22	\$1,768,991.57

BALANCE **\$847,887.05**

Depreciation Fund 02
Opening Balance 2/1/18

\$ 391,467.67

Expenditure		
Description	February	Year to Date
1100 - REGULAR INSTRUCTIONAL PROGRAMS	\$0.00	(\$677.75)
2190 - OTHER PUPIL SUPPORT SERVICES	\$0.00	(\$403.80)
2230 -	\$0.00	(\$28,560.00)
2610 - MAINTENANCE AND OPERATION OF BUILDING	(\$242.00)	(\$2,353.00)
Sub Total	(\$242.00)	(\$31,994.55)

Balance **\$391,225.67**

Employee Benefit 03

Opening Balance 2/18/2018

\$ 11,746.41

Expenditures	Feb-18
1990 - LOCAL PAYMENTS	\$ (51.77)

Revenue	Feb-18
1900 - OTHER LOCAL RECEIPTS	\$181.00
Sub Total	\$181.00

Balance **\$ 11,875.64**

Lunch Fund 06

Opening Balance 2/18/2018

\$ 38,078.81

Expenditure		
Description	February	Total
2100 - SUPPORT SERVICES - PUPILS	(\$7,102.86)	#####
2500 - SUPPORT SERVICES - BUSINESS	(\$3,165.79)	#####
2610 - MAINTENANCE AND OPERATION OF BUILDING	\$0.00	(\$3,821.64)
3100 - COMMUNITY SERVICES	(\$1,687.44)	#####
Sub Total	(\$11,956.09)	#####
Revenue		
Description	February	Total
1720 - SALE OF LUNCHES/MILK	\$5,186.48	\$47,791.52
4800 - FEDERAL REIMBURSEMENT (OF NUTRITION PROGRAMS)	\$4,008.86	\$33,260.53
Sub Total	\$9,195.34	\$81,052.05

BALANCE

\$ 35,318.06

Special Building Fund 08

Opening Balance \$ 124,539.50

Expenditure		
Description	February	Total
2515 - BUILDINGS AND SITES	(\$9,415.73)	(\$386,291.07)
2610 -	(\$52.20)	(\$52.20)
Sub Total	(\$9,467.93)	(\$386,343.27)
Revenue		
Description	February	Total
1110 - LOCAL PROPERTY TAXES	\$6,667.44	\$81,260.59
3130 - HOMESTEAD EXEMPTION	\$0.00	\$8.14
3131 - PROPERTY TAX CREDIT	\$4,166.93	\$4,166.93
3180 - PRO-RATE MOTOR VEHICLE	\$16.09	\$122.45
Sub Total	\$10,850.46	\$85,558.11

BALANCE #####

QCPUF 09

Opening Balance 2/1/18 \$ **(207.88)**

Expenditure		
Description	February	Total
5000 - DEBT SERVICES	\$0.00	#####
Sub Total	\$0.00	#####
Revenue		
Description	February	Total
1110 - LOCAL PROPERTY TAXES	\$4,251.76	\$47,623.43
3130 - HOMESTEAD EXEMPTION	\$0.00	\$4.74
3131 - PROPERTY TAX CREDIT	\$2,708.55	\$2,708.55
3180 - PRO-RATE MOTOR VEHICLE	\$9.39	\$66.46
Sub Total	\$6,969.70	\$50,403.18

BALANCE **\$6,761.82**

Board of Education Regular Meeting
Sunday, February 25, 2018 7:00 PM \par Sterling Public Schools
250 Main Street
Sterling, NE 68443

1. Call meeting to order and acknowledge Open Meetings Act. Meeting called to order at 7:02 p.m. by Vice President Mike Hestermann

2. Pledge of Allegiance

3. Roll Call

Lois Agena	Present
John Harms	Absent—Arrived @ 7:06 p.m.
Mike Hestermann	Present
Mark Parde	Absent
Rick Vollman	Present
Cheri Wirthele	Present

3.1. Excuse Absent Board Member

Move to excuse Mark Parde from the board meeting due to family reasons Passed with a motion by Lois Agena and a second by Rick Vollman.

Lois Agena:	Yea
John Harms:	Absent
Mike Hestermann:	Yea
Rick Vollman:	Yea
Cheri Wirthele:	Yea

Yea: 5, Nay: 0

4. Approval of agenda; Any changes to the agenda will need approval. No changes.

5. Public Comment – To an item on the agenda. No changes.

6. Action Items

6.1. Early Retirement Incentive Program Applications and Acceptance

Move to approve the Early Retirement Incentive Program Application and Agreement from Arlo Wusk, Sandy Weyers, Stan Karr, Diane Kate Agena, and Teresa Trauernicht Passed with a motion by Mike Hestermann and a second by Rick Vollman.

Lois Agena:	Yea
John Harms:	Yea
Mike Hestermann:	Yea
Rick Vollman:	Yea
Cheri Wirthele:	Yea

Yea: 5, Nay: 0

7. Meeting adjourned at 7:17 by President Harms

Sterling Public Schools

2/19/18 - 3/14/18

Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
241	First National Bank	8059655	27510	CORPORATE PAYMENT SYSTEMS
Vendor	Account Code	Description	PO Number	Issue Date
CORPORATE PAYMENT SYSTEMS	01-2310-410-0	hams		
CORPORATE PAYMENT SYSTEMS	01-2750-336-0	gas - Meridian		
CORPORATE PAYMENT SYSTEMS	01-2320-670-0	garage parking		
CORPORATE PAYMENT SYSTEMS	01-1190-410-0	chocolate milk		
CORPORATE PAYMENT SYSTEMS	01-2320-670-0	super travel meal		
CORPORATE PAYMENT SYSTEMS	01-1100-467-0	carbonite back up		
CORPORATE PAYMENT SYSTEMS	01-2510-381-0	postage		
CORPORATE PAYMENT SYSTEMS	01-1100-467-0	audible		
CORPORATE PAYMENT SYSTEMS	01-1100-381-0	postage - music return		
CORPORATE PAYMENT SYSTEMS	01-2310-410-0	board of ed meal		
CORPORATE PAYMENT SYSTEMS	01-1100-410-0	wall plates		
CORPORATE PAYMENT SYSTEMS	01-1100-410-0	batteries		
CORPORATE PAYMENT SYSTEMS	01-2610-410-0	paper towels		
CORPORATE PAYMENT SYSTEMS	01-1100-381-0	5 rolls stamps		
CORPORATE PAYMENT SYSTEMS	01-2410-670-0	admin travel		
CORPORATE PAYMENT SYSTEMS	01-2320-670-0	admin travel		
CORPORATE PAYMENT SYSTEMS	01-2320-670-0	admin travel		
CORPORATE PAYMENT SYSTEMS	01-2760-334-0	van wash		
CORPORATE PAYMENT SYSTEMS	01-2222-440-0	library newspaper		

CORPORATE PAYMENT SYSTEMS	01-2410-670-0	principal/tech travel		
CORPORATE PAYMENT SYSTEMS	08-2610-460-0	switches HDMI		
CORPORATE PAYMENT SYSTEMS	01-1190-410-0	reusable plastic ice cubes		
CORPORATE PAYMENT SYSTEMS	01-1100-450-1	HDMI cables, jack splitter		
CORPORATE PAYMENT SYSTEMS	01-1100-460-0	DVD CD Burner		
CORPORATE PAYMENT SYSTEMS	01-1100-460-0	wireless mouse		
CORPORATE PAYMENT SYSTEMS	01-1100-410-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-1100-460-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-1190-410-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-2222-440-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-2310-410-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-2320-670-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-2510-381-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-2610-410-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-2750-336-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-2410-670-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-2760-334-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-1100-450-1	Shipping		
CORPORATE PAYMENT SYSTEMS	01-1100-467-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-1100-381-0	Shipping		
CORPORATE PAYMENT SYSTEMS	08-2610-460-0	Shipping		
CORPORATE PAYMENT SYSTEMS	01-1190-460-1	projector		
CORPORATE PAYMENT SYSTEMS	01-2610-410-0	antennae mount		
CORPORATE PAYMENT SYSTEMS	01-1100-410-0	thermometer covers		

CORPORATE PAYMENT SYSTEMS	01-1190-410-0	pet counters		
CORPORATE PAYMENT SYSTEMS	01-2610-410-0	soap		
CORPORATE PAYMENT SYSTEMS	01-2510-410-0	grand opening		
CORPORATE PAYMENT SYSTEMS	01-2190-410-2	athletic tape		
CORPORATE PAYMENT SYSTEMS	01-2222-630-0	NE School Activities - Reading		
CORPORATE PAYMENT SYSTEMS	01-1100-460-0	cable infrastructure		
CORPORATE PAYMENT SYSTEMS	01-1100-410-0	band aids		
CORPORATE PAYMENT SYSTEMS	01-2610-410-0	lysol wipes and glass cleaner		
CORPORATE PAYMENT SYSTEMS	01-1100-381-0	postage		
CORPORATE PAYMENT SYSTEMS	01-2610-460-0	NVR/DVR, backup and school cameras		
CORPORATE PAYMENT SYSTEMS	01-2190-670-2	athletic director travel		
CORPORATE PAYMENT SYSTEMS	01-2120-410-0	magnets, strips		
CORPORATE PAYMENT SYSTEMS	01-2750-630-0	driving check		
CORPORATE PAYMENT SYSTEMS	01-1100-467-0	screencastify		
Sub Total				

Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
242	First National Bank	8059655	27511	Angela Bianchi

Vendor	Account Code	Description	PO Number	Issue Date
Angela Bianchi	01-2750-336-0	gas reimbursement while traveling	17-2146	03/02/2018

Sub Total				
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Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
242	First National Bank	8059655	27513	HTRS

Vendor	Account Code	Description	PO Number	Issue Date

HTRS	01-1100-630-2	Concert Band Fee	17-2148	03/02/2018
HTRS	01-1100-630-2	Middle School Choir Fee	17-2148	03/02/2018
HTRS	01-1100-630-2	5 small groups	17-2148	03/02/2018
HTRS	01-1100-630-2	7 solos	17-2148	03/02/2018
HTRS	01-1100-630-2	Fee for Conference Play	17-2150	03/02/2018
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
242	First National Bank	8059655	27512	Boxlight Services
Vendor	Account Code	Description	PO Number	Issue Date
Boxlight Services	01-1100-460-0	repair to mimio	17-2143	03/02/2018
Boxlight Services	01-1100-318-0	repair to mimio	17-2143	03/02/2018
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27520	JET STOP INC.
Vendor	Account Code	Description	PO Number	Issue Date
JET STOP INC.	01-2750-336-0	transportation gas		
JET STOP INC.	01-2760-336-0	sped transportation gas		
JET STOP INC.	01-2750-338-0	maintenance		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27521	KSB SCHOOL LAW
Vendor	Account Code	Description	PO Number	Issue Date
KSB SCHOOL LAW	01-2310-317-0	legal advice		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27519	GRAFTON

Vendor	Account Code	Description	PO Number	Issue Date
GRAFTON	01-2190-630-2	jr high skills registration	17-2142	02/26/2018
GRAFTON	01-2190-630-2	registration fee	17-2149	03/02/2018
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27525	NE SKILLS USA
Vendor	Account Code	Description	PO Number	Issue Date
NE SKILLS USA	05-2190-630-2	Skills dues waivers	17-2095	11/13/2017
NE SKILLS USA	05-2190-630-2	registration fee - Heartland Events Calendar		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27514	Dietze Music House
Vendor	Account Code	Description	PO Number	Issue Date
Dietze Music House	01-1100-310-2	Repair of Tuba so that we can use it	17-2138	02/26/2018
Dietze Music House	01-1100-318-0	repair to Yamaha piano		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27517	ESU #4
Vendor	Account Code	Description	PO Number	Issue Date
ESU #4	01-1190-318-0	lamination		
ESU #4	01-4404-318-0	preschool special education		
ESU #4	01-1200-318-1	Elementary special education		

ESU #4	01-1200-318-2	SCHOOL AGE BILLING		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27516	EGAN SUPPLY CO
Vendor	Account Code	Description	PO Number	Issue Date
EGAN SUPPLY CO	01-2610-410-0	foaming skin cleaner	17-2119	03/12/2018
EGAN SUPPLY CO	01-2610-410-0	Drain Maintainer	17-2119	03/12/2018
EGAN SUPPLY CO	01-2610-410-0	toilet bowl cleaner	17-2119	03/12/2018
EGAN SUPPLY CO	01-2610-410-0	Paper towels	17-2119	03/12/2018
EGAN SUPPLY CO	01-2610-410-0	Naturelle Maxi pads	17-2119	03/12/2018
EGAN SUPPLY CO	01-2610-410-0	Shipping	17-2119	03/12/2018
EGAN SUPPLY CO	01-2610-410-0	paper towels	17-2131	01/23/2018
EGAN SUPPLY CO	01-2610-410-0	linear 33X40	17-2131	01/23/2018
EGAN SUPPLY CO	01-2610-410-0	Shipping	17-2131	01/23/2018
EGAN SUPPLY CO	01-2610-410-0	easy pack neutral cleaner		
EGAN SUPPLY CO	01-2610-410-0	water pellets		
EGAN SUPPLY CO	01-2610-410-0	sanitouch towels		
EGAN SUPPLY CO	01-2610-410-0	fuel surcharge		
EGAN SUPPLY CO	01-2610-410-0	multi fold towels		
EGAN SUPPLY CO	01-2610-410-0	multifold mini dispenser		
EGAN SUPPLY CO	01-2610-410-0	Shipping		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27515	Eakes
Vendor	Account Code	Description	PO Number	Issue Date
Eakes	01-1100-410-1	Crayola Classic Washable Marker Set	17-2140	02/26/2018

Eakes	01-1100-410-1	Crayola Fine Tip Classic Markers	17-2140	02/26/2018
Eakes	01-2610-410-2	Towel, Hardwound 6/carton	17-2133	01/25/2018
Eakes	01-2610-410-2	Discount	17-2133	01/25/2018
Eakes	01-2410-410-0	chair		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27532	True Value Hardware
Vendor	Account Code	Description	PO Number	Issue Date
True Value Hardware	01-2610-410-0	hex rod caulker		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27518	Fairfield Inn & Suites
Vendor	Account Code	Description	PO Number	Issue Date
Fairfield Inn & Suites	01-2320-670-0	travel		
Fairfield Inn & Suites	01-2310-670-0	travel		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27533	VOICE NEWS
Vendor	Account Code	Description	PO Number	Issue Date
VOICE NEWS	01-2310-350-0	PRESCHOOL ENROLLMENT		
VOICE NEWS	01-2310-350-0	HS. Boys Basketball Coach		
VOICE NEWS	01-2310-350-0	HS. Boys Basketball Coach		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor

243	First National Bank	8059655	27534	ZAGER, ANNA
Vendor	Account Code	Description	PO Number	Issue Date
ZAGER, ANNA	01-2610-410-0	caulking		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27531	Tecumseh Chieftain
Vendor	Account Code	Description	PO Number	Issue Date
Tecumseh Chieftain	01-2310-350-0	option enrollment ad, minutes of 1/15 meeting		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27530	Supply Works
Vendor	Account Code	Description	PO Number	Issue Date
Supply Works	01-2610-410-0	vacuum bag for proteam super coach	17-2134	02/01/2018
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27529	Recycling Enterprises
Vendor	Account Code	Description	PO Number	Issue Date
Recycling Enterprises	01-2610-324-0	recycling services		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27528	PANKO
Vendor	Account Code	Description	PO Number	Issue Date

PANKO	01-2750-338-0	secondary fuel filter, fuel treatment, check engine light,		
Sub Total				

Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27527	Nebraska.Gov

Vendor	Account Code	Description	PO Number	Issue Date
Nebraska.Gov	01-2310-467-0	annual fee for running drivers license		

Sub Total				
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Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27523	NASB

Vendor	Account Code	Description	PO Number	Issue Date
NASB	01-2310-630-0	annual membership dues for NASB 18-19 Fiscal Year		

Sub Total				
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Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27524	NE CNTR EDUC BLIND

Vendor	Account Code	Description	PO Number	Issue Date
NE CNTR EDUC BLIND	01-1200-318-1	vision observation		
NE CNTR EDUC BLIND	01-1200-318-1	vision observation		
NE CNTR EDUC BLIND	01-1200-318-2	vision observation		

Sub Total				
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Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
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243	First National Bank	8059655	27526	Nebraska Council School Admin
Vendor	Account Code	Description	PO Number	Issue Date
Nebraska Council School Admin	01-1100-670-2	Unicameral Trip Lunch		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
243	First National Bank	8059655	27522	Lincoln Southwest High School
Vendor	Account Code	Description	PO Number	Issue Date
Lincoln Southwest High School	01-2190-630-2	District Entry Fee for Speech Meet Made Payable to LSW (Lincoln Southwest High School)	17-2154	03/12/2018
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27547	Menards
Vendor	Account Code	Description	PO Number	Issue Date
Menards	01-2610-410-0	Flute masonry, glass& tile drill bit		
Menards	02-2610-410-0	blinds for preschool		
Menards	01-2610-410-0	plunger sets		
Menards	01-2610-410-0	custodial supplies		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27548	MISSOULA CHILDREN'S THEATRE
Vendor	Account Code	Description	PO Number	Issue Date

MISSOULA CHILDREN'S THEATRE	01-3135-318-0	Snow White production		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27546	Matheson Trigas DBA Linweld
Vendor	Account Code	Description	PO Number	Issue Date
Matheson Trigas DBA Linweld	01-1100-410-2	Industrial arts supplies		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27545	KBIE FM 103.1
Vendor	Account Code	Description	PO Number	Issue Date
KBIE FM 103.1	01-2190-350-2	Quiz Bowl radio ads, 30 spots		
KBIE FM 103.1	01-2190-350-2	Quiz Bowl radio ads, 30 spots		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27543	Inland Truck Parts & Service
Vendor	Account Code	Description	PO Number	Issue Date
Inland Truck Parts & Service	01-2750-338-0	2011/school bus/changed transmission oil and fileter.		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27542	HILAND DAIRY
Vendor	Account Code	Description	PO Number	Issue Date
HILAND DAIRY	06-3100-470-0	milk		

HILAND DAIRY	06-3100-470-0	milk		
HILAND DAIRY	06-3100-470-0	milk		
HILAND DAIRY	06-3100-470-0	milk		
HILAND DAIRY	06-3100-470-0	milk		
HILAND DAIRY	06-3100-470-0	milk		
HILAND DAIRY	06-3100-470-0	milk		
HILAND DAIRY	06-3100-470-0	milk		
HILAND DAIRY	06-3100-470-0	milk		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27551	PEPSI-COLA
Vendor	Account Code	Description	PO Number	Issue Date
PEPSI-COLA	06-2500-470-0	gatorade/juice		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27556	SYSCO OF LINCOLN
Vendor	Account Code	Description	PO Number	Issue Date
SYSCO OF LINCOLN	06-2500-470-0	food		
SYSCO OF LINCOLN	06-2500-410-0	supplies		
SYSCO OF LINCOLN	06-2500-470-0	food		
SYSCO OF LINCOLN	06-2500-470-0	food		
SYSCO OF LINCOLN	06-2500-410-0	supplies		
SYSCO OF LINCOLN	06-2500-470-0	food		
SYSCO OF LINCOLN	06-2500-470-0	food		
SYSCO OF LINCOLN	06-2500-470-0	food		
SYSCO OF LINCOLN	06-2500-470-0	food		
SYSCO OF LINCOLN	06-2500-470-0	food		
SYSCO OF LINCOLN	06-2500-470-0	food		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27536	Cash-wa Distribution
Vendor	Account Code	Description	PO Number	Issue Date
Cash-wa Distribution	06-2500-470-0	food		
Sub Total				

Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27541	FOOD DISTRIBUTION PROGRAM
Vendor	Account Code	Description	PO Number	Issue Date
FOOD DISTRIBUTION PROGRAM	06-3100-470-0	food		
Southern Public School	06-3100-470-0	food		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27552	PRTS, LLC
Vendor	Account Code	Description	PO Number	Issue Date
PRTS, LLC	01-4404-318-0	OT Preschool		
PRTS, LLC	01-1200-318-1	OT elementary		
PRTS, LLC	01-1200-318-2	OT high school		
PRTS, LLC	01-1200-670-1	travel		
PRTS, LLC	01-1200-670-2	travel		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27555	Seeba
Vendor	Account Code	Description	PO Number	Issue Date
Seeba	01-2610-318-0	washing machine work		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27550	Nebraska Public Power Distric
Vendor	Account Code	Description	PO Number	Issue Date
Nebraska Public Power Distric	01-2610-322-0			
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor

245	First National Bank	8059655	27563	Waymire Well Drilling, Inc.
Vendor	Account Code	Description	PO Number	Issue Date
Waymire Well Drilling, Inc.	01-2610-318-0	washing machine parts		
Waymire Well Drilling, Inc.	01-2610-318-0	opened boys lavatory drain		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27560	VOICE NEWS
Vendor	Account Code	Description	PO Number	Issue Date
VOICE NEWS	01-2310-350-0	minutes January 15 regluar meeting		
VOICE NEWS	01-2310-350-0	minutes Feb 19 regluar meeting		
VOICE NEWS	01-2310-350-0	option enrollment 1/25		
VOICE NEWS	01-2310-350-0	option enrollment 2/1		
VOICE NEWS	01-2310-350-0	TeamMates Sponsor Ad Feb 8th		
VOICE NEWS	01-2310-350-0	option enrollment 2/8		
VOICE NEWS	01-2310-350-0	option enrollment 2/15		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27538	DAS State Accounting - Central Finance
Vendor	Account Code	Description	PO Number	Issue Date
DAS State Accounting - Central Finance	01-1100-382-0	Feb 2018		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor

245	First National Bank	8059655	27544	Johnson County Hospital
Vendor	Account Code	Description	PO Number	Issue Date
Johnson County Hospital	01-2750-339-0	Cheri Wirthele bus		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27537	CenterPoint Energy Services Retail, LLC
Vendor	Account Code	Description	PO Number	Issue Date
CenterPoint Energy Services Retail, LLC	01-2610-321-0	center point		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27562	Water Engineering Inc.
Vendor	Account Code	Description	PO Number	Issue Date
Water Engineering Inc.	01-2610-318-0	water management service		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27539	ESU #4
Vendor	Account Code	Description	PO Number	Issue Date
ESU #4	01-2320-310-0	Registration for MTSS 101 w/ Dawn Miller, DH/JK/TM		
ESU #4	01-1200-310-0	Registration for MTSS 101 w/ Dawn Miller, DH/JK/TM		

ESU #4	01-1100-310-1	Registration for MTSS 101 w/ Dawn Miller, DH/JK/TM		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27565	Wusk Power Equipment & Repair
Vendor	Account Code	Description	PO Number	Issue Date
Wusk Power Equipment & Repair	01-2750-338-0	oil filter, change, water fluid, anti freeze		
Wusk Power Equipment & Repair	01-2760-338-0	oil filter, change, water fluid, anti freeze		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27558	UNITE PRIVATE NETWORKS, LLC
Vendor	Account Code	Description	PO Number	Issue Date
UNITE PRIVATE NETWORKS, LLC	01-2230-390-0	internet connection provider		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27564	WINDSTREAM COMMUNICATIONS, INC
Vendor	Account Code	Description	PO Number	Issue Date
WINDSTREAM COMMUNICATIONS, INC	01-2610-382-0	phone service		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor

245	First National Bank	8059655	27540	ESU #6
Vendor	Account Code	Description	PO Number	Issue Date
ESU #6	01-1100-467-0	server back up		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27549	NASB
Vendor	Account Code	Description	PO Number	Issue Date
NASB	01-2310-310-0	Education Forum Conf- J Harms		
NASB	01-2310-310-0	Education Forum - D. Heusman/C. Wirthele		
NASB	01-2320-310-0	Education Forum - D. Heusman/C. Wirthele		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27561	WASTE CONNECTIONS OF NEBRASKA
Vendor	Account Code	Description	PO Number	Issue Date
WASTE CONNECTIONS OF NEBRASKA	01-2610-318-0	garbage		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27559	Village Of Sterling
Vendor	Account Code	Description	PO Number	Issue Date
Village Of Sterling	01-2750-323-0	WATER SEWER		
Sub Total				

Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27535	CAPITAL BUSINESS SYSTEMS, INC
Vendor	Account Code	Description	PO Number	Issue Date
CAPITAL BUSINESS SYSTEMS, INC	01-1100-410-1	copier lease/copies		
CAPITAL BUSINESS SYSTEMS, INC	01-1100-410-2	copier lease/copies		
CAPITAL BUSINESS SYSTEMS, INC	01-1200-410-0	copier lease/copies		
CAPITAL BUSINESS SYSTEMS, INC	01-2510-410-0	copier lease/copies		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27557	TYCO SIMPLEX GRINNELL
Vendor	Account Code	Description	PO Number	Issue Date
TYCO SIMPLEX GRINNELL	01-2610-480-0	Master clock system contract April 18- March 2019		
Sub Total				
Voucher Number	Bank Name	Account Number	Warrant Number	Payment Vendor
245	First National Bank	8059655	27554	School Specialty
Vendor	Account Code	Description	PO Number	Issue Date
School Specialty	01-1190-480-0	6 bulletin boards for preschool rooms		
Sub Total				
Grand Total				

Amount
\$5,412.57

Invoice	Amount
2.7.18	\$745.21
2.7.18	\$86.07
2.7.18	\$5.00
2.7.18	\$9.69
2.7.18	\$12.59
2.7.18	\$59.99
2.7.18	\$34.00
2.7.18	\$15.92
2.7.18	\$27.02
2.7.18	\$40.06
2.7.18	\$78.92
2.7.18	\$38.56
2.7.18	\$26.52
2.7.18	\$245.00
2.7.18	\$13.52
2.7.18	\$13.52
2.7.18	\$12.59
2.7.18	\$12.00
2.7.18	\$35.00

2.7.18	\$50.12
2.7.18	\$51.92
2.7.18	\$11.95
2.7.18	\$67.61
2.7.18	\$119.95
2.7.18	\$99.75
2.7.18	\$0.64
2.7.18	\$1.20
2.7.18	\$0.12
2.7.18	\$0.19
2.7.18	\$4.29
2.7.18	\$0.24
2.7.18	\$0.18
2.7.18	\$0.15
2.7.18	\$0.47
2.7.18	\$0.34
2.7.18	\$0.07
2.7.18	\$0.37
2.7.18	\$0.41
2.7.18	\$1.49
2.7.18	\$0.28
2.7.18	\$1,075.77
2.7.18	\$65.95
2.7.18	\$12.60

2.7.18	\$18.89
2.7.18	\$45.92
2.7.18	\$13.99
2.7.18	\$71.50
2.7.18	\$25.00
2.7.18	\$122.51
2.7.18	\$19.96
2.7.18	\$68.29
2.7.18	\$123.15
2.7.18	\$1,773.00
2.7.18	\$14.34
2.7.18	\$11.78
2.7.18	\$3.00
2.7.18	\$24.00
	\$5,412.57

Amount	
\$27.12	

Invoice	Amount
17-2146	\$27.12
	\$27.12

Amount	
\$243.00	

Invoice	Amount
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17-2148	\$50.00
17-2148	\$50.00
17-2148	\$45.00
17-2148	\$63.00
17-2150	\$35.00
	\$243.00

Amount
\$171.27

Invoice	Amount
337417	\$90.00
337417	\$81.27
	\$171.27

Amount
\$1,979.80

Invoice	Amount
3556	\$1,635.43
3556	\$301.10
3556	\$43.27
	\$1,979.80

Amount
\$847.00

Invoice	Amount
4309	\$847.00
	\$847.00

Amount
\$70.00

Invoice	Amount
2.12.18	\$20.00
S41479	\$50.00
	\$70.00

Amount	
\$184.00	

Invoice	Amount
17-2095	\$24.00
41479	\$160.00
	\$184.00

Amount	
\$264.75	

Invoice	Amount
1.15.18	\$60.00
027313	\$204.75
	\$264.75

Amount	
\$22,120.03	

Invoice	Amount
8639	\$31.10
2.15.18	\$2,037.12
2.15.18	\$10,094.40

2.15.18	\$9,957.41
	\$22,120.03
Amount	
\$1,811.41	
Invoice	Amount
276080	\$253.45
276080A	
276080	\$151.20
276080A	
276080	\$52.56
276080A	
276080	\$164.85
276080A	
276080	\$62.69
276080A	
276080	\$11.50
276080A	
277126	\$23.67
277126	\$297.68
277126	\$4.00
275720	\$73.03
275720	\$306.80
275720	\$134.64
275720	\$4.00
276410	\$47.34
276410	\$220.00
276410	\$4.00
	\$1,811.41
Amount	
\$408.82	
Invoice	Amount
7458798	\$8.46

7458798	\$10.77
7433376	\$209.76
7433376	(\$209.76)
7380539	\$389.59
	\$408.82

Amount	
\$15.99	

Invoice	Amount
2.7.18	\$15.99
	\$15.99

Amount	
\$211.90	

Invoice	Amount
2.21.18	\$105.95
2.21.18	\$105.95
	\$211.90

Amount	
\$126.00	

Invoice	Amount
180220	\$50.00
178644	\$38.00
178645	\$38.00
	\$126.00

Amount	
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\$26.12

Invoice	Amount
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2.1.18	\$26.12
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	\$26.12
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Amount

\$266.04

Invoice	Amount
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78	\$266.04
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	\$266.04
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Amount

\$21.57

Invoice	Amount
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428872451	\$21.57
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	\$21.57
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Amount

\$60.00

Invoice	Amount
----------------	---------------

18A1406	\$60.00
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	\$60.00
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Amount

\$305.96

Invoice	Amount
----------------	---------------

11020	\$305.96
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	\$305.96
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Amount	
\$50.00	

Invoice	Amount
----------------	---------------

3342222	\$50.00
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	\$50.00
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Amount	
\$3,214.00	

Invoice	Amount
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18-19 Fiscal Year	\$3,214.00
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	\$3,214.00
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Amount	
\$165.00	

Invoice	Amount
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243 2	\$55.00
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215	\$82.50
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215	\$27.50
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	\$165.00
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Amount	
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\$220.48	
Invoice	Amount
53445	\$220.48
	\$220.48
Amount	
\$210.00	
Invoice	Amount
17-2154	\$210.00
	\$210.00
Amount	
\$151.70	
Invoice	Amount
68734	\$13.98
67953	\$107.73
70149	\$24.00
70149	\$5.99
	\$151.70
Amount	
\$3,075.00	
Invoice	Amount

0014343	\$3,075.00
	\$3,075.00
Amount	
\$152.03	
Invoice	Amount
17182583	\$152.03
	\$152.03
Amount	
\$598.00	
Invoice	Amount
18010299	\$299.00
18020332	\$299.00
	\$598.00
Amount	
\$1,242.56	
Invoice	Amount
033288	\$1,242.56
	\$1,242.56
Amount	
\$804.31	
Invoice	Amount
950912	\$55.46

950951	\$84.01
950857	\$83.40
950813	\$92.98
950677	\$111.74
950637	\$83.81
950765	\$84.00
980311	\$115.72
950725	\$93.19
	\$804.31

Amount	
\$62.75	

Invoice	Amount
3352887	\$62.75
	\$62.75

Amount	
\$2,060.59	

Invoice	Amount
161721657	\$992.83
161721657	\$37.45
161732863	\$559.77
161744378	\$84.64
161744378	\$37.96
161520019	\$3.28
161577491	\$7.53
161588538	\$153.15
161588541	\$18.48
161685259	\$123.55
161690516	\$41.95
	\$2,060.59

Amount	
\$461.72	

Invoice	Amount
11399443	\$461.72
	\$461.72

Amount	
\$1,988.29	

Invoice	Amount
23229	\$1,176.40
23670	\$811.89
	\$1,988.29

Amount	
\$2,755.93	

Invoice	Amount
7723	\$96.00
7723	\$944.00
7723	\$978.99
7723	\$368.47
7723	\$368.47
	\$2,755.93

Amount	
\$50.00	

Invoice	Amount
20796	\$50.00
	\$50.00

Amount	
\$4,501.16	

Invoice	Amount
2.15.18	\$4,501.16
	\$4,501.16

Amount	
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\$74.62

Invoice	Amount
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18R114	\$50.00
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18R90	\$24.62
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	\$74.62
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Amount

\$758.45

Invoice	Amount
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186802	\$98.89
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188009	\$116.56
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185926	\$127.00
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185927	\$127.00
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186683	\$35.00
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185928	\$127.00
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185929	\$127.00
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	\$758.45
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Amount

\$234.93

Invoice	Amount
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1104635	\$234.93
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	\$234.93
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Amount

\$152.00

Invoice	Amount
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2245C15810	\$152.00
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	\$152.00
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Amount

\$3,749.00

Invoice	Amount
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3066493	\$3,749.00
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	\$3,749.00
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Amount

\$135.00

Invoice	Amount
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32984	\$135.00
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	\$135.00
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Amount

\$60.00

Invoice	Amount
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8650	\$20.00
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8650	\$20.00
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8650	\$20.00
	\$60.00

Amount
\$143.24

Invoice	Amount
95544, 95540,95606	\$55.14
95544, 95540,95606	\$88.10
	\$143.24

Amount
\$727.26

Invoice	Amount
18-002313	\$727.26
	\$727.26

Amount
\$400.95

Invoice	Amount
3.1.18	\$400.95
	\$400.95

Amount

\$55.99	
Invoice	Amount
10313	\$55.99
	\$55.99
Amount	
\$615.00	
Invoice	Amount
44024	\$205.00
43979	\$205.00
43979	\$205.00
	\$615.00
Amount	
\$400.00	
Invoice	Amount
1629760	\$400.00
	\$400.00
Amount	
\$172.00	
Invoice	Amount
4673	\$172.00
	\$172.00

Amount	
\$1,068.52	
Invoice	Amount
22190903	\$267.13
22190903	\$277.65
22190903	\$267.13
22190903	\$256.61
	\$1,068.52
Amount	
\$2,589.00	
Invoice	Amount
20086330	\$2,589.00
	\$2,589.00
Amount	
\$575.76	
Invoice	Amount
208119934255	\$575.76
	\$575.76
Accounts Payable	\$68,248.59
Estimated Payroll	#####
Total to be Approved	<u>\$284,075.36</u>

Sterling Public Schools

2/17/2018 - 3/14/2018

Warrant Date	Warrant	Vendor	Amount
02/21/2018	27510	CORPORATE	\$5,412.57
03/02/2018	27511	Angela Bianchi	\$27.12
03/02/2018	27512	Boxlight Services	\$171.27
03/02/2018	27513	HTRS	\$243.00
03/12/2018	27514	Dietze Music House	\$264.75
03/12/2018	27515	Eakes	\$408.82
03/12/2018	27516	EGAN SUPPLY CO	\$1,811.41
03/12/2018	27517	ESU #4	\$22,120.03
03/12/2018	27518	Fairfield Inn & Suites	\$211.90
03/12/2018	27519	GRAFTON	\$70.00
03/12/2018	27520	JET STOP INC.	\$1,979.80
03/12/2018	27521	KSB SCHOOL LAW	\$847.00
03/12/2018	27522	Lincoln Southwest High	\$210.00
03/12/2018	27523	NASB	\$3,214.00
03/12/2018	27524	NE CNTR EDUC BLIND	\$165.00
03/12/2018	27525	NE SKILLS USA	\$184.00
03/12/2018	27526	Nebraska Council	\$220.48
03/12/2018	27527	Nebraska.Gov	\$50.00
03/12/2018	27528	PANKO	\$305.96
03/12/2018	27529	Recycling Enterprises	\$60.00
03/12/2018	27530	Supply Works	\$21.57
03/12/2018	27531	Tecumseh Chieftain	\$266.04
03/12/2018	27532	True Value Hardware	\$15.99
03/12/2018	27533	VOICE NEWS	\$126.00
03/12/2018	27534	ZAGER, ANNA	\$26.12
03/14/2018	27535	CAPITAL BUSINESS	\$1,068.52
03/14/2018	27536	Cash-wa Distribution	\$461.72
03/14/2018	27537	CenterPoint Energy	\$3,749.00
03/14/2018	27538	DAS State Accounting -	\$234.93
03/14/2018	27539	ESU #4	\$60.00
03/14/2018	27540	ESU #6	\$55.99
03/14/2018	27541	FOOD DISTRIBUTION	\$1,176.40
03/14/2018	27541	Southern Public School	\$811.89
03/14/2018	27542	HILAND DAIRY	\$804.31
03/14/2018	27543	Inland Truck Parts &	\$1,242.56
03/14/2018	27544	Johnson County	\$152.00
03/14/2018	27545	KBIE FM 103.1	\$598.00
03/14/2018	27546	Matheson Triqas DBA	\$152.03
03/14/2018	27547	Menards	\$151.70
03/14/2018	27548	MISSOULA	\$3,075.00
03/14/2018	27549	NASB	\$615.00
03/14/2018	27550	Nebraska Public Power	\$4,501.16
03/14/2018	27551	PEPSI-COLA	\$62.75
03/14/2018	27552	PRTS, LLC	\$2,755.93
03/14/2018	27554	School Specialty	\$575.76
03/14/2018	27555	Seeba	\$50.00

03/14/2018	27556	SYSCO OF LINCOLN	\$2,060.59
03/14/2018	27557	TYCO SIMPLEX	\$2,589.00
03/14/2018	27558	UNITE PRIVATE	\$727.26
03/14/2018	27559	Village Of Sterling	\$172.00
03/14/2018	27560	VOICE NEWS	\$758.45
03/14/2018	27561	WASTE	\$400.00
03/14/2018	27562	Water Engineering Inc.	\$135.00
03/14/2018	27563	Waymire Well Drilling,	\$74.62
03/14/2018	27564	WINDSTREAM	\$400.95
03/14/2018	27565	Wusk Power Equipment	\$143.24
Sub Total		Total Accounts Payable	\$68,248.59
		Estimated Salary	\$215,826.77
		Total to be Approved	<u>\$284,075.36</u>

Board of Education Regular Meeting
Monday, February 19, 2018 7:30 PM
Sterling Public Schools
250 Main Street
Sterling, NE 68443

1. President Harms called the meeting to order and acknowledged the Open Meetings Act

2. Pledge of Allegiance

3. Roll Call

Lois Agena: Present
John Harms: Present
Mike Hestermann: Present
Mark Parde: Present
Rick Vollman: Present
Cheri Wirthele: Present

4. Approval of agenda; No changes to the agenda.

5. Consent Agenda

Approve the consent agenda as presented without Voucher 238 NRCSA bill. Passed with a motion by Mike Hestermann and a second by Mark Parde.

Lois Agena: Yea
John Harms: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Cheri Wirthele: Yea
Yea: 6, Nay: 0

Move to approve Voucher 238 NRCSA bill passed with a motion by Mike Hestermann and a second by Lois Agena.

John Harms: Abstain (With Conflict)
Cheri Wirthele: Abstain (With Conflict)
Lois Agena: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Yea: 4, Nay: 0, Abstain (With Conflict): 2

6. Public Comment – To an item on the agenda. No public comment.

7. No Teacher Report

8. No Board Committee Reports

9. Administration Reports were presented

10. Action Items

10.1. Commendations

Approve Commendations as Presented Passed with a motion by Cheri Wirthele and a second by Lois Agena.

Lois Agena: Yea
John Harms: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Cheri Wirthele: Yea
Yea: 6, Nay: 0

10.2. Industrial Technology Teacher Hiring

Move to approve the hiring of Brian Helmberger as the Industrial Technology Teacher for the 2018-2019 school year Passed with a motion by Mike Hestermann and a second by Rick Vollman.

Lois Agena: Yea
John Harms: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Cheri Wirthele: Yea
Yea: 6, Nay: 0

10.3. Discussion and adoption of the 2018-2019 School Calendar

Move to approve the 2018-2019 School Calendar as presented Passed with a motion by Cheri Wirthele and a second by Lois Agena.

Lois Agena: Yea
John Harms: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Cheri Wirthele: Yea
Yea: 6, Nay: 0

10.4. Discussion and approval of the Negotiated Agreement with the SEA for the 2018-2019 school year

Move to approve the Negotiated Agreement with the Sterling Education Association as presented Passed with a motion by Mark Parde and a second by Cheri Wirthele.

Lois Agena: Yea
John Harms: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Cheri Wirthele: Yea
Yea: 6, Nay: 0

10.5. NASB Membership

Move to approve Sterling Public Schools to be a member of the Nebraska Association of School Boards for the 2018-2019 school year Passed with a motion by Lois Agena and a second by Rick Vollman.

Lois Agena: Yea
John Harms: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Cheri Wirthele: Yea
Yea: 6, Nay: 0

10.6. Teacher Resignation

Move to approve the resignation of Leslie Wagnitz, 4th grade teacher effective at the end of the 2017-2018 school year Passed with a motion by Mark Parde and a second by Lois Agena.

Lois Agena: Yea
John Harms: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Cheri Wirthele: Yea
Yea: 6, Nay: 0

10.7. Principal Contract for the 2018-2019 School Year

Move to extend Mr. Scott Harrington's contract for the 2018-2019 school year with a salary of \$81,120 Passed with a motion by John Harms and a second by Mike Hestermann.

Lois Agena: Yea
John Harms: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Cheri Wirthele: Yea
Yea: 6, Nay: 0

10.8. Early Retirement Incentive Program

Move to approve the early retirement incentive policy, application, and agreement, and authorize Superintendent Heusman to implement the policy, notify staff, receive applications, and take any other action necessary to implement the board's objectives with the early retirement incentive program Passed with a motion by Mike Hestermann and a second by Cheri Wirthele.

Lois Agena: Yea
John Harms: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Cheri Wirthele: Yea
Yea: 6, Nay: 0

10.9. Recognize the Sterling Education Association as the exclusive bargaining agent for the 2019-2020 contract year for the teaching staff.

Move to approve the Sterling Education Association as the exclusive bargaining agent for the 2019-2020 school year Passed with a motion by Cheri Wirthele and a second by Rick Vollman.

Lois Agena: Yea

John Harms: Yea
Mike Hestermann: Yea
Mark Parde: Yea
Rick Vollman: Yea
Cheri Wirthele: Yea
Yea: 6, Nay: 0

11. Non-Action Items / Discussion Items:

11.1. Mailings: Newsletter and Douglas Survey

11.2. April Board Meeting Date Changed to April 10th

11.3. Preschool Update

11.4. Upcoming Board of Education Activities/Opportunities & School Calendar Information

- Tuesday, February 20 8:00-1:30 NRCSA Legislative Issues Conference @ the Cornhusker in Lincoln. John, Cheri & Dottie will be attending
- Wednesday, February 21 2:00-5:00 and Thursday, February 22 from 8:00-3:00 2018 Education Forum in Kearney. John, Cheri & Dottie will be attending.
- Wednesday, February 28 6:30-9:00 Courtyard Marriot in Lincoln, NASB Budget & Finance Workshop. This was rescheduled from an earlier snow day.
- Friday, March 9--No School. Spring Break. 3rd Quarter ends on the 8th.
- Friday, March 16--Kindergarten Roundup
- Sunday, March 18--Sr. Citizen 35th Anniversary. Program @ 3:00 meal @ 5:00. RSVP by March 1.
- Monday, March 19--Board Meeting

12. Adjourned @ 9:12 p.m.

CURRICULUM REPORT

Addie Heusman

March 19, 2018

- On Wednesday, February 28, our 9th and 10th graders attended a career fair at JCC High School along with students from JCC, Johnson Brock, and HTRS. There were around 40 businesses represented including careers in health sciences, education, construction, business, and military. There were also a few colleges in attendance as well. Students were required to fill in a worksheet answering questions with responses discovered by talking to the representatives at different booths. Drawings were held from those who turned in their completed worksheets. We had 4 students win prizes. It was great to see so many local businesses in one place offering so many different career options for our students to consider. This was a great opportunity for our kids.
- Les Monroe from Education Quest came on Wednesday, March 14 to talk about college planning with our Juniors. They used the "Reality Check" feature to help figure out how much salary they would need to live the life they want and then it listed careers that would help them reach their financial goal. He walked through a college options feature where students can select different criteria they might want in a college and then see what colleges fit their choices. He also talked about what to ask and look for in college visits.
- The state mandated ACT for Juniors will take place on Tuesday, April 3. We are planning on utilizing the Lutheran Church basement for testing because of the need for a large space with minimal disruptions. The students will be taking the writing portion in addition to the standard four sections (math, science, English, and reading) that are included in the ACT that is typically given on a Saturday morning. Like last year, we plan to make this a special day for Juniors by feeding them breakfast before and lunch after their test.

TRANSPORTATION/MAINTENANCE REPORT

Brent Heusman

March 19, 2018

We have started our 3rd quarter 80 day vehicle inspections. I will give you a report at our April meeting on any repairs that were needed to our school vehicles.

After some unforeseen delays, our discus cage arrived last Wednesday. Joe and I will find a time to get the holes dug to cement the poles in so we can start using it for practice.

I have heard back from one company about putting sod around our preschool building. My guess is, these places shut down during the winter months. I have two other contacts that I will continue to try and get in touch with and will have some information for you at our April meeting.

Kudu Lawn Care is planning on aerating our football field and front lawn like they have in the past. I am planning on putting stage one fertilizer on these areas before the end of the month.

Track season is underway and at this time we have 33 athletes out for HS track. (18 boys and 15 girls) Our 1st meet is the Pioneer Indoor held at Doane on Thursday, March 22nd.

Scott Harrington **February 19, 2018**

- English Curriculum Work
 - On Monday, March 12th Jen Madison from the ESU was here to work with administration and Mrs. Steele and Mrs. Rumsey on our secondary English curriculum.
 - We worked on aligning our curriculum to the new standards to help drive our instruction in the areas of reading and writing, 7th-12th grade.
 - The teachers also began to develop curriculum maps to guide their instruction throughout the year.
 - [8th Grade Curriculum Map - Draft](#)
 - We have another day schedule in April to continue this work.

- Junior Government Field Trip
 - Mr. Wusk and I took the juniors to the Capitol Building on February 28th for a government field trip.
 - The juniors toured the Capitol, listened in on a bill debate, met with Judge Bishop of the Court of Appeals, and met with the leaders of NCSA (Nebraska Council of School Administrators) about the role of lobbyists.
 - [Field Trip Itinerary](#)
 - [Junior Discussion PPT Notes](#)
 - I also took time during the field trip to just talk with the Juniors about our school from their perspective.
 - I feel like they answered those questions honestly and I really appreciated their insights into how effective our school is and provided some things that we can work on.

- March Early Out Professional Development
 - [PD Schedule](#)
 - We opened with a discussion about specifics surrounding the Pioneer Conference Quiz Bowl we are hosting.
 - I led the staff in a discussion on the importance of previewing content, using graphic organizers, and demoed a new technology piece called Nearpod.
 - After that teachers were provided with support while integrating more technology into their curriculum.

- K-3 Field Trip
 - The students took a trip on Thursday, March 8th to the Lincoln Children's Museum and to the Shrine Circus.

- MCT - Missoula Children's Theater
 - They will be here the week of March 19-23.

- The show this year is Snow White & the Seven Dwarfs
- Kindergarten Roundup
 - This event was held Friday, March 16th at 9:00 AM
 - Currently we have 16 kids signed up for Kindergarten next year.
 - We gave a short presentation to the parents about what to expect, the children received a health check from the ESU #4 staff, and children spent time in the classroom doing individual, small group, and large group activities with Mrs. Sedivy, staff from ESU #4, and our preschool staff.

SUPERINTENDENT REPORT

Dottie Heusman
February 19, 2018

Mr. Harrington and I have spent countless hours reviewing applications for the positions that we have open. As of today we had the following numbers of applications for each of our openings:

- Elementary Applications 37
- Social Science 14
- Science 4
- Special Education 6

We are confident that we have found quality people who will compliment the current staff we have. We will be working on establishing a mentoring program for these new staff members. More information will be provided to the board this summer in regards to this.

Mr. Harrington, Mr. Heusman and I have been working on assigning extra duty positions for the upcoming school year. This will be shared for board approval at the meeting. Our goal has been to assign the people in the best possible position using their strengths, knowledge, and talents.

Teacher contracts were issued to the returning certified staff members on Monday, March 5, 2018. They are due back by Tuesday, March 20. I did work with the KSB Law Firm to update these contracts per their recommendations. **On February 28, I sent the following information to Sara Hier, current President of SEA in regards to the contract. This email outlines the changes per KSB's recommendations:**

Sara, I am attaching a copy of the teacher contracts that I will be sending out later this week or early next week. Some changes you will see from last year:

- In the past the contracts were not issued until April, however, this is late for finding suitable replacements if a teacher is not returning. Per state statute contracts can be executed by March 1st and they would then be returned by March 15th. The law states that they can't be due back before March 15, they can't be issued prior to March 1st, and teachers have to have them for 15 days. I will be issuing contracts to teachers earlier than April this year. You can let the teachers know that they will be receiving information from me by the end of this week or early next week.
- I have taken out 178.5 student days. This is because if there are snow days and those days are not made up with kids, the contract is not being met. The 185 days for teachers will stay as is.
- The salary information will not be included. Instead it will state the Step and Column number and will refer them to the negotiated agreement. If teachers have additional hours and the columns change, there is language in the negotiated agreement in regards to deadlines for how that is handled.
- Extra duty information will not be included in the teacher contracts. These agreements will be separate.
- I did make the contract a bigger font so teachers will receive a contract that is one page, front and back. This was for my eyes!

- The yellow spots are the areas that will be filled in for each employee, the green indicates the changes.

Please review the contract and let me know ASAP if you have any questions. When I am ready to send these out, I will send information to the staff about the time frame and how they will be handed out. They will NOT be placed in teacher mailboxes, instead they will be hand delivered to assure each teacher receives their contract.

THEN: Here is the email I sent to teachers in regards to their contracts:

March 2, 2018

To All Certificated Staff Members,

On Monday, March 5, 2018, Mr. Harrington will be hand delivering each teacher his or her teaching contract for the upcoming school year. He will ask you to sign a sheet indicating you have received this. This contract will indicate that you have a teaching position for the upcoming school year as well as what Step and Column we anticipate you being at next year. In the past your extra duty salaries and assignments were listed on your contract. Those will not be included on this year's contracts. Agreements will be handed out at a later date for extra duty assignments and actual teaching assignments do not have to be included on your contract.

At the beginning of the school year, you will receive a summary document indicating where you are on the salary schedule, your extra duty assignments, and the compensation associated with those positions. As a reminder, you should read the negotiated agreement for the 2018-2019 school year that was approved by the SEA and the Board of Education on February 19, 2018. This agreement gives specific information about graduate hour approval and timing for transcripts to be submitted to me in order to advance on the columns.

Per state statute, failure to return a signed contract within 15 days of receiving the form constitutes a resignation. This means that your contract needs to be signed and returned by March 20, 2018.

The contract should be given directly to me. If I am not available you may give them to Mr. Harrington. Please do not place the contract in my mailbox. If you hand it in directly it ensures there is no chance the document will be misplaced, nor any question about whether or not it was turned in.

We have moved up the date for submitting returned contracts this year. Waiting until April is problematic in regards to finding suitable replacements if an employee should choose not to return. Per State Statute contracts can be handed out anytime after March 1st each year.

Thank you for your attention to this matter. Please let me know if you have any questions. Dottie

Mr. Harrington and I will be representing the school at the 35th Anniversary Celebration of the Sterling Senior Center on Sunday, March 18. Doris Behrens, the Director of the Center, has asked me to say a few words about the Center and the connection with the School. We look forward to this opportunity.

I have been asked to serve on the Palmyra-Bennet AdvancED School Improvement Committee. That event starts Sunday, March 25 and concludes on Tuesday, March 27. I've also been asked to serve on the ESU #4 interview team to hire a new Professional Development staff member. I'm very excited for this opportunity.

As you can see, it's been a busy March!



Sterling Superintendent Evaluation
Leadership Standards – Narrative
As Adopted from the NASB Template
January 2018

The performance evaluation is an effective tool to ensure the superintendent will meet the school board's expectations. Fundamental fairness demands that the superintendent understand the expectations and receive feedback regarding how he/she is performing.

NASB recommends the board follow policy and a best practice course of action to ensure an effective evaluation experience. The following list provides the board with a step-by-step checklist:

- **All board members** will participate in the evaluation process
- The board will execute the evaluation process utilizing the following documents: the board adopted evaluation instrument, the superintendent job description, the superintendent contract; and, superintendent/district performance goals
- The board will periodically review and **adopt a job description** and the **evaluation instrument** for the superintendent, aligning the evaluation instrument with the job duties
- The board will adopt a **timeline** for conducting the superintendent evaluation
- The superintendent will complete a **self-evaluation** and provide a copy of his/her completed evaluation to the board president
- The board president will distribute the superintendent's self-evaluation, blank evaluation instrument, job description, contract, and goals to all board members. Prior to the evaluation meeting, all board members will complete the evaluation instrument and return to the board president by the stated deadline so he/she may compile the results
- The board president will **contact the board attorney** for advice regarding the proper method of executing the evaluation during a scheduled meeting of the board

Note: It is the recommendation of the Association that the board conduct the superintendent evaluation in open session to prevent the board the risk of violating the Nebraska Open Meetings Act. The Association strongly advises the board president to contact the school attorney to ascertain his/her position in regards to evaluation of the superintendent.

- If the board determines pursuant to legal advice to conduct the evaluation in executive session, consider the following guidelines:
 1. Dismiss the superintendent from the closed session to discuss the summary of the evaluation
 2. Ask the superintendent to join the board in closed session and collaboratively review the evaluation with him/her
 3. Identify areas of improvement, goals for the superintendent /district with supporting performance indicators and a timeline for progress reports and/or deadlines
- If the board carries out the evaluation process during a regular meeting of the board in **open session**, each board member should participate in the discussion providing their perspective of the positive qualities the superintendent has exhibited during the past year and any areas of growth or improvement the superintendent might address

Leadership Standard 1: Operations Leadership

The superintendent will provide leadership to the Board of Education in carrying out the vision and daily operations of the district.		
Performance Indicators	Rating	Comments to support rating
1.1 Oversees and directs all activities of the school system according to board policy and assumes responsibility for everything that occurs in the district	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
1.2 Articulates and promotes high expectations for teaching and student learning	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
1.3 Provides leadership to the board in the annual establishment of short and long-term district goals that support student achievement and the school improvement process	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
1.4 Systematically reports to the board on the status of the adopted district goals and the school improvement plan	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
1.5 Maintains a general knowledge of educational and professional trends through participation in national and state workshops and conferences	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
1.6 Supervises the district's compliance and reporting requirements within all NDE rules, accreditation standards, and state and federal law	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

1.7 Represents the district in its dealings with other school systems, agencies, institutions, community organizations, the media, and in legislative and legal matters	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
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Leadership Standard 2: Staff Leadership

The superintendent will provide leadership to the Board regarding staffing of the district and evaluation of staff.		
Performance Indicators	Rating	Comments to support rating
2.1 Evaluates and makes recommendations for the appropriate staffing levels needed for the effective operation of the schools	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
2.2 Ensures that fair and effective evaluation processes are in place for all district personnel and that all staff are evaluated regularly according to board policy and applicable laws	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
2.3 Provides motivation and resources for staff members to engage in professional development activities	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
2.4 Provides leadership and oversight to the administrative team through regular communication, supervision, and evaluation	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

2.5 Provides leadership to the board in the negotiations process with the district's recognized bargaining units	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
2.6 Handles personnel matters in a forthright, objective, and professional manner	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 3: Board Relations Leadership

The superintendent will meet established requirements in preparing for and conducting board meetings.		
Performance Indicators	Rating	Comments to support rating
3.1 Provides leadership to maintain the board's focus on student achievement	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
3.2 Attends and participates in all board meetings unless specifically excused by the board from its consideration of the superintendent's performance, contract, or salary	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
3.3 Develops, in cooperation, with the board president the agenda for each board meeting	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
3.4 Ensures that all board meetings are legally conducted and communicated to the public in accordance with the Nebraska Open Meetings Act	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

<p>3.5 To the greatest extent possible, ensures that the board has adequate information and sufficient time to make critical decisions on behalf of the district</p>	<p><input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met</p>	
<p>3.6 In cooperation with the board president, develops and maintains an annual board calendar that ensures timely consideration of: (a) routine matters requiring board approval, (b) follow-up reports requested by the board, (c) regular updates on district goals and the school improvement plan, (d) regular updates on student achievement data, and (e) continuous policy review</p>	<p><input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met</p>	
<p>3.7 Ensures that administrative recommendations to the board identify: (a) the situation necessitating the recommendation, (b) how the recommendation relates to district and/or school improvement goals and district policies, (c) the options reviewed and the reason for selecting this recommendation, (d) the benefit that is expected to result from the implementation, (e) the personnel that will be involved in or affected by the implementation, (f) the immediate and long-term cost of the implementation (g) how the staff will measure the results of the implementation, and (h) how and when progress will be reported to the</p>	<p><input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met</p>	

board (see AIM document for format)		
3.8 Using agreed-upon methods, communicates with the board between meetings to ensure that all members have current information about district issues and activities	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 4: Policy Leadership

The superintendent will provide leadership to the Board of Education in policy development and implementation.		
Performance Indicators	Rating	Comments to support rating
4.1 Provides leadership in the development and implementation of district policy	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
4.2 Ensures policy is consistent with the requirements of state and federal law and NDE rules	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
4.3 In cooperation with the administrative team, develops the necessary rules and regulations to carry out board policy	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
4.4 In cooperation with the board, ensures that policies and supporting administrative rules and regulations are systematically reviewed and updated	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 5: Financial Leadership

The superintendent will provide sound financial planning and management in assisting the Board of Education to support student achievement and district operations.

Performance Indicators	Rating	Comments to support rating
5.1 Schedules timely and appropriate budget work sessions to ensure board input into the development of the district budget	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
5.2 Develops the budget according to district policy and state requirements	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
5.3 Implements and manages the budget according to sound business and fiscal practices and district policy	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
5.4 Recommends budget amendments when necessary	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
5.5 Provides monthly financial reports, including comparable data (three-year history), to ensure the board is knowledgeable about the status of the budget	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
5.6 Maintains the district's financial records and ensures that they are audited annually by a qualified accounting firm	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 6: Facilities Leadership

The superintendent will provide leadership to the Board of Education regarding facilities planning.		
Performance Indicators	Rating	Comments to support rating

<p>6.1 In cooperation with the board, maintains and updates a short and long-range plan that includes: (a) a schedule for the routine maintenance of all school properties, (b) a schedule for the repair and/or replacement of school equipment, and (c) a facilities needs assessment for future renovation or construction</p>	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
<p>6.2 Oversees the implementation of the facilities plan and ensures that the board is knowledgeable about the status of the facilities</p>	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 7: Community Relations

<p>The superintendent will provide leadership to the Board in fostering a good working relationship with the public.</p>		
Performance Indicators	Rating	Comments to support rating
<p>7.1 Maintains accessibility and visibility in the community</p>	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

7.2 Promotes and supports parent/student/community involvement in the school	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
7.3 Effectively communicates the needs and successes of the district	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
7.4 Maintains a sound working relationship with the media	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
7.5 Routinely creates opportunities to seek staff and community input on significant issues where and when appropriate	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 8: General Leadership Attributes

The superintendent will provide general leadership to the Board and District with the following attributes being a top priority.		
Performance Indicators	Rating	Comments to support rating
8.1 Demonstrates ethical, trustworthy and professional behavior	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

8.2 Is cordial, patient, personable, and treats everyone fairly and with dignity and respect	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
8.3 Expresses ideas in a logical, forthright, and professional manner	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
8.4 Approaches work with enthusiasm, commitment, and integrity	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
8.5 Is visible, listens, and promotes collaboration, teamwork, and accomplishments	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent’s personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

Superintendent

_____ (Signature)

_____ (Date)

Board President

_____ (Signature)

_____ (Date)

Superintendent Performance Plan

Standard	Goal Statement	Performance Indicator(s)	Timeline	Reviewed
Operations				

Staff				
Board Relations				
Policy				
Financial				
Facilities				
Community				
General Leadership Attributes				

Denise Horstman
61083 737 Rd.
Sterling, NE 68443

March 13.2018

Mrs. Dottie Heusman
Superintendent
Sterling Public School
250 Main St.
Sterling, NE 68443

Dear Mrs. Heusman,

I would like to inform you that I will be retiring at the end of the 2017-2018 school year.

I have enjoyed working for the school and appreciate the support I received during my time here. I will miss all of you, especially the kids.

If I can be of any help with my replacement, please let me know.

Sincerely,

A handwritten signature in cursive script that reads "Denise Horstman".

Denise Horstman

Kharisa T. Saathoff

685 Washington St.
Sterling, NE 68443
402-335-8085
salberg.kharisa5@gmail.com

EDUCATION

Peru State College, Peru, Nebraska December 2015
Master of Science in Education - Curriculum and Instruction

Peru State College, Peru, Nebraska May 2013
Bachelor of Science in Secondary Mathematics and K-12 Special Education
Coaching endorsement

PROFESSIONAL EXPERIENCE

K-7 SPED Teacher, Pawnee City Public School, Pawnee City, NE 2015-Present
Manage a caseload of 13+ K – 7th grade students.
Develop, hold, and run IEP meetings.
Develop/implement individual behavior checklists.
Assist classroom teachers with accommodations/modifications.
Provide intervention specialized instruction for students with disabilities.
Learning and utilizing Signing Exact English for teaching reading to a deaf student.
Communicate with parents, administrators, and service providers to benefit my students.
Coach high school varsity volleyball.

3-6 SPED/7-12 Math Teacher, Harvard Public School, Harvard, NE 2013-2015
Manage a caseload of 13+ 3rd – 6th grade students.
Develop, hold, and run IEP meetings.
Assist with the development of a new behavior system for middle school.
Provide specialized instruction for students with disabilities.
Communicate with parents, administrators, and service providers to benefit my students.
Develop all prep work and manipulatives for a modified 7th grade math class.
Create a curriculum for standards math without a textbook.
Coach high school varsity volleyball and co-head basketball.

Head Varsity Volleyball Coach, Falls City Public School, Falls City, NE 2011-2012

Certifications/Affiliations

Nebraska Teaching Certificate, Coaching Endorsement, Nebraska Coaches Association member, Nebraska State Education Association member, Peru State College Varsity Volleyball

Key Skills

Proficiency: MacBooks, SRS, Google+, Microsoft Office 2010, iPads, Signing Exact English (SEE)

CAMDEN HARLAN

1119 Ella Street

Beatrice, NE 68310

(402)223-9060

camden.harlan@elmcreekschools.org

EDUCATION

Bachelor of Science Degree in Education

Endorsement: 7-12 Social Sciences

Wayne State College, Wayne, Nebraska

Graduation: May, 2015

GPA: 3.55

EXPERIENCE

Elm Creek Public Schools

2016- Present

- Taught American History, American Government, Psychology, Sociology, Economics, Western Civilizations, Geography, and 7th grade Social Studies to five different grade levels
- Utilized “One to One” teaching technology through the use of iPads and Google Chromebooks to allow students to learn the content through diverse multimedia programs
- Increased student participation by using collaborative learning and group projects
- Created a safe learning environment by modeling respect and establishing consistent classroom procedures
- Participated in the “Academic Literacy Project” through ESU 10
- Provided constant feedback to students and parents through PowerSchool and Schoology online
- Assisted the girl’s varsity and junior varsity basketball team
- Active member of the Student Assistance Team (SAT)
- Served as the Mock Trial coach
- Served as the senior class sponsor
- Attended IEP and MDT meetings and became familiar with the process
- Implemented BIST (Behavior Intervention Support Team) strategies in the classroom

STUDENT TEACHING EXPERIENCE

Pender Public Schools

Spring 2015

- Taught American history, geography, world history, and American government to four different grade levels
- Collaborated with Cooperating Teachers to effectively communicate students’ progress with students and parents throughout the semester and during parent/teacher conferences
- Completed APL training and used the tools and techniques in the classroom
- Attended a “Build Your Own Curriculum” (BYOC) training and began adding material to the school’s curriculum.

FIELD EXPERIENCE

Wakefield Public Schools, Wakefield, NE

Norfolk Public Schools, Norfolk, NE

CAMDEN HARLAN
(402)223-9060
camden.harlan@elmcreekschools.org

RELATED EMPLOYMENT

Para IV- Southeast High School
Lincoln, NE 68506

August 2015-May 2016

- Assisted special needs students with class work and daily activities
- Processed with students with behavioral complications in the classroom
- Interacted with students from many cultural backgrounds
- Supervised in school suspension (ISS) classroom
- Implemented BIST strategies in the classroom

HONORS & ACTIVITIES

- Pi Gamma Mu (Social Sciences Honors Society), Member
- Phi Alpha Theta (History Honors Society), Member
- Gamma Theta Upsilon (Geography Honors Society), Member
- Phi Kappa Phi (National Honors Society), Member
- WSC Honors Club, Member
- Graduated with Honorable Mention

REFERENCES

Mrs. Sandra Babcock
Teacher
Southeast High School
2930 S. 37th St.
Lincoln, NE 68506
(402) 436-1304
sbabcoc@lps.org

Mrs. Karista Ackerman*
Teacher
Southeast High School
2930 S. 37th St.
Lincoln, NE 68506
(402) 436-1304
kackerm2@lps.org

Mr. Greg Conroy*
Cooperating Teacher
Pender Public Schools
609 Whitney St.
Pender, NE
(402)385-3244
grconr01@penderschools.org

Mr. Jason Sullivan
Superintendent
Elm Creek Public Schools
230 E. Calkins Ave.
Elm Creek, NE
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Dr. Randy Bertolas
College Professor
Wayne State College
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Wayne, NE
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Cory Spotanski
Principal
Elm Creek Public Schools
230 E. Calkins Ave.
Elm Creek, NE
(308)856-4300
cory.spotanski@elmcreekschools.org

Laura E. Goracke

402.874.0109 ♦ laura.goracke@gmail.com

EDUCATIONAL BACKGROUND

Bachelor of Science in Education and Human Sciences
Master of Education in Literacy

May 2007
August 2015

CERTIFICATION

Nebraska Professional Teaching Certificate
Natural Science, Secondary 7-12
Reading Specialist, PK-12

PROFESSIONAL PROFILE

Science Teacher

August 2007-Present

Seward Public Schools, Seward Nebraska

- Align and implement middle school science curriculum in grades 6-8
- Develop and demonstrate standard based science instruction based on Nebraska State Accountability science standards
- Counsel students for the purpose of improving performance
 - Intervention work with identified students in the area of reading and math
- Develop and implement AP Environmental Science curriculum
 - Foster and facilitate online learning environment with multiple school districts

Coaching & Sponsorship

- Middle school volleyball and basketball coach
- Middle school student council sponsor

2007-2014

2009-2013

Adjunct Professor

August 2011-Present

Concordia University, Seward Nebraska

- Provide instructional support to pre-service teachers in the area of middle school science
- Instruct pre-service teachers for the purpose of implementing NGSS 3D elements in the science classroom
- Direct preparation of standard aligned science lessons
- Instruct students with the purpose of improving their implementation of classroom instruction and technology integration

Summer Science Enrichment Teacher

June 2012

ESU 5, Beatrice Nebraska

- Implemented STEM activities for grades K-6
- Differentiated instruction methods to provide effective programming for individual students

Bright Lights Teacher

June 2007-June 2009

Bright Lights: Summer Learning Adventures, Lincoln Nebraska

- Co-taught CSI: Crime Scene Investigation to middle school grades 5-7
- Implemented hands-on learning opportunities in the area of forensic science

LEADERSHIP PROFILE

School Improvement Process Team Leader

- Facilitate building level team meetings
- Create meaningful agendas aligned to action plan strategy and action steps
- Deliver differentiated staff development aligned with action plan goals and timelines
- Communicate with all stakeholders throughout the school improvement process
- Collaborate with other action teams insuring district alignment to school mission

Professional Learning Community (PLC) Team Leader

- Lead team in creating PLC norms and hold members accountable for norms
- Create agendas aligning to PLC SMART goal
- Facilitate conversations with PLC members
- Communicate progress to district and building administrators
- Evaluate and share relevant research and resources

District Professional Development Team

- Collaborate to create district professional development aligned to *Learning Forward* professional development frameworks
- Provide input on scheduling and content of district professional development
- Engage in collaborative and exploratory conversations regarding leadership, vision, and mindset
- Work to build investment by all staff in district professional development
- Create and present differentiated staff development

District High Ability Learner (HAL) Team

- Use data to make identification and selection decisions
- Create district identification matrix
- Review parent communication letters
- Communicate and share practices and resources with staff

District Technology Team

- Evaluate and share technology tools and best practices
- Analyze data pertaining to technology usage
- Provide input on device best aligned to district mission
- Create and present differentiated staff development

Instructional Mentor

- Demonstrate teaching of effective instructional strategies in the classroom
 - Serve as cooperating teacher to pre-service teachers
 - Monitor and provide feedback to promote growth
- Guide district staff in the fields of classroom technology integration and differentiation
- Work with content area teachers on vertical curriculum alignment and instructional strategies

PROFESSIONAL PRESENTATIONS

- Seward Family Night, Seward Extension, Seward, NE
 - Tips and Tricks for Supporting Your Child During Study Time Feb. 2017
- Seward Public Schools Professional Development, Seward, NE
 - Differentiation in Practice Jan. 2017
 - Science and Engineering Practices March 2016
 - Differentiation: Overview & Misconceptions March 2016
 - Exploratory Activities: Engaging Activities to Elicit Background Nov. 2015
 - Feedback with Ease Nov. 2014
 - Data Management with Google Tools Nov. 2014
- Tech Edge, Concordia University, Seward, NE
 - Tech Education in the 21st Century Aug. 2015
- Nebraska Reading Conference, Kearney, NE
 - Literacy and Technology Integration Feb. 2015
- Nebraska Educational Technology Association (NETA), Kearney and Omaha, NE
 - Ease the Data Headache Workshop Oct. 2014
 - Digital Science Binder that Grows with your Middle Schooler Oct. 2014
 - Working Smarter, Not Harder: Google Script Gallery April 2014
 - From Sit to Click: Taking Parent Teacher Conferences Digital April 2013
- ESU 5 Tech Fair, Beatrice, NE
 - Google Script Gallery June 2014
- Nebraska Association of Teachers of Science (NATS), Fremont, NE
 - Newsela for Science Literacy Sept. 2016
 - Technology in the Science Room Sept. 2014
 - Inquiry Collaboration Sept. 2013
- First Year Teacher Graduate Class, Doane College, Crete, NE
 - Multiple presentations aligned to the use of technology in the classroom
 - GAFE, Literacy, APPs for Classroom Instruction Summers 2013-2017
- National Science Teacher Association (NSTA) Presenter, Omaha Nebraska
 - For Teachers with More Than One Student in Their Classroom! Nov. 2006

PROFESSIONAL DEVELOPMENT

- CK-12 Certified Educator Summer 2017
- Nebraska Science Standards Writing & Revision Team,
Nebraska Department of Education, Lincoln NE 2016-2017
- Newsela Certified Educator Summer 2016
- Math and Science Advisory Committee, Nebraska Department of Education
Lincoln, NE 2015-2016
- Next Generation Science Standards: Lesson Design,
Nebraska Department of Education, Lincoln, NE 2015
- NETA Conference, Kearney & Omaha NE 2011, 2013, 2014
- CSI: Coaching Science Inquiry in Rural Schools,
University of Nebraska—Lincoln, Lincoln Nebraska 2013-2014
- York Public Schools Professional Development Day Spring 2012
- NAMLE Conference, Omaha, NE Fall 2010
- Leadership in Nebraska KICKS2, Omaha Nebraska, Summer 2010
- NSTA Conference, Philadelphia, PA Spring 2010
- National Science Teacher Association AMGREN Fellowship 2009-2010
- APL Classroom Instructional Strategies, Wakefield Nebraska Fall 2007

PROFESSIONAL AFFILIATION

- Nebraska Association for the Gifted (NAG) 2013-Present
- Nebraska Educational Technology Association (NETA) 2009-Present
- National Science Teachers Association (NSTA) 2006-Present
- Nebraska Association of Teachers of Science (NATS) 2006-Present
- National Education Association (NEA) 2007-Present
- Nebraska State Education Association (NSEA) 2007-Present
- Seward Education Association (SEA) 2007-Present

Zachary Lempka

450 Illinois Street Sterling, NE 68443

Phone: 402-239-4252 E-Mail: zachary.lempka@apsbulldogs.org

Objective

I am striving to be a valuable contributing classroom teacher at the elementary level. My goal is to be a positive role model and an asset to the school. I will give my concerted effort in any task that is presented to me.

Education

- Bachelor of Science in Education
- Peru State College
- Completed in the Fall of 2014
- GPA: 3.7 on 4.0 scale

Endorsements

- Elementary Education
- Coaching

Praxis Status Completed *Praxis I* and *Praxis II*

Experience

- Calvert Elementary, Auburn, Nebraska August 2015-Present
 - 5th grade
 - Specialized in social studies
 - Marzano Research Committee
 - Anita Archer Instruction
 - DiBELS Assessment
 - MAPS Assessment
 - RTI Committee (Response to Intervention)
 - PBIS (Positive Behavioral Interventions and Supports)
 - Leveling student groups
 - Tier 2 instruction
 - Cold and hot fluency reads
 - Comprehension cards
 - Various Interventions

Coaching Experience

- **Nebraska City Lourdes**
 - High school track (throwers) 2014
- **Auburn High School**
 - Middle school football 2014
 - Middle school track (long jump & triple jump) 2015-present
 - High school football
 - Defensive line /running backs coach 2015-2016
 - Defensive coordinator 2017-present

Additional Experience with Youth

- *Lewiston Basketball League, Sterling, Nebraska* January-February, 2012
 - Coached 3rd and 4th grade basketball group
- *YMCA Basketball League, Lincoln, Nebraska* February-March, 2011
 - Coached 6th, 7th, and 8th grade basketball
- *Summer Baseball League, Sterling, Nebraska* June-July, 2012
 - Coached 5th and 6th grade baseball

Additional Work Experience

- Machine Operator, Neapco, Beatrice, Nebraska* May-August, (2012, 2013, 2014)
- Set up crew, Lincoln Concrete Specialist, Lincoln, Nebraska* May-August (2010, 2011)
- Junior Varsity & Junior High Basketball Referee* (2012-Present)
- Sterling Maintenance Crew, Sterling, Nebraska* May-July (2017)

Activities and Honors

- CoSIDA Capital One Academic All-District
- Peru State College Dean's List (2)
- Academic All-Conference
- Academic All-American
- National Football Foundation & College Hall of Fame Honor Society member semi-finalist
- Peru State College Swenson Award (Top male student-athlete)
- Peru State College Student Athletic Advisory Council
- Peru State College football captain
- First-team all conference
- Cliff Harris Award finalist (top small college defensive football player)
- Sterling Fire Department

Leah Tubbesing

648 Circle Dr. Tecumseh, Nebraska 68450

402-874-0383

leahtubbesing07@gmail.com

Objective:

Enthusiastic educator looking for an opportunity to develop young minds and learners.

Education:

Bachelor of Science Degree in Elementary Education

Peru State College-Peru, Nebraska

GPA: 3.81

Graduation date: May 2018

Teaching Experiences:

Substitute Elementary Classroom Teacher at Johnson County Central

Fall & Spring 2017

Substitute Elementary Paraprofessional at Johnson County Central

Fall 2014, Fall 2015-2017

Elementary Paraprofessional at Johnson County Central

Spring 2015

Student Teaching and Practicum Experiences:

Calvert Elementary School-Auburn, Nebraska-Student Teaching

Spring 2018

Duties and Experiences:

- Using all co-teaching strategies
- Gradually taking over teaching duties
- Developing and implementing a hands-on, interactive Science unit involving weather

Hayward Elementary School-Nebraska City, Nebraska-32 hour practicum

Fall 2016, Fifth Grade

Duties and Experiences:

- Instructed a fifth grade math lesson using technology and hands on activities about multiplying decimals
- Verbally administered spelling tests to students
- Taught in small groups and one-on-one with students

Chandler View Elementary-Bellevue, Nebraska-48 hour practicum

Fall 2016, First Grade

Duties and experiences:

- Taught an engaging science lesson regarding insects in a first grade classroom
- Observed classroom management techniques and styles
- Gained experience working with students of different ethnic, social and economic backgrounds
- Related to students of varying academic levels
- Experienced going on a field trip with the class and learned how important it is to stay on top of unruly behavior

Johnson County Central-Tecumseh and Cook, Nebraska-20 hour practicum

2013-2014, Various Grades

Duties and experiences:

- Observed several teachers and their methods ranging from preschool to high school
- Took notes on their techniques
- Learned that each teacher has his or her unique style that works best for them
- Noted the way teachers gear their instruction to the students' grade level and competence

Other Relevant Work/Volunteer Experiences:

Tutoring a family of three students with school work	Fall 2017-Present
Teaching piano lessons	Summer 2015-Present
Tutored a 7 th grader in math through the use of technology	Fall 2017
Tutored a 4 th grader in reading through hands-on activities	Fall 2017
Nanny a family of three kids	Summers 2016 & 2017
Co-taught with another teacher candidate for BrainQuest	December 2016
Facilitated team building activities for sixth graders at HTRS	October 2016
Mentored two Peru State incoming freshmen	Fall 2016
Worked with two sixth grade students on individual Social Studies projects at Johnson Brock Public Schools	Fall 2016
Taught swim lessons for five years	Summers 2011-2015
Taught Vacation Bible School	Summers 2011-2014
Taught Sunday School	2011-2014

Organizations:

AIM (Actions In Motion) Campus Ministry-Secretary	2014-Fall 2017
Kappa Delta Pi	April 2017-Present
Peru State Education Association	Fall 2014-Spring 2016

References:

Mr. Jon Rother
K-3 Principal
Johnson County Central
358 N. 6th Street
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Tecumseh, Nebraska 68450
402-335-3320
jon.rother@jccentral.org

Dr. Judith Ruskamp
School of Education Professor
Peru State College
P.O. Box 10
Peru, Nebraska 68421
402-274-8535
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Mrs. Emily Fricke
Director of Bands
Johnson County Central
110 W Dewey St
Cook, Nebraska 68329
402-335-7362
emily.fricke@jccentral.org

Extra Duty Assignments for 2018-2019

Football	Head Coach—Brent Heusman Assistant Coach—Zach Lempka
Junior High Football	Josh Pfeiffer
Volleyball	Head Coach—KT Saathoff Assistant Coach—Laura Goracke
Jr. High Volleyball	TBD
Girls Basketball	Head Coach--Josh Pfeiffer Assistant Coach—Camden Harlan
Junior High Girls Basketball	Harold Richardson
Boys Basketball	Head Coach—Andy Saathoff Assistant Coach--Zach Lempka
Junior High Boys Basketball	Harold Richardson
Head Track	Luke Boldt
Assistant Track	Jake Davenport
Assistant Track	Dave Vermeer
Junior High Boys Track	Harold Richardson
Junior High Girls Track	TBD
Grade 9 Sponsor	Laura Goracke
Grade 10 Sponsor	Michelle Salberg
Grade 11 Sponsors	Emilia Woepfel & TBD
Grade 12 Sponsors	Addie Heusman
Homecoming	Jake Davenport & Emilia Woepfel
Music Director	Sharon Mills
Play Director	Freedom Steele
Speech/Drama	Freedom Steele
High School Quiz Bowl	Brent Heusman
Junior High Quiz Bowl	Jake Davenport
Student Council	Addie Heusman
SKILLS	Brian Helmberger
Junior High Skills	Brian Helmberger
FBLA	Jake Davenport
FFA	Emilia Woepfel
National Honor Society	Emilia Woepfel
TeamMates President	Jenna Sedivy
TeamMates Co-Sponsor	Angie Bianchi
Assistant Activities Director	Brent Heusman
Weight Lifting Director	Brent Heusman

3230 School Safety and Security

In order to fulfill its obligation to provide a safe and secure learning environment, the Sterling Board of Education has adopted this School Safety and Security Policy. Although the district will take reasonable steps to protect students and staff, no entity can provide complete safety and security at all times. This policy does not make the district a guarantor of the safety of students, staff or patrons.

I. General Safety and Security

a. NDE Rubric

The District will meet at least the minimum requirement for each school safety and security standard indicator adopted by the Nebraska Department of Education.

b. School Hours

- i. During a crisis situation, the administration will maintain established school hours and proceed with all co-curricular activities as scheduled whenever possible.
- ii. If, during a crisis situation, the parent(s) or guardian of a student decides that the student needs to be absent, this absence will be excused.

c. Access to School Facilities

- i. The school's facilities may not be used for funeral or memorial services during the school day.
- ii. This policy does not discourage the presentation of traditional American Legion memorial services which promote patriotism.

d. Memorials

- i. Memorials often create a visual reminder of a particular crisis that may reintroduce feelings of grief for students. Therefore, memorials may not be

displayed anywhere on the school premises without board approval.

- ii. This policy is not intended to discourage the acceptance of memorial funds or specific items.

II. Superintendent's Duties Related to Safety and Security

a. Appointment of Crisis Team

The Superintendent shall appoint members to serve on the school district's crisis team. The superintendent may, but is not required, to include representatives from the following groups on the crisis team:

- Administrators
- Teachers
- Health/Mental Health Professionals
- Facilities staff
- Transportation staff
- Food service staff member
- Students
- Parents
- Staff member with expertise on the needs of students with disabilities
- Organizations that serve the disabled
- Organizations that serve the needs of minority populations (ELL, race, etc.)
- Representatives from local first responders (law enforcement, fire and rescue personnel, railroad, etc.)

b. Compliance with Fire and Safety Codes

The Superintendent will ensure that the school district meets all current fire and life safety codes or is in the process of coming into compliance.

c. Annual Safety Audits

The Superintendent will arrange for the performance of an annual safety audit using an external consultant utilizing the standardized audit protocol adopted by the Nebraska Department of Education.

d. Mutual Aid Agreements

The Superintendent will enter into mutual aid agreements to address the academic, physical, operational, psychological, and emotional recovery areas when possible with appropriate local entities.

III. Building Principals' Duties Related to Safety and Security

a. Positive and Safe Learning Environment

The building principal shall implement a school-wide behavior process to create a positive and safe learning environment.

The building principal shall conduct training on and require enforcement of the district's anti-bullying and dating violence policies.

The building principal shall ensure that staff complete the required suicide prevention training as required by board policy and state requirements.

The building principal shall require staff to engage in active supervision of students at all times

b. Visitor Protocol.

The building principal shall adopt a protocol for visitors to his/her school building to sign in upon arrival and departure and to be identified as a visitor while they are in the building during the school day. The protocol must also address visitors in specialized areas of the school such as playgrounds, gyms, cafeterias and the like.

This protocol may be written or unwritten but must be clearly communicated to and enforced by all staff.

The building principal will report individuals who repeatedly violate the visitor protocol to the superintendent for possible exclusion from school facilities pursuant to board policy.

c. Emergency Drills

The building principal must ensure that the following drills are conducted in his/her building:

- i. Fire drills (evacuation): One fire drill conducted monthly with one drill being conducted during the first 30 days of school.
- ii. Tornado drills (shelter): One drill during the first two weeks of school and the second drill during the month of March.
- iii. Bus evacuation drills: Two drills during the school year involving all students and appropriate staff. Recommended that one drill occur during the first month of school.
- iv. Lock down drill: One drill during the school year with others done as needed.

The building principal must also conduct any non-required drills recommended by crisis team.

The building principal shall conduct a performance review of each of the drills conducted pursuant to this policy. This review does not have to be in writing.

Adopted on: _____

Revised on: _____

Reviewed on: _____