

Committee As A Whole

Mission: "Engaging All Learners to Achieve Success"

The Committee As A Whole started at 5:30 PM on Monday, May 12, 2025. The meeting was held at Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

Candace Becher: Present

Michael Jeffryes: Present

Doug Molczyk: Present

Theresa Seipel: Present

Douglas Willoughby: Present

Marv Zoucha: Present

- I. CALL TO ORDER
- II. ROLL CALL OF THE BOARD
- III. EXCUSE BOARD MEMBERS
- IV. PLEDGE OF ALLEGIANCE
- V. NOTICE OF OPEN MEETINGS ACT

V.A. President ensures all can hear proceedings

VI. MISSION STATEMENT

Doug Molczyk read the Mission Statement

VII. PUBLIC COMMENT

VIII. GUEST PRESENTATIONS

IX. RECOGNITIONS BY BOARD

X. BUILDING OR DISTRICT PRESENTATION

XI. CONSENT AGENDA

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

XI.B. Meeting Minutes

XI.C. Finance Reports

XI.D. Staffing Reports

Waiting to hire classified staff until July, when it is closer to school starting. Certified memo has no resignations, just hires for open positions.

XI.E. Professional Travel

XII. FOUNDATION REPORT

Nicole Anderson, Director of Communications and Foundation Director reported on the information for the month of April. Total for the month \$38,910.86; for the year \$121,482.14.

XIII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XIII.A. Director of Teaching and Learning

Teresa Hausmann, Director of Teaching and Learning spoke on Synergy reporting features. She said all the curriculum for advanced construction classes has been completed. The K-5 math will be piloted next year. This will be done by two teachers from each grade level in each building.

XIII.B. Director of Special Education

Jason Harris, Director of Special Education, updated that contracts for all building staffing is covered. There is a vacancy at North Park he is working on now. He is starting work on state reporting for June. Writing grants and preparing for new teachers in July. MANDT training is yearly for recertification.

XIII.C. Assistant Director for Student Services

Sara Colford, Assistant Director of Student Services, talked about new online learning platform. CPS has been using Acellus, it has gotten very pricey. Imagine Learning is the new platform. There is a day included for training scheduled on July 29, 2025. Dave Hiebner,

CHS Principal, said this overall is very positive and opens some new avenues.

Mrs. Colford talked about the after-school program, parent fees and decrease in enrollment.

XIII.D. Director of Human Resources

XIII.E. Director of Operations

XIII.F. Superintendent

Chip Kay, Superintendent, wished Bob Hausmann, North Park Elementary Principal, the best along with Ashlie Stone, Kramer Preschool Principal, the best of luck as they leave the district. He said he was glad all others would be returning next school year. He offered to all that great work has been done this year, made this year spectacular. He wants the students to walk out next Wednesday and feel like we have done the best job for them.

XIV. MONTHLY REVIEW OF POLICIES

XIV.A. Superintendent Permission to Provide Counseling-Related or Mentoring Services at a School Site Exhibit Review

Sara Colford, Assistant Director of Student Services talked about the exhibit to this policy to obtain the permission of the superintendent to provide outside services to students. The form is being updated.

XV. DISCUSSION ITEMS

XV.A. Growth Solutions

Chip Kay, Superintendent, shared information on growth solutions for the district. He talked about the three solutions based on meetings and feedback recommendations from the community. He reminded the board that they had not selected a project. Dr. Kay shared what would need to be done once a project is selected. CPS will ask Clark & Enerson to design a draft of the project and cost analysis. Dr. Kay would also like to discard any ideas that will not solve the K-8 growth problem.

Dr. Kay shared a timeline for the process.

XV.B. Hello Hero Contract for 2025-2026

Jason Harris, Director of Special Education, shared information about this contract. This is a service CPS has been using for online caseworkers. Consultation is included. The price has not increased.

XV.C. Solient Health-Blazerworks Contract for 2025-2026

Mr. Harris said this contract is for the staffing of special education consultants. This company uses multiple recruiters.

XV.D. Surplus Requests

Surplus property has an activity chair listed. Mr. Harris said that this was purchased for a specific student. The student's family wants to purchase it for a fair selling price.

XV.E. CSD Contract-Music Therapy

This contract is for music therapy. Special education uses this specifically for autistic students with music therapy listed in their IEP as an educational support.

XV.F. B. Madden SLP Sub Contract for 2025-2026

This contract is to cover a planned staff maternity leave.

XV.G. ServiceMaster Contract for 2025-2026

The ServiceMaster contract shows an increased amount of square footage. They provide all their own materials. Monthly payment.

XV.H. Fundraising Applications

XV.I. Prek Frogstreet Proposal

Teresa Hausmann, Director of Teaching and Learning, talked about the PreK Frogstreet curriculum. She said they visited David City and Bellwood to watch teachers use the curriculum. They really loved the STEAM activities, students could be very creative. It offers hands-on kits. This curriculum covers all the standards. Mrs. Hausmann said this program is allowed with the grant funding we receive.

XV.J. 2025-2026 Projected Classified, Professional Hybrid, and Food Service Staffing Costs

XVI. ACTION ITEMS FOR THIS MEETING

XVI.A. Approval of the amended budget.

Motion to approve the amended budget, as submitted. Passed with a motion by Candace Becher and a second by Douglas Willoughby.

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

XVI.B. CPS Option Resolution

The superintendent recommends that the board approve the Option Resolution, as submitted. Passed with a motion by Theresa Seipel and a second by Marv Zoucha.

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

Dr. Kay shared the information on closing new option enrollment based on capacity in each grade, building, and program. This does not impact resident students or students already enrolled in CPS by option-enrollment.

XVI.C. OpenSciEd Proposal

Motion to approve the adoption of OpenSci Ed Curriculum Passed with a motion by Michael Jeffryes and a second by Theresa Seipel.

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

XVI.D. Review and Accept Bid for Non-Traditional Learning and Support Center Project

To approve the bid by BD Construction of Columbus with an change order to remove all RFP sections 26, 27, and 28 related to electrical, data, and security. Passed with a motion by Douglas Willoughby and a second by Candace Becher.

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

Bids were accepted a couple of weeks ago. There was a substantially lower bid. The RFP was written very specifically for the electrical. Because of cost and detail, it was requested to pull that part out and bid for the electrical separately. B-D is listed as the lowest bid.

XVII. BOARD REQUESTS FOR INFORMATION

XVIII. BOARD SHARING

The board collectively thanked all for their hard work. Enjoy the summer.

XIX. EXECUTIVE SESSION

Motion to go into Executive Session to discuss the Superintendent Evaluation Passed with a motion by Candace Becher and a second by Michael Jeffryes.

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

Exited Executive Session ended at 7:29.

XX. ADJOURN

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

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

The meeting was adjourned at 7:58pm.

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Regular School Board meeting of Monday, May 12, 2025.

President

Secretary

Committee As A Whole
Monday, April 7, 2025 5:30 PM Central

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

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

I. CALL TO ORDER

II. ROLL CALL OF THE BOARD

III. EXCUSE BOARD MEMBERS

IV. PLEDGE OF ALLEGIANCE

V. NOTICE OF OPEN MEETINGS ACT

V.A. President ensures all can hear proceedings

VI. MISSION STATEMENT

Board Member Candy Becher read the Mission Statement.

VII. PUBLIC COMMENT

VIII. GUEST PRESENTATIONS

IX. RECOGNITIONS BY BOARD

The board recognized Boys and Girls Wrestling and Swimming and Diving athletes who qualified and placed at the state meets. Also recognized was the CHS recipient of the NCAA Believers and Achievers Award.

IX.A. CHS Swimming

IX.B. CHS Boys Wrestling Team

IX.C. CHS Girls Wrestling Team

IX.D. Ayla Janssen-Believers and Achievers Recipient

X. BUILDING OR DISTRICT PRESENTATION

X.A. North Park Elementary Presentation

North Park Elementary Principal Bob Hausmann presented the demographics of the building with enrollment at 310, EL-37%, Minority-65%, SPED 21%, F/R 60%. Mr. Hausmann said there are 25 teachers and 23 classified staff. The AQuESTT Data for the 23-24 school year for North Park is classified as Good. Mr. Hausmann talked about the celebrations of some of the

data and the areas that need improvement. He also shared building focus which included creating a positive building culture and recognizing positive behavior. Building trust is a must, people need to feel like coming to work is not work. Mr. Hausmann said his staff has been very focused on the new reading curriculum CKLA and mClass. The North Park staff engage in various activities to make connections with students, staff and families throughout the year. Mr. Hausmann thanked the board for his many years with CPS.

XI. CONSENT AGENDA

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

There were no items removed from the Consent Agenda.

XI.B. Meeting Minutes

XI.C. Finance Reports

Jason Schapmann, Director of Human Relations and Fiscal Support reported on the financial reports. End of the month cash balances look good. He added that a bond payment was sent. Mr. Schapmann the report will show a tax credit in May. One of the reports shows a payment made for ipad cases that were purchased. Mr. Schapmann talked about an ice machine going out and a refrigerator that stopped working at West Park Elementary which included a lot of spoiled food. All the funds for those items will come from the Nutrition Fund. The QCPUF Fund reflects bills being paid for the Kramer Project, but he said we are just about done paying for the project.

XI.D. Staffing Reports

Mr. Schapmann shared that April 15 is the due date for teachers to sign contracts. He discussed resignations and where people were going.

XI.E. Professional Travel

XII. FOUNDATION REPORT

This report will be shared at the next meeting.

XIII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XIII.A. Director of Teaching and Learning

Teresa Hausmann, Director of Teaching and Learning, updated the board on activities of her department. She said the 7th grade science scales have been completed and sixth grade scales are almost finished. Mrs. Hausmann shared information about the State SkillsUSA Competition beginning on Friday, April 11. Twenty-eight students are competing in 16 categories. She will be attending a VIP event with leaders from around the state. Mrs. Hausmann said the Literacy Program will be evaluated to let us know how we are doing. There were 197 staff connections in March.

XIII.B. Director of Special Education

Jason Harris, Director of Special Education said he has been working on staffing. He was able to find a person to take one of the positions that was currently being facilitated online. Also found a resource teacher for Centennial Elementary, he is waiting on one more interview. A visually impaired teacher was hired from ESU. Mr. Harris said he will facilitate a consultation meeting for non-publics in April. The special education meeting will be held in May.

XIII.C. Assistant Director for Student Services

Sara Colford, Assistant Director of Student Services, shared information on the MTSS module. She shared that there was a training in March with about 50 participants. Mrs. Colford said they will be implemented in classrooms soon. Mrs. Colford gave a shout out to Dave Hiebner, CHS Principal for getting an RN hired for CHS. She also shared that the After School Program has been great having high school students on staff, they bring so much good energy.

XIII.D. Director of Human Resources

XIII.D.1. Review and Discuss CPS Single Audit for Federal Grants

Mr. Schapmann discussed the district audit protocol. There is a single audit, twice a year. Federal funds are reviewed by a different auditor. Chip Kay, Superintendent, said CPS is required to have the Single Audit because we receive federal funding over a million dollars. The report recommended the diversification of grant funds, which has been done.

XIII.E. Director of Operations

Leonard Kwapnioski, Director of Operations, talked about the pre-bid meeting for the alternative education facility, bids are due April 24th. Mr. Kwapnioski said the Kramer Project is going very well. The move for the administration building is scheduled to begin June 5th.

XIII.F. Superintendent

Dr. Kay started his update with the Discoverers of Distinction Dinner and who was planning on attending. It is Thursday night at the American Legion. He also shared information about board policy 408.02 Notification of Contracts, he wants to align the date with other districts to allow CPS to have good candidate pools for hiring. That policy will be brought to the board in May. Dr. Kay talked about the community meetings, there is an online meeting coming up on April 15. He said a few community members have sent suggestions. Centro Hispano will sponsor a meeting for our Spanish speaking families. A survey went out today to get some feedback.

XIV. MONTHLY REVIEW OF POLICIES

XIV.A. Second and Final Reading of Policy 204.07 Meeting Notice

The superintendent recommends that the board approve the Second and Final Reading of Policy 204.07 Meeting Notice, as submitted. Passed with a motion by Doug Molczyk and a second by Douglas Willoughby.

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

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

Policy 204.07 Meeting Notice changes to be compliant with to state statute.

XIV.B. Second and Final Reading of Policy 717.00 Disposal of Property Under Federal Grants

The superintendent recommends that the board approve the Second and Final Reading of Policy 717.00 Disposal of Property Under Federal Grants, as submitted. Passed with a motion by Doug Molczyk and a second by Marv Zoucha.

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

Yea: 6, Nay: 0

Policy 717.00 Disposal of Property Under Federal Grants will be adopted to be compliant with state statute.

XIV.C. Second and Final Reading of Policy 502.12 Enrollment of Children in Preschool Programs

The superintendent recommends that the board approve the Second and Final Reading of Policy 502.12 Enrollment of Children in Preschool Programs, as submitted. Passed with a motion by Theresa Seipel and a second by Candace Becher.

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

Yea: 6, Nay: 0

Policy 502.12 Enrollment of Children in Preschool Programs will be adopted. This is required for state statute.

XV. DISCUSSION ITEMS

XV.A. ESU Contract for 2025-2026

Mr. Harris said the ESU Contract is the standard contract we use each year.

XV.B. Proposal to adopt OpenSciEd Curriculum

Mrs. Hausmann presented the new science curriculum they are have chosen to adopt. It is Open SciEd, she added it is an interesting resource because it's free. The materials are not free for students. There were two resources that made it through the gateways, the teachers have chosen this one. There are no books, all information will be uploaded to Google. Mrs. Hausmann said the simulations are amazing. The public can scan the QR code to review the curriculum for the next 30 days.

XV.C. Marzano Focused Counselor Evaluation Model

Mrs. Colford shared information about the Marzano Evaluation Model created for counselors. She said this has been worked on for years. Dr. Kay had given Marzano the template and there has been a lot of collaboration to create a counselor evaluation. Many components are based on things outside of the classroom. The evaluation is a more of a comprehensive look at identifying what is expected of a counselor.

XV.D. Proposal for Zones of Regulation for Grades K-12 Social Emotional Learning Curriculum

Mrs. Colford talked about the Zones for Social Emotional Learning Curriculum. She explained what the process has been to find something that fits K-12. This curriculum focuses on all three tiers. She also said that it is very affordable. She is requesting that the board approve this in May. Mrs. Colford said it would be available for review for the next 30 days.

XV.E. Fundraising Application Review

XV.F. Declaration of Surplus Review

Amy Haynes, CMS Principal said the attached music items are things that were used in the musical. She would like to surplus and sell the items and recoup some of the cost.

XVI. ACTION ITEMS FOR THIS MEETING

XVI.A. Approval of One Nebraska Federal Credit Union as the Institution for our Student Fees account.

The Superintendent recommends that the board approve One Nebraska Federal Credit Union as the Institution for our Student Fees account. Passed with a motion by Douglas Willoughby and a second by Theresa Seipel.

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

Dr. Kay said that to ensure we are in compliance we will use a separate account for student fees. We would like to use One Nebraska Federal Credit Union as the institution for student fees accounts. This gives us an opportunity to give another local bank some business.

XVII. BOARD REQUESTS FOR INFORMATION

There were no requests.

XVIII. BOARD SHARING

The board will share next week.

XIX. EXECUTIVE SESSION

The board did not go into Executive Session.

XX. ADJOURN

Motion to adjourn Passed with a motion by Theresa Seipel and a second by Marv Zoucha.

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

Yea: 6, Nay: 0

The meeting was adjourned at 7:30pm.

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Regular School Board meeting of Monday, April 7, 2025.

President

Secretary

Regular Meeting
Monday, April 14, 2025 5:30 PM Central

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

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

I. CALL TO ORDER

II. ROLL CALL OF THE BOARD

III. EXCUSE BOARD MEMBERS

IV. PLEDGE OF ALLEGIANCE

V. NOTICE OF OPEN MEETINGS ACT

V.A. President ensures all can hear proceedings

VI. MISSION STATEMENT

Board Member Doug Willoughby read the Mission Statement.

VII. PUBLIC COMMENT

VIII. GUEST PRESENTATIONS

VIII.A. Allo Communications, Inc.

Allo Communications presented a check from contributions to CPS through their Allo for Education Program.

IX. RECOGNITIONS BY BOARD

X. BUILDING OR DISTRICT PRESENTATION

XI. CONSENT AGENDA

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

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

Yea: 6, Nay: 0

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

There were no items removed from the Consent Agenda.

XI.B. Meeting Minutes

XI.C. Finance Reports

Jason Schapmann, Director of Human Resources and Fiscal Support, presented some payments showing on the M5 financial report. These included Apple, Inc. for replacement iPad, Woodriver Energy for natural gas, and some new smoke detectors that were purchased. Mr. Schapmann said the budget freeze will likely be next month.

XI.D. Staffing Reports

An update of hiring and resignations was shared by Mr. Schapmann. Dr. Kay added information about the resignations and mentioned this is the lowest in 5 years, it is under 11%. Many districts are at 18% for staff leaving.

There was discussion on how other districts operate with benefits that are offered and required curriculum. CPS has very high expectations of their teachers.

XI.E. Professional Travel

XII. FOUNDATION REPORT

The Superintendent recommends that the board approve the Foundation Report, as submitted. Passed with a motion by Candace Becher and a second by Theresa Seipel.

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

Yea: 6, Nay: 0

Nicole Anderson, Director of Communications and Foundation, reported on the events and programs running funds through the CPS Foundation. She shared high points of the Discoverers or Distinction Banquet. Mrs. Anderson said Grandfriends Day has brought about 1725 people to our buildings, it is a great event for students and families.

Total contributions for March is \$47,367.03; Year to date \$82,571.28.

XIII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XIII.A. Director of Teaching and Learning

Teresa Hausmann, Director of Teaching and Learning, said that the Open SciEd Curriculum is out for review.

XIII.B. Director of Special Education

XIII.C. Assistant Director for Student Services

XIII.D. Director of Human Resources

XIII.E. Director of Operations

XIII.F. Superintendent

Chip Kay, Superintendent, updated on the online public meeting tomorrow night. He said there are a couple more presentations coming soon. He invited the board members about handing out staff thank you cards on May 6 and 7. Dr. Kay said the Retirement and Staff Recognitions Event is on May 9. Also shared was the date for the Top 10%/Freshmen Scholar Dinner at CHS on May 7.

XIV. MONTHLY REVIEW OF POLICIES

XV. DISCUSSION ITEMS

XVI. ACTION ITEMS FOR THIS MEETING

XVI.A. ESU 7 Contract for Special Education 2025-2026

The superintendent recommends that the board approve the ESU 7 Contract for Special Education 2025-2026, as submitted. Passed with a motion by Douglas Willoughby and a second by Marv Zoucha.

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

Yea: 6, Nay: 0

XVI.B. Adopt Marzano Focused Counselor Evaluation Model

The superintendent recommends that the board Adopt the Marzano Focused Counselor Evaluation Model. Passed with a motion by Candace Becher and a second by Doug Molczyk.

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

Yea: 6, Nay: 0

Dr. Kay said this will be submitted to NDE for approval. This model will be used starting 2025-2026.

XVI.C. Approval of Fundraising Application

The superintendent recommends that the board approve the fundraising application. as submitted. Passed with a motion by Theresa Seipel and a second by Douglas Willoughby.

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

Yea: 6, Nay: 0

XVI.D. Declaration of Surplus items listed

The superintendent recommends that the board approve the declaration of items listed as surplus. Passed with a motion by Marv Zoucha and a second by Candace Becher.

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

Yea: 6, Nay: 0

XVI.E. Resolution to Authorize the Superintendent to Determine Emergency Use of Facilities
Approval to Authorize the Superintendent to Determine Emergency Use of Facilities. Passed with a motion by Doug Molczyk and a second by Candace Becher.

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

Yea: 6, Nay: 0

Dr. Kay explained that in an emergency situation without the resolution for utilizing a CPS building an emergency meeting would need to be scheduled to vote. If time for safety and quick action is necessary, this would delay being able to help quickly. CPS would manage the building, other organizations would be managing the other pieces of an emergency situation. Kramer is the most likely building to use. The resolution was changed to Superintendent or designee.

XVII. BOARD REQUESTS FOR INFORMATION

XVIII. BOARD SHARING

The board shared it seems the year has gone by quickly. Those who attended the Discoverers of Distinction Banquet were very impressed. There was discussion regarding speech and debate at CHS.

XIX. EXECUTIVE SESSION

The board did not go into Executive Session.

XX. ADJOURN

Motion to adjourn Passed with a motion by Candace Becher and a second by Michael Jeffryes.

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

Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 6, Nay: 0

The meeting was adjourned at 6:45 pm.

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Regular School Board meeting of Monday, April 14, 2025.

President

Secretary

Columbus Public Schools
 Summary of Cash Balances
 April 30, 2025

M2	DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURES	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR
General Fund	Attachment M4a			\$ 229,136.74		
	Attachment M5 (prior Bd Mtg)			\$ 4,258,666.12		
	Innerfund Loan to reimburse Admin Activity					
	Transfer to GP ICS Savings		\$ (4,500,000.00)			
	Transfer from GP ICS Savings		\$ 5,000,000.00			
	Receipts GP checking		\$ 4,794,173.78			
	GENERAL FUND - GREAT PLAINS STATE BANK	\$ 8,825,054.87	\$ 5,294,173.78	\$ 4,487,802.86	\$ 9,631,425.79	\$ 5,831,717.72
	Transfer to GP Checking			\$ 5,000,000.00		
	Transfer from GP Checking		\$ 4,500,000.00			
	Interest		\$ 2,923.43			
	GEN FUND - GP ICS SAVINGS	\$ 2,002,640.42	\$ 4,502,923.43	\$ 5,000,000.00	\$ 1,505,563.85	
General Fund - Cash Balance				\$ 11,136,989.64		
Depr Fund	Receipts					
	Interest		\$ 3,099.47			
	DEPRECIATION - GREAT PLAINS STATE BANK	\$ 983,856.35	\$ 3,099.47	\$ -	\$ 986,955.82	\$ 415,403.50
Temporary Funds -GF	PAYROLL - PINNACLE BANK	\$ 392,374.98	\$ 3,925,651.06	\$ 3,900,893.17	\$ 417,132.87	\$ 381,680.98
	HSA/FSA - PINNACLE BANK	\$ 67,838.01	\$ 14,762.14	\$ 12,628.72	\$ 69,971.43	\$ 60,532.07
Activities	Administration	\$ 699,756.15	\$ 21,490.95	\$ 12,579.14	\$ 708,667.96	\$ 623,843.66
	Middle School	\$ 146,845.61	\$ 8,726.05	\$ 7,930.82	\$ 147,640.84	\$ 129,918.72
	High School	\$ 642,307.63	\$ 134,753.54	\$ 34,956.90	\$ 742,104.27	\$ 661,120.36
	ACTIVITY FUNDS - COLUMBUS BANK	\$ 1,488,909.39	\$ 164,970.54	\$ 55,466.86	\$ 1,598,413.07	\$ 1,414,882.74
Nutrition Fund	Attachment M6			\$ 288,568.31		
	Interest Income		\$ 623.48			
	State Reimbursement		\$ 142,523.08			
	Rct to Expenditures		\$ 10,794.01			
	Student/ Staff meals/ alacarte sales		\$ 80,002.93			
	NUTRITION FUND - CORNERSTONE BANK	\$ 231,405.51	\$ 233,943.50	\$ 288,568.31	\$ 176,780.70	\$ 282,282.80
Bond Fund	Platte County Treasurer		\$ 268,376.39			
	Butler County Treasurer		\$ 927.24			
	Polk County Treasurer		\$ 1.56			
	Investment Gain		\$ 7,450.02			
	BOND FUND - FNB	\$ 2,147,020.32	\$ 276,755.21	\$ -	\$ 2,423,775.53	\$ 2,159,958.54
Building Fund	Platte County Treasurer			\$ 17,003.46		
	Receipts		\$ 71,363.58			
	BLDG FUND - BANK OF THE VALLEY	\$ 339,057.53	\$ 71,363.58	\$ 17,003.46	\$ 393,417.65	\$ 25,711.69

Columbus Public Schools
General Fund Revenue Detail
April 30, 2025

Account Number	Description	Budget	Month to Date	Year to Date	Balance	Percent
01.1.01100.000.000	Property Taxes	(\$26,625,735.00)	(\$1,536,111.06)	(\$13,180,045.32)	(\$13,445,689.68)	49.50%
01.1.01115.000.000	Carline Taxes	(\$8,000.00)	\$0.00	(\$1,847.33)	(\$6,152.67)	23.09%
01.1.01120.000.000	Public Power District Sales Ta	(\$850,000.00)	\$0.00	\$0.00	(\$850,000.00)	0.00%
01.1.01125.000.000	Motor Vehicle Taxes	(\$2,345,000.00)	(\$224,735.43)	(\$1,605,389.27)	(\$739,610.73)	68.46%
01.1.01323.000.000	Tuition, SpEd School Age	(\$3,250.00)	\$0.00	\$0.00	(\$3,250.00)	0.00%
01.1.01510.000.000	Interest	(\$15,000.00)	(\$22,673.98)	(\$127,145.93)	\$112,145.93	847.64%
01.1.01801.000.000	CASP/Parent Fees	(\$35,000.00)	(\$10,185.00)	(\$60,125.00)	\$25,125.00	171.79%
01.1.01911.000.000	Local License Fees	(\$25,000.00)	\$0.00	(\$3,735.00)	(\$21,265.00)	14.94%
01.1.01925.000.000	Grants from Private Sources	\$0.00	(\$1,750.00)	(\$1,750.00)	\$1,750.00	#DIV/0!
01.1.01960.000.000	Grants from Other Local Gov't	\$0.00	(\$625.00)	(\$625.00)	\$625.00	#DIV/0!
01.1.01990.000.000	Miscellaneous Local Receipts	(\$20,000.00)	\$0.00	\$0.00	(\$20,000.00)	0.00%
01.1.02110.000.000	County Fines & License Fees	(\$150,000.00)	(\$13,911.35)	(\$134,733.05)	(\$15,266.95)	89.82%
01.1.02230.000.000	Technology Services	\$0.00	\$0.00	(\$477.80)	\$477.80	#DIV/0!
01.1.03110.000.000	State Aid	(\$16,417,109.00)	(\$1,638,085.00)	(\$13,140,937.00)	(\$3,276,172.00)	80.04%
01.1.03120.000.000	SpEd Receipts from the State	(\$5,508,698.00)	(\$879,660.00)	(\$4,188,335.00)	(\$1,320,363.00)	76.03%
01.1.03130.000.000	Homestead Exemption	\$0.00	(\$198,426.14)	(\$396,986.99)	\$396,986.99	#DIV/0!
01.1.03131.000.000	Property Tax Credit	\$0.00	\$0.00	(\$4,254,470.30)	\$4,254,470.30	#DIV/0!
01.1.03180.000.000	Pro-Rate Motor Vehicle	(\$18,000.00)	(\$117.37)	(\$25,364.42)	\$7,364.42	140.91%
01.1.03300.000.000	In Lieu of Taxes	\$0.00	\$0.00	(\$44,904.53)	\$44,904.53	#DIV/0!
01.1.03301.000.000	After School Program	\$0.00	\$0.00	(\$3,396.73)	\$3,396.73	#DIV/0!
01.1.03400.000.000	State Apportionment	(\$500,000.00)	\$0.00	(\$1,581,893.90)	\$1,081,893.90	316.38%
01.1.03535.000.000	High Ability Learners Allocati	(\$25,599.00)	\$0.00	(\$21,682.00)	(\$3,917.00)	84.70%
01.1.03540.000.000	State Early Childhood Grant	(\$150,000.00)	\$0.00	(\$136,942.00)	(\$13,058.00)	91.29%
01.1.03541.000.000	Early Childhood Endowment Gran	(\$164,500.00)	(\$56,192.00)	(\$113,799.00)	(\$50,701.00)	69.18%
01.1.03590.000.000	Opportunity Grant	\$0.00	\$0.00	(\$4,838.80)	\$4,838.80	#DIV/0!
01.1.03599.000.000	Education Quest College Access	\$0.00	(\$782.79)	(\$18,057.96)	\$18,057.96	#DIV/0!
01.1.04505.000.000	ESSA Title I Receipts	(\$781,419.00)	(\$125,899.00)	(\$961,620.00)	\$180,201.00	123.06%
01.1.04509.000.000	ESSA Title II Receipts	(\$140,788.00)	(\$11,437.00)	(\$136,554.00)	(\$4,234.00)	96.99%
01.1.04510.000.000	ESSA Title IV SSAE Grant	(\$38,872.00)	\$0.00	\$0.00	(\$38,872.00)	0.00%
01.1.04516.000.000	IDEA Preschool Enrollment/Pove	(\$25,237.00)	\$0.00	(\$25,203.00)	(\$34.00)	99.87%
01.1.04518.000.000	IDEA Enrollment/Poverty Grant	(\$1,013,657.00)	\$0.00	(\$897,931.00)	(\$115,726.00)	88.58%
01.1.04521.000.000	IDEA Proportionate Share	(\$124,753.00)	\$0.00	(\$129,582.00)	\$4,829.00	103.87%
01.1.04525.000.000	Carl Perkins Grants	(\$53,095.00)	\$0.00	(\$32,326.00)	(\$20,769.00)	60.88%
01.1.04527.000.000	ESSA Title III LEP Grant	(\$96,829.00)	(\$11,337.00)	(\$145,906.00)	\$49,077.00	150.68%
01.1.04528.000.000	Title III Immigrant	(\$25,169.00)	(\$4,152.00)	(\$12,451.00)	(\$12,718.00)	49.47%
01.1.04531.000.000	ESSA Title IV Part B 21st Cent	(\$157,550.00)	\$0.00	(\$211,620.00)	\$54,070.00	134.32%
01.1.04708.000.000	Medicaid in Public Schools/DS	(\$45,988.00)	(\$28,799.32)	(\$69,914.92)	\$23,926.92	152.03%
01.1.04709.000.000	Medicaid in Public Schools/MAC	\$0.00	(\$11,389.52)	(\$34,732.40)	\$34,732.40	#DIV/0!
01.1.04969.000.000	ESSA Title IV SSAE Grant	\$0.00	\$0.00	(\$71,792.00)	\$71,792.00	#DIV/0!
01.1.04988.000.000	ESSER - ELO/ASP	\$0.00	\$0.00	(\$274,017.00)	\$274,017.00	#DIV/0!
01.1.04994.000.000	HYC Grant (6994)	(\$14,230.00)	\$0.00	(\$14,053.00)	(\$177.00)	98.76%
01.1.05301.000.000	Insurance Claims	\$0.00	\$0.00	(\$50,866.00)	\$50,866.00	#DIV/0!
		(\$55,378,478.00)	(\$4,776,268.96)	(\$42,116,050.65)	(\$13,262,427.35)	76.05%
	Transfers					
	Reimbursements/Refunds		(\$22,877.26)			
	Interest - Other accounts		\$4,972.44			
	Total Revenue		(\$4,794,173.78)			

Check Number	Vendor	Amount
19661	POSTMASTER	\$996.32
19662	SCHOOL DISTRICT #1-PAYROLL	\$3,772,704.80
19663	WELLS FARGO EQUIPMENT FINANCE, INC	\$29,589.00
19664	AGUILERA, ANTHONY	\$11.22
19665	ASSOCIATED STAFFING, INC	\$4,781.58
19666	CENTRAL NE COMMUNITY SERVICES	\$3,539.44
19667	CITY OF COLUMBUS - FINANCE DEPT	\$32,116.55
19668	COLUMBUS PUBLIC SCHOOLS ACTIVITY	\$30,000.00
19669	DAS STATE ACCTG-CENTRAL FINANCE OCIO	\$330.00
19670	DAYLIGHT DONUTS	\$44.97
19671	EAKES OFFICE SOLUTIONS	\$290.00
19672	FIRST IMPRESSIONS	\$1,000.00
19673	HOLIDAY INN -KEARNEY	\$724.75
19674	JACKSON SERVICES INC.	\$293.07
19675	KWAPNIOSKI, LEONARD R	\$129.50
19676	MATHESON TRI-GAS INC	\$803.65
19677	MID AMERICA BOOKS	\$505.00
19678	NCSA	\$75.00
19679	OMNIFY BENEFITS	\$355.00
19680	PINNACLE BANK OMAHA	\$165.00
19681	STEALTH BROADBAND	\$2,891.69
19682	T-BONE TRUCK STOP	\$2,137.65
19683	VALENTINOS OF COLUMBUS	\$751.00
19684	AMAZON CAPITAL SERVICES	\$2,559.95
19685	CAPITAL ONE/WALMART	\$431.43
19686	HOBBY LOBBY	\$96.88
19687	HY-VEE FOOD STORES	\$413.50
19688	SUPER SAVER	\$669.86
19690	CET MANAGEMENT UK LTD	\$1,940.00
19691	CET MANAGEMENT UK LTD	\$1,940.00
19692	CET MANAGEMENT UK LTD	\$1,940.00
19693	CET MANAGEMENT UK LTD	\$240.00
19694	ADVANCED WATER COMPANY, INC.	\$4,361.24
19695	ASSOCIATED STAFFING, INC	\$8,039.01
19696	BLAZERWORKS, LLC	\$47,406.01
19697	DEVELOPMENTAL DISABILITY CENTER OF NE	\$4,957.68
19698	EIDE BAILLY	\$674.00
19699	ESU #7 SPECIAL EDUCATION	\$58,036.60
19700	ESU #7	\$5,759.13
19701	FATHER FLANAGAN'S BOYS' HOME	\$40,560.00
19702	FIRST NATIONAL BANK OMAHA	\$573.41
19703	FIRST NATIONAL BANK OMAHA	\$744.60
19704	FIRST NATIONAL BANK OMAHA	\$295.63
19705	FIRST NATIONAL BANK OMAHA	\$77.76
19706	GO PHYSICAL THERAPY, LLC	\$39,660.95

Check Number	Vendor	Amount
19707	GRADUATE LINCOLN HOTEL	\$564.00
19708	HEARTLAND BUSINESS SYSTEMS, LLC	\$1,015.20
19709	LA QUINTA KEARNEY	\$3,043.00
19710	MATHESON TRI-GAS INC	\$212.90
19711	MAXIM HEALTHCARE SERVICES, INC.	\$1,625.00
19712	OMAHA MUSIC THERAPY LLC	\$4,198.76
19713	PLUNKETTS PEST CONTROL	\$755.44
19714	RIVERSIDE PORTABLES, LLC	\$110.00
19715	SAPP BROS PETROLEUM	\$515.00
19716	ACE HARDWARE-COLUMBUS	\$92.55
19717	AWARDS & ENGRAVING	\$35.00
19718	BLASER, TASHA	\$167.58
19719	BOMBERGER, KYLA	\$83.72
19720	BOMGAARS	\$398.73
19721	BROWN INDUSTRIES INC	\$1,279.25
19722	CAMFIL USA, INC	\$1,042.75
19723	CENTRAL COMM COLLEGE-COL	\$65.00
19724	COFFEY, ALANNAH	\$149.63
19725	COGNIA INC	\$11,200.00
19726	COLUMBUS ARNOLD MOTOR SUPPLY	\$191.64
19727	DEMCO, INC	\$129.25
19728	EAKES OFFICE SOLUTIONS	\$245.81
19729	EDUPOINT EDUCATIONAL SYSTEMS	\$1,500.00
19730	ELECTRICAL ENGINEERING & EQUIP	\$3,771.36
19731	ENABLE MY CHILD LTD	\$20,400.00
19732	FIRST IMPRESSIONS	\$280.00
19733	GOPHER SPORTS	\$444.71
19734	HD SUPPLY	\$1,055.21
19735	IMAGE TECH & PRINTING	\$64.86
19736	JOHNSTONE SUPPLY	\$674.81
19738	KOCH EXCAVATING CO.	\$65.40
19739	LOZANO, GABRIELA	\$53.49
19740	MADDEN THERAPY LLC	\$1,255.50
19741	MARKING, LORI	\$39.20
19742	MENARDS-COL	\$1,921.54
19743	MID-WEST 3 D SOLUTIONS	\$18,331.00
19744	MUCHMORE, KELLY	\$239.40
19745	NAESP PEAP-ACA ORDERS	\$136.40
19746	NEBRASKA CENTRAL EQUIPMENT, INC	\$703.86
19747	NOSWETT FENCING AND DECKS	\$381.92
19748	O'REILLY AUTO PARTS-COL	\$64.18
19749	PLATTE VALLEY PRINTING	\$342.54
19750	POSITIVE PROMOTIONS	\$832.54
19751	PRESENCELEARNING INC	\$60,978.06
19752	PRINTCO GRAPHICS, INC	\$1,110.86

Check Number	Vendor	Amount
19753	REALITYWORKS	\$2,499.00
19754	REARDON LAWN & GARDEN EQUIP.	\$101.82
19755	SOCIAL THINKING	\$35.96
19756	TIRE OUTLET INC	\$45.00
19757	TK ELEVATOR CORPORATION	\$2,291.50
19758	VOSS LIGHTING	\$328.26
19759	JONSON, AMANDA	\$33.60
19760	AMAZON CAPITAL SERVICES	\$3,127.80
19761	CAPITAL ONE/WALMART	\$478.12
19762	HY-VEE FOOD STORES	\$300.86
19763	HY-VEE FOOD STORES	\$96.74
19764	SUPER SAVER	\$452.58
19784	LEGACY 23 APARTMENTS	\$1,495.00
	Total Expenditures	<u>\$4,258,666.12</u>

Check Number	Vendor	Amount
3285	ASSOCIATED STAFFING, INC	\$862.75
3286	HY-VEE FOOD STORES	\$1,110.00
3287	JACKSON SERVICES INC.	\$59.49
3288	VERIZON WIRELESS	\$32.89
3289	MERCHANT SERVICES	\$3,045.99
3290	SCHOOL DISTRICT #1-PAYROLL	\$151,055.10
3291	AMAZON CAPITAL SERVICES	\$88.56
3292	ASSOCIATED STAFFING, INC	\$1,030.15
3293	FILTER SHOP	\$253.66
3294	HY-VEE FOOD STORES	\$3,445.00
3295	LUNCHTIME SOLUTIONS, INC	\$185.52
3296	T-BONE TRUCK STOP	\$120.99
3297	AMAZON CAPITAL SERVICES	\$676.77
3298	ASSOCIATED STAFFING, INC	\$1,222.40
3299	JACKSON SERVICES INC.	\$59.53
3300	LUNCHTIME SOLUTIONS, INC	\$124,234.11
3301	AMAZON CAPITAL SERVICES	\$32.31
3302	DELL MARKETING L.P.	\$635.00
3303	FIRST NATIONAL BANK OMAHA	\$95.96
3304	POSTMASTER	\$322.13
	Total Fund Expenditures	<u><u>\$288,568.31</u></u>

Columbus Public Schools
 Summary of Cash Balances - QCPUF
 April 30, 2025

M9	DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURES	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR
	BCDM Architects			\$ 6,555.96		
	Commonwealth Electric Midwest			\$ 436,005.00		
	Floors Inc.			\$ 5,038.41		
	Kucera Painting Inc.			\$ 44,793.00		
	Midwest Automatic Fire & Sprinkler Co.			\$ 4,140.00		
	Midwest Door & Hardware			\$ 9,969.00		
	Rutts's Heating & Air Conditioning Inc.			\$ 65,497.50		
	T-C Ceilings Inc			\$ 9,000.00		
	Receipts		\$ -			
	Interest		\$ 6,063.09			
	QCPUF OPERATING -- COLUMBUS BANK	\$ 1,752,697.69	\$ 6,063.09	\$ 580,998.87	\$ 1,177,761.91	
	Receipts		\$ 52,712.48			
	Interest		\$ 884.59			
	QCPUF BOND-- COLUMBUS BANK	\$208,243.43	\$ 53,597.07	\$0.00	\$261,840.50	



COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

To: Board of Education, Dr. Kay, and Mr. Schapmann
Amy Haynes

From: _____

Date: 4-25-25

I am recommending Adrienne Didier as a new certified employee hire for the 25-26 school year.

The anticipated position is MS Computers.

We received 1 applicants and interviewed 1 for the open position.

Bio:

Highest Degree Masters Credits Beyond 2nd Masters
College/University: Wayne State Degree Earned MS
Wayne State Degree Earned MS
Wayne State Degree Earned BS
_____ Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: 15
School: Schuyler Elementary Position: 2nd, 4th, 5th Years: 2010-2016
School: St. Francis Elementary Position: 4th grade Years: 2016-2019
School: Christ Lutheran Position: K-8 Computer Teacher Years: 2019-2025
School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

Adrienne has the experience in the computer applications and curriculum that we currently use.

“Engaging All Learners to Achieve Success”



COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

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

Amy Haynes

From: _____

4-14-25

Date: _____

I am recommending Jaycee Jenner as a new certified employee hire for the 25-26 school year.

The anticipated position is 7th ELA.

We received 6 applicants and interviewed 2 for the open position.

Bio:

Associates

Highest Degree _____ Credits Beyond _____

VA- Liberty University

College/University: _____ Degree Earned _____

_____ Degree Earned _____

_____ Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

Is currently working at a para. She has worked with NDE who has assured her she will qualify for a provisional permit. She will graduate May 2027.

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COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

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

From: Mr. JP Holys

Date: 5.5.25

I am recommending Madison Jenny as a new certified employee hire for the 2025-26 school year.

The anticipated position is 1st Grade Teacher at Lost Creek.

We received 40 applicants and interviewed 30 for the open position.

Bio:

Highest Degree Elem Ed Credits Beyond 0

College/University: Dakota Wesleyan Degree Earned BS

_____ Degree Earned _____

_____ Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: 0

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

Student Taught in Kdg & 1st Gr. in Mitchell, SD. 2021 CHS Graduate

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COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

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

From: Dave Hiebner

Date: 4/28/2025

I am recommending Paxton Mohr as a new certified employee hire for the 2025-26 school year.

The anticipated position is Career Education.

We received 1 applicants and interviewed 1 for the open position.

Bio:

Highest Degree BA Credits Beyond 0

College/University: UNL Degree Earned BA

_____ Degree Earned _____

_____ Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: 0

School: Gretna East Position: Student Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

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COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

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

From: Amy Haynes

Date: 4-30-25

I am recommending Taite Moore as a new certified employee hire for the 25-26 school year.

The anticipated position is 6th ELA.

We received 4 applicants and interviewed 2 for the open position.

Bio:

Highest Degree BS Credits Beyond 0

College/University: Western Governors University Degree Earned BS

Academy of Art University Degree Earned AS

_____ Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: 2

School: Shelby Rising City Elementary Position: third grade Years: 2022-24

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

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COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

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

From: Jason Harris

Date: April 22, 2025

I am recommending Yorlenis Guerra Barrios as a new certified employee hire for the 25-26 school year.

The anticipated position is Contracted Sub Special Ed. Building TBD.

We received 1 applicants and interviewed 1 for the open position.

Bio:

Highest Degree B.S Credits Beyond 0

College/University: Universidad Santo Tomas Degree Earned B.S

_____ Degree Earned _____

_____ Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: 0

School: American School Position: Language Arts Years: 10

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

Yorlenis is working on her NE Teaching Certificate

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The Administration recommends the School Board approve the following Certified hirings (May 2025)

Name	Position	Building	Replaces
Jenner, Jaycee	7th ELA	CMS	Ruskamp, Paul
Didier, Adrienne	computers/keyboar ding	CMS	Alswager, Jessica
Mohr, Paxton	Career Ed.	CHS	Sayers, Abby
Semin, Connor	7th Social studies	CMS	Struebing, Melinda
Moore, Taite	6th Reading	CMS	Johnson, Danielle
Sand, Rylee	3rd	EM	Mulder, Jennifer
Guerra-Barrios, Yorlenis	sped	TBD, CN?	New position
Jenny, Madison	1st grade	LC	Kreber, Carrie (Bossow moved to CO)
Shaiko, Katelynn	EL teacher	CMS	Soulliere, Kassidy
Books, Alexandria	CLS	CMS	Young, Amy
Swanson, Lexxi	Title 1 (0.5 FTE)	Non-Public	Gassen, Laura

The Administration recommends the School Board approve the following Certified resignations (May 2025):

Name	Position	Building	Type



COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

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

Amy Haynes

From: _____

5-6-25

Date: _____

I am recommending Katelynn Shaiko as a new certified employee hire for the 25-26 school year.

The anticipated position is Middle School EL.

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

Bio:

Highest Degree BS Credits Beyond 0

College/University: Iowa State University Degree Earned BS

Degree Earned _____

Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: 3

Silver Valley Unified School District 3rd Grade 2023-2025

School: _____ Position: _____ Years: _____

Fort Riley Elementary School 5th Grade 2022-2023

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

Katelynn has family who live in Columbus. She attended 9th grade at CHS and moved with her family.

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COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

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

From: Teresa Hausmann

Date: 5/8/25

I am recommending Lexxi Swanson as a new certified employee hire for the 2025-26 school year.

The anticipated position is .5 Nonpublic Title I Teacher.

We received 0 applicants and interviewed 1 for the open position.

Bio:

Highest Degree BA Credits Beyond _____

College/University: UNK Degree Earned BA K-6

_____ Degree Earned _____

_____ Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: 2

School: Columbus Middle School Position: 6th Math Years: 2

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

Subbing in CPS Elementary Schools this current year.

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COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

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

From: Jason Harris

Date: May 8, 2025

I am recommending Alexandria Books as a new certified employee hire for the 25-26 school year.

The anticipated position is CMS Curriculum Life Skills Teacher.

We received 1 applicants and interviewed 1 for the open position.

Bio:

Highest Degree B.S Credits Beyond 0

College/University: Wayne State Degree Earned B.S.

_____ Degree Earned _____

_____ Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: 3

School: CNCAP HeadStart Position: Teacher Years: 2

School: Contracted Soliant Position: Teacher Years: 1

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

Alex is currently a contracted employee, but will become a CPS employee

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ColumbusPublicSchools.org



COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

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

Angie Luebbe

From: _____

5-2-25

Date: _____

I am recommending Rylee Sand as a new certified employee hire for the 25-26 school year.

The anticipated position is 3rd Grade, Emerson Elementary.

We received 10 applicants and interviewed 5 for the open position.

Bio:

Highest Degree BA Credits Beyond 0

College/University: Doane University Degree Earned yes

_____ Degree Earned _____

_____ Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: 0

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

Rylee is a double endorsed Doane graduate in the areas of Elementary Education and Math. Rylee has enjoyed her time at Doane as a student and a college softball player. She is excited to move to Columbus and join CPS.

“Engaging All Learners to Achieve Success”

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

ColumbusPublicSchools.org

Professional Travel Report - April 2025

Employee full Name	Job Start Date	Job End Date	Job Notes to Administrator
Erica Gable	2025-04-01	2025-04-01	Northeastern Nebraska DC Fly In
Erica Gable	2025-04-02	2025-04-02	Northeastern Nebraska DC Fly In
John Harger	2025-04-02	2025-04-02	Facility Directors meeting in Lincoln.
Leonard Kwapnioski	2025-04-02	2025-04-02	Facility Directors meeting in Lincoln.
Michael Grutsch	2025-04-02	2025-04-02	Facility Directors meeting in Lincoln.
Katherine Juranek	2025-04-03	2025-04-04	ASD Conference in Kearney
Brenda Huey	2025-04-03	2025-04-04	ASD Conference in Kearney
Ryan Goetsch	2025-04-03	2025-04-04	ASD Conference in Kearney
Jessy Hill	2025-04-03	2025-04-04	ASD Conference in Kearney
Lauryn Weldon	2025-04-03	2025-04-04	Autism Conference in Kearney
Claire Hladky	2025-04-03	2025-04-04	Autism Conference in Kearney
Molly Carlson	2025-04-03	2025-04-04	Autism Conference in Kearney
Caitlin Vering	2025-04-03	2025-04-04	ASD Conference in Kearney
Ashley Gutierrez	2025-04-03	2025-04-04	ASD Conference in Kearney
Jeanne Kay	2025-04-03	2025-04-04	Attending the ASD Conference in Kearney.
Jill Lorenz	2025-04-03	2025-04-04	ASD 2 day conference
Ann Chavez	2025-04-03	2025-04-04	ASD Conference - Kearney
Magdalene Langan	2025-04-03	2025-04-04	Autism Conference in Kearney
Bailey Brashear	2025-04-03	2025-04-03	Autism Conference in Kearney
Carrie Jaixen	2025-04-03	2025-04-04	Autism Conference in Kearney
Sheila Goetsch	2025-04-03	2025-04-03	ASD Conference in Kearney
Bailey Brashear	2025-04-03	2025-04-03	Autism Conference in Kearney
Laurie Jansen	2025-04-03	2025-04-03	Autism Conference in Kearney
Bailey Brashear	2025-04-04	2025-04-04	Autism Conference in Kearney
Joshua Darveau	2025-04-04	2025-04-04	Coaches Clinic in Lincoln
Sheila Goetsch	2025-04-04	2025-04-04	ASD Conference in Kearney
Ann Chavez	2025-04-07	2025-04-07	ASD Conference in Kearney
Sara Colford	2025-04-08	2025-04-09	Data Conference in Kearney
Ann Chavez	2025-04-08	2025-04-08	ASD Conference in Kearney
Suzanne Stevenson	2025-04-08	2025-04-09	Data Conference in Kearney
Angela Leifeld	2025-04-09	2025-04-09	Going to Antelope County to see a student
Kim Loeffelholz	2025-04-10	2025-04-10	Attend one day of the GPACAC conference.
Jason Harris	2025-04-10	2025-04-11	NASES Spring Conference, Lincoln, NE
Chip Kay	2025-04-10	2025-04-10	STANCE - Lincoln
Leonard Kwapnioski	2025-04-10	2025-04-11	NATA spring retreat in Lincoln
Teresa Hausmann	2025-04-11	2025-04-11	State SkillsUSA Competition in GI.
Cherie Stadler	2025-04-11	2025-04-11	NPERS meeting in Lincoln
Nicole Anderson	2025-04-11	2025-04-11	NebSPRA monthly meeting - this month in Ralston
Rachel Maher	2025-04-16	2025-04-16	Going to David City to observe Frogstreet Curriculum.
Megan Novak	2025-04-16	2025-04-16	Observation of Frogstreet curriculum in David City.
Claire Urugutia	2025-04-16	2025-04-16	Observing new curriculum at Bellwood Elementary
Kathleen Robertson	2025-04-16	2025-04-16	David City observation
Darla Orender	2025-04-16	2025-04-16	Visiting David City Preschool to observe Frog Street Curriculum.
Janelle Muntz	2025-04-16	2025-04-16	Professional development in David City.
Ashley Gutierrez	2025-04-16	2025-04-16	David City Preschool Visit
Chip Kay	2025-04-16	2025-04-16	GNSA - Lincoln
Stephanie Bourek-Hoyt	2025-04-16	2025-04-16	NPERS meeting in Lincoln
Kerri Jones	2025-04-16	2025-04-16	NPERS meeting in Lincoln
Jeffrey Uchtman	2025-04-22	2025-04-22	Google Admin Boot Camp - Lincoln
Corey Underdahl	2025-04-22	2025-04-22	Google Meeting in Lincoln
Chip Kay	2025-04-23	2025-04-23	NCSA Executive Board Meeting - Lincoln
Jason Schapmann	2025-04-23	2025-04-23	NASBO Conference-Lincoln
Jason Schapmann	2025-04-24	2025-04-24	NASBO Conference-Lincoln
Chip Kay	2025-04-24	2025-04-25	NASBO State Conference - Lincoln
Jason Schapmann	2025-04-25	2025-04-25	NASBO-Lincoln
Kathryn Macken	2025-04-28	2025-04-28	Imman. accreditation approved by Haynes
Kathryn Macken	2025-04-28	2025-04-29	Personal Professional-Immanuel Schools
Chip Kay	2025-04-30	2025-04-30	NASA Region III Meeting
Jason Harris	2025-04-30	2025-04-30	NASES Region 3 Meeting, Norfolk, NE



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

May 7, 2025

Mike Jeffryes
Board of Education
Columbus Public Schools

Dear President Jeffryes and Members of the Board:

The Foundation contributed the following items to Columbus Public Schools during the month of April. On behalf of the Board of Directors for the CPS Foundation and the officers of the thirteen umbrella organizations, we respectfully submit these items to the Board of Education for acceptance.

Foundation

\$1,564.75 - Academic Hall of Fame
\$4,400.36 - Newsletter
\$483.75 - Columbus After School Program Supplies

\$2,067.40 - CMS STEM Supplies
\$2,250.00 - Dual Credit Scholarships
\$900.00 - STS Dual Credit Scholarships

Centennial PAC

\$316.86 - Family Fun Night Supplies
\$354.01 - One School One Book Supplies
\$2,353.35 - Staff Appreciation Supplies
\$360.00 - 3rd Grade AR Party

Post Prom

\$11.15 - Printing
\$4,047.25 - Supplies

North Park PTO

\$36.80 - Book Bingo Supplies
\$476.69 - Staff Appreciation Supplies

Emerson PTO

\$258.75 - 4th Grade Field Trip
\$25.00 - Bingo Machine Rental

Vocal Music Boosters

\$86.41 - Senior Gifts

Sports Boosters

\$5,615.00 - Football Sideline Power
\$2,703.00 - Wrestling Backpacks
\$470.00 - State Meals
\$2,148.00 - Winter Sport Support
\$2,400.00 - Tent
\$745.08 - Program Printing
\$3,948.00 - Spring Sport Support

West Park PTO

\$600.00 - Kindergarten Field Trip
\$22.50 - Music Concert Gift
\$266.75 - Picnic Lawn Games

The total contributions for the month of April was \$38,910.86

The total contributions for the FY 2025 total is **\$121,482.14**

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

Thank you for your consideration.

Sincerely,

Nicole Anderson

Director of Marketing & Foundation



Superintendent Permission to Provide Counseling-Related or Mentoring Services at a School Site

Organization Name: _____

Organization Address: _____

Organization Phone: _____

Student Name: _____

Student Service(s) Provided:

Counseling

Mentoring

Other: _____

Briefly describe the need for the service(s): _____

Signature of Organization Representative: _____ Date: _____

Permission to allow proposed service:

Approved

Denied

Signature of Superintendent/Designee: _____ Date: _____

Parent/Guardian Name (print): _____

I hereby give my permission for _____ (organization name)
to provide service(s) to _____ (student's name) in
school.

Signature of Parent/Guardian: _____ Date: _____



Columbus Public Schools

2508 27th Street, Columbus NE 68601 402.563.7000

To: Board of Education

From: Dr. Chip Kay, Superintendent

Re: Recommendation for Growth Solutions

Date: May 12, 2025

1. I am recommending the hiring of Northland Securities, Inc. for the professional service of bond counsel and Clark & Enerson for the professional services of architecture and engineering.
2. Based on community feedback I am recommending the board study the following options to address the current capacity issues and pending growth of the school district. *The criteria for recommendations brought forward were that they impacted space for students in grades K-8.*
 - A. Construction of an Intermediate School for Grades 4 and 5, location to be determined
 - B. Procurement of mobile trailers for all five elementary schools and the middle school
 - C. Construction of a new elementary school (3rd Avenue) and additions to the five existing elementary schools and move 5th grade back to the elementary buildings
 - D. External enclosed stairwell exit for Emerson Elementary 2nd floor to be considered in conjunction with A, B, or C
3. It is my opinion that we can do a combination of options or one single option.
 - Option B would require a levy override (which requires a ballot initiative) to procure or lease the trailers, it is not possible to make this purchase with the general or building fund budgets in combination with the current property tax asking cap
 - Options A & C would require a capital construction bond and ballot initiative
 - Option D cost is unknown, if combined with options listed above it would be included in that funding option
4. If a decision is made to select a project requiring a bond election, the Board may decide the best option for the fall of 2025 to conduct the special election.



AGREEMENT UPDATE

25-26-U001-122

WHEREAS the parties desire to confirm the Customer’s service needs for the 2025-2026 school year and make certain updates to the agreement for the provision of services.

WHEREAS this Update is made:

BETWEEN

Customer Name: Columbus Public Schools

AND

Enable My Child, Ltd., DBA HelloHero

UPDATING

Agreement #: 24-25-SA122 Agreement Date: 6/25/2024

Update Effective Date: 8/1/2025

1. CONFIRMATION OF SERVICES AND PRICING

Service Name	Scheduling (Full-time, Part-time, Hourly, or Project)	No Show Billing	Rate
SPED Teacher/Case Manager	2 FTE	no	\$10,200/month per provider

2. AGREEMENT UPDATES

a. Notice of Termination and Continuity of Services

The **Customer** shall provide **HelloHero** with a minimum of thirty (30) days' written notice before terminating any full-time or per diem position. Upon receiving such notice, **HelloHero** will reassign the staff member accordingly. If the notice period falls within an ongoing academic semester, the termination will only take effect at the end of that semester, allowing the HelloHero staff member to continue providing services through its completion.

b. Regulatory Compliance

The **Customer** (School) is solely responsible for ensuring that the delivery of related services complies with all applicable federal, state, and local laws, regulations, and guidelines, including but not limited to those governing special education, student privacy, and licensure requirements. The **Customer** shall ensure that all necessary consents, authorizations, and documentation required for service delivery are obtained and maintained by applicable laws.

HelloHero shall provide services as directed by the **Customer**, but the **Customer** acknowledges that it is responsible for overseeing compliance with all regulatory requirements related to providing these services within its schools. The **Customer** agrees to indemnify and hold **HelloHero** harmless from any claims, liabilities, or penalties arising from noncompliance with such laws and regulations.

c. **Group Therapy Discretion**

When providing group therapy services, the assigned therapist shall have the sole discretion to determine student groupings based on professional judgment and best clinical practices. Group assignments will be made with consideration of factors such as student needs, therapeutic goals, age, skill level, and overall potential for positive outcomes. While input from the **Customer** (School) may be considered, final grouping decisions shall remain at the therapist's discretion to ensure effective service delivery.

d. **Training and System Support**

The **Customer** is responsible for providing all necessary training, access, and ongoing support for **HelloHero** staff related to the **Customer's** specific Individualized Education Program (IEP) systems, documentation platforms, and any other school-specific systems required for service delivery. The **Customer** shall ensure that **HelloHero** staff receive adequate training and guidance on the use of these systems and any related compliance requirements. **HelloHero** shall not be held responsible for delays or service disruptions resulting from insufficient training, access issues, or lack of system support provided by the **Customer**.

e. **Scope of Services and Additional Administrative Fees**

This agreement specifies that the fees outlined cover the provision of therapist services, including receiving referrals, scheduling, and occasional check-ins to ensure service continuity.

If the partnering school requires a higher level of administrative involvement, such as frequent meetings, extensive coordination of services, ongoing case management, or other administrative duties beyond the standard scope — **HelloHero** reserves the right to apply additional fees.

Any such fees will be discussed and agreed upon in writing before the commencement of additional administrative services.

3. **CONTINUED EFFECTIVENESS**

All other terms and conditions of the existing Agreement shall remain in full force and effect unless explicitly modified herein.



4. ACKNOWLEDGEMENT AND ACCEPTANCE

Jason Harris – Director of Student Services/Special Education

Customer's Printed Name and Title

Customer's Signature

Date

Samantha Stasolla – Director of Operations

HelloHero Printed Name and Title

HelloHero Signature

Date



ADDENDUM #1 - SOLIANT HEALTH, LLC TO USE BLAZERWORKS, LLC's SERVICES

This Addendum applies to the Client Services Agreement (the "Agreement") between Soliant Health, LLC ("Soliant") and Columbus Public Schools ("Client") and defines Soliant's use of BlazerWorks, LLC's ("BlazerWorks") services, and Client's agreement to use same. BlazerWorks service refers to the services provided by BlazerWorks solely in its role as the preferred workforce solutions manager. For good and valuable consideration described herein, effective upon execution of this Addendum, BlazerWorks will have the responsibility for supplying and managing Client's contingent contract staff ("Consultant") workforce. BlazerWorks shall comply with the service requirements as described in the Agreement, specifically BlazerWorks will administer and manage the process of identifying and acquiring Consultants through Soliant, or through Secondary Staffing Partners ("SSP") as set forth herein.

I. Services

BlazerWorks is an MSP that manages client contingent contractor staff at no cost to the Client. In such capacity, BlazerWorks will act as the preferred workforce solutions manager for Client to provide Consultants. During the term of the Agreement, communications regarding the day-to-day activity and professional operations of the services outlined in the Agreement will be conducted between BlazerWorks and Client.

II. Order Fulfilment Process

Job Orders. As needed Client will notify BlazerWorks of its staffing needs for all Consultants when such needs arise, and BlazerWorks division shall have the opportunity to fulfill those staffing needs. BlazerWorks may supply Consultants through Soliant, or through one or more SSPs. In the event BlazerWorks is unable to fill any particular job order, it shall notify Client and shall have no obligation to fill such order.

Identification and Qualification. BlazerWorks service includes identifying and qualifying: 1) Consultants; and 2) SSPs that are capable of providing Consultants, according to the requirements specified by Client.

Subcontracting. With respect to the provision of any Consultant who is not an employee of Soliant, BlazerWorks will execute a subcontractor agreement with the appropriate SSP employing such Consultant for the provision of the Consultant. The subcontractor agreement will conform to the terms of the Client Services Agreement.

Payment. All Soliant and other SSP invoices will be collected as part of the BlazerWorks' service and consolidated into one invoice. BlazerWorks will submit this single consolidated invoice to Client for the Consultant's provided pursuant to this Agreement. BlazerWorks shall pay Soliant and all other SSPs the amount invoiced within 15 days of receipt of payment from Client.

CLIENT ID – CLIENT NAME

By: _____
Printed Name: _____
Title: _____
Date: _____

By: _____
Printed Name: _____
Title: _____
Date: _____

CLIENT SERVICES AGREEMENT

Education Division



Soliant Health, LLC (the “Company”), and **Columbus Public Schools** whose primary location is 2508 27th St., Columbus, NE 68601 (the “Client”) enter into this non-exclusive Client Services Agreement for the purpose of referring and placing Company’s employees (the “Consultant” or “Consultants”) with Client. This Agreement will govern the overall terms of the relationship, while separate Client Assignment Confirmation (Addendum A) for each placement will outline specifics such as bill rates, personnel, assigned discipline, and assignment lengths.

1. Scope of Services.

The Company, a staffing agency in the business of providing supplemental staffing to the public and private education sector, will use commercially reasonable efforts to provide Consultants to Client on a temporary basis or, if specifically requested by Client, for permanent placements. The parties agree that Company cannot guarantee the result or performance of the Consultants placed on a temporary or permanent basis. Client attests that it currently holds and agrees it will maintain all requirements necessary to operate its business and to utilize the Consultants in the positions assigned. If a Consultant is unable to complete the specified assignment, Company may use its commercially reasonable efforts to find a replacement in a timely manner.

2. Independent Contractor.

The parties agree that the relationship of each to the other is that of an independent contractor. All Consultants will remain employees of the Company, which is solely responsible for providing and maintaining payroll services for any Consultant placed with Client, maintaining payroll records, and withholding and remitting all payroll taxes and social security payments, unless the parties otherwise agreed to in writing. Company does not ordinarily use subcontractors in providing services. Should the need to use a subcontractor arise, the Company will notify Client in advance of the assignment to receive approval.

3. Term of Agreement.

This Agreement begins on the date of the latest signature below (“Effective Date”) and remains in effect for a period of one (1) year unless terminated earlier in accordance with the provisions of this Agreement. Following the initial term, this Agreement will automatically renew for successive one-year periods. If either party elects not to renew, all obligations under this Agreement will cease at the end of the current term, except for any provisions that expressly or by their nature survive termination.

4. Telepractice Services.

Company, at Client’s request, may provide telepractice services through its teletherapy provider VocoVision. Should utilization of VocoVision occur, Client will receive **Addendum A – Teleservices Assignment Confirmation** which outlines specific terms and conditions regarding VocoVision’s telepractice services.

5. Insurance.

Company will maintain at least the following minimum amounts of insurance:
General Liability - \$2,000,000 per occurrence and \$4,000,000 aggregate.
Workers Compensation - in accordance with state regulations.
Employer’s Liability - \$1,000,000.
Excess Liability over General Liability and Employer’s Liability - \$5,000,000 per occurrence and \$5,000,000 aggregate.
Professional Liability - \$1,000,000 per occurrence and \$3,000,000 aggregate.
Sexual Abuse and Molestation - \$1,000,000 per claim and \$3,000,000 aggregate

6. Competency and Licensing.

Company will make reasonable efforts to present only Consultants qualified for their discipline based on the applicable Department of Education licensing and certification requirements, professional standards, and Client requirements for the disciplines placed with Client. The Company will conduct pre-employment screenings to provide Consultants who meet the applicable standards and Client requirements. To assist in these efforts, Client will provide Company with all necessary standards and Client requirements for each discipline a Consultant may work in. Client acknowledges that it possesses the unique and necessary knowledge to assess the qualifications of any Consultant referred to work with Client, and Client agrees that it has the ultimate responsibility of approving a Consultant’s licensure, certifications, and qualifications as acceptable for Client in the assigned discipline. To this end, Company will make available to Client all necessary Consultant records that Company may disclose and may, at Client’s discretion, facilitate an interview between Client and Consultant to assist in the assignment decision. If Client becomes aware of any notices, findings, or information, including but not limited to fingerprint search results, that may negatively impact the start or continuation of an assignment, Client will notify Company in writing within three (3) business days of Client’s knowledge of such information and will provide Company with all relevant and necessary details regarding the situation. Failure to notify Company may result in the termination of this Agreement and any current or future assignments.

7. Credentialing and Onboarding.

Consultants assigned to Client must pass all required background checks, fingerprinting, and security screenings in accordance with federal, state, and local requirements as applicable to Client and the assigned discipline. Client will confirm that Consultants meet these requirements prior to the start of an assignment.

CLIENT SERVICES AGREEMENT

Education Division



Client acknowledges that Consultants must complete Company's onboarding and credentialing processes prior to the start of an assignment, and Client agrees that Consultants may not provide any services prior to their completion of onboarding and credentialing. Company will provide Client with written notice of Consultant's completion of onboarding and credentialing and Consultant's authorization to begin work. If Client authorizes a Consultant to begin work before completion of the onboarding and credentialing process, Client accepts full responsibility for such authorization. Client agrees to indemnify, defend, and hold harmless Company from all liabilities, losses, damages, costs, and expenses arising due to Consultant's performance of services during such period and agrees that in no instance is Company liable to Client for its decision to authorize work without Company's written approval and confirmation of completion of onboarding and credentialing.

8. On-Site Responsibility.

Client will provide Consultants with orientation to all Client specific policies, procedures, and processes necessary to provide services, including but not limited to safety policies and procedures, and Client will provide all necessary support, facilities, training, direction, and means for Consultants to satisfactorily complete the assignment. Client acknowledges that Company does not provide special education, therapy, nursing, or related services and only provides candidate identification and placement services. As such, the provision of Consultant's services is not supervised by Company. Client will provide Consultant and Company written notice and contact information of the Client supervisor assigned to each Consultant. At all times, Consultants are subject to Client's guidance, supervision, and control for the work performed and services provided. Client is responsible for Consultant's adherence to the applicable standards of practice and Client requirements, and only Client is responsible for determining the appropriate services to be provided by Consultant. Client will not allow Consultant, at any time, to perform work or provide services that are outside the scope of the duties and responsibilities of their assigned position, and Client will not allow Consultant to perform work at any location other than the location(s) agreed upon with Company. Client will not allow, request, or require that Consultants use any automobile, regardless of ownership, or Consultant's personal devices in performance of any work for Client without the written consent of Company. Client acknowledges that any deviation from Client's policies and procedures, as orientated to Consultants, should be immediately reported in writing and directly to Company so it may offer correction and/or counseling to the Consultant.

9. Administrative Responsibilities.

Client is responsible for orienting Consultants to Client's policies and procedures regarding the submission of any paperwork required for reimbursement by funding entities such as Medicare, Medicaid, or health insurance. Such paperwork may include, but is not limited to, patient care plans, comprehensive patient histories, individual education plans, or Client specific program plans. Should Consultant fail to submit paperwork as required by Client's policies and procedures, Client will notify Company in writing within three (3) business days of Client's knowledge of the alleged failure. Failure to timely notify Company or notify Company before an assignment ends negates any Client claim to withhold payment due to untimely work and/or paperwork non-compliance.

Where required by federal, state, or local law, Client acknowledges it is responsible for providing and administering meal and rest periods to Consultants in accordance with such laws because Company does not maintain control over Client's workplace. If Client operates in such a jurisdiction, Client will provide a written policy outlining Client's requirements and procedures to Company and Consultants, and Client will provide appropriate training to Consultants so they may comply with such policy. Client agrees to indemnify Company for any payments or other expenses incurred by Company relating to Client's failure to properly administer any legally required meal or rest breaks. Client will immediately notify Company in writing if it is unable or unwilling to provide or administer legally required meal and rest breaks. In such an event, Company may immediately terminate any or all current and future assignments with Client. In the event of any inquiries regarding meal and rest break compliance, Client and Company will cooperate in good faith to resolve the matter in accordance with applicable laws and best practices. If corrective action is necessary, the parties will work together to determine an appropriate resolution.

10. Workplace Conditions and Reporting of Work-Related Injuries.

Client will maintain a safe working environment and provide all appropriate personal protective equipment as deemed necessary for the positions to which Consultants are assigned. Client warrants that its facilities and operations comply with all applicable federal, state, and local safety and health laws, regulations, and standards, including but not limited to all applicable workplace safety standards. Client agrees it is responsible for providing all necessary safety training and equipment to Consultants, and for each Consultant's compliance with applicable health and safety requirements, including those instituted by Client. Client ensures compliance with all applicable workplace safety obligations, including general training on the reporting of work-place injuries or incidents, and occupational exposure to bloodborne pathogens. Records of such occurrences will be maintained by Client and will be accessible to Company. In the event of a workplace injury, incident, or exposure, each affected Consultant will contact their immediate Client-appointed supervisor and report to the appropriate treating department as per Client protocol. Consultant will concurrently report any workplace injury, incident, or exposure to Company for the purpose of reporting such event to Company's workers' compensation carrier. If Client's reporting requirements change during the term of this Agreement, Client is responsible for providing written notification of such change to both Company and Consultants.

CLIENT SERVICES AGREEMENT

Education Division



11. Employment of Consultants.

If, within one (1) calendar year of Company introducing or referring a Consultant to Client or the end of a Consultant's assignment with Client, whichever is later, Client hires, contracts with, or refers a Consultant to a third-party Client agrees this constitutes a permanent placement and agrees to compensate Company for its time and efforts.

The compensation owed to Company for a permanent placement as described in this section shall be the greater of:

- i. Twenty-Two Thousand Five Hundred Dollars (\$22,500), or
- ii. Thirty-Five Percent (35%) of the Consultant's first-year compensation from Client or third-party.

For purposes of this clause, "introduce" and "refer" shall include any instance where Client has received information about a Consultant from Company or has interviewed, communicated with, or otherwise engaged in discussions with a Consultant as a result of Company's services. The parties agree that this section is intended to provide fair compensation to Company for its services, and it does not, in any way, restrict Client's right to hire a Consultant introduced or referred by Company.

12. Equal Opportunity and Workplace Harassment.

Both parties agree to provide equal opportunity to all Consultants and agree that they will not discriminate against, harass, or retaliate against any Consultant based on race, religion, color, sex, national origin, age, disability, veteran status, or any other status or condition protected by applicable federal, state, or local laws. Client will promptly investigate all allegations of discrimination, harassment, and retaliation, and will immediately report to Company any such incident or suspected incident involving a Consultant and Client employees or agents or occurring at Client's worksites. Client will indemnify Company for all losses, liabilities, or damages associated with defending any charge, complaint, claim, cause of action or suit by any governmental or administrative agency and/or any Consultant or anyone acting on Consultant's behalf, arising in whole or in part due of Client or Client's employees or agents..

13. Timekeeping and Invoicing.

Client will ensure that Consultants accurately record the start and stop times for all hours worked in accordance with Client's policies and that Consultants utilize Client's designated method for submission of Company's timesheet. Timesheets and/or timesheet approvals are due weekly by 12:00 PM on the Monday following the end of Client's designated workweek.

Company will generate an invoice based on timesheets submitted. Each invoice will contain a unique invoice number, date(s) of services provided, Consultant name, job title, hourly bill rate, total hours billed, and total amount due. Company pays overtime in compliance with federal, state, and local laws. Client agrees to be billed at one and one-half (1.5) times the regular bill rate for all hours when Company is required to pay overtime. Client must notify Company in writing if pre-approval is required for overtime hours prior to any such hours being worked. Client attests that only Client employees with appropriate knowledge and authority will review and approve invoices and will notify Company of any errors within fifteen (15) days of the date of invoice, and Company agrees that all non-disputed amounts are due and payable according to the standard payment terms contained herein. Company and Client will work in good faith to resolve any errors, and Company will provide a corrected invoice mutually acceptable to both parties within ten (10) business days of a resolution. In the event Client fails to report errors within fifteen (15) days, disputes will not be accepted, and the invoice will be due and payable in full.

14. Payment Terms, Default Charges, and Minimum Wage Increases.

Company will submit invoices to Client on a weekly basis for all services provided during the previous week. **Client's payment is due within fifteen (15) days of receipt of invoice.**

Invoices are considered past due if not paid by the agreed upon due date. Client agrees to pay all necessary collection costs, including reasonable attorney's fees and costs. Company reserves the right to approve or discontinue any extension of credit and the terms governing such credit.

If Company is required to increase Consultant's compensation due to minimum wage increases or experiences an increase in compensation costs as a direct result of any law, order, or other government action, Client agrees that Company may increase the bill rates at a proportional level. Company agrees it may only increase bill rates up to a level that places Company in the same position it was prior to such law, order, or action. Company will provide fifteen (15) days written notice to Client prior to any such change taking effect.

15. Limitation of Liability.

NEITHER PARTY WILL BE LIABLE TO THE OTHER WHATSOEVER FOR ANY SPECIAL, CONSEQUENTIAL, INDIRECT, EXEMPLARY OR PUNITIVE DAMAGES, INCLUDING ANY DAMAGES ON ACCOUNT OF LOST PROFITS, LOST DATA, LOSS OF USE OF DATA, OR LOST OPPORTUNITY, WHETHER OR NOT PLACED ON NOTICE OF ANY SUCH ALLEGED DAMAGES AND REGARDLESS OF THE FORM OF ACTION IN WHICH SUCH DAMAGES MAY BE SOUGHT. THE FEES AND BILLINGS DUE UNDER THIS AGREEMENT ARE NOT CONSIDERED SPECIAL DAMAGES OR LOST PROFITS AND WILL NOT BE LIMITED BY THESE PROVISIONS.

16. Incident and Error Tracking.

Client will report to Company any performance issues, incidents, errors, or other similar events related to the work or services provided by Consultants. Company will document reported incidents and may track all such events for quality assurance purposes. All supporting documentation is required within seventy-two (72) hours of Client's knowledge of the occurrence.

17. Termination of Assignment With Cause.

Immediately upon Client's knowledge, Client will report to Company any behavior issue, deviation from the accepted standards of practice, policies, and procedures as orientated to Consultant, or incident that would be considered adverse to Client's operations. In such an event, Client may request, in writing, that Company facilitate the immediate removal of Consultant. Client agrees it will not immediately remove a Consultant or terminate an assignment unless Company has been notified in writing or, based on Client's good faith assessment, that immediate dismissal is necessary to protect Client's operations. Upon termination of assignment or removal of a Consultant, Client will provide documentation specifying the reasons and facts of the termination to Company within forty-eight (48) hours. If Client does not report such deviation(s) and terminates an assignment or does not provide the required documentation following a termination, Client will be assessed an amount equal to five (5) days of billings at the bill rates and minimum hours agreed upon in the applicable Client Assignment Confirmation. The parties agree that Consultants are an integral part of Company's operations and a resource that may have been developed over years, and Client acknowledges that Company may not be able to find another position for Consultant, ultimately leading to termination of Consultant's employment with Company. Accordingly, any delay or absence of written notice may result in lost revenue or other consequences not foreseen at this time. Therefore, the parties agree the liquidated damages in this Section are reasonable for the probable loss suffered by Company in the event of Client's breach of this provision.

Client is responsible for all costs and fees up to the point of termination. Client will provide Company a five (5) business days exclusivity period to refill the position in the event of termination with cause. Should Company identify a suitable Consultant, Client will agree to the original or extended terms of the terminated Consultant's assignment. In the event a replacement Consultant requires higher compensation, Client agrees that Company may proportionately increase the bill rate to put Company in the same position as it was before the termination.

18. Termination of Agreement and Termination of Assignment Without Cause.

Client may terminate an assignment or this Agreement upon thirty (30) days written notice. Client is responsible for all charges and fees prior to notice date and through the 30-day period of notice. If Client is unable to or does not provide thirty (30) days written notice, Client will be billed for thirty (30) days at the agreed upon regular bill rate and minimum hours for all terminated assignments. In the event of termination without cause, Client is responsible for any housing and travel costs actually incurred by Company because of such termination.

19. Minimum Hours.

Client will provide Consultants with the number of work hours per week specified in the applicable Client Assignment Confirmation. Cancellation of prescheduled workdays or reduction in work hours by Client will be billed reflecting the minimum work hours. Minimum work hours will be reduced to reflect scheduled closings for holidays and planning days.

20. Force Majeure and Unscheduled Facility Closure Policy.

Neither party is liable for failure or delay in performing its obligations, if such failure or delay is due to natural disasters, pandemics, acts of war, government regulations, or other events or causes beyond the parties' control. Further, the parties agree that Company is not liable for failure or delay in performing its obligations, if such failure or delay is due to termination of Consultant or Consultant's resignation. If services are interrupted, both parties will make reasonable efforts to resume operations.

Notwithstanding the foregoing, the parties agree that in the event of an unforeseen or unexpected interruption resulting from a complete or partial unscheduled closure of Client's facilities due to natural or manmade events, including but not limited to fires, storms, flooding, earthquake, labor unrest, riots, and/or acts of terrorism or war (each an "Unscheduled Closure"), Client will transition to virtual services all Consultants whose services can be performed in such a setting. Client agrees to be billed for virtual services at the regular contracted hourly bill rate for all hours worked by Consultant. Virtual service hours will be entered and processed according to the normal time submittal and approval process, unless otherwise requested in writing by Client and agreed upon by Company. Company and Client will work in good faith to determine which contracted disciplines qualify for virtual services, however Client may not decline virtual services of a Consultant if the same services are provided virtually by Client employee(s). For Consultants not eligible for virtual services, Client will be invoiced and will pay for each affected Consultant a rate of \$200 per day for each workday that the affected Consultant is unable to work due to an Unscheduled Closure.

21. Multiple Locations.

If Client requires Consultant to travel to and perform services at more than one location, Client will compensate Company for travel time between facilities at the regular hourly bill rate and for mileage not to exceed the then current IRS reimbursement rate.

22. Issue Resolution.

In the event Client encounters an issue that is not satisfactorily resolved by its Company representative, Client should escalate the issue to the appropriate Company manager by calling 800-849-5502. Please ask for your account representative's manager.

23. Indemnification.

To the fullest extent permitted by law, each party (the "Indemnifying Party") will indemnify, defend, and hold harmless the other party, and each of their respective officers, directors, agents, and employees (the "Indemnified Party") against all liabilities, losses, damages, costs and expenses ("Losses") to the extent caused by the actions or inactions of the Indemnifying Party. In no event will the Indemnifying Party's obligations extend to Losses resulting solely from the negligent act or omission, willful misconduct, breach of this Agreement, or unlawful act of an Indemnified Party.

The Indemnified Party will notify the Indemnifying Party promptly after receiving notice of a claim, lawsuit, demand, action, or threatened action ("Claim") covered by the indemnity obligations in this Agreement and will provide the Indemnifying Party with all necessary documentation for the Indemnifying Party to assess its obligations under the Agreement. The parties will keep each other reasonably informed regarding the status of any Claim, will work in good faith in the defense and settlement of Claims, will provide notice to and consult with each other prior to settling any Claim. Neither party will, without the other's written consent, settle or compromise any claim or consent to the entry of any judgment regarding any Claim which indemnification is being sought unless such settlement, compromise, or consent (i) includes an unconditional release of the other party from all liability arising out of such claim; (ii) does not include any admission or statement suggesting any wrongdoing or liability on behalf of the other party; (iii) does not contain any equitable order, judgment, or term that affects, restricts or interferes with the business of the other party; and (iv) does not place any monetary obligations or liabilities on the other party. Any omission or delay in complying with this paragraph by the Indemnified Party will relieve the Indemnifying Party of its obligations to the extent it is prejudiced by such omission or delay. This Section will survive any termination or expiration of this Agreement.

24. Confidentiality.

Each party acknowledges that, they (the "Receiving Party") will learn confidential information of the other party (the "Disclosing Party"). Confidential information (as defined here and below) is any information which is private to the Disclosing Party but is shared by to the Receiving Party as required to accomplish this Agreement and **includes bill rates, fees for permanent placements, and terms and conditions of this Agreement.** It is agreed that neither party will disclose any Confidential Information of the other party to any person or entity nor permit any person or entity to use Confidential Information, except as required to fulfill the party's obligations under this Agreement.

Confidential Information of Company also includes, but is not limited to, any and all information owned or controlled by Company and/or its employees, that relates to the clinical, technical, marketing, business or financial operations of Company and which is not generally disclosed to the public, including but not limited to employee and Consultant information and Company's technical data, policies, financial data, contract terms and provisions, billing rates, and permanent placement fees whether disclosed orally, in writing, or by inspection, and that should be reasonably understood to be confidential given the nature of the information.

If the Receiving Party attempts to use or dispose of any Confidential Information, or any duplication or modification thereof, in any manner contrary to the terms of this Agreement, the Disclosing Party has the right, in addition to other remedies which may be available to it, to obtain injunctive relief enjoining such acts or attempts as a court of competent jurisdiction may grant. The parties acknowledge and agree that monetary damages may not be a sufficient remedy for any breach or threatened breach of this Section and, therefore, such injunctive relief is appropriate as a remedy and the breaching party waives any requirement for the securing or posting of any bond showing actual monetary damages in connection with such breach.

The parties understand and agree that nothing in this Section is meant to prevent any disclosure of Confidential Information required under federal, state, or local law, regulation, or a valid order issued by a court or governmental agency (each a "Legal Order"). Before making such disclosure, the Receiving Party will provide the Disclosing Party with (i) prompt written notice of such Legal Order so the Disclosing Party may seek, at its own costs and expense, a protective order or other remedy; and (ii) reasonable assistance, at the Disclosing Party's costs and expense, in opposing such disclosure. If, after providing notice, the Receiving Party remains subject to a Legal Order to disclose any Confidential Information, the Receiving Party will disclose only the portion of Confidential Information that such Legal Order specifically requires to be disclosed.

25. Family Education Rights and Privacy Act, Data Protection, and Cybersecurity.

Where applicable, Company will comply with all laws, rules, and regulations pursuant to the Family Educational Rights and Privacy Act, 20 USC 1232g ("FERPA") and acknowledges that certain information about Client's students may be contained in records maintained by Company and the Consultant and that this information can be confidential by reason of FERPA and related Client policies. Both parties agree to protect relevant records in accordance with FERPA and Client policy. If necessary, Consultants assigned to Client will execute a FERPA Statement of Understanding outlining appropriate guidelines. Notwithstanding the foregoing, Client will not, unless necessary in furtherance of this Agreement, disclose such information to Company or Consultant, and Client will not, under any circumstances, allow Consultant to remove such information from Client facilities. If such removal occurs, Client will immediately notify Company, and the parties will work in good faith to remedy the situation. Except where required by law, Company will not disclose to any third party, without prior consent of a parent/guardian and written consent of Client, any information regarding students that Company may learn or obtain during this Agreement.

CLIENT SERVICES AGREEMENT
Education Division



The parties will implement and maintain reasonable security measures to protect data from unauthorized access, disclosure, or use and will comply with all applicable federal, state, and local laws regarding privacy and data protection. In the event of a data breach affecting the other party, the affected party must notify the other party within five (5) business days of its awareness of the breach. Upon termination of this Agreement or upon the other party's request, each party will return or securely destroy records and data in accordance with applicable laws. Client agrees Company is free from any liability arising from or relating to Client's failure to provide onsite supervision or to orient and train Consultant on Client's policies, procedures, or oversight related to data protection.

26. State Retirement System Notice.

This notice is intended to clarify the manner of payment in contemplation of a Consultant's mandatory or permissive participation in a state teacher retirement system, school employees' retirement system, and/or any similar or successor system applicable to the professionals provided by Company. Client agrees that if formal notice is required to be given to any Consultant that participation in any such retirement system/pension is either: 1) permitted by Consultant's election; or 2) is required by law, then Client is solely responsible for providing such notice to Consultant and fulfilling all associated administrative duties. The parties agree that the applicable employee share paid to the system by Client shall be deducted from the amount due to Consultant by Company. Client and Company expressly acknowledge and agree that if any Consultant is required to or elects to participate in a retirement system/pension, Client is solely responsible for: 1) creating an account for Consultant with the appropriate retirement system/pension; 2) all present and/or future obligations to make employee and employer cash payments/ contributions to the retirement system/pension as required by law and/or set by the retirement system/pension; and 3) otherwise administering all employer functions pertaining to the Consultant's interest in retirement system/pension. Client will immediately notify Company if any Consultant is required to or voluntarily elects to participate in any such system. In such event, Client will advise Company of the withholding obligation percentages (both employer and employee share) so that invoices to Client and payment to the Consultant may be adjusted accordingly. The parties agree that Client will withhold and pay to the retirement/pension both the employee and employer shares. The parties agree that the applicable employee and employer shares paid to the system by Client will be deducted from the amount owed to Company by Client.

27. Conflicts of Interest.

The parties acknowledge their respective obligation to report any conflict of interest and/or apparent conflict of interest that may interfere with the ability to perform under this Agreement. To that end, the parties hereby certify and represent that their officials, employees, and agents do not have any significant financial or other pecuniary interest in the other party's business or operations, and no inducements of monetary or other value were offered or given to any officer, employee, or agent of the other party. Each party agrees to promptly notify the other in the event it becomes aware of any conflict of interest or apparent conflict of interest.

28. Client Funding.

The parties acknowledge that Client's obligations under this Agreement may be subject to budgetary constraints and appropriations by government authorities. If funding for services under this Agreement is reduced or eliminated by governmental action, Client will immediately notify Company in writing. In such cases, the parties will negotiate in good faith to modify the Agreement to allow for continuation of services. However, if Company, in its sole discretion, determines that it is not feasible to continue providing services at reduced costs, Company may immediately terminate this Agreement and all current and future assignments, without liability to Client.

29. Survival.

The parties' obligations under this Agreement which by their nature continue beyond termination, cancellation, or expiration of this Agreement, will survive termination, cancellation or expiration of this Agreement.

30. Notices.

All notices required to be given in writing will be sent to the names/addresses listed below.

Soliant Health LLC

Contract Department
5550 Peachtree Parkway
Suite 500
Peachtree Corners, GA 30092
ContractNotices@soliant.com

To Client

Attention: Columbus Public Schools
Address: 2508 27th St., Columbus, NE 68601

31. Governing Law.

This Agreement shall be governed by and construed in accordance with the laws of the State where the services are provided, without regard to its conflict of laws principles. Any legal action or proceeding arising out of or relating to this Agreement shall be brought exclusively in the state or federal courts located in the State in which services were performed.

CLIENT SERVICES AGREEMENT
Education Division



32. Electronic Signatures, Counterparts, and Authority.

This Agreement and any related documents may be executed and delivered electronically, including by email or electronic signature software. Signatures transmitted electronically will be considered valid and binding as if they were original signatures.

This Agreement may be executed in one or more counterparts, each of which will be deemed an original but all of which together will constitute one and the same instrument. A signed copy of this Agreement transmitted by electronic means (such as email or other software) will have the same legal effect as an original signed copy.

The persons signing this Agreement represent that they have the proper authority to bind their respective party. If Client is entering into this Agreement on behalf any additional affiliated facilities, Client represents that it has the proper authority to bind those facilities to the terms of this Agreement. As such, Client will be jointly and severally liable under this Agreement for the obligations of such additional affiliated facilities.

33. Severability and Waiver.

If any provision of this Agreement is found to be invalid, illegal, or unenforceable by a court of competent jurisdiction, the remaining provisions will continue in full force and effect. When possible, the parties agree to negotiate in good faith to replace any invalid or unenforceable provision with a legally valid alternative.

Failure or delay by either party to enforce any provision of this Agreement will not be considered a waiver of that provision or any other provision, and a waiver of any right(s) under this Agreement must be in writing and signed by the waiving party. No waiver of any default will be deemed a waiver of any subsequent default.

34. Entire Agreement.

This Agreement and each duly executed Amendment or Exhibit represents the entire agreement between the parties and supersedes any prior understandings or agreements, whether written or oral, between the parties with respect to the the subject matter herein. The parties acknowledge that they were given the opportunity to discuss this Agreement with legal counsel. Should any provision of this Agreement require judicial interpretation, the interpretation shall not apply any rule of construction to construe the provision(s) more strictly against one party. This Agreement will inure to the benefit of and will be binding upon the parties hereto and their respective heirs, personal representatives, successors, and assigns, subject to the limitations contained herein. This Agreement may not be modified, amended, suspended, or waived, except by the mutual written agreement of the parties.

This Agreement and attached Assignment Confirmation contain terms that may only be altered when agreed upon in writing by both parties. ***(Please return all pages of this Client Services Agreement)***

CLIENT ID – CLIENT NAME

324321 - Columbus Public Schools

Soliant Health, LLC

Signature Date

Signature Date

Print Name

Print Name

Title

Title

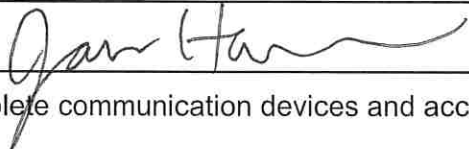

DATE	04/10/2025
BUILDING	CMS
PROGRAM	High Needs
PRINCIPAL/DIRECTOR SIGNATURE	
Description of materials to surplus: Obsolete communication devices and accessories	

IMAGE INSERTED (if available)	DESCRIPTION	HOW WILL ITEMS BE DISPOSED OF
<p>To insert an image here, place your cursor in this box and select insert from the menu bar, th</p> 	<p>obsolete communication devices and accessories</p>	<p>Examples: trash, recycle, donated, etc. Items being moved to other CPS locations should not be declared surplus property.</p> <p>Trash</p>

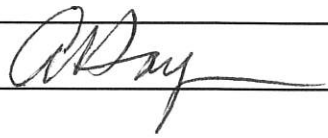




DATE	3/28/2024
BUILDING	Columbus Middle School
PROGRAM	Band
PRINCIPAL/DIRECTOR SIGNATURE	Ryan Sims 

IMAGE INSERTED (If available)	DESCRIPTION	HOW WILL ITEMS BE DISPOSED OF
	4:3 Musser/Kelon Xylophone	Sold/Trade
	3 octave Musser Glockenspiel	Sold/Trade
	4:3 Yamaha	Sold/Trade
	4:3 Musser	Sold/Trade

	4 Octave Musser Vibraphone	Sold/Trade
	4 Octave Musser Vibraphone	Sold/Trade





CONTRACTOR AGREEMENT

TITLE PAGE

SCHOOL DISTRICT: **Columbus School District**

ADDRESS: 2508 27th St.
PO Box 947
Columbus, NE 68602

CONTRACTOR: **Omaha Music Therapy LLC**

ADDRESS: 2118 S. 113th St.
Omaha, NE 68144

The Agreement consists of the following AGREEMENT DOCUMENTS:

(Check only those boxes that apply)

- “Title Page” of this Agreement
- “Terms and Conditions” of this Agreement.
- “Attachment A” of this Agreement.

THIS AGREEMENT, to become effective on the date signed by both parties, is between SCHOOL DISTRICT (d\b\ a “Columbus School District”) and CONTRACTOR (Omaha Music Therapy LLC) for services rendered.

TERMS AND CONDITIONS

For purposes of this Agreement, “CONTRACTOR” refers to all employees, agents and assigns of the CONTRACTOR.

- 1) Services. CONTRACTOR agrees to provide all Music Therapy services for the SCHOOL DISTRICT. CONTRACTOR shall devote a sufficient number of hours, based upon the needs of SCHOOL DISTRICT, to carry out the responsibilities outlined in this Agreement.
- 2) Policies. SCHOOL DISTRICT agrees to the CONTRACTOR policies outlined in *Attachment A* of this agreement.
- 3) Independent Contractor Status.
 - a) The Parties to this Agreement intend that the relationship between them is that of an independent contractor and not employer/employee. SCHOOL DISTRICT will issue a 1099 to CONTRACTOR.
 - b) Professional Licensing Fees. CONTRACTOR is responsible for collecting and paying any required licensing fees to be qualified to provide services outlined in this Agreement.
 - c) Insurance. CONTRACTOR shall procure and maintain insurance of the types and in the amounts described below.
 - i) Professional Liability Insurance. CONTRACTOR shall maintain professional liability insurance or equivalent in the amount of at least \$1,000,000 per occurrence and \$2,000,000 in the aggregate.
 - ii) Workers’ Compensation Insurance. CONTRACTOR shall maintain workers’ compensation insurance with state regulatory limits if CONTRACTOR employs any individual.
 - iii) Other Insurance Requirements. CONTRACTOR shall:
 - (1) Prior to the start of Services, if SCHOOL DISTRICT requests, furnish SCHOOL DISTRICT with properly executed certificates of insurance which shall clearly evidence all insurance required in this Section and provide that such insurance shall not be canceled, except on 30 days’ prior written notice to SCHOOL DISTRICT.
 - (2) Maintain such insurance from the time Services commence until the Services are completed.
- 4) Term and Termination. The term of this Agreement shall be for one (1) calendar year commencing on the date signed unless sooner terminated by either party as provided below. This Agreement may be terminated as follows:
 - a) Without Cause by Either Party. By either party, without cause and without penalty, upon sixty (60) days’ written notice to the other party; or

- b) Immediately For Cause by SCHOOL DISTRICT. If CONTRACTOR (*or any individual providing services of CONTRACTOR*) is found to have violated any law or regulation that directly impacts the safety of the students with whom they work, or Contractor has threatened the safety and/or health of SCHOOL DISTRICT's students or staff.
 - i) The parties will attempt to resolve any dispute arising out of or relating to this Contract through friendly negotiations amongst the parties. If the matter is not resolved by negotiation, the parties will resolve the dispute using the below Alternative Dispute Resolution (ADR) procedure.
 - ii) Any controversies or disputes arising out of or relating to this Contract will be submitted to mediation in accordance with any statutory rules of mediation. If mediation does not successfully resolve the dispute, the parties may proceed to seek an alternative form of resolution in accordance with any other rights and remedies afforded to them by law.
 - iii) Governing Law: This contract shall be governed by the state of Nebraska and any disagreement shall be heard in Douglas County, NE.
- c) Within forty-eight (48) hours after termination of this Agreement for any reason, CONTRACTOR agrees to deliver to SCHOOL DISTRICT:
 - i) Any SCHOOL DISTRICT keys, equipment, or other property

5) Payment of Services:

- a) CONTRACTOR agrees to submit a monthly invoice to the SCHOOL DISTRICT by the 5th day of each month for the total number of hours worked for the month previous.
- b) Payment: SCHOOL DISTRICT will pay CONTRACTOR by the last day of the month for the service charges submitted for payment.
- c) Tips: CONTRACTOR may accept no tips for services.
- d) CONTRACTOR will be responsible for supplying all equipment, supplies, and products (*other than operating supplies provided by SCHOOL DISTRICT*) in order to perform their job according to this Agreement unless discussed and approved by School District Administrator.
- e) The MT-BC/Board Eligible CONTRACTOR fee for service is \$75 per hour. *MT-BC is defined as a Board Certified Music Therapist who has completed their training in full. Board Eligible is defined as a Music Therapist who has completed all training required to sit for the board certification exam but has not yet taken said exam.* MT-BC CONTRACTOR fee will be charged for all duties related to this contract and all time spent working for this SCHOOL DISTRICT, including: sessions, travel, meetings, onboarding, in-services, District-required training, preparation, documentation, consultations with other district personnel, etc.
- f) Music Therapy Intern CONTRACTOR Fee: *This rate is in effect for all **independent** intern hours. When intern is directly supervised by the board certified music therapist,*

the MT-BC rate (above) applies. Flat rate of \$40/hour for all duties related to this contract: sessions, travel, meetings, in-services, onboarding, district-required training, preparation, documentation, consultations with other team members, contract-specific training, etc.

- g) Notice. Any notice required by either party in this Agreement will be deemed sufficient if hand-delivered or mailed by first class mail to the following addresses:
- (a) SCHOOL DISTRICT: Columbus School District
2508 27th St
PO Box 947
Columbus, NE 68602
 - (a) CONTRACTOR: Omaha Music Therapy LLC
2118 S. 113th St.,
Omaha, NE 68144
- h) Confidentiality. “Confidential Information” means any information relating to SCHOOL DISTRICT or SCHOOL DISTRICT’s staff or students. Unless such Confidential Information: (i) was previously known to CONTRACTOR free of any obligation to keep it confidential; (ii) is subsequently made public by SCHOOL DISTRICT or by a third party having a legal right to make such disclosure; or (iii) was known to CONTRACTOR prior to receipt of same from SCHOOL DISTRICT or SCHOOL DISTRICTS’s student or staff, the Confidential Information shall be held in confidence by CONTRACTOR and shall be used only for the purposes provided in this Agreement. CONTRACTOR shall use the same degree of care to safeguard student confidential Information as it uses to safeguard its own. However, CONTRACTOR may comply with any subpoena or similar order related to materials delivered to CONTRACTOR provided that it shall, unless prohibited by law, notify SCHOOL DISTRICT promptly of any such subpoena or notice prior to responding to said subpoena or notice. SCHOOL DISTRICT shall pay CONTRACTOR’s reasonable costs for such compliance if CONTRACTOR is not reimbursed by the issuer of the subpoena or notice.
- i) Virtual Learning. If the SCHOOL DISTRICT decides to return to virtual learning, the CONTRACTOR will continue to perform duties outlined in this contract via virtual means accepted by SCHOOL DISTRICT. Should the CONTRACTOR or student(s) be unable to attend sessions in person due to COVID-19 infection or contact with someone with COVID-19 or other highly contagious outbreak, services will be performed virtually when possible.
- j) Amendment. This Agreement may be modified at any time if the amendment is in writing and signed and dated by both parties.
- k) Invalidity. If any provision of this Agreement is declared invalid by any tribunal of competent jurisdiction, the parties agree to negotiate in good faith to revise or amend the agreement to eliminate the invalid provision. If the parties are unable to reach agreement on the necessary revisions or amendments, this Agreement may be

terminated by either party without consequence with the provision of thirty (30) days written notice.

- l) Complete Agreement, Binding Effect. This Agreement shall represent the complete understanding between the Parties, subject to State law and regulations. This Agreement shall be governed according to the laws of the State of Nebraska and shall be binding upon the Parties hereto, their heirs, successors, legal representatives and assigns.

In witness hereof, the Parties have executed this Agreement to become effective on the day indicated below.

SIGNATURE PAGE

CONTRACTOR:
Omaha Music Therapy LLC

SCHOOL DISTRICT:
Columbus School District

Signature

Signature

Printed Name

Printed Name

Title

Title

Date

Date

ATTACHMENT A:

Policies

Safety

The safety of every client, therapist, staff, and caregiver is of primary importance; therefore, the following policies have been developed to encourage and provide the safest environment possible.

- Staff are asked to accompany the student throughout the session. Sometimes a staff member will find that the client is able to have a more therapeutic experience without an audience, in which case it is at the discretion of the staff member and music therapist to make that determination.
- We work to provide the best possible life experiences for our clients and care deeply for their well-being. We have been trained to recognize the signs of abuse and neglect and are required by law to report to Social Services any suspected abuse or neglect of any client.
- If the therapist at any time feels unsafe, they have the right to immediately terminate the session. This includes (but is not limited to) intentional physical, emotional, spiritual harm from the patient, family, staff member, or caregiver directed at the therapist; lack of a safe environment in which to provide treatment; drug abuse; unsupervised animals; sexual advances; disrespectful behavior towards the therapist; etc. The full fee for the service will be billed. It will be at the discretion of therapist whether they feel safe to return after said session.
- The SCHOOL DISTRICT is choosing to receive music therapy services from OMAHA MUSIC THERAPY LLC and understands that the SCHOOL DISTRICT will be responsible for any injuries or incident that the client may sustain under any circumstances.
- The SCHOOL DISTRICT understands that they are liable for any injuries to OMAHA MUSIC THERAPY LLC contracted therapists or instructors when they are on the property of SCHOOL DISTRICT, i.e. injuries due to faulty steps, sidewalks, falling objects in the building, injuries from animals, icy sidewalks, etc.

Non-Discrimination

Omaha Music Therapy LLC will not discriminate based on race, gender, political affiliation, religious preference, sexual orientation, gender identity, ability level, nation of origin, age, or any other reason. We will be happy to work with any individual who can benefit from music therapy services.

Snow/Inclement Weather

OMAHA MUSIC THERAPY LLC will close for inclement weather along with Omaha Public Schools. If SCHOOL DISTRICT is still in session, it will be at the discretion of the therapist whether they are able to travel to the sessions. All attempts will be made to make up the sessions or provide services via a telehealth platform.

There will be no charge for a session cancelled due to inclement weather.

Social Media

If SCHOOL DISTRICT (or any staff of SCHOOL DISTRICT) would like to keep in touch via social media, please “Like” OMAHA MUSIC THERAPY LLC on Facebook or Instagram. Please do not send a personal friend request. It is important to maintain this boundary between therapist and

client/client family/district. A private friend request will not be approved. Thank you for understanding.

We will always ask permission before posting pictures/stories. However, feel free to post stories or pictures on the OMAHA MUSIC THERAPY LLC Facebook/Instagram page or tag us in your own feed.

Internship/Practicum Students

OMAHA MUSIC THERAPY LLC regularly hosts practicum students and interns. Occasionally, the student will lead part or all of a given session under the supervision of the Board Certified Music Therapist. There are policies and procedures in place for the intern or practicum student including signed confidentiality forms. If you would like more information on interns and practicum students, please let us know. We are happy to provide whatever you need.

Communication

Please contact OMT LLC via e-mail, phone, or text. If you need to send Personal Health Information, consider using Google Docs, which is HIPAA compliant.

Email: info@OmahaMusicTherapy.com

Phone/Text: 408-835-7324

Columbus Public Schools Speech-Language Pathology Services Contract

This contract made by Columbus Public Schools, hereinafter referred to as CPS in the state of Nebraska and Brittany Madden DBA Madden Therapy LLC, hereinafter referred to as "Contractor" is made effective as of April 28th, 2025 for the **2025-2026** academic year.

For and in consideration of the mutual promises set forth in this Contract, the parties do mutually agree as follows:

1. Obligations of Contractor: Contractor hereby agrees to provide speech and language services for school-aged students.
 - 1.1. The contractor will designate personnel to provide services. All personnel provided by the contractor shall be licensed to provide their respective services.
 - 1.2. To provide direct speech and language services, based on the individual student's evaluation results and the planned intervention goals on the individual education programs (IEP).
 - 1.3. To provide consultative speech and language services, based on the individual student's evaluation results and the planned intervention goals on the IEP.
 - 1.4. To complete observations, screenings and evaluations of referred students and written reports as required by established procedures.
 - 1.5. To develop IEPs for students from August 14th through November 5th 2025, based on students' identified needs for speech and language services.
 - 1.6. To attend all parent conferences, team meetings, Individual Education Plan conferences, and other student related meetings as needed to explain evaluation results, therapy services, and to develop IEPs.
 - 1.7. To maintain and secure records including but not limited to therapy notes, IEPs, MDTS, and Medicaid notes.
 - 1.8. To ensure personnel maintain valid and current state licensure and national certification necessary to that of a speech-language pathologist and teacher in the state of Nebraska.
 - 1.9. To maintain NDE requirements for contractor services to be eligible for Medicaid reimbursement.
 - 1.10. To provide documentation of professional liability insurance coverage.

2. Obligations of District. District hereby agrees to pay **\$81.00/hr of billable services.**
 - 2.1. Travel Time. Travel time required between work sites (i.e. school buildings, homes, meetings) for Services will be billed in accordance with the above hourly rate.
 - 2.2. Mileage Reimbursement. The District shall reimburse Contractor the allowable NDE mileage rate for each mile driven between work sites (i.e. school buildings, homes, meetings) in connection with the performance of duties in fulfillment of this contract.
 - 2.3. Mileage/Travel: There is no daily travel fee.
3. Term of Service. The Services described in this Contract will be provided during the following period: **August 14th through November 5th, 2025.**
 - 3.1 Speech-Language Pathology Services will be contracted for up to 12 weeks for school-aged coverage.
 - 3.2 Contractor may provide services and is able to bill up to 40 hours per week (8 hours per school day).
 - 3.3 When students are in attendance for any amount of time in a school day, the Contractor may provide services for up to a full day.
 - 3.4 The Contractor will be allowed one day following students' final day to prepare, finalize, and organize files and materials pertaining to speech-pathology services and duties.
 - 3.5 The specific weekdays worked by contractor will be agreed upon by the Contractor and District. In the event of a school closure or illness, the two parties may agree on changing or rescheduling days of services.
 - 3.6 In the event the school year is affected by unexpected school closings, the District and Contractor may agree to extend the period to account for missed services.
4. Termination for Convenience. Either party may terminate this Contract at any time without penalty provided that written notice of such termination is furnished to the other party at least 30 days prior to termination. If termination occurs in accordance with this Section, Contractor will be paid in an amount which bears the same ratio to the total compensation as does the service actually performed to the total service set forth in this Contract.
5. Termination for Default. Either party may terminate this contract immediately and without prior notice upon breach of this Contract by either party.
6. Terms and Method of Payment. Contractor will submit an invoice for services provided on a monthly basis no later than the 5th of each month. Invoices should be sent to the District for review and approval. Invoices must include an invoice number and dates of service. Payment is to be made within 15 calendar days of the receipt of payment request. District will not pay for services or

materials in advance without the prior written approval. Final Invoice is due no later than December 5th, 2025.

7. Contract Funding. It is understood by and agreed between the parties that District's payment obligation under this contract is contingent upon the availability of appropriated funds from which payment for this contract purposes can be made.
8. Professional Liability. Contractor certifies that it currently has and agrees to maintain during its performance under this Contract, professional liability insurance which shall protect District from claims which arise from operations or activities performed under this contract.
9. Contract Transfer. Contractor shall not assign, subcontract, or otherwise transfer any interest in this contract without the prior written approval of District.
10. Modifications. This contract may be amended only by written amendments duly executed by authorized representatives of Contractor and District. Minor modifications, however, may be made by Contractor and building principal to take advantage of unforeseen opportunities that: (a) do not change the intent of the contract or the scope of Contractor's performance, and (b) do not increase Contractor's total compensation or method of payment. All such minor modifications to the contract must be recorded in writing and signed by both the site principal and contractor and placed on file with this Contract. No price adjustments will be made unless the procedure has been included in the Contract and a maximum allowable amount stipulated.
11. Relationship of Parties. Contractor is an independent contractor and not an employee of District.
12. Monitoring and Evaluation. Contractor shall cooperate with District, or with any other person or agency as directed by District, in monitoring, inspecting, auditing, or investigating activities related to this Contract. Contractor shall permit District to evaluate all activities conducted under this Contract as dictated by District.
13. Confidentiality of Student Information. If, during the course of Contractor's performance of this Contract, Contractor's should obtain any information pertaining to the students' official records, Contractor agrees that this Contract shall not be construed by either party to constitute a waiver of or to in any manner diminish the provisions for confidentiality of students' official records.
14. Situs. Nebraska law will govern the interpretation and construction of this Contract.
15. Severability. If any provision of this Contract shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provisions of this contract is invalid or unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.
16. Entire Agreement. This Contract constitutes and expresses the entire agreement and understanding between the parties concerning the subject matter of this contract.

Contractor Signature Brian Madden Date: 4/24/25

CPS Representative/title _____ Date: _____

Board of Education Secretary: _____ Date: _____

To: Board of Education
From: Leonard Kwapnioski
CC: Dr. Kay
Date: May 2, 2025
Re: ServiceMaster 2025-26

It is my recommendation that CPS continue the yearly contract with ServiceMaster by Shevlin for the 2025-2026 school year in the amount of **\$572,772.00**. Our contract with them for the 2024-25 contract was in the amount of \$537,959.00. This is an increase based on the increase in operations and the cost for Kramer's new Admin Offices. We still have to clean the Rule 17 school (building west of current administration offices). Once the new Non-Traditional Learning and Support Center opens, we will be doing it month to month until the end of the 2025-26 contract. I feel that the partnership between CPS and Servicemaster has great value and want that to continue.

I have attached a Pricing analysis sheet for you to look over and ask any questions you may have. Let me know if you have any additional questions.

Thanks

Leonard

2025-2026

Pricing Analysis

Columbus Public Schools
Leonard Kwapnioski

Item	25/26
Annual Custodial at Elementary Schools	\$260,220.00
Annual Custodial at CMS (includes 100 hours event clean up)	\$79,338.00
Annual Custodial at CHS	\$81,817.00
Annual Custodial at Pre-School Center	\$58,400.00
Annual Custodial at Day Care Center	\$36,066.00
Custodial services at the Kramer Administration Monday through Friday according to task schedule.	\$51,213.00
Custodial services at the Pathways Building Monday through Friday according to task schedule.	\$5,718.00
Total:	\$572,772.00

Summer Services Budgets 1469 Total Hours

CHS 90 hours
CMS 259 hours
Pre-School 175
Elementary Schools 915 hours:
Centennial 300
North Park 129
Lost Creek 234
West Park 105
Emerson 147
Day Care 30

Columbus Public Schools

Date: May 7, 2025

School FundRaising Application.

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

School: Columbus High School

FundRaising Company: Stacy Anderson Fireworks

CHS Vocal Music submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan?: Selling fireworks for the 4th of July at Menards.

Approximately how much does your school/group expect to earn from this project?: \$5000-7000

How will this money be used?: Students will use this money to cover a variety of expenses over the course of the 2025, 2026, and 2027 school year,s including All-State Audition Fees, T-Shirt orders, Tri-M Honor Society Dues, fees associated with being a member of Neptune's Angels and Baker's Dozen, Honor Choir Registration Fees, Outfits, Hotel rooms, etc. This fundraiser is also part of building the CHS Vocal Activity Funds to support students in a variety of ways. On major trip years, this fundraiser is primarily used to support students that are going on that trip. CHS Vocal Music plans to take a large scale trip in January, 2027.

What are the proposed dates?: June 24-July 4, 2025

Is this a recurring activity? Yes

Are you selling tickets or a product?: Yes. We will be selling fireworks from a tent.

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

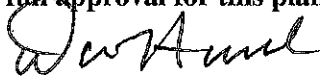
Have you checked with other schools to avoid any overlapping while working? No

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

Are any contracts to be signed?: Yes.

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

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

Principal's Signature, Date:  5/8/25

(for district use only)

Approved by Date:

Approved subject to the following conditions:



Columbus Public Schools

Date: May 1, 2025

School Fundraising Application

Please submit this application to the building principal **at least two weeks in advance** of the proposed date of your money-raising project. Please read the eight guides on page two. They will help you in answering the questions below.

School: Kramer Education Building

Name: Jeanne Kay

Fund Raising Company (if applicable):

402 Coffee Truck from David City, Ne

What is your school/group's money-earning plan? We will receive 10% of the total sales from the coffee truck that will park outside Kramer between 8 am and 1:30 pm

Approximately how much does your school/group expect to earn from this project? \$100

How will this money be used? Kramer Social Committee - Funds will be used to celebrate staff events

What are the proposed dates? 5/14/25

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

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

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

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

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

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

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

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

Principal's Signature _____ **Date** _____

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions

GUIDES TO SCHOOL/GROUP FUND RAISING PROJECTS

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

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

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

Exhibit
Schools

Columbus Public

Approved: 09-17-12

Columbus, Nebraska

Proposal for Frog Street for Grade PreK Comprehensive Curriculum

Presented to: Columbus Public School's Board of Education

Prepared by: Teresa Hausmann, Director of Teaching & Learning

Date: May 12, 2025

Proposal Summary

This proposal recommends the adoption of Frog Street as the curriculum resource for Preschool. Frog Street is a comprehensive, research-based early childhood curriculum that supports the development of the whole child through intentional, age-appropriate instruction. Aligned with the Nebraska Early Learning Guidelines/Standards and GOLD Assessment, it integrates academic, social-emotional, and language development with strong teacher supports and engaging materials. The curriculum also promotes early STEAM learning through hands-on exploration and inquiry-based activities that build foundational skills in science, technology, engineering, the arts, and math.

Rationale for Adoption

1. PreK teachers do not have the same access to the current curriculum resource. One teacher is borrowing materials from colleagues, while another has digital access to the current resource but lacks corresponding hands-on materials.
 2. Special education teachers are facing challenges in planning for differentiation due to inconsistencies in unit pacing across classrooms using the current resource.
 3. Throughout this school year, all general education and special education PreK teachers have completed the Lexia LETRS Early Childhood Course to deepen their understanding of foundational ELA standards for PreK. However, the current instructional resource does not align with or support these standards.
-

Resource Overview

Frog Street is a comprehensive PreK curriculum resource that supports all areas of the Nebraska Early Learning Guideline/Standards. The program consists of:

- Comprehensive curriculum hands on kits with teacher editions for the PreK general education teachers
 - Full digital access for PreK general education teachers and special education teachers
 - PreK Patterns Card stalk posters
 - 6-hour onsite Implementation Professional Development
-

Alignment and Pilot Implementation

- **Standards Alignment:** Frog Street is aligned to both the Nebraska Early Learning Guidelines/Standards and PreK GOLD Assessment
- **Pilot Program:** A pilot of the Frog Street resource did not take place because there was an immediate need to select and implement a resource at the start of the 2025-26 school year.

Cost

- **Annual Cost:** \$8,146.67 per year, based on a seven-year contract totaling \$57,026.71.

Implementation Plan

1. **April 16, 2025**
 - The Kramer PreK teachers observed Frog Street being used with preschool students at David City Elementary School and Bellwood Elementary School.
2. **April 23, 2025**
 - Kramer PreK teachers, special education teachers, the principal, district reading coach, and the Director of Teaching and Learning participated in a Zoom meeting with PreK teachers from David City Elementary and Bellwood Elementary to ask follow-up questions regarding the implementation, planning, and use of the Frog Street resource.
3. **July 29, 2025**
 - PreK teachers, special education teachers, PreK paraprofessionals, the Kramer principal, and the Director of Teaching and Learning will participate in on-site professional development focused on the implementation of the Frog Street resource.
4. **July 31, 2025**
 - PreK and special education teachers will collaboratively plan the first Frog Street unit with guidance and support from the Kramer principal and the Director of Teaching and Learning.

Conclusion & Recommendation

The adoption of Frog Street for PreK represents a strategic investment in delivering high-quality, comprehensive early childhood education. Implementing this resource will ensure students engage in play-based, language-rich, and inquiry-driven learning experiences that are developmentally appropriate and aligned with the Nebraska Early Learning Guidelines/Standards.

I recommend board approval to proceed with full implementation of Frog Street beginning for the 2025-26 academic year.

Respectfully Submitted,

Teresa Hausmann

Director of Teaching & Learning

Columbus Public Schools



COLUMBUS PUBLIC SCHOOLS

TO: Columbus Public Schools Board of Education

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

DATE: May 8, 2025

SUBJECT: 2025-2026 Projected Classified, Professional Hybrid, and Food Service Staffing Costs

This memo is to make the Columbus Public Schools Board of Education aware of the projected increase in staffing costs for the classified, professional hybrid, and food service staff for the 2025-2026 school year.

The classified staff will have a \$0.25 increase to the base step of the classified salary schedule. Additionally, classified, excluding food service, will have additional days added to the calendar for professional development and training. The increases below include a total package increase of salary and benefits.

	2024-2025	2025-2026	\$ Change	% Change
Classified Staff	\$10,014,543	\$10,351,911	\$337,368	3.37%
Professional Hybrid	\$1,156,310	\$1,192,583	\$36,273	3.14%
Food Service	\$1,314,617	\$1,422,490	\$107,873	8.21%

Jason Schapmann
Director of Human Resources and Fiscal Support

“Engaging All Learners to Achieve Success”

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

ColumbusPublicSchools.org

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 12th day of May, 2025 at 5:20 o'clock, P.M., at Kramer Education Center, Room 171 for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget amendment of transferring \$1,081,894 to depreciation from the additional state apportionment revenue.

Proposed Budget Amendment

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2022-2023 (1)	2023-2024 (2)	2024-2025 (3)			
General	\$ 51,387,207.00	\$ 53,891,433.00	\$ 56,820,227.00	\$ 12,770,099.00	\$ 42,964,591.00	\$ 26,894,682.00
TOTALS	\$ 67,222,253.00	\$ 64,503,979.00	\$ 69,760,760.00	\$ 17,304,388.00	\$ 54,883,730.00	\$ 32,506,483.00
				Bond Purposes	Non-Bond Purposes	Total
Breakdown of Property Tax				\$ 3,668,508.00	\$ 28,837,975.00	\$ 32,506,483.00

Original Approved Budget

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2022-2023 (1)	2023-2024 (2)	2024-2025 (3)			
General	\$ 51,387,207.00	\$ 53,891,433.00	\$ 55,854,161.00	\$ 12,770,099.00	\$ 41,998,525.00	\$ 26,894,682.00
TOTALS	\$ 67,222,253.00	\$ 64,503,979.00	\$ 68,794,694.00	\$ 17,304,388.00	\$ 53,917,664.00	\$ 32,506,483.00
				Bond Purposes	Non-Bond Purposes	Total
Breakdown of Property Tax				\$ 3,668,508.00	\$ 28,837,975.00	\$ 32,506,483.00

RESOLUTION ESTABLISHING CAPACITY FOR 2025-2026 OPTION ENROLLMENT

WHEREAS, during the 2024-2025 school year, Columbus Public Schools received option enrollment applications from students desiring to option enroll into the District during the 2025-2026 school year; and,

WHEREAS, pursuant to Nebraska Law, option applications could be submitted to the District by March 15th to be considered for approval for the 2025-2026 school year; and

WHEREAS, Columbus Public Schools has reviewed and either approved or denied the option applications received by March 15, 2025; and

WHEREAS, after processing the option applications received by March 15, 2025, Columbus Public Schools has determined that all programs, classes, buildings, and grade levels are at capacity and no additional option applications should be approved for the 2025-2026 school year.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby determines that all programs, classes, buildings, and grade levels at Columbus Public Schools are at full capacity for the 2025-2026 school year and that the Superintendent or designee is hereby directed and authorized to deny any option application received after March 15th for any student seeking to option enroll into Columbus Public Schools during the 2025-2026 school year.

DATED this ____ day of _____, 2025.

COLUMBUS PUBLIC SCHOOLS

BY: _____
President

Proposal for Adoption of OpenSciEd for Grades 5-8 Science Curriculum

Presented to: Columbus Public School's Board of Education

Prepared by: Teresa Hausmann, Director of Teaching and Learning

Date: April 7, 2025

Proposal Summary

This proposal recommends the adoption of OpenSciEd as the primary science curriculum resource for grades 5-8. OpenSciEd is an innovative, research-based science program designed to enhance student learning through inquiry-driven and phenomena-based instruction. This curriculum aligns with Nebraska State Standards and provides an engaging, student-centered approach to science education.

Rationale for Adoption

1. **Engaging, Inquiry-Based Learning:** OpenSciEd encourages students to ask questions, investigate real-world phenomena, and apply critical thinking skills, fostering a deeper understanding of scientific concepts.
 2. **Teacher Support and Professional Development:** OpenSciEd provides robust professional learning opportunities, equipping educators with the tools needed to deliver high-impact science instruction.
 3. **Cost-Effective:** OpenSciEd is an open-source curriculum, significantly reducing costs compared to traditional textbook-based programs.
-

Resource Overview

OpenSciEd is structured around three-dimensional learning, integrating scientific practices, crosscutting concepts, and disciplinary core ideas. The program consists of:

- **Coherent Storylines:** Each unit is designed around engaging scientific phenomena that drive student inquiry.
 - **Hands-On Investigations:** Students actively participate in experiments, simulations, and collaborative discussions.
 - **Assessment for Learning:** Formative and summative assessments are embedded throughout to support student growth and instructional decision-making.
-

Alignment and Pilot Implementation

- **Standards Alignment:** OpenSciEd is fully aligned with the Nebraska State Science Standards, ensuring that students receive instruction that meets state expectations.
- **Pilot Program:** A pilot program was conducted this year at Columbus Middle School, during which several grades piloted one or more OpenSciEd units. Based on their experience, they have recommended adopting OpenSciEd.

Cost Estimate

- **Annual Cost:** Approximately \$5,000 per year (includes teacher professional development, instructional materials, and ongoing support).

Implementation Plan

1. **April 2025 BOE Meeting**
 - Recommend OpenSciEd to the BOE and make available for 30 days at CPS Admin
2. **May 2025 BOE Meeting**
 - Ask BOE to take action to formally adopt to OpenSciEd for all 5-8 science classrooms
3. **Spring & Summer 2025**
 - Update 5-8 Science Proficiency Scales and unit plans
4. **June 19, 2025**
 - Take part in an OpenSciEd Professional Development in Hastings, Nebraska
5. **August 2025**
 - Implement new proficiency scales, unit plans, and using OpenSciEd with all students

Conclusion & Recommendation

The adoption of OpenSciEd for grades 5-8 represents a strategic investment in high-quality science education. By implementing this curriculum, we will provide students with engaging, inquiry-based learning experiences that align with Nebraska State Standards while maintaining cost efficiency.

I recommend board approval to proceed with full implementation of OpenSciEd beginning for the 2025-26 academic year.

Respectfully Submitted,

Teresa Hausmann
Director of Teaching and Learning
Columbus Public Schools

To: Board of Education
From: Leonard Kwapnioski
CC: Dr. Kay
Date: May 9, 2025
Re: NTLSC Approval

It is my recommendation that the Board of Education approve the bid from BD Construction of Columbus in the amount of \$1,923,900.00, which includes Alternates A1, A2, A3, & C1, for renovations at the former Administration Building.

CPS will have two future change orders that will need your approval. I will bring the first one for asbestos abatement for your approval at the May 19 meeting, and the second will be for Division 26 - Electrical, Division 27 - Communications, and Division 28 - Electronic Safety and Security. We have to rebid those divisions as the subcontractors in BD's original bid are not fully qualified to perform the installation. Bryan Kearney from BD Construction has agreed to this rebidding so that all design specifications are met by all subcontractors.

Thanks

Leonard

Bids received:

BD Construction - Columbus	- \$1,923,900.00
BluCor - Lincoln	- \$2,064,375.00
Bierman Contracting - Columbus	- \$2,076,539.00
Otte Construction - Wayne	- \$2,090,500.00
Rogge Construction - Lincoln	- \$2,232,507.00