

Regular Meeting

Mission: "Engaging All Learners to Achieve Success"

The Regular Meeting started at 5:30 P Mon Monday, November 17, 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. MEETING COMPLIANCE

V.A. DISTRICT MISSION STATEMENT

Marv Zoucha read the Mission Statement.

V.B. OPEN MEETINGS ACT

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

V.C. PUBLICATION OF MEETING NOTICE

VI. PUBLIC COMMENT

VII. CONSENT AGENDA

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

VII.B. Meeting Minutes

VII.C. Finance Reports

Jasono Schapmann went over the M5 Financial Report.

VII.D. Staffing Reports

VII.E. Professional Travel

VIII. FOUNDATION REPORT

IX. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

IX.A. Director of Special Education

Jason Harris, Director of Special Education, gave an update. He said October is very busy for state reporting for the previous year. He gave the totals submitted for reimbursement. He shared the breakdown by age groups. He said we have 931 special education students, 102 are students in the nonpublic buildings.

IX.B. Superintendent

Chip Kay, Superintendent, reported on the superintendent evaluation as is outlined in Board Policy. He updated on how the 4DX Leadership Model is progressing. Dr. Kay gave a Strategic Plan progress update. He shared that CPS will be featured in "The Education Magazine" for our work in supporting our community partnerships and programs.

X. DISCUSSION ITEMS

X.A. CHS Mid-Term Graduates

XI. ACTION ITEMS FOR THIS MEETING

XI.A. School Fundraising Applications

XI.B.Out of State Field Trip Requests

XI.C.Surplus Requests

XI.D. Temporary Early Retirement Incentive Program Policy (TERIP) 2025-2026

XI.E. Second and Final Reading of Policy 604.17 Use of Artificial Intelligence in School

XII. BOARD REQUESTS FOR INFORMATION

XIII. BOARD SHARING

XIV. EXECUTIVE SESSION

XV. ADJOURN

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, November 17, 2025.

President

Secretary

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

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

Candace Becher: Present
Michael 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

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IV. PLEDGE OF ALLEGIANCE

V. MEETING COMPLIANCE

V.A. DISTRICT MISSION STATEMENT

V.B. President ensures all can hear proceedings

V.C. OPEN MEETINGS ACT

V.D. PUBLICATION OF MEETING NOTICE

VI. PUBLIC COMMENT

VII. GUEST PRESENTATIONS

VIII. RECOGNITIONS BY BOARD

IX. BUILDING OR DISTRICT PRESENTATION

IX.A. North Park Elementary Presentation

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

X. CONSENT AGENDA

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

X.B. Meeting Minutes

X.C. Finance Reports

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

X.D. Staffing Reports

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

X.E. Professional Travel

XI. FOUNDATION REPORT

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

XII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XII.A. Director of Teaching and Learning

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

XII.B. Director of Special Education

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

XII.C. Assistant Director for Student Services

XII.D. Director of Human Resources

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

XII.E. Director of Operations

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

XII.F. Superintendent

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

XIII. MONTHLY REVIEW OF POLICIES

XIV. DISCUSSION ITEMS

XIV.A. Fundraising Applications

XIV.B. Surplus Property

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

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

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

Yea: 6, Nay: 0

XIV.D. Carpet Project Discussion

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

XV. ACTION ITEMS FOR THIS MEETING

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

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

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

Yea: 6, Nay: 0

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

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

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

Yea: 6, Nay: 0

XVI. BOARD REQUESTS FOR INFORMATION

XVII. BOARD SHARING

XVIII. EXECUTIVE SESSION

The board did not go into Executive Session.

XIX. ADJOURN

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

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

Yea: 6, Nay: 0

The meeting was adjourned at 7:20 pm.

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Regular School Board meeting of Monday, October 13, 2025.

President

Secretary

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

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

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

I. CALL TO ORDER

II. ROLL CALL OF THE BOARD

III. EXCUSE BOARD MEMBERS

IV. PLEDGE OF ALLEGIANCE

V. MEETING COMPLIANCE

V.A. DISTRICT MISSION STATEMENT

V.B. OPEN MEETINGS ACT

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

V.C. PUBLICATION OF MEETING NOTICE

VI. PUBLIC COMMENT

VII. GUEST PRESENTATIONS

VIII. RECOGNITIONS BY BOARD

VIII.A. CHS Girls Golf Team

IX. BUILDING OR DISTRICT PRESENTATION

X. CONSENT AGENDA

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

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

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

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

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

X.B. Meeting Minutes

X.C. Finance Reports

X.D. Staffing Reports

X.E. Professional Travel

XI. FOUNDATION REPORT

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

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

XII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XII.A. Director of Teaching and Learning

XII.B. Director of Special Education

XII.C. Assistant Director for Student Services

XII.D. Director of Human Resources

XII.E. Director of Operations

XII.F. Superintendent

XIII. MONTHLY REVIEW OF POLICIES

XIV. DISCUSSION ITEMS

XV. ACTION ITEMS FOR THIS MEETING

XV.A. Fundraising Applications

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

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

XV.B. Surplus Property

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

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

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

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

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

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

XV.D. Out of State Field Trip Approval Form

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

XVI. BOARD REQUESTS FOR INFORMATION

XVII. BOARD SHARING

XVIII. EXECUTIVE SESSION

XIX. ADJOURN

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

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Regular School Board meeting of Monday, October 20, 2025.

President

Secretary

Columbus Public Schools
 Summary of Cash Balances
 October 31, 2025

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

Columbus Public Schools
General Fund Revenue Detail
October 31, 2025

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

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

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

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

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

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

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

| Check Number | Vendor | Amount |
|--------------|--|-------------|
| 21117 | MASCHMANN, BRIAN | \$200.00 |
| 21120 | ALLO COMMUNICATIONS | \$159.36 |
| 21121 | BENESCH | \$32,730.16 |
| 21122 | CULLIGAN | \$46.50 |
| 21123 | ERIE MARKING, INC - ERIE CUSTOM SIGNS | \$1,299.87 |
| 21124 | FIRST NATIONAL BANK OMAHA | \$200.00 |
| 21125 | HOMETOWN LEASING | \$6,749.98 |
| 21126 | HOMETOWN LEASING | \$178.67 |
| 21127 | KSB SCHOOL LAW | \$258.00 |
| 21128 | LINCOLN JOURNAL STAR | \$32.30 |
| 21129 | LOUP POWER DISTRICT | \$94.68 |
| 21130 | LOUP POWER DISTRICT | \$64.55 |
| 21131 | LOUP POWER DISTRICT | \$70,526.44 |
| 21132 | NSBA -NATIONAL SCHOOL BOARDS ASSOCIATION | \$9,180.00 |
| 21133 | OCCUPATIONAL HEALTH SERVICES | \$150.00 |
| 21134 | ONE SOURCE | \$321.50 |
| 21135 | PERRY, GUTHERY, HAASE, & GESSFORD, P.C. | \$3,887.85 |
| 21136 | SHIRTS ARE US, LLC | \$2,144.00 |
| 21137 | THRYV | \$27.10 |
| 21138 | VERIZON WIRELESS | \$357.43 |
| 21139 | FIRST NATIONAL BANK OMAHA | \$78.48 |
| 21140 | ASSOCIATED STAFFING, INC | \$29,086.70 |
| 21141 | AUGUSTA LAWN CARE OF COLUMBUS | \$12,805.00 |
| 21142 | BAILEY, STEVE | \$22.38 |
| 21143 | BLAZERWORKS, LLC | \$13,826.00 |
| 21144 | CITY OF COLUMBUS WATER & SANITATION DEPA | \$7,539.45 |
| 21145 | CITY OF COLUMBUS-TRANSFER STATION | \$35.70 |
| 21146 | COLUMBUS SCHOOL LUNCH FUND-CHS | \$895.07 |
| 21147 | CORNERSTONES OF CARE | \$1,300.00 |
| 21148 | CRAWFORD, ERIN | \$15.00 |
| 21149 | DAYLIGHT DONUTS | \$36.78 |
| 21150 | ELECTRONIC ENGINEERING | \$4,385.00 |
| 21151 | ESU #6 | \$100.00 |
| 21152 | ESU #7 | \$953.61 |
| 21153 | LOUP POWER DISTRICT | \$33.65 |
| 21154 | MATHESON TRI-GAS INC | \$42.50 |
| 21155 | MAY, FRANCIE | \$500.00 |
| 21156 | OMAHA MUSIC THERAPY LLC | \$5,040.00 |
| 21157 | SIGMA | \$75.00 |
| 21158 | U AND I SANITATION LLC | \$2,235.00 |
| 21159 | WELLS, CAROL | \$50.22 |
| 21160 | WIN AT SOCIAL INC. | \$4,250.00 |
| 21161 | WOODRIVER ENERGY LLC | \$2,430.23 |
| 21162 | ACE HARDWARE-COLUMBUS | \$24.95 |
| 21163 | AGIREPAIR, INC | \$890.00 |
| 21164 | AMAZON CAPITAL SERVICES | \$5,211.20 |
| 21165 | AVIVE SOLUTIONS | \$125.02 |
| 21166 | BATES, LINDSEY | \$319.20 |

| Check Number | Vendor | Amount |
|--------------|--------------------------------|-------------|
| 21167 | BOMBERGER, KYLA | \$123.20 |
| 21168 | BOMGAARS | \$69.50 |
| 21169 | BOS, JENNY | \$359.10 |
| 21170 | CAPITAL SANITARY SUPPLY | \$2,347.89 |
| 21171 | CENTRAL PROGRAMS, INC | \$502.02 |
| 21172 | COBLE, MELISSA | \$265.34 |
| 21173 | COFFEY, ALANNAH | \$199.50 |
| 21174 | COLUMBUS MUSIC | \$198.12 |
| 21175 | COLUMBUS TIRE & SERVICE CENTER | \$1,179.50 |
| 21176 | DAVIS, AMANDA | \$179.20 |
| 21177 | DONOGHUE, TRACY | \$478.80 |
| 21178 | DUSH, REGINA | \$167.58 |
| 21179 | EAKES OFFICE SOLUTIONS | \$92.26 |
| 21180 | ENABLE MY CHILD LTD | \$20,400.00 |
| 21181 | ENGEL, SHELBY | \$654.36 |
| 21182 | ESU #7 | \$20.00 |
| 21183 | FLINN SCIENTIFIC INC. | \$2,023.10 |
| 21184 | FOLLETT CONTENT SOLUTIONS, LLC | \$586.10 |
| 21185 | FREEMAN, TYLER | \$319.20 |
| 21186 | GALLEY, SHANNON | \$279.30 |
| 21187 | GEHRING CONST. & READY MIX CO. | \$872.76 |
| 21188 | GRAFE, TARA | \$319.20 |
| 21189 | GRIZZLY INDUSTRIAL | \$698.90 |
| 21190 | HAYS, ALISHA | \$61.60 |
| 21191 | HD SUPPLY | \$11.33 |
| 21192 | HERLIN, REBECCA | \$8.96 |
| 21193 | HOLIDAY INN -KEARNEY | \$1,028.90 |
| 21194 | HY-VEE FOOD STORES | \$824.11 |
| 21195 | IMAGE TECH & PRINTING | \$148.94 |
| 21196 | J.W. PEPPER & SON, INC | \$370.74 |
| 21197 | JARESKE, KELSEY | \$265.33 |
| 21198 | JENSEN, VALERIE | \$386.40 |
| 21199 | KOCH EXCAVATING CO. | \$373.20 |
| 21200 | KOHL, CHELSEY | \$319.20 |
| 21201 | KUSH, DENISE | \$359.10 |
| 21202 | LIGHTSPEED TECHNOLOGIES INC. | \$23.00 |
| 21203 | LUNCHTIME SOLUTIONS, INC | \$183.00 |
| 21204 | MADDEN THERAPY LLC | \$13,304.25 |
| 21205 | MARKING, LORI | \$28.00 |
| 21206 | MCPHILLIPS, BRIDGET | \$36.75 |
| 21207 | MENARDS-COL | \$277.42 |
| 21208 | MIDWEST DOOR & HARDWARE | \$792.00 |
| 21209 | MUELLER, PAM | \$199.50 |
| 21210 | NATIONAL ART & SCHOOL SUPPLY | \$131.06 |
| 21211 | NCECBVI | \$60.00 |
| 21212 | NOYD, BECCA | \$23.52 |
| 21213 | PACZOSA, MEGAN | \$287.28 |
| 21214 | PAPER TIGER, INC. | \$50.00 |

| Check Number | Vendor | Amount |
|---------------------|-----------------------------|----------------------------|
| 21215 | PEREZ, DOLORES | \$46.20 |
| 21216 | ROBERTSON, KATIE | \$279.30 |
| 21217 | ROSAS, AMANDA | \$319.20 |
| 21218 | SCHIEFFER SIGNS | \$57.00 |
| 21219 | SERVICEMASTER BY SHEVLIN | \$50,089.31 |
| 21220 | SETTLES, ERIN | \$319.20 |
| 21221 | SHAPE NEBRASKA | \$1,400.00 |
| 21222 | SHEVLIN SUPPLY | \$1,245.06 |
| 21223 | SKUTT CERAMIC PRODUCTS, IN. | \$147.32 |
| 21224 | STELLING BRASS & WINDS INC. | \$1,040.00 |
| 21225 | STEMPEK, SHELLEY | \$359.10 |
| 21226 | STEMPEK, STACI | \$319.20 |
| 21227 | SUPER SAVER | \$1,174.26 |
| 21228 | SWANSON, ZACH | \$319.20 |
| 21229 | TELLEZ, GAMALIEL | \$610.48 |
| 21230 | TK ELEVATOR CORPORATION | \$1,029.00 |
| 21231 | TREVIPAY-WALMART | \$548.69 |
| 21232 | TRUCK CENTER COMPANIES | \$229.99 |
| 21233 | TWOREK, DANIEL | \$335.10 |
| 21234 | VENTRIS LEARNING LLC | \$1,730.75 |
| 21235 | VOSS LIGHTING | \$817.36 |
| 21236 | WEMHOFF, ASHLEY | \$359.10 |
| 21237 | WHC NE LLC DBA ZRIP | \$510.30 |
| 21238 | WOLVERINE SPORTS | \$41.85 |
| 21239 | WRIGHT, ABBEY | \$287.28 |
| | Total Expenditures | <u><u>\$336,417.30</u></u> |

COLUMBUS PUBLIC SCHOOLS
ADMINISTRATION OFFICE

The Administration has hired the following Classified employees:

| NAME | TITLE | LOCATION | HIRE DATE |
|-----------------|--------------------------|-----------------|-------------------------|
| Caitlyn Stange | Food Service Cook/Server | West Park | TBD |
| Istefania Ayala | Para Preschool | Kramer Ctr | 10/30/2025 |
| Valerie Jensen | Para Sped | West Park | 11/3/2025 |
| Ava Braithwait | Para Sped | Lost Creek | 11/7/2025 (sub to perm) |
| Ana Pineda | Para Kindergarten | Lost Creek | 11/4/2025 (sub to perm) |
| | | | |

The Administration has accepted the following Classified resignations/retirements:

| NAME | TITLE | LOCATION | TERM DATE |
|----------------|---------------------------------|-----------------|------------------|
| Dawn Gumm | Para Sped | High School | 10/20/2025 |
| Susan Ligenza | Para Sped | Lost Creek | 11/7/2025 |
| SuMaya Rieger | Food Service Cook/Server | Middle School | 10/22/2025 |
| Helen Suchan | Food Service Cook/Server | Lost Creek | 11/14/2025 |
| Gregory Glandt | Bus Driver & Maint/Grounds Crew | Transp & Maint | 11/3/2025 |
| Brian Jarecki | Custodian & ASP Site Coord | North Park | 11/21/2025 |

Last Update 11/6/2025

“Engaging All Learners to Achieve Success”

2410 16th Street, Suite A | Columbus, Nebraska, 68601 | Ph: 402.563.7000 | Fx: 402.563.7005

ColumbusPublicSchools.org



COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

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

From: _____

Date: _____

I am recommending _____ as a new certified employee hire for the _____ school year.

The anticipated position is _____.

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

Bio:

Highest Degree _____ Credits Beyond _____

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:

“Engaging All Learners to Achieve Success”

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

ColumbusPublicSchools.org

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

| Name | Position | Building | Replaces |
|-------------------------|-----------------|-----------------|----------------------|
| Wurdeman, Rhylan | SLP Tech | ADM | Jahn, Caitlin |
| | | | |
| | | | |

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

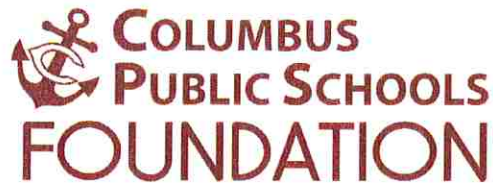
| Name | Position | Building | Action |
|-------------|-----------------|-----------------|---------------|
| | | | |
| | | | |
| | | | |

October 2025 Professional Leave Report

Columbus Public Schools

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

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



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

November 6, 2025

Mike Jeffryes
Board of Education
Columbus Public Schools

Dear President Jeffryes and Members of the Board:

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

Foundation

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

\$3,011.15 - Staff Appreciation Coffee/Drinks

Band Boosters

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

Centennial PAC

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

CMS PAC

\$150.00 - Scholarship

Emerson PTO

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

Lost Creek PTO

\$125.32 - Health Screening Meals

Sports Boosters

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

North Park PTO

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

West Park PTO

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

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

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

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

Thank you for your consideration.

Sincerely,

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

Nicole Anderson
Communication & Foundation Director

Columbus High School
Mid-Term Graduates 2025-26

Alba, Terisa R.
Armagost, Aidan
Avila-Boswell, Brandon
Bloyd, Peyton
Busler, Madelynn
Cannon, Ashlynn
Colima, Adan
Coughtry, Chase
De la rosa, Dylon
Duarte, Vianney
Estrada, Sophie
Garcia, Brandon
Garcia, Mario
Garcia-Benitez, Rocio
Garcia-Ponce, Moses
Gennrich, Kammie
Guerra, Sophia
Hamling, Lola
Hanak, Colton
Haynes, Kingston
Hernandez-Rodriguez, Amanda
Herrera, Daisy
Hiner, Karsten
Hinojosa-Mendoza, Edith
Hogan, O'Rionn
Jimenez-Maeda, Derik
Lash, Aiden
Lawrence, Grant
Lemus-Franco, Lesly
Lopez, Alvaro
Lopez, Jesse
Macario-Hernandez, Tammy
Matias-Martin, Yordi
Morales-Acosta, Naila
O'Kane, Anna
O'Kelley, Owen
Parker, Jalysa
Peterson, Samantha

Pflum, Grant

Riha, Alexah

Rivas-Romero, Diana

Roman-Garcia, Deyaneyra

Sanchez, Omar

Sanchez-Hernandez, Osmar

Schott, Spencer

Vasquez, YaNellie

Wacha, Allison

Workman, Jordan

Yang, Eliot



Columbus Public Schools

Date:

School Fundraising Application

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

School: Columbus High School

Name: Jaclyn Long

Fund Raising Company (if applicable):

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

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

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

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

\$800-\$1500

How will this money be used?

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

What are the proposed dates? February 1-28 2026

Is this a recurring activity?

Yes No

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

Are you selling tickets or a product? Tickets Product Neither

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

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

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

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

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

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

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

Principal's Signature Date 10/27/25

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____



Columbus Public Schools

Date:

School Fundraising Application

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

School: Columbus High School Name: Fine Arts Dept.

- Stodola
- Peabody
- Campbell
- Ritter

Fund Raising Company (if applicable): The Waffleman

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

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

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

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

\$2,000

How will this money be used?

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

What are the proposed dates?

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

Yes No

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

Are you selling tickets or a product? Tickets Product Neither

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

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

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

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

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

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

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

Principal's Signature [Signature] Date 11/6/25

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____



Columbus Public Schools Date:

School Fundraising Application

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

School: Columbus High Name: Ammanda Nielsen
FCCLA

Fund Raising Company (if applicable): Sweet Harvest Popcorn

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

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

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

How will this money be used?

To pay for contest fees and materials for STAR.

What are the proposed dates? November 12 - December 10

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

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

Popcorn

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

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

product/service in direct conflict with that offered by local merchants? Yes No Are any

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

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

principal give full approval for this plan? Yes No Principal's Signature Date

(for district use only)

Approved by Date [Signature]

11/6/25

Approved subject to the following conditions



Columbus Public Schools

Date: 11/11/25

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: Lost Creek Name: JP. Holys

Fund Raising Company (if applicable):

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan? Donation from families w/ a "No Fuss" Fundraiser

Approximately how much does your school/group expect to earn from this project? \$500

How will this money be used? To support our staff in students w/ activities outside of the school budget.

What are the proposed dates? Nov. 18, 2025 - Dec. 5, 2025

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

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

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

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

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

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

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

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

Principal's Signature [Signature] Date 11-11-25

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____

GUIDES TO SCHOOL/GROUP FUND RAISING PROJECTS

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

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

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

Exhibit

Approved: 09-17-12

Columbus Public Schools
Columbus, Nebraska



Columbus Public Schools Date:

School Fundraising Application

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

School: North Park Elementary Name: Payton Dozler

Fund Raising Company (if applicable): Kids Heart Challenge

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan? Raise money for the American Heart Association

Approximately how much does your school/group expect to earn from this project? \$5,000

How will this money be used? It will go to the American Heart Association to support

What are the proposed dates? life saving research, education & community programs

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.) 2-6-26 through 2-20-26
2-6-27, same time next year

Are you selling tickets or a product? Tickets Product Neither

(If you selected product, please specify the product that you are selling.) Raising money and teaching kids how to save lives

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?

N/A - Has your school/group devised a budget plan to expend earnings? Yes No Does the
we can discuss this

building principal give full approval for this plan? Yes No Principal's Signature Date

(for district use only)

Sarah Bil
11/13/25

Approved by: Date

Approved subject to the following conditions

GUIDES TO SCHOOL/GROUP FUND RAISING PROJECTS

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

1. Do you really need a fund raising project?

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Cross Reference: 506.07 Fund Raising Activities

506.50 School-Supporting Organizations

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

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



Date: 10/8/2026

Proposed Excursion Date: February 6-8, 2026

Requesting Individual: Jeff Peabody

Student Group for Which request is made: Winter Guard

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

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

Nature of Request (Check One) 1 Time Only Annual

Is This Event Sanctioned? (NSAA Activity) Yes No

Cost of Trip: \$350

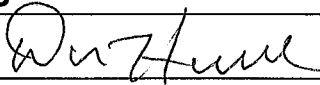
Cost to District: None

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

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

The number of student school days forfeited: 0

Other Pertinent Information:

| Approval Signatures: | Date: |
|---|--------------|
| Principal:  | 11/6/2025 |

Superintendent:

School Board President:

Date of Formal Board Approval:

Detailed Budget (Include Expenses and Revenue):

Travel Information (Detailed Daily Itinerary):

Parent Permission Form: See attached

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



Date: 10/8/2026

Proposed Excursion Date: March 15 and 16

Requesting Individual: Jeff Peabody

Student Group for Which request is made: Winter Percussion

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

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

Nature of Request (Check One) 1 Time Only Annual

Is This Event Sanctioned? (NSAA Activity) Yes No

Cost of Trip: \$350

Cost to District: None

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

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

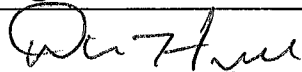
The number of student school days forfeited: 0

Other Pertinent Information:

Approval Signatures:

Date:

Principal:



11/6/2025

Superintendent:

School Board President:

Date of Formal Board Approval:

Detailed Budget (Include Expenses and Revenue):

Travel Information (Detailed Daily Itinerary):

Parent Permission Form: See attached

TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY 2025-2026

A. PURPOSE

The purpose of this Temporary Early Retirement Incentive Program (“TERIP”) is to encourage eligible certificated employees of Columbus Public Schools (“School District”) who are considering an early-leaving decision to accelerate their retirement plans effective at the end of the 2025-2026 school year. Objectives include, but are not limited to, the following:

1. To offer financial incentives that will assist long-term employees considering early retirement or early leaving decisions to complete such decisions.
2. To reduce costs to the School District by replacing employees with lesser salaried employees or by eliminating positions.
3. To buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights.

B. QUALIFICATIONS

1. **Permanent Certificated Employee:** To be a participant a person must be employed by the School District, as of date of acceptance of the person’s application, in a position requiring that the employee have a certificate issued by the Nebraska Department of Education. By permanent, the definition would mean the employee is in year 4 or greater of service to Columbus Public Schools.
2. **Full-Time Equivalency:** A “certificated employee” is defined for purposes of this TERIP as a person employed at least one-half time or more. As such, employees who are employed on a less than .50 F.T.E. basis are not eligible.
3. **Rule of 85 Eligibility:** To be a participant a person must be eligible for retirement under the School Employees Retirement Act without reduction of benefits under such Act, on the basis of being at least fifty-five (55) years of age and the sum of the person’s attained age and creditable service under that Act totals eighty-five (85). Age and creditable service are to be determined as of September 1, 2026.

Creditable service with the School District shall mean employment with the School District as a certificated employee through the employee’s final year of service. Years of service need not be consecutive. Board approved military service, sabbatical and/or approved leave of absence, or other leave required to be granted according to law, shall be included as creditable years of service with the School District. In determining years of creditable service with the School District, part-time employment is counted at the full-time equivalency specified for each contract year.

TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY 2025-2026

4. Prior Retirement: To be a participant the person must not be currently receiving retirement benefits through NPERS. This should be the first bona-fide retirement.

5. Terminated Employee's Ineligibility: An employee who has received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force shall not be eligible and may not participate in this program, unless after a hearing before the Board of Education it is determined that the employee's contract should not be cancelled, non-renewed or terminated. An employee who has received written notice of possible termination for reason of a reduction in force shall be eligible and may participate in this program if, but only if, said employee expressly waives all rights to which he or she may be entitled under the reduction in force law including, without limitation, substantive and procedural rights, staff development assistance and retirement incentive plan benefits, and recall rights.

C. ENROLLMENT REQUIREMENTS

1. Resignation: Participants in the program shall resign their employment with the School District effective at the end of the 2025-2026 school year.

2. Application and Agreement: Each eligible employee who wishes to participate in the TERIP must properly complete, execute, and submit an Application and Agreement form to the Superintendent on or before Friday, January 9, 2026. **FAILURE TO SUBMIT THE APPLICATION AND AGREEMENT WITHIN THE TIME FRAME SPECIFIED SHALL RESULT IN THE REJECTION OF SUCH APPLICATION OR AGREEMENT.**

The Superintendent shall review the employee's record to determine eligibility. If eligible, the Board of Education shall approve the Application and Agreement, except as may be otherwise provided herein, at such time as deemed appropriate.

3. Acceptance or Rejection of Applications: The Board of Education of the School District, in its sole and absolute discretion, reserves the right to accept or reject any or all applications based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues. The Board of Education may grant preferences if numerous applications are filed based on: (1) length of service with the School District, (2) programs to be offered, (3) areas of certification and endorsement, (4) state and federal regulations which may mandate certain employment practices, (5) special qualifications which may require specific training and/or experience, (6) contributions to activity programs, (7) qualifications based on past performance and competence as determined by the Principal and/or Superintendent through employee evaluation procedures and review of any prior disciplinary action of incidents, (8) the organizational and educational impact created by multiple part time certificated employees and (9) salary levels of the applicant.

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

D. BENEFITS

1. Early Retirement Benefit: A qualified certificated employee who has requested and been accepted for participation in the TERIP shall receive an early retirement benefit administered by the School District's third-party administrator.

2. Source of Funds: The Certificated Employee shall be paid the sum of **\$41,337**, subject to adjustment to a greater amount pursuant to subparagraph (d) below. Such sum is based on the single health (retired, \$1,050 deductible, or as updated by EHA) and single dental premiums published by the Educators Health Alliance and in effect for the 2026-2027 school year and including a 7% increase each year for the 2027-28 and 2028-29 school years:

- i) 2026-27 = \$12,858 (\$1,038.74 monthly health premium plus \$32.79 monthly dental premium, multiplied by 12)
- ii) 2027-28 = \$13,758 (25-26 plus 7% increase)
- iii) 2028-29 = \$14,721 (26-27 plus 7% increase)
- iv) If EHA premiums increase more than 7% during either year two or three of this agreement, the School District will pay the actual calculated premium amounts.
- v) Payments shall be made on or about September 20th of each designated school year in section(s) i, ii, and iii as a nonelective contribution to the school district 403(b) plan, not directly to the retiree.

3. Income Tax Consequences: The payments are made as nonelective contributions to the School District's 403(b) Plan, and under Section 1.403(b)-4(d)(1) of the Treasury Regulations, the former employee is deemed to have includable compensation for the taxable year of the employee in which he or she ceases to be an employee and through the end of each of the next five (5) taxable years. The employer shall not make any withholding for income, FICA, or Social Security taxes from the employer nonelective contribution according to Code Section 403(b) and its accompanying Treasury Regulations. In the event the School District or a participant are called upon to pay the federal government or the State of Nebraska, or any other state or federal authority, sums or payments that were not but should have been withheld from or contributed in relation to the early retirement benefit, including retirement contributions, FICA, FUTA, or state or federal unemployment contributions, the participant shall indemnify and hold the School District harmless from any and all sums which it is called up onto pay, including the employee's and employer's share thereof and any and all penalties and interest arising from either the employee's share or employer's share thereof.

4. COBRA Rights: Pursuant to COBRA, a participant will have the opportunity to continue participation in the School District's group health insurance plan for at least

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

eighteen (18) months following resignation of employment upon payment by the employee of the monthly insurance premiums.

E. WAIVER AND RELEASE OF CLAIMS

Employees who participate in the TERIP shall be required to waive and release the School District from claims and rights as provided for in the Application and Agreement adopted as a part of this TERIP policy. The Superintendent shall give the requisite notices to eligible employees as required by law in order for the waiver and release to be fully enforceable.

The Superintendent shall deliver to all eligible certificated employees a copy of this TERIP Policy and a copy of the attendant Application and Agreement at least forty-five (45) days prior to the application deadline and provide eligible employees any additional information required by law.

A copy of the Application and Agreement shall also be made available at the Superintendent's office.

F. TERM OF PROGRAM

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

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

USE OF ARTIFICIAL INTELLIGENCE IN THE SCHOOL

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

Artificial Intelligence Definition:

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

Ethical Considerations:

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

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

Student Privacy and Data Protection:

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

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

Equity and Accessibility:

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

Transparency and Rationale:

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

Educator Training and Professional Development:

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

Ongoing Evaluation and Accountability:

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

Community Engagement and Communication:

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

Implementation:

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

Approval and Purchasing of AI Tools:

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

Superintendent Authority:

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

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

Policy
Adopted: 11/17/2025
Revised:

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska