

Regular Meeting

Mission: "Engaging All Learners to Achieve Success"

The Regular Meeting started at 5:30 P Mon Monday, December 16, 2019. The meeting was held at
Columbus High School
3434 Discoverer Drive
Columbus, NE 68601

Candace Becher: Present

Mike Goos: Present

Michael Jeffryes: Absent

Doug Molczyk: Present

Theresa Seipel: Present

Douglas Willoughby: Present

Michael Jeffryes: Present

I. Board Meeting

A. Call to Order

B. Roll Call of Board

C. Pledge of Allegiance

D. Notice of Open Meeting Posted

1. President insures all can hear proceedings

E. Mission Statement

Mission Statement was read by Theresa Seipel.

F. Opportunity for Public to be Heard

G. Recognitions

H. Board Special Functions

1. Grant Writer Contract 2019-2020

Candy Becher, Board President asked about why the Columbus Area Chamber of Commerce did not want retain the grant writer.

2. Construction Memorandum of Understanding Between CPS and Shelby Lumber Company, Inc.

Dave Melick, Executive Director of Business Operations and Human Resources spoke about the liability questions. We have \$1 mil in general liability and \$5 mil umbrella for a total of \$6 mil, so that would cover. Background checks of all contractors is recommended by Alicap and Shelby agrees to those terms. CPS will be responsible for the cost on that because these people will be working with our students. Shelby Lumber has been easy to work with and they have some experience because of their work with the Schuyler program.

3. Acceptance of Superintendent's Letter of Intent to Return

Dr. Loeffelholz asked everyone if they had read his letter of intent to stay. This is for 2 years, you may vote on both or you can do one at a time, he wanted to clarify that the board could vote on the years separately, they do have that option. Board said they were happy to receive it and would vote on it as is.

4. Close Up Program Trip Approval Form

I. Items to be removed from the Consent Agenda

J. Consent Agenda

1. Approval of Minutes

2. Financial Reports M2, M3, M4a

3. Financial Report M5

Mr. Melick mentioned a few of the expenditures listed on Financial Report M5 for November. Gaggle.net is a program we use for information that is being shared in communications, this is well worth the money. CPS has gained some information for police

to handle some dangerous and illegal situations. Marzano, professional development over the course of the year and into the future. Payment to the University of Notre Dame, this is flow through money Jeff Ohnoutka, Director of Scotus Central Catholic, used title funds to go to a conference. Parochial schools in our district are entitled to some of that money, it is a small percentage, the percentage is based on the free and reduced program. Advanced Water Company was paid for heating and cooling system throughout district. CDW Government paid for purchases from 13 for various buildings. Norfolk Transmission and Repair paid for Bus 311 that had transmission and other repairs. Financial Literacy was paid for Curriculum last month.

Questions regarding approval for paras for two new classrooms, Mr. Melick said that would be a decision by building principals and building budgets would need to be used. CPS is already dipping into depreciation for the new teachers. Mr. Luebbe said Centennial had already added a para, he will reassign paras to accommodate the new section of first graders.

4. Certified Personnel

5. Classified Personnel

6. Class of 2020 Mid-Term Graduates

7. Professional Travel

K. Acceptance of Gifts/Donations

L. Business Operations and Human Relations

1. Policies

1. Second and Final Reading of Policy 408.06 Temporary Early Retirement Incentive Program Policy

Mr. Melick provided information regarding the meeting that had recently taken place regarding this policy. Eight of the 24 eligible attended the meeting, and they talked through the policy and the February 6th application deadline.

2.

2. Administrative Functions

1. Approval to Hire an Additional First Grade Teacher at Centennial Elementary

Andy Luebbe, Centennial Elementary Principal shared information regarding the additional First Grade teacher, Olivia Michael. She just graduated, she did her student teaching in Elkhorn. Recommendations are fantastic. She was visiting with students today.

2. Approval of the Purchase of CHS Band Uniforms

Mr. Melick made the recommendation to table until final quote is received or to change the motion to not to exceed a certain amount. The motion was amended to not exceed \$125,000.00.

3. Updates

M. Buildings & Sites/Technology

1. Updates

Leonard Kwapnioski updated the board regarding the maintenance truck being ordered, Steffy Auto Sales matched the state bid. It will take 9-15 weeks for delivery.

Power School bill increased. Synergy will cost much less. Kearney Public Schools is jumping on board and will be using Synergy as well.

N. Curriculum and Instruction

1. Updates

Dr. Amy Romshek, Executive Director of Curriculum and Staff Development, updated the board on using algebra tiles and what a great teaching tool this is for CPS teachers. Teachers had several days of training. A video was shared of the math teachers using the math tiles and the progress they are making with students. Typically, the algebra tiles are used in secondary classrooms. This involves a lot less notes being taken, less talking of the teacher, and more hands on and having students solve problems in a variety of ways.

O. Student Services

1. Administrative Functions

2. Updates

P. Superintendent's Report

Dr. Loeffelholz said the Early Childhood Program continues to meet with the C4K group. The upcoming meetings are on January 9th and 23rd. Looking at grant opportunities and funding sources. He also mentioned the Waffle Man and the Art Show.

Q. Board Sharing

Mike Goos shared that the waffles were good, wished everyone happy holidays. Doug Willoughby told everyone Merry Christmas, mentioned there are three more socials if other board members are able to attend, he recommended attending. He attended CMS and Centennial, had fun being a part of it. The next three socials are at CHS, NP, Student Center, all this week. Mike Jeffryes also wished all a Merry Christmas, lighting of the anchor, and the CMS musical were great. The s'mores pizzas were really good at the Anchor Lighting Celebration, all pizzas were donated by Pizza Ranch--lots of people. Theresa Seipel added Merry Christmas to all, she hopes teachers/administrators have some down time, and time with family. Doug Molczyk said music concert was amazing, he said hats off to Mr. Ritter

and the students. He is looking forward to granddaughter playing at the band concert tonight. Candy Becher added, all of the above and Happy New Year.

II. Executive Session

III. Adjourn

Meeting Adjourned at 6:17.

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, December 16, 2019.

President

Secretary

**Contract Employment Agreement
Community Grant Writer with Columbus Public Schools**

This Employment Agreement is entered into between the Columbus Public School District and Lori Aschoff, hereinafter referred to as the Contracted Employee.

WITNESSETH: Columbus Public Schools agrees to employ the Employee with a guaranteed retainer salary in the amount of \$12,000 for contracted services. The Employee hereby agrees to accept such employment on the following terms and conditions.

Section 1. Term of Contract. The term of this contract shall commence effective on the September 1, 2019, and shall terminate on the 30th day of August, 2020. The contract and employment is on an "at will" basis and may be earlier terminated pursuant to Section 4. The contract may be extended for an appropriate period of time by written agreement.

Section 2. Compensation and Benefits.

- A. **Salary Worksheet.** Employee shall be paid a salary in accordance with agreement set forth by all parties. Salary shall be payable in twelve equal installments on the regular payroll date each month or as otherwise agreed to by the parties.
- B. **Incentives.** None.
- C. **Leaves.** None as employee is on an "at will" basis.
- D. **Deductions.** The Employee is responsible for any deductions including payroll taxes and other expenses deemed necessary in accordance with tax laws.
- E. **Retirement.** None

Section 3. Duties of Employee.

- A. **Position.** Employee is employed as an independent contractor who will remain on retainer with the Columbus Public School District.
- B. **Duties.** The Grant Writer is asked to work towards approval of grant applications. The Grant Writer is also asked to be the writer of the grants and work with the district and their designees to develop recognized grants. The Employee agrees to perform the duties faithfully and to the best of the his/her ability. .
- C. **Duty Hours.** The days and hours of employment shall be recognized in conjunction with the Grant Writer and/or Organizations leadership in fulfillment of the time needed to write proposed grants. Regular, dependable communication is an essential function of the Grant Writers position.
- D. **Assignment.** The Grant Writer is initially assigned to serve as the Liaison between Columbus Public School District and its employees and programs. The Grant Writer may be assigned to different proposals and duties. In such event Columbus Public Schools shall retain the discretion to adjust the salary and benefits commensurate with such changed position or duties.

Section 4. Termination of Employment.

- A. **Termination by Columbus Public School District.** This agreement creates no property right in continued employment. It may be terminated by the Contracting party, with or without cause or hearing, upon giving two (2) calendar week notice or pay in lieu of notice, provided that in the event of just cause for termination, no notice or pay in lieu of notice shall be required.
- B. **Termination by Grant Writer.** In the event the Grant Writer submits a resignation or otherwise terminates the agreement prior to Nov. 15, 2020 (or an extended term entered into between the Grant Writer and the Columbus Public Schools), the resignation shall not become effective until approved by the School Board.
- C. **Compensation upon Termination.** Upon termination, the compensation to be paid shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of termination bears to the twelve months in the annual salary period in which termination occurs. (In the event salary is fixed on a period other than twelve months the same pro-ration method shall be used for the period over which the salary has been fixed). Any portion of compensation, whether in the form of salary or benefits, paid or provided but not earned prior to termination, shall be refunded to Columbus Public School District by the Employee.

Section 5. Applicable Law. This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

Section 6. Entirety of Agreement and Amendments. This Employment Agreement constitutes the entire agreement and no representations, promises, agreements or undertakings made by or on behalf of Columbus Public Schools, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Agreement shall be subject to modifications only by a written instrument signed by the Employee and representative of the Board of Education and/or their designee.

Executed this ____ day of _____, 2020.

By _____
Grant Writer

By _____
Columbus Public Schools

**MEMORANDUM OF UNDERSTANDING
2020-2021**

This Memorandum of Understanding (MOU) is made this _____ day of _____, 2019, between Columbus Public Schools, a Nebraska political subdivision (hereinafter "School"), and Shelby Lumber Company, Inc., a Nebraska corporation (hereinafter "Contractor").

PURPOSE

1. The School is a Nebraska public school district offering, as a part of its educational curriculum for its high school students, a building trades class providing students with instruction on the techniques and skills involved in the development of real estate and the construction of buildings.
2. The Contractor is in the business of developing and constructing residential housing.
3. The parties hereto both have an interest in the creation of housing within the City of Columbus.
4. The parties desire to sign the MOU for the educational experience of School students through the development and sale of a single-family housing unit according to the terms of this MOU.

For reasons set forth above, the parties agree as follows:

**SECTION ONE
SCOPE AND DESCRIPTION**

The parties hereby agree to this MOU for the construction and sale of a single-family detached unit. The property lot that the home will be constructed on is legally described as: Lot _____, _____, Platte County, Nebraska, hereinafter referred to as the "property". The street address for this property is: _____, Columbus, Nebraska. The property is and shall be owned by Contractor.

**SECTION TWO
PURPOSE OF VENTURE**

The MOU is being agreed upon to build a detached single-family housing unit in the City of Columbus. It is expressly agreed that the construction of this home will be started in 2020 for the 2020-2021 school year. The house will be constructed and sold by Shelby Lumber Company, Inc. to a prospective homebuyer of the sole choosing of Contractor.

Contractor has the ability to work with the construction class of the School to keep the class students up to date on current building materials and methods and if the instructor of said class would agree to do so, Contractor will perform additional seminars or trainings with the students at the parties mutual arrangements.

Home to be built would be general ranch style homes with the minimum of 1400 square foot first floor requirements as designated by covenants of the subdivision.

SECTION THREE CONDUCT OF THE MEMORANDUM OF UNDERSTANDING

The School agrees to be a Subcontractor for the construction of the housing unit with Contractor being the General Contractor. The School's Building Construction Class under the direction of [REDACTED] ("Instructor") will construct that portion of the house pursuant to this MOU as Subcontractor. Under the direction of Contractor as General Contractor, there will be additional components of the construction that will need to be performed by additional licensed subcontractors. The School will work with Contractor to propose additional subcontractors, but Contractor will have the sole decision to contract and hire the subcontractors. All construction materials, subcontractor costs and holding costs will be paid by Contractor. See Attachment #1 for duties of Subcontractor, Columbus Public Schools. The School shall have no duty or obligation to purchase any materials for the housing project. Further, both parties agree to sign the subcontractor agreement with Contractor and abide by any additional requirements identified in the contract pursuant to Attachment #2, subcontractor contract.

Contractor shall be empowered to mortgage or otherwise grant a lien in any of the real estate titled in its name as long as the loan proceeds are utilized to pay construction bills related to the operation of constructing housing units in Columbus.

Contractor will coordinate with the subcontractor on selection of the house plans and details of the construction. This would include the Building Specifications as well. Both parties will decide jointly on the appropriate house plan that will best suit the lot and neighborhood, and the abilities of the School.

It is understood that each of the parties of this MOU will be kept informed as to the progress of the work accomplishments.

During the construction period, the School, through its Instructor in conjunction and consultation with Contractor, shall provide work-study instruction and hands-on experience to students of the School with respect to all aspects of site development and building construction, including without limitation: building permits, life safety codes, surveying, excavation and grading of the building site; concrete work; framing of the house, installation of plumbing, electrical and mechanical systems; dry-walling; flooring; finishing and furnishing of the house; and landscaping of the building site (weather

permitting). The School shall at all times supervise the students involved in the construction of the house.

Throughout the construction period, Contractor shall meet with the Instructor each week to plan out activities, learning experiences, demonstrations and the performance of work by and for the benefit of students. Such planning shall provide for the orderly, progressive and sequenced instruction of students over the course of the construction period. The Instructor shall be responsible for all (1) supervision of students, and (2) academic matters, including attendance, testing, grading, and off-site instruction and safety practices and procedures.

Contractor shall be on site at all times that School students are on site, unless excused in advance by the Instructor. The students participating in the School program shall be selected by the School. The School shall provide students with personal tools, including appropriate safety equipment, and transportation to and from the job site.

Contractor shall be the general contractor in the development of the building site and construction of the house and shall control all activities connected therewith. Contractor shall specifically be responsible for the following:

(i) Contractor shall be solely responsible for preparation of all plans and designs, ordering and purchasing of all building materials, securing all necessary permits, performance of all work (directly and/or through subcontractors), provision of all equipment and tools, and securing all necessary and appropriate insurance coverages.

(ii) Contractor shall inspect all work performed by students and shall make all corrections and repairs necessary to ensure that the development of the building site and the construction of the house are completed in a sound and proper manner. The School shall have no responsibility for performance of any punch-list or warranty work.

(iii) Contractor shall comply with all applicable OSHA workplace standards, and ensure that the premises is at all times in a safe condition and that students are properly supervised in all construction activities.

(iv) Contractor shall develop the building site and complete the construction of the house within the construction period in conformity with all approved plans and specifications, the requirements of applicable law and the provisions of this MOU and the separate subcontractor agreement.

(v) The performance of the obligations of Contractor under this MOU and the separate subcontractor agreement shall be in compliance with all laws, including (but not limited to) all prevailing wage laws. Contractor shall pay all claims for labor

performed and materials furnished, used or consumed in performing the work of the contract.

**SECTION FOUR
NET PROFIT/SALE PRICE**

The net profits received from the sale of the housing unit shall be at the sole discretion and determination of Contractor, including whether or not Contractor retains a realtor with commission for assistance. Contractor does agree to pay the School a stipend of \$2000.00 paid by check or other good and sufficient funds, which payment will be made upon completion of construction and receipt of a certificate of occupancy. The purpose of the stipend is to update tools and equipment for the School.

**SECTION FIVE
LIABILITY**

Contractor will carry the costs of construction of developing the housing unit through the construction phase, which will include carrying a Builders Risk Insurance Plan. After the certificate of occupancy is obtained by Contractor from the proper issuing entity, the home will be eligible to be transferred to the interested homebuyer.

Contractor shall purchase and maintain all insurance coverages set forth below and protect the School from claims which may arise out of or result from Contractor's operations under this MOU or the separate subcontractor agreement for which Contractor may be legally liable, whether such operations be by Contractor or by another subcontractor or by anyone directly or indirectly employed by any of them or by anyone whose acts any of them may be liable:

- (i) Workers compensation and employer's liability insurance meeting statutory limits.
- (ii) Commercial general liability insurance including coverage for premises-operations, products-completed operations, contractual liability, personal injury and broad form property damage in an amount of not less than \$1,000,000 aggregate.
- (iii) Automobile liability insurance (owned, non-owned and hired vehicles) for bodily injury and property damage in the amount of not less than \$1,000,000.
- (iv) Umbrella liability insurance in an amount of not less than \$1,000,000.

**SECTION SIX
MARKETING SUPPORT**

Marketing efforts and promotion of this housing initiative will be encouraged by the School and Contractor Advertising efforts for selling of listing the property for sale prior to the Certificate of Occupancy will be arranged by Contractor. If a contract to sell

the home is obtained the sale would be contingent upon a Certificate of Occupancy. This would include, but not be limited to the following:

- Help secure Subcontractors,
- Promote the housing development,
- Assist in marketing the home to interested homebuyers

**SECTION SEVEN
RECORDS**

Contractor shall maintain a complete set of records, statements and accounts concerning the construction of new houses in Columbus.

**SECTION EIGHT
RELATIONSHIP**

This, Memorandum of Understanding is not to be construed to create a business entity or relationship separate from the School or Contractor, such as a partnership, limited liability company or corporation. This MOU is intended to memorialize all agreements between Columbus Public Schools and Contractor related to the construction of housing in Columbus where students of the School will obtain valuable educational experience. The School, by entering into this MOU and the separate subcontractor agreement, does not waive any of its immunities from suit and/or liability, except as otherwise specifically provided herein and as specifically authorized by law.

Columbus Public Schools

Shelby Lumber Company, Inc.

School Board President

President

ATTACHMENT #1

Duties of **Subcontractor, Columbus Public Schools** shall consist of, but not be limited to:

- Recommend to Shelby Lumber Company, Inc. contracts with the various subcontractors;
- Shall provide estimates of the construction process committed by Columbus Public Schools as their designated subcontracted amount for approval, prior to the start of construction;
- Shall assist Shelby Lumber Company, Inc. in establishing construction schedule for subcontractors and assist in scheduling the delivery of materials to the building site;
- Shall observe the work during construction;
- Report to Shelby Lumber Company, Inc. of progress made by Columbus Public Schools;
- Verify that work is complete in an acceptable manner regarding Columbus Public Schools subcontracted responsibilities;
-

Duties of **Contractor, Shelby Lumber Company, Inc.** shall consist of, but not be limited to:

- Shall negotiate for construction of the house with all subcontractors and material supplies;
- Shall provide a complete listing of all subcontractors to Columbus Public Schools prior to the start of construction and estimate time periods in which said subcontractors will be working on the home;
- Shall establish construction schedules for all subcontractors and schedule the delivery of materials to the building site and work with Columbus Public Schools on said schedule and communicate same;
- Shall inspect properties during constructions;
- Shall secure building permits;
- Shall oversee the day-to-day construction progress;
- Shall review payment requests, verify that work is complete in an acceptable manner to warrant payment and make all necessary payments;
- Secure property at the end of the working day;
- Shall arrange for inspections.
- Shall secure all necessary builders risk, worker compensation and general liability insurance required.
- Shall be financially responsible for the entire project as contemplated by this Memorandum of Understanding.

ATTACHMENT #2

HOME CONSTRUCTION AGREEMENT

AGREEMENT made on this ____ day of _____, 2020, between Columbus Public Schools, ("**Subcontractor**") and Shelby Lumber Company, Inc. ("**Contractor**") regarding the project for home construction to be completed by Contractor with the assistance pursuant to this agreement of Subcontractor at the following address and legal description ("Property"): _____ Street, Lot _____, _____ to the City of Columbus, Platte County, Nebraska.

1. REPRESENTATIONS

- A. Contractor represents that Contractor is the owner of and has the written authority to enter into this agreement for construction and completion of a house to be made by Contractor with the assistance of Subcontractor pursuant to this agreement on the site of the Property.

- B. Contractor represents that it is adequately insured for injury to its employees, agents, and others incurring loss or injury as a result of the acts or of the failure to act of Contractor or its employees.
The contractor is insured by: _____
Policy No. _____

- C. Subcontractor represents that it is adequately insured for injury to its employees, agents, students and others incurring loss or injury as a result of the acts or of the failure to act of Subcontractor or its employees or students.
The Subcontractor is insured by: _____
Policy No. _____

2. SCOPE OF WORK

The Contractor shall select and obtain all of the materials and perform all of the work to substantial completion as shown on the Drawings and/or described in the Specifications entitle Schedule A, annexed hereto and make part of this Agreement as it pertains to work to be performed on the Property. Contractor and Subcontractor shall work together in this regard to ascertain that it is a home capable of construction by Subcontractor, Columbus Public Schools.

Contractor will organize, arrange and supervise this Subcontractor and all other Subcontractors and Contractor will be personally responsible for all material costs and Subcontractor payments.

Contractor shall be responsible for all final grading, sod installation and/or lawn seeding.

3. TIME OF COMPLETION

It is understood and agreed by Contractor and Subcontractor that time is of the essence.

- A. The work to be performed under this Contract shall be commenced on or before the 2020-2021 school year and shall be substantially completed on or before April 30, 2021.
- B. Subcontractor shall work with Contractor to provide costs of construction to Contractor by November 15, 2020, so that Contractor can establish a sales price.
- C. Contractor shall have all responsibility for completion of the house. Subcontractor shall notify Contractor of Subcontractor's substantial completion of their portion of the project. Contractor shall have ten (10) days to submit to Subcontractor a punch list of items to be completed to achieve substantial completion of the project under the responsibility of Subcontractor. Subcontractor shall thereafter have ten (10) days to complete the Contractor's punch list unless otherwise agreed upon by the parties.

4. CONTRACT PRICE/PAYMENTS

- A. Contractor shall procure all materials used by Subcontractor and any labor not provided by Subcontractor.
- B. Contractor shall pay for all materials ordered by Subcontractor, Columbus Public Schools, with Contractor's pre-approval, as said materials are acquired for the project and become due for payment.
- C. Progress Payments will be made to Subcontractors by Contractor based on the following progress:
 - I. Approval between contractor and Columbus Public Schools for house floor plan by April 1st.
 - II. Completion of excavation and footings by July 15th.
 - III. Foundation wall and garage poured by August 1st.
 - IV. Completion of basement excavation and footing poured.
 - V. Foundation walls poured and basement and garage floor poured.
 - VI. Rough framing of walls and roof, including sheathing installed.
 - VII. Installation of windows & exterior doors.
 - VIII. Plumbing rough-in.
 - IX. Electrical rough-in.
 - X. HVAC rough-in.
 - XI. Installation of siding.
 - XII. Insulation, sheetrock hung.
 - XIII. Interior painted, trim work installed, and cabinets hung.
 - XIV. Completion of electrical.

- XV. Completion of plumbing.
- XVI. Completion of HVAC
- XVII. Driveway, steps/stoop and sidewalks poured.
- XVIII. Flooring installed.
- XIX. Final grading completed and sod installed or lawn seeded.
- XX. Certificate of Occupancy and clean-up completed.

D. Contractor shall provide full payment to all Subcontractors upon satisfactory completion and acceptance of the work by Contractor and shall hold harmless Subcontractor, Columbus Public Schools, for said obligations.

5. SUBCONTRACTOR'S WARRANTY

Subcontractor, Columbus Public Schools, provides no warranty for materials or workmanship for any scope of work performed by students of Subcontractor. Subcontractor expressly disclaims all warranties, express or implied or created by statute or law, including but not limited to the warranty of merchantability and the warranty of habitability.

6. SUBCONTRACTORS (OTHER THAN COLUMBUS PUBIC SCHOOLS)

- A. Contractor may engage subcontractor(s) to perform work or provide materials not otherwise contracted by Columbus Public Schools and Contractor shall fully pay said subcontractor(s) and in all instances contractor remain fully responsible for the work performed by any subcontractor(s) engaged by Shelby Lumber Company, Inc.
- B. Contractor is encouraged to engage subcontractors primarily based in the local area.
- C. All subcontractors must complete the Contractor's Application Form and IRS Forms W-9 prior to beginning any work on the project.
- D. Subcontractors cannot be on the U.S. Department of Labor's Office of Federal Contract Compliance Programs Debarred List or any other Debarred List maintained by any local, state or federal government entity.
- E. All subcontractors must have adequate liability and workers compensation insurance as required by law.

7. GENERAL PROVISIONS

- A. Contractor shall be responsible to ensure that all work be completed in a workmanlike manner and in compliance with all building codes and other applicable laws.

- B. To the extent required by law Contractor shall ensure that all work be performed by individuals duly licensed and authorized by law or perform said work.
- C. Subcontractors shall furnish to Contractor release(s) or waiver(s) of lien for all work performed or materials provided at or before the date the next Progress Payment shall be due, but Contractor shall have responsibility to obtain same.
- D. All changes to this Agreement, including all change orders, shall be in writing and signed both by Contractor and Subcontractor.
- E. It is agreed that Contractor and Columbus Public Schools will agree by April 1st, to the subject house floor plan and that completion of excavation and footings will be completed by July 15th with the foundation walls and garage poured by August 1st to allow the project to start on time and enable Columbus Public Schools to start on the project when the school year starts.
- F. Contractor shall obtain all permits required for the work to be performed; and in the event that Subcontractor shall be unable to continue work on account of Contractor's failure to obtain any required permit, Subcontractor shall promptly perform such additional work as may be required to protect the Property and the work then in progress from the elements, vandalism and the like.
- G. Subcontractor shall promptly and timely remove construction and related debris and waste materials and shall dispose of all such debris and waste materials in accordance with local law and ordinance. Subcontractor shall "broom clean" all portions of the Property worked on by the Subcontractor prior to completion of the job.
- H. In the event Contractor shall fail to make any Progress Payment when due, this Subcontractor and all other Subcontractors shall have the right, but not the obligation, to cease all work until such payment is made.
- I. Subcontractor shall not be liable for any delay due to circumstances beyond.
- J. Subcontractor's control including strikes, casualty or general unavailability of materials. This should also include the inability of Subcontractor, Columbus Public Schools, having control over other subcontractor's work schedule and workmanship.
- K. Contractor shall maintain during the term of construction Proof of Insurance for public liability, vehicle liability and property damage insurance of such an amount to completely cover the work done under this contract with the following limits: \$1,000,000-Each Occurrence and \$2,000,000-General Aggregate. Contractor must

also list Columbus Public Schools as an additional insured on its General Liability Policy.

- L. Contractor and Subcontractor shall at no time be listed as debarred on the U.S. Department of Labor's Office of Federal Contract Compliance Programs Debarred List or any other Debarred List maintained by any local, state or federal government entity.
- M. Contractor and any subcontractors shall not discriminate against any employee or applicant for employment to be employed in the performance of the Agreement, with respect to hire, tenure, terms, conditions or privileges of employment, because of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, as prohibited by the Nebraska Fair Employment Practice Act or federal law.
- N. Contractor shall obtain criminal history information regarding all employees of Contractor and Subcontractors other than Columbus Public Schools. Before beginning any work on the project, Contractor, and all subcontractors and suppliers, will provide written certification to the Columbus Public Schools that Contractor has complied with the statutory requirements as of that date. Contractor shall assume all expenses associated with obtaining the initial criminal history record information. Contractor will not assign any person with a criminal history for the following offenses: a felony offense under Nebraska Criminal Code Article 3 Offenses Against The Person; an offense for which a defendant is required to register as a sex offender under the Nebraska Sex Offender Registration Act, Neb. Rev. Stat. §§ 29-4001 et seq.
- O. By entering into this Agreement, the Columbus Public Schools does not waive any of its immunities from suit and/or liability, except as otherwise specifically provided herein and as specifically authorized by law.

8. OTHER APPLICABLE TERMS

- A. The parties hereto expressly agree that the relationship between them is that of two principals dealing with each other and that the Contractor and Subcontractor are each independent contractors subject to the terms of this agreement. At no time past, present or future shall the relationship of the parties herein be deemed to constitute an agency, partnership, joint venture or collaboration. Neither party shall have the right, power or authority to act on behalf of, or represent, the other party.
- B. This Agreement and any rights and duties hereunder may not be assigned by either party to any other person, firm or Corporation without the prior written consent of the other party.

- C. This Agreement is to be construed under the laws of the State of Nebraska. Exclusive jurisdiction and venue for all disputes shall be in the state or federal courts in Platte County, Nebraska

IN WITNESS WHEREOF, the parties have signed this Agreement on the date first written above.

Subcontractor:

Dr. Troy Loeffelholz, Superintendent, Columbus Public Schools

Contractor/Owner:

President or Authorized Officer-Shelby Lumber Company, Inc.

Date _____



Columbus Public Schools

“Engaging All Learners to Achieve Success”

December 12, 2019

Ms. Candy Becher, President
Board of Education
Columbus Public Schools
2508 27th Street
Columbus, NE 68601

Dear President Becher and Board of Education Members:

Please accept this letter as my "Notice of Intent to Extend" my contract that is called for by my employment contract. With this notice, I am indicating to the Board that I wish to serve the District as Superintendent for one (1) contract year more than my potential term of service scheduled to end on June 30, 2022. The extension of this contract would extend the term of service to June 30, 2023.

The Board has a number of options in response to this Notice. If the Board decides that an extension *is* in the best interest of the District, the Board has two options. First, the Board may take the "direct approach." Such an approach would require the Board to pass a motion at the December 16th board meeting to extend my contract by one (1) contract year at the end of the present contract year of June 30, 2020. The second option, as outlined in my present contract with the District, would be an "indirect approach." This option would be that the board would pass a motion at the January 13th, February 17th or March 17th board meeting to extend my contract for one (1) contract year at the end of the present contract year of June 30, 2020

If the Board decides that an extension is *not* in the best interest of the District, the Board has until March 15, 2020 to issue a "Notice of Intent to Not Extend." Please note that, regardless of the Board's action on this matter now, the Board has until April 15th to provide a notice of non-renewal.

As you know, I remain committed to the philosophy that the Superintendent serves at the discretion of the Board majority. Therefore, at any time the Board majority wishes to make a change in my present employment relationship with the District, please know that I will do everything I am able to assist in making such a change regardless of prior actions by the Board or the length of my intended term of service.

Please contact me should you have any questions or concerns about this Notice. I look forward to the response of the Board, as I know this response will be in the best interest of the students and the community served by Columbus Public Schools.

Sincerely,

Troy D. Loeffelholz, Ed.D
Superintendent

www.columbuspublicschools.org



FIELD TRIP OR EXCURSION APPROVAL FORM
Activities That Result In Loss Of Student Days
Out of State Activities

Date: 12/10/19

Proposed Excursion date: 3/21/20-3/27/20

Requesting Individual: Tom Bock

Student group for which request is made: CloseUp

Purpose of trip:

Students to participate in the Closeup program in Washington D.C.

Educational Benefit:

Students will learn history, government, current issues, and current operations of government.

Nature of Request (Check One) 1 time only Annual

Is The Event Sanctioned? (NSAA Activity) Yes No

Cost of trip: \$ 2,134.00

Cost to district: Substitute teacher costs for one week.

How will funds be raised: Concession Stand, the Selling of Coke products

Timelines of event: December through January.

Number of student school days forfeited: 5

Other pertinent information: Trip information will become available as the trip becomes closer.

Approval Signatures:

Principal:  Date: ~~12~~ 12-10-19

Superintendent: _____ Date: _____

School Board President: _____

Date of Formal Board Approval: _____

Attach the following information along with this request.

1. *A Detailed Budget Including Expenses and Revenue.*
2. *Travel Information.*
3. *Parental Permission Form.*
4. *NSAA Waiver for Competitions In Excess of 600-miles Round Trip.*

Regular Meeting
Monday, November 18, 2019 5:30 PM Central

Administration Building
2508 27th Street
Columbus, NE 68601

Candace Becher: Present
Mike Goos: Present
Michael Jeffries: Present
Doug Molczyk: Present
Theresa Seipel: Present
Douglas Willoughby: Present
Present: 6.

I. Board Meeting

I.A. Call to Order

I.B. Roll Call of Board

I.C. Pledge of Allegiance

I.D. Notice of Open Meeting Posted

I.D.1. President insures all can hear proceedings

I.E. Mission Statement

I.F. Opportunity for Public to be Heard

I.G. Presentations/Recognitions

I.G.1. ICF-Insulated Concrete Forms-Jeff Mulder

Jeff Mulder presented on Insulated Concrete Forms. CPS is looking for a cost-effective product for the Kramer Education Center. This product has been around for 40-50 years. It is important to build for energy efficiency and building codes are changing. Homes being built now are barely legal with the codes that go into effect July 1, 2020. This product exceeds those building codes by 15%. Mr. Mulder says he feels strongly about the use of this system for buildings and homes now and far into the future. This product is much quicker to use, a similar space was built recently, 7 weeks and the all walls were up. Chris Dagosta with the Ready Mix Concrete Association shared his experiences with ICF. Mr. Dagosta spoke about the benefits with this product, it builds with strength and it is extremely energy efficient. Foam outside panels with a rebar cradle fastening point, inside is filled with concrete. Ideal for low to mid rise buildings, competitive cost, energy efficient, sound resistant, fire resistant, easy to use, it is well established. There have been 1000's of case studies performed on this product.

The Insulated Concrete Forms utilizes a smaller crew on site, 8-10 guys. It used a Lego system, after a certain height there is a bracing system put in place. Electrical wiring is cut out in the foam. Fire ratings show this product has a very high rating of fire resistance. Net

Zero Schools with concrete and ICF's have great success with energy savings. Many fire stations are built with ICF.

Labor force is brought in, installation training courses are opening all over the U.S. One of Columbus' local companies will be invited to training. Local association is here to oversee project. Advantage is the spending stays in the community.

Jeff Mulder believes strongly in this product especially for safety. ICF is so much faster to install, there is one project that was started in July, the tenants have already moved in. Questions regarding how to build on to a concrete wall? With the districts growing population, it is important to know there would be an option. One remark was made regarding removal of a wall would be difficult. Another positive aspect with this product is because of the foam, you can use it any time of year.

I.G.2. 2018-2019 Audit Report

Adam Elm was at the meeting sharing the 2018-2019 CPS Audit Report. He stated the high points that the audit was very clean, it was considered at the highest level. No material mistakes. The report had been mailed to the BOE members for review prior to the meeting. There have been some major changes in accounting policies. The accounting software allows to segregate jobs favorably.

CPS Financial outlook is good. There are three months of cash in reserves. New this year is that the state requires the district to upload the report, which is a change from the past. Dave Melick, Executive Director of Business Operations and Human Resources, will work through any issues the state may have. It is good to have the board involved.

I.G.3. North Park Elementary Presentation

Mr. Robert Hausmann, principal presented on students, testing and new incentives at North Park Elementary. Mr. Hausmann showed some staff statistics on "Then/Now". North Park's staff has increased since 2004.

Enrollment has drastically increased, one less grade and still more students. EL and poverty percentages are also much higher. Mr. Hausmann also shared a radar chart with testing percentages. Assessments are being tracked at each grade level. School improvement planning is based on lowest areas, find out why and dig deeper.

School improvement goals for this year; reading and math-100% of students will be at the 61st percentile. Goals are set for every grade level in reading and math. A plan was created that dealt with the EL population. Growth over time, the 3-year span did not show improvement. Disheartening because NP had more students test out of EL this year.

Math Talk, managing response rates, helps students with sentence starters, help start a thought. They are using Partner Talk and Sentence Starters the allows more students learning at a time. Often EL students don't raise their hand because they aren't sure of all the words. Partner Talk works because everyone gets to talk to just one person, this is being used in many subjects. It helps to keep the conversation going. Teacher/Staff offer a sentence starter to develop language and a deeper understanding. Positive behavior theme created by building staff. Taco tickets, students receive the tickets from the taco truck in the office. Para worked on the taco truck, she went above and beyond, it has had a very positive response.

School Spirit Fridays, after pledge, they sing the fight song. Gave everyone words and music, now 5 or 6 students are brought in to sing with Mr. Hausmann. Music teacher helped with this project.

I.H. Board Special Functions

I.H.1. Grant Writer Retainer

The Superintendent recommends that the Board vote to approve dissolving the agreement with the United Way and the Chamber for the grant writer and give permission to pursue to retainment of the grant writer services for CPS use. Passed with a motion by Mike Goos and a second by Doug Molczyk.

Candace Becher: Yea, Mike Goos: Yea, Michael Jeffries: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

The United Way, Chamber and CPS have had a partnership the with grant writer, Lori Aschoff. The United Way and the Chamber do not feel they are getting the response they expected. Dr. Loeffelholz is recommending to dissolve the partnership and to retain Ms. Aschoff as a grant writer for CPS only. Her response time has been longer recently, her mother has been ill. She has helped us secure \$1,468,981.00 in grants for STEM, Pre-school and End of Year Grant money. Writing grants is an art. Dr. Loeffelholz will talk with her and see if she will still contract with CPS. He will also speak to her regarding response time and finishing projects. Ms. Aschoff did miss a deadline because of a time zone situation.

I.H.2. Construction Memorandum of Understanding Between CPS and Shelby Lumber Company, Inc.

Dave Hiebner, CHS Principal explained the Memorandum of Understanding for the CHS Construction Class. Construction of a home would take a full year. The plan has always been to move to larger scale projects. Shelby Lumber has worked with Schuyler Community Schools and the program has been successful. Mr. Hiebner sat down with Shelby Lumber Company, Inc. to work out details for the MOU and what the program looks like to help them to build a house from beginning to end. These students would work next to individuals that do this work professionally. This would give our students a great opportunity to gain academy status for juniors and seniors and see the process from beginning to end. They are looking at a 1400 square foot housing project. Shelby Lumber approached CPS originally some years ago. In reality they do not make much money on this project, the objective is to help train students. It positively helps our students move into the trades and learn a skill. It puts very little liability on CPS. Is there an increase in our insurance for this type of plan? Students are covered for any educational program. This would include 16 to 20 students, we have quite a few kids out in the workforce. The time spent during the school day would be 2 to 3 periods long. Driving to the site is covered by student's insurance first and then CPS insurance. The location would be specifically in the Columbus area. Concerns for safety for our kids being on a job site with an offender is of concern. Who would verify criminal records? Do we assume any liability if one of our students is assaulted? Instructor is always there with students. We will ask those questions. Our attorneys have made this relevant to CPS students. Board requesting answers to questions.

Table the motion on this MOU. Email Dr. Loeffelholz questions.

I.I. Items to be removed from the Consent Agenda

Motion to remove M4b Passed with a motion by Doug Molczyk and a second by Candace Becher.

Theresa Seipel: Abstain (With Conflict), Candace Becher: Yea, Mike Goos: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Abstain (With Conflict): 1

I.J. Consent Agenda

Superintendent Recommends the board approve the consent agenda. Passed with a motion by Doug Molczyk and a second by Michael Jeffryes.

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

I.J.1. Approval of Minutes

I.J.2. Financial Reports M2, M3, M4a

Mr. Melick, Executive Director of Operations and Human Resources talked about the highlights in each report. Property taxes, final payment on gym cameras. Reimbursements were approved and received. Payments for Dell computers-cluster server, NCSA state and national dues, time management systems-all new time clocks, with a service fee, GNSA fees.

Boys Town, Father Flanagans bill 55,000, CPS has 26 students attending. We are sending high needs students. These students could not function in a typical school setting. Many with mental health diagnosis. CPS has 2 elementary, 14 middle school, 10 high school students. Many struggle to make it thru the program and are unable to return. Behaviors are the typical issues with these students. To get into Boys Town Campus in Omaha, there is a lengthy application process. If we recommend the transfer to Omaha campus, we would be responsible for payment. Alternative to Boys Town? Jason has talked with Susan Uhl regarding the timing of communications regarding our students as that has been a bit trying. SPED students need a more specific education plan.

Other payments that were mentioned. Central NE, Tyler technologies, data technical support and service. Madden Therapy, and a long-term sub.

I.J.3. Financial Report M4b

Motion to approve the financial report M4b. Passed with a motion by Douglas Willoughby and a second by Mike Goos.

Theresa Seipel: Abstain (With Conflict), Candace Becher: Yea, Mike Goos: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Abstain (With Conflict): 1

Invoice inspections on vehicles, tire rotation.

I.J.4. Financial Report M5

This statement shows payments for State Conference fees, Gene Steffy Auto group, Dell Computers. Prime Communications-wireless service, Sealco, repairs to the roof at the warehouse. Fireguard, fire alarm replacement at Centennial--lightning strike.

I.J.5. Certified Personnel

Dr. Loeffelholz noted Mr. Melick's resignation letter-39 years in education.

I.J.6. Classified Personnel

I.J.7. Professional Travel

I.K. Acceptance of Gifts/Donations

The Superintendent recommends that the Board accept the attached gifts/donations.

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

Candace Becher: Yea, Mike Goos: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea,

Theresa Seipel: Yea, Douglas Willoughby: Yea

Yea: 6, Nay: 0

Contributions for October were \$56,016.30. Community and Family Partnership will continue for another 6 months.

I.L. Business Operations and Human Relations

I.L.1. Policies

I.L.1.1. First Reading of the Temporary Early Retirement Incentive Program Policy

The Superintendent recommends that the Board approve the First Reading of the Temporary Early Retirement Incentive Program Policy Passed with a motion by Mike Goos and a second by Michael Jeffryes.

Candace Becher: Yea, Mike Goos: Yea, Michael Jeffryes: Yea, Doug Molczyk:

Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea

Yea: 6, Nay: 0

Mr. Melick brought to attention that there was an Early Retirement Incentive Program policy that we are no longer using. He is working on a new policy which is what we have used for the last 3 years. Premium increases, less than \$30,000. It is very user friendly, and the same as the last 2 years except the calculation.

By enacting this policy the old policy becomes void.

I.L.2. Administrative Functions

I.L.2.1. 2018-2019 Audit Report

The Superintendent recommends that the Board accept the 2018-2019 Audit Report. Passed with a motion by Doug Molczyk and a second by Theresa Seipel.

Candace Becher: Yea, Mike Goos: Yea, Michael Jeffryes: Yea, Doug Molczyk:

Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea

Yea: 6, Nay: 0

Mr. Melick spoke on the report that the Auditor, Adam Elm presented earlier. The report indicates the Lunch Fund being overspent \$175,000.00, however the wrong figures were reported in the budget, this error has been rectified on the state report.

I.L.2.2. Surplus

The Superintendent recommends that the Board approve the declaration of items listed as surplus property. Passed with a motion by Theresa Seipel and a second by Michael Jeffryes.

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

I.L.3. Updates

I.M. Buildings & Sites/Technology

I.M.1. Administrative Functions

I.M.2. Updates

Leonard Kwapnioski, Executive Director of Building & Sites/Technology updated on the receipts from the sale of the suburbans for \$18,000.00, CPS paid \$4,900.00 for the new mini-van. All money came in cash from the sale, and then a check was written to reconcile cash sale and payment to Gene Steffy. Mr. Kwapnioski has scheduled an appointment to get the windshield replaced after an incident with a construction truck, the construction company is paying for the repair. The new van is a staff only vehicle, it will be housed at the Transportation Building.

I.N. Curriculum and Instruction

I.N.1. Policies

I.N.2. Administrative Functions

I.N.2.1. Curriculum Approval/Personal Finance

The Superintendent recommends that the Board approve the Personal Finance Curriculum. Passed with a motion by Douglas Willoughby and a second by Doug Molczyk.

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

Dr. Amy Romshek, Executive Director of Curriculum and Instruction introduced the new course Personal Finance. This course has 8 units of study and will help students become more financially responsible, conscientious members of society. Units of study include financial planning, budgeting, saving and investing, managing credit and debt, using financial services, evaluating insurance, and identifying theft.

Students take accounting as a sophomore, this is needed information for our students. Dr. Romshek said this is a good move by the CHS Business Department. They have requested updated texts--120 text for \$10, 454.20. There is no textbook for the course at this time, having a text will give more consistency to this course. EL is included. There is a certification once they have taken this course. Brady VanCura spoke about the new Business course clusters and the curriculum. Now they are giving assignments in google form, it is difficult to manage assignments with textbooks by keeping them in classrooms.

I.N.3. Updates

I.O. Student Services

I.O.1. Administrative Functions

I.O.2. Updates

Jason Harris, Executive Director of Student Services reported on Title 1, IDA approval, final financials and AFR questions. Mr. Harris also brought attention to ways to sell CPS and increase traffic at job fair booths, possibly giveaways of swag, etc. Nicole Anderson, Executive Director of Marketing and CPS Foundation is collaborating with Mr. Harris to come up with some new ideas.

I.P. Superintendent's Report

Dr. Loeffelholz shared some thoughts on CPS recent events: Musical was very impressive, they do a great job. Lighting of the Anchor, lights attached with magnets. Girls and Boys Basketball beginning, lots of activities. Meet the Teach is a new production that will be out on our web site and social media to highlight our teachers. A sample video with Sandi Seckel was shown to the Board. He also reminded the Board of the agenda for state convention in Omaha. Dr. Loeffelholz spoke about the Kramer Education Center timeline--next phase will be the building design and what that looks like. RFP's will be sent out to RGD, RVW, Canon Moss, and DLR. He is thinking CPS may be our own construction manager. RFP process to review. His recommendation is to get everything going, break ground, about a 12-month project, Fall of 2021.

I.Q. Board Sharing

Theresa-Musical, Kramer, harvest going well, no accidents. Mike J. Mock Trial at courthouse, Doug M.-Band concert was awesome, loved the Musical. CMS Honor Band was well attended, well run. Trunk or Treat was a success, Sandi Seckel's Educator's Rising Group won. Doug W. talked about his hunting trip, he had buns and braunschweiger for several days and loved it, he attended an ESU poverty presentation, very interesting. This is an In-service called Bridges Out of Poverty. Mike Goos said it was a great meeting tonight. He spoke about the difficulty in verifying students regarding Boys Town from his past experience. Mr. Goos is very excited to hear about early childhood. Candy said the Musical was wonderful. She said the slide that Mr. Hausmann showed regarding poverty should be an eye opener, it says something about our community.

II. Executive Session

III. Adjourn

Motion to adjourn. Passed with a motion by Theresa Seipel and a second by Michael Jeffryes.

Candace Becher: Yea, Mike Goos: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea,

Theresa Seipel: Yea, Douglas Willoughby: 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, November 18, 2019.

President

Secretary

COLUMBUS PUBLIC SCHOOLS
SUMMARY OF CASH BALANCES
NOVEMBER 30, 2019

DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURES	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR
Attachment M4a			\$ 3,440,225.86		
Attachment M5 (prior Bd Mtg)			\$ 210,194.01		
GEN FUND - GREAT PLAINS STATE BANK	\$ 5,175,469.85	\$ 2,744,511.69	\$ 3,650,419.87	\$ 4,269,561.67	\$ 1,434,552.14
Dividends		\$ 2,483.27	\$ -		
Management Fees			\$ 221.96		
Investment Loss		\$ -	\$ 167.17		
GENERAL FUND - FNB TRUST	\$ 922,849.58	\$ 2,483.27	\$ 389.13	\$ 924,943.72	\$ 1,860,833.10
PAYROLL - PINNACLE BANK	\$ 169,011.16	\$ 3,292,136.32	\$ 3,268,156.17	\$ 192,991.31	\$ 176,548.89
PAYFLEX - PINNACLE BANK	\$ 30,515.94	\$ 12,920.18	\$ 14,152.62	\$ 29,283.50	\$ 4,030.50
Dividends		\$ 3,095.09			
Management Fees			\$ 366.45		
Investment Loss		\$ -	\$ 2,495.00		
Scoreboard Ad		\$ 15,500.00	\$ -		
DEPRECIATION - FNB	\$ 1,518,625.90	\$ 18,595.09	\$ 2,861.45	\$ 1,534,359.54	\$ 3,041,563.14
Administration	\$ 328,994.85	\$ 116,897.70	\$ 21,344.35	\$ 424,548.20	\$ 914,624.13
Middle School	\$ 99,630.32	\$ 11,174.91	\$ 12,867.14	\$ 97,938.09	\$ 70,808.60
High School	\$ 468,655.19	\$ 27,980.77	\$ 50,816.41	\$ 445,819.55	\$ 438,045.93
ACTIVITY FUNDS - COLUMBUS BANK	\$ 897,280.36	\$ 156,053.38	\$ 85,027.90	\$ 968,305.84	\$ 1,423,478.66
Student Meals		\$ 88,799.95			
Federal Reimbursement		\$ 178,515.43			
Rct to Expenditures		\$ 6,006.41			
Interest Income		\$ 484.22			
NUTRITION FUND - CORNERSTONE BANK	\$ 255,909.97	\$ 273,806.01	\$ 292,612.40	\$ 237,103.58	\$ -
Platte County Treasurer		\$ 23,248.88			
Butler County Treasurer		\$ 299.49			
Dividends		\$ 5,695.45			
Management Fees		\$ -	\$ 829.73		
Investment Gain		\$ 23,113.84	\$ -		
BOND FUND - FNB	\$ 3,437,360.05	\$ 52,357.66	\$ 829.73	\$ 3,488,887.98	\$ 3,635,675.61
Dividends		\$ 1,437.32			
Management Fees			\$ 94.87		
Investment Gain		\$ 453.07	\$ -		
SPECIAL BLDG FUND - FNB TRUST	\$ 392,568.69	\$ 1,890.39	\$ 94.87	\$ 394,364.21	\$ 476,790.84
SPECIAL BLDG FUND - BANK OF THE VALLEY	\$ 331,192.98	\$ 5,164.69	\$ -	\$ 336,357.67	\$ 820,600.02

COLUMBUS PUBLIC SCHOOLS
GENERAL FUND REVENUE DETAIL
NOVEMBER 30, 2019

ACCOUNT NUMBER	DESCRIPTION	BUDGET	MONTH TO DATE	YEAR TO DATE	BALANCE	PERCENT
01.1.01100.000.000	Property Taxes	(\$19,887,824.00)	(\$110,687.20)	(\$6,924,145.57)	(\$12,963,678.43)	34.82%
01.1.01115.000.000	Carline Taxes	(\$25,000.00)	\$0.00	\$0.00	(\$25,000.00)	0.00%
01.1.01120.000.000	Public Power District Sales Ta	(\$450,000.00)	\$0.00	\$0.00	(\$450,000.00)	0.00%
01.1.01125.000.000	Motor Vehicle Taxes	(\$2,025,000.00)	(\$174,476.16)	(\$544,613.41)	(\$1,480,386.59)	26.89%
01.1.01312.000.000	Tuition, Summer School	(\$3,000.00)	\$0.00	\$0.00	(\$3,000.00)	0.00%
01.1.01323.000.000	Tuition, SpEd School Age	(\$150,000.00)	(\$25,120.00)	(\$27,621.00)	(\$122,379.00)	18.41%
01.1.01510.000.000	Interest	(\$105,000.00)	(\$10,696.76)	(\$30,196.87)	(\$74,803.13)	28.76%
01.1.01910.000.000	Rental Fees	(\$7,500.00)	\$0.00	\$0.00	(\$7,500.00)	0.00%
01.1.01911.000.000	Local License Fees	\$0.00	\$0.00	(\$4,830.00)	\$4,830.00	#DIV/0!
01.1.01921.000.000	Police Court Fines	(\$15,000.00)	\$0.00	\$0.00	(\$15,000.00)	0.00%
01.1.01925.000.000	Grants from Private Sources	(\$13,000.00)	\$0.00	\$0.00	(\$13,000.00)	0.00%
01.1.02110.000.000	County Fines&License Fees	(\$230,000.00)	(\$14,450.61)	(\$27,696.15)	(\$202,303.85)	12.04%
01.1.03110.000.000	State Aid	(\$16,269,523.00)	(\$1,626,952.00)	(\$4,880,856.00)	(\$11,388,667.00)	30.00%
01.1.03120.000.000	SpEd Receipts from the State	(\$2,020,000.00)	(\$2,400.00)	(\$2,400.00)	(\$2,017,600.00)	0.12%
01.1.03125.000.000	SpEd Transportation Receipts f	(\$130,000.00)	\$0.00	\$0.00	(\$130,000.00)	0.00%
01.1.03180.000.000	Pro-Rate Motor Vehicle	(\$55,000.00)	(\$6,912.05)	(\$6,912.05)	(\$48,087.95)	12.57%
01.1.03400.000.000	State Apportionment	(\$600,000.00)	\$0.00	\$0.00	(\$600,000.00)	0.00%
01.1.03500.000.000	State Categorical Programs	(\$26,489.00)	\$0.00	\$0.00	(\$26,489.00)	0.00%
01.1.03535.000.000	High Ability Learner Allocatio	(\$23,264.00)	\$0.00	(\$22,957.00)	(\$307.00)	98.68%
01.1.03540.000.000	State Early Childhood Grant	(\$138,336.00)	\$0.00	(\$247,981.00)	\$109,645.00	179.26%
01.1.03541.000.000	Early Childhood Endowment Gran	(\$160,000.00)	\$0.00	\$0.00	(\$160,000.00)	0.00%
01.1.03990.000.000	Other State Receipts	(\$11,150.00)	\$0.00	\$0.00	(\$11,150.00)	0.00%
01.1.04418.000.000	PEAK Receipts	(\$29,460.00)	\$0.00	\$0.00	(\$29,460.00)	0.00%
01.1.04505.000.000	ESSA Title I Receipts	(\$650,289.00)	\$0.00	(\$568,710.00)	(\$81,579.00)	87.45%
01.1.04506.000.000	ESSA Title I Accountability Re	\$0.00	(\$15,704.00)	(\$15,704.00)	\$15,704.00	#DIV/0!
01.1.04509.000.000	ESSA Title II Receipts	(\$112,146.00)	\$0.00	\$0.00	(\$112,146.00)	0.00%
01.1.04510.000.000	ESSA Title IV SSAE Grant	(\$32,171.00)	\$0.00	(\$625.00)	(\$31,546.00)	1.94%
01.1.04516.000.000	IDEA Preschool Enrollment/Pove	(\$22,937.00)	\$0.00	\$0.00	(\$22,937.00)	0.00%
01.1.04519.000.000	IDEA Enrollment/Poverty Grant	(\$836,644.00)	(\$563,807.00)	(\$563,807.00)	(\$272,837.00)	67.39%
01.1.04521.000.000	IDEA Proportionate Share	(\$144,938.00)	(\$128,532.00)	(\$128,532.00)	(\$16,406.00)	88.68%
01.1.04525.000.000	Carl Perkins Grants	(\$47,305.00)	\$0.00	(\$61,168.00)	\$13,863.00	129.31%
01.1.04527.000.000	ESSA Title III LEP Grant	(\$62,406.00)	\$0.00	\$0.00	(\$62,406.00)	0.00%
01.1.04531.000.000	ESSA Title IV Part B 21st Cent	(\$149,163.00)	(\$26,526.00)	(\$26,526.00)	(\$122,637.00)	17.78%
01.1.04708.000.000	Medicaid in Public Schools	(\$700.00)	(\$4,566.40)	(\$4,566.40)	\$3,866.40	652.34%
01.1.04710.000.000	Other Federal Receipts	(\$20,567.00)	\$0.00	\$0.00	(\$20,567.00)	0.00%
01.1.05690.000.000	Other Non-Revenue Receipts (Rt	(\$740,000.00)	\$0.00	\$0.00	(\$740,000.00)	0.00%
01.1.06968.000.000	Columbus After School Program	\$0.00	(\$14,824.75)	(\$14,824.75)	\$14,824.75	#DIV/0!
		(\$45,193,812.00)	(\$2,725,654.93)	(\$14,104,672.20)	(\$31,089,139.80)	31.21%
	Transfers		0			
	Reimbursements/Refunds		(\$21,885.22)			
	Interest - other accounts		\$3,028.46			
	TOTAL REVENUE		\$2,744,511.69			

CHECK NUMBER	VENDOR	AMOUNT
5155	AMAZON CAPITAL SERVICES	\$4,884.21
5156	HOBBY LOBBY	\$10.78
5157	HY-VEE FOOD STORES	\$279.72
5158	SUPER SAVER	\$655.70
5159	WALMART-CHARGE	\$227.83
5160	SCHOOL DISTRICT #1-PAYROLL	\$3,181,671.50
5161	FIRST NATIONAL BANK OMAHA	\$101.44
5162	FIRST NATIONAL BANK OMAHA	\$576.45
5163	FIRST NATIONAL BANK OMAHA	\$473.64
5164	FIRST NATIONAL BANK OMAHA	\$101.68
5165	YOUNG, AMY	\$250.00
5166	AMAZON CAPITAL SERVICES	\$533.44
5167	HY-VEE FOOD STORES	\$239.08
5168	SUPER SAVER	\$301.07
5169	WALMART-CHARGE	\$57.14
5170	BENDER, LACI	\$15.50
5171	CENTRAL COMM COLLEGE-COL	\$39.00
5172	CENTRAL NEBRASKA REHAB. SERV	\$34,650.93
5173	CITY OF COLUMBUS-GARBAGE FEE	\$105.39
5174	CLARK J. GRANT, P.C.	\$50.00
5175	COLUMBUS AREA CHAMBER COMMERCE	\$500.00
5176	CRAIGS RESOURCES INC DBA CRAIG HOMECARE	\$678.15
5177	ESU #7 SPECIAL EDUCATION	\$17,193.86
5178	ESU #7	\$6,572.27
5179	FATHER FLANAGAN'S BOYS' HOME	\$77,550.00
5180	FERGUSON ENTERPRISES INC #1657	\$38.62
5181	FIRST NATIONAL BANK OMAHA	\$55.41
5182	FIRST NATIONAL BANK OMAHA	\$36.00
5183	FIRST NATIONAL BANK OMAHA	\$113.00
5184	FIRST NATIONAL BANK OMAHA	\$40.98
5185	FIRST NATIONAL BANK OMAHA	\$10,254.95
5186	FIRST NATIONAL BANK OMAHA	\$229.99
5187	FIRST NATIONAL BANK OMAHA	\$142.34
5188	FIRST NATIONAL BANK OMAHA	\$478.46
5189	FIRST NATIONAL BANK OMAHA	\$2,387.56
5190	INDUSTRIAL SYSTEMS & SUPPLY	\$295.71
5191	KWAPNOSKI, LEONARD R	\$106.72
5192	LANGUAGE LINE SERVICES INC	\$104.67
5193	LOEFFELHOLZ, TROY	\$148.48
5194	MADDEN THERAPY LLC	\$8,145.53
5195	NASB (NE. ASSOCIATION OF SCHOOL BOARDS)	\$292.00
5196	NCSA	\$115.00
5197	NEBRASKA MIDDLE LEVEL ACADEMY	\$160.00
5198	NEOFUNDS 7900044080631520	\$985.00
5199	PAYFLEX SYSTEMS USA, INC.	\$421.60

CHECK NUMBER	VENDOR	AMOUNT
5200	POSTMASTER	\$4.27
5201	SHRED MONSTER, INC.	\$100.50
5202	STEALTH BROADBAND	\$5,284.48
5203	T-BONE TRUCK STOP	\$2,787.76
5204	THE DBQ COMPANY	\$5,531.25
5205	VALENTINOS OF COLUMBUS	\$463.08
5206	VITAL RECORDS - NEBRASKA	\$17.00
5207	WELLS, CAROL	\$6.44
5208	FIRST NATIONAL BANK OMAHA	\$4,537.09
5209	ACE HARDWARE-COLUMBUS	\$81.19
5210	AIR & FLUID MANAGEMENT LLC	\$400.00
5211	AMAZON CAPITAL SERVICES	\$808.76
5212	AMI GROUP ENVIRONMENTAL SERVICES	\$747.50
5213	B-D CONSTRUCTION INC.	\$510.00
5214	BEARD-WARREN HEATING AIR	\$715.71
5215	BLAZER ATHLETIC EQUIPMENT	\$100.00
5216	BLICK ART MATERIALS	\$87.14
5217	BOMGAARS	\$148.56
5218	CENGAGE LEARNING	\$426.49
5219	CENTRAL INSULATION & ROOFING	\$1,045.00
5220	CENTRAL PARTS AND MACHINE	\$12.44
5221	CERTIPOINT	\$1,385.00
5222	COMMONWEALTH ELECTRIC COMPANY	\$126.00
5223	CPM EDUCATIONAL PROGRAM	\$1,915.78
5224	CRUISE-1099, MICHELLE	\$40.00
5225	DEMCO, INC	\$113.67
5226	DONOGHUE, COURTNEY	\$436.40
5227	DYKSTRA, JEFF	\$128.93
5228	EAKES OFFICE SOLUTIONS	\$559.45
5229	ELECTRICAL ENGINEERING & EQUIP	\$74.44
5230	ELECTRONIX EXPRESS	\$274.40
5231	FOLLETT SCHOOL SOLUTIONS, INC.	\$1,504.45
5232	HOBBY LOBBY	\$22.50
5233	HY-VEE FOOD STORES	\$34.70
5234	HYDE, MELISSA J., MT-BC	\$3,458.38
5235	KELLY SUPPLY CO.	\$96.65
5236	LUNCHTIME SOLUTIONS, INC	\$435.46
5237	MENARDS-COL	\$1,026.66
5238	MIDWEST DOOR & HARDWARE	\$1,344.00
5239	MIDWEST TECHNOLOGY PRODUCTS	\$252.79
5240	NEBRASKA SALT & GRAIN CO.	\$494.00
5241	NGOYO-1099, YVES	\$3.00
5242	O'REILLY AUTO PARTS-COL	\$12.58
5243	PLATTE VALLEY EQUIPMENT LLC	\$623.48
5244	PLATTE VALLEY PRINTING	\$722.88

CHECK NUMBER	VENDOR	AMOUNT
5245	REIGLE IMPLEMENT	\$104.95
5246	SCHOOL SPECIALTY/CLASSROOM DIRECT	\$141.88
5247	SHERWIN-WILLIAMS	\$62.14
5248	SPORTS FACILITY MAINTENANCE LLC	\$1,580.00
5249	SUNBELT RENTALS	\$231.76
5250	SUPER SAVER	\$57.51
5251	THE HOME DEPOT PRO	\$1,712.64
5252	TIRE OUTLET INC	\$312.00
5253	TOELLE, LONDYN	\$22.97
5254	VOICAHOSKE, KARI	\$73.08
5255	VOSS LIGHTING	\$369.24
5256	WALMART-CHARGE	\$38.14
5257	WARD'S SCIENCE	\$69.75
5258	LOUP POWER DISTRICT	\$45,113.87
	Voided previous month ck#4646	-\$745.13
	Voided previously reported ck#5149	-\$90.00
	Total Fund Expenditures	<u>\$3,440,225.86</u>

CHECK NUMBER	VENDOR	AMOUNT
5259	APPTEGY, INC	\$15,350.00
5260	COLUMBUS AREA UNITED WAY	\$2,000.00
5261	COOPER-1099, SARA	\$2,100.00
5262	ESU #7	\$3.46
5263	FIRST NATIONAL BANK OMAHA	\$1,765.75
5264	GAGGLE.NET, INC.	\$12,500.00
5265	HOMETOWN LEASING	\$6,878.00
5266	HUGH O'BRIAN YOUTH LEADERSHIP	\$225.00
5267	JACKSON SERVICES INC.	\$317.62
5268	KIDWELL	\$5,350.00
5269	LINCOLN JOURNAL STAR	\$262.24
5270	LOEFFELHOLZ, TROY	\$21.60
5271	MATHESON TRI-GAS INC	\$20.40
5273	MEAD LUMBER COMPANY	\$278.22
5274	OCCUPATIONAL HEALTH SERVICES	\$390.00
5275	OLSON, MIKE	\$20.89
5276	ONE SOURCE	\$321.00
5277	PERRY, GUTHERY, HAASE, & GESSFORD, P.C.	\$2,175.00
5278	SHRED MONSTER, INC.	\$90.00
5279	TYLER TECHNOLOGIES	\$775.00
5280	U AND I SANITATION LLC	\$1,810.00
5281	UNK ACADEMIC AND CAREER SERVICES	\$65.00
5282	CENTERPOINT ENERGY SERVICES RETAIL LLC	\$15.65
5283	CENTERPOINT ENERGY SERVICES RETAIL LLC	\$3,171.99
5284	CITY OF COLUMBUS WATER & SANITATION DEPA	\$47.92
5285	CITY OF COLUMBUS WATER & SANITATION DEPA	\$5,421.57
5286	LOUP POWER DISTRICT	\$217.80
5287	PRESTO-X-COMPANY	\$15.51
5288	QUALITY SOUND & COMMUNICATIONS INC	\$16.17
5289	JONES, KERRI	\$44.00
5290	MATHESON TRI-GAS INC	\$521.04
5291	NEOFUNDS 7900044080631520	\$1,000.00
5292	VERIZON WIRELESS	\$354.18
5293	WEST MUSIC	\$78.60
5294	ACE HARDWARE-COLUMBUS	\$0.28
5295	AMAZON CAPITAL SERVICES	\$2,203.99
5296	HY-VEE FOOD STORES	\$90.35
5297	SUPER SAVER	\$507.44
5298	WALMART-CHARGE	\$418.21
5299	BIST (BEHAVIOR INTERVENTION)	\$800.00
5300	CITY OF COLUMBUS-GARBAGE FEE	\$177.33
5301	COLUMBUS AREA CHAMBER COMMERCE	\$475.00
5302	GLOBAL TELETHERAPY	\$7,347.00
5303	JUNIOR LIBRARY GUILD	\$1,987.00
5304	MARZANO RESOURCES LLC	\$42,600.00
5305	MATHESON TRI-GAS INC	\$30.35
5306	NEBRASKA FCCLA	\$15.00
5307	NEBRASKA LINK	\$339.67

CHECK NUMBER	VENDOR	AMOUNT
5308	NEBRASKA STATE FIRE MARSHAL	\$120.00
5309	OCCUPATIONAL HEALTH SERVICES	\$120.00
5310	OLSON, MIKE	\$20.59
5311	POSTMASTER	\$356.00
5312	POWERSCHOOL GROUP, LLC	\$3,643.75
5313	UNIVERSITY OF NOTRE DAME	\$1,050.00
5314	VIVIAL	\$64.50
5315	AMAZON CAPITAL SERVICES	\$951.15
5316	ACE HARDWARE-COLUMBUS	\$72.41
5317	ADVANCE AUTO PARTS	\$62.30
5318	ADVANCED WATER COMPANY, INC.	\$5,045.20
5319	ALLEN, ETHAN	\$66.12
5320	BATES, LINDSEY	\$238.03
5321	BEARD-WARREN HEATING AIR	\$353.00
5322	BETHUNE-1099, JENEE	\$160.00
5323	BLASER, AMY	\$208.28
5324	BOMGAARS	\$87.43
5325	BOS, JENNY	\$267.79
5326	CAPITAL SANITARY SUPPLY	\$1,685.08
5327	CDW GOVERNMENT, INC.	\$7,720.31
5328	CENTRAL PARTS AND MACHINE	\$547.67
5329	CHILDREN'S PLUS INC	\$176.86
5330	CNC REPAIR LLC	\$818.18
5331	COLE, CRYSTAL	\$196.71
5332	COLUMBUS MUSIC	\$760.25
5333	COMMONWEALTH ELECTRIC COMPANY	\$2,367.85
5334	CRAIGS RESOURCES INC DBA CRAIG HOMECARE	\$2,573.45
5335	CRUISE-1099, MICHELLE	\$80.00
5336	CULLIGAN	\$30.45
5337	DONOGHUE, COURTNEY	\$375.05
5338	DONOGHUE, TRACY	\$357.05
5339	DUSH, REGINA	\$178.52
5340	EAKES OFFICE SOLUTIONS	\$686.47
5341	EDPUZZLE	\$1,320.00
5342	ELECTRICAL ENGINEERING & EQUIP	\$36.35
5343	ENGEL, SHELBY	\$208.28
5344	ERNST AUTO CENTER	\$184.67
5345	ESU #7	\$5,551.37
5346	ESU #7	\$18.50
5347	ESU #7	\$25.00
5348	FARMERS PRIDE	\$87.25
5349	FIRST IMPRESSIONS	\$245.00
5350	FLORES, BEATRICE	\$185.14
5351	FOLLETT SCHOOL SOLUTIONS, INC.	\$449.25
5352	FREY, NIKKI	\$238.03
5353	FUN AND FUNCTION	\$31.94
5354	GALLEY, SHANNON	\$208.28
5355	GAVER TIRE & AUTO CENTER	\$2,428.27

CHECK NUMBER	VENDOR	AMOUNT
5356	GRAFE, TARA	\$238.03
5357	HARRISON BROTHERS, INC. D/B/A TAPEWORKS	\$130.17
5358	HAYS, ALISHA	\$32.48
5359	HOESING, KRISTIN	\$330.60
5360	HY-VEE FOOD STORES	\$85.65
5361	INNESS, SARAH	\$196.71
5362	JARESKE, CHRISTINA	\$178.52
5363	JONES SCHOOL SUPPLY CO., INC.	\$405.09
5364	JONES, PEGGY	\$119.02
5365	KIDWELL	\$62.50
5366	KOHL, CHELSEY	\$196.71
5367	KUGLER, TAMARA	\$73.95
5368	KUHLMAN, CARRIE	\$20.88
5369	LAPOINTE, KENDRA	\$208.28
5370	LOVELESS, STACY	\$238.03
5371	LUNCHTIME SOLUTIONS, INC	\$602.23
5372	MAKEMUSIC	\$600.00
5373	MATHESON TRI-GAS INC	\$67.10
5374	MEAD LUMBER COMPANY	\$60.66
5375	MECHANICAL SALES INC	\$784.67
5376	MELLIGER, BRENDA	\$316.68
5377	MENARDS-COL	\$230.44
5378	MERRILL, KIM	\$238.03
5379	MIKE'S TOWING & REPAIR	\$125.00
5380	MINDPLAY, INC	\$800.00
5381	NEBRASKA AIR FILTER, INC.	\$6,455.48
5382	NEWILL, TOBIE	\$130.15
5383	NORFOLK TRANSMISSION AND REPAIR	\$7,439.07
5384	O'KEEFE ELEVATOR CO.	\$574.08
5385	O'REILLY AUTO PARTS-COL	\$21.96
5386	PACZOSA, MEGAN	\$196.71
5387	PACZOSA, TODD	\$238.03
5388	PEARSON EDUCATION INC	\$10,454.20
5389	PLUNKETTS PEST CONTROL	\$610.00
5390	REYNOLDS, JARED	\$439.70
5391	ROEWERT, KENDALL	\$238.03
5392	SCHIEFFER SIGNS	\$296.00
5393	SERVICEMASTER BY SHEVLIN	\$19,683.42
5394	STEMPEK, STACI	\$238.03
5395	STUHR MUSEUM	\$289.00
5396	SUPER SAVER	\$112.34
5397	TELLEZ, GAMALIEL	\$297.54
5398	THE HOME DEPOT PRO	\$329.64
5399	TRUCK CENTER COMPANIES	\$5,084.42
5400	TWOREK, DANIEL	\$224.81
5401	TY'S OUTDOOR POWER, INC.	\$299.64
5402	VAN KLEY, KATEY	\$73.08
5403	VIERGUTZ, NATISHIA	\$208.28

COLUMBUS PUBLIC SCHOOLS
GENERAL FUND EXPENDITURES
DECEMBER 1-12, 2019

CHECK NUMBER	VENDOR	AMOUNT
5404	VOICAHOSKE, KARI	\$59.16
5405	WALMART-CHARGE	\$287.88
5406	WEYERS, RICK	\$238.03
5407	WRIGHT, ABBEY	\$208.28
5408	YATES, PAMELA	\$111.36
5409	ZIMMERMAN, ALYSSA	\$168.61
	Total fund Expenditures	<u>\$224,621.37</u>

Certified Personnel

December Hires

Michael, Olivia – Centennial 1st Grade

Rogers, Lauren – Lost Creek 4th Grade Teacher

December Resignations

Classified Personnel

December Hires

Adabo, Celia – Emerson Food Service
Battle, Jeremy – Bus Driver
Bautista, America – West Park ASP Lead Staff
Hou, Meilisha – Centennial ASP Support Staff
Kush, Linda – CHS SpEd Para
Lopez, Maria – Emerson ASP Site Coordinator
McBride, Michaela – Emerson Paraeducator
Nielsen, Melanie – West Park Food Service
Oliva, Maritza – CHS Food Service
Wickens, Danita – ASP Co-planning Coordinator

December Resignations

Duncan, Regina – West Park Food Service
Gilbert, Gianna – Centennial ASP Lead Staff
Love, Quenshae – Centennial ASP Lead Staff
Sperling, Kilah – North Park ASP Lead Staff

2019-20 Mid-term Graduate List

Deisy Aguilar-Juarez	Emily Luther
Logan Albers	Bradyn Macken
Yajaira Arriaza-Lopez	Edith Mendoza
Alexis Battershell	Chloe Micek
Hailey Becker	Alexander Miller
Abbi Beltran	Alicia Montes
Marisa Bender	Miriam Munoz
Megan Bower	Shane Mustard
Jenna Brabec	Yoryina Myers
Estefany Caballero-Vega	Dylan Patchen
Emily Castillo	Elizabeth Pike
Llovana Cruz	Victoria Rawls
Colton Dannelly	Hannah Romero
Briana Drueppel	Dylan Runyan
Mariela Espino-Contreras	Sarai Sanchez Diaz
Tarah Evans	Hailey Sander <small>**taking diploma in January</small>
Flor Felipe	Taiylor Sanders
Jonathan Flores	Huntyr Schneider
Mattison Frauendorfer	Ruth Serrano
Madison Fricke	Jeffrey Soto
Jose Gallardo-Flores	Rosa Talavera-Trujillo
Marco Gonzalez, Jr.	Keydy Vazquez-Gomez
Emmanuel Guzman	Nathanael Warner
Cassandra Hoffman	
Gage Juracek <small>**taking diploma in January</small>	5th year Seniors
McKenzie Kranzler	
Melisa Leon-Ferro	Wilma Enochs - 2019
Madison Liggett	Homero Orozco-Hernandez - 2019
Yajaira Lopez-Almeida	Micheal Rawls - 2019
Rosa Lopez-Moore	
<small>*on the bubble of making mid-term graduation</small>	<small>*will take diploma in January</small>

Travel Report

December 2019

DATE	# DAYS	NAME	EVENT NAME	EST COSTS
11/6/2019	1.00	TIM KWAPNIOKSI	NSAA DISTRICT II MEETING - OMAHA	\$0.00
11/7/2019	1.00	BRADY VANCURA	CAREER ACADEMY VISIT - GRAND ISLAND	\$150.00
11/7/2019	1.00	DAVE HIEBNER	CAREER ACADEMY VISIT - GRAND ISLAND	\$0.00
11/7/2019	1.00	JASON SCHAPMANN	CAREER ACADEMY VISIT - GRAND ISLAND	\$0.00
11/7/2019	1.00	STEPHANIE CARLSON	CAREER ACADEMY VISIT - GRAND ISLAND	\$0.00
11/7/2019	1.00	ADAM KEISWETTER	NEBRASKA COACHES CLINIC - LINCOLN	\$150.00
11/7/2019	1.00	MICK BUBAK	NEBRASKA COACHES CLINIC - LINCOLN	\$150.00
11/7/2019	2.00	AMANDA BOESCH	NSCA CONFERENCE - KEARNEY	\$0.00
11/7/2019	2.00	ANGELA KRUSE	NSCA CONFERENCE - KEARNEY	\$0.00
11/7/2019	2.00	BETHANY SEEHUSEN	NSCA CONFERENCE - KEARNEY	\$180.00
11/7/2019	2.00	GINGER DARVEAU	NSCA CONFERENCE - KEARNEY	\$0.00
11/7/2019	2.00	GUADALUPE MARINO RAMIREZ	NSCA CONFERENCE - KEARNEY	\$180.00
11/7/2019	2.00	KARI DRYMON	NSCA CONFERENCE - KEARNEY	\$180.00
11/7/2019	2.00	ROBYN WILCOX	NSCA CONFERENCE - KEARNEY	\$0.00
11/7/2019	2.00	TRINA GENTILE	NSCA CONFERENCE - KEARNEY	\$174.33
11/7/2019	2.00	JASON HARRIS	SPECIAL EDUCATION LAW CONFERENCE - OMAHA	\$458.00
11/8/2019	1.00	JORDON ANDERSON	BETA MAN CONFERENCE - KEARNEY	\$0.00
11/8/2019	0.50	SARA COLFORD	CASP REGIONAL MEETING - FREMONT	\$0.00
11/8/2019	1.00	DAVE MELICK	NASPA BOARD MEETING - LINCOLN	\$30.00
11/8/2019	1.00	BRITTANY MADDEN	SPEECH CAREER FAIR - KEARNEY	\$0.00
11/8/2019	1.00	KARI SLATTERY	SPEECH CAREER FAIR - KEARNEY	\$0.00
11/10/2019	2.00	TROY LOEFFELHOLZ	NATIONAL SUPERINTENDENT FORUM - SAN DIEGO	\$260.00
11/11/2019	1.00	HEIDI LUEBBE	PROTECTING THE INNOCENT CONFERENCE - NORFOLK	\$0.00
11/12/2019	1.00	ANN CHAVEZ	ADULT MENTAL HEALTH FIRST AID TRAINING - SCHUYLER	\$0.00
11/13/2019	1.00	ERIC EDZARDS	GOLD RESPONSIVE PLANNING - WAKEFIELD	\$0.00
11/13/2019	1.00	JILL WURDEMAN	GOLD RESPONSIVE PLANNING - WAKEFIELD	\$0.00
11/14/2019	1.00	TIM KWAPNOSKI	HEARTLAND ATHLETIC CONFERENCE - LINCOLN	\$0.00
11/14/2019	1.25	LEONARD KWAPNOSKI	NATA RETREAT - OMAHA	\$165.00
11/14/2019	2.00	KIM LOEFFELHOLZ	UNL COUNSELOR'S CONFERENCE - LINCOLN	\$0.00
11/15/2019	1.00	JASON HARRIS	USD EDUCATION CAREER FAIR - VERMILLION	\$145.00
11/15/2019	0.75	SARA COLFORD	WAYNE STATE TEACHER FAIR - WAYNE	\$0.00
11/20/2019	3.00	JASON HARRIS	NASB STATE CONFERENCE - OMAHA	\$700.00
11/20/2019	2.50	TROY LOEFFELHOLZ	NASB STATE CONFERENCE - OMAHA	\$635.00
11/20/2019	0.75	ADAM WHITMORE	SOLIDWORKS EVENT - ASHLAND	\$75.00
11/20/2019	0.75	AUSTIN SCHAFER	SOLIDWORKS EVENT - ASHLAND	\$112.50
11/20/2019	0.75	JOE KRYSL	SOLIDWORKS EVENT - ASHLAND	\$77.50
11/21/2019	2.00	DAVE MELICK	NASB STATE CONFERENCE - OMAHA	\$790.00
11/21/2019	1.50	CHERIE STADLER	NMEA CONVENTION - LINCOLN	\$384.00
11/21/2019	1.50	KERRI JONES	NMEA CONVENTION - LINCOLN	\$376.83
11/21/2019	2.00	STEPHANIE BOUREK	NMEA CONVENTION - LINCOLN	\$300.00
11/21/2019	1.50	ZAIDYA HIRSCHMAN	NMEA CONVENTION - LINCOLN	\$300.00
11/22/2019	1.00	BRIANNA BLUNCK	NMEA CONVENTION - LINCOLN	\$302.00
11/22/2019	1.00	CELESTE DITTER	NMEA CONVENTION - LINCOLN	\$265.00
11/25/2019	0.50	JASON SCHAPMANN	S.T.E.P. PROGRAM MEETING - NORFOLK	\$0.00
11/26/2019	1.00	MICK BUBAK	STATE FOOTBALL CHAMPIONSHIPS - LINCOLN	\$150.00
11/26/2019	1.00	ALEX LISTON	STATE FOOTBALL CHAMPIONSHIPS - LINCOLN	\$150.00
11/26/2019	1.00	CRAIG WILLIAMS	STATE FOOTBALL CHAMPIONSHIPS - LINCOLN	\$630.00
12/5/2019	1.50	TROY LOEFFELHOLZ	GNS MEETING - OMAHA	\$98.00
12/6/2019	0.75	AMY HAYNES	MOCK EXTERNAL TEAM REVIEW - LINCOLN	\$0.00
				\$7,568.16 Total



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

December 2, 2019

Candy Becher
Board of Education
Columbus Public Schools

Dear President Becher and Members of the Board:

The Foundation contributed the following items to Columbus Public Schools during the month of November. 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

\$11,472.72 - Community & Family Partnership
\$31,141.68 - STEM on the GO
\$588.09 - Communities 4 Kids

\$6298.40 - Columbus After School Program
\$424.64 - Student Assistance Program
\$311.50 - Educators Rising

Emerson PTO

\$19.68 - PTO Family Night, pumpkin decorating

Lost Creek PTO

\$47.25 - PTO Fall Festival
\$16.34 - Box Top postage reimbursement
\$2630.00 - T-shirt sales
\$1500.00 - PTO Teacher appreciation week gifts
\$582.00 - Three Billy Goats & Tom Sawyer

West Park PTO

\$100.00 - NHS Babysitting for PTO
\$108.00 - Halloween Popcorn
\$8.45 - Printing
\$217.30 - Tetherball & Cricut items
\$265.47 - Teacher incentives for classrooms

Vocal Music Boosters

\$15.77 - Posters for Craft Fair

Band Boosters

\$187.00 - Uniform Alterations
\$262.61 - Columbus Music Festival

Sports Boosters

\$3600.00 - Fall Sports Support
\$20.63 - Printing
\$26.50 - Postage
\$40.50 - Senior Night Flowers

The total contributions for the month of November was **\$29616.48**

The total contributions for the FY 2019-2020 (Sept-Aug) total is **\$107,898.32**

Thank you for your consideration.

Sincerely,

Nicole Anderson
Director of Marketing & Foundation

**COLUMBUS SCHOOLS
TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM
APPLICATION AND AGREEMENT**

APPLICATION DEADLINE: FEBRUARY 6, 2020.

This Temporary Early Retirement Incentive Program (“TERIP”) Application and Agreement is offered and made this ____ day of _____, 2019, between Platte County School District 0001, a/k/a Columbus Public Schools (“School District”), and _____ (“Certificated Employee”) _____ (address)

WHEREAS, the School District has established a TERIP to be offered during the remainder of the 2019-20 school year only, for the purpose of encouraging eligible certificated employees who are considering an early leave decision to accelerate their retirement plans; and,

WHEREAS, the Certificated Employee is desirous of voluntarily participating in the TERIP and in voluntarily resigning from employment; and,

WHEREAS, the Certificated Employee affirms as a condition of this Application that the Certificated Employee is eligible for the TERIP and specifically meets each of the following conditions for eligibility:

A. The Certificated Employee is employed by the School District, as of date of acceptance of the application, in a position requiring that the employee have a certificate issued by the Nebraska Department of Education;

B. The Certificated Employee to be a participant in the TERIP 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), and have at least thirty (30) years of creditable service in the Nebraska Public Employees Retirement System (all determined as of September 1, 2020); and,

C. The Certificated Employee has not received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force; and,

WHEREAS, the Certificated Employee acknowledges that:

A. Forty-five (45) or more days prior to the Certificated Employee’s execution of this Application and Agreement, the Certificated Employee received the TERIP Policy and Application form, which provided the Certificated Employee with information as to the TERIP program, eligibility factors for such program, and time limits applicable to such program;

B. The Certificated Employee has been advised in writing to consult with an attorney prior to executing this Application and Agreement;

C. The Certificated Employee will have had 45 or more days to consider participation in the TERIP;

D. The Certificated Employee understands that the Certificated Employee has the right, for a period of at least seven days following the execution of the TERIP Application and Agreement, to revoke the Agreement, and that the TERIP Application and Agreement does not become effective or enforceable until the revocation period has expired; and,

E. The Certificated Employee's participation in the TERIP is knowing and voluntary and the Certificated Employee was not coerced in any manner to participate in the TERIP.

NOW, THEREFORE, in consideration of the mutual covenants, conditions, and stipulations set forth in this Application and Agreement, the Certificated Employee and the School District hereby agree as follows:

1. CERTIFICATED EMPLOYEE'S RESIGNATION: The Certificated Employee, by signing this Application and Agreement, hereby voluntarily, unconditionally, and irrevocably resigns from the Certificated Employee's employment with the School District effective at the end of the 2019-20 school year. The Certificated Employee waives any and all notice of action by the Board of Education to accept the resignation and to terminate the Certificated Employee's continuing contract and employment with the School District. The Certificated Employee waives any and all rights the Certificated Employee may have under Neb. Rev. Stat. §§ 79-824 to 79-849 (the teacher tenure law), or other laws as they now exist or as they may be amended in the future relating to continued employment. The Certificated Employee authorizes the School District to advertise for, and contract with, a replacement certificated employee, if deemed appropriate, for the 2020-21 school year. The Certificated Employee authorizes the School District to approve and accept this Application and Agreement immediately upon its submission.

The School District, by approving and signing this Application and Agreement, hereby unconditionally and irrevocably accepts the Certificated Employee's resignation, ending all employment relations between the School District and the Certificated Employee, effective at the end of the 2019-20 school year.

2. EARLY RETIREMENT BENEFIT: In consideration of the Certificated Employee's resignation, and of other covenants and conditions set forth in this Application and Agreement, the Certificated Employee shall receive the following benefits and payments:

A. **Early Retirement Benefit:** The Certificated Employee shall be paid the sum of \$30,180.00, 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 2020-21 school year and including a 7% increase for the 2021-22 and 2022-23 school years:

(i) 2020-21 = \$9,385 (\$752.52 monthly health premium plus \$29.54 monthly dental premium, multiplied by 12, = \$9,384.72 and "rounded" to \$9,385)

(ii) 2021-22 = \$10,045 (\$9,385 plus 7% increase = \$10,041.95 and "rounded" to \$10,045)

(iii) 2022-23 = \$10,750 (\$10,045 plus 7% increase = \$10,748.15 and "rounded" to \$10,750)

(iv) In the event that EHA premiums increase more than 7% during either years two or three of this agreement, the School District will pay the actual calculated premium amounts.

B. **Payments:** Payments shall be made on or about September 20 of 2020, 2021, and 2022.

C. **Beneficiary Designation:** The Certificated Employee hereby designates _____, whose address is _____, Social Security No. _____, to be his/her beneficiary in case of his/her death. Any monies due the Certificated Employee will continue to the beneficiary until the total benefit distribution is paid in full pursuant to the provisions of this Agreement.

D. **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.

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

3. **WAIVER AND RELEASE OF CLAIMS:** By entering into this Agreement the Certificated Employee hereby releases, waives, acquits, and forever discharges the School District, all past, present, and future members of the Board of Education of such School District in their official and individual capacities, the Administrators, and all other officers, agents, and employees of the School District, in their official and individual capacities, from any and all claims, however characterized, whether for damages, costs, expenses, compensation, penalties, wages, benefits, reinstatement, attorneys' fees, or attorneys' fees under 42 U.S.C. § 1988, or the like, with respect to,

arising out of, or in relation to the Certificated Employee's employment with the School District, including, but not limited to, claims or rights:

- under the Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA) (29 U.S.C. § 621 et seq.), and the Nebraska Age Discrimination in Employment Act (Neb. Rev. Stat. § 48-1001 et seq.);
- under the Employee Retirement Income Security Act of 1974 (ERISA) (29 U.S.C. ' 1001 et seq.)
- under Title VI (42 U.S.C. § 2000d et seq.; 34 CFR §100 et seq.), Title VII (42 U.S.C. §2000e, et seq.) and Title IX of the Civil Rights Act of 1964 (20 U.S.C §1681; 34 CFR 106.1 et seq.);
- under the Civil Rights Act of 1866 and 1871 (42 U.S.C. § 1981, through and including 42 U.S.C. § 1988);
- under the Americans with Disabilities Act (42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq.), Section 504 of the Rehabilitation Act (29 U.S.C. §791, et seq.; 34 CFR §104, et seq.), and the Family Medical Leave Act of 1993 (29 U.S.C. § 2601 et seq.);
- under the Nebraska Fair Employment Practices Act (Neb. Rev. Stat. §48-1101 et seq.); the Nebraska Equal Opportunity in Education Act (Neb. Rev. Stat. §79-2,116 et seq.), the Industrial Relations Act, including unfair labor practices claims under that Act (Neb. Rev. Stat. §48-801 et seq.), and civil rights claims under Neb. Rev. Stat. § 20-168 and other state and local laws;
- under the Wage Payment and Collection Act (Neb. Rev. Stat. §48-1228 et seq.), including claims or rights to be paid for any unused leave, but excluding rights to salary earned and unpaid for the final year of employment;
- of or relating to discrimination on the basis of race, ethnic background, color, religion, sex, age, disability, handicap, marital status or national origin, or other protected status, free speech, and unlawful retaliation, before the state or federal EEOC or NEOC, or any other agency or department or state or federal courts under any state or federal constitution, law, rule, or regulation;
- for breach of contract or tort, including but not limited to negligence, libel, slander, and breach of confidentiality or privacy; and,
- of whatsoever nature arising under any other state, federal, or local constitution, statute, regulation, or ordinance arising out of the Certificated Employee's employment with the School District, this Application and Agreement, the TERIP, or the Certificated Employee's resignation from such employment.

This waiver and release is given in exchange for good and valuable consideration (the TERIP severance benefit) beyond that to which the Certificated Employee is otherwise entitled to pursuant to law or agreement.

4. LEGAL NOTICES:

A. Consult Attorney: The Certificated Employee is advised to consult with an attorney before entering into the TERIP by signing this Application and Agreement.

B. Time to Consider: The Certificated Employee is given a period of at least 45 days within which to consider the TERIP policy and the Application and Agreement. The

Certificated Employee acknowledges that the Certificated Employee has had sufficient time to consider the waiver and release of claims and all other matters contained in this Application and Agreement. In the event the Certificated Employee signs this Application and Agreement prior to the 45 day time period, the Certificated Employee hereby states and affirms that: (1) the Certificated Employee’s decision to accept such shortening of time is knowing and voluntary; (2) the Certificated Employee’s decision to accept such shortening of time was not induced by the School District through fraud or misrepresentation, and (3) the Certificated Employee’s decision to accept such shortening of time was not induced by the School District through a threat to withdraw or alter the offer prior to the expiration of the 45 day time period, or by providing different terms to employees who sign the release prior to the expiration of such time period.

C. **Right to Revoke:** The Certificated Employee has the right, for a period of seven days following the execution of this Application and Agreement, to revoke this Application and Agreement. This Application and Agreement shall not become effective or enforceable until the revocation period has expired.

Certificated Employee

STATE OF NEBRASKA)
)
COUNTY OF PLATTE) **ss.**

On this ___ day of _____, 20____, before me, the undersigned notary public, duly commissioned and qualified in the aforesaid county, personally appeared _____, personally known to me to be the identical person who signed the above and foregoing Application and Agreement, and that such person acknowledged the execution of the Application and Agreement to be the person’s voluntary act and deed.

 Notary Public

Acceptance

The above Temporary Early Retirement Incentive Program Application and Agreement is hereby accepted and approved.

DATED this _____ day of _____, 20_____.

**PLATTE COUNTY SCHOOL DISTRICT 0001, a/k/a
 COLUMBUS SCHOOLS**

BY: _____
 President or Other Duly Authorized School Official

TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY

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 2019-20 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.

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, 2020.

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.

4. 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 2019-20 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 Thursday, February 6, 2020. **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 applicants.

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 District's third party administrator.

2. Source of Funds: The Certificated Employee shall be paid the sum of \$30,180.00, 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 2020-21 school year and including a 7% increase for the 2021-22 and 2022-23 school years:

(a) 2020-21 = \$9,385 (\$752.52 monthly health premium plus \$29.54 monthly dental

premium, multiplied by 12, = \$9,384.72 and "rounded" to \$9,385)

(b) 2021-22 = \$10,045 (\$9,385 plus 7% increase = \$10,041.95 and "rounded" to \$10,045)

(c) 2022-23 = \$10,750 (\$10,045 plus 7% increase = \$10,748.15 and "rounded" to \$10,750)

(d) In the event that EHA premiums increase more than 7% during either years two or three of this agreement, the School District will pay the actual calculated premium amounts.

(e) Payments shall be made on or about September 20 of 2020, 2021, and 2022.

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 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 benefits provided herein, have been repealed and shall expire and be of no force and effect as of August 31, 2020.

Policy

Adopted: 8/13/07

Revised: 2/25/08

Amended: 11/09/09

Amended: 12/12/11

Amended: 1/21/13

COLUMBUS PUBLIC SCHOOLS

Columbus, Nebraska

Reviewed: 1/21/13



Cherie Van Dyke <vandykec@discoverers.org>

time to purchase new band uniforms

David Melick <melickd@discoverers.org>

Thu, Dec 5, 2019 at 10:20 AM

To: Douglas Molczyk <molczykd@discoverers.org>, Theresa Seipel <seipelt@discoverers.org>, Candace Becher <becherc@discoverers.org>

Cc: Troy Loeffelholz <loeffelholz@discoverers.org>, Cherie Van Dyke <vandykec@discoverers.org>, Jeffery Peabody <peabodyj@discoverers.org>, David Hiebner <hiebnrd@discoverers.org>

All: I shared this info during the Tuesday board committee meeting since I had 2 of the Finance committee members there. Just want to share it with you so that you a) have a chance to ask questions about this issue prior to the board meeting next Monday and b) so that this isn't a "surprise" that night.

For most of last school year and this year, Jeff Peabody has been working with Steve Woodside, Dave Hiebner, and me for approval to purchase new band uniforms. Our current uniforms will have been used for 13 years by the end of this school year. They came with a 10 year warranty which provided free repairs/replacements when there were issues. The repair costs are now ours, and are mounting.

Looking back to find out how the current uniforms were paid for has been a challenge. We are two financial systems removed from that purchase and we only maintain paper copies for about 6 years. So, there was no paper or electronic trail to determine how they were paid for. However, between Cherie and Marie, they were able to determine that the CPS Depreciation Fund was the source of funding for those uniforms. You will see that on the first attachment to this email.

The second attachment is the quote Jeff has received for the new uniforms. Pricey, but we want our band to look good as a portion of how they are judged is based on appearance. That is not a formal rating criteria, but it is one of those subjective things judges will say makes a difference. Jeff has worked with 2 uniform vendors but only received a quote from one. He has involved a multitude of others (other band directors, boosters, students, CHS administrators, etc.) in the design and it is almost to the point of final approval. The only remaining step is to make some minor changes based on Nicole Anderson's work with branding and trademarking the CPS logos. That work is underway and is not anticipated to cause any significant change in the cost of new uniforms.

Funding: as the prior purchase was made through the Depreciation Fund, that is a logical source to consider. I did discuss with Mr. Hiebner how uniforms for other visible groups are financed, and that is largely through gate proceeds. Well, the band doesn't generate much in the way of gate proceeds, so that is not a funding source to be used. I asked what role Booster organizations have taken with uniform purchases. Throughout the period of time when Mark Brown was CHS AD and also during the time Mr. Hiebner was CHS AD, Boosters have only been involved when uniform purchases were made "out of cycle", in other words, earlier than necessary.

So, we're back to the Depreciation Fund as the source of funding. Early on during my time with CPS, I discovered that there had been very little saving of monies for large-scale purchases such as new uniforms, buses, etc. So, I set about making sure that unused funds could be transferred to the Depreciation Fund for such use. As a result of saving a little at a time, I have more than sufficient funds in my portion of the Depreciation Fund to finance this uniform purchase with quite a bit left over in the event that we have unforeseen large purchases to make later this school year.

I hope all that information was helpful. I hope it also provides sufficient background for the Board's Finance Committee to support my recommendation that new CHS band uniforms be purchased this year and paid for through the Depreciation Fund. I will be asking Cherie to include this email and the attachments to it in the pre-meeting materials later this week, and I will be discussing it with the full board with the recommendation to approve the purchase once we have the final design and price quote.

If any of you receiving this message have questions, please use the "reply all" function and send your question(s) to me ASAP.

Thanks.

"It takes no more time to see the good side of life than to see the bad." Jimmy Buffett

Dave Melick
Executive Director of Business Operations and Human Relations
Columbus Public Schools
2508 27th St., Box 947

Fruhauf Uniforms, Inc. • 800 E. Gilbert • Wichita, KS 67211 • 316-263-7500 • FAX Sales:316-263-5550 Purchasing:316-263-4111 • sales@fruhauf.com

Quote

Sales Order Number: 19-S52718

Quote Number:

By: Mr. Rex Barker

Cust. Phone: (402) 563-7050

Cust.FAX: (402) 563-7852

**Original Family Owned and Operated
Manufacturers of Band Uniforms for Over 100
Years**

Sold To: Cust. Lookup: **07B-10490**
Accounts Payable
Columbus HS Band
2200 26th Street
Columbus, NE 68601

Ship To:
Jeff Peabody
Columbus HS Band
2200 26th Street
Columbus, NE 68601

Special Notes: 2019 Prices. Delivery will be 120 - 165 days. This quote is valid until January 4, 2020. Sketch 10.1F

This Quote is good for 60 days from the date above

DATE	TERMS	F.O.B.	P.O. Number	SHIP VIA	WEIGHT		
11/4/2019	NET 30 Days	Columbus, NE		Ground	0 lbs 0 oz		
QTY	ITEM	Size	Color	DESCRIPTION	ETA	PRICE	AMOUNT
200	07B/10490REGCT/			REG BAND COAT 07B/10490		\$254.96	\$50,992.00
200	07B/10490REGBIB			REG BAND BIBBERS 07B/10490		\$100.73	\$20,146.00
200	07B/10490REGDET			REG BAND DET TAIL		\$39.75	\$7,950.00
200	07B/10490REGPRG			REG BAND PAIR GAUNTLETS		\$39.99	\$7,998.00
200	07B/10490REGSH			REG BAND SHAKO 07B/10490		\$64.87	\$12,974.00
200	07B/10490REGSH			REG BAND SHAKOWRAP		\$26.07	\$5,214.00
200	PL/12/FR/UP/WHT		A	12 FRCH UP WHT W/SIL FLK		\$26.80	\$5,360.00
200	SHAKOBOX		A	BAYLY BOX-BLACK		\$10.95	\$2,190.00
200	HNGR/BAR/17IN		A	17 IN HANGER W/ TRS BAR		\$1.50	\$300.00
200	07B/1049GBAG/1		A	GARMENT BAG 07B/1049		\$22.40	\$4,480.00
4	07B/1049DMPRGA			DRUM MAJOR PAIR GAUNTLETS		\$39.99	\$159.96
4	07B/1049DMDETT			DRUM MAJOR DET TAIL		\$39.75	\$159.00
4	07B/10490DMSHA			DRUM MAJOR SHAKOWRAP		\$26.07	\$104.28
4	PL/12/FR/UP/BLK/		A	12 FRCH UP BLK W/SIL FLK		\$26.80	\$107.20
1	UMAC II			UMAC II		\$0.00	\$0.00

Delivery is . Days after receipt of Purchase Order or Deposit, Measurements, Sample, On a new set of uniforms a Sample Approval is also Required.

A 4% convenience fee will be added to all credit card and purchasing card orders. If taxes are applicable, add to total.

*Thank you for your order! We appreciate your business, and hope you will tell others about our company.
Customer Service*

Thank You!

Subtotal:	\$118,134.44
Sales Tax:	\$0.00
Total:	\$118,134.44
PrePayments Received	
Balance Due	\$118,134.44

ASBESTOS FUND	Total Fund Expenditures	\$0.00
BUILDING FUND B-D Construction Inc. RVW Inc.	\$291,914.10 \$4,607.50	
CENTENNIAL SCHOOL BOND	Total Fund Expenditures	\$296,521.60
COLUMBUS HIGH BOND	Total Fund Expenditures	\$0.00
DEPRECIATION FUND Fruhauf Uniforms Inc.	\$73,885.50	\$73,885.50
EBERSON SCHOOL BOND	Total Fund Expenditures	\$0.00
UNEMPLOYMENT FUND NE Dept of Labor	\$733.00	\$733.00
WEST PARK SCHOOL BOND	Total Fund Expenditures	\$0.00