

August 2012 Regular Board Meeting

Monday, August 13, 2012 8:00 PM

1. Call the meeting to order

1.1. Roll Call

1.2. Verification of Open Meetings Act Notice

1.3. Verification of publication of meeting notice

2. Consider and approve minutes of previous meeting

Motion to approve the the minutes from the previous month's meeting passed with a motion by John Siel and a second by Raquel Felzien.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

3. Consider and approve the current board meeting agenda

Motion to approve the current month's board meeting agenda as presented passed with a motion by Kim Molzahn and a second by John Siel.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

4. Consider and approve bills

Motion to approve bills as presented passed with a motion by Raquel Felzien and a second by James Haussermann.

Scott Herrick: Absent, Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Kim Molzahn: Yea, John Siel: Yea

4.1. Consider and approve R & R repair bill (as needed)

4.2. Consider and approve payment of \$14,800 from the special building fund to Siel Construction for concrete drainage improvements made on the north perimeter of the building

Approve payment of \$14,800 from the special building fund to Siel Construction for concrete drainage improvements made on the north perimeter of the building passed with a motion by Raquel Felzien and a second by Kim Molzahn.

Scott Herrick: Absent, John Siel: Abstain (With Conflict), Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Kim Molzahn: Yea

4.3. Consider and approve payment of \$11,434.46 from the special building fund to CEI Security for improvements made to the school's security system

Approve payment of \$11,434.46 from the special building fund to CEI Security for improvements made to the school's security system passed with a motion by John Siel and a second by Raquel Felzien.

Scott Herrick: Absent, Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Kim Molzahn: Yea, John Siel: Yea

4.4. Consider and approve payment of \$9495 from the special building fund to A-1 Heating and Air Condition for work performed related to roofing improvements on the high school wing

Approve payment of \$9495 from the special building fund to A-1 Heating and Air Condition for work performed related to roofing improvements on the high school wing passed with a motion by James Haussermann and a second by Kim Molzahn.

Scott Herrick: Absent, Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Kim Molzahn: Yea, John Siel: Yea

4.5. Consider and approve payment of \$7,381.96 from the special building fund to Platte Valley Communications for improvements made to the security system

Approve payment of \$7381.96 from the special building fund to Platte Valley

Communications for improvements made to the security system passed with a motion by John Siel and a second by Raquel Felzien.

Scott Herrick: Absent, Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Kim Molzahn: Yea, John Siel: Yea

4.6. Consider and approve payment of \$4102.69 from the depreciation fund to Eakes for replacement of cabinets and countertops

Approve payment of \$4102.69 from the depreciation fund to Eakes for replacement of

cabinets and countertops passed with a motion by Raquel Felzien and a second by John Siel.

Scott Herrick: Absent, Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Kim Molzahn: Yea, John Siel: Yea

4.7. Consider and approve payment of \$10,900 from the depreciation fund to Finish Line Construction for replacement of worn laminate and cabinets in the kitchen area

Approve payment of \$10,900 from the depreciation fund to Finish Line Construction for

replacement of worn laminate and cabinets in the kitchen area passed with a motion by Raquel Felzien and a second by James Haussermann.

Scott Herrick: Absent, Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Kim Molzahn: Yea, John Siel: Yea

4.8. Consider and approve payment of \$3285 from the depreciation fund to Electrostatic Painting for repairs and repainting of the high school lockers

Approve payment of \$3285 from the depreciation fund to Electrostatic Painting for repairs

and repainting of the high school lockers passed with a motion by James Haussermann and a second by Kim Molzahn.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

4.9. Consider and approve payment of \$912.50 from the depreciation fund to Wilson Flooring for replacement of worn carpet and base cove molding in High School Spanish Room

Approve payment of \$912.50 from the depreciation fund to Wilson Flooring for replacement

of worn carpet and base cove molding in High School Spanish Room passed with a motion by John Siel and a second by Scott Herrick.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

5. Visitors' Comments

6. Reports

6.1. Principal's Report

6.2. Superintendent's Report

6.2.1. 2012-13 Budget Update

6.3. Board Members' Reports

6.4. Committee Reports

7. New Business

7.1. Planning

7.2. Policy Review

7.2.1. 4000 Series

8. Action Items

- 8.1. Consider and approve the Negotiated Agreement with the Franklin Teachers Association  
Approve the Negotiated Agreement with the Franklin Teachers Association for the 2012-13 and 2013-14 school years. passed with a motion by John Siel and a second by Raquel Felzien.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

- 8.2. Consider and approve salary increases for classified staff members

Approve salary increases for non-certificated staff members as discussed passed with a motion by John Siel and a second by Raquel Felzien.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

- 8.3. Consider and approve \$25,000 transfer from the Franklin Public School's General Fund to the Franklin Public Schools Activity Fund

Approve the transfer of \$25,000 from the Franklin Public Schools General Fund to the Franklin Public Schools Activities Fund passed with a motion by Scott Herrick and a second by Raquel Felzien.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

- 8.4. Consider and approve \$100,000 transfer from the Franklin Public School's General Fund to the Franklin Public Schools Depreciation Fund

Approve the transfer of \$100,000 from the Franklin Public School's General fund to the Franklin Public School's Depreciation Fund passed with a motion by Raquel Felzien and a second by Kim Molzahn.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

- 8.5. Consider and approve 2012-13 Superintendent & Board Goals

Approve the Superintendent Board Goals for the 2012-13 School year passed with a motion by John Siel and a second by Raquel Felzien.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

- 8.6. Consider and approve first reading of 6000 series Franklin Board of Education Policies

Approve adoption of the entire Board policy series 6000 as presented and to repeal and rescind all existing Board policies that pertain to the same matters or that are otherwise conflicting, including without limitation existing policies. passed with a motion by Kim Molzahn and a second by Raquel Felzien.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

- 8.7. Consider and approve calendar change for the 2012-13 school year

Approve 2012-13 school calendar change making October 5th a 2:00 dismissal and October 8th a non-student staff development day passed with a motion by John Siel and a second by Scott Herrick.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

9. Discussion Items

- 9.1. Transportation Concerns
- 9.2. Date and time for budget hearing and property tax request hearings
- 9.3. Award Alternative Education student with graduation diploma
- 9.4. Megan Bydalek Presentation
- 9.5. New Meals Pattern Presentation by Mary Goebel
- 9.6. Projected Enrollment Information
- 9.7. NASB Area Membership Meeting on September 12th in Kearney at 4:45
- 9.8. Event Scheduling
- 9.9. Personnel Issue (Executive Session)
10. Positive Comments
11. Adjournment

Motion to adjourn at 10:35 PM passed with a motion by John Siel and a second by Raquel Felzien.

Raquel Felzien: Yea, Ron Fritson: Yea, James Haussermann: Yea, Scott Herrick: Yea, Kim Molzahn: Yea, John Siel: Yea

# ***Franklin Public Schools Board Of Education Meeting Minutes***

**July 2012 Regular Board Meeting**

July 09, 2012 @ 04:30PM

Franklin Public Schools Library (4:30) & Simmy's Restaurant (6:00) in Alma,  
Nebraska

## **Board Members Present & Absent**

**Attendance Taken at 4:32 PM:**

### Present Board Members:

Raquel Felzien  
Ron Fritson  
James Haussermann  
Scott Herrick  
Kim Molzahn  
John Siel

### **1. Call the meeting to order**

The regular, July 9th, 2012, meeting of the Franklin Public School Board was opened by Board President Ron Fritson at 4:30 PM.

#### **1.1. Roll Call**

Present Board Members: Raquel Felzien, Ron Fritson, James Haussermann, Scott Herrick, Kim Molzahn, John Siel

#### **1.2. Verification of Open Meetings Act Notice**

Board Member Scott Herrick verified that the Open Meetings Notice was posted in the Franklin Public School's Media Center.

#### **1.3. Verification of publication of meeting notice**

Board Member John Siel verified that the meeting notice was published in the *Franklin Chronicle*.

### **2. Consider and approve minutes of previous meeting**

**Motion Passed:** Motion to approve the the minutes from the previous month's meeting passed with a motion by Raquel Felzien and a second by John Siel.

### **3. Consider and approve the current board meeting agenda**

**Motion Passed:** Motion to approve the current month's board meeting agenda as presented passed with a motion by John Siel and a second by Kim Molzahn.

### **4. Consider and approve bills**

**Motion Passed:** Motion to approve bills as presented passed with a motion by Scott Herrick and a second by Kim Molzahn.

#### **4.1. Consider and approve R & R repair bill (as needed)**

**Note:** NO ACTION WAS TAKEN ON THIS ITEM AS THERE WAS NO BILL FROM R & R.

**4.2. Consider and approve payment from the Special Building Fund in the amount of \$15,200 to Siel Construction for partial completion of drainage and concrete work in elementary and secondary entry ways**

**Motion Passed:** Approve payment from Special Building Fund to Siel Construction in the amount of \$15,200 passed with a motion by James Haussermann and a second by Raquel Felzien.

**4.3. Consider and approve payment from the Special Building Fund in the amount of \$2100 for steam table in school kitchen**

**Motion Passed:** Approve payment from the Special Building Fund in the amount of \$2100 to Sysco for the purchase of a steam table for the school kitchen passed with a motion by Raquel Felzien and a second by Kim Molzahn.

**4.4. Consider and approve payment from the Special Building Fund in the amount of \$152,000 to Magnum Builders for roofing the high school wing**

**Motion Passed:** Approve payment from the Special Building Fund in the amount of \$152,000 to Magnum Builders passed with a motion by John Siel and a second by Scott Herrick.

**4.5. Consider and approve payment from the Depreciation Fund in the amount of \$2,542.30 to Wilson Flooring for installation of carpet and vinyl cove base**

**Motion Passed:** Approve payment from Depreciation Fund to Wilson's Carpet in the amount of \$2,542.30 passed with a motion by Raquel Felzien and a second by John Siel.

**4.6. Consider and approve payment from the Depreciation Fund in the amount of \$2227 to Sysco for replacement of booster heater in the school kitchen**

**Motion Passed:** Approve payment from the Depreciation Fund in the amount of \$2227 to Sysco to replace booster heater passed with a motion by Scott Herrick and a second by Kim Molzahn.

## **5. Visitors' Comments**

**Note:** No visitors were present for comment.

## **6. Reports**

**6.1. Principal's Report:** No report was offered this month.

**6.2. Superintendent's Report:** No report was offered this month.

**6.3. Board Members' Reports:** No report was offered this month.

**6.4. Committee Reports:** No report was offered this month.

## **7. New Business**

### **7.1. Planning**

### **7.2. Policy Review**

#### **7.2.1. 6000 Series Policy**

## **8. Action Items**

### **8.1. Consider and approve rescinding resignation of Kelsey Rahjes**

**Motion Passed:** Approve rescinding Kelsey Rahjes' letter of resignation originally presented to the Franklin Board of Education at the June 2012 Regular Meeting passed with a motion by John Siel and a second by Raquel Felzien.

### **8.2. Consider and approve financial support of FCCLA conference attendee (Megan Bydalek) and sponsor**

**Motion Passed:** Approve requested financial support for Megan Bydalek and sponsor to attend National FCCLA Convention passed with a motion by Scott Herrick and a second by Kim Molzahn.

**8.3. Consider and approve declaring 1990 Chevy Bus Vin #N1GBJ6P1F3LV11018 as surplus for immediate disposal**

**Motion Passed:** Declare 1990 Chevy Bus VIN #N1GBJ6P1F3LV11018 as surplus for immediate disposal passed with a motion by John Siel and a second by Kim Molzahn.

**8.4. Consider and approve contract with Educational Service Unit #9 for the purpose of providing transitional services for 18+ Program Participants from Franklin Public Schools**

**Motion Passed:** Approve contract with ESU #9 for 18+ Program Participants for the 2012-13 School Year passed with a motion by John Siel and a second by James Haussermann.

**8.5. Consider and approve renewing membership in Nebraska Rural Community Schools Association (NRCSA)**

**Motion Passed:** Approve renewal of membership for the 2012-13 school year in Nebraska Rural Community Schools Association (NRCSA) passed with a motion by John Siel and a second by Raquel Felzien.

**8.6. Consider and approve superintendent's evaluation**

**Note:** An evaluation was presented to Dr. Schroeder. No action was taken on this item, as no motion was offered.

**9. Discussion Items**

**9.1. NASB Area Membership Meeting on September 12th in Kearney at 4:45**

**9.2. Building Improvement**

**9.3. Annual Transportation Report**

**9.4. Negotiations (Executive Session)**

**10. Positive Comments**

Our "student summer helpers," including those on the staff and those hired by local contractors to work on site, have done a super job for us this summer. They have been polite, hard working, and caused positive changes. It is neat to see our students working to make the school a better place. -Ken Schroeder, Superintendent

Stacey James went out of his way to help pour concrete in the parking lot. -John Siel

I'd like to congratulate all of the 4-H Members and FFA Members on their participation and successes at the fair. -Scott Herrick

Congratulations to the ESU 11 Summer Honor Participants! You all represented Franklin well. -James Haussermann

**11. Adjournment**

**Motion Passed:** Motion to adjourn at 8:40 PM passed with a motion by John Siel and a second by Scott Herrick.

# 2012-2013 Budget Detail

## 1100 - Regular Instruction

	<b>2011-12</b>	<b>2012-13</b>	<b>\$ Difference</b>	<b>%</b>
110-1 Teacher Salaries	\$552,530	\$460,000	-\$92,530	-16.7%
110-2 Teacher Salaries	\$790,000	\$865,000	\$75,000	9.5%
120-1 Sub Teachers	\$20,000	\$20,000	\$0	0.0%
120-2 Sub Teachers	\$20,000	\$25,000	\$5,000	25.0%
140-1 Teacher Aide Salaries	\$16,000	\$25,000	\$9,000	56.3%
140-2 Teacher Aide Salaries	\$0	\$10,000	\$10,000	#DIV/0!
210-1 FICA (.0765)	\$44,000	\$40,000	-\$4,000	-9.1%
210-2 FICA (.0765)	\$65,000	\$70,000	\$5,000	7.7%
220-1 Retirement (.0988)	\$60,000	\$45,000	-\$15,000	-25.0%
220-2 Retirement (.0988)	\$85,000	\$80,000	-\$5,000	-5.9%
221-1 Retire Rate Increase	\$0	\$8,500	\$8,500	#DIV/0!
221-2 Retire Rate Increase	\$0	\$15,000	\$15,000	#DIV/0!
230-1 Health Insurance	\$115,000	\$96,000	-\$19,000	-16.5%
230-2 Health Insurance	\$220,000	\$220,000	\$0	0.0%
240-1 Workers' Comp	\$3,500	\$500	-\$3,000	-85.7%
240-2 Workers' Comp	\$4,500	\$500	-\$4,000	-88.9%
260-1 Life Insurance	\$2,500	\$2,500	\$0	0.0%
260-2 Life Insurance	\$2,500	\$2,500	\$0	0.0%
284-0 Retirement Incentive	\$0	\$60,000	\$60,000	#DIV/0!
290-1 Disability Insurance	\$5,000	\$5,000	\$0	0.0%
290-2 Disability Insurance	\$5,000	\$5,000	\$0	0.0%
313-2 Satellite Services	\$6,500	\$0	-\$6,500	-100.0%
319-0 In-Service/Prof. Dev.	\$19,648	\$20,000	\$352	1.8%
382-2 Distance Education	\$25,000	\$25,000	\$0	0.0%
410-1 Supplies	\$25,000	\$25,000	\$0	0.0%
410-2 Supplies	\$25,000	\$25,000	\$0	0.0%
411-2 Band	\$3,000	\$5,000	\$2,000	66.7%
412-2 Vocal Music	\$2,500	\$2,500	\$0	0.0%
413-2 Industrial Arts	\$2,500	\$2,500	\$0	0.0%
414-2 Art	\$3,500	\$3,500	\$0	0.0%

415-2 Physical Education	\$3,000	\$2,500	-\$500	-16.7%
416-2 Science	\$6,500	\$5,000	-\$1,500	-23.1%
417-2 Business	\$1,500	\$1,500	\$0	0.0%
418-2 Vocational AG & FCS	\$4,000	\$5,000	\$1,000	25.0%
419-0 Student Fees/OTHER	\$500	\$1,500	\$1,000	200.0%
420-1 Textbooks	\$10,000	\$10,000	\$0	0.0%
420-2 Textbooks	\$10,000	\$10,000	\$0	0.0%
<b>500-0 Depreciation Transfer</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$0</b>	<b>0.0%</b>
530-1 Furniture/Equipment	\$5,000	\$5,000	\$0	0.0%
530-2 Furniture/Equipment	\$5,000	\$5,000	\$0	0.0%
560-1 Computer Equipment	\$51,310	\$5,000	-\$46,310	-90.3%
560-2 Computer Equipment	\$30,000	\$40,000	\$10,000	33.3%
670-1 Travel/Mileage	\$2,000	\$2,000	\$0	0.0%
670-2 Travel/Mileage	\$5,000	\$5,000	\$0	0.0%
680-0 On-Line Assessment I	\$7,500	\$7,500	\$0	0.0%
690-0 Miscellaneous	\$5,000	\$5,000	\$0	0.0%
<b>1100 TOTAL =</b>	<b>\$2,319,488</b>	<b>\$2,324,000</b>	<b>\$4,512</b>	<b>0.2%</b>

1190 - Early Childhood Development

110-0 Teacher Salaries	\$47,270	\$40,000	-\$7,270	-15.4%
120-0 Sub Teachers	\$1,500	\$1,000	-\$500	-33.3%
210-0 FICA	\$3,700	\$3,500	-\$200	-5.4%
220-0 Retirement (.0988)	\$3,500	\$4,000	\$500	14.3%
221-0 Retire Rate Increase	\$0	\$650	\$650	#DIV/0!
230-0 Health Insurance	\$6,000	\$6,000	\$0	0.0%
240-0 Workers' Comp	\$100	\$100	\$0	0.0%
260-0 Life Insurance	\$100	\$100	\$0	0.0%
290-0 Disability Insurance	\$250	\$250	\$0	0.0%
410-0 Supplies	\$0	\$1,000	\$1,000	#DIV/0!
690-0 Miscellaneous	\$2,500	\$100	-\$2,400	-96.0%
<b>1190 TOTAL =</b>	<b>\$64,920</b>	<b>\$56,700</b>	<b>-\$8,220</b>	<b>-12.7%</b>

1200 - Special Education Instruction

110-1 Teacher Salaries	\$50,000	\$50,000	\$0	0.0%
110-2 Teacher Salaries	\$94,000	\$98,000	\$4,000	4.3%
120-1 Sub Teachers	\$4,000	\$2,500	-\$1,500	-37.5%
120-2 Sub Teachers	\$4,000	\$5,000	\$1,000	25.0%
140-1 Teacher Aide Salaries	\$35,000	\$50,000	\$15,000	42.9%
140-2 Teacher Aide Salaries	\$70,000	\$50,000	-\$20,000	-28.6%
210-1 FICA	\$7,500	\$7,500	\$0	0.0%
210-2 FICA	\$15,000	\$15,000	\$0	0.0%
220-1 Retirement	\$8,500	\$8,500	\$0	0.0%
221-1 Reitre Rate Increase	\$0	\$2,000	\$2,000	#DIV/0!
220-2 Retirement	\$17,500	\$15,000	-\$2,500	-14.3%
221-2 Retire Rate Increase	\$0	\$2,500	\$2,500	#DIV/0!
230-1 Health Insurance	\$17,500	\$16,000	-\$1,500	-8.6%
230-2 Health Insurance	\$35,000	\$35,000	\$0	0.0%
260-1 Life Insurance	\$500	\$500	\$0	0.0%
260-2 Life Insurance	\$1,000	\$1,000	\$0	0.0%
290-1 Disability Insurance	\$500	\$750	\$250	50.0%
290-2 Disability Insurance	\$1,000	\$1,000	\$0	0.0%
313-0 Purchased Services	\$50,000	\$55,000	\$5,000	10.0%
316-0 Program Supervision	\$10,000	\$5,000	-\$5,000	-50.0%
319-0 In-Service/Staff Train	\$2,000	\$4,000	\$2,000	100.0%
410-0 Supplies	\$7,500	\$5,000	-\$2,500	-33.3%
420-0 Textbooks	\$5,000	\$1,000	-\$4,000	-80.0%
465-0 A+ Software	\$5,000	\$5,000	\$0	0.0%
<b>500-0 Budget Authority Trar</b>	<b>\$147,240</b>	<b>\$0</b>	<b>-\$147,240</b>	<b>-100.0%</b>
530-0 Furniture/Equipment	\$5,000	\$1,000	-\$4,000	-80.0%
560-0 Computer Equipment	\$10,000	\$2,500	-\$7,500	-75.0%
670-0 Travel/Mileage	\$2,500	\$2,500	\$0	0.0%
690-0 Miscellaneous	\$500	\$0	-\$500	-100.0%
<b>1200 TOTAL =</b>	<b>\$605,740</b>	<b>\$441,250</b>	<b>-\$164,490</b>	<b>-27.2%</b>

1210 - Special Education Transition

313-0 Purchased Services	\$0	\$7,500	\$7,500	#DIV/0!
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316-0 Program Supervision	\$0	\$5,000	\$5,000	#DIV/0!
1210 TOTAL =	\$0	\$12,500	\$12,500	#DIV/0!
1216 - Speech Therapy				
313-1 Purchased Services	\$25,000	\$40,000	\$15,000	60.0%
313-2 Purchased Services	\$25,000	\$40,000	\$15,000	60.0%
316-1 Program Supervision	\$4,000	\$0	-\$4,000	-100.0%
316-2 Program Supervision	\$5,000	\$0	-\$5,000	-100.0%
1216 TOTAL =	\$59,000	\$80,000	\$21,000	35.6%
1217 - Physical Therapy				
313-1 Purchased Services	\$15,000	\$5,000	-\$10,000	-66.7%
313-2 Purchased Services	\$15,000	\$5,000	-\$10,000	-66.7%
316-1 Program Supervision	\$2,500	\$0	-\$2,500	-100.0%
316-2 Program Supervision	\$2,500	\$0	-\$2,500	-100.0%
1217 TOTAL =	\$35,000	\$10,000	-\$25,000	-71.4%
1218 - Occupational Therapy				
313-1 Purchased Services	\$15,000	\$10,000	-\$5,000	-33.3%
313-2 Purchased Services	\$15,000	\$5,000	-\$10,000	-66.7%
316-1 Program Supervision	\$2,500	\$0	-\$2,500	-100.0%
316-2 Program Supervision	\$2,500	\$0	-\$2,500	-100.0%
1218 TOTAL =	\$35,000	\$15,000	-\$20,000	-57.1%
1219 - SPED Outside Agency Contracted Services				
313-1 Purchased Services	\$45,000	\$40,000	-\$5,000	-11.1%
313-2 Purchased Services	\$45,000	\$125,000	\$80,000	177.8%
316-1 Program Supervision	\$5,000	\$5,000	\$0	0.0%
316-2 Program Supervision	\$4,000	\$5,000	\$1,000	25.0%
1219 TOTAL =	\$99,000	\$175,000	\$76,000	76.8%
1240 - Pre School-SPED				
110-0 Teacher Salary	\$0	\$0		

140-0 Teacher Aide Salary	\$41,000	\$40,000	-\$1,000	-2.4%
210-0 FICA	\$3,500	\$3,500	\$0	0.0%
220-0 Retirement	\$3,500	\$3,500	\$0	0.0%
221-0 Retire Increase Rate	\$0	\$750	\$750	#DIV/0!
230-0 Health Insurance	\$0	\$0	\$0	#DIV/0!
290-0 Disability Insurance	\$1,100	\$250	-\$850	-77.3%
319-0 Purchased Services	\$1,500	\$500	-\$1,000	-66.7%
410-0 Supplies	\$1,500	\$500	-\$1,000	-66.7%
1240 TOTAL =	\$52,100	\$49,000	-\$3,100	-6.0%

1310 - High Ability Learner (HAL)

110-0 Teacher Salaries	\$12,000	\$12,500	\$500	4.2%
210-0 FICA	\$1,000	\$1,000	\$0	0.0%
220-0 Retirement	\$1,200	\$1,200	\$0	0.0%
221-0 Retire Rate Increase	\$0	\$200	\$200	#DIV/0!
230-0 Health Insurance	\$3,500	\$3,200	-\$300	-8.6%
260-0 Life Insurance	\$50	\$50	\$0	0.0%
290-0 Disability Insurance	\$100	\$100	\$0	0.0%
313-0 Purchased Services	\$5,000	\$5,000	\$0	0.0%
410-0 Supplies	\$1,000	\$1,000	\$0	0.0%
630-0 Dues/Entries/Fees	\$3,500	\$1,500	-\$2,000	-57.1%
1310 TOTAL =	\$27,350	\$25,750	-\$1,600	-5.9%

1330 - Driver Education

313-2 Purchased Services	\$3,500	\$4,000	\$500	14.3%
1330 TOTAL =	\$3,500	\$4,000	\$500	14.3%

2120 - Guidance

110-2 Teacher Salaries	\$21,000	\$48,000	\$27,000	128.6%
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210-2 FICA	\$1,750	\$3,750	\$2,000	114.3%
220-2 Retirement	\$2,000	\$4,500	\$2,500	125.0%
221-2 Retire Rate Increase	\$0	\$800	\$800	#DIV/0!
230-2 Health Insurance	\$0	\$16,000	\$16,000	#DIV/0!
240-2 Workers' Comp	\$100	\$100	\$0	0.0%
260-2 Life Insurance	\$50	\$100	\$50	100.0%
290-2 Disability Insurance	\$250	\$250	\$0	0.0%
410-0 Supplies	\$4,000	\$5,000	\$1,000	25.0%
630-0 Dues/Entries/Fees	\$250	\$1,500	\$1,250	500.0%
2120 TOTAL =	\$29,400	\$80,000	\$50,600	172.1%

#### 2190 - Other Pupil Support Services

110-2 Driver Salaries	\$10,000	\$10,000	\$0	0.0%
210-2 FICA	\$750	\$750	\$0	0.0%
220-2 Retirement	\$900	\$1,000	\$100	11.1%
221-2 Retire Rate Increase	\$0	\$250	\$250	#DIV/0!
410-2 Supplies	\$1,000	\$1,000	\$0	0.0%
630-2 Dues/Entries/Fees - C	\$2,500	\$5,000	\$2,500	100.0%
631-2 Dues/Entries/Fees - M	\$2,500	\$2,500	\$0	0.0%
632-2 Dues/Entries/Fees - S	\$2,500	\$2,500	\$0	0.0%
633-2 Dues/Entries/Fees - F	\$5,000	\$5,000	\$0	0.0%
634-2 Dues/Entries/Fees - S	\$5,000	\$5,000	\$0	0.0%
670-0 Travel/Mileage	\$5,000	\$5,000	\$0	0.0%
690-0 Miscellaneous (Power	\$7,500	\$7,500	\$0	0.0%
2190 TOTAL =	\$42,650	\$45,500	\$2,850	6.7%

#### 2222 - Library/Media Services

110-0 Teacher Salaries	\$48,000	\$50,000	\$2,000	4.2%
120-0 Substitute Salaries	\$0	\$1,000	\$1,000	#DIV/0!
210-0 FICA	\$3,750	\$3,900	\$150	4.0%
220-0 Retirement	\$4,500	\$4,500	\$0	0.0%

221-0 Retire Rate Increase	\$0	\$775	\$775	#DIV/0!
230-0 Health Insurance	\$13,000	\$12,750	-\$250	-1.9%
240-0 Workers' Comp	\$200	\$100	-\$100	-50.0%
260-0 Life Insurance	\$100	\$100	\$0	0.0%
290-0 Disability Insurance	\$300	\$350	\$50	16.7%
310-0 Repair Services	\$500	\$500	\$0	0.0%
319-0 Other Technical Servi	\$750	\$750	\$0	0.0%
410-0 Supplies	\$1,000	\$1,000	\$0	0.0%
430-0 Library Books	\$5,000	\$2,500	-\$2,500	-50.0%
440-0 Periodicals	\$2,500	\$1,000	-\$1,500	-60.0%
450-0 AV Materials	\$500	\$500	\$0	0.0%
530-0 Furniture/Equipment	\$10,000	\$5,000	-\$5,000	-50.0%
2222 TOTAL =	\$90,100	\$84,725	-\$5,375	-6.0%

#### 2310 - Board of Education

317-0 Legal Services	\$2,500	\$15,000	\$12,500	500.0%
318-0 Contracted Services	\$0	\$2,500	\$2,500	#DIV/0!
630-0 Dues/Entries/Fees	\$6,500	\$6,500	\$0	0.0%
640-0 Liability Insurance	\$2,000	\$2,500	\$500	25.0%
642-0 Fidelity Bond	\$500	\$500	\$0	0.0%
670-0 Travel/Mileage	\$500	\$1,000	\$500	100.0%
690-0 Miscellaneous	\$5,000	\$5,000	\$0	0.0%
2310 TOTAL =	\$17,000	\$33,000	\$16,000	94.1%

#### 2320 - Central Office Services

110-0 Superintendent	\$75,000	\$85,000	\$10,000	13.3%
140-0 Clerical Salary	\$43,000	\$45,500	\$2,500	5.8%
210-0 FICA	\$12,000	\$10,000	-\$2,000	-16.7%
220-0 Retirement	\$13,000	\$1,000	-\$12,000	-92.3%
221-1 Retire Rate Increase	\$0	\$3,000	\$3,000	#DIV/0!
230-0 Health Insurance	\$20,000	\$15,000	-\$5,000	-25.0%

240-0 Workers' Comp	\$1,000	\$100	-\$900	-90.0%
260-0 Life Insurance	\$300	\$300	\$0	0.0%
290-0 Disability Insurance	\$750	\$750	\$0	0.0%
318-0 Secured Services (So	\$7,500	\$500	-\$7,000	-93.3%
410-0 Supplies	\$2,500	\$2,500	\$0	0.0%
530-0 Furniture	\$2,000	\$1,000	-\$1,000	-50.0%
630-0 Dues/Entries/Fees	\$2,000	\$2,500	\$500	25.0%
670-0 Travel/Mileage	\$1,500	\$5,000	\$3,500	233.3%
690-0 Miscellaneous	\$2,500	\$500	-\$2,000	-80.0%
2320 TOTAL =	\$183,050	\$172,650	-\$10,400	-5.7%

#### 2410 - Building Level Administration

110-1 Principal Salary	\$80,000	\$82,500	\$2,500	3.1%
110-2 Principal Salary	\$35,000	\$30,000	-\$5,000	-14.3%
140-2 Clerical Salaries	\$37,500	\$45,000	\$7,500	20.0%
210-1 FICA	\$6,000	\$7,500	\$1,500	25.0%
210-2 FICA	\$6,000	\$7,500	\$1,500	25.0%
220-1 Retirement	\$7,000	\$8,500	\$1,500	21.4%
221-1 Retire Rate Increase	\$0	\$1,500	\$1,500	#DIV/0!
220-2 Retirement	\$7,000	\$7,500	\$500	7.1%
221-2 Retire Rate Increase	\$0	\$1,500	\$1,500	#DIV/0!
230-1 Health Insurance	\$25,000	\$16,000	-\$9,000	-36.0%
230-2 Health Insurance	\$0	\$5,000	\$5,000	#DIV/0!
240-1 Workers' Comp	\$500	\$100	-\$400	-80.0%
260-1 Life Insurance	\$250	\$250	\$0	0.0%
290-1 Disability Insurance	\$600	\$500	-\$100	-16.7%
290-2 Disability Insurance	\$600	\$500	-\$100	-16.7%
410-0 Supplies	\$10,000	\$10,000	\$0	0.0%
530-0 Furniture/Equipment	\$1,500	\$1,500	\$0	0.0%
630-0 Dues/Entries/Fees	\$3,000	\$2,000	-\$1,000	-33.3%
670-0 Mileage/Travel	\$2,500	\$2,500	\$0	0.0%
690-0 Miscellaneous	\$2,500	\$500	-\$2,000	-80.0%
2410 TOTAL =	\$224,950	\$230,350	\$5,400	2.4%

2510 - General Business

300-0 Copy Machines	\$30,000	\$35,000	\$5,000	16.7%
310-0 Repair Services	\$5,000	\$5,000	\$0	0.0%
311-0 Audit	\$10,000	\$10,000	\$0	0.0%
341-0 Postage	\$7,500	\$7,500	\$0	0.0%
342-0 Telephone	\$15,000	\$15,000	\$0	0.0%
350-0 Advertising/Printing	\$10,000	\$10,000	\$0	0.0%
500-0 Depreciation Transfer	\$0	\$0	\$0	#DIV/0!
520-0 Building & Grounds	\$2,500	\$2,500	\$0	0.0%
640-0 School District Insura	\$7,500	\$7,500	\$0	0.0%
660-0 Data Processing	\$1,000	\$7,500	\$6,500	650.0%
690-0 Miscellaneous	\$500	\$500	\$0	0.0%
2510 TOTAL =	\$89,000	\$100,500	\$11,500	12.9%

2520 - Vehicle Acquisition

530-0 Trucks, Tractors, Pass	\$30,000	\$25,000	-\$5,000	-16.7%
2520 TOTAL =	\$30,000	\$25,000	-\$5,000	-16.7%

2610 - Operation of Plant

110-0 Custodians' Salaries	\$100,000	\$100,000	\$0	0.0%
210-0 FICA	\$7,500	\$7,500	\$0	0.0%
220-0 Retirement	\$9,000	\$90,000	\$81,000	900.0%
221-1 Retire Rate Increase	\$0	\$2,000	\$2,000	#DIV/0!
230-0 Health Insurance	\$50,000	\$50,000	\$0	0.0%
240-0 Workers' Comp	\$1,500	\$100	-\$1,400	-93.3%
260-0 Life Insurance	\$250	\$250	\$0	0.0%
290-0 Disability Insurance	\$500	\$500	\$0	0.0%
321-0 Fuel/Natural Gas	\$50,000	\$50,000	\$0	0.0%
322-0 Electricity	\$65,000	\$70,000	\$5,000	7.7%

323-0 Water & Sewer	\$5,000	\$5,000	\$0	0.0%
324-0 Garbage Disposal	\$7,500	\$7,500	\$0	0.0%
410-0 Supplies	\$25,000	\$25,000	\$0	0.0%
2610 TOTAL =	\$321,250	\$407,850	\$86,600	27.0%

2620 - Maintenance of Plant

310-0 Repair Services	\$25,000	\$25,000	\$0	0.0%
312-0 Plumbing Work	\$5,000	\$5,000	\$0	0.0%
314-0 Heating Work	\$10,000	\$10,000	\$0	0.0%
315-0 Electrical Work	\$10,000	\$15,000	\$5,000	50.0%
327-0 Rentals & Leases	\$0	\$250	\$250	#DIV/0!
328-0 Property Insurance	\$15,000	\$15,000	\$0	0.0%
410-0 Supplies	\$7,500	\$7,500	\$0	0.0%
500-0 Depreciation Transfer	\$100,000	\$100,000	\$0	0.0%
530-0 Furniture/Equipment	\$6,250	\$10,000	\$3,750	60.0%
2620 TOTAL =	\$178,750	\$187,750	\$9,000	5.0%

2750 - Pupil Transportation

110-0 Driver Salaries	\$70,000	\$60,000	-\$10,000	-14.3%
210-0 FICA	\$5,500	\$5,000	-\$500	-9.1%
220-0 Retirement	\$6,500	\$5,000	-\$1,500	-23.1%
221-1 Retire Rate Increase	\$0	\$1,000	\$1,000	#DIV/0!
240-0 Workers' Comp	\$5,000	\$250	-\$4,750	-95.0%
336-0 Gas & Oil	\$50,000	\$75,000	\$25,000	50.0%
337-0 Tires & Parts	\$35,000	\$30,000	-\$5,000	-14.3%
338-0 Vehicle Repairs	\$15,000	\$20,000	\$5,000	33.3%
530-0 Equipment	\$500	\$500	\$0	0.0%
540-0 Bus Acquisition	\$75,000	\$50,000	-\$25,000	-33.3%
644-0 Vehicle Insurance	\$6,500	\$6,500	\$0	0.0%
690-0 Miscellaneous	\$1,500	\$500	-\$1,000	-66.7%

2750 TOTAL =	\$270,500	\$253,750	-\$16,750	-6.2%
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2760 - SPED School Age Pupil Transportation

110-0 Driver Salaries	\$15,000	\$25,000	\$10,000	66.7%
210-0 FICA	\$1,200	\$2,000	\$800	66.7%
220-0 Retirement	\$1,000	\$2,500	\$1,500	150.0%
221-1 Retire Rate Increase	\$0	\$500	\$500	#DIV/0!
240-0 Workers' Comp	\$100	\$100	\$0	0.0%
332-0 Mileage to Parents	\$0	\$2,500	\$2,500	#DIV/0!
336-0 Gas & Oil	\$5,000	\$7,500	\$2,500	50.0%
337-0 Tires & Parts	\$1,000	\$250	-\$750	-75.0%
338-0 Vehicle Repairs	\$500	\$250	-\$250	-50.0%
530-0 Equipment	\$100	\$100	\$0	0.0%
540-0 Vehicle Acquisition	\$0	\$0	\$0	#DIV/0!
644-0 Vehicle Insurance	\$1,500	\$100	-\$1,400	-93.3%
690-0 Miscellaneous	\$0	\$0	\$0	#DIV/0!
2750 TOTAL =	\$25,400	\$40,800	\$15,400	60.6%

3540 - State Early Childhood

690-0 Miscellaneous	\$0	\$20,000	-\$5,000	-100.0%
3540 TOTAL =	\$0	\$20,000	-\$5,000	-100.0%

3500 - State Categorical Programs

690-0 Miscellaneous	\$5,000	\$0	-\$5,000	-100.0%
3500 TOTAL =	\$5,000	\$0	-\$5,000	-100.0%

FEDERAL PROGRAMS

4200 - Title I

110-0 Teacher Salary	\$47,500	\$49,000	\$1,500	3.2%
120-0 Substitutes Salaries	\$0	\$1,500	\$1,500	#DIV/0!

140-0 Teacher Aide Salaries	\$40,000	\$40,000	\$0	0.0%
210-0 FICA	\$6,750	\$7,500	\$750	11.1%
220-0 Retirement	\$8,000	\$7,500	-\$500	-6.3%
221-0 Retire Rate Increase	\$0	\$1,500	\$1,500	#DIV/0!
230-0 Health Insurance	\$16,500	\$12,000	-\$4,500	-27.3%
410-0 Supplies	\$5,000	\$2,500	-\$2,500	-50.0%
4200 TOTAL =	\$123,750	\$121,500	-\$2,250	-1.8%

4310 - Title II-A (Class Size Reduction)

110-0 Teacher Salary	\$30,000	\$34,000	\$4,000	13.3%
120-0 Substitute Salaries	\$0	\$1,000	\$1,000	#DIV/0!
210-0 FICA	\$2,500	\$2,750	\$250	10.0%
220-0 Retirement	\$2,750	\$3,500	\$750	27.3%
221-0 Retire Rate Increase	\$0	\$600	\$600	#DIV/0!
230-0 Health Insurance	\$10,000	\$6,000	-\$4,000	-40.0%
410-0 Supplies	\$250	\$250	\$0	0.0%
4310 TOTAL =	\$45,500	\$48,100	\$2,600	5.7%

4593 - Poverty Plan

110-1 Teacher Salaries	\$55,000	\$57,000	\$2,000	3.6%
210-1 FICA	\$4,500	\$4,500	\$0	0.0%
220-1 Retirement	\$5,000	\$5,600	\$600	12.0%
221-1 Retire Rate Increase	\$0	\$950	\$950	#DIV/0!
230-1 Health Insurance	\$12,500	\$12,000	-\$500	-4.0%
410-1 Supplies	\$0	\$0	\$0	#DIV/0!
420-1 Textbooks	\$0	\$0	\$0	#DIV/0!
560-1 Computer Equipment	\$0	\$0	\$0	#DIV/0!
4593 TOTAL =	\$77,000	\$80,050	\$3,050	4.0%

4990 - REAP				
560-0 Computer Equipment	\$28,184	\$30,000	\$1,816	6.4%
4990 TOTAL =	\$28,184	\$30,000	\$1,816	6.4%

8000 - Transfers				
752-0 Athletics	\$30,000	\$25,000	-\$5,000	-16.7%
759-0 Lunch	\$10,000	\$30,000	\$20,000	200.0%
759-0 Transfer to Protect Bu	\$327,271	\$0	-\$327,271	-100.0%
8000 TOTAL =	\$367,271	\$55,000	-\$312,271	-85.0%

<b>Total Budget of Disbursements &amp; Transfers</b>	\$5,449,853	\$5,209,725	-\$240,128	-4.4%
<b>Total Disbursement &amp; Transfers-SPED</b>	\$911,240	\$816,050	-\$95,190	-10.4%
<b>Federal Programs Expenditures</b>	\$274,434	\$279,650	\$5,216	1.9%
<b>F Disbursements &amp; Transfers-NON SPED</b>	\$4,538,613	\$4,393,675	-\$144,938	-3.2%
<b>Total Budget of Expenditures</b>	\$5,449,853	\$5,209,725	-\$240,128	-4.4%
<b>Necessary Cash Reserve</b>	\$525,489	\$1,000,000	\$474,511	90.3%
<b>Total Budget Requirements</b>	\$5,975,342	\$6,209,725	\$234,383	3.9%

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**FRANKLIN PUBLIC SCHOOLS**  
**2012-2013 & 2013-2014**

**SALARY SCHEDULE, EXTRA DUTY, AND RELATED INFORMATION**

**SALARY SCHEDULE**

1. **PREVIOUS EXPERIENCE AND HOURS:** In employing teaching personnel, credit for previous experience may be granted up to a maximum of five years, and credit for graduate hours may be granted up to a maximum of 45 hours. The number of years and hours credited will be determined by the Superintendent of Schools. The years and hours allowed an individual upon signing his first contract shall be the base figure for all future contracts and will not be altered.
  
2. **VERTICAL ADVANCEMENT:** A teacher must have the recommendation of the administration staff (as represented by the Superintendent) before vertical movement on the salary schedule will be allowed. Lack of recommendation will in affect place the teacher on notice. In no instance will a teacher be held two consecutive years due to lack of administrative recommendation. If a teacher is not recommended a second year, that teacher will not be eligible for rehire as provided in Nebraska Stat. 79-1254 and due process will be provided as prescribed by that law.

Upon recommendation of the administrative staff (as represented by the Superintendent) a teacher who is frozen on a given step may be advanced downward one step as a result of commendable service to the system. There shall be no limit as to the number of advancements a teacher may be given.

In no case can a teacher move vertically more than one step per year.

3. **HORIZONTAL ADVANCEMENT:**
  - A. Credits earned to move on the salary schedule must be graduate level classes approved by the administration or be hours on an approved program leading to an advanced degree in the teacher's assigned area.
  
  - B. Credits earned after the opening day of school will not be allowed for salary schedule until the next contract year.
  
  - C. It is the teacher's responsibility to notify the Superintendent no later than May 15 if he intends to move horizontally on the schedule in the coming school term. If the teacher fails to notify the Superintendent by the date specified, he may not be advanced horizontally for the coming year.
  
  - D. In no case can a teacher move horizontally more than one step per year.
  
  - E. Teachers must present a transcript of their work prior to September 1 of the school term following the term in which such work was performed.

## **SALARY SCHEDULE continued**

4. **BASE SALARY AMOUNT:** The base salary amount for the 2012-13 school year will be \$30,475. The base salary amount for the 2013-14 school year will be \$31,175.
5. If a shortage of teachers in a specific field necessitates hiring off the schedule, then that teacher will receive half increments until such time as proper placement on the schedule is achieved.
6. **EXTENDED CONTRACT:** Pay for extended contracts beyond 185 days of the salary schedule pay shall be calculated by the following formula:  $1/185 \times$  that teacher's indexed salary  $\times$  number of additional days. Example -  $1/185 \times \$37,264 = \$201.42$  per day  $\times$  5 additional days = \$1,007.14.
7. Half-time teachers will receive 1/2 plus \$100 of their proper step of increments. Salaries will be based on a normal workload with no specified number of classes to allow for more equitable and flexible class scheduling.
8. **BOARD OF EDUCATION RESERVES RIGHT TO VARY FROM SCHEDULE:** The Board of Education has the right to designate any position as special, and vary from this schedule as they feel is essential to the welfare of the system.

## **OTHER**

A Section 125/Cafeteria Plan will be offered by the district and administered by a third party. The Section 125 Plan administrator will be selected by the district administration based on quality of service and cost to the district. Employees may voluntarily participate in the cafeteria plan for eligible medical and child care expenses.

## **TERMS AND CONDITIONS OF EMPLOYMENT**

1. **TEACHER CONTRACT LENGTH:** A teacher's contract shall be considered 185 days of service. A teacher who loses a day's salary shall be deducted  $1/185$  of their total annual salary. The Board may extend a teacher's contract beyond the normal 185 days.
2. **TEACHER DUTY HOURS:** A normal teaching day is from 7:50 AM to 3:50 PM. Early dismissal schedule teacher duty hours are from 7:50 AM to 2:10 PM. Teachers will be required to attend all meetings called by the school administration including meetings scheduled outside the regular duty hours listed herein.
3. **CERTIFICATE REGISTRATION:** Teachers must have a current certificate registered in the Superintendent's Office in order to receive a paycheck.
4. **SALARY PAYMENTS:** All salaries shall be paid in 12 equal payments except for those teachers employed after September 1. Those employed after September 1 shall be paid in equal payments with the last payment being in August. Payroll date is the 20<sup>th</sup> of each month.

5. EXTRA DUTIES NOT SPECIFICALLY LISTED: Extra duties not specifically listed are considered a part of the contractual agreement and may be assigned to any teacher.

## **INSURANCE BENEFITS**

1. HEALTH INSURANCE: The Board agrees to provide single dental insurance for the employee for school years **2012-2013 & 2013-14**. (dependents may be covered at the employee's expense)

The Board also agrees to provide health insurance based on the Four-Tier Membership Structure with BCBS **at the \$600 deductible level**. This coverage is to be the full dollar cost of premiums for school years **2012-2013 & 2013-14**. Part-time certified employees will receive a percentage of family or single coverage - such percentage to be based upon percentage of salary paid.

2. The Board of Education will authorize payment of full income protection insurance for all certified employees. Persons not wishing involvement in this fringe benefit will not be reimbursed the amount expended for monthly premiums.
3. LIFE INSURANCE: In conjunction with the Health Insurance plan the district provides \$15,000 of Life Insurance per employee. This rate is to be the full cost of premium for the **2012-2013 & 2013-14** school years.

## **SPECIAL LEAVES**

1. **SICK and DISCRETIONARY**. During the 2012-13 school year, staff will be entitled to 6 discretionary days and 6 sick days with up to 6 sick days rolling over into the sick day bank with a maximum accumulation of 45 days. During the 2013-14 school year, staff will be entitled to 3 discretionary days and 10 sick days with up to 10 sick days rolling over into the sick day bank with a maximum accumulation of 45 sick days.
2. PROFESSIONAL LEAVE: Each teacher shall be eligible for two days of professional leave each year. Additional days can be granted to each teacher for worthwhile opportunities with approval of the building supervisor.
3. EMERGENCY LEAVE: The Superintendent may grant emergency leave of absence in circumstances not covered by any other leave policies. Requests for such leave must be made in advance to the Superintendent and must have the Superintendent's approval. Generally speaking teachers will not be paid for these days and salary deductions will be made at a ratio of the number of days granted to the total days of service on the teacher's contract. Emergency leave is to be used for emergency or unusual circumstances and the Superintendent shall not permit its use to become routine or regular in nature.
4. JURY DUTY: Teachers who elect to serve on court juries rather than to apply for exemption (25-1601) shall receive their salary in full less per diem received from the courts.

5. PART-TIME EMPLOYEES will receive a FTE % of all leave listed in the negotiated agreement. Example – a .8 FTE instructor will receive 80% of all leave as outlined in the negotiated agreement.
6. BEREAVEMENT: Up to 5 days of paid leave per year shall be granted each teacher in the event of death of a teacher's spouse, child, son-in-law, daughter-in-law, parent, parent-in-law, brother, sister, brother-in-law, sister-in-law, grandparents and any other member of the immediate family. Additional bereavement leave may be granted by the Superintendent as needed. Such additional days would come from sick leave.



**Classified Salary Information**

<u>Position</u>	2011-2012	School Year			August 2011	
	<u>Hours/Weeks</u>	<u>Months</u>		<u>Salary</u>	<u>Benefits</u>	
Head Cook (Mary)1480 hr	40 hrs/37wk/185 dys	9	YR	19,537.00	B	
Bus Driver (Andy)499.5 hr	2.7 hours per day(13.5/wk)	9	YR	11,177.00	D	
Teacher Aide (Angie) 1330 hrs	35 hours/38 weeks	9	HR	11.39	C	
Secretary (Diana) 860 hrs	20 hours/43 wks/215dy	10	YR	21,314.00	F	
Teaching	.5 of Negotiated Base +\$100		YR	17,014.75		
Teacher Aide (Lacey) 1480 hr	40hrs/37 wks	9	YR	25,000.00	C	
Trainer		9	YR	1500.00	none	
Custodian (Pat) 2000 hrs	40 hours/50 weeks	12	YR	25,122.00	A	
Bus Driver (Gary) 499.5 hr	2.7 hours per day(13.5/wk)	9	YR	11,177.00	D	
Bus Driver (Lana) 499.5 hr	2.7 hours per day(13.5/wk)	9	YR	11,177.00	D	
Teacher Aide (Bev) 1295 hr	35 hrs/37 wks	9	HR	11.65	C	
Teacher Aide (Kathy) 1295 hr	35 hours/37 weeks	9	HR	9.67	C	
Maintenance (Stacey) 2000 hrs	40 hours/50 weeks	12	YR	29,020.00	A	
Driver (Stacey) 499.5 hr	2.7 hours per day(13.5/wk)	9	YR	11,177.00	N/A	
Cook Aide (Raelynn)/1156.25 hrs	31.25 hrs/37 weeks(*24 wks)	9	HR	8.50	C	*Mid Yr
Teacher Aide (Jessica) 1295 hr	35 hours/37 weeks	9	HR	8.36	C	
Teacher Aide (Ingrid) 1295 hr	35 hours/37 weeks	9	HR	13.00	C	
Custodian (John) 2000 hrs	40 hours/50 weeks	12	YR	25,122.00	A	
Teacher Aide (Bonnie) 1295 hr	35 hours/37 weeks	9	HR	10.71	C	
Teacher Aide (Sheryl) 1480 hr	40 hours/37 weeks	9	HR	9.67	C	
Cook Aide (Candi) /1202.5	32.5 hrs/37 weeks (14 wks)	9	YR	8.50	C	*Mid Yr
Off. Mgr.-Supt.(Sheri) 1720 hr	40hrs/37wks,20hrs/12 wks	12	YR	43,000.00	AA	
Teacher Aide (Barb) 1295	35 hours/37 weeks	9	HR	10.71	C	
Bus Driver (Kay) 499.5 hr	2.7 hours per day(13.5/wk)	9	YR	11,177.00	D	
Teacher Aide (Nichole) 1295 hr	35 hours/37 weeks	9	HR	10.14	C	
Teacher Aide (Kelsey) 1295 hr	35 hours/37 weeks	9	HR	8.36	C	
Cook Aide (Carla)+Bk/1295 hr	35 hrs/37 weeks(*6.5 to 7hr dy)	9	YR	12,241.38	C	*Chnged
Secretary (Jan) / 1640 hrs	40 hrs/41 wks	10	YR	17,481.00	C	

## Benefits

- A) Health insurance premiums at the same rate as is paid for certified staff
  - Single Dental
  - Life Insurance (\$15,000)
  - Disability Insurance
  - 12 Discretionary days per year
    - (6 days may be carried over to sick leave for a maximum of 45 sick days)
  - Bereavement Leave - 5 days per year
  - Vacation - two weeks, paid / TO BE USED PRIOR TO NEXT YEAR'S FALL WORKDAYS
  
- AA) Health insurance premiums at the same rate as is paid for certified staff
  - Single Dental
  - Life Insurance (\$15,000)
  - Disability Insurance
  - 25 Discretionary days per year
    - (unused days may be carried over to sick leave for a maximum of 45 sick days)
  - Bereavement Leave - 5 days per year
  - Summer hours approximately 20 hrs/week scheduled as desired
  
- B) Health insurance premiums at the same rate as is paid for certified staff
  - Single Dental
  - Life Insurance (\$15,000)
  - Disability Insurance
  - 12 Discretionary days per year
    - (6 days may be carried over to sick leave for a maximum of 45 sick days)
  - Bereavement Leave - 5 days per year
  
- C) Disability Insurance
  - 12 Discretionary days per year
    - (6 days may be carried over to sick leave for a maximum of 45 sick days)
  - Bereavement Leave - 5 days per year
  
- D) Discretionary Leave (5 days per year, non-cumulative)
  
- E) Disability Insurance
  - Leave (9 days per year/ discretionary / non-cumulative)
  - Bereavement Leave - 5 days per year
  
- F) Life Insurance --- did not take
  - Disability Insurance
  - 12 Discretionary days per year
    - (6 days may be carried over to sick leave for a maximum of 45 sick days)
  - Bereavement Leave - 5 days per year

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### **Substitute Teachers:**

Substitute teachers will be paid at a rate of \$100.00 per day. This rate will increase to \$105.00 per day after 5 consecutive days of substituting for the same teacher. Substitute teachers will not be eligible for fringe benefits regardless of length of service.



Dr. Schroeder, Mrs. Kahrs and Franklin Public School Board Members:

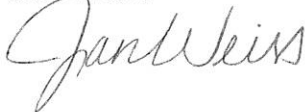
I'm writing this letter in request of a raise above the normal raise that might be offered to me. I want to let you all know that I greatly appreciate the opportunity to work for each of you and I love my job. However, the past year has made me realize that I'm sometimes doing the job of two people now that Nancy has left. Nancy use to handle a lot of the K-6 secretarial work such as the milk lunch, contact with students parents if needed, notes sent home among other things. Now that responsibility has been pushed over to me. I feel once Diana left the front office I was given more responsibility and now since Nancy has left that has happened again. I don't mind the extra work. But, while I have been given additional responsibility and tasks through the past few years, I feel my pay has not shown the increases with that.

When I brought this matter up to Ken he supplied me with a table of what the other TVC secretaries are paid and encouraged me to contact those secretaries to see what their daily "duties" are. I did contact the other TVC secretaries and asked them what they do on a regular basis. I have included that in an Excel file along with this letter. Granted I know it's easier for me to list most of what I do, then it is for them to think on the spot all of their duties and what they do. However, I feel the list does show that I'm doing a lot of what some schools are paying 2 secretaries and a bookkeeper to do.

Therefore, I would like to request an increase of \$13-\$15.00/hour or percentage equivalent to for a raise this year. I would like to remain on salary, with getting paid year round, and I'm not opposed to changing my contract to August 1 – May 31<sup>st</sup>.

Thank you for your time and consideration.

Jan Weiss

A handwritten signature in cursive script that reads "Jan Weiss". The signature is written in black ink and is positioned below the typed name.

School	Secretary:	Duties:	Years:
Blue Hill	April	High School Only	8
		PowerSchool Lunch	
Total Compensation:		Takes Attendance , then gives report to principal. He deals with it.	
		Nothing with AD's	
Deshler	Julie	K-12	6
		All of the Attendance	
Total Compensation:		Programs and Rosters	
		Nothing with Calendar	
		Nothing with Lunch	
Red Cloud	Leslie	7-12 Grade Only	1 1/2
		Attendance Reports and give to Principal	
Total Compensation:		Some of the Lunch Program - No Money	
		All programs and rosters	
Medical & Dental Ins.		Certificates	
		Enter calendar on website	
Kenesaw		K-12 Grades	7
		Takes most of the calls	
Total Compensation:		Attendance numbers	
		Lunch count only	
		Programs	
		Nothing with the calendar	

Lawrence	Leslie &	2 HS Secretaries / Split duties and Leslie helps with Library also	
Leslie - \$10.80	Pam	Leslie - Phones, attendance, reports, announcements, newsletter library aide, meds and AD Mailings	
Total Compensation: \$20,151.73		Pam - Lunch reports, typings for principal, Main Calendar	
Silver Lake	Cleo	7-12th Grade	21
\$13.03		Phone Calls	
Total Compensation: \$31,606.49		Lunch Deposits	
		No Attendance	
		AD Programs and Rosters	
		Supplies for Banquets	
Harvard	Lisa	K-12 Grade	3
\$13.86		Phone Calls	
Total Compensation: \$27,154.45		Filings	
		Announcements	
		NO Lunch Program	
		Watches a short list of attendance only otherwise principle does that.	
		copies for AD	
		Some Calendar scheduling of events	

Shelton	Vickie	7-12 Grade	35
\$15.70		3 main phone lines - In charge of HS line and only answers the others if they are not available	
Total Compensation:			
\$29,001.70		Lunch on PowerSchool	
		No Lunch	
		Helps AD's with programs. Keeps track of all letter winners, certificates.	
		No Calendar	
Franklin	Jan	K-12	7
\$10.66		All phone calls and messages	
Total Compensation:		Notes out to students	
\$20,386.13		Attendance K-12 - take it, find them, report it, keep track of who is in attendance trouble. Get Ken report ready for NSSRS	
		Lunch Program-create files, collections and deposits, reports for state, report for state aide	
		Enter information into PowerSchool and School Reach and keep that information as current as possible.	
		Help AD's - Get Rosters, Send out Rosters, Print Programs, Help schedules if needed, Put events on Calendar, Keep track of letter winners, Print all certificates.	
		Create School Calendar	
		Newsletter Mailing	
		Announcements and Sign	
		Distribute incoming mail, make sure mail goes out.	

FRANKLIN PUBLIC SCHOOLS  
BOARD OF EDUCATION

2012-13 PRIORITY TOPICS FOR SUPERINTENDENT TO FOCUS EFFORT ON

**Question: In addition to the day-to-day operation of the school district, what are the things upon which you want the superintendent to focus?**

1. Maintain cash reserve strength while adhering to budgeting limitations and parameters.
2. Develop positive relationships with our students. Stay engaged with and be visible within our community. Implement strategy to communicate our successes, acknowledge the community's involvement and support. Evaluate where we are as a school district and use this information to recommend future direction for the district.
  - a. **Fundraising Policy (Implement Adopted Policy and Review in Summer of 2013)**
3. Develop an on-going strategy for recruiting and attracting staff replacements that may be necessary over next few years.
  - a. **Retirement Incentive Policy**
  - b. **RIF Policy**
4. Continue to emphasize attention for improvements to and maintenance for our school facilities. Develop strategy to assure safety and security for our buildings, students and staff.
  - a. **Roof**
  - b. **Concrete & Drainage on South Side of Building**
  - c. **Concrete Parking Lot Near High Jump Pit Area**
  - d. **Flooring & Dishwasher Replacement in Kitchen Area**

**The following proposals received board support, thus can be attended to as time permits:**

- a. Maintain and work to improve on our technology programs.
- b. Continue the district's emphasis on curriculum and dual-credit courses.
- c. Evaluate and continue our alternative education and summer school programs.
  - a. **Full-Day Alternative Education/GED Center**
- d. **Board Policy Review**

**Evidence the board indicated they will accept to substantiate that the superintendent is making progress towards each of the performance objectives:**

Priority No. 1: Maintain the cash reserve strength while adhering to our budget.

Priority No. 2: Feedback received from the community.

Priority No. 3: Working the Career Fairs and qualified applications received.

Priority No. 4: Completion of summer work/maintenance projects.

Supplemental Proposals: Student enrollment statistics and updates provided to the board.

InstructionScope of Instructional Program

- A) The District shall provide instruction suitable to the needs of all who are legally eligible to attend school in the District.
- B) Except for special types of instruction, the instructional program may be arranged in units commonly designated as grades, each grade approximately the work of one (1) year. Such a program of instruction shall be organized into schools or other administrative units as follows:
1. The elementary school shall provide for the instruction of children kindergarten through **sixth** grade.
  2. The secondary school shall provide for the instruction of children in grades **seven (7)** through twelve (12). Within the secondary school grades **six (6)**, seven (7) and eight (8) may be treated as separate from grades nine (9) through twelve (12).
  3. Instruction appropriate to the needs of the community and individuals may be provided for adults and others beyond the age required to attend school.
  4. Departures from the above noted organizational plan for instruction may be made by the Superintendent upon approval of the Board of Education.

Date of Adoption: [Insert Date]

InstructionAssessments—Academic Content Standards

The Board of Education adopts the academic content standards of the State Board of Education (“State Board”). The adoption of the academic content standards includes the Language Arts (reading and writing) standards that were adopted by the State Board on December 11, 2008 and revised by the State Board on April 2, 2009, the Mathematics standards that were approved by the State Board on October 8, 2009, and the Science standards that were adopted by the State Board on October 6, 2010.

Unless other action is taken, the Board of Education adopts the standards to be adopted by the State Board in the area of Social Studies and such standards as are subsequently adopted or amended by the State Board.

The administration shall be responsible for implementing assessments on the state standards in accordance with the procedures established by the State Board and the Department of Education, including conducting assessments in the same subject areas and the same grade levels as established in the state standards, and the reporting of scores and sub-scores.

This policy does not supersede the existing standards adopted by the Board of Education (that is, the standards for Social Studies). Those standards are attached to and re-adopted as part of this policy. This policy does supersede the Language Arts, Mathematics and Science standards adopted by the Board of Education prior to 2009.

Legal Reference: Neb. Rev. Stat. §§ 79-760 to 79-760.05

Date of Adoption: [Insert Date]

InstructionTravel Allowances for Students, Staff, and Sponsors

Students, staff, and sponsors may incur travel-related expenses related to their involvement with the educational or extra curricular programming offered at Franklin Public Schools. The established meal rates listed below will be used for students, staff, or sponsors requesting reimbursement for meals in conjunction with school-related travel. At the request of the activity sponsor and upon approval by the superintendent, meal allowances may be requested in advance of activity trips by students, staff, and sponsors. Any unused portion of the meal allowance(s) distributed in advance of a meal should be returned to the business office upon return to the school. A receipt is required to be turned into the business office in order for students, staff, or sponsors to claim reimbursements for meals or lodging expenses.

***Per diem meal reimbursement and allowance rates:***

Breakfast	\$8.00
Lunch	\$12.00
Dinner	\$20.00
Total Allowable Per Diem Rate	\$40.00

***Per diem hotel allowances:***

Omaha, NE or Outside Nebraska-\$91  
Inside Nebraska-\$77

Date of Adoption: [Insert Date]

# FRANKLIN PUBLIC SCHOOLS

SCHOOL DISTRICT 506

1001 M Street

Franklin, Nebraska 68939

(308) 425-6283

Parents & Patrons-

I hope this letter finds you enjoying the fleeting days of summer with your family and eagerly anticipating the upcoming school year. The office staff, custodial staff, teachers, school board and administration of Franklin Public Schools have kept busy this summer making improvements and preparations for the upcoming school year. The Flyer Staff is looking forward to a fun and productive year of helping advance the intellectual and moral development of Franklin Public Schools' Children.

As you begin the 2012-13 school year, you'll notice that there have been several changes to the teaching staff since last year. Lacey Hoffman, who previously served as a para professional for Franklin Public Schools, was hired as an elementary teacher to replace Paige Bolin. Michelle Havenridge will replace Randy Lienemann as the 7-9<sup>th</sup> grade science teacher. Nathan Speer will replace Britta Kaltenbach as the new 10<sup>th</sup>-12 grade language arts teacher, and Kelly Simmons will replace Angie Kovarik as the school's K-12 guidance counselor.

As parents and patrons are aware, the school does so much more to help develop children than simply teach them academic skills. It is the school's duty to help promote the social, moral, intellectual, and physical development of each child. This year, staff will focus on developing their skills in two of these areas. The staff will be working inside a model known as the "40 Developmental Assets" to incorporate "positive behavioral support" in all classrooms. The push to engage the school's staff in training and development in the "40 Developmental Assets" was driven by concerned members of the Franklin community that included parents, community members, school board members, youth group leaders, law enforcement, and clergy. The "40 Development Assets" are assets that students need to possess in order to be successful in school and successful in life. These assets have been researched over many years and there is empirical evidence to suggest that the assets can be given to or cultivated in students in order to enrich their opportunities to be successful. It is the intent of the administration to continue to work with these community members and the staff to develop the assets in Franklin's Youth and to provide that support through a positive behavioral support model. In future months, you will be hearing more about the "40 Developmental Assets" from other community members and in this newsletter article. If you are interested in knowing more about them now, please visit <<http://www.search-institute.org/developmental-assets>>.

In addition to making positive changes to support the social and emotional development of Franklin's Youth, the school is also being lead by the government to make important changes to promote the physical well being of Franklin's Youth. That change comes in the form of nutritional modifications to the school's lunch program. Mary Goebel, Franklin Public School's Head Cook, and I attended training this summer to learn about the new "meal pattern" the school must use in order to be part of the state's school meals program. By participating in the school meals program, we receive financial reimbursement for each free/reduced priced meal served, and we are eligible to purchase government food commodities at a substantially discounted rate. The contribution made by parents of children who pay full price meals, coupled with the monetary reimbursement we receive for serving free/reduced price meals and the substantially discounted commodities prices allow the school meals program to remain operational. Without these three things, providing a school meal program would be financially impossible. In short, in order to get the financial support necessary to operate the school meal program that comes in the form of reimbursement for meals and discount priced commodities, you must follow the state's established meal pattern.

The new meal pattern basically requires that each meal follow a prescribed pattern. There has always been a meal pattern in the past. What is different about the new meal pattern is that maximum amounts of specific types of food are limited. In other words, in the past, there were minimum meal requirements for reimbursable meals, but there

was never a limit on the maximum amount of any specific type of food students could have. This new limitation means there will be a reduction in the size of the meal served students, particularly entrée items that contain high amounts of protein. According to the new meal plan, the average amount of protein a student can be served each day is 2 ounces. The notion being advanced by the new meal plan is a simple one. Students need to eat healthy food choices that are low in fat and sodium and that are reasonably proportioned.

About 8 or 9 years ago when the Atkins Diet craze was in full swing, I was discussing the diet with a old doctor who had practiced medicine for over 40 years. He had seen the evolution of the diet craze over the years. I was curious about his thoughts on the Atkin's Diet, so I asked him his opinion. The physician paused for a moment took a deep breath, lowered his brow, and said through his tri-focals, "Sonny, there's only one diet that works. Eat less. Move more." Portion size is half the equation to maintaining a healthy diet, food choice is the other. The new meal pattern targets both.

However, reducing portion sizes means that some of our students, particularly those with large appetites or who simply need more calories to get through the day such as athletes, may need to be creative to meet their nutritional needs. There are several ways students can satiate themselves to ensure they won't be left hungry by the new meal pattern. The new meal pattern makes no restriction on the amount of fruits and vegetables students can have with their meal. Mary and her staff have a super salad bar that students can eat as much as they want from at no additional costs. So, encourage your student to eat fruits and veggies from the salad bar if they are still hungry. Additionally, "seconds" are available to students for \$1.00. A K-6 meal price will be \$2.00 and a 7-12 meal price will be \$2.50 for the 2012-13 school year. Adding \$1.00 to either of those meal prices in order to satiate your student still provides for a fair value. Finally, if you know your student has a bus ride home or has practice after school, don't be afraid to tuck a granola bar or a piece of fruit in their backpack. Snacking between meals is perfectly acceptable and healthy provided those snack are of good nutritional value.

If you have suggestions or comments for me or for Mary on how the new meal pattern is affecting your student(s), we are willing to listen. We want the school meal program to continue to be a solid and successful program for meeting our students' nutritional needs.

I'm looking forward to seeing you and your students as the school year begins. If I can be of service to you in any way during this school year, please do not hesitate to contact me at the school at 425-6283 or by email at [kschroed@esu11.org](mailto:kschroed@esu11.org). I eagerly anticipate a successful and productive school year. GO FLYERS!

Ken Schroeder  
Franklin Superintendent of Schools

# 2012-2013 Enrollment

Date: August 9, 2012

	<b>Total</b>
Pre-School	24
Kindergarten	18
Grade 1	24
Grade 2	12
Grade 3	18
Grade 4	26
Grade 5	26
Grade 6	20
<b>Elementary Enrollment</b>	<b>168</b>

	<b>Total</b>
Grade 7	27
Grade 8	19
Grade 9	23
Grade 10	37
Grade 11	25
Grade 12	18
<b>High School Enrollment</b>	<b>149</b>

**Total Enrollment    317**

Registration Fee: \$55

(Includes Dinner)

Register at  
[www.nasbonline.org](http://www.nasbonline.org)

Cancellation Fee: \$20

No refunds after registration deadline

15 Awards of Achievement Points



### Agenda

4:45 p.m. Registration

5:00 p.m. Opening Session

5:30 p.m. Skill-Building Session #1

6:20 p.m. Skill-Building Session #2

7:10 p.m. Dinner & Awards

## Area Membership Meeting Breakout Sessions

**School Safety:** What do school board members need to know about school safety? This session will cover safety committees, employee training, key questions to ask of administrators and more. School Safety handouts and checklists will be distributed. Come prepared to chat and learn.

**Win-Win Negotiations:** Have you always gotten what you've wanted in a negotiation? LB397 has changed the face of negotiations for the 2013-2014 contract year. Win-Win Negotiations will help you develop the skills you need to become a solid negotiator.

**Creating Context Out of the Data Mountain:** Where student achievement facts are absent, people are happy to fill in the blanks with their own spin. Getting out in front of test data allows you to minimize the damage to your image and open up opportunities to attract support from many directions.

**Legislation, Government Relations & You:** This session will demonstrate where we are heading with a sneak peek at our new website and an introduction to some of the emerging social media options. We will also review the work of the Legislation Committee in developing the NASB legislative agenda for 2013.

**Changing Policies in a Changing Environment:** Update your technology policies, as we discuss changes in the areas of cellphone, laptop and Internet use, social websites and cyber-bullying. It's also an important time to review how your policies handle administrator evaluations under the latest expectations from the State of Nebraska.

**How Will Your Board Respond to LB870?:** This session will address the board's role and response to LB870 by exploring the data a board should expect to receive, assessment of the data, and its correlation to the board's role related to student achievement.