

Board of Education Regular Meeting
Monday, December 8, 2014 6:00 PM

Board Conference Room
520 East 9th Street
Imperial, NE 69033

Agenda

- I. Call to Order
- II. Approval of Agenda
- III. Approval of Minutes
- IV. Approval of Financial Report
- V. Public Comment
- VI. Reports
 1. Activity Director
 2. Principals
 3. Student Board Member
 4. Superintendent
- VII. Action Items
 1. Elections
 - a. Lisa Schilke - CACG Grant Coordinator
 - b. Ryan Coleman - Activities Custodian
 - c. Saresa Phillipson - Bus Driver
 2. Approve the report of the Americanism Committee
 3. Approve the Negotiated Contract with the Imperial Education Association for the 2015-2016 school year.
 4. Approve the Auditor's Report for the 2013-2014 school year
- VIII. Discussion Items
 1. Roof replacement for Summer of 2015
 2. Eliminating homemade snacks being brought to school for grades K-6
- IX. Adjourn

Board of Education Regular Meeting November 11, 2014 6:00 PM Board Conference Room

Attendance Taken at 6:01 PM:

Present Board Members: Thomas Gaschler, Dirk Haarberg, Karl Meeske, Jeff Olsen, Dan Reeves, Gregg Smith, Penny Strand, Sheila Stromberger

Absent Board Members: Willy O'Neil

I. Call to Order Discussion: Visitors present were as follows: Jason Speck, Kim Wilson, Janet Sheaffer, Sherryl Clevenger, and Jan Schultz. Steve Wallin arrived at 6:10 pm.

II. Approval of Agenda Motion Passed: Motion to approve the agenda as presented passed with a motion by Dirk Haarberg and a second by Dan Reeves. Thomas Gaschler-Yes, Dirk Haarberg-Yes, Karl Meeske-Yes, Willy O'Neil-Absent, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes.

III. Approval of Minutes Motion Passed: Motion to approve the minutes as corrected passed with a motion by Karl Meeske and a second by Gregg Smith. Thomas Gaschler-Yes, Dirk Haarberg-Yes, Karl Meeske-Yes, Willy O'Neil-Absent, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes.

IV. Approval of Financial Report Motion Passed: Motion to approve the financial report in the amount of \$643,861.22 passed with a motion by Karl Meeske and a second by Dirk Haarberg. Thomas Gaschler-Yes, Dirk Haarberg-Yes, Karl Meeske-Yes, Willy O'Neil-Absent, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes.

V. Public Comment Discussion: No discussion was noted.

VI. Reports

VI.A. Activity Director Discussion: Fall sports are completed and Winter sports are beginning. Already, Chase County Schools (CCS) has had two Junior High wrestling meets at Sutherland and Hershey, with 17 students participating. High School girls started conditioning this week with practice beginning Monday, November 17th. Preliminary numbers for High School- 27 girls' basketball, 31 boys basketball, 15 wrestlers, and 28 for One Act with crew members included. Mr. Hauxwell attended the NSIAAA conference Nov. 8-10th in Kearney. Conference topics of included Social Media, "Why We Play" and the potential to provide a deep and lasting positive impact on the students who participate, and Bullying and Sexual Harassment. He noted locker room and travel supervision, facility safety, liability coverage under the Recreation Activity Act, and officiating recruiting were also discussed. The District 5 Meeting is in McCook Wednesday November 12. Hauxwell noted he will be looking at and voting on upcoming proposals, with no major items of note, other than season dates and language.

VI.B. Principals Discussion: Elementary Principal, Mrs. Stewart began her report with several highlight videos from within the classroom of students' hands on science learning under the new curriculum, as well as a brief presentation in the classroom by 5th grade teacher, Janet Sheaffer. Stewart mentioned the ELL and Migrant family event held Nov. 6 at CCS was attended by twelve parents and about fifteen children. Stewart added that the RTI team leaders went to an intensive professional development seminar in Des Moines, IA. In addition, fourth grade teachers attended a narrative writing seminar and will be sharing at the next staff meeting. The Elementary assembly to show case student achievement and positive behavior will be held Nov. 21. Stewart

has been working on teacher evaluations, using the Nebraska Framework for Effective Teaching, which she will continue during November. Other dates she noted was the Veteran's Day program held November 11, National Young Readers Week Nov. 10-14, and November 17, Stewart will take the Principal's challenge and read to students all day. She mentioned an elementary art mural project and contest Ms. Tomaso has begun the award ceremony she attended for Mrs. Schuller, PE Teacher of the Year, and lastly the Honor Choir performance in Lincoln. In closing, she highlighted that nearly all elementary teachers were able to meet with 80% or more of their students' parents during parent-teacher conferences.

High School Principal Sorensen opened noting that between October 22nd and 30th thirteen high school teachers attended PLC workshops in Trenton. Subject areas included Industrial Technology, Family Consumer Science, Ag., Foreign Language, English, SPED/Title I, Math, Business and Science. Other professional development included two teachers attending the Fall NETA Conference in Kearney, one attended a state standards math conference, and our music teachers will be attending the Nebraska Music Educators Conference in November. Sorensen noted on the average high school parent attendance at parent-teacher conferences was approximately 10-15%, with the exception of junior high teachers, where the percentages were a little higher at 25-30%. Lastly he noted the career fair held November 6th in the CCS gym. Approximately 21 businesses attended, while students in grades 10-12 each spent approximately 30 minutes talking to the presenters regarding potential careers. Lastly, Sorensen sought Board thoughts regarding the possible sale of the Wellington field goal posts after he had been approached by Grand Island Northwest, however, the Board decided they were not interested in the sale.

VI.C. Student Board Member Discussion: Student Board Member Jessica Hartman highlighted the new internet is a much appreciated improvement, while expressing continued concern for the student parking lot. Board Member Stromberger inquired as to the surface and Supt. Schoeppey noted it just requires continual, monthly, maintenance. Board Member Smith inquired regarding the National FFA trip, and Hartman highlighted that the Sr. Parliamentary Pro and Marketing Plan teams were the first local teams ever to be on the National final four stage.

VI.D. Superintendent Discussion: Supt. Schoeppey began noting the dual credit (DC) courses currently offered at CCS and then DC enrollment verses total enrollment in each. Class offerings include Personal Finance (13 DC of 27), Art Appreciation (4 DC of 9), Advanced Biology (8 DC of 9), Public Speaking (8 DC of 8), Advanced Welding (1 DC of 3), Expository Writing Online (1 DC of 1), and Intro to Sociology Online (1 DC of 1). He further noted the in upper level math & science courses the following enrollments: Physics-3, Trigonometry-18, Sr. Math-6, and Chemistry-7. Schoeppey believes that GPA concern is a related issue as to why more students do not take advanced and or DC courses. Discussion has been held regarding weighting the advanced courses. Schoeppey noted such a weighting would also result in the determination of one valedictorian and one salutatorian. In regards to the ESU technology recommendations from the last Board meeting, Schoeppey has discussed with Jerel Fortkamp, on-site Allo Consultant, as to what Fortkamp is able to do, verses what will need to be outsourced. At this point, Fortkamp has created 3 networks but to date no filters on any network have been implemented. Filters will be the next phase. Schoeppey gave a brief update on Sch. B of the negotiated agreement, noting the committee continues to meet and discuss further. Schoeppey also noted the NASB conference will be next week, and he and two Board members will be in attendance. Lastly, Schoeppey wanted to thank Sandy O'Neil and FBLA for an exceptional Veteran's Day program, congratulate Mr. Vlasin & Mr. Speck for the National FFA success, and Mrs. Schuller and Mr. Zuege, respectively, on a best record for VB and Cross Country ending the season 5th in the state. Smith inquired regarding news on the sale of the BCI bus and Schoeppey noted no interest to date. Stromberger inquired regarding

the 5th year program, and Sorensen noted currently one 5th year program student.

VII. Action Items

VII.A. Elections Motion Passed: Approve elections as presented passed with a motion by Sheila Stromberger and a second by Karl Meeske. Thomas Gaschler-Yes, Dirk Haarberg-Yes, Karl Meeske-Yes, Willy O'Neil-Absent, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes.

VII.A.1. Rebecca Koellner - Instructional Aide

VII.A.2. Alex McNair - Girl's Jr. High Basketball Head Coach

VII.A.3. Brian Strand - Girl's Jr. High Basketball Assistant

VII.A.4. Matt Hanna - Boy's High School Basketball Assistant Coach

VII.A.5. Scott Way - Freshmen Boys' Basketball Coach

VII.A.6. Stacy Towns - Bus Driver

VII.A.7. Jodie Liess - One Act Assistant

VII.A.8. Al Zuege - Bus Driver

VII.B. Resignations Motion Passed: Approve resignations as presented passed with a motion by Karl Meeske and a second by Dirk Haarberg. Thomas Gaschler-Yes, Dirk Haarberg-Yes, Karl Meeske-Yes, Willy O'Neil-Absent, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes.

VII.B.1. Dr. Brad Schoeppey - Superintendent

VII.B.2. Ruby Valencia - Activities Custodian

VIII. Discussion Items

VIII.A. Executive Session to discuss negotiations Motion Passed: Motion to move into executive session at 7:25 pm to discuss negotiations passed with a motion by Dirk Haarberg and a second by Dan Reeves. Thomas Gaschler-Yes, Dirk Haarberg-Yes, Karl Meeske-Yes, Willy O'Neil-Absent, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes. Discussion: Board exited executive session at 8:30 pm and no action was taken.

IX. Adjourn Discussion: Meeting was adjourned at 8:35 pm.

Board President

Board Secretary

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2014 to 11/30/2014.

Activity ID	Activity Name			Approved by	
Site ID	Site Name			Description	Amount
Check #	Issue Date	Vendor Name			
Status	Status Date	PO Number	1099?		
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1600	FCCLA				
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Chase NE	Chase County Schools				
009197	11/12/2014	FCCLA Lock Box Operations		Audrey Jennings-Meeske	
Cleared	11/30/2014	00661	No		65.00
009203	11/18/2014	Deli International		Audrey Jennings-Meeske	
Printed	11/18/2014	00669	No		1,720.50
Total for Chase NE - Chase County Schools:					1,785.50
Total for 1600 - FCCLA:					1,785.50
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1700	FFA				
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Chase NE	Chase County Schools				
009188	11/12/2014	U.S. Bank		Audrey Jennings-Meeske	
Cleared	11/30/2014	00646	No	FFA Ace Rent a Car	240.00
009192	11/12/2014	National FFA Organization		Audrey Jennings-Meeske	
Cleared	11/30/2014	00554	No	FFA Jackets	1,521.50
009194	11/12/2014	Jason Speck		Audrey Jennings-Meeske	
Cleared	11/30/2014	00663	Yes	National FFA	2,519.28
009202	11/18/2014	Imperial Republican		Audrey Jennings-Meeske	
Cleared	11/30/2014	00673	No	FFA Subscription	32.00
Total for Chase NE - Chase County Schools:					4,312.78
Total for 1700 - FFA:					4,312.78
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2100	STUDENT COUNCIL				
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Chase NE	Chase County Schools				
009204	11/18/2014	Superfoods		Audrey Jennings-Meeske	
Cleared	11/30/2014	00668	No		13.43
009205	11/18/2014	Pepsi Cola		Audrey Jennings-Meeske	
Cleared	11/30/2014	00670	No		639.04
Total for Chase NE - Chase County Schools:					652.47
Total for 2100 - STUDENT COUNCIL:					652.47
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2200	FBLA				
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Chase NE	Chase County Schools				
009208	11/18/2014	Ozark Delight		Audrey Jennings-Meeske	
Printed	11/18/2014	00672	No	Suckers	156.20

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2014 to 11/30/2014.

Activity ID	Activity Name			Approved by	
Site ID	Site Name	Vendor Name		Description	Amount
Check #	Issue Date	PO Number	1099?		
Status	Status Date				
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2950	Grant Reimbursement				
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Chase NE	Chase County Schools				
009207	11/18/2014	ACT Aspire		Audrey Jennings-Meeske	
Cleared	11/30/2014	00666	No	Spring 2014	52.65
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3103	CCHS VOLLEYBALL				
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Chase NE	Chase County Schools				
009187	11/06/2014	Nebraska School Activities Association		Audrey Jennings-Meeske	
Cleared	11/30/2014	00652	No	2014 State Volleyball Tickets	61.00
009201	11/18/2014	U.S. Bank		Audrey Jennings-Meeske	
Cleared	11/30/2014	00645	No	NCA Membership	40.00
Total for Chase NE - Chase County Schools:					101.00
Total for 3103 - CCHS VOLLEYBALL:					101.00
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3106	CCHS BOYS BASKETBALL				
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Chase NE	Chase County Schools				
009201	11/18/2014	U.S. Bank		Audrey Jennings-Meeske	
Cleared	11/30/2014	00648	No	Polaroid 37mm lens and 7" filming case	110.87
009201	11/18/2014	U.S. Bank		Audrey Jennings-Meeske	
Cleared	11/30/2014	00649	No	iPadmini & tripod w/accessories	292.89
Total for Chase NE - Chase County Schools:					403.76
Total for 3106 - CCHS BOYS BASKETBALL:					403.76
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3122	JH VOLLEYBALL				
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Chase NE	Chase County Schools				
009212	11/18/2014	Hauff Sports		Audrey Jennings-Meeske	
Cleared	11/30/2014	00678	No	Volleyball Jerseys	1,565.68
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3124	JH BOYS BASKETBALL				
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Chase NE	Chase County Schools				
009211	11/18/2014	Sutherland Public Schools		Audrey Jennings-Meeske	
Printed	11/18/2014	00676	No	JH Wrestling invite 11/7/14	40.00

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2014 to 11/30/2014.

Activity ID	Activity Name			Approved by	
Site ID	Site Name	Vendor Name	1099?	Description	Amount
Check #	Issue Date	PO Number			
Status	Status Date				
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3125	JH WRESTLING				
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Chase NE	Chase County Schools				
009198	11/12/2014	Sutherland Public Schools		Audrey Jennings-Meeske	
Void	11/18/2014	00654	No	Postage	40.00
009198	11/12/2014	Sutherland Public Schools		Audrey Jennings-Meeske	
Void	11/18/2014	00654	No	Postage	-40.00
009199	11/12/2014	Hershey Public Schools		Audrey Jennings-Meeske	
Cleared	11/30/2014	00653	No	JH Wrestling @ Hershey 11/10/14	40.00
009209	11/18/2014	Medicine Valley Public Schools		Audrey Jennings-Meeske	
Cleared	11/30/2014	00675	No	JH Wrestling @ Medicine Valley 11/21/14	45.00
009210	11/18/2014	North Platte St. Pat's		Audrey Jennings-Meeske	
Printed	11/18/2014	00674	No	JH Wrestling @ North Platte St. Pats 11/17/14	35.00
Total for Chase NE - Chase County Schools:					120.00
Total for 3125 - JH WRESTLING:					120.00
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3470	Electric Car Project				
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Chase NE	Chase County Schools				
009195	11/12/2014	VEX Robotics		Audrey Jennings-Meeske	
Cleared	11/30/2014	00607	No	replace keys and gussetts	104.25
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3600	SHOW CHOIR				
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Chase NE	Chase County Schools				
009189	11/12/2014	Cash		Audrey Jennings-Meeske	
Cleared	11/30/2014	00647	No	Show Choir Contest in Scottsbluff	220.00
009193	11/12/2014	Pom Poms		Audrey Jennings-Meeske	
Printed	11/12/2014	00658	No	Reimburse for show choir payment made.	2,120.00
009200	11/13/2014	Grand Island High School		Audrey Jennings-Meeske	
Cleared	11/30/2014	00664	No	Registration fee For Invitational	225.00
Total for Chase NE - Chase County Schools:					2,565.00
Total for 3600 - SHOW CHOIR:					2,565.00

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2014 to 11/30/2014.

Activity ID	Activity Name			Approved by	
Site ID	Site Name	Vendor Name		Description	Amount
Check #	Issue Date	PO Number	1099?		
Status	Status Date				
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3601	MUSICAL				
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Chase NE	Chase County Schools				
009190	11/12/2014	Randy Hayes		Audrey Jennings-Meeske	
Cleared	11/30/2014	00657	Yes	Items purchased for musical	242.02
009201	11/18/2014	U.S. Bank		Audrey Jennings-Meeske	
Cleared	11/30/2014	00650	No	Postage	37.49
					<u>279.51</u>
Total for Chase NE - Chase County Schools:					279.51
Total for 3601 - MUSICAL:					279.51
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3900	DRAMA				
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Chase NE	Chase County Schools				
009213	11/18/2014	Weissman Designs for Dance		Audrey Jennings-Meeske	
Cleared	11/30/2014	00677	No		348.30
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5555	MILK VENDING ACCOUNT				
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Chase NE	Chase County Schools				
009191	11/12/2014	Hiland Dairy Foods		Audrey Jennings-Meeske	
Cleared	11/30/2014	00655	No	milk. smoothies	68.95
009191	11/12/2014	Hiland Dairy Foods		Audrey Jennings-Meeske	
Cleared	11/30/2014	00651	No	milk. smoothies	61.84
009196	11/12/2014	Hiland Dairy Foods		Audrey Jennings-Meeske	
Cleared	11/30/2014	00662	No	milk. smoothies	55.63
009206	11/18/2014	Hiland Dairy Foods		Audrey Jennings-Meeske	
Cleared	11/30/2014	00665	No	milk. smoothies	92.32
					<u>278.74</u>
Total for Chase NE - Chase County Schools:					278.74
Total for 5555 - MILK VENDING ACCOUNT:					278.74
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9200	Kindergarten Snacks				
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Chase NE	Chase County Schools				
009201	11/18/2014	U.S. Bank		Audrey Jennings-Meeske	
Cleared	11/30/2014	00671	No		115.25
					<u>115.25</u>
Grand Total :					12,881.09

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 11/01/2014 to 11/30/2014.

Site ID Group ID	Site Name Group Name Activity ID Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
Chase	Chase County Schools					
A	ATHLETICS					
3100	CCHS ATHLETICS	28,189.66	141.75	0.00	0.00	28,331.41
3101	CCHS SOFTBALL	-5,887.47	0.00	0.00	0.00	-5,887.47
3102	CCHS FOOTBALL	12,418.21	0.00	0.00	0.00	12,418.21
3103	CCHS VOLLEYBALL	-551.77	0.00	101.00	0.00	-652.77
3104	CCHS X COUNTRY	-534.89	0.00	0.00	0.00	-534.89
3105	CCHS GIRLS BASKETBALL	727.22	0.00	0.00	0.00	727.22
3106	CCHS BOYS BASKETBALL	-854.30	0.00	403.76	0.00	-1,258.06
3107	CCHS WRESTLING	-3,098.84	0.00	0.00	0.00	-3,098.84
3108	CCHS GIRLS TRACK	-2,175.01	0.00	0.00	0.00	-2,175.01
3109	CCHS BOYS TRACK	-3,572.92	0.00	0.00	0.00	-3,572.92
3110	CCHS GOLF	4,121.32	0.00	0.00	0.00	4,121.32
3111	Golf Three Peaks Donation Fund	3,126.75	0.00	0.00	0.00	3,126.75
3112	Football Three Peaks Donation	-395.35	0.00	0.00	0.00	-395.35
3120	CCES ATHLETICS	771.80	0.00	0.00	0.00	771.80
3121	JH FOOTBALL	-1,419.22	0.00	0.00	0.00	-1,419.22
3122	JH VOLLEYBALL	-2,242.19	0.00	1,565.68	0.00	-3,807.87
3123	JH GIRLS BASKETBALL	-4,959.20	0.00	0.00	0.00	-4,959.20
3124	JH BOYS BASKETBALL	-3,531.70	0.00	40.00	0.00	-3,571.70
3125	JH WRESTLING	-606.90	0.00	120.00	0.00	-726.90
3126	JH GIRLS TRACK	-266.98	0.00	0.00	0.00	-266.98
3127	JH BOYS TRACK	-497.83	0.00	0.00	0.00	-497.83
3130	P.E. Uniform Resale	-1,810.50	30.00	0.00	0.00	-1,780.50
3140	Milner HS Benefit Fund	250.00	0.00	0.00	0.00	250.00
3150	Speed Camp	156.00	0.00	0.00	0.00	156.00
3160	AD Savings	6,990.09	648.80	0.00	0.00	7,638.89
	A Totals:	24,345.98	820.55	2,230.44	0.00	22,936.09
B	CLUBS & ORGANIZATIONS					
1500	CHEERLEADERS	3,294.95	0.00	0.00	0.00	3,294.95
1900	ANNUAL	23,945.05	11,260.00	0.00	0.00	35,205.05
1901	CCES Yearbook	2,299.60	0.00	0.00	0.00	2,299.60
2000	THESPIANS	123.11	0.00	0.00	0.00	123.11
2100	STUDENT COUNCIL	934.01	222.00	652.47	0.00	503.54
2200	FBLA	2,826.74	1,439.04	156.20	0.00	4,109.58
2500	Exploring Free Enterprise	251.74	0.00	0.00	0.00	251.74
2600	CCS FLOWER FUND	160.00	0.00	0.00	0.00	160.00
2700	TECHNOLOGY	11,473.26	459.10	0.00	0.00	11,932.36
3470	Electric Car Project	558.17	150.00	104.25	0.00	603.92
	B Totals:	45,866.63	13,530.14	912.92	0.00	58,483.85
C	CLEARING ACCOUNTS					
1000	11 Alumni Clearing	136.71	0.00	0.00	0.00	136.71
1002	10 - Alumni Clearing	971.48	0.00	0.00	0.00	971.48
2300	SPECIAL EDUCATION DONATIONS	617.42	0.00	0.00	0.00	617.42

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 11/01/2014 to 11/30/2014.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
2800	Elementary Activity Fund			332.49	0.00	0.00	0.00	332.49
2860	6th Grade Activity			0.00	0.00	0.00	0.00	0.00
2900	Art Resale			1,294.13	0.00	0.00	0.00	1,294.13
2950	Grant Reimbursement			-190.00	0.00	52.65	0.00	-242.65
3000	Defibulator Training & Flu Vaccination Fund			845.89	0.00	0.00	0.00	845.89
3200	Asslgnment Books			2,027.50	6.00	0.00	0.00	2,033.50
3300	Lock ReSale			1,099.35	0.00	0.00	0.00	1,099.35
3703	Band Instrument Rental			400.00	0.00	0.00	0.00	400.00
3800	MONTHLY INTEREST ACCRUAL			1,388.91	22.24	0.00	0.00	1,411.15
4000	ADULT EDUCATION			706.48	0.00	0.00	0.00	706.48
5000	Special Projects			13,259.16	0.00	0.00	0.00	13,259.16
5100	Stadium Chairs-FBLA/FCCLA			0.00	0.00	0.00	0.00	0.00
5200	Library Book Sales			181.63	0.00	0.00	0.00	181.63
5500	Breakfast			1,554.89	0.00	0.00	0.00	1,554.89
5555	MILK VENDING ACCOUNT			2,722.14	296.00	278.74	0.00	2,739.40
9000	Clearing Account			4,586.22	0.00	0.00	0.00	4,586.22
9100	Kiewit (Emergency Clothing and Food Assistanc			12.17	0.00	0.00	0.00	12.17
9200	Kindergarten Snacks			363.63	0.00	115.25	0.00	248.38
9500	Staff and Student Appreciation			380.00	0.00	0.00	0.00	380.00
C Totals:				32,690.20	324.24	446.64	0.00	32,567.80
D FINE ARTS								
3600	SHOW CHOIR			4,349.96	0.00	2,565.00	0.00	1,784.96
3601	MUSICAL			3,458.25	0.00	279.51	0.00	3,178.74
3602	Show Choir Outfits			-578.18	0.00	0.00	0.00	-578.18
3650	Elementary Music Resale			59.62	0.00	0.00	0.00	59.62
3700	BAND RESALE			540.00	0.00	0.00	0.00	540.00
3701	JAZZ BAND			-96.27	0.00	0.00	0.00	-96.27
3702	BAND FUNDRAISER			568.65	0.00	0.00	0.00	568.65
3704	SPVA Music			798.76	0.00	0.00	0.00	798.76
3750	District XI Music			-275.44	0.00	0.00	0.00	-275.44
3900	DRAMA			1,796.17	0.00	348.30	0.00	1,447.87
7000	Fine Arts			4,525.43	0.00	0.00	0.00	4,525.43
D Totals:				15,146.95	0.00	3,192.81	0.00	11,954.14
E GRADUATING CLASSES								
1001	Class of 2016			7,384.00	503.00	0.00	-21.00	7,866.00
1100	CLASS OF 2014			160.93	0.00	0.00	0.00	160.93
1117	Class of 2017			3,107.00	0.00	0.00	0.00	3,107.00
1150	Class of 2018			1,347.00	0.00	0.00	0.00	1,347.00
1200	CLASS OF 2015			3,484.83	0.00	0.00	0.00	3,484.83
1300	CLASS OF 2012			0.00	0.00	0.00	0.00	0.00
1400	CLASS OF 2013			96.34	0.00	0.00	0.00	96.34
E Totals:				15,580.10	503.00	0.00	-21.00	16,062.10

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 11/01/2014 to 11/30/2014.

Site ID Group ID	Site Name Group Name Activity ID Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
F	VOCATIONAL ORGANIZATIONS					
1600	FCCLA	8,761.36	97.20	1,785.50	0.00	7,073.06
1650	Pro-Start	778.89	0.00	0.00	0.00	778.89
1700	FFA	439.89	110.00	4,312.78	0.00	-3,762.89
1701	FFA FARM ACCOUNT	3,217.27	0.00	0.00	0.00	3,217.27
1702	FFA MEMORIAL	3,010.98	0.00	0.00	0.00	3,010.98
3400	I.A. RESALE	-3,171.62	210.00	0.00	0.00	-2,961.62
3410	Building Construction	5,000.00	0.00	0.00	0.00	5,000.00
3450	SKILLS USA	117.69	0.00	0.00	0.00	117.69
3500	DIVERSIFIED OCCUPATIONS	78.02	0.00	0.00	0.00	78.02
3550	Building Construction	248.75	0.00	0.00	0.00	248.75
	F Totals:	18,481.23	417.20	6,098.28	0.00	12,800.15
G	Scholarships					
1703	Doug Kunemann Memorial	92.40	0.00	0.00	0.00	92.40
2110	Gladys B Smith & Les Smith Scholarship Fund	1,800.00	0.00	0.00	0.00	1,800.00
2111	Wood Scholarship	0.00	0.00	0.00	0.00	0.00
2112	Jaeger Scholarship	0.19	0.00	0.00	0.00	0.19
2113	Alta Heir	2,000.00	0.00	0.00	0.00	2,000.00
	G Totals:	3,892.59	0.00	0.00	0.00	3,892.59
	Chase Totals:	156,003.68	15,595.13	12,881.09	-21.00	158,696.72
	Report Totals:	156,003.68	15,595.13	12,881.09	-21.00	158,696.72

Bank Account Reconciliation Report

Accounting Cycle: FY14-15; Bank: Bond Fund Adams Bank - Bond Fund; Bank Account: 2435729 - Bond Fund; Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/1/2014	\$ 213,532.02	11/30/2014	\$ 213,561.50

Date	Source Document	Item Number	Description	Deposit	Withdrawal
11/28/2014	Bond Fund Nov 2014	Bond Fund Nov 2014	Bond Fund Nov 2014	\$ 29.48	
Subtotal				\$ 29.48	\$ -

Accounting Cycle: FY14-15; Bank: Building Fund First State Bank - Building Fund; Bank Account: 616435 - Building Fund; Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/1/2014	\$ 414,671.17	11/30/2014	\$ 419,218.77

Date	Source Document	Item Number	Description	Deposit	Withdrawal
11/10/2014	Bldg Fund Nov 2014	Bldg Fund Nov 2014	Bldg Fund Nov 2014	\$ 4,547.60	
Subtotal				\$ 4,547.60	\$ -

Accounting Cycle: FY14-15; Bank: Clearing Pinnacle Bank - Clearing Account; Bank Account: 7800901808 - Clearing Fund;
Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/1/2014	\$ 28,141.91	11/30/2014	\$ 30,987.37

Date	Source Document	Item Number	Description	Deposit	Withdrawal
11/12/2014	Clearing Nov 2014	Clearing Nov 2014	Clearing Nov 2014	\$ 70,585.02	
11/17/2014	00006787	00006787	Oct Retirement Paid Nov 10th;		\$ 63,005.70
11/17/2014	ClearingBCBSNov	1563	Blue Cross-Blue Shield		\$ 4,254.53
11/17/2014	Dundy County Oct 2014	1560	Adams Bank & Trust		\$ 11.84
11/17/2014	Dundy County Oct 2014	1561	FBT		\$ 18.49
11/17/2014	Dundy County Oct 2014	1562	Pinnacle Bank		\$ 449.00
Subtotal				\$ 70,585.02	\$ 67,739.56

Bank Account Reconciliation Report

Accounting Cycle: FY14-15; Bank: Depreciation Fund First State Bank - Depreciation Fund; Bank Account: 616446 - Depreciation Fund; Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/11/2014	\$ 171,165.94	11/30/2014	\$ 171,167.25

Date	Source Document	Item Number	Description	Deposit	Withdrawal
11/28/2014	Deprecion Fund Nov 2014	Deprecion Fund Nov 2014	Depreciation Fund 2014	\$ 1.31	
Subtotal				\$ 1.31	\$ -

Accounting Cycle: FY14-15; Bank: First State Bank - Lunch Fund; Bank Account: 616457 - Lunch Fund; Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/1/2014	\$ 5,582.32	11/30/2014	\$ 16,373.58

Date	Source Document	Item Number	Description	Deposit	Withdrawal
10/8/2014	Oct14	3266	Nebraska Dept Of Revenue		\$ 66.32
10/22/2014	November Board Bills	3296	Cash-Wa Breakfast		\$ 136.44
10/22/2014	November Board Bills	3297	Cash-Wa Distributing Co.		\$ 2,978.60
10/22/2014	November Board Bills	3298	Hiland Dairy		\$ 1,748.35
10/22/2014	November Board Bills	3299	Hills Family Foods		\$ 127.62
10/22/2014	November Board Bills	3301	Superfoods		\$ 72.65
10/22/2014	November Board Bills	3302	Thompson Breakfast		\$ 139.05
10/22/2014	November Board Bills	3303	The Thompson Company - Lunch		\$ 2,966.35
10/27/2014	Lunch Refunds Oct 2014	3279	Brenda Cahow		\$ 5.30
10/27/2014	Lunch Refunds Oct 2014	3280	Brittany Peters		\$ 16.10
10/27/2014	Lunch Refunds Oct 2014	3281	Bussell, Sherri		\$ 61.72
10/27/2014	Lunch Refunds Oct 2014	3283	Gwen Springer		\$ 30.75
11/3/2014	Lunch November 2014	Lunch November 2014	Lunch November 2014	\$ 29,654.74	
11/10/2014	LNov14		First State Bank		\$ 4,925.68
11/10/2014	LNov14	3289	Blue Cross-Blue Shield		\$ 1,087.04
11/10/2014	LNov14	3290	CCS Clearing Account		\$ 1,351.68
11/10/2014	LNov14	3291	Internal Revenue Service		\$ 1,269.78
11/10/2014	LNov14	3292	Madison National Life		\$ 17.28
11/10/2014	LNov14	3294	Section-125 Account		\$ 520.67
11/10/2014	NPERSoct2	3295	CCS Clearing Account		\$ 1,342.10
Subtotal				\$ 29,654.74	\$ 18,863.48

Accounting Cycle: FY14-15; Bank: Pinnacle Bank - General Fund; Bank Account: 7800901790 - General Fund; Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/1/2014	\$ 44,336.60	11/30/2014	\$ 45,653.92

Date	Source Document	Item Number	Description	Deposit	Withdrawal
9/17/2014	October 2014 Board Bills	911	Brico Pest Control		\$ 44.00
9/17/2014	October 2014 Board Bills	951	Nebraska Academy of Sciences		\$ 60.00
9/17/2014	October 2014 Board Bills	973	Kent Silvester		\$ 7.50
10/8/2014	Oct14	885	Nebraska Dept Of Revenue		\$ 0.83
10/10/2014	CCOct14	889	Aflac		\$ 41.60
10/10/2014	CCOct14	895	Nebraska Dept Of Revenue		\$ 9,066.33
10/22/2014	November Board Bills	1014	21st Century Equipment		\$ 563.82
10/22/2014	November Board Bills	1015	A T & T		\$ 167.43
10/22/2014	November Board Bills	1016	Aace Wash Systems		\$ 38.84
10/22/2014	November Board Bills	1017	ABC Bus Companies		\$ 814.70
10/22/2014	November Board Bills	1018	Adams Bank & Trust		\$ 500.00
10/22/2014	November Board Bills	1019	Adams Drug Store		\$ 8.00
10/22/2014	November Board Bills	1020	Adams Lumber Co		\$ 122.98
10/22/2014	November Board Bills	1021	Affiliated Benefits		\$ 393.00
10/22/2014	November Board Bills	1022	Allo Communications		\$ 10,880.00
10/22/2014	November Board Bills	1023	AmSan		\$ 37.09
10/22/2014	November Board Bills	1024	Apple Incorporated		\$ 55,756.00
10/22/2014	November Board Bills	1025	Blick Art Materials		\$ 658.75
10/22/2014	November Board Bills	1026	Bottom, Mark W		\$ 83.51
10/22/2014	November Board Bills	1028	Brophy Electric		\$ 91.40
10/22/2014	November Board Bills	1029	Carquest Auto Parts		\$ 24.11
10/22/2014	November Board Bills	1030	CCS Clearing Account		\$ 1,450.00
10/22/2014	November Board Bills	1031	CCS Presentation Systems		\$ 5,660.00
10/22/2014	November Board Bills	1032	Cengage Learning		\$ 690.75
10/22/2014	November Board Bills	1033	Chase County Clinic		\$ 282.60
10/22/2014	November Board Bills	1034	Children's Plus Inc.		\$ 2,988.98
10/22/2014	November Board Bills	1035	City Of Imperial		\$ 9,660.28
10/22/2014	November Board Bills	1036	CLS Fine Tuning		\$ 180.00
10/22/2014	November Board Bills	1037	Computers, Etc		\$ 314.97
10/22/2014	November Board Bills	1038	Cornhusker Internationl Trucks		\$ 15.00
10/22/2014	November Board Bills	1039	Cox's Pond		\$ 50.00
10/22/2014	November Board Bills	1040	Culligan		\$ 444.00
10/22/2014	November Board Bills	1041	Dahlstrom and Company		\$ 165.00
10/22/2014	November Board Bills	1042	Eakes Office Plus		\$ 196.00
10/22/2014	November Board Bills	1043	Ecolab		\$ 109.38
10/22/2014	November Board Bills	1044	Egan Supply Co.		\$ 86.01
10/22/2014	November Board Bills	1045	Electronics Systems		\$ 365.00
10/22/2014	November Board Bills	1046	ESU #15		\$ 36,256.47
10/22/2014	November Board Bills	1047	ESU #16		\$ 512.26

Accounting Cycle: FY14-15; Bank: Pinnacle Bank - General Fund; Bank Account: 7800901790 - General Fund; Statement Date: 11/30/2014

10/22/2014	November Board Bills	1048	Fitness Finders	\$	43.00
10/22/2014	November Board Bills	1049	Frenchman Valley Co-op	\$	10,788.79
10/22/2014	November Board Bills	1050	Glenda Bierfreund	\$	1,361.60
10/22/2014	November Board Bills	1051	Grainger, Inc.	\$	52.40
10/22/2014	November Board Bills	1052	Great Plains Communication	\$	819.11
10/22/2014	November Board Bills	1053	Harris Computer Solutions	\$	8,169.00
10/22/2014	November Board Bills	1056	Holiday Farms	\$	1,000.00
10/22/2014	November Board Bills	1057	Holiday Inn Of Kearney	\$	489.75
10/22/2014	November Board Bills	1058	Hometown Leasing	\$	2,255.79
10/22/2014	November Board Bills	1059	Ideal Linen Supply Inc	\$	67.81
10/22/2014	November Board Bills	1060	Imperial Country Ford	\$	215.97
10/22/2014	November Board Bills	1061	Imperial NAPA	\$	1,299.76
10/22/2014	November Board Bills	1062	Imperial Republican	\$	848.25
10/22/2014	November Board Bills	1063	Inland	\$	194.04
10/22/2014	November Board Bills	1064	J W Pepper	\$	99.90
10/22/2014	November Board Bills	1065	Liess Jodie	\$	88.41
10/22/2014	November Board Bills	1066	Dwight Lindskov	\$	204.69
10/22/2014	November Board Bills	1068	McGraw-Hill	\$	111.68
10/22/2014	November Board Bills	1069	Mid-American Research Chemical	\$	364.98
10/22/2014	November Board Bills	1070	MyService	\$	179.10
10/22/2014	November Board Bills	1071	NASB	\$	3,600.00
10/22/2014	November Board Bills	1072	National Art & School Supplies	\$	777.45
10/22/2014	November Board Bills	1073	NE Council School Administrato	\$	125.00
10/22/2014	November Board Bills	1074	Nebraska Central Equipment	\$	1,966.18
10/22/2014	November Board Bills	1075	Nebraska Truck Center-N.P.	\$	39.98
10/22/2014	November Board Bills	1076	Oriental Trading Company	\$	69.48
10/22/2014	November Board Bills	1077	Owens True Value	\$	526.96
10/22/2014	November Board Bills	1078	Perma Bound	\$	3,526.71
10/22/2014	November Board Bills	1079	PITSCO Catalog Division	\$	18.50
10/22/2014	November Board Bills	1080	Pizza Hut	\$	165.00
10/22/2014	November Board Bills	1081	Platinum T-Shirt and Embroider	\$	51.90
10/22/2014	November Board Bills	1082	Positive Promotions	\$	358.71
10/22/2014	November Board Bills	1083	Rowley Welding	\$	110.90
10/22/2014	November Board Bills	1084	School Nurse Supply	\$	305.55
10/22/2014	November Board Bills	1085	School Specialty Supply Inc	\$	320.48
10/22/2014	November Board Bills	1086	Jodie Schuller	\$	68.00
10/22/2014	November Board Bills	1088	Section-125 Account	\$	1,022.09
10/22/2014	November Board Bills	1089	SoftChoice Corporation	\$	3,750.00
10/22/2014	November Board Bills	1090	Source Gas	\$	116.22
10/22/2014	November Board Bills	1091	Jason Speck	\$	526.80
10/22/2014	November Board Bills	1092	Stacy Towns	\$	83.17
10/22/2014	November Board Bills	1093	Stanek Fire Protection	\$	657.00
10/22/2014	November Board Bills	1094	Staples	\$	81.99
10/22/2014	November Board Bills	1095	Superfoods	\$	107.91

Accounting Cycle: FY14-15; Bank: Pinnacle Bank - General Fund; Bank Account: 7800901790 - General Fund; Statement Date: 11/30/2014

10/22/2014	November Board Bills	1096	Sysco Denver, Inc	\$	896.94
10/22/2014	November Board Bills	1097	Thinking Cap Quiz Bowl	\$	38.00
10/22/2014	November Board Bills	1098	Thompson Company (The)-Maint	\$	1,733.99
10/22/2014	November Board Bills	1099	Tri State Fire Extinguisher Se	\$	734.85
10/22/2014	November Board Bills	1100	Troxell's Heating and Applianc	\$	65.00
10/22/2014	November Board Bills	1101	US Bank	\$	4,794.95
10/22/2014	November Board Bills	1102	Verizon Wireless	\$	401.32
10/22/2014	November Board Bills	1103	Victorian Inn	\$	199.96
10/22/2014	November Board Bills	1104	West Music	\$	137.95
10/22/2014	November Board Bills	1105	Western Nebraska Administrator	\$	100.00
10/22/2014	November Board Bills	1106	Albert Zuege	\$	57.50
10/31/2014	November Board Bills 2	1000	CCS Lunch Fund	\$	10.03
11/10/2014	LNov14		First State Bank	\$	176.86
11/10/2014	CCNov14		Pinnacle Bnk	\$	220,563.88
11/10/2014	LNov14	1001	CCS Clearing Account	\$	43.78
11/10/2014	LNov14	1002	Internal Revenue Service	\$	35.13
11/10/2014	LNov14	1004	Section-125 Account	\$	4.27
11/10/2014	CCNov14	1006	Blue Cross-Blue Shield	\$	68,685.50
11/10/2014	CCNov14	1007	Colonial Life	\$	64.05
11/10/2014	CCNov14	1008	Internal Revenue Service	\$	73,595.67
11/10/2014	CCNov14	1009	Legalshield	\$	101.65
11/10/2014	CCNov14	1010	Madison National Life	\$	743.33
11/10/2014	CCNov14	1011	MG Trust Company	\$	7,750.22
11/10/2014	CCNov14	1013	Section-125 Account	\$	14,136.43
11/10/2014	NPERSoct	1107	CCS Clearing Account	\$	61,641.04
11/10/2014	NPERSoct2	1108	CCS Clearing Account	\$	22.56
11/12/2014	00006546	00006546	November 2014 Board Bills; Tem	\$	41,136.36
11/12/2014	00006547	00006547	November 2014 Board Bills 2; T	\$	145,093.24
11/12/2014	00006548	00006548	November 2014 Payroll; Temp Tr	\$	456,128.30
11/12/2014	00006549	00006549	Ismael Lopez check; Temp Trans	\$	947.48
11/12/2014	00006550	00006550	Madison sweep; Temp Transactio	\$	95.54
11/12/2014	00006551	00006551	General Fund Nov Payroll Expen	\$	261.47
11/12/2014	00006552	00006552	General Fund Oct Payroll Expen	\$	198.83
12/1/2014	General Fund Nov 2014	General Fund Nov 2014	General Fund Nov 2014	\$	7.56
Subtotal				\$	643,868.78
				\$	642,551.46

Accounting Cycle: FY14-15; Bank: QCPUF Adams Bank - Qualified Capital Purpose Undertaking Fund;
 Bank Account: 2435710 - Qualified Capital Purpose Undertaking Fund; Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/1/2014	\$ 161,843.84	11/30/2014	\$ 164,726.24

Date	Source Document	Item Number	Description	Deposit	Withdrawal
11/10/2014	QCPUF Nov 2014	QCPUF Nov 2014	QCPUF Nov 2014	\$ 2,882.40	
Subtotal				\$ 2,882.40	\$ -

Accounting Cycle: FY14-15; Bank: Section 125 Pinnacle Bank - Section 125; Bank Account: 7800901816 - Section 125
 Account; Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/1/2014	\$ 10,026.56	11/30/2014	\$ 7,623.04

Date	Source Document	Item Number	Description	Deposit	Withdrawal
10/15/2014	00006195	00006195	Colonial Life Check # 3266; Te		\$ 257.15
10/15/2014	00006196	00006196	3267 Mary Fortkamp DCARE; Temp		\$ 445.00
10/15/2014	00006202	00006202	3273 Larry Munger Health FSA;		\$ 147.00
10/22/2014	00006300	00006300	Reverse Transaction = 00006195	\$ 257.15	
10/22/2014	00006301	00006301	Reverse Transaction = 00006202	\$ 147.00	
11/1/2014	00006545	00006545	Bancorp 10/27-11/2/14; Temp Tr		\$ 395.23
11/2/2014	00006410	00006410	Bancorp for 11/2/14; Temp Tran		\$ 395.23
11/11/2014	00006681	00006681	# 3284 Mary Fortkamp Dependent		\$ 445.00
11/11/2014	00006682	00006682	#3285 Becky Odens HRA; Temp Tr		\$ 450.00
11/11/2014	00006683	00006683	#3286 Jaclyn Paisley Dependent		\$ 1,316.88
11/11/2014	00006684	00006684	#3287 Jeremy Vlasin Dependent		\$ 695.01
11/11/2014	00006685	00006685	#3288 Dan Lenners Health FSA a		\$ 2,535.35
11/11/2014	00006686	00006686	#3289 Trisha Oxford Dependent		\$ 303.12
11/11/2014	00006782	00006782	#3280 AFLAC Premium; Temp Tran		\$ 1,594.54
11/11/2014	00006783	00006783	#3281 BCBS Premium; Temp Trans		\$ 5,738.83
11/11/2014	00006784	00006784	#3282 Ameritas Premium; Temp T		\$ 970.56
11/11/2014	00006785	00006785	#3283 Colonial Life Premium; T		\$ 199.68
11/12/2014	00006544	00006544	Bancorp 11/3-11/9/14; Temp Tra		\$ 847.65
11/12/2014	Sect 125 Nov 2014	Sect 125 Nov 2014	Sect 125 Nov 2014	\$ 15,684.01	
11/17/2014	00006564	00006564	Bancorp 11/10/14-11/16/14; Tem		\$ 635.00
11/24/2014	00006680	00006680	Bancorp 11/17/14-11/23/14; Tem		\$ 1,515.68
12/2/2014	00006725	00006725	Reverse Transaction = 00006313	\$ 154.83	
12/2/2014	00006726	00006726	Reverse Transaction = 00006410	\$ 395.23	
12/2/2014	00006727	00006727	Reverse Transaction = 00006725		\$ 154.83
Subtotal				\$ 16,638.22	\$ 19,041.74

Bank Account Reconciliation Report

Accounting Cycle: FY14-15; Bank: Student Fee Fund Adams Bank - Student Fee Fund; Bank Account: 2363067 - Student Fee Fund; Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/1/2014	\$ 6,795.94	11/30/2014	\$ 6,796.72

Date	Source Document	Item Number	Description	Deposit	Withdrawal
11/28/2014	Student Fee Nov 2014	Student Fee Nov 2014	Student Fee Nov 2014	\$ 0.78	
Subtotal				\$ 0.78	\$ -

Accounting Cycle: FY14-15; Bank: Sweep Pinnacle Bank - Sweep Fund; Bank Account: 7800901782 - Sweep Account;
Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/1/2014	\$ 768,662.38	11/30/2014	\$ 353,406.16

Date	Source Document	Item Number	Description	Deposit	Withdrawal
11/10/2014	Sweep Nov 2014	Sweep Nov 2014	Sweep Nov 2014	\$ 228,605.00	
11/12/2014	00006546	00006546	November 2014 Board Bills; Tem		\$ 41,136.36
11/12/2014	00006547	00006547	November 2014 Board Bills 2; T		\$ 145,093.24
11/12/2014	00006548	00006548	November 2014 Payroll; Temp Tr		\$ 456,128.30
11/12/2014	00006549	00006549	Ismael Lopez check; Temp Trans		\$ 947.48
11/12/2014	00006550	00006550	Madison sweep; Temp Transactio		\$ 95.54
11/12/2014	00006551	00006551	General Fund Nov Payroll Expen		\$ 261.47
11/12/2014	00006552	00006552	General Fund Oct Payroll Expen		\$ 198.83
Subtotal				\$ 228,605.00	\$ 643,861.22

Accounting Cycle: FY14-15; Bank: Unemployment Fund Pinnacle Bank - Unemployment Fund; Bank Account: 7800901824 - Unemployment Fund; Statement Date: 11/30/2014

Last Reconciled	Beginning Balance	Statement Date	Ending Balance
11/1/2014	\$ 3,049.86	11/30/2014	\$ 3,049.98

Date	Source Document	Item Number	Description	Deposit	Withdrawal
11/28/2014	Unemployment Fund Nov 2014	Unemployment Fund Nov 2014	Unemployment Fund Nov 2014	\$ 0.12	
Subtotal				\$ 0.12	\$ -

Payment Voucher No.: December 2014 Board Bills

Status	Invoice No.	Invoice Type	Submit Date	PO No.	Ordering Vendor	Payment Vendor	Comment	Invoice Amount
Included	P94908	Regular	11/18/2014	4227	21st Century Equipment	21st Century Equipment	Alternator	\$ 248.80
Included	P95370	Regular	11/25/2014	4311	21st Century Equipment	21st Century Equipment	lug nuts	\$ 5.90
Included	P95501	Regular	12/3/2014	4260	21st Century Equipment	21st Century Equipment	graphite and belt	\$ 20.98
Included	G00577	Regular	12/5/2014	4414	21st Century Equipment	21st Century Equipment	Nov 2014 Gator Rental	\$ 250.00
Included	November 2014	Regular	11/25/2014	4320	A T & T	A T & T	Monthly Bill	\$ 161.96
Included	1914611/1908411	Regular	12/3/2014	4237	ABC Bus Companies	ABC Bus Companies	fan motor and motor mounts	\$ 648.90
Included	371291	Regular	11/24/2014	4209	Adams Lumber Co	Adams Lumber Co	pine	\$ 27.98
Included	11/28/14	Regular	12/3/2014	4368	Affiliated Benefits	Affiliated Benefits	November	\$ 393.00
Included	AS Fuel 11/21/14	Regular	11/25/2014	4319	Agnes Strand	Agnes Strand	Fuel for NMEA	\$ 38.64
Included	291	Regular	12/5/2014	4412	Allo Communications	Allo Communications	December2014 Billing	\$ 5,440.00
Included	324132745	Regular	12/5/2014	4339	AmSan	AmSan	Janitorial Supplies	\$ 349.41
Included	322377102	Regular	11/18/2014	4185	AmSan	AmSan	vac bags	\$ 38.97
Included	12990	Regular	12/5/2014	4338	Brico Pest Control	Brico Pest Control	Nov 2014	\$ 44.00
Included	34421	Regular	12/3/2014	4301	Brophy Electric	Brophy Electric	Office Lock clean up	\$ 60.00
Included	1875878-2	Regular	11/25/2014	4321	Brown & Saenger	Brown & Saenger	Binding combs	\$ 3.29
Included	1875861-1	Regular	11/17/2014	2627	Brown & Saenger	Brown & Saenger	pens /tape	\$ 74.44
Included	1875868-1	Regular	11/17/2014	2603	Brown & Saenger	Brown & Saenger	Scientific Calculators	\$ 163.00
Included	1875878-1	Regular	11/18/2014	2550	Brown & Saenger	Brown & Saenger	plastic bindings	\$ 25.88
Included	1873409-1	Regular	11/18/2014	2562	Brown & Saenger	Brown & Saenger	Central Supply Tape	\$ 84.80
Included	1875882-1	Regular	11/18/2014	4272	Brown & Saenger	Brown & Saenger	spelling dictionary	\$ 38.50
Included	1875872-1	Regular	12/3/2014	4388	Brown & Saenger	Brown & Saenger	Portfolios' Lakey	\$ 22.95
Included	1875861-2	Regular	12/3/2014	4387	Brown & Saenger	Brown & Saenger	Pens for Ch Zuege	\$ 10.98
Included	5271-88527	Regular	11/18/2014	4215	Carquest Auto Parts	Carquest Auto Parts	washer fluid	\$ 30.36
Included	GISH	Regular	11/18/2014	4223	CCS Activity Fund	CCS Activity Fund	GSH registration	\$ 225.00
Included	430712	Regular	12/3/2014	4043	CDI Computers	CDI Computers	monitor/dell	\$ 4,588.00
Included	10/17/14	Regular	11/18/2014	4274	Chase County Clinic	Chase County Clinic	Rex Felker office visit	\$ 102.00
Included	Oct-Nov 2014	Regular	12/3/2014	4364	City Of Imperial	City Of Imperial	Service Oct-Nov	\$ 9,856.89
Included	95757	Regular	11/24/2014	4208	Cornhusker Glass	Cornhusker Glass	tempered glass kind room	\$ 317.50
Included	5021353	Regular	11/24/2014	4244	Cornhusker Internationl Truck	Cornhusker Internationl Truck	relay pump switch	\$ 452.21
Included	3280869	Regular	11/24/2014	4216	Cornhusker Internationl Truck	Cornhusker Internationl Truck	glass	\$ 52.66
Included	5021456	Regular	12/5/2014	4218	Cornhusker Internationl Truck	Cornhusker Internationl Truck	covers/recover seats	\$ 221.28
Included	91913A	Regular	12/3/2014	4284	Decker Equipment	Decker Equipment	hooks and tape	\$ 112.51
Included	91913B	Regular	12/3/2014	4283	Decker Equipment	Decker Equipment	wall for bathrooms	\$ 251.89
Included	11/20/14	Regular	12/3/2014	4385	Denbo, Lynn	Denbo, Lynn	Drivers License	\$ 7.50
Included	Nov 2014	Regular	11/25/2014	4324	Dundy County Election Office	Dundy County Election Office	General Ele Nov 2014	\$ 50.00
Included	6550925-2	Regular		4241	Eakes Office Solutions	Eakes Office Solutions	Duplicate invoice created to con	\$ 77.14
Included	6776759	Regular	12/5/2014	4342	Ecolab	Ecolab	Seals/Gaskets	\$ 1,101.60
Included	218651A	Regular	12/5/2014	4340	Egan Supply Co.	Egan Supply Co.	vacuum bags	\$ 68.10
Included	3558963/3559043	Regular	12/3/2014	4386	Embassy Suites	Embassy Suites	Rooms for students/teachers M	\$ 1,597.00
Included	33556	Regular	12/3/2014	3826	Embassy Suites	Embassy Suites	Rooms for NASB conf	\$ 888.00
Included	Sped 2 of 8	Regular	12/3/2014	4372	ESU #15	ESU #15	Sped 2 of 8	\$ 33,273.25
Included	4267	Regular	12/3/2014	4369	ESU #16	ESU #16	Nov 2014 Deaf Ed	\$ 357.26
Included	561285	Regular	12/3/2014	4354	Frenchman Valley Co-op	Frenchman Valley Co-op	tires	\$ 840.00
Included	561043	Regular	11/18/2014	4132	Frenchman Valley Co-op	Frenchman Valley Co-op	tire repair	\$ 80.00
Included	1686	Regular	11/18/2014	4219	Frenchman Valley Co-op	Frenchman Valley Co-op	300 gallon of #1 Fuel	\$ 1,241.70
Included	12/1/14	Regular	12/3/2014	4373	Glenda Bierfreund	Glenda Bierfreund	November Billing 2014	\$ 1,361.60
Included	12/1/14	Regular	12/3/2014	4370	Great Plains Communication	Great Plains Communication	Bill for Dec	\$ 819.11
Included	Fuel NMEA	Regular	12/3/2014	4361	Hayes, Randy	Hayes, Randy	fuel for NMEA conf	\$ 60.00
Included	TH072814	Regular	12/5/2014	4410	Herbert, Trent	Herbert, Trent	Teammates Training Meals	\$ 31.51
Included	88800	Regular	11/18/2014	4131	Hills Family Foods	Hills Family Foods	Supplies for Blood Drive	\$ 21.12
Included	127393	Regular	11/24/2014	4232	Hills Family Foods	Hills Family Foods	pro start supplies	\$ 75.72
Included	601368304	Regular	11/18/2014	4184	Hillyard - Denver	Hillyard - Denver	Cleaners	\$ 359.48
Included	040	Regular	11/18/2014	4265	Hometown Leasing	Hometown Leasing	Dec 2014	\$ 751.93
Included	0274669	Regular	11/24/2014	4276	Ideal Linen Supply Inc	Ideal Linen Supply Inc	mat rental	\$ 23.04
Included	0280761	Regular	12/3/2014	4286	Ideal Linen Supply Inc	Ideal Linen Supply Inc	mat rental	\$ 23.04
Included	572601	Regular	12/3/2014	4282	Imperial NAPA	Imperial NAPA	misc parts	\$ 54.21
Included	573030	Regular	11/24/2014	4259	Imperial NAPA	Imperial NAPA	idler	\$ 26.98
Included	573183	Regular	11/24/2014	4278	Imperial NAPA	Imperial NAPA	oil and filters	\$ 145.64
Included	11/26/14	Regular	12/3/2014	4371	Imperial Republican	Imperial Republican	Advertising	\$ 462.75
Included	12-60146	Regular	12/5/2014	4261	Inland	Inland	Bus Alternator and batteries	\$ 1,618.37
Included	12-59779	Regular	11/24/2014	4249	Inland	Inland	air dryer filter	\$ 247.58
Included	S264849	Regular	11/18/2014	4193	IXL Learning	IXL Learning	Math site license	\$ 2,800.00
Included	03413821/03414402/0341214	Regular	12/5/2014	4408	J W Pepper	J W Pepper	Octavos music	\$ 652.89
Included	03383333	Regular	12/5/2014	4411	J W Pepper	J W Pepper	Copies of Happy	\$ 9.75
Included	9100404449	Regular	11/24/2014	4240	JJKELL	JJKELL	Labor Law Posters	\$ 98.70
Included	16994124/17012425	Regular	11/25/2014	4323	Jostens Inc	Jostens Inc	Diploma Covers/Diploma	\$ 312.70
Included	14 NCA FB	Regular	12/3/2014	4374	Lenners, Dan	Lenners, Dan	NCA Football clinic fuel/meals	\$ 111.29
Included	83592807001	Regular	11/25/2014	4247	McGraw-Hill	McGraw-Hill	reading wonderworks	\$ 2,476.34
Included	MS459692	Regular	11/18/2014	4156	MyService	MyService	Logic Board Replacement	\$ 359.10
Included	MS460189	Regular	11/18/2014	4264	MyService	MyService	Logic board/keyboard	\$ 508.10
Included	Steve Wallin	Regular	11/18/2014	4256	NASB	NASB	Steve Wallin	\$ 95.00
Included	INV-1376983-W3R7	Regular	11/18/2014	3602	National Association for Musir	National Association for Musir	NMEA dues Strand	\$ 119.00
Included	1375573	Regular	12/3/2014	4169	NE Music Educators Assoc.	NE Music Educators Assoc.	Membership dues	\$ 119.00
Included	0148829-IN	Regular	11/24/2014	4214	Nebraska Central Equipment	Nebraska Central Equipment	bus parts	\$ 80.74
Included	0148921-IN	Regular	11/24/2014	4238	Nebraska Central Equipment	Nebraska Central Equipment	power steering	\$ 57.49
Included	57-449BUS	Regular	11/18/2014	4207	Nebraska Safety Center	Nebraska Safety Center	driver level one	\$ 450.00
Included	NP123516-0	Regular	11/18/2014	4273	Nebraska Truck Center-N.P.	Nebraska Truck Center-N.P.	core charge	\$ 84.38
Included	NP129148	Regular	11/24/2014	4258	Nebraska Truck Center-N.P.	Nebraska Truck Center-N.P.	Fuel Filter	\$ 46.58

Payment Voucher No.: December 2014 Board Bills

Status	Invoice No.	Invoice Type	Submit Date	PO No.	Ordering Vendor	Payment Vendor	Comment	Invoice Amount
Included	NP129531/129189	Regular	12/3/2014	4245	Nebraska Truck Center-N.P.	Nebraska Truck Center-N.P.	air compressor and water pump	\$ 1,305.50
Included	N26932	Regular	12/3/2014	4310	Nebraska Truck Center-N.P.	Nebraska Truck Center-N.P.	repair EGR Valve	\$ 4,292.42
Included	30	Regular	11/18/2014	4147	New Victorian Inn and Suites	Victorian Inn	Jodie Liess	\$ 129.98
Included	A16810	Regular	11/24/2014	4211	Owens True Value	Owens True Value	coat/hat hooks	\$ 32.22
Included	A16899	Regular	11/24/2014	4210	Owens True Value	Owens True Value	hardware	\$ 10.15
Included	A17016/A17042	Regular	11/18/2014	4250	Owens True Value	Owens True Value	paint for one act set	\$ 64.98
Included	A16561	Regular	11/18/2014	4182	Owens True Value	Owens True Value	Black Velcro strap	\$ 29.08
Included	A16734	Regular	11/18/2014	4183	Owens True Value	Owens True Value	Washers/dust pan	\$ 28.16
Included	B9725	Regular	11/24/2014	4279	Owens True Value	Owens True Value	trash cans	\$ 23.98
Included	B9697	Regular	12/3/2014	4281	Owens True Value	Owens True Value	flood light	\$ 25.99
Included	A17532	Regular	12/3/2014	4280	Owens True Value	Owens True Value	coat hooks and oil	\$ 27.63
Included	A17042	Regular	12/3/2014	4176	Owens True Value	Owens True Value	Paint	\$ 38.99
Included	Dec 2014	Regular	12/5/2014	4395	Petty Cash	Petty Cash	Postage for Sept/Oct/Nov	\$ 189.60
Included	11/14 Permit	Regular	12/3/2014	4389	Phillipson, Saresa	Phillipson, Saresa	Bus/CDL Permits	\$ 65.00
Included	72769	Regular	12/3/2014	4360	Poppler's Music	Poppler's Music	Italian Song collections	\$ 79.98
Included	12924/13039	Regular	12/3/2014	4380	Prairie States Communicator	Prairie States Communicator	Radio repair	\$ 72.00
Included	13456	Regular	11/18/2014	4200	Prairie States Communicator	Prairie States Communicator	radio repair	\$ 25.00
Included	4771366-A	Regular	11/25/2014	4322	Really Good Stuff	Really Good Stuff	shipping	\$ 35.86
Included	081074	Regular	12/3/2014	4008	Rowley Welding	Rowley Welding	steal to mount equipment	\$ 63.82
Included	0505956-IN	Regular	12/5/2014	4343	School Nurse Supply	School Nurse Supply	Angel Wipes	\$ 305.55
Included	208113616462	Regular	11/24/2014	3974	School Specialty Supply Inc	School Specialty Supply Inc	Sheet protectors	\$ 45.36
Included	208112656689	Regular	11/18/2014	4271	School Specialty Supply Inc	School Specialty Supply Inc	Art supplies	\$ 278.35
Included	HRA Reim 11/11/14	Regular	11/18/2014	4275	Section-125 Account	Section-125 Account	HRA Reim 11/11/14	\$ 2,250.00
Included	201447557169	Regular	11/18/2014	4266	SourceGas CCF	SourceGas CCF	10/7/14-11/6/14	\$ 114.64
Included	311972	Regular	12/3/2014	4366	Stelling Brass	Stelling Brass	Holtzen trombone	\$ 80.00
Included	311389	Regular	12/3/2014	4375	Stelling Brass	Stelling Brass	french horn repair	\$ 150.00
Included	311964	Regular	12/3/2014	4376	Stelling Brass	Stelling Brass	dbl horn repair	\$ 125.00
Included	311392	Regular	12/3/2014	4377	Stelling Brass	Stelling Brass	Dbf horn repair	\$ 145.00
Included	311393	Regular	12/3/2014	4378	Stelling Brass	Stelling Brass	Dbf horn repair	\$ 155.00
Included	311967	Regular	12/3/2014	4379	Stelling Brass	Stelling Brass	Bari sax repair	\$ 528.00
Included	311362	Regular	12/3/2014	4335	Stelling Brass	Stelling Brass	Bach Trumpet	\$ 140.00
Included	311356	Regular	12/3/2014	4334	Stelling Brass	Stelling Brass	Yamaha Alot Sax	\$ 103.25
Included	311385	Regular	12/3/2014	4333	Stelling Brass	Stelling Brass	Conn Baritone	\$ 90.00
Included	311387	Regular	12/3/2014	4330	Stelling Brass	Stelling Brass	Yamaha Euphonium	\$ 168.75
Included	311386	Regular	12/3/2014	4329	Stelling Brass	Stelling Brass	Baritone	\$ 81.75
Included	311358	Regular	12/3/2014	4328	Stelling Brass	Stelling Brass	Jupiter Trumpet	\$ 90.00
Included	311950	Regular	12/3/2014	4325	Stelling Brass	Stelling Brass	clarinet repair	\$ 142.50
Included	311384	Regular	12/3/2014	4331	Stelling Brass	Stelling Brass	Yamaha Baritone	\$ 136.00
Included	311353	Regular	12/3/2014	4332	Stelling Brass	Stelling Brass	Yamaha Trumpet	\$ 70.00
Included	120314	Regular	12/5/2014	4326	Superfoods	Superfoods	Supplies for Dinner	\$ 276.52
Included	-11/18/14	Regular	11/24/2014	4263	Superfoods	Superfoods	Animal Cookies for sciencee	\$ 5.98
Included	11113	Regular	12/3/2014	4347	SW Ne Solid Waste Agency	SW Ne Solid Waste Agency	.30 tons of waste	\$ 17.40
Included	605883458	Regular	12/3/2014	4287	Sysco Denver, Inc	Sysco Denver, Inc	can liners/tissue	\$ 260.93
Included	1519468	Regular	12/3/2014	4285	Thompson Company-Maint	Thompson Company-Maint	cleaners	\$ 289.07
Included	1522854	Regular	12/5/2014	4344	Thompson Company-Maint	Thompson Company-Maint	Cleaning Supplies	\$ 335.94
Included	14419	Regular	11/18/2014	4220	Tri State Fire Extinguisher Se	Tri State Fire Extinguisher Se	Fire Ext Service Bus Barn	\$ 171.25
Included	9274	Regular	12/5/2014	4341	Troxell's Heating and Applian	Troxell's Heating and Applian	Coupler/motor	\$ 503.50
Included	01-inv5133	Regular	11/18/2014	4186	UNISAN	UNISAN	can liners	\$ 186.03
Included	MS Veer West	Regular	12/1/2014	4350	US Bank	US Bank	Veer West	\$ 14.00
Included	KW Makey	Regular	12/1/2014	4141	US Bank	US Bank	KW Makey	\$ 107.85
Included	AJ light bult	Regular	12/1/2014	4194	US Bank	US Bank	Projector light bulb	\$ 127.00
Included	RB novel	Regular	12/1/2014	4293	US Bank	US Bank	RB Novel	\$ 244.65
Included	KW lab kits	Regular	12/1/2014	4222	US Bank	US Bank	lab kits	\$ 96.97
Included	BS Building lettering	Regular	12/1/2014	4269	US Bank	US Bank	building letterings	\$ 739.42
Included	SS journal	Regular	12/1/2014	4228	US Bank	US Bank	journal for student	\$ 16.31
Included	RB camera	Regular	12/1/2014	4128	US Bank	US Bank	Camera kits	\$ 207.88
Included	RF Grill	Regular	12/1/2014	4129	US Bank	US Bank	Grill for Van 20	\$ 85.00
Included	BS Fuel	Regular	12/1/2014	4346	US Bank	US Bank	Fuel to NASB	\$ 110.00
Included	JB perf fee	Regular	12/1/2014	4300	US Bank	US Bank	performance fee	\$ 187.20
Included	SS Trip	Regular	12/1/2014	4122	US Bank	US Bank	Trip to Des Moines Iowa	\$ 1,323.78
Included	SS Fuel Aurora	Regular	12/1/2014	4178	US Bank	US Bank	Fuel Aurora	\$ 25.30
Included	RH All State	Regular	12/1/2014	4157	US Bank	US Bank	All State Chorus	\$ 150.00
Included	9735792447	Regular	12/3/2014	4390	Verizon Wireless	Verizon Wireless	Cell phone Maint/Bus	\$ 107.86
Included	61040328	Regular	12/3/2014	4359	Vex	Vex	registration 2 teams Lincoln	\$ 100.00
Included	8653049-7	Regular	11/25/2014	4318	Woodworkers Supply, Inc.	Woodworkers Supply, Inc.	Aluminum Oxideups	\$ 18.78
	220503-11/20/14	Regular	11/20/2014		FVC	FVC	Fuel	\$ 8,493.73
							Total General Fund Bills	\$ 104,349.21
							December General Payroll	\$ 448,307.60
							General Fund December Payroll Exp Lunch Register	\$ 399.02
								\$ 553,055.83
							Depreciation Fund payment to Imperial Country Ford	\$ 1,400.00
								\$ 554,455.83

Activities Director's Report

So far the gym logo is holding up, which is hopeful that it will hold up. At this time last year there were 10 to 12 paint chips on the longhorn in the middle of the gym where it was starting to come up.

Congratulations to Jill, Bauerle, Jodie Liess, and the Cast and Crew for their third place finish at districts in Play Production. The cast did a great job and it was fun to watch the play evolve as it went along. Chase County School was represented very well.

The biggest concern at this point in time is the bleachers. We were able to manage and make it through the volleyball season. After the game on Thursday night, we were unable to get them to go back in. At this point they have remained out and will probably stay that way until Christmas break.

If you have any questions about my report, please email me at thauxwell@ccschools.cc

I hope you all have an enjoyable Holiday's with your family and thanks for all you do for Chase County Schools.



Chase County

December, 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Play Production	2 9:00am Wrestling-JH Bayard vs. TBA	3	4 4:00pm Basketball-G/JV/Varsity Cozad 4:00pm Basketball-B/JV/Varsity Cozad 5:30pm Wrestling-B/Varsity Bridgeport Public Schools vs. Multiple Schools	5 4:00pm Basketball-G/JV/Varsity Away vs. McCook 4:00pm Basketball-B/JV/Varsity Away vs. McCook	6 8:30am Wrestling-B/Varsity Away vs. Broken Bow 1:00pm Show Choir at Champion Country Christmas @ Auditorium
7	8 4:30pm Basketball-G/C Team Away vs. Holyoke 5:30pm Basketball-B/C Team Dundy County-Stratton 6:00pm Monthly Meeting @ Board Room	9 7:30am Monthly Meeting @ Auditorium 6:00pm K-6 Vocal Concert @ Auditorium	10 9:00am-4:00pm FFA LSE Contest @ Curtis	11	12 4:30pm Basketball-G/JV/Varsity Sidney 4:30pm Basketball-B/JV/Varsity Sidney	13 8:30am Wrestling-B/Varsity Away vs. Holdrege 10:00am Basketball-G/JH Away vs. Ogallala 4:30pm Basketball-G/JV/Varsity Away vs. Ogallala 4:30pm Basketball-B/JV/Varsity Away vs. Ogallala
14	15 4:00pm Basketball-B/C Team Ogallala 4:00pm Basketball-G/JH Perkins County Middle School 7:30pm 7th-12th Vocal Concert @ Auditorium	16 4:30pm Basketball-G/JV/Varsity Sutherland	17	18 3:00pm Wrestling-JV Away vs. McCook 4:00pm Basketball-G/JH McCook 4:00pm Basketball-B/JV/Varsity Away vs. Yuma 4:00pm Basketball-G/JV/Varsity Away vs. Yuma	19	20 9:00am Wrestling-B/Varsity Away vs. Sidney
21	22 8:10am-3:30pm Christmas Break	23 8:10am-3:30pm Christmas Break	24 Moratorium 8:10am-3:30pm Christmas Break	25 Moratorium 8:10am-3:30pm Christmas Break	26 Moratorium 8:10am-3:30pm Christmas Break	27 Moratorium 8:10am-3:30pm Christmas Break
28 Moratorium 8:10am-3:30pm Christmas Break	29 8:10am-3:30pm Christmas Break	30 8:10am-3:30pm Christmas Break	31 8:10am-3:30pm Christmas Break			

January, 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 8:10am-3:30pm Christmas Break	2 TBD Basketball-G/Varsity TBA TBD Basketball-B/Varsity Away vs. Sidney 8:10am-3:30pm Christmas Break 5:30pm Basketball-G/C Team Perkins County	3 TBD Basketball-G/Varsity TBA TBD Basketball-B/Varsity Away vs. Sidney
4	5 5:30pm Basketball-G/C Team Away vs. Perkins County 5:30pm Basketball-B/C Team Away vs. Perkins County	6 4:00pm Basketball-B/JV/Varsity Dundy County-Stratton 4:00pm Basketball-G/JH Away vs. Hershey 4:00pm Basketball-G/JV/Varsity Dundy County-Stratton 4:00pm Basketball-B/JH Away vs. Hershey	7	8	9 End of Semester	10 8:30am Speech-Varsity TBA 9:00am Wrestling-B/Varsity Away vs. Ogallala 3:00pm Basketball-G/JV/Varsity Kimball 3:00pm Basketball-B/JV/Varsity Kimball
11	12 Haxtun Honor Choir @ Auditorium	13 7:30am Monthly Meeting @ Auditorium 2:00pm Basketball-G/JV/Varsity Southern Valley 3:00pm Wrestling-JV Perkins County vs. Multiple Schools 3:30pm Basketball-B/JV/Varsity Southern Valley 4:00pm Basketball-B/JH Perkins County 6:00pm Monthly Meeting @ Board Room	14	15 4:00pm Basketball-B/JH Away vs. North Platte St. Pats 4:00pm Basketball-G/JH Away vs. North Platte St. Pats 4:30pm Basketball-B/JV/Varsity Perkins County 4:30pm Basketball-G/JV/Varsity Perkins County 6:00pm-11:00pm FFA Pink Out Game @ Longhorn Gym	16 4:00pm Basketball-B/JV/Varsity Away vs. Gothenburg 4:00pm Basketball-G/JV/Varsity Away vs. Gothenburg 4:30pm Basketball-G/JV/Varsity Away vs. Gothenburg	17 9:00am Wrestling-B/Varsity TBA 9:00am Wrestling-B/Varsity JV Chase County vs. Multiple Schools 8:00pm Speech-Varsity Wallace vs. TBA
18	19 TBD Basketball-B/Varsity TBA	20 TBD Basketball-G/Varsity TBA 4:00pm Basketball-B/JH Away vs. Ogallala	21	22 TBD Basketball-B/Varsity TBA 4:00pm Basketball-B/JH Sutherland 5:00pm Basketball-G/JH Sutherland	23 TBD Basketball-G/Varsity TBA 11:00am Wrestling-B/Varsity Away vs. Chadron	24 TBD Basketball-G/Varsity TBA TBD Basketball-B/Varsity TBA Singing Youth Nebraska @ Auditorium 11:00am Wrestling-B/Varsity Away vs. Chadron
25	26 UNK Honor Choir @ Kearney 2:00pm Basketball-G/JH Sutherland vs. Multiple Schools 4:00pm Basketball-B/JH Sutherland vs. Multiple Schools	27 2:00pm Basketball-G/JH Sutherland vs. Multiple Schools 4:00pm Basketball-B/JH Sutherland vs. Multiple Schools 4:00pm Basketball-G/JV/Varsity Away vs. Haxtun 4:00pm Basketball-B/JV/Varsity Away vs. Haxtun	28	29 4:00pm Basketball-B/JH Away vs. Dundy County-Stratton 4:00pm Basketball-G/JH Away vs. Dundy County-Stratton	30 9:00am Wrestling-B/Varsity Away vs. Medicine Valley 4:00pm Basketball-B/JV/Varsity Bridgeport Public Schools 4:00pm Basketball-G/JV/Varsity Bridgeport Public Schools	31 8:00pm Speech-Varsity Perkins County vs. TBA

Elementary Principal's Report Susie Stewart, December 8, 2014

I. Book Fair is being held this week, sponsored by the PTO.

II. ELL School Improvement meeting was held. Chase County School works to improve education for English Language Learners. Mr. Hansen has been implementing new strategies in the ELL program that include Rich Oral Academic Language. At the meeting, data was presented on student achievement. Students will be working on learning vocabulary that pertains to the NeSA tests for reading and math.

III. Chase County Elementary teachers are working in (PLCs), a collegial group united in their commitment to a learning outcome. The 5 attributes essential to PLCs

1. Supportive and shared leadership
2. Collective creativity
3. Shared values and vision
4. Supportive conditions
5. Shared personal practice

Our vision is to provide enriching academic rigor, based on trust and a shared commitment that all students learn the essential standards for success.

Teachers have had training on PLC norms and "I can statements" which are student friendly learning goals. Teachers will also be using student assessments to check for mastery of the learning goals.

IV. Elementary assembly was held on Nov. 21. Students in grades 4-6 were recognized for honor roll. The next assembly will be Dec. 15 at 12:30.

V. Teachers are using the NeSA reading and math practice assessments for grades 3-6. Teachers are using the assessment results to guide instruction and provide extra support for those students who need it.

VI. Classified staff evaluations will continue, throughout December. Next semester, non tenured teacher evaluations will continue.

It is my recommendation to adopt the Marzano or Danielson Framework for teacher evaluations and begin work on a new evaluation tool for next year.

VII. RTI (Response to Intervention) is meeting Dec. 16 to update RTI information. The team provides instructional guidance within an RTI model based on individual student goals and changes in student performance. (i.e., rate, level, consistency) over time as determined by progress monitoring assessments. Students are identified as meeting, exceeding, or at risk, at current rate of progress.

VIII. The new I-Pads and I-Pad carts are in use in grades 3,4,5,6.

IX. Elementary Christmas Concert will be Dec. 9 at 6:00 PM

X. 4th, 5th and 6th graders will attend a movie on Dec. 19 at the movie theater sponsored by the PTO.

XI. Mrs. Stewart attended the Principal's Conference in Kearney Dec. 4 & 5. Featured speakers included: Kim Ratz- *"Success is Liking What You Do"* and Amanda Karhuse,- *"Update on Federal Education Policy: How Does Washington Affect Your School?"*

Nebraska will be submitting a waiver for NCLB-AYP in April of 2015. 43 states have waivers. NE, MT, ND, and VT do not. This means we will have to adopt a quality teacher evaluation.

Three things to include in the evaluation:

- *Nebraska Effective practice for teachers*
- *Professional development*
- *Student Learning Objectives*

(CCES received an Award of Excellence for our RTI work)

TO: Dan Reeves
Sheila Stromberger
Tom Gaschler

FROM: Brad Schoeppey

DATE: December 3, 2014

TOPIC: COMMITTEE ON AMERICANISM

It is my findings that the textbooks used in the teaching of American History and Government should be approved for use in the Chase County Schools. Further, the teachers employed by the district have a suitable character and knowledge and acceptance of the American form of government.

I conclude the above information to be accurate to the best of my knowledge.

Sincerely,

Brad Schoeppey, Ed.D.
Superintendent
Chase County Schools

APPENDIX A

BASE SALARY -- \$33,500.00 -- PERCENT -- 4.5 X 4.5

2015 - 2016

STEP	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	PhD
0	33,500.00	35,007.50	36,515.00	38,022.50	39,530.00	41,037.50	42,545.00	44,052.50	45,560.00
1	35,007.50	36,515.00	38,022.50	39,530.00	41,037.50	42,545.00	44,052.50	45,560.00	47,067.50
2	36,515.00	38,022.50	39,530.00	41,037.50	42,545.00	44,052.50	45,560.00	47,067.50	48,575.00
3	38,022.50	39,530.00	41,037.50	42,545.00	44,052.50	45,560.00	47,067.50	48,575.00	50,082.50
4	39,530.00	41,037.50	42,545.00	44,052.50	45,560.00	47,067.50	48,575.00	50,082.50	51,590.00
5	41,037.50	42,545.00	44,052.50	45,560.00	47,067.50	48,575.00	50,082.50	51,590.00	53,097.50
6		44,052.50	45,560.00	47,067.50	48,575.00	50,082.50	51,590.00	53,097.50	54,605.00
7			47,067.50	48,575.00	50,082.50	51,590.00	53,097.50	54,605.00	56,112.50
8			48,575.00	50,082.50	51,590.00	53,097.50	54,605.00	56,112.50	57,620.00
9				51,590.00	53,097.50	54,605.00	56,112.50	57,620.00	59,127.50
10						56,112.50	57,620.00	59,127.50	60,635.00
11							59,127.50	60,635.00	62,142.50
12								62,142.50	63,650.00

BASE SALARY: 33,500.00

**APPENDIX B
Extra Assignment Salaries
Percent of Base -- 2015-16
HIGH SCHOOL ATHLETICS**

No. of yrs. in System	Head Softball		Volleyball		Asst. V-Ball		Asst. B/G Track		Fr. V-Ball				
	Cross Country	Head Golf	Football	Wrestling	Asst. F-Ball	Asst. Wrestling	Asst. Softball	Asst. Golf	B/G Fr. B-Ball	B/G B-Ball			
1	10.2%	3,417.00	12.6%	4,221.00	6.3%	2,110.50	5.1%	1,708.50	4.6%	1,541.00			
2	11.0%	3,685.00	13.5%	4,522.50	6.8%	2,278.00	5.5%	1,842.50	5.0%	1,675.00			
3	11.8%	3,953.00	14.5%	4,857.50	7.2%	2,412.00	5.9%	1,976.50	5.4%	1,809.00			
4	12.6%	4,221.00	15.5%	5,192.50	7.7%	2,579.50	6.3%	2,110.50	5.8%	1,943.00			
5	13.3%	4,455.50	16.4%	5,494.00	8.2%	2,747.00	6.7%	2,244.50	6.2%	2,077.00			
6	14.1%	4,723.50	17.4%	5,829.00	8.7%	2,914.50	7.1%	2,378.50	6.6%	2,211.00			
7	14.9%	4,991.50	18.4%	6,164.00	9.2%	3,082.00	7.4%	2,479.00	7.0%	2,345.00			
8	15.7%	5,259.50	19.3%	6,465.50	9.7%	3,249.50	7.8%	2,613.00	7.4%	2,479.00			

GRADE SCHOOL ATHLETICS

	Head B/G B-Ball		Head Volleyball		Wrestling		Asst. Basketball		Asst. G/B Track	
			B/G Track	Football					Asst. Football	Asst. Volleyball
	6.8%	2,278.00	5.8%	1,943.00	2.7%	904.50	4.3%	1,440.50	3.9%	1,306.50

HIGH SCHOOL EXTRA-CURRICULAR

	Honor Society		Sr. Class Sp (2)		Annual, Quiz Bowl		Speech Assistant		Curriculum Coordinator		Play Musical		Vocal Music		9-12 Instrumental Music	
	Musical Asst. (1)	Fr. Class Spon.	St. Council		Jr. Class Sp. (2)	Paper	One Act Assistant		One Act	FFA(2)	FCCLA, FBLA		Speech	Cheerleader (2)		
	1.0%	335.00	1.4%	469.00	1.9%	636.50	3.4%	1,139.00	3.9%	1,306.50	4.8%	1,608.00	6.8%	2,278.00	9.7%	3,249.50

GRADE SCHOOL EXTRA-CURRICULAR

	7-12 Vocal Music		Reading Coach (6)		Elementary Annual		K-6 Vocal Music		Gifted Extra Duty	
					5-8 Instrumental Music					
	1.9%	636.50	1.9%	636.50	1.9%	636.50	4.8%	1,608.00	1.0%	335.00

SCHOOL DISTRICT #10
hereinafter referred to as the Board

Employment Policy

Accepted by

the Board in conjunction

with the Imperial Education Association
hereinafter referred to as the Association

2015-2016

BOARD OF EDUCATION REPRESENTATIVE

ASSOCIATION REPRESENTATIVES

Article I – Principles

Line #

- 1 Section 1 – This agreement is negotiated in order to establish the terms and
2 conditions of employment for all contracted certificated
3 personnel. Certificated employees excluded under this
4 agreement are administrators.
- 5 Section 2 – The Board and the Association recognize the importance of
6 orderly, just and expeditious resolution of disputes which may
7 result from the interpretation or implementation of this
8 agreement (or based on an event or condition which affects the
9 terms and conditions of employment.) Accordingly, the parties
10 therein agree upon a grievance procedure for the effective
11 processing of such disputes.
- 12 Section 3 – TERM OF AGREEMENT – This agreement will be in effect
13 from August 1, 2015 until July 31, 2016 In the event that the
14 school year begins without a successor agreement, this
15 agreement will remain in effect until July 31, 2017 unless a
16 successor agreement is ratified prior to July 31, 2016 by
17 Board and Association.

Article II – Recognition

- 18 Section 1 – The Board agrees to hereby recognize the Association as the sole
19 and exclusive negotiating agent for the purpose of collective
20 negotiations in matters relating to terms and conditions of
21 employment on behalf of all contracted certificated personnel.
22 As defined in Article I, Section 1.

Article III – Negotiations Procedure

- 23 Section 1 – The parties agree to enter into professional negotiations in
24 accordance with statutes in a good faith attempt to reach
25 agreement on all matters concerning the terms and conditions of
26 employment. Any agreement so negotiated shall be
27 reduced to writing, and be officially ratified by both parties. In
28 the case of impasse, it shall be resolved as provided by law.
- 28 Section 2 – Neither party shall have any control over the selection of the

29 negotiating representatives of the other party, nor shall they
30 attempt to influence and/or exert pressures on the membership of
31 the other party by any means. This negotiating committee is to
32 be comprised of eight (8) members; four (4) members to
33 represent the Board and four (4) members to represent the
34 Association. At least one (1) member of each negotiation
35 faction should serve on the committee the following year.

36 Section 3 – The parties mutually pledge that their representatives shall have
37 the necessary power and authority to make proposals, consider
38 other proposals and make counter-proposals in the course of
39 negotiations.

40 Section 4 – Meetings shall be held at a mutually satisfactory time and place
41 and shall be closed to the press and public. All proceedings
42 shall be maintained by a mutually appointed recorder. All
43 minutes shall be provided to the negotiation representatives by
44 this recorder. One member of the negotiation representatives
45 shall be elected by the representatives to preside at all
46 negotiation meetings.

47 Section 5 – During negotiations, the Board and the Association shall present
48 relevant data, exchange points of view and make proposals.
49 Each party shall promptly make available to the other, upon
50 request, information within its possessions which is relevant to
51 the subjects under discussion. Either party may, if it desires,
52 utilize the services of outside consultants and may call upon
53 professional and lay representatives to assist with negotiations.

54 Section 6 – Before the Board adopts a change in Board policy, listed in the
55 policy book, which affects terms and conditions of employment,
56 it shall notify the Association Advisory committee that it is
57 considering such a change. The association shall have the right
58 to negotiate with the Board for a mutually acceptable change in
59 said policy, provided that it files such a request with the Board
60 within twenty (20) days after receipt of said notice has been
61 verified. Any agreement so reached shall be reduced to writing,
62 ratified, and become an addendum to this agreement.

63 Section 7 – The Board and the Association agree to begin negotiations for a
64 Successor Agreement, in accordance with the procedure set
65 forth in State law, in a good faith effort by both parties to reach

66 continuing agreement on matters currently in the negotiated
67 agreement and any other matters appropriate for collective
68 negotiations which may then be of mutual concern or interest.

Article IV – Salaries

69 Section 1 – SALARIES – 2015-16 – Salaries of all
70 certificated personnel covered by this Agreement are set in the
71 schedule which appears in Appendix A. The teacher’s contract
72 shall list the current step and column placement of the
73 contracted teacher. Upon written request of the Association, the
74 School District shall provide the Association a report showing
75 the current year placement of the salary schedule, current
76 year placement of each extra duty assignment and the insurance
77 fringe benefits provided each teacher.

78 Section 2 – LISTING OF ASSIGNMENTS – The teacher’s contract shall
79 list the basic teaching salary and the salary for each supervisory,
80 coaching or other duty separately. The teacher’s contract shall
81 state the teaching assignments. (However, teaching assignments
82 may be made to include endorsed fields or areas for which the
83 teacher is licensed to teach.)

84 Section 3 – SCHEDULE DEVIATIONS – The Board reserves the right to
85 exceed the agreed salary schedules set forth in Appendix A and
86 B on an individual basis.

87 Section 4 – CONTRACT CHANGES – For all certificated personnel
88 covered by this agreement, the pay for duties performed
89 different from base contract will be negotiated between the
90 individual and the Board.

91 Section 5 – ANNUITIES – The Board of Education shall purchase annuities
92 upon the request of teachers desiring to have such purchases
93 made with appropriate amounts withheld from their monthly
94 salary. All such requests must be made on appropriate written
95 forms signed by the teacher at least 30 days in advance of the
96 payroll.

97 Section 6 – PAYROLL DEDUCTIONS – The Board of Education shall
98 maintain a payroll deduction policy for Association dues and
99 fees upon the request of the teacher. All deductions must be

100 asked for on appropriate forms signed by the teacher at least 30
101 days in advance of payroll. All deductions are to be concluded
102 with the May payroll.

103 Section 7 – PAY DATE – The pay date for all certificated employees shall
104 be the tenth (10th) day of each month. If the pay day falls on a
105 weekend, payroll shall be distributed before noon on the
106 preceding Friday.

107 Section 8 – EDUCATION ADVANCEMENT

108 A. Graduate hours above the B.A. degree will be allowed for
109 advancement on the salary schedule. Graduate hours not
110 approved by the superintendent as being in the teacher's
111 particular area may upon the teacher's request, be
112 evaluated by the Graduate Hours Review Committee.
113 The hours will be approved if this committee establishes
114 that the hours in question are (1) directly related to the
115 responsibilities set forth in the employee's contract; (2)
116 exhibit a distinct relevance and relationship to the
117 teacher's contracted assignment and/or (3) customarily
118 designated and recognized as professional courses in the
119 teacher's area of responsibility. The Graduate Hours
120 Review committee shall be comprised of two (2)
121 certificated representatives of the Imperial Education
122 Association and two (2) school administrators.

123 B. Graduate hours taken prior to receiving the B.A. Degree
124 may be allowed in considering placement on the salary
125 schedule at the time of initial employment as graduate
126 hours, if these hours were not a requirement for the B.A.
127 Degree.

128 C. All college credits for advancement on the salary
129 schedule must be verified before September 15, of each
130 year by the registrar, college professor, or transcript.
131 When verified by college professor, official transcript
132 shall follow at or before the end of the first semester as
133 documentation for pay steps.

134 D. Graduate hours previously approved as being in the
135 teacher's area and remaining in the teacher's area, but not
136 being a part of the master's program automatically

137 qualify for the M.A.+9 and M.A.+18 steps of the salary
138 schedule.

139 Section 9 – IRS-125 PLAN – The Board will provide an Internal Revenue
140 Service Rule 125 Plan so that certificated personnel will have
141 the opportunity to pay additional health insurance premiums and
142 other allowable benefits with tax-sheltered income. The School
143 District will pay all charges associated with incorporating the
144 125-Plan.

145 Section 10 NATIONAL CONTEST – Teachers sponsoring students that
146 have qualified for a National Contest during non-contracted days
147 will receive 1/184 of their salary as a stipend for each day a
148 student is competing.

Article V – Fringe Benefits

149 A. Types of Leave:

150 Section 1 – SICK LEAVE – All certificated employees shall be entitled to
151 ten (10) contract days of sick leave the first school year of
152 employment as of the first official day of said school year and
153 ten (10) contract days of each succeeding year accumulative to
154 fifty (50) days. Any sick leave in excess of five (5)
155 successive days will require a proof of illness. Employees will
156 be entitled to use such leave for members of the immediate
157 family. Immediate family is defined as spouse, mother, father,
158 children, step-parents, step-children, and others under the
159 employee’s direct care.

160 Employees will be entitled to use sick leave for all dental or
161 medical appointments for themselves or immediate family
162 provided the sick leave time requested is justified and approved.
163 Routine appointments will be scheduled to minimize loss of
164 work time.

165 Employees may be entitled to use sick leave at administrative
166 discretion or administrative approval when a member of the
167 extended family is seriously ill. The extended family is defined
168 as non-dependent son or daughter and their immediate family,
169 brother, sister, and grandparents of the employee or spouse, plus
170 mother-in-law, father-in-law, step-parents and step children of

171 the employee.

172 In cases of long term illness, the number of sick days may be
173 extended upon approval by a majority vote of the school board.
174 In the event that a certificated employee qualifies for long term
175 disability benefits as determined by the insurance carrier in force
176 at such time of disability, that employee will be entitled to
177 additional sick leave. The maximum amount of additional sick
178 leave will be five (5) days. A lesser amount will be allowed in
179 the event said employee would receive concurrently both sick
180 leave benefits and disability benefits.

181 Section 2 – PERSONAL LEAVE – Four (4) days personal leave (that leave
182 available to the certificated employee without any reason being
183 given to the administration or Board on three days notification
184 of pending leave, with exception allowed for an unavoidable
185 situation or circumstance) will be available to the certificated
186 employee. Days preceding holidays must be approved by the
187 administration. Any more than 3 teachers at the elementary
188 level (K-6) or 3 teachers at the secondary level (7-12) requesting
189 personal leave on any one day must be approved by the
190 administration. Personal days not used will be paid to the
191 teacher at the current initial substitute rate. The reimbursement
192 will be made in the last check of the contract year.

193 Section 3 – PROFESSIONAL LEAVE – Professional leave shall be that
194 leave being used by the certificated employee during the
195 contract year for professional growth in areas of contracted
196 responsibilities (with prior approval of the administration).
197 Reimbursement, as per Board Policy, for such expenses incurred
198 in professional growth shall be subject to prior approval of
199 administration or Board.

200 Section 4 – BEREAVEMENT – Bereavement leave (that leave felt to be
201 needed by the certificated employee because of death in the
202 family) shall be granted to each employee with approval of the
203 administration. Family defined as same definition in SICK
204 LEAVE plus niece, nephew, first uncle and aunt, grandchildren,
205 son-in-law, daughter-in-law, step-parents and step-children of
206 employee or spouse.

207 Section 5 – SABBATICAL LEAVE – After a teacher has been employed by

208 the district for a period of five years, the teacher may apply for a
209 leave of absence up to one year, with or without partial pay. A
210 teacher must have applied for sabbatical leave by January 15th of
211 the year prior to the intended leave. The teacher must guarantee
212 in writing, to return to the school system at the end of said leave
213 for a period of at least one year. Any teacher granted sabbatical
214 leave shall be entitled to a teaching assignment in their endorsed
215 areas and placement on the salary schedule in accordance with
216 training and experience, except that the period of absence will
217 not be counted as experience. The teacher may continue to be in
218 the group health insurance plan at his or her expense. There will
219 be a quota of no more than one teacher granted sabbatical leave
220 per year. If more than one application is received, the Graduate
221 Hours Review Committee as defined in Article IV, Section 8,
222 will evaluate the applications and make a recommendation to the
223 Board. The Board will carefully consider such a request, and if
224 a suitable substitute teacher can be employed for the period of
225 such absence, the request may be granted.

226 Section 6 – UNPAID LEAVE – Unpaid leave is taken by an employee after
227 all leave provisions have been exhausted. Unpaid leave up to
228 and including nine (9) days during any three year time period
229 may be granted with administrative approval. The number of
230 unpaid days may be extended upon approval by a majority vote
231 of the school board. If an employee should take unpaid leave,
232 he/she shall forfeit a sum equal to 1 over the number of contract
233 days for each day absent excluding Appendix B assignments.
234 Does not affect Article V-A, Section 4.

235 Section 7 – PENALIZATION – If an employee should take any leave that
236 has not been approved by the administration or Board, he/she
237 shall be penalized a sum equal to 1 over the number of contract
238 days for each day absent, and for Appendix B assignments, 1
239 over number of days of season as established by the Nebraska
240 School Activities Association, 1 over the number of contract
241 days where the assignment is year long, or 1 over length of
242 season as established by the school where applicable. A contract
243 of an employee who has been penalized for unapproved leave
244 may be cancelled or amended for just cause. Does not affect
245 Article V-A, Sections 1, 2, and 4.

246 Section 8 – FAMILY AND MEDICAL LEAVE – For unpaid FMLA leave

247 under the Family and Medical Leave Act, an employee shall
248 forfeit for each day a sum equal to 1 over the number of contract
249 days. If an employee has an Appendix B assignment, then
250 unpaid leave under this Act shall include Appendix B. He/she
251 shall forfeit, where Appendix B is applicable, a sum equal to 1
252 over the number of days of the season where established by the
253 Nebraska School Activities Association, 1 over the number days
254 of contract where the season is year long, or 1 over the length of
255 season established by the school where applicable. No
256 deduction will be made on an Appendix B assignment if the
257 absence is not detrimental to the program, i.e., sponsorship of an
258 organization and/or class. Any pay back to be divided among
259 the remaining number of payments of the contract.

260 Section 9 – ASSOCIATION LEAVE – Up to two (2) days of paid leave
261 shall be granted to the Imperial Education Association during
262 the contract year to conduct Association business.

263 B. Insurance

264 Section 1 – MEDICAL – The District shall provide all
265 certificated employees covered by this agreement the following
266 health insurance benefits: For full-time certificated employees
267 the district shall pay the entire cost of the premium for Blue
268 Cross/Blue Shield \$950 PPO Deductible with Pre-admission
269 certification offered through the Educators Health Alliance
270 (EHA). Under this agreement the District shall pay the
271 deductible cost above the initial \$500 (single) or \$1000 (family)
272 for each employee or family deductible. This benefit will be
273 claimed by filing receipts and insurance statements through the
274 125 cafeteria plan provider. The District shall pay the cost of
275 PPO Dental with 80% A & B coverage and 50% C coverage for
276 each employee covered by this agreement. Employees will be
277 placed on one of four (4) tiers based on their dependent
278 structure. These tiers shall include Employee, Employee and
279 Children, Employee and Spouse, or Employee, Spouse and
280 Children. A married couple without dependent children, who
281 are both employed by the district will each be placed on the
282 Employee tier. Any employee covered by this agreement who
283 is employed at 0.50 FTE or above shall be eligible to participate
284 in the plan. The district will pay a portion of the premium cost
285 equivalent to the FTE the employee is working. The insurance

286 coverages will be selected and approved by the Imperial
287 Education Association and by the Board of Education on an
288 annual basis. All insurance coverages on an employee shall
289 terminate with the termination of that employee's contract. No
290 cash will be given in lieu of insurance.

291 Section 2 – LONG-TERM DISABILITY –All employees shall be allowed
292 .0027 of contracted salary subject to any rate changes of the
293 present long-term disability insurance plan. The insurance
294 coverage will be selected by the Imperial Education Association
295 and approved by the Board of Education on an annual basis. All
296 insurance coverage on an employee shall terminate with the
297 termination of that employee's contract. No cash will be given
298 in lieu of insurance.

Article VI – Conditions of Employment

299 Section 1 – TERMS OF CONTRACT – All certificated employees (covered
300 by this agreement) shall be contracted for 184 days, unless the
301 individual contract specifies shorter or longer periods of
302 employment.

303 Section 2 – PART-TIME – Part-time certificated employees shall be entitled
304 to fringe benefits pro rata to full time employment.

305 Section 3 – CONTRACT CALENDAR

306 A. NOTICE BY ADMINISTRATOR OF
307 UNSATISFACTORY PERFORMANCE – On or before
308 February 15th of each year, the Superintendent of
309 Schools shall prepare and issue written notification to
310 those tenured teachers whose professional performance is
311 deemed unsatisfactory and may be just cause for
312 termination of employment. This notice will be based on
313 formal evaluations which identify deficiencies in
314 professional performance. The teacher shall be
315 counseled as to how to correct the alleged deficiencies
316 and be granted sufficient time (April 1st) for correction or
317 improvement. At any time during the school year, the
318 Superintendent of Schools may prepare and issue
319 notification to those tenured teachers for other just cause
320 reasons as defined in Nebraska Statutes.

321 B. RETURN OF CONTRACT TO EMPLOYERS –
322 Teachers will have at least 15 days to sign and return
323 contracts after receipt thereof. Teachers will not be
324 required to sign and return contracts earlier than April 1st.

325 Section 4 – RESIGNATION – The continued high quality of the
326 professional staff is of utmost importance. Any certificated
327 employee with the knowledge of contract resignation is
328 encouraged, in good faith, to notify the Board of Education on or
329 before the second Monday in May.

330 Section 5 – TEACHER RIGHTS

331 A. Nothing contained in this Agreement shall be construed
332 to deny any teacher those rights provided under law.
333 Rights granted to teachers herein shall be deemed to be in
334 addition to those provided elsewhere.

335 B. No tenured teacher will be reprimanded or have
336 compensation reduced or withheld, without just cause.
337 Any suspension of a teacher, pending investigation and
338 disposition of the case shall be with full pay. Action to
339 the contrary by the Board or its agents shall be subject to
340 the Grievance Procedure herein set forth.

341 C. The Board will not discriminate against any teacher with
342 respect to terms and conditions of employment by reason
343 of the teacher's membership in the Association and its
344 affiliates, the participation in collective negotiations with
345 Board, or the institution of a grievance under the terms of
346 this Agreement.

347 Section 6 – TEACHER DUTY DAY

348 A. Teachers shall have at least a 30-minute duty-free lunch.

APPENDIX C

Grievance Procedure

The purpose of this grievance procedure is to secure at the lowest possible level, an equitable solution to problems which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment for certified personnel in this school district. This grievance procedure is part of the Negotiated Agreement between the District and the Imperial Education Association.

Adopted

I. Definitions

- A. Grievance: Any claim or claims by a teacher, group of teachers, or the Association of an alleged violation, misinterpretation, or misapplication of terms and conditions of employment.
- B. Grievant: Teacher, group of teachers, or the Association making the claim as provided in Paragraph I.A.
- C. Time Limits: All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year; then time limits shall consist of all week days Monday through Friday, except holidays. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of right to appeal to the next step. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level. All grievances must be dealt with in the contract year during which the alleged grievance took place.
- D. Grievance Meetings or Hearings: All meetings and hearings under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives and the grievant and his/her designated representatives. If the grievant chooses to represent himself/herself, the Association shall have the right to be present as provided in Section II of this procedure. All parties shall have the right to record the proceedings of any hearing or meeting at

all formal levels of the grievance procedure. Hearings before the board shall be closed, at the discretion of the grievant.

II. Association Representation

A grievant shall have the right to have Association representatives present to represent the grievant at each level of the grievance procedure. Where a grievant chooses to represent himself/herself, the Association, at its discretion, may have representatives present for any meetings, appeals, or other proceedings relating to a grievance which has been formally presented. Nothing herein shall be construed as limiting the right of any teacher to discuss his/her grievance informally with his/her immediate superior and having the grievance adjusted informally. The Association shall be notified in writing of the issues and the settlements before any settlement becomes effective for any filed grievance. The grievant shall acknowledge in writing that a settlement has been reached. The settlement shall not be inconsistent with the terms of the negotiated agreement.

Under this provision, the Board of Education recognize the Grievance Committee of the association and its grievance representatives as parties in interest to any grievance proceedings as provided above.

III. Reprisals

No reprisals of any kind shall be taken against any employee who utilizes this grievance procedure, whether member or non-member of the Association, by the Association or the District.

IV. Withdrawal of a Grievance

An employee may withdraw his/her grievance at any level of the procedure without fear of reprisal from any party. Where the Association feels that the issues involved should be resolved, the Association may assume the grievance at the point discontinued by the individual and proceed through the remainder of the procedure.

V. Advanced Step Filing

The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

VI. The Procedure

The parties believe that it is usually most desirable for an employee and his immediate superior to resolve problems through free and informal communications. When requested by the teacher, a representative of the

association may assist in this resolution. However, when the grievance remains unresolved, then the grievance may be processed as follows:

Step 1

Except as otherwise provided in Article V, Advanced Step Filing, the employee or the Association may present the grievance in writing to the employee's principal who will arrange for a meeting of the parties in interest within five (5) days from the date of the hearing to provide the grievant and the Association his/her written decision.

Step 2

Except as otherwise provided in Article V, Advanced Step Filing, the grievant or the Association shall refer the grievance to the superintendent or his/her official designee within five (5) days of the receipt of the answer in Step 1. The superintendent shall arrange for a hearing with the grievant and the Association's representatives to take place within five (5) days of his/her receipt of the appeal. Each party shall have the right to include in his representation such witnesses deemed necessary to develop the facts pertinent to the grievance. The superintendent will have five (5) days from the date of the hearing to provide the grievant and the Association his/her written decision.

Step 3

Except as otherwise provided in Article V, Advanced Step Filing, if the grievance is not resolved at Step 2, the grievant or the Association shall refer the grievance in writing to the Board president who shall have ten (10) days from the date the appeal is received in which to schedule a hearing on the grievance before the Board of Education. The hearing shall be scheduled within twenty (20) days of receipt of the appeal. Each party shall have the right to include in its representation such witnesses as it deems necessary to develop facts pertinent to the grievance. The Board will have five (5) days from the date of the hearing to notify, in writing, the grievant and the Association of the Board's decision.

Step 4

If the Association is not satisfied with the disposition of the grievance at Step 3, or if a written decision has not been rendered within the time provided, the Association within thirty (30) days of the Board's reply may notify the Board, in writing, of its intent to submit the grievance to arbitration. The arbitrator shall be chosen by the parties and shall be a person mutually acceptable to the Board and the Association. If the Board of Education and the Association are unable to agree on an arbitrator

within ten (10) days after receipt of notice, an arbitrator shall be sought from the American Arbitration Association. The arbitrator shall make a recommendation to resolve the grievance. No evidence or positions shall be submitted to the arbitrator by either party which was not previously disclosed to the other party. The cost of the arbitrator shall be equally borne by the Board and the Association. All other expenses shall be borne by the party incurring the expense.

Nothing in Step 4 shall prevent an individual grievant from submitting a grievance to arbitration. Under such circumstances the selection of the arbitrator shall be shared equally by the Board and the individual.