

Minden Public Schools
Board of Education
Board of Education Regular Meeting
Minden High School Media Center
543 West Fifth
Minden, NE 68959-0301
Monday, April 8, 2019 7:30 PM

1. Call to Order
2. Public Comment
 - a. W Design Presentation
 - b. Public Comment
3. Consent Agenda
 - a. Consider Minutes from Prior Meeting
 - b. Consider Financial Reports
 - c. Consider Expenditures and Claims for Payment
4. Reports
 - a. Board Committees
 - b. Principals
 - c. Superintendent
 - d. Other
5. Policy Review and Updates
6. Action Items
 - a. Consider, Discuss, and Take Action on Staff Resignations
 - b. Consider, Discuss, and Take Action on Contracts for New Certified Staff
 - c. Consider, Discuss, and Take Action on 2019-20 Classified Staff Salaries
 - d. Consider, Discuss, and Take Action on 2019-20 Administrators' and Professional Salaries
 - e. Consider, Discuss, and Take Action on 2019-20 Extra Duty Assignments
 - f. Consider, Discuss, and Take Action on Superintendent Contract
 - g. Consider, Discuss, and Take Action on Amendments to Flexible Employee Benefit Plan
 - h. Consider, Discuss, and Take Action on Proposal for Outdoor Facilities
 - i. Consider, Discuss, and Take Action on 2019 Summer Projects
7. Additional Information
8. Next Meeting
9. Adjournment

**MINDEN PUBLIC SCHOOLS
BOARD OF EDUCATION
March 11, 2019**

The agenda for the March 11, 2019 meeting was posted at the United States Post Office in Minden, Minden Exchange Bank, First Bank and Trust Company, Kearney County Courthouse, and the Minden city office. Agendas were mailed to the United States Post Office in Upland and Heartwell. The agenda was posted in the superintendent's office and notice was published in the local paper.

The board meeting began at 5:02 pm with all board members present, except Grams.

Motion by Carpenter and second by Glanzer to excuse the absence of Grams. Roll call: Carpenter, aye; Glanzer, aye; Grams, absent; Jacobsen, aye; Raun, aye; Rhynalds, aye. Motion carried.

Motion by Rhynalds and second by Raun to approve the consent agenda consisting of minutes from the February 11 meeting, financial reports, and claims for payment. Roll call: Carpenter, aye; Glanzer, aye; Grams, absent; Jacobsen, aye; Raun, aye; Rhynalds, aye. Motion carried.

Motion by Glanzer and second by Jacobsen to approve with regret the resignation of Chris Dolan at the end of the 2018-19 school year. Roll call: Carpenter, aye; Glanzer, aye; Grams, absent; Jacobsen, aye; Raun, aye; Rhynalds, aye. Motion carried.

Motion by Raun and second by Rhynalds to approve the contract of Carter Pratt as 3rd Grade Teacher, Jhett Ostrom as 9-12 Science Teacher, Megan Spady as Elementary/Middle School SPED Teacher, and Abbie Obermeier as K-3 SPED Teacher, all effective for the 2019-2020 school year. Roll call: Carpenter, aye; Glanzer, aye; Grams, absent; Jacobsen, aye; Raun, aye; Rhynalds, aye. Motion carried.

Motion by Carpenter and second by Glanzer to approve the 2019-2020 School Calendar. Roll call: Carpenter, aye; Glanzer, aye; Grams, absent; Jacobsen, aye; Raun, aye; Rhynalds, aye. Motion carried.

At 5:46 pm, motion by Jacobsen and second by Glanzer to enter executive session to discuss litigation for the protection of public interest. Roll call: Carpenter, aye; Glanzer, aye; Grams, absent; Jacobsen, aye; Raun, aye; Rhynalds, aye. Motion carried.

At 6:43 pm, exit executive session by Acting Board President action.

At 6:44 pm, a motion was made by Carpenter and second by Glanzer to adjourn the meeting. Roll call: Carpenter, aye; Glanzer, aye; Grams, absent; Jacobsen, aye; Raun, aye; Rhynalds, aye. Motion carried.

Secretary, Board of Education

MINDEN PUBLIC SCHOOLS
TREASURER'S REPORT
March 31, 2019

SCHOOL BALANCE - February 28, 2019		\$154,228.24
Current Months Receipts		\$610,416.15
Transfers from Investments		\$250,000.00
Total Beginning Balance and Receipts		\$1,014,644.39
Less: Disbursements		\$824,896.55
Transfer to Investments		\$0.00
Total Disbursements		\$824,896.55
SCHOOL BALANCE - March 31, 2019		\$189,747.84
 BALANCE PER BANK STATEMENT - March 31, 2019		 \$194,407.94
Deposits In Transit		\$0.00
LESS : Outstanding Checks		\$4,660.10
RECONCILED BANK BALANCE - March 31, 2019		\$189,747.84
(Balance - March 31, 2018 = \$78,489.45)		
 GENERAL FUND INVESTMENTS		 \$2,051,389.70
Money Market Minden Exchange	\$779,462.61	0.65% demand
Money Market First Bank	\$1,271,927.09	0.71% demand
(Balance March 31, 2018 = \$2,670,030.92)		
 DEPRECIATION FUND INVESTED		 \$747,175.28
Money Market Minden Exchange Bank	\$4,380.13	0.65% demand
Money Market First Bank	\$195,605.84	0.71% demand
NE Liquid Asset Fund - Depreciation Fund	\$547,134.12	2.13% demand
Checking Minden Exchange Bank	\$55.19	
(Balance March 31, 2018 = \$1,091,551.18)		
 EMPLOYEE BENEFITS FUND		 \$0.00
Money Market First Bank	\$0.00	
(Balance March 31, 2018 = \$35,387.93)		
 BUILDING FUND		 \$2,595,331.94
Money Market Minden Exchange Bank	\$800,051.79	0.65% demand
Money Market First Bank	\$57,830.17	0.51% demand
NE Liquid Asset Fund - Building Fund	\$1,737,448.51	2.13% demand
Money Market First Bank - HS Constr. Acct.	\$0.00	
NE Liquid Asset Fund - HS Constr. Acct.	\$0.00	
Checking Minden Exchange Bank	\$1.47	
(Balance March 31, 2018 = \$3,103,410.20)		
 BOND FUND		 \$1,578,753.32
Money Market Minden Exchange Bank	\$330,055.39	0.65% demand
NE Liquid Asset Fund - Bond Fund	\$1,248,697.93	2.13% demand
(Balance March 31, 2018 = \$1,717,905.06)		
 LUNCH FUND		 \$29,117.62
Money Market First Bank	\$4,240.41	0.21% demand
Checking First Bank	\$24,877.21	
(Balance March 31, 2018 = \$27,107.95)		
 FUNDS PLEDGED FOR DEPOSITS		
Minden Exchange Bank	\$4,903,226.53	Plus 250M FDIC
First Bank	\$2,910,000.00	Plus 250M FDIC

William Johnson, Treasurer

2018/19 Projections vs. Actuals for General Fund As of March 31, 2019

Income

2018/19 Budgeted Income = \$10,559,629.06

Month	Projected Income	Actual Income	Over/(Under) Projection	Running Balance Over/(Under) Projection
September	\$2,032,728.59	\$2,036,104.28	\$3,375.69	\$3,375.69
October	\$593,451.15	\$470,375.41	(\$123,075.74)	(\$119,700.05)
November	\$152,058.66	\$148,489.70	(\$3,568.96)	(\$123,269.01)
December	\$149,946.73	\$146,320.51	(\$3,626.22)	(\$126,895.23)
January	\$1,814,144.27	\$1,466,010.88	(\$348,133.39)	(\$475,028.62)
February	\$836,322.62	\$859,739.30	\$23,416.68	(\$451,611.94)
March	\$544,876.86	\$611,488.41	\$66,611.55	(\$385,000.39)
April	\$472,015.42			
May	\$2,715,936.59			
June	\$938,751.02			
July	\$125,659.59			
August	\$183,737.57			

Cash Flow

Month	Projected Cash Flow	Actual Cash Flow	Over/(Under) Projection	Running Balance Over/(Under) Projection
September	\$1,040,679.86	\$1,088,914.62	\$48,234.76	\$48,234.76
October	(\$264,776.07)	(\$357,672.33)	(\$92,896.26)	(\$44,661.50)
November	(\$732,711.66)	(\$684,189.77)	\$48,521.89	\$3,860.39
December	(\$711,598.37)	(\$678,750.04)	\$32,848.33	\$36,708.72
January	\$978,036.31	\$592,444.34	(\$385,591.97)	(\$348,883.25)
February	(\$23,010.56)	\$38,435.20	\$61,445.76	(\$287,437.49)
March	(\$307,820.54)	(\$213,258.14)	\$94,562.40	(\$192,875.09)
April	(\$398,377.39)			
May	\$1,797,987.38			
June	\$25,225.66			
July	(\$793,395.58)			
August	(\$1,110,239.04)			

Expenses

2018/19 Budgeted Expenses = \$11,059,629.06

Month	Projected Expenses	Actual Expenses	Over/(Under) Projection	Running Balance Over/(Under) Projection
September	\$992,048.73	\$947,189.66	(\$44,859.07)	(\$44,859.07)
October	\$858,227.22	\$828,047.74	(\$30,179.48)	(\$75,038.55)
November	\$884,770.32	\$832,679.47	(\$52,090.85)	(\$127,129.40)
December	\$861,545.10	\$825,070.55	(\$36,474.55)	(\$163,603.95)
January	\$836,107.96	\$873,566.54	\$37,458.58	(\$126,145.37)
February	\$859,333.18	\$821,304.10	(\$38,029.08)	(\$164,174.45)
March	\$852,697.40	\$824,746.55	(\$27,950.85)	(\$192,125.30)
April	\$870,392.81			
May	\$917,949.21			
June	\$913,525.36			
July	\$919,055.17			
August	\$1,293,976.61			

General Fund Balance

Beginning Reconciled GF Balance = \$2,455,213.66

Month	Projected GF Balance	Actual Reconciled GF Balance	Over/(Under) Projection
September	\$3,495,893.52	\$3,544,128.28	\$48,234.76
October	\$3,231,117.45	\$3,186,455.95	(\$44,661.50)
November	\$2,498,405.79	\$2,502,266.18	\$3,860.39
December	\$1,786,807.42	\$1,823,516.14	\$36,708.72
January	\$2,764,843.73	\$2,415,960.48	(\$348,883.25)
February	\$2,741,833.17	\$2,454,395.68	(\$287,437.49)
March	\$2,434,012.63	\$2,241,137.54	(\$192,875.09)
April	\$2,035,635.24		
May	\$3,833,622.62		
June	\$3,858,848.28		
July	\$3,065,452.70		
August	\$1,955,213.66		

General Fund Expenditures

Account Description	Adopted Budget	Disbursed	Remaining Balance	Percent Spent
01100 - Regular Instruction	\$ 5,179,279.65	\$ 3,356,045.73	\$ 1,823,233.92	64.80
01125 - Academic Intervention (Flex Funding)	\$ 127,219.96	\$ 57,434.21	\$ 69,785.75	45.15
01200 - School Age SPED	\$ 1,028,121.92	\$ 629,006.77	\$ 399,115.15	61.18
01291 - Preschool Age 3-5	\$ 31,852.51	\$ 8,500.10	\$ 23,352.41	26.69
01292 - Preschool Age 0-2	\$ 3,145.96	\$ -	\$ 3,145.96	0.00
01300 - Summer School	\$ 10,026.12	\$ -	\$ 10,026.12	0.00
02120 - Guidance Counselor	\$ 293,316.79	\$ 194,725.74	\$ 98,591.05	66.39
02130 - Health Services	\$ 56,931.48	\$ 40,270.83	\$ 16,660.65	70.74
02140 - School Psychologist	\$ 60,710.16	\$ 42,843.56	\$ 17,866.60	70.57
02151 - Speech Path & Deaf Ed	\$ 126,480.01	\$ 81,435.72	\$ 45,044.29	64.39
02152 - Speech Path & Deaf Ed	\$ 4,626.94	\$ 2,088.62	\$ 2,538.32	45.14
02161 - Occupational Therapy	\$ 19,175.00	\$ 9,775.25	\$ 9,399.75	50.98
02171 - Physical Therapy	\$ 7,450.00	\$ 8,357.00	\$ (907.00)	112.17
02172 - Physical Therapy	\$ 100.00	\$ 564.25	\$ (464.25)	564.25
02190 - Student Activities	\$ 203,309.37	\$ 137,176.80	\$ 66,132.57	67.47
02213 - Instructional Staff Training	\$ -	\$ 2,013.69	\$ (2,013.69)	
02220 - Media Center	\$ 259,528.86	\$ 168,538.30	\$ 90,990.56	64.94
02240 - Assessment Coordinator	\$ 44,859.85	\$ 1,174.78	\$ 43,685.07	2.62
02310 - Board of Education	\$ 45,150.00	\$ 33,413.87	\$ 11,736.13	74.01
02320 - Superintendent	\$ 260,467.69	\$ 172,112.98	\$ 88,354.71	66.08
02330 - District Legal Services	\$ 40,000.00	\$ 22,136.95	\$ 17,863.05	55.34
02410 - Principal	\$ 597,699.79	\$ 392,907.75	\$ 204,792.04	65.74
02510 - Business Office	\$ 146,222.85	\$ 82,692.55	\$ 63,530.30	56.55
02610 - Custodial	\$ 774,578.50	\$ 537,069.18	\$ 237,509.32	69.34
02620 - Building Maintenance	\$ 483,693.84	\$ 173,848.98	\$ 309,844.86	35.94
02630 - Grounds Maintenance	\$ 238,378.28	\$ 91,408.99	\$ 146,969.29	38.35
02640 - Equipment Repair & Maintenance	\$ 30,798.54	\$ 20,887.01	\$ 9,911.53	67.82
02650 - Non-Pupil Vehicle	\$ 59,500.00	\$ 28,456.32	\$ 31,043.68	47.83
02660 - Security	\$ 23,000.00	\$ 1,518.74	\$ 21,481.26	6.60
02670 - Safety	\$ 7,000.00	\$ 13,628.17	\$ (6,628.17)	194.69
02710 - School Bus Driving	\$ 227,089.05	\$ 120,449.63	\$ 106,639.42	53.04
02712 - School Age SPED Driving	\$ 1,314.46	\$ 52.55	\$ 1,261.91	4.00
02713 - Below Age 5 SPED Driving	\$ 11,773.62	\$ 1,942.19	\$ 9,831.43	16.50
02730 - School Bus Driving Vehicle Maintenance	\$ 213,794.39	\$ 77,622.30	\$ 136,172.09	36.31
02732 - School Age SPED Vehicle Maintenance	\$ 1,500.00	\$ 286.80	\$ 1,213.20	19.12
03535 - High Ability Learners	\$ 68,605.69	\$ 25,794.34	\$ 42,811.35	37.60
06200 - Title IA	\$ 108,469.00	\$ 70,713.55	\$ 37,755.45	65.19
06310 - Title IIA	\$ 25,805.00	\$ 5,632.13	\$ 20,172.87	21.83
06404 - IDEA Part B (611) Base Allocation	\$ 64,491.00	\$ 63,141.92	\$ 1,349.08	97.91
06406 - IDEA Preschool (619) Base Allocation	\$ 3,463.00	\$ 3,599.88	\$ (136.88)	103.95
06410 - IDEA Enrollment/Poverty (611)	\$ 108,947.00	\$ 87,424.76	\$ 21,522.24	80.25
06700 - Carl Perkins	\$ -	\$ 417.90	\$ (417.90)	
08000 - Transfers (Outgoing)	\$ 50,000.00	\$ -	\$ 50,000.00	0.00
09000 - Reimbursed by Other Funds/Entities	\$ 11,752.78	\$ 3,082.87	\$ 8,669.91	26.23
Total	\$ 11,059,629.06	\$ 6,770,193.66	\$ 4,289,435.40	61.22%

Total Minden Bus Barn Project as of 03/31/2019 - Pay App #2

Item #	Work Description	Original Budget	Change Orders	Current Budget**	Total Work Previously Completed and Billed	Work Billed This Period	Materials Purchased and Stored	Total Completed & Stored	% Complete	Remaining Balance	10% Retainage
1	Silt Fence	\$4,500.00		\$4,500.00	\$0.00			\$0.00	0.00%	(\$4,500.00)	\$0.00
2	Dirt Work & Crushed Concrete	\$62,000.00		\$62,000.00	\$0.00			\$0.00	0.00%	\$62,000.00	\$0.00
3	Grade Beam & Footings	\$29,600.00		\$29,600.00	\$0.00	\$8,000.00		\$8,000.00	27.03%	\$21,600.00	\$800.00
4	Floor 6"	\$68,500.00		\$68,500.00	\$0.00			\$0.00	0.00%	\$68,500.00	\$0.00
5	Stoops	\$2,000.00		\$2,000.00	\$0.00			\$0.00	0.00%	\$2,000.00	\$0.00
6	Paving	\$25,700.00		\$25,700.00	\$0.00			\$0.00	0.00%	\$25,700.00	\$0.00
7	Pre-Engineered Building	\$107,000.00		\$107,000.00	\$24,010.00	\$83,000.00		\$107,010.00	100.01%	(\$10.00)	\$10,701.00
8	Erection Labor	\$38,600.00		\$38,600.00	\$0.00			\$0.00	0.00%	\$38,600.00	\$0.00
9	Overhead Doors and Walk Doors	\$42,443.00		\$42,443.00	\$0.00			\$0.00	0.00%	\$42,443.00	\$0.00
10	Insulation	\$7,200.00		\$7,200.00	\$0.00			\$0.00	0.00%	\$7,200.00	\$0.00
11	Bollards	\$9,600.00		\$9,600.00	\$0.00			\$0.00	0.00%	\$9,600.00	\$0.00
12	Partition Wall	\$27,640.00		\$27,640.00	\$0.00			\$0.00	0.00%	\$27,640.00	\$0.00
13	Painting	\$10,293.00		\$10,293.00	\$0.00			\$0.00	0.00%	\$10,293.00	\$0.00
14	HVAC/Plumbing/Fire Alarm/Electrical	\$151,450.00		\$151,450.00	\$0.00	\$36,606.00		\$36,606.00	24.17%	\$114,844.00	\$3,661.00
15	Fire Sprinkler	\$17,400.00		\$17,400.00	\$0.00			\$0.00	0.00%	\$17,400.00	\$0.00
16	Toilet Accessories	\$1,500.00		\$1,500.00	\$0.00			\$0.00	0.00%	\$1,500.00	\$0.00
	Total	\$605,426.00	\$0.00	\$605,426.00	\$24,010.00	\$127,606.00	\$0.00	\$151,616.00	25.04%	\$444,810.00	\$15,162.00

Bank Statement Reconciliation

Description

Adjustment Date

Adjustment Amount

Minden High School

03/01/2019 through 03/31/2019

Bank Statement Reconciliation Summary

Statement Balance	\$ 314,503.94
- Outstanding checks	\$ 3,070.65
+ Outstanding Deposits	\$ 0.00
+ Outstanding Adjustments	\$ 0.00
- Outstanding Investment Transfers	\$ 0.00
Total	\$ 311,433.29
+ Investments	\$ 37,000.00
Book Balance	\$ 348,433.29

Checks For Payment Listing

Date	Check Number	Payee	Reason	Amount
04/09/2019	36228	Ameritas Life Insurance Corp.	Ameritas Tsa	\$ 250.00
04/09/2019	36229	Blue Cross Blue Shield	Dental Insurance	\$ 707.36
04/09/2019	36229	Blue Cross Blue Shield	District Dental Insurance	\$ 600.90
04/09/2019	36229	Blue Cross Blue Shield	District Health Ins 2PT	\$ 27,312.78
04/09/2019	36229	Blue Cross Blue Shield	District Health Ins 9 Mo	\$ 14,641.80
04/09/2019	36229	Blue Cross Blue Shield	District Health Ins FAM	\$ 82,859.00
04/09/2019	36229	Blue Cross Blue Shield	District Health Ins SNG	\$ 6,238.88
04/09/2019	36229	Blue Cross Blue Shield	District Health Ins SPD	\$ 8,776.96
04/09/2019	36229	Blue Cross Blue Shield	Feba Bcbs Dental 2PT	\$ 661.71
04/09/2019	36229	Blue Cross Blue Shield	Feba Bcbs Dental FAM	\$ 1,043.60
04/09/2019	36229	Blue Cross Blue Shield	Feba Bcbs Dental SPD	\$ 194.72
04/09/2019	36230	Credit Management Services, Inc._2	Buffalo County Court	\$ 537.19
04/09/2019	36231	Horace Mann Life Insurance Company	Horace Mann Life Insurance	\$ 1,975.00
04/09/2019	36232	Madison National Life Insurance Co., Inc.	Feba Life Insurance	\$ 443.89
04/09/2019	36232	Madison National Life Insurance Co., Inc.	Term Life Policy	\$ 414.20
04/09/2019	36233	Minden Public Schools	District Court	\$ 1,301.00
04/09/2019	36233	Minden Public Schools	F/b Dependent Care	\$ 3,416.70
04/09/2019	36233	Minden Public Schools	F/b Medical Dental	\$ 4,897.63
04/09/2019	36233	Minden Public Schools	Increased Retirement Percent	\$ 12,221.39
04/09/2019	36233	Minden Public Schools	NE Retirement	\$ 82,925.31
04/09/2019	36234	Mps Payroll	Federal Withholding	\$ 38,245.06
04/09/2019	36234	Mps Payroll	FICA	\$ 60,963.22
04/09/2019	36234	Mps Payroll	Medicare	\$ 14,257.54
04/09/2019	36235	Mps Payroll NE Income Tax	State Withholding - NE	\$ 16,894.27
04/09/2019	36236	New York Life	Ny Life Tsa	\$ 200.00
04/09/2019	36237	Principal Life Insurance Company	Long-Term Disability	\$ 1,912.57
04/09/2019	36238	Amazon Capital Services, Inc.	MS Science Supplies	\$ 21.88
04/09/2019	36238	Amazon Capital Services, Inc.	MS Supplies	\$ 202.72
04/09/2019	36239	Aurora Cooperative	Fuel	\$ 4,064.09
04/09/2019	36240	BIO Corporation	HS Biology Supplies	\$ 858.86
04/09/2019	36241	Black Hills Energy	East Natural Gas	\$ 1,444.81
04/09/2019	36241	Black Hills Energy	MS Natural Gas	\$ 1,865.18
04/09/2019	36241	Black Hills Energy	New HS & MS Natural Gas	\$ 4,979.84
04/09/2019	36242	BSN Sports	HS Track Supplies	\$ 313.82
04/09/2019	36242	BSN Sports	HS Track Uniforms	\$ 8,043.00
04/09/2019	36242	BSN Sports	Track Supplies	\$ 790.29
04/09/2019	36243	Carter Electric	East Electrical	\$ 140.00
04/09/2019	36243	Carter Electric	MS Electrical Outlet Additions	\$ 1,008.15
04/09/2019	36244	Century Link Long Distance	Long Distance Telephone	\$ 17.57
04/09/2019	36245	CenturyLink - Regular Telephone	East Telephone	\$ 286.32
04/09/2019	36245	CenturyLink - Regular Telephone	Fire Alarm Secondary Line	\$ 71.00
04/09/2019	36245	CenturyLink - Regular Telephone	HS Emergency Line	\$ 170.95
04/09/2019	36245	CenturyLink - Regular Telephone	Preschool Telephone	\$ 51.07
04/09/2019	36246	Charter Communications	Internet Service	\$ 288.93
04/09/2019	36247	Chemsearch	Drain Cleaner	\$ 284.45
04/09/2019	36248	City Of Minden	Activity Building Water & Sewer	\$ 30.00
04/09/2019	36248	City Of Minden	East Electricity	\$ 3,191.07
04/09/2019	36248	City Of Minden	East Water/Sewer/Garbage	\$ 259.76
04/09/2019	36248	City Of Minden	FB Field Utilities	\$ 1,373.39
04/09/2019	36248	City Of Minden	FB Practice Field Water	\$ 17.00
04/09/2019	36248	City Of Minden	MS & New HS Utilities	\$ 15,194.73
04/09/2019	36248	City Of Minden	Outdoor Classroom Water	\$ 17.00
04/09/2019	36248	City Of Minden	Preschool Utilities	\$ 440.64
04/09/2019	36249	Clearly Communications	Telephone Services	\$ 242.00
04/09/2019	36250	Conditioned Air Mechanical Systems & Service	HVAC Repair	\$ 7,830.00
04/09/2019	36251	Cornhusker Marriott Hotel (The)	Conference Lodging	\$ 129.00
04/09/2019	36252	Cummins, Inc	Bus 20A Filters	\$ 105.97
04/09/2019	36253	D & M Security, Inc.	East Fire Alarm Monitoring	\$ 75.00
04/09/2019	36254	DAS State Accounting - Central Finance	Network Nebraska Fees	\$ 229.49

Checks For Payment Listing

Date	Check Number	Payee	Reason	Amount
04/09/2019	36255	Eakes Office Solutions	Printing & Copying Charges	\$ 6,816.42
04/09/2019	36256	Echo Electric Supply Co.	Light Bulbs	\$ 778.80
04/09/2019	36257	Educational Service Unit #11	District SPED Meeting	\$ 177.00
04/09/2019	36257	Educational Service Unit #11	Tech Consulting Fees	\$ 665.00
04/09/2019	36258	Schindler Elevator Corporation	Elevator Maintenance Agreement	\$ 209.43
04/09/2019	36259	Engineered Controls, Inc.	MS HVAC Repair	\$ 1,442.00
04/09/2019	36260	Family Physical Therapy & Sports Center, P.C.	PT & OT Services	\$ 3,294.00
04/09/2019	36261	Firestone Building Products, LLC	HS Roof Repair	\$ 1,620.00
04/09/2019	36262	Grey House Publishing	HS Media Center Periodical Guide	\$ 265.50
04/09/2019	36263	Hatch, Jebb R	Gym Floor Tape	\$ 48.54
04/09/2019	36264	Hometown Leasing	Copier & Printer Lease	\$ 2,934.53
04/09/2019	36265	Hudson, Jody A	CPR Certification	\$ 49.00
04/09/2019	36266	J & J Rentals	Facility Rental	\$ 340.00
04/09/2019	36267	John Deere Financial	Grounds Supplies	\$ 29.82
04/09/2019	36268	JW Pepper & Son, Inc.	HS Instrumental Music	\$ 212.99
04/09/2019	36269	Kearney Centre Vacuum	Vacuum Cleaner Bags	\$ 75.00
04/09/2019	36270	Kearney County Health Services	Bus Driver Drug Testing	\$ 31.00
04/09/2019	36271	Kearney Hub	Employment Advertising	\$ 560.00
04/09/2019	36271	Kearney Hub	HS Classroom Newspapers	\$ 61.35
04/09/2019	36272	Kearney Winnelson Co.	Plumbing Supplies	\$ 341.20
04/09/2019	36273	Landmark Implement Carquest	Bus 13B Repair	\$ 370.58
04/09/2019	36273	Landmark Implement Carquest	Discus Nets	\$ 30.87
04/09/2019	36273	Landmark Implement Carquest	Shop Supplies	\$ 7.78
04/09/2019	36274	Mackin Book Company	HS Library Books	\$ 298.67
04/09/2019	36275	Mason's Market	Custodial Supplies	\$ 4.36
04/09/2019	36275	Mason's Market	HS FCS Supplies	\$ 39.66
04/09/2019	36275	Mason's Market	HS Life Skills Supplies	\$ 12.20
04/09/2019	36275	Mason's Market	Kindergarten Supplies	\$ 4.58
04/09/2019	36275	Mason's Market	MS Life Skills Supplies	\$ 8.40
04/09/2019	36275	Mason's Market	MS Science Supplies	\$ 32.85
04/09/2019	36276	Matheson Tri-Gas, Inc.	HS Metals Shop Gas	\$ 87.46
04/09/2019	36277	Menards	Building Repair Supplies	\$ 27.29
04/09/2019	36277	Menards	Plumbing Supplies	\$ 286.92
04/09/2019	36278	Minden Courier	Board Postings	\$ 394.39
04/09/2019	36279	Minden Hardware	Supplies & Repairs	\$ 607.97
04/09/2019	36280	Minden Lumber & Concrete	Custodial Supplies	\$ 29.99
04/09/2019	36280	Minden Lumber & Concrete	East Ceiling Tiles	\$ 44.72
04/09/2019	36280	Minden Lumber & Concrete	Grounds Supplies	\$ 56.25
04/09/2019	36281	Minden Office Supply	East Supplies	\$ 62.33
04/09/2019	36282	Napa Auto Parts	Bus 13B Repair	\$ 35.04
04/09/2019	36282	Napa Auto Parts	Fuel Additive	\$ 93.45
04/09/2019	36282	Napa Auto Parts	Fuel Element	\$ 25.27
04/09/2019	36282	Napa Auto Parts	Fuel Elements	\$ 128.52
04/09/2019	36282	Napa Auto Parts	JD Tractor Oil	\$ 98.95
04/09/2019	36282	Napa Auto Parts	Oil Filters	\$ 100.84
04/09/2019	36282	Napa Auto Parts	Shop Supplies	\$ 32.78
04/09/2019	36283	Nebraska Association for the Gifted	NAG Conference Registration	\$ 275.00
04/09/2019	36284	Omaha World Herald	Employment Advertising	\$ 2,367.00
04/09/2019	36285	One Source	Background Checks	\$ 145.00
04/09/2019	36286	Osgood, John B	NETA Conference Expenses	\$ 287.00
04/09/2019	36287	Perfection Learning	6th Grade Vocabulary Books	\$ 676.50
04/09/2019	36288	Perry, Guthery, Haase & Gessford, P.C., L.L.O	HS Construction Legal Fees	\$ 1,470.00
04/09/2019	36288	Perry, Guthery, Haase & Gessford, P.C., L.L.O	Legal Fees	\$ 600.00
04/09/2019	36289	Presto-X Company	East Pest Control Services	\$ 40.00
04/09/2019	36289	Presto-X Company	HS Pest Control Services	\$ 37.86
04/09/2019	36289	Presto-X Company	MS Pest Control Services	\$ 43.76
04/09/2019	36290	Protex Central, Inc.	East Fire Alarm Repair	\$ 204.72
04/09/2019	36291	Sanford, Shelia R	Fuel	\$ 16.78
04/09/2019	36292	Supplyworks	Custodial Supplies	\$ 1,071.66

Checks For Payment Listing

Date	Check Number	Payee	Reason	Amount
04/09/2019	36293	Tri-County Glass, Inc.	Bus 13B Repair	\$ 233.00
04/09/2019	36294	Village Uniform	East Mat & Mop Delivery	\$ 114.40
04/09/2019	36294	Village Uniform	HS Mat & Mop Delivery	\$ 347.05
04/09/2019	36294	Village Uniform	MS Mat & Mop Delivery	\$ 260.00
04/09/2019	36295	Widdifield, James T	February Reimbursement	\$ 293.78
04/09/2019	36296	Willow Lake Fish Hatchery	Outdoor Classroom Aerator Motor	\$ 1,044.99
04/09/2019	36297	Woodward's Disposal Service, Inc.	Shredding Service	\$ 52.00
04/09/2019	36298	Wright Express Fleet Services	Fuel Purchases	\$ 803.87
04/09/2019	36299	Yanda's Music	Instrument Repairs	\$ 108.60
04/09/2019	36300	Mps Petty Cash	Postage & Vehicle Licensing	\$ 88.85
04/09/2019	EFT	Minden Exchange Bank - EFT	Direct Deposit Fees	\$ 35.50
Subtotal				\$ 471,421.68
Net Payroll - April 2019				\$ 346,167.36
Total General Fund Disbursements - April 2019				\$ 817,589.04

Secretary Kenneth Carpenter

Lunch Fund Checks and Liabilities

Check Number	Date	Payee	Reason	Amount
EFT	3/12/2019	First Bank - EFT	Checks	\$ 71.39
EFT	3/12/2019	Sysco - EFT	Commodities	\$ 7,793.41
5433	3/12/2019	Dollar General	Kitchen Supplies	\$ 9.90
5434	3/12/2019	Nebraska Food Distribution	Commodities	\$ 1,386.68
5435	3/12/2019	Cash-wa Distributing Co.	Commodities	\$ 6,628.22
5436	3/12/2019	Chesterman Company	Beverages	\$ 194.60
5437	3/12/2019	Roberts Dairy	Milk Products	\$ 2,915.84
5438	3/12/2019	Minden Office Supply	Kitchen Printer Ink	\$ 28.50
5439	3/12/2019	Wordware, Inc.	Lunch Software System	\$ 1,956.00
5440	3/12/2019	Hobart Sales & Service	Dishwasher Repair	\$ 1,639.32
5441	3/12/2019	St. Paul Lutheran Church	Dishwasher Soap	\$ 36.51
3160	4/9/2019	Blue Cross Blue Shield	Health & Dental Insurance Premiums	\$ 4,709.42
3161	4/9/2019	Madison National Life Insurance Co., Inc.	Employee FEBA - Life Insurance Premiums	\$ 31.36
3161	4/9/2019	Madison National Life Insurance Co., Inc.	EE Life Insurance Premiums	\$ 5.50
3162	4/9/2019	Minden Public Schools	EE & ER Retirement Contributions	\$ 2,117.36
3162	4/9/2019	Minden Public Schools	Employee FEBA - Medical/Dental	\$ 41.67
3163	4/9/2019	Mps Payroll	EE & ER FICA, Medicare, & Federal Income Tax	\$ 2,032.06
3164	4/9/2019	Mps Payroll NE Income Tax	EE Nebraska Income Tax Withholding	\$ 118.49
3165	4/9/2019	Principal Life Insurance Company	ER Long-Term Disability Premiums	\$ 18.54
Subtotal				\$ 31,734.77
Net Payroll - April 2019				\$ 9,740.83
Total Lunch Fund Disbursements				\$ 41,475.60

Building Fund Liabilities

Check Number	Date	Payee	Reason	Amount
518	4/9/2019	GD Concrete Construction, Inc.	Grade Beams & Footings - 27% Complete	\$ 8,000.00
518	4/9/2019	GD Concrete Construction, Inc.	Pre-Engineered Building - 100% Complete	\$ 83,000.00
518	4/9/2019	GD Concrete Construction, Inc.	HVAC/Plumbing/Fire Alarm/Electrical - 24% Complete	\$ 36,606.00
518	4/9/2019	GD Concrete Construction, Inc.	Less: Retainage	\$ (12,761.00)
519	4/9/2019	W Design Associates, Inc.	New Bus Barn Architect Fees	\$ 4,108.75
519	4/9/2019	W Design Associates, Inc.	New Bus Barn Reimbursable Expenses	\$ 456.37
Total Building Fund Disbursements - April 2019				\$ 119,410.12



**APRIL 2019 BOARD MEETING
ACTIVITY DIRECTOR REPORT**

Post Season Basketball Honors –

****Southwest Conference All Conference Basketball selections:**

- 1st Team-Elijah Lovin, 2nd Team-Alex Bauer and Sarah Hultquist

****Lincoln Journal Star All State Honorable Mention:**

- Elijah Lovin, Alex Bauer, Jensen Rowse, Sarah Hultquist

****Omaha World Herald All State Honorable Mention:**

- Elijah Lovin, Alex Bauer, Jensen Rowse, Sarah Hultquist

****Kearney Hub:**

3rd team-Elijah Lovin, Alex Bauer, Honorable Mention: Jensen Rowse, Sarah Hultquist

The speech team competed in the Class B5 District Speech Meet in Minden on March 12th. Jazmine Farr, Markus Ramsey, Lily Van Dusen, and Chase Villars competed at the State Speech meet and had amazing performances!

District Placings:

Jazmine Farr - 1st Place Poetry

Markus Ramsey - 3rd Place Persuasive

Lily Van Dusen & Chase Villars - 3rd Place Duet

Leah Boudreau - 5th Place Entertainment

Alaina Suchsland - 6th Place Informative

NSAA Academic All-State Honors for Winter Activities:

Wrestling- Jaron Brown, Eduardo Gonzalez

Boys Basketball - Elijah Lovin, Aiden Wheelock

Girls Basketball - Alexandra Bauer, Sarah Hultquist

Speech – Leah Boudreau, Chase Villars

The quiz bowl team has had a tremendous season so far and will travel to Ainsworth Wednesday, April 10th for the SWC quiz bowl competition.

The high school track teams and their 80 members have competed in the UNK Invite, Southern Valley Triangular with St. Cecilia, St. Paul Invite, and the Adams Central Invite. The Minden 9-10 Invite was a tremendous success on a terrific day. The Marsh Beck Invite is on April 12th starting at 2:30.

The middle school track team has 37 girls and 36 boys. Their first meet will be Tuesday, April 9th at Hastings AC starting at 4 pm. So far practice at the same time as the high school track team has been smooth and no problems.

The boys' golf team has competed at a triangular with Kearney and Holdrege as well as the Kearney Invite. The Minden JV Invite is Monday, April 8th. They are scheduled to compete in the Lexington Invite on April 9th and the Axtell Triangular with Broken Bow on April 11th.

Reminders of some upcoming events:

April 13th-Prom will be held at the Minden Opera House.

April 4-5-6th-FBLA State Leadership Conference was held in Omaha.

April 7-9th-FCCLA State Leadership Conference was in Lincoln.

April 25-26th-High school musical will be held at 7:30 pm in the HS Auditorium.

April 15th-District Music Contest-Small Groups in Bertrand

April 18th-Hosting District Music Contest-Large Groups-Minden High School

April 29th-High School Vocal Concert-MHS Theater 7:30 PM.

April 30th-High School Band Concert-MHS Theater 7:30 PM.

April 30th-Evening with the Arts-MHS (food served 6 pm)

May 6th-CLJMS Band/Vocal/Art Show-MHS Theater time TBD.

I would also like to say how thankful I am to our staff and the community members who have helped at our winter sports and activities. None of what we host would be possible without their help to make it great! This winter we hosted three wrestling meets including two jr. high meets, a high school dual, and two large varsity tournaments including SWC. We also hosted 14 girls and boys jr. high basketball games, 2 freshmen boys basketball games, and 15 jv/varsity games with most of those being girl/boy games with two gyms. This includes a SWC first round girls game, 2 girls sub district nights, 3 boys sub district nights, and a sub state final game that was a terrific environment! We hosted district speech for class B and D with 16 teams on site all day and we host district music with 10 schools here Thursday, April 18th.

These events take a lot of planning and a very large number of people to work the event. I am very thankful for the help I have received and know it takes a toll throughout the school year. We have three track meets yet to host as well as district music and I know people will step up and finish out the events of this school year. I want to give a special thanks to Cray Stubbs, Nathan Porter, and Jarrid Miller. We spend a lot of time working together throughout these events.

Extra Curricular Recommendations

I would like to recommend the placement of these two recently hired teachers to the following extra-curricular positions:

Emily Christman-High School Art teacher: Accepted the Dance Coach position

Carter Pratt-3rd Grade Teacher: Accepted the Head Boys Basketball Coaching position

Minden Public Schools, Board of Education Report

April, 2019

In a public school setting, we all work very hard to provide and take care of the whole child. The things we do day in and day out go beyond delivering high quality, top notch academics. We also take care of their physical, social, and emotional needs. Nurse Julie, in a partnership with McCann-Carpenter and Minden Dental Clinic, completed dental screenings for all students at East Elementary. This provides screenings to students who may not get regular dental care and alerts all parents of possible problem areas.

In the realm of social emotional needs of our young ones, Mrs. Stott is currently working to help students understand their emotions and why they feel the way they do. With the help of her brain figure named Burt, she teaches students about such brain parts as the prefrontal cortex and cerebellum that control our emotions and what we do with them. She does this in a fun, active, and age appropriate way that would have any adult in awe of what students are learning. Then Mrs. Stott teaches students appropriate ways to respond when they are feeling various types of emotions. Students are taught how to regulate their emotions, problem solve, and act with kindness.

At East and the Preschool, items were collected by students and families to donate to the flood relief efforts. The amount of diapers, household items, and food that was brought through the doors in the spirit of giving was astonishing. We also participated in “hats to help” day in which East and the Preschool raised over \$700 to add to the donations. Students were encouraged to donate \$1 dollar, and they could wear their favorite hat all day long while at school.

Seventy students from East Elementary and C.L. Jones Middle school represented Minden at the 2019 Invention Convention. Mrs. Rowley and her dedicated inventors spent countless hours displaying creativity,

practicing public speaking skills, and committing themselves to completing a project.



New this year in physical education at East Elementary is a program called “snag” golf. “Snag” golf stands for “starting new at golf”. It contains all basic elements of golf but in a modified form between miniature golf and regulation golf. Students can learn how to chip, putt, pitch, and take full shots. It’s safe, portable, and can be used inside and outside.



Minden High School

March-April 2019

Board of Education Report



(I would like to apologize for my electronic error last month, I thought I had sent Laurie my March Board Report and I later found out I had it still sitting on my desktop and forgot to press "send".)

1. Mr. Jhett Ostrom to teach Biology and Advanced Biology at MHS:

It is my pleasure to announce our newest staff member for the 2019-2020 school year, Mr. Jhett Ostrom. Mr. Ostrom will be taking over for Mr. Greg Sitorius, who will be retiring after a very successful tenure that has spanned the past three decades at Minden Public Schools. Mr. Ostrom graduated from Garden City, Kansas and he attended the University of Nebraska at Lincoln for his B.S. While in high school he participated in football, wrestling (state runner-up), baseball, and Honor Society. Mr. Ostrom and his wife enjoy outdoor activities and are very excited to be moving to Minden as they also have family in Central Nebraska. We are very excited to have Mr. Ostrom join our teaching family.

2. Ms. Emily Christman to take of MHS Art Program:

Starting in August, Ms. Emily Christman will be taking over for Mrs. Chris Dolan as the High School Art Instructor. Ms. Christman is a December 2018 graduate of the University of Nebraska at Kearney, where she graduated Summa Cum Laude with a degree in K-12 Art Education and a minor in Visual Communication and Design. Ms. Christman grew up in Kearney and attended Kearney Catholic High School. We are excited to have Ms. Christman join our staff as she has a wide variety of skills including portrait painting, water color, charcoal, fashion illustration, and experience with Adobe Creative Cloud Software.

3. Mr. Riley Swedberg to teach Math in Minden High:

Mr. Riley Swedberg will be taking over for Mrs. Connie Lovin this Fall. Mrs. Lovin has accepted a math position at Wilcox-Hildreth, where her husband has also accepted a position as the high school principal. Mr. Swedberg is a native of Wallace, Nebraska and for the past eight years he has been teaching math in Madison, Nebraska. Mr. Swedberg attended Morningside College, where he played collegiate basketball. Mr. Swedberg and his wife are very excited to become active members of our school and our community. They are also very excited about living closer to their friends and family in Central Nebraska.

4. Minden High School Speech Team:

The 2018-2019 Minden High School Speech team is 33 members strong this year. We have had some frustration with weather this year, but we ended up losing only one meet. We just completed our regular season meets on Saturday in Holdrege. Our novice team won the tournament. Our novice and varsity teams won the combined sweeps plaque also. We competed at the Southwest Conference meet in Ogallala on March 4. We earned 3rd place behind Gothenburg and Ogallala and medaled eight events. District will be March 12 in Minden.

- Jeffrey Horner

5. Biology and Advanced Biology:

The Biology classes have learned about DNA, genetics, heredity, and will be getting into study of organism relationships. We again will complete the year with multiple dissection exercises so the students are able to experience that learning tool before they move on to their junior year of school.

The Advanced Biology classes are progressing through the year at a lively pace with present study of the circulatory system and the heart. Our dissection project has been a bit disappointing this year with the lack of availability of cats to dissect. They were replaced with mink which have been a little less than a good replacement. It has been too bad the students have had to miss out on that great learning experience.

- Greg Sitorius

6. 9th grade Science and Science Topics:

As a first year teacher, I believe I am learning just as much as I am teaching. Aside from the Nebraska State standards, one goal of mine is to get students to think like a scientist. I love it when students want to know the "why". As far as freshman science goes, I teach the chemistry side of things. We started small, discussing atoms and their properties. We then continue to build larger and larger moving to elements, the periodic table up to compounds to chemical reactions.

(continued)

I usually start a unit or a topic by giving a notes packet to the students and having them follow along, as somewhat of a lecture. I give the information, and then I find activities or demonstrations for the students to “do” it, or see it happen. This is the method that I have found to work the best in my classroom. Currently, we are talking about the periodic table and its properties. We completed Element Madness which replaces basketball teams in a march madness bracket with elements. Each round has a different elimination factor and the students pair up as coaches for their select elements. The students enjoy bouncing thoughts off of an elbow partner and friendly competition keeps the students attention. A couple other activities that I have used that are productive include the bottle rocket races and making ice cream in a bag. Both are examples of chemical reactions.

My style for science topics is a little bit different. My goal for science topics students is to use critical thinking skills and problem solving skills and apply them to real life scenarios where science can be applied. I think that students tend to be more engaged with material that they can apply or relate to their own life. I also have been teaching to state standards over earth science including topics such as space. I also connect the ideas and topic I teach to Nebraska.

Some of the projects, units and lessons that I have seen be the most effective are the hands on activities. We have raced hot wheels calculating speed, simulated predator/prey observing the factors that increase survival for each, discussed diversity by recording the color of vehicles in the parking lot and analyzing the information, and constructed Rube Goldberg machines using simple machines. I have seen tremendous growth in the students in science topics, mostly in the way that they break down a question or problem and work to achieve an outcome.

- Tyler Egenberger

7. Science 9, Chemistry, Physics:

Science 9 - Just began a new chapter on Forces. Our topics will cover Newton's second Law, friction, gravity, centripetal forces, projectile motion, and momentum. Students are being introduced to these topics using science vocabulary, examples, proper units, and simple equations showing how math can be applied to solve problems in each area. In addition, each topic has an associated lab that allows students to "get their hands dirty" and apply what they learned in earlier discussions.

Chemistry – 3rd quarter is the time when students finally have enough chemical background to be able to apply their knowledge learned earlier to solve more complex problems and conduct more advanced experiments. Currently they are learning how chemists use a quantity called the mole to calculate amounts in chemistry. Using previous knowledge of ionic and covalent bonding, along with balancing chemical equations, students are beginning to tie in the mathematics that accompanies these ideas. Labs are conducted during block periods which allow extended time to thoroughly investigate chemical experiments.

(continued)

Physics - Just Finished - Momentum. Students are introduced to the conservation laws of momentum and how these interplay on collision types. Students are applying multiple equations and trigonometry to solve the various types of interactions between objects. Not only do students solve linear momentum problems, but are also able to find solutions for two dimensional collisions requiring three equations and three unknowns. Lab work included linear collisions and determinations of coefficients of restitution. Next topic: Circular and Rotary Motion. During this segment, students will determine centripetal accelerations and forces of various orbiting systems. Rotary motion introduces the use of radian measure to describe angular velocity and accelerations. As one of the lab activities, students will design a method for determining the angular velocity of an appliance the spins brought from home.

-Steve Zeliff

8. Circle of Friends

Julie Ratka, Connor Brown, Becky Mousel, & Jeffrey Horner sponsor our high school Circle of Friends group. The group includes 20 student, 14 of these students are mentor students. The purpose of the group is to work on social skills and friend-building with students who may struggle in this area. The group has two full group lunch meetings per month. In addition, they have a board game time once a month and a "lunch with friends" day in the commons once a month. The full group meetings include a social skills lesson and social time as they are eating.

In addition, the group raises money at concession stands to sponsor children from the yearly Caring Tree Christmas project. The group goes to Kearney together to shop for presents and then does an etiquette lunch after the shopping.

Finally, the group plans a spring outing each year. This has included things like a trip to Memorial Stadium, a trip to Henry Doorly Zoo, and lunch out at a sit-down restaurant. The group has not yet determined what this spring's trip will be.

-Jeffrey Horner

9. Spring Play:

As we head into April, the spring play is in full practice mode. The drama program is continuing to build as ten more students auditioned for the play this year. We will perform *The Pink Panther Strikes Again* on April 25 and 26 in the high school auditorium. The play is an absurdist comedy that is sure to make people laugh. Our goals are to help students develop acting skills while creating positive memories that will last a lifetime.

-Angie Oberg

C. L. Jones Middle School MPS Board of Education Report April 2019

1) Achieving Greatness

The CLJMS Premier film, Achieving Greatness, was shown to the public on the evening of March 19, 2019, in MPS Auditorium. The film was created by the 7th and 8th grade Journalism classes with promotions from the 8th grade Linguistics class. The film theme was on what students at MPS want to be when they grow up, as well as how MPS has helped alumni in their lives to achieve greatness in their chosen careers.



A portion of your free will donations will go to our 7th & 8th Grade Journalism Program. This year, a portion will also be given to St. Edward Public Schools to help with flood relief. Thank you for your kindness and your donations!

CREATED BY:

SEVENTH GRADE JOURNALISM:

LOGAN CHOQUETTE, MADDI EMERY, HUNTER FREDRICKSON, SAYGE GROTRIAN, ALEX JOHNSON, JOE LEE, BLAKE PRACT, SYLVIA SCHMIDT, DANIEL SHARKEY

EIGHTH GRADE JOURNALISM:

LILY BLOOMFIELD, ALEX BOUDREAU, SLOANE BECK, ANDRE CASILLAS, BAILEY ECKHARDT, KADEN GONZALEZ, AMELIA JACOBSEN, RILEY JENSEN, CLOEE JOHNSON, WILLIAM LOUCKS, GAVIN LUPKES, RILAN OLSON, ISABEL PEREZ, HALEY REICHSTEIN, JAMESON REID, DALTON SINSEL, SONNY SOWLES

EIGHTH GRADE LINGUISTICS:

SLOANE BECK, BRENNIA BULES, ANDRE CASILLAS, TANNER ELLIS, CARTER HARSIN, SETH HAUSERMAN, RYLAN HOLSTEN, JESSIE HURT, ALEJANDRA INIGUEZ, RILEY JENSEN, CLOEE JOHNSON, ISAAC KUEHN, WILLIAM LOUCKS, PRISCILA MADRIZ, ZOIE RHYNALDS, CALEB SHARKEY, SARA SHIRLEY, TRINITY PETTY,

STOP MOTION ARTISTS:

MRS. BLOOMFIELD, DAYANARA GUIDO, LILLY COHEN, SAVANNAH KOCH, TRINITY PETTY, PRISCILA MADRIZ, CRYSTAL VAZQUEZ, JOSELYN MORENO, ZOIE RHYNALDS, SLOANE BECK, ISABEL PEREZ, KEITAN BEINHOFF, HALLE SPACE, TUCKER SCHMIDT, SHAWN KUEHN

THANK YOU TO THE FOLLOWING PEOPLE & ORGANIZATIONS:

MINDEN EXCHANGE BANK, COZY CORNER, THE MINDEN COURIER, PIZZA HUT, MS. HOLLINGER, MS. OBERG, MR. WHELOCK, MR. OSGOOD, MR. WIDDIFIELD, MR. HOSICK, MRS. POHL, MR. ROWSE, MRS. MILLER, MRS. BLOOMFIELD, MRS. EMERY, MRS. STEPP, MRS. OLSON, CUSTODIANS, OUR FAMILIES, CLJMS ALUMNI, CLJMS TEACHERS, CLJMS STUDENTS, MINDEN HIGH SCHOOL, EAST ELEMENTARY, AND ALL OTHERS WHO CONTRIBUTED!

The students did a great job. One could see how proud they were of what they had worked so hard to produce. The event was well attended.

No admission was charged for the event. However, one could make a good will donation. Half of the donations were given to St. Edwards Public Schools to help them with their rebuilding after the flood. This amounted to \$250.

CLJMS Staff Meeting, Friday, March 22, 2019, 2:25 PM

Upcoming Calendar Events

- Mar 25 American Red Cross Blood Drive, HS Gym
- Mar 26 CLJMS Orders Due Textbooks, CPU Supplies/Software, AV Materials, Furniture/Equipment, CPU Equipment
- Mar 28 Headstart, 8:55-9:50, Mrs. Stepp
All ESU Coop Orders Due
NETA Conference
- Mar 29 NETA Conference - Maulsby, Herrick, Jenkins, Stepp, & Osgood
- Apr 3 CLJMS PAC Meeting, Room 101, 7:00
- Apr 4 Headstart, 8:55-9:50, Mrs. Olson
- Apr 5 CLJMS Orders Due Supplies & Periodicals (other than ESU Coop)
- Apr 8 SAT Team, 4th Grade, 3:35, Room 201
- Apr 9 7th/8th Gr Track @ Adams Central, 4:00 (Ex.2:20/Lv.2:30)
- Apr 11 Headstart, 8:55-9:50, Mrs. Thatcher
- Apr 12 In-Service Release, 1:10
CLJMS PD, 1:30

Marshall Memo 778 March 18, 2019

Why Don't More Educators Know the Research on Teaching Reading?

"Research has documented what works to get kids to read, yet those evidence-based reading practices appear to be missing from most classrooms," say Jared Myracle (Jackson-Madison County Schools, TN), Brian Kingsley (Charlotte-Mecklenburg Public Schools, NC), and Robin McClellan (Sullivan County Public Schools, TN) in this article in Education Week.

"It's perfectly possible to become a principal or even a district curriculum leader without first learning the key research." The authors confess that they harbored significant misconceptions on literacy curriculum well into their careers.

They suggest a "No Shame Zone" in which teachers and leaders get up to speed on the latest research without embarrassment. Some key findings to include:

- In the early grades, systematic daily phonics instruction is essential, coupled with plenty of time with authentic texts.
- History and science background knowledge is essential to reading comprehension.
- Grouping students by reading level is not supported by the research.
- Many teachers spend too much time on unproductive "skills and strategies" instruction.
- All students need to work with grade-level texts for at least part of the school day for more-equitable outcomes.

Fortunately, say Myracle, Kingsley, and McClellan, there are high-quality literacy programs on the market today. However, they caution, the "gap between good and mediocre curricula is vast." Schools and districts must choose carefully, based on a solid understanding of what really works in classrooms.

"We Have a National Reading Crisis" by Jared Myracle, Brian Kingsley, and Robin McClellan in Education Week, March 13, 2019 (Vol. 38, #25, p. 24), [Education Week](#) ; Myracle can be reached at jamyracle@jmcoss.org

[What Teachers Should Know about the Science of Reading](#)

Kids aren't being taught to read, says senior education correspondent Emily Hanford of APM Reports, and that's because many teachers haven't learned how reading works.

Hanford's hard-charging radio documentary, published last fall, has rekindled decades-old debates about early reading. Her message is clear: The science has shown that systematic, explicit phonics instruction is the necessary foundation for successful reading. But that's not what teachers are learning in their training, and it's not what's happening in schools.

We recently invited Hanford to the *Education Week* studio for a live conversation on what teachers should know about reading science. Below is the transcript of that discussion, which first aired on Facebook Live. (The transcript has been lightly edited for clarity.)

Agenda

1. Liz Bloomfield supplementing curriculum for early finishers/high ability learners [Nebraska Gifted Association 2019](#).

Collin will add the information Liz presented to the CLJMS Homepage.

Great presentation by Liz. The sites displayed in the presentation are valuable for many classrooms. I hope teachers check them out. Thank you, Liz. - JO.

As I mentioned in the meeting today, I am continually trying to collect resources that are constructive, educational and hopefully fun that we can direct our students to use when we're in a pinch or when a few minutes need filled. There is a page on our school library website called "Learning Links" that is dedicated to these educational/entertaining websites. I added the math website Liz presented (thank you Liz) and will add any others you may want to suggest. I use "Learning Links" often in my sub-plans as a backup plan for kids who may finish an assignment early and need something constructive to do.

I also created a new page called Teacher Resources where we can compile websites that you may use in class or that you reference for other needs. I put some of the other links that Liz shared on that page. Check it out and send me any suggestions you may have.

My hope is to compile these resources that would otherwise have to be sought out on their own (or not used at all) so that we can more easily incorporate them into making us more effective teachers. Easy, equitable and free access to great resources is great not just for our students but for teachers as well.

Collin Nichols
School Media Specialist
C.L. Jones Middle School

2. Steph, Connie, Michelle, and Morgan meet with teachers regarding supplemental reading program and implementation.

Thank you, Morgan, for organizing the intervention reading curricula we are reviewing and for being the lead presenter. Thank you Connie, Michelle, and Steph for researching the programs and continuing to do so as we move forward. - JO

Intervention Programs:

Special Education - Reading Mastery/Corrective Reading and Literacy Navigator

Struggling Readers below grade level or 504: Sonday, Sound Partner, or Six Minute Solution

3. Review work on Curriculum Guides (From February 1st) [Discussion item.](#)

I have several staff members who have not completed the Curriculum Guide Survey. I am not certain that everyone has looked at the Curriculum Guide Collection and made sure what is taught at the middle school is reflected in the guide.

The Curriculum Guide Collection is a shared folder that contains the curriculum outline for most of the subjects taught at CLJMS. The curriculum for each subject needs to be reviewed, updated, and in some cases, created. Core areas are well covered and will need to be reviewed and updated. In grades 6 - 8 we need guides for some quarter, trimester, and exploratory classes, as well as, revision and change of ownership.

[Curriculum Guide Collection](#)

- Science curriculum is the same as their Priority/Power Standards. Lisa will share the guide with me.
- Curriculum guide is not necessary for Skills

[Curriculum Guide Survey](#)

- 5th grade did the survey together under Beth's name
- 4th grade did the survey together under Kylee's name

4. Rounds Spring 2019

All the Rounds for the spring have been completed. Before leaving the staff meeting, please complete the [Rounds Spring 2019 Survey](#).

Connie and Michelle did theirs together

5. Be the Gift Presentation

Dick Phillips will be in the media center at 3:00 to speak with the staff about Be the Gift. The presentation for the middle school is scheduled from 3:00 to 3:15.

6. [CLJMS NSCAS Testing Calendar](#)

NSCAS testing begins next week, March 26 & 27. Scheduled CLJMS testing runs through April 24th, leaving a cushion for make-up testing through May 4th.

CLJMS Staff Meeting, Friday, March 15, 2019, 2:25 PM

Table 1.2: Knight's Big Four

Behavior	"Teachers need to create a safe, productive learning community for all students. Coaches can help by guiding teachers to articulate and teach expectations, effectively correct behavior, increase the effectiveness of praise statements, and increase students' opportunities to respond."
Content knowledge	"Teachers need to have a deep understanding of the content they are teaching. . . . Coaches must . . . help teachers translate . . . standards into lesson plans. Coaches can use planning and teaching practices . . . to help teachers unpack standards; plan courses, units, and lessons; and prioritize what content to teach."
Direct instruction	"Instruction is improved when teachers (a) provide an advance organizer; (b) model the thinking involved in whatever processes are being learned; (c) ask a variety of high-level questions; and (d) ensure that students are experiencing engaging, meaningful activities. . . . Many . . . have identified powerful instructional practices that coaches might also share with teachers so that they are better prepared to ensure that students master the content."
Formative assessment	"Teachers . . . need to know whether their students are learning the content and reasoning being taught and whether each student's skills or disposition is being affected by instruction. . . . Coaches can help their teachers form learning teams to become assessment literate."

Source: Knight, 2007, p. 23.

Marzano Research (@MarzanoResearch) tweeted at 3:30 PM on Thu, Mar 14, 2019: Knight (2007) built his model of coaching around what he called the Big Four, suggesting that coaches use research-based strategies to help teachers improve in these areas.

Upcoming Calendar Events

Mar 15 Grades stored

Mar 18 Report Cards Home w/All Students, NSCAS Testing Window Opens

Mar 19 CLJMS Movie Premier, Auditorium - Doors Open @ 6:30; Movie @ 7:30

6:30-7:30 MPS Commons Area-Kids Zone, Snacks, Red Carpet Photos

Formal attire requested, not required

Free will donation (Half of our proceeds will be split between St. Edward Public Schools and Riverside Public Schools...two communities who have been hit hard by recent flooding.)

7:00 VIP Guests Chosen

7:30 Show begins in MPS Auditorium

Short film ("Achieving Greatness"-Where can your education at MHS take you?), Behind the Scenes, MPS Tour of Schools, Art Stop Motion Videos

Live Q & A-Thank you Mr. Wilson and Mrs. Emery

<https://youtu.be/Q2NesrQvde4>

<https://youtu.be/FOuWq7fUhjQ>

Trailer-Thank you Tanner Ellis.

<https://twitter.com/cljonesms/status/1101223958073036800>

Mar 21 Invention Convention @ Prairie Museum, Holdrege

Headstart, 8:55-9:50, Mrs. Thatcher

Mar 22 CLJMS Inservice, 2:25

Scholastic Orders Due

7th & 8th Grade Dance, 7:00-8:30 PM

Agenda

1. Rounds

Click on [CLJMS Rounds 2019 Schedule Spreadsheet](#) to view and edit the Rounds that have been scheduled. I

will use this spreadsheet to keep teachers informed about Rounds times, dates, and covers.

2. BART Quarter 3 Self-Assessment

Please complete your self-assessment prior to the end of the day, March 15, 2019.

The [Compendium Crosswalk](#) will be helpful for both the Self Assessment and Setting Marzano Job Targets.

[BART/New Art & Science Job Target Q3 Self Assessment](#)

3. BART Quarter 4 Job Targets

The fourth quarter Marzano job targets are to be set from the New Art and Science of Teaching.

[New Art and Science Q4 Job Target](#)

4. Science Department Meeting in Room 111, at 2:30

Superintendent Report

Meeting: April Board Meeting

Date: 4/8/19

Mr. Widdifield

=====

Topics:

Beef in School program: We had a great day for a BBQ. Thanks to all the volunteers that helped grill and a big Thank You to Mary and Colin Schwenka for lining up the help and setting up the grills.

Government Relations: I attended a legislative meeting on Wednesday in Lincoln. The discussion varied from Social Studies curriculum to budgets. I had an opportunity to visit with Senator Murman and talk to him about his position on bills that would affect Minden and other schools of similar size.

Reporting: We are starting the last round of reporting for this year. We will have a number of reports for NDE coming up this month and going into June.

School Hours: The winter/spring weather has been interesting this school year. We are projected to have enough hours for our state requirements. If we have another snow day we will need to consider altering our schedule for the remaining days.

Summer Projects: We are working on setting up summer projects. Thanks to the board for being proactive with these projects knowing that it will save us money by keeping our facilities and equipment in good condition.

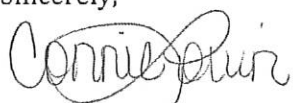
New Staff: The administration has been working hard to hire new staff for next year. I appreciate all the time and extra effort to get the best possible teachers for our district.

March 12, 2019

Minden Public Schools Board of Education,

I am submitting my letter of resignation as secondary math teacher, effective at the end of the 2018-2019 school year. I want to thank you for the opportunity to teach in Minden the past 17 years. Minden has been a wonderful place for Shannon and I to raise our family. Shannon recently accepted a job in Wilcox-Hildreth as their Principal/AD. The opportunity opened for me to teach high school math in Wilcox-Hildreth also, and I have accepted their offer. Again, I want to thank you for the opportunity that you gave me and for everything you have done for my family.

Sincerely,

A handwritten signature in cursive script that reads "Connie Lovin". The signature is written in black ink and is positioned above the printed name.

Connie Lovin

Sandy Pohl, Principal

Minden School Board

It is with regret that I need to turn in my letter of resignation for the position of elementary half -time art teacher at East Elementary. I am feeling the need to spend more time with my aging parents, and with our 6 children scattered across the United States .There never seems to be enough time.

I have truly enjoyed my time at East. The administrator, Sandy Pohl, is one of the best administrators I have ever worked with. She is positive, supportive, and does what is best for the kids. She has assembled an outstanding staff, also. I can't say enough about how kind they are all to work with. They are so creative and patient, and constantly encourage every student to do their best. Every person does their best every day. Minden East is a great place to be a teacher.

I also applaud the school system of Minden. The support you give the fine arts is wonderful. I am amazed that you have an elementary art position and that you support it so well. I really don't want to give up this wonderful position.

Overall, I thank you for the opportunity to have worked here in Minden the last two years. They are a time that I'll always treasure.

Sincerely,



Patty Sorensen

3-19-2019

**MINDEN PUBLIC SCHOOLS
TEACHING CONTRACT**

Step: **1**
Years: **0**
Educ. Hours: **BA**

THIS CONTRACT is made by and between the Board of Education of Kearney County School District 0503, a/k/a Minden Public Schools (“District”) and **Emily R. Christman** (“Teacher”) and supercedes any prior contract between the parties. The Board of Education agrees to employ the Teacher and the Teacher accepts such employment as follows:

School Year: School Year begins on or about **August 15, 2019** and ends on or about **May 20, 2020** subject to Board modification.

Days of Service: Teacher shall be employed for at least **185 days of service, including at least 177.5 teaching days**, subject to terms of the negotiated agreement.

Full Time Equivalency: Teacher shall be employed for a full-time equivalency (**FTE**) of **1.0**.

Salary Schedule Placement: Teacher's salary schedule placement is subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the **2019-2020** contract year may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract.

FIRST: Salary. Teacher agrees to accept such employment at a **salary of \$36,850.00**. The salary of the Teacher shall be payable in **twelve (12) equal installments**. The first installment shall be payable on the **15th day of September, 2019**, and the remaining installments shall be payable on same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and Teacher’s Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SECOND: Duties. The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher’s position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher’s professional ability. Regular dependable attendance is an essential function of the Teacher’s position.

THIRD: Extra Duty Assignments. In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned “extra duty” assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided, that the Teacher shall not unreasonably refuse to accept such assignments. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of this Teacher’s Contract.

FOURTH: Contract Termination. To the extent this Contract is subject to the continuing contract statutes, this Contract may be amended, cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this Contract, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to teach in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law. This Contract and assignments, to the extent they are not subject to the continuing contract statutes, are terminable at will without cause or hearing.

FIFTH: Legal Requirements. The Teacher affirms that: (1) Teacher holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed this contract is not valid until the required certificate is registered in accordance with law and the Teacher shall not be compensated for services performed prior to the date of registration of this certificate; (3) Teacher is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by Teacher from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Teachers Retirement Act.

SIXTH: Renewal. Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 15. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

Failure to return a signed copy of this contract to the Secretary of the Board of Education or the Superintendent of Minden Public Schools on or before **12:00 noon on April 22, 2019** shall constitute a rejection by the Teacher of the offer of employment.

Executed this ____ day of _____, 20__	Executed this ____ day of _____, 20__
_____ Teacher	Board of Education of Kearney County School District 0503, a/k/a Minden Public Schools By: _____ Attest: _____ President Secretary

**MINDEN PUBLIC SCHOOLS
TEACHING CONTRACT**

Step: **5**
Years: **8**
Educ. Hours: **BA**

THIS CONTRACT is made by and between the Board of Education of Kearney County School District 0503, a/k/a Minden Public Schools (“District”) and **Riley C. Swedberg** (“Teacher”) and supercedes any prior contract between the parties. The Board of Education agrees to employ the Teacher and the Teacher accepts such employment as follows:

School Year: School Year begins on or about **August 15, 2019** and ends on or about **May 22, 2020** subject to Board modification.

Days of Service: Teacher shall be employed for at least **185 days of service, including at least 177.5 teaching days**, subject to terms of the negotiated agreement.

Full Time Equivalency: Teacher shall be employed for a full-time equivalency (**FTE**) of **1.0**.

Salary Schedule Placement: Teacher's salary schedule placement is subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the **2019-2020** contract year may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract.

FIRST: Salary. Teacher agrees to accept such employment at a **salary of \$ 43,483.00**. The salary of the Teacher shall be payable in **twelve (12) equal installments**. The first installment shall be payable on the **15th day of September, 2019**, and the remaining installments shall be payable on same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and Teacher’s Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SECOND: Duties. The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher’s position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher’s professional ability. Regular dependable attendance is an essential function of the Teacher’s position.

THIRD: Extra Duty Assignments. In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned “extra duty” assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided, that the Teacher shall not unreasonably refuse to accept such assignments. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of this Teacher’s Contract.

FOURTH: Contract Termination. To the extent this Contract is subject to the continuing contract statutes, this Contract may be amended, cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this Contract, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to teach in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law. This Contract and assignments, to the extent they are not subject to the continuing contract statutes, are terminable at will without cause or hearing.

FIFTH: Legal Requirements. The Teacher affirms that: (1) Teacher holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed this contract is not valid until the required certificate is registered in accordance with law and the Teacher shall not be compensated for services performed prior to the date of registration of this certificate; (3) Teacher is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by Teacher from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Teachers Retirement Act.

SIXTH: Renewal. Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 15. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

Failure to return a signed copy of this contract to the Secretary of the Board of Education or the Superintendent of Minden Public Schools on or before **12:00 noon on April 22, 2019** shall constitute a rejection by the Teacher of the offer of employment.

Executed this ____ day of _____, 20__	Executed this ____ day of _____, 20__
_____ Teacher	Board of Education of Kearney County School District 0503, a/k/a Minden Public Schools By: _____ Attest: _____ President Secretary

Minimum Wage

\$ 9.00

Class 1			
Base Pay	\$ 9.27		
	Benefit		
Positions	Class	Step	Wage
Regular Ed Para	B	1	\$9.27
Regular SPED Para	B	2	\$9.41
Part-Time Building Custodian	B	3	\$9.55
Regular Food Service	B	4	\$9.69
Part-Time Food Service	B	5	\$9.84
Prechool Para	B	6	\$9.99
Summer Help - Step 1	A	7	\$10.14
Substitute Para - Step 1	A	8	\$10.29
		9	\$10.44
		10	\$10.60
		11	\$10.76
		12	\$10.92
		13	\$11.08
		14	\$11.25
		15	\$11.42
		16	\$11.59
		17	\$11.76
		18	\$11.94
		19	\$12.12
		20	\$12.30

Class 2			
Base Pay	\$ 12.36		
	Benefit		
Positions	Class	Step	Wage
10 Month Secretary*	C	1	\$12.36
11 Month Secretary	C	2	\$12.55
Life Skills Para	B	3	\$12.74
Substitute Life Skills Para - Step 1	A	4	\$12.93
		5	\$13.12
		6	\$13.32
* 10 Month Secretary - work maximum of 3 weeks prior to start of school and 3 weeks after end of school at discretion of building principal		7	\$13.52
		8	\$13.72
		9	\$13.93
		10	\$14.14
		11	\$14.35
		12	\$14.57
		13	\$14.79
		14	\$15.01
		15	\$15.24
		16	\$15.47
		17	\$15.70
		18	\$15.94
		19	\$16.18
		20	\$16.42

Class 3			
Base Pay	\$ 13.39		
	Benefit		
Positions	Class	Step	Wage
12 Month Secretary	D	1	\$13.39
Full-Time Custodian	D	2	\$13.59
Grounds	D	3	\$13.79
Mechanic	D	4	\$14.00
Maintenance	D	5	\$14.21
Full-Time Activity Driver/Maint.	D	6	\$14.42
Part-Time Activity Driver - Step 6	A	7	\$14.64
Activity Custodian	A	8	\$14.86
		9	\$15.08
		10	\$15.31
		11	\$15.54
		12	\$15.77
		13	\$16.01
		14	\$16.25
		15	\$16.49
		16	\$16.74
		17	\$16.99
		18	\$17.24
		19	\$17.50
		20	\$17.76

Class 4	
Salaried/Hourly Positions Determined by Superintendent	
Positions	Benefit Class
Business Manager	E
Buildings & Grounds Supervisor	E
Tech Director	E
School Nurse	C
Food Service Director	C
Bus Route Driver - Paid per Route	B

Note 1: All new employees will start on Step 1 of the salary schedule. Initial Placement on the salary schedule greater than Step 1 will be at the discretion of the Superintendent.

Note 2: Each step after Step 1 on the salary schedule incorporates a 1.5% increase to the previous step's wage. For each year of service, the employee will move one step on the salary schedule until reaching Step 20 on the salary schedule. For steps 2 through 20, the yearly wage increase will be based on the 1.5% step increase as adjusted by the yearly percentage increase in the base wage as determined by the Board of Education and the Superintendent. After reaching step 20, any subsequent wage increases will be limited to the yearly percentage increase in the base wage as determined by the Board of Education and the Superintendent. Yearly increases of more than one step on the salary schedule will be at the discretion of the Superintendent.

Note 3: For employees that are receiving pay greater than the final step in the employee's respective during the 2019-20 school year, the employee's current rate of pay will not be reduced below the employee's current level of pay. For those employees in this situation, the employee's raise will be equal to the yearly percentage increase in the base wage as determined by the Board of Education and Superintendent.

Benefit Classifications

Class A Typically less than 20 hours/week
Health/Dental Insurance: None
Paid Vacation: None
Paid Personal Leave: None
Paid Sick Leave: None
Paid Holidays: None

Class B **Health/Dental Insurance:** Single only coverage provided by District
Paid Vacation: None
Paid Sick Leave: 6 days/year - based on average hours worked per day - available for use after 4 months of employment - maximum accrued leave of 45 days - any unused leave **not** paid out on termination of employment
** Part-Time Building Custodian - 8 days/year if working year round; 6 days/year if working school year
Paid Personal Leave: 2 days per year - based on average hours worked per day - available for use after 4 months of employment - any unused leave paid out at end of the school year at hourly rate of pay
Paid Holidays: None

Class C **Health/Dental Insurance:** Full Family Health/Single Dental provided by district.
Paid Vacation: None
Paid Sick Leave: 8 days/year - available for use after 4 months of employment - maximum accrued leave of 45 days - any unused leave **not** paid out on termination of employment
Paid Personal Leave: 2 days per year - available for use after 4 months of employment - any unused leave paid out at end of the school year at hourly rate of pay
Paid Holidays: None
Long-term Disability: Coverage provided by district

Class D **Health/Dental Insurance:** Full Family Health/Single Dental provided by district.
Paid Vacation: 10 days/year for years 1 through 15 of employment; 15 days/year for year 16 of employment forward - added to balance every August 1. Maximum allowed balance on August 1 is 160 hours. If resulting vacation allotment, results in vacation balance of greater than 160 hours, vacation will be given to bring August 1 balance to 160 hour maximum. Any hours in excess of the 160 hours maximum are forfeited. Any unused and accrued leave is refunded to employee upon termination of employment.
Paid Sick Leave: 8 days/year - available for use after 4 months of employment - maximum accrued leave of 45 days - any unused leave **not** paid out on termination of employment
Paid Personal Leave: 2 days per year - available for use after 4 months of employment - any unused leave paid out on last paycheck of the fiscal year (August)
Paid Holidays: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Christmas Day. If holiday falls on a weekend, the paid holiday will be on the closest week day (Friday or Monday).
Long-term Disability: Coverage provided by district



Class E **Health/Dental Insurance:** Full Family Health/Single Dental provided by district.
Paid Vacation: 10 days/year - Maximum accumulation of 20 days. Vacation days will be allotted every August 1. If allotted days are in excess of the 20 day maximum, vacation will be allotted to get to the 20 day maximum. Any days in excess of the 20 day maximum are forfeited. Any vacation days remaining at termination of employment are not refunded.
Paid Sick Leave: 8 days/year - available for use after 4 months of employment - maximum accrued leave of 45 days - any unused leave **not** paid out on termination of employment
Paid Personal Leave: 2 days per year - available for use after 4 months of employment - any unused leave id forfeited by the employee.
Paid Holidays: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Christmas Day. If holiday falls on a weekend, the paid holiday will be on the closest week day (Friday or Monday).
Long-term Disability: Coverage provided by district

Minden Coaches/Sponsors 2019-20	
Art Club	Middle School: Liz Bloomfield
BB Boys Head Var	Carter Pratt
BB Boys Asst. Var	
BB Boys Asst. Var	
BB Boys 7th Head	Dan Wilson
BB Boys 7 Asst	
BB Boys 8th Head	Dale Blum
BB Boys 8th Asst	Carson Blum
BB Girls Head Var	Taylor Maulsby
BB Girls Asst Var	Lisa Wagner
BB Girls Asst Var	Jade Olson
BB Girls 7th Head	Dan Wilson
BB Girls 7th Asst	
BB Girls 8th Head	
BB Girls 8th Asst	Katie Gilson
Cheerleaders	Claire Osgood-Kring
Cross Country	Shawn Wheelock
Cross Country Asst	Dawn Moyer
Dept. Head Social Studies	Donnie Miller
Dept. Head English	Angie Oberg/Keaton Gracey
Dept. Head Science	Lisa Clapper
Dept. Head Math	Dawn Moyer
Dept. Head SPED	Julie Ratka
Drug Free High School	Jeffrey Horner
FB Head Var	Jebb Hatch
FB Asst: Var	John Gumb
FB Asst. Var	Jacob McCarthy
FB Asst. Var	Aaron Martin
FB Head 9th	Connor Brown
FB Head 8th	Rick Chramosta
FB Asst 8th	Donnie Miller 7-8th
FB Head 7th	
FB Asst 7th	Tyler Egenberger
FBLA	Jordan Reinertson
FCCLA	Pam Johnson
Dance Team	Emily Christman
Golf Boys	Taylor Maulsby
Golf Boys Asst	Numbers pending -12 or more
Golf Girls	Katie Jorgensen/Whitney Maulsby
Golf Girls Asst	Numbers pending -12 or more
Industrial Arts Club	Bob Carlson/Rick Chramosta
Jr. Class	Erica Chancellor
Marching Band	John Jacobs

7 HS positions available

8 jr. high positions available

Key

 Recommendation to board
 Open positions--applicants for most of these exist but I need to sit down with Mr. Osgood to make decisions on MS positions as well as communicate with new teacher(s) to our system and their spouses that are also teachers/coaches in their present school.

Softball coaches is my biggest concern at this point. Still communicating with people regarding this position.

MS Student Council	Collin Nichol/Claire Osgood-Kring
National Honor Society	Jayne Hoban
One Act Play	Jeffrey Horner
One Act Assistant	
Play/Musical	Angie Oberg/ Whitney Maulsby
Quiz Bowl	HS:Pam Johnson MS: Steph Emery
Future Problem Solving	Lisa Clapper
SADD	Jeffrey Horner
Softball Head	
Softball Asst	
Senior Class	Jeffery Horner
Sound System	Jeffery Horner
Spanish Club	Carlie Runge
Speech:	Jeffrey Horner
Speech Asst:	Taylor Majerus
Speech Asst:	Numbers pending 24 or more
Vol Speech Asst	NA
Student Council:	Angie Oberg
TR Head Boys/Girls:	Shawn Wheelock
TR Asst.:	Aaron Martin
TR Thrower's Coach	Dave Schoone
TR Asst	Keaton Gracey
TR Asst	Stephanie Crocker
TR Asst	Rick Chramosta
Added Track Asst. 2019	Connor Brown
TR Head Boys 7/8	Donnie Miller
TR Asst. Boys/Girls 7/8	Liz Bloomfield
TR Head 7/8 Girls	Lisa Clapper
TR Asst. Boys/Girls 7/8	
VB CO-Head	
VB Head Coach	Levi Gorsuch
VB 9th	Taylor Herrick
VB 8th Head	Steph Emery
VB Asst 8th	
VB Head 7th	Carlie Runge
VB Asst 7th	
Vocal Music	Carla Jacobs
W- M Club	Angie Oberg
WR Head	Keaton Gracey
WR Asst	
WR Head 7/8	Heath Wragge
WR Asst 7/8	
Year Book:	Karen Nelson
STRIV TV	Shawn Wheelock/Whitney Maulsby

Speak with Carla, Angie, & Whitney

Superintendent Pay Transparency Notice—Proposed Contract for Mr. James Widdifield

Notice is hereby given that Minden Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on April 8, 2019 at 7:00 pm at the High School Media Center in Minden, Nebraska.

After Year 1 of Contract, how many years remain on the contract: 2
 (Column F must be completed if additional years remain on contract.)

Superintendent Contract covers the following year(s): 2019-2022

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 138,000.00	\$ 276,000.00	\$ 414,000.00

Compensation for activities outside of the regular salary:

● <i>Extended contracts / Activities outside of regular salary</i>			\$ -
● <i>Bonus/Incentive/Performance Pay</i>			\$ -
● <i>Stipends</i>			\$ -
● <i>All other costs not mentioned above</i>			\$ -

Benefits and Payroll Costs Paid by district:

● <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 20,906.00	\$ 41,812.00	\$ 62,718.00
● <i>Cafeteria Plan Stipend</i>			\$ -
● <i>Cash in lieu of insurance</i>			\$ -
● <i>Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u></i>			\$ -
● <i>District's share of retirement, FICA and Medicare</i>	\$ 23,872.16	\$ 47,744.32	\$ 71,616.48
● <i>IRS value of housing allowance</i>			\$ -
● <i>IRS value of vehicle allowance</i>			\$ -
● <i>Additional leave days</i>			\$ -
● <i>Annuities</i>			\$ -
● <i>Service credit purchase</i>			\$ -
● <i>Association / Membership dues</i>	\$ 1,590.00	\$ 3,180.00	\$ 4,770.00
● <i>Cell Phone/Internet reimbursement</i>	\$ 1,271.88	\$ 2,543.76	\$ 3,815.64
● <i>Relocation reimbursement</i>			\$ -
● <i>Travel allowance/reimbursement</i>	\$ 1,800.00	\$ 3,600.00	\$ 5,400.00
● <i>Mileage Allowance</i>			\$ -
● <i>Educational tuition assistance</i>			\$ -
● <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 187,440.04	\$ 374,880.08	\$ 562,320.12

