

Agenda

1. Call to Order/Opening the Meeting
 - 1.1. Public Meeting Announcement
 - 1.2. Open Meetings Act posted on South wall of Media Center
 - 1.3. Board Member Attendance Roll Call/Sign Acknowledgment of Receipt Notice
 - 1.4. Consent Agenda
 - 1.4.1. Consider Minutes of Previous Meeting(s) and Their Approval (Appendix A)
 - 1.4.2. Consider Current Bills and Their Approval (Appendix B)
 - 1.4.3. Consider Financial Statements/Treasurer's Report (appendix C)
 - 1.5. Community Input
2. Discussion/Action Items
 - 2.1. Administrator Reports
 - 2.2. Principal (appendix D)
 - 2.3. Athletic Director (appendix E)
 - 2.4. Superintendent (appendix F)
 - 2.5. Review, discuss, and take all necessary action in approving the resignation of Mrs. Kelsey Cole.
 - 2.6. Review, discuss, and take all necessary action in approving the resignation of Mrs. Abigail Brown.
 - 2.7. Review, discuss, and take all necessary action in approving the resignation of Mrs. Karma Hickey.
 - 2.8. Review, discuss, and take all necessary action in approving the resignation of Mrs. Lisa Mason.
 - 2.9. Review, discuss, and take all necessary action in approving a certified contract for Ms. Abigail Meinke for the 2024-25 school year second-grade position.
 - 2.10. Review, discuss, and take all necessary action in approving a certified contract for Ms. Cassidy Ryan for the 2024-205 school year middle school position.
 - 2.11. Review, discuss, and take all necessary action in approving a certified contract for Mrs. Ali Vacura for the 2024-25 school year Title I position.
 - 2.12. Review, discuss, and take all necessary action in approving classified wages for the 2024-2025 school year.
 - 2.13. Review, discuss, and take all necessary action in approving a flooring bid for summer 2024.
 - 2.14. Review, discuss, and take all necessary action on the asbestos abatement quotes.
 - 2.15. Review, discuss, and take all necessary action in approving a roofing bid.
 - 2.16. Review, discuss, and take all necessary action in approving a bid ELA curriculum for junior high and high school.
 - 2.17. Review, discuss, and take all necessary action in approving the science curriculum for 4th-8th grade.

- 2.18. Review, discuss, and take all necessary action in approving a bid from Apple Education for technology equipment.
- 2.19. Review, discuss, and take all necessary action in approving the contract for Mrs. Nicole LeClaire for superintendent at Bertrand Community School.
3. Executive Session
 - 3.1. For discussion of negotiations about the 2023-24 negotiated agreement for the certificated staff at Bertrand Community School.
4. Adjourn

Ross Boggs: Present
Mike Dannehl: Present
Chris Davison: Present
Christy Pelton: Present
Brent Samuelson: Present
Jonathan Sand: Present
Present: 6.

1. Call Special Meeting to Order

1.1. Public Meeting Announcement

1.2. Open Meetings Act posted on the South wall of the Media Center

1.3. Board Member Attendance, Roll Call/Sign Acknowledgement of Receipt Notice

1.4. Consent Agenda

A motion to approve the minutes from the March 11th special meeting and regular board of education meeting, passed with a motion by Jonathan Sand and a second by Ross Boggs.

Ross Boggs: Yea, Mike Dannehl: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 6, Nay: 0

1.4.1. Consider Minutes of Previous Meeting(s) and Their Approval (Appendix A)

2. Discussion

2.1. Discussion of superintendent search process

3. Executive Session

A motion to enter executive session at 4:41 pm for discussion of superintendent applicants for the prevention of needless injury to the reputation of the applicants, passed with a motion by Mike Dannehl and a second by Jonathan Sand.

Ross Boggs: Yea, Mike Dannehl: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 6, Nay: 0

A motion to return to regular session at 6:06 pm, passed with a motion by Christy Pelton and a second by Ross Boggs.

Ross Boggs: Yea, Mike Dannehl: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 6, Nay: 0

4. Adjourn

Motion to adjourn this special Board of Education meeting at 6:35 pm and set the next special meeting for March 22nd at 9:00 am, passed with a motion by Jonathan Sand and a second by Ross Boggs.

Ross Boggs: Yea, Mike Dannehl: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 6, Nay: 0

Board of Education Special Meeting-Supt.
Interviews
Friday, March 22, 2024 9:00 AM

Bertrand Community School Media Center
503 School Street
Bertrand, NE 68927

Ross Boggs: Present
Mike Dannehl: Present
Chris Davison: Present
Christy Pelton: Present
Brent Samuelson: Present
Jonathan Sand: Present

Present: 6.

1. Call Special Meeting to Order

1.1. Public Meeting Announcement

1.2. Open Meetings Act posted on South wall of the Innovation Lab

1.3. Board Member Attendance, Roll Call/Sign Acknowledgment of Receipt Notice

2. Discussion/Action Items

2.1. Interview of Superintendent Candidates

2.2. Discussion of Interview Candidates

2.3. Review Stakeholder Feedback

2.4. Executive Session

A motion to enter executive session at 2:47 pm for discussion of interview candidates to protect needless injury of the individuals and to discuss negotiations, passed with a motion by Jonathan Sand and a second by Chris Davison.

Ross Boggs: Yea, Mike Dannehl: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 6, Nay: 0

2.4.1. For discussion of interview candidates to prevent the needless injury to the reputation of an individual and to discuss negotiations

Motion to come out of executive session at 4:01 pm, passed with a motion by Christy Pelton and a second by Jonathan Sand.

Ross Boggs: Yea, Mike Dannehl: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 6, Nay: 0

2.5. Review, discuss, and take all necessary action to approve negotiations with a superintendent candidate

2.6. If necessary, action to approve negotiations with 2nd superintendent candidate

Motion to authorize the board president to negotiate with Candidate E, passed with a motion by Jonathan Sand and a second by Ross Boggs.

Ross Boggs: Yea, Mike Dannehl: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent

Samuelson: Yea, Jonathan Sand: Yea

Yea: 6, Nay: 0

3. Adjourn

Motion to adjourn this special Board of Education Meeting at 4:10 pm and set the next regular Board of Education Meeting for April 8th at 7:00 pm, passed with a motion by Jonathan Sand and a second by Mike Dannehl.

Ross Boggs: Yea, Mike Dannehl: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent

Samuelson: Yea, Jonathan Sand: Yea

Yea: 6, Nay: 0

GENERAL FUND

43396 ACE HARDWARE	462.80 BUILDING/GROUNDS
43397 AMAZON CAPITAL SERVICES	85.87 AMAZON SUPPLY PURCHASES
43398 APTEGY, INC.	4,900.00 SOFTWARE
43399 AUTO SHACK, INC.	1,565.15 VEHICLE REPAIRS
43400 BERTRAND AREA CHAMBER OF COMMERCE	75.00 MEMBERSHIP
43401 BERTRAND HOT LUNCH (PS REIMB)	286.10 PRESCHOOL BREAKFAST
43402 BLACK HILLS ENERGY	2,020.72 NATURAL GAS
43403 BROWN, JASON	56.03 EXPENSE REIMB
43404 BUFFALO OUTDOOR POWER LLC	1,137.00 EQUIPMENT REPAIR
43405 CARHART LUMBER-BURWELL	1,273.98 SHOP
43406 CDL, INC.	2,483.73 MONTHLY SERVICE
43407 CROSS COUNTRY MARKET	220.70 SUPPLIES
43408 DEMCO	202.58 LIBRARY SUPPLIES
43409 EAKES OFFICE SOLUTIONS	1,600.21 COPIES/SUPPLIES/FURNITURE
43410 EDUCATIONAL SERVICE UNIT #9	843.75 VISION SERVICES
43411 ESU #11	20.60 MONTHLY/QUARTERLY SERVICES
43412 EVANS REPAIR LLC	45.00 REPAIRS & SUPPLIES
FIRST STATE BANK	35.00 ACH
43413 FRONTIER COMMUNICATIONS	205.71 TELEPHONE
43414 GENERAL FUND CLEARING	361.77 REIMBURSEMENT
43415 GREEN LANDSCAPES INC.	484.59 GROUNDS
43416 HOLDREGE DAILY CITIZEN	137.32 LEGAL NOTICES
43417 HOLMES PLUMBING & HEATING	275.60 UPKEEP OF BUILDING
43418 HOMETOWN LEASING	1,634.85 COPIER PAYMENT
43419 INSPIRE REHABILITATION, LLC	336.00 SPED PT
43420 KSB SCHOOL LAW	1,231.00 LEGAL EXPENSE
43421 LEXINGTON REGIONAL HEALTH CENTER	1,830.48 COUNSELING
43422 LITERACY RESOURCES, LLC	445.00 HEGGERTY
43423 MCCOY, AARON	52.43 TELEPHONE EXP.
43424 MENARDS	162.84 BLDG MAINT & SUPPLIES
43425 MID AMERICAN RESEARCH CHEMICAL,	470.78 CLEANING & MAINTENANCE
43426 NCS PEARSON	55.50 SPEECH/PSYCH/SPED SUPPLIES
43427 NEBRASKA ASSOCIATION OF SCH BD	3,300.00 MTG/MEMBERSHIP
43428 NEBRASKA CENTRAL EQUIPMENT INC.	178.24 BUS REPAIR
43429 NEBRASKA RURAL COMMUNITY SCHOO	220.00 DUES/MEETING EXP
43430 NORTHLAND SECURITIES INC.	2,500.00 CONSULTING SERVICES
43431 ONE SOURCE	16.50 BACKGROUND CHECK
43432 PERMA-BOUND	2,192.70 LIBRARY SUPPLIES
43433 PRO BUILDING SUPPLY INC.	223.65 INSTRUCTION EXP.
43434 QUADIANT, INC.	86.51 POSTAGE & METER
43435 RASMUSSEN MECHANICAL SERVICE, INC.	1,919.49 REPAIRS
43436 RELIABLE PEST CONTROL SERVICES	62.00 BUILDING MAINTENANCE
43437 SCHUTZ, JENNIFER	1,873.08 O.T.
43438 SOUTHERN POWER DISTRICT	3,711.00 ELECTRICITY
43439 STATE OF NEBRASKA	534.65 NETWORK SERVICE
43440 SUMMERS, CAYTLYNN	125.29 MILEAGE
43441 TIME MANAGEMENT SYSTEMS	243.00 TIME CARD SYSTEM
43442 US BANK	643.55 CREDIT CARD CHARGES
43443 VERIZON WIRELESS	121.36 CELL PHONE
43444 VILLAGE OF BERTRAND	787.14 WATER/SEWER/TRASH/
43445 WINDSTREAM	70.77 DISTANCE LEARNING

Fund Total:	43,807.02
April Payroll	324,860.66
April 2024 Bills & PR	368,667.68

GENERAL FUND CLEARING

March 31, 2024

GFC

\$	DATE	CK#	TO	ACCT #	DESCRIPTION
25.00	03/11/24	4267	So Valley Schools	11100810001000	HS Quiz Bowl
90.00	03/14/24	4268	Cash	11100890001000	State Speech
150.77	03/28/24	4269	US Postmaster	12510531000000	Newsletter
96.00	03/28/24	4270	So Valley Schools	11100810001000	RPAC Music

361.77

BERTRAND COMMUNITY SCHOOL FINANCIAL REPORT AS OF MARCH 31, 2024

	RECEIPTS	DISBURSEMENT	BALANCE
GENERAL FUND			
(Checking & Money Market)			
Balance FEBRUARY 29, 2024			\$2,895,577.41
Receipts	\$329,052.28		
Disbursements			
Bills & Payroll		\$394,441.20	
Balance MARCH 31, 2024			<u>\$2,830,188.49</u>
ACTIVITY FUND			
Balance FEBRUARY 29, 2024			\$124,093.58
Receipts	\$1,595.48		
Disbursements		\$6,462.14	
Balance MARCH 31, 2024			<u>\$119,226.92</u>
ATHLETIC FUND			
Balance FEBRUARY 29, 2024			\$9,793.49
Receipts	\$209.70		
Disbursements		\$817.82	
Balance MARCH 31, 2024			<u>\$9,185.37</u>
DEPRECIATION FUND			
(Bus Replacement)			
Balance FEBRUARY 29, 2024			\$537,627.99
Interest	\$273.99		
Disbursements			
Hamilton Information Sys			
Balance MARCH 31, 2024			<u>\$537,901.98</u>
BUILDING FUND (Regular)			
Balance FEBRUARY 29, 2024			<u>\$1,270,062.41</u>
Receipts			
Gosper Co.	\$3,853.89		
Phelps Co.	\$18,915.07		
Interest	\$813.81		
Disbursements			
None			
Balance MARCH 31, 2024			<u>\$1,293,645.18</u>
BOND FUND			
Receipts	\$5,578.61		
Disbursements-None			
Balance MARCH 31, 2024			<u>\$266,728.50</u>
QCPF-2			
Receipts	\$9,395.01		
Disbursements - None			
Balance MARCH 31, 2024			<u>\$204,193.50</u>
Balance MARCH 31, 2024			<u>\$213,588.51</u>
HISTORICAL INFORMATION			
	<u>2021</u>	<u>2022</u>	<u>2023</u>
General	\$1,086,934	\$1,575,290	1,903,808
Depreciation/Bus Replacement	\$272,874	\$330,740	441,803
Building	\$269,623	\$326,378	844,954
Bond	\$207,622	\$244,166	257,732
QCPF #2	\$202,178	\$246,418	245,182

Cash Receipt Listing by Received From

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
Batch Description: 2024 MARCH GENERAL CASH RECEIPTS Processing Month: 03/2024						
0301-01		03/01/2024	EFT ST of NE - Medicaid	01 4709	Medicaid Adm Act	649.66
		03/05/2024	Salary Reimbursement	01 101	Salary Reimb.	15,084.99
0306-01		03/06/2024	EFT ST of NE-MIPS	01 4708	MIPS	1,899.58
1846		03/11/2024	Preschool Tuition	01 1370	Preschool Tuition	350.00
1848		03/14/2024	Ins. Reimb.	01 453	Ins. Reimb. Pelton	1,484.13
1848		03/14/2024	Salary Reimb.	01 101	Salary Reimb.	14,554.30
1850		03/19/2024	Preschool Tuition	01 1370	Preschool Tuition	300.00
1850		03/19/2024	Ins. Reimb.	01 453	Ins. Reimb-Boggs	83.29
1850		03/19/2024	VBC Reimb.	01 5690	VBC Reimb-Ag Ed	31.77
0325-01		03/25/2024	EFT ST of NE-SPED S/A	01 3120	SPED S/A	64,969.00
0326-01		03/26/2024	EFT ST of NE-GMS	01 4998	GMS	21,627.00
0329-01		03/29/2024	EFT ST of NE-St Aid	01 3110	State Aid	38,574.00
0331-01		03/31/2024	Interest on Acct	01 1510	Interest on Acct	1,379.98
Total:						160,987.70

1847	GOSP TREAS GOSPER CO TREASURER	03/12/2024	County Taxes	01 1100	Taxes	25,421.69
1847	GOSP TREAS GOSPER CO TREASURER	03/12/2024	County Taxes	01 1125	Motor Vehicle	6,568.77
1847	GOSP TREAS GOSPER CO TREASURER	03/12/2024	County Taxes	01 2110	Fines	623.73

GOSP TREAS GOSPER CO TREASURER Total: 32,614.19

1849	PHELPTREAS PHELPS CO. TREASURER	03/18/2024	County Taxes	01 1100	Taxes	16,762.18
1849	PHELPTREAS PHELPS CO. TREASURER	03/18/2024	County Taxes	01 1125	Motor Vehicle	11,433.55
1849	PHELPTREAS PHELPS CO. TREASURER	03/18/2024	County Taxes	01 2110	Fines	1,030.33
1849	PHELPTREAS PHELPS CO. TREASURER	03/18/2024	County Taxes	01 3130	Homestead	2,650.86
1849	PHELPTREAS PHELPS CO. TREASURER	03/18/2024	County Taxes	01 3131	Tax Credit	103,573.47

PHELPTREAS PHELPS CO. TREASURER Total: 136,450.39

Summary Totals

Account Type	Cash Accounts	Receivable Accounts
Subtotal Revenue	297,845.57	329,052.28
Subtotal Expense		329,052.28
Subtotal General Ledger	31,206.71	
Account Total	329,052.28	

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
04 704	FUND BALANCE	2,926.98	0.00	0.00	0.00	2,926.98
04 704 9101	ATH GATE FUND BALANCE	13,606.88	0.00	209.70	0.00	13,816.58
04 704 9102	ATH MISC. FUND BALANCE	(9,562.16)	617.82	0.00	0.00	(10,179.98)
04 704 9103	ATH OFFICIALS FUND BALANCE	(15,165.00)	0.00	0.00	0.00	(15,165.00)
04 704 9104	ATH MEET FUND BALANCE	(1,635.00)	200.00	0.00	0.00	(1,835.00)
04 704 9105	ATH EQUIPMENT FUND BALANCE	(25,710.07)	0.00	0.00	0.00	(25,710.07)
04 704 9120	ATH VOLLEYBALL FUND BALANCE	1,933.44	0.00	0.00	0.00	1,933.44
04 704 9121	ATH FOOTBALL FUND BALANCE	8,979.96	0.00	0.00	0.00	8,979.96
04 704 9122	ATH BOY BB FUND BALANCE	372.74	0.00	0.00	0.00	372.74
04 704 9123	ATH GIRLS BB FUND BALANCE	3,295.03	0.00	0.00	0.00	3,295.03
04 704 9124	ATH CC FUND BALANCE	865.24	0.00	0.00	0.00	865.24
04 704 9125	ATH CHEERLEADERS FUND BALANCE	5,385.47	0.00	0.00	0.00	5,385.47
04 704 9126	ATH TRACK FUND BALANCE	14,936.00	0.00	0.00	0.00	14,936.00
04 704 9140	ATH VIKING STORE FUND BALANCE	3,746.62	0.00	0.00	0.00	3,746.62
04 704 9141	ATH DONATED FUNDS BALANCE	5,816.96	0.00	0.00	0.00	5,816.96
04 704 9150	ATH. VIKING BOOSTER CLUB FUND BALANCE	0.40	0.00	0.00	0.00	0.40
Fund Total: 04		9,793.49	817.82	209.70	0.00	9,185.37

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 8101	FUND BALANCE/GENERAL	6,731.52	0.00	500.00	0.00	7,231.52
05 704 8102	FUND BALANCE/LIBRARY	946.84	0.00	0.00	0.00	946.84
05 704 8103	FUND BALANCE/POP MACHINE	(202.50)	0.00	0.00	0.00	(202.50)
05 704 8104	FUND BALANCE/AG EDUCATION	3,550.00	0.00	0.00	0.00	3,550.00
05 704 8105	FUND BALANCE/SHOP - WOODS	100.24	1,755.61	465.00	0.00	(1,190.37)
05 704 8107	FUND BALANCE/CLASS OF 2021	1,458.55	0.00	0.00	0.00	1,458.55
05 704 8108	FUND BALANCE/CLASS OF 2023	47.60	0.00	0.00	0.00	47.60
05 704 8109	FUND BALANCE/CLASS OF 2024	1,877.76	0.00	0.00	0.00	1,877.76
05 704 8110	FUND BALANCE/CLASS OF 2025	3,822.21	1,030.63	0.00	0.00	2,791.58
05 704 8111	FUND BALANCE/CLASS OF 2026	3,213.15	0.00	0.00	0.00	3,213.15
05 704 8113	FUND BALANCE/CLASS OF 2032	340.00	0.00	0.00	0.00	340.00
05 704 8114	FUND BALANCE/B CLUB	4,051.93	0.00	0.00	0.00	4,051.93
05 704 8116	FUND BALANCE/NHS	7,817.99	385.00	0.00	0.00	7,432.99
05 704 8117	FUND BALANCE/STUDENT COUNCIL	2,474.37	1,206.83	0.00	0.00	1,267.54
05 704 8120	FUND BALANCE/BAND	2,637.16	35.00	0.00	0.00	2,602.16
05 704 8121	FUND BALANCE/CONCESSIONS	13,225.60	791.28	52.05	0.00	12,486.37
05 704 8122	FUND BALANCE/BCSVSO	1,883.85	0.00	0.00	0.00	1,883.85
05 704 8126	FUND BALANCE/PLAY	1,252.97	0.00	0.00	0.00	1,252.97
05 704 8130	FUND BALANCE/READING ENRICH	5,048.24	23.97	0.00	0.00	5,024.27
05 704 8135	FUND BALANCE/SPEECH	110.41	0.00	0.00	0.00	110.41
05 704 8136	FUND BALANCE/INST. RENTAL	75.00	0.00	0.00	0.00	75.00
05 704 8137	FUND BALANCE-STUDENT FEES	180.00	0.00	0.00	0.00	180.00
05 704 8143	FUND BALANCE - YEARBOOK 2021-2022	0.00	0.00	0.00	0.00	0.00
05 704 8144	FUND BALANCE-YEARBOOK 2022-2023	(160.07)	0.00	0.00	0.00	(160.07)
05 704 8145	FUND BALANCE YEARBOOK 2023-2024	2,215.27	0.00	78.43	0.00	2,293.70
05 704 8148	FUND BALANCE/ELEM GRANT	1,310.06	0.00	0.00	0.00	1,310.06
05 704 8149	FUND BALANCE - JEANS FUND	2,244.47	0.00	0.00	0.00	2,244.47
05 704 8150	FUND BALANCE-GREENHOUSE DONATIONS	139.29	0.00	0.00	0.00	139.29
05 704 8151	FUND BALANCE BEEF BOOSTERS FTF	880.80	1,164.82	0.00	0.00	(284.02)
05 704 8152	FUND BALANCE - ART PROJECTS	1,045.58	0.00	0.00	0.00	1,045.58
05 704 8154	FUND BALANCE - DIABETES SUPPLIES	1,268.18	0.00	0.00	0.00	1,268.18
05 704 8155	FUND BALANCE-IPAD INSURANCE	48,889.58	69.00	500.00	0.00	49,320.58
05 704 8158	FUND BALANCE SCHOOL SUPPLIES	0.00	0.00	0.00	0.00	0.00
05 704 8175	FUND BALANCE/CONCESSIONS HOLDING	5,617.53	0.00	0.00	0.00	5,617.53
Fund Total: 05		124,093.58	6,462.14	1,595.48	0.00	119,226.92

**Bertrand Community School
Hot Lunch March
2023-2024**

Cash Balance 2/29/2024	\$28,405.51
Receipts	
Student Lunches	\$5,637.25
General Fund	\$0.00
Noon Duty	
State Reimb.	\$11,781.36
Adult	
Roll	\$0.00
Preschool	\$274.15
Rebate	
Reimbursement	
Total Receipts	\$17,692.76
Total Available	\$46,098.27
Expenditures	
Food	\$10,827.93
Salary	\$10,060.19
SS	\$433.11
Medicare	\$101.29
Retirement	\$965.38
Insurance	\$2,994.33
Equipment/Improvements/Supplies	\$0.00
Other	\$2,060.15 lunch program
Total Expenditures	\$27,442.38
Cash Balance 3/31/2024	<u>\$18,655.89</u>

Principal's Report April 2024

1. Attendance - During the last month, the attendance for the elementary has been at 96%, while the high school has been 91%. Thankfully, it seems most of our students have been able to overcome the sicknesses from the last month.
2. State Testing continues - MAP Testing for grades K-11 was completed as a whole and we continue make up testing for students that were gone. Juniors completed the ACT as their required state testing, and we had to reschedule the Sophomores to take the PreAct due to snow days. The window for NSCAS Testing for grades 3-8 opened this week and will also be open next week.
3. Reminder of Notable Dates - Academic Banquet will be on April 18th. No School on April 12th. High School awards will be on May 3rd at 11:30 am. Elementary Awards will be on May 7th at 9 am and Elementary Field Day will also be May 7th at 12 pm.

Aaron McCoy
Principal

Girls & Boys Basketball All-Conference Selections (held March 13)

RPAC East

Boys: Thunder Nelson - 2nd Team; Marcus Hernandez - HM

Girls: Addison Andersen - HM

NSAA: Bertrand - Loomis CC Coop

The co-op for CC expired at the end of the season last fall (2023), and is up for renewal; the renewal deadline date for Fall sports is July 1st. I will have more information on this at the meeting.

ACTIVITY PARTICIPATION

Just some "FYI" about our student participation in activities. Some only participate in 1 activity, while a large number of kids participate in multiple activities, sometimes everything offered.

We offer the following 12 NSAA sponsored activities:

FALL - Cross Country, Football, Volleyball, Play Production

WINTER - Boys Basketball, Girls Basketball, Wrestling, Speech

SPRING - Golf, Track, Instrumental Music, Vocal Music

Our database at the NSAA shows students in 9 - 12.

2023-2024: 58 out of 69 (84.1%) - 11
2022-2023: 61 out of 69 (88.4%) - 8
2021-2022: 64 out of 75 (85.3%) - 11
2020-2021: 65 out of 74 (87.8%) - 9
2019-2020: 77 out of 81 (95.1%) - 4
2018-2019: 71 out of 76 (93.4%) - 5
2016-2017: 77 out of 85 (90.5%) - 8
2015-2016: 80 out of 87 (91.9%) - 7
2014-2015: 69 out of 73 (94.5%) - 4
2013-2014: 64 out of 69 (92.7%) - 5
2012-2013: 67 out of 71 (94.4%) - 4
2011-2012: 63 out of 67 (94.0%) - 4
2010-2011: 76 out of 78 (97.4%) - 2
2009-2010: 71 out of 77 (92.2%) - 6
2008-2009: 75 out of 82 (91.4%) - 7
2007-2008: 83 out of 85 (97.6%) - 2

This month's activities

TUE APR. 9 — GOLF: Arapahoe Invite - 9:30
— JH TRACK: Loomis Invite (at Bertrand) - 1:00

FRI APR. 12 — TRACK: BERTRAND INVITE - 12:00

MON APR. 15 — JH TRACK: Hi-Line Invite (at Elwood) - 10:00

TUE APR. 16 — GOLF: Alma Invite - 10:00

WED APR. 17 — TRACK: Arapahoe Invite - 10:00

THU APR. 18 — Academic Banquet - 6:30

FRI APR. 19 — MUSIC: District Contest @ Holdrege
— TRACK: @ Lexington Invite - 12:00
— GOLF: Dual @ Southern Valley - 3:30

MON APR. 22 — TRACK (Alternate Date for Bertrand Invite - 1:00)
— Spring Music Concerts
PreK - 3 — 6:00
4 - 12 — 7:00

TUE APR. 23 — GOLF: Kearney Catholic Invite - 9:00
— JH TRACK: Bertrand Invite - 10:00
— JV GOLF: Alma Invite - 2:30

THU APR. 25 — GOLF: RPAC @ Cambridge - 10:00
— TRACK: RPAC @ Arapahoe - 11:00

MON APR 29 — JV GOLF: Cozad Invite - 2:00
— FFA Banquet - 6:30

TUE APR 30 — JH TRACK: Cambridge Invite - 1:00

THU MAY 2 — GOLF: Southern Valley Invite @ Oxford - 9:00
— TRACK: Alma Invite - 10:00

MON MAY 6 — JH TRACK @ Southern Valley Invite - 1:00

WED MAY 8 — TRACK: District Meet at McCook - TBA

THU MAY 9 — GOLF: BERTRAND INVITE - 10:00

SAT MAY 11 — GRADUATION - 3:00

MON MAY 13 — GOLF: District Meet at Cambridge - TBA

FRI/SAT MAY 17/18 — TRACK: State Meet at Omaha

TUE/WED MAY 21/22 — GOLF: State Meet at North Platte (Lake Maloney)

March 11th SUPERINTENDENT REPORT

1. The transitional certification program for Anna Gardine needs a contract through UNK while she is completing the program. This contract is for UNK to send an advisor to come out and do her monitoring, teaching guidance, and program evaluation while she is completing the program. The cost for this is \$2,000.00.
2. Perkins Grant for this year was received for \$7,500.00. The grant was written CTE equipment and professional development. I designated \$5,500.00 for equipment for the industrial technology program and \$2,000.00 for our technology committee to attend NETA.
3. Boiler inspections were completed by the Nebraska State Fire Marshall. The pressure allowed in the boilers did not exceed the pressure allowed threshold. The boilers passed inspection and proper documentation is in place in the boiler room.
4. April 12th is a no-school day due to the Bertrand Track Meet. We will be doing our April in-service that morning before the track meet. We will be working on CIP goals with vocabulary, word banks, and vocabulary strategies. Teachers will be discussing what they observed while visiting the teachers in their small groups. Teachers will be analyzing data from MAP testing for this year. The data needs to be entered into the CIP website.
5. Title I Night was held Tuesday, April 2nd at the school. Mrs. Hickey always does an outstanding job providing information and activities to the families for our K-6 Title I services in math and reading.
6. Graduation is Saturday, May 11th. We need to know who is going to be involved in the ceremony to help hand out diplomas. The ceremony starts are 3:00 P.M. Mr. McCoy will need Brent and Mike to sign diplomas.

CONSENT AGENDA

- 1.4 Consent agenda, a motion to approve the consent agenda.
 - 1.4.1 Appendix A-March 18th & March 22nd minutes are attached to the Sparq data program.
 - 1.4.2 Appendix B-Bills from February to be paid are attached, please look over them.
 - 1.4.3 Appendix C-Financial Statements/Treasurer Reports as of March 31st are attached.

DISCUSSION/INFORMATION ITEMS

- 2.1 Administrator Reports
- 2.2 Appendix D- Principal Report-Mr. McCoy's report
- 2.3 Appendix E-AD Report-Mr. Newcomb's report
- 2.4 Appendix F-Superintendent Report-Mr. Browns report

Action Items

2.5 Please approve the resignation of Mrs. Kelsey Cole. She has worked at B.C.S. for two years. Thank her for her service and dedication to the district.

2.6 Please approve the resignation of Mrs. Abigail Brown. She has worked at B.C.S. for two years. Thank her for her service and dedication to the district.

2.7 Please approve the resignation of Mrs. Karma Hickey. She has worked at B.C.S. for 14 years and in education for 33 years. Thank her for her service and dedication to the district. I wish her nothing but the best in retirement and future endeavors.

2.8 Please approve the resignation of Mrs. Lisa Mason. She has worked at B.C.S. for 36 years. Thank her for her service and dedication to the district. I wish her nothing but the best in retirement and future endeavors.

2.9 Please approve the contract of Ms. Abigail Meinke for the 2024-25 school year. Abigail will be teaching second grade. Abigail is from Battle Creek and is attending UNK. She is currently a student teaching here at BCS in first grade. She has done an excellent job of student teaching. She will be a great fit on the staff here at BCS.

2.10 Please approve the contract of Ms. Cassidy Ryan for the 2024-2025 school year for middle school. She will be teaching social studies, physical education/health, and some other areas that may be needed on the master schedule in the middle school grades. Cassidy is a 2023 graduate of UNL. She did observation, and practicum, at Waverly, Seward, and Lincoln Public Schools. She completed her student teaching at Loomis Public Schools. She has been subbing at BCS regularly. She is looking forward to getting into her classroom.

2.11 Please approve the contract of Mrs. Ali Vacura for the 2024-2025 school year. Ali is currently a paraprofessional at Southern Valley and lives in Oxford. She is a graduate of UNK in early childhood education. In her current position, Ali is involved with all levels of RTI as a paraprofessional. She is involved with administering DIBELS testing, MAP, NSCAS, and classroom assessment. Ali is involved with their MTSS process at Southern Valley.

2.12 Please approve the classified wages in the amount of 4.3% total package for the 2024-25 school year. Typically do the same amount as the certificated staff. It will be in a range in a range of \$.70-\$1.27 depending on the percentage raise and where employees fall on the salary schedule. That is if we approve a 4-4.3% raise.

2.13 Please approve the bid from Midwest Floor Covering for \$16,491.00. This will be redoing the music room, computer lab, distance learning, and science room.

2.14 Please approve the bid from Bockman Inc. for asbestos abatement for \$11,110.00. This will be in the science room.

2.15 Please approve one of the bids for the roofing project. We have got major leaking going on in the hallway from the office to the kindergarten room. This needs to be addressed immediately. I would suggest at minimum, doing section 1 of the Springer Bid for \$45,820.00.

Prairie View is \$172,057.50. This is a spray-on acrylic on the existing roof. This product has a 10-year guarantee. They will replace 8 whirlybirds. They will spray the entire roof twice. They will fix the areas that are leaking (see diagram).

Springer Roofing has two bids for two different sections of the roof. They will put down 2 in. insulation over the whole roof, flute fill (to get it level), high-density plyo board, and TPO roof membrane. It is welded by a robot using a rhino-bond system. This comes with a 20-year manufacturer warranty.

Section 1 is \$45,820.00

Section 2 is \$182,340.00

Total is \$228,160.00

You can do one section or both. Section one must be done. That is where most of the leaking is taking place.

2.16 Please approve the ELA curriculum from SAVVAS for \$45,841.30. This is for 7-12 ELA, our curriculum is over 20 years old. It comes with six years of licensing, consumable student editions, and teacher assistant access. It will be paid for with ESSER III funds. We have \$80,242.00 remaining.

2.17 Please approve the science curriculum from Houghton Mifflin for 4th-8th grade. This includes six hours of P.D., student editions, online modules for students and teachers, and a 6-year subscription for student consumables. The cost is \$25,511.34

The total cost for the ELA and Science curriculum is \$71,352.64. We have \$80,242.00 in ESSER III funds.

2.18 Please approve the bid from Apple Education for iPads and Macbooks for \$29,439.00. The iPads are for the students, and elementary carts, and iPads need to be replaced. The MacBooks are for the juniors and seniors who would like to purchase. We are out of those. We will use ESSER III and REAP money for this. The REAP grant we already received in the amount of \$24,764.00, is to be used for technology. The remaining ESSER III money of \$8,889.36 can be used for technology as well.

2.19 Please approve the certified contract for Mrs. Nicole LeClaire for the superintendent position at Bertrand Community School. The contract goes into effect on July 1st, 2024-June 30th 2026.

3.0 Executive Session

3.1 Entering for negotiations to discuss the 2023-2024 negotiated agreement for certificated staff.

4.0 Adjourn, set the next regular meeting for Monday, May 13th at 7:00 pm.

March 9, 2024

Jason Brown
503 School St
Bertrand, NE 68927

Dear Mr. Brown,

Please accept this letter as my formal resignation from the 2nd grade position at Bertrand Community School. This decision comes after much reflection and consideration of my personal well-being and future goals.

I entered this role a short time ago with great enthusiasm for starting my teaching career. I have enjoyed watching students learn, grow, and have fun, and I gave my students my best effort. Unfortunately, there were many challenges this year that negatively impacted my job satisfaction. Of which, I personally felt the administrative support was not to the level I needed it to be, despite the recurring efforts on my end.

I wish the school, students, and staff members continued success in all future endeavors.

Sincerely,

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

Kelsey Cole

Monday, March 11th, 2024

Bertrand Board of Education,

I am resigning my position of K-12 Media Specialist/Technology Integration at the end of the 2023-2024 school year. Thank you for the opportunity to work at BCS.

Abigail Brown

A handwritten signature in black ink that reads "Abigail Brown". The signature is written in a cursive style with a large initial "A" and a long, sweeping underline.

Bertrand Community School
Title 1/EL
Room #306
March 15, 2024

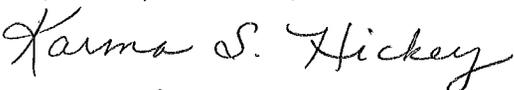
Dear Mr. Brown, Superintendent, and the Bertrand Community School Board of Education:

This time in my life seems to have come way too fast. It has been such a privilege and a joy, a beautiful blessing, to get to spend time with our amazing young people and our dedicated team of colleagues and friends. It has been an honor to share in this, our common path of letting our students know how uniquely wonderful they are and in getting to watch them sparkle with new confidence and understanding as they grow and learn. It is the love of this privilege and mission that makes it so difficult to take this next step as I will forever want to share in the daily lives of our students and our school community. It is our wonderful children that I am excited to see each day, our devoted, fun teammates that feel like family and our important projects, special committees, and new ideas yet to explore that I want to continue to embrace and pursue so this is an extremely difficult next step.

Painstakingly, I have decided that I need to take care of other areas in my life that are needing attention. Unfortunately, these extra duties and paperwork that have come with my position through the years are more in-line with an administrative position. I have had to spend countless hours (double-time of a 40-hour week) in the evenings, weekends, and summers making it extremely challenging to carve out time for anything other than school related responsibilities in my life. These extra hours I will not miss.

Please know that I absolutely love all of our kids. I enjoy team-teaching with our dedicated staff. I value and appreciate our forward-thinking, supportive school board. THIS, I CHERISH AND WILL TRULY MISS! I want to thank all of you for the opportunity for employment and for your efforts through the years to make Bertrand Community School a great place to teach!!! I am hopeful, that overall, people will think mine was a job well done. Please accept my announcement to retire.

Respectfully submitted,



Karma S. Hickey

Lisa L. Mason

310 Miller Ave.
Bertrand, NE 68927

Cell Phone: 308-991-1397

Email: govikingvb@gmail

March 18, 2024

Mr. Jason Brown and Bertrand Board of Education
Bertrand Community School
503 School Street
Bertrand, NE 68927

Dear Mr. Jason Brown and Bertrand Board of Education:

After teaching for thirty-six years at Bertrand High School, I have decided to resign from my position at the end of the 2023-2024 school year. I have not come to this decision lightly. Bertrand has been part of my life for over 36 years. In this time, I have been allowed to grow and develop in many different areas and have accomplished many things. After much soul-searching and deliberation, and in light of recent events at our school, I feel that it is time for me to step down. Although I will desperately miss the relationships and camaraderie with colleagues and students, it is time for me to move on to spend time with my family and pursue other possible ventures.

I would like to thank the Board of Education and this school district for all the opportunities I have been given over the years with teaching, coaching, and technology. Some of my accomplishments include the success of the volleyball program, the development of the new weight room facility for the school and community, and my work as a teacher.

Under my direction as head volleyball coach, the first Bertrand team to qualify for the state tournament took place in 1991 in my first year of coaching. Over the years, my coaching staff and I enjoyed many other successes including two state runner-up titles and two fourth-place finishes. In addition, we made nine state appearances and brought home nine district runner-up titles. Our teams advanced to the conference finals and consolation finals 17 times, earning five conference titles. You allowed me the opportunity to earn over 500 wins and a lifetime of relationships with many athletes that I will treasure in my heart forever.

Through my affiliation with athletics, I was able to represent our district by holding many leadership positions. From 1997 until my resignation in 2022, I compiled volleyball stats and ran the conference meetings for the RVL/RPAC conference. I also worked with Alan Garey the conference president at the time, in our affiliation with the New West all-star games held in Minden each year. I also served as an advocate at the state level for

Lisa L. Mason

310 Miller Ave.
Bertrand, NE 68927

Cell Phone: 308-991-1397

Email: govikingvb@gmail

our District 5 teams on the All-Star selection committee for the Nebraska Coaches Association from 2013 to 2022.

In 2015, I took on the challenge of creating our current weight room facility. I was solely responsible for writing grants, surveying, planning, and implementing the plans. I am very proud of this accomplishment and the void it filled for our school and community.

Finally, I have truly enjoyed working with students in various capacities throughout my tenure here at Bertrand. In the classroom, weight room, B-Club activities, and sponsorships, I tried to instill character morals, work ethic, and a sense of compassion and fairness. I feel a great sense of pride when I see these same students succeed in their chosen endeavors. Helping to guide them to find and follow their dreams was one of my greatest pleasures.

In closing, I want to thank the current administration as well as all of those who supported me over the years. I appreciate all those who saw my potential so many years ago and allowed me to develop and grow. I made many mistakes along the way as we all do, but I was fortunate enough to have colleagues, administrators, and board members who called me out, supported, guided, and nurtured me, and allowed me to become a respected educator and coach. I sincerely pray for the board members and the current state of our once-respected school district.

Respectfully,

A handwritten signature in cursive script that reads "Lisa Mason". The signature is fluid and elegant, with a long, sweeping underline that extends to the right.

Lisa Mason

Midwest Floor Covering, Inc.

Commercial Flooring Contractors

PROPOSAL

DATE	<u>February 28, 2024</u>	CUSTOMER	<u>Bertrand Public School</u>
JOB NAME	<u>Music & Science Room</u>	CONTACT	<u>Jason Brown</u>
LOCATION	<u>503 School Street</u>	PHONE	<u>308-472-3427</u>
	<u>Bertrand, NE 68927</u>	TAX INFO	<u>None Included</u>

We hereby submit our estimate for:

Carpet - Mohawk - Side Stripe GT419 - 24x24 - Color: 965 Westpoint

LVT - Mohawk - Style, Size & Color: TBD

Resilient Base - Burke - 4" cove - Color: 701 Black

See attached plan for areas of work included.

WE PROPOSE hereby to furnish material and labor -- complete in accordance with the plans, drawings and specifications for said building for the sum of:

\$16,491.00

Sixteen Thousand Four Hundred Ninety One Dollars

NOTE: This proposal may be withdrawn by us if not accepted within 10 days from letting date.

The following notes are part of this bid proposal & will be incorporated into the contract documents:

All material as specified or per our notes and all work is guaranteed to be completed in a workmanlike manner according to industry standards for a period of one year from date of installation.

Any alteration or deviation from specifications involving extra cost will be executed only upon written orders and will become extra charges beyond this estimate. All agreements contingent upon strikes, accidents, or delays are beyond our control. Owner to carry fire, tornado, and other necessary insurance. All installation to be by non-union, independent contract labor.

Lights, HVAC, dumpsters, power, elevator, hoisting and dust control by others. All products carry their own independent, standard manufacturer warranties commencing on date of purchase.

OTHER SPECIAL NOTATIONS:

One layer of carpet tile demo only to owners dumpster included.

No vct demo or cutback (black) adhesive testing, sealing or removal included.

Includes minor floor prep only. Any floor corrections or leveling by time and material.

Work to be completed in one phase during normal working hours.

All furniture and equipment moving, vacuuming, caulking, protection and final clean up by others.

Material payment required prior to ordering materials.

Adhesive warranties are void if failure occurs due to chemical asbestos abatement process.

Option to include Computer Classrooms (see plan) - Add (+) \$7,247.00

Including All Other Special Notations.

THANK YOU Steve McGinnis

3725 Touzalin Avenue

Lincoln, NE 68507

402/466-5626

Accepted by: _____

Print Name: _____

Date: _____

April 2, 2024

Abatement Price Proposal

Bertrand Public Schools

(RVS) Classroom Floor Tile and Mastic Abatement

GPAC, Inc



G R E A T P L A I N S A S B E S T O S C O N T R O L , I N C .

April 2, 2024

Bertrand Public Schools
Attention: Cole Birkel
503 School Street
Bertrand, Nebraska

e-mail: cole.birkel@bertrandvikings.org

Phone: 308-472-3429

RE: (RVS) Classroom Floor Tile and Mastic Abatement

Cole:

Thanks for your e-mail today and I am sorry you found more material. I have revised the proposal to reflect these additionl. As previously provided, this proposal includes an additive cost for removing the mastic without the use of chemical(s). GPAC will utilize a carbide scarifier followed by a planetary diamond tool grinder with a HEPA vacuum for dust recovery.

The total costs for the abatement described as *Classroom approximately 22' x 29' + 27' x 30' + 13' x 8', (Carpet 27' x 30')*. Costs for abatement and **chemical mastic abatement** is: \$14,230.00 .

- o Additive for planetary grinding in lieu of chemical mastic abatement/removal, add \$8,750, revised total \$22,980.

- **Please allow at least 7 days before installation of new flooring in order for the concrete to 'off gas'. Without this consideration tile adhesion issues could arise. Several flooring contractors will not warrant their flooring installation where chemical mastic removers have been used. In the event you encounter this GPAC has provided a grinding option that will negate the use of chemicals for the mastic removal.**

Please note that an allowance has been included for the State of Nebraska Project Permit fees, \$200. Please note that final air monitoring and final visual inspection aren't included. Contact your AHERA consultant for these costs. GPAC recommends clearance by TEM analysis in order to comply with Federal asbestos statutes.

The proposal may be bound by your signature and returning by e-mail or US Mail.

Sincerely,

Michael Chavanu
Great Plains Asbestos Control, Inc.
GPAC

Proposal Accepted _____ Bertrand Public Schools _____ Date

<i>Scope of Work</i>	<i>1</i>
Survey of Quantities and Locations	1
Cost Components	1
Insurance Coverages	1
Notifications	2
Air Monitoring and Final Clearance	2
Submittals	2
License	2
Employee Staffing and Supervision	2
Proof of Disposal	2
Project Surety	2
Applicable Regulations	2

Scope of Work

Survey of Quantities and Locations

GPAC will provide for the abatement of asbestos as outlined following:

Material Type	Description	End Use	Classification	Location	Area	Quantity
Flooring	Tile and Mastic	Renovation	RACM	Interior	Area 1	640 s/f +/-
Flooring	Tile and Mastic	Renovation	RACM	Interior	Area 1	810 s/f +/-
Flooring	Tile and Mastic	Renovation	RACM	Interior	Area 1	104 s/f +/-
Flooring	Carpet and Mastic	Renovation	Non-ACM	Interior	Area 1	810 s/f +/-

- This proposal has been prepared in accordance with the information you provided in recent correspondence.

Cost Components

GPAC will provide for all costs related to the identified *Scope of Work*.

These costs include: labor, project management, project supervision, materials, equipment, disposal of asbestos, disposal of project related trash and demolition, permit cost, insurance(s), transportation and additional ancillary costs.

- The proposal has been prepared with specific consideration of the *present site conditions*.
- Cost for final air clearance and inspection are included in this proposal cost, see additive.
- This proposal anticipates that GPAC will provide:
 - Labor
 - Removal of asbestos containing materials.
 - Materials, Supplies, PPE
 - Work will require one day.
 - Work hours 7:00 AM – 6:00 PM
 - Work area must be vacated by other trades during the work.

The total costs for the abatement described as *Classroom approximately 22' x 29' + 27' x 30' + 13' x 8'*, (*Carpet 27' x 30'*). Costs for abatement and **chemical mastic abatement** is: \$14,230.00 .

- Additive for planetary grinding in lieu of chemical mastic abatement/removal, add \$8,750, revised total \$22,980.
- **Please allow at least 7 days before installation of new flooring in order for the concrete to ‘off gas’. Without this consideration tile adhesion issues could arise. Several flooring contractors will not warrant their flooring installation where chemical mastic removers have been used. In the event you encounter this GPAC has provided a grinding option that will negate the use of chemicals for the mastic removal.**

Insurance Coverages

Concerning *Comprehensive General Liability Insurance*; GPAC has in place coverages outlined as follows:

- Commercial General Liability issued in *Occurrence Form*
- Specific endorsement: *Contractors Pollution Liability*

Each Occurrence	\$1,000,000
Rented Premises	\$100,000
Personal and ADV Injury	\$1,000,000
General Aggregate	\$2,000,000
Products Com. OP	\$2,000,000
Per Claim	\$1,000,000
- Umbrella Liability issued in *Occurrence Form*

CGL/CPL/PL/Mold	
Auto and Emp. Liab.	\$10,000,000
- Workers Compensation

Each Accident	\$1,000,000
Disease per Employee	\$1,000,000
Disease Policy Limit	\$1,000,000
- Mold Operations

Per Claim	\$1,000,000
Aggregate	\$2,000,000

• Professional Liability in <i>Claims Made Form</i>	Per Claim	\$1,000,000
	Aggregate	\$2,000,000

Notifications

Prior to commencement of any asbestos removal/demolition, Great Plains asbestos Control, Inc. will prepare written notification to the following agencies:

State of Nebraska Department of Human Health
State of Nebraska Asbestos Control Department
Attention: Doug Gillespie

The proper notifications will be submitted to the appropriate agencies with the fees being paid by the Contractor. A copy of all written materials will be sent to the Owner.

Air Monitoring and Final Clearance

- Final air monitoring or final visual inspection (independent of GPAC) costs are not included in this proposal, please contact your licensed professional consultant for these services.
- Final air monitoring or visual inspection may not be required under State or local statute, however as per GPAC's Pollution Liability Insurance Covenants; the absence of independent confirmations of environmental compliance nullifies insurance coverage for third party exposure.
- Final air monitoring and inspection are an integral part of environmental compliance and risk management for both you as the owner and GPAC as the contractor. **Independent** verification is a cornerstone of GPAC's Pollution Liability Insurance Covenants; the absence of independent confirmations of environmental compliance nullifies insurance coverage for third party exposure.

Submittals

Great Plains Asbestos Control, Inc. will submit data on the following data specified below.

Copies of Notifications and Permit
Proof of Contractor's State License
Proof of Employee AHERA Training, Worker and Supervisor Certification(s)
Employee Medical Surveillance Physical Examination
Waste Shipment Record for Proof of Disposal

License

GPAC will submit proof that all employees have been certified in the State in accordance with applicable state regulations prior to the start of the asbestos removal project.

Employee Staffing and Supervision

GPAC will submit proof that all employees have been certified in the State in accordance with applicable State regulations prior to the start of the asbestos removal project.

Proof of Disposal

Upon completion, the Contractor shall submit a written statement to the Owner attesting to the fact that all items containing asbestos have been disposed of in accordance with EPA 40 CFR, Part 61, Subpart M at EPA landfill for asbestos disposal by the EPA regulation agency. The statement shall include the location of disposal site(s) and the quantity of material disposed of at each site.

Project Surety

Will be provided at the Owner's/Contractor's option and expense. The amount for project surety will be 3% of the project total (additional).

Applicable Regulations

Title 29, Code of Federal Regulations, US Department of Labor, Occupational Safety and Health Administration (OSHA) Standards Part 1910.20 Access to Employee

Exposure and Medical Records
Part 1910.95 Occupational Noise Exposure
Part 1910.134 Respiratory Protection
Part 1926.58 Asbestos, Tremolite, Anthophyllite, Actinolite and Chrysotile
Title 40, Code of Federal Regulations, US Environmental Protection Agency (EPA) Standards
Part 61, Subpart A National Emissions Standards for Hazardous Air Pollutants - General Provisions
Part 61, Subpart M National Emissions Standards for Hazardous Air Pollutants - National Emission Standards for Asbestos
Title 49, Code of Federal Regulations, US Department of Transportation (DOT) Standards
Part 172, Subparts B&C Hazardous Materials Tables and Hazardous Materials Communications Regulations Part 173, Subpart M Shippers - General Requirements for Shipments and Packaging

STATE ORDINANCES

State of Nebraska Administrative Code Title 178, Chapter 22: Asbestos Projects. State Regulatory Requirements

End of Document

April 2, 2024

Bertrand Public Schools
503 School St
Bertrand NE 68927

Attn: Cole Birkel
Off. 402 276 7818
Re: Asbestos Abatement

Project Location: Science Room (??)

Proposal for removal and disposal of approx. 742 sqft of asbestos floor tile and mastic, exposed, and 810 sqft. under carpet.
Cost is \$11,110.00 and will require three (3) days.

NOTES:

- 1) All work will be done in accordance with all applicable laws and regulations.
- 2) GL, WC, and Auto insurances at \$1.0 mil., included.
- 3) Work will be scheduled after receiving Notice to Proceed.
- 4) For Performance/Payment bond, add 3.0%.
- 5) Regular work hours are 7:00am -5:30pm, Monday through Thursday.
- 6) Approximate working time is three (3) days.
- 7) This proposal is valid for 30 days past date-stamp at top of page.
- 8) All furnishing to be removed/relocated by owner.
- 9) Proposal includes Third Party Visual and Post abatement air test.


Vice President

Acceptance Signature and Date

ESTIMATE



Prepared For

Bertrand Community School
503 School St
Bertrand, NE 68927
(308) 440-8271
(308) 472-3427

Prairie View Roofing, LLC

4209 Hitchcock Avenue
Kearney, NE 68847
Phone: (308) 339-0174
Email: office@prairie-view.com
Web: www.prairie-view.com

Estimate # 3076
Date 02/21/2024
Business / Tax # 45-5307015

Description	Rate	Quantity	Total
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838 Brand- Acrylic Roof Coating System	\$2.50	68,823	\$172,057.50
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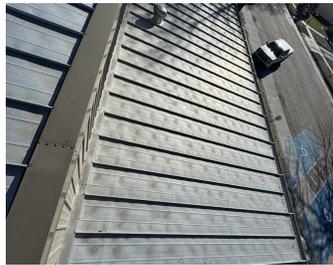
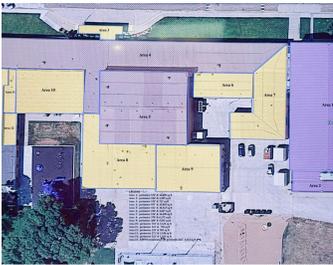
Power wash entire roof.

Apply sealant to any seams, screws, rake trim and protrusions.

Apply Fast1 Coating to all areas of ponding water and any other necessary areas.

Spray 838 Top coat over entire roof surface. 2 passes for a minimum of 18 dry mils thickness.

10 Year full system- leak free manufacturer warranty



EPDM seam repair	\$11.30	530	\$5,989.00
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Roof Sections 4, 5, 6, 8, 10 EPDM flashing REPAIR. There are 3 sections of standing seam metal roof that has an EPDM flashing seam that has areas of disrepair throughout allowing water to enter the building. The flashing totals 530 lineal feet.

Power wash all EPDM flashing tape. Seal down any areas that may be loose. Coat above and below EPDM tape.

PLEASE NOTE: Upon completion of this repair, should you commit to the Acrylic Roof Coating option, during the 2024 calendar year, we will credit 100% of this repair cost towards the coating project. If you commit to the work during the 2025 calendar year we will credit 50%



Whirlybird replacement

\$410.00

8

\$3,280.00

Remove and dispose of 8 qty non-functioning whirlybird units.
Install 8 qty 14" Lomanco commercial units.
Seal around base after installation.



Seal Coat

\$40.00

111

\$4,440.00

Seal coat 111 qty roof penetrations throughout Areas 3-14; 49 qty whirlybirds and 62 qty various sized roof penetrations with rusted screws, rivets and other accessories.

Power wash all flashings and vents. We'll remove all loose debris and check fasteners. Seal around all flashings/pipes/vents.



Subtotal

\$185,766.50

Total

\$185,766.50

By signing this document, the customer agrees to the services and conditions outlined in this document.

Bertrand Community School

Springer Roofing Inc.

**3720 Cottonmill Ave
Kearney, NE 68845**

Phone 308-237-4498 Fax 308-237-5274

Estimate-Proposal

Date	Estimate #
2/12/2024	6423

Proposal Submitted To:

Bertrand Community School
Jason Brown
503 School Street
Bertrand, NE 68927

Phone 308-440-8271-Jason
Cell
Contact

Project/Job Name
'24 - RHINOBOND 20YR

Specifications and Estimate for:	Proposed Total
<p>***PROPOSAL IS FOR PROPERTY LOCATED AT 503 SCHOOL STREET BERTRAND*** **BCS ELEMENTARY WEST SIDE SECTION** ***BID #1 - - GREEN SECTION***</p> <p>GAF 20YR RHINO-BOND TPO ROOF SYSTEM GAF RHINO-BOND ATTACHED 60MIL TPO SYSTEM</p> <p>ROOFING: . INSTALL FLUTE FILL BETWEEN RIBS. . INSTALL 1 LAYER OF 1/2" HD ISO INSULATION OVER ENTIRE DECK W/ ADDITIONAL R VALUE OF 10. . RHINO BOND 1 LAYER OF 60MIL, ENERGY STAR RATED TPO OVER ENTIRE ROOF TO SYSTEM SPECS. . HEAT WELD ALL SEAMS WITH ROBOTIC WELDER USING THE RHINO-BOND SYSTEM.</p> <p>FLASHING: . FLASH ALL CURBS, WALLS, PIPES & OPENINGS WITH 60MIL TPO. . INSTALL TERMINATION BAR ON WALLS AS NECESSARY. . INSTALL NEW METAL CAP EDGING AS NECESSARY. TWENTY (20)YR ROOF SYSTEM GUARANTEE. . REMOVE ALL TWIRLY VENTS ON THIS SECTION</p> <p>**NOT INCLUDED IN ESTIMATE TOTAL - - THIS IS AN ADDITIONAL CHARGE** UPGRADE: TO 30YR EXTREME TPO.....\$7,500 **NOT INCLUDED IN ESTIMATE TOTAL - - THIS IS AN ADDITIONAL CHARGE** *GAF DIAMOND PLEDGE 20YR NDL (NO DOLLAR LIMIT) EDGE TO EDGE WARRANTY* ROOF WILL BE INSPECTED BY A GAF REPRESENTATIVE. AFTER APPROVAL, A FORMAL 20YR NDL SYSTEM & LABOR WARRANTY WILL BE ISSUED FROM THE SYSTEM'S MANUFACTURER.....\$1,300</p>	<p>45,820.00</p>
<p>We Propose to hereby furnish material and labor--complete in ccordance with the above specifications, for the sum of:</p>	<p>Proposed Total \$45,820.00</p>

All material is guaranteed to be as specified. All Work to be completed in a workmanlike manner according to standard practices. All alteration or deviation from the above specifications involving extra cost will be executed only upon written or agreed upon verbal orders, and will become an extra charge over and above the estimates. All agreements contingent upon strikes, accidents, or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workman's Compensation Insurance. Due to pricing volatility, all vender price increases will be passed through at the time we receive them.

Authorized Signature: _____

Note: This proposal may be withdrawn by us if not accepted within _____ days.

Acceptance of Proposal: The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified.

Signature: _____

Date Accepted: _____

Springer Roofing Inc.

3720 Cottonmill Ave
Kearney, NE 68845

Phone 308-237-4498

Fax 308-237-5274

Estimate-Proposal

Date	Estimate #
3/19/2024	6430

Proposal Submitted To:

Bertrand Community School
Jason Brown
503 School Street
Bertrand, NE 68927

Phone 308-440-8271-Jason
Cell
Contact

Project/Job Name
'24 - BID #2

Specifications and Estimate for:	Proposed Total
<p>***PROPOSAL IS FOR PROPERTY LOCATED AT 503 SCHOOL STREET BERTRAND*** **BCS ELEMENTARY NORTHEAST SECTION OF ROOF 7-12** ***BID #2 - - YELLOW SECTION***</p> <p>GAF 20YR RHINO-BOND TPO ROOF SYSTEM GAF RHINO-BOND ATTACHED 60MIL TPO SYSTEM</p> <p>ROOFING: . INSTALL FLUTE FILL BETWEEN RIBS. . INSTALL 1 LAYER OF 1/2" HD ISO INSULATION OVER ENTIRE DECK W/ ADDITIONAL R VALUE OF 10. . RHINO BOND 1 LAYER OF 60MIL, ENERGY STAR RATED TPO OVER ENTIRE ROOF TO SYSTEM SPECS. . HEAT WELD ALL SEAMS WITH ROBOTIC WELDER USING THE RHINO-BOND SYSTEM.</p> <p>FLASHING: . FLASH ALL CURBS, WALLS, PIPES & OPENINGS WITH 60MIL TPO. . INSTALL TERMINATION BAR ON WALLS AS NECESSARY. . INSTALL NEW METAL CAP EDGING AS NECESSARY. TWENTY (20)YR ROOF SYSTEM GUARANTEE. . REMOVE ALL TWIRLY VENTS ON THIS SECTION</p> <p>**NOT INCLUDED IN ESTIMATE TOTAL - - THIS IS AN ADDITIONAL CHARGE** UPGRADE: TO 30YR EXTREME TPO.....\$39,000 **NOT INCLUDED IN ESTIMATE TOTAL - - THIS IS AN ADDITIONAL CHARGE** *GAF DIAMOND PLEDGE 20YR NDL (NO DOLLAR LIMIT) EDGE TO EDGE WARRANTY* ROOF WILL BE INSPECTED BY A GAF REPRESENTATIVE. AFTER APPROVAL, A FORMAL 20YR NDL SYSTEM & LABOR WARRANTY WILL BE ISSUED FROM THE SYSTEM'S MANUFACTURER.....\$2,800</p>	182,340.00
<p>We Propose to hereby furnish material and labor--complete in coordance with the above specifications, for the sum of:</p>	<p>Proposed Total</p>
	\$182,340.00

All material is guaranteed to be as specified. All Work to be completed in a workmanlike manner according to standard practices. All alteration or deviation from the above specifications involving extra cost will be executed only upon written or agreed upon verbal orders, and will become an extra charge over and above the estimates. All agreements contingent upon strikes, accidents, or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workman's Compensation Insurance. Due to pricing volatility, all vender price increases will be passed through at the time we receive them.

Authorized Signature: _____

Note: This proposal may be withdrawn by us if not accepted within _____ days.

Acceptance of Proposal: The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified.

Signature: _____

Date Accepted: _____





Jennifer Kaps
 Instructor
 Bertrand School District 54
 PO Box 278
 Bertrand, NE 68927-0278
 United States

Quote Number: 262255-3
Quote Creation Date: 03-27-2024
Quote Expiration Date: 09-30-2024

Quote Release: 3

**Bertrand School District 54 myPerspectives 7-12
 Price Quote Summary**

Solution	Base Amount	Free Amount	Total
myPerspectives English Language	\$ 39,706.00	\$ 3,233.00	\$ 39,706.00
myPerspectives Professional	\$ 4,150.00		\$ 4,150.00
Solution Subtotal	\$ 43,856.00	\$ 3,233.00	\$ 43,856.00
	Shipping & Handling		\$ 1,985.30
		Total	\$ 45,841.30

Price Quote Detail

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
myPerspectives English Language Arts						
Consumable + Rev Asst						
9798213012217	MYPERSPECTIVES 2025 CONSUMABLE STUDENT EDITION 6-YEAR + 6-YEAR REVISION ASSISTANT + 6-YEAR LICENSE GRADE 11	217.00	0	30	\$0.00	\$6,510.00
9798213012224	MYPERSPECTIVES 2025 CONSUMABLE STUDENT EDITION 6-YEAR + 6-YEAR REVISION ASSISTANT + 6-YEAR LICENSE GRADE 12	217.00	0	30	\$0.00	\$6,510.00
9798213011951	MYPERSPECTIVES 2025 CONSUMABLE STUDENT EDITION 6-YEAR + 6-YEAR REVISION ASSISTANT + 6-YEAR LICENSE GRADE 7	192.00	0	30	\$0.00	\$5,760.00
9798213011968	MYPERSPECTIVES 2025 CONSUMABLE STUDENT EDITION 6-YEAR + 6-YEAR REVISION ASSISTANT + 6-YEAR LICENSE GRADE 8	192.00	0	30	\$0.00	\$5,760.00

Bertrand School District 54

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9798213012194	MYPERSPECTIVES 2025 CONSUMABLE STUDENT EDITION 6-YEAR + 6-YEAR REVISION ASSISTANT + 6-YEAR LICENSE GRADE 09	217.00	0	30	\$0.00	\$6,510.00
9798213012200	MYPERSPECTIVES 2025 CONSUMABLE STUDENT EDITION 6-YEAR + 6-YEAR REVISION ASSISTANT + 6-YEAR LICENSE GRADE 10	217.00	0	30	\$0.00	\$6,510.00
Consumable + Rev Asst Subtotal						\$ 37,560.00

SE/TE

9781428516540	MYPERSPECTIVES 2025 TEACHER EDITION GRADE 7	173.50	1	2	\$173.50	\$347.00
9781428516557	MYPERSPECTIVES 2025 TEACHER EDITION GRADE 8	173.50	1	2	\$173.50	\$347.00
9781428516700	MYPERSPECTIVES 2025 TEACHER EDITION GRADE 9	181.50	1	2	\$181.50	\$363.00
9781428516717	MYPERSPECTIVES 2025 TEACHER EDITION GRADE 10	181.50	1	2	\$181.50	\$363.00
9781428516724	MYPERSPECTIVES 2025 TEACHER EDITION GRADE 11	181.50	1	2	\$181.50	\$363.00
9781428516731	MYPERSPECTIVES 2025 TEACHER EDITION GRADE 12	181.50	1	2	\$181.50	\$363.00
SE/TE Subtotal					\$ 1,073.00	\$ 2,146.00

myPerspectives₂ English Language Arts ©2022 - Novels

0000000123691	MYPERSPECTIVES NOVEL ENTITLEMENT	12.00	180	0	\$2,160.00	\$0.00
myPerspectives₂ English Language Arts ©2022 - Novels Subtotal					\$ 2,160.00	\$ 0.00

myPerspectives English Language Arts Subtotal \$ 3,233.00 \$ 39,706.00

myPerspectives Professional Development

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
Virtual myPerspectives Professional Learning Offerings ©2022						
0000000125476	VIRTUAL MYPERSPECTIVES ELA @2022 NATIONAL PROGRAM ACTIVATION	700.00	0	1	\$0.00	\$700.00
Virtual myPerspectives Professional Learning Offerings ©2022 Subtotal						\$ 700.00
myPerspectives ©2017 Professional Development - Getting Started						
0000000122210	MYPERSPECTIVES ENGLISH LANGUAGE ARTS: PROGRAM IMPLEMENTATION ESSENTIALS	3450.00	0	1	\$0.00	\$3,450.00
myPerspectives ©2017 Professional Development - Getting Started Subtotal						\$ 3,450.00
myPerspectives Professional Development Subtotal						\$ 4,150.00
Solution Subtotal					\$ 3,233.00	\$ 43,856.00
Shipping and Handling						\$ 1,985.30
					Total	\$ 45,841.30
Discounted Shipping & Handling Applied						

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Mail: PO Box 6820, Chandler, AZ 85246

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Estimated tax may be provided solely for customer convenience. The amount indicated is only an estimate and is intended to be helpful for budgeting purposes. The actual amount of sales tax assessed at the time of invoicing may be more or less.

Platforms: Savvas, and any third party for which Savvas serves as the sales agent or distributor, reserve the right to change and/or update technology platforms, including possible edition updates to customers during the term of access. Customers will be notified of any change prior to the beginning of the new school year.

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Return Policy: Returns (other than damaged or defective products) are subject to the following conditions: (a) materials must be returned to Savvas at the customer's expense in new, unused condition, suitable for resale by Savvas (note that any barcoding, stickering, stamping or similar marking on any print materials renders them unsuitable for resale); (b) materials must be returned within six (6) months from the date of purchase; (c) the customer must obtain a Return Materials Authorization ("RMA") from Savvas prior to returning the materials, and must ship the materials back to Savvas within thirty days of receiving the RMA; (d) all materials sold in a set or package must be returned complete as originally sold; and (e) any materials provided by Savvas to the customer on a no-charge basis in consideration of the customer's purchase must be returned in proportion to the purchased materials that are being returned for a credit. A restocking fee of 3% may be applied to credits over \$1,000. Savvas' return policy does not apply to science lab kits or trade publication novels, which are sold on a non-returnable basis.

Consumable Worktexts: Subsequent year consumable worktexts will ship each year on the anniversary of the original order date for the duration of their license. Worktexts will ship to the location listed on the original order. Quantities for each grade level and title will remain consistent each year. Changes to quantities of titles previously ordered, shipping location changes, or any other changes to consumable worktext shipments must be made 4 weeks prior to shipment date. (the anniversary of the original order date unless changed). Changes can be made on the Subscription Worktext Site:

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phone: 1-800-848-9500

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Houghton Mifflin Harcourt

Proposal #008992526

Prepared For

Bertrand School District 54

Attention:

Aaron McCoy

aaron.mccoy@bertrandvikings.org

For the Purchase of:

Science Dimensions Grades 4-9- 6 years

Prepared By

Julie Easter

julie.easter@hnhco.com

Please submit this proposal with your purchase order.

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ISBN	Title	Price	Quantity	Value of All Material	Free Materials Quantity
Grade 4					
Student Digital Licenses					
1790803	9780358411321 Science Dimensions Student License Digital 6 Year Grades K-5 Includes: Digital Student Resources 6 Year Digital Grades K-5 Implementation Success	\$85.20	25	\$2,130.00	
Total for Student Digital Licenses				\$2,130.00	
Teacher Digital Licenses					
1808402	9780358553922 Science Dimensions Teacher License Digital 6 Year Grades K-5 Includes: Science Dimensions Digital Teacher Resources 6 Year Grades K-5 Access to Teacher's Corner	\$450.00			1
Total for Teacher Digital Licenses				\$0.00	
A la Carte Items Available for Purchase					
Teacher Materials					
1629314	9780544713390 2018 Science Dimensions Teacher Edition Grade 4	\$189.75	1	\$189.75	
Student Materials					
1671385	9781328699190 2018 Science Dimensions Student Edition Interactive Worktext Set 6 Year Print Grade 4	\$36.00	25	\$900.00	
Total for A la Carte Items Available for Purchase				\$1,089.75	
Total for Grade 4				\$3,219.75	

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ISBN	Title	Price	Quantity	Value of All Material	Free Materials Quantity
Grade 5					
Student Digital Licenses					
1790803	9780358411321 Science Dimensions Student License Digital 6 Year Grades K-5 Includes: Digital Student Resources 6 Year Digital Grades K-5 Implementation Success	\$85.20	25	\$2,130.00	
Total for Student Digital Licenses		\$2,130.00			
Teacher Digital Licenses					
1808402	9780358553922 Science Dimensions Teacher License Digital 6 Year Grades K-5 Includes: Science Dimensions Digital Teacher Resources 6 Year Grades K-5 Access to Teacher's Corner	\$450.00			1
Total for Teacher Digital Licenses		\$0.00			
A la Carte Items Available for Purchase					
Teacher Materials					
1629315	9780544713406 2018 Science Dimensions Teacher Edition Grade 5	\$189.75	1	\$189.75	
Student Materials					
1671386	9781328699206 2018 Science Dimensions Student Edition Interactive Worktext Set 6 Year Print Grade 5	\$36.00	25	\$900.00	
Total for A la Carte Items Available for Purchase		\$1,089.75			
Total for Grade 5		\$3,219.75			

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ISBN	Title	Price	Quantity	Value of All Material	Free Materials Quantity
Grades 6-8					
Student Digital Licenses					
1790404	9780358410409 Science Dimensions Student License Digital 6 Year Modules A- L Includes: Digital Student Resource Modules A-L 6 Year Grades 6-8 Implementation Success	\$130.20	75	\$9,765.00	
Total for Student Digital Licenses				\$9,765.00	
Teacher Digital Licenses					
1808424	9780358554042 Science Dimensions Teacher License Digital 6 Year Modules A- L Includes: Science Dimensions Digital Teacher Resources 6 Year Modules A- L Access to Teacher's Corner	\$450.00			3
Total for Teacher Digital Licenses				\$0.00	
A la Carte Items Available for Purchase					
Teacher Materials					
1652192	9780544877993 2018 Science Dimensions Teacher Edition Module A Grades 6-8 Engineering and Science	\$47.50	1	\$47.50	
1652193	9780544878013 2018 Science Dimensions Teacher Edition Module B Grades 6-8 Cells and Heredity	\$47.50	1	\$47.50	
1652194	9780544878020 2018 Science Dimensions Teacher Edition Module C Grades 6-8 Ecology and the Environment	\$47.50	1	\$47.50	
1652195	9780544878037 2018 Science Dimensions Teacher Edition Module D Grades 6-8 The Diversity of Living Things	\$47.50	1	\$47.50	
1652196	9780544878044 2018 Science Dimensions Teacher Edition Module E Grades 6-8 Earth's Water and Atmosphere	\$47.50	1	\$47.50	
1652197	9780544878051 2018 Science Dimensions Teacher Edition Module F Grades 6-8 Geologic Processes and History	\$47.50	1	\$47.50	
1652198	9780544878068 2018 Science Dimensions Teacher Edition Module G Grades 6-8 Earth and Human Activity	\$47.50	1	\$47.50	
1652199	9780544881990 2018 Science Dimensions Teacher Edition Module H Grades 6-8 Space Science	\$47.50	1	\$47.50	
1652200	9780544882041 2018 Science Dimensions Teacher Edition Module I Grades 6-8 Energy and Energy Transfer	\$47.50	1	\$47.50	
1652201	9780544882058 2018 Science Dimensions Teacher Edition Module J Grades 6-8 Chemistry	\$47.50	1	\$47.50	
1652202	9780544882904 2018 Science Dimensions Teacher Edition Module K Grades 6-8 Forces, Motion, and Fields	\$47.50	1	\$47.50	
1652203	9780544882911 2018 Science Dimensions Teacher Edition Module L Grades 6-8 Waves and Their Applications	\$47.50	1	\$47.50	
Student Materials					
1671449	9781328701077 2018 Science Dimensions Student Edition Module A 6 Year Print Grades 6-8 Engineering and Science	\$8.40	25	\$210.00	

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1671450 9781328701084	2018 Science Dimensions Student Edition Module B 6 Year Print Grades 6-8 Cells and Heredity	\$8.40	25	\$210.00	
1671451 9781328701091	2018 Science Dimensions Student Edition Module C 6 Year Print Grades 6-8 Ecology and the Environment	\$8.40	25	\$210.00	
1671452 9781328701107	2018 Science Dimensions Student Edition Module D 6 Year Print Grades 6-8 The Diversity of Living Things	\$8.40	25	\$210.00	
1671453 9781328701114	2018 Science Dimensions Student Edition Module E 6 Year Print Grades 6-8 Earth's Water and Atmosphere	\$8.40	25	\$210.00	
1671454 9781328701121	2018 Science Dimensions Student Edition Module F 6 Year Print Grades 6-8 Geologic Processes and History	\$8.40	25	\$210.00	
1671455 9781328701138	2018 Science Dimensions Student Edition Module G 6 Year Print Grades 6-8 Earth and Human Activity	\$8.40	25	\$210.00	
1671456 9781328701145	2018 Science Dimensions Student Edition Module H 6 Year Print Grades 6-8 Space Science	\$8.40	25	\$210.00	
1671457 9781328701152	2018 Science Dimensions Student Edition Module I 6 Year Print Grades 6-8 Energy and Energy Transfer	\$8.40	25	\$210.00	
1671458 9781328701169	2018 Science Dimensions Student Edition Module J 6 Year Print Grades 6-8 Chemistry	\$8.40	25	\$210.00	
1671459 9781328701176	2018 Science Dimensions Student Edition Module K 6 Year Print Grades 6-8 Forces, Motion, and Fields	\$8.40	25	\$210.00	
1671460 9781328701183	2018 Science Dimensions Student Edition Module L 6 Year Print Grades 6-8 Waves and Their Applications	\$8.40	25	\$210.00	
Total for A la Carte Items Available for Purchase				\$3,090.00	
<u>Total for Grades 6-8</u>				\$12,855.00	

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ISBN	Title	Price	Quantity	Value of All Material	Free Materials Quantity
<u>Professional Services - Science Dimensions Earth</u>					
Getting Started with Science Dimensions Earth					
1693435	9781328851987 Science Dimensions Getting Started In-Person (Two, 3 HR Sessions) 6-Hour Grades 6-12 This three-hour Getting Started session introduces teachers to their new program's structure, essential resources, and implementation recommendations. Teachers will also explore Ed, HMH's teaching and learning platform, and the professional learning pathway on Ed. An HMH Coach will provide the introductory Getting Started session to one teacher group in the morning and a different group in the afternoon. Getting Started is the initial step toward a successful first 30 days. Ongoing training and support will be also provided on Ed. There, teachers will access a guided learning pathway based on their grade level and implementation timeline. A recommended sequence of topics, which includes live sessions, videos, interactive media, and related resources, will help teachers plan, teach, and assess student learning using their new HMH program. After teachers complete each pathway topic, they receive a certificate of completion.	\$4,200.00	1	\$4,200.00	
Total for Getting Started with Science Dimensions Earth		\$4,200.00			
<u>Total for Professional Services - Science Dimensions Earth</u>		\$4,200.00			

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Subtotal Purchase Amount:	\$23,494.50
Shipping & Handling:	\$2,016.84
Sales Tax:	\$0.00
<hr/>	
Total Cost of Proposal (PO Amount):	\$25,511.34

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Total Cost of Proposal (PO Amount): \$25,511.34

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- Please return this cost proposal with your signed purchase order that matches product, prices and shipping charges.
- Provide the exact address for *delivery* of print materials. The shipping address may be your district warehouse or individual school sites, but it is essential that this is accurate.
- Please supply the name of each important district point of contact for all aspects of the solution including their direct contact information (email/phone):
 - Point of Contact for Print materials
 - Point of Contact for Digital materials
 - Point of Contact for Scheduling Professional Development
- Please confirm that we have the correct 'Ship to' and 'Sold to' information on the cost proposal.

Ship to: Bertrand School District 54 503 SCHOOL ST BERTRAND, NE 68927-1206	Sold to: Bertrand School District 54 503 SCHOOL ST BERTRAND, NE 68927-1206
--	--
- Please provide funding start and end dates.
- Please note that all products and services will be billed upon the processing of your purchase order.
- Our payment terms are 30 days from the invoice date.
- Print subscription material quantities may be adjusted across grades for like products, to accommodate enrollment fluctuations, quantities cannot be adjusted between different programs or copyrights.
- Our shipping terms are FOB shipping point. The shipping term for your proposal is Shipping Point.
- Any proposed shipping or tax amount provided on this proposal, is based on the Ship To account location quoted within.
- If the location of your delivery changes, please include the proper sales tax and shipping charges for that location in the applicable Purchase Order
- Should any of these Terms of Sale conflict with any preprinted terms on your purchase order, the HMH terms of service shall apply.

Thank you in advance for supplying us with the necessary information at time of purchase.

Our goal is to ensure your success throughout the duration of this agreement, which starts with a highly successful delivery of our solution.

For greater detail, the complete Terms of Purchase may be reviewed here: <http://www.hmhco.com/common/terms-conditions>

Date of Proposal: 4/3/2024

Proposal Expiration Date: 10/31/2024



Houghton Mifflin Harcourt

Send **Check Payments** to:
 Houghton Mifflin Harcourt Publishing Company
 14046 Collections Center Drive
 Chicago, IL 60693

Attention:
 Aaron McCoy
 aaron.mccoy@bertrandvikings.org

Send **Orders** to:
 orders@hnhco.com
 FAX: 800-269-5232

HMH Confidential and Proprietary



Proposal

Proposal Number

2111629453

Account Number/Name

28120

BERTRAND COMMUNITY SCHOOL

Created On

04/02/2024

Created By

Abigail Brown

Thank you for creating your proposal, details are provided below. You can access this proposal from your Apple Store for Education Institution by searching proposal number 2111629453.

Comments from Proposer:

2023/2024 Tech Purchase

Item	Product / Description	Total Quantity	Unit Price	Total Price
1	MK2L3LL/A 10.2-inch iPad Wi-Fi 64GB - Silver	40	299.00	11,960.00 USD
2	MGN63LL/A 13-inch MacBook Air: Apple M1 chip with 8-core CPU and 7-core GPU, 256GB - Space Gray	20	799.00	15,980.00 USD
Specifications <ul style="list-style-type: none"> • System on Chip (SoC): Apple M1 chip with 8-core CPU, 7-core GPU and 16-core Neural Engine • Memory: 8GB unified memory • Storage: 256GB SSD storage • Input: Touch ID • Thunderbolt: Two Thunderbolt / USB 4 ports • Trackpad: Force Touch trackpad • Display: Retina display with True Tone • Pro Apps: None • Logic Pro: None • Keyboard Language: Backlit Magic Keyboard with Touch ID - US English • COUNTRY KIT: Accessory Kit 				
3	MTL73LL/A 14-inch MacBook Pro: Apple M3 chip with 8-core CPU and 10-core GPU, 8GB, 512GB	1	1,499.00	1,499.00 USD

SSD - Space Gray

Specifications

- System on a Chip (Processor): Apple M3 chip with 8-core CPU, 10-core GPU, 16-core Neural Engine
- Memory: 8GB unified memory
- Storage: 512GB SSD storage
- Power Adapter: 70W USB-C Power Adapter
- Thunderbolt: Two Thunderbolt / USB 4 ports, HDMI port, SDXC card slot, headphone jack, MagSafe 3 port
- Display: 14-inch Liquid Retina XDR display
- Pro Apps Bundle for Education: None
- Keyboard Language: Backlit Magic Keyboard with Touch ID - US English
- Accessory Kit: Accessory Kit

Subtotal	29,439.00 USD
Estimated Tax	0.00 USD
Total	29,439.00 USD

Please note that your order subtotal does not include sales tax or rebates. Sales tax and rebates, if applicable, will be added when your order is processed. Your order total may include estimated sales tax that is subject to change at the time your order is processed.

How to Order

If you would like to convert this Proposal to an order, log into your Apple Store for Education Institution and select 'Proposal' from the pull-down menu. Search for this Proposal by entering the Proposal Number referenced above.

Note: A Purchaser login is required to order. Visit your Apple Store for Education Institution to login or create your Purchaser Apple ID.

The prices and specifications above correspond to those valid at the time the Proposal was created and are subject to change. Purchases are subject to the terms and conditions of your agreement with Apple and the Apple Store for Education Institution.

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SUPERINTENDENT'S CONTRACT OF EMPLOYMENT BERTRAND PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Bertrand Public Schools**, legally known as **Phelps County School District 69-0054**, and referred to as "the Board" and "the School District" respectively, and **Nicole LeClaire**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of 2 year(s) beginning on July 1, 2024, and expiring on June 30, 2026. References to "contract year" shall mean the period from July 1st through June 30th and generally shall consist of all days except weekend days and holidays, but the Superintendent agrees to work sufficient hours and days to satisfactorily complete the duties of this contract, even if those are holidays and weekends. The Superintendent shall keep complete and accurate records of working days and shall provide the Board with a report of accumulated working days annually and upon request.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December board meeting of the last year of this contract** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract when it is set to renew and shall make the renewal of the employment contract an agenda item for the regular **December** board meeting during each such year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the first contract year shall be \$135,000.00 which shall be paid in 12 equal monthly installments beginning in the month of August 2024. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The District shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that the Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Superintendent will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which the Superintendent will register and maintain on file in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that the Superintendent registers the certificate. The Superintendent represents that: (1) all information provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Superintendent will advise the Board immediately; (2) the Superintendent has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Superintendent agrees to devote the Superintendent's time, skill, labor, and attention to these duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out duties and obligations to the District.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study, and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under NEB. REV. STAT. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. In addition to other material breaches, the parties specifically agree that the Superintendent's failure to comply with the duties under the Renewal of Contract or Evaluation sections shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform the Superintendent's duties by reason of illness, accident or other disability beyond the Superintendent's control, and the disability continues for a period of more than 25 working days or if the disability is permanent, irreparable, or of such a nature as to make performance of duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties

and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse for mileage required in the performance of the Superintendent's official duties at the rate approved by the State of Nebraska for non-taxable mileage reimbursement.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. Health Insurance.** Family health insurance that is provided to certificated staff through the District's health insurance carrier.
- b. Dental Insurance.** Family dental insurance that is available to certificated staff through the District's health insurance carrier.
- c. Sick Leave.** The Superintendent shall be entitled to 10 days of sick leave for the first contract year. In the second year of employment and in subsequent years, the Superintendent shall be entitled to 10 days of sick leave which may accumulate to a total of 40 days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, the Superintendent shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of sick days and shall provide the Board of Education with a report of accumulated sick days upon request. The Superintendent shall not be compensated for unused days of sick leave upon the ending of employment with the District.
- d. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the District's carrier at the Superintendent's own expense.
- e. Vacation.** The Superintendent shall have 20 vacation days for the initial contract year which may be used at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the

Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the initial contract year, the Board shall give the Superintendent the number of days necessary to restore the total to 20 days. For example, if the Superintendent uses 12 days of vacation in year one, the Board will provide 12 days the following year to bring the total to 20 days. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of vacation days and shall provide the Board of Education with a report of accumulated vacation days upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent at a rate of \$100.00 for each unused day upon the conclusion of employment.

- f. Professional Development.** The Superintendent is expected to continue professional development and to participate in relevant learning experiences. With the approval of the Board, the Superintendent may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.
- g. Professional Dues.** The District will pay the annual dues for the Superintendent's membership in appropriate professional organizations as approved by the Board.
- h. Holidays.** The Superintendent shall receive the following paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.
- i. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that the Superintendent can be reached at all times for work-related emergencies or while away from school grounds during the

workday. The District will reimburse the Superintendent up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.

- j. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$500.00 or more.
- k. Moving Expenses.** The Board will reimburse Superintendent for up to \$3,000 in expenses which the Superintendent incurs as part of relocating to reside within the District.

Section 12. Residence/Domicile in School District. The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent is in the first year of employment with the District and does not establish domicile and principal place of residence within the District at the time of initial employment, the Superintendent shall move the Superintendent's domicile and principal place of residence into the boundaries of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the District as a legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent into contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and

understanding for the cultural basis of the community, and the social, economic, and environmental challenges of the children of the school community, making the Superintendent less likely to be considered isolated from the community in which the Superintendent is the educational leader. In the event Superintendent is not immediately able to secure appropriate housing within the District, the Superintendent shall notify the Board, and the parties may negotiate a mutually-agreeable addendum which sets a reasonable period of time within which the Superintendent will establish residence and domicile in the District.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular November meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular October meeting**; make the evaluation an agenda item for the regular **November** Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's performance of duties or the position as Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believes to be in or not opposed to the best interests of the District and, with respect to

any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of state and federal confidentiality laws that may apply, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the Superintendent's position and duties.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the reasons for the proposed action and provided the opportunity to present his or her version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

[THE NEXT PAGE IS A SIGNATURE PAGE]

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this 25th day of March, 2024.

Brent Samuelson
President, Board of Education

[Signature]
Secretary, Board of Education

Executed by the Superintendent this ___ day of _____, 2024.

Superintendent

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this 25th day of March, 2024.

Brent Samuelson
President, Board of Education

[Signature]
Secretary, Board of Education

Executed by the Superintendent this 25th day of March, 2024.

[Signature]
Superintendent

superintendent or his/her designee in writing and responded to in writing by the Superintendent or his/her designee. Personal leave generally will not be granted at any time that extends school breaks, vacation days, or holidays that are part of the normal school calendar, but the Superintendent may permit one staff member per level--elementary, middle, and high school--to take one personal leave day on either side of a break. If the teacher has additional unused personal days available to extend the break, their individual situation may be considered.

Unused Personal Leave will carry over to the following year, and staff will be given up to 4 personal days the next contract year with the ability to have up to 5 total days to start the following year. For example, a staff member who uses 4 personal days will receive 4 personal days the following year; a staff member who uses 3 personal days in year 1 will be given 4 personal days for year 2, to bring their total to 5 days the following year; staff who use 2 personal days will carry 2 days over to the following year and receive 3 days for the following year to bring their total to 5. Once a staff has used all personal days, they will not be permitted to miss any additional duty days unless their absence qualifies for another type of leave provided by law or this agreement. Upon separation of employment for any reason, unused personal days will be paid out at \$50 per unused day.

b. Professional Leave:

The Board and/or administration may grant professional leave to attend professional meetings in the interests of the school. In such cases there shall be no loss of pay. Arrangements for professional leave shall have advanced approval by the Superintendent and/or Principal.

Workshops and curriculum meetings shall be considered professional leave when it is determined by the Superintendent and/or Principal that attendance will provide a benefit to the school district.

Two days attendance at state competitions by all coaches or sponsors per year in an activity/sport they sponsor will be considered "professional leave".

c. Sick Leave: Teachers will be granted ten (10) days sick leave for each year of employment, cumulative to forty (40). Teachers that end the year with enough sick leave days, whereby adding ten (10) sick leave days for the next year will put their sick leave balance above 40 days, will be reimbursed by the Board of Education at the rate of current substitute pay times the number of days above 40. (2022-2023)

Sick Leave: Teachers will be granted ten (10) days sick leave for each year of employment, cumulative to forty (40). Teachers that end the year with enough

sick leave days above 40 will be reimbursed by the Board of Education at the rate of \$125.00 per day, times the number of days above 40 (2023-2024). Certificated staff that have above 40 days will be reimbursed on their June paycheck. On September 1 for the following contract year, the certificated staff member will have 10 sick days added to their sick leave balance. The most sick leave days a teacher could have will be 50 days to start the school year (2023-2024).

Sick leave days up to the allowable accumulation for each individual certificated staff member shall be days without loss of pay, any sick leave used beyond accumulated days will result in a 1/184th salary reduction, excluding unit pay, if Emergency Leave Transfer is not attainable by the individual certificated staff member.

The certified staff may use any amount of their sick leave for bereavement purposes with no restrictions concerning their relationship to the deceased. (2019-2020)

d Emergency Leave Transfer:

In cases where a teacher's total sick leave is exhausted, said teacher may receive a transfer of sick days from one or more other teachers. It shall be the responsibility of the borrowing teacher to complete the emergency leave transfer forms and submit them to the administration. Emergency leave transfers must be submitted no later than the day the teacher completes his/her final checkout for the school year. The transfer shall take place at the conclusion of the school year and days may be transferred only from a certified staff member who is returning to the system the following year. Only those days for which the district would be reimbursing the teacher for at the beginning of the school year are eligible for transfer (those days over 40).

8. Grievance Procedure:

a. See Attachment C.

9. Board of Education Practices Which Affect Teaching Staff

a. See Attachment E.

10. The terms and conditions of this agreement shall be effective beginning with the 2022-2023 school terms and shall remain in effect until such time that a new negotiated agreement is ratified by both parties.

Signed BEA Representative

Jennifer Kaye

Date: 2-13-2023

Signed Board Representative

[Signature]

Date: 2-13-2023

	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	1.00 \$ 37,800	1.04 \$ 39,312	1.08 \$ 40,824	1.12 \$ 42,336	1.16 \$ 43,848	1.20 \$ 45,360	1.24 \$ 46,872
2	1.04 \$ 39,312	1.08 \$ 40,824	1.12 \$ 42,336	1.16 \$ 43,848	1.2 \$ 45,360	1.24 \$ 46,872	1.28 \$ 48,384
3	1.08 \$ 40,824	1.12 \$ 42,336	1.16 \$ 43,848	1.2 \$ 45,360	1.24 \$ 46,872	1.28 \$ 48,384	1.32 \$ 49,896
4	1.12 \$ 42,336	1.16 \$ 43,848	1.2 \$ 45,360	1.24 \$ 46,872	1.28 \$ 48,384	1.32 \$ 49,896	1.36 \$ 51,408
5	1.16 \$ 43,848	1.2 \$ 45,360	1.24 \$ 46,872	1.28 \$ 48,384	1.32 \$ 49,896	1.36 \$ 51,408	1.4 \$ 52,920
6		1.24 \$ 46,872	1.28 \$ 48,384	1.32 \$ 49,896	1.36 \$ 51,408	1.4 \$ 52,920	1.44 \$ 54,432
7			1.32 \$ 49,896	1.36 \$ 51,408	1.4 \$ 52,920	1.44 \$ 54,432	1.48 \$ 55,944
8			1.36 \$ 51,408	1.4 \$ 52,920	1.44 \$ 54,432	1.48 \$ 55,944	1.52 \$ 57,456
9				1.44 \$ 54,432	1.48 \$ 55,944	1.52 \$ 57,456	1.56 \$ 58,968
10				1.48 \$ 55,944	1.52 \$ 57,456	1.56 \$ 58,968	1.6 \$ 60,480
11				1.52 \$ 57,456	1.56 \$ 58,968	1.6 \$ 60,480	1.64 \$ 61,992
12					1.6 \$ 60,480	1.64 \$ 61,992	1.68 \$ 63,504
13					1.64 \$ 61,992	1.68 \$ 63,504	1.72 \$ 65,016
14					1.68 \$ 63,504	1.72 \$ 65,016	1.76 \$ 66,528
15						1.76 \$ 66,528	1.8 \$ 68,040
16						1.8 \$ 68,040	1.84 \$ 69,552

Attachment A

BERTRAND COMMUNITY SCHOOL, Unit Schedule 2022-2023, Base Year 1996-97

	1st yr.	2nd yr	3rd yr	4th yr	5th yr	6th yr	7th yr	8th yr	9th yr
CATEGORY 1	12.00%	12.00%	12.00%	13.00%	13.00%	13.00%	14.00%	14.00%	14.00%
Head FB									
Head BBB									
Head GBB									
Head VB									
Head WR									
Head TR									
CATEGORY II	8.00%	8.00	8.00%	9.00%	9.00%	9.00%	10.00%	10.00%	10.00%
Asst FB (2)									
Asst BBB									
Asst GBB									
Asst VB									
Asst WR									
Asst TR (2)									
Head Golf									
Cross Country									
CATEGORY III	5.00%	5.00%	5.00%	6.00%	6.00%	6.00%	7.00%	7.00%	7.00%
Cheerleader Sp.									
Asst. XC									
FFA									
MUSIC									
Head Speech									
CATEGORY IV	4.00%	4.00%	4.00%	5.00%	5.00%	5.00%	6.00%	6.00%	6.00%
Yearbook									
Asst. Speech									
Drama (split between 2)									
Concessions (2)	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
504 Chair	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
NHS	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
Prom Sponsor	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
JH Coaching (6) Head	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
MTSS (8)	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
JH Coaching (6) Assistant	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Student Council Sponsor	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
JH Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
HS Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Jr. Sponsor (2)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
B-Club (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Elem Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
ACT On-Line Prep (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Elem. After School Club (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%

*No changes 2022-2023

2023-2024 Changes

ADDED BELOW

MTSS (8) @ 2%

ACT Online Prep (3) @ 1%

Asst. Speech-Cat. IV

Removed BCSVSO, J.H. & H.S. Math Groups

Moved Music to Cat.III

Moved Head Speech to Cat. III

BERTRAND COMMUNITY SCHOOL
GRIEVANCE PROCEDURE

A. Definition of Terms

1. Grievance - A claim based upon the interpretation, meaning, or application of any of the policies, rules, regulations, or professional negotiations contracts of school districts.
2. Aggrieved Person - person or persons making a claim.
3. Party in Interest - person or persons making the claim, and any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

B. Purpose The broad purposes of machinery for grievance adjustment in a public school system are:

1. Unobstructed communication with respect to alleged grievances without fear of reprisal.
2. Reduction of the potential areas of conflict among staff members and administrators and boards of education.
3. Two-way communication through recognized channels among administrators, staff members, local professional associations, and boards of education.
4. Development of improved morale and effectiveness of staff members.
5. Encouragement of teacher expression regarding conditions that affect him/her.

C. Suggested Procedures

1. Level I (Informal)
 - a. If a teacher feels that he/she has a grievance he/she should discuss the matter with the Principal or supervisor to whom he/she is directly responsible in an effort to resolve the problem.
 - b. The aggrieved person may have a local PR & R representative assist in efforts to resolve the problem informally with the Principal or other appropriate administrators or supervisors.

2. Level II (Formal)

Step One

- a. if an aggrieved person is not satisfied with the disposition of his/her problem, or if no decision has been rendered after five school days through the informal procedure, he/she may submit a claim as a formal grievance, in writing, to the principal and retain a copy of the said grievance.
- b. The Principal shall, within three school days, render a decision and the reasons therefor, in writing, to the aggrieved person and a copy to the PR & R representative for the association's file.

Bertrand Community School
Grievance Procedure

Step Two

- a. If the aggrieved person is not satisfied with the disposition of his grievance at Step One, or if no decision has been rendered within three school days after the presentation of the grievance in writing, a written grievance may be filed with the association's PR & R Committee within three school days after the decision at Step One, or six school days after the grievance was presented, whichever is sooner.
- b. Within five school days after receiving the written grievance, the PR & R Committee shall provide an opportunity for the aggrieved person to meet with the Committee for the purpose of reviewing the grievance, and the PR & R Committee shall give to the aggrieved person a written opinion regarding the merits of the case.
- c. If the local PR & R Committee determines the claim is not meritorious, the aggrieved person may appeal the grievance to the State PR & R Commission. It is recommended that this appeal be made through the local association president.

Step Three

- a. Within three school days after receiving the PR & R Committee opinion, or within eight school days after the grievance was filed with the Committee, whichever is sooner, the aggrieved person may file a written appeal with the PR & R Committee for a hearing by the Superintendent of Schools. Within two school days of its receipt, the Committee, through its chairman, shall submit such appeal to the Superintendent.
- b. The Superintendent of Schools, or his authorized representative, shall act for the administration at Step Three of the grievance procedure. Within ten school days after receipt of the written appeal for a hearing by the Superintendent, the Superintendent shall meet with the aggrieved person and with the PR & R Committee for the purpose of resolving the grievance. A full record (tape recording recommended) of such a hearing shall be kept by the Superintendent and made available to the parties involved upon written request. The Superintendent shall within three school days of the hearing, render a decision and reasons therefor, in writing, to the aggrieved person. (Copy to the PR & R Committee.)

Step Four

- a. If the aggrieved person is not satisfied with the disposition of the grievance at Step Three, or in decision has been rendered within three school days after the first meeting with the Superintendent, a grievance may be filed again with the association's PR & R Committee within three school days after a decision by the Superintendent, or five school days after the meeting with the Superintendent, whichever is sooner.
- b. Within three school days after receiving such further appeal, the PR & R Committee, through its chairman, shall refer the grievance to the Board of Education.

Bertrand Community School
Grievance Procedure

c. Within twenty-five school days after receiving the written appeal, the Board of Education, or a committee therefrom, shall meet with the aggrieved person and with the representatives of the PR & R Committee for the purpose of resolving the grievance. The decision of the Board of Education shall be rendered, in writing, within five school days.

D. Other Considerations

1. Any party in interest may be represented at all stages of the grievance procedure by his or herself or by a representative of his/her own choosing. When a teacher is not represented by the association, the association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. Decisions rendered at Level II, Steps one, Two, Three, and Four, of the grievance procedure, will be in writing, setting forth the decision and the reasons therefor and will be transmitted promptly to all parties in interest and to the chairman of the PR & R Committee.

3. If the written grievance is not filed within thirty days after the teacher knew, or should have known of the act or condition on which the grievance is based, the grievance shall be waived.

4. No reprisals of any kind shall be taken by the Board, or by any member of the administration, against any party of interest, any PR & R representative, or any other participant in the grievance procedure by reason of such participation.

FORMAL GRIEVANCE PRESENTATION
(Level II Step One)

TYPE OR PRINT
(TO BE COMPLETED BY AGGRIEVED PERSON)

FORM A

AGGRIEVED PERSON (S) _____

DATE OF FORMAL PRESENTATION _____

MAILING ADDRESS OF AGGRIEVED PERSON _____

SUBJECT AREA OR GRADE _____

STATEMENT OF GRIEVANCE:

ACTION REQUESTED:

Signature of Aggrieved

Attachment C

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Bertrand Community School
Grievance Procedure

**REFERRAL BY PR & R COMMITTEE
(Level II Step Two)**

TYPE OR PRINT

FORM C

(TO BE COMPLETED BY THE ASSOCIATION PR & R COMMITTEE CHAIRMAN
WITHIN FIVE DAYS OF REFERRAL.)

Aggrieved person(s) _____

Date of Formal Grievance Presentation _____

Chairman of formal grievance presentation _____

Date referral received by PR & R _____

OPINION OF ASSOCIATION PR & R COMMITTEE AND REASONS THEREFOR:

DECISION BY SUPERINTENDENT
(Level II Step Three)

TYPE OR PRINT

FORM D

(TO BE COMPLETED BY SUPERINTENDENT OF SCHOOL WITHIN THREE DAYS AFTER HEARING WITH AGGRIEVED AND PR & R COMMITTEE REPRESENTATIVES; HEARING TO BE HELD WITHIN TEN DAYS AFTER RECEIPT OF APPEAL.)

Aggrieved person(s): _____

Date of formal grievance presentation _____

Date appeal received by superintendent _____

Date hearing held by superintendent _____

DECISION OF SUPERINTENDENT AND REASONS THEREFOR:

Date of decision _____

Superintendent's Signature

AGGRIEVED PERSON'S RESPONSE: (To be completed within 3 days of decision)

_____ I accept the above decision of the Superintendent of Schools.

_____ I hereby appeal, through the association PR & R Committee, to the Board of Education for a review of this grievance.

Date of response _____

Signature of Aggrieved

REVIEW BY BOARD OF EDUCATION
(Level II Step Four)

TYPE OR PRINT

FORM E

Aggrieved person(s): _____

Date of formal grievance presentation _____

PR & R COMMITTEE REFERRAL TO BOARD:

(To be completed within 3 days of PR & R receipt of appeal from aggrieved)

_____ The attached grievance is hereby appealed to the Board of Education for a review and hearing.

Date of referral to board _____

Signature of P R & R Chairman

BOARD RESPONSE: (to be completed by the Board of Education Chairman within 3 days after the Board hearing with the aggrieved and the Association PR & R Committee representatives; Board hearing to be held within 25 days after receipt of appeal.)

Date appeal received by Board of Education _____

Date hearing held by Board of Education _____

DECISION OF BOARD OF EDUCATION AND REASONS THEREFOR:

Date of decision _____

Signature of Board Chairman

AGGRIEVED PERSON'S RESPONSE: (to be completed by aggrieved within 5 days of decision.)

_____ I accept the decision of the Board of Education.

_____ I hereby reject the above decision of the Board of Education.

Date of response _____

Signature of Aggrieved

Board of Education Practices Which Affect Teaching Staff

1. A person entering the Bertrand system may be granted all of their years of teaching experience.
2. This is a minimum salary schedule. It may be necessary to vary from it temporarily in order to secure a teacher in a subject in which there is an unusual circumstance, thus the board reserves the right to hire off schedule whenever the Board deems doing so is essential to the welfare of the school and community.
3. A teacher will not be allowed to move more than one step vertically on the salary schedule and one step horizontally on the salary schedule in any given year.
4. Teachers earning a Masters Degree after September 1, 2001 will be able to use previously approved course hours in order to move to the MA+9 column on the salary schedule. (No more than one step vertically on the salary schedule and one step horizontally on the salary schedule in any given year.)
5. All hours earned by teachers which would qualify a teacher to move horizontally on the salary schedule must enhance teaching in their assigned area, and have prior approval of the superintendent and/or board of education.
6. Request to negotiate date: The BEA shall annually submit in writing a request to negotiate. This request shall spell out items the BEA wishes to bring to the negotiation table and it shall be delivered to the President of the Board of Education by the date of the regular March Board meeting.
7. Teachers driving students to extra-curricular activities will be paid \$52.97 per trip for driving a bus and \$20.56 for driving a van.
8. Extra assignments such as hall supervision during activities, noon and recess duty, or other assignments which may from time to time be deemed necessary by the administration will be assigned on a fair and impartial basis and will carry with them no compensation.
9. Late resignations: After the contract due date, the Board at its option, will consider accepting resignations only if a suitable replacement can be found.
10. A stipend of \$1,000.00 will be paid to a certified faculty member to compensate for their work as "standards/curriculum/assessment liaison" to the administration. This "liaison" will be assigned yearly, by the superintendent.
11. Junior High Coaching: During the negotiations for 2009-2010 the index for Head Junior High Coach was changed to 2% for Head Coaches. Assistant coaches were added to each sport at the rate of 1% "if" administration can schedule suitable personnel for that position. Assistant Coaches will be employed if the above condition of "suitable personnel" is met AND the following number of students participate.
 - a. Football = 8 or more
 - b. Volleyball = 13 or more
 - c. Boys Basketball = 11 or more
 - d. Girls Basketball = 11 or more
 - e. Wrestling = 11 or more
 - f. B & G Track/Field = 11 or more