

Committee As A Whole
Monday, October 12, 2026 5:30 PM
Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

- I. CALL TO ORDER
- II. ROLL CALL OF THE BOARD
- III. EXCUSE BOARD MEMBERS
- IV. PLEDGE OF ALLEGIANCE
- V. MEETING COMPLIANCE
 - V.A. DISTRICT MISSION STATEMENT
 - V.B. OPEN MEETINGS ACT
 - V.B.1. President ensures all can hear proceedings
 - V.C. PUBLICATION OF MEETING NOTICE
- VI. PUBLIC COMMENT
- VII. GUEST PRESENTATIONS
- VIII. RECOGNITIONS BY BOARD
 - VIII.A. National Merit Scholarship Program - Semifinalist Raj D. Gone
- IX. BUILDING OR DISTRICT PRESENTATION
 - IX.A. Kramer Preschool Presentation
- X. CONSENT AGENDA
 - X.A. Items to be removed from the Consent Agenda
 - X.B. Meeting Minutes
 - X.C. Finance Reports

- X.D. Staffing Reports
 - X.E. Professional Travel
- XI. FOUNDATION REPORT
- XII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES
 - XII.A. Communications Director Report
 - XII.B. Director of Teaching and Learning
 - XII.C. Director of Special Education
 - XII.D. Assistant Director for Student Services
 - XII.E. Director of Human Resources
 - XII.F. Director of Operations
- XIII. MONTHLY REVIEW OF POLICIES
 - XIII.A. Policy 410.05 Certificated Employee Leave
- XIV. DISCUSSION ITEMS
 - XIV.A. Split of Finance and Human Resources Position
 - XIV.B. Field Trip Approval for Close Up Program-Washington DC
 - XIV.C. Surplus
 - XIV.D. Fundraising Applications
- XV. ACTION ITEMS FOR THIS MEETING
 - XV.A. Resolution to Set Maximum Capacity for Programs and Class/Grade Level for Option Enrollment 2027-2028 (Per Statute 79-238(d))
- XVI. BOARD REQUESTS FOR INFORMATION
- XVII. BOARD SHARING
- XVIII. EXECUTIVE SESSION

XIX. ADJOURN



NATIONAL MERIT SCHOLARSHIP CORPORATION

1560 Sherman Avenue, Suite 200, Evanston, Illinois 60201-4897 (847) 866-5100

**SEMIFINALISTS IN THE 2027
NATIONAL MERIT® SCHOLARSHIP PROGRAM
September 9, 2026 Announcement**

Contact: Matthew Budreau
Public Information

Phone: (847) 866-5100
Email: mediainfo@nmerit.net
Website: www.nationalmerit.org

Note: This press release was distributed to news media on September 8 with a list of Semifinalists to encourage public recognition of these outstanding students. The release is made available here to provide information about the National Merit Scholarship Program, however the names of Semifinalists are not posted on this website.

Caution: Using numbers of Semifinalists to compare high schools, educational systems, or states will result in erroneous conclusions. The National Merit® Scholarship Program honors individual students who show exceptional academic ability and potential for success in rigorous college studies. The program does not measure the quality or effectiveness of education within a school, system, or state. For more information about the competition, please visit www.nationalmerit.org.

Semifinalists in the 2027 National Merit® Scholarship Program

(Evanston, Illinois) Today officials of National Merit Scholarship Corporation (NMSC®) announced the names of more than 16,000 Semifinalists in the 72nd annual National Merit Scholarship Program. These academically talented high school seniors have an opportunity to continue in the competition for about 6,700 National Merit Scholarships worth approximately \$24 million that will be offered next spring. To be considered for a Merit Scholarship® award, Semifinalists must fulfill several requirements to advance to the Finalist level of the competition. About 95 percent of the Semifinalists are expected to attain Finalist standing, and approximately half of the Finalists will win a National Merit Scholarship, earning the Merit Scholar® title.

NMSC, a not-for-profit organization that operates without government assistance, was established in 1955 specifically to conduct the annual National Merit Scholarship Program. Scholarships are underwritten by NMSC with its own funds and by about 260 business organizations, higher education institutions, and individual donors that share NMSC's goals of honoring the nation's scholastic champions and encouraging the pursuit of academic excellence.

Steps in the 2027 Competition

Over 1.2 million juniors in about 20,000 high schools entered the 2027 National Merit Scholarship Program by taking the 2025 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT®), which served as an initial screen of program entrants. The nationwide pool of Semifinalists, representing less than one percent of U.S. high school seniors, includes the highest-scoring entrants in each state. The number of Semifinalists in a state is proportional to the state's percentage of the national total of graduating seniors.

To become a Finalist, the Semifinalist and a high school official must submit a detailed scholarship application, in which they provide information about the Semifinalist's academic record, participation in school and community activities, demonstrated leadership abilities, employment, and honors and awards received. A Semifinalist must have an outstanding academic record throughout high school, be endorsed and recommended by a high school official, write an essay, and earn SAT® or ACT® scores that confirm the student's earlier performance on the qualifying test.

From over 16,000 Semifinalists, more than 15,000 are expected to advance to the Finalist level, and in February they will be notified of this designation. All National Merit Scholarship winners will be selected from this group of Finalists. Merit Scholar designees are selected on the basis of their skills, accomplishments, and potential for success in rigorous college studies, without regard to gender, race, ethnic origin, or religious preference.

National Merit Scholarships

Three types of National Merit Scholarships will be offered in the spring of 2027. Every Finalist will compete for one of 2,500 National Merit® \$2500 Scholarships that will be awarded on a state-representational basis. About 700 corporate-sponsored Merit Scholarship awards will be provided by approximately 120 corporations and business organizations for Finalists who meet their specified criteria, such as children of the grantor's employees or residents of communities where sponsor plants or offices are located. In addition, about 140 colleges and universities are expected to finance some 3,500 college-sponsored Merit Scholarship awards for Finalists who will attend the sponsor institution.

National Merit Scholarship winners of 2027 will be announced in four nationwide news releases beginning in April and concluding in July. These scholarship recipients will join over 395,000 other distinguished young people who have earned the Merit Scholar title.

#



Kramer Education Center

Enrollment: 210 (141 Four year olds, 69 Three year olds)

SP: 20%

F/R: 53%

Average Daily Breakfast attendance: 75 (last year=35)

Average Daily Lunch attendance: 60 (last year=55)

Teachers: 7

ECSE/Sixpence:11

Classified: 21

GOLD ASSESSMENT DATA

Kramer Preschool						
GOLD Category	Fall 23-24	Spring 23-24	Fall 24-25	Spring 24-25	Fall 25-26	Spring 25-26
Social Emotional	55%	48%	49%	81%	56%	87%
Physical	75%	71%	55%	90%	63%	95%
Language	49%	41%	41%	71%	51%	81%
Cognitive	67%	61%	49%	81%	56%	88%
Literacy	58%	47%	43%	80%	44%	86%
Mathematics	52%	40%	38%	71%	40%	83%
*Data is reported as percent of students meeting or exceeding Widely Held Expectations						

2026–27 KRAMER LITERACY WIG

BUILDING WIG

Increase the percentage of PreK students meeting or exceeding Widely Held Expectations in GOLD Literacy from _____% in Fall 2026 to _____% in Spring 2027.

LAG MEASURE

Official outcome: GOLD Literacy — Fall → Spring
Interim benchmark: PELI — Fall → Winter → Spring

LEAD 1 | TARGETED SUPPORT

100% of students identified through PELI data as needing additional support will receive targeted literacy intervention beyond core Tier 1 instruction.
Tier 1 Frog Street + Kickstart small groups remain the daily expectation—not the WIG.

LEAD 2 | STUDENT RESPONSE

Increase the percentage of targeted students demonstrating growth on their identified PELI skill through scheduled progress monitoring.
PELI helps us see whether the additional support is working.

BUILDING SCOREBOARD

Targeted students showing PELI growth:
_____ / _____

TEACHER / CLASSROOM SCOREBOARD

My targeted group: _____ students
Students demonstrating PELI growth: _____ / _____
Students receiving targeted support: _____ / _____

Other Focus Areas

- **Building a Positive, Collaborative Culture**
 - Strengthening team structures and relationships with stakeholders
 - Leadership opportunities through committee systems
 - Shared Ownership
- **Strengthening Instructional Systems**
 - Consistency across classrooms
 - Alignment of curriculum to Standards
 - GOLD Assessment
 - PELI (Literacy Screener)
- **Supporting Behavior and Inclusion Systems**
 - MTSS
 - Proactive Interventions
 - Discoverers on Deck
- **Building Sustainable Systems for the Future**
 - Communication
 - Program Evaluation
 - Data

Engagement Opportunities

Staff Engagement

- Leadership Committees
- Staff Shout Outs
- School Culture Committee Activities
- Staff Collaboration

Student Engagement

- Classroom Jobs
- Discoverers on Deck
- Spirit Week
- Pyramid Model
- Graduation
- Kindergarten Transition

Family Engagement

- Home Visits
- Open House
- Newsletters
- Parent Square
- PT Conferences
- Costume Parade
- Family and Friends Day
- Parent Survey
- Cookie Party
- Snowflake Craft
- Story Time with Parent Readers
- Graduation

2026-2027 Budget Hearing
Monday, September 14, 2026 5:30 PM Central

Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

Candace Becher: Present
Michael Jeffries: Present
Doug Molczyk: Present
Theresa Seipel: Present
Douglas Willoughby: Absent
Marv Zoucha: Present
Present: 5, Absent: 1.

I. CALL TO ORDER

II. ROLL CALL OF THE BOARD

III. EXCUSE BOARD MEMBERS

Motion to excuse board members. Passed with a motion by Marv Zoucha and a second by Theresa Seipel.

Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffries: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

IV. PLEDGE OF ALLEGIANCE

V. MEETING COMPLIANCE

V.A. DISTRICT MISSION STATEMENT

V.B. OPEN MEETINGS ACT

V.B.1. President ensures all can hear proceedings

V.C. PUBLICATION OF MEETING NOTICE

VI. PUBLIC COMMENT

VII. Hearing

VIII. ADJOURN

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

Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffries: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Board of Education Budget Hearing of Monday, September 14, 2026.

President

Secretary

Tax Request Hearing
Monday, September 14, 2026 5:45 PM Central

Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

Candace Becher: Present
Michael Jeffries: Present
Doug Molczyk: Present
Theresa Seipel: Present
Douglas Willoughby: Absent
Marv Zoucha: Present
Present: 5, Absent: 1.

I. CALL TO ORDER

II. ROLL CALL OF THE BOARD

III. EXCUSE BOARD MEMBERS

Motion to excuse board members. Passed with a motion by Doug Molczyk and a second by Theresa Seipel.

Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffries: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

IV. PLEDGE OF ALLEGIANCE

V. MEETING COMPLIANCE

V.A. DISTRICT MISSION STATEMENT

V.B. OPEN MEETINGS ACT

V.B.1. President ensures all can hear proceedings

V.C. PUBLICATION OF MEETING NOTICE

VI. PUBLIC COMMENT

VII. Hearing

VIII. ADJOURN

Motion to adjourn Passed with a motion by Marv Zoucha and a second by Doug Molczyk.
Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffries: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Board of Education Tax Request Hearing of Monday, September 14, 2026.

President

Secretary

Committee As A Whole
Monday, September 14, 2026 6:00 PM Central

Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

Candace Becher: Present
Michael Jeffries: Present
Doug Molczyk: Present
Theresa Seipel: Present
Douglas Willoughby: Absent
Marv Zoucha: Present
Present: 5, Absent: 1.

I. CALL TO ORDER

II. ROLL CALL OF THE BOARD

III. EXCUSE BOARD MEMBERS

Motion to excuse board members. Passed with a motion by Doug Molczyk and a second by Candace Becher.

Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffries: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

IV. PLEDGE OF ALLEGIANCE

V. MEETING COMPLIANCE

V.A. DISTRICT MISSION STATEMENT

Mike Jeffries read the Mission Statement.

V.B. OPEN MEETINGS ACT

V.B.1. President ensures all can hear proceedings

V.C. PUBLICATION OF MEETING NOTICE

VI. PUBLIC COMMENT

VII. GUEST PRESENTATIONS

VIII. RECOGNITIONS BY BOARD

IX. BUILDING OR DISTRICT PRESENTATION

IX.A. Lost Creek Elementary Presentation

JP Holys, Lost Creek Principal, presented the demographics, WIG, and engagement and connections happening at Lost Creek Elementary.

Enrollment at Lost Creek is at 319, which has remained pretty steady. Mr. Holys shared the state classification which has been "Good" since 2021. NSCAS ELA test percentages were shared and discussed. Chronic absenteeism is at 9%, and is always being monitored. Mr. Holys spoke about the schools "WIG" and the continuous plans to meet those goals. Staff,

family and student engagement at the school is going well. There are many of the same events and some added new events/activities being implemented. Favorites are Cookies with Santa and Grandfriend's Days.

X. CONSENT AGENDA

X.A. Items to be removed from the Consent Agenda

X.B. Meeting Minutes

X.C. Finance Reports

Jason Schapmann, Director of Human Resources and Fiscal Support, shared all the financial report information. He said, as standard practice, the 25-26 budget was cut off in mid-August. There was discussion about the LunchTime Solutions hires from previous CPS staff.

X.D. Staffing Reports

There were no certified hires or resignations.

X.E. Professional Travel

Mr. Schapmann commented that the report shows a very limited amount of professional travel.

XI. FOUNDATION REPORT

Nicole Anderson, Foundation Director, presented the report. She said there are a few fundraisers starting soon. PTOs have started meeting and will start making plans for events/activities for elementary buildings. The total contributions for the year were \$189,897.04; for the month, \$17,171.55.

Mrs. Anderson said the CPS Athletic Hall of Fame Banquet went very well.

XII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XII.A. Communications Director Report

Nicole Anderson, Communications Director, shared information from her department. She said the new hire, Chris Miya is doing great. He is working on some training for Parent Square; he has been to classrooms to take photos. Mrs. Anderson said that Parent Square is functioning at almost 100%.

XII.B. Director of Teaching and Learning

Brooke Kavan, Director of Teaching and Learning, explained the Nebraska Reading Improvement Act along with the requirements. CPS will begin the training that is required by the statute. Mrs. Kavan shared how the CPS training will look for all teachers. She also discussed the new K-6 Math Amplify DESMOS, she said this is a big change in thinking. This is problem-based learning.

XII.C. Director of Special Education

Jason Harris, Director of Special Education, shared information about what is happening. He said numbers are growing fast; he recently placed 20 students. Dr. Harris said CPS will need to have more conversations about staffing and safety for students if numbers continue to increase so quickly. Dr. Harris discussed the Goal Book training for special education staff; the expectations will be set once everyone is trained. He said he is preparing the state reports

and finalizing grants. Dr. Harris gave some information regarding outside behavior consultants and similar providers and how that can affect students at CPS.

XII.D. Assistant Director for Student Services

Sara Colford, Assistant Director of Student Services, shared information about the Non-Tradition Learning and Support Center. She said they have 49 students. Four students have completed their high school graduation requirements. Mrs. Colford said they practice social emotional learning every day. Things are going well.

XII.E. Director of Human Resources

XII.F. Director of Operations

Leonard Kwapnoski, Director of Operations, gave a brief review of projects happening in the district. There are some changes being made at the entrance of the high school. The water issues at CMS are being investigated by New Flow. They are scoping everything. Mr. Kwapniosli said that the network update is very close to being complete.

XIII. MONTHLY REVIEW OF POLICIES

Dr. Kay described the student recording policy, which includes video and audio recording. He said we need this policy to protect all recorded information because of the new and changing technology that is being used.

XIII.A. 604.02 - Special Education

Dr. Kay spoke about the special education policies. The policy handbook was updated. These policies are bound by law more than by policy.

XIV. DISCUSSION ITEMS

XIV.A. Fundraising Requests

XIV.B. Surplus Requests

Chip Kay, Superintendent, shared information about a new company that will take our salvageable surplus items to sell.

XIV.C. City of Columbus Snow Fence Request

XV. ACTION ITEMS FOR THIS MEETING

XV.A. First Reading of Policy 1010.00 Use of District Trademarks, Logos, and Brand Assets
Motion to approve the First Reading of Policy 1010.00 Use of District Trademarks, Logos, and Brand Assets, as submitted. Passed with a motion by Marv Zoucha and a second by Theresa Seipel.

Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffries: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

Dr. Kay, Superintendent, this policy will bring attention to the branding guide and establish that there is a process.

XV.B. CMS Student Fees

Motion to approve CMS Student Fees for 26-27 Passed with a motion by Candace Becher and a second by Doug Molczyk.

Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

XV.C. 2026-2027 Budget Approval

Motion to approve the 2026-2027 Budget, as submitted. Passed with a motion by Doug Molczyk and a second by Candace Becher.

Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

Mr. Schapmann discussed the proposed budget as published in the paper, highlighting the disbursement/transfer limits for each fund, with a comparison from prior-year amounts.

XV.D. Approval of the Property Tax Request

Motion to pass the Property Tax Request Resolution passed with a motion by Candace Becher and a second by Theresa Seipel.

Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

Mr. Schapmann discussed the tax asking levies for each fund based upon the certified valuation and how it compared to the previous year's levy amounts, highlighting the total tax asking not increasing from the previous year, and the total levy decreasing from 1.086269 to 1.025579 per \$100 of valuation.

XV.E. Approval of General Fund Expenditures to Depreciation Fund

Motion to approve the General Fund Expenditures to the Depreciation Fund. Passed with a motion by Marv Zoucha and a second by Michael Jeffryes.

Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

XV.F. Approval of Financial Institutions

Motion to approve the Financial Institutions. Passed with a motion by Michael Jeffryes and a second by Marv Zoucha.

Douglas Willoughby: Absent, Theresa Seipel: Abstain (With Conflict), Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Marv Zoucha: Yea
Yea: 4, Nay: 0, Absent: 1, Abstain (With Conflict): 1

Mr. Schapmann said the financial institutions need to be updated because of a staff change.

XVI. BOARD REQUESTS FOR INFORMATION

XVI.A. State Conference-November 18-20, 2026.

XVII. BOARD SHARING

XVIII. EXECUTIVE SESSION

The board did not go into Executive Session.

XIX. ADJOURN

Motion to adjourn Passed with a motion by Marv Zoucha and a second by Theresa Seipel.
Douglas Willoughby: Absent, Candace Becher: Yea, Michael Jeffries: Yea, Doug Molczyk:
Yea, Theresa Seipel: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

Adjourned at 7:56.

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Board of Education Committee As A Whole of Monday, September 14, 2026.

President

Secretary

Regular Meeting
Monday, September 21, 2026 5:30 PM Central

Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

Candace Becher: Absent
Michael Jeffries: Present
Doug Molczyk: Present
Theresa Seipel: Present
Douglas Willoughby: Present
Marv Zoucha: Absent
Present: 4, Absent: 2.

I. CALL TO ORDER

II. ROLL CALL OF THE BOARD

III. EXCUSE BOARD MEMBERS

Motion to excuse absent members. Passed with a motion by Douglas Willoughby and a second by Michael Jeffries.

Candace Becher: Absent, Marv Zoucha: Absent, Michael Jeffries: Yea, Doug Molczyk: Yea,
Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 4, Nay: 0, Absent: 2

IV. PLEDGE OF ALLEGIANCE

V. MEETING COMPLIANCE

V.A. DISTRICT MISSION STATEMENT

V.B. OPEN MEETINGS ACT

V.B.1. President ensures all can hear proceedings

V.C. PUBLICATION OF MEETING NOTICE

VI. PUBLIC COMMENT

VII. GUEST PRESENTATIONS

VIII. RECOGNITIONS BY BOARD

IX. BUILDING OR DISTRICT PRESENTATION

X. CONSENT AGENDA

Motion to approve the consent agenda Passed with a motion by Doug Molczyk and a second by Theresa Seipel.

Candace Becher: Absent, Marv Zoucha: Absent, Michael Jeffries: Yea, Doug Molczyk: Yea,
Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 4, Nay: 0, Absent: 2

X.A. Items to be removed from the Consent Agenda

X.B. Meeting Minutes

X.C. Finance Reports

X.D. Staffing Reports

X.E. Professional Travel

XI. FOUNDATION REPORT

Motion to approve the Foundation Report, as submitted. Passed with a motion by Doug Molczyk and a second by Douglas Willoughby.

Candace Becher: Absent, Marv Zoucha: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea

Yea: 4, Nay: 0, Absent: 2

XII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XII.A. Superintendent

XIII. MONTHLY REVIEW OF POLICIES

XIV. DISCUSSION ITEMS

XV. ACTION ITEMS FOR THIS MEETING

XV.A. Fundraising Requests

Motion to approve the Fundraising Requests. Passed with a motion by Theresa Seipel and a second by Doug Molczyk.

Candace Becher: Absent, Marv Zoucha: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea

Yea: 4, Nay: 0, Absent: 2

XV.B. Surplus Requests

Motion to approve Surplus Property Requests. Passed with a motion by Douglas Willoughby and a second by Michael Jeffryes.

Candace Becher: Absent, Marv Zoucha: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea

Yea: 4, Nay: 0, Absent: 2

XV.C. City of Columbus Snow Fence Request

Motion to approve the request from the City of Columbus to place a snow fence on CPS property. Passed with a motion by Doug Molczyk and a second by Douglas Willoughby.

Candace Becher: Absent, Marv Zoucha: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea

Yea: 4, Nay: 0, Absent: 2

XV.D. First Reading of Policy 509.05 Video and Audio Recording of Staff for Academic or Evaluation Purposes

Motion to approve the First Reading of Policy 509.05 Video and Audio Recording of Students for Academic or Evaluation Purposes Passed with a motion by Douglas Willoughby and a second by Michael Jeffryes.

Candace Becher: Absent, Marv Zoucha: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea,

Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 4, Nay: 0, Absent: 2

XV.E. Second Reading of Policy 1010.00 Use of District Trademarks, Logos, and Brand Assets

Motion to approve the Second Reading of Policy 1010.00 Use of District Trademarks, Logos, and Brand Assets. Passed with a motion by Theresa Seipel and a second by Doug Molczyk.
Candace Becher: Absent, Marv Zoucha: Absent, Michael Jeffries: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 4, Nay: 0, Absent: 2

XVI. BOARD REQUESTS FOR INFORMATION

XVII. BOARD SHARING

XVIII. EXECUTIVE SESSION

XIX. ADJOURN

Motion to adjourn Passed with a motion by Douglas Willoughby and a second by Theresa Seipel.
Candace Becher: Absent, Marv Zoucha: Absent, Michael Jeffries: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 4, Nay: 0, Absent: 2

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Board of Education Regular Meeting of Monday, September 21, 2026.

President

Secretary

Columbus Public Schools
Summary of Cash Balances
September 30, 2026

Attachment M2

1

	DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURES	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR
General Fund	Attachment M4a			\$ 441,604.08		
	Attachment M5 (prior Bd Mtg)			\$ 5,810,085.29		
	Transfer to GP ICS Savings		\$ (6,000,000.00)			
	Transfer from GP ICS Savings		\$ 4,000,000.00			
	Receipts GP checking		\$ 7,748,025.79			
	GENERAL FUND - GREAT PLAINS STATE BANK	\$ 4,072,200.34	\$ 5,748,025.79	\$ 6,251,689.37	\$ 3,568,536.76	\$ 8,814,073.90
	Transfer to GP Checking		\$ (4,000,000.00)			
	Transfer from GP Checking		\$ 6,000,000.00			
	Interest		\$ 18,054.79			
	GEN FUND - GP ICS SAVINGS	\$10,419,368.75	\$ 2,018,054.79	\$ -	\$12,437,423.54	\$ 4,661,596.75
	General Fund - Cash Balance				\$16,005,960.30	
	PRO TRACK AND TENNIS INC			\$ 22,700.00		
	Receipts		\$ -			
	Interest		\$ 10,480.45			
	DEPRECIATION - GREAT PLAINS STATE BANK	\$ 3,964,627.69	\$ 10,480.45	\$ 22,700.00	\$ 3,952,408.14	\$ 3,546,153.42
Temporary Funds -GF						
	PAYROLL - PINNACLE BANK	\$ 236,232.49	\$ 4,409,513.89	\$ 4,379,784.09	\$ 265,962.29	\$ 307,081.01
	HSA/FSA - PINNACLE BANK (Employee Benefit Fund)	\$ 76,924.08	\$ 16,203.85	\$ 11,235.42	\$ 81,892.51	\$ 76,491.90
Activities						
	Administration	\$ 703,240.50	\$ 26,878.17	\$ 28,066.95	\$ 702,051.72	\$ 686,438.42
	Middle School	\$ 228,574.44	\$ 12,911.52	\$ 7,972.71	\$ 233,513.25	\$ 180,042.62
	High School	\$ 734,383.51	\$ 73,342.21	\$ 53,442.95	\$ 754,282.77	\$ 721,660.63
	ACTIVITY FUNDS - COLUMBUS BANK	\$ 1,666,198.45	\$ 113,131.90	\$ 89,482.61	\$ 1,689,847.74	\$ 1,588,141.67
Nutrition Fund						
	Attachment M6			\$ 86,893.12		
	Interest Income		\$ 1,040.55			
	State Reimbursement		\$ 125,420.16			
	Rct to Expenditures		\$ 5,200.32			
	Student/ Staff meals/ a la carte sales		\$ 88,384.76			
	NSF					
	NUTRITION FUND - CORNERSTONE BANK	\$ 431,080.11	\$ 220,045.79	\$ 86,893.12	\$ 564,232.78	\$ 174,501.39
Bond Fund						
	Platte County Treasurer		\$ 1,018,518.10			
	Butler County Treasurer		\$ 4,156.70			
	Polk County Treasurer		\$ 735.87			
	Investment Gain		\$ 8,265.46			
	BOND FUND - FNB	\$ 4,092,385.30	\$ 1,031,676.13	\$ -	\$ 5,124,061.43	\$ 4,797,959.85
Building Fund						
	Receipts		\$ 393,690.79			
	BLDG FUND - BANK OF THE VALLEY	\$ 1,119,400.59	\$ 393,690.79	\$ -	\$ 1,513,091.38	\$ 914,488.25
12-Student Fees Fund						
	Receipts		\$ 0.20			
	STUDENT FEES FUND - ONENEBRASKA	\$ 325.38	\$ 0.20	\$ -	\$ 325.58	\$ 13,490.78

Columbus Public Schools
General Fund Revenue Detail
September 30, 2026

Attachment M3

1

Account	AccountDescription	Budget	MonthToDate	YearToDate	Balance	% Bud
0110110000000	Property Taxes	(\$26,625,735.00)	(\$5,395,373.54)	(\$5,395,373.54)	(\$21,230,361.46)	20%
0110111500000	Carline Taxes	(\$8,000.00)	(\$1,977.14)	(\$1,977.14)	(\$6,022.86)	25%
0110112000000	Public Power District Sales Tax	(\$750,000.00)	\$0.00	\$0.00	(\$750,000.00)	0%
0110112500000	Motor Vehicle Taxes	(\$2,200,000.00)	(\$194,665.38)	(\$194,665.38)	(\$2,005,334.62)	9%
0110132300000	Tuition, SpEd School Age	(\$3,250.00)	\$0.00	\$0.00	(\$3,250.00)	0%
0110151000000	Interest on Investments	(\$125,000.00)	(\$27,520.09)	(\$27,520.09)	(\$97,479.91)	22%
0110191100000	Local License Fees	(\$25,000.00)	\$0.00	\$0.00	(\$25,000.00)	0%
0110199000000	Miscellaneous Local Receipts	(\$20,000.00)	\$0.00	\$0.00	(\$20,000.00)	0%
0110211000000	County Fines & License Fees	(\$200,000.00)	(\$19,349.87)	(\$19,349.87)	(\$180,650.13)	10%
0110221000000	ESU Receipts	\$0.00	(\$2,446.26)	(\$2,446.26)	\$2,446.26	#DIV/0!
0110311000000	State Aid	(\$19,226,146.00)	(\$1,922,615.00)	(\$1,922,615.00)	(\$17,303,531.00)	10%
0110312000000	SpEd Receipts from the State	(\$7,026,447.00)	\$0.00	\$0.00	(\$7,026,447.00)	0%
0110318000000	Pro-Rate Motor Vehicle	(\$38,709.00)	\$0.00	\$0.00	(\$38,709.00)	0%
0110340000000	State Apportionment	(\$750,000.00)	\$0.00	\$0.00	(\$750,000.00)	0%
0110353500000	High Ability Learners Allocation	(\$20,309.00)	\$0.00	\$0.00	(\$20,309.00)	0%
0110354000000	State Early Childhood Grant	(\$204,524.00)	\$0.00	\$0.00	(\$204,524.00)	0%
0110354100000	Early Childhood Endowment Grant	(\$174,500.00)	(\$82,158.00)	(\$82,158.00)	(\$92,342.00)	47%
0110355100000	CTE Grant	(\$20,374.00)	\$0.00	\$0.00	(\$20,374.00)	0%
0110450500000	ESSA Title I Part A: Improving basic programs	(\$643,340.00)	\$0.00	\$0.00	(\$643,340.00)	0%
0110450900000	ESSA Title II Part A Supporting	(\$117,768.00)	(\$90,892.00)	(\$90,892.00)	(\$26,876.00)	77%
0110451600000	IDEA Preschool Enrollment/Poverty Grant	(\$26,160.00)	\$0.00	\$0.00	(\$26,160.00)	0%
0110451800000	IDEA Part B (611) Base Enrollment/Poverty Grant	(\$962,996.00)	\$0.00	\$0.00	(\$962,996.00)	0%
0110452000000	IDEA Part B: Early Intervening Services	(\$148,653.00)	\$0.00	\$0.00	(\$148,653.00)	0%
0110452100000	IDEA Part-B Proportionate Share	(\$137,993.00)	\$0.00	\$0.00	(\$137,993.00)	0%
0110452500000	Carl Perkins Grants	(\$46,919.00)	\$0.00	\$0.00	(\$46,919.00)	0%
0110452700000	ESSA Title III Part A English Language Acquisition	(\$91,751.00)	\$0.00	\$0.00	(\$91,751.00)	0%
0110453100000	ESSA Title IV Part B 21st Century Community Learning	(\$146,250.00)	\$0.00	\$0.00	(\$146,250.00)	0%
0110470800000	Medicaid in Public Schools	(\$164,500.00)	\$0.00	\$0.00	(\$164,500.00)	0%
0110496900000	ESSA Title IV-A Student Support and Academic	(\$46,635.00)	(\$5,816.00)	(\$5,816.00)	(\$40,819.00)	12%
0110499100000	McKinney-Vento Grant	(\$6,000.00)	\$0.00	\$0.00	(\$6,000.00)	0%
0110530000000	Proceeds from Disposal of Real or Personal Property	\$0.00	(\$2,150.00)	(\$2,150.00)	\$2,150.00	#DIV/0!
0110569000000	Other Non-Revenue Receipts (RtE)	\$0.00	(\$292.90)	(\$292.90)	\$292.90	#DIV/0!
0110900100000	Repayment of Interfund Loan from General Fund	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
		-\$59,956,959.00	-\$7,745,256.18	-\$7,745,256.18	-\$52,211,702.82	13%
	Transfers		\$2,000,000.00			
	Reimbursements/Refunds		(\$21,500.53)			
	Interest - other accounts		\$18,730.92			
	Total Revenue		-\$5,748,025.79			

Columbus Public Schools
General Fund Expenditures
September 18 thr 30, 2026

Attachment M4a

1

Check Number	Payee	Amount
23449	CLASSLINK, INC	\$17,028.40
23450	COLUMBUS AREA UNITED WAY	\$30.00
23451	CONCORDIA UNIVERSITY	\$150.00
23452	CPS FOUNDATION	\$58,960.00
23453	CROWNE PLAZA KEARNEY	\$319.90
23454	CUBBYS CORPORATE OFFICE	\$126.49
23455	ESU #7 SPECIAL EDUCATION	\$35,157.95
23456	FOLLETT SOFTWARE LLC	\$9,533.16
23457	NCSA	\$9,660.00
23458	NIPPON SANJO MATHESON INC	\$102.00
23459	OTTE, WILLIAM	\$182.40
23460	PLUNKETTS PEST CONTROL	\$919.80
23461	PRESENCELEARNING INC	\$95,511.00
23462	QUIZLET	\$68.38
23463	RNJ TRENCHLESS INC DBA NUFLOW NEBRASKA	\$234.00
23464	SCHOLASTIC	\$149.42
23465	STANCE	\$250.00
23466	T-BONE TRUCK STOP	\$9,278.95
23467	UNITED WAY OF THE MIDLANDS	\$10,000.00
23468	CENTRAL COMM COLLEGE-COL	\$393.00
23469	FRANKLIN COVEY CLIENT SALES, INC	\$28,733.99
23470	FREEMAN, TYLER OR SHAYLA	\$197.11
23471	JACKSON SERVICES INC.	\$111.54
23472	KWAPNOSKI, LEONARD R	\$1,722.82
23473	LUNCHTIME SOLUTIONS, INC	\$2,580.11
23474	NCSA	\$140.00
23475	PITNEY BOWES - RESERVE ACCOUNT	\$1,000.00
23476	RUDA, GISELLE	\$968.76
23477	SAPP BROS PETROLEUM	\$131.45
23478	U AND I SANITATION LLC	\$2,235.00
23479	WILSON LANGUAGE TRAINING	\$2,376.00
23480	FIRST NATIONAL BANK OMAHA	\$250.00
23481	FIRST NATIONAL BANK OMAHA	\$1,599.72
23482	FIRST NATIONAL BANK OMAHA	\$404.40
23483	FIRST NATIONAL BANK OMAHA	\$1,888.05
23484	FIRST NATIONAL BANK OMAHA	\$394.88
23485	FIRST NATIONAL BANK OMAHA	\$37.45
23486	FIRST NATIONAL BANK OMAHA	\$1,982.68
23487	FIRST NATIONAL BANK OMAHA	\$3,512.92
23488	FIRST NATIONAL BANK OMAHA	\$550.00
23489	AMAZON CAPITAL SERVICES	\$4,666.67
23490	AMAZON CAPITAL SERVICES	\$363.91
23491	HOBBY LOBBY	\$8.01
23492	HY-VEE FOOD STORES	\$95.84
23493	HY-VEE FOOD STORES	\$94.05
23494	SUPER SAVER	\$1,101.55

Columbus Public Schools
General Fund Expenditures
September 18 thr 30, 2026

Attachment M4a

2

23495	TREVIPAY-WALMART	\$386.43
23496	BARNHILL PIANO SERVICE	\$300.00
23497	BLAZERWORKS, LLC	\$13,830.60
23498	BOMGAARS	\$68.22
23499	BSN SPORTS	\$716.87
23500	BULK BOOK STORE (THE)	\$1,408.30
23501	BYRKIT PIANO SERVICE	\$305.00
23502	CAPITAL SANITARY SUPPLY	\$42.92
23503	DEMCO, INC	\$147.05
23504	EAKES OFFICE SOLUTIONS	\$4,030.70
23505	ELECTRONIC ENGINEERING	\$310.24
23506	eSPECIAL NEEDS	\$268.84
23507	ESU #7	\$50.00
23508	FATHER FLANAGAN'S BOYS' HOME	\$27,300.00
23509	FOLLETT CONTENT SOLUTIONS, LLC	\$451.71
23510	GO PHYSICAL THERAPY, LLC	\$74,925.44
23511	GREAT PLAINS BUILDING SUPPLY CO.	\$61.33
23512	HAYS, ALISHA	\$37.70
23513	J.W. PEPPER & SON, INC	\$60.00
23514	JONSON, AMANDA	\$73.57
23515	MAKEMUSIC	\$3,274.50
23516	MAXIM HEALTHCARE SERVICES, INC.	\$2,946.96
23517	MENARDS-COL	\$603.37
23518	MUELLER SPRINKLERS	\$642.79
23519	OCCUPATIONAL HEALTH SERVICES	\$165.00
23520	RUIZ, ANGELA	\$59.28
23521	RUTT'S HEATING & AIR CONDITIONING, INC -	\$160.00
23522	STELLING BRASS & WINDS INC.	\$3,595.50
23523	TIRE OUTLET INC	\$20.00
23524	VENTRIS LEARNING LLC	\$160.00
Total Expenditures		Total: \$441,604.08

Check Number	Vendor	Amount
3520	BRAITHWAIT, MELINDA	\$ 114.20
3521	COLUMBUS PUBLIC SCHOOLS ACTIVITY	\$ 7.93
3522	ELECTRICAL ENGINEERING & EQUIP	\$ 1,708.79
3523	HEARTLAND PAYMENT SYSTEMS	\$ 12,099.00
3524	JACKSON SERVICES INC.	\$ 68.54
3525	KREPEL, TRACY	\$ 24.30
3526	LUNCHTIME SOLUTIONS, INC	\$ 29,267.17
3527	MAJOR REFRIGERATION	\$ 3,051.29
3528	NASB ALICAP	\$ 40,519.00
3529	VERIZON WIRELESS	\$ 32.90
Total Fund Expenditures		<u>\$ 86,893.12</u>

Columbus Public Schools
Summary of Cash Balances - QCPUF
September 30, 2026

Attachment M9

1

M9	DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURE S	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR
	Electronic engineering			\$4,230.32		
	School District #1 Gen Fund			\$57.00		
				\$0.00		
	Receipts					
	Transfers		\$ -			
	Interest		\$ 1,456.58			
	QCPUF OPERATING -- COLUMBUS BANK	\$ 510,807.35	\$ 1,456.58	\$ 4,287.32	\$507,976.61	\$2,739,430.14
	Transfers					
	Receipts		\$ 172,605.56			
	Interest		\$ 1,060.77			
	QCPUF BOND-- COLUMBUS BANK	\$ 607,137.91	\$ 173,666.33	\$0.00	\$780,804.24	\$ 782,382.20

*Totals are the Operating and ICS Savings combined for each account

COLUMBUS PUBLIC SCHOOLS
ADMINISTRATION OFFICE

The Administration has hired the following Classified employees:

NAME	TITLE	LOCATION	HIRE DATE
Raina Cheloha	Para Sped High Needs (PT)	Lost Creek	10/5/2026 (sub to perm)

The Administration has accepted the following Classified resignations/retirements:

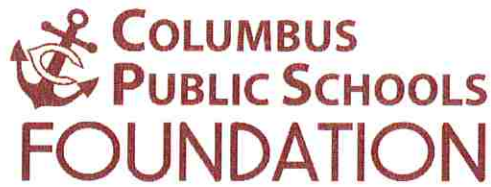
NAME	TITLE	LOCATION	TERM DATE
Danielle Magdaleno	Para Sped	High School	10/2/2026 (drop to sub)
Amaya Smith	Para Sped	Lost Creek	9/15/2026
Marie Washburn	Human Resources Associate	Admin	11/2/2026 (RETIRE)
Olivia Daniels	Para Reading	Middle School	10/1/2026

Last Update 10/5/2026

“Engaging All Learners to Achieve Success”

2410 16th Street, Suite A | Columbus, Nebraska, 68601 | Ph: 402.563.7000 | Fx: 402.563.7005

ColumbusPublicSchools.org



2410 16th Street, Suite A, P.O. Box 947, Columbus, NE 68602-0947 Phone: 402-563-7000, Ext. 13033 Fax: 402-563-7005

October 7, 2026

Mike Jeffryes
Board of Education
Columbus Public Schools

Dear President Jeffryes and Members of the Board:

The Foundation contributed the following items to Columbus Public Schools during the month of September. On behalf of the Board of Directors for the CPS Foundation and the officers of the thirteen umbrella organizations, we respectfully submit these items to the Board of Education for acceptance.

Foundation

\$11,334.64 - Athletic Hall of Fame	\$110.19 - Columbus After School Program
\$400.00 - Academic Hall of Fame	\$1,020.00 - Memorial Bench
\$1,414.71 - Para to Teacher Scholarship	

Band Boosters

\$80.00 - Sponsorship Plaques
\$384.00 - Sponsorship Banners
\$605.00 - Senior Banners

Centennial PAC

\$350.00 - Vinyl Banners
\$297.25 - Back to School Coffee Tour
\$194.59 - Staff Meeting Supplies
\$118.50 - Magic Monday Prizes

Sports Boosters

\$5,950.90 - Summer Weights
\$230.00 - Golf Sponsor Signs
\$717.66 - Burger Bash
\$1,974.64 - Fall Programs
\$5,963.30 - Conference Signs
\$3,870.00 - Fall Sport Support
\$2,000.00 - Hurdles

Emerson PTO

\$41.86 - Staff Snacks

North Park PTO

\$638.00 - Movie Licensing

The total contributions for the month of September was \$37,695.24

The total contributions for the FY 2026 total is **\$227,592.28**

**CPS Foundation's fiscal year is January 1 through December 31.*

Thank you for your consideration.

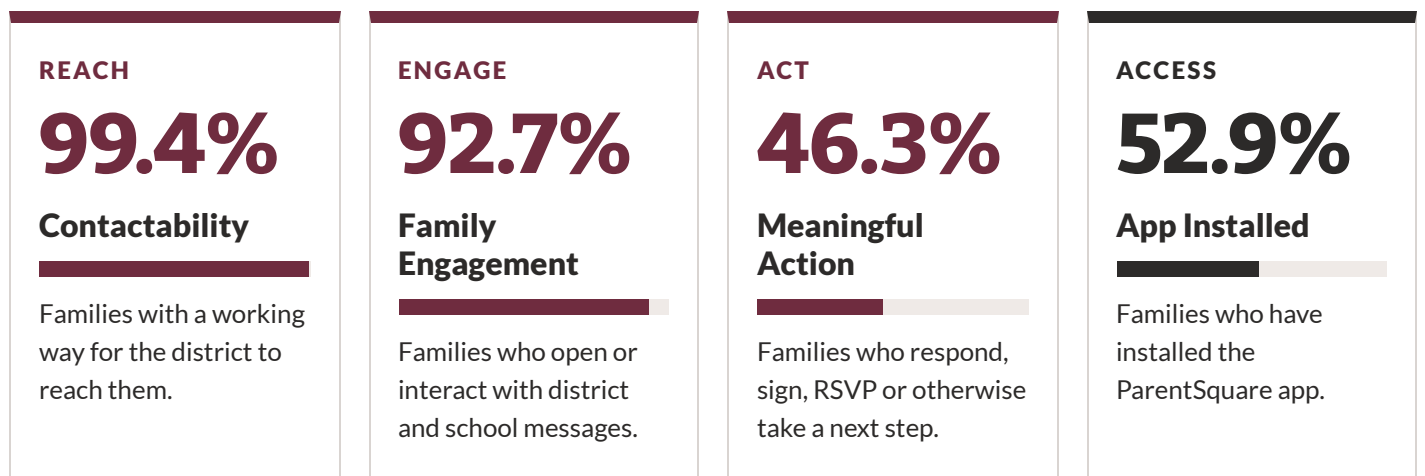
Sincerely,

Nicole Anderson
Communication & Foundation Director

Family Communication Summary

How well we reach, engage and activate CPS families through ParentSquare

Strong family communication starts with reaching every household, then earning attention, then inspiring action. The measures below track each step.



The takeaway: Nearly every family can be reached and more than nine in ten are paying attention. The largest opportunity is the gap between families who engage and families who act.

Action steps

- 1 Promote the app to all families.** With 52.9% installed, a districtwide push to download ParentSquare will make messages faster and easier to act on.
- 2 Close the contact gap.** Work with the schools serving the 26 families not receiving messages to update their contact information.
- 3 Expand how teachers use ParentSquare.** Help teachers see it as more than a replacement for Remind, using its forms, sign-ups and two-way tools to drive family action.

Teaching & Learning Department Updates



🍁 October 2026 🍁

What I've Been Up To:

"Engaging All Learners to Achieve Success"



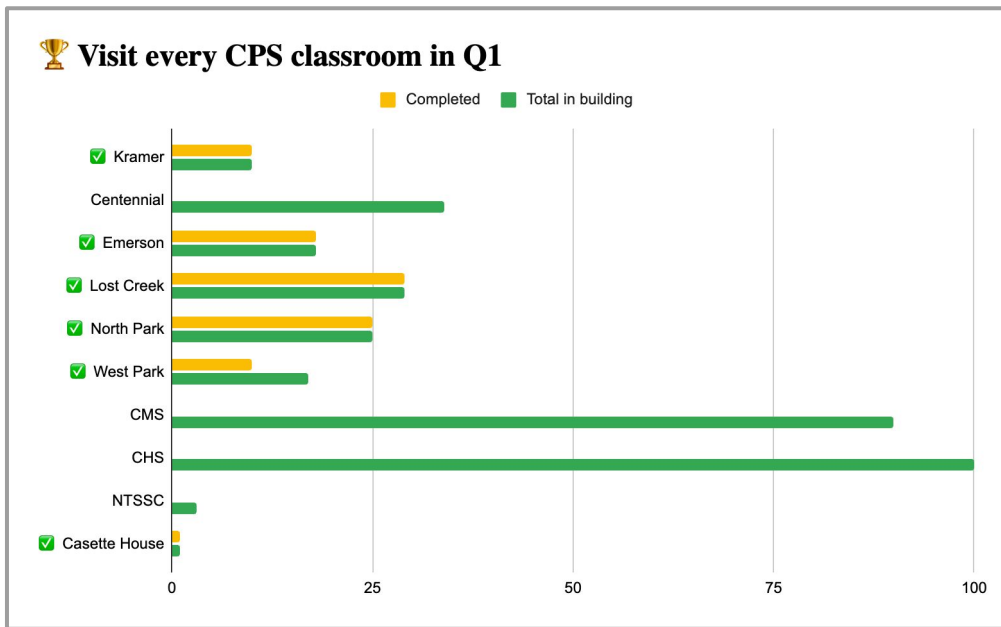
 **Kavan:** **by end of Q2.**

 Visit every CPS classroom ~~in Q1.~~

 Meet with each principal, one-on-one, before school begins.

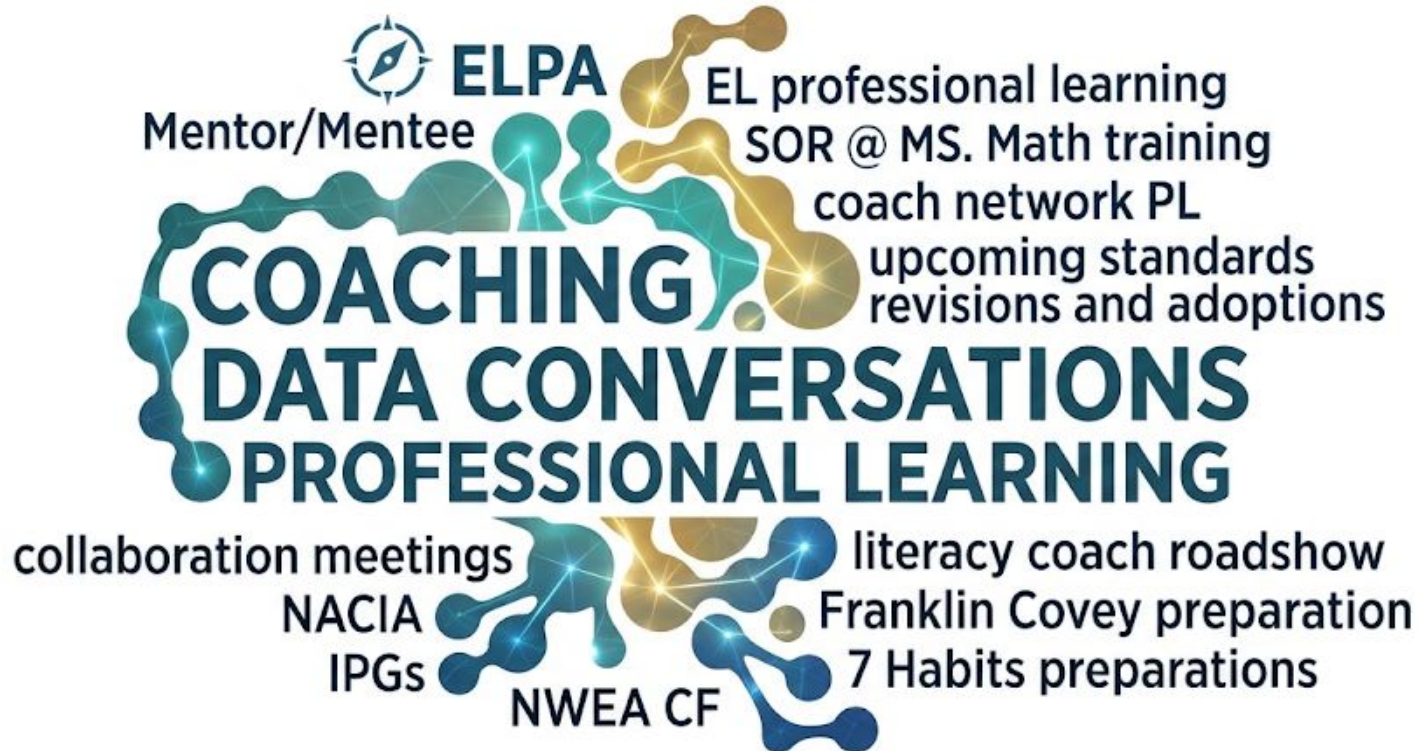
 Visibility on each campus within the first seven days of school.

 T&L Team: Build Relationships. Gather Information. Investigate projects & priorities. Reflect on data. Clarify vision & build upon current momentum.



What T&L Has Been Up To:

"Engaging All Learners to Achieve Success"



PRIORITY Literacy: Science of Reading Training



"Engaging All Learners to Achieve Success"

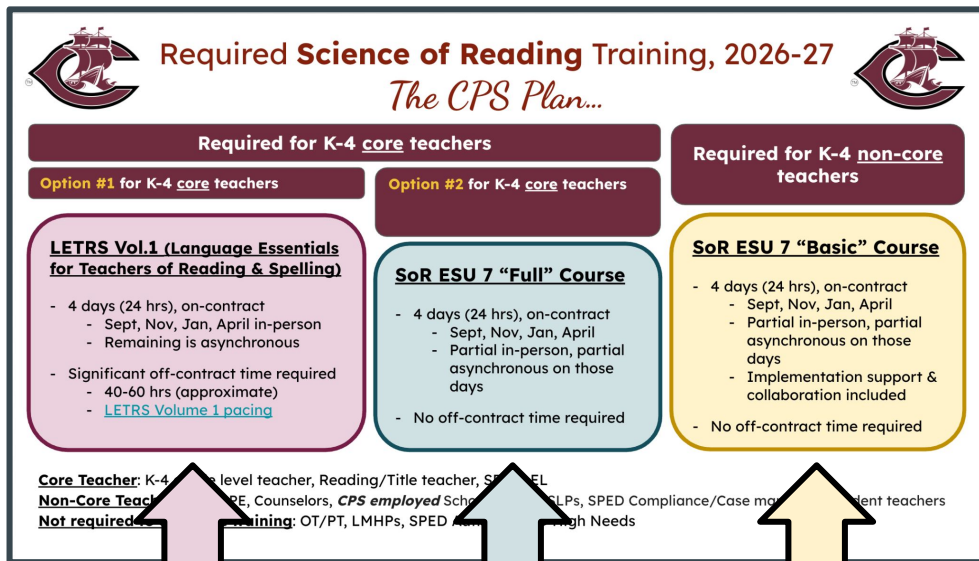
Sept 16

Nov 18

Jan 20

April 7

4



66

participants

33

participants

26

participants

79-2601. Act, how cited.

Sections 79-2601 to 79-2607 shall be known and may be cited as the Nebraska Reading Improvement Act.

Source: Laws 2018, LB1081, § 20.

79-2602. Legislative intent.

It is the intent of the Legislature that:

(1) School boards develop policies to facilitate reading instruction and intervention services to address student reading needs, including, but not limited to, dyslexia;

(2) All teachers for kindergarten through grade three should be effective reading teachers as evidenced by (a) evaluations based on classroom observations and student improvement on reading assessments or (b) specialized training in reading improvement;

(3) Each student and his or her parents or guardians be informed of the student's reading progress; and

(4) Each student in a public school be able to read at or above grade level by third grade.

Source: Laws 2018, LB1081, § 21.

PRIORITY Literacy: Instructional Practice Guide (IPG) Observations

Total IPG observations: **81**

Total mins 🧐 or 🧠: **1620 mins**

Submitted to the NDE.



"Engaging A

Nebraska Instructional Materials Collaborative ELA Instructional Practice Guide				
Purpose	This tool allows instructional leaders to provide content-specific, actionable feedback to classroom teachers throughout cycles of observation. The core actions within describe the standards alignment and grade-appropriateness of content, teacher actions, and the quality of explicit, sequenced instruction, modeling, and opportunities for student practice. For more information, please see the ELA & Foundational Skills IPG Frequently Asked Questions.			
Scale	The degree to which the look-fors are present in instruction			
Mostly	The practice is implemented throughout the lesson and is evident for most students (80% or more) .			
Present	The practice is implemented and present during much of the lesson and is evident for many students (60% or more) , with some inconsistencies.			
Somewhat	The practice is implemented inconsistently or is evident for some students (less than 60%) .			
Little or No Evidence	Little or no evidence of the practice is observed.			
Standard/Alignment	The lesson reflects the demands of the standard(s).			
Indicator	Instruction meets the demand of the standard or pairing of standard(s).			
	Mostly	Present	Somewhat	Little or no evidence
Standard(s)				
Core Action 1	The text is appropriately complex for the grade level and the majority (80% or more) of instructional time is spent engaging (speaking, reading, writing, and listening) with the text.			
Indicator AB	Students engage with appropriately complex text (at or above the qualitative and/or quantitative complexity), and most of the lesson is spent reading, writing and speaking about the text.			
	The text is appropriately complex for the grade level and most of the lesson is spent reading, writing, and/or speaking about the text as evidenced by students re-entering the text.	The text is appropriately complex for the grade level and some of the lesson is spent reading, writing, and/or speaking about the text as evidenced by students re-entering the text.	The text is not appropriately complex for the grade level or only a part of the lesson is spent reading, writing, and/or speaking about the text as evidenced by students re-entering the text.	Students are speaking or writing about the text but do not have the actual text (or any resources open or there is no text in the lesson).
Core Action 2	The lesson employs questions and tasks, both oral and written, which integrate the standards and help students understand the content and meaning of the text(s).			
Indicator A	Questions and tasks address the text by attending to its particular qualitative features: its meaning/purpose, language, structure(s), and/or knowledge demands.			
	Questions and tasks attend to the qualitative features of the text that matter most and how they are used in the text to build understanding.			
	Most questions and tasks (80% or more)	Many questions and tasks (60% or more)	Some or few questions and tasks (less than 60%)	Little or no evidence of practice observed.
Indicator B	Intentionally sequenced questions build knowledge and lead to grade-level analysis to enable all students to make meaning of and think deeply about the text.			
	Text dependent questions and tasks are intentionally sequenced to build knowledge and lead to grade-level analysis.			
	Most questions and tasks (80% or more)	Many questions and tasks (60% or more)	Some or few questions and tasks (less than 60%)	Little or no evidence of practice observed.
Indicator C	The teacher provides specific, supportive feedback to ALL students (students living in poverty, English learners, and children with disabilities) that helps students improve and builds their confidence as readers and writers.			

79-2601. Act, how cited.

Sections 79-2601 to 79-2606
Improvement Act.

Source: Laws 2018, LB1081, § 20.

79-2602. Legislative intent.

It is the intent of the Legislature that:

(1) School boards develop policies to facilitate reading instruction and intervention services to address student reading needs, including, but not limited to, dyslexia;

(2) All teachers for kindergarten through grade three should be effective reading teachers as evidenced by (a) evaluations based on classroom observations and student improvement on reading assessments or (b) specialized training in reading improvement;

(3) Each student and his or her parents or guardians be informed of the student's reading progress; and

(4) Each student in a public school be able to read at or above grade level by third grade.

Source: Laws 2018, LB1081, § 21.

PRIORITY: Amplify Desmos Math Implementation (K-6)

"Engaging All Learners to Achieve Success"



Desmos **mCLASS Math** & **BOOST** Training

K-6 staff

Virtual

PRIORITY: Amplify Desmos Math Implementation (K-6)

"Engaging All Learners to Achieve Success"

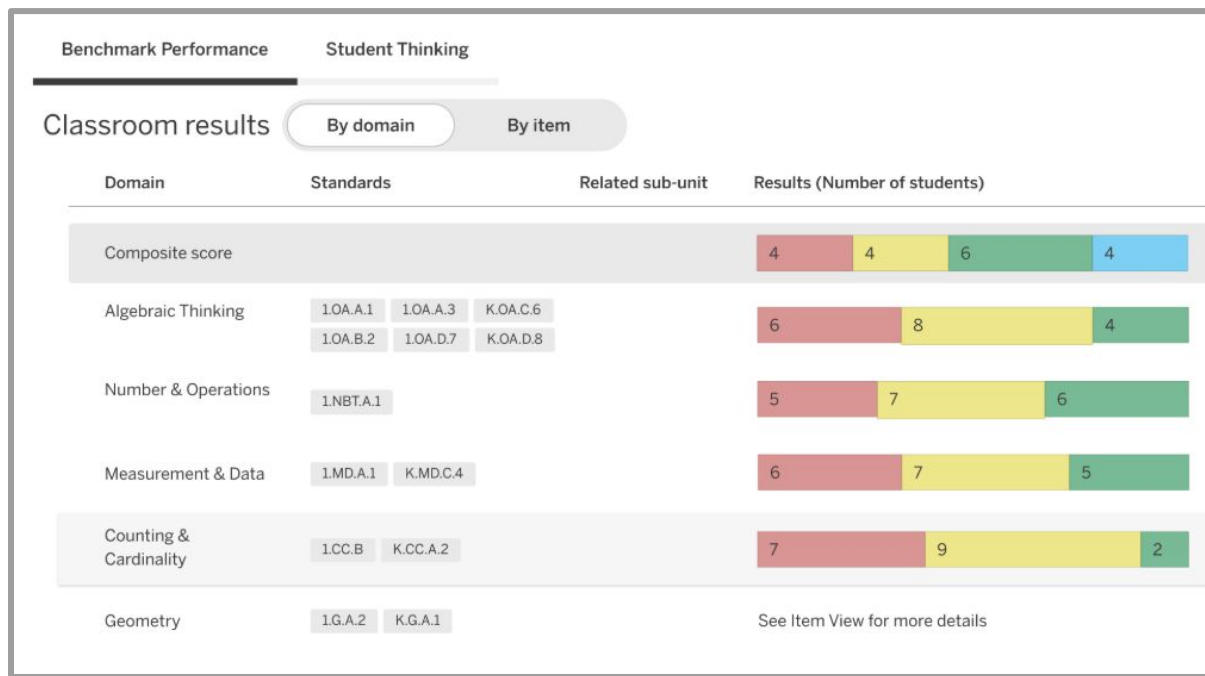


Desmos **mCLASS Math** & **BOOST** Training

K-6 staff

Virtual

mCLASS Math is a research-backed K–8 assessment and progress monitoring system that evaluates student mathematical thinking and connects students to instructional recommendations & resources, and guides teachers towards targeted instruction.



PRIORITY: Amplify Desmos Math Implementation (K-6)

"Engaging All Learners to Achieve Success"



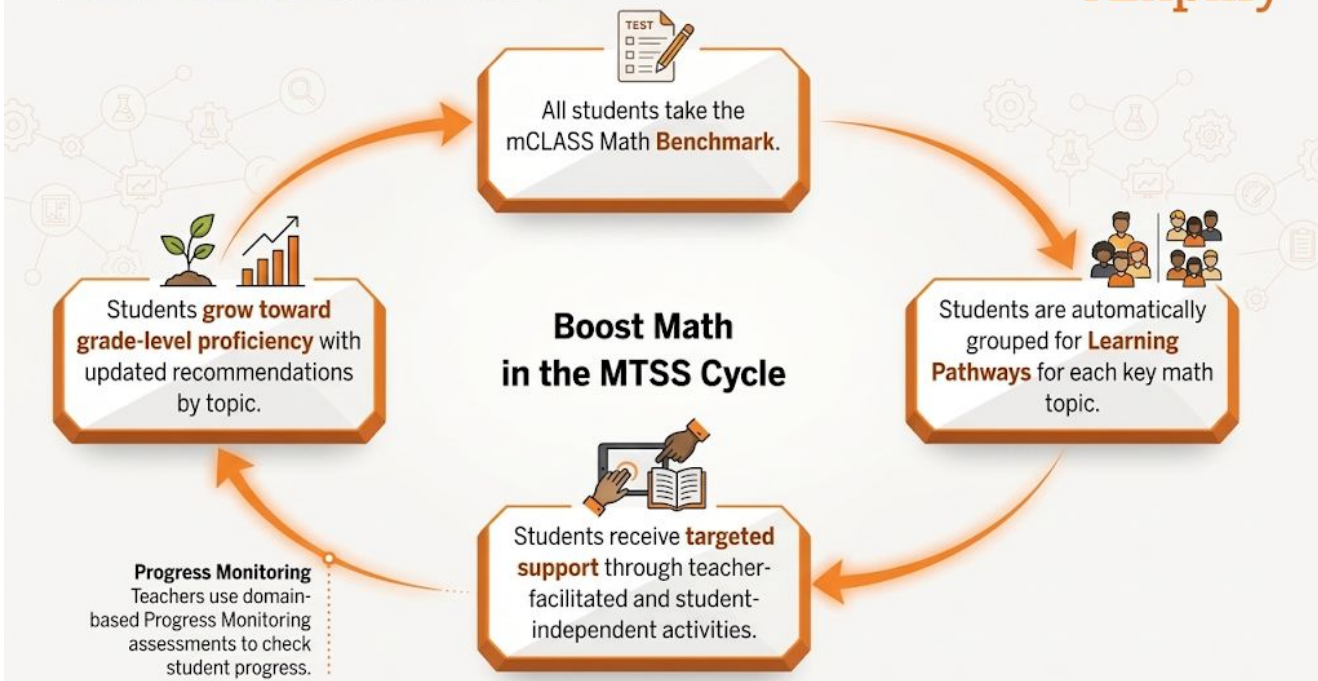
Desmos **mCLASS Math** & **BOOST** Training

K-6 staff

Virtual

How Boost Math works

Amplify



PRIORITY: Standards Revision

"Engaging All Learners to Achieve Success"



NDE Standards Revision Timeline

2026-27

- World Languages
- Fine Arts
- PE
- Social Studies

2027-28

2028-29

NEBRASKA
DEPARTMENT OF EDUCATION

STANDARDS REVISION TIMELINE FOR ALL CONTENT AREAS

For more information about the implementation of content standards, please see the Nebraska Content Area Standards Implementation Framework

Content Areas (Assessed by Summative Statewide)

	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039
English Language Arts	FAIL	SSA				SPRING	FALL	FALL					SPRING	FALL	FALL	SSA		
Mathematics	FAIL	FALL	SSA			SPRING	FALL	FALL	SSA					SPRING	FALL	FALL	SSA	
Science		SPRING	FALL	SSA					SPRING	FALL	FALL	SSA				SPRING	FALL	FALL

Content Areas (Not Assessed by Summative Statewide)

	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039
Fine Arts				SPRING	FALL	FALL					SPRING	FALL	FALL					SPRING
Physical Education				SPRING	FALL	FALL					SPRING	FALL	FALL					SPRING
Social Studies				SPRING	FALL	FALL					SPRING	FALL	FALL					SPRING
World Languages				SPRING	FALL	FALL					SPRING	FALL	FALL					SPRING
Ag, Food, & Natural Resources						FALL	FALL	FALL		FALL	FALL	FALL			FALL	FALL	FALL	
Business, Marketing, & Management						FALL	FALL	FALL		FALL	FALL	FALL			FALL	FALL	FALL	
Communication & Information Systems						FALL	FALL	FALL		FALL	FALL	FALL			FALL	FALL	FALL	
Computer Science						FALL	FALL	FALL		FALL	FALL	FALL			FALL	FALL	FALL	
Health Sciences						FALL	FALL	FALL		FALL	FALL	FALL			FALL	FALL	FALL	
Human Sciences & Education						FALL	FALL	FALL		FALL	FALL	FALL			FALL	FALL	FALL	
Skilled & Technical Sciences						FALL	FALL	FALL		FALL	FALL	FALL			FALL	FALL	FALL	

PRIORITY: Standards Revision

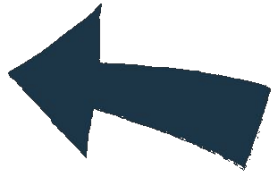
"Engaging All Learners to Achieve Success"



NDE Standards Revision Timeline

 2026-27

- World Languages
- Fine Arts
- PE
- Social Studies



 2027-28

 2028-29



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Nebraska education board fails to pass social studies standards as members split along partisan lines

By **Jolie Peal** , Reporter Nebraska Public Media News | Sept. 4, 2026, 2 p.m. · 5 min read



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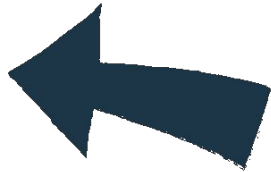
NDE Commissioner
discusses K-12
literacy plan ahead
of State Board of
Education vote
Friday

PRIORITY Standards Revision

NDE Standards Revision Timeline

 2026-27

- World Languages
- Fine Arts
- PE
- Social Studies



 2027-28

 2028-29

 Nebraska Public Media 

< News

Nebraska
study
participation

By Jolie Peal

NEBRASKA SOCIAL STUDIES STANDARDS



Approved by the Nebraska State Board of Education on November 8, 2019

CPS Board of Education Update

October 12, 2026

Targeted Improvement Plan (TIP)

- The goal of the TIP is to improve growth in reading for 3rd grade students with a verified disability.
- Areas Measured
 - Strategies for Active Engagement for 3rd grade teachers
 - Fall and Winter MAP Growth Data for 3rd grade students
- Due on May 1st to NDE

Evidence Based Practice

Columbus Public Schools will track and analyze student engagement proficiency levels by collecting teacher observation data conducted by building-level principals. The goal is to ensure that at least 85% of our third grade teachers reach the “applying” or “innovating” levels in student engagement as measured by the district’s observation model. This data will be reviewed annually to assess progress and inform professional development strategies for further improving engagement practices across the district. Teachers who fall below “applying” or “innovating” will receive additional coaching and modeling provided at the building or district level. Out of fourteen 3rd grade teachers, twelve teachers scored applying or innovating on student engagement strategies.

Data

Teacher #	Grade	Using Engagement Strategies Average Score
1	3	3.5
2	3	3
3	3	3
4	3	3.5
5	3	N/A
6	3	3.5
7	3	4
8	3	3
9	3	3.667
10	3	4
11	3	N/A
12	3	3
13	3	3
14	3	4
		86% of Teachers are at the level of applying or innovating

Student Outcomes

Our target goal for 2025-2026 was 40% of our 3rd grade special education students to demonstrate growth between Fall 2025 to Winter 2025 MAP Growth assessments. We had 60% of our students make growth in these assessments.

NDE Review



Targeted Improvement Plan Document

TIP Homepage

School District: COLUMBUS PUBLIC SCHOOLS

Total Score: 90 out of 90 possible points

TIP Homepage: 3 out of 3 possible points

Reflect: 42 out of 42 possible points

Identify: 12 out of 12 possible points

Analyze: 9 out of 9 possible points

Plan: 15 out of 15 possible points

Implement: 9 out of 9 possible points

Final Score

NE Counts

TIP Risk Level

TIP Elements Contributing to LEA Determination Risk (points toward risk level)



TIMELY:

- o On-time submission *(0 points)*



PII:

- o Appropriately excluded PII *(0 points)*



IMPROVEMENT PLAN:

- o Uploaded or provided a working link to improvement plans with current information *(0 points)*



OUTCOME DATA:

- o Uploaded or provided a working link to current student outcome data *(0 points)*



IMPLEMENTATION DATA:

- o Upload or provided a working link to current implementation data *(0 points)*



MEASURABLE GOAL:

- o Goal is measurable *(0 points)*



EBP EXPLANATION:

- o Included support for their rating e.g., data used to assess implementation, description of how the team uses data to evaluate progress. *(0 points)*



MTSS EXPLANATION:

- o Included support for their rating e.g., data used to assess implementation, description of how the team uses data to evaluate progress *(0 points)*

September

September

Building	Number
Centennial	88
Emerson	47
North Park	50
Lost Creek	96
West Park	53
Kramer	41
CMS	234
CHS	190
Early Childhood	56
Non/Public Home School	118
Total	973

October

October

Building	Number
Centennial	88
Emerson	48
North Park	50
Lost Creek	93
West Park	52
Kramer	40
CMS	235
CHS	188
Early Childhood	50
Non/Public Home School	116
Total	960

October

Building	Number
Centennial	
Emerson	
North Park	
Lost Creek	
West Park	
Kramer	
CMS	
CHS	
Early Childhood	
Non/Public Home School	
Total	



Student Services October 2026 School Board Report

After School Program Update

- NDE requirements have changed this year – must have specific programming focuses
 - Academic Enrichment
 - Healthy & Active Lifestyles
 - Literacy Education
 - STEM
 - Telecommunication and Technology Education
 - Well Rounded Education Activities
 - Homework Assistance
- 1st quarter enrollment numbers
 - CN – 35
 - EM – 30
 - LC – 35
 - NP – 33
 - WP – 35
 - CMS - 55

Non-Traditional Learning and Support Center Update

- 50 Students
 - 18 Super Seniors
 - 11 Seniors
 - 12 Juniors
 - 6 Sophomores
 - 3 Eighth Graders
- NTLSC WIG – 80% of our students will earn 80% or better in 80% of their classes
- 62 courses have been completed – 52 courses were completed with an 80% or better
- 8 students have completed their HS graduation requirements
- 7 new student referrals for 2nd quarter



COLUMBUS PUBLIC SCHOOLS

Board Update

Human Resources & Finance

OCTOBER 2026



Food Service Update



NDE Food Service Management Contract Review

- Nebraska Department of Education visited Monday, October 5
- Met with CPS and LSI and toured several building food service locations
- NDE provided suggestions regarding LSI's invoice
- NDE also offered suggestions on service options



Advisory Committee

- 1st Semester Food Service Advisory Committee Meeting

Wednesday, October 21

3:00 p.m. | Columbus Middle School



Annual Financial Audit



Annual Audit of District Finances

- Auditors were on site at CPS September 21–24
- Annual audit of the district's finances



Single Audit — Federal Funds

- A Single Audit of the District's federal funds will take place later in the school year



Due November 5

Annual audit report deadline



Human Resources Update

6

Career fairs attended so far this year



Job Fairs

- Great interactions with future staff at every event
- Potentially 14 more fairs to attend



LB 937 (Neb. Rev. Stat. § 79-880)

- New state statute requires CPS to conduct additional background checks on people we intend to hire
- Applies to hiring for the 2027–28 school year
- HR is preparing processes and procedures now to be ready for compliance

CERTIFICATED EMPLOYEE LEAVE

A. Paid Leaves

1. *Paid Leaves Available.* Columbus Public Schools makes the following forms of paid leaves available: Sick Leave, Bereavement Leave, Personal Leave, ~~Emergency Leave, Administrative Leave, Vacation Leave, Family Parenting Leave, Adoption Leave~~ and Professional Leave. In addition, Columbus Public Schools complies with laws that require leaves to be allowed without loss of pay, such as for military service and jury duty.
2. *Negotiated Agreement.* Paid leaves are provided for in the negotiated agreement with the designated association of certified employees. The negotiated agreement will control where there is any direct conflict with this policy.
3. *Nature of Paid Leave.* Paid leave is available to employees when the following specific conditions are met: (1) the employee is currently employed by the District; (2) the paid leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions that are applicable to the type of paid leave that has been requested.
4. *Leave Year.* The leave year for paid leaves is Columbus Public Schools' fiscal year unless otherwise stated by individual contract.
5. ~~*Leave Days Eligibility and Increments.* Paid leave days are provided based on the same number of hours the employee is scheduled to work on the day the leave is taken, except for any day in which premium pay may be paid. For example, if an employee is scheduled to work 6 hours on a day that sick leave is used, the use of the sick leave on that day constitutes the use of 1 full sick day. Paid leave days may not be used in increments of less than one-half day unless otherwise specified or approved. Each certificated employee of the District, upon completion of one (1) full day of work during his/her first year of employment, shall be eligible for the provisions of this policy. Leave may be taken in 1/8 day increments.~~
6. *Eligibility Based on Employment Status.* For purposes of eligibility for paid leave days, employees are identified as:
 - i. *Full-Time Employees*—Employees scheduled to work in one position at least ~~1,387.5~~ 1,504 hours per leave year. Eligibility for full-time status treatment based on combinations of positions is subject to prior written approval of the Superintendent.
 - ii. *Part-Time Employees*—Employees who are contracted to work at least 9 months in the leave year and who are scheduled to work at least 20 hours per week. Except as otherwise specified, Part-Time Employees are provided paid leaves on a pro rata basis measured against a ~~1,387.50~~ 1,504 hour work year (~~185 days x 7.5 hours~~ 188 days x 8 hours).
 - iii. *Ineligible Employees*—Employees who are not Full-Time or Part Time Employees, as defined above, including any employees employed on a substitute or temporary basis. Ineligible Employees are not eligible for any paid leaves.

~~iv. *New Classified Employees*—Employees who have been employed with the District less than 4 months and who are employed in a position that does not require NDE or HHS certificate or license. New Classified Employees are not eligible for paid leaves. Upon reaching the 4 month employment anniversary, the employee becomes eligible for paid leaves for the remainder of the leave year, including the 4 month probationary period, on a pro-rata basis.~~

7. *Unused Days.* There is no pay for unused paid leave either during or upon ending of employment except as may be provided in the negotiated agreement with the designated association of certified employees or in written employment contracts approved by the Board, and except as required by law. A condition of paid leave being available is that the employee not engaged in misconduct warranting termination. Accordingly, in the event the Superintendent or the Board determines that an employee has engaged in misconduct, there shall be no pay for unused leave days. In the event unused leave days are required to be paid, ~~the employee will be paid based on the stipulations outlined in the negotiated agreement and at the rate negotiated. at the employee's daily rate of pay at the time the unused paid leave days first became available.~~

B. Sick Leave

1. *Days Per Leave Year.* Employees have 10 days sick leave ~~available~~ granted per leave year.
2. *Availability.* Sick leave is a paid workday when the employee may be absent from duties. Sick days are only available when the employee is unable to perform assigned duties due to ~~the self or immediate family illness/injury, doctor visits or medical consultations, conditions associated with pregnancy, childbirth, or related medical conditions, quarantine due to exposure to a contagious disease, or temporary disability of the employee or due to the employee needing to care for a member of the employee's immediate family who is ill or has a serious health condition. There are no separate designations for personal and family sick leave.~~ The following shall be considered members of the immediate family of an employee: Husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, aunt, and uncle, step children, step mother, step father, step brother, and step sister.
3. Employees are to use sick leave when unable to work. Activities other than caring for their own health or that of an immediate family member reflect an abuse of sick leave.
4. ~~A written verification from a physician licensed to practice medicine may be required by the Superintendent or his/her designee after an absence from work which exceeds five (5) consecutive working days. In addition, if said absence continues beyond twenty (20) consecutive working days, said employee may be required to submit a written verification from a licensed physician of the need for his/her continued absence from work and may be required to submit additional~~

written verification from a licensed physician each ten (10) working days thereafter to remain eligible for this benefit.

5. *Carry-over and Accumulation.* Unused sick leave may be carried over from one leave year to the next succeeding leave year to a maximum of 80 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than 80. The number of days an employee shall receive pay for absences due to reasons or conditions defined above will be determined by the number of accumulated sick leave days credited to said employee.
6. An employee may, at his/her discretion, request that any days absent from work for a condition defined above be treated as leave without pay. Any days absent for such a condition beyond the number of accumulated sick leave days shall be treated as leave without pay.
7. Upon returning to work from an absence due to a condition defined herein, the employee must file a "Sick Leave" form with his/her immediate supervisor. The form shall contain the following statement: "I declare under penalty of perjury that this is a true and just claim and falsifying this report could result in loss of all or part of my accumulated sick leave."
8. A teacher who is reemployed shall receive sick leave benefits in the following manner: (a) up to two (2) years absence, no loss of accumulated leave; (b) three (3) to five (5) years absence, five (5) days loss of accumulated sick leave for each year of absence; (c) six (6) or more years of absence, the teacher will start as a new teacher.
9. Covered employees on Extended Duty shall receive additional sick leave at the rate of one (1) contract day for each additional twenty (20) contract days of work.
10. Any catastrophic illness or other situation under the sick leave provisions may be considered by the Superintendent for additional sick leave.
11. Upon separation from the District, a certificated employee who has completed 15 or more consecutive years with the District will be compensated one-half of the regular substitute teacher rate in that employee's final year with the District for each day of unused sick leave up to a limit of 40 days. Unused sick leave will be compensated in increments of no less than .5 days. Compensation will appear in the June payroll check.
12. In the event that the District implements an Early Retirement Incentive Program, a certificated employee who has completed 15 or more consecutive years with the District shall be permitted to select either the pay for unused sick leave benefit or the early retirement incentive program benefit, but not both benefits.
13. Certificated staff who receive a notice of Reduction in Force (RIF) prior to April 15th (or the next business day if the 15th falls on a weekend, holiday, or vacation day) shall have the following leave available at the District's expense: one (1) accumulated sick leave day for job seeking or counseling, and two (2) accumulated sick leave days for job interviews.

C. Bereavement Leave

1. *Immediate Family.* Five (5) days **per incident** shall be granted in the event of the death of a child, spouse, parent, brother, sister, or sole responsibility, which shall not be charged against sick leave accumulation. **Bereavement leave will also be available to both the male and female parent in the event of "lost pregnancies" (miscarriage, ectopic pregnancy, or stillbirth).** Five additional days **per incident** may be granted which shall be charged against accumulated sick leave.
2. Three (3) days **per incident** shall be granted in the event of the death of ~~a parent-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents, grandparent-in-law, or grandchildren~~ other immediate family members, which shall not be charged against accumulated sick leave. Three additional days **per incident** may be granted which shall be charged against accumulated sick leave.
3. *Non-Immediate Family.* Up to two (2) days per year may be allowed to attend the funerals of relatives or personal friends not covered by the immediate family definition, which shall not be charged against accumulated sick leave. Two additional days may be granted during the current school year, which shall be charged against accumulated sick leave.
4. *Use of Bereavement Leave.* Bereavement leave is to be used for purposes of addressing issues related to the death and to attend funeral services. The taking of a bereavement leave without attending funeral services would be an abuse of bereavement leave, except in the case of the death of the employee's parent, child or spouse, where grief would be expected to impair the employee's ability to function at work. ~~Bereavement Leave will be deducted from an employee's sick leave balance.~~
5. *Carry-over and Accumulation.* There is no carry-over or accumulation of unused bereavement leave. ~~Sick, Personal or Emergency leave may, at the employer's option, be granted beyond the provisions noted above.~~

D. Family Parenting Leave

Up to five (5) days of accumulated sick leave per year may be used for family parenting (per grandchild or adoption) leave. An additional five (5) days may be used for which substitute pay will be deducted. Thereafter, full pay deduction will be made.

E. Personal Leave

1. *Days Per Leave Year.* Certificated Employees have ~~2~~ 3 days of personal leave available **per leave contract year.** **Persons desiring to take a personal leave day must make a personal request to their immediate supervisor. Beginning with year ten (10) of employment with Columbus Public Schools, a certificated employee will be entitled to one (1) additional personal day per year. This additional day is not eligible for unused compensation and may not be carried over if unused.**
 - a. ~~Two (2)~~ **Three (3)** days of personal leave requested shall be subject to administrative approval and must be applied for at least (5) calendar days

in advance of the date the leave will occur.

- b. The Superintendent may grant personal leave without 5 days notice (assuming the employee has a day of personal leave left) when conditions or situations make it impossible for an employee to fulfill his/her assigned duties.
 - c. Application for personal leave that extends the breaks of Labor Day, Thanksgiving, Christmas / New Years, spring break, Easter, or Memorial Day; or that replaces the first contract day, the last contract day, or parent / teacher conferences shall be subject to the Superintendent's approval.
 - d. Personal Leave shall be handled confidentially.
 - e. The District will compensate certificated employees ~~\$100~~ \$150 for each day of unused personal leave up to a maximum of 3 days per school year. Unused personal leave will be compensated in increments of no less than .5 days. Compensation will appear in the June payroll check.
 - f. An employee who does not complete all 188 days of his/her annual contract due to termination, resignation, or retirement becomes ineligible for unused personal day compensation.
2. *Availability.* Personal leave is available for use when an employee has personal matters to attend to that require an absence from duties. The availability of personal leave is to be determined at the discretion of the Superintendent.
 3. *Carry-over and Accumulation.* There is no carry-over or accumulation of unused personal leave.

F. Professional Leave

1. *District Professional Leave.* Certificated employees who are required to attend professional development due to their teacher position/instructional responsibilities, are asked by an administrator to attend professional development, or are part of a Districtwide professional development activity will be granted District Professional Leave. This does not include any professional development related to an extra duty position, which is categorized as Personal Professional Leave. ~~Days Per Leave Year. Certificated employees covered by this agreement shall have 3 days Professional Leave to attend professionally enhancing opportunities. Professional Leave is subject to approval by the Board of Education or its designee(s).~~ Professional Leave is also subject to approval of the certificated employee ~~covered by this agreement~~ covered by the negotiated agreement, should such leave fall outside normal school day or is on a non-contract day.
2. *Personal Professional Leave.* Certificated employees covered by the negotiated agreement shall have the opportunity to use up to three (3) personal professional leave days per school year. These days must meet district initiatives, personal professional development, school improvement, and/or professional improvement plans for an employee to be eligible for this leave. This leave requires the approval of the building Principal and the Superintendent (or designee) at least 14 calendar days in advance.

3. *Association President.* One Columbus Education Association President shall have one paid personal-professional day for Association work outside of the school district.
4. *Availability.* Professional leave is available for attendance at local, regional, state, or national functions provided attendance is judged by the Superintendent or designee to be for professional development of the employee in an aspect of the employee's employment duties or of potential benefit to the District or schools served by the employee. Professional development is defined as a specific conference or event where the attendee has the opportunity to participate in development activities, general or individual sessions, or goal-oriented shadowing/mentoring opportunities. Attendance at such functions is to be determined at the discretion of the Superintendent. Expenses for attendance, including transportation, meals, registration fees, and other function-related expenses deemed necessary and approved by the Superintendent will be paid ~~by~~ in accordance with the Coffee Act Policy.
 - a. *Carry-over and Accumulation.* There is no carry-over or accumulation of unused professional leave.

G. Unpaid Leaves

The Columbus Public Schools Board of Education, recognizing the need of staff members to take leave from their duties at school for various situations, establishes a program in which staff members can request a leave of absence without pay for a specific period of time. Approval of such leave shall be governed by the instructional needs of the students as determined by the Building Principal/Director. Requests for leave without pay must receive the written approval of the Building Principal/Director and the Superintendent of Schools before being granted. Staff members shall submit their requests for leave on appropriate forms supplied by the School District and follow specific rules and regulations as established by the administration and the master agreement to support this policy. Should an employee be absent from work in excess of the employee's available paid leaves, the absence will be an unpaid leave. The employee's salary and fringe benefits (including the cost of premiums for group health insurance) may be subject to reduction for the day or days of work missed. In the event that a teacher exceeds the leave available to them, excess absences numbering two (2) or fewer days will result in the pro-rated per diem salary being reduced from the current month's pay. Excess absences numbering greater than two (2) days will result in the pro-rated per diem salary being reduced evenly over the remaining months of the current contract year.

H. Leave Without Pay

~~The Columbus Public Schools Board of Education, recognizing the need of staff members to take leave from their duties at school for various situations, establishes a program in which staff members can request a leave of absence without pay for a specific period of time. Approval of such leave shall be governed by the instructional needs of the students as determined by the Building~~

~~Principal/Director. Requests for leave without pay must receive the written approval of the Building Principal/Director and the Superintendent of Schools before being granted. Staff members shall submit their requests for leave on appropriate forms supplied by the School District and follow specific rules and regulations as established by the administration to support this policy.~~

The following rules and procedures will govern leave without pay:

1. A leave shall not be granted for a time period greater than one year in length.
2. Staff members shall make their requests on a leave without pay form and shall attach a written letter identifying the purpose for such leave. Forms should be submitted to their Principal or Director.
3. A Principal or Director shall consider the following before acting upon a request for leave without pay:
 - a. Instructional needs of the students in the District.
 - b. The needs of the staff member requesting the leave.
 - c. Ability to find a suitable replacement for said staff member.
 - d. If leave is for less than one year, appropriate starting and ending times of leave will be established. These times should prove to be the least disruptive for the students' educational program.
4. The Principal/Director may approve or reject the request for leave without pay.
5. If the Principal/Director approves the leave without pay, the staff member shall do the following:
 - a. Submit to the Principal/Director on an approved form the mailing address where the staff member can be reached during March of the year when the staff member is on leave so that the staff member can receive notice of the offer of continuing employment.
 - b. The staff member will understand that he/she shall respond to the offer of continuing employment by:
 - i. Stating that he/she wants to return to his/her position or;
 - ii. Requesting an extension of his/her leave for another year thereby giving up his/her right to a guaranteed position.
 - c. If a teacher is on an extension of his or her leave, and said teacher indicates that he/she wishes to be employed, such teacher shall accept the first position offered. If such offer is not accepted, no other offers will be made during that year. The teacher is free to apply for any position that is available and such application will be given consideration.
 - d. If the staff member does not respond within the allotted time frame, it shall be considered as a resignation and the Board will terminate the contract and all obligations to the staff member.
 - e. If the Principal/Director approves an extension for the staff member, the staff

member shall complete all steps (a) through (c).

6. In no case will a staff member be granted more than two extensions to leave without pay. The total time frame of leave without pay and extension will not exceed three years. If a leave of absence begins during a school year and does not extend beyond ten (10) working days, said employee's salary will be reduced by 1/(number of contract days) for each day missed. If said absence continues beyond ten (10) consecutive working days in one school year, said employee's salary and health insurance/annuity money will be reduced according to the formula named above. Said employee's life insurance and long term disability insurance will be continued at the District's expense for the duration of the leave during the school year for which the leave was initiated. Any employee receiving an extension of his/her leave beyond the school year during which the leave was initiated will receive no salary or other monetary benefits until he/she returns to work. An employee on such leave beyond ten (10) consecutive days may elect to continue his/her health insurance at his/her expense. No increment credit will be awarded to any teacher on such leave if his/her absence during any school year is for more than one-half school year.

I. FMLA

Family and medical leaves shall be allowed under the terms and conditions of the Family and Medical Leave Act of 1993 (FMLA) as amended. ~~Staff must have been employed with the District for at least twelve (12) months before they are eligible for FMLA leave. FMLA leave is unpaid and may be used for the birth of a child, the adoption of a child, to care for a sick spouse, child, or parent, or for the employee's own serious health condition.~~

The "leave year" for purposes of the FMLA shall be a "rolling" twelve-month period, measured backward from the date of any FMLA usage.

~~Substitution of accrued paid leaves for otherwise unpaid FMLA leaves may be required at the discretion of the Superintendent or the Board. The employee may also have paid leave run concurrently with unpaid FMLA leave entitlement, provided the employee meets applicable requirements of the leave policy.~~ Staff may elect to first use all other leaves to which they may be entitled, such as sick leave, bereavement leave, or any other such leave, before unpaid FMLA leave is applicable. If such other leaves are elected, such days of leave shall be counted against the twelve (12) weeks of FMLA leave.

Employees shall be required to submit medical certifications to support a request for FMLA leave because of a serious health condition, or a sick leave, when such leave is for a duration in excess of five successive days, and in such other cases as deemed appropriate by the Superintendent or the Board based on the nature of the illness or other circumstances surrounding the leave. Second and third medical opinions may, in the Superintendent or the Board's discretion, be required. Employees shall be required to report periodically, at such times as requested by the Superintendent or the Board, on their intent to return to work from FMLA leaves and other leaves. Employees shall be required to submit a fitness-for-duty certification from their health care provider as a condition of returning to work from a FMLA leave taken

because of the employee's serious health condition, or from a sick leave taken by reason of the employee's illness, when such leave was of a duration in excess of five (5) successive days, and upon request of the Superintendent or the Board when such is deemed appropriate by the Superintendent or the Board based upon the nature of the illness or other circumstances surrounding the leave.

All staff must give at least thirty (30) days notice except for emergency situations. The District will maintain the employee's health insurance while on FMLA leave under the same terms and conditions as when he or she is employed; the employee will be expected to pay his or her share of any health insurance premium each month when it comes due. If the employee does not return from leave, he or she will be expected to repay the District for the full amount of health insurance premiums paid by the District during the leave. If both husband and wife are employed by the District, they are entitled to only twelve (12) weeks total for the birth or adoption of a child or to care for a sick parent. Unpaid days during FMLA leave will be calculated at the actual cost of a substitute or 1/188th of the teacher's contract (not including extra or extended duty), whichever is less. Any staff member who submits false reasons or fraudulent records to support an FMLA request will be subject to immediate discharge.

Staff employed principally in an instructional capacity are subject to the special FMLA rules for instructional employees regarding intermittent leave for planned medical treatment and leave taken near the end of an academic term, as provided in the Act and the negotiated agreement.

An "equivalent position" for FMLA restoration purposes shall, in the case of certificated employees, be any administrative, teaching, or instruction related position for which the employee is qualified by reason of endorsement, college preparation, or experience, or other indicia. In the case of coaching or other similar extracurricular duty assignments, "equivalent position" can be any extracurricular duty assignment. In the case of other employees or positions, "equivalent position" can be one with or at equivalent pay, benefits, and working conditions, involving similar or related duties, as determined by the Superintendent or the Board.

By law, FMLA leave is available only to employees who meet certain conditions. One of the conditions is that the employee "is employed at a worksite where 50 or more employees are employed by the employer within 75 mile of that worksite."

The District will allow employees who do not meet this condition due to the location of their worksite to take unpaid leaves on the same terms and conditions as other ~~ESU District~~ employees are allowed to take FMLA leaves. Such unpaid leaves will be allowed as ~~an ESU a District~~ provided benefit and not as an FMLA protected leave.

J. Military and Family Military Leave

Military leave and family military leave will be granted to the extent required by state and federal law.

Employees requesting military leave must notify the Superintendent as soon as they receive notification of activation. Employees are to attach a copy of their orders to

a leave request form when they prepare the request for military leave.

Employees requesting to take family military leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the District. For leaves of less than 5 days, the employee is to notify the Superintendent of the leave request as soon as practicable.

Family military leave under the FMLA will be provided in accordance with that law and subject to the provisions of the Board policy pertaining to FMLA leave.

K. Adoption Leave

Adoption leave will be permitted to be taken by an adoptive parent for the same time and on the same terms as an employee is permitted to take a leave of absence upon the birth of the employee's child. **An employee may also use Family Parenting Leave for an adoption.** The adoptive parent leave of absence begins following the commencement of the parent-child relationship. The parent-child relationship commences, for purposes of adoption leave, when the child is placed with the employee for purposes of adoption. The employee shall be deemed to have waived any adoptive leave days not taken following the commencement of the parent-child relationship, except as the Superintendent and the employee may otherwise agree. Advance notice of an anticipated adoption shall be provided by the employee to the Superintendent as early as possible.

L. Jury Duty Leave

An employee who is summoned for jury service must promptly notify the employee's immediate supervisor. The employee will be allowed time off for jury duty. There will be no loss of salary or deduction in leave time for time spent in jury services. The District may at its discretion reduce salary by an amount equal to any compensation, other than expenses, paid by the court for jury duty.

If an employee reports for jury duty in the morning and is then dismissed from jury duty for the remainder of the day, the employee is to report for work and resume duties for the balance of the day, except as may be otherwise arranged by the employee's immediate supervisor.

M. ~~Subpoena to Testify~~ Court Summons Leave

An employee must promptly notify the employee's immediate supervisor when the employee receives a lawfully issued subpoena to testify in court or to give a deposition that may require an absence from duty. **In addition to informing his/her supervisor, the employee shall complete a Court Summons Leave Form.**

~~In the event the subpoena involves a job-related matter in which the employee is testifying on behalf of the District, the absence will be treated similar to a jury duty leave.~~ Any employee subpoenaed to appear as a witness in court (except for personal law violations) shall not receive any reduction in salary for any part of the period of time he/she is absent from work. Any monies received from the court for such an

appearance shall be the property of the employee.

In the event the subpoena involves a personal matter, the employee will be required to use available leave days. A subpoena will be considered to involve a personal matter whenever the employee ~~or a family member or friend of the employee~~ is a party to the legal proceeding, unless the employee's involvement in the legal matter is solely due to actions taken in connection with the employee's work duties, the actions of the employee were not inappropriate, and the District is not an opposing party in the legal matter.

N. Emergency Medical Leave Bank

An Emergency Medical Leave Bank is established for certificated staff covered by the negotiated agreement to protect participating staff members from financial loss due to sudden, unforeseen illness or disability of indeterminate duration, or childbirth or adoption. Participation is voluntary and annual, and only those who contribute to the bank may access its resources. Contributions, eligibility, limits, and the review process are governed by the negotiated agreement (Appendix E).

Policy
Adopted: 10-10-11
Revised: 11/10/14
Revised: _____

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska

CERTIFICATED EMPLOYEE LEAVE

A. Paid Leaves

1. *Paid Leaves Available.* Columbus Public Schools makes the following forms of paid leaves available: Sick Leave, Bereavement Leave, Personal Leave, Family Parenting Leave, Adoption Leave and Professional Leave. In addition, Columbus Public Schools complies with laws that require leaves to be allowed without loss of pay, such as for military service and jury duty.
2. *Negotiated Agreement.* Paid leaves are provided for in the negotiated agreement with the designated association of certified employees. The negotiated agreement will control where there is any direct conflict with this policy.
3. *Nature of Paid Leave.* Paid leave is available to employees when the following specific conditions are met: (1) the employee is currently employed by the District; (2) the paid leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions that are applicable to the type of paid leave that has been requested.
4. *Leave Year.* The leave year for paid leaves is Columbus Public Schools' fiscal year unless otherwise stated by individual contract.
5. *Eligibility and Increments.* Each certificated employee of the District, upon completion of one (1) full day of work during his/her first year of employment, shall be eligible for the provisions of this policy. Leave may be taken in 1/8 day increments.
6. *Eligibility Based on Employment Status.* For purposes of eligibility for paid leave days, employees are identified as:
 - i. *Full-Time Employees*—Employees scheduled to work in one position at least 1,504 hours per leave year. Eligibility for full-time status treatment based on combinations of positions is subject to prior written approval of the Superintendent.
 - ii. *Part-Time Employees*—Employees who are contracted to work at least 9 months in the leave year and who are scheduled to work at least 20 hours per week. Except as otherwise specified, Part-Time Employees are provided paid leaves on a pro rata basis measured against a 1,504 hour work year (188 days x 8 hours).
 - iii. *Ineligible Employees*—Employees who are not Full-Time or Part Time Employees, as defined above, including any employees employed on a substitute or temporary basis. Ineligible Employees are not eligible for any paid leaves.
7. *Unused Days.* There is no pay for unused paid leave either during or upon ending of employment except as may be provided in the negotiated agreement with the designated association of certified employees or in written employment contracts approved by the Board, and except as required by law. A condition of paid leave being available is that the employee not engaged in misconduct warranting

termination. Accordingly, in the event the Superintendent or the Board determines that an employee has engaged in misconduct, there shall be no pay for unused leave days. In the event unused leave days are required to be paid, the employee will be paid based on the stipulations outlined in the negotiated agreement and at the rate negotiated.

B. Sick Leave

1. *Days Per Leave Year.* Employees have 10 days sick leave granted per leave year.
2. *Availability.* Sick leave is a paid workday when the employee may be absent from duties. Sick days are only available when the employee is unable to perform assigned duties due to self or immediate family illness/injury, doctor visits or medical consultations, conditions associated with pregnancy, childbirth, or related medical conditions, quarantine due to exposure to a contagious disease, or temporary disability of the employee or due to the employee needing to care for a member of the employee's immediate family who is ill or has a serious health condition. There are no separate designations for personal and family sick leave. The following shall be considered members of the immediate family of an employee: Husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, aunt, and uncle, step children, step mother, step father, step brother, and step sister.
3. Employees are to use sick leave when unable to work. Activities other than caring for their own health or that of an immediate family member reflect an abuse of sick leave.
4. A written verification from a physician licensed to practice medicine may be required by the Superintendent or his/her designee after an absence from work which exceeds five (5) consecutive working days. In addition, if said absence continues beyond twenty (20) consecutive working days, said employee may be required to submit a written verification from a licensed physician of the need for his/her continued absence from work and may be required to submit additional written verification from a licensed physician each ten (10) working days thereafter to remain eligible for this benefit.
5. *Carry-over and Accumulation.* Unused sick leave may be carried over from one leave year to the next succeeding leave year to a maximum of 80 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than 80. The number of days an employee shall receive pay for absences due to reasons or conditions defined above will be determined by the number of accumulated sick leave days credited to said employee.
6. An employee may, at his/her discretion, request that any days absent from work for a condition defined above be treated as leave without pay. Any days absent for such a condition beyond the number of accumulated sick leave days shall be treated as leave without pay.
7. Upon returning to work from an absence due to a condition defined herein, the

employee must file a "Sick Leave" form with his/her immediate supervisor. The form shall contain the following statement: "I declare under penalty of perjury that this is a true and just claim and falsifying this report could result in loss of all or part of my accumulated sick leave."

8. A teacher who is reemployed shall receive sick leave benefits in the following manner: (a) up to two (2) years absence, no loss of accumulated leave; (b) three (3) to five (5) years absence, five (5) days loss of accumulated sick leave for each year of absence; (c) six (6) or more years of absence, the teacher will start as a new teacher.
9. Covered employees on Extended Duty shall receive additional sick leave at the rate of one (1) contract day for each additional twenty (20) contract days of work.
10. Any catastrophic illness or other situation under the sick leave provisions may be considered by the Superintendent for additional sick leave.
11. Upon separation from the District, a certificated employee who has completed 15 or more consecutive years with the District will be compensated one-half of the regular substitute teacher rate in that employee's final year with the District for each day of unused sick leave up to a limit of 40 days. Unused sick leave will be compensated in increments of no less than .5 days. Compensation will appear in the June payroll check.
12. In the event that the District implements an Early Retirement Incentive Program, a certificated employee who has completed 15 or more consecutive years with the District shall be permitted to select either the pay for unused sick leave benefit or the early retirement incentive program benefit, but not both benefits.
13. Certificated staff who receive a notice of Reduction in Force (RIF) prior to April 15th (or the next business day if the 15th falls on a weekend, holiday, or vacation day) shall have the following leave available at the District's expense: one (1) accumulated sick leave day for job seeking or counseling, and two (2) accumulated sick leave days for job interviews.

C. Bereavement Leave

1. *Immediate Family.* Five (5) days per incident shall be granted in the event of the death of a child, spouse, parent, brother, sister, or sole responsibility, which shall not be charged against sick leave accumulation. Bereavement leave will also be available to both the male and female parent in the event of "lost pregnancies" (miscarriage, ectopic pregnancy, or stillbirth). Five additional days per incident may be granted which shall be charged against accumulated sick leave.
2. Three (3) days per incident shall be granted in the event of the death of other immediate family members, which shall not be charged against accumulated sick leave. Three additional days per incident may be granted which shall be charged against accumulated sick leave.
3. *Non-Immediate Family.* Up to two (2) days per year may be allowed to attend the funerals of relatives or personal friends not covered by the immediate family definition, which shall not be charged against accumulated sick leave. Two

additional days may be granted during the current school year, which shall be charged against accumulated sick leave.

4. *Use of Bereavement Leave.* Bereavement leave is to be used for purposes of addressing issues related to the death and to attend funeral services. The taking of a bereavement leave without attending funeral services would be an abuse of bereavement leave, except in the case of the death of the employee's parent, child or spouse, where grief would be expected to impair the employee's ability to function at work.
5. *Carry-over and Accumulation.* There is no carry-over or accumulation of unused bereavement leave.

D. Family Parenting Leave

Up to five (5) days of accumulated sick leave per year may be used for family parenting (per grandchild or adoption) leave. An additional five (5) days may be used for which substitute pay will be deducted. Thereafter, full pay deduction will be made.

E. Personal Leave

1. *Days Per Leave Year.* Certificated Employees have 3 days of personal leave available per contract year. Persons desiring to take a personal leave day must make a personal request to their immediate supervisor. Beginning with year ten (10) of employment with Columbus Public Schools, a certificated employee will be entitled to one (1) additional personal day per year. This additional day is not eligible for unused compensation and may not be carried over if unused.
 - a. Three (3) days of personal leave requested shall be subject to administrative approval and must be applied for at least (5) calendar days in advance of the date the leave will occur.
 - b. The Superintendent may grant personal leave without 5 days notice (assuming the employee has a day of personal leave left) when conditions or situations make it impossible for an employee to fulfill his/her assigned duties.
 - c. Application for personal leave that extends the breaks of Labor Day, Thanksgiving, Christmas / New Years, spring break, Easter, or Memorial Day; or that replaces the first contract day, the last contract day, or parent / teacher conferences shall be subject to the Superintendent's approval.
 - d. Personal Leave shall be handled confidentially.
 - e. The District will compensate certificated employees \$150 for each day of unused personal leave up to a maximum of 3 days per school year. Unused personal leave will be compensated in increments of no less than .5 days. Compensation will appear in the June payroll check.
 - f. An employee who does not complete all 188 days of his/her annual contract due to termination, resignation, or retirement becomes ineligible for unused

personal day compensation.

2. *Availability.* Personal leave is available for use when an employee has personal matters to attend to that require an absence from duties. The availability of personal leave is to be determined at the discretion of the Superintendent.
3. *Carry-over and Accumulation.* There is no carry-over or accumulation of unused personal leave.

F. Professional Leave

1. *District Professional Leave.* Certificated employees who are required to attend professional development due to their teacher position/instructional responsibilities, are asked by an administrator to attend professional development, or are part of a Districtwide professional development activity will be granted District Professional Leave. This does not include any professional development related to an extra duty position, which is categorized as Personal Professional Leave. Professional Leave is also subject to approval of the certificated employee covered by the negotiated agreement, should such leave fall outside normal school day or is on a non-contract day.
2. *Personal Professional Leave.* Certificated employees covered by the negotiated agreement shall have the opportunity to use up to three (3) personal professional leave days per school year. These days must meet district initiatives, personal professional development, school improvement, and/or professional improvement plans for an employee to be eligible for this leave. This leave requires the approval of the building Principal and the Superintendent (or designee) at least 14 calendar days in advance.
3. *Association President.* One Columbus Education Association President shall have one paid personal-professional day for Association work outside of the school district.
4. *Availability.* Professional leave is available for attendance at local, regional, state, or national functions provided attendance is judged by the Superintendent or designee to be for professional development of the employee in an aspect of the employee's employment duties or of potential benefit to the District or schools served by the employee. Professional development is defined as a specific conference or event where the attendee has the opportunity to participate in development activities, general or individual sessions, or goal-oriented shadowing/mentoring opportunities. Attendance at such functions is to be determined at the discretion of the Superintendent. Expenses for attendance, including transportation, meals, registration fees, and other function-related expenses deemed necessary and approved by the Superintendent will be paid in accordance with the Coffee Act Policy.
 - a. *Carry-over and Accumulation.* There is no carry-over or accumulation of unused professional leave.

G. Unpaid Leaves

The Columbus Public Schools Board of Education, recognizing the need of staff members to take leave from their duties at school for various situations, establishes a program in which staff members can request a leave of absence without pay for a specific period of time. Approval of such leave shall be governed by the instructional needs of the students as determined by the Building Principal/Director. Requests for leave without pay must receive the written approval of the Building Principal/Director and the Superintendent of Schools before being granted. Staff members shall submit their requests for leave on appropriate forms supplied by the School District and follow specific rules and regulations as established by the administration and the master agreement to support this policy. Should an employee be absent from work in excess of the employee's available paid leaves, the absence will be an unpaid leave. The employee's salary and fringe benefits (including the cost of premiums for group health insurance) may be subject to reduction for the day or days of work missed. In the event that a teacher exceeds the leave available to them, excess absences numbering two (2) or fewer days will result in the pro-rated per diem salary being reduced from the current month's pay. Excess absences numbering greater than two (2) days will result in the pro-rated per diem salary being reduced evenly over the remaining months of the current contract year.

H. Leave Without Pay

The following rules and procedures will govern leave without pay:

1. A leave shall not be granted for a time period greater than one year in length.
2. Staff members shall make their requests on a leave without pay form and shall attach a written letter identifying the purpose for such leave. Forms should be submitted to their Principal or Director.
3. A Principal or Director shall consider the following before acting upon a request for leave without pay:
 - a. Instructional needs of the students in the District.
 - b. The needs of the staff member requesting the leave.
 - c. Ability to find a suitable replacement for said staff member.
 - d. If leave is for less than one year, appropriate starting and ending times of leave will be established. These times should prove to be the least disruptive for the students' educational program.
4. The Principal/Director may approve or reject the request for leave without pay.
5. If the Principal/Director approves the leave without pay, the staff member shall do the following:
 - a. Submit to the Principal/Director on an approved form the mailing address where the staff member can be reached during March of the year when the staff member is on leave so that the staff member can receive notice of the offer of continuing

employment.

- b. The staff member will understand that he/she shall respond to the offer of continuing employment by:
 - i. Stating that he/she wants to return to his/her position or;
 - ii. Requesting an extension of his/her leave for another year thereby giving up his/her right to a guaranteed position.
- c. If a teacher is on an extension of his or her leave, and said teacher indicates that he/she wishes to be employed, such teacher shall accept the first position offered. If such offer is not accepted, no other offers will be made during that year. The teacher is free to apply for any position that is available and such application will be given consideration.
- d. If the staff member does not respond within the allotted time frame, it shall be considered as a resignation and the Board will terminate the contract and all obligations to the staff member.
- e. If the Principal/Director approves an extension for the staff member, the staff member shall complete all steps (a) through (c).
- 6. In no case will a staff member be granted more than two extensions to leave without pay. The total time frame of leave without pay and extension will not exceed three years. If a leave of absence begins during a school year and does not extend beyond ten (10) working days, said employee's salary will be reduced by 1/(number of contract days) for each day missed. If said absence continues beyond ten (10) consecutive working days in one school year, said employee's salary and health insurance/annuity money will be reduced according to the formula named above. Said employee's life insurance and long term disability insurance will be continued at the District's expense for the duration of the leave during the school year for which the leave was initiated. Any employee receiving an extension of his/her leave beyond the school year during which the leave was initiated will receive no salary or other monetary benefits until he/she returns to work. An employee on such leave beyond ten (10) consecutive days may elect to continue his/her health insurance at his/her expense. No increment credit will be awarded to any teacher on such leave if his/her absence during any school year is for more than one-half school year.

I. FMLA

Family and medical leaves shall be allowed under the terms and conditions of the Family and Medical Leave Act of 1993 (FMLA) as amended. Staff must have been employed with the District for at least twelve (12) months before they are eligible for FMLA leave. FMLA leave is unpaid and may be used for the birth of a child, the adoption of a child, to care for a sick spouse, child, or parent, or for the employee's own serious health condition.

The "leave year" for purposes of the FMLA shall be a "rolling" twelve-month period, measured backward from the date of any FMLA usage.

Staff may elect to first use all other leaves to which they may be entitled, such as

sick leave, bereavement leave, or any other such leave, before unpaid FMLA leave is applicable. If such other leaves are elected, such days of leave shall be counted against the twelve (12) weeks of FMLA leave.

Employees shall be required to submit medical certifications to support a request for FMLA leave because of a serious health condition, or a sick leave, when such leave is for a duration in excess of five successive days, and in such other cases as deemed appropriate by the Superintendent or the Board based on the nature of the illness or other circumstances surrounding the leave. Second and third medical opinions may, in the Superintendent or the Board's discretion, be required. Employees shall be required to report periodically, at such times as requested by the Superintendent or the Board, on their intent to return to work from FMLA leaves and other leaves. Employees shall be required to submit a fitness-for-duty certification from their health care provider as a condition of returning to work from a FMLA leave taken because of the employee's serious health condition, or from a sick leave taken by reason of the employee's illness, when such leave was of a duration in excess of five (5) successive days, and upon request of the Superintendent or the Board when such is deemed appropriate by the Superintendent or the Board based upon the nature of the illness or other circumstances surrounding the leave.

All staff must give at least thirty (30) days notice except for emergency situations. The District will maintain the employee's health insurance while on FMLA leave under the same terms and conditions as when he or she is employed; the employee will be expected to pay his or her share of any health insurance premium each month when it comes due. If the employee does not return from leave, he or she will be expected to repay the District for the full amount of health insurance premiums paid by the District during the leave. If both husband and wife are employed by the District, they are entitled to only twelve (12) weeks total for the birth or adoption of a child or to care for a sick parent. Unpaid days during FMLA leave will be calculated at the actual cost of a substitute or 1/188th of the teacher's contract (not including extra or extended duty), whichever is less. Any staff member who submits false reasons or fraudulent records to support an FMLA request will be subject to immediate discharge.

Staff employed principally in an instructional capacity are subject to the special FMLA rules for instructional employees regarding intermittent leave for planned medical treatment and leave taken near the end of an academic term, as provided in the Act and the negotiated agreement.

An "equivalent position" for FMLA restoration purposes shall, in the case of certificated employees, be any administrative, teaching, or instruction related position for which the employee is qualified by reason of endorsement, college preparation, or experience, or other indicia. In the case of coaching or other similar extracurricular duty assignments, "equivalent position" can be any extracurricular duty assignment. In the case of other employees or positions, "equivalent position" can be one with or at equivalent pay, benefits, and working conditions, involving similar or related duties, as determined by the Superintendent or the Board.

By law, FMLA leave is available only to employees who meet certain conditions.

One of the conditions is that the employee “is employed at a worksite where 50 or more employees are employed by the employer within 75 mile of that worksite.”

The District will allow employees who do not meet this condition due to the location of their worksite to take unpaid leaves on the same terms and conditions as other District employees are allowed to take FMLA leaves. Such unpaid leaves will be allowed as a District provided benefit and not as an FMLA protected leave.

J. Military and Family Military Leave

Military leave and family military leave will be granted to the extent required by state and federal law.

Employees requesting military leave must notify the Superintendent as soon as they receive notification of activation. Employees are to attach a copy of their orders to a leave request form when they prepare the request for military leave.

Employees requesting to take family military leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the District. For leaves of less than 5 days, the employee is to notify the Superintendent of the leave request as soon as practicable.

Family military leave under the FMLA will be provided in accordance with that law and subject to the provisions of the Board policy pertaining to FMLA leave.

K. Adoption Leave

Adoption leave will be permitted to be taken by an adoptive parent for the same time and on the same terms as an employee is permitted to take a leave of absence upon the birth of the employee’s child. An employee may also use Family Parenting Leave for an adoption. The adoptive parent leave of absence begins following the commencement of the parent-child relationship. The parent-child relationship commences, for purposes of adoption leave, when the child is placed with the employee for purposes of adoption. The employee shall be deemed to have waived any adoptive leave days not taken following the commencement of the parent-child relationship, except as the Superintendent and the employee may otherwise agree. Advance notice of an anticipated adoption shall be provided by the employee to the Superintendent as early as possible.

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An employee who is summoned for jury service must promptly notify the employee’s immediate supervisor. The employee will be allowed time off for jury duty. There will be no loss of salary or deduction in leave time for time spent in jury services. The District may at its discretion reduce salary by an amount equal to any compensation, other than expenses, paid by the court for jury duty.

If an employee reports for jury duty in the morning and is then dismissed from jury duty for the remainder of the day, the employee is to report for work and resume

duties for the balance of the day, except as may be otherwise arranged by the employee's immediate supervisor.

M. Court Summons Leave

An employee must promptly notify the employee's immediate supervisor when the employee receives a lawfully issued subpoena to testify in court or to give a deposition that may require an absence from duty. In addition to informing his/her supervisor, the employee shall complete a Court Summons Leave Form.

Any employee subpoenaed to appear as a witness in court (except for personal law violations) shall not receive any reduction in salary for any part of the period of time he/she is absent from work. Any monies received from the court for such an appearance shall be the property of the employee.

In the event the subpoena involves a personal matter, the employee will be required to use available leave days. A subpoena will be considered to involve a personal matter whenever the employee is a party to the legal proceeding, unless the employee's involvement in the legal matter is solely due to actions taken in connection with the employee's work duties, the actions of the employee were not inappropriate, and the District is not an opposing party in the legal matter.

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An Emergency Medical Leave Bank is established for certificated staff covered by the negotiated agreement to protect participating staff members from financial loss due to sudden, unforeseen illness or disability of indeterminate duration, or childbirth or adoption. Participation is voluntary and annual, and only those who contribute to the bank may access its resources. Contributions, eligibility, limits, and the review process are governed by the negotiated agreement (Appendix E).

Policy
Adopted: 10-10-11
Revised: 11/10/14
Revised: _____

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska

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

Date: 9/28/26

Proposed Excursion date: 3/13 - 3/19/27

Requesting Individual: Nathan Coan - CHS Social Studies

Student group for which request is made: Close Up

Purpose of trip:

To provide CHS students with an opportunity to
closely engage with our government and its
institutions.

Educational Benefit:

To foster a deeper curiosity and understanding of history,
government, current issues, and the role of citizens
in a democracy.

Nature of Request (Check One) ☐ 1 time only ☒ Annual

Is The Event Sanctioned? (NSAA Activity) ☐ Yes ☒ No

Cost of trip: student cost: \$2624/student

Cost to district: sub pay for 2 CHS teachers

How will funds be raised: Each individual is responsible for costs
In the past we have done a fundraiser

Timelines of event: _____

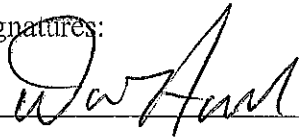
Number of student school days forfeited: 5

Other pertinent information: _____

I have attached a mock schedule
of the student + teacher programs

Approval Signatures:

Principal:



Date:

9/29/20

Superintendent:

Date:

School Board President:

Date of Formal Board Approval:

Attach the following information along with this request.

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

Regulation
Adopted: 8/10/09

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska
Reviewed: 8/10/09

CLOSE UP TEACHER PROGRAM - WASHINGTON, DC

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

Arrive in Washington, DC

8:30am

Teacher Breakfast

7:30am

Breakfast

8:00am

Breakfast

8:00am

Breakfast

8:00am

Breakfast

Hotel Check-In: Meet with your

9:15am

All-Day, Out-of-Town

9:00am

Depart for Electives:

9:00am

Transfer to Capitol Hill Day with Students

9:00am

Depart for Electives:

8:00am

Sightsee in Washington: Prior to your departure, spend some more time in the city with your school

Close Up Concierge and explore DC with your school if time allows

6:00pm **Teachers Dinner and Orientation**

Chancellorsville Battlefield*

Trace Robert E. Lee's most brilliant victory in Chancellorsville

9:00am

All-Day, Out-of-Town

9:00am

Take advantage of as many activities as you can!

9:00am

Morning Elective:

8:00am

Spies Like Us Hear intriguing stories of spycraft while visiting sites that may include the grounds of the Embassy of Russia, the Department of Justice, and Eisenhower Avenue in Alexandria

Student Evening Activities Optional for Teachers

7:30pm **Group Orientation:**

Meet Your Peers From Around the Country

Morning Elective Options:

9:00am

In-Town Morning

9:00am

Get an exclusive, insider's look at how our government operates by meeting with members of Congress or their staff

9:00am

Neighborhood Lunch (\$)

8:00am

Depart for Home

8:00pm **Introduction**

Get to Know Your Program Instructor and Be Ready to Engage in Issues That Matter Most to You

12:30pm

For Jobs and Freedom

12:30pm

The People's House

12:30pm

Tour the Capitol and discover the exhibits in the Capitol Visitor Center

12:30pm

Neighborhood Lunch (\$)

1:30pm

Afternoon Elective:

9:45pm **Student Lounge**

1:30pm

Afternoon Elective Options:

1:30pm

Si Vis Pacem

1:30pm

Explore the Library of Congress, the largest library in the world, and view the symbolic art and architecture

1:30pm

Hillwood Estate & Gardens (\$)

1:30pm

Wander the incredible former residence of Marjorie Merriweather Post, now a renowned decorative arts museum and garden on the edge of Rock Creek Park

10:30pm **Room Check**

1:30pm

Indigenous America in the Nation's Capital

1:30pm

Engaging with Monuments

5:15pm

Experience the Jefferson, FDR, MLK, and Mason Memorials

5:15pm

Teacher Closing Workshop & Reflection

5:30pm

Teacher Reception

Teacher program

5:30pm

Teacher Reception

5:30pm

Capitol Hill In Depth

5:15pm

Hear legendary stories of this sacred space

5:15pm

Bus Transfer to Neighborhood Dinner (\$)

7:30pm

Return to Hotel

*Offered select weeks only.

(\$)

Meal not included in adult tuition.

9:30pm

Student/Teacher Meetings

9:30pm

Return to Hotel, Dinner on Your Own (\$)

9:30pm

Student/Teacher Meetings

9:30pm

Student/Teacher Meetings

SAMPLE SCHEDULE SUBJECT TO CHANGE.

ALL ELECTIVES ARE BASED ON PREVIOUS YEARS SELECTIONS.

CLOSE UP

CALL: 800-CLOSE UP (256-7387)

EMAIL: info@CloseUp.org

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CONNECT:



CLOSE UP HIGH SCHOOL PROGRAM - WASHINGTON, DC

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Arrive in Washington, D.C.	8:00 am Breakfast	8:00 am Breakfast	6:45 am Breakfast	8:00 am Breakfast	Breakfast
Hotel Check-in: Meet with your D.C. with your school if time allows	9:00 am Citizen Action on Capitol Hill: How have citizens created change by making their voices heard?	9:00 am War Memorials Study Visit: What do the WWI, Vietnam Veterans, and Korean War Veterans Memorials say about those who have served and sacrificed?	8:15 am Metro Transfer to Capitol Hill	9:00 am White House Study Visit: Discuss the purpose of protest and what restrictions of protest are legitimate	Sightsee in Washington: Spend some more time in the city with your school if time allows
5:45 pm Teacher and Staff Dinner	10:15 am Student Welcome Dinner	10:15 am Abraham Lincoln's Lincoln Memorial: How does the imagery of the Lincoln Memorial portray Abraham Lincoln's legacy?	10:15 am Share your priorities by meeting with members of Congress or their staff	Citizen Action Seminar/Onsite: Hear from an advocacy organization & how they are impacting the community	Depart for Home
7:00 pm Program Orientation & Community Building: Meet Close Up staff and explore your purpose and goals for the week	10:30 am Thomas Jefferson Memorial Study Visit**: How do the rights outlined in the founding documents apply to our view of liberty today?	Lincoln Memorial: How does the imagery of the Lincoln Memorial portray Abraham Lincoln's legacy?	12:00 pm Tour the Capitol and discover the exhibits in the Capitol Visitor Center	Neighborhood Study Visit and Lunch: Explore D.C. off the beaten path in neighborhoods such as U Street and Chinatown	
7:45 pm Opening Workshop*: What are the biggest issues that we face in our democracy today?	11:45 am Lunch at Y'Enfant Plaza	Lunch at Ronald Reagan Building and International Trade Center	1:30 pm Lunch on Capitol Hill or the National Mall	Pentagon 9/11 Memorial Study Visit	
9:15 pm Facts & Fun Ultimate Trivia Night: Show off your knowledge of D.C. with new teammates from across the country!	1:00 pm Franklin D. Roosevelt Memorial Study Visit: What rights are needed to ensure equality and promote the welfare of citizens?	National Politics Seminar: Gain inside access and discuss current issues with a Washington lobbyist, journalist, or policymaker	2:30 pm Explore the Library of Congress, the largest library in the world, and view the symbolic art and architecture	Arlington National Cemetery: Visit our nation's most hallowed ground and witness the Changing of the Guard	
10:00 pm Social Time	2:15 pm Martin Luther King, Jr. Memorial Study Visit: How do we see MLK's view of justice in our country today?	Smithsonian Institution Exploration: Learn about history and culture at one of the world-renowned museums	4:30 pm Pop into one of the Smithsonian museums, see the Washington Monument, or visit the National Archives	U.S. Marine Corps Memorial: Visit the larger-than-life representation of the iconic flag-raising at Iwo Jima	
10:30 pm Room Check	3:15 pm Citizen Action Site: Get inspired by examples of citizens making a difference in their communities and the nation	2:50 pm Dinner at Pentagon City	5:15 pm Return to Hotel	Return to Hotel	
	5:45 pm American Political Values Workshop: Examine the connections between liberty, equality, and justice	6:15 pm Return to Hotel	5:00 pm Dinner at Union Station	Closing Workshop: How will you stay engaged on issues that matter to you?	
	7:00 pm Hotel Dinner	8:20 pm Mock Congress: Debate, amend, and vote on the same issues elected representatives are currently considering	6:30 pm Bus Transfer to Evening Activities	8:45 pm Farewell Banquet and Dance: Enjoy a fun-filled evening with your new friends as you dance the night away	
	8:00 pm Current Issues in Public Policy: Debate hot topics with your new friends from across the country	9:30 pm Student/Teacher Meetings	8:00 pm Night on the Town: Take in a nighttime activity in the heart of the city	11:00 pm Room Check	
	9:30 pm Social Time	9:30 pm Social Time	9:30 pm Social Time		
	10:30 pm Room Check	10:30 pm Room Check	10:30 pm Room Check		

Student program

Student program

* Workshops are small learning communities made up of students from various states. Each workshop community is led by the same Close Up program instructor for the duration of the trip.

** Study visits led by highly trained instructors provide unique opportunities to learn using historic sites and institutions as living classrooms.

CALL: 800-CLOSE UP (256-7387) EMAIL: info@CloseUp. VISIT: www.CloseUp. CONNECT: Facebook Twitter YouTube Instagram

CLOSE UP WASHINGTON DC

Sample schedule subject to change.

DATE	10.8
BUILDING	CHS
PROGRAM	Science
PRINCIPAL/DIRECTOR SIGNATURE	
Description of materials to surplus: Chemistry textbooks purchased in 2002 and textbooks purchased in 2019.	

[illegible]



Columbus Public Schools

Date:

School Fundraising Application

Please submit this application to the building principal **at least two weeks in advance** of the proposed date of your money-raising project. Please read the eight guides on page two. They will help you in answering the questions below.

School: Columbus High School

Name: Chelsea Parker

School Group: CHS Theater

Fund Raising Company (if applicable):

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan?

We will host a bake sale during intermission of each of our shows.

Approximately how much does your school/group expect to earn from this project?

\$400

How will this money be used?

To buy materials, costumes, or props for future shows.

What are the proposed dates? Nov. 6-7 and March 7-8

Is this a recurring activity?

☒ Yes ☐ No

(If you selected yes, please specify the dates on which the activity will occur during the next twelve months.)

Are you selling tickets or a product? ☐ Tickets ☒ Product ☐ Neither

(If you selected product, please specify the product that you are selling.) Baked goods

Will members be identified by t-shirts, etc. while carrying out this project? ☐ Yes ☒ No

Have you checked with other schools to avoid any overlapping while working? ☐ Yes ☒ No

Is your product/service in direct conflict with that offered by local merchants? ☐ Yes ☒ No

Are any contracts to be signed? ☐ Yes ☒ No **If yes, by whom?**

Has your school/group devised a budget plan to expend earnings? ☒ Yes ☐ No

Does the building principal give full approval for this plan? ☐ Yes ☐ No

Principal's Signature W. A. Am Date 10/8/26

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____



Columbus Public Schools

Date:

School Fundraising Application

Please submit this application to the building principal **at least two weeks in advance** of the proposed date of your money-raising project. Please read the eight guides on page two. They will help you in answering the questions below.

School: Lost Creek ElementaryName: Jonathan TomaseviczSchool Group: PE DepartmentFund Raising Company (if applicable): Kids Heart Challenge (AHA)

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan?

Money all goes to American Heart Association

Approximately how much does your school/group expect to earn from this project?

\$5000

How will this money be used?

Given to AHA

What are the proposed dates? 10/19-11/23

Is this a recurring activity?

☐ Yes ☒ No

(If you selected yes, please specify the dates on which the activity will occur during the next twelve months.)

Are you selling tickets or a product? ☐ Tickets ☐ Product ☒ Neither

(If you selected product, please specify the product that you are selling.)

Will members be identified by t-shirts, etc. while carrying out this project? ☐ Yes ☒ NoHave you checked with other schools to avoid any overlapping while working? ☒ Yes ☐ NoIs your product/service in direct conflict with that offered by local merchants? ☐ Yes ☒ NoAre any contracts to be signed? ☐ Yes ☒ No If yes, by whom?

Has your school/group devised a budget plan to expend earnings?

☒ Yes ☐ No

Does the building principal give full approval for this plan?

☒ Yes ☐ No

Principal's Signature

Date

(for district use only)

Approved by

Date

Approved subject to the following conditions

GUIDES TO SCHOOL/GROUP FUND RAISING PROJECTS

A school/group's money-earning methods should reflect basic values. Whenever your school or group is planning a money-earning project, this checklist should serve as your guide. If you answer "Yes" to all the questions that follow, it is likely the project conforms to district standards and will be approved.

1. Do you really need a fund raising project?

There should be a real need for raising money based on your school's programs. Groups should not engage in money-earning projects merely because someone has offered an attractive plan. Remember that individual students are expected to earn their own way. The need should be beyond normal budget items covered by building budgets.

2. If any contracts are to be signed, will they be signed by an individual without reference to the Columbus Public Schools or the Board of Education?

Before any person in your school/group signs a contract, he/she must make sure the venture is legitimate and worthy. If a contract is signed, he/she is responsible. He/she may not sign on behalf of Columbus Public Schools nor may he bind the Board of Education without its written authorization. If you are not sure, check with the Director of Business.

3. Will your fund raiser prevent promoters from trading on the name and goodwill of Columbus Public Schools?

Because of the district's good reputation, customers rarely question the quality or price of products we sell.

4. Will the fund raising activity uphold the good name of Columbus Public Schools? Does it comply with the district's policy on games of chance and gambling?

All items sold or awarded in connection with a fund raising activity must not detract from the ideals and principles of Columbus Public Schools and its Board of Education. Holding a lottery with gross proceeds in excess of \$1,000, a raffle with gross proceeds in excess of \$5,000, or other games of chance is a considered a violation of the district's policy on gambling. If you are not sure, check with the Director of Business/Human Relations.

5. If a commercial product is to be sold, will it be sold on its own merits and without reference to the needs of Columbus Public Schools?

All commercial products must sell on their own merits, not the benefit received by the school/group. The principle of value received is critical in choosing what to sell.

6. If a commercial product is to be sold, will the fund raising activity comply with the intentions communicated by the fundraiser?

Students must identify themselves by which group or school they represent and for what cause they are raising the money.

7. Will the fund raising project avoid soliciting money or gifts?

Columbus Public Schools students shall not be permitted to serve as solicitors of money for the Board of Education or district. No adults and students shall be permitted to serve as solicitors of money in support of personal gain.

8. Does the fund raising activity avoid competition with other schools and other organizations such as the United Way?

Check to make sure you are not in direct conflict with fund raising efforts of other schools or local agencies.

Cross Reference: 506.07 Fund Raising Activities
 506.50 School-Supporting Organizations

Exhibit

Approved: 09-17-12

Columbus Public Schools

Columbus, Nebraska



Columbus Public Schools

Date: 9.18.26

School Fundraising Application

Please submit this application to the building principal **at least two weeks in advance** of the proposed date of your money-raising project. Please read the eight guides on page two. They will help you in answering the questions below.

School: Lost Creek Name: JP Hols

Fund Raising Company (if applicable):

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan? Donation from families with a "No Fuss" Fundraiser

Approximately how much does your school/group expect to earn from this project? \$500

How will this money be used? To support our staff and students with activities outside of our school budget, ex field trips, staff appreciation

What are the proposed dates? Sept 23, 2026 - Oct 9, 2026 Staff meals

Is this a recurring activity?

☒ Yes ☐ No

(If you selected yes, please specify the dates on which the activity will occur during the next twelve months.)

Are you selling tickets or a product? ☐ Tickets ☐ Product ☒ Neither

(If you selected product, please specify the product that you are selling.)

Will members be identified by t-shirts, etc. while carrying out this project? ☐ Yes ☒ No

Have you checked with other schools to avoid any overlapping while working? ☒ Yes ☐ No

Is your product/service in direct conflict with that offered by local merchants? ☐ Yes ☒ No

Are any contracts to be signed? ☐ Yes ☒ No If yes, by whom?

Has your school/group devised a budget plan to expend earnings? ☒ Yes ☐ No

Does the building principal give full approval for this plan? ☒ Yes ☐ No

Principal's Signature [Signature] Date 9/18/26

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____

GUIDES TO SCHOOL/GROUP FUND RAISING PROJECTS

A school/group's money-earning methods should reflect basic values. Whenever your school or group is planning a money-earning project, this checklist should serve as your guide. If you answer "Yes" to all the questions that follow, it is likely the project conforms to district standards and will be approved.

1. Do you really need a fund raising project?

There should be a real need for raising money based on your school's programs. Groups should not engage in money-earning projects merely because someone has offered an attractive plan. Remember that individual students are expected to earn their own way. The need should be beyond normal budget items covered by building budgets.

2. If any contracts are to be signed, will they be signed by an individual without reference to the Columbus Public Schools or the Board of Education?

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5. If a commercial product is to be sold, will it be sold on its own merits and without reference to the needs of Columbus Public Schools?

All commercial products must sell on their own merits, not the benefit received by the school/group. The principle of value received is critical in choosing what to sell.

6. If a commercial product is to be sold, will the fund raising activity comply with the intentions communicated by the fundraiser?

Students must identify themselves by which group or school they represent and for what cause they are raising the money.

7. Will the fund raising project avoid soliciting money or gifts?

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8. Does the fund raising activity avoid competition with other schools and other organizations such as the United Way?

Check to make sure you are not in direct conflict with fund raising efforts of other schools or local agencies.

Cross Reference: 506.07 Fund Raising Activities
506.50 School-Supporting Organizations

Exhibit

Approved: 09-17-12

Columbus Public Schools
Columbus, Nebraska



Columbus Public Schools

Date:

School Fundraising Application

Please submit this application to the building principal **at least two weeks in advance** of the proposed date of your money-raising project. Please read the eight guides on page two. They will help you in answering the questions below.

School: North Park Elementary Name: Payton Dozier

School Group: elementary PE

Fund Raising Company (if applicable): Kids heart challenge

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan?

Donate to the American heart association - totally optional to donate

Approximately how much does your school/group expect to earn from this project?

\$5,000 goal

How will this money be used?

It will go to the american heart association to help raise money for heart condition research.

What are the proposed dates?

02-01-2027 through 02-15-2027

Is this a recurring activity?

☒ Yes ☐ No

(If you selected yes, please specify the dates on which the activity will occur during the next twelve months.) same time in 2028

Are you selling tickets or a product? ☐ Tickets ☐ Product ☒ Neither

(If you selected product, please specify the product that you are selling.)

Will members be identified by t-shirts, etc. while carrying out this project?

☒ Yes ☐ No

Have you checked with other schools to avoid any overlapping while working?

☒ Yes ☐ No

Is your product/service in direct conflict with that offered by local merchants?

☐ Yes ☒ No

Are any contracts to be signed? ☐ Yes ☒ No If yes, by whom?

Has your school/group devised a budget plan to expend earnings?

☐ Yes ☒ No

Does the building principal give full approval for this plan?

☒ Yes ☐ No

Principal's Signature

Anah Biel

Date

10/15/20

(for district use only)

Approved by

Date

Approved subject to the following conditions

GUIDES TO SCHOOL/GROUP FUND RAISING PROJECTS

A school/group's money-earning methods should reflect basic values. Whenever your school or group is planning a money-earning project, this checklist should serve as your guide. If you answer "Yes" to all the questions that follow, it is likely the project conforms to district standards and will be approved.

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2. **If any contracts are to be signed, will they be signed by an individual without reference to the Columbus Public Schools or the Board of Education?**
Before any person in your school/group signs a contract, he/she must make sure the venture is legitimate and worthy. If a contract is signed, he/she is responsible. He/she may not sign on behalf of Columbus Public Schools nor may he bind the Board of Education without its written authorization. If you are not sure, check with the Director of Business.
3. **Will your fund raiser prevent promoters from trading on the name and goodwill of Columbus Public Schools?**
Because of the district's good reputation, customers rarely question the quality or price of products we sell.
4. **Will the fund raising activity uphold the good name of Columbus Public Schools? Does it comply with the district's policy on games of chance and gambling?**
All items sold or awarded in connection with a fund raising activity must not detract from the ideals and principles of Columbus Public Schools and its Board of Education. Holding a lottery with gross proceeds in excess of \$1,000, a raffle with gross proceeds in excess of \$5,000, or other games of chance is a considered a violation of the district's policy on gambling. If you are not sure, check with the Director of Business/Human Relations.
5. **If a commercial product is to be sold, will it be sold on its own merits and without reference to the needs of Columbus Public Schools?**
All commercial products must sell on their own merits, not the benefit received by the school/group. The principle of value received is critical in choosing what to sell.
6. **If a commercial product is to be sold, will the fund raising activity comply with the intentions communicated by the fundraiser?**
Students must identify themselves by which group or school they represent and for what cause they are raising the money.
7. **Will the fund raising project avoid soliciting money or gifts?**
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8. **Does the fund raising activity avoid competition with other schools and other organizations such as the United Way?**
Check to make sure you are not in direct conflict with fund raising efforts of other schools or local agencies.

Cross Reference: 506.07 Fund Raising Activities
506.50 School-Supporting Organizations

Exhibit

Approved: 09-17-12

Columbus Public Schools
Columbus, Nebraska

RESOLUTION

WHEREAS, the School Board is required by law to adopt by resolution policies and specific standards for acceptance or rejection of option enrollment applications by October 15th for the following school year; and,

WHEREAS, the School Board has received and reviewed evidence and information submitted by the administration and other sources and made determinations thereon with respect to standards for acceptance or rejection and with respect to the capacity of this school district to accept option enrollment students based upon available staff, available facilities, projected enrollment, and availability of special education programs for the following school year; and,

WHEREAS, the School Board has determined that the educational interests of this school district would be best served by adoption of the resolutions, and the policies and specific standards herein contained.

NOW, THEREFORE, BE IT RESOLVED that the Option Enrollment Policy presented to the School Board as Policy 502.02, and Appendix “1” to such Policy 502.02, should be and the same are hereby adopted, and any previous policy or interpretation or application of the option enrollment program which is or has been inconsistent with the Policy 502.02, and Appendix “1” to such Policy 502.02, are repealed effective on the date of the passage of this resolution,

BE IT FURTHER RESOLVED that all paragraphs, subparagraphs, and portions of words of this Resolution, of Policy 502.02, and Appendix “1” to such Policy 502.02 are severable and that in the event any of the same are determined to be invalid for any reason, such determination shall not affect the validity of any of the remainder of the same.

BE IT FURTHER RESOLVED that policies and specific standards for acceptance or rejection of option enrollment applications should be and are hereby adopted, for applications filed after adoption of this resolution, and are hereinafter set forth:

Special Education Programs

WHEREAS, the District provides a continuum of special education programs and services to students with disabilities, ages five (5) through twenty-one (21), in accordance with the Individuals with Disabilities Education Act (IDEA), the Nebraska Special Education Act (Neb. Rev. Stat. §§ 79-1110 through 79-1158.05), and applicable regulations; and,

WHEREAS, Nebraska Revised Statute § 79-234 and related provisions of Nebraska law permit a school district to close option enrollment to nonresident students when the district's programs have insufficient capacity, including capacity limitations related to staffing ratios, physical space, instructional resources, and the specialized programming required to serve students with disabilities in accordance with their Individualized Education Programs (IEPs); and,

WHEREAS, the School Board has reviewed current special education program enrollment, staffing, facility capacity, and projected enrollment for the 2027-2028 school year, and has determined that the District's special education programs for school-age students (ages 5 through 21, grades K-12) have capacity to serve no more than 750 students; and,

BE IT FURTHER RESOLVED that, pursuant to Policy 502.02 and Nebraska Revised Statute § 79-234, the capacity of the District's special education programs for school-age students (ages 5 through 21, grades K-12) for the 2027-2028 school year is hereby set at 750 students, as reflected in Appendix "1" to Policy 502.02. When enrollment in those programs reaches 750 students, option enrollment of nonresident students into the District's special education programs shall be closed for the 2027-2028 school year due to insufficient program capacity. Until that capacity is reached, option enrollment applications from students requiring special education services shall be evaluated on a case-by-case basis to determine whether the services required by the student's IEP can be provided within the District's existing staff, facilities, and programs, as determined by the District's Director of Special Education or designee.

BE IT FURTHER RESOLVED that option students with disabilities who are currently and lawfully enrolled in the District's special education programs shall not be affected by this capacity limit, subject to applicable state and federal law.

BE IT FURTHER RESOLVED that the Superintendent or designee is hereby authorized and directed to provide notice of the special education program capacity, and of any resulting closure, in accordance with Nebraska Revised Statute § 79-234 and other applicable state law, including notification to the Nebraska Department of Education as required.

BE IT FURTHER RESOLVED that nothing in this Resolution, Policy 502.02, or Appendix "1" to such Policy 502.02 shall be construed to limit or restrict the District's obligations under the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act of 1973 with respect to students who reside within the District's boundaries or who are otherwise entitled to special education and related services from the District under applicable federal or state law.

The above Resolution, having been read in its entirety, member _____ moved for its passage and adoption, member _____ seconded the same. After discussion and on roll call vote, the following members voted in favor of passage and adoption of the above Resolution: _____.
The following members voted against the same: _____.
The following members were absent or not voting: _____.
The Resolution having been consented to and approved by a majority of the members of the School Board, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this ____ day of _____, 20__.

[NAME] PUBLIC SCHOOLS

Attest: _____
Secretary

By: _____
President

Appendix “1” to Option Enrollment Policy

The following is Appendix “1” to Policy 502.02 for the current school year. The Board of Education hereby sets forth the maximum number of option students for the current school year in any program, class, grade level or school building or in any special education programs operated by this school district, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. Any program, class, grade level, or school building which has “0” as the No. of Option Students is hereby declared unavailable to option students due to lack of capacity.

PROGRAM	PROGRAM CAPACITY	PROJECTED 2027-2028 ENROLLMENT	NO. OF OPTION STUDENTS
Kindergarten	265		
First	265	261	
Second	265	245	
Third	275	270	
Fourth	275	275	
Fifth	285	295	
Building Capacity, Elementary			
Sixth	285	285	
Seventh	285	270	
Eighth	285	280	
Building Capacity, Middle School Attendance Center			
Ninth	300	305	
Tenth	300	325	
Eleventh	300	290	
Twelfth	300	360	
Building Capacity, Sr. High School Attendance Center			
Special Ed., School Age (Ages 5-21 / K-12)*	750	850	

* Special education program capacity for school-age students (ages 5-21, grades K-12) is set at 750 students for the 2027-2028 school year. When this capacity is reached, option enrollment into the District’s special education programs is closed. Until that capacity is reached, special education option enrollment applications will be determined on a case-by-case basis in accordance with state law and the available resources as determined by the District’s Director of Special Education or designee.

** Siblings of current option students are exempt from any capacity limits.