

# REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION - AGENDA

## Alma Public Schools

Monday, January 11, 2021

- A. Call to Order and announce location of Open Meetings Act Poster
  - 1. Roll of Board Members - Excuse absent board members
  - 2. Verification of Receipt of Notice, which was published in the Harlan County Journal
  - 3. Approval of Consent Agenda
    - a. Minutes from Previous Meetings
    - b. General Financial Report
    - c. Activity Financial Report
  - 4. Review monthly bills submitted
- B. Request to address the Board
- C. Action Items - Discuss, consider, and take all necessary action
  - 1. **Reorganization of the School Board (Policy #8130):**
    - 1. Election of Officers: President, Vice-President, Treasurer.
    - 2. Appointment of Dianna Melton as Board Secretary.
  - 2.
  - 3. **Discuss, Consider, and take all necessary action to appoint Board members to committees as per Board Policy # 8151 (included in the Packet) – Humpert Scholarship Advisory Committee.**
  - 4. **Discuss, Consider, and take all necessary action to adopt all board policies and regulations.**
  - 5. **Discuss, Consider, and take all necessary action to review elementary class numbers and decide whether to add an elementary teacher.**
  - 6. **Discuss, Consider, and take all necessary action to review and approve the 2021-2022 negotiated agreement with the teachers.**

7. **Discuss, consider, and take all necessary action to review and approve the Master Service Agreement with ESU #11 for services as listed in the contract for the 2019-2020 school year.**
8. **Discuss, Consider, and take all necessary action to review and approve the 2021-2022 School Calendar.**
9. **Discuss, Consider, and take all necessary action to review short and long term projects and strategic planning.**
10. **Discuss, Consider, and take all necessary action to review the Superintendent's response to his evaluation.**

D. Principal's Report

E. Superintendent's Report: Insurance for bus drivers, COVID updates,

F. Next Regular Meeting

G. Adjourn

THE BOARD OF EDUCATION OF THE ALMA SCHOOL DISTRICT NO. 2 WILL DISCUSS, CONSIDER, OR TAKE ACTION ON ALL ISSUES MENTIONED IN THIS AGENDA.

**MINUTES OF THE REGULAR DECEMBER 2020  
MEETING OF THE BOARD OF EDUCATION  
OF ALMA PUBLIC SCHOOLS**

The regular meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, December 14, 2020, at 7:00 PM in the Library at Alma Public Schools. The roll was called and the following Board members were present:

**Present:** Allen Brugh, Brett Hammond, Randy Heckenlively, Scott Prickett, Nick Simonson, and Janna Tripe.

Notice of the meeting was given in advance by publication and/or posted in accordance with the board approve method for giving notice of meetings. Availability of the agenda was communicated in the publicized notice and a current copy of the agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

Roll of the members was called and the following Board Members answered **present:** Janna Tripe, Scott Prickett, Nick Simonson, Brett Hammond, Randy Heckenlively, and Allen Brugh.

A motion was made by Nick Simonson and seconded by Janna Tripe to approve the consent agenda, which include: minutes from the November meeting, the General and Activity Financial reports. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea. Passed.

A motion was made by Scott Prickett and seconded by Randy Heckenlively to approve receipts, expenditures, and payment of claims from the General fund for \$445,901.65; Lunch Fund for \$19,870.00; and Activity fund for \$13,411.55. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea. Passed.

No one was present who wished to address the board.

A motion was made by Nick Simonson and seconded by Randy Heckenlively to approve extending the cooperative with Southern Valley Schools for Cross-Country for the next two years (through 2022-2023). After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea. Passed.

Teacher negotiations were discussed, comparisons were made of other area schools and districts within our array, tax levys, timelines, and finances were reviewed. A counter-offer was determined.

A motion was made by Janna Tripe and seconded by Brett Hammond to approve renewing Superintendent Davis' contract (2-year rollover) through 2022-2023. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Scott Prickett: Nae, Nick Simonson: Yea, Janna Tripe: Yea. Passed.

A motion was made by Brett Hammond and seconded by Nick Simonson to approve renewing Principal Brandyberry's contract for another year. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Scott Prickett: Yae, Nick Simonson: Yea, Janna Tripe: Yea. Passed.

Principal Brandyberry reported: Alma One-Act earned first place (Conference Champions) at Southern Valley, November 18, for their performance of Shrek. They received runner-up at Districts in Cambridge, November 30, and had excellent attendance at home, Saturday, December 12.

Superintendent Davis reported on the virtual School Board Convention. We will reorganize the school board (elect and appoint officers and committee members) at the regular January 2021 school board meeting. Outgoing school board members: Scott Prickett and Janna Tripe were recognized for their diligent service to the students, staff, and district constituents. Board members: Nick Simonson and Allen Brugh will be appointed to the negotiations committee in the interim, until the board is reorganized in January.

The meeting was adjourned at 7:58PM.

The next regular meeting will be Monday, January 11, 2021.

Board President

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Board Secretary

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total
12/1/2020 General			\$78,513.31
12/1/2020 Money Market			\$153,560.07
12/1/2020 Transaction			\$12,490.65
Furnas County Treasurer	\$3,669.01		
Harlan County Treasurer	\$54,896.02		
Activity Fund	\$556.90		
BCBS - self pay	\$2,597.36		
Sp Ed SA FFR 1920	\$44,171.00		
borrowed from Bldg, Depr, Bond Funds	\$300,000.00		
Impact Aid	\$143,188.00		
December State Aid	\$140,890.00		
interest earned - Transaction Acct	\$1.76		
interest earned - MMA	\$10.54		
interest earned - Gen Fund	\$15.06		
<b>TOTAL RECEIPTS</b>	<b>\$689,995.65</b>		<b>\$934,559.68</b>
December cks cleared		\$446,237.45	\$488,322.23
outstanding checks		\$179.12	\$488,143.11
<b>Certificates of Deposit</b>			<b>\$413,855.67</b>
Balance 12/31/2020			\$901,998.78
<b>Bldg/Sinking Fund</b>			
Balance 12/1/2020			\$117,128.82
Furnas County Treasurer	\$283.85		
Harlan County Treasurer	\$2,900.20		
interest earned	\$12.15		
<b>Total Receipts</b>	<b>\$3,196.20</b>		
loaned to General Fund		\$100,000.00	
loan payment auto-deduct		\$1,743.45	
Balance 12/31/2020			\$18,581.57
<b>QCPU Fund</b>			
Balance 12/1/2020			\$162,199.62
Furnas County Treasurer	\$113.54		
Harlan County Treasurer	\$1,159.89		
interest earned	\$9.30		
<b>Total Receipts</b>	<b>\$1,282.73</b>		
money wire (2) bond pmt w/interest		\$155,466.25	
Balance 12/31/2020			\$8,016.10
<b>Depreciation Fund</b>			
Balance 12/1/2020			\$139,601.74
interest earned	\$15.19		

loan to <i>General Fund</i>		\$100,000.00	
Balance 12/31/2020			\$39,616.93

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**Lunch Fund**

Balance 12/1/2020			\$23,260.86
Total Receipts	\$22,324.48		
December expenses		\$19,866.26	\$25,719.08
outstanding checks		\$0.00	
Balance 12/31/2020			\$25,719.08

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**Activity Fund**

Balance 12/1/2020			\$165,127.90
Receipts	\$12,059.79		
cks cleared in December		\$25,884.28	\$151,303.41
outstanding checks		\$991.95	
Balance 12/31/2020			\$150,311.46

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Regular; Beginning Month 12/2020; Processing Month 12/2020; Account Type 7; Fund Number 05

**Fund: 05      ACTIVITY FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Fund Balance</b>					
05 704 0100	ART	2,980.98	0.00	0.00	2,980.98
05 704 0101	elementary students fund balance	248.40	0.00	0.00	248.40
05 704 0110	COMPUTERS	15,466.97	0.00	75.00	15,541.97
05 704 0113	eSports Club	30.02	0.00	20.00	50.02
05 704 0120	MISCELLANEOUS	(420.01)	0.00	23.23	(396.78)
05 704 0130	MUSIC SUPPLIES	(562.48)	16.93	215.00	(364.41)
05 704 0131	ELEMENTARY CHOIR	1,125.23	0.00	0.00	1,125.23
05 704 0133	DISTRICT MUSIC	2,170.29	0.00	0.00	2,170.29
05 704 0134	BAND PROJECTS	0.00	0.00	0.00	0.00
05 704 0135	CASH BOXES	(500.00)	0.00	0.00	(500.00)
05 704 0140	COURTESY FUND	3,493.30	35.99	0.00	3,457.31
05 704 0141	WOW	670.17	0.00	0.00	670.17
05 704 0142	CIRCLE OF FRIENDS	1,324.71	143.48	0.00	1,181.23
05 704 0143	CHRISTMAS DONATION	(834.35)	0.00	0.00	(834.35)
05 704 0144	RESOURCE	928.02	0.00	0.00	928.02
05 704 0145	LUEDKE MEMORIAL	2,841.73	0.00	0.00	2,841.73
05 704 0160	INDUSTRIAL ARTS	377.17	225.02	15.00	167.15
05 704 0161	FFA SCHOLARSHIP	7,292.43	0.00	0.00	7,292.43
05 704 0165	FUTURE FARMS OF AMERICA	43,937.60	14,693.61	4,943.00	34,186.99
05 704 0170	STUDENT COUNCIL	8,388.24	1,776.96	940.50	7,551.78
05 704 0180	FACULTY-STAFF	421.88	0.00	0.00	421.88
05 704 0190	DISTANCE LEARNING COURSES	18.00	0.00	0.00	18.00
05 704 0218	CLASS OF 2018	243.89	0.00	0.00	243.89
05 704 0219	CLASS OF 2019	119.35	0.00	0.00	119.35
05 704 0220	CLASS OF 2020	1,247.28	0.00	0.00	1,247.28
05 704 0221	CLASS OF 2021	2,829.58	0.00	0.00	2,829.58
05 704 0222	CLASS OF 2022	2,361.18	0.00	0.00	2,361.18
05 704 0223	CLASS OF 2023	3,187.31	0.00	0.00	3,187.31
05 704 0224	CLASS OF 2024	2,406.90	0.00	0.00	2,406.90
05 704 0240	PLATE FUND	251.19	0.00	0.00	251.19
05 704 0250	ANNUAL/YEARBOOK	3,965.77	462.40	0.00	3,503.37
05 704 0251	PICTURES	6,592.27	1,331.22	382.75	5,643.80
05 704 0260	HOME EC/CONS ED	1,991.14	0.00	0.00	1,991.14
05 704 0265	COOKIE SALES	1,542.85	340.30	1,410.00	2,612.55
05 704 0270	BOOK/SOFTWARE ORDERS	6,504.95	0.00	21.70	6,526.65
05 704 0271	GENERAL MILLS BOX TOPS	4,903.61	0.00	0.00	4,903.61
05 704 0280	FIELD TRIPS	329.82	0.00	0.00	329.82
05 704 0300	ATHLETICS	7,835.63	3,324.18	1,369.52	5,880.97
05 704 0301	FOOTBALL	2,856.86	716.98	0.00	2,139.88
05 704 0302	VOLLEYBALL	5,276.45	16.98	0.00	5,259.47
05 704 0303	BOYS BASKETBALL	329.05	327.48	265.56	267.13
05 704 0304	GIRLS BASKETBALL	4,037.73	16.98	242.21	4,262.96
05 704 0305	CROSS COUNTRY	283.46	16.98	0.00	266.48
05 704 0306	TRACK	730.87	0.00	0.00	730.87
05 704 0307	WRESTLING	200.26	16.98	0.00	183.28
05 704 0308	GOLF	(407.97)	0.00	0.00	(407.97)
05 704 0309	JR. HIGH SPORTS	(720.00)	0.00	0.00	(720.00)
05 704 0400	CHEERLEADERS	4,157.02	12.50	0.00	4,144.52
05 704 0500	NAT'L HONOR SOCIETY	475.80	0.00	0.00	475.80
05 704 0550	MILK MACHINE	2,167.34	81.60	548.00	2,633.74
05 704 0600	QUIZ BOWL	701.79	77.31	384.84	1,009.32
05 704 0940	SCHOOL CLIMATE COMMITTEE	481.58	0.00	0.00	481.58

Regular; Beginning Month 12/2020; Processing Month 12/2020; Account Type 7; Fund Number 05

<b>Fund: 05</b>	<b>ACTIVITY FUND</b>	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 704 0950	SCHOLARSHIP FUND	1,211.50	0.00	0.00	1,211.50
05 704 0970	WEIGHT ROOM	535.11	0.00	0.00	535.11
05 704 0971	DEPOSITS WEIGHT ROOM USE	4,545.00	0.00	0.00	4,545.00
05 704 0980	MATH/SCIENCE CLUB	15.00	0.00	0.00	15.00
05 704 0990	SPEECH	(1,052.39)	0.00	13.77	(1,038.62)
05 704 0991	DRAMA	646.16	258.70	1,227.32	1,614.78
Total:	Fund Balance	162,181.64	23,892.58	12,097.40	150,386.46
Total:	05	162,181.64	23,892.58	12,097.40	150,386.46

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Posted - All; Fund Number 05; Processing Month 12/2020

User ID: DEM

Vendor Name	Amount
Checking Account ID 5	
Fund Number 05	
ARAPAHOE PUBLIC SCHOOL	100.00
B.H. HESEMANN SHOP	225.02
BALLOU, BRAD	55.00
BELL, NATE	60.00
BLUM, DALE	125.00
BUSCHOW, ALEX	275.00
C & G SPORTING GOODS	77.60
CAMBRIDGE PUBLIC SCHOOL	184.35
CARSON, BLUM	125.00
CASH-WA DISTRIBUTING	937.60
CHESTERMAN CO	885.20
Dibble, Jason	55.00
EDUCATIONAL SERVICE UNIT #11	178.61
EMAL, COLBY	125.00
Everitt, Marshall	125.00
FLOWER PATCH	35.99
GENERAL FUND	556.90
GILLESPIE, CHAD	125.00
HAMMOND, ROGER	170.00
HARVARD PUBLIC SCHOOL	100.00
HOGELANDS MARKET	423.47
JOHNSON FRUIT LLC	6,830.60
KENSINGTON LOCKER	7,061.50
KOUPAL, KEITH	250.00
Kracl, Marty	125.00
LOU'S SPORTING GOODS	37.85
MARVIN, GEBHARD	170.00
MAXWELL PUBLIC SCHOOL	100.00
MISKO SPORTS	700.00
MOONLIGHT EMBROIDERY & SCREENPRINT	670.50
Roy, Cory	55.00
Seitz, Jason	55.00
SHIFFLET, CHASE	275.00
SHORT STOP	77.31
SOUTHERN VALLEY SCHOOL	75.00
US BANK	1,856.87
WALNUT RANGE FARMS	390.60
Wardyn, Todd	125.00
WATSON, TODD	55.00
Fund Number 05	<hr/> 23,854.97
Checking Account ID 5	<hr/> 23,854.97

**Board Report - Newspaper**

Vendor Name		Amount
General Fund		
ALMA MUNICIPAL GOLF COURSE	Golf Team dues	750.00
ALMA SCHOOL LUNCH FUND	Friday AM mtgs	17.08
APPLE INC.	Ipad, pencil, keyboard (Wesleyan)	681.95
BCBSNE EHA	self-pay	2,528.94
CITY OF ALMA	gas, water, sewer, trash	6,442.15
DANA F COLE & CO.	monthly Caf Plan admin fee	65.00
DAS STATE ACCTING - CENTRAL FINANCE	interagency billing	232.49
EAKES OFFICE PRODUCTS	monthly docMgmt software	315.00
ECOLAB PEST ELIM DIVISION	pest control	84.26
EDUCATIONAL SERVICE UNIT #11	tech support	411.00
ESSENTIAL SKILLS	extra reading curriculum (sped)	296.00
FIRST STATE BANK - ACH	monthly ACH fee	35.00
FRONTIER	land lines	554.13
HARLAN COUNTY JOURNAL	minutes/claims, notice	79.86
HOGELANDS MARKET	Dec charges Gen Fd	218.22
HOLDREGE ELECTRIC	check wiring kiln, wire dishwasher	963.82
HOLMES PLBG & HTG SUPPLY CO	filters/supplies for water fountains	719.38
HOME DEPOT PRO (SUPPLY WORKS)	custodial supplies	1,442.49
HOMETOWN LEASING	copier lease pmt	2,473.04
J.W. PEPPER & SON, INC	secondary music (Aug-Dec)	1,045.31
JAYMAR Business Forms, Inc.	W2s, 1099s	236.99
KAUK KONSTRUCTION	snow removal 12/29/20	77.50
LOU'S SPORTING GOODS	extra sized jersey	25.00
MADISON NATIONAL LIFE	retiree life insurance	11.60
MAIN STREET VARIETY	laundry bags	12.98
MENARDS STORE #3200	FCS sink/faucet	230.55
NEBRASKA PUBLIC POWER DISTRICT	electricity	3,754.50
NEBRASKA SAFETY CENTER	Jeff Wilhelms level one class	200.00
NEBRASKALAND AVIATION, INC	18 bags ice melt	360.00
PERRY GUTHERY, HAASE & GESSFORD	respond to NDE Rule 62 petition	150.00
PRAIRIE HILL LANDFILL - CITY OF HOLDREGE	land fill	7.50
PRO BUILDING SUPPLY, Inc	floor repair classroom	32.95
RASMUSSEN MECHANICAL SERVICES	control board sensor, boiler repair	3,141.32
SCHOOL SPECIALTY INC	pink passes (20 pads)	25.53
U.S.CELLULAR	Bruces cell phone	79.81
US BANK	Dec charges	79.47
WAGGONER INSURANCE AGENCY	quarterly liab/prop insurance pmt	20,587.00
sub-total		<u>48,367.82</u>
PAYROLL		<u>376,736.75</u>
		<u><u>425,104.57</u></u>

## Board Report - Newspaper

Vendor Name		Amount
Nutrition Services (Lunch Fund)		
CASH-WA DISTRIBUTING	groceries	1,347.24
DEAN DAIRY LeMars	dairy goods	1,227.14
HOGELANDS MARKET	groceries	1,441.06
IDEAL LINEN SUPPLY	laundry service	218.80
SYSCO LINCOLN	groceries	1,919.29
US Foods, Inc.	groceries	<u>2,883.73</u>
sub-total		<u>9,037.26</u>
PAYROLL		<u>6,363.36</u>
		<u><u>9,037.26</u></u>

Internal Board Policies - OrganizationAnnual Organizational Meeting

- A. An organizational meeting of the Alma School District Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, Secretary and Treasurer, and ex officio secretary and treasurer, if it is determined by the Board of Education that same are needed, all of whom will assume office at the organizational meeting.
  2. Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If the tie is not broken after five ballots, the Chair will determine the winner by the flip of a coin, followed by a vote ratifying such selection.
  3. The President shall assume the chair immediately upon the President's election.
- B. The order of business for the remainder of the meeting shall be as follows:
1. The election of a Vice President by the same method as used for the election of the President.
  2. The election of a Secretary and Treasurer.
  3. The adoption of an order of business to guide the preparation of future agenda and conduct of meetings.
  4. Review of existing temporary committees or special appointments involving Board members.
  5. Approval of current Board policies and regulations.
  6. Dissemination to each Board member of conflict of interest statutes.

Date of Adoption: \_\_\_\_\_, 2005



Internal Board Policies - OrganizationStanding Committees

It shall be the policy of Alma Public Schools that the following will be the standing committees of the Board of Education:

1. Negotiations Committee
2. Committee on American Civics
3. Transportation/Facilities
4. Budget Committee
5. Policy Committee
6. Administration Review Committee

It shall further be the policy of Alma Public Schools that the Superintendent shall appoint the members of the above committees.

Legal Reference: Neb. Rev. Stat. § 79-724  
Neb. Rev. Stat. § 79-520

Date of Adoption: [June 10, 2019]

Internal Board Policies

Standing Committee on Negotiations

It shall be the policy of Alma Public Schools that the Negotiations Committee shall consist of three members appointed by the Superintendent.

The Negotiations Committee will represent the full Board of Education in negotiations with recognized labor organizations. The full Board of Education may also include selected administrators on the negotiations team. The Board of Education reserves the right to appoint a chief spokesperson who is not a member of the Board to represent the Board in negotiations.

After negotiations are completed, the negotiations committee will make a recommendation to the full Board of Education on the salary schedule and benefits under consideration.

Date of Adoption: \_\_\_\_\_, 2005

Internal Board Policies - OrganizationStanding Committee on American Civics

It shall be the policy of Alma Public Schools that the Committee on American Civics shall consist of three members appointed by the Board President or the superintendent. The Committee shall meet at least twice per year. One of the responsibilities of this committee will be to examine recommended social studies textbooks and report findings based on this examination to other members of the Board of Education. The Committee shall take all other steps to ensure compliance with Nebraska law.

It shall further be the policy of Alma Public Schools that the Committee on American Civics shall review all major proposals prepared by the superintendent of schools and instructional staff for adoption of new textbooks, development of new instructional programs, revision of existing instructional programs, modification of established graduation requirements, and other related matters. After the review is completed, the Committee on Curriculum and Americanism will make a recommendation to the full Board of Education about approval or adoption of the matter under consideration.

Legal Reference: Neb. Rev. Stat. § 79-724  
Neb. Rev. Stat. § 79-520  
LB 399 (2019)  
Date of Adoption: [June 10, 2019]

Internal Board Policies - OrganizationAnnual Organizational Meeting

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1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, Secretary and Treasurer, and ex officio secretary and treasurer, if it is determined by the Board of Education that same are needed, all of whom will assume office at the organizational meeting.
  2. Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If the tie is not broken after five ballots, the Chair will determine the winner by the flip of a coin, followed by a vote ratifying such selection.
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  6. Dissemination to each Board member of conflict of interest statutes.

Date of Adoption: \_\_\_\_\_, 2005



ATA & Alma BOE Negotiations  
2021-2022

December 14, 2020 Meeting:

ATA Proposals

1. Increase Base pay to \$36,400 with \$1050/\$3500 deductible insurance.
2. Increase unused sick leave compensation.
3. Increase pay scale percentage from 4 x 4.5 to 4.25 x x 4.5 or 4.0 x 4.75.

Alma BOE – Counter proposals

1. Increase Base pay to \$36,400 with \$1050/\$3500 deductible insurance.  
*\*Increase base by \$450 to \$35,800 (3.23% Total package increase*
2. Increase unused sick leave compensation.  
*\*Raise unused sick leave compensation to \$25.00*
3. Increase pay scale percentage from 4 x 4.5 to 4.25 x 4.5 or 4.0 x 4.75.  
*\*Leave the salary schedule at 4 x 4.5*

ATA Proposal – Counter proposals

1. Increase Base pay by \$1000 (leaving insurance as is).
2. Increase in unused sick leave compensation to that of substitute pay.

**PROJECTED SALARY COSTS 2021-2022**  
**Proposed Movement by 2020-21 Staff 4x4.5**

	\$1050/\$3500 Deductible	\$1050/\$3500 Deductible									
		2020-21	2021-22								
<b>BASE SALARY</b>		<b>\$35,350</b>	<b>\$35,350</b>	<b>\$35,800</b>	<b>\$35,850</b>	<b>\$35,900</b>	<b>\$35,950</b>	<b>\$36,000</b>	<b>\$36,150</b>	<b>\$36,250</b>	<b>\$36,350</b>
Last Year	58.4339										
ACADEMIC	59.7189	\$2,065,638.37	\$2,111,063.12	\$2,137,936.62	\$2,140,922.57	\$2,143,908.51	\$2,146,894.46	\$2,149,880.40	\$2,158,838.24	\$2,164,810.13	\$2,170,782.02
Last Year	332.00%										
ACTIVITY	343.00%	\$117,362.00	\$121,250.50	\$122,794.00	\$122,965.50	\$123,137.00	\$123,308.50	\$123,480.00	\$123,994.50	\$124,337.50	\$124,680.50
TOTAL INCOME		\$2,183,000.37	\$2,232,313.62	\$2,260,730.62	\$2,263,888.07	\$2,267,045.51	\$2,270,202.96	\$2,273,360.40	\$2,282,832.74	\$2,289,147.63	\$2,295,462.52
INSURANCE-% INC	2.96%	\$644,768.74	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00
Last year	7.65%										
SOC. SEC.	7.65%	\$166,999.53	\$170,771.99	\$172,945.89	\$173,187.44	\$173,428.98	\$173,670.53	\$173,912.07	\$174,636.70	\$175,119.79	\$175,602.88
Last Year	9.8778%										
Retirement	9.8778%	\$215,632.41	\$220,503.47	\$223,310.45	\$223,622.34	\$223,934.22	\$224,246.11	\$224,557.99	\$225,493.65	\$226,117.42	\$226,741.20
Last Year - WM	0.68%										
Workman	0.68%	\$14,844.40	\$15,179.73	\$15,372.97	\$15,394.44	\$15,415.91	\$15,437.38	\$15,458.85	\$15,523.26	\$15,566.20	\$15,609.15
LTD	0.44%	\$9,605.20	\$9,822.18	\$9,947.21	\$9,961.11	\$9,975.00	\$9,988.89	\$10,002.79	\$10,044.46	\$10,072.25	\$10,100.04
Last Year	\$34.80										
Life Insurance	\$34.80	\$1,252.80	\$1,287.60	\$1,287.60	\$1,287.60	\$1,287.60	\$1,287.60	\$1,287.60	\$1,287.60	\$1,287.60	\$1,287.60
TOTAL COST		\$3,236,103.45	\$3,306,780.59	\$3,340,496.74	\$3,344,242.98	\$3,347,989.22	\$3,351,735.46	\$3,355,481.70	\$3,366,720.42	\$3,374,212.90	\$3,381,705.37
DOLLAR INCREASE			\$70,677.15	\$104,393.30	\$108,139.54	\$111,885.78	\$115,632.01	\$119,378.25	\$130,616.97	\$138,109.45	\$145,601.93
% INCREASE			2.18%	3.23%	3.34%	3.46%	3.57%	3.69%	4.04%	4.27%	4.50%

**PROJECTED SALARY COSTS 2021-2022**  
**Proposed Movement BY 20-21 Staff 4x4.75**

	\$1050/\$3500 Deductible	\$1050/\$3500 Deductible									
		2020-21	2021-22								
<b>BASE SALARY</b>		<b>\$35,350</b>	<b>\$35,350</b>	<b>\$35,450</b>	<b>\$35,550</b>	<b>\$35,650</b>	<b>\$35,750</b>	<b>\$35,850</b>	<b>\$35,950</b>	<b>\$36,150</b>	<b>\$36,350</b>
Last Year	58.4339										
ACADEMIC	60.1300	\$2,065,638.37	\$2,125,595.50	\$2,131,608.50	\$2,137,621.50	\$2,143,634.50	\$2,149,647.50	\$2,155,660.50	\$2,161,673.50	\$2,173,699.50	\$2,185,725.50
Last Year	332.00%										
ACTIVITY	343.00%	\$117,362.00	\$121,250.50	\$121,593.50	\$121,936.50	\$122,279.50	\$122,622.50	\$122,965.50	\$123,308.50	\$123,994.50	\$124,680.50
<b>TOTAL INCOME</b>		<b>\$2,183,000.37</b>	<b>\$2,246,846.00</b>	<b>\$2,253,202.00</b>	<b>\$2,259,558.00</b>	<b>\$2,265,914.00</b>	<b>\$2,272,270.00</b>	<b>\$2,278,626.00</b>	<b>\$2,284,982.00</b>	<b>\$2,297,694.00</b>	<b>\$2,310,406.00</b>
INSURANCE-% INC	2.96%	\$644,768.74	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00
Last year	7.65%										
SOC. SEC.	7.65%	\$166,999.53	\$171,883.72	\$172,369.95	\$172,856.19	\$173,342.42	\$173,828.66	\$174,314.89	\$174,801.12	\$175,773.59	\$176,746.06
Last Year	9.8778%										
Retirement	9.8778%	\$215,632.41	\$221,938.95	\$222,566.79	\$223,194.62	\$223,822.45	\$224,450.29	\$225,078.12	\$225,705.95	\$226,961.62	\$228,217.28
Last Year - WM	0.68%										
Workman	0.68%	\$14,844.40	\$15,278.55	\$15,321.77	\$15,364.99	\$15,408.22	\$15,451.44	\$15,494.66	\$15,537.88	\$15,624.32	\$15,710.76
LTD	0.44%	\$9,605.20	\$9,886.12	\$9,914.09	\$9,942.06	\$9,970.02	\$9,997.99	\$10,025.95	\$10,053.92	\$10,109.85	\$10,165.79
Last Year	\$34.80										
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80
<b>TOTAL COST</b>		<b>\$3,236,103.45</b>	<b>\$3,323,988.15</b>	<b>\$3,331,529.40</b>	<b>\$3,339,070.66</b>	<b>\$3,346,611.91</b>	<b>\$3,354,153.17</b>	<b>\$3,361,694.42</b>	<b>\$3,369,235.67</b>	<b>\$3,384,318.18</b>	<b>\$3,399,400.69</b>
<b>DOLLAR INCREASE</b>			<b>\$87,884.70</b>	<b>\$95,425.96</b>	<b>\$102,967.21</b>	<b>\$110,508.46</b>	<b>\$118,049.72</b>	<b>\$125,590.97</b>	<b>\$133,132.23</b>	<b>\$148,214.73</b>	<b>\$163,297.24</b>
<b>% INCREASE</b>			<b>2.72%</b>	<b>2.95%</b>	<b>3.18%</b>	<b>3.41%</b>	<b>3.65%</b>	<b>3.88%</b>	<b>4.11%</b>	<b>4.58%</b>	<b>5.05%</b>

**PROJECTED SALARY COSTS 2021-2022**  
**Proposed Movement by 2020-21 Staff 4.25x4.5**

	\$1050/\$3500 Deductible	\$1050/\$3500 Deductible									
		2020-21	2021-22								
<b>BASE SALARY</b>		<b>\$35,350</b>	<b>\$35,350</b>	<b>\$35,450</b>	<b>\$35,550</b>	<b>\$35,650</b>	<b>\$35,750</b>	<b>\$35,850</b>	<b>\$35,950</b>	<b>\$36,150</b>	<b>\$36,350</b>
Last Year	58.4339										
ACADEMIC	60.6550	\$2,065,638.37	\$2,144,154.25	\$2,150,219.75	\$2,156,285.25	\$2,162,350.75	\$2,168,416.25	\$2,174,481.75	\$2,180,547.25	\$2,192,678.25	\$2,204,809.25
Last Year	332.00%										
ACTIVITY	343.00%	\$117,362.00	\$121,250.50	\$121,593.50	\$121,936.50	\$122,279.50	\$122,622.50	\$122,965.50	\$123,308.50	\$123,994.50	\$124,680.50
TOTAL INCOME		\$2,183,000.37	\$2,265,404.75	\$2,271,813.25	\$2,278,221.75	\$2,284,630.25	\$2,291,038.75	\$2,297,447.25	\$2,303,855.75	\$2,316,672.75	\$2,329,489.75
INSURANCE-% INC	2.96%	\$644,768.74	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00	\$656,902.00
Last year	7.65%										
SOC. SEC.	7.65%	\$166,999.53	\$173,303.46	\$173,793.71	\$174,283.96	\$174,774.21	\$175,264.46	\$175,754.71	\$176,244.96	\$177,225.47	\$178,205.97
Last Year	9.8778%										
Retirement	9.8778%	\$215,632.41	\$223,772.15	\$224,405.17	\$225,038.19	\$225,671.21	\$226,304.23	\$226,937.24	\$227,570.26	\$228,836.30	\$230,102.34
Last Year - WM	0.68%										
Workman	0.68%	\$14,844.40	\$15,404.75	\$15,448.33	\$15,491.91	\$15,535.49	\$15,579.06	\$15,622.64	\$15,666.22	\$15,753.37	\$15,840.53
LTD	0.44%	\$9,605.20	\$9,967.78	\$9,995.98	\$10,024.18	\$10,052.37	\$10,080.57	\$10,108.77	\$10,136.97	\$10,193.36	\$10,249.75
Last Year	\$34.80										
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80
TOTAL COST		\$3,236,103.45	\$3,346,007.70	\$3,353,611.24	\$3,361,214.79	\$3,368,818.33	\$3,376,421.87	\$3,384,025.42	\$3,391,628.96	\$3,406,836.05	\$3,422,043.14
DOLLAR INCREASE			\$109,904.25	\$117,507.79	\$125,111.34	\$132,714.88	\$140,318.43	\$147,921.97	\$155,525.52	\$170,732.60	\$185,939.69
% INCREASE			3.40%	3.63%	3.87%	4.10%	4.34%	4.57%	4.81%	5.28%	5.75%

**PROJECTED SALARY/BENEFITS COSTS 2020-2021**  
**Proposed Movement by 2019-20 Staff 4x4.5**

<b>\$1050/\$3500 Deductible</b>		<b>\$1200/\$3500 Deductible</b>											
6.71% Insurance Inc.		<b>2019-20</b>		<b>2020-21</b>									
<b>BASE SALARY</b>		<b>\$34,900</b>	<b>\$34,900</b>	<b>\$35,000</b>	<b>\$35,100</b>	<b>\$35,200</b>	<b>\$35,300</b>	<b>\$35,400</b>	<b>\$35,500</b>	<b>\$35,600</b>	<b>\$35,700</b>		
Last Year	56.5439%												
ACADEMIC	57.3489%	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73		
Last Year	309.50%												
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10		
<b>TOTAL INCOME</b>		<b>\$2,081,397.61</b>	<b>\$2,110,469.31</b>	<b>\$2,116,516.50</b>	<b>\$2,122,563.69</b>	<b>\$2,128,610.88</b>	<b>\$2,134,658.07</b>	<b>\$2,140,705.26</b>	<b>\$2,146,752.45</b>	<b>\$2,152,799.64</b>	<b>\$2,158,846.83</b>		
INSURANCE-% INC.	0.00%	\$551,267.27	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16		
Last year	7.65%												
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78		
Last Year	9.8778%												
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57		
Last Year - WM	0.68%												
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16		
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93		
Last Year	\$34.80												
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80		
<b>TOTAL COST</b>		<b>\$3,022,052.54</b>	<b>\$3,088,063.37</b>	<b>\$3,095,238.22</b>	<b>\$3,102,413.08</b>	<b>\$3,109,587.94</b>	<b>\$3,116,762.80</b>	<b>\$3,123,937.66</b>	<b>\$3,131,112.51</b>	<b>\$3,138,287.37</b>	<b>\$3,145,462.23</b>		
<b>DOLLAR INCREASE</b>			<b>\$66,010.82</b>	<b>\$73,185.68</b>	<b>\$80,360.54</b>	<b>\$87,535.40</b>	<b>\$94,710.25</b>	<b>\$101,885.11</b>	<b>\$109,059.97</b>	<b>\$116,234.83</b>	<b>\$123,409.69</b>		
<b>% INCREASE</b>			<b>2.18%</b>	<b>2.42%</b>	<b>2.66%</b>	<b>2.90%</b>	<b>3.13%</b>	<b>3.37%</b>	<b>3.61%</b>	<b>3.85%</b>	<b>4.08%</b>		

**PROJECTED SALARY/BENEFITS COSTS 2020-2021**  
**Proposed Movement by 2019-20 Staff 4x4.5**

\$1050/\$3500 Deductible		\$1200/\$3500 Deductible										
6.71% Insurance Inc.		2019-20		2020-21								
BASE SALARY		\$34,900	\$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700	
Last Year	56.5439											
ACADEMIC	58.1225	\$1,973,382.11	\$2,028,475.25	\$2,034,287.50	\$2,040,099.75	\$2,045,912.00	\$2,051,724.25	\$2,057,536.50	\$2,063,348.75	\$2,069,161.00	\$2,074,973.25	
Last Year	309.50%											
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10	
TOTAL INCOME		\$2,081,397.61	\$2,137,467.95	\$2,143,592.50	\$2,149,717.05	\$2,155,841.60	\$2,161,966.15	\$2,168,090.70	\$2,174,215.25	\$2,180,339.80	\$2,186,464.35	
INSURANCE-% INC.	0.00%	\$551,267.27	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	
Last year	7.65%											
SOC. SEC.	7.65%	\$159,226.92	\$163,516.30	\$163,984.83	\$164,453.35	\$164,921.88	\$165,390.41	\$165,858.94	\$166,327.47	\$166,795.99	\$167,264.52	
Last Year	9.8778%											
Retirement	9.8778%	\$205,596.29	\$211,134.81	\$211,739.78	\$212,344.75	\$212,949.72	\$213,554.69	\$214,159.66	\$214,764.63	\$215,369.60	\$215,974.58	
Last Year - WM	0.68%											
Workman	0.68%	\$14,153.50	\$14,534.78	\$14,576.43	\$14,618.08	\$14,659.72	\$14,701.37	\$14,743.02	\$14,784.66	\$14,826.31	\$14,867.96	
LTD	0.44%	\$9,158.15	\$9,404.86	\$9,431.81	\$9,458.76	\$9,485.70	\$9,512.65	\$9,539.60	\$9,566.55	\$9,593.50	\$9,620.44	
Last Year	\$34.80											
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	
TOTAL COST		\$3,022,052.54	\$3,120,096.66	\$3,127,363.30	\$3,134,629.95	\$3,141,896.59	\$3,149,163.23	\$3,156,429.88	\$3,163,696.52	\$3,170,963.17	\$3,178,229.81	
DOLLAR INCREASE			\$98,044.11	\$105,310.76	\$112,577.40	\$119,844.05	\$127,110.69	\$134,377.33	\$141,643.98	\$148,910.62	\$156,177.27	
% INCREASE			3.24%	3.48%	3.73%	3.97%	4.21%	4.45%	4.69%	4.93%	5.17%	
\$ INCREASE 4 X 4.5			\$75,877.52									
4 X 4.5 SCHEDULE % INCREASE			2.51%	2.75%	2.99%	3.22%	3.46%	3.70%	3.94%	4.17%	4.41%	
			\$22,166.59									

**PROJECTED SALARY COSTS 2020-2021**  
**Proposed Movement by 2019-20 Staff 4x4.5**

<b>\$1050/\$3500 Deductible</b>		<b>\$1450/\$3500 Deductible</b>									
6.71% Insurance Inc.		<b>2019-20</b>	<b>2020-21</b>								
<b>BASE SALARY</b>		<b>\$34,900</b>	<b>\$34,900</b>	<b>\$35,000</b>	<b>\$35,100</b>	<b>\$35,200</b>	<b>\$35,300</b>	<b>\$35,400</b>	<b>\$35,500</b>	<b>\$35,600</b>	<b>\$35,700</b>
Last Year	56.5439										
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73
Last Year	309.50%										
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10
<b>TOTAL INCOME</b>		<b>\$2,081,397.61</b>	<b>\$2,110,469.31</b>	<b>\$2,116,516.50</b>	<b>\$2,122,563.69</b>	<b>\$2,128,610.88</b>	<b>\$2,134,658.07</b>	<b>\$2,140,705.26</b>	<b>\$2,146,752.45</b>	<b>\$2,152,799.64</b>	<b>\$2,158,846.83</b>
INSURANCE-% INC.	0.00%	\$551,267.27	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40
Last year	7.65%										
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78
Last Year	9.8778%										
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57
Last Year - WM	0.68%										
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93
Last Year	\$34.80										
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80
<b>TOTAL COST</b>		<b>\$3,022,052.54</b>	<b>\$3,078,355.61</b>	<b>\$3,085,530.46</b>	<b>\$3,092,705.32</b>	<b>\$3,099,880.18</b>	<b>\$3,107,055.04</b>	<b>\$3,114,229.90</b>	<b>\$3,121,404.75</b>	<b>\$3,128,579.61</b>	<b>\$3,135,754.47</b>
<b>DOLLAR INCREASE</b>			\$56,303.06	\$63,477.92	\$70,652.78	\$77,827.64	\$85,002.49	\$92,177.35	\$99,352.21	\$106,527.07	\$113,701.93
<b>% INCREASE</b>			<b>1.86%</b>	<b>2.10%</b>	<b>2.34%</b>	<b>2.58%</b>	<b>2.81%</b>	<b>3.05%</b>	<b>3.29%</b>	<b>3.52%</b>	<b>3.76%</b>



**Salary Cost Comparison Information  
Insurance Deductible  
2020-2021**

		\$1050/\$3500 Deductible		\$1050/\$3500 Deductible								
		2019-20	2020-21	2019-20	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21
BASE SALARY		\$34,900	\$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700	
Last Year	56.5439											
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73	
Last Year	309.50%											
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10	
TOTAL INCOME		\$2,081,397.61	\$2,110,469.31	\$2,116,516.50	\$2,122,563.69	\$2,128,610.88	\$2,134,658.07	\$2,140,705.26	\$2,146,752.45	\$2,152,799.64	\$2,158,846.83	
INSURANCE-% INC.	6.71%	\$551,267.27	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	
Last year	7.65%											
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78	
Last Year	9.8778%											
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57	
Last Year - WM	0.68%											
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16	
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93	
Last Year	\$34.80											
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	
TOTAL COST		\$3,022,052.54	\$3,097,930.07	\$3,105,104.92	\$3,112,279.78	\$3,119,454.64	\$3,126,629.50	\$3,133,804.36	\$3,140,979.21	\$3,148,154.07	\$3,155,328.93	
DOLLAR INCREASE			\$75,877.52	\$83,052.38	\$90,227.24	\$97,402.10	\$104,576.95	\$111,751.81	\$118,926.67	\$126,101.53	\$133,276.39	
% INCREASE			2.51%	2.75%	2.99%	3.22%	3.46%	3.70%	3.94%	4.17%	4.41%	

		\$1050/\$3500		\$1200/\$3500 Deductible								
		2019-20	2020-21	2019-20	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21
BASE SALARY		\$34,900	\$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700	
Last Year	56.5439											
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73	
Last Year	309.50%											
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10	
TOTAL INCOME		\$2,081,397.61	\$2,110,469.31	\$2,116,516.50	\$2,122,563.69	\$2,128,610.88	\$2,134,658.07	\$2,140,705.26	\$2,146,752.45	\$2,152,799.64	\$2,158,846.83	
INSURANCE-% INC.	0.00%	\$551,267.27	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	
Last year	7.65%											
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78	
Last Year	9.8778%											
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57	
Last Year - WM	0.68%											
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16	
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93	
Last Year	\$34.80											
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	
TOTAL COST		\$3,022,052.54	\$3,088,063.37	\$3,095,238.22	\$3,102,413.08	\$3,109,587.94	\$3,116,762.80	\$3,123,937.66	\$3,131,112.51	\$3,138,287.37	\$3,145,462.23	
DOLLAR INCREASE			\$66,010.82	\$73,185.68	\$80,360.54	\$87,535.40	\$94,710.25	\$101,885.11	\$109,059.97	\$116,234.83	\$123,409.69	
% INCREASE			2.18%	2.42%	2.66%	2.90%	3.13%	3.37%	3.61%	3.85%	4.08%	

**Salary Cost Comparison Information  
Insurance Deductible  
2020-2021**

1/7/2021

<b>\$1450/\$3500 Deductible</b>											
		<b>\$1050/\$3500</b>	<b>\$1450/\$3500 Deductible</b>								
<b>BASE SALARY</b>		<b>2019-20</b> <b>\$34,900</b>	<b>2020-21</b> <b>\$34,900</b>	<b>\$35,000</b>	<b>\$35,100</b>	<b>\$35,200</b>	<b>\$35,300</b>	<b>\$35,400</b>	<b>\$35,500</b>	<b>\$35,600</b>	<b>\$35,700</b>
Last Year	56.5439										
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73
Last Year	309.50%										
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10
<b>TOTAL INCOME</b>		\$2,081,397.61	\$2,110,469.31	\$2,116,516.50	\$2,122,563.69	\$2,128,610.88	\$2,134,658.07	\$2,140,705.26	\$2,146,752.45	\$2,152,799.64	\$2,158,846.83
<b>INSURANCE-% INC.</b>	<b>0.00%</b>	\$551,267.27	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40
Last year	7.65%										
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78
Last Year	9.8778%										
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57
Last Year - WM	0.68%										
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93
Last Year	\$34.80										
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80
<b>TOTAL COST</b>		\$3,022,052.54	\$3,078,355.61	\$3,085,530.46	\$3,092,705.32	\$3,099,880.18	\$3,107,055.04	\$3,114,229.90	\$3,121,404.75	\$3,128,579.61	\$3,135,754.47
<b>DOLLAR INCREASE</b>			\$56,303.06	\$63,477.92	\$70,652.78	\$77,827.64	\$85,002.49	\$92,177.35	\$99,352.21	\$106,527.07	\$113,701.93
<b>% INCREASE</b>			<b>1.86%</b>	<b>2.10%</b>	<b>2.34%</b>	<b>2.58%</b>	<b>2.81%</b>	<b>3.05%</b>	<b>3.29%</b>	<b>3.52%</b>	<b>3.76%</b>

<b>\$1900/\$3500 Deductible</b>											
		<b>\$1050/\$3500</b>	<b>\$1900/\$3500 Deductible</b>								
<b>BASE SALARY</b>		<b>2019-20</b> <b>\$34,900</b>	<b>2020-21</b> <b>\$34,900</b>	<b>\$35,000</b>	<b>\$35,100</b>	<b>\$35,200</b>	<b>\$35,300</b>	<b>\$35,400</b>	<b>\$35,500</b>	<b>\$35,600</b>	<b>\$35,700</b>
Last Year	56.5439										
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73
Last Year	309.50%										
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10
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<b>INSURANCE-% INC.</b>	<b>0.00%</b>	\$551,267.27	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40
Last year	7.65%										
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78
Last Year	9.8778%										
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57
Last Year - WM	0.68%										
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93
Last Year	\$34.80										
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80
<b>TOTAL COST</b>		\$3,022,052.54	\$3,054,781.61	\$3,061,956.46	\$3,069,131.32	\$3,076,306.18	\$3,083,481.04	\$3,090,655.90	\$3,097,830.75	\$3,105,005.61	\$3,112,180.47
<b>DOLLAR INCREASE</b>			\$32,729.06	\$39,903.92	\$47,078.78	\$54,253.64	\$61,428.49	\$68,603.35	\$75,778.21	\$82,953.07	\$90,127.93
<b>% INCREASE</b>			<b>1.08%</b>	<b>1.32%</b>	<b>1.56%</b>	<b>1.80%</b>	<b>2.03%</b>	<b>2.27%</b>	<b>2.51%</b>	<b>2.74%</b>	<b>2.98%</b>



**2021-2022 Master Services Agreement Between the  
EDUCATIONAL SERVICE UNIT #11 (ESU11)  
and  
SCHOOL DISTRICTS within ESU 11 Boundaries**

THIS MASTER SERVICES AGREEMENT (“Agreement”) is entered into this \_\_\_\_ day of \_\_\_\_\_, 2021 (“effective date”) by and between THE EDUCATIONAL SERVICE UNIT 11, a political subdivision of the State of Nebraska, hereinafter referred to as “ESU 11”, and \_\_\_\_\_, a political subdivision of the State of Nebraska referred to as “the DISTRICT.”

**Recitals**

Whereas, ESU 11 by NEB. REV. STAT. § 79-1204 may contract to provide services;

Whereas, the DISTRICT wishes to receive certain services and participate in certain Projects that are conducted by the ESU 11; and

Whereas, the DISTRICT wishes to have certain services and initiatives made available to its school district.

Now, therefore, the ESU 11 and the DISTRICT agree as follows:

**I. General Provisions**

1. Purpose. The purpose of this Agreement is to establish the general terms and conditions applicable to the education initiatives, services and projects (collectively “Projects”) which ESU 11 supplies to the DISTRICT for the 2021-2022 school year. This Agreement is intended to serve as a framework for the provision of services under one or more of the ESU 11’s Projects.

2. Participation in Individual Projects. This Agreement outlines several Projects which ESU 11 has undertaken for the benefit of their member school districts. The DISTRICT may choose to participate in some, but not all of the Projects referenced by this Agreement. The DISTRICT shall indicate its intention to participate in a particular Project by marking, where indicated, each Project in which it wishes to participate in for 2021-2022. ESU 11 is only obligated to provide services to the DISTRICT for the Projects which the DISTRICT has marked as provided herein.

3. Term. The term of this Agreement shall be one (1) year,

commencing on August 1, 2021 and ending on July 31, 2022.

4. Provision of Services by ESU 11's Agents. The ESU 11 may contract with third parties to provide some or all of the services described in this Agreement. The DISTRICT hereby expressly agrees to the provision of those services by said third-party agents and agrees to cooperate with all agents of ESU 11 in the implementation of such Projects including, but not limited to, invoicing, payment and administration necessary for the delivery of Project services in the name of ESU 11.

5. Compliance with State Law. Each Party will comply with applicable laws in its performance hereunder and will advise the other of changes in laws that concern the conduct of the Projects and services contemplated by this Agreement. Each Party shall obtain and maintain all approvals required to perform its obligations under this Agreement.

6. New Projects. In the event ESU 11 determines to offer a new Project during the term of this Agreement and the DISTRICT wishes to participate in said new Project, the parties may describe the new Project in writing and incorporate that writing as a formal addendum to this Agreement.

7. Amendments in Writing. Notwithstanding any provision of this Agreement to the contrary, any amendment to this Agreement must be in writing and signed by an authorized representative of each Party. No oral understanding or agreement not incorporated in this Agreement is binding on any of the Parties.

8. Entire Agreement. This Agreement supersedes and replaces all prior agreements or understandings and constitutes the entire agreement between the Parties concerning the subject matter hereof; there are no other agreements, understandings, or representations, whether written or oral, between the DISTRICT and ESU 11 concerning the subject matter addressed herein.

9. Governing Law. This Agreement shall be governed and construed in accordance with the laws of the State of Nebraska.

## II. Technology Services

### CONTRACT FOR TECHNOLOGY SERVICES & SUPPORT

1. ESU 11 agrees to deliver Local Area Network management via on site, the web, email, and phone, per a scheduled basis to the organization between July 1, 2021 and June 30, 2022 based on the support package selected below.
2. DISTRICT agrees to pay ESU 11 for the service used (**select one or more options**) and to budget for payment of:

TECHNOLOGY SUPPORT	RATE	
____ 200 hours	\$11,500	(\$57.50/hour)
____ 150 hours	\$ 9,000	(\$60.00/hour)
____ 50 hours	\$ 3,250	(\$65.00/hour)
____ Hourly Rate		(\$80.00/hour)

### OTHER SERVICES

____ OverDrive Nebraska Shared Collection (eBooks & Audiobooks) - \$.88 per K-12 student*	
____ Universal Service Fund E-Rate Filing (transport services only)	\$ 500.00

\* Prices are subject to change based on how many districts choose to participate. Pricing listed above is based on participation from the prior year.

- The DISTRICT wishes to contract for technology services and support as checked above.**

## Educational Service Unit #11

For the **2021-2022 school year**, our school is interested in purchasing the following via ESU #11 Volume Purchasing

School: \_\_\_\_\_

### BrainPOP: (2021-2022 pricing)

**OPTION #1 (24/7 Access, BrainPOP, BrainPOP Jr. & BrainPOP Espanol)**

\_\_\_ Brain POP Combo \$2,360 for schools 250 enrollment or less.

\_\_\_ Brain POP Combo \$2,805 for schools over 250 enrollment.

**OPTION #2 (Purchase either BrainPOP Jr. or BrainPOP without Espanol)**

\_\_\_ Brain POP Junior K-2 \$1,436 for schools 250 enrollment or less.

\_\_\_ Brain POP 3-12 \$1,756 for schools 250 enrollment or less.

\_\_\_ Brain POP 3-12 \$2,084 for schools over 250 students.

\_\_\_ No, our school doesn't plan to participate in BrainPop.

### On to College w/John Baylor:

The pricing chart attached below is **2021-2022 pricing**.

Middle School was added at no additional cost (+MS)

\_\_\_ Yes, number of Grade 9-12 students: \_\_\_\_\_

\_\_\_ No, our school doesn't plan to participate in On to College w/John Baylor.

**IXL: (2021-2022 pricing)** As a consortium, with 2500 licenses and up, prices are as follows:

1 subject	2 subjects	3 subjects	4 subjects
\$7.50	\$11.50	\$15.50	\$17.50

Our school will purchase IXL as part of a consortium as follows:

Subject(s):	Grades:	# of Students

\_\_\_ No, our school doesn't plan to participate in IXL .

**Mystery Science (2021-2022 pricing)** The price will vary depending on the number of schools participating. (Pricing can vary from \$480 - \$1,249 per school for K-5th grade teachers)

\_\_\_ Yes, our school would like to participate in Mystery Science.

\_\_\_ No, our school does not plan to participate in Mystery Science.

**If you have any questions about ESU #11 Volume Purchasing, please contact:  
Jody Bauer, ESU 11, Technology Curriculum Consultant**

### III. Special Education

Student Records System (SRS): SRS is an online special education record keeping system. It creates all special education documents required by Rule 51, including IEP, MDT, IFSP and all required notices. The SRS is a highly secured system that organizes and stores documents and provides easy access to files from anywhere via the internet. SRS training is provided across the state for district staff and college and university staff.

SRS Fee. DISTRICTS participating in the SPED SRS Project must pay an additional fee to receive access to SRS. Fees will be assessed in accordance with the State established yearly cost per DISTRICT.

- The DISTRICT wishes to participate in the SRS Special Education Project.**

### IV. Contracted Special Education Services

1. That ESU 11 does hereby agree that it will furnish to the DISTRICT the following described special education services which meet the requirements of the State Department of Education. All rates are subject to the approval of the State Department of Education, and will be provided to the DISTRICT prior to the DISTRICT'S budget preparation.

2. That ESU 11 does hereby agree that it will furnish to the DISTRICT the following described special education services as follows:

**A. Program Supervisory Services** will be provided at a rate not to exceed eight percent of your special education program costs in accord with State Department of Education allowable costs.

**B. Psychological Services**  
\_\_\_\_\_ Days per week

**C. Speech Language Services**  
\_\_\_\_\_ Days per week

**D. Transition Services**  
\_\_\_\_\_ Days per year

**E. Occupational Therapy Services**  
\_\_\_\_\_ Days per week

**F. Behavior/Mental Health Services**

\_\_\_\_\_ Days per week

**G. Early Childhood Education Services -- Homebase Birth through Age 5**

\_\_\_ Yes \_\_\_ No

**H. Resource Teacher** – provide direct services as indicated on IEPs for students eligible for special education services.

\_\_\_\_\_ Days per week

**I. Special Education Instructional Coach** – assist in the coordination of age and developmentally appropriate educational programming for special education students.

\_\_\_\_\_ Days per year

**J. Paraprofessional Services**

\_\_\_\_\_ Days per week

**K. In-Service Training** will be billed out based on your staff/student participation in programs sponsored by ESU 11.

**L. Special Education Final Financial Reports**

\_\_\_ Yes \_\_\_ No

**M. Teacher of the Deaf and Hard of Hearing**

\_\_\_ Based on Service Time listed in Student's IEP.

3. Services shall be provided only to children who qualify for such service as specified in State Department of Education, Special Education Rules and Regulations.

4. ESU 11 shall supply to the DISTRICT a copy of the plan of service for each service provided.

5. ESU 11 shall supply recorded information on each child for whom services are contracted. ESU 11 agrees that it will confer with the DISTRICT personnel for purposes of evaluating each child's progress.

6. The placing of a child in said program shall be made by joint decision of ESU 11, the DISTRICT and the parent/s or guardian/s of said child.

7. ESU 11 agrees to perform the services, and the DISTRICT agrees that it will repay in accordance with ESU 11 rate schedule as approved by the Nebraska State Board of Education. This schedule shall be in full force and effect during the school year of 2021-2022 commencing not earlier than August 11, 2021, and ending not later than May 30, 2022.

8. ESU 11 retains the right to designate personnel to provide the services. All personnel provided by ESU 11 shall be fully endorsed to provide their respective services.

9. Policies regarding sick leave, personal leave, and professional leave shall be determined by ESU 11 for personnel providing services to the DISTRICT.

10. If for any reason the DISTRICT does not pay as agreed, ESU 11 may cancel this contract and forthwith without notice refuse further service to said DISTRICT, but the DISTRICT shall not be relieved from paying for services rendered by ESU 11 to the said DISTRICT to date of termination of service.

11. The School DISTRICT agrees that its payments will be made quarterly upon receipt of billings from ESU 11 in December, March, June, and August. The first three quarterly bills shall each reflect 1/4 of the estimated cost with the final quarterly billing adjusted to actual cost.

12. It is understood and agreed that in the event for any reason this contract does not comply with the State's requirements, it will be changed in accordance therewith, upon written notice by ESU 11 to the DISTRICT and advising the DISTRICT of the required changes to meet State requirements.

- The DISTRICT wishes to participate in Contracted Special Education Services as detailed above.**

## VI. High Ability Learner

### ESU #11 HIGH ABILITY LEARNER EDUCATION CONSORTIUM Payment Categories for Participating Schools 2021-2022

<b>Activity</b>	<b>HAL Consortium</b>
ESU #11 Consultant/Enrichment Testing Service from Coordinator of Gifted Ed	Included
Summer Honors Program	No cost to School & Each student pays \$185
Academic Quiz Bowl	Included
Future Problem Solving Seminar	Included
Invention Convention	Included
Rural School Activity @ Museum	Included
Battle of the Books	Included

### High Ability Learner Education Consortium

DISTRICT will participate in ESU #11 High Ability Learner Consortium  
(100% remittance of State Funds)

## VII. Nursing

### CONTRACTED SERVICE AGREEMENTS:

#### A. Nurse Services - Regularly Scheduled or On-Call Services - 2021-2022

1. THAT ESU #11 does hereby agree that it will provide the DISTRICT with the services of a fully qualified School Nurse during the 2021 - 2022 school year for the amount of time as specified below:
    - A. As needed (on call) \_\_\_\_\_ YES \_\_\_\_\_ NO
  2. THAT ESU #11 does hereby agree to provide School Nurse services to the DISTRICT, and said DISTRICT does hereby agree to pay for said services in accordance with the provisions as set forth in Item 5 of this agreement. Said provisions shall be in full force and effect during the 2021 - 2022 school year.
  3. THAT ESU #11 does hereby retain the right to designate personnel to provide the School Nurse services to the DISTRICT.
  4. THAT ESU #11 does hereby agree to provide the DISTRICT with an itemized billing statement at the end of the year for the School Nurse services that were delivered during the year.
  5. THAT the DISTRICT does hereby agree to make payment to ESU #11 upon receipt of a yearly-itemized billing from said ESU #11. The hourly rate for the service will be established by ESU #11 and provided to the DISTRICT after the budget for ESU #11's 2021-2022 fiscal year is determined.
  6. THAT if for any reason the DISTRICT does not pay ESU #11 for the School Nurse services as agreed upon according to the provisions of this agreement, said ESU #11 may cancel this agreement and forthwith without notice refuse further service to said DISTRICT, but said DISTRICT shall not be relieved from paying for services rendered by said ESU #11 to said DISTRICT to date of termination of service.
- DISTRICT will participate in the 2021-2022 ESU #11 School Nurse Services - Regularly Scheduled or On-Call Services.**

## **B. School Nurse Services - Student Health Appraisals - Fall 2021**

1. That ESU #11 does hereby agree that it will provide the DISTRICT with the following described School Nurse Services, which meet the requirements of the Nebraska State Department of Education and the Nebraska State Department of Health.
  - A. A Certificated School Nurse assigned by ESU #11 to administer individual student health appraisals at the locations of the DISTRICT'S elementary and secondary attendance centers at a mutually agreed upon time during the months of September - April, 2021. The student health appraisals and all related reports will be completed by a certificated School Nurse employed by ESU #11 in accordance with the requirements of the Nebraska State Department of Health and the DISTRICT.
2. THAT the contract rate for the School Nurse services described herein is \$10.50 per student for each individual student health appraisal.
3. THAT ESU #11 retains the right to designate personnel to provide the services. All School Nurses provided by ESU #11 shall be fully certificated by the Nebraska Department of Education to provide their services.
4. THAT policies regarding sick leave, personal leave, and professional leave shall be determined by ESU #11 for personnel providing services to the DISTRICT.
5. THAT the DISTRICT will be billed by ESU #11 following completion of the student health appraisals and all required reports. The amount billed to the DISTRICT will be the number of individual student health appraisals completed by the School Nurse multiplied by the contract rate as specified in Section 2 of this Agreement.
6. THAT if for any reason the DISTRICT does not remit payment for services provided as agreed, ESU #11 may cancel this contract and forthwith without notice refuse further service to said DISTRICT, but the DISTRICT shall not be relieved from paying for services rendered by ESU #11 to the said DISTRICT to date of termination of service.
7. THAT the School DISTRICT agrees to pay with one payment to be made within thirty days of receipt of the billing from ESU #11.
8. THAT it is understood and agreed that in the event for any reason this contract does not comply with the State of Nebraska Department of Education or the State of Nebraska Department of Health requirements, it will be changed in accordance therewith, upon written notice by ESU #11 to the DISTRICT and advising the DISTRICT of the required changes to meet State requirements.

**DISTRICT will participate in Nurse Services-Student Health Appraisals.**

### **VIII. Title I Cooperative**

ESU 11 Title I Consultant provides compliance support and assists Title I Staff in preparing for monitoring visits and other required reports. The schools are also supported by contact with the Title I Staff through e-mails and school visits. ESU 11's fee is 6% of the DISTRICT'S Title I allocation for the fiscal year.

- DISTRICT will participate in the 2021-2022 ESU 11 Title 1 Consultant Services.**

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized officers.

FOR \_\_\_\_\_ DISTRICT

I certify that I have checked the relevant boxes above indicate the Projects in which the DISTRICT wishes to participate.

**OR**

I certify that the DISTRICT Wishes to Participate in ALL of the above projects.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Print Name and Title)

**FOR THE EDUCATIONAL SERVICE UNIT # 11:**

\_\_\_\_\_  
(Signature)

**Greg Barnes, ESU 11 Administrator**

# ALMA PUBLIC SCHOOL 2021-2022 CALENDAR

**Aug 10 –11 Teacher Workday**  
**Aug 12 – 1<sup>st</sup> Day of School – 2:00 dismissal.**  
**Aug 13 – 2:00 dismissal**  
**Aug 16 – Regular dismissal**

14/14

AUGUST 21						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER 21						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

**Sep 6 – Labor Day**  
**Sep 15– Late Start – 10:00**  
**Sep 23 – 1:00 Dismissal PT Conf (2:30-7:30)**

21/35

**Oct 8 – End of Quarter 41 Days**  
**Oct 11– Start of 2<sup>nd</sup> QTR**  
**Oct 13 – Late Start - 10:00**  
**Oct 21 – 2:00 Dismissal**  
**Oct 22– No School Fall Break**

20/55

OCTOBER 21						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER 21						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

**Nov 10– 10:00 AM Late Start**  
**Nov 23 – Regular 3:32/3:39 Dismissal**  
**Nov 24 – Thanksgiving Vacation**  
**Nov 25 – Thanksgiving Vacation**  
**Nov 26 – Thanksgiving Vacation**

19/74

**Dec 8– Late Start – 10:00**  
**Dec 16-17 Semester Test**  
**Dec 17 – 1<sup>st</sup> Sem. Ends 87 Days**  
**End of 2<sup>nd</sup> Qtr. 46 Days**  
**Dec 22-26 Moratorium**  
**Dec 21-Jan 4 Christmas Vacation**

13/87

DECEMBER 21						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JANUARY 22						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**Jan 3 – Teacher Workday**  
**Jan 4 – School Resumes**  
**Start of 2<sup>nd</sup> Semester**  
**Jan 12 – Late Start – 10:00**

20/20/107

**Feb 10– 1:00 Dismissal - PTC (2:30 to 7:30 PM)**  
**Feb 11 – No School – Winter Break**  
**Feb 17 – 2:00 Dismissal**  
**Feb 18 –No School -Winter Break**

18/38/125

FEBRUARY 22						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

MARCH 22						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**March 3 – 2:00 Dismissal**  
**March 4 – No School -Spring Break**  
**March 10–End 3<sup>rd</sup> Qtr. 45 days**  
**March 10 - 2:00 Dismissal**  
**March 11 – No School -Spring Break**  
**March 14 – Start of 4<sup>th</sup> Qtr.**  
**March 16 – Late Start – 10:00**

21/59/146

**April 14– 2:00 Dismissal**  
**April 15 – Easter Vacation**  
**April 18 – Easter Vacation**

19/78/165

APRIL 22						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MAY 22						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**May 5 –Track Invite – 1:00 Dismissal**  
**May 6 – Seniors Last Day**  
**May 7 – Graduation**  
**May 18-19 Semester Test**  
**May 19 – Last Day for students.**  
**End of 4<sup>th</sup> Qtr. – 46 Days**  
**End of Semester – 91 Days**  
**End of School year – 178 Days**  
**May 20– Teacher Workday**  
**May 25– June 10 – HS-Summer school**

13/91/178

**May 25-June 10 – HS Summer School**  
**June 7 – July 8 – Elementary Summer School**

JUNE 22						
S	M	T	W	T	F	S
	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

JULY 202						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**June 7 – July 7 – Elementary Summer School**

## **Alma Public Schools Future Project Lists – January 2021**

### **Building Projects:**

#### **Future Projects:**

- Add additional elementary classroom space on the southwest corner of the school. (If we end up splitting K-6 classes we will be short at least one classroom – We are split 1-5 now)
- Add a key fob entry system to the Ag building front door.
- Number windows and doors around the building for security plan.
- Renovation of Gyms: main gym floor re-sand and eventually replace. Electronic/video screen advertising board.
- Replace Carpeting – (Library, FCS Room, Tech Room are the areas that are left.)
- Cover wood floors in science rooms with tile or laminate flooring.
- Replace outside doors – Practice gym doors are the ones in the worst shape.
- Build a more secure entrance because of safety concerns –
- Handicap accessibility to stage/gym.
- Window panels, high school bottom floor (2<sup>nd</sup> floor already done)
- Replace Windows – 1990 addition needs replaced – elementary, library, band rooms. (High School, Gym, Kindergarten and new 1<sup>st</sup> grade room done)
- Upgrade Bathrooms (high school handicap accessibility-we have blue prints for this project)
- Add room for a preschool.
- Bleachers on Stage.

#### **Projects in the works:**

- Replace Lighting – Being replaced as needed – summer of 2021 project will continue.
- Continue the replacement of video cameras – (We have 71 cameras – 16 Analog inside cameras, 26 outside IP cameras, and 29 inside IP cameras)

#### **Past Projects Completed:**

- Build Ag/FFA building – Completed Fall, Summer 2017 (Will be paid off 2025)
- Remodel present shop for High School Band, Choir, Elementary Music, and hallway – Completed Fall, 2017
- Remodel present band, choir room and elementary music room for classroom space – Completed Fall 2017
- Remodel the elementary room - Divide the room into a couple of offices and an elementary classroom. – Completed summer 2018.
- Replace Outside Doors, add handicap accessibility to doors – automatic doors- Front door & West door Completed – Fall 2018)- (North East Gym replaced)- Commons Doors replaced summer 2019
- Buzz-in system for east door & west lobby door – Completed January 2018
- Tile – Art Room
- Finish tile / carpet in office
- Completed: Replaced Windows – High School Gym, Kindergarten, West Entrance Summer 2008
- Replaced Library roof - Fall 2019
- Older bathroom fixtures replaced in the high school bathrooms - Summer 2020
- Replaced Carpet in the commons – Summer 2020
- New score clocks in main gym (main gym old clocks move to practice gym), padding along the entire wall both end of main gym and eventually the practice gym, add buzzer lights to the backboards. – Fall 2020
- Kitchen stove and oven replaced – Fall 2020

### **HVAC – Air quality - Water:**

#### **Future Projects:**

- Finish HVAC project (Add AC to Multipurpose Room, Locker Rooms) (Add 4 pipe system to existing HVAC in High School) (Improve HVAC in Office).
- Add more ceiling fans above the bleachers in the gym
- Office HVAC needs updated – this would be part of a front entrance renovation.

**Projects in the works:**

**Past Projects Completed:**

- 2008 HVAC project will be paid off June 2019
- Hot water heater – south mechanical room – Summer 2019.

**Outside Projects:**

**Future Projects:**

- Add onto the bus barn (Awning/building for the big bus)
- Recover the garage by the green house with metal
- Put a garage door on the east-north side of the bus barn.
- Pave driveway / handicap parking at football field
- Update the playground equipment

**Projects in the works:**

- Replace football field lights with brighter and more efficient lights – (Project should be completed by Spring 2021)
- Storage Shed @ the practice field – partial completed needs finished.
- Parking lot expansion and Pave school parking lot. Property purchased on east side – will need to develop the lot.
- Develop more parking on east side of the school – partial completed.
- Replace cement in bad spots on school property.

**Past Projects Completed:**

- Track surface – recover existing track – Completed Fall of 2018
- Electronic Sign - [Done](#)
- Replace football scoreboard - [Done](#)

**Transportation:** 2008 Chevy Collins – 109,175; Two - 2011 Blue Birds Bus A -102,160, Bus B -123,253 (Spare); 2014 International 71,648; 2018 International, 28,371; 2020 Blue Bird, 20,681; 2011 -Suburban – 123,943; 1 – 2013 – Suburban – 81,813; 2012-Chevy Express Van – 92,380; 2018 – Chevy Express Van -35,192; 1 - 2008 – Chevy Uplander- 108,018; 1- 2012 – Chevy Impala – 77,644 – Mileage report November 2020.

**Future Projects:**

- Purchase another Suburban &/or Van:
- Purchase a Chevy Traverse or Equinox to replace driver education car.
- Purchase a 53-passenger bus
- Purchase/Lease a different coach bus.

**Projects in the works:** (Budgeted \$120,000)

**Past Projects Completed:**

- Purchased a 2018 Chevy Express van – Fall 2018
- 2019 International Bus replaced 2017 International
- Purchased 2020 Blue Bird Bus – 2019

**Others:**

Increase recycling throughout the school

Expand on-line / college classes – (We add classes to meet students' interest)

Preschool (Work with Under the Umbrella preschool to create a Nebraska Department of Education certified preschool.)

Creating an Alma Public School Foundation. (Work with the Harlan County Foundation)

AdministrationEvaluation Instrument of Superintendent**I. EVALUATION PLAN**

The following are steps recommended as an evaluation for the Superintendent of Schools.

1. Review of Performance Evaluation by individual board members.
2. Completion of rating instrument by individual members.
3. Individual member consultation with Superintendent. (optional)
4. Compilation of ratings by Board President.
5. Meeting with Board members to review compiled ratings, identify strengths, areas for improvement, and superintendent's goals for current year.
6. Meeting with the Superintendent to review ratings, strengths, and areas for improvement.
7. Superintendent response to evaluation and revisions of goals for ensuing year.
8. Determination of salary and/or contract terms (as appropriate).

		Levels of Performance				
II.	PERFORMANCE INSTRUMENT	4	3	2	1	N/A

A. EDUCATIONAL LEADERSHIP

1. Administering the development and maintenance of an educational program designed to meet the needs of the community and to carry out policies of the Board of Education.
2. Overseeing the setting of educational goals of the district both annually and over a long-range period
3. Conducting a continuous evaluation of the development and needs of the school system, utilizing community, staff, and student input.
4. Evaluating all administrative personnel, in writing, on an annual basis.
5. Attending state, regional, and national conferences pertaining to the superintendent's duties, upon approval by the Board.
6. Initiating policy considerations to cover situations requiring discretionary action when the superintendent feels the circumstances necessitate a policy.
7. Being alert to advances and improvements in the educational process.

COMMENTS:

Jon has done an excellent job administering policies in the best interest of the school in response to COVID-19. 2. IMO the education program needs improvement. Education Goals need to be drastically increased – mediocrity is the current goal. 4. I am unaware if this is being performed. 5. Is this in the job description? Is this performance of how many meetings we go to? 6 & 7. Supt. Did an excellent job with COVID this year.

B. STAFF RELATIONS

1. Providing the number and type of positions needed for the effective operation of the schools.
2. Nominating for appointment, assigning, and defining the duties of all personnel, subject to the approval of the Board.
3. Striving to create good morale among staff members,
4. Dealing with personnel matters on an impartial basis.
5. Recommending the dismissal of staff members for just cause.

	Exceeds Expectations	Meets Expectations	Needs Improvement	Does Not Meet Expectations	Not Applicable
	XXX	XX		X	
		XXXXX	X		
	X	XXXX		X	
	X	XXXX	X		
		XXXXX	X		
		XXXX			XX
		XXXXX		X	
		XXXXX XXXXX		X	X X
	XXX	XXX			
	X	XXXXX			

Levels of Performance

4                      3                      2                      1                      N/A

## COMMENTS:

I believe we are overstaffed with aides & specialty teachers. Also trans to teach teachers as priority or with no advertising. I feel this is not a long term strategy this good for the school, Hired coaches that are not in the district. 3. I don't see/hear evidence of leadership to create good morale among staff/students. 4/5 IMO the Brummer matter was handled with Personal Interest as the primary reason for dismissal.

C. COMMUNITY LEADERSHIP

1. Assuming a major responsibility of maintaining good human relationships among students, teachers, administrators, board members, parents, and the general public. The superintendent shall serve as a unifying force within the school district, striving at every opportunity to reconcile divergent viewpoints on behalf of what is best for students and what is best for public education.
2. Generating and coordinating a public relations program for the school system.
3. Serving as the educational spokesperson for the district in all matters, stressing the positive attributes of the district and the need for continued support for education
4. Establishing and maintaining a sound working relationship with the news media, utilizing any public service opportunities for the betterment of education within the community.
5. Maintaining in all departments and schools, a continuous study of the problems of the school as a basis for their being remediated.

Levels of Performance

	Exceeds Expectations	Meets Expectations	Needs Improvement	Does Not Meet Expectations	Not Applicable
	X	XXXX		X	
	X	XXXX	X		
	XX	XXXX			
	X	XXXXX			
		XXXXX	X		
	4	3	2	1	N/A

COMMENTS:

Jon does NOT like to reconcile divergent thoughts, in fact gets very defensive & argumentative when one has a differing opinion/viewpoint. This best for him, not students or public advocacy. 2. Superintendent personal life at times gets in the way of his professional life/role and diminishes his ability to have a positive influence on school public relations. 5. If I'm reading this right – Superintendent is continually studying the problems of the school and trying to fix?? Needs improvement.

Levels of Performance

D. WORKING RELATIONSHIP WITH THE BOARD OF EDUCATION

4                      3                      2                      1                      N/A

	Exceeds Expectations	Meets Expectations	Needs Improvement	Does Not Meet Expectations	Not Applicable
1. Keeping the board informed, by frequent reporting, on the progress and conditions of the school and by keeping in continuous contact with the president of the Board of Education.	XXXX	XX			
2. Attending and participating in all meetings of the board except when the superintendent’s own position, salary, or tenure may be under consideration.	X	XXXXX			
3. Preparing for each member of the board, before each board meeting, an agenda listing items to be considered.	X	XXXX	X		
4. Developing the necessary rules and regulations to effectively carry out board policy. Also, taking care of all other administrative duties not specifically covered in board policy.	X	XXXXX			
5. Offering professional guidance, recommendation or assistance, when appropriate, when the board is making decisions.	XX	XXXX			

COMMENTS:

Jon does an excellent job of communicating with the board, when required outside of normal monthly meetings. This is one of the areas Jon has excelled at this past year. It has obviously been challenging and I feel that we have been kept abreast of the latest developments and changes. I really appreciate the admin’s commitment to providing us timely updates and information. 3. Has an agenda but usually is forgetting something in the packet. I hear “I should have included that in your packet” frequently.

Personally, I feel Jon excels in this category and he keeps us very informed.

E. FINANCIAL DIRECTION

Levels of Performance

4                      3                      2                      1                      N/A

1. Supervising the preparation of the annual budget and recommending it to the board at its regular meeting for budget approval and supervising the preparation for the public hearing on the budget in accordance with Nebraska statutes.
  
2. Directing the formulation of, or the revision of, salary schedules as a result of negotiations and making such recommendations to the board.

	Exceeds Expectations	Meets Expectations	Needs Improvement	Does Not Meet Expectations	Not Applicable
1. Supervising the preparation of the annual budget and recommending it to the board at its regular meeting for budget approval and supervising the preparation for the public hearing on the budget in accordance with Nebraska statutes.	XX	XXX		X	
2. Directing the formulation of, or the revision of, salary schedules as a result of negotiations and making such recommendations to the board.		XXXXX X			

COMMENTS:

District spent a small fortune on lights – while being on the budget – had to borrow the money. Also, for several months had to utilize a line of credit at the bank! Many outside purchases.

Levels of Performance

4                      3                      2                      1                      N/A

F. MANAGEMENT OF FACILITIES  
 GROUNDS AND EQUIPMENT

1. Serving as custodian of all property, real or personal, owned, leased or borrowed by the district; and lending, exchanging, transmitting or receiving such property only in accordance with approval of the board.
  
2. Assembling data for the recommended building program and acting as educational advisor to the architect in the preparation of all plans and specifications for the construction of all new buildings or modifications of existing buildings.
  
3. Recommending boundaries, and changes in boundaries, for the schools within the district.

	Exceeds Expectations	Meets Expectations	Needs Improvement	Does Not Meet Expectations	Not Applicable
1. Serving as custodian of all property, real or personal, owned, leased or borrowed by the district; and lending, exchanging, transmitting or receiving such property only in accordance with approval of the board.	X	XXXXXX			
2. Assembling data for the recommended building program and acting as educational advisor to the architect in the preparation of all plans and specifications for the construction of all new buildings or modifications of existing buildings.		XXXXXX X			
3. Recommending boundaries, and changes in boundaries, for the schools within the district.	X	XXX			XX

COMMENTS:

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superintendents.

G. PERSONAL QUALITIES

Levels of Performance

	4	3	2	1	N/A
	Exceeds Expectations	Meets Expectations	Needs Improvement	Does Not Meet Expectations	Not Applicable
1. Maintains high standards of ethics, honesty and integrity in all personal and professional matters.		XXXXXX	X		
2. Demonstrates his ability to work well with individuals and groups.	X	XXX	X		
3. Possesses and maintains the health and energy necessary to meet the responsibility of his position.	XX	XXXX			
4. Speaks well in front of large and small groups, expressing his ideas in a logical, forthright, and professional manner.		XXXXXX X			
5. Maintains his professional development by reading, course work, conference attendance, work on professional committees, visiting other districts, and meeting other	XX	XXXX			

COMMENTS:

1. I stated my Personal opinions of Supt. integrity earlier. 2. I stated my thoughts on Supt. Ability to work with others earlier. 5. I think the Supt. excels at staying abreast of what happens at the RPAC & state levels.

III. SUMMARY

**What are the three strongest areas of the superintendent’s performance during the past year?**

- \* This year I feel his leadership & decision making through COVID says a lot.
- \* I feel that overall we have one of the top schools.
  1. Test scores are extremely good.
  2. Very low employee turnover.
  3. Staff morale is generally good – many employees – it’s an accomplishment to maintain what we have.
  4. Building & grounds are 2<sup>nd</sup> to none in a very large area around us.
- \* Most of this is attributed to good leadership & management.
- \* COVID – All things COVID – Supt is to be commended for this.
- \* Attend meetings.
- \* Board Communication.

**What are the three areas most in need of improvement during the coming year?**

- Raise the bar for expectations of the district – pursue excellence.
- Develop & maintain a professional rapport in the school and community.
- Work to embrace divergent view points and not visibly get rattled or frustrated. Be professional

\_\_\_\_\_  
Board President Signature

\_\_\_\_\_  
Superintendent’s Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

IV. SUPERINTENDENT RESPONSE TO EVALUATION. PRESENT/REVIEW, IF ANY, REVISIONS TO THE SUPERINTENDENT'S GOALS FOR THE ENSUING SCHOOL YEAR.

The purpose of any job evaluation is to promote communication and provide useful feedback about the job performance, to help with the working relationship between the BOE and the superintendent, and give an overall rating on the job performance. I fully understand that the BOE is my supervisor and have always taken the evaluation seriously. The duties of the superintendent and the duties of the BOE are not only part of school policy, but also in State Statute. For a school district to run properly and efficiently, it is very important for both parties to understand and follow school policy. The knowledge of these policies, is a duty of the superintendent and the individual board members and is achieved by reading the policies and attending board workshops. Those board members who have attended board workshops understand the duties and roles that the superintendent and BOE have in the running of a successful school district. I truly appreciate the information the individual board members have provided me with using the knowledge they have attained from attending these workshops. I also appreciate the comments, both positive and constructive criticism, in the evaluation. I have evaluated many teachers in my 18 years as an administrator, and constructive criticism is a valuable tool in promoting good teaching practices and/or leadership qualities. I have also learned through the many workshops that I have attended on personnel evaluations and my 18 ½ years of being an administrator, that the information provided in an evaluation must be based on facts and accurate information. Some of the comments made in this evaluation are not based on facts and/or accurate information, but on opinion. I will address each of the statements that are not factual and/or accurate in my response. Some of my responses are lengthy and intended to inform the new board members of the facts, which have been published in the newspapers or listed in previous board minutes.

Educational Leadership:

- The comment that the education program needs improvement.
  - Alma Public Schools education program is always under review by the administration, guidance counselor, teachers and the School Improvement Committee. As a superintendent, it is my duty to promote and guide this process. The process is always ongoing as required by NDE Rule 10 (State Accreditation). This is carried out by the School Improvement Committee which meets monthly to discuss the education program and goals of the school district. Based on the what the current staff is endorsed in, the guidance counselor will prepare a list of possible classes. She also talks to students about any online classes they may want. In addition, students can get dual high school and college credits in English, Spanish, Calculus, and Advanced Biology, through our teachers and the Nebraska Wesleyan Honors Program. Alma students score above State and National averages on the state tests and national tests. In a comparison of the ESU 11 schools, Alma usually ranks in the top 3 with our state scores. In 2019, Alma was one of seven schools in the state who received an Exemplary Ranking in state scores. Alma generally finishes in the top 3 of the RPAC

ACT medal count, and the elementary received the National Blue Ribbon Award in 2011, for excellence in state and national scores. Can improvements be made? Most certainly, and it is expected. As mentioned, this will always be an ongoing process by the entire staff.

- Overseeing the setting of educational goals of the district.
  - This process is part of the State mandated School Improvement process. The School Improvement Committee meets monthly and as required by State Statute, is a teacher-led process, with the principal overseeing the committee. This is a 5-year process and an External Visitation Team of educators, appointed by NDE will make a visit to the school in the 5<sup>th</sup> year. This visit will happen this year in Alma and the process will start over next year. The external team will interview students, teachers, and the administration team. They review the requirements of Rule 10 (State Accreditation), and state and national test scores. This report is shared with the school board and Alma has always been given an exemplary ranking. The superintendent's role is to oversee the process, discuss and/or make and approve the recommendations by the School Improvement Committee or the External Visitation Team. The majority of the work is done by the School Improvement Committee and they do a great job. The idea that mediocrity is the current goal is a ridiculous statement made by someone who has never been involved in the process and is a slap to the face of the teachers and administrators who have put a great amount of time in making Alma one of the best schools in the area. There is a reason why we have nearly 100 option students at Alma, the most of any school in the RPAC or ESU 11 area. This past year the school district received nearly \$700,000 in state option funding.

#### Staff Relations:

- Providing the number and type of positions needed for the effective operation of the schools. Comments – overstaffed with aides and specialty teachers, transitional teachers concern and no advertising.
  - This is an area that we could cut back on, but it would be at the expense of the students and test scores.
  - We currently have nine fulltime paras and two ½ time paras who share one position. All paras are special education paras and we receive partial funding for them. We have had as many as 13 paras and the number depends on our special education population. We currently have 76 special education students, including 9 students who require a para, at least part-time during the day. The paras help the classroom teachers with special education and regular education students, at both the elementary and secondary level, to promote the success of our students. They are a valuable part of the staff and help with the educational success of our students. One of the paras also serves as a halftime library aide, which is required by Rule 10.
  - Specialty teachers: We have three special education teachers, two Title One teachers, a school psychologist, a school nurse and a speech teacher. Generally, a special education teacher will have 10-15 students assigned to

them. Alma's average is 25 students per teacher. In addition, the two elementary special education teachers help with our reading and math programs in which every elementary student is assigned to one of our three tier intervention levels. The two Title One teachers, one for reading and one for math, are also involved in the reading and math interventions. Title One teachers are also partially funded with federal dollars, which currently cover the cost of one teacher. The school psychologist also helps with our reading and math interventions. This is a position that could be eliminated. If this was done, we would need to contract the service with ESU 11 and it would cost us approximately \$35,000 to \$45,000 each year, for one day a week of actual service. The speech teacher actually saves us around \$35,000+ a year compared to what we were paying ESU 11 for the service. The fulltime school nurse was added this year and we are very fortunate to have one. I can't imagine what it would've been like this year without one. When she is not doing nursing duties she helps out in classrooms as needed.

- As mentioned, we could cut back on any of these positions, but it would come at the expense of the students and it would not always be cheaper. This is a board decision and we have discussed it in the past. If budget cuts were necessary, this would be the area that we would start with, beginning with the school psychologist. The superintendent, as required by school policy recommends the hiring of these individuals, but they are approved by the BOE.
- Transitional teachers are not a priority but sometimes they are a necessity. Currently we have 4 transitional teachers on our staff, Mrs. Ritter, Mr. Robison, Mr. Howsden, and Mr. Bell. We have had 2 previous transitional Spanish teachers, and one science teacher. The transitional program started around 2005 and I have hired all the transitional teachers except the first Spanish teacher. Transitional teachers have a Bachelor of Arts/Science or higher degree in their selected fields, but lack some or all of the required teaching classes as well as student teaching. They are not by nature a bad teacher because they are in the transitional teaching program. All positions are always advertised and the length of the advertisement depends on when the job opening occurs. All the positions where a transitional teacher was hired, the position is one of those hard to fill subjects in education. The last two transitional teachers hired were the current science teacher and Spanish teacher. The science position opened up the first of May and we advertised for a month and a half and had zero applications. I called UNK and UNL to check on recent graduates and there were only a handful. They had all been hired as far as the colleges knew. I sent out an email to a superintendent list, asking if anyone knew of a candidate or retired science teacher who might be interested as well, but I had zero response. We hired our current teacher who had a double Biology degree. We were very lucky to have filled the position. I know of several schools that never filled their position and had to use an online science teacher to teach science. Mr. Howsden was mentored by Mrs. Kermmoade, current science teacher, and Mr. Kronhofman, former principal and science teacher. As all first-year teachers, he struggled at times, but in

Mr. Kronhofman's words, "he will continue to improve and will be a good teacher". The Spanish position opening last year was a late April opening and we had 2 applications. Both candidates were qualified. The main factor in the hiring was that one was a native speaker of the Spanish language, had lived in numerous speaking countries, and had taught in both English and Spanish for many years in his role as a pastor or missionary. There were other factors that were considered, that I discussed with the other board members who were not involved in the situation. I also contacted the school's attorney on a couple of issues as well. In the end, Mrs. Brandyberry and myself hired who we thought was the best overall individual for the position and that's what we do every time we hire any employee.

- The fifth-grade teaching position was necessary after we added 5 new students to the first grade during June and had the possibility of adding 3 more. The decision was made at the July BOE meeting to split the first-grade and move the teacher who taught 1<sup>st</sup> grade back to that position. Knowing what the numbers were at the end of June and with COVID restrictions, splitting 1<sup>st</sup> grade was going to be necessary. I advertised on the Teach Nebraska website in early July. I also made several calls to past teacher applicants including Matthew Hageman. With school starting in mid-August and no other candidates, I recommended Mr. Hageman and it was approved by the BOE. Mr. Hageman has done a great job as a 1<sup>st</sup> year teacher. He also drives the bus and coaches.
- Striving to create good morale among staff members. Comments – I don't see/hear evidence of leadership to create good morale among staff or students.
  - This is always an ongoing thing with both staff and students. I am very confident that we have great morale among staff and students. It shows up in any survey that has been conducted over the years. With my connection to the Alma community for 33 years, I hear a lot, and many people are very blunt with me on school and community matters. Is everyone happy all the time? No. They are usually the ones that we have written up for various reasons, such as not doing their job, being mediocre in their jobs, and holding them accountable. Staff and student morale are very important to me and it's something I work on every day.
- Dealing with personnel matters on an impartial basis / Recommending the dismissal of staff members for just cause.
  - Why is the Brummer matter being brought up 4 years later? The BOE was informed the month before his dismissal that it was my intention that I was probably going to dismiss Mr. Brummer at the end of the year. I heard nothing from anyone. If this was an issue, it should've been mentioned then or on the superintendent evaluation the following year. It was not a personal matter and the decision was discussed with the principal/activities director and school board members prior to his dismissal. It was based on his behavior on the bench, after numerous warnings that his behavior was unacceptable. He had the worst reputation among the referees in the area and very little support from parents. I had many conversations with parents who were ready for a change. Not everyone agrees, but they seldom do when you are dealing with a

coach.

Community Leadership:

- Comments: Jon does not like to reconcile divergent thoughts-in fact, gets very defensive & argumentative when one has a differing opinion/viewpoint.
  - I disagree with this comment, especially the statement that “This is best for him not students or public advocacy.” I understand it is an opinion and everyone has a right to their opinion. I will accept the responsibility that I have defended and backed the staff and/or coaches when I feel the criticism toward them is not warranted.
- Superintendent personal life at times gets in the way of his professional life/role and diminishes his ability to have a positive influence on school public relations.
  - This is listed under #2 “Generating and coordinating a public relations program for the school system.” Probably not the right place for this comment but I totally understand the public views of the superintendent is important. A divorce is not good for anyone. Unfortunately, there were many rumors that were unfounded and just not true. I am sure that it hurt my personal reputation and I take full responsibility for that. It does provide ammunition for the people who dislike me and they will continue to make it an issue. I also realize in a small town that everyone is watching and public perception is important. In my opinion, it may have some impact, but very little on my ability to have a positive influence on school public relations.

Financial Direction

- Comments: District spent a small fortune on lights, while being on the budget and had to borrow the money. Also, for several months had to utilize a line of credit at the bank. Many outside purchases.
  - The football/track lights have been on the long-term plan since we tore down the crow’s nest approximately ten years ago due to the wooden poles being in poor condition. NPPD did the inspection of the poles for the crow’s nest and the lights. We were told at the time that the light poles were ok, but that a plan should be made to replace them in the future. The wiring on each of the poles were also in need of repair. I presented the information to the BOE and with the help of Banner Capital Bank and Don Ehrke, we were able to secure a 1% energy loan for 10 years. The last set of poles and lights lasted 50 years. I imagine that the next set of poles and lights will be there for at least that long and probably longer. The decision to proceed with the project was not the superintendent’s decision. It was voted on by the BOE as required by school policy and state statute and passed.
  - The line of credit was used when expected tax receipts did not come through. This is not a good practice to get into, but it is used by school districts on occasion.
  - I am not sure what the many outside purchase refers to.

In summary, the evaluation of any school employee is very important and a necessary process in making improvements that will benefit the school and our staff. I do not want

to diminish the importance of the superintendent evaluation and hopefully my comments have not done so. As superintendent, the final responsibility of every aspect of the school rests with me. I understand that and take full responsibility for the operation and effectiveness of the education of our students. I think we have a great staff and many of them go above and beyond to make sure that our students are provided the best education possible. It is clearly understood by our staff that the administration expects that they continue to raise the bar, not lower it. At times, we have drawn up an educational plan for some of our teachers to make improvements in what they are doing. Some of those are no longer teachers here and have moved on. A few are still part of the staff and I believe they continue to make improvements. This is a continuous process that will never end, and it shouldn't. Expectations are always high and the staff hears that from the first meeting of the year until the end of the year. You all know me well, and know that I am not shy about stating my opinion or my beliefs. I do think I listen to different views and opinions before making a decision. I am not perfect, nor am I always right, but when I make a decision, I do it with what I think is in the best interests of the students, staff, or school. This is my 19<sup>th</sup> year as a school administrator. I also served 17 years on a city council or village board. I have worked with many individuals at both levels and the public. Not everyone likes me because of the position I have been in or because of some of the decisions that I have made. That comes with the position and I fully understand that. I have never had any major arguments with any board member at any level during that time until the past couple of years. I personally feel bad about that because I lost a good friend in the process, but I stand by my decisions and believe that they were in the best interests of the school. I am always open to hearing comments from not only the board, but also parents, students, and teachers. The duties of the superintendent and the BOE in most cases are clearly outlined in the school policy and I think over the years that those duties have been carried out by both parties. Regardless of the current situation, I do appreciate the time that it takes to be a board member. I know from my own experience on the numerous boards I am on, that it's not always a fun thing, but it is necessary. If you have any questions please let me know.

# **Enrollment Comparison 2020-21**

## **Elementary School**

First Semester:	Second Semester:
K - 25	K - 28
1st - 27	1st - 27
2nd - 25	2nd - 23
3rd - 31	3rd - 32
4th - 31	4th - 29
5th - 28	5th - 30
6th - 26	6th - 27

***Total ES - 193***

***Total ES - 196***

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## **Junior High**

First Semester:	Second Semester:
7th - 24	7th - 25
8th - 23	8th - 24

***Total JH - 47***

***Total JH - 49***

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## **High School**

First Semester:	Second Semester:
9th - 32	9th - 31
10th - 25	10th - 25
11th - 25	11th - 23
12th - 25	12th - 25

***Total HS - 107***

***Total HS - 104***

***TOTAL K-12: 347***

***TOTAL K-12: 349***