

REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION - AGENDA

Alma Public Schools

Monday, October 14, 2019

A. Call to Order and announce location of Open Meetings Act Poster

1. Verification of Receipt of Notice
2. Approval of Consent Agenda
 - a. Minutes from Previous Meetings
 - b. General Financial Report
 - c. Activity Financial Report
3. Review monthly bills submitted

B. Request to address the Board

C. Action Items - Discuss, consider, and take all necessary action

1. to begin the process of negotiating with the Alma Teacher Association for the 2020-21.
2. to review and decide if we want to Offer a Temporary Early Retirement Incentive Plan to eligible teachers.

D. Principal's Report

1. Fall Conference Attendance
2. District Softball
3. Conference Volleyball Tournament

E. **Discuss, consider, and take all necessary action to review and decide whether to update or pass the following school policy and wave the 2nd reading: 1211 - Title IX; 4025 - Professional Boundaries; 4031 - Injury Leave; 4270 - Staff Payments During Closure; 5008 - Attendance Policy and Excessive Absenteeism; 8342 - Designated Method of Giving Notice of Meetings.**

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.

REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION

President Allen Brugh opened the meeting Monday, September 9, 2019 7:05 PM in the Library at Alma Public Schools, 515 Jewell Street, Alma, NE 68920 and directed attention to the Open Meetings Act. Board members present were:

Allen Brugh: Present
Brett Hammond: Present
Jerry Kovarik: Present
Scott Prickett: Present
Nick Simonson: Present
Janna Tripe: Present

All members verified notice of the meeting in advance and notice was published in Harl
A motion was made by Janna Tripe and seconded by Brett Hammond to approve the consent agenda items which include: minutes from the August 2019 regular school board meeting, the General Financial Report, and the Activity Financial Report. After discussion and on roll call vote the Board voted as follows:

Allen Brugh: Yea
Brett Hammond: Yea
Jerry Kovarik: Yea
Scott Prickett: Yea
Nick Simonson: Yea
Janna Tripe: Yea

A motion was made by Jerry Kovarik and seconded by Janna Tripe to approve the receipts, expenditures, and payment of claims from the General Fund for \$463,984.15, Lunch Fund for \$20,870.68, and from Activity Fund for \$15,784.45. After discussion and on roll call vote the Board voted as follows:

Allen Brugh: Yea
Brett Hammond: Yea
Jerry Kovarik: Yea
Scott Prickett: Yea
Nick Simonson: Yea
Janna Tripe: Yea

No one present wished to address the board.

A motion was made by Scott Prickett and seconded by Nick Simonson, to adopt the 2019-2020 Budget Resolution (a copy of the entire 2019-2020 Budget Resolution is available in the office of the superintendent). After discussion and on roll call vote the Board voted as follows:

Allen Brugh: Yea
Brett Hammond: Yea
Jerry Kovarik: Yea
Scott Prickett: Yea
Nick Simonson: Yea

A motion was made by Brett Hammond and seconded by Scott Prickett to approve the tax request resolution for 2019-2020 (a copy of the entire 2019-2020 Tax Request Resolution is available in the office of the superintendent). After discussion and on roll call vote the Board voted as follows:

Allen Brugh: Yea
Brett Hammond: Yea

Jerry Kovarik: Yea
Scott Prickett: Yea
Nick Simonson: Yea
Janna Tripe: Yea

A motion was made by Scott Prickett and seconded by Janna Tripe to approve use of the gym for Youth Optimist Volleyball. After discussion and on roll call vote the Board voted as follows:

Allen Brugh: Yea
Brett Hammond: Yea
Jerry Kovarik: Yea
Scott Prickett: Yea
Nick Simonson: Yea
Janna Tripe: Yea

A motion was made by Scott Prickett and seconded by Janna Tripe to approve the request from the 5th and 6th grade flag football Youth Optimist Football coaches to use the practice field and football field on Sundays after 1:00 p.m. for flag football. After discussion and on roll call vote the Board voted as follows:

Allen Brugh: Yea
Brett Hammond: Yea
Jerry Kovarik: Yea
Scott Prickett: Yea
Nick Simonson: Yea
Janna Tripe: Yea

A motion was made by Scott Prickett and seconded by Janna Tripe to approve the request from the 3rd and 4th grade flag football Youth Optimist Football coaches to use the practice field and football field for flag football after 1:00 p.m. on Sundays. After discussion and on roll call vote the Board voted as follows:

Allen Brugh: Yea
Brett Hammond: Yea
Jerry Kovarik: Yea
Scott Prickett: Yea
Nick Simonson: Yea
Janna Tripe: Yea

A motion was made by Scott Prickett and seconded by Brett Hammond to recognize ATA as exclusive bargaining agent for certified staff 2020-2021. After discussion and on roll call vote the Board voted as follows:

Allen Brugh: Yea
Brett Hammond: Yea
Jerry Kovarik: Yea
Scott Prickett: Yea
Nick Simonson: Yea
Janna Tripe: Yea

A motion was made by Jerry Kovarik and seconded by Nick Simonson to approve a one-year lease agreement with Landmark Implement, Inc. of Holdrege, for a John Deere 330G skid-steer. After discussion and on roll call vote the Board voted as follows:

Allen Brugh: Yea
Brett Hammond: Yea

Jerry Kovarik: Yea
Scott Prickett: Yea
Nick Simonson: Yea
Janna Tripe: Yea

Principal's Report

. Enrollment

. MAP Testing

. Parent-Teacher Conferences

Superintendent's Report

-School Board Convention Registration, Project Updates, Labor Relation
Conference

Next regular meeting is October 14, 2019, 1t
7:00 p.m..

President Brugh declared the meeting adjourned
at 7:55 p.m..

Board Secretary

I approve these minutes, as written. Date _____

Board President

**Expenditure Report by Function/Object -
Summary- Board Report**

10/11/2019 09:28 AM

Regular; Processing Month 10/2019; Fund Number 01

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	
01	GENERAL FUND					
1100	REGULAR INSTRUCTIONAL PROGRAMS	2,806,500.00	222,704.17	433,991.12	16.17	2,372,508.88
1160	PROVERTY PROGRAMS	186,675.00	5,082.40	10,084.96	5.40	176,590.04
1200	SPED INSTRUCTION SCHOOL AGE	766,580.00	55,793.31	104,962.81	14.73	661,617.19
1291	SP ED INSTRUCTION Age 3-5	16,000.00	0.00	0.00	0.00	16,000.00
1300	SUMMER SCHOOL (incl DR ED)	23,750.00	0.00	1,000.00	4.21	22,750.00
2110	ATTENDANCE AND SOCIAL WORK SERVICES	0.00	9,192.54	9,192.54	0.00	(9,192.54)
2120	GUIDANCE SERVICES	112,600.00	6,988.81	15,052.84	13.37	97,547.16
2130	HEALTH SERVICES	16,100.00	1,325.18	3,049.61	18.94	13,050.39
2150	SPEECH PATH/AUDIOLOGY SVCS	49,100.00	4,064.29	8,128.58	16.56	40,971.42
2151	SPEECH PATH/AUDIOLOGY SVCS SpEd SA	19,000.00	99.99	99.99	0.53	18,900.01
2152	SPEECH PATH/AUDIOLOGY SVCS Age 3-5	1,700.00	0.00	0.00	0.00	1,700.00
2153	SPEECH PATH/AUDIOLOGY SVCS Age 0-2	200.00	0.00	0.00	0.00	200.00
2161	OCCUPATIONAL THERAPY SA	34,000.00	0.00	0.00	0.00	34,000.00
2162	OCCUPATIONAL THERAPY SPED Age 3-5	500.00	0.00	0.00	0.00	500.00
2163	OCCUPATIONAL THERAPY Age 0-2	500.00	0.00	0.00	0.00	500.00
2171	PHYSICAL THERAPY SA	15,000.00	0.00	0.00	0.00	15,000.00
2172	PHYSICAL THERAPY Age 3-5	5,000.00	0.00	0.00	0.00	5,000.00
2173	PHYSICAL THERAPY Age 0-2	5,000.00	0.00	103.85	2.08	4,896.15
2220	LIBRARY/MEDIA SERVICES	92,200.00	1,354.00	1,354.00	7.39	90,846.00
2224	EDUCATIONAL TELEVISION SERVICES	0.00	1,129.32	1,129.32	0.00	(1,129.32)
2230	TECHNOLOGY/NETWORK SUPPORT	0.00	787.50	787.50	0.00	(787.50)
2310	BOARD OF EDUCATION	27,500.00	900.00	900.00	3.27	26,600.00
2320	OFFICE OF THE SUPERINTENDENT	215,800.00	17,618.34	34,599.66	16.03	181,200.34
2410	OFFICE OF THE PRINCIPAL	189,500.00	16,895.83	35,731.50	18.87	153,768.50
2490	ACTIVITIES DIRECTOR	5,000.00	480.32	960.64	19.21	4,039.36
2510	GENERAL ADMIN-BUSINESS SERVICE	105,050.00	5,918.60	12,367.56	11.77	92,682.44
2570	STAFF TRAINING, IN-SERVICE	0.00	31.64	31.64	0.00	(31.64)
2610	OPERATION OF BUILDINGS	717,500.00	39,569.26	121,747.11	20.47	595,752.89
2630	SNOW REMOVAL, GROUNDS MAINTENANCE	22,500.00	629.71	4,420.89	19.65	18,079.11
2670	SAFETY OF STUDENTS/STAFF	10,000.00	2,169.50	7,704.50	77.05	2,295.50
2710	STUDENT TRANSPORTATION (DRIVING)	233,600.00	10,342.34	16,233.08	6.95	217,366.92
2730	MAINT VEHICLES (STUDENT TRANS)	70,000.00	3,471.51	23,230.89	33.19	46,769.11
3500	STATE CATEGORICAL PROGRAMS	564,624.00	2,900.82	2,900.82	0.51	561,723.18
3535	HIGH ABILITY LEARNERS	8,000.00	0.00	0.00	0.00	8,000.00
4400	ARCH & ENG BLUE PRINT DEVELOP	3,000.00	0.00	0.00	0.00	3,000.00
5000	LONG TERM DEBT SERVICE	0.00	49,828.73	49,828.73	0.00	(49,828.73)
6210	TITLE1, PART A ESSA IMP BASIC PROG (LEA)	94,671.00	12,284.91	24,519.82	25.90	70,151.18
6310	TITLE 11, PART A ESSA TRAIN/RECRUIT	0.00	5,587.65	11,175.30	0.00	(11,175.30)
6404	IDEA PART B BASE ALL 0 TO AGE 4	80,600.00	0.00	0.00	0.00	80,600.00
6411	IDEA PART B EARLY INTERVENTION	570.00	0.00	0.00	0.00	570.00
6412	IDEA Part B non-public students 3-21	3,745.00	0.00	0.00	0.00	3,745.00
6990	OTHER FED NONCAT RECEIPTS	22,000.00	0.00	0.00	0.00	22,000.00
8000	TRANSFERS (OUTGOING)	25,000.00	0.00	0.00	0.00	25,000.00
9000	NON-PROGRAM EXPENDITURES	0.00	(299.16)	2,987.67	0.00	(2,987.67)
01	GENERAL FUND	6,549,065.00	476,851.51	938,276.93	15.22	5,610,788.07
Grand Total:		6,549,065.00	476,851.51	938,276.93	15.22	5,610,788.07

Regular; Processing Month 09/2019; Fund Number 01

Fund: 01 GENERAL FUND

Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	PERS PROP & RE TAXES	3,232,134.00	575,131.89	575,131.89	17.79	2,657,002.11
01 1115	CARLINE TAX	90.00	11.15	11.15	12.39	78.85
01 1120	5% in lieu of tax	45,000.00	825.63	825.63	1.83	44,174.37
01 1125	MOTOR VEHICLE TAXES	179,000.00	15,820.95	15,820.95	8.84	163,179.05
01 1510	INT ON INVESTMENTS	1,000.00	104.07	104.07	10.41	895.93
01 1800	Community Service	0.00	0.00	0.00	0.00	0.00
01 1910	RENTAL OF SCHOOL EQUIPMENT & FACILITIES	0.00	0.00	0.00	0.00	0.00
01 1911	TOBACCO LIQUOR LIC THRU VILLAGE/CITY	2,300.00	300.00	300.00	13.04	2,000.00
01 1921	POLICE COURT FINES	0.00	0.00	0.00	0.00	0.00
Subtotal: LOCAL RECEIPTS		3,459,524.00	592,193.69	592,193.69	17.12	2,867,330.31
01 2110	COUNTY FINES AND LICENSE	31,000.00	2,258.07	2,258.07	7.28	28,741.93
01 2210	ESU RECEIPTS	200.00	0.00	0.00	0.00	200.00
Subtotal: COUNTY AND ESU RECEIPTS		31,200.00	2,258.07	2,258.07	7.24	28,941.93
01 3110	STATE AID	1,137,457.00	113,746.00	113,746.00	10.00	1,023,711.00
01 3120	SPECIAL EDUCATION (SCHOOL AGE)	280,000.00	0.00	0.00	0.00	280,000.00
01 3125	SPECIAL ED TRANSPORTATION	2,700.00	0.00	0.00	0.00	2,700.00
01 3130	HOMESTEAD	0.00	0.00	0.00	0.00	0.00
01 3131	PROPERTY TAX CREDIT	0.00	0.00	0.00	0.00	0.00
01 3132	PER PROP TAX CR FROM STATE/COUNTY	99,000.00	0.00	0.00	0.00	99,000.00
01 3180	PRO-RATE MOTOR VEHICLES	2,800.00	0.00	0.00	0.00	2,800.00
01 3400	STATE APPORTIONMENT	37,000.00	0.00	0.00	0.00	37,000.00
01 3500	STATE CATEGORICAL PROGRAMS	0.00	0.00	0.00	0.00	0.00
01 3512	DIST ED INCENTIVE	0.00	0.00	0.00	0.00	0.00
01 3535	HIGH ABILITY LEARNER	4,000.00	0.00	0.00	0.00	4,000.00
01 3900	On Behalf of School Dist	0.00	0.00	0.00	0.00	0.00
Subtotal: STATE RECEIPTS		1,562,957.00	113,746.00	113,746.00	7.28	1,449,211.00
01 4212	Title One	70,000.00	67,542.00	67,542.00	96.49	2,458.00
01 4305	IMPACT AID (TITLE 8)	145,000.00	0.00	0.00	0.00	145,000.00
01 4310	REAP	22,000.00	0.00	0.00	0.00	22,000.00
01 4511	TITLE V, PART B REAP	0.00	0.00	0.00	0.00	0.00
01 4512	IDEA BASE	35,550.00	0.00	0.00	0.00	35,550.00
01 4516	IDEA PRESCH BASE/IDEA ENR/POV SP ED 3-5	70,000.00	0.00	0.00	0.00	70,000.00
01 4519	IDEA ENR/POV PART B LEA SP ED TO AGE 21	450.00	0.00	0.00	0.00	450.00
01 4705	FLOOD CONTROL	100,000.00	0.00	0.00	0.00	100,000.00
01 4708	MIPS-MEDICAID IN PUBLIC SCHOOLS	500.00	0.00	0.00	0.00	500.00
01 4709	MEDICAID ADMIN (MAAPS)	0.00	0.00	0.00	0.00	0.00
Subtotal: FEDERAL RECEIPTS		443,500.00	67,542.00	67,542.00	15.23	375,958.00
01 5150	TAX ANTICIPATION NOTE	0.00	400,000.00	400,000.00	0.00	(400,000.00)
01 5300	SALE OF PROPERTY	0.00	0.00	0.00	0.00	0.00
01 5301	SETTLEMENT OF INSURANCE CLAIMS	0.00	0.00	0.00	0.00	0.00
01 5400	LOAN PROCEEDS>12 MOS	0.00	0.00	0.00	0.00	0.00
01 5500	CAPITAL LEASE PROCEEDS	0.00	0.00	0.00	0.00	0.00
01 5690	Other Non-Rev Receipts	19,000.00	17,662.70	17,662.70	92.96	1,337.30
Subtotal: NON-REVENUE RECEIPTS		19,000.00	417,662.70	417,662.70	2,198.22	(398,662.70)
01 9000	NON-PROGRAM RECPTS/EXPENDITURES	0.00	3,088.49	3,088.49	0.00	(3,088.49)
Subtotal: NON-PROGRAM RECEIPTS		0.00	3,088.49	3,088.49	0.00	(3,088.49)
Fund Total:		5,516,181.00	1,196,490.95	1,196,490.95	21.69	4,319,690.05
Grand Total:		5,516,181.00	1,196,490.95	1,196,490.95	21.69	4,319,690.05

September 2019

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total
9/1/2019 General			\$60,483.16
9/1/2019 Money Market			\$47,267.84
9/1/2019 Transaction			\$852.71
Franklin County Treasurer	\$6.35		
Furnas County Treasurer	\$20,898.09		
Harlan County Treasurer	\$590,805.95		
BCBS self-pay	\$2,931.89		
City of Alma - liquor licenses	\$300.00		
Retiree Life Ins - prepaid	\$156.60		
Tax Anticipation Loan	\$400,000.00		
ST of NE (Aide, Title One)	\$181,288.00		
interest earned - Transaction Acct	\$0.00		
interest earned - MMA	\$90.11		
interest earned - Gen Fund	\$13.96		
TOTAL RECEIPTS	\$1,196,490.95		\$1,305,094.66
cks cleared in September		\$637,540.89	\$667,553.77
outstanding checks		\$63,126.74	\$604,427.03
<u>Certificates of Deposit</u>			\$408,938.27
Balance 9/30/2019			\$1,013,365.30

Bldg/Sinking Fund

Beginning Balance 9/1/2019			\$104,597.31
Franklin County Treasurer	\$0.45		
Harlan County Treasurer	\$39,029.72		
Furnas County Treasurer	\$1,453.12		
interest earned	\$27.02		
Total Receipts	\$40,510.31		\$145,107.62
Balance 9/30/2019			\$145,107.62

QCPU Fund

Beginning Balance 9/1/2019			\$93,496.87
Franklin County Treasurer	\$0.16		
Harlan County Treasurer	\$14,009.32		
Furnas County Treasurer	\$521.57		
interest earned	\$42.39		
Total Receipts	\$14,573.44		\$108,070.31
Balance 9/30/2019			\$108,070.31

Depreciation Fund

Beginning Balance 9/1/2019			\$39,234.01
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September 2019

interest earned	\$8.06		
Balance 9/30/2019			\$39,242.07

Lunch Fund

Beginning Balance 9/1/2019			\$19,095.83
Total Receipts	\$16,619.50		
cks cleared in September		\$19,109.71	
Outstanding checks		\$2,293.53	
Balance 9/30/2019			\$14,312.09

Activity Fund

Beginning Balance 9/1/2019			\$139,594.26
Receipts	\$19,265.61		
cks cleared in September		\$13,066.06	\$145,793.81
outstanding checks/deposits		\$263.00	
Balance 9/30/2019			\$145,530.81

Fund: 05 ACTIVITY FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Fund Balance					
05 704 0100	ART	2,480.98	0.00	250.00	2,730.98
05 704 0101	elementary students fund balance	248.40	0.00	0.00	248.40
05 704 0110	COMPUTERS	11,574.83	50.00	140.00	11,664.83
05 704 0120	MISCELLANEOUS	3,543.23	281.98	29.45	3,290.70
05 704 0130	MUSIC SUPPLIES	(1,271.12)	175.00	48.00	(1,398.12)
05 704 0131	ELEMENTARY CHOIR	1,386.11	0.00	0.00	1,386.11
05 704 0133	DISTRICT MUSIC	2,170.29	0.00	0.00	2,170.29
05 704 0134	BAND PROJECTS	15.72	0.00	0.00	15.72
05 704 0140	COURTESY FUND	3,278.84	50.00	20.00	3,248.84
05 704 0141	WOW	1,368.17	0.00	0.00	1,368.17
05 704 0142	CIRCLE OF FRIENDS	2,033.24	0.00	0.00	2,033.24
05 704 0143	CHRISTMAS DONATION	0.00	0.00	40.59	40.59
05 704 0144	RESOURCE	725.91	0.00	0.00	725.91
05 704 0160	INDUSTRIAL ARTS	242.21	0.00	0.00	242.21
05 704 0161	FFA SCHOLARSHIP	12,942.43	0.00	0.00	12,942.43
05 704 0165	FUTURE FARMS OF AMERICA	24,743.42	85.84	250.00	24,907.58
05 704 0170	STUDENT COUNCIL	8,222.97	4,475.96	2,621.31	6,368.32
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	608.73	0.00	0.00	608.73
05 704 0221	CLASS OF 2021	3,734.05	0.00	0.00	3,734.05
05 704 0222	CLASS OF 2022	1,657.96	0.00	824.67	2,482.63
05 704 0223	CLASS OF 2023	0.00	0.00	2,426.50	2,426.50
05 704 0240	PLATE FUND	251.19	0.00	0.00	251.19
05 704 0250	ANNUAL/YEARBOOK	3,294.36	0.00	0.00	3,294.36
05 704 0251	PICTURES	6,507.10	0.00	0.00	6,507.10
05 704 0260	HOME EC/CONS ED	3,163.50	35.28	0.00	3,128.22
05 704 0270	BOOK/SOFTWARE ORDERS	6,471.97	0.00	0.00	6,471.97
05 704 0271	GENERAL MILLS BOX TOPS	4,659.81	0.00	0.00	4,659.81
05 704 0280	FIELD TRIPS	329.82	0.00	0.00	329.82
05 704 0300	ATHLETICS	4,954.36	4,097.89	7,229.00	8,085.47
05 704 0301	FOOTBALL	4,005.33	2,726.00	2,270.00	3,549.33
05 704 0302	VOLLEYBALL	2,500.75	0.00	0.00	2,500.75
05 704 0303	BOYS BASKETBALL	426.20	0.00	0.00	426.20
05 704 0304	GIRLS BASKETBALL	5,379.51	0.00	0.00	5,379.51
05 704 0305	CROSS COUNTRY	473.22	779.00	380.00	74.22
05 704 0306	TRACK	730.87	0.00	0.00	730.87
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	2,967.89	424.00	1,831.00	4,374.89
05 704 0500	NAT'L HONOR SOCIETY	485.75	0.00	0.00	485.75
05 704 0550	MILK MACHINE	2,384.53	129.58	654.00	2,908.95
05 704 0600	QUIZ BOWL	536.69	30.00	201.09	707.78
05 704 0940	SCHOOL CLIMATE COMMITTEE	546.58	0.00	0.00	546.58
05 704 0950	SCHOLARSHIP FUND	1,174.00	0.00	0.00	1,174.00
05 704 0970	WEIGHT ROOM	1,201.98	0.00	0.00	1,201.98
05 704 0971	DEPOSITS WEIGHT ROOM USE	4,920.00	0.00	50.00	4,970.00
05 704 0980	MATH/SCIENCE CLUB	15.00	0.00	0.00	15.00
05 704 0990	SPEECH	(606.45)	0.00	0.00	(606.45)
05 704 0991	DRAMA	1,142.98	10.33	0.00	1,132.65
Total: Fund Balance		137,298.46	13,350.86	19,265.61	143,213.21
Total: 05		137,298.46	13,350.86	19,265.61	143,213.21

Invoice Listing - Summary

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>Invoice Amount</u>
ARAPAHOE	ARAPAHOE PUBLIC SCHOOL	20191010	cross country entry	09/10/2019	09/10/2019	5	17832	100.00
AWARDS	AWARDS UNLIMITED	474355	b f/s bb plaques	08/26/2019	09/10/2019	5	17835	106.26
AWARDS	AWARDS UNLIMITED	474359	g jv bb plaques	09/03/2019	09/10/2019	5	17837	106.87
AWARDS	AWARDS UNLIMITED	474364	jh track plaques	09/18/2019	09/24/2019	5	17862	135.61
BALLOU	BALLOU, BRAD	20191011	jh fb s.v.	09/16/2019	09/16/2019	5	17848	55.00
BOUTWELL	BOUTWELL, KARL	20191011	jv v vb	09/24/2019	09/24/2019	5	17860	115.00
BROWNT	BROWN, TINA	20191011	jv vb	09/30/2019	09/30/2019	5	17873	110.00
CHS	C H S / AGRI SERVICE CENTER	616550	washers, snap spring, coil for ffa	09/13/2019	09/13/2019	5	17843	31.93
CAMBRIDGE	CAMBRIDGE PUBLIC SCHOOL	20191010	cross country entry	09/03/2019	09/03/2019	5	17824	100.00
CASHWA	CASH-WA DISTRIBUTING	12116568	milk for vending machine	08/16/2019	09/12/2019	5	17842	70.18
CASHWA	CASH-WA DISTRIBUTING	12136092	candy for concessions	08/30/2019	09/12/2019	5	17842	754.40
CASHWA	CASH-WA DISTRIBUTING	12136093	milk for vending machine	08/30/2019	09/12/2019	5	17842	59.40
CASHWA	CASH-WA DISTRIBUTING	12156990	candy for concessions	09/13/2019	09/25/2019	5	17865	146.22
CHESTER	CHESTERMAN CO	20191010	pop	09/12/2019	09/12/2019	5	17840	2,182.20
COACHCOMM	COACH COMM WINNING SOLUTIONS	329697	headset system	09/10/2019	09/18/2019	5	17856	2,726.00
COMPHARD	COMPUTER HARDWARE, INC	127894	computer repair	09/12/2019	09/12/2019	5	17841	50.00
ESU11	EDUCATIONAL SERVICE UNIT #11	20191011	lunch for fps	09/25/2019	09/25/2019	5	17863	30.00
FSB	FIRST STATE BANK	20191010	concession startup	09/06/2019	09/06/2019	5	17828	500.00
FSB	FIRST STATE BANK	20191010-0001	gate startup	09/06/2019	09/06/2019	5	17829	500.00
FRANKLIN	FRANKLIN PUBLIC SCHOOL	20191010	cross country entry	09/10/2019	09/11/2019	5	17831	70.00
FRITMEAT	FRITZ'S MEAT	28555	meat for concessions	09/19/2019	09/19/2019	5	17859	176.70
FRITMEAT	FRITZ'S MEAT	28579	meat for concessions	09/11/2019	09/12/2019	5	17839	169.20
FRITMEAT	FRITZ'S MEAT	28599	meat for concessions	09/23/2019	09/25/2019	5	17864	34.50
FRITMEAT	FRITZ'S MEAT	28602	meat for concessions	09/30/2019	09/30/2019	5	17872	168.12
GENEVA	GENEVA FLORAL	17898	flowers for kronhofman	08/29/2019	09/10/2019	5	17833	50.00
GILLESPE	GILLESPE, LYNN	20191011	jv v vb	09/24/2019	09/24/2019	5	17861	115.00
GONE	GONE LOGO	28030	cheer camp t-shirts	08/29/2019	09/10/2019	5	17834	424.00
HARVEST	HARVEST OF HARMONY	20191010	parade	09/03/2019	09/03/2019	5	17825	125.00
HITCHCOCK	HITCHCOCK COUNTY PUBIC SCHOOLS	20191011	vb tourn	09/18/2019	09/18/2019	5	17855	50.00
HOGELAND	HOGELANDS MARKET	20191011	home ec, ffa, concessions	09/13/2019	09/13/2019	5	17845	113.81
LEXINGTON	LEXINGTON PUBLIC SCHOOL	20191010	cross country entry	09/10/2019	09/10/2019	5	17830	120.00
MCCOOKCOM	MCCOOK COMMUNITY COLLEGE	20191011	student council lunch check	09/19/2019	09/19/2019	5	17857	110.00
MINDEN	MINDEN CHAMBER OF COMMERCE	20191010	parade	09/05/2019	09/05/2019	5	17827	50.00
MINNICK	MINNICK, SAM	20191011	v vb triangular	09/16/2019	09/16/2019	5	17849	145.00
MISTERB	MISTER B'S TEES	1338	cross country shirts	09/10/2019	09/16/2019	5	17852	779.00
OHLSON	OHLSON, CALENA	20191011	v vb triangular	09/16/2019	09/16/2019	5	17850	135.00
OHLSON	OHLSON, CALENA	20191011-0001	jv vb	09/30/2019	09/30/2019	5	17869	110.00

Invoice Listing - Summary

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>Invoice Amount</u>
PARKC	PARK, CONI	20191011	var vb triangular	09/16/2019	09/16/2019	5	17851	135.00
PARKC	PARK, CONI	20191011-0001	fv vb	09/30/2019	09/30/2019	5	17868	110.00
PAULSENJ	PAULSEN, JOHN	20191011	jh fb s.v.	09/16/2019	09/16/2019	5	17846	55.00
POLSTON	POLSTON, TERRY	20191011	jh fb s.v.	09/16/2019	09/16/2019	5	17847	55.00
RAWR	RAWR STORE, THE	091819	student council t-shirts	09/19/2019	09/19/2019	5	17858	210.00
ROSKOP	ROSKOP, DENNIS	20191011	fv fb	09/30/2019	09/30/2019	5	17867	165.00
SAFEGUARD	SAFEGUARD BUSINESS SYSTEMS	33652932	receipts for activity fund	08/16/2019	09/13/2019	5	17844	281.98
SAMUELSON	SAMUELSON, BRENT	20191010	v fb shelton	09/12/2019	09/12/2019	5	17838	525.00
STEINKE	STEINKE, CORY	20191010	varsity fb northern valley	09/05/2019	09/05/2019	5	17826	550.00
TAMSGAYL	TAMS, GAYLE	20191011	fv vb	09/30/2019	09/30/2019	5	17870	110.00
TRUSTWORTH	TRUSTWORTHY HARDWARE	47203a	supplies for 1act play	08/01/2019	09/10/2019	5	17836	10.33
UPS	UNITED PARCEL POST	20191011	return gbb	09/26/2019	09/26/2019	5	17866	14.15
UNK	UNIVERSITY OF NE @ KEARNEY	20191011	cross country	09/18/2019	09/18/2019	5	17854	160.00
WINSCOTT	WINSCOTT, TRACI	20191011	v vb triangular	09/17/2019	09/17/2019	5	17853	145.00

Report Total: 13,350.86

Check Register by Checking Account

<u>Check Number</u>	<u>Check Date</u>	<u>Entity Name</u>	<u>Amount</u>
191080	10/14/2019	ELECTRONIC FEDERAL TAX PAYMENT	57,785.23
10102019	10/10/2019	FIRST STATE BANK - ACH	35.00
29843	10/01/2019	BANNER CAPITAL BANK	49,828.73
29844	10/14/2019	JOSEPH BOEHLER	1,048.49
29845	10/14/2019	BRITTNAY NURNBERG	897.76
29846	10/14/2019	AFLAC	1,120.60
29847	10/14/2019	BANNER CAPITAL BANK	4,810.36
29848	10/14/2019	Blue Cross and Blue Shield of Nebraska	59,545.39
29849	10/14/2019	EMPLOYEE 125 PLAN	1,150.00
29850	10/14/2019	HARLAN COUNTY HEALTH FOUNDATION	295.00
29851	10/14/2019	KANSAS CITY LIFE - LTD	1,002.70
29852	10/14/2019	MADISON NATIONAL LIFE	306.85
29853	10/14/2019	MG TRUST COMPANY	2,740.00
29854	10/14/2019	NEBRASKA DEPARTMENT OF REVENUE	8,502.56
29855	10/14/2019	NEBRASKA SCHOOL RETIREMENT SYS	50,118.35
29856	10/14/2019	SOUTHERN VALLEY SCHOOL	856.60
29857	10/14/2019	VISION SERVICE PLAN	528.41
ACH	10/14/2019	PAYROLL	179,223.94
29858	10/10/2019	ALMA SCHOOL LUNCH FUND	52.34
29859	10/10/2019	AMERICAN LEGACY PUBLISHING, INC.	208.62
29860	10/10/2019	ANDERSON BROTHERS ELECTRIC, PLBG &	1,342.44
29861	10/10/2019	APPLE INC.	1,158.95
29862	10/10/2019	B.H. HESEMANN SHOP	89.89
29863	10/10/2019	BANDH PHOTO-VIDEO	1,048.78
29864	10/10/2019	Bosselmann Pump & Pantry	160.08
29865	10/10/2019	C H S / AGRI SERVICE CENTER	2,879.79
29866	10/10/2019	CEI SECURITY & SOUND	1,884.50
29867	10/10/2019	CITY OF ALMA	2,533.68
29868	10/10/2019	DANA F COLE & CO.	130.00
29869	10/10/2019	DAS STATE ACCTING - CENTRAL FINANCE	1,129.32
29870	10/10/2019	EAKES OFFICE PRODUCTS	98.00
29871	10/10/2019	ECOLAB PEST ELIM DIVISION	84.26
29872	10/10/2019	Educational Service Unit #1	250.00
29873	10/10/2019	EDUCATIONAL SERVICE UNIT #11	1,142.72
29874	10/10/2019	FLEET US LLC	521.78
29875	10/10/2019	FRONTIER	835.40
29876	10/10/2019	Gander Publishing	80.25
29877	10/10/2019	Grizzly Industrial, Inc	3,085.99
29878	10/10/2019	HARLAN COUNTY JOURNAL	410.16
29879	10/10/2019	Hockenbergs Equipment & Supply Co, Inc.	2,900.82
29880	10/10/2019	HOGELANDS MARKET	269.51
29881	10/10/2019	HOLDREGE ELECTRIC	1,237.96
29882	10/10/2019	HOLMES PLBG & HTG SUPPLY CO	719.18
29883	10/10/2019	The Home Depot Pro	658.97
29884	10/10/2019	HOMETOWN LEASING	1,603.67
29885	10/10/2019	MADISON NATIONAL LIFE	29.00
29886	10/10/2019	MAIN STREET VARIETY	13.97
29887	10/10/2019	MARRIOTT CORNHUSKER	105.00
29888	10/10/2019	MCGRAW-HILL SCHOOL EDUCATION, LLC	5,871.24
29889	10/10/2019	NE ASSN OF SCHOOL BOARDS	1,500.00
29890	10/10/2019	NE COUNCIL OF SCHOOL ADMIN	140.00
29891	10/10/2019	NEBRASKA PUBLIC POWER DISTRICT	6,883.41
29892	10/10/2019	RASMUSSEN MECHANICAL SERVICES	2,624.10
29893	10/10/2019	REPUBLICAN VALLEY ANIMAL CENTER PC	4.00
29894	10/10/2019	SPORT SAFE Testing Service, Inc.	550.00
29895	10/10/2019	STRIV, INC.	224.25
29896	10/10/2019	Team Concepts, LLC	9,000.00
29897	10/10/2019	TIME MANAGEMENT SYSTEMS	45.00
29898	10/10/2019	TRIBE MOTOR CO	312.93
29899	10/10/2019	TRUSTWORTHY HARDWARE	27.03
29900	10/10/2019	U.S.CELLULAR	113.08
29901	10/10/2019	UNIVERSITY OF NE @ KEARNEY	250.00
29902	10/10/2019	US BANK	2,155.02
29903	10/10/2019	USI, INC	40.74
29904	10/10/2019	VAN DIEST SUPPLY COMPANY	629.71
29905	10/10/2019	WOODWARD'S DISPOSAL SVC, INC	20.00
General Fund Total			<u>476,851.51</u>

<u>Check Number</u>	<u>Check Date</u>	<u>Entity Name</u>	<u>Amount</u>
410193	10/14/2019	ELECTRONIC FEDERAL TAX PAYMENT	1,371.18
1742	10/14/2019	Blue Cross and Blue Shield of Nebraska	700.48
1743	10/14/2019	KANSAS CITY LIFE - LTD	29.33
1744	10/14/2019	NEBRASKA DEPARTMENT OF REVENUE	134.45
1745	10/14/2019	NEBRASKA SCHOOL RETIREMENT SYS	1,310.29
1746	10/14/2019	VISION SERVICE PLAN	21.91
ACH	10/14/2019	PAYROLL	4,995.97
1747	10/14/2019	CASH-WA DISTRIBUTING	2,219.58
1748	10/14/2019	DEAN FOODS	1,953.26
1749	10/14/2019	HOGELANDS MARKET	911.45
1750	10/14/2019	IDEAL LINEN SUPPLY	234.84
1751	10/14/2019	SYSCO LINCOLN	2,080.00
1752	10/14/2019	US Foods, Inc.	<u>2,672.98</u>
	Lunch Fund Total		<u><u>18,635.72</u></u>

Negotiations Timeline

September 1 - Teacher association requests recognition as exclusive bargaining agent.

October 1 - Board must respond to request

November 1 - Negotiations must begin

February 8 - If there is no agreement, parties submit to resolution officer

March 25 or (within 25 days after state aid certification) - Negotiations, fact finding, and mediation must end.

September 15 - CIR must issue its decision.

Alma Public Schools

TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY 2020-2021

A. PURPOSE

The purpose of this Temporary Early Retirement Incentive Program (“TERIP”) is to encourage eligible certificated employees of Alma Public Schools (“School District”) who are considering an early-leaving decision to accelerate their retirement plans effective at the end of the **2020-2021** contract and school year. Objectives include, but are not limited to, the following:

1. To offer financial incentives that will assist long-term employees considering early retirement or early-leaving decisions to complete such decisions.
2. To reduce costs to the School District by replacing employees with lesser salaried employees or by eliminating positions.
3. To buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights.
4. To provide a better balance of staff experience.

B. QUALIFICATIONS

1. Certificated Employee: To be a participant a person must be employed by the School District (Alma Public Schools) as of the date of acceptance of the person's Agreement/Application in the position of a fully certified employee covered by the negotiated agreement between the Alma Public Schools and the Alma Teacher Association (hereinafter sometimes referred to as "Eligible Employee" or "Employee" or "Teacher") with a salary schedule placement on the salary schedule in effect pursuant to such negotiated agreement in the BA+36 – Step 12, MA – Step 9, MA+9 – Step 8, and MA+18 – Step 7 or greater (hereinafter sometimes referred to as "Eligible Employee" or "Employee").

2. Full-Time Equivalency – Eligibility and Benefits: Eligible Employees, both full-time and part-time, may participate in the TERIP, provided that the part-time Employees must have a full time equivalency (FTE) of .50 FTE or more. For part-time employees, the benefits under this plan shall be prorated based upon the Employee’s actual FTE as provided in paragraph “D. Benefits” below. Part-time Employees who are on a leave of absence in part and work part-time as of December 1 of the Employee's final contract year shall be eligible to participate in the TERIP to the extent of their on-duty FTE. Employees who are on a sabbatical leave, leave of absence, or other Board approved leave except long term disability as of December 1 of the Employee's final contract year shall not be eligible to participate in this TERIP.

3. Age 55 and 8 Years of Service Eligibility: In order for an employee to be eligible for this program, (a) the Employee must be fifty-five (55) years of age on or before September 1 of the Employee's final contract year and qualified to receive full retirement benefits from the Nebraska Public Employee’s Retirement System (NPERS) under the “rule of 85”; and (b) the Employee must have at least eight (8) creditable years of continuous service (regardless of annual FTE) in the Alma Public School District including their final year of employment.

Alma Public Schools

4. Window of Eligibility: Eligible employees may elect to participate in this TERIP during the following “window” period of December 9, 2019 and January 13, 2020:

NOTICE: FAILURE TO MAKE SUCH APPLICATION DURING THE APPLICABLE WINDOW OF ELIGIBILITY SHALL RESULT IN FORFEITURE OF ANY RIGHT OF PARTICIPATION IN THIS TERIP.

5. Limitation on Number of Participants: The Board of Education of the School District, in its sole and absolute discretion, reserves the right to limit the number of participants in this TERIP in any fiscal year based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues, including but not limited to the repeal or amendment of the exemption to the property tax levy limitations set forth at Neb. Rev. Stat. § 77-3442(2)(d) (Laws of 2008). The Board of Education shall allow up to three (3) Eligible Employees to participate in the TERIP, unless the Board of Education establishes a different number of participants for such fiscal year at a Board of Education meeting.

6. Criteria for Selection: In the event the total number of employees making application for participation in any one fiscal year exceeds the maximum number of employees to be allowed to participate as determined by the Board of Education for such fiscal year, the selection of the employees allowed to participate in the TERIP shall be based upon the following criteria in descending order of priority:

a. Highest salary: Second priority for participation shall be granted to the individual employee with the highest scheduled salary for the school fiscal year in effect during the employees’ last year of employment. For purposes of this paragraph:

(1) Eligible Employees' salaries will be compared only to other teachers' salaries making application for participation in this TERIP program during the fiscal year for which the application is submitted.

(2) “Scheduled salary” shall be defined as the 1.0 FTE salary listed on the negotiated salary schedule for the Employee's lane/step in his/her final contract year adjusted for the Employee’s FTE plus salary paid for extended contract days based upon such salary schedule placement. This definition excludes salary paid for extra duties or responsibilities, reimbursement of expenses, or fringe benefits.

b. Number of Years of Service: Third priority for participation shall be granted on the basis of those employees having the greatest number of years of service to the Alma Public Schools District regardless of FTE; such service need not be uninterrupted or consecutive years of service.

d. Tiebreaker: If two (2) or more individuals tie on criteria a, b, and c, the names of those persons who are tied shall be placed in a container and names will be drawn blindly from the container for each opening in the TERIP.

7. Terminated Employee’s Ineligibility: An employee who has received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in

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force shall not be eligible and may not participate in this program, unless after a hearing before the Board of Education it is determined that the employee's contract should not be cancelled, non-renewed or terminated. An employee who has received written notice of possible termination for reason of a reduction in force shall be eligible and may participate in this program if, but only if, said employee expressly waives all rights to which he or she may be entitled under the reduction in force law including, without limitation, substantive and procedural rights, staff development assistance and retirement incentive plan benefits, and recall rights.

8. Notice of Plan: The superintendent or the superintendent's designee shall notify all Eligible Employee of the school district of the TERIP and the attached TERIP Application/Agreement on or before **December 10, 2019**. A copy of said TERIP and TERIP Application/Agreement as it now exists or as it may from time-to-time amended may be obtained from the school office.

C. ENROLLMENT REQUIREMENTS

1. Resignation: Participants in the program shall resign their employment with the School District effective at the close of the school year during which such participant has submitted an application under this TERIP.

2. Application Date: Each eligible employee who wishes to participate in the TERIP must properly complete, execute, and submit an Application/Agreement form to the Superintendent on or before **January 13, 2020** and the Employee will resign his/her employment with the School District effective at the end of the 2019-2020 school and contract year, and participate in this TERIP. **FAILURE TO SUBMIT THE APPLICATION/AGREEMENT WITHIN THE TIME FRAME SPECIFIED SHALL RESULT IN THE REJECTION OF SUCH APPLICATION/AGREEMENT.**

The Board of Education shall review the employee's record to determine if the employee is qualified to participate under section B above. If qualified and if selected for participation, the Board of Education shall approve the Application/Agreement, except as may be otherwise provided herein, at such time as deemed appropriate.

D. BENEFITS

1. Calculation of TERIP Benefit: In consideration of the Eligible Employee's resignation and relinquishment of the Eligible Employee's actual and existing continuing contract rights by law and of other covenants and conditions set forth in the Alma TERIP Application/Agreement, the Eligible Employee shall receive a benefit in the amount of Fifteen Thousand Dollars (\$15,000).

2. Payment: The sums to be paid pursuant to paragraph 4 a. above shall be payable through an approved annuity program during the 2020-21 budget year.

3. Tax Treatment of Payments: The Early Retirement Incentive benefit shall be deemed a voluntary early retirement incentive payment. It will be reported as a taxable early retirement incentive payment. Any required state or federal income tax, FICA, FUTA, or state or

Alma Public Schools

federal unemployment contributions withholdings will be subtracted from each payment to the Employee.

4. Source of Funds: The School District shall pay the entire cost of the plan.

5. Administration: This Plan shall be administered by the Board of Education by and through the administration of the School District.

E. WAIVER AND RELEASE OF CLAIMS

Employees who participate in the TERIP shall be required to waive and release the School District from claims and rights as provided in a Release and Agreement adopted as a part of this TERIP policy. The Administration shall give the requisite notices to eligible employees as required by law in order for the Release and Agreement to be fully enforceable.

All eligible certificated employees shall be provided a copy of this TERIP Policy and the Application/Agreement at least twenty-five (25) days prior to the application deadline and provide eligible employees any additional information required by law.

A copy of the Application/Agreement shall also be made available at the Superintendent's office.

F. TERM OF PROGRAM

1. Expiration of TERIP: The TERIP program and policy, and all benefits provided herein, shall expire and be of no force and effect with regard to eligibility under this TERIP as of January 13, 2020.

2. Possible Extension of TERIP Windows in Future Fiscal Years: The Board of Education may, in its discretion, re-consider this TERIP for the 2020-2021 fiscal year to determine whether to extend the TERIP to those Employee who would become eligible under the terms of this TERIP as of September 1, 2020 or thereafter. Nothing in this paragraph will require the Board of Education to extend this TERIP beyond the ending date hereof set forth in paragraph F. 1.

**ALMA PUBLIC SCHOOLS
EARLY RETIREMENT INCENTIVE PROGRAM
APPLICATION FORM 2020-2021 FISCAL YEAR**

The undersigned, being a current Certificated Employee of the Harlan County School District 42-0002, a/k/a Alma Public School District, Alma, Nebraska, is desirous of voluntarily participating in the Alma Public Schools Temporary Early Retirement Incentive Program (TERIP) and is voluntarily resigning from employment under the terms of such TERIP in effect as of the date of this Application.

1. Applicant: _____ (“Certificated Employee”) _____
(address), _____(city), _____(state).

2. Date of Application: This Application is offered and made this 9th day of December, 2019.

3. Acknowledgments: The Certificated Employee acknowledges that:

a. The Certificated Employee will ratify the TERIP Agreement twenty-five (25) or more days after the Certificated Employee’s execution of this Application and agrees that should the Certificated Employee fail to ratify this TERIP Agreement such agreement shall be null and void.

b. The Certificated Employee acknowledges that he/she has received (1) the TERIP, (2) the separate Application and Agreement forms and (3) a Memorandum from the Superintendent with regard to the TERIP policy which provided the Certificated Employee with information as to the class, unit, or group of individuals covered by the TERIP program, eligibility factors for such program, time limits applicable to such program; the job titles and ages of all individuals eligible or selected for the program, and the ages of all individuals in the same job classification or organizational unit who are not eligible or selected for the program;

c. The Certificated Employee has been advised to consult with an attorney prior to executing this Application and the Agreement form;

d. The Certificated Employee understands that the Certificated Employee has the right, for a period of at least seven (7) days following the execution of the TERIP Agreement, to revoke the Agreement, and that the TERIP Agreement does not become effective or enforceable until the revocation period expires on January 20, 2020.

e. The Certificated Employee's participation in the TERIP is knowing and voluntary and the Certificated Employee was not coerced in any manner to participate in the TERIP;

f. The Certificated Employee has NOT received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force

g. The Board of Education of the School District, in its sole and absolute discretion, has reserved the right to limit the number of participants in this TERIP in any fiscal year based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues, including but not limited to the repeal or amendment of the exemption to the property tax levy limitations set forth at Neb. Rev. Stat. § 77-3442(2)(d) (Laws of 2014).

4. Statement of Eligibility: The certificated employee hereby affirms that he/she is or will:

a. Employed by the School District (Alma Public Schools) as of the date of acceptance of the person's application in the position of a fully certified employee covered by the Negotiated Agreement between the Alma Public Schools and the Alma Education Association (hereinafter sometimes referred to as "Eligible Employee" or "Employee" or "Teacher") with a salary schedule placement on the salary schedule in effect pursuant to such negotiated agreement in the BA+36 – Step 12, MA – Step 9, MA+9 – Step 8, and MA+18 – Step 7 or greater;

b. A full-time or part-time employee with a full time equivalency (FTE) of .50 FTE or more, **OR** a part-time employee who is on a leave of absence in part and work part-time as of December 1 of the Employee's final contract year;

c. As of **January 13, 2020**, be fifty-five (55) years of age on or before **September 1** of the Employee's final contract year; and,

d. As of **May 20, 2020**, have at least **eight (8)** creditable years of continuous service (regardless of annual FTE) in the School District including their final year of employment.

5. Acceptance of Benefits: The Certificated employee hereby acknowledges that in consideration of the Certificated Employee's resignation, and of other covenants and conditions set forth in the Application and Agreement provided by the School District, the Certificated Employee shall accept the early retirement benefits provided in the TERIP.

Certificated Employee

STATE OF NEBRASKA)
)
COUNTY OF HARLAN) **ss.**

On this _____ day of _____, 20__, before me, the undersigned notary public, duly commissioned and qualified in the aforesaid county, personally appeared _____, personally known to me to be the identical person who signed the above and foregoing Application, and that such person acknowledged the execution of the Application to be the person's voluntary act and deed.

Notary Public

ACCEPTANCE

The above Early Retirement Incentive Program Application is hereby accepted and approved.

DATED this _____ day of _____, 20__.

**HARLAN COUNTY SCHOOL DISTRICT 42-0002, a/k/a
ALMA PUBLIC SCHOOLS**

BY: _____
President or Other Duly Authorized School Official

NOW, THEREFORE, in consideration of the mutual covenants, conditions, and stipulations set forth in this Agreement, the Certificated Employee and the School District hereby agree as follows:

1. CERTIFICATED EMPLOYEE’S RESIGNATION: The Certificated Employee, by signing this Agreement, hereby voluntarily, unconditionally, and irrevocably resigns from the Certificated Employee’s employment with the School District effective at the end of the **2019-2020** school year. The Certificated Employee waives any and all notice of action by the Board of Education to accept the resignation and to terminate the Certificated Employee’s continuing contract and employment with the School District. The Certificated Employee waives any and all rights the Certificated Employee may have under Neb. Rev. Stat. "79-824 to 79-839 (the teacher tenure law), or other laws as they now exist or as they may be amended in the future relating to continued employment. The Certificated Employee authorizes the School District to advertise for, and contract with, a replacement certificated employee, if deemed appropriate, for the ensuing **2020-2021** school year. The Certificated Employee authorizes the School District to approve and accept this Agreement upon its submission and will become immediately effective on January 20, 2020.

The School District, by approving and signing this Agreement, hereby unconditionally and irrevocably accepts the Certificated Employee’s resignation, ending all employment relations between the School District and the Certificated Employee, effective at the end of the **2019-2020 school year**.

2. EARLY RETIREMENT BENEFITS: In consideration of the Certificated Employee’s resignation, and of other covenants and conditions set forth in this Agreement, the Certificated Employee shall receive a benefit in the amount of Fifteen Thousand Dollars (\$15,000) (hereinafter referred to as the “TERIP Benefit”) under the following terms and conditions:

a. Payment of TERIP Benefit: The TERIP Benefit to be paid pursuant to paragraph 4 a. above shall be payable on or before January 1, 2021 through an approved annuity program during the 2020-21 budget year.

b. Tax Treatment of Payments: The TERIP Benefit shall be deemed a voluntary early retirement incentive payment. It will be reported as a taxable early retirement incentive payment. Any required state or federal income tax, FICA, FUTA, or state or federal unemployment contributions withholdings will be subtracted from each payment to the Employee.

c. Other Benefits: The Eligible employee shall receive such other compensation and benefits as described in Board of Education Policy or the Negotiated Agreement in effect in the employee’s final contract year.

d. Beneficiary Designation: The Certificated Employee hereby designates the following named person or persons to be the Certificated Employee’s beneficiary in case of the Certificated Employee’s death.

Name	
Address	
Social Security No.	

Any monies due the Certificated Employee will continue to the beneficiary until the total benefit distribution is paid in full pursuant to the provisions of this Agreement.

3. WAIVER AND RELEASE OF CLAIMS: By entering into this Agreement the Certificated Employee hereby releases, waives, acquits, and forever discharges the School District, all past, present, and future members of the Board of Education of such School District in their official and individual capacities, the Administrators, and all other officers, agents, and employees of the School District, in their official and individual capacities, from any and all claims, however characterized, whether for damages, costs, expenses, compensation, penalties, wages, benefits, reinstatement, attorneys' fees, or attorneys' fees under 42 U.S.C. '1988, or the like, with respect to, arising out of, or in relation to the Certificated Employee's employment with the School District, including, but not limited to, claims or rights:

a. under the Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA) (29 U.S.C. '621 et seq.), and the Act Prohibiting Unjust Discrimination in Employment on the Basis of Age (Neb. Rev. Stat. '48-1001 et seq.);

b. under the Employee Retirement Income Security Act of 1974 (ERISA) (29 U.S.C. '1001 et seq.);

c. under Title VI (42 U.S.C. § 2000d et seq.; 34 CFR §100 et seq.), Title VII (42 U.S.C. §2000e, et seq.) and Title IX of the Civil Rights Act of 1964 (20 U.S.C §1681; 34 CFR 106.1 et seq.);

d. under the Civil Rights Act of 1866 and 1871 (42 U.S.C. '1981, through and including 42 U.S.C. '1988);

e. under the Americans with Disabilities Act (42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq.), Section 504 of the Rehabilitation Act (29 U.S.C. §791, et seq.; 34 CFR §104, et seq.), and the Family Medical Leave Act of 1993 (29 U.S.C. '2601 et seq.);

f. under the Nebraska Fair Employment Practices Act (Neb. Rev. Stat. §48-1101 et seq.), the Nebraska Equal Opportunity in Education Act (Neb. Rev. Stat. §79-2,116 et seq.), the Industrial Relations Act, including unfair labor practices claims under that Act (Neb. Rev. Stat. §48-801 et seq.), and civil rights claims under Neb. Rev. Stat. § 20-168 and other state and local laws;

e. under the Wage Payment and Collection Act (Neb. Rev. Stat. §48-1228 et seq.), including claims or rights to be paid for any unused leave, but excluding rights to salary earned and unpaid for the final year of employment;

f. of or relating to discrimination on the basis of race, ethnic background, color, religion, sex, age, disability, handicap, marital status or national origin, or other protected status, free speech, and unlawful retaliation, before the state or federal EEOC or NEOC, or any other agency or department or state or federal courts under any state or federal constitution, law, rule, or regulation;

g. for breach of contract or tort, including but not limited to negligence, libel, slander, and breach of confidentiality or privacy;

h. of whatsoever nature arises under any other state, federal, or local constitution, statute, regulation, or ordinance arising out of the Certificated Employee's employment with the School District, this Agreement, the TERIP, or the Certificated Employee's resignation from such employment.

This waiver and release is given in exchange for good and valuable consideration (the TERIP severance benefit) beyond that to which the Certificated Employee is otherwise entitled to pursuant to law or agreement.

4. LEGAL NOTICES:

a. **Consult Attorney.** The Certificated Employee is advised to consult with an attorney before entering into the TERIP by signing this Agreement.

b. **Time to Consider.** Upon ratification, as set forth below, the Certificated Employee will have been given a period of at least twenty-five (25) days within which to consider the TERIP policy and the Agreement. The Certificated Employee acknowledges that the Certificated Employee will have had sufficient time to consider the waiver and release of claims and all other matters contained in this Agreement. In the event the Certificated Employee signs this Agreement prior to the twenty-five (25) day time period, the Certificated Employee hereby states and affirms that: (1) the Certificated Employee's decision to accept such shortening of time is knowing and voluntary; (2) the Certificated Employee's decision to accept such shortening of time was not induced by the School District through fraud or misrepresentation, and (3) the Certificated Employee's decision to accept such shortening of time was not induced by the School District through a threat to withdraw or alter the offer prior to the expiration of the twenty-five (25) day time period, or by providing different terms to employees who sign the release prior to the expiration of such time period.

c. **Right to Revoke.** The Certificated Employee has the right, for a period of seven (7) days following the execution of this Agreement, to revoke this Agreement. This Agreement shall not become effective or enforceable until the revocation period has expired on January 20, 2020

Certificated Employee

Fall Conferences 2019-20

Elementary: Overall - 96%

Kindergarten:
Siebels - 100%

First:
Christensen - 85 %
Olson - 100%

Second:
Nelson - 93%
Radil - 100%

Third:
Lowe - 93%
Blank - 100%

Fourth:
Ellis - 86%
Russell - 100%

Fifth: Wolfe - 100%

Sixth: Christensen - 95%

Secondary: Overall -65%

Seventh - 74%

Eighth - 73%

Ninth - 59%

Tenth - 65%

Eleventh - 56%

Twelfth - 59%



**Softball District C-6 at Kearney Catholic
Site: Patriot Park, Kearney**

#1 Cozad 43.8462 (23-7)

**Game 3
10/09/2019
2:00 PM CT
Field**

Cozad (11-4)

**Game 7
10/12/2019
12:00 PM CT
Field**

Cozad (12-2)

**Game 10
10/12/2019
4:00 PM CT
Field**

**Kearney Catholic (11-7)
(See Game 11)**

#4 Ord 37.5926 (9-23)

**Game 1
10/09/2019
12:00 PM CT
Field**

Ord (10-5)

Kearney Catholic (9-1)

Kearney Catholic (17-12)

#2 Kearney Catholic 43.1667 (23-7)

**Game 4
10/09/2019
2:00 PM CT
Field**

Southern Valley/Alma (11-3)

Kearney Catholic

**Game 9
10/12/2019
2:00 PM CT
Field**

Southern Valley/Alma (23-14)

Kearney Catholic

Cozad (14-12)

#5 Chase County 36.4091 (1-23)

**Game 2
10/09/2019
12:00 PM CT
Field**

Southern Valley/Alma (10-0)

**Game 8
10/12/2019
12:00 PM CT
Field**

Ord (13-7)

Cozad

#3 Southern Valley/Alma 41.6667 (20-10)

**Game 5
10/09/2019
4:00 PM CT
Field**

Southern Valley/Alma

Minden

**Game 6
10/09/2019
4:00 PM CT
Field**

Ord

#6 Minden 35.7391 (0-26)

**Game 5
10/09/2019
4:00 PM CT
Field**

Southern Valley/Alma

Minden

**Game 6
10/09/2019
4:00 PM CT
Field**

Ord

2019-2020 Republican Plains Activity Conference Volleyball Tournament

Monday, 10/21/2019 Monday, 10/21/2019 Tuesday, 10/22/2019 Tuesday, 10/22/2019

East Division

Southern Valley			
	Southern Valley		
Bye			
Medicine Valley	Game #2 Monday @ So. Valley 7:00 p.m.	Winner Game #2	
Game #1 Monday @ So. Valley 5:30 Cambridge	Winner Game #1		
		Game #1 (Tuesday) at MCC Events Center 3:00 p.m.	Winner Game #1
Alma			
Bradley Schwartz			
Game #2 Monday @ Bertrand 5:30 Southwest	Winner Game #1		
Arapahoe	Game #3 Monday @ Bertrand 7:00 p.m.	Winner Game #3	
Game #1 Monday @ Bertrand 4:00 Bertrand	Winner Game #2		
			Championship @ MCC Events Center Tuesday 7:30 p.m.

West Division

Maywood/Hayes Center			
	Maywood/Hayes Center		
Bye			
Wallace	Game #2 Monday @ Maywood 7:00 p.m.	Winner Game #2	
Game #1 Monday @ Maywood 5:30 p.m. Dundy County Stratton	Winner Game #1		
		Game #2 (Tuesday) at MCC Events Center 4:30 p.m.	Winner Game #2
Hitchcock County			
Game #2 Monday @ Wauneta 5:30 Maxwell	Winner Game #1		
Paxton	Game #3 Monday @ Wauneta 7:00 p.m.	Winner Game #3	
Game #1 Monday @ Wauneta 4:00 Wauneta-Palisade	Winner Game #2		
			Loser Game #1 (Tues.)
			Cons. @ MCC Events Ctr. Tuesday 6:00 p.m.
			Loser Game #2 (Tues.)

**McCook Community College
Graff Events Center
1205 East 3rd Street
McCook, NE 69001**

**all times listed are Central Daylight Time*