

Board of Education Regular Meeting
McCook School District #73-0017
6:30 PM Monday, December 14, 2020
Conference Room B @ The Senior High
600 West 7th St
McCook, NE 69001

"It is the mission of McCook Public Schools to equip all students to succeed in a complex global society"

Please arrive at the Board meeting at the start time, because the Board reserves the right to change the order of items.

1. Call to Order
1. Roll Call
2. Recognition of Open Meeting Law
3. Pledge of Allegiance
2. Reports, Communications & Public Participation
 1. Public Participation
 1. Student Council Report
 2. Board accepts public comments
 3. Consent Agenda
 1. Approval of November Meeting Minutes
 2. Approval of Expenditures/Payroll for November
 4. Reports from Staff Members and Committees
 1. Negotiations
 5. Reports from Building Administration
 6. Board and Administrative Comments
 1. Administrative Comments
 2. Business Manager Comments
 1. Report on Audit
 3. Board Comments
 7. New Business
 1. Accept Resignations
 2. Approve changes to the 2020-2021 school calendar.
 3. Approve the 2021-2022 negotiated agreement with the MEA.
 8. Positive Comments
 9. Executive session for the purpose of discussing negotiations
10. Executive session for the purpose of discussing the Superintendent's evaluation
 11. Items for Review
 12. Adjournment

Board of Education Regular Meeting
McCook School District #73-0017
6:30 PM Monday, November 9, 2020
High School Conference Room B
700 West 7th Street
McCook, NE 69001

"It is the mission of McCook Public Schools to equip all students to succeed
in a complex global society"

Please arrive at the Board meeting at the start time, because the Board reserves the right to
change the order of items.

Notice of the meeting was given in advance by publication in accordance with the Board
approved method for giving notice of meetings. Notice of this meeting was given in advance to
all members of the Board of Education. 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 attendance of the public. The meeting was held
in Conference Room B at the high school to accommodate social distancing due to the
coronavirus pandemic.

1. Call to Order

Board President Tom Bredvick called the November 9, 2020 MPS Board of Education
meeting to order at 6:30 p.m. Roll call with the following members being present: Dennis
Berry, Tom Bredvick, Loretta Hauxwell, Brad Hays, Mike Langan, and Teresa Thomas;
Absent: None.

Mr. Bredvick reminded those present of the Open Meetings Law on the entryway table
and asked all to stand and join him in reciting the Pledge of Allegiance.

2. Reports, Communications & Public Participation

No one spoke in public forum.

3. Consent Agenda

Dennis Berry motioned to approve the Consent Agenda with a second by Teresa
Thomas.

Dennis Berry:	Yes
Tom Bredvick:	Yes
Loretta Hauxwell:	Yes
Brad Hays:	Yes
Mike Langan:	Yes
Teresa Thomas:	Yes

Motion carried on a 6-0 vote

4. Reports from Staff Members and Committees

Teresa Thomas reported that the Negotiations Committee held the first meeting on Oct 28 with the MEA. They are scheduled to meet again tomorrow Nov 19 at 7:00 am. We will go into executive session later in the board meeting to discuss with the full board.

Brad Hays reported that the activities Committee met recently. Much of what they discussed will need to be adjusted due to the new DHM's from the governor. The committee focused on how to keep the students in a position to continue to participate in activities. They also discussed the limitations on spectators at school events. Some events will be virtual such as speech and debate.

Tom Bredvick reported from the Finance Committee that met on Nov 4. The committee met to discuss refinancing the bonds. Attending the meeting were representatives from First National Capital Markets. The interest rates are low enough it is worth looking at refinancing the bonds. Refinancing the bonds will save the district approximately \$64,000.

5. Board and Administrative Comments

Mr. Norgaard stated that The State Education Conference will be presented virtually.

Mr. Norgaard reported on the new DHM's. The state has not mandated masks but did mandate masks when it is not possible to separate by at least six feet. The spread of Covid19 for the most part is happening via family and social activities and not at school. Students wearing masks help to limit the numbers that are quarantined. Typically, quarantined students are not coming down with Covid19 due to their mask wearing. Currently the total percent of positive school cases is 2.2% and the community is over 3%.

Mr. Brazell reported that the new activity bus that was scheduled to be delivered on Nov 10 will be delayed due to CoachMasters waiting on the title from MCI. Free meals have been extended until the end of the school year and the District will start offering free meals to students starting at Central Elementary as a pilot project. He also reported that all financial reporting for FY20 is completed.

Board Comments:

Tom Bredvick talked about the upcoming State Education Conference and would like to have a group watch event for some of the keynote speakers. He will communicate with board members more details. He also reported that it is time for the superintendent performance review and he will get information to the board members soon.

6. New Business

Motion by Tom Bredvick to approve: A Resolution authorizing the issuance of the District's Series 2020 General Obligation Refunding Bonds in an aggregate principal amount not to exceed One Million Eight Hundred Fifty Thousand Dollars (1,850,000), to refund the District's Series 2012 General Obligation Refunding Bonds. The motion was seconded by Brad Hays.

Dennis Berry:	Yes
Tom Bredvick:	Yes
Loretta Hauxwell:	Yes

Brad Hays: Yes
Mike Langan: Yes
Teresa Thomas: Yes
Motion carried on a 6-0 vote

7. Positive Comments

Mr. Berry congratulated the incumbent board members Tom Bredvick, Teresa Thomas and Brad Hays on their showing at the polls and thanked them for their service to the school and community.

Mrs. Thomas stated that her daughter came back to MPS to talk about the KHOP (Kearney Health Occupations Program) to the students. KHOP is a very positive program and students should take advantage of it.

Mrs. Hauxwell thanked our substitute teachers for being willing to step up, take a risk, be flexible and help our school and students during this challenging time.

Mr. Hays congratulated Tennis Coach Matt Wiemers. The tennis team had one state champion, Mason Michaelis in #2 Singles, a third place finish from Joel and Nathaniel Miller in #2 Doubles, and a 6th place finish by Isaac Hinze in #1 Singles at the state tennis meet. The team finished in 5th place.

Mr. Langan gave a hats off to the administration, the students and the staff for working through the Covid crisis. It takes a tremendous amount of effort, and its amazing that we are able to pull off having school.

Mr. Bredvick was very thankful for the structure the school provides. Student need the structure and normalcy the school can, and is providing. There is a lot of uncertainty and the daily routines and activities provide some sense of stability for them.

Mr. Brazell congratulated the fall sports teams on a great year. He also thanked the incumbent board members for agreeing to serve another term on the school board.

Mr. Norgaard is thankful for the flexibility of our staff. This is a time when we all have to do our normal jobs differently. He also thanked our parents for being very good partners and for being cooperative.

Motion by Dennis Berry and a second by Teresa Thomas to enter into executive session to discuss negotiations.

Dennis Berry: Yes
Tom Bredvick: Yes
Loretta Hauxwell: Yes
Brad Hays: Yes
Mike Langan: Yes
Teresa Thomas: Yes
Motion carried on a 6-0 vote

The board entered executive session at 7: 25 pm and returned to open session at 8:23 pm.

Meeting adjourned at 8:23 pm.

The next regularly scheduled board meeting is December 14, 2020.

**CHECKS BY DATE BOARD REPORT
NOVEMBER 2020**

DATE	VENDOR	AMOUNT	DATE	VENDOR	AMOUNT
11/3/2020	Payflex Systems USA, Inc.	\$158.10	11/30/2020	CodeCombat	\$500.00
11/3/2020	City Of McCook	\$7,233.05	11/30/2020	D & L Pest Control	\$198.00
11/3/2020	Diode Communications	\$165.00	11/30/2020	D & S Hardware	\$847.34
11/3/2020	Essential Screens	\$235.00	11/30/2020	Demco Inc	\$88.24
11/3/2020	Frenchman Valley Coop	\$3,903.03	11/30/2020	Deonne C Hinz	\$615.00
11/3/2020	Hometown Leasing	\$2,267.83	11/30/2020	Diamond Vogel	\$44.18
11/3/2020	Nebraska Public Power District	\$9,410.36	11/30/2020	Digi-Key Corporation	\$62.67
11/3/2020	Perry, Guthery, Haase & Gessford, P.C	\$75.00	11/30/2020	Eakes Office Solutions	\$846.62
11/3/2020	Pinpoint Communications	\$1,006.24	11/30/2020	Einspahr's Janitorial Service	\$5,028.00
11/3/2020	Quadient Finance USA, Inc.	\$2,000.00	11/30/2020	Electronic Systems	\$954.00
11/3/2020	Quadient Leasing USA, Inc	\$645.00	11/30/2020	ESU #10	\$185.00
11/3/2020	US Bank	\$1,508.70	11/30/2020	ESU #16	\$300.00
11/3/2020	Viaero Wireless	\$96.63	11/30/2020	Flinn Scientific Inc	\$172.70
11/6/2020	Krd Federal	\$366.00	11/30/2020	Gerhold Concrete Company	\$548.23
11/6/2020	Cozad High School	\$150.00	11/30/2020	Glass Express	\$763.91
11/6/2020	Minden High School	\$150.00	11/30/2020	Great Plains Communication	\$1,100.00
11/6/2020	Ronald Buel Hardin, Jr	\$1,000.00	11/30/2020	Hayley Uerling	\$46.46
11/6/2020	US Bank	\$327.00	11/30/2020	Industrial Arts Supply	\$314.90
11/6/2020	Credit Management Servlces,	\$386.09	11/30/2020	J.W. Pepper & Sons, Inc.	\$45.70
11/6/2020	Employee Benefits:	\$37,913.67	11/30/2020	Jameco	\$50.57
	AFLAC	\$2,207.14	11/30/2020	Jennifer Juenemann	\$31.00
	BCBS	\$34,674.03	11/30/2020	Khaley Lee	\$25.00
	Payflex	\$1,032.50	11/30/2020	Kohl's Auto Parts	\$117.64
11/6/2020	Florida State Disbursement Unit	\$721.00	11/30/2020	Lanae L Fritsch	\$95.00
11/6/2020	Krd Federal	\$150.00	11/30/2020	Lara Stewart	\$25.00
11/12/2020	Black Hills Energy	\$8,379.42	11/30/2020	Laura Miller	\$240.00
11/12/2020	Colorado Retail Ventures	\$1,277.03	11/30/2020	Linda Brewster	\$495.00
11/12/2020	Frenchman Valley Coop	\$3,385.83	11/30/2020	Lori A Hilker	\$110.00
11/12/2020	Lingo Communications	\$270.12	11/30/2020	Macgill & Co	\$89.55
11/13/2020	Ameritas Life Ins. Co	\$1,798.72	11/30/2020	Martha Marentes	\$23.75
11/13/2020	Employee Benefits:	\$176,654.73	11/30/2020	McCook Clinic	\$194.55
	AFLAC	\$8,715.48	11/30/2020	Mead Lumber	\$119.80
	BCBS	\$161,290.90	11/30/2020	Michael Pochop	\$400.00
	Payflex	\$6,648.35	11/30/2020	Mid-American Research Chemical	\$638.42
11/13/2020	Heritage Hills	\$526.00	11/30/2020	Midwest Connect	\$35.00
11/13/2020	Krd Federal	\$366.00	11/30/2020	Mosaic @ Bethphage Village	\$1,523.27
11/13/2020	MASA	\$154.00	11/30/2020	NASB	\$1,878.00
11/13/2020	National Insurance Services	\$2,138.85	11/30/2020	NASP	\$615.00
11/13/2020	Southwest Public Schools	\$1,642.24	11/30/2020	Ne Safety & Fire Equipment	\$454.00
11/13/2020	Ymca	\$703.60	11/30/2020	Nebraska Safety Center	\$250.00
11/30/2020	Payflex Systems USA, Inc.	\$158.10	11/30/2020	Nebraska Schoolmasters Club	\$30.00
11/30/2020	Access Elevastor & Lifts, Inc	\$1,208.90	11/30/2020	O'Reilly Auto Parts	\$105.44
11/30/2020	ACCO Brands	\$229.32	11/30/2020	Paper Tiger Shredding	\$80.00
11/30/2020	Ace Hardware	\$21.52	11/30/2020	Perma Bound	\$1,186.43
11/30/2020	Acme Printing	\$334.50	11/30/2020	Quality Urgent Care	\$102.00
11/30/2020	AKRS Equipment	\$1,726.11	11/30/2020	Quill Corporation	\$48.90
11/30/2020	Alpha rehabilitation, P.C.	\$212.95	11/30/2020	RSR Electronics	\$192.70
11/30/2020	Amanda Peterson	\$230.00	11/30/2020	Rust Publishing, NE LLC	\$232.00
11/30/2020	Amazon.Com Corporate Credit	\$4,437.48	11/30/2020	School Specialty Inc	\$84.36
11/30/2020	American Electric Company	\$843.06	11/30/2020	Stephanie L Sydow	\$120.00
11/30/2020	Bieker's Welding	\$899.20	11/30/2020	SW NE Physical Therapy PC	\$2,661.17
11/30/2020	Brian Wirth	\$25.00	11/30/2020	Tama Kaln	\$220.00
11/30/2020	City Of McCook	\$352.34	11/30/2020	Taylor Gelsier	\$145.00
11/30/2020	Coach Masters	\$125.00	11/30/2020	The Home Depot Pro	\$9.51

**CHECKS BY DATE BOARD REPORT
NOVEMBER 2020**

DATE	VENDOR	AMOUNT	DATE	VENDOR	AMOUNT
11/30/2020	Titan Machinery	\$570.11	11/30/2020	Weathercraft Co.	\$739.00
11/30/2020	Toni A Garver	\$150.00	11/30/2020	Wex Bank	\$77.90
11/30/2020	Vianney Marentes	\$27.34	11/30/2020	Yankdas Music	\$104.76
11/30/2020	Volz Plumbing	\$4,722.55	11/30/2020	Zach Wieser	\$25.00
11/30/2020	Wagner Ford-Mercury-Toyota	\$759.91	11/30/2020	Zearn, Inc	\$2,500.00
11/30/2020	Walmart Community	\$777.95			

Activity Receipts - November 2020

Receipt Date	Amount	Activity Name
11/3/2020	\$ 14.80	COCA COLA - Central Elementary
11/3/2020	\$ 58.55	COCA COLA - Senior High School
11/3/2020	\$ 34.50	Junior High Student Council
11/3/2020	\$ 15.00	COCA COLA - McCook Elementary
11/3/2020	\$ 698.00	Host Outside Events
11/3/2020	\$ 120.00	FFA
11/3/2020	\$ 80.00	AP TESTING
11/3/2020	\$ 30.00	FBLA
11/4/2020	\$ 592.00	Host Outside Events
11/4/2020	\$ 39.56	Industrial Arts
11/4/2020	\$ 12.00	Cross Country Fundraising
11/4/2020	\$ 24.00	Cross Country Fundraising
11/4/2020	\$ 1,500.00	Art Lab
11/10/2020	\$ 120.00	Activity Tickets
11/10/2020	\$ 1,142.00	Girls Basketball Fundraising
11/10/2020	\$ 160.00	Unified Bowling Entry Fee Receipts
11/10/2020	\$ 300.00	Unified Bowling Gate Receipts
11/10/2020	\$ 50.00	Girls CC Equipment
11/10/2020	\$ 50.00	Boys CC Equipment
11/10/2020	\$ 685.00	Boys Basketball Fundraising
11/10/2020	\$ 15.00	FBLA
11/12/2020	\$ 200.00	Facility Use
11/12/2020	\$ 1,500.00	McCook Elementary
11/17/2020	\$ 65.00	Boys Basketball Fundraising
11/20/2020	\$ 1,008.92	Band
11/20/2020	\$ 788.82	Band
11/20/2020	\$ 35.96	Central Elementary
11/20/2020	\$ 390.20	Scholarships
11/24/2020	\$ 123.00	Activity Tickets
11/24/2020	\$ 260.00	Boys Basketball Fundraising
11/24/2020	\$ 70.00	Math Club
11/24/2020	\$ 1,768.00	Football Gate Receipts
11/24/2020	\$ 65.00	Boys Basketball Fundraising
11/24/2020	\$ 271.00	Wrestling Gate Receipts
11/24/2020	\$ 140.00	AP TESTING
11/24/2020	\$ 40.00	Math Club
11/24/2020	\$ 89.00	FFA
11/24/2020	\$ 296.50	Football Meals
11/24/2020	\$ 30.00	eSports
11/24/2020	\$ 235.70	Industrial Arts
11/24/2020	\$ 4,000.00	BISON DAYS
11/30/2020	\$ 265.43	Bank Interest

11/30/2020	\$ 40.00	Boys Basketball Fundraising
11/30/2020	\$ 104.00	Girls BB Gate Receipts
11/30/2020	\$ 92.00	Girls BB Gate Receipts
11/30/2020	\$ 75.00	Girls BB Gate Receipts
11/30/2020	\$ 74.81	Band
11/30/2020	\$ 55.00	Math Club
11/30/2020	\$ 330.00	Host Outside Events
11/30/2020	\$ 92.80	Junior High Student Council
11/30/2020	\$ 18,246.55	Total Receipts for November

Activity Account - Check Summary - Nov. 2020

Check Number	Status	Issue Date	Vendor Name	Amount
030793	Cleared	11/3/2020	North Platte High School	\$ 65.00
030794	Cleared	11/3/2020	Lexington High School	\$ 80.00
030795	Void	11/3/2020	US Bank	\$ 423.48
030795	Void	11/3/2020	US Bank	\$ (423.48)
030795	Void	11/3/2020	US Bank	\$ (200.00)
030795	Void	11/3/2020	US Bank	\$ (100.00)
030795	Void	11/3/2020	US Bank	\$ 200.00
030795	Void	11/3/2020	US Bank	\$ 100.00
030795	Void	11/3/2020	US Bank	\$ 30.00
030795	Void	11/3/2020	US Bank	\$ (30.00)
030795	Void	11/3/2020	US Bank	\$ (692.57)
030795	Void	11/3/2020	US Bank	\$ 692.57
030796	Cleared	11/3/2020	McCook Lettering	\$ 100.00
030797	Cleared	11/3/2020	Nichols, Darin	\$ 345.00
030798	Cleared	11/3/2020	US Bank	\$ 300.00
030798	Cleared	11/3/2020	US Bank	\$ 200.00
030798	Cleared	11/3/2020	US Bank	\$ 100.00
030798	Cleared	11/3/2020	US Bank	\$ 30.00
030798	Cleared	11/3/2020	US Bank	\$ 692.57
030799	Cleared	11/3/2020	Korgan, Randy	\$ 120.00
030800	Cleared	11/3/2020	Lou's Sporting Goods	\$ 235.85
030801	Cleared	11/3/2020	Sehnert's Bakery	\$ 250.00
030802	Cleared	11/3/2020	Coca Cola	\$ 355.71
030803	Printed	11/3/2020	ESU 10	\$ 195.00
030804	Cleared	11/4/2020	Curl, Jake	\$ 25.00
030805	Cleared	11/4/2020	Nick's Distribution Inc	\$ 49.96
030806	Cleared	11/4/2020	Destination Imagination, Inc	\$ 720.00
030807	Cleared	11/10/2020	Sehnert's Bakery	\$ 301.50
030808	Void	11/10/2020	NSIAAA	\$ 250.00
030808	Void	11/10/2020	NSIAAA	\$ (250.00)
030809	Cleared	11/10/2020	McCook Lettering	\$ 80.00
030809	Cleared	11/10/2020	McCook Lettering	\$ 720.00
030810	Void	11/10/2020	Lexington High School	\$ 72.00
030810	Void	11/10/2020	Lexington High School	\$ (72.00)
030811	Cleared	11/10/2020	Kearney High School	\$ 120.00
030812	Void	11/10/2020	Sports Shoppe	\$ 544.20
030812	Void	11/10/2020	Sports Shoppe	\$ (544.20)
030812	Void	11/10/2020	Sports Shoppe	\$ (243.10)
030812	Void	11/10/2020	Sports Shoppe	\$ 243.10
030813	Cleared	11/10/2020	Seeker Farms, LLC	\$ 30.50
030814	Cleared	11/10/2020	NSIAAA	\$ 250.00
030815	Cleared	11/10/2020	Sports Shoppe	\$ 544.20

030815	Cleared	11/10/2020	Sports Shoppe	\$ 253.10
030816	Printed	11/12/2020	Braxton's Brisket BarbiQue	\$ 712.00
030816	Printed	11/12/2020	Braxton's Brisket BarbiQue	\$ 712.00
030817	Cleared	11/12/2020	Mu Alpha Theta	\$ 70.00
030818	Cleared	11/12/2020	Verizon	\$ 1.11
030819	Cleared	11/12/2020	Kalinski, Skyler	\$ 120.00
030820	Cleared	11/12/2020	Gaulke, Robert T	\$ 60.00
030821	Cleared	11/13/2020	Jostens	\$ 1,418.75
030822	Cleared	11/13/2020	BSN Sports LLC	\$ 442.66
030823	Printed	11/16/2020	Wordekemper, Sharon	\$ 25.00
030824	Cleared	11/16/2020	Courtyard Marriott	\$ 327.00
030825	Cleared	11/16/2020	ABC Marketing LLC	\$ 360.00
030826	Cleared	11/16/2020	Blick Art Materials	\$ 275.32
030827	Cleared	11/16/2020	Teacher Synergy, LLC	\$ 28.74
030828	Printed	11/17/2020	SYNCB/Amazon	\$ 312.86
030828	Printed	11/17/2020	SYNCB/Amazon	\$ 61.47
030828	Printed	11/17/2020	SYNCB/Amazon	\$ 526.32
030828	Printed	11/17/2020	SYNCB/Amazon	\$ 577.25
030828	Printed	11/17/2020	SYNCB/Amazon	\$ 200.00
030829	Printed	11/17/2020	Tiller, Theresa	\$ 25.00
030830	Cleared	11/17/2020	McCook Lettering	\$ 1,970.00
030831	Void	11/18/2020	Anderson, Joyce	\$ 52.00
030831	Void	11/18/2020	Anderson, Joyce	\$ (52.00)
030832	Cleared	11/18/2020	Anderson, Joyce	\$ 52.00
030833	Printed	11/19/2020	Baymont by Wyndham	\$ 207.00
030834	Printed	11/23/2020	Yandas Music & Pro Audio	\$ 43.00
030835	Printed	11/23/2020	Walmart Community	\$ 44.28
030835	Printed	11/23/2020	Walmart Community	\$ 174.10
030835	Printed	11/23/2020	Walmart Community	\$ 106.68
030835	Printed	11/23/2020	Walmart Community	\$ 54.58
030835	Printed	11/23/2020	Walmart Community	\$ 23.47
030835	Printed	11/23/2020	Walmart Community	\$ 201.84
030835	Printed	11/23/2020	Walmart Community	\$ 47.28
030836	Printed	11/23/2020	Otter, Jody	\$ 25.00
030837	Printed	11/23/2020	Gaulke, Robert T	\$ 60.00
030838	Printed	11/23/2020	Anderson, Ben	\$ 60.00
030839	Printed	11/23/2020	Cambridge Public Schools	\$ 50.00
030840	Cleared	11/24/2020	McCook Food Pantry	\$ 92.80
030841	Printed	11/24/2020	Graff, Jon	\$ 25.00
030842	Printed	11/24/2020	Coppermill	\$ 100.00
030843	Printed	11/24/2020	McCook Lettering	\$ 1,115.00
030844	Printed	11/24/2020	Acme Printing	\$ 120.00
030845	Printed	11/24/2020	Impact Applications, Inc	\$ 435.00
030846	Printed	11/30/2020	General Fund	\$ 89.13
030846	Printed	11/30/2020	General Fund	\$ 176.00
11/30/2020				\$ 17,691.03

McCook Public Schools

Cash Summary Report November 2020

Accounting Cycle: FY 20-21; Beginning Period: Period 05 (11/01/2020 - 11/30/2020) ; Ending Period: Period 05 (11/01/2020 - 11/30/2020) ; Show Prior Year Expense/Encumbrance: No; Prior Year Ending Balance for Beginning Balance: Yes; Include Transactions after the Last Period: None; Exclude Closing Entries: No; Include Unposted Transactions: No; Created On:

Fund	Description	Beginning Balance	Revenue	Expenditure	Ending Balance	Encumbrances	Available
01	General Fund	\$3,803,460.60	\$932,335.06	(\$1,258,223.07)	\$3,477,572.59	(\$36,114.15)	\$3,441,458.44
02	Depreciation Fund	\$1,577,315.04	\$1,188.42	(\$8,994.00)	\$1,569,509.46	\$0.00	\$1,569,509.46
03	Employee Benefit Fund	\$136,888.77	\$17.09	\$0.00	\$136,905.82	\$0.00	\$136,905.82
06	School Nutrition Fund	\$142,881.33	\$80,377.25	(\$55,633.05)	\$167,625.53	(\$5,588.18)	\$162,037.35
07	Bond Fund	\$590,119.67	\$3,734.19	(\$212,276.25)	\$381,577.61	\$0.00	\$381,577.61
08	Special Building Fund	\$407,503.91	\$2,542.34	\$0.00	\$410,046.25	\$0.00	\$410,046.25
	Sub Total	\$6,658,169.32	\$1,020,194.31	(\$1,535,126.37)	\$6,143,237.26	(\$41,702.33)	\$6,101,534.93

Description	Beginning Balance	Revenue	Expenditure	Adjustment	Ending Balance
12 Activity Fund	\$371,714.22	\$18,246.55	\$17,691.03	(\$68.00)	\$372,201.74

McCook Public Schools

Revenue November 2020

[Fund] 01 - General Fund

Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
01-1-01100-00-000-000	Local Property Taxes	(\$76,652.08)	(\$7,747,000.00)	(\$2,354,330.58)	(\$5,392,669.42)	30.39
01-1-01115-00-000-000	Carline Taxes	\$0.00	(\$4,000.00)	(\$1,263.19)	(\$2,736.81)	31.57
01-1-01120-00-000-000	Public Power Dist. Sales Tax	\$0.00	(\$250,000.00)	\$0.00	(\$250,000.00)	0.00
01-1-01125-00-000-000	Motor Vehicle Taxes	(\$67,167.79)	(\$673,000.00)	(\$201,212.55)	(\$471,787.45)	29.89
01-1-01323-00-000-000	Tuition - District - Sped	\$0.00	(\$36,000.00)	\$0.00	(\$36,000.00)	0.00
01-1-01510-00-000-000	Interest	(\$2,206.02)	(\$50,000.00)	(\$5,908.02)	(\$44,091.98)	11.81
01-1-01911-00-000-000	Local License Fees	\$0.00	(\$7,000.00)	(\$600.00)	(\$6,400.00)	8.57
01-1-01921-00-000-000	Police Court Fines	(\$276.00)	(\$6,000.00)	(\$1,021.00)	(\$4,979.00)	17.01
01-1-01925-00-000-000	COPS Grant	\$0.00	\$0.00	(\$34,000.00)	\$34,000.00	0.00
01-1-02110-00-000-000	County Fines & License Fees	(\$4,193.09)	(\$80,000.00)	(\$14,530.66)	(\$65,469.34)	18.16
01-1-03110-00-000-000	State Aid	(\$586,039.00)	(\$5,860,385.00)	(\$1,758,117.00)	(\$4,102,268.00)	30.00
01-1-03120-00-000-000	Sped School Age	\$0.00	(\$1,100,000.00)	\$0.00	(\$1,100,000.00)	0.00
01-1-03125-00-000-000	Sped Trans. Sch Age	\$0.00	(\$35,000.00)	\$0.00	(\$35,000.00)	0.00
01-1-03130-00-000-000	Homestead Exemption	\$0.00	(\$180,000.00)	(\$59.77)	(\$179,940.23)	0.03
01-1-03131-00-000-000	Property Tax Credit	\$0.00	\$0.00	(\$456.82)	\$456.82	0.00
01-1-03180-00-000-000	Pro Rate Motor Vehicle	(\$148.82)	(\$23,500.00)	(\$3,263.22)	(\$20,236.78)	13.88
01-1-03400-00-000-000	State Apportionment	\$0.00	(\$335,000.00)	\$0.00	(\$335,000.00)	0.00
01-1-03512-00-000-000	Distance Educ. Incentive Payments	\$0.00	(\$2,000.00)	(\$1,929.82)	(\$70.18)	96.49
01-1-03535-00-000-000	High Ability Learner Payments	(\$9.00)	(\$11,325.00)	(\$9,950.00)	(\$1,375.00)	87.85
01-1-03990-00-000-000	Other State Receipts	\$0.00	(\$15,000.00)	\$0.00	(\$15,000.00)	0.00
01-1-04505-00-000-000	Title I Current Fiscal Year	\$0.00	(\$240,000.00)	\$0.00	(\$240,000.00)	0.00
01-1-04506-00-000-000	Title I Needs Improvement	\$0.00	(\$12,000.00)	\$0.00	(\$12,000.00)	0.00
01-1-04509-00-000-000	Title II, Part A Teacher Quality	\$0.00	(\$40,000.00)	\$0.00	(\$40,000.00)	0.00
01-1-04510-00-000-000	Title IV	\$0.00	(\$63,000.00)	\$0.00	(\$63,000.00)	0.00
01-1-04512-00-000-000	Federal Services - IDEA Part B (611) Base Allocation - Birth Through Age Four (6404)	\$0.00	(\$350,098.00)	\$0.00	(\$350,098.00)	0.00
01-1-04516-00-000-000	IDEA Base 3-5	\$0.00	(\$15,738.00)	\$0.00	(\$15,738.00)	0.00
01-1-04518-00-000-000	IDEA - BASE - EP	\$0.00	\$0.00	(\$199,986.00)	\$199,986.00	0.00
01-1-04521-00-000-000	IDEA Non-Public	(\$12,105.00)	(\$29,414.00)	(\$12,105.00)	(\$17,309.00)	41.15
01-1-04524-00-000-000	Other Federal Non-categorical	\$0.00	(\$13,200.00)	\$0.00	(\$13,200.00)	0.00
01-1-04525-00-000-000	Federal Carl Perkins	\$0.00	(\$2,000.00)	\$0.00	(\$2,000.00)	0.00
01-1-04530-00-000-000	Categorical Grants	\$0.00	(\$3,000.00)	(\$4,408.00)	\$1,408.00	146.93
01-1-04708-00-000-000	Medicaid In Public Schools	(\$14,254.26)	(\$5,000.00)	(\$14,254.26)	\$9,254.26	285.08
01-1-04709-00-000-000	Medicaid Administrative Activity	\$0.00	(\$1,000.00)	\$0.00	(\$1,000.00)	0.00
01-1-04996-00-000-000	ESSER- CARES ACT	(\$169,284.00)	\$0.00	(\$169,284.00)	\$169,284.00	0.00
Sub Total		(\$932,335.06)	(\$17,189,660.00)	(\$4,786,679.89)	(\$12,402,980.11)	27.85

[Fund] 02 - Depreciation Fund							
Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget	
02-1-01510-00-000-000	Interest	(\$637.04)	(\$1,500.00)	(\$1,932.43)	\$432.43	128.82	
02-1-05200-00-000-000	Transfers From General Fund	\$0.00	(\$130,000.00)	\$0.00	(\$130,000.00)	0.00	
02-1-05690-00-000-000	Non-revenue Receipts	(\$551.38)	\$0.00	(\$1,382.76)	\$1,382.76	0.00	
Sub Total		(\$1,188.42)	(\$131,500.00)	(\$3,315.19)	(\$128,184.81)	2.52	
[Fund] 03 - Employee Benefit Fund							
Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget	
03-1-01510-00-000-000	Interest - Unemployment	(\$17.05)	(\$250.00)	(\$61.51)	(\$188.49)	24.60	
03-1-05200-00-000-000	Transfers From General Fund	\$0.00	(\$5,000.00)	\$0.00	(\$5,000.00)	0.00	
Sub Total		(\$17.05)	(\$5,250.00)	(\$61.51)	(\$5,188.49)	1.17	
[Fund] 06 - School Nutrition Fund							
Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget	
06-1-01510-00-000-000	Interest	(\$8.29)	(\$100.00)	(\$31.03)	(\$68.97)	31.03	
06-1-01611-00-000-000	School Lunch Program	(\$6,447.55)	(\$310,000.00)	(\$25,330.81)	(\$284,669.19)	8.17	
06-1-03150-00-000-000	State Reimbursement	\$0.00	(\$320,000.00)	\$0.00	(\$320,000.00)	0.00	
06-1-04210-00-000-000	Federal Reimbursement	(\$73,880.62)	\$0.00	(\$73,880.62)	\$73,880.62	0.00	
06-1-05690-00-000-000	Other Non-revenue Receipts	(\$40.79)	\$0.00	(\$81.27)	\$81.27	0.00	
Sub Total		(\$80,377.25)	(\$630,100.00)	(\$99,323.73)	(\$530,776.27)	15.76	
[Fund] 07 - Bond Fund							
Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget	
07-1-01100-00-000-000	Local Property Taxes	(\$3,628.47)	(\$410,000.00)	(\$123,408.68)	(\$286,591.32)	30.09	
07-1-01115-00-000-000	Carline Taxes	\$0.00	(\$385.00)	(\$88.16)	(\$296.84)	22.89	
07-1-01120-00-000-000	Public Power Dist. Sales Tax	\$0.00	(\$245.00)	\$0.00	(\$245.00)	0.00	
07-1-01510-00-000-000	Interest	(\$102.39)	(\$570.00)	(\$251.09)	(\$318.91)	44.05	
07-1-03130-00-000-000	Homestead Exemption	\$0.00	(\$8,600.00)	(\$4.17)	(\$8,595.83)	0.04	
07-1-03131-00-000-000	Property Tax Credit	\$0.00	\$0.00	(\$24.85)	\$24.85	0.00	
07-1-03180-00-000-000	Pro Rate Motor Vehicle	(\$3.33)	(\$1,200.00)	(\$173.62)	(\$1,026.38)	14.46	
Sub Total		(\$3,734.19)	(\$421,000.00)	(\$123,950.57)	(\$297,049.43)	29.44	
[Fund] 08 - Special Building Fund							
Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget	
08-1-01100-00-000-000	Local Property Taxes	(\$2,334.71)	(\$430,000.00)	(\$71,755.25)	(\$358,244.75)	16.68	
08-1-01115-00-000-000	Carline Taxes	\$0.00	(\$150.00)	(\$38.53)	(\$111.47)	25.68	
08-1-01120-00-000-000	Public Power Sales Tax	\$0.00	(\$1,000.00)	\$0.00	(\$1,000.00)	0.00	
08-1-01510-00-000-000	Interest	(\$203.09)	(\$1,000.00)	(\$564.94)	(\$435.06)	56.49	
08-1-03130-00-000-000	Homestead Exemption	\$0.00	(\$1,100.00)	(\$1.83)	(\$1,098.17)	0.16	
08-1-03131-00-000-000	Property Tax Credit	\$0.00	\$0.00	(\$13.94)	\$13.94	0.00	
08-1-03180-00-000-000	Pro-rate Motor Vehicle	(\$4.54)	(\$1,750.00)	(\$99.55)	(\$1,650.45)	5.68	
Sub Total		(\$2,542.34)	(\$435,000.00)	(\$72,474.04)	(\$362,525.96)	16.66	
Grand Total		(\$1,020,194.31)	(\$18,812,510.00)	(\$5,085,804.93)	(\$13,726,705.07)	27.03	

McCook Public Schools

Expenditures November 2020

Function	Fund	Actual	Selected	Approved Budget	Actual (YTD)	Available	% of Budget
01100 - Regular Instruction	01 - General Fund	\$501,166.20	\$6,047,672.00	\$1,509,987.95	\$4,537,684.05	24.97	
01125 - Regular Instructional Programs School Age (Flex-Spending)	01 - General Fund	\$12,014.71	\$137,390.00	\$35,960.44	\$101,429.56	26.17	
01150 - Limited English Proficiency Programs	01 - General Fund	\$18,295.85	\$118,100.00	\$54,997.73	\$63,102.27	46.57	
01160 - Poverty Programs	01 - General Fund	\$111,915.89	\$1,845,300.00	\$338,867.59	\$1,506,432.41	18.36	
01190 - Early Childhood Educational Programs	01 - General Fund	\$0.00	\$2,500.00	\$71.99	\$2,428.01	2.88	
01200 - Special Education Instructional Programs - School Age	01 - General Fund	\$176,412.05	\$2,079,250.00	\$519,363.61	\$1,559,886.39	24.98	
01291 - Special Education Instructional Programs - Ages 3-5	01 - General Fund	\$0.00	\$0.00	\$93.97	(\$93.97)		
01295 - Special Education Instructional Programs - Unified Sports	01 - General Fund	\$88.95		\$266.79	(\$266.79)		
01300 - Summer School	01 - General Fund	\$0.00	\$49,950.00	\$0.00	\$49,950.00	0.00	
02110 - Attendance/Social Work	01 - General Fund	\$0.00	\$35,000.00	\$2,244.00	\$32,756.00	6.41	
02120 - Guidance Services	01 - General Fund	\$17,005.28	\$239,808.00	\$56,838.95	\$182,969.05	23.70	
02130 - Health Services	01 - General Fund	\$3,862.00	\$55,600.00	\$10,956.71	\$44,643.29	19.71	
02141 - Psychological Services - SPED - School Age	01 - General Fund	\$9,174.60	\$125,580.00	\$28,985.10	\$96,594.90	23.08	
02151 - Speech Pathology and Audiology Services - SPED - School Age	01 - General Fund	\$15,919.77	\$217,900.00	\$47,803.63	\$170,096.37	21.94	
02152 - Speech Pathology and Audiology Services - SPED - Age 3-5	01 - General Fund	\$46.46	\$2,950.00	\$139.64	\$2,810.36	4.73	
02153 - Speech Pathology and Audiology Services - SPED - Age 0-2	01 - General Fund	\$0.00	\$1,000.00	\$0.00	\$1,000.00	0.00	
02161 - Occupational Therapy-Related Services - SPED - School Age	01 - General Fund	\$8,666.73	\$86,200.00	\$25,805.00	\$60,395.00	29.94	
02171 - Physical Therapy-Related Services - SPED - School Age	01 - General Fund	\$2,415.00		\$6,493.66	(\$6,493.66)		
02172 - Physical Therapy-Related Services - SPED - Ages 3-5	01 - General Fund	\$246.17		\$490.01	(\$490.01)		
02181 - Visually Impaired-Vision Services - SPED - School Age	01 - General Fund	\$0.00	\$7,500.00	\$0.00	\$7,500.00	0.00	
02190 - Support Services - Student - Other	01 - General Fund	\$6,372.60	\$100,000.00	\$43,701.06	\$56,298.94	43.70	
02213 - Instructional Staff Training	01 - General Fund	\$0.00	\$4,500.00	\$0.00	\$4,500.00	0.00	
02220 - Library-Media Services	01 - General Fund	\$30,468.29	\$371,545.00	\$99,195.99	\$272,349.01	26.70	
02230 - Instruction Related Technology	01 - General Fund	\$0.00	\$25,000.00	\$23,000.00	\$2,000.00	92.00	
02310 - Board of Education	01 - General Fund	\$1,882.00	\$231,500.00	\$3,454.80	\$228,045.20	1.49	
02320 - Executive Administration	01 - General Fund	\$17,861.88	\$246,650.00	\$55,953.27	\$190,696.73	22.69	
02330 - District Legal Services	01 - General Fund	\$75.00		\$249.00	(\$249.00)		
02410 - Office of the Principal	01 - General Fund	\$79,906.79	\$1,146,880.00	\$257,542.65	\$889,337.35	22.46	
02490 - Activity Director	01 - General Fund	\$10,199.29	\$105,600.00	\$31,243.77	\$74,356.23	29.59	
02510 - Fiscal Services	01 - General Fund	\$26,166.01	\$633,550.00	\$283,806.89	\$349,743.11	44.80	
02580 - Administrative Technology Service	01 - General Fund	\$9,011.18	\$256,300.00	\$67,133.69	\$189,166.31	26.19	
02610 - Operation of Buildings	01 - General Fund	\$57,764.26	\$836,600.00	\$183,261.29	\$653,338.71	21.91	
02620 - Maintenance of Buildings	01 - General Fund	\$40,336.70	\$669,825.00	\$168,851.00	\$500,974.00	25.21	
02650 - Vehicle Operation and Maintenance (Other Than Student Transportation Vehicles)	01 - General Fund	\$417.50	\$21,500.00	\$1,809.87	\$19,690.13	8.42	
02660 - Security	01 - General Fund	\$0.00	\$46,000.00	\$0.00	\$46,000.00	0.00	
02670 - Safety	01 - General Fund	\$165.00		\$495.00	(\$495.00)		

02710 - Vehicle Operation - Regular Education	01 - General Fund	\$25,812.27	\$298,200.00	\$55,783.08	\$242,416.92	18.71
02712 - Vehicle Operation - School Age SPED	01 - General Fund	\$5,944.68	\$60,100.00	\$15,490.45	\$44,609.55	25.77
02713 - Vehicle Operation - Below Age 5 SPED	01 - General Fund	\$0.00	\$15,900.00	\$0.00	\$15,900.00	0.00
02730 - Vehicle Servicing and Maintenance - Regular Education	01 - General Fund	\$5,683.16	\$53,400.00	\$17,283.51	\$36,116.49	32.37
03500 - Other State Categorical Programs	01 - General Fund	\$0.00		\$176.98	(\$176.98)	
03535 - High Ability Learners	01 - General Fund	\$47.16	\$25,000.00	\$520.15	\$24,479.85	2.08
03599 - State Categorical Programs - Others	01 - General Fund	\$0.00	\$7,500.00	\$0.00	\$7,500.00	0.00
06200 - Federal Services - Title I Part A ESSA Improving Basic Programs Operated by Local Educational Agencies	01 - General Fund	\$18,554.51	\$238,100.00	\$55,663.29	\$182,436.71	23.38
06210 - Federal Services - Title I Part A Accountability ESSA Improving Basic Programs Accountability	01 - General Fund	\$0.00	\$4,200.00	\$0.00	\$4,200.00	0.00
06310 - Federal Services - Title II Part A ESSA Supporting Effective Instruction	01 - General Fund	\$5,020.00	\$62,000.00	\$6,276.11	\$55,723.89	10.12
06406 - Federal Services - IDEA Preschool (619) Base Allocation	01 - General Fund	\$2,061.44	\$17,740.00	\$4,885.49	\$12,854.51	27.54
06408 - Part B 611 Base EP	01 - General Fund	\$32,532.53	\$355,700.00	\$96,889.20	\$258,810.80	27.24
06412 - Federal Services - IDEA Part B Proportionate Share	01 - General Fund	\$2,550.36	\$31,900.00	\$7,651.08	\$24,248.92	23.98
06690 - Federal Services - Other Federal Non-Categorical Expenditures	01 - General Fund	\$0.00	\$7,070.00	\$0.00	\$7,070.00	0.00
06700 - Federal Services - Federal Vocational and Applied Technology Education (Carl Perkins)	01 - General Fund	\$0.00	\$2,000.00	\$0.00	\$2,000.00	0.00
06967 - FEDERAL SERVICES - TITLE IV, PART A ESSA: STUDENT SUPPORT & ACADEMIC ENRICHMENT GRANTS	01 - General Fund	\$0.00	\$63,000.00	\$0.00	\$63,000.00	0.00
06969 - Title IV	01 - General Fund	\$0.00		\$750.00	(\$750.00)	
06996 - ESSER Disbursements	01 - General Fund	\$160.80		\$1,969.83	(\$1,969.83)	
08000 - Transfers (Outgoing)	01 - General Fund	\$0.00	\$200,000.00	\$42,000.00	\$158,000.00	21.00
Subtotal of Element: [Fund] 01 - General Fund		\$1,258,223.07	\$17,188,960.00	\$4,164,404.22	\$13,024,555.78	24.23%
02520 - Purchasing Warehousing and Distributing Services	02 - Depreciation Fund	\$8,994.00		\$342,272.39	(\$342,272.39)	
02900 - Unemployment Compensation	02 - Depreciation Fund	\$0.00	\$410,000.00	\$0.00	\$410,000.00	0.00
Subtotal of Element: [Fund] 02 - Depreciation Fund		\$8,994.00	\$410,000.00	\$342,272.39	\$67,727.61	
02520 - Purchasing Warehousing and Distributing Services	03 - Employee Benefit Fund	\$0.00	\$5,250.00	\$0.00	\$5,250.00	0.00
02900 - Unemployment Compensation	03 - Employee Benefit Fund	\$0.00		\$3,118.59	(\$3,118.59)	
Subtotal of Element: [Fund] 03 - Employee Benefit Fund		\$0.00	\$5,250.00	\$3,118.59	\$2,131.41	
02190 - Support Services - Student - Other	06 - School Nutrition Fund	\$55,633.05	\$630,100.00	\$138,276.09	\$491,823.91	21.95
Subtotal of Element: [Fund] 06 - School Nutrition Fund		\$55,633.05	\$630,100.00	\$138,276.09	\$491,823.91	
05000 - Debt Service	07 - Bond Fund	\$212,276.25	\$421,000.00	\$212,276.25	\$208,723.75	50.42
Subtotal of Element: [Fund] 07 - Bond Fund		\$212,276.25	\$421,000.00	\$212,276.25	\$208,723.75	
02515 - Building and Sites	08 - Special Building Fund	\$0.00	\$240,000.00	\$0.00	\$240,000.00	0.00
05000 - Debt Service	08 - Special Building Fund	\$0.00	\$55,000.00	\$0.00	\$55,000.00	0.00
Subtotal of Element: [Fund] 08 - Special Building Fund		\$0.00	\$295,000.00	\$0.00	\$295,000.00	
Grand Total		\$1,535,126.37	\$18,950,310.00	\$4,860,347.54	\$14,089,962.46	

McCook Public Schools

Voucher by Vendor Report US BANK Credit Card Report NOV 2020

Voucher Number NOV 02	Vendor US Bank	Amount \$1,508.70	Use Tax Total \$0.00				
Invoice	Payment Vendor	PO Number	Invoice Date	Warrant Number	Item Description	Account Code	Amount
Total Promotional	US Bank	21-8711	10/07/2020	51192	20 oz. Colored Plastic Sports and Bike Bottle	01-2-01100-00-610-1-003-60	\$300.00
Total Promotional	US Bank	21-8711	10/07/2020	51192	Set Up Fee	01-2-01100-00-610-1-003-60	\$45.00
Concord Theatr	US Bank	21-8715	10/07/2020	51192	One-Act scripts, "Leading Ladies" by Ken Ludwig	01-2-01100-29-610-2-001-15	\$79.60
Concord Theatr	US Bank	21-8715	10/07/2020	51192	Shipping	01-2-01100-29-610-2-001-15	\$2.12
Concord Theatr	US Bank	21-8715	10/07/2020	51192	Shipping	01-2-01100-29-810-2-001-15	\$8.78
Concord Theatr	US Bank	21-8715	10/07/2020	51192	Royalty/License for "Leading Ladies" One-Act piece.	01-2-01100-29-810-2-001-15	\$330.00
PROCOMPUTING	US Bank	21-8542	09/30/2020	51192	Document Camera Stand	01-2-01100-84-610-1-006-30	\$109.00
PROCOMPUTING	US Bank	21-8542	09/30/2020	51192	Document Camera Light	01-2-01100-84-610-1-006-30	\$11.00
PROCOMPUTING	US Bank	21-8542	09/30/2020	51192	Shipping	01-2-01100-84-610-1-006-30	\$10.86
USPS	US Bank	21-8772	10/15/2020	51192	stamps and postage for 1 large envelope when postage machine was down.	01-2-02510-00-531-0-000-11	\$56.60
APPLE APPS	US Bank	21-8779	10/20/2020	51192	Writing Wizard App	01-2-02580-00-643-0-000-85	\$49.80
APPLE APPS	US Bank	21-8779	10/20/2020	51192	Math Drills App	01-2-02580-00-643-0-000-85	\$24.75
APPLE APPS	US Bank	21-8779	10/20/2020	51192	Letter Quiz: Alphabet Tracing	01-2-02580-00-643-0-000-85	\$19.80
APPLE APPS	US Bank	21-8779	10/20/2020	51192	Number Quiz App	01-2-02580-00-643-0-000-85	\$19.80
APPLE APPS	US Bank	21-8779	10/20/2020	51192	Bob's Books #1 App	01-2-02580-00-643-0-000-85	\$29.80
APPLE APPS	US Bank	21-8779	10/20/2020	51192	Bob's Books #2 App	01-2-02580-00-643-0-000-85	\$29.80
APPLE APPS	US Bank	21-8779	10/20/2020	51192	My Story Book App	01-2-02580-00-643-0-000-85	\$49.80
APPLE APPS	US Bank	21-8779	10/20/2020	51192	Lola's Math Train App	01-2-02580-00-643-0-000-85	\$49.80
APPLE APPS	US Bank	21-8779	10/20/2020	51192	Super Why Phonics App	01-2-02580-00-643-0-000-85	\$49.75
APPLE APPS	US Bank	21-8779	10/20/2020	51192	Counting Money and Coins App	01-2-02580-00-643-0-000-85	\$24.75
APPLE APPS	US Bank	21-8779	10/20/2020	51192	School Psychology Tools for Kirstie Koch	01-2-02580-00-643-0-000-85	\$29.99
EMC ELKAY	US Bank	21-1086	10/07/2020	51192	Water bottle Filler Value assembly kit	01-2-02620-00-610-2-001-12	\$141.90
NI DMV DLR	US Bank	21-8836	11/03/2020	51192	Bus Driver License Check through DMV	01-2-02710-00-340-0-000-12	\$36.00
Sub Total							\$1,508.70
Voucher Number NOV 02	Vendor US Bank	Amount \$327.00	Use Tax Total \$0.00				
Invoice	Payment Vendor	PO Number	Invoice Date	Warrant Number	Item Description	Account Code	Amount
MUSEMAZE	US Bank	21-8756	10/14/2020	51198	Everycircuit/program students can use to wire circuits on even when they are at home. Online bases program to be used on chrome books	01-2-01100-30-650-2-001-15	\$327.00
Sub Total							\$327.00
Grand Total							\$1,835.70

McCook Elementary
Board Report
December 2020

1. Enrollment:

PreK 3-Year-Olds	17
Prek 4-Year-Olds	16
Kindergarten	88
1st Grade	71
2nd Grade	93
3rd Grade	86
Total	371



2. Curriculum/Instruction

- a. Winter testing for Reading has been completed and scores are being compiled. Nebraska READS will be addressed on January 4th.
- b. We just finished up a month of Kindness. A door competition was completed and our west playground windows were painted and our building focus for behavior was based upon the Golden Rule.
- c. We continue to support students as they become quarantined. Many teachers are hosting Zoom meetings during the day and making sure our elementary students stay connected to school while they wait out their 2 weeks.

3. General Announcements

- a. We have been forced to postpone our winter music programs for grades 2nd & 3rd due to COVID.
- b. Weekend Meals start on December 12th.
- c. Thank you to the superintendent's office for providing lunch this past Tuesday. It was greatly appreciated by all.
- d. The beginning work has started on pursuing an afterschool program. We are very much in the beginning stages.
- e. The McCook Community Foundation supported our initiative to build a sensory/structured play area for our Preschool & Kindergarten students along with the many students that are in need of various sensory needs. A gift of \$1500 was donated and will be supported by the building budget and PTO as well totalling \$2500.

4. PTO News:

- a. PTO is still providing staff members an amount to help offset the cost of holiday gifts and parties.

- b. Mrs. Michelle Dickes (Treasurer) and Mr. Borland (Vice President) has taken on the role for this year to continue keeping the PTO organized. It's very difficult when meetings are not able to be held. Much of the goal this year is to simply support teachers financially with gifting.

Junior High Board Report
November 30, 2020
Chad Lyons, Principal

1. Junior high band students performed their fall concert.
2. Mrs. Bass completed our suicide prevention and Say Something refresher training for 7th and 8th students.
3. Junior high and senior high administration met with the probation reporting center representatives to discuss services for students.
4. In observance of Veterans Day, social studies students listened to former junior high students sing In Flanders Field and viewed Veterans Day Tribute.
5. There was a twenty-day student absent attendance parent meeting scheduled.
6. Junior high winter sports competitions started.
7. Second quarter progress grade sheets were mailed to parents.
8. Maintenance and custodial staff replaced snowmelt damaged ceiling tiles and completed the process of refinishing the gym floor for winter sports activities. Mr. Mitchem is researching hardware products to use to extend the tackiness of the surface.
9. In observance of Native American Day, Social Studies students watched a Native American Day video produced by the state of South Dakota and discussed Native Americans living in our state.
10. Staff continues to help assist our building to cover absences on some very short notices.
11. Attendance = 6th-90, 7th-116, 8th-85

McCook School Board Report
December 14, 2020
Special Education Dept., John Hanson, Director

- 1) A team of 5-6 special education professionals from McCook are attending a virtual training (3 days, 2 hours each day) to learn how to evaluate students suspected of having autism for an educational verification. The training is going well, and I'm glad it's broken up into 3-2 hour sessions. It is being facilitated by Jamie Lewis, ESU 10 (Kearney area) Autism Coordinator.
- 2) Congratulations to the Unified Bowling team and Coach Lynne Kinne on another successful bowling season...they got 4th place at districts, which covers pretty much all of Western Nebraska.
- 3) Semi-annual time and effort certification forms have been completed for the year. This is a requirement for positions paid for with federal grant (IDEA 6408-early childhood and/or school age special education, 6406-preschool, and 6412-non-public/parochial) funds.
- 4) Mr. Borland informed me of extra Title IV? funds in the amount of about \$11,000 and asked if we could use it for more Ambience counseling service hours, which is what a few other districts are doing this year. We had a meeting with Lindsay McConville from Ambience and decided that it would work. With the Title IV? Funds, there's some flexibility in how the money can be used, so we are opening up the additional counseling services to staff, which will be confidential. Some details are still being worked out, but I think it can be a positive use of the money for staff to be able to utilize counseling services if they need it, in addition to more students getting help during these tough times.
- 5) Our early childhood team received six special education evaluation referrals from Learning Express Preschool last month that they are working on completing within the 60 calendar day timeline.

December 14, 2020

SH Board Report

Senior High, Jeff Gross, Principal

2020-2021 Summary on November 1, 2020

Enrollment numbers: 9th -111, 10th -125, 11th - 129, 12th - 129. Total = 494

AVG Daily Attendance for Current School year is 94.44%

- Activity 1110 periods
 - Excused 2051 periods
 - Illness 1586 periods
 - Waivered ILL 677 periods
 - Exempt from School 156 periods
 - Quarantine 6423 periods
 - Out of School Suspension 137 periods
 - Unexcused 426 periods
-
- Student Discipline for the Month
 - Attendance Violation 102 Events by 44 Students
 - Disorderly conduct 1 events by 1 students
 - Violation of School Rules 5 events by 3 students
 - Alcohol/Tobacco 1 event by 1 student
 - Insubordination 3 event by 3 student
 - Weapons/Battery/Fighting 0 events by 0 students

McCook High School

Clubs and Organizations Activity Report

FBLA

October

- 10/08 Recruitment meeting with freshmen.
- 10/22 Meeting - all officers were elected.
- 10/24 Highway Clean Up - It was rescheduled.
- 10/31 Highway Clean Up

November

- 11/05 Meeting
- 11/26 Meeting

December

- 12/10 meeting
- Ringing the bell for Salvation Army @ Walmart

Yearbook

November

- Worked on Page 1 Layouts
- Sold Ads

December

- Finish Deadline 1 Pages
- Finalize and Approve Cover

Newspaper/Journalism

November:

- Training staff on design and InDesign software
- Newspaper - working on 1st issue of newsletter

December

- 1st issue of newsletter to go out

BAND

September 2020

The band is working on getting ready for the Indian Marching Festival in Ogallala October 10th. They will be doing both the parade competition and field competition that day. We are also getting ready for the Homecoming Field show as well. Our fall concert will be on November 3rd.

October 2020

The band spent time in October Marching at the Indian Marching Festival, performing at Homecoming and working on concert music. The band will perform their field show one more time at the Marching Exhibition at the fall concert today November 3rd. Then we will dive into selections for the Christmas Concert. Jazz Band has started and is working in the mornings to get ready as well.

December 2020

The band is working hard on getting ready to tape their virtual concert with the help of Mr. Ramsay's class. The Jazz Band will also be performing and the band and choir will be doing a combined piece this year to finish off the concert.

CHOIR

AUGUST 2020-

- Vocal interviews took place in all choirs to arrange seating and parts. Work has begun on music for the Fall Concert.
- Select Choir auditions took place Tuesday 8/25 at 7 PM. Results were posted 8/28 and first rehearsal took place 9/1.
- 6-12 Fall Choir Concert will take place Thursday, October 29th at 7 PM in the SH gym...COVID pending.

SEPTEMBER 2020-

- All choirs are rehearsing music for the Fall Concert set to take place Thursday, October 29th at 7 PM in the SH Gym. Current plan is to have JH choirs sing at 7 PM, clear the gym, and have HS choir start their portion of the concert around 7:45 to cut down on attendance numbers at the concert.
- All choirs are wearing masks at all times and using bleachers outside to rehearse whenever weather permits.
- Kora Keslin and Lexi Hauxwell sang the National Anthem at the start of the Heritage Days parade.

OCTOBER-

- Fall Choir Concert was held on Thursday, October 29th. JH at 6:30 and HS at 7:30 split concerts. About 15 students were absent due to quarantine. Jessie Stevens also called that morning with a fever and was unable to run sound. HUGE THANKS TO CASEY MEGUIRE, NATE PRIEBE, and DONITA PRIEBE for helping fill that void and set up and run sound!! I couldn't have done it without them!!
- Practice for the Christmas concert has started.

- 19 students auditioned for the UNK Honor Choir to be held January 21st (hopefully) at UNK. Results should be out sometime in November or December.

NOVEMBER-

- UNK Honor Choir will not be hosting a live event. All students who auditioned are eligible to sign up for workshop classes on January 21st (the day the event was set to take place.)
- Choirs will be recording a virtual Christmas Concert this year in lieu of our December 21st live Christmas Concert due to health department mandates and regulations.
- Working on preparations for this year's fundraiser concerts in March. Disney themed this year. What will these look like? Where will they take place?

ART

- October
 - Art Class
 - Received an anonymous \$1500 donation from someone at the Methodist Church
 - Art Club
 - Painted pumpkins Oct. 10th
 - Two groups to keep the room less crowded
 - Masks required
 - Kids screen printed their own shirts that Richa Patel designed
 - Did in small groups of 5 with masks
- November
 - Art Club
 - Deciding if we will do our annual christmas fundraiser in December
- December
 - Art Club
 - Decided not to do the Christmas fundraiser but will try to do something later in the year
 - Trying to find a time to do an activity before Christmas

Computer Club:

No lockins Due to COVID-19. Discussions for Friday / Saturday for "Lock-Out" Where club members could join into virtually to games from the safety of their own homes.

Class of 2021

- Will be voting on selections for Graduation this week.
- Continuing to push out scholarships
 - Remember to check email and SportsYou

Class of 2022

- Fundraising freeze / no concessions due to COVID-19
- Continue to check SportsYou
- Prom??

Class of 2023

- Class officers elected
 - President- Carsyn Craig
 - Vice President- Jaci Meyers
 - Secretary- Payton Dellevoet
 - Treasurer- Leah Spencer
- Signed students up on the SportsYou app
- Worked Volleyball invite at the end of September. Waiting on amount earned

Class of 2024

Had our first meeting
Class officers and Stu-Co members were elected
President: Isabella Renner
Vice Pres.: Adyn Meyer
Secretary: Abigail Nielsen
Treasurer: Deacon Kinne

Student Council: Isabella Renner , Canyon Hosick, Brett Fraker, Jonathon Frank, Sienna Dutton, Abigail Boner

T-shirt fundraiser went well. Will run it again in the Spring

Math Club

Things going on within our group this month:

- Brain Bowl was held on Nov.24. Due to Covid, only contestants were allowed to attend. All matches were held in the auditorium with help from the community members: Sharon Bohling and Adrienne Randel. It was a fun day of academic competition. We thank all the contestants and Sharon and Adrienne for a successful competition.
- Lunch meeting on Thursday, Dec. 4
- New members attended
- Created and signed thank-you cards for Sharon and Adrienne
- Lexi and Harley are working on Blood drive for Jan. 6. Members were asked to donate if possible. It will not be held on campus, but Lexi and Harley are organizing the donors and working for credit toward the scholarship.

Results of any competitions:

- Brain Bowl winners were:
 - 1st Place: Addison Randel, Jarett Walter, Tucker Gillespie
 - 2nd Place: Ethan Graff, Lexi Hauxwell, Emily Kjendal
 - 3rd Place: Carsyn Craig, Natalie Roberts, Payton Dellevoet

Scheduled events for the next Month:

- Working on T-shirt designs for the year
- Looking ahead to Math Magic and Spring Brain Bowl. We are hoping that we can have these events in the Spring 2021.

FFA

- **LDE #1 12/16 @ NCTA**
- **LDE #2 1/27 @ NCTA**
- **Labor Auction moved to the spring**
- **LDE practice has been going for over 2 months**

September:

Special Olympics

Due to increased COVID cases throughout the state, Special Olympics has returned to Phase 0. No competitions, practices or get togethers until further notice.

INTERACT

We have not met yet, but did a public service/fundraising event with Sehnert's bakery in recognition of World Polio Day on Oct. 24.

Interact Leadership class is meeting on Wednesday's at 2:00. Andy Long with the MEDC is once again helping with this class.

THESPIANS:

Things going on within our group this month:

- Had our first meeting as a group. Can't really do much of our normal, so we will meet again in another week.

Results of any competitions:

- n/a

Scheduled events for the next month:

- n/a

SPEECH TEAM:

Things going on within our group this month:

- Met with students to see what events interested in
- Solid 25 member team. Some others interested or need to meet with.
- Season/contests begin in December

Contest Results:

- n/a

ONE-ACT(PLAY PRODUCTION):

Things going on within our group this month:

- Rehearsal is on! First contest Saturday!

Contest Results:

- n/a
- Have received letters from Cozad and Gothenburg. Will plan to compete in person.
- November:
- 7th-Gothenburg
- 12th-Cozad
- 21st-Minden
- 23rd- SWC @ Minden
- Nov 30, Dec 1-5(one of these dates TBD) Districts @ TBD
- Dec 11-State @ Norfolk

McCook Bison.TV

McCookBison TV has streamed 31 contests so far this year with a record amount of views. Currently we are at 199,740 minutes of watched material. This is approximately 80 minutes that any previous year. Davin Brunswick, Payton Warren, Lucas Gomez-Wilson, Tate Felber and Spencer Rogers have done a tremendous job and spent lots of their free time making this available for McCook Public Schools.

Unified Bowling

Season ended on December 1st with a 4th place finish at Districts. It was a great season and we placed in the top of every tournament we attended. District team members included Allen Holliday, Olivia Koetter, Ethan Graff, Mason Michaelis, and Dylan Rouse



THE 2020-21 COUNCIL MEETINGS WILL BE SCHEDULED AS NEEDED ON WEDNESDAYS AT LUNCH IN THE AUDITORIUM.

DEC

- ★ SUPPLY DRIVE FOR THE HUMANE SOCIETY.
- ★ CHRISTMAS SPIRIT DAY (MOVIE OR UGLY SWEATER) DEC. 22
- ★ CONTINUE SEATBELT CAMPAIGN FOR TDS
- ★ Sign up with **Nebraska DOT Buckle Up Phone Down** campaign
- ★ Will try to Zoom in members in quarantine for our next meeting.

National Honor Society

October: Application process and selection of new members has been completed, applicants will be informed of their status this week (20+ new members)
New member induction and officer elections will occur this month

Destination Imagination

Things going on within our group in December

- 3 teams made, team members registered, challenges chosen.
- Weekly morning practices taking place on Wednesdays/Fridays

Creative Writing Club

- Students have been writing original work and had their first “share” day last week in Sept.

Bison Tech - Support

- The Tech Team made up of Davin Brunswick, Spencer Rogers, Aiden Barger, Dylan Rouse, Matthew Seybold, and Payton Warren kept the district moving while both Mrs. Williams and Mr. Priebe were quarantined. These kids are a HUGE ASSET to our district! Talented, smart, dedicated... and really fun to work with! Thanks Bison Tech!

Bison Tech - Social Media

Have not had an opportunity to begin activities for the year.

Bison Tech - Junior Social Media

Have not had an opportunity to begin activities for the year. I was approached by one of the team members from last year - they are ready to go. Hoping to restart in January.

Mock Trial

September 2020: The official mock trial season has been moved back to a winter/spring season. We are currently meeting and working with a 2014 case to scrimmage preseason.

October 2020: Two teams are working on different sides of the 2014 case. We have scheduled scrimmages for the week of October 5th and the week of October 20 so that teams will compete both sides of the case. The new case is scheduled to be released on October 31st. The season is scheduled to begin January 7th with trials via zoom.

November 2020: The new case has been released. The teams are working on the case and preparing for a scrimmage or two before the January start of competition.

December 2020: Teams are working with the new case, developing questions and working with witnesses.

Bison eSports

- Fall Season has ended
- Purchased headsets, and keyboard/mouse using fundraised funds
- We will continue streaming competitions on our own YouTube channel
- Jersey orders arrived and were distributed
- With the end of the season we will be having another meeting for the spring season, and may look to host an event open to anyone in the club
- Spring season begins around 3rd week in January

December 7, 2020

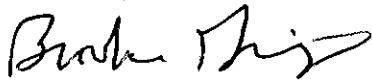
To Whom It May Concern:

This letter is my notice that I am resigning with regret from my position as English Language Learner teacher effective immediately due to a health directive from my physician.

I have enjoyed my brief experience teaching our English-language learners. I especially enjoyed working with Martha Marentes and Vianney Marentes who provided translation services for me and Chad Lyons with whom I have worked for nearly nine years.

McCook Public Schools has been a wonderful place of employment for me and I will miss my co-workers and students.

Sincerely,

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

Brooke Grigg

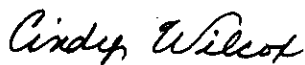
Mr. Grant Norgaard
Mr. Chad Lyons
MPS Board of Education

It is with mixed emotions that I submit my letter of resignation effective at the conclusion of the 2020/2021 school year. After 22 years with McCook Public Schools, I feel the need to spend more time with family, but I will miss the daily contact with my second family...the staff and students that have come to mean so much to me.

When I was first hired to teach at Central, it was the fulfillment of a lifelong dream. I was blessed to have many mentors over the years that were willing to share their expertise with me, beginning with my student teaching supervisors Pam Welford, Darrell Bonow, and Dana Wade. Over the years, every one of my fellow staff members also mentored me. I learned so much from them and truly appreciated their knowledge and support. I have also been fortunate to have worked with outstanding administrators who acknowledged and valued staff input. Nancy Prosser-Weedin, Dennis Berry, and Chad Lyons all encouraged me to expand my education and professional development by taking classes,, serving on state education committees, working with the National Writing Project, and training in the PLC process. Our district and administrators place an emphasis on challenging both staff and students to be the best versions of themselves and I appreciate that.

The students I have had during my career have also challenged me__in more ways than one. I have survived hackey sacks, bottle flipping, flossing, baby shark, lasers, fidget spinners and the latest...masks worn every way imaginable. All joking aside, they have also taught me that a teacher is a good teacher because of great students. And I have had the greatest.

Again, I want to thank the McCook School District for allowing me to accomplish a goal that I had set for myself so many years ago. Teaching has enriched my life in many ways and I have been blessed.



Cindy Wilcox

December 9, 2020

Dear Mr Norgaard and Board of Education,

Please accept this letter as my official resignation from my position as a 4th grade teacher at Central Elementary, as well as my other assigned coaching and club responsibilities, effective after my contracted days for the 2020 - 2021 school year.

I have thoroughly enjoyed the six years that I have been with McCook Public Schools in my role as a teacher and coach, and I did not come to this decision easily. With my husband's role in the military, we felt that it was the best decision for our family to move to Cheyenne, so he could continue to pursue his role with the Wyoming National Guard.

Thank you for the countless opportunities and encouragement you have given me while I have been here; I truly have enjoyed my time as a Bison!

Sincerely,


Hilary Neff

Updated 2020-2021 McCook Public School Calendar

14 First day for staff In-Service
 17 In-service
 18 2:00 Dismissal First Day for Grades K-6, & 9
 19 2:00 Dismissal First Day for 7, 8, 10-12

AUGUST '20						
S	M	T	W	Th	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 '21						
S	M	T	W	Th	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						

4 Teacher workday
 5 First day of 2nd semester
 18 Teacher in-service/workday

7 No school Labor Day
 23 No school in-service day

SEPTEMBER '20						
S	M	T	W	Th	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			

FEBRUARY '21						
S	M	T	W	Th	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						

19 Winter break
 15 Teacher in-service/workday

1 & 2 Parent-Teachers Conferences - students are not to report to school
 16 End of 1st quarter K-8
 No school K-5
 2:00 Dismissal 6-12

OCTOBER '20						
S	M	T	W	Th	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 '21						
S	M	T	W	Th	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			

9 End of 3rd quarter K-8
 2:00 dismissal K-12
 10 & 11 Parent-Teachers conferences – students are not to report to school
 12 Spring break

25-27 No school Thanksgiving break

NOVEMBER '20						
S	M	T	W	Th	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					

APRIL '21						
S	M	T	W	Th	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	

2 & 5 No school Easter break

22 End of 1st semester
 2:00 Dismissal
 23 Start of Christmas break

DECEMBER '20						
S	M	T	W	Th	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 '21						
S	M	T	W	Th	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					

16 Graduation
 20 End of 2nd Semester
 Last day for students
 2:00 Dismissal
 21 Teacher workday
 24 Make up day
 25 Make up day

Teacher Days = 185
 Student Days = 176 (Q1=42, Q2=42, Q3=45, Q4=47)
 Kindergarten Hours = 1,140
 1st Grade through 5th Grade = 1,166.5
 6th Grade and 9th Grade = 1,166.5
 7th & 8th Grade = 1,159.5
 10th, & 11th Grade = 1,165
 Seniors hours = 1,126

MPS

School Start Time is 8:00
 School Dismissal Time is 3:30
2:00 Dismissal every Wednesday
High School Activities Calendar
<https://www.gnaconference.org/public/genie/415/school/5/>

2021-2022

Negotiated Agreement

Between

McCOOK PUBLIC SCHOOLS a.k.a.

Red Willow County School District 73-0017

Board of Education

And

McCook Education Association



McCook, Nebraska 69001

This agreement is made in McCook, Nebraska on this **December 14, 2020**, by and between McCook Public Schools a.k.a. Red Willow School District 73-0017, Board of Education, hereinafter referred to as the "Board", and the McCook Education Association, hereinafter referred to as the "Association".

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ARTICLE I

A. Bargaining Agent Recognition

The McCook Board of Education recognizes the McCook Education Association as the exclusive and sole collective bargaining representative for all certificated staff employed by McCook Public Schools District 017. Certificated staff shall mean all certificated teaching personnel and other professional personnel employed by the District; but excluding the school psychologist and employees represented by the Administrators' bargaining unit.

(Negotiated 1996-97)

B. Non-Discrimination

The Board of Education will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the McCook Education Association, participation in collective bargaining negotiations with the Board, or institution of a grievance under the terms of this agreement.

(Negotiated 1997-98)

ARTICLE II

Salaries

A. Salary Schedule

Base Salary \$37,450 * 4.5 x 4.5 (Steps 1 – 8) * 4.5 x 4.9 (Steps 9 – 15)

Salary is based on 185 days. (Negotiated 2020-2021)

	<u>Base</u>	<u>37,450</u>							
	-	-	-	-	<u>MA+0</u>	-	-	-	<u>PHD</u>
	<u>BA</u>	<u>BA+9</u>	<u>BA+18</u>	<u>BA+27</u>	<u>BA+36</u>	<u>MA+9</u>	<u>MA+18</u>	<u>MA+27</u>	<u>MA+36</u>
1	\$37,450	\$39,135	\$40,821	\$42,506	\$44,191	\$45,876	\$47,562	\$49,247	\$50,932
2	\$39,135	\$40,821	\$42,506	\$44,191	\$45,876	\$47,562	\$49,247	\$50,932	\$52,617
3	\$40,821	\$42,506	\$44,191	\$45,876	\$47,562	\$49,247	\$50,932	\$52,617	\$54,303
4	\$42,506	\$44,191	\$45,876	\$47,562	\$49,247	\$50,932	\$52,617	\$54,303	\$55,988
5	\$44,191	\$45,876	\$47,562	\$49,247	\$50,932	\$52,617	\$54,303	\$55,988	\$57,673
6	\$45,876	\$47,562	\$49,247	\$50,932	\$52,617	\$54,303	\$55,988	\$57,673	\$59,358
7	\$47,562	\$49,247	\$50,932	\$52,617	\$54,303	\$55,988	\$57,673	\$59,358	\$61,044
8		\$50,932	\$52,617	\$54,303	\$55,988	\$57,673	\$59,358	\$61,044	\$62,729
9			\$54,452	\$56,138	\$57,823	\$59,508	\$61,193	\$62,879	\$64,564
10				\$57,973	\$59,658	\$61,343	\$63,028	\$64,714	\$66,399
11					\$61,493	\$63,178	\$64,863	\$66,549	\$68,234
12						\$65,013	\$66,698	\$68,384	\$70,069
13							\$68,534	\$70,219	\$71,904
14								\$72,054	\$73,739
15									\$75,574
	-	-	-	-	<u>MA+0</u>	-	-	-	<u>PHD</u>
	<u>BA</u>	<u>BA+9</u>	<u>BA+18</u>	<u>BA+27</u>	<u>BA+36</u>	<u>MA+9</u>	<u>MA+18</u>	<u>MA+27</u>	<u>MA+36</u>
1	1.000	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360
2	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405
3	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450
4	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
5	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495	1.540
6	1.225	1.270	1.315	1.360	1.405	1.450	1.495	1.540	1.585
7	1.270	1.315	1.360	1.405	1.450	1.495	1.540	1.585	1.630
8		1.360	1.405	1.450	1.495	1.540	1.585	1.630	1.675
9			1.454	1.499	1.544	1.589	1.634	1.679	1.724
10				1.548	1.593	1.638	1.683	1.728	1.773
11					1.642	1.687	1.732	1.777	1.822
12						1.736	1.781	1.826	1.871
13							1.830	1.875	1.920
14								1.924	1.969
15									2.018

Vertical and horizontal placement on the salary schedule shall not be restricted except for implementation of the Professional Growth Policy. (Negotiated 1995-1996)

B. Applicability of College Credit Hours for Salary Schedule Advancement

1. In order that college credit-hours, earned after the completion of a bachelor degree, be acceptable for salary schedule application they: (1) must be earned from an accredited institution of higher education and (2) satisfy at least one of the following criteria:
 - a. Credit hours must be earned as part of an approved, teacher education graduate degree program.
 - b. If not part of an approved graduate degree program, credit-hours must be from graduate level courses in the academic fields of the teacher's assignment and/or including those graduate level courses in teacher education customarily designated and recognized as professional education courses. This would include classes such as ITIP, 4-MAT, cooperative learning, etc., as well as classes or a course of study that can be assumed, because of current educational practices, societal demands or demographic variances, to be of benefit to a current teaching assignment. Such areas might include foreign language, computer literacy, and serving special needs students. Advanced degrees, in areas relevant to the current teaching assignment, may be applied toward schedule advancement subject to review by the immediate supervisor and approval by the Superintendent or administrative designee.
 - c. Certain graduate level courses in school administration and supervision shall be eligible if they exhibit a distinct relevancy and relationship to the teacher's assignment or to the teacher's professional education needs.
 - d. Certain undergraduate courses shall be acceptable if required for the teacher's retraining, but only if requested or directed by the school district.
 - e. Other courses not covered by items a, b, c, and d above, shall be subject to mutual agreement between the superintendent and teacher. (Intent: To be exercised primarily in case of unexpected college registration adjustments due to "closed-out classes".) (Negotiated 1996-97)
2. College credit hours, earned after the completion of a bachelor degree, are not acceptable for salary schedule application if the school district pays for tuition, travel, lodging, class materials, or meals. (Negotiated 1997-98)
3. It is recommended that teachers, who are planning enrollment in college courses for which they expect salary schedule advancement, request approval of such credits prior to course registration. The superintendent's decision, thereto, shall adhere to these policy stipulations and shall be delivered to the teacher within a reasonable period of time, in any case not to exceed ten school days.

4. College credit hours that would advance a teacher's salary schedule placement must be reported to the superintendent's office not less than ten days prior to that teacher's first pay date under the terms of that teacher's contract. No salary adjustment for additional college credit hours shall be made, thereafter, during the contract year.
5. Horizontal placement on the salary schedule for college credit will be allowed to meet the number of credit hours approved and taken for advancement per year; however the maximum vertical movement per year will be one step for employees who have room to move vertically on the salary schedule. (Negotiated 2012-13)
6. Progression beyond the Master's column; Hours earned in excess of the requirement for Master's will not count toward placement on the salary schedule columns beyond the MA+00 column. In order to advance horizontally past the MA+00 column, hours must be taken after Master's degree has been awarded. (Negotiated 2015-16)

(Negotiated 1994-95)

C. Faculty Pay Day

The faculty payday shall be the 20th of each month.

(Negotiated 1972-73)

D. Retirement Pay Option

Teachers retiring at the end of the school contract year shall have the right to be paid in equal payments, terminating with the final month of contracted service. Retiring teachers opting for their salaries to be paid in total within the contract year shall declare such right to the superintendent's office before September 5. Teachers deciding to retire during the school year shall, upon notifying the superintendent's office, receive the remainder of their salary in a lump sum. Such payment shall be made at the termination of their employment.

(Negotiated 1973-74)

E. Reduction in Salaries

When a reduction in salary occurs due to illness for 5 days or more in any pay period, it shall be equally divided among the remaining contract months, if so requested by the employee.

(Negotiated 1981-82)

F. Extra Duty Pay Schedule
(Negotiated 2019-2020)

SENIOR/JUNIOR HIGH SCHOOL ACTIVITIES

FOOTBALL

Ticket Seller	25.00
Ticket Taker	25.00
Supervisor	25.00
Timer	25.00
Scorer	25.00
Chain Crew(3) JV, JH Only	25.00

VOLLEYBALL (Incl. Tourney)

Matches	(1)	(Add.)
Ticket Seller	20.00	10.00
Ticket Taker	20.00	10.00
Supervisor	20.00	10.00
Timer	20.00	10.00
Scorer	20.00	10.00
Linesperson (2)	20.00	10.00

WRESTLING

	1st Dual	Add. Duals	Invite
Ticket Seller	25.00	11.00	40.00
Ticket Taker	25.00	11.00	40.00
Supervisor	25.00	11.00	40.00
Timer	25.00	11.00	40.00
Scorer	25.00	11.00	40.00

SWIMMING

Timer	25.00
Starter	25.00
Scorer	25.00
Judge	25.00
Announcer	25.00

BASKETBALL (Boys or Girls)

	Including Tournaments 1st Game	Add. Games
Ticket Seller	20.00	18.00
Ticket Taker	20.00	18.00
Supervisor	20.00	18.00
Timer	20.00	18.00
Scorer	20.00	18.00

SOFTBALL

	Including Tournaments 1st Game	Add. Games
Ticket Seller	25.00	15.00
Ticket Taker	25.00	15.00
Supervisor	25.00	15.00
Timer	25.00	15.00
Scorer	25.00	15.00

TRACK AND FIELD

	Duals	Invitational
Field Judge	20.00	40.00
Timer, Picker	20.00	40.00
C/R Judge	---	40.00
Scorer	20.00	40.00
Announcer	---	40.00

CROSS COUNTRY

	Duals	Invitational
Starter	20.00	25.00
Finish Clerk	20.00	25.00
Timer	20.00	25.00

CAMERA OPERATOR: Camera operator shall be paid at the rate of \$25.00 per event

whenever events are filmed or videotaped.

OTHER EXTRA DUTY Saturday School Detention-Voluntary Supervision - Substitute Rate/Hour

G. Coaching, Sponsorship Pay Schedule

<u>POSITION</u>	<u>GENDER</u>	<u>PERCENT</u>
HEAD FOOTBALL	(BOYS)	13 - 18%
HEAD VOLLEYBALL	(GIRLS)	13 - 18%
HEAD BASKETBALL	(BOYS or GIRLS)	13 - 18%
HEAD WRESTLING	(BOYS)	13 - 18%
HEAD TRACK	(BOYS or GIRLS)	13 - 18%
HEAD SOFTBALL	(GIRLS)	13 - 18%
HEAD SWIMMING	(COED)	13 - 18%
HEAD CROSS-COUNTRY	(COED)	13 - 18%
HEAD TENNIS	(BOYS or GIRLS)	13 - 18%
HEAD GOLF	(BOYS or GIRLS)	13 - 18%
ASSISTANT FOOTBALL VARSITY	(BOYS)	8 - 12%
ASSISTANT VOLLEYBALL VARSITY	(GIRLS)	8 - 12%
ASSISTANT BASKETBALL VARSITY	(BOYS or GIRLS)	8 - 12%
ASSISTANT WRESTLING VARSITY	(BOYS)	8 - 12%
ASSISTANT TRACK VARSITY	(BOYS or GIRLS)	8 - 12%
ASSISTANT SOFTBALL	(GIRLS)	8 - 12%
ASSISTANT TENNIS	(BOYS or GIRLS)	8 - 12%
ASSISTANT SWIMMING	(COED)	8 - 12%
9th GRADE HEAD FOOTBALL	(BOYS)	7 - 9%
9th GRADE HEAD VOLLEYBALL	(GIRLS)	7 - 9%
9th HEAD BASKETBALL	(BOYS or GIRLS)	7 - 9%
9th ASSISTANT ALL SPORTS	AS APPROPRIATE	6 - 8%
7 th /8 th HEAD FOOTBALL	(BOYS)	6%
7 th /8 th HEAD VOLLEYBALL	(GIRLS)	6%
7 th /8 th BASKETBALL	(BOYS or GIRLS)	6%
7 th /8 th WRESTLING	(BOYS)	6%
7 th /8 th TRACK	(BOYS or GIRLS)	6%
7 th /8 th ASSISTANT ALL SPORTS	AS APPROPRIATE	5%
INTRAMURAL SUPERVISION		\$1250.00
INTRAMURALS PROGRAM		\$4,000
ACADEMIC CLUB CENTRAL		2.5%
ACADEMIC CLUB JUNIOR HIGH		2.5%
ART CLUB		2.5%
BAND SENIOR HIGH		7 - 10%
BAND SENIOR HIGH SUMMER		5%
BAND JUNIOR HIGH		5%
BAND JUNIOR HIGH SUMMER		5%
CHEERLEADING		8 - 12%
CLASS SPONSOR - SENIOR		1%
CLASS SPONSOR - JUNIOR		1%
CLASS SPONSOR - SOPHOMORE		.5%
CLASS SPONSOR - FRESHMAN		.5%
COMPUTER CLUB		2.5%
DANCE TEAM		2.5%
DESTINATION IMAGINATION		2.5%

FBLA	2.5%
E-SPORTS	2.5 – 4.0%
FFA	4 - 6%
FCCLA	2.5%
MATH CLUB	2.5%
MOCK TRIAL	2.5%
MUSIC CENTRAL	2.5%
MUSIC ELEMENTARY	2.5%
MUSIC SENIOR HIGH - VOCAL	7 - 10%
NATIONAL HONOR SOCIETY	2.5%
NEWSPAPER	3%
NORE	.5%
PLAY PRODUCTION ALL SCHOOL [ONE]	4%
PLAY PRODUCTION DISTRICT ONE ACT	2%
QUILL AND SCROLL	2.5%
ROBOTICS	2.5%
STUDENT COUNCIL SENIOR HIGH	8 - 10%
STUDENT COUNCIL JUNIOR HIGH	4 - 6%
SPEECH SENIOR HIGH	4%
SPEECH JUNIOR HIGH	2%
SUMMER WEIGHT TRAINING	7%
THESPIANS	2.5%
VICA	2.5%
(WITH ELECTRIC CAR)	+ 1%
YEARBOOK	3 - 5%
IT SUPERVISOR	3 - 5%

Any new or additional assignment to the coaching or sponsorship duties shall be referred to a committee consisting of the Activity Director and the members of the negotiations committees of the MEA and the Board of Education. This committee shall evaluate the degree of difficulty and responsibility and determine placement on the pay schedule. Duty assignments of one year or less, and positions funded by grant monies, are excluded from the work of this committee.

The positions with the variable percentages will increase (1/2%) per year credited in accordance with the number of years of continuous experience the individual has served in that specific responsibility within and for the McCook School District. New coaches and sponsors entering the McCook School District will start at the lowest percent for that particular position. Coaches and sponsors who have been absent from a particular position for more than five years will start at the lowest percent unless they can provide proof of continuing education that is relevant to the coaching or sponsor assignment. All requests for schedule advancement are subject to review by the employee's immediate supervisor and approved by the Superintendent or administrative designee.

(Negotiated 2014-2015)

H. Teacher-Sponsor Driving Compensation

Teacher-sponsors who are required to drive a small school vehicle to transport students to school activities outside of regular school hours shall receive \$20 per trip.

The District will pay \$10.00 per hour of actual driving time (recorded on a time card) to a coach or sponsor with a valid Class B license while operating a Type A bus.

The District will pay \$15.00 per hour of actual driving time (recorded on a time card) to a coach or sponsor with a valid CDL license while operating a Class D bus.

(Negotiated 2004 - 2005)

I. Staff Pay for Substituting during preparation time.

When a certificated staff member is asked by the District to voluntarily substitute for another certificated staff member during his/her preparation period, the rate of pay per period shall be based on substitute teacher's pay per period.

(Negotiated 1996-97)

Fringe Benefits

A. Sick Leave

At the beginning of each school year each certificated staff member will be credited with 10 days paid sick leave allowance. The unused portion of such allowance shall be accumulated from year to year but not in excess of 90 days. Employees with more than 90 days of accumulated sick leave as of August 20, 2002, will be allowed to accumulate not in excess of 135 days.

Sick leave shall be granted for absence due to illness or accident of the employee or spouse, parent, children, or other members of their immediate family when such illness requires the presence of the employee. Sick leave includes emergency for serious accident or illness of parent, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, or grandparent of the employee or spouse.

Sick leave may be used for absence due to the adoption of a child by the employee, and in instances relating to medical disability caused by pregnancy, childbirth, and termination of pregnancy subject to the following conditions:

1. Notification of intention to use such leave shall be made in writing to the Superintendent at the earliest possible date the employee becomes aware of the need for such leave.
2. The employee's physician shall certify the beginning and ending dates during which the employee is medically unable to work.

The employee, upon request by the district, shall provide a physician's verification of illness or injury.

A qualified certificated employee electing to claim retirement through the Nebraska Public Employee Retirement System (NPERS) shall be compensated \$10.00 per day for the unused portion of their accumulated sick leave days allowed per the negotiated agreement. Payment for the unused accumulated sick leave days will be included in the last paycheck the district issues to the qualifying employee.

(Negotiated 2014-2015)

B. Personal Leave

Each teacher shall be granted two personal leave days each school contract year. The personal leave shall be with salary paid and shall not require administrative approval if qualified substitutes are available. Notification of intent to use such leave shall be given by the teacher, on school provided forms, at least three school days in advance, or if needed upon shorter notice, at the earliest possible time. Personal leave shall be granted on a first-come, first-serve basis in either full or half-day segments. At no time will personal leave days exceed three per contract year.

The personal leave policy shall not apply on the school calendar days scheduled for non-teaching purposes, nor those school calendar days immediately before and after school holidays and vacation days, unless approved by the superintendent. Total faculty use of personal leave shall be subject to the availability of qualified substitutes.

Total Personal and Professional leave shall not be granted in excess of 20 leaves on any given day. Any deviation to this provision shall be at the discretion of the Superintendent.

If a teacher notifies the Superintendent's office prior to his/her final contracted day, on a school provided form, the teacher may carry one full day of unused personal leave into the next contract year. The district will, in July of each school contract year, pay each teacher the certificated substitute teacher daily rate for each remaining full day of personal leave that he or she may have left.

(Negotiated 2009 - 2010)

C. Bereavement Leave

Bereavement leave, in addition to sick leave, shall be granted up to five days plus reasonable travel time for the death of a legal spouse, parent, or child of the employee. The amount of time shall be granted up to three days, plus reasonable travel time for the death of a brother, sister, father or mother-in-law, son or daughter in-law, brother or sister in-law, grandchild, or grandparent of the employee or spouse. Funeral attendance may be allowed for the death of other persons upon approval of Superintendent.

Individual cases, which might involve more time, shall be handled by consultation with the Superintendent.

(Negotiated 1995-1996)

D. Professional Leave

Professional leave may be granted without loss of pay, subject to administrative approval, when it is of an educational advantage to the school district. Professional leave includes, but is not necessarily limited to:

1. Participation in seminars, workshops, conferences and similar activities which are related to the teacher's assignment.
2. Involvement in school accreditation visitations.
3. Visitations to observe exemplary school programs in the area of the teacher's assignment.
4. Fulfillment of school-related duties upon assignment by administration.
5. Attendance at state or national meetings of professional organizations of which the teacher is an elected officer or official delegate (such as NSEA, NESA, etc.).

Total Personal and Professional leave shall not be granted in excess of 20 leaves on any given day. Any deviation to this provision shall be at the discretion of the superintendent.

The granting of such professional leave shall not result in the loss of salary to the teacher. All normal expenses shall be paid when the cause for the leave originates from the school district. If the request originates from the teacher, the teacher may pay for the normal expenses out of their own pocket, except for the substitute pay.

(Negotiated 1995-96)

E. Leave of Absence Policy

Extended leaves of absence may be granted to certificated employees of the McCook School District who have been full-time employees for at least four years. Such leaves of absence shall be for definite duration of time and without salary or other benefits of compensation.

Leaves may be granted for illness or certain personal or professional reasons as approved by the Board of Education upon the recommendation of the Superintendent of Schools. Extended leaves shall be any leave of one-month minimum and two-semester maximum.

The Superintendent may grant short leaves of absence, without pay but fringe benefits would continue at district's expense, to certificated employees for any reason as previously stated in paragraph 2 above.

Normally, no short leaves of absence shall be granted for the first three (3) weeks of the first semester or the first two (2) weeks of the second semester.

Leaves of absence may not extend beyond a continuous period of one year. Insofar as possible, the definite period set for a leave of absence shall commence and terminate with the beginning of a new school semester.

(Negotiated 1981-1982)

F. Disability Insurance

The school district shall make available a disability income protection plan. The plan shall provide for benefits of 66 2/3% of salary, less appropriate offsets, following an elimination period of the greater of 10 days or the expiration of accumulated sick leave. The selection of the carrier shall be at the option of the school district.

IMPLEMENTATION: The amount of the premium for each employee will be added to each employee's gross pay each month and deducted after tax for the premium payment.

(Negotiated 1999 - 2000)

G. Health Insurance

1. Nebraska Educators Health Alliance recommended Dual Option plan will be made available with the certificated staff member having the option(s) (1) of medical and hospital insurance at the \$1050 Deductible level with dental coverage 80% A & B and 50% C or (2) medical and hospital insurance at the \$3,600 Deductible level with dental coverage 80% A & B and 50% C with the premium savings for the HSA option #2 being automatically deposited into an Health Savings Account designated for each individual employee.

2. An ad-hoc committee will continue to study deductible policies, specific flat dollar amounts and carrier options as it becomes necessary.

Benefits Table for Certificated Staff 2020-21

	Option #1	\$1050 Deduct with 5% Discount					
	Em/Only	Em/Children	Em/Spouse	Sp/in System	Em/Sp/Ch	Sp/in System	
Health	\$ 649.91	\$ 1,202.35	\$ 1,364.82	\$ 1,364.82	\$ 1,832.60	\$ 1,832.60	
Single Dental	\$ 29.54	\$ 29.54	\$ 29.54		\$ 29.54		
Family Dental				\$ 62.00		\$ 83.29	
Total provided							
per Month	\$ 679.45	\$ 1,231.89	\$ 1,394.36	\$ 1,426.82	\$ 1,862.14	\$ 1,915.89	
	Option #2	\$3600 Deduct w/HSA Benefits					
Health	\$ 548.34	\$ 1,014.46	\$ 1,151.53	\$ 1,151.53	\$ 1,546.21	\$ 1,546.21	
Single Dental	\$ 29.54	\$ 29.54	\$ 29.54		\$ 29.54		
Family Dental				\$ 62.00		\$ 53.29	
Total provided							
per Month	\$ 577.88	\$ 1,044.00	\$ 1,181.07	\$ 1,213.53	\$ 1,575.75	\$ 1,599.50	
HSA Mo Benefit	\$ 101.57	\$ 187.89	\$ 213.29	\$ 213.29	\$ 286.39	\$ 316.39	

*The above rates reflect the qualified EHA 5% discount, if McCook Public Schools fails to qualify for this discount, the rates will convert to the Standard Rates for the same policies.

(Negotiated 2019-2020)

H. Lifetime Activity Passes

Lifetime activity passes shall be given to any teacher and their spouse retiring after at least 15 years of service to McCook Schools or electing the retirement incentive.

(Negotiated 1995-1996)

**Employees shall receive an activity pass good for family admittance to include teacher, spouse, and children pre K-12th grade while employed by the McCook School District.

(Negotiated 2005-2006)

I. Application of Fringe Benefits

For all employees hired after May 1, 1997, all fringe benefits will be prorated by FTE of said employee.

(Negotiated 1997-1998)

ARTICLE IV

Grievance Procedure

A. Purpose

The Board of Education for the McCook Public School District believes that an open channel of communication between staff and administration should always be maintained to insure efficient and harmonious performance. A grievance procedure will be provided to keep the channel of communication open, to promote prompt and fair handling of claims of an employee at the most immediate level of supervision, as well as, to reduce the potential areas of grievance.

B. Definitions of Terms

A grievance shall be considered to be any claim based upon the terms and conditions of employment of certificated employees. Every certificated employee is permitted the opportunity to express his/her grievance and is assured that it will be reviewed and an equitable settlement attempted. All staff members involved must perform their assigned duties until the grievance has been resolved. There shall be no reprisal or reduction in status of any certificated employee by reason of his/her having presented a grievance or having represented another employee in a grievance. Any grieving employee may, if he/she so decides, be represented at all stages of the grievance procedure by himself/herself or by a representative of his/her professional organization.

C. Procedures

1. Informal Procedure

If an employee feels he/she has a grievance, he/she should discuss the problem with his/her immediate superior in an effort to resolve the problem.

2. Formal Procedure

Step 1 - If the aggrieved employee is not satisfied with the disposition of his/her grievance at the informal level, he/she may submit his/her claim as a formal grievance, in writing, to his/her immediate superior. Such immediate superior shall, within three (3) school days after submission of the grievance, render his/her decision and the reasons; therefore, in writing to the aggrieved employee. Employee's superior shall file the grievance submitted, and a copy of his/her decision thereon, in the office of the Superintendent of Schools.

Step 2 - If the aggrieved employee is not satisfied with the disposition of his/her grievance at Step 1, he/she may request a hearing before the superintendent. Such a

request shall be in writing and delivered to the superintendent's office within five (5) school days after the rendition of the decision of the employee's immediate supervisor at Step 1. The superintendent shall set a time and place for hearing the grievance which shall be held within ten (10) school days after filing of the request for hearing. Notice of the hearing shall be given to the aggrieved employee and the employee's superior involved not less than three (3) school days prior to the time of the hearing.

A complete tape recording shall be made of the hearing. The hearing shall be confined to the written grievance originally submitted by the aggrieved employee(s) and the decision, thereon, of the employee's superior. Either party may present written and/or oral supportive statements. The superintendent shall receive such written and/or oral statements and consider them in rendering a decision.

The superintendent shall, within three (3) school days after the hearing, render his/her decision and the reasons, therefore, in writing to the aggrieved employee and the superior.

Step 3 - If the aggrieved employee is not satisfied with the disposition of his/her grievance by the superintendent, he/she may request a hearing before the Board of Education. Such request shall be in writing and delivered to the superintendent's office within three (3) school days after rendition of the superintendent's decision of Step 2. The superintendent shall, thereupon, advise the President of the Board of Education of the request for hearing, and the President shall set a time and place for hearing the grievance, which will be held within ten (10) school days after the filing of the request for hearing. Notice of the hearing shall be given to the aggrieved employee not less than three (3) school days prior to the time of the hearing.

The hearing shall be confined to the written grievance originally submitted by the superior rendered at Step 1, and the decision of the superintendent rendered at Step 2.

The Board of Education and the aggrieved employee shall have available to them the tape record of the hearing held before the superintendent. The Board of Education may accept and consider further written statements from the aggrieved employee and the superintendent, and shall hear such oral statements as the parties wish to make.

The Board of Education shall, within five (5) days after the hearing, render its decision and the reasons, therefore, in writing to the aggrieved employee and the superintendent.

D. Miscellaneous

1. Group Grievance

If the grievance involves a matter common to two or more certificated employees, the grievance may be processed as a single grievance commencing with the director, supervisor or administrator having initial responsibility, thereof. Each group grievance which is processed by the teachers' organization shall set forth upon the written claim the names of the individual grievant(s) and shall be signed by the appropriate officer of the teachers' organization.

2. Grievance Commencing with the Superintendent

If the grievance is such that it does not fall under the jurisdiction of the aggrieved employee's immediate superior, the grievance may commence at Step 2 of the formal procedure.

3. Forms

Forms for filing of grievances, serving of notices, taking of appeals, making reports and recommendations and other necessary documents shall be given appropriate distribution so as to facilitate the processing of the grievance procedure. The forms contained herein shall be those used in the processing of grievances.

4. Grievance File

All documents, communication and records dealing with the processing of a grievance shall be filed in a grievance file and shall not be kept in the personnel file of any of the participants.

(Negotiated 1979-1980)

TYPE OR PRINT

GRIEVANCE FORM A
(To be completed by aggrieved person)

DATE OF FORMAL
GRIEVANCE PRESENTATION _____

SCHOOL _____ PRINCIPAL _____

AGGRIEVED PERSONS _____

FORMAL GRIEVANCE PRESENTATION
(Level 2 - Step One)

STATEMENT OF GRIEVANCE:

ACTION REQUESTED:

(Signature of Aggrieved)

TYPE OR PRINT

GRIEVANCE FORM B

(To be completed by principal or other appropriate administrator, within three (3) school days after submission of the formal grievance.)

DATE OF FORMAL
GRIEVANCE PRESENTATION _____

SCHOOL _____ PRINCIPAL _____

AGGRIEVED PERSON _____

DECISION OF PRINCIPAL
(Level 2 - Step One)

DECISION OF PRINCIPAL (OR OTHER ADMINISTRATOR) AND REASONS THEREFOR:

DATE OF DECISION _____

(Signature of Principal or other
Administrator)

AGGRIEVED PERSON'S RESPONSE: (To be completed
by aggrieved within three (3) school days of
decision.)

_____ I accept the above decision of the principal (or other administrator).

_____ I hereby appeal the above decision to the Superintendent of Schools.

DATE OF
RESPONSE _____

(Signature of Aggrieved)

TYPE OR PRINT

GRIEVANCE FORM C

(To be completed within (5) school days after the rendition of the decision by the principal or other administrator.)

DATE OF FORMAL
GRIEVANCE PRESENTATION _____

SCHOOL _____ PRINCIPAL _____

AGGRIEVED PERSONS _____

REFERRAL TO SUPERINTENDENT
(Level 2 - Step 2)

OPINION AND REASONS THEREFOR:

(Signature of MEA representative) OR Signature of aggrieved employee
if represented by self)

DATE OF
REFERRAL _____

TYPE OR PRINT

GRIEVANCE FORM D

(To be completed by Superintendent of Schools within three (3) school days after hearing with aggrieved; hearing to be held within ten (10) school days after receipt of appeal.)

DATE OF FORMAL GRIEVANCE PRESENTATION _____ AGGRIEVED PERSONS _____

DATE APPEAL RECEIVED BY SUPERINTENDENT _____

DATE HEARING HELD BY SUPERINTENDENT _____

DECISION BY SUPERINTENDENT
(Level 2 - Step 2)

DECISION OF SUPERINTENDENT AND REASONS THEREFOR:

DATE OF DECISION _____

(Signature of Superintendent)

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

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

_____ I hereby appeal to the Board of Education for a review of this grievance.

DATE OF RESPONSE _____

(Signature of Aggrieved)

TYPE OR PRINT

GRIEVANCE FORM E
(Level 2 - Step 3)

AGGRIEVED PERSONS _____ DATE OF FORMAL GRIEVANCE PRESENTATION _____

REFERRAL TO BOARD

(To be completed within three (3) school days after the rendition of the Superintendent's decision.)

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

DATE OF REFERRAL TO BOARD _____
(Signature of MEA representative) OR
Signature of aggrieved employee
if represented by self)

BOARD RESPONSE

(To be completed by Board of Education President within five (5) school days after board hearing with aggrieved; board hearing to be held within ten (10) school days after receipt of appeal.)

DATE APPEAL RECEIVED BY BOARD OF EDUCATION _____ DATE HEARING HELD BY BOARD OF EDUCATION _____

DECISION OF BOARD OF EDUCATION AND REASONS THEREFOR:

DATE OF DECISION _____

Signature of Board President

Article V

Teacher Evaluation

A. Standardization

All teacher evaluations shall result from the use of a standardized procedure that shall be applied uniformly to all teachers.

B. Right of Review

Each teacher shall have the right to review the evaluation each time he/she is evaluated. The teacher shall have the right to sign the evaluation form and to submit a written response to the evaluation. The teacher's response shall be a part of the formal evaluation. The signing of the formal evaluation form does not necessarily mean agreement with the evaluation, but only that the teacher has had the opportunity to review the evaluation.

(Negotiated 1973-74)

Article VI

Severability

A. Severability

In the event that any provision of this Agreement, or any part thereof, is for any reason found by a court of competent jurisdiction to be in violation of State or Federal Constitutions, statutes, or regulations, or otherwise unenforceable, the remainder of the agreement, and each other provision a part thereof, shall be and remain in full force and effect.

(Negotiated 2000-2001)

Article VII

Duration of the Agreement

A. Duration of Agreement

The Provisions of this Agreement shall become effective as of the beginning of the 2021 - 2022 school year and shall continue in effect until the end of the 2021 - 2022 school year. In accordance with current state statute; If a new and amended agreement has not been duly entered into prior to the end of the 2021 - 2022 school year, the terms of this agreement shall continue in full force and effect until such amended agreement is adopted, which then shall be fully retroactive to the beginning of the 2022 - 2023 school year.

This Agreement may be amended by mutual consent of both parties subject to the Statutes of the State of Nebraska. Any amendment agreed to by both parties shall be reduced to writing and incorporated herein.

(Negotiated 2012-2013)

For the Board Committee:

For the Association Committee:

Chairman

Chairman

Ratification of this agreement is hereby signified: (as recorded in the McCook Public Schools Board of Education minutes of **December 14, 2020**).

Board President

Association President

_____, 2020
Date

_____, 2020
Date