

Board of Education Regular Meeting
Red Willow School District #73-0017
McCook Public Schools
6:30 PM Monday, January 10, 2022
Junior High Conference Room
800 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
 - 1.1. Roll Call
 - 1.2. Recognition of Open Meeting Law
 - 1.3. Pledge of Allegiance
2. Organization of Board of Education
 - 2.1. Election of Officers
 - 2.2. By Board policy the Superintendent will chair the election of the President and then the newly elected President will preside over the other elections
 - 2.3. Nominations for Office of President - Vote
 - 2.4. Newly elected President chairs meeting
 - 2.5. Nominations for Office of Vice President - Vote
 - 2.6. Nominations for Office of Secretary - Vote
 - 2.7. Reappointment of Treasurer
 - 2.8. By job description, the Business Manager is the Treasurer and recording secretary of the minutes of all meetings for the Board of Education. We recommend that the Treasurer should be reappointed each year when the Board recognizes and elects officers. The Board would move to appoint the Business Manager as the Treasurer and Recording Secretary for the Board of Education.
 - 2.9. Committee Appointments
3. Reports, Communications & Public Participation
 - 3.1. Public Participation
 - 3.2. Student board member report
 - 3.3. Board accepts public comments
4. Consent Agenda
 - 4.1. Approval of Minutes
 - 4.2. Approval of Expenditures/Payroll for December
5. Reports from Staff Members and Committees
 - 5.1. Negotiations
6. Board and Administrative Comments
 - 6.1. Administrative Comments
 - 6.1.1. Superintendent Comments
 - 6.1.2. Business Manager Comments
 - 6.2. Board Comments
7. New Business

- 7.1. Graciously accept an anonymous donation in the amount of \$3,500 to help pay for overdue lunch balances.
- 7.2. Graciously accept a donation of \$50,000.00 from Oren and Eleanor Carter to start a memorial scholarship fund.
- 7.3. Graciously accept a grant from the Community Foundation for Bison Days in the amount of \$3,000.00, and a grant for the McCook Bison Drumline in the amount of \$2,500.00
- 7.4. Accept Resignation letter from Tracy Adams, 6th Grade Reading Teacher
8. Approve the negotiated agreement with the McCook Education Association for the 2022-2023 school year.
9. Positive Comments
10. Executive session for the purpose of setting up a strategy with respect to collective bargaining.
11. Executive session for the purpose of discussing the Superintendent's evaluation
12. Items for Review
13. Adjournment

Board of Education Regular Meeting

Monday, December 13, 2021 6:30 PM

1. Call to Order

1.1. Roll Call

1.2. Recognition of Open Meeting Law

1.3. Pledge of Allegiance

2. Reports, Communications & Public Participation

2.1. Public Participation

No public participation

2.1.1. Board accepts public comments

2.1.2. Student Board member report

The FFA labor auction was held December 7th @ Tri State Livestock. It was a very successful project.

3. Consent Agenda

Motion to approve consent agenda Passed with a motion by Dennis Berry and a second by Mike Langan.

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

Yea: 6, Nay: 0

3.1. Approval of Minutes

3.2. Approval of Expenditures/Payroll for November

4. Reports from Staff Members and Committees

4.1. Negotiations Committee

Discussions to take place during closed session

4.2. Wellness Committee

Mr. Norgaard gave an update on the Wellnes committee, including the walking competition.

4.3. Overnight & out of country trip to Costa Rica - Spanish Students

See document attached to the action item under new business.

4.4. Amanda Davidson and drama students' presentation

5. Board and Administrative Comments

Mr. Norgaard discussed the upcoming meeting on Feb 2nd, in North Platte with the ESU 15 and 16 schools. Christmas break is fast approaching.

5.1. Administrative Comments

5.2. Business Manager Comments

November Lunch #'s = 18,450

Projects - Updates

Mr. Joe Vetrovsky classroom: work is in progress. The estimated completion is Christmas break.

SH/JH HVAC front End: Rasmussen and Mr. Paz has been working on upgrades to this project.

SH Roofing: Work is complete. Conference room B-Ag-weights-Health. East hallway in front of the gymnasium.

Central Elementary Cafeteria tables: Work is complete. Tables look great!

Upcoming Projects

2021-2021 RFP's

Parking lots: Work has begun on specs for parking lot upgrades and overlays. Notice to bid to be soon.

Track Resurface

Phone System

Food Services

5.3. Board Comments

Theresa Thomas is requesting an activities meeting after the 1st of the year. Mr. Bredvick is asking that everyone read and stay informed on the potential of the new school funding formula.

6. New Business

6.1. Approve a trip to Costa Rica for the summer of 2023, for the students enrolled in Spanish class.

Approve a trip to Costa Rica for the summer of 2023, for the students and parents in Spanish class. Passed with a motion by Tom Bredvick and a second by Mike Langan.

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

Yea: 6, Nay: 0

7. Positive Comments

Tucker Gillispe commented on his classes at MCC and sees this as a huge benefit.

Mr. Hays congratulates the MHS girls wrestling team.

Mrs. Thomas congratulated the students that have qualified for the State honor choir and band.

Mrs. Hauxwell thanked the teachers for all the work they do with the special little projects this time of year.

Mr. Berry commented on the great job of having school through the pandemic, students and staff coming to school, and this resulted in very good test scores. Thank you to all, including your parents.

Mike Lanagan thanked Mrs Davidson for all she does with our performing arts and he was also excited about our basketball teams.

Mr. Bredvick also thanked our staff and Mrs. Davidson and Mrs Hoyt for all her efforts with the fine arts.

Mr. Gross thanked Mrs. Peterman and the art club for all that they have done with painting

wonderful Christmas themes around the district.

Mr. Norgaard thanked the staff at Central for dealing with a tough situation and the outcome was very good. Everyone did their job.

8. Executive session to discuss negotiations. The reason for executive session is to protect the public interest during the negotiations process

move to go into closed session Passed with a motion by Mike Langan and a second by Loretta Hauxwell.

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

Yea: 6, Nay: 0

9. Executive session to discuss the Superintendent's evaluation

10. Items for Review

11. Adjournment

Move to adjourn. 8:10 Passed with a motion by Mike Langan and a second by Teresa Thomas.

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

Yea: 6, Nay: 0

**CHECKS BY DATE BOARD REPORT
DECEMBER 2021**

DATE	VENDOR	AMOUNT	DATE	VENDOR	AMOUNT
12/3/2021	City Of McCook	\$3,301.02	12/31/2021	Dick Blick Art Materials	\$75.72
12/3/2021	Diode Communications	\$165.00	12/31/2021	Dickes, Craig	\$63.21
12/3/2021	Hometown Leasing	\$4,899.07	12/31/2021	Eakes Office Solutions	\$94.41
12/3/2021	Nebraska Public Power District	\$8,463.06	12/31/2021	ESU #15	\$8,134.10
12/3/2021	Perry, Guthery, Haase & Gessford	\$992.15	12/31/2021	ESU #2	\$4,151.25
12/3/2021	Pinpoint Communications	\$979.77	12/31/2021	Fastenal Company	\$172.24
12/3/2021	Viaero Wireless	\$102.36	12/31/2021	Gross, Jeff	\$257.60
12/14/2021	Adams Middle School	\$120.00	12/31/2021	Hayley Uerling	\$54.25
12/14/2021	Black Hills Energy	\$12,164.59	12/31/2021	Industrial Arts Supply	\$426.08
12/14/2021	CNFL	\$125.00	12/31/2021	Insect Lore	\$25.49
12/14/2021	Colorado Retail Ventures	\$2,479.06	12/31/2021	J Bar J Landfill	\$45.58
12/14/2021	Cozad High School	\$166.00	12/31/2021	J.W. Pepper & Sons	\$980.06
12/14/2021	Essential Screens	\$135.50	12/31/2021	JogNog	\$135.00
12/14/2021	Frenchman Valley Coop	\$3,777.18	12/31/2021	Joshua McNutt	\$65.00
12/14/2021	Lingo Communications	\$327.18	12/31/2021	Parde Electric	\$228.00
12/14/2021	Quadient Finance USA, Inc.	\$2,000.00	12/31/2021	Lauer, Jill	\$55.23
12/14/2021	Teaching Strategies, LLC	\$776.75	12/31/2021	Mace	\$600.00
12/14/2021	US Bank	\$8,785.74	12/31/2021	Malleck Oil	\$1,816.73
12/15/2021	Credit Management Services,	\$179.25	12/31/2021	Marks	\$1,013.56
12/15/2021	Credit Management Services,	\$200.76	12/31/2021	Martha Marentes	\$16.54
12/20/2021	Ameritas Life Ins. Co	\$1,850.28	12/31/2021	Maverick Industries	\$1,806.70
12/20/2021	Blue Cross Blue Shield of Nebraska	\$209,660.01	12/31/2021	McCook Chamber Of Commerce	\$606.00
12/20/2021	Employee Benefits: Payflex	\$8,325.43	12/31/2021	Mead Lumber	\$1,157.69
12/20/2021	Heritage Hills	\$478.91	12/31/2021	Menards	\$3,771.07
12/20/2021	Krd Federal	\$366.00	12/31/2021	Michael Pochop	\$550.00
12/20/2021	MASA	\$417.00	12/31/2021	Michelle Dickes	\$106.98
12/20/2021	National Insurance Services	\$2,250.76	12/31/2021	NCSA	\$690.00
12/20/2021	Southwest Public Schools	\$956.88	12/31/2021	NE State Fire Marshal	\$144.00
12/20/2021	Ymca	\$880.70	12/31/2021	Nebraskaland Tire	\$403.37
12/22/2021	Amazon.com Corporate Credit	\$5,845.51	12/31/2021	Norgaard, Grant	\$133.00
12/22/2021	Great Plains Communications	\$1,170.95	12/31/2021	O'Reilly Auto Parts	\$286.01
12/22/2021	Orscheln Farm and Home	\$189.99	12/31/2021	Oriental Trading Company	\$13.36
12/31/2021	Payflex Systems USA, Inc.	\$153.00	12/31/2021	Paper Tiger Shredding	\$80.00
12/31/2021	Ace Hardware	\$49.75	12/31/2021	Paulsen, Inc	\$9.00
12/31/2021	Acme Printing Company	\$179.50	12/31/2021	Pearson Assessments	\$360.00
12/31/2021	American Electric Company	\$1,698.54	12/31/2021	Pristine Clean Commercial Cleaning	\$11,793.50
12/31/2021	Apple Computer	\$2,940.00	12/31/2021	Renaissance Learning,inc.	\$54.75
12/31/2021	Aramark	\$553.04	12/31/2021	Ricky Walker	\$117.60
12/31/2021	B2E Environmental, Inc	\$1,450.00	12/31/2021	Rust Publishing, NE LLC	\$446.00
12/31/2021	Bierfreund, Glenda	\$128.00	12/31/2021	SW NE Physical Therapy PC	\$2,255.17
12/31/2021	Carbajal Drywall	\$1,000.00	12/31/2021	Teacher Synergy LLC	\$7.00
12/31/2021	CDW Government, Inc.	\$9,893.00	12/31/2021	The Aftermarket Parts Company, LLC	\$73.38
12/31/2021	City Of McCook	\$57.52	12/31/2021	Titan Machinery	\$4,680.96
12/31/2021	Coach Masters	\$995.00	12/31/2021	Truck Center Companies	\$334.82
12/31/2021	D & L Pest Control	\$443.00	12/31/2021	UNK Academic & Career Services	\$115.00
12/31/2021	D & S Hardware	\$927.96	12/31/2021	Wagner Chevrolet-Buick	\$7.63
12/31/2021	Deveny Motors	\$123.12	12/31/2021	Weathercraft Co.	\$218.00
12/31/2021	Diamond Vogel	\$438.89	12/31/2021	Yandas Music	\$16.39
DECEMBER 2021 EFT CHECKS					
	AFLAC	\$ 10,726.88		LegalShield	\$ 76.75
	Colonial Life	\$ 140.63		NE Dept of Revenue - State Taxes	\$ 28,843.97
	Equitable - Life Insurance	\$ 819.06		Nebr. School Retirement System	\$ 163,549.97
	Federal Taxes/FICA/Medicare	\$ 189,118.90		Retirement Plan Consultants	\$ 8,087.12
	Horace Mann Insurance Co	\$ 1,632.85		Direct Deposit	\$ 596,916.61
	HSA Employer Deposits	\$ 7,060.33			

Activity Receipt History - December 2021

Number	Description	Date	Amount	Activity Name
3959	Tech Project	12/3/2021	\$ 238.40	Industrial Arts
4862	Posters	12/3/2021	\$ 100.00	Swimming Fundraising
4865	Stampede BB	12/3/2021	\$ 100.00	Boys Basketball Fundraising
4866	Activity Tickets	12/3/2021	\$ 220.00	Activity Tickets
4868	Donation	12/3/2021	\$ 1,710.00	Boys Basketball Fundraising
4869	Tshirts	12/3/2021	\$ 976.53	Swimming Fundraising
4870	Donation	12/3/2021	\$ 724.00	Boys Basketball Fundraising
CE-12032021	Coca Cola Commissions	12/3/2021	\$ 20.72	COCA COLA - Central Elementary
HS-12032021	Coca Cola Commissions	12/3/2021	\$ 76.87	COCA COLA - Senior High School
JH-12032021	Coca Cola Commissions	12/3/2021	\$ 26.31	Junior High Student Council
ME-12032021	Coca Cola Commissions	12/3/2021	\$ 21.10	COCA COLA - McCook Elementary
3921	Gate Fees	12/8/2021	\$ 359.00	Girls BB Gate Receipts
3923	Gate Fees	12/8/2021	\$ 876.00	Boys Wrestling Gate Receipts
3960	Jersey payment	12/8/2021	\$ 25.00	eSports
3961	Dance	12/8/2021	\$ 2,357.27	Junior High Student Council
4863	Tshirt	12/8/2021	\$ 32.10	Swimming Fundraising
4867	Players	12/8/2021	\$ 685.00	Boys Basketball Fundraising
3924	Racket purchase	12/13/2021	\$ 185.00	Girls Tennis Equipment
3962	Wood Projects	12/13/2021	\$ 17.00	Industrial Arts
4871	Facility Rental	12/13/2021	\$ 75.00	Facility Use
4874		12/13/2021	\$ 4,967.20	Boys Basketball Fundraising
4876	Donation	12/13/2021	\$ 175.00	Class of 2025
4878	Senior Ads	12/13/2021	\$ 1,875.00	High School Annual
4879	Senior Ads	12/13/2021	\$ 460.00	High School Annual
4881	Sponsorship	12/13/2021	\$ 260.00	Bison Newspaper
4882	Labor Auction	12/13/2021	\$ 13,940.00	FFA
4883	Sponsorship	12/13/2021	\$ 1,595.00	FFA
3963	Donation	12/15/2021	\$ 666.03	Cross Country Fundraising
3964	Dance Camp	12/15/2021	\$ 845.00	Dance Team
3965	Dance Camp	12/15/2021	\$ 500.00	Dance Team
4150	Donation	12/15/2021	\$ 1,702.00	FFA
4152	Donation	12/15/2021	\$ 400.00	Thespians
3922	Gate Fees	12/16/2021	\$ 804.00	Boys BB Gate Receipts
4151	Putnam	12/16/2021	\$ 2,779.00	Thespians
4875	Brain Bowl	12/16/2021	\$ 10.00	Math Club
4877	Ads	12/16/2021	\$ 85.00	High School Annual
4880	Ads	12/16/2021	\$ 50.00	Bison Newspaper
4884	Labor Auction	12/16/2021	\$ 761.00	FFA
4885	Gate Fees	12/16/2021	\$ 264.00	Gate Receipts
4888	Gate Fees	12/16/2021	\$ 242.00	Gate Receipts
4890	Cattle Trail Tournament	12/16/2021	\$ 6,209.00	Host Outside Events
3950	Donation	12/23/2021	\$ 997.26	Preschool Snack Fund
3966	Dual Credit R reimbursement	12/23/2021	\$ 6,375.00	MPCCA-Dual Credit

3967	Wood Projects	12/23/2021	\$ 487.10	Industrial Arts
3968	Wood Projects	12/23/2021	\$ 14.20	Industrial Arts
3969	Lost Library Books	12/23/2021	\$ 18.82	McCook Elementary
3970	Wood Projects	12/23/2021	\$ 233.38	Industrial Arts
3971	Wood Projects	12/23/2021	\$ 305.00	Industrial Arts
3972	Wood Projects	12/23/2021	\$ 31.00	Industrial Arts
4154	Tech Fees	12/23/2021	\$ 25.00	Technology Account
4155	Labor Auction	12/23/2021	\$ 410.00	FFA
4156	Labor Auction	12/23/2021	\$ 2,140.00	FFA
4157	Fundraiser	12/23/2021	\$ 1,307.60	Class of 2024
4158	Donations	12/23/2021	\$ 3,695.00	FFA
4886	Cattle Trail Tournament	12/23/2021	\$ 73.00	Host Outside Events
4891	Donation	12/23/2021	\$ 366.85	Girls Tennis Equipment
4892	Vetrovsky, Joe	12/23/2021	\$ 825.00	Football Equipment
4893	Vending machines	12/23/2021	\$ 167.00	Vending Machines
4894	Nichols, Darin	12/23/2021	\$ 771.42	Bowling Entry Fees/VB Gate Receipts
4896	Basketball	12/23/2021	\$ 1,080.00	Basketball Gate Receipts
4897	Basketball	12/23/2021	\$ 150.00	Girls Basketball Fundraising
4898	Football	12/23/2021	\$ 1,429.64	Football Equipment
123121	Bank Interest	12/31/2021	\$ 303.51	Bank Interest

Activity Account - Disbursements - December 2021

Check #	Description	Status	Check Date	PO Number	Vendor Name	Check Amt
031766	Prizes for Wellness	Cleared	12/1/2021	22-082592	Joltin Jo's	\$ 15.00
031767	Basketball	Cleared	12/2/2021	22-103	Sughroue, Nathan	\$ 60.00
031768	Basketball	Cleared	12/2/2021	22-104	Hedke, Michelle	\$ 100.00
031769	Basketball	Cleared	12/2/2021	22-105	Gaston, Greg	\$ 100.00
031770	Basketball	Cleared	12/2/2021	22-106	McClain, Jacob	\$ 150.00
031771	Basketball	Cleared	12/2/2021	22-107	Dueland, Jayce	\$ 150.00
031772	Basketball	Cleared	12/2/2021	22-108	Squiers, David	\$ 150.00
031773	Basketball	Cleared	12/2/2021	22-109	Gaston, Greg	\$ 50.00
031774	Basketball	Cleared	12/2/2021	22-110	Hedke, Michelle	\$ 50.00
031775	Basketball	Cleared	12/2/2021	22-111	Dueland, Dan	\$ 50.00
031776	Basketball	Cleared	12/2/2021	22-112	Sughroue, Nathan	\$ 60.00
031777	Football Medal	Cleared	12/2/2021	22-082539	Awards Unlimited, Inc	\$ 27.19
031778	Basketball	Cleared	12/6/2021	22-113	Polston, Terry	\$ 450.00
031779	Basketball	Cleared	12/6/2021	22-114	Hamel, Tyler	\$ 450.00
031780	Basketball	Cleared	12/6/2021	22-115	Ballou, Brad	\$ 450.00
031781	Basketball	Cleared	12/6/2021	22-116	Lantis, Bob	\$ 450.00
031782	Basketball	Cleared	12/6/2021	22-117	Paxton, Arlan	\$ 450.00
031783	Basketball	Cleared	12/6/2021	22-118	Walz, Jon	\$ 450.00
031784	Basketball	Cleared	12/6/2021	22-119	Johnson, Scott	\$ 300.00
031785	Basketball	Cleared	12/6/2021	22-120	Johnson, Steven	\$ 150.00
031786	Basketball	Cleared	12/6/2021	22-121	Gaulke, Robert T	\$ 450.00
031787	Basketball	Cleared	12/6/2021	22-122	Johnson, Jay	\$ 150.00
031788	Basketball	Cleared	12/6/2021	22-123	Lee, Cody	\$ 300.00
031789	Basketball	Cleared	12/6/2021	22-124	Moore, Jeff	\$ 450.00
031790	Basketball	Cleared	12/6/2021	22-125	Moore, Lance	\$ 450.00
031791	Basketball	Cleared	12/6/2021	22-126	McIntosh, Brody	\$ 300.00
031792	Medals for brain bowl	Cleared	12/6/2021	22-082533	McCook Lettering	\$ 45.00
031793	Tech Class	Cleared	12/6/2021	22-082107	Diamond Vogel Paint Center	\$ 84.64
031794	Concession Stand Supplies	Cleared	12/6/2021	22-082514	Nick's Distribution Inc	\$ 601.91
031795	Riembursement for trip	Cleared	12/6/2021	22-082670	Imus, Joe	\$ 2,619.05
031796	Wrestling Awards	Cleared	12/6/2021	22-082540	Awards Unlimited, Inc	\$ 116.50
031797	Boys Basketball	Cleared	12/6/2021	22-082541	McCook Lettering	\$ 1,920.00
031798	Concession Stand Supplies	Cleared	12/6/2021	22-082543	US Foods	\$ 1,056.37
031799	Color day DJ Services	Cleared	12/6/2021	22-082542	MC Entertainment DJ	\$ 350.00
031800	Color day DJ Services	Printed	12/6/2021	22-082542	MC Entertainment DJ	\$ 300.00
031801	Staff Lunch	Cleared	12/7/2021	22-082596	Taste of Texas	\$ 1,673.64
031802	Basketball	Cleared	12/8/2021	22-10	Imus, Joe	\$ 160.00
031803	Basketball	Cleared	12/8/2021	22-11	Scheil, Amy	\$ 160.00
031804	Swim/Dive	Cleared	12/8/2021	22-127	Minshull, Lyle	\$ 175.00
031805	Swim/Dive	Cleared	12/8/2021	22-128	Beggs, Jon	\$ 175.00
031806	Basketball	Cleared	12/8/2021	22-12	Scheil, Amy	\$ 640.00
031807	Basketball	Cleared	12/8/2021	22-13	Imus, Joe	\$ 640.00

031808	Memorial	Printed	12/10/2021	22-082598	Hauxwell, Julie	\$ 25.00
031809	Basketball	Cleared	12/10/2021	22-129	McIntosh, Brody	\$ 150.00
031810	McCook Stampede	Cleared	12/10/2021	22-082551	McCook Lettering	\$ 964.00
031811	Football practice	Cleared	12/10/2021	22-082552	Lou's Sporting Goods	\$ 170.79
031812	Chromebook Repairs	Cleared	12/10/2021	22-082595	ESU 10	\$ 55.00
031813	instrment repairs	Cleared	12/10/2021	22-082548	Yanda's Music & Pro Audio	\$ 110.50
031814	Registration Fees	Cleared	12/10/2021	22-082547	Upper Republican NRD	\$ 24.65
031815	Swim Posters	Cleared	12/10/2021	22-082606	Acme Printing	\$ 150.00
031816	District Bowling	Cleared	12/14/2021	22-082617	TJ's Fun Center	\$ 250.00
031817	Labor Auction	Cleared	12/14/2021	22-082619	Branding Iron Cafe	\$ 880.25
031818	Membership	Cleared	12/14/2021	22-082614	Mu Alpha Theta	\$ 90.00
031819	rackets	Cleared	12/14/2021	22-082613	Fromuth Tennis	\$ 286.94
031820	Basketball	Void	12/16/2021	22-142	Gaulke, Robert T	\$ -
031821	Basketball	Void	12/16/2021	22-143	Johnson, Steven	\$ -
031822	Basketball	Cleared	12/14/2021	22-141	Sughroue, Nathan	\$ 60.00
031823	Football	Cleared	12/14/2021	22-082615	Lou's Sporting Goods	\$ 26.64
031824	Basketball	Cleared	12/14/2021	22-082616	Taste of Texas	\$ 227.12
031825	Tennis	Cleared	12/14/2021	22-080748	Tennis Express	\$ 182.00
031826	Swim	Printed	12/14/2021	22-37	Hastings High School	\$ 160.00
031827	Thespians	Cleared	12/14/2021	22-082597	Omaha Performing Arts	\$ 592.50
031828	Wrestling	Cleared	12/14/2021	22-38	Cozad High School	\$ 100.00
031829	Wrestling	Printed	12/14/2021	22-39	Stapleton Public Schools	\$ 80.00
031830	Wrestling	Cleared	12/14/2021	22-40	Holdrege High School	\$ 100.00
031831	Wrestling	Cleared	12/14/2021	22-41	Valentine High School	\$ 125.00
031832	Wrestling	Printed	12/14/2021	22-42	North Platte High School	\$ 100.00
031833	Wrestling	Printed	12/14/2021	22-43	Gothenburg High School	\$ 85.00
031834	Wrestling	Printed	12/14/2021	22-44	Beatrice Public Schools	\$ 140.00
031835	Wrestling	Printed	12/14/2021	22-45	Decatur County High School	\$ 100.00
031836	Wrestling	Printed	12/14/2021	22-46	Lexington High School	\$ 100.00
031837	Wrestling	Printed	12/14/2021	22-47	Arapahoe High School	\$ 50.00
031838	Wrestling	Cleared	12/14/2021	22-48	Cambridge Public Schools	\$ 50.00
031839	Color Day	Cleared	12/14/2021	22-082549	OTC Brands, Inc	\$ 153.97
031840	Swim/Dive	Cleared	12/14/2021	22-129	Beggs, Jon	\$ 175.00
031841	Swim/Dive	Cleared	12/14/2021	22-130	Minshull, Lyle	\$ 175.00
031842	Basketball	Cleared	12/14/2021	22-131	Hedke, Michelle	\$ 160.00
031843	Basketball	Cleared	12/14/2021	22-132	Gaston, Greg	\$ 120.00
031844	Basketball	Cleared	12/14/2021	22-133	Sughroue, Nathan	\$ 50.00
031845	Basketball	Cleared	12/14/2021	22-134	Moore, Lance	\$ 150.00
031846	Basketball	Cleared	12/14/2021	22-135	Mroczek, Chris	\$ 150.00
031847	Basketball	Cleared	12/14/2021	22-136	Klein, Ben	\$ 150.00
031848	Basketball	Printed	12/14/2021	22-137	Favinger, Dustin	\$ 225.00
031849	Wrestling	Cleared	12/14/2021	22-138	Spath, Trevor	\$ 225.00
031850	Wrestling	Cleared	12/14/2021	22-139	Clafin, Traven	\$ 200.00
031851	Basketball	Cleared	12/14/2021	22-140	Hedke, Michelle	\$ 50.00
031852	Basketball	Cleared	12/14/2021	22-082611	McCook Lettering	\$ 339.00
031853	Swim/Dive	Printed	12/14/2021	22-082610	Whitetail Screen Print	\$ 668.00
031854	Central Starz	Void	12/16/2021	22-082599	Pizza Hut	\$ -

031855	Meals	Cleared	12/16/2021	22-14	Umscheid, Nick	\$ 544.00
031856	Art Supplies	Void	12/16/2021	22-082105	Blick Art Materials	\$ -
031857	Basketball	Void	12/16/2021	22-145	Gaston, Greg	\$ -
031858	Basketball	Void	12/16/2021	22-146	Dueland, Dan	\$ -
031859	Basketball	Void	12/16/2021	22-147	Dueland, Dan	\$ -
031860	Prizes for Wellness	Void	12/16/2021	22-082718	Rosner, Lindsay	\$ -
031861	Prizes for Wellness	Void	12/16/2021	22-082602	Joltin Jo's	\$ -
031862	Prizes for Wellness	Void	12/16/2021	22-082600	Salas, Layne	\$ -
031863	State Track	Void	12/16/2021	22-082618	TownePlace Suites Omaha	\$ -
031864	Tennis Equipment	Void	12/16/2021	22-080750	Tennis Express	\$ -
031867	Art Supplies	Cleared	12/16/2021	22-082105	Blick Art Materials	\$ 34.68
031868	Basketball	Cleared	12/16/2021	22-145	Gaston, Greg	\$ 50.00
031869	Basketball	Cleared	12/16/2021	22-146	Dueland, Dan	\$ 60.00
031870	Basketball	Cleared	12/16/2021	22-147	Dueland, Dan	\$ 50.00
031871	Prizes for Wellness	Printed	12/16/2021	22-082718	Rosner, Lindsay	\$ 20.00
031872	Prizes for Wellness	Cleared	12/16/2021	22-082602	Joltin Jo's	\$ 30.00
031873	Prizes for Wellness	Cleared	12/16/2021	22-082600	Salas, Layne	\$ 168.00
031874	State Track	Cleared	12/16/2021	22-082618	TownePlace Suites Omaha	\$ 4,171.32
031875	Tennis Equipment	Printed	12/16/2021	22-080750	Tennis Express	\$ 366.85
031876	Celebration Dinner	Cleared	12/20/2021	22-080749	El Puerto Mexican Restaurant	\$ 346.68
031877	Basketball	Printed	12/20/2021	094-22	Nichols, Darin	\$ 160.16
031878	Football	Printed	12/20/2021	22-082620	Glazier Football Clinics	\$ 399.00
031879	Prizes for Wellness	Printed	12/20/2021	22-082721	Sehnert's Bakery	\$ 67.47
031880	Concession Stand Supplies	Cleared	12/20/2021	22-082112	Nick's Distribution Inc	\$ 178.75
031881	Memorial	Printed	12/20/2021	22-082766	Johnson, Kim	\$ 25.00
031882	FFA	Cleared	12/20/2021	22-082546	National FFA Organization	\$ 462.00
031883	Football	Cleared	12/20/2021	22-082554	US Bank	\$ 1,285.84
031884	Celebration Dinner	Cleared	12/22/2021	22-082768	Citta' Deli	\$ 444.25
031885	Senior Posters	Cleared	12/22/2021	22-082633	Acme Printing	\$ 150.00
031886	Medals	Printed	12/22/2021	22-082634	Awards Unlimited, Inc	\$ 157.98
031887	Boys Basketball	Cleared	12/22/2021	22-15	Imus, Joe	\$ 1,120.00
031888	Girls Basketball	Cleared	12/22/2021	22-16	Scheil, Amy	\$ 1,120.00
031889	Football	Cleared	12/22/2021	22-082672	Critical Reload, LLC	\$ 1,079.64
031890	Rental for Prom	Cleared	12/22/2021	22-082621	Red Willow County Fairboard	\$ 250.00
031891	Thespians	Cleared	12/22/2021	22-082623	McCook Lettering	\$ 557.00
031892	Putnam	Printed	12/22/2021	22-082624	McCook Community College	\$ 1,515.00
031893	Basketball	Cleared	12/22/2021	22-082628	Lou's Sporting Goods	\$ 345.70
031894	Posters	Printed	12/22/2021	22-082630	Schneider, Sarah	\$ 225.00
031895	JH Dance	Printed	12/22/2021	22-082627	Dellevoet, Kyle	\$ 90.00
031896	DJ for Prom	Printed	12/22/2021	22-082622	Earhart, David	\$ 550.00
031897	Basketball	Cleared	12/22/2021	22-082673	Imus, Joe	\$ 922.65
031898	Color Day/Concessions	Printed	12/28/2021	22-082550	SYNCB/Amazon	\$ 1,596.62
031899	Delivery Fee	Printed	12/29/2021	22-082769	Menards	\$ 50.00

McCook Public Schools

Revenues for December 2021 for January Board Meeting

[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	(\$17,613.49)	(\$7,958,681.00)	(\$2,341,327.46)	(\$5,617,353.54)	29.41
01-1-01115-00-000-000	Carline Taxes	\$0.00	(\$5,000.00)	(\$1,530.54)	(\$3,469.46)	30.61
01-1-01120-00-000-000	Public Power Dist. Sales Tax	\$0.00	(\$310,000.00)	\$0.00	(\$310,000.00)	0.00
01-1-01125-00-000-000	Motor Vehicle Taxes	(\$57,486.20)	(\$700,000.00)	(\$247,601.42)	(\$452,398.58)	35.37
01-1-01323-00-000-000	Tuition - District - Sped	\$0.00	(\$22,000.00)	\$0.00	(\$22,000.00)	0.00
01-1-01510-00-000-000	Interest	(\$1,673.75)	(\$22,000.00)	(\$8,973.45)	(\$13,026.55)	40.78
01-1-01911-00-000-000	Local License Fees	(\$300.00)	(\$7,000.00)	(\$1,575.00)	(\$5,425.00)	22.50
01-1-01921-00-000-000	Police Court Fines	(\$230.00)	(\$6,000.00)	(\$833.00)	(\$5,167.00)	13.88
01-1-01960-00-000-000	Other Local Receipts	(\$100.00)	\$0.00	(\$841.84)	\$841.84	0.00
01-1-02110-00-000-000	County Fines & License Fees	\$0.00	(\$50,000.00)	(\$14,426.74)	(\$35,573.26)	28.85
01-1-03110-00-000-000	State Aid	(\$606,753.00)	(\$6,067,532.00)	(\$2,427,012.00)	(\$3,640,520.00)	39.99
01-1-03120-00-000-000	Sped School Age	(\$173,720.00)	(\$1,100,000.00)	(\$173,720.00)	(\$926,280.00)	15.79
01-1-03130-00-000-000	Homestead Exemption	\$0.00	(\$180,000.00)	\$0.00	(\$180,000.00)	0.00
01-1-03180-00-000-000	Pro Rate Motor Vehicle	\$0.00	(\$25,000.00)	(\$4,070.33)	(\$20,929.67)	16.28
01-1-03400-00-000-000	State Apportionment	\$0.00	(\$265,000.00)	\$0.00	(\$265,000.00)	0.00
01-1-03512-00-000-000	Distance Educ. Incentive Payments	\$0.00	(\$2,000.00)	(\$2,532.84)	\$532.84	126.64
01-1-03535-00-000-000	High Ability Learner Payments	\$0.00	(\$10,000.00)	(\$9,877.00)	(\$123.00)	98.77
01-1-03990-00-000-000	Other State Receipts	(\$3,750.00)	\$0.00	(\$3,750.00)	\$3,750.00	0.00
01-1-04421-00-000-000	IDEA Part B ARP	\$0.00	(\$57,000.00)	\$0.00	(\$57,000.00)	0.00
01-1-04422-00-000-000	IDEA Preschool ARP - BASE - EP	\$0.00	(\$5,000.00)	\$0.00	(\$5,000.00)	0.00
01-1-04505-00-000-000	Title I Current Fiscal Year	\$0.00	(\$265,000.00)	(\$64,222.00)	(\$200,778.00)	24.23
01-1-04509-00-000-000	Title II, Part A Teacher Quality	\$0.00	(\$75,000.00)	(\$56,661.00)	(\$18,339.00)	75.54
01-1-04510-00-000-000	Title IV	\$0.00	(\$28,000.00)	(\$24,330.00)	(\$3,670.00)	86.89
01-1-04516-00-000-000	IDEA Base 3-5	\$0.00	(\$16,000.00)	(\$521.00)	(\$15,479.00)	3.25
01-1-04518-00-000-000	IDEA - BASE - EP	\$0.00	(\$350,000.00)	(\$88,581.00)	(\$261,419.00)	25.30
01-1-04521-00-000-000	IDEA Non-Public	\$0.00	(\$49,000.00)	(\$10,965.00)	(\$38,035.00)	22.37
01-1-04524-00-000-000	Other Federal Non-categorical	\$0.00	(\$13,200.00)	\$0.00	(\$13,200.00)	0.00
01-1-04530-00-000-000	Categorical Grants	\$0.00	(\$3,000.00)	\$0.00	(\$3,000.00)	0.00
01-1-04708-00-000-000	Medicaid In Public Schools	(\$10,379.25)	(\$10,323.00)	(\$10,379.25)	\$56.25	100.54
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	\$0.00	\$0.00	(\$24,739.00)	\$24,739.00	0.00
01-1-04997-00-000-000	ESSER2	\$0.00	(\$27,000.00)	(\$709,751.00)	\$682,751.00	2,628.70
01-1-04998-00-000-000	ESSERS III	\$0.00	(\$170,000.00)	\$0.00	(\$170,000.00)	0.00
01-1-05301-00-000-000	Insurance Adjustments	(\$51,314.36)	\$0.00	(\$51,314.36)	\$51,314.36	0.00
Subtotal of Element: [Fund] 01 -		(\$923,320.05)	(\$17,799,736.00)	(\$6,279,535.23)	(\$11,520,200.77)	35.28

[Fund] 02 - Depreciation Fund

Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
02-1-01510-00-000-000	Interest	(\$515.18)	(\$1,500.00)	(\$3,053.09)	\$1,553.09	203.53
02-1-05200-00-000-000	Transfers From General Fund	\$0.00	(\$150,000.00)	\$0.00	(\$150,000.00)	0.00
02-1-05690-00-000-000	Non-revenue Receipts	\$0.00	\$0.00	(\$2,497.68)	\$2,497.68	0.00
Subtotal of Element: [Fund] 02 -		(\$515.18)	(\$151,500.00)	(\$5,550.77)	(\$145,949.23)	3.66

[Fund] 03 - Employee Benefit						
Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
03-1-01510-00-000-000	Interest - Unemployment	(\$26.85)	(\$250.00)	(\$67.96)	(\$182.04)	27.18
03-1-05200-00-000-000	Transfers From General Fund	\$0.00	(\$5,000.00)	(\$3,120.00)	(\$1,880.00)	62.40
Subtotal of Element: [Fund] 03 -						
[Fund] 06 - School Nutrition Fund		(\$26.85)	(\$5,250.00)	(\$3,187.96)	(\$2,062.04)	60.72
Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
06-1-01510-00-000-000	Interest	(\$12.36)	(\$100.00)	(\$54.02)	(\$45.98)	54.02
06-1-01611-00-000-000	School Lunch Program	(\$10,915.25)	(\$310,000.00)	(\$36,170.35)	(\$273,829.65)	11.66
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	(\$66,603.10)	\$0.00	(\$224,747.03)	\$224,747.03	0.00
06-1-05690-00-000-000	Other Non-revenue Receipts	(\$41.15)	\$0.00	(\$147.52)	\$147.52	0.00
Subtotal of Element: [Fund] 06 -						
[Fund] 07 - Bond Fund		(\$77,571.86)	(\$630,100.00)	(\$261,118.92)	(\$368,981.08)	41.44
Account Code	Description	Actual (Date Range)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
07-1-01100-00-000-000	Local Property Taxes	(\$990.02)	(\$410,000.00)	(\$123,030.01)	(\$286,969.99)	30.00
07-1-01115-00-000-000	Carline Taxes	\$0.00	(\$385.00)	(\$106.39)	(\$278.61)	27.63
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	(\$87.95)	(\$570.00)	(\$336.12)	(\$233.88)	58.96
07-1-03130-00-000-000	Homestead Exemption	\$0.00	(\$8,600.00)	\$0.00	(\$8,600.00)	0.00
07-1-03180-00-000-000	Pro Rate Motor Vehicle	\$0.00	(\$1,200.00)	(\$219.12)	(\$980.88)	18.26
Subtotal of Element: [Fund] 07 -						
[Fund] 08 - Special Building Fund		(\$1,077.97)	(\$421,000.00)	(\$123,691.64)	(\$297,308.36)	29.38
Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
08-1-01100-00-000-000	Local Property Taxes	(\$956.04)	(\$450,000.00)	(\$128,992.54)	(\$321,007.46)	28.66
08-1-01115-00-000-000	Carline Taxes	\$0.00	(\$150.00)	(\$84.95)	(\$65.05)	56.63
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	(\$231.39)	(\$1,000.00)	(\$1,349.75)	\$349.75	134.97
08-1-03130-00-000-000	Homestead Exemption	\$0.00	(\$1,100.00)	\$0.00	(\$1,100.00)	0.00
08-1-03180-00-000-000	Pro-rate Motor Vehicle	\$0.00	(\$1,750.00)	(\$225.92)	(\$1,524.08)	12.90
Subtotal of Element: [Fund] 08 -						
Grand Total		(\$1,003,699.34)	(\$19,462,586.00)	(\$6,803,737.68)	(\$324,346.84)	34.96

McCook Public Schools

Expenditures for December 2021 for January Board Meeting

Function	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
01100 - Regular Instruction	\$475,553.07	\$6,228,061.00	\$1,951,756.72	\$4,276,304.28	31.34
01150 - Limited English Proficiency Programs	\$20,111.48	\$233,645.00	\$78,781.05	\$154,863.95	33.72
01160 - Poverty Programs	\$144,905.33	\$1,793,792.00	\$580,470.96	\$1,213,321.04	32.36
01190 - Early Childhood Educational Programs	\$582.56	\$2,500.00	\$582.56	\$1,917.44	23.30
01200 - Special Education Instructional Programs -	\$196,028.82	\$2,128,548.00	\$753,161.15	\$1,375,386.85	35.38
01291 - Special Education Instructional Programs -	\$194.19		\$194.19	(\$194.19)	
01295 - Special Education Instructional Programs -	\$114.78		\$388.98	\$752.02	34.09
01300 - Summer School	\$0.00	\$49,950.00	\$0.00	\$49,950.00	0.00
02110 - Attendance/Social Work	\$0.00	\$35,000.00	\$7,416.00	\$27,584.00	21.19
02120 - Guidance Services	\$17,582.12	\$259,493.00	\$72,382.53	\$187,110.47	27.89
02130 - Health Services	\$162.24	\$5,100.00	\$547.88	\$4,552.12	10.74
02131 - SPED Health Services	\$3,975.70	\$69,345.00	\$15,086.62	\$54,258.38	21.76
02141 - Psychological Services - SPED - School	\$15,580.40	\$146,507.00	\$61,866.72	\$84,640.28	42.23
02151 - Speech Pathology and Audiology Services -	\$19,099.39	\$218,939.00	\$78,490.82	\$140,448.18	35.85
02152 - Speech Pathology and Audiology Services -	\$54.25	\$2,950.00	\$400.77	\$2,549.23	13.59
02153 - Speech Pathology and Audiology Services -	\$0.00	\$1,000.00	\$0.00	\$1,000.00	0.00
02161 - Occupational Therapy-Related Services -	\$8,608.62	\$105,180.00	\$34,248.22	\$70,931.78	32.56
02171 - Physical Therapy-Related Services - SPED -	\$2,004.33		\$6,585.83	(\$6,585.83)	
02172 - Physical Therapy-Related Services - SPED -	\$176.17		\$859.83	(\$859.83)	
02173 - Physical Therapy-Related Services - SPED -	\$74.67		\$308.01	(\$308.01)	
02181 - Visually Impaired-Vision Services - SPED -	\$4,279.25	\$7,500.00	\$8,558.50	(\$1,058.50)	114.11
02190 - Support Services - Student - Other	\$7,226.64	\$100,000.00	\$48,018.40	\$51,981.60	48.02
02213 - Instructional Staff Training	\$0.00	\$4,500.00	\$0.00	\$4,500.00	0.00
02220 - Library-Media Services	\$29,548.37	\$394,345.00	\$121,717.28	\$272,627.72	30.87
02230 - Instruction Related Technology	\$0.00	\$25,000.00	\$23,000.00	\$2,000.00	92.00
02310 - Board of Education	\$1,621.00	\$231,500.00	\$9,452.83	\$222,047.17	4.08
02320 - Executive Administration	\$18,814.85	\$256,747.00	\$76,945.38	\$179,801.62	29.97
02330 - District Legal Services	\$992.15	\$20,000.00	\$7,454.65	\$12,545.35	37.27
02410 - Office of the Principal	\$82,389.71	\$1,028,014.00	\$343,861.04	\$684,152.96	33.45
02490 - Activity Director	\$10,479.77	\$131,424.00	\$42,564.98	\$88,859.02	32.39
02510 - Fiscal Services	\$35,862.94	\$680,663.00	\$177,950.24	\$502,712.76	26.14
02580 - Administrative Technology Service	\$35,135.63	\$433,625.00	\$110,447.89	\$323,177.11	25.47
02610 - Operation of Buildings	\$59,160.78	\$881,802.00	\$447,762.88	\$434,039.12	50.78
02620 - Maintenance of Buildings	\$44,826.27	\$743,589.00	\$215,890.48	\$527,698.52	29.03
02650 - Vehicle Operation and Maintenance (Other	\$930.01	\$21,500.00	\$3,461.76	\$18,038.24	16.10
02660 - Security	\$0.00	\$46,000.00	\$45,197.86	\$802.14	98.26
02670 - Safety	\$165.00		\$660.00	(\$660.00)	
02710 - Vehicle Operation - Regular Education	\$24,817.04	\$285,755.00	\$119,071.79	\$166,683.21	41.67
02712 - Vehicle Operation - School Age SPED	\$3,896.08	\$79,093.00	\$13,585.10	\$65,507.90	17.18
02713 - Vehicle Operation - Below Age 5 SPED	\$0.00	\$15,900.00	\$0.00	\$15,900.00	0.00
02730 - Vehicle Servicing and Maintenance -	\$5,624.60	\$79,786.00	\$23,323.86	\$56,462.14	29.23
03500 - Other State Categorical Programs	\$0.00		\$15.92	(\$15.92)	
03535 - High Ability Learners	\$5,195.31	\$26,750.00	\$5,663.58	\$21,086.42	21.17
03599 - State Categorical Programs - Others	\$0.00	\$7,500.00	\$0.00	\$7,500.00	0.00

06200 - Federal Services - Title I Part A ESSA	\$20,414.29	\$203,235.00	\$71,827.69	\$131,407.31	35.34
06210 - Federal Services - Title I Part A	\$0.00	\$560.00	\$0.00	\$560.00	0.00
06310 - Federal Services - Title II Part A ESSA	\$13,784.16	\$51,880.00	\$22,041.80	\$29,838.20	42.49
06406 - Federal Services - IDEA Preschool (619)	\$2,076.27	\$19,072.00	\$6,849.81	\$12,222.19	35.92
06408 - Part B 611 Base EP	\$29,115.75	\$355,830.00	\$114,149.30	\$241,680.70	32.08
06412 - Federal Services - IDEA Part B	\$3,582.67	\$50,690.00	\$15,755.89	\$34,934.11	31.08
06421 - IDEA PARTB (611) ARP - Base Poverty	\$4,698.26	\$8,298.00	\$18,793.04	\$39,504.96	32.24
06422 - IDEA PRESCHOOL (619) ARP, Base	\$427.35	\$5,302.00	\$1,709.40	\$3,592.60	0.00
06690 - Federal Services - Other Federal Non-	\$0.00	\$7,070.00	\$0.00	\$7,070.00	0.00
06700 - Federal Services - Federal Vocational and	\$0.00	\$2,000.00	\$0.00	\$2,000.00	0.00
06969 - Title IV	\$4,400.51	\$2,440.00	\$6,391.93	(\$3,951.93)	261.96
06996 - ESSER Disbursements	\$200.00		\$1,898.94	(\$1,898.94)	
06997 - ESSER2 Disbursement	\$0.00		\$11,580.00	(\$11,580.00)	
06998 - ESSER3 Disbursement	\$7,878.40	\$61,215.00	\$84,102.35	(\$22,887.35)	137.39
08000 - Transfers (Outgoing)	\$0.00	\$200,000.00	\$50,000.00	\$150,000.00	25.00
Subtotal of Element: [Fund] 01 - General Fund	\$1,362,351.18	\$17,799,736.00	\$5,893,233.41	\$11,906,502.59	33%
Function	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
02190 - Support Services - Student - Other	\$61,691.46	\$630,100.00	\$263,954.06	\$366,145.94	41.89
Subtotal of Element: [Fund] 06 - School Nutrition Fund	\$61,691.46	\$630,100.00	\$263,954.06	\$366,145.94	42%
Function	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
02515 - Building and Sites	\$0.00	\$240,000.00	\$0.00	\$240,000.00	0.00
05000 - Debt Service	\$3,007.54	\$55,000.00	\$12,030.16	\$42,969.84	21.87
06998 - ESSER3 Disbursement	\$39,788.31		\$39,788.31	(\$39,788.31)	
Subtotal of Element: [Fund] 08 - Special Building Fund	\$42,795.85	\$295,000.00	\$51,818.47	\$243,181.53	18%
Function	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
02520 - Purchasing Warehousing and Distributing	\$0.00	\$5,250.00	\$0.00	\$5,250.00	0.00
Subtotal of Element: [Fund] 03 - Employee Benefit Fund	\$0.00	\$5,250.00	\$0.00	\$5,250.00	
Function	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
02900 - OTHER SUPPORT SERVICES	\$85,884.98	\$1,020,000.00	\$108,012.67	\$911,987.33	10.59
Subtotal of Element: [Fund] 02 - Depreciation Fund	\$85,884.98	\$1,020,000.00	\$108,012.67	\$911,987.33	11%
Function	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
05000 - Debt Service	\$0.00	\$421,000.00	\$214,351.25	\$206,648.75	50.91
Subtotal of Element: [Fund] 07 - Bond Fund	\$0.00	\$421,000.00	\$214,351.25	\$206,648.75	51%
Grand Total	\$1,552,723.47	\$20,171,086.00	\$6,531,369.86	\$13,639,716.14	32%

McCook Public Schools

Cash Summary Report December 2021 for January Board Meeting

Fund	Description	Beginning Balance	Revenue	Expenditure	Ending Balance	Encumbrances	Available
01	General Fund	\$4,662,341.21	\$923,320.05	(\$1,362,351.18)	\$4,223,310.08	(\$189,788.24)	\$4,033,521.84
02	Depreciation Fund	\$2,033,114.13	\$515.18	(\$85,884.98)	\$1,947,744.33	(\$6,595.11)	\$1,941,149.22
03	Employee Benefit Fund	\$137,143.57	\$26.85	\$0.00	\$137,170.42	\$0.00	\$137,170.42
05	Activity Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
06	School Nutrition Fund	\$164,020.75	\$77,571.86	(\$61,691.46)	\$179,901.15	(\$32,091.39)	\$147,809.76
07	Bond Fund	\$526,500.86	\$1,077.97	\$0.00	\$527,578.83	\$0.00	\$527,578.83
08	Special Building Fund	\$923,341.23	\$1,187.43	(\$42,795.85)	\$881,732.81	\$0.00	\$881,732.81
Sub Total		\$8,446,461.75	\$1,003,699.34	(\$1,552,723.47)	\$7,897,437.62	(\$228,474.74)	\$7,668,962.88

Fund	Description	Beginning Balance	Revenue	Expenditure	Adjustments	Ending Balance
12	Activity Fund	\$403,840.41	\$68,320.31	\$42,051.66	\$0.00	\$430,409.06

McCook Public Schools

Voucher by Vendor Report

US BANK December 2021

\$8,785.74

02 DEC

Invoice	Payment Vendor	PO Number	Invoice Date	Warrant Item Description Number	Account Code	Amount
SCRIPPS	US Bank	22-10267	10/28/2021	52585 Spelling Bee enrollment for JH	01-2-01100-09-330-2-002-20	\$175.00
94784263	US Bank	22-10421	11/17/2021	52585 Embassy Suites rooms for Honor Choir and Honor Band Lincoln	01-2-01100-17-580-2-001-15	\$304.31
94784263	US Bank	22-10421	11/17/2021	52585 Embassy Suites rooms for Honor Choir and Honor Band Lincoln	01-2-01100-19-580-2-001-15	\$304.31
ED HELP	US Bank	22-10193	10/25/2021	52585 Ed Helper	01-2-01100-25-610-2-002-20	\$69.97
JUICE +	US Bank	22-10198	10/26/2021	52585 Plant clips for the grow towers in the greenhouse. Need 10 boxes of	01-2-01100-32-610-2-001-15	\$203.30
Marrifott Dntown Om	US Bank	22-10422	11/23/2021	52585 Rooms for School Board Convention	01-2-02310-00-580-0-000-11	\$1,060.00
Marrifott Dntown Om	US Bank	22-10422	11/23/2021	52585 Rooms for School Board Convention	01-2-02320-00-580-0-000-10	\$366.00
LIED CONF	US Bank	086-22L	10/26/2021	52585 Lied Conference Center stay by Grant Norgaard	01-2-02320-00-580-0-000-10	\$319.47
Marrifott Dntown Om	US Bank	22-10422	11/23/2021	52585 Rooms for School Board Convention	01-2-02510-00-580-0-000-11	\$382.00
HOL FRE	US Bank	059-22L	11/22/2021	52585 Lodging for Tina Williams for Carvas trouble shooting at ESU 2	01-2-02580-00-580-2-000-85	\$96.00
CLINT	US Bank	22-10412	11/23/2021	52585 Dyson Wheel Assembly V-ball for HS Vacuum	01-2-02610-00-610-2-001-12	\$15.42
POLYTEK	US Bank	22-10330	11/19/2021	52585 Router Slab Jig from Polytek Development Corp/Stone Coat	01-2-03535-00-610-2-001-81	\$464.96
KESLER SCIENCE	US Bank	22-10305	11/17/2021	52585 Subscription to Kester Science for JBedore for JH HAL	01-2-03535-00-643-0-000-81	\$299.00
American AA	US Bank	22-10413	11/02/2021	52585 Flights for PLC Trip to Phoenix Core Teachers	01-2-06310-00-580-0-000-90	\$887.60
United Air	US Bank	22-10414	10/30/2021	52585 Flights for RTI Trip to Austin Core Teachers	01-2-06310-00-580-0-000-90	\$1,303.20
United Air	US Bank	22-10414	10/30/2021	52585 Flights for RTI Trip to Austin Admin/SPED	01-2-06969-00-580-0-000-11	\$1,954.80
American AA	US Bank	22-10413	11/02/2021	52585 Flights for PLC Trip to Phoenix Admin	01-2-06969-00-580-0-000-11	\$380.40
SCORE CLOUD	US Bank	22-10246	11/09/2021	52585 ScreenCloud Signage Subscription. (12 Months)	01-2-06996-00-643-1-003-60	\$200.00
Grand Total						\$8,785.74

McCook Elementary Board Report January 2022

1. Enrollment:

PreK 3-Year-Olds	17
Prek 4-Year-Olds	17
Kindergarten	98
1st Grade	91
2nd Grade	76
3rd Grade	99
Total	396



2. Curriculum/Instruction

- Preparing 100th Day of School Activities.
-

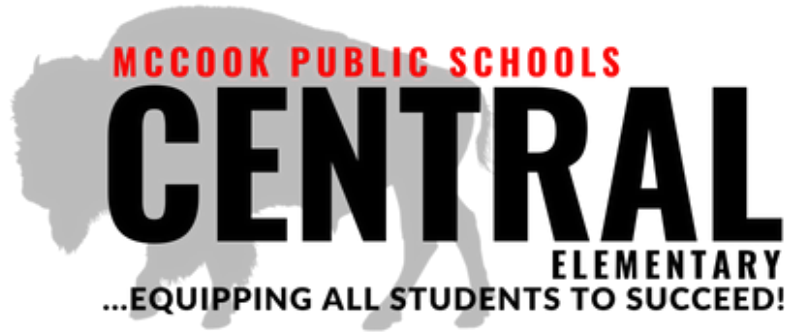
3. General Announcements

- Preschool Registration is open
- Working on a student list for our extended learning program.

McCook School Board Report
January 10, 2022
Special Education Dept., John Hanson, Director

- 1) Little Bison Preschool is currently taking applications for the 2022-23 school year. We will make decisions on who gets in and who gets put on the waiting list towards the middle or end of February. Some priority is given to students who qualify for special education services, free and reduced lunch status, minority students, students whose siblings have attended in the past, children of district employees, and the order of when the completed application was received.
- 2) The district autism team attended a three hour training via Zoom with the regional autism team out of ESU 10 in Kearney on Friday, January 7th.
- 3) The early childhood team will attend the once every two year CPR/First Aid training at ESU 15 in Trenton on Friday, Jan. 14th. It's a Nebraska Rule 11 requirement to have at least one representative in the preschool be CPR/First Aid certified, so the ESU hosts this training every other year because the certification is only good for two years.
- 4) Thank you to the McCook Elementary PTO for their generous donation of \$1,000 specifically for the Little Bison Preschool. Usually every year at the class Christmas parties (one in AM class and one in PM clas), each class only gets three presents to be opened up by the staff. But this year, Mrs. Holthus and I thought it would be a good idea to restock on some new presents for the classroom-so each student (17 in each class for a total of 34) was able to open up a present to keep in the classroom (we had to specify it was not for them to take home-but they could all play with all the new toys once they came back to school).
- 5) We are looking for a 1:1 long term sub para at McCook Elementary to cover a 6-8 week maternity leave starting the end of January/beginning of February.

604 West 1st,
McCook, NE 69001
308-344-4400 Ex. 3



Principal: Joel Bednar
jbednar@mccookbison.org
Secretary: Kim Lyons
klyons@mccookbison.org
Counselor: Debbie Arp
debbie.arp@mccookbison.org

4th	97
5th	105
Total	202

Central Elementary

- Semester Reflections (State of the School Report):
 - Staff have filled out my annual performance survey. I do this once a year asking for input on ways to improve with anything/everything. I want a pulse on culture, what we can take off teacher's plates, what they need from me. I've enjoyed looking at the results and helps me plan books to read, seek out from others, etc.
 - Students are also filling out a survey about several things at Central. In this survey, I'm seeking information about who they feel connected with here at Central, if/when they don't feel 100% safe, their comfort level of bringing school and non school issues to me, etc. This helps me identify any unknown issues and find solutions to them.
 - One issue that Central always seems to struggle with is having two school systems in one. 4th grade is self contained and 5th grade is departmentalized. There is good and bad to this, but we lack some things that are highlighted in this [research article](#). I'm trying to find ways to keep the positives of departmentalization but also make sure we don't fall in the trap of some of the issues with SPED, relationships, etc.
 - The staff at Central have improved immensely the past two years. We have our weaknesses, but feel we are improving in what we do each year.
- Coming off of Christmas break, staffing has been a bit of an issue with teachers/paras being out due to covid or family having covid. I'm hoping we can have a full staff at the end of the week (board meeting week).

Curriculum

- Math Curriculum Adoptions is in process. We will narrow it down to 2 companies the next 3-4 weeks and set aside some time for companies to present back to use.
- Vertical PLC: January 19 and February 23, 2022. You can see what we are doing at this link: [McCook PLC Website](#)

Junior High Board Report
December 22, 2021
Chad Lyons, Principal

1. Sixth-grade students completed the winter NWEA MAPSGROWTH assessment. Data is being collected to review for an advanced math section for the second semester. Sixth-grade advanced math students have been identified. Student schedules are being adjusted to accommodate the new section. All student's parents being affected by the schedule change will receive a letter and an updated schedule.
2. Junior high teachers completed teacher to teacher observations.
3. Rotation three of our seventh and eighth grade STEAM explore class started.
4. First-semester probationary teacher evaluations are complete and filed with our district office.
5. Thank you to our district office for lunch.
6. All grade-level academic Rti meetings were held to discuss plans to get students passing the semester. Teachers are to call or meet with parents if their child is not going to pass before the semester concludes.
7. NAEP preparations have started.
8. Junior high wrestling and girls basketball concluded. Boys basketball organizational meetings have been completed.
9. The most improved recognition board was updated with MAPSGrowth math results from fall 2020 to fall 2021.
10. Band and choir students performed a holiday concert.
11. Attendance.6th- 105, 7th-93, 8th-119

January 10, 2022

SH Board Report

Craig Dickes, Senior High Principal

December, 2021 Summary

Enrollment numbers: 9th -98, 10th -106, 11th - 126, 12th - 136. Total = 466

AVG Daily Attendance for November 2021 is 96.04%

- Activity 1369 periods
 - Excused 2031 periods
 - Illness 1456 periods
 - Waivered ILL 405 periods
 - Quarantine 221 periods
 - Out of School Suspension 85 periods
 - Unexcused 199 periods
- Student Discipline for November
 - Attendance Violation 96 Events by 42 Students
 - Disorderly conduct 1 events by 1 students
 - Violation of School Rules 8 events by 7 students
 - Alcohol/Tobacco 1 event by 1 student
 - Insubordination 1 events by 1 students
 - Weapons/Battery/Fighting 2 events by 2 students

Band and Choir performed for the student body on the 21st.

Mr. Nichols and I have interviewed two internal candidates for the open volleyball position. We will continue to advertise for the position. So far no external candidates have applied for the position. I believe that not having a teaching position to advertise with the coaching position has been an issue.

We are starting a Title IX investigation into an incident that may have happened between two students in the hallway after school. Mr. Borland will be the investigator.

Color Day dance will be held on January 8th at the LIFT Building.

We will have a Vertical PLC Day on January 19th.

McCook High School Clubs and Organizations Activity Report

Art

December

- Christmas party the 14th
 - Played a game and gave out fun art prizes

January

- Will meet again on the 11th to talk about upcoming projects that they would like to do
 - Will talk with the nursing homes and make valentines cards for the residents

Band

December

- Students have been working on a lot of honor band auditions.
- The string group has begun rehearsals again. We will be performing at Hillcrest on the 16th.
- The Junior High Band had 8 students make it into the North Platte Honor Band Feb. 5th
- The Jazz Band is rehearsing and will be performing for the upcoming concert as well.
- The combined band and choir had a record setting number of 31 students make it into the UNK Honors Groups this year.
- We are getting ready for our combined Band/Choir Concert on the 20th.

January

- We will be attending UNK Honor Bands, and Kearney Underclassmen Honor Band
- Starting to work on small group things for our fundraiser concert
- Start to work on District Music Contest material
- Pep Bands as well

Bison eSports

December

- Continued with winter season
- Practices continued on Tuesday and Thursday

January

- Continuing Winter season
- Starting Spring season practices
- Team meeting to discuss Spring fundraising and travel

Bison Tech - Social Media

December

- Team is still building confidence and practicing with posting. We are also experimenting with devices and photo quality.

January

-

Bison Tech - Support

December

- Working on improving our procedures
- Tech Room/Tickets
- Participating in the Door Decoration Contest - "Tech the Halls"

January

-

Choir

December

- Christmas Concert with the band December 20th 7 PM in the MHS gym.
- 24 Choir students made the UNK Honor Choirs
- 6 choir students sang Christmas Carols at Norris Park on 12/4 for the Chamber event.
- Concert for school 12/21.

January

- All Choirs will begin work on music for the fundraiser concert "Through the Decades" set to take place Tuesday, March 15th in the MHS gym.
- 24 choir students will take place in the UNK Honor Choirs on January 24th
- HS Choirs will also begin working on music for District Music Contest April 22nd

Class of 2022

- Scholarship season is in full swing
- Preparations for graduation are starting

Class of 2023

- Meeting 1/13 to start putting together committees for Prom

Class of 2024

- Hosted a Jr. High Dance on December 17th

Class of 2025

-

Computer Club

December

-

January

-

Creative Writing Club

December

- Working on entries for UNK writing contest

January

-

Destination Imagination

December

- Working on writing scripts and other requirements for chosen challenges

January

-

FBLA

December

- 12/09 Monthly Meeting
- Food War - competition between classes - all donations will go to our local pantry
- Salvation Army - Ringing the Bell @ Walmart
- Cookie Platters for first responders, firefighters and Community Hospital employees

January

- 01/13 Monthly Meeting

FFA

December

- Labor Auction December 7th @ Tri-State Livestock
 - Raised over \$26,000

January:

- LDE #2 @NCTA January 19th
- Collection Donation Items for the livestock producers in Kansas
- Starting to plan FFA week which is in February

Interact:

December

-

January

-

Math Club

December

- Met Dec. 9th and decided on a T-shirt design.
- Group came up with several ideas for a community service project: Bingo at the retirement home, serve a supper at a community church, hold a food drive for the pantry.
- Group did not come up with any additional fundraising ideas other than concessions.

January

- Concessions for Reserve Basketball on Feb. 1st.
- Meeting January 6th.

McCook Bison.TV

December

- McCook Bison TV will continue to live stream the basketball, wrestling, and swimming seasons. Along with band and choir concerts. In the month of November, McCook Bison.TV live streamed over 20 events.
- Students have been working on all the ads for the gym and they will be completed by the end of the week.

January

- McCook Bison TV will continue to live stream the basketball, wrestling, and swimming seasons. Along with band and choir concerts. There has been interest in announcing basketball games and they will be announced for the remaining of the season.
- All ads/schedules have been updated for the big screen in the gym.

Mock Trial

December

- Both teams competed well in the district tournament. Our Varsity squad wound up second in the district!

January

-

National Honor Society

December

-

January

-

Newspaper

December

- Publish 2nd issue of the 2021-2022 Stampede
- Publish weekly stall publication

January

- Work on 3rd issue of the 2021-2022 Stampede (Publish mid Feb.)
- Begin selecting works to submit to State Journalism

One-Act (Play Production):

December

-

January

-

Special Olympics

December

-

January

- Swim practice will begin January 11th

Speech Team:

December

- At this moment, 34 members
- 1st meet at Cozad the 11th

Schedule:

Dec 11: Cozad

Jan 8: Lexington

Jan 15: CNFL @ GI

Jan 29: CNFL @ GI

Feb 4: GNAC @ NP

Feb 5: Gothenburg

Feb 12: Minden

Feb 19: Kearney

Feb 26: Holdrege

Feb 28: SWC @ BB

March 2?: A Night of Speech

March 4: Districts @ Sidney

March 16: State @ Kearney

January

-

Student Council:

December

-

January

-

Thespians:

December

- "Putnam" was a success! 389 audience members over 3 performances
- Boo Grams were a fun way to spread some Halloween spirit

January

-

Unified Bowling

December

-

January

-

Yearbook

December

- Finish 2nd deadline pages by Dec. 10
- Proof/Fix/Finalize all Fall pages
- Senior Ad/Picture collection nearly complete.

January

- Fix/Finalize any pages proofed over break
- Work on 3rd deadline pages

Monthly Business Manager Board of Education Report

December 2021

November Lunch #'s = 15,089

Financial #'s = After $\frac{1}{3}$ of fiscal year = YTD Revenue is 35%, YTD Expenses is 32%

Projects - Updates

Mr. Joe Vetrovsky classroom: work is in complete

Mr. Ben Vetrovsky classroom: work is set to begin this month

SH/JH HVAC front End: Rasmussen and Mr. Paz has been working on upgrades on this project.

Upcoming Projects

2021-2021 RFP's

Parking lots: RFP has been advertised

Track Resurface: RFP has been advertised

Phone System

Food Services: RFP has been completed and turned into the NDE for approval

Federal/state Reports filed in December:

None

January 7, 2022

Chad Lyons
McCook Public Schools
800 West 7th
McCook, NE 69001

Dear Mr. Lyons,

Please accept this letter as my formal notification to you that I am resigning from my position with McCook Public Schools.

My last day will be May 20, 2022.

Thank you for all of the opportunities, both professional and personal, that have been provided to me while I worked at McCook Public Schools. I have truly enjoyed McCook Junior High and all who work there. If I can help in any way with this transition please let me know.

Sincerely,

A handwritten signature in cursive script that reads "Tracy A. Adams".

Tracy A. Adams

2022-2023

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 **January 10, 2022**, 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 \$38,550 * 4.5 x 4.5 (Steps 1 – 8) * 4.5 x 4.9 (Steps 9 – 15)

Salary is based on 185 days. (Negotiated 2021-2022)

	<u>Base</u>	<u>38,550</u>							
	<u>BA</u>	<u>BA+9</u>	<u>BA+18</u>	<u>BA+27</u>	<u>MA+0</u>	<u>MA+9</u>	<u>MA+18</u>	<u>MA+27</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	\$38,550	\$40,285	\$42,020	\$43,754	\$45,489	\$47,224	\$48,959	\$50,693	\$52,428
2	\$40,285	\$42,020	\$43,754	\$45,489	\$47,224	\$48,959	\$50,693	\$52,428	\$54,163
3	\$42,020	\$43,754	\$45,489	\$47,224	\$48,959	\$50,693	\$52,428	\$54,163	\$55,898
4	\$43,754	\$45,489	\$47,224	\$48,959	\$50,693	\$52,428	\$54,163	\$55,898	\$57,632
5	\$45,489	\$47,224	\$48,959	\$50,693	\$52,428	\$54,163	\$55,898	\$57,632	\$59,367
6	\$47,224	\$48,959	\$50,693	\$52,428	\$54,163	\$55,898	\$57,632	\$59,367	\$61,102
7	\$48,959	\$50,693	\$52,428	\$54,163	\$55,898	\$57,632	\$59,367	\$61,102	\$62,837
8		\$52,428	\$54,163	\$55,898	\$57,632	\$59,367	\$61,102	\$62,837	\$64,571
9			\$56,052	\$57,786	\$59,521	\$61,256	\$62,991	\$64,725	\$66,460
10				\$59,675	\$61,410	\$63,145	\$64,880	\$66,614	\$68,349
11					\$63,299	\$65,034	\$66,769	\$68,503	\$70,238
12						\$66,923	\$68,658	\$70,392	\$72,127
13							\$70,547	\$72,281	\$74,016
14								\$74,170	\$75,905
15									\$77,794
	<u>BA</u>	<u>BA+9</u>	<u>BA+18</u>	<u>BA+27</u>	<u>MA+0</u>	<u>MA+9</u>	<u>MA+18</u>	<u>MA+27</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
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 or GIRLS)	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 or GIRLS)	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%
ASSISTANT CROSS-COUNTRY	(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 or GIRLS)	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 ASSISTANT SENIOR 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, NESAs, 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 \$3,800 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 2022-23

	Option #1	\$1050 Deduct with 5% Discount					
	Em/Only	Em/Children	Em/Spouse	Sp/in System	Em/Sp/Ch	Sp/in System	
Health	\$ 710.92	\$ 1,315.23	\$ 1,492.94	\$ 1,492.94	\$ 2,004.64	\$ 2,004.64	
Single Dental	\$ 29.54	\$ 29.54	\$ 29.54		\$ 29.54		
Family Dental				\$ 62.00		\$ 83.29	
Total provided per Month	\$ 740.46	\$ 1,344.77	\$ 1,522.48	\$ 1,554.94	\$ 2,034.18	\$ 2,087.93	
	Option #2	\$3800 Deduct w/HSA Benefits					
Health	\$ 599.81	\$ 1,109.70	\$ 1,259.63	\$ 1,259.63	\$ 1,691.36	\$ 1,691.36	
Single Dental	\$ 29.54	\$ 29.54	\$ 29.54		\$ 29.54		
Family Dental				\$ 62.00		\$ 83.29	
Total provided per Month	\$ 629.35	\$ 1,139.24	\$ 1,289.17	\$ 1,321.63	\$ 1,720.90	\$ 1,774.65	
HSA Mo Benefit	\$ 111.11	\$ 205.53	\$ 233.31	\$ 233.31	\$ 313.28	\$ 313.28	

*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 _____
Administrator) _____
(Signature of Principal or other

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 _____ DATE HEARING HELD BY
BY BOARD OF EDUCATION _____ 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 2022 - 2023 school year and shall continue in effect until the end of the 2022 - 2023 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 2022 - 2023 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 2023 - 2024 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 **January 10, 2022**).

Board President

Association President

_____, 2022
Date

_____, 2022
Date