

**Elba Public School Board
February 8, 2021
Regular Monthly Meeting**

The meeting was called to order at 7:05 p.m. by President Terry Spilinek. President Spilinek stated that the meeting was in compliance with the Nebraska Open Meetings Act as posted in the room and Sara Roy read the publication of the meeting. Roll call of members present: Terry Spilinek, Robyn Rasmussen, Kristina Radke, Sara Roy and Jim Thompson. Other present included: Superintendent Allison Pritchard and members of the public.

Motion by Radke, seconded by Thompson to excuse Michael Higgins. Yes – Radke, Rasmussen, Spilinek, Thompson, Roy. No – 0. Motion carried 5 – 0.

The Pledge of Allegiance was recited by all present.

Motion by Thompson, seconded by Radke to approve the agenda as prepared. Yes – Roy, Rasmussen, Spilinek, Thompson, Radke. No – 0. Motion carried 5 – 0.

The board heard a Celebration of Excellence for the National Honor Society and their successful blood drive in January. The Lady Jays basketball team got their second win and are improving every day. Maycee Radke is the leading average rebounder for our area. Jaime Wysocki is also a leading rebounder and Angel McKoski is a leading scorer for the area. The Ag Leadership Class is growing lettuce that is being donated to the school lunch program. They have invited the first graders to help plant and harvest the lettuce. Joseph Wysocki and Cash Wolinski have worked hard on their State Degree applications which were submitted on for district review on February 3rd. The FFA officer team is collaborating on the painting of a ceiling tile in the Ag Room. They wanted to “leave their mark” from this year serving as an officer.

Michael Higgins joined the meeting at 7:22 PM.

Mrs. Wratten spoke to the board concerning the Senior Trip in March. The Superintendent and AD reports were given. Board committee reports were also given.

Motion by Higgins, seconded by Roy to approve items on the consent agenda including Minutes from the regular meeting held January 11, 2021, the Monthly Financial report and Payment of the Bills including payroll in the amount of \$201,996.64. Yes – Radke, Rasmussen, Spilinek, Thompson, Higgins, Roy. No – 0. Motion carried 6 – 0

The Board received information on the following discussion items: welding materials, bus cameras, hallway ceilings, transportation, principal interviews, the school credit card balance, transfer to lunch fund, and Superintendent evaluations due before the March meeting.

Motion by Higgins, seconded by Roy to approve Mr. Ingerle's resignation immediately so that he can go home to Wyoming. Yes – Radke, Spilinek, Thompson, Higgins, Rasmussen, Roy. No – 0. Motion carried 6-0.

Motion by Radke with regrets, seconded by Higgins to approve the retirement of Mrs. Anne Koperski as fifth grade teacher effective and the end of the 2020-2021 school year. Yes – Higgins, Radke, Rasmussen, Spilinek, Roy, Thompson. No – 0. Motion carried 6 – 0.

Motion by Thompson, seconded by Higgins to approve the retirement of Mrs. Sharon Walker as a paraprofessional effective at the end of the 2020-2021 school year. Yes – Rasmussen, Radke, Higgins, Roy, Thompson, Spilinek. No – 0. Motion carried 6 – 0.

Motion by Roy, seconded by Radke to approve the retirement of Mrs. Kathy Donscheski as a paraprofessional effective at the end of the 2020-2021 school year. Yes – Rasmussen, Radke, Higgins, Roy, Thompson, Spilinek. No – 0. Motion carried 6 – 0.

Motion by Rasmussen, seconded by Roy to approve the 2021-2022 7-12 Principal candidate, Michael Collett, to begin his duties on Monday, August 2, 2021. Yes – Rasmussen, Radke, Higgins, Roy, Thompson, Spilinek. No – 0. Motion carried 6 – 0.

Motion by Higgins, seconded by Thompson to approve a \$10,000 transfer from the General Fund into the Lunch Fund until the federal government releases funds to the states for the Breakfast and Lunch Program. Yes – Roy, Rasmussen, Higgins, Radke, Thompson, Spilinek. No – 0. Motion carried 6 – 0.

Motion by Higgins, seconded by Thompson to adjourn. Yes – Rasmussen, Spilinek, Roy, Higgins, Radke, Thompson. No – 0. Motion carried 6-0.

The meeting was adjourned at 8:08 PM. The next regular meeting is March 8, 2021 at 7:00 p.m.

Robyn Rasmussen
Board Secretary

**ELBA PUBLIC SCHOOLS
DISTRICT 047-0103
BOARD OF EDUCATION REGULAR SCHEDULED MEETING
Monday, March 8th, 2021
Room 112
7:00 PM
AGENDA**

1. Opening Procedures-Regular Meeting
 - a. Call the meeting to order, identifying members present
 - b. Open Meetings Law Posted
 - c. Publication of Meeting
 - d. Roll Call
 - e. Excuse board members who are absent
 - f. Pledge of Allegiance
2. Approval of Agenda
 - a. Notice: The agenda sequence is provided as a courtesy. The board reserves the right to consider items in the sequence it deems appropriate.
3. Celebration of Excellence
4. Visitor/Patron Recognition-Public Comment
5. Report
 - a. Athletic Director report
 - b. Superintendent report
 - c. Board Committee Reports
6. Consent Agenda
 - a. February regular meeting minutes
 - b. Financial Report
 - c. Bills and Claims for March 2021
7. Discussion Items
 - a. Personnel issues/concerns
 1. Administration
 2. Certified Staff
 3. Classified Staff
 - b. Student issues/concerns
 - c. Other discussion items
 1. Board/Teacher shirts
 2. Carpet in the front office and teacher's lounge
 3. New Board and President Member workshops
 4. Set a Building and Ground meeting date
 5. Athletic Director Evaluation Tool
 6. Superintendent Evaluation
 7. Negotiated Agreement
 8. District Calendar
8. Action Items
 - a. 2021-2022 Negotiated Agreement
 - b. 2021-2022 District Calendar
 - c. Ms. KateLynn Ness's resignation
 - d. Mrs. Maria Montemagni resignation
 - e. Ms. Grace Synek resignation
 - f. Athletic Director Evaluation Tool
 - g. Superintendent Evaluation
9. Adjournment

ELBA PUBLIC SCHOOLS
DISTRICT 047-0103
BOARD OF EDUCATION REGULAR MEETING
Monday, March 8th, 2020
7:00 PM

MINUTE

The Elba Public School Board of Education will conduct a regular meeting, on Monday, March 8th, at the schoolhouse. Advance notice of the meeting was published in the *Phonograph Herald* on March 4th, 2021 and available in the Superintendent's office, along with the agenda.

I. Opening Procedures:

- A. Meeting called to order by _____, at _____ P.M. Set the next board meeting date and time: April ____, 2021 at _____ P.M.
- B. Presiding Officer Mentions the Posting of the Open Meetings Law in the Board Room.
- C. Publication of Meeting
- D. Roll Call

Attendance:	Present	Absent
Terry Spilinek	_____	_____
Michael Higgins	_____	_____
Robyn Rasmussen	_____	_____
Kristina Radke	_____	_____
Sara Roy	_____	_____
Jim Thompson	_____	_____

Motion by _____, seconded by _____ to excuse the following board members:
_____.

On roll call vote: Radke ____; Rasmussen ____; Spilinek ____;
Thompson ____; Higgins ____; Roy ____.
Motion Carried/Not Carried ____.

E. Pledge of Allegiance

II. Approval of the Agenda

Motion by _____, seconded by _____ to approve the agenda as prepared or with the following modifications _____.

On roll call vote: Roy ____; Higgins ____; Rasmussen ____;
Spilinek ____; Thompson ____; Radke ____.
Motion Carried/ Not Carried ____.

III. Celebration of Excellence:

- 1. Ayden Berney received many awards at the Centura Wrestling banquet: 1. Newcomer of the year 2. Impact Wrestler-212 team points 3. Pepperjack Award x 2-a double leg takedown and transitioning right into a half nelson for a 5 point move 4. 2021 Centura letter winner in wrestling
- 2. The Book Fair was very successful! The school made \$1,051, which earned approximately \$525 worth of free books for the library.

3. There is a new banner in the ag room that Elba received for the NIFA grant program. The chapter will be recognized at the State FFA Convention.
4. -The hamsters had babies! Jaime and Deanna's agriscience fair project has been a success. Mama has four babies and they will be submitting the report, display and an interview video to the state by March 15th.
5. -The agricultural leadership class did World Food Prize papers and Deanna Fanta and Sereina Decurtins have chosen to participate in the Nebraska Institute on March 29th and will receive a \$500 scholarship to CASNR, the UNL College of Agricultural Sciences and Natural Resources for doing so.

-CDE Results:

In Farm Business Management:

Joseph Wysocki-purple

Hunter Snyder-blue

Jesse Mills-blue

Bridgette Snyder- red

The team received a blue and came in 3rd

In Food Science:

Joseph Wysocki-2nd purple

Zach Coplen-red

In Agriscience:

Jacob Kosmicki-blue

Jesse Mills-red

The team received a white

-Livestock and Poultry Judging in Custer County

Aryanna and Marissa Gonzalez received white in the junior high livestock judging contest.

Deanna Fanta received a red in poultry evaluation and the team received a white.

IV. Public Comment:

1.

V. Reports

a. AD Report

- i. Basketball is over. Both the girls' and boys' varsity teams finished with a win in the first round of sub-districts. Both teams ended up losing to the top seeds in the sub-district.
- ii. Track started on March 1st. The Varsity track team has 16 competitors out. Junior High track has approximately 20 competitors.
- iii. The track apparel order forms are due March 10th.
- iv. Track schedules are being printed as we speak.
- v. I will be at a conference the weekend of March 5th -7th

b. Superintendent Report:

i. 2020-2021 Goals:

1. To enforce an equitable, fair, and consistent discipline plan throughout the building.
2. Communicate and listen effectively to teachers, staff, and the school board.
3. Complete tasks in a timely fashion.
4. Complete grants which will benefit Elba Public Schools

5. Increase collaboration amongst teachers
6. To maintain monthly records to track the annual budget.
- ii Dynasty roofing is replacing the Butyl tape on a small northeast portion of the roof.
- iii Marv Mendyk will be painting the highest portion of the second-floor stairwells, on March 12th and 13th.
- iv Classified and Certified evaluations continue to be completed.
- v The federal REAP grant is completed, submitted and approved.
- vi Teaching Applications are being read.
- vii Viewed a NSCAS webinar concerning testing.
- viii Schedules have been created for MAPS and NSCAS testing
- ix Our students participated in Conference Quiz Bowl on February 23rd
- X The staff has finished their essential vocabulary lists for our Continuous Improvement Process.
- XI The students celebrated "Read Across America" week March 1st – March 4th. The students did reach their goal and the fish trail did reach Ms. Pritchard's office door, so Mr. K and Ms. Pritchard were slimed.
- XII On March 3rd, the staff participated in the Nebraska Strong self-care presentation.

c. Board Committees

- i Report from Finance Committee (Chair: Terry S.)
- ii Report from Facilities Committee (Chair: Terry S.)
- iii Report from Personnel Committee (Chair: Robyn R.)
- iv Report from Policy Committee (Chair: Kristina R.)
- v Report from Beef Lunch Program Committee (Chair: Robyn R.)

VI. Consent Agenda - Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time under one motion.

- a. Approve the Minutes from the Regular Meeting Held February 8th, 2021.
- b. Approve the March Monthly Financial Report and Payment of the Bills Including Payroll in the Amount of **\$210,174.81**.

Motion by _____, seconded by _____ to approve the items on the consent agenda as listed.

On roll call vote: Radke _____; Rasmussen _____; Spilinek _____;
Thompson _____; Higgins _____; Roy _____.

Motion Carried/ Not Carried _____.

<u>\$878,247.44</u>	<u>\$27,228.92</u>	<u>\$30,970.76</u>	<u>\$1082.71</u>
General Fund	Building Fund	Depreciation Fund	QCPU Fund

Motion by _____, seconded by _____ to hold check number _____ pending approval.

On roll call vote: Thompson _____; Higgins _____; Roy _____;
Rasmussen _____; Spilinek _____; Radke _____.

Motion Carried/ Not Carried _____.

Motion by _____, seconded by _____ to _____

On roll call vote: Higgins ____; Radke ____; Rasmussen ____;
Spilinek ____; Roy ____; Thompson ____.

Motion Carried/ Not Carried ____.

VII Discussion Items:

1. Board/Teacher shirts
2. Carpet in front office and teacher's lounge
3. New Board and President Member Workshops
4. Building and Grounds meeting date March or April
5. Athletic Director Evaluation tool
6. Superintendent Evaluation
7. Negotiated Agreement and District Calendar

VIII Action Items:

- a. 2021-2022 Negotiated Agreement
- b. 2021-2022 District Calendar
- c. Ms. KateLynn Ness's resignation, Agriculture teacher.
- d. Mrs. Maria Montemagni's resignation, Counselor.
- e. Ms. Grace Synek's resignation, Mathematics teacher.
- f. Athletic Director Evaluation tool
- g. Superintendent Evaluation

1. Approve the 2021-2022 Negotiated Agreement between the Elba Education Association and the Elba Board of Education.

Motion by _____, seconded by _____, to approve the negotiated agreement between the Elba Education Association and the Elba Board of Education.

On roll call vote: Radke ____; Spilinek ____; Thompson ____;
Higgins ____; Rasmussen ____; Roy ____;

Motion Carried/ Not Carried ____.

2. Approve the 2021-2022 District Calendar which adheres to the Nebraska Department of Education's Rule 10 requirements.

Motion by _____, seconded by _____, to approve the 2021-2022 District Calendar which adheres to the Nebraska Department of Education's Rule 10 requirements.

On roll call vote: Higgins ____; Radke ____; Rasmussen ____;
Spilinek ____; Roy ____; Thompson ____.

Motion Carried/Not Carried ____.

3. Approve the resignation of Ms. KateLynn Ness, Agriculture teacher, at the end of the 2020-2021 school years.

Motion by _____, seconded by _____, to approve the resignation of Ms. KateLynn Ness, Agriculture teacher, at the end of the 2020-2021 school years.

On roll call vote: Rasmussen ____; Radke ____; Higgins ____;
Roy ____; Thompson ____; Spilinek ____.

Motion Carried/Not Carried ____.

4. Approve the resignation of Mrs. Maria Montemagni, Guidance Counselor, at the end of the 2020-2021 school years.

Motion by _____, seconded by _____, to approve the resignation of Mrs. Maria Montemagni, Guidance Counselor, at the end of the 2020-2021 school years.

On roll call vote: Rasmussen _____; Radke _____; Higgins _____;
Roy _____; Thompson _____; Spilinek _____.
Motion Carried/Not Carried _____

5. Approve the resignation of Ms. Grace Synek, Mathematics teacher, at the end of the 2020-2021 school years.

Motion by _____, seconded by _____, to approve the resignation of Ms. Grace Synek, Mathematics teacher, at the end of the 2020-2021 school years.

On roll call vote: Rasmussen _____; Radke _____; Higgins _____;
Roy _____; Thompson _____; Spilinek _____.
Motion Carried/Not Carried _____

6. Approve the proposed Athletic Director evaluation tool for the 2020-2021 school years.

Motion by _____, seconded by _____, to approve the proposed Athletic Director evaluation tool for the 2020-2021 school years.

On roll call vote: Roy _____; Rasmussen _____; Higgins _____;
Radke _____; Thompson _____; Spilinek _____.
Motion Carried/Not Carried _____

7. Approve the completion of Ms. Pritchard's second Superintendent Evaluation.

Motion by _____, seconded by _____, to approve the completion of Ms. Pritchard's second Superintendent Evaluation.

On roll call vote: Spilinek _____; Higgins _____; Rasmussen _____;
Roy _____; Thompson _____; Radke _____.
Motion Carried/Not Carried _____

IX. Other Business:

a. Executive Session

Motion by _____, seconded by _____ to go into Executive Session to discuss _____, at _____ pm.

On roll call vote: Spilinek _____; Rasmussen _____; Thompson _____;
Higgins _____; Radke _____; Roy _____.
Motion Carried/ Not Carried _____.

Out of executive session at _____ pm.

b. Adjournment:

Motion by _____, seconded by _____ to adjourn _____ at _____ pm.

On roll call vote: Rasmussen _____; Spilinek _____; Roy _____;
Higgins _____; Radke _____; Thompson _____.
Motion Carried/Not Carried _____.

The meeting is adjourned at _____ PM.

Discussion Items

1. It was brought to my attention Staff/Board shirts have not been purchased for approximately 7 years. There are several staff and board members who do not have a shirt. The school would provide one shirt per staff or board member. I wanted your opinion on obtaining samples to pursue this idea.
2. When the Alicap representative visited Elba Public Schools for a safety review. One item brought to our attention was the carpet in the teacher's lounge. The inspector stated it was a hazard and suggested purchasing new carpet. Diane and I will be moving into the front office at the end of June. While we are in transition it might be an idea to replace the front office carpet with like carpet, also. It is worn.
3. NASB, Nebraska Association of School Boards, has opportunities for New Board Member and President Workshops.
4. I would like to set a Building and Grounds meeting to review summer projects in March or April.
5. I did accumulate Athletic Director evaluation tools and created an evaluation which covers various aspects of the AD's duties. I am asking for review and approval, so I can administer the evaluation for the 2020-2021 school year.
6. Ms. Pritchard's second evaluation is due in March.
7. I want to ensure I answer any questions concerning the 2021-2022 Negotiated Agreement and/or 2021-2022 District Calendar.
8. I just wanted the board to be aware the electrical bill was extremely high for the month of February. Elba usually bills anywhere from \$4,000 per month - \$6,500 per month. February was \$7,744. I didn't want to have to get the AED when one of you read the bill. Heads-up.
9. Our 2021/2022 State Aid Calculation was released March 1st. During the 2020-2021 school years our State Aid was \$836,430. The 2021-2022 State Aid Calculation is \$954,119. This is the financial support Elba needs to equalize our district financially.

Action Items

- a. The 2021-2022 Negotiated Agreement has been reviewed by the Elba Association and Elba negotiation committee and is ready for full board approval.
- b. The 2021-2022 District Calendar has been updated with known dates at this time. According to Rule 10 the elementary students' requirement is 1032 hours and the high school students' requirement is 1080 hours. I currently have 1,183.67 hours scheduled in the calendar. This leaves Elementary with 18.9 snow days and high school with 12.9 days. My goal is 10 snow days built into the calendar. There has been discussion about creating 3 minutes between classes instead of 2 minutes. If this is implemented, the elementary will have 16.4 snow days and the high school 10.4 snow days. This still meets my 10 snow day cushion. No decision has been made at this time on the time between classes.
- c. Ms. Ness chose to accept an Extension Assistant position in Colfax county, closer to home. Her written resignation was received. I have one interview Monday morning, so far.
- d. Mrs. Montemagni chose to accept a position at St. Paul Public Schools as the Family Consumer Science, FCS, teacher for next year. Her written resignation was received.
- e. Ms. Synek's contract will not be renewed for the 2021-2022 school years. Ms. Synek did not meet the requirements outlined in her improvement plan. Her written resignation was received.

- f. Each year an Athletic Director evaluation must be administered. I cannot find an electronic nor written Athletic Director evaluation, so I am asking for approval, so I can complete this task.
- g. Within Ms. Pritchard's contract her second superintendent evaluation should occur in March. After review, final approval is requested.

Check and Deposit Slip Register

ALL Data

Cycle Number: 537
Period End: 02/28/2021
Check Date: 03/15/2021

Arranged by:
Check Number

Bank ID	Bank Account	Bank Name		Earning	Deduction	Net	Fringe
Email	Chk Num	Emp PR ID	Employee Name				
Checks							
Fund: 01 GENERAL FUND							
A 20-067-5 General Fund							
	00023388	JOHNSONT	TODD JOHNSON	600.00	-46.08	553.92	45.90
	00023389	JORGENDAR	DARYL JORGENSEN	854.66	-149.20	705.46	65.38
	00023390	RASMRYAN	Ryan J Rasmussen	895.00	-68.47	826.53	68.47
	00023391	RASSROB	ROBYN RASMUSSEN	895.00	-68.47	826.53	68.47
Fund Totals:				3,244.66	-332.22	2,912.44	248.22
Totals:				3,244.66	-332.22	2,912.44	248.22
Deposits							
Fund: 01 GENERAL FUND							
A 20-067-5 General Fund							
	00000001	PARTRIDGE	JONATHAN BLAINE PARTRIDGE	907.77	-160.29	747.48	69.44
	00000002	SPILINEK	Julian Spilinek	420.00	-32.13	387.87	32.13
X	537.00001	BLUM E	ELAINE L BLUM	3,729.17	-1,195.86	2,533.31	1,356.66
X	537.00002	COLFACK K	KAYLA K COLFACK	4,965.04	-1,573.67	3,391.37	1,574.26
X	537.00003	DAVIS	KATIE C DAVIS	598.00	-104.23	493.77	104.82
X	537.00004	DONSCHESK	DALLAS W DONSCHESKI	1,922.25	-470.37	1,451.88	336.93
X	537.00005	DONSKATH	Kathleen A Donscheski	1,107.92	-251.64	856.28	202.38
X	537.00006	DONSM	MELISSA L DONSCHESKI	3,594.92	-1,581.99	2,012.93	2,518.90
X	537.00007	DUGAN	JUDITH M DUGAN	1,001.24	-277.87	723.37	183.60
X	537.00008	GOLDFISH S	SHELLY R GOLDFISH	4,206.50	-1,547.65	2,658.85	2,654.80
X	537.00009	KASLON	MARSHA L KASLON	1,720.00	-265.01	1,454.99	131.58
X	537.00010	KOCH	SARAH R KOCH	3,609.67	-1,384.44	2,225.23	1,320.01
X	537.00011	KOPERSKI	ANNE E KOPERSKI	4,206.50	-1,184.78	3,021.72	2,626.30
X	537.00012	LEACHKAY	KAYLA M LEACH	4,445.17	-1,473.38	2,971.79	1,487.10
X	537.00013	MONTMARI	MARIA MONTEMAGNI	4,989.79	-1,446.11	3,543.68	2,820.49
X	537.00014	MOOREBEV	BEVERLY A MOORE	5,101.51	-1,866.72	3,234.79	2,182.39
X	537.00015	MORRJUST	JUSTIN A MORROW	1,548.13	-118.43	1,429.70	118.43
X	537.00016	MORROWSA	SARAH C MORROW	3,141.25	-794.98	2,346.27	560.92
X	537.00017	MORRTAMY	Tamy S Morrow	5,185.22	-1,670.31	3,514.91	1,601.61
X	537.00018	NESS	KateLynn J NESS	3,207.17	-986.65	2,220.52	1,263.21
X	537.00019	OELTJEN D	DUSTIN D OELTJEN	850.19	-148.19	702.00	65.04
X	537.00020	OSBORNE	LAUREN E OSBORNE	2,557.14	-733.03	1,824.11	1,135.82
X	537.00021	PALACZ	Rosalyn M Palacz	628.83	-109.61	519.22	110.22
X	537.00022	POLJEF	Jeff Polski	1,011.86	-97.34	914.52	75.76
X	537.00023	POLK S	SAMUEL R POLK	6,236.74	-2,177.22	4,059.52	1,804.61
X	537.00024	PRITCHARD	ALLISON E PRITCHARD	10,916.66	-4,519.52	6,397.14	3,223.93
X	537.00025	RITTAJUD	JUDY K RITTA	375.00	-28.69	346.31	28.69
X	537.00026	RUDNANCY	NANCY S RUDOLF	4,654.00	-1,892.47	2,761.53	1,522.88
X	537.00027	SAFARIK	Elaine G Safarik	1,358.03	-304.73	1,053.30	246.93
X	537.00028	SMITH	SUMMER SMITH	2,665.00	-636.17	2,028.83	200.91
X	537.00029	SPILINEKD	DIANE SPILINEK	2,693.56	-1,471.46	1,222.10	1,160.75
X	537.00030	STUKENT	KENT H STUTHEIT	7,373.88	-2,996.28	4,377.60	2,593.34
X	537.00031	SYNEK	GRACE G SYNEK	4,080.82	-1,800.64	2,280.18	1,420.36
X	537.00032	WALES	RAYANN B WALES	3,142.67	-1,018.91	2,123.76	1,249.56
X	537.00033	WALKSHAR	Sharon A Walker	1,802.70	-435.27	1,367.43	327.97
X	537.00034	WIESECHL	CHELSEA R WIESE	3,222.00	-1,048.18	2,173.82	1,264.27
X	537.00035	WOITADAM	ADAM WOITALEWICZ	2,036.31	-868.06	1,168.25	1,048.28

Check and Deposit Slip Register

ALL Data

Cycle Number: 537
 Period End: 02/28/2021
 Check Date: 03/15/2021

Arranged by:
 Check Number

Bank ID	Bank Account		Bank Name		Earning	Deduction	Net	Fringe
Email	Chk Num	Emp PR ID	Employee Name					
X	537.00036	WRATDONN	DONNA L WRATTEN		4,371.18	-1,385.05	2,986.13	2,215.52
X	537.00037	WYSOCKI M	MEAGAN M WYSOCKI		3,609.84	-1,125.06	2,484.78	2,560.26
Fund Totals:					123,193.63	-41,182.39	82,011.24	45,401.06
Totals:					123,193.63	-41,182.39	82,011.24	45,401.06
Report Totals:					126,438.29	-41,514.61	84,923.68	45,649.28

Bank Account Totals

Fund:

A	20-067-5	General Fund	84,923.68
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Check and Deposit Slip Register

ALL Data

Cycle Number: 538
 Period End: 02/28/2021
 Check Date: 03/15/2021

Arranged by:
 Check Number

Bank ID	Bank Account		Bank Name		Earning	Deduction	Net	Fringe
Email	Chk Num	Emp PR ID	Employee Name					
Checks								
Fund: 06		LUNCH FUND						
B	20-009-7		Lunch Fund					
	00005534	JOHNSONT	TODD JOHNSON		120.00	-9.18	110.82	9.18
	00005535	MARLIN	JAZMYNE M MARLIN		120.00	-9.18	110.82	9.18
Fund Totals:					240.00	-18.36	221.64	18.36
Totals:					240.00	-18.36	221.64	18.36
Deposits								
Fund: 06		LUNCH FUND						
B	20-009-7		Lunch Fund					
X	538.00001	BECKP	PENNY L BECK		1,487.53	-447.41	1,040.12	259.57
X	538.00002	PALACZ	Rosalyn M Palacz		2,257.29	-608.17	1,649.12	1,085.73
Fund Totals:					3,744.82	-1,055.58	2,689.24	1,345.30
Totals:					3,744.82	-1,055.58	2,689.24	1,345.30
Report Totals:					3,984.82	-1,073.94	2,910.88	1,363.66
Bank Account Totals								
Fund:								
B	20-009-7		Lunch Fund				2,910.88	

Consolidated Check Listing

Direct Dep.	Check	Check Date	Payable To	Amount
01 - GENERAL FUND				
	00023407	03/08/2021	Act	237.50
	00023408	03/08/2021	AURORA CO-OP ELEVATOR	2,540.80
	00023409	03/08/2021	BOMGAARS	44.99
	00023410	03/08/2021	ELBA BOOSTER CLUB	45.00
	00023411	03/08/2021	Computer Hardware Inc.	174.90
	00023412	03/08/2021	Cornhusker Intl Trucks Inc	346.69
	00023413	03/08/2021	COUNTRY PARTNERS	1,040.39
	00023414	03/08/2021	DAS STATE ACCOUNTING - CENTRAL FINANCE	747.58
	00023415	03/08/2021	KATIE DAVIS	35.00
	00023416	03/08/2021	AMANDA DVORACEK	384.23
	00023417	03/08/2021	EAKES OFFICE SOLUTIONS	3,380.65
	00023418	03/08/2021	Esu #10	7,922.66
	00023419	03/08/2021	ELBA PUBLIC SCHOOL FFA	68.00
	00023420	03/08/2021	Grand Island Clinic	150.00
	00023421	03/08/2021	GROCERY KART	42.91
	00023422	03/08/2021	Heritage Bank	15.00
	00023423	03/08/2021	Ho-gr Rural Public Power Dis	7,744.35
	00023424	03/08/2021	HOMETOWN MARKET	21.43
	00023425	03/08/2021	HOWARD COUNTY TREASURER	23.00
	00023426	03/08/2021	Jim's Truck Stop & Propane	34.99
	00023427	03/08/2021	J & J SANITATION	272.63
	00023428	03/08/2021	DARYL JORGENSEN	384.84
	00023429	03/08/2021	MATHESON TRI-GAS	34.44
	00023430	03/08/2021	USE THE PARTS BIN	250.02
	00023431	03/08/2021	Nebraska Central Telephone Co	234.29
	00023432	03/08/2021	NE 4-H FOUNDATION	380.00
	00023433	03/08/2021	NE STATE FIRE MARSHAL	36.00
	00023434	03/08/2021	Ne Safety Center @ Unk	100.00
	00023435	03/08/2021	NOVUS GLASS	52.00
	00023436	03/08/2021	Paramount Linen & Uniform	171.62
	00023437	03/08/2021	PGH&G ATTORNEYS AT LAW	324.00
	00023438	03/08/2021	The Phonograph Hearld	157.40
	00023439	03/08/2021	PLT4M	500.00
	00023440	03/08/2021	Presto-x-company	215.00
	00023441	03/08/2021	ELBA SENIOR CLASS	30.00
	00023442	03/08/2021	ELBA SCHOOL SEVENTH GRADE CLASS	587.00
	00023443	03/08/2021	SINCLAIR FLEET TRACK	1,453.25
	00023444	03/08/2021	Telephone Systems Of Ne Inc	209.00
	00023445	03/08/2021	TERESA'S FLORAL	204.00
	00023446	03/08/2021	T O Haas Tire Co Inc	358.37
	00023447	03/08/2021	U.S. BANK	5,332.96

ALL Data

Consolidated Check Listing

Arranged by:
Check Number

Direct Dep.	Check	Check Date	Payable To	Amount
	00023448	03/08/2021	US FOODS	572.19
	00023449	03/08/2021	Village Of Elba	133.06
	00023450	03/08/2021	Wells Plumbing Co Inc	896.08
	00023451	03/08/2021	Yanda's Music	321.89
01 - GENERAL FUND Totals:				38,210.11
Report Total:				38,210.11

ALL Data

Consolidated Check Listing

Arranged by:
Check Number

Direct Dep.	Check	Check Date	Payable To	Amount
06 - LUNCH FUND				
	00005533	02/22/2021	ALBION LOCKER	625.00
06 - LUNCH FUND Totals:				625.00
Report Total:				625.00

Consolidated Check ListingArranged by:
Check Number

Direct Dep.	Check	Check Date	Payable To	Amount
06 - LUNCH FUND				
	00005543	03/08/2021	AURORA CO-OP ELEVATOR	158.00
	00005544	03/08/2021	BIMBO BAKERIES	379.33
	00005545	03/08/2021	HILAND DAIRY	971.56
	00005546	03/08/2021	HOMETOWN MARKET	18.39
	00005547	03/08/2021	U.S. BANK	232.59
	00005548	03/08/2021	US FOODS	2,789.24
06 - LUNCH FUND Totals:				4,549.11
Report Total:				4,549.11

Consolidated Check Listing

Direct Dep.	Check	Check Date	Payable To	Amount
01 - GENERAL FUND				
	00023392	03/08/2021	Am Family Life Assur. Co.	439.00
	00023393	03/08/2021	Blue Cross/blue Shield	24,250.06
	00023394	03/08/2021	BUTTE STATE BANK	101.57
	00023395	03/08/2021	ELBA PUBLIC SCHOOL	400.00
	00023396	03/08/2021	General Fund Special	22,344.19
	00023397	03/08/2021	HENDERSON STATE BANK	101.57
	00023398	03/08/2021	Heritage Bank	32,067.70
	00023399	03/08/2021	Heritage Bank NEIT	4,134.58
	00023400	03/08/2021	HERITAGE BANK ST PAUL NEBRASKA	286.39
	00023401	03/08/2021	MADISON NATIONAL LIFE	576.28
	00023402	03/08/2021	125 Med Rein. Plan	650.00
	00023403	03/08/2021	MG TRUST COMPANY	975.00
	00023404	03/08/2021	SAMUEL POLK	101.57
	00023405	03/08/2021	PIONEER CREDIT RECOVERY	486.40
	00023406	03/08/2021	VISION SERVICE PLAN	126.71
01 - GENERAL FUND Totals:				87,041.02
Report Total:				87,041.02

Consolidated Check ListingArranged by:
Check Number

Direct Dep.	Check	Check Date	Payable To	Amount
06 - LUNCH FUND				
	00005536	03/08/2021	Am Family Life Assur. Co.	166.84
	00005537	03/08/2021	Blue Cross/blue Shield	677.33
	00005538	03/08/2021	General Fund Special	736.15
	00005539	03/08/2021	Heritage Bank	762.65
	00005540	03/08/2021	Heritage Bank NEIT	60.14
	00005541	03/08/2021	MADISON NATIONAL LIFE	19.38
	00005542	03/08/2021	VISION SERVICE PLAN	10.15
06 - LUNCH FUND Totals:				2,432.64
Report Total:				2,432.64

General Fund		FEBRUARY 2021			
				861,338.57	Jan. 2021 Balance
Property tax	1-03131-1	Howard Co	\$	70,497.83	
Property tax	1-03132-2	Sherman Co	\$	76.99	
Motor Vehicle	1-01125	Howard Co	\$	8,763.68	
Motor Vehicle	1-01125	Sherman Co	\$	60.55	
Local License	1-01911	Howard Co	\$	302.39	
Carline	1-01115	Howard Co			
Homestead	1-03130	Howard Co			
Homestead	1-03130	Sherman Co			
Property Tax Credit	1-03131-1	Howard Co			
Property Tax Credit	01-03131-2	Sherman Co			
Public Service/Railroad	1-03134				
In Lieu of Tax	1-02800				
State Aid	1-03110		\$	82,903.00	
Interest on taxes	1-01140		\$	714.72	
Apportionment	1-03400		\$	8,628.92	
Medicad/Admin	1-04709				
Medicad/MIPS	1-04708				
GAPS/Reap	1-04310				
Title I ESU	1-04526				
Title I PART A	1-04505				
Title Accountability	1-04506				
Title II A	1-04509				
Title II D	1-04508				
Title IV	1-04510				
Title V	1-04511				
Title VI - REAP	1-04310				
PEAK	1-04418				
Perkins	1-04525		\$	150.00	
ARRA Stabilization					
ARRA Stabilization					
Taste, W/J III Grants					
HAL (High Ability Learners)	1-03535				
Special ED	1-03125				
Dist Ed Incentive	1-03512				
Sped SA	1-03120		\$	13,031.00	
IDEA Base Age	4404 1-04512				
IDEA Poverty	6408 1-04518		\$	33,258.00	
IDEA	4406 1-04516				
IDEA Carry over					
Voc Consortium					
Oteher State Programs	01-03599				
Village Rents	1 1910		\$	400.00	
Career Ed					
Lunch Payrll	1-8000-750				
Sale of Property	1-05300				
Interest	1-01510		\$	31.22	
Other Non-Rev rcpt	1-05690		\$	1,064.00	
Other Local rcpt	1-01990				
		Total		1,081,220.87	Total Deposits \$ 219,882.30
Feb. 2021	Bills		\$	(124,262.05)	
	Payroll		\$	(78,711.38)	
				878,247.44	Feb. 2021 Balance

Lunch Fund						
		Balance		\$ 3,878.14	Jan.2021 Balance	
		Income		\$ 17,497.66		
Feb. 2021	Bills			\$ (8,358.69)		
	Payroll			\$ (2,863.38)		
				\$ 10,153.73	Feb. 2021 Balance	



www.bankonheritage.com

March 2, 2021

Elba Public Schools
PO Box 100
Elba Ne 68835-0100

Dear Allison:

Enclosed here within please find our monthly deposit and pledge report summary. As you can see your deposits in excess of the FDIC's current \$250,000.00 limit are fully secured with investment grade bonds issued from either a Nebraska Municipality or a United States Agency.

The responsibility of securing non-insured accounts is significant to both the depositor and Heritage Bank. We want your accounts to be fully protected by the FDIC or qualified assets at all times. If you are aware of any substantial volume changes to your account in the near future, kindly call Connie Thompson at the bank. Heritage Bank would be more than happy to pledge additional assets to your account.

Thank you for allowing Heritage Bank to serve your financial needs. We look forward to hearing from you should it be necessary.

Very truly yours,

Connie Thompson
Heritage Bank St. Paul

821 2nd Street PO Box 84 St. Paul NE 68873

Tel: 308-754-5400 Fax: 308-754-5283 Member FDIC

CUSIP	Pledge Description
3133EKAK2	ELBA PUBLIC SCHOOLS
3133EKL9	ELBA PUBLIC SCHOOLS

Sec Desc 1
FEDERAL FARM CR BKS
FEDERAL FARM CR BKS

As of February 28, 2021
47-6003593

Rate	Maturity	Par/Curr Face	Market Value
2.53	2/14/2022	1,050,000.00	1,075,002.60
0.22	5/16/2022	300,000.00	300,456.90

1,350,000.00	1,375,459.50
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CURRENT DEPOSITS

HER xxx089	7,604.39
HER xxx097	10,153.73
DDA xxx113	1,037.48
HER xxx675	878,247.44
HER xxx756	1,082.71
DDA xxx745	27,228.92
DDA xxx029	2,153.33
HER xxx500	30,970.76
CD xxx245	104,495.99
CD xxx540	21,437.07
CD xxx615	30,888.72
CD xxx727	26,122.05
CD xxx951	81,881.72

TOTAL DEPOSITS	1,223,304.31
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FDIC INSURANCE	250,000.00
----------------	------------

TOTAL REQUIRED TO PLEDGE	973,304.31
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EXCESS PLEDGING \$	402,155.19
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RF0009
PRINTED BY: PCTHERITAGE BANK
Customer ProfileTIME: 16:14:27PM OLPRO.CBL---V.28.00
SYSTEM DATE: 03/01/2021 PAGE: 1

 * Profile from Inquiry: CIF 11 476003593 ELBA SCHOOL As of: 03/01/2021 *
 * Customer Name/Number: 0476003593 ELBA PUBLIC SCHOOL Options: Yes - Summary Only *
 * Profile Lookup Type: CIF Relationships Yes - Include Closed Accounts *
 * Include Applications: DDA, SAV, C/D, A/L Yes - Include Charged Off Loans *

Deposit Account Summary: (Primary Accounts)

Appl	Cd	Account #	Br	Rel	Current Balance	Rate	Payoff Amount	Accr Interest	Int Paid YTD	Maturity
HER		200089	11	01	7,604.39	0.05	7,604.39	0.00	0.63	
HER		200097	11	01	10,153.73	0.05	10,153.73	0.00	0.66	
DDA		200113	11	01	1,037.48	0.00	1,037.48	0.00	0.00	
HER		200675	11	01	878,247.44	0.05	878,247.44	0.00	54.72	
HER	IN	201756	11	01	1,082.71	0.05	1,082.71	0.00	0.09	
DDA	IN	203745	11	01	27,228.92	0.00	27,228.92	0.00	0.00	
DDA		2100029	11	01	2,153.33	0.00	2,153.33	0.00	0.00	
HER		2100500	11	01	30,970.76	0.05	30,970.76	0.00	2.51	
C/D		1130245	11	01	104,495.99	0.15	104,436.52	18.90	275.83	01/16/2022
C/D		1130540	11	01	21,437.07	0.15	21,428.04	7.05	0.00	12/11/2021
C/D		1130615	11	01	30,888.72	0.20	30,883.27	9.99	15.56	04/01/2021
C/D		1130727	11	01	26,122.05	1.05	26,042.77	57.86	0.00	03/14/2021
C/D		4304951	11	01	81,881.72	0.20	81,906.73	65.95	0.00	04/05/2021

Deposit Account Totals: (Primary Accounts)

# Deposit Accounts:	13	Payoff Amount:	1,223,176.09
Current Balance:	1,223,304.31	Accrued Interest:	159.75
Average Rate:	0.09	Int Paid YTD:	350.00
# IRA Accounts:	0	IRA Balance:	0.00
# Closed Accounts:	0		

Deposit Account Summary: (Related Accounts)

Appl	Cd	Account #	Br	Rel	Current Balance	Rate	Payoff Amount	Accr Interest	Int Paid YTD	Maturity
------	----	-----------	----	-----	-----------------	------	---------------	---------------	--------------	----------

Deposit Account Totals: (Related Accounts)

# Deposit Accounts:	0	Payoff Amount:	0.00
Current Balance:	0.00	Accrued Interest:	0.00
Average Rate:	0.00	Int Paid YTD:	0.00
# IRA Accounts:	0	IRA Balance:	0.00
# Closed Accounts:	0		

Loan Account Summary: (Primary Accounts)

Appl	Cd	Account #	Br	Rel	Current Balance	Rate	Payoff Amount	Accr Interest	Int Paid YTD	Maturity
------	----	-----------	----	-----	-----------------	------	---------------	---------------	--------------	----------

Loan Account Totals: (Primary Accounts)

# Loan Accounts:	0	Payoff Amount:	0.00
Current Balance:	0.00	Accrued Interest:	0.00
Average Rate:	0.00	Int Paid YTD:	0.00
# Closed Accounts:	0	# Charged Off:	0

Loan Account Summary: (Related Accounts)

Appl Cd Account # Br Rel Current Balance Rate Payoff Amount Accr Interest Int Paid YTD Maturity

Loan Account Totals: (Related Accounts)
Loan Accounts: 0
Current Balance: 0.00
Average Rate: 0.00
Closed Accounts: 0
Payoff Amount: 0.00
Accrued Interest: 0.00
Int Paid YTD: 0.00
Charged Off: 0

RP0009
PRINTED BY: PCTHERITAGE BANK
Customer ProfileTIME: 16:14:27PM OLPRO.CBL---V.28.00
SYSTEM DATE: 03/01/2021 PAGE: 3

Customer Totals:

	Primary Accounts	+ Related Accounts	= Customer Totals
Deposits:			
# Deposit Accounts:	13	0	13
Current Balance:	1,223,304.31	0.00	1,223,304.31
Average Rate:	0.09	0.00	0.09
Payoff Amount:	1,223,176.09	0.00	1,223,176.09
Accrued Interest:	159.75	0.00	159.75
Int Paid YTD:	350.00	0.00	350.00
# IRA Accounts:	0	0	0
IRA Balance:	0.00	0.00	0.00
# Closed Accounts:	0	0	0
Loans:			
# Loan Accounts:	0	0	0
Current Balance:	0.00	0.00	0.00
Average Rate:	0.00	0.00	0.00
Payoff Amount:	0.00	0.00	0.00
Accrued Interest:	0.00	0.00	0.00
Int Paid YTD:	0.00	0.00	0.00
# Closed Accounts:	0	0	0
# Charged Off:	0	0	0
Loans to Deposits:	0.0000	0.0000	0.0000

<-----End-Of-Report----->

OVERTIME HOURS BY EMPLOYEE FOR FEBRUARY

Tamy Morrow---	-----0.00
Adam Woitalewicz	-----0.00
Penny Beck	-----2.66
Rosie Palacz	-----0.00
Judy Dugan	-----0.00
Sarah Morrow	-----0.00
Elaine Safarik	-----0.00
Sharon Walker	-----0.00
Kathy Donscheski	-----0.00
Diane Spilinek	-----0.00

HOURLY VS SALARY HOURS WORKED

Employee	NOV HRS	DEC HRS	JAN HRS	FEB HRS
Tamy Morrow	169.41	201.59	200.57	175.23
Rosie Palacz	143.26	127.48	167.69	135.69
Diane Spilinek	172.86	211.4	198.54	207.20
Adam Woitalewicz	149.08	179.68	180.26	173.43



2021 NEW BOARD MEMBER WORKSHOP

Wednesday, April 14, 2021
Kearney Holiday Inn
9:00 AM to 4:30 PM CT

AGENDA

Board Role and Responsibilities
Open Meetings Law, Advocacy, Board Meeting Protocols,
Board-Superintendent Relations
At the Board Table
Board Leadership

Register Now by emailing schoolboards@NASBonline.org

NASB Member: \$95/person

Non-Member: \$200/person

Members who registered for the 2020 New Board Member Workshop or

Webinars will only be assessed a \$25 fee for meals.

\$20 cancellation fee by the registration deadline.

No refunds after the deadline.

SUGGESTED AUDIENCE

Newly elected or appointed and experienced board members,
superintendents and ESU administrators

Contact Makenzie Barry at mbarry@NASBonline.org or
800-422-4572 with questions.





Board Presidents, and those who aspire to be President are invited to attend the annual NASB Board President Retreat

SUGGESTED AUDIENCE:

Board Presidents, Aspiring Presidents,
Superintendents and/or ESU Administrators

MARCH 14-15, 2021 | KEARNEY HOLIDAY INN

Sunday | 4:30 PM CT - Training, Social & Dinner

Monday | 7:30 AM to 3:00 PM CT- President Training

Register by March 8, 2021

Hotel Room Block at the Comfort Inn - 308-251-2722 for \$79.95

Hotel Deadline: Saturday, February 27, 2021

MARCH 16, 2021 | BOARD PRESIDENT WEBINAR (LIVE ONLY)

9:30 AM TO 12:00 PM CT & 1:00 PM TO 3:00 PM CT

Register by March 8, 2021

Register for the Retreat or Webinar today at www.NASBonline.org
and logging in with your email and password.

REGISTRATION FEE: \$150

Earn 15 Awards of Achievement Points

\$20 cancellation fee by the registration deadline.

No refunds after the deadline.

"Leadership is not a position or title, it is action and example."
- Harold Geneen



415 West Market Street
P.O. Box 44
Elba, NE 68835

February 23rd, 2021

Ms. Allison Pritchard
Elba Public School
711 Caroline Street
P.O. Box 100
Elba, NE 68835

Dear Ms. Pritchard and Elba Public School Board:

Through this letter, I hereby announce my resignation from Elba Public School as the Agricultural Education Instructor and FFA Advisor upon the fulfillment of my 2020-2021 contract.

It has been a pleasure to have the opportunity to work with our students, district and agricultural education program for the last two years. I have recently accepted a position that is closer to my home and family. I will continue to fulfill the duties of my contract. Thank you for the experiences this position has provided me and for allowing me to be a part of your community.

As needed, I am committed to helping transition responsibilities to the new Agricultural Education instructor in the coming months.

Sincerely,

A handwritten signature in black ink, appearing to read "KateLynn J. Ness", with a stylized flourish extending from the end.

KateLynn J. Ness

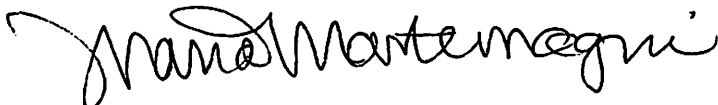
March 3, 2021

Elba Public School
711 Caroline Street
Elba, NE 68835

Dear Elba Public School Board:

I would like to notify you that I am resigning from my position as school counselor at the end of the 2020-2021 school year. Thank you for the opportunity to work as a Bluejay for the last four years.

Respectfully,

A handwritten signature in black ink, reading "Maria Montemagni". The signature is fluid and cursive, with the first name "Maria" and last name "Montemagni" clearly distinguishable.

Maria Montemagni
School Counselor

Grace Synek
P.O. Box 36
Elba, NE 68835

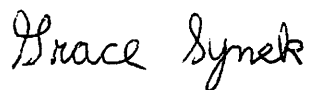
March 3, 2021

Allison Pritchard
Superintendent
Elba Public Schools
711 Caroline Street
Elba, NE 68835

Dear Ms. Pritchard,

Please accept my resignation from my position as 7-12 Mathematics Teacher at Elba Public Schools. I greatly appreciate the support you have given me over my time here. I am grateful for the opportunity this school has given me to grow both personally and professionally over the past two years. Teaching here has been a great experience for me, and I am truly thankful that you gave me this opportunity to be part of Elba Public Schools.

Sincerely,

A handwritten signature in cursive script that reads "Grace Synek". The ink is dark and the signature is fluid, with the first and last names clearly legible.

Grace Synek

Elba Public School 2021-2022 Calendar

August 2021						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September 2021						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			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		

October 2021						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 2021						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	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				

December 2021						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			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	

1st Quarter: 44 days

2nd Quarter: 43 days

3rd Quarter: 44 days

4th Quarter: 45 days

Students: 176 days

Teachers: 186 days

August 9th, 10th, 11th Teacher In-service

August 12th First Day of School 2:00 pm dismissal

August 13th First Regular Day for Students

September 1st 2:00 pm dismissal In-Service

September 3rd 2:00 pm dismissal Football

September 6th Labor Day No School

September 16th 2:00 dismissal In-Service

September 16th Parent-Teacher Conferences 3pm - 7 pm

September 17th No School- Students

September 17th Teacher In-Service 8am-noon

September 24th No School- Junk Jaunt

October 1st 2:00 pm dismissal Football

October 6th 2:00 pm dismissal In-service

October 8th 2:00 pm dismissal Football

October 14th 2:00 pm dismissal Football

October 15th-End of 1st Quarter 2:00 pm dismissal Inservice

October 18th, 19th- No School Fall Break

November 3rd- 2:00 pm dismissal In-service

November 23rd 2:00 pm dismissal In-service

November 24th, 25th, 26th-No School Thanksgiving Break

December 1st-2:00 pm dismissal-Inservice

December 22nd-End of 2nd quarter 2:00 pm dismissal Inservice

December 23rd - January 3rd No School Holiday Break

January 4th- No Students, Teacher in-service

January 5th-Students return to school

January 19th- 2:00 pm dismissal-In-service

February 2nd-2:00 pm dismissal-In-service

February 15th-Host Conference Quiz Bowl, NO Students

February 17th-2pm dismissal

February 17th-3 pm - 7 pm Parent-Teacher Conferences

February 18th- In-service 8 am - noon

March 2nd-2:00 pm dismissal

March 4th-No school Spring Break

March 10th-End of 3rd quarter

March 11th-No School Spring Break

March 16th-2:00 pm dismissal In-service

April 6th-2:00 pm dismissal in-service

April 14th-2:00 pm dismissal in-service

April 15th and April 18th No School Easter Break

April 20th-2:00 pm dismissal In-service

April 29th Award's Night 7:00 pm

May 3rd Senior's Last Day

May 4th 2:00 pm dismissal in-service

May 7th 2:00 pm Graduation

May 17th 2:00 pm dismissal K-11 LAST DAY

May 17th End of 4th quarter

May 18th and 19th Teacher Workday

January 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						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					

February 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

March 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		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		

April 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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				

	Teacher Inservice/Workday
	No School
	Full Day: 8:00 a.m. - 3:46 p.m.
	Early Dismissal - 2:00 p.m.
	Late Start - 10:00 a.m.
	Significant Dates
	Senior Class

**NEGOTIATED AGREEMENT
ELBA PUBLIC SCHOOL DISTRICT 47-0103
AND ELBA EDUCATION ASSOCIATION
2021-2022 SCHOOL YEAR**

The Board and the Association recognize that the development of a quality educational program for the children attending the public schools of Elba is a joint responsibility, which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter into this Agreement with mutual dedication, recognizing that the experience, creativity, and judgment of all parties are necessary to reach the educational needs of the community.

NEGOTIATION PROCEDURES The two parties to this Agreement believe the following basic procedures are necessary for good faith bargaining to occur:

- Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.
- Either party may request bargaining be opened by contacting the President or spokesperson of the other party.
- Meeting dates and times will be scheduled by mutual consent of the two parties. Facts, opinions, proposals, and counterproposals will be freely discussed in good faith during the meetings. All participants shall treat each other professionally and respectfully during discussions and shall give due consideration to all proposals.
- Final agreements shall be reduced to writing and signed by both parties.

ARTICLE 1- RECOGNITION

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all teachers employed by the District.

Teacher shall mean all certificated teaching personnel and other professional personnel employed by the district but excluding administrators.

ARTICLE II- TEACHERS RIGHTS

A. Nothing contained in this Agreement shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.

B. The Board will not discriminate against any teacher with respect to terms and conditions

of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Agreement.

ARTICLE III ASSOCIATION RIGHTS

A. Association Use of District Property

The Association shall be allowed the use of the school buildings for meetings, providing that such use does not result in unscheduled maintenance costs, in which case an appropriate fee for that use will be negotiated between the parties to this Agreement.

The Association shall be allowed the use of school equipment including computers, copiers, audio-visual equipment, and standard office equipment, provided that the Board may assess the Association a reasonable fee for expendable supplies consumed during such use.

The Association shall be allowed to make reasonable use of the school including teachers' mailboxes, intercom, teacher bulletins, etc. Such use shall not cause unnecessary interruption of the education program of the school.

The Association shall be limited to conducting association business to non-duty hours, such as prior to the start of the contract day, during duty free lunch, and at the end of the contract day. The Association shall be able to have contact with their representative for association business. The Association's representative shall report his or her presence in the building to the office.

ARTICLE IV-SALARIES

A. Salary Schedule

The salary of each teacher covered by this Agreement shall be determined by the salary schedule attached as Attachment A.

B. Initial Placement

In hiring new teachers, the district retains the right to limit the number of years of experience accepted to a total of 5 years of prior experience. However, teachers will be placed on the schedule according to their degree level.

C. Base Salary

The base salary shall be \$36,400 for 2021-2022.

D. Teacher Retention

To promote teacher retention, after signing their teacher contract, Elba Public School teachers will receive a \$500 stipend the beginning of their 5th, 10th, 15th, 20th, 25th, 30th, 35th, 40th, 45th etc. years of service.

E. Horizontal Movement

Credit for additional hours shall be credited on September 1 and movement on the salary schedule shall take place accordingly. Teachers shall be limited in horizontal movement to one (1) degree column per year.

Courses to be used to move across the salary schedule must be presented to the Superintendent for approval prior to course enrollment.

F. Vertical Movement

Teachers shall be placed on the proper vertical step in accordance with their experience in the district. Teachers are limited in any one year to a two-step movement. For example, a teacher may move one vertical step and one horizontal column,

G. Advancement in the absence of a successor agreement.

Each teacher employed by the district will receive vertical and horizontal advancement if applicable, in the event this agreement continues for the following school year in accordance with the provisions of Article XIII.

H. Extra Duty

Where an agreement has been reached between an individual teacher and the district relating to the performance of extra-curricular duties, the salary shall be in accordance with the provisions of the extra duty/extra-curricular salary schedule attached as Attachment B.

I. Reduction in Force

See Attachment "D".

ARTICLE V- INSURANCE

A. Health Insurance

The District shall continue to provide full health and AB dental for employees and their families. The deductible for the Insurance shall be \$1050/\$3,600 for a dual choice policy. The board shall provide full Employee health and AB dental insurance to single full-time teachers. The board will provide full Employee & Child(ren) health and AB dental insurance to full-time teachers with child(ren) only. The board will provide full Employee & Spouse health and AB dental insurance to full-time teachers with spouses only. The board will provide full Employee, Spouse, & Child(ren) health and AB dental insurance to full-time teachers with a spouse and

child(ren) All plans will be the health plans, which is currently endorsed by the Education Health Alliance. Staff Members covered by the insurance of a spouse shall receive \$30.73 per month to be applied toward any other type of health insurance.

B. Complete Annual Coverage

For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period.

C. Long Term Disability (LTD)

The board will provide LTD insurance coverage for all teachers. The insurance shall include coverage of 66 2/3 % of salary and may include up to a 30-day waiting period.

ARTICLE VI TERMS OF EMPLOYMENT

A. Teacher's Contract

Upon initial employment, the teaching contract issued to employees subject to this Agreement shall be on a contract form recommended by the Commissioner of Education.

B. Release from Contract

Prior to April 1st, teachers who wish to be released from their contract shall be released there upon a written request filed with the Board of Education. After April 1st, no teachers shall be released from their contract.

ARTICLE VII- TEACHER ASSIGNMENT

A. All bargaining unit teachers shall be given written notice of their schedules for the forthcoming year on or before May 1 under two conditions, that all contracts have been returned and all teaching vacancies have been filled. Nevertheless, written notices will be given as soon as possible after these conditions have been completed.

B. Appropriate planning time for preparation of classes shall be provided to all teachers. Each high school teacher shall be provided with one regular class period for planning. In the event that elementary teachers are not provided 50 minutes of planning time, arrangements will be made for 1/2 day per quarter for elementary teachers to use as planning time. Each year within the first fifteen class days (three weeks), a committee of two elementary teachers and one administrator shall develop a plan based on assignments that would insure regular planning for elementary staff. The board agrees that the primary responsibility of the teacher is to teach. The board shall organize the school day and work force to ensure that the teachers' skills are utilized to this end.

C. Teachers are allowed to volunteer for lunch duty (monitoring of students during the lunch period). As compensation for duties performed monitoring students during the lunch period, the teacher will receive a free lunch. Teachers may inform the office personnel if interested in volunteering for lunch duty.

ARTICLE VIII- LEAVES

A. Leave

1. Leave allowance shall be available for all regular certified staff. Teachers shall be allowed up to 12 days of leave in a school year. Leave shall be cumulative to 35 days at the rate of 10 days per year. Teachers shall complete written documentation of leave upon return to work.

No more than three (3) teachers may use leave on any one day on a first approved basis. All personal leave requests will be submitted on the " Leave Form" (Attachment C), five (5) working days in advance of leave request.

Leave may not be taken the day before or after a holiday, the first two weeks, or the last two weeks of the school year. The Superintendent may waive the 5 days' notice or prohibited day requirement.

Employees prior to 2009-2010 will retain previously obtained personal leave days.

Employees prior to 2020-2021 will retain previously obtained sick leave days. To use a previously obtained sick leave day the leave sheet must state that they are using a previously obtained sick day, once the leave is entered in monthly payroll records no changes will be allowed.

B. Professional Leave

Two days of professional leave may be granted annually. Professional leave will be granted by the Board or Administration if such leave is justified (enhance the wellbeing of the district) and substitutes and funds are available. Justifiable reasons will be limited to school visitations and noncredit educational workshops that directly enhance a teacher's value to this district. Professional leave cannot be accumulated.

ARTICLE IX - PART-TIME TEACHER PROVISIONS

A. Part-time employees shall be provided the same salary, benefits and leave available to full time employees on a prorated basis.

B. Part-time teachers shall not be required to cover a class for another teacher. In an emergency situation where no alternative is available, however, a part-time teacher having a

planning period or scheduled non-duty time during the day may be asked by an administrator to cover a class. Compensation shall be paid at the rate of \$20 per class period covered.

C. In an effort to compensate part-time teachers for the committee assignments and meetings held noncontiguous to regularly scheduled work time, part-time personnel shall receive one-half (1/2) personal day per semester or one (1) personal day per year as compensatory pay to make up for the inconvenience and time spent outside the regularly scheduled school day. These days are prorated.

D. Staff members must give the required five (5) days' notice to the administration to allow time to secure a substitute. These days are in addition to the leave days already granted to all professional staff members.

ARTICLE X - MISCELLANEOUS PROVISIONS

A. Nondiscrimination

The Board and the Association agree that there shall be no discrimination and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, marital status, or sexual orientation.

B. Board Policy

This agreement constitutes Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy. The Board shall provide the Association and all teaching employees with copies of all Board policies dealing with employment practices.

C. Compliance between Individual Contract and Master Agreement

Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.

D. Separability Clause

If any of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provisions or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

E. Covering Classes for Other Teachers

Teachers shall not be required to cover a class for another certificated employee. In an emergency situation where no other alternative is available, however, a certificated employee having a planning period during the day may be asked by an administrator to cover a class. Compensation shall be paid at the rate of \$15 per class period covered.

ARTICLE XI- PERSONNEL FILE

A. File

Any teacher shall have the right, upon request, to review and make copies of the contents of his/her personnel file(s).

B. Derogatory Material

No material derogatory to a teacher's conduct, service, character, performance, or personality shall be placed in the teacher's personnel file unless the teacher has had the prior opportunity to review the material. The teacher shall acknowledge that they had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the superintendent or the superintendent's designee and attached to the file copy.

C. No Separate File

Although the Board agrees to protect the confidentiality of personal reference, academic credentials, and other similar personnel records, it shall not establish any separate personnel file(s) that are not available to the teacher for inspection.

ARTICLE XII – GRIEVANCE PROCEDURES

A. Purpose

The purpose for which these grievance procedures are established:

1. To reduce the potential areas of conflict among teachers, administrators, and the Board of Education
2. To provide communication through recognized channels among administrators teachers, the Association, and the Board of Education
3. To develop improved morale and effectiveness of teachers.

B. Definition of Terms

1. Grievance shall mean a claim based upon an event or condition which affects the terms and conditions of employment of a teacher or a group of teachers, and/or the

interpretation, meaning for application of any of the policies, rules, regulations, or professional negotiations contracts of the District.

2. Aggrieved person shall mean the teacher or teachers stating the grievance.

3. Party-in-interest shall mean the aggrieved person, and any other person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

4. Association shall mean the Elba Education Association.

C. Procedures

The following procedures shall be used in the submission of grievances as defined in "B"

1. If a teacher or teachers believes that there is a grievance, the individual shall first discuss the matter with the building administrator in an effort to resolve the problem.

2. The aggrieved person may have representative of the Association assist him/her in efforts to resolve the problem informally with the administrator.

3. If an aggrieved person is not satisfied with the disposition of the problem, or if no decision has been rendered following five school days after stating the grievance in the informal procedure, the person may submit the claim within seven school days as a formal grievance, in writing, to the building administrator.

4. The building administrator shall, within five school days, render a decision and the reasons therefore in writing to the aggrieved person with a copy to the President of the Association, and to the Superintendent of Schools.

5. A teacher, who is not directly responsible to a building administrator, shall submit the formal grievance claim to the administrator to whom that person is directly responsible.

6. If the aggrieved person is not satisfied with the disposition of the grievance, the person may within seven school days appeal the written grievance to the Superintendent of Schools.

7. The Superintendent of Schools shall act for the administration of this level procedure. Within ten school days after receipt of the written appeal for a hearing by the Superintendent, the Superintendent shall meet with the aggrieved person for the purpose of hearing the grievance. A record of such hearing shall be kept by the Superintendent and made available to the parties involved upon request. The Superintendent shall, within five school days following the hearing, render a decision and the reasons therefore, in writing, to the aggrieved person, with a copy to the President of the Association.

8. If the aggrieved person is not satisfied with the disposition of the grievance by the Superintendent, or if no decisions has been rendered within five school days after submission to the Superintendent, the person may within seven school days, appeal the grievance to the Board of Education.

9. Within thirty school days after receiving the written appeal, the Board of Education shall meet with the aggrieved person for the purpose of hearing the matter. Within five school days following submission of the matter, the decision of the Board of Education shall be rendered in writing.

D. Rights of Teachers to Representation

Any party-in-interest may be represented at all stages of the grievance procedure by a representative of the Association. When a teacher is not represented by the Association, the Association shall have the right to be present to state its views at all stages of the grievance procedure.

E. General Provisions

1. If the written grievance is not filed within thirty (30) calendar days after the teacher knew, or should have known, of the act or condition on which the grievance is based, then grievance shall be waived.
2. A grievance may be withdrawn at any level without prejudice.
3. No reprisals of any kind shall be taken by the District, by any member of the administration, or the Association, against any party in-interest or any other participant in the grievance procedure by reasons of such participation.
4. The forms appended thereto shall be used for the processing of any grievance and are noted as Attachment "E".

ARTICLE XIII- DURATION OF AGREEMENT

This contract shall be effective as of the beginning of the 2021-2022 school year and shall continue in effect until the end of 2021-2022 school year. If a new and substitute contract has not been duly entered into prior to the end of the current school year, the terms of this contract shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2021-2022 school year.

ARTICLE XIV - DOCUMENT AUTHORIZATION

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed hereon.

Elba Education Association

Association President

Date

Association Chief Negotiator

Date

Elba Board of Education

Board President

Date

Board Chief Negotiator

Date

ATTACHMENT D

CERTIFICATED EMPLOYEE REDUCTION IN FORCE

The board has the exclusive authority to determine the appropriate number of certificated employees. Reductions-in-force of certificated staff members may be required due to changes in the size or nature of the student population, limited financial support, changing programs, staff realignment or other changes in circumstances. Reduction-in-force may result in termination of employment, an amendment to the employee's contract reducing the employee from full-time to part-time status or an amendment to the contract of a part-time employee further reducing that employee's percentage of employment.

Prior to the reduction-in-force the board shall present evidence that such changes in circumstances have occurred. If a reduction of certificated staff is necessary, the superintendent or designee shall recommend to the school board those certificated employees to be reduced in employment under the provisions of this policy. No permanent employee may be selected for a reduction-in-force while a probationary employee is retained to perform a service that the permanent employee is qualified by certification and endorsement to perform or where certification is not applicable, by reason of college credits in the teaching area.

Due to the often intimate, confidential, and unique personal working relationship necessary between the administration and the school board, a certificated employee who is not currently serving in a predominately administrative capacity shall have no rights under this policy to any administrative position within the school system.

The selection of personnel to be terminated shall be made with consideration given to the following and not necessarily in order of priority:

- Programs to be offered
- Student needs
- Areas of certification and endorsement
- State and federal regulations which may mandate certain employment practices
- Special qualifications that may require specific training and/or experience
- Contributions to activity programs
- Qualifications based on past performance and competence as determined by the principal and/or superintendent through employee evaluation procedures
- The organizational and educational impact created by multiple part time certificated employees
- Any other reasons which can be rationally related to the instruction in or administration of the school system.

Employee evaluations (including frequency of evaluations, evaluation forms, and number and length of classroom observations, if applicable) used under this policy shall conform to the board policies and administrative rules, regulations, and practices in effect at the time for the periodic evaluation of certificated staff members.

If, after consideration of the above, it is the opinion of the superintendent that no significant difference exists between certificated employees being considered for reduction-in-force, then the employee with the longest uninterrupted service to the district shall be retained.

Due process for all employees selected for a reduction-in-force shall be followed.

Any certificated employee whose contract shall be terminated because of reduction-in-force shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect. Such employee shall have preferred rights to re-employment for a period of twenty-four months commencing at the end of the contract year and the employee shall be recalled on the basis of length of service to the school to any position for which he or she is qualified by endorsement or college preparation to teach. The employee shall, upon reappointment, retain any benefits that had accrued to that employee prior to termination but such leave of absence shall not be considered as a year of employment by the district. An employee under contract to another educational institution may waive recall but such waiver shall not deprive the employee of his or her right to subsequent recall.

It shall be the responsibility of each certificated employee to file with the superintendent a copy of the employee's teaching certificate (including endorsements) upon initial employment with the district. On or before March 15 of each year thereafter (for so long as the employee is employed in the school system or has rights of recall) evidence of any changes in the employee's certification or endorsements, which have occurred since the previous year or are pending, shall

be filed with the superintendent.

Any certificated employee whose employment contract is terminated as a result of reductions-in-force shall (during his/her period of recall) report his/her current address to the superintendent and shall inform the superintendent of any changes of address thereafter. If a vacancy in the system occurs for which the employee has rights of recall, the superintendent to the employee's last known address may send the offer of such employment. If no acceptance of such offer is received from the employee within fourteen days of ailing and the superintendent has no personal knowledge of the whereabouts of the employee (their than last known address), the employee shall be deemed to have waived his/her rights to recall to the employment position.

Legal Reference

Neb. Statute 79-846 to 849
79-824 to 844

Cross Reference

Employee and Internal Relations
Certificated Employee Evaluation

ATTACHMENT E

GRIEVANCE PRESENTATION

FORMAL GRIEVANCE PRESENTATION (Level II-Step 1)

(To be completed by an aggrieved person within 30 days after the aggrieved knew or should have known of the act or condition on which the grievance is based.)

Aggrieved Person _____

Date of Presentation _____

Home Address of Aggrieved person _____

School _____ Principal _____

Subject area or grade _____

Name of Association School Representative _____

Statement of Grievance

Attachment A

\$36,400

2021-2022 Salary Schedule

Step	BA	BA +9	BA +18	BA +27	BA +36/MA	MA + 9	MA +18
1	\$36,400 1	\$38,220 1.05	\$40,040 1.1	\$41,860 1.15	\$43,680 1.2	\$45,500 1.25	\$47,320 1.3
2	\$37,856 1.04	\$39,676 1.09	\$41,496 1.14	\$43,316 1.19	\$45,136 1.24	\$46,956 1.29	\$48,776 1.34
3	\$39,312 1.08	\$41,132 1.13	\$42,952 1.18	\$44,772 1.23	\$46,592 1.28	\$48,412 1.33	\$50,232 1.38
4	\$40,768 1.12	\$42,588 1.17	\$44,408 1.22	\$46,228 1.27	\$48,048 1.32	\$49,868 1.37	\$51,688 1.42
5	\$42,224 1.16	\$44,044 1.21	\$45,864 1.26	\$47,684 1.31	\$49,504 1.36	\$51,324 1.41	\$53,144 1.46
6	\$43,680 1.2	\$45,500 1.25	\$47,320 1.3	\$49,140 1.35	\$50,960 1.4	\$52,780 1.45	\$54,600 1.5
7		\$46,956 1.29	\$48,776 1.34	\$50,596 1.39	\$52,416 1.44	\$54,236 1.49	\$56,056 1.54
8			\$50,232 1.38	\$52,052 1.43	\$53,872 1.48	\$55,692 1.53	\$57,512 1.58
9				\$53,508 1.47	\$55,328 1.52	\$57,148 1.57	\$58,968 1.62
10					\$56,784 1.56	\$58,604 1.61	\$60,424 1.66
11						\$60,060 1.65	\$61,800 1.7

Attachment B

Base Pay 2021-2022

\$36,400

Position	%	Years 1-3	%	Years 4-6	%	Years 7-9	%	Years 10-13	%	13 +
Transportation Director	11	\$4,004	12.25	\$4,459	13.5	\$4,914	14.75	\$5,369	16	\$5,824
Activities Director	11	\$4,004	12.25	\$4,459	13.5	\$4,914	14.75	\$5,369	16	\$5,824
Head Coaches-HS	10	\$3,640	11.25	\$4,095	12.5	\$4,550	13.75	\$5,005	15	\$5,460
Assistant Coaches-HS	7	\$2,548	8.25	\$3,003	9.5	\$3,458	10.75	\$3,913	12	\$4,368
Head Coaches-JH	5	\$1,820	5.5	\$2,002	6	\$2,184	6.5	\$2,366	7	\$2,578
Assistant Coaches-JH	3	\$1,092	3.5	\$1,274	4	\$1,456	4.5	\$1,638	5	\$1,820
Annual/Communicator	5	\$1,820	5.25	\$1,911	5.5	\$2,002	5.75	\$2,093	6	\$2,184
FFA	3	\$1,092	3.25	\$1,183	3.5	\$1,274	3.75	\$1,365	4	\$1,456
One-Act Play	3	\$1,092	3.25	\$1,183	3.5	\$1,274	3.75	\$1,365	4	\$1,456
Speech	3	\$1,092	3.25	\$1,183	3.5	\$1,274	3.75	\$1,365	4	\$1,456
Vocal/Instrumental Music	3	\$1,092	3.25	\$1,183	3.5	\$1,274	3.75	\$1,365	4	\$1,456
Student Council	1	\$364	1.25	\$455	1.5	\$546	1.75	\$637	2	\$728
Youth Leadership	1	\$364	1.25	\$455	1.5	\$546	1.75	\$637	2	\$728
Quiz Bowl	2	\$728	2.25	\$819	2.5	\$910	2.75	\$1,001	3	\$1,092
Science Olympiad	3	\$1,092	3.25	\$1,183	3.5	\$1,274	3.75	\$1,365	4	\$1,456
Math Counts	1.25	\$455	1.5	\$546	1.75	\$637	2	\$728	2.25	\$819
National Honor Society	1	\$364	1.25	\$455	1.5	\$546	1.75	\$637	2	\$728
Senior Class Sponsor	2.5	\$910	2.5	\$910	2.5	\$910	2.5	\$910	2.5	\$910
If two sponsors	1.25	\$455	1.25	\$455	1.25	\$455	1.25	\$455	1.25	\$455
Junior Class Sponsor	4	\$1,456	4	\$1,456	4	\$1,456	4	\$1,456	4	\$1,456
If two sponsors	2	\$728	2	\$728	2	\$728	2	\$728	2	\$728
Sophomore Class Sponsor	1.5	\$546	1.5	\$546	1.5	\$546	1.5	\$546	1.5	\$546
Freshman Class Sponsor	1.5	\$546	1.5	\$546	1.5	\$546	1.5	\$546	1.5	\$546
8th Grade Sponsor	1.5	\$546	1.5	\$546	1.5	\$546	1.5	\$546	1.5	\$546
7th Grade Sponsor	1.5	\$546	1.5	\$546	1.5	\$546	1.5	\$546	1.5	\$546
Summer Reading Coordinator	2	\$728	2	\$728	2	\$728	2	\$728	2	\$728
Head Cheer Coach	3	\$1092	3	\$1092	3	\$1092	3	\$1092	3	\$1092

<u>Elba Public Schools</u>	
<u>Athletic Director</u>	<u>Levels of Performance</u>
<u>A. Professionalism</u>	<u>Met</u> <u>Improving</u> <u>Not met</u>
1. Develops and maintains a comprehensive athletic program which seeks the highest development of all participants, and which respects the individual dignity of every athlete.	Comments:
2. Consider the well-being of the entire student body as fundamentals in all decisions and actions.	Comments:
3. Supports the principle of due process and protects the civil human rights of all individuals.	Comments:
4. Organizes, directs and promotes an interscholastic athletic program which is an integral part of the total educational program.	Comments:
5. Cooperates with the staff and school administration in establishing, implementing, and supporting school policies.	Comments:
6. Fulfills professional responsibilities with honesty and integrity.	Comments:
7. Improves the professional status and effectiveness of the position through participation in local, state programs and conferences.	Comments:

<u>Elba Public Schools</u>	
<u>Athletic Director</u>	<u>Levels of Performance</u>
<u>B. Athletic Director Responsibilities</u>	<u>Met</u> <u>Improving</u> <u>Not met</u>
1. Provide leadership for the athletic department and place it in the proper educational perspective.	Comments:
2. Assist the district and school administration in securing competent personnel for the athletic staff. Assist in the interview process.	Comments:
3. Prepare and keep calendar of school athletic events. Communicate this calendar and a list of activities to all facets of the school and community.	Comments:
4. Facilitate schedules and coordinate with school and district administration for all school athletic practices, activities and community usage.	Comments:
5. Attend all home contests, meets and events. Rotates to cover away contests, meets, and events.	Comments:
6. Transmit all pertinent information for state association conferences to principals, coaches, and district administrator.	Comments:

<u>Elba Public Schools</u>	
<u>Athletic Director</u>	<u>Levels of Performance</u>
<u>C. Athletic Director Responsibilities</u>	<div> <div><u>Met</u></div> <div><u>Improving</u></div> <div><u>Not met</u></div> </div>
1. Help arrange transportation for athletic events.	Comments:
2. Resolve conflicts which may develop from time to time within the ranks of the athletic department.	Comments:
3. Act as tournament director for all conference and state tournament activities which take place in the district.	Comments:
4. Works effectively with the news media to keep the community informed of activities, needs, programs, and educational news.	Comments:

<u>Elba Public Schools</u>				
<u>Athletic Director</u>		<u>Levels of Performance</u>		
<u>D. Athletic Director Responsibilities</u>		<u>Met</u>	<u>Improving</u>	<u>Not met</u>
1. Provide a system to maintain permanent records for each sport, such as wins and losses, outstanding records, letter persons, etc.		Comments:		
2. Plan, organize and supervise all athletic award programs with the cooperation of the booster club, coaches, and school district administrators.		Comments:		
3. Coordinate the organization and operation of the press boxes.		Comments:		
4. Attend and serve as the school liaison at athletic booster club meetings.		Comments:		
5. Serve as the liaison between the coaches and the athletic boosters.		Comments:		
6. Assist the district administrator in the preparation and distribution of complimentary passes for the school district.		Comments:		
7. Emphasize to coaches the need for proper player appearance and conduct, enforce sportsmanship and language requirements.		Comments:		

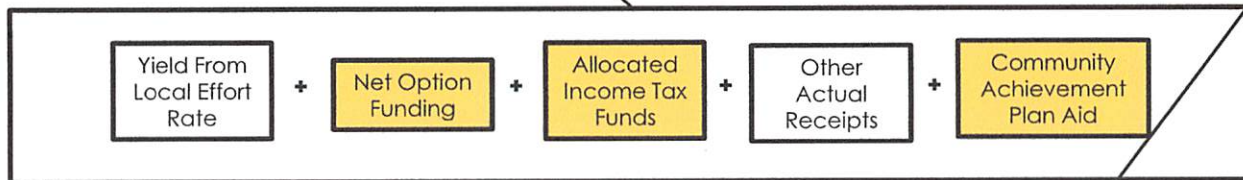
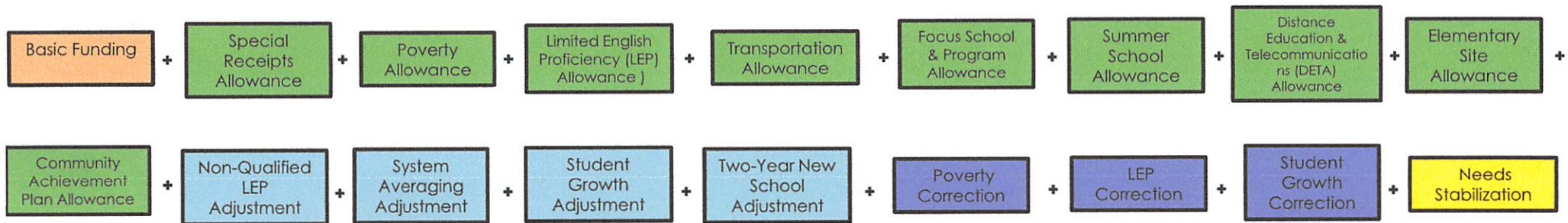
<u>Elba Public Schools</u>	
<u>Athletic Director</u>	<u>Levels of Performance</u>
<u>D. Athletic Director Responsibilities</u>	<div> <div><u>Met</u></div> <div><u>Improving</u></div> <div><u>Not met</u></div> </div>
8. Maintains a harmonious working relationship with board, accepting direction by the board as a whole and respecting board members' diversity of opinion.	Comments:
9. Examine all equipment and facilities before use and develop an inventory of all sports related items per sport.	Comments:
10. Provide dressing rooms for visiting teams and officials. Provide checks to the officials.	Comments:
11. Evaluate all head coaches on annual basis and have head coaches evaluate all assistant coaches.	Comments:
12. Review activity requisitions (PO's).	Comments:

Elba Public Schools**Athletic Director****Levels of Performance****E. Athletic Director Responsibilities****Met****Improving****Not met****1. Completes contracts for activities****Comments:****2. Conducts athletic meetings****Comments:****3. Assigns ticket takers and helps coordinate fundraising.
Create the annual sports calendar.****Comments:****4. Perform such duties as the Principal or Superintendent
of schools may direct.****Comments:**

<u>Elba Public Schools</u> <u>Athletic Director</u>	<u>Levels of Performance</u>
<u>F. Athletic Director Responsibilities</u>	<u>Met</u> <u>Improving</u> <u>Not met</u>
1. Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.	Comments:
2. Demonstrates ability to work well with individuals and groups.	Comments:
3. Possesses and maintains the health and energy necessary to effectively meet the responsibilities of the athletic director.	Comments:
4. Maintains professional development by reading, coursework, conference attendance, work on professional committees, and visiting other districts.	Comments:
5. Defends principle and conviction in the face of pressure and partisan influence.	Comments:
6. Uses language effectively in dealing with staff members, the board, and the public.	Comments:
7. Earns respect and standing among professional colleagues.	Comments:

How the state figures how much State Aid we receive. *Zeigler*

Nebraska Department of Education
School Finance and Organization Services
2020/21 TEEOSA Component Chart



(#) – TEEOSA document page number
 Green – Allowances
 Blue – Adjustments
 Purple – Corrections
 Orange – Equalization Aid
 Red – Prior Year Correction