

Elba Public School Board
March 8, 2021
Regular Monthly Meeting

The meeting was called to order at 7:00 p.m. by President Terry Spilinek. The next board meeting will be April 12, 2021 at 8:00 p.m. President Spilinek stated that the meeting was in compliance with the Nebraska Open Meetings Act as posted in the room and Michael Higgins read the publication of the meeting. Roll call of members present: Terry Spilinek, Michael Higgins, Robyn Rasmussen, Kristina Radke, Sara Roy and Jim Thompson. Other present included: Superintendent Allison Pritchard and members of the public.

The Pledge of Allegiance was recited by all present.

Motion by Radke, seconded by Thompson to approve the agenda as prepared. Yes – Roy, Higgins, Rasmussen, Spilinek, Thompson, Radke. No – 0. Motion carried 6 – 0.

The board heard a Celebration of Excellence for Ayden Berney who received numerous awards at the Centura Wrestling Banquet: Newcomer of the Year, Impact Wrestler-212 team points, Pepperjack Award, and 2021 Centura letter winner in wrestling. The Book Fair was successful, earning approximately \$525 worth of free books for the library. The Ag Program has been busy. Jaime Wysocki and Deanna Fanta's agriscience fair project has been a success; the hamsters had four babies. The Ag 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 UNL College of Agricultural Sciences and Natural Resources for doing so. Congratulations to all of the FFA members who participated in CDE's and Livestock and Poultry Judging. The Elba FFA received a new banner and will be recognized at the State FFA Convention for participating in the NIFA Grant Program.

The Superintendent and AD reports were given. Board committee reports were also given.

Motion by Higgins, seconded by Radke to approve items on the consent agenda including Minutes from the regular meeting held February 8, 2021, the Monthly Financial report and Payment of the Bills including payroll in the amount of \$210,174.81. Yes – Radke, Rasmussen, Spilinek, Thompson, Higgins, Roy. No – 0. Motion carried 6 – 0

The Board received information on the following discussion items: new board/faculty shirts, carpet in the front office and teachers lounge, New Board Member and President workshops, Building and Grounds committee meeting, Athletic Director evaluation tool, negotiated agreement and district calendar, Superintendent evaluation, the electric bill for February, and the 2021/2022 State Aid.

Motion by Thompson, seconded by Higgins to approve the negotiated agreement between the Elba Education Association and the Elba Board of Education. Yes – Radke, Spilinek, Thompson, Higgins, Rasmussen, Roy. No – 0. Motion carried 6-0.

Motion by Roy, seconded by Radke to approve the 2021-2022 District Calendar which adheres to the Nebraska Department of Education's Rule 10 requirements. Yes – Higgins, Radke, Rasmussen, Spilinek, Roy, Thompson. No – 0. Motion carried 6 – 0.

Motion by Higgins with regrets, seconded by Radke to approve the resignation of Ms. Katelynn Ness, Agriculture teacher, 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 Higgins with regrets, seconded by Radke to approve the resignation of Mrs. Maria Montemagni, Guidance Counselor, 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 Thompson with regrets, seconded by Roy to approve the resignation of Ms. Grace Synek, Mathematics teacher, 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 Radke, seconded by Roy to approve the proposed Athletic Director evaluation tool for the 2020-2021 school year. Yes – Roy, Rasmussen, Higgins, Radke, Thompson, Spilinek. No – 0. Motion carried 6 – 0.

Motion by Roy, seconded by Higgins to approve the completion of Ms. Pritchard's second Superintendent Evaluation. Yes – Spilinek, Higgins, Rasmussen, Roy, Thompson, Radke. No – 0. Motion carried 6 – 0.

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

The meeting was adjourned at 8:03 p.m.

Robyn Rasmussen
Board Secretary

**ELBA PUBLIC SCHOOLS
DISTRICT 047-0103
BOARD OF EDUCATION REGULAR SCHEDULED MEETING
Monday, April 12th, 2021
Room 112
8:00 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. March regular meeting minutes
 - b. Financial Report
 - c. Bills and Claims for April 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. Building and Grounds meeting date
 2. Carpet in front office and teacher's lounge
 3. Teacher candidate contracts
 4. Superintendent contract
 5. ESSA, Title I, Part A 2021-2022 Cooperative Agreement
 6. Student Incentive Program
 7. Spanish
8. Action Items
 - a. English teacher Ms. Osborne's resignation
 - b. Physical Education teacher Mr. Polk's resignation
 - c. Sixth grade teacher Mrs. Rudolf's retirement
 - d. Paraprofessional Elaine Safarik's resignation
 - e. English teacher Lacie Hogan's contract
 - f. Math teacher Jayvilyn Meneses's contract
 - g. Counselor teacher Asia Berg's contract
 - h. Agriculture teacher Hannah Lowe's contract
 - i. Superintendent Allison Pritchard's contract
 - j. ESU10 Title I consortium
 - k. Recommend Seniors for graduation
 - l. Transfer \$7,500 to the Activity Fund
9. Adjournment

ELBA PUBLIC SCHOOLS
DISTRICT 047-0103
BOARD OF EDUCATION REGULAR MEETING
Monday, April 12th, 2021
8:00 PM

MINUTE

The Elba Public School Board of Education will conduct a regular meeting, on April 12th, at the schoolhouse. Advance notice of the meeting was published in the *Phonograph Herald* on April 8th, 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: May ____, 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. The library received the Rural Community Impact Grant from the Heartland United Way. The grant awarded \$1,060 which will be used toward purchasing new non-fiction books.
2. Track Meet at Central City:
Angel McKoski placed 4th in the pole vault. Joey Wysocki placed 6th in the triple jump and 6th in the 300 hurdles.

Track Meet at Fullerton: Ayden Berney took 1st place in the pole vault and 4th place in the long jump. Joey Wysocki got 5th in the 300 hurdles, 6th place in the triple jump and 6th place in the long jump. Angel Mckoski got 4th place in the pole vault and Maycee Radke 5th in the triple jump. 4x800 relay-Jaime Wysocki, Lexi Berggren, Angel Mckoski and Maycee Radke placed 4th.
Track Meet at Kearney: Ayden Berney placed 3rd in the pole vault.

Track Meet at Fullerton: Jaime Wysocki finished 6th in the high jump. Tristin Johnson finished fourth in the discus. Joey Wysocki finished fifth in the boys triple jump and 5th in the 300 hurdles. Cody Donohue got third place in the boys 800-meter run.

All the athletes continue to improve and are improving personal records every week.

3. Ms. Blum's would like to report her 3rd/4th graders are working hard toward their Accelerated Reader goals, keeping grades up and working on poetry this month in third grade reading!
4. Deanna Fanta and Jaime Wysocki are state finalists in their agriscience fair division for Nebraska FFA.
5. Joseph Wysocki and Cash Wolinski are Nebraska State FFA Degree Recipients.
6. The baby hamsters have their new homes. Two are at Curtis and Deanna Fanta did a college visit when we delivered them.
7. Aryana and Marissa Usasz were the March leaders of the month.
8. Shout out to the Elba Volunteer Fire Department for visiting the elementary students and sharing their equipment with the students.

IV. Public Comment:

- 1.

V. Reports

a. AD Report

- i. Track is going good for both Junior High and High School
- ii. Mr. Polk is working on schedules for next year. We had a couple basketball teams drop us.

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 NSCAS testing is complete
- iii I am working with the Career Technical Education (CTE) ladies on our purchase for 2021- 2022.
- iv On March 10th the elementary students had a book read.
- v District Speech was held on March 10th.
- vi Ms. Pritchard has all her certified and classified evaluations complete.
- vii The elementary had their 3rd quarter awards on March 11th.
- viii The Accelerated Reader students went skating on March 11th.
- ix The firetruck visited the elementary students on March 11th.
- X Third through Fifth grade visited the one room school-house at the Stuhr Museum
- XI Preschool/Kindergarten Round-up was on March 25th with approximately 8-10 students per class.
- XII The Junior's did complete the ACT on April 6th
- XIII Elba Schools did create a radio commercial which will air in the Grand Island area.

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 March 8th, 2021.
- b. Approve the April Monthly Financial Report and Payment of the Bills Including Payroll in the Amount of **\$204,583.00**,

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 _____.

\$863,933.44
General Fund

\$27,228.92
Building Fund

\$30,972.08
Depreciation Fund

\$1082.76
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. Building and Grounds meeting date
- 2. Carpet in front office and teacher's lounge
- 3. Teacher candidate contracts
- 4. Superintendent contract
- 5. ESSA Title I, Part A 2021-2022 Cooperative Agreement
- 6. Student Incentive Program
- 7. Spanish

VIII Action Items:

- a. Approve English teacher Ms. Lauren Osborne's resignation
- b. Approve Physical Education teacher Mr. Samuel Polk's resignation

- c. Approve 6th grade teacher Mrs. Nancy Rudolf's retirement
- d. Approve paraprofessional Mrs. Elaine Safarik's non-renewal.
- e. Approve Mrs. Lacie Hogan's English contract for the 2021-2022 school years
- f. Approve Ms. Jayvilyn Meneses's Mathematics contract for the 2021-2022 school years
- g. Approve Ms. Asia Berg's Counselor contract for the 2021-2022 school years
- h. Approve Ms. Hannah Lowe's Agriculture contract for the 2021-2022 school years
- i. Approve Ms. Allison Pritchard Superintendent contract for the 2021-2024 school years.
- j. Approve ESU 10 as the acting administrative and fiscal agent for Elba Public Schools for Title I.
- k. Approve nine seniors for graduation on May 8th, 2021.
- l. Approve transfer of \$7,500 to the Activity Fund.

1. Approve the English teacher Ms. Lauren Osborne's resignation at the end of the 2020-2021 school years.

Motion by _____, seconded by _____, to approve the English teacher Ms. Lauren Osborne's resignation.

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

2. Approve the Physical Education teacher Mr. Samuel Polk's resignation at the end of the 2020-2021 school years.

Motion by _____, seconded by _____, to approve the Physical Education teacher Mr. Samuel Polk's resignation.

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

3. Approve the Sixth-grade teacher Mrs. Nancy Rudolf's retirement at the end of the 2020-2021 school years.

Motion by _____, seconded by _____, to approve the Sixth-grade teacher Mrs. Nancy Rudolf's resignation 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 paraprofessional Mrs. Elaine Safarik's non-renewal at the end of the 2020-2021 school years.

Motion by _____, seconded by _____, to approve paraprofessional Elaine Safarik's non-renewal 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 Ms. Lacie Hogan's English teaching contract for the 2021-2022 school years.

Motion by _____, seconded by _____, to approve Lacie Hogan's English teaching contract for the 2021-2022 school years.

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

6. Approve Ms. Jayvilyn Meneses's Mathematics teaching contract for the 2021-2022 school years.

Motion by _____, seconded by _____, to approve Jayvilyn Meneses's Mathematics teaching contract for the 2021-2022 school years.

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

7. Approve Ms. Asia Berg's Counselor teaching contract for the 2021-2022 school years.

Motion by _____, seconded by _____, to approve Asia Berg's Counselor contract for the 2021-2022.

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

8. Approve Ms. Hannah Lowe's Agriculture teaching contract for the 2021-2022 school years.

Motion by _____, seconded by _____, to approve Hannah Lowe's teaching contract for the 2021-2022.

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

9. Approve Ms. Allison Pritchard's Superintendent contract for the 2021-2024 school years.

Motion by _____, seconded by _____, to approve Ms. Allison Pritchard's Superintendent contract for the 2021-2024 school years.

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

10. Approve ESU 10 as the acting administrative and fiscal agent for Elba Public Schools for Title I for the 2021-2022 school years.

Motion by _____, seconded by _____, to approve ESU 10 as the acting administrative and fiscal agent for the Elba Public Schools for Title I for the 2021-2022 school years.

11. Approve nine seniors for graduation on May 8th, 2021.

Motion by _____, seconded by _____, to approve nine seniors for graduation on May 8th, 2021.

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

On roll call vote: Radke _____; Roy _____; Rasmussen _____;
Higgins _____; Thompson _____; Spilinek _____.
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. Set a meeting date for the Building and Grounds committee to discuss summer projects and prioritize district building and ground goals.
2. Mr. K did help me get carpet samples from Carpet Plus in Grand Island. The carpet layer did come assess the front office to remove glue and leave flooring vs. laying carpet. I am hoping to have bids by Monday.
3. I feel fortunate to find qualified candidates for our open positions.
Lacie Hogan holds a degree in Middle School English. She will obtain a provisional certificate through NDE while she obtains the course work necessary to be certified in grades 10, 11, 12. Mrs. Hogan also possesses a Special Education and Reading Specialist degrees.
Jayvilyn Meneses is an International Exchange Teacher from the Philippines. Jayvilyn possesses her Master's in Mathematics and currently has 200 students per day, grades 10 and 11. Philippine students begin speaking English when they begin public education, so she is easily understood.
Our new counselor, Asia Berg, comes to Elba from Grand Island Public Schools. She will be finished with her 7-12 counseling degree in May and can obtain a provisional while she completes her PK-6 counseling endorsement. She is currently a counselor for the Grand Island Public Schools Gear UP grant. The program's goal is to ensure college and career readiness for middle school through four years after high school graduation.
Hannah Lowe our Agriculture candidate is graduating from University of Nebraska's Agriculture teacher program. She has developed new curriculum and completed research with UNL professors. She also worked as a Nemaha County Extension Intern to assist with their 4H programs.

4. I met with the negotiation and budget committee on March 24th. The only request I made was to let my sick days accumulate up to 35 days in case of catastrophic incidences. A three-year contract was negotiated. As a superintendent it is important to me the board agrees on my contract. I want a cohesive and collaborative environment, so if there are any conflicts with my contract, I would like them discussed as a board before my contract is signed.
5. As a formality, in order for Elba Public Schools to be part of the ESU 10 Title I consortium there will need board approval. Title I is a Federal program through Every Student Succeeds Act (ESSA) to provide financial assistance to schools with high percentages of children from low-income families. Elba uses Title I funds to provide extra student reinforcement in Reading.
6. The Student Incentive Program has been beneficial for students to obtain items they normally would not have acquired for excellent attendance, behavior, and grades. I would like the end of the year cut off date for Seniors to spend incentive points to be May 1st. The 7th-11th grade end of the year cut-off date would be May 5th. My question to the board is do we let the students roll over their points or are they required to use all of their points before the deadline date? I would like your input. I didn't know how hectic mandating students to use all their points by the date would be for Diane. I would like to see students able to roll over points to the next year in case a student is saving for a big purchase, such as a computer. I am the keeper of the incentive spreadsheet, so I don't mind rolling points over to the new 2021-2022 school years spreadsheet. I also would like to know if there are any changes to the program.
7. Elba is going to have a local agreement with Centura this year for Spanish I and Spanish II. The cost is 5 students for \$100 per class per semester. Each additional student is \$20. Spanish I we have 8 students and the total cost is \$160 and Spanish II we have 5 students with a total cost of \$100. Total cost \$260 per semester, at this point. Centura is creating the contract and will send it to me when it is finished. In our last Spanish local agreement, we spent \$1,500 per semester.

Action Items

- a. Ms. Osborne is currently on medical leave, but had resigned before her accident. She has accepted a contract with Ainsworth Public Schools if the recovery process continues.
- b. Mr. Polk has had the option to resign. I have kept the board abreast of the situations. I do have confidential documentation for your review. I feel it is important for the board to know my staff expectations.
- c. Mrs. Rudolf did make the decision to retire at the end of the school year. It was a very difficult decision for her. She is willing to substitute for us next year and she is assisting junior high volleyball, presently.
- d. Mrs. Elaine Safarik did have two unsatisfactory evaluations. I will not renew her contract due to incompetence.
- e. I will touch on each new teaching candidate during the discussion portion of the meeting, so I am recommending Lacie Hogan, Jayvilyn Meneses, Asia Berg, and Hannah Lowe's contracts to be approved.
- f. I am asking approval of my three-year contract as superintendent from 2021-2024 at Elba Public Schools.
- g. As a formality, I am asking for approval of ESU 10 to be the Title I administrative and fiscal agent, so many schools can work together in a consortium.
- h. I am recommending nine seniors for graduation on May 8th, 2021. The students meeting the community service requirements are: Cash Wolinski, Robby Rose, Joseph Wysocki, Jasmine Halsey, and Hunter Snyder. The seniors who still need to complete some portion of their community service hours are: Kolby Graves,

Guadalupe West, Deja Lewis and Allene Randolph. The diplomas will be held until community hours are completed.

- i. To ensure we have enough funds until the end of the school year I am requesting to transfer \$7,500 to the Activity Fund. With the referees, track costs, FFA activities, Speech and One-Act we need to ensure we have funds to pay the senior trip and the remaining Prom bills.

Check and Deposit Slip Register

ALL Data

Cycle Number: 539
Period End: 03/31/2021
Check Date: 04/15/2021

Arranged by:
Check Number

Bank ID	Bank Account	Bank Name					
Email	Chk Num	Emp PR ID	Employee Name	Earning	Deduction	Net	Fringe

Checks

Fund: 01 GENERAL FUND

A	20-067-5	General Fund					
00023452	HIGGMIKE	MICHAEL HIGGINS	400.48	-30.64	369.84	30.64	
00023453	HUEB	WALTER D HUEBNER	720.00	-80.01	639.99	55.08	
00023454	JOHNSONT	TODD JOHNSON	1,705.00	-261.88	1,443.12	130.43	
00023455	JORGENDAR	DARYL JORGENSEN	1,143.55	-218.23	925.32	87.48	
00023456	KENTON	STACEY L KENTON	120.00	-9.18	110.82	9.18	
Fund Totals:			4,089.03	-599.94	3,489.09	312.81	
Totals:			4,089.03	-599.94	3,489.09	312.81	

Deposits

Fund: 01 GENERAL FUND

A	20-067-5	General Fund					
00000001	PARTRIDGE	JONATHAN BLAINE PARTRIDGE	1,186.64	-229.39	957.25	90.78	
00000002	SPILINEK	Juliann Spilinek	840.00	-81.78	758.22	64.26	
X 539.00001	BLUM E	ELAINE L BLUM	3,729.16	-1,195.86	2,533.30	1,356.66	
X 539.00002	COLFACK K	KAYLA K COLFACK	3,722.04	-1,168.23	2,553.81	1,356.40	
X 539.00003	DAVIS	KATIE C DAVIS	2,290.00	-549.53	1,740.47	398.43	
X 539.00004	DONSCHESK	DALLAS W DONSCHESKI	2,282.16	-576.02	1,706.14	400.01	
X 539.00005	DONSKATH	Kathleen A Donscheski	1,500.60	-366.94	1,133.66	271.22	
X 539.00006	DONSM	MELISSA L DONSCHESKI	3,594.92	-1,581.99	2,012.93	2,518.90	
X 539.00007	DUGAN	JUDITH M DUGAN	1,339.48	-358.19	981.29	242.88	
X 539.00008	GOLDFISH S	SHELLY R GOLDFISH	4,206.50	-1,440.92	2,765.58	2,666.27	
X 539.00009	KASLON	MARSHA L KASLON	4,748.30	-951.54	3,796.76	363.24	
X 539.00010	KOCH	SARAH R KOCH	3,654.54	-1,400.98	2,253.56	1,327.87	
X 539.00011	KOPERSKI	ANNE E KOPERSKI	331.15	-57.72	273.43	1,918.06	
X 539.00012	LEACHKAY	KAYLA M LEACH	4,445.16	-1,473.38	2,971.78	1,487.09	
X 539.00013	MONTMARI	MARIA MONTEMAGNI	5,004.79	-1,452.59	3,552.20	2,823.12	
X 539.00014	MOOREBEV	BEVERLY A MOORE	5,101.50	-1,866.72	3,234.78	2,182.39	
X 539.00015	MORROWSA	SARAH C MORROW	3,940.50	-1,047.82	2,892.68	701.00	
X 539.00016	MORRTAMY	Tamy S Morrow	5,208.45	-1,678.89	3,529.56	1,605.68	
X 539.00017	NESS	KateLynn J NESS	3,222.16	-992.19	2,229.97	1,265.84	
X 539.00018	OELTJEN D	DUSTIN D OELTJEN	962.16	-159.28	802.88	73.60	
X 539.00019	OSBORNE	LAUREN E OSBORNE	2,557.14	-733.03	1,824.11	1,135.82	
X 539.00020	PALACZ	Rosalyn M Palacz	793.20	-141.05	652.15	139.03	
X 539.00021	POLJEF	Jeff Polski	1,252.41	-115.74	1,136.67	94.16	
X 539.00022	POLK S	SAMUEL R POLK	1,389.74	-337.73	1,052.01	955.04	
X 539.00023	PRITCHARD	ALLISON E PRITCHARD	10,916.67	-4,519.52	6,397.15	3,223.93	
X 539.00024	RITTAJUD	JUDY K RITTA	925.00	-99.09	825.91	70.76	
X 539.00025	RUDNANCY	NANCY S RUDOLF	4,654.00	-1,892.47	2,761.53	1,522.88	
X 539.00026	SAFARIK	Elaine G Safarik	1,820.43	-440.48	1,379.95	327.99	
X 539.00027	SMITH	SUMMER SMITH	2,795.00	-676.25	2,118.75	213.82	
X 539.00028	SPILINEKD	DIANE SPILINEK	2,693.57	-1,471.46	1,222.11	1,160.76	
X 539.00029	STUKENT	KENT H STUTHEIT	7,427.20	-3,024.76	4,402.44	2,602.68	
X 539.00030	SYNEK	GRACE G SYNEK	4,117.50	-1,814.42	2,303.08	1,426.79	
X 539.00031	WALES	RAYANN B WALES	3,102.66	-1,004.13	2,098.53	1,242.53	
X 539.00032	WALKSHAR	Sharon A Walker	2,409.30	-613.35	1,795.95	434.29	
X 539.00033	WIESECHEL	CHELSEA R WIESE	3,222.00	-1,048.18	2,173.82	1,264.27	
X 539.00034	WOITADAM	ADAM WOITALEWICZ	2,036.31	-868.06	1,168.25	1,048.28	

Check and Deposit Slip Register

ALL Data

Cycle Number: 539
 Period End: 03/31/2021
 Check Date: 04/15/2021

Arranged by:
 Check Number

Bank ID	Bank Account		Bank Name					
Email	Chk Num	Emp PR ID	Employee Name		Earning	Deduction	Net	Fringe
	X 539.00035	WRATDONN	DONNA L WRATTEN		4,326.17	-1,368.31	2,957.86	2,207.63
	X 539.00036	WY SOCKI M	MEAGAN M WY SOCKI		3,609.83	-1,125.06	2,484.77	2,560.26
Fund Totals:					121,358.34	-39,923.05	81,435.29	44,744.62
Totals:					121,358.34	-39,923.05	81,435.29	44,744.62
Report Totals:					125,447.37	-40,522.99	84,924.38	45,057.43

Bank Account Totals

Fund:							
A	20-067-5	General Fund		84,924.38			

Check and Deposit Slip Register

ALL Data

Cycle Number: 540
 Period End: 03/31/2021
 Check Date: 04/15/2021

Arranged by:
 Check Number

Bank ID	Bank Account		Bank Name				
Email	Chk Num	Emp PR ID	Employee Name	Earning	Deduction	Net	Fringe
Deposits							
Fund: 06		LUNCH FUND					
B	20-009-7		Lunch Fund				
X	540.00001	BECKP	PENNY L BECK	1,845.47	-552.15	1,293.32	322.30
X	540.00002	PALACZ	Rosalyn M Palacz	2,257.29	-608.17	1,649.12	1,085.73
Fund Totals:				4,102.76	-1,160.32	2,942.44	1,408.03
Totals:				4,102.76	-1,160.32	2,942.44	1,408.03
Report Totals:				4,102.76	-1,160.32	2,942.44	1,408.03
Bank Account Totals							
Fund:							
B	20-009-7		Lunch Fund			2,942.44	

Consolidated Check Listing

Direct	Dep.	Check	Check Date	Payable To	Amount
	01 - GENERAL FUND				
		00023457	04/12/2021	Am Family Life Assur. Co.	439.00
		00023458	04/12/2021	Blue Cross/blue Shield	24,250.06
		00023459	04/12/2021	BUTTE STATE BANK	101.57
		00023460	04/12/2021	ELBA PUBLIC SCHOOL	400.00
		00023461	04/12/2021	General Fund Special	21,352.10
		00023462	04/12/2021	HENDERSON STATE BANK	101.57
		00023463	04/12/2021	Heritage Bank	31,729.07
		00023464	04/12/2021	Heritage Bank NEIT	4,058.04
		00023465	04/12/2021	HERITAGE BANK ST PAUL NEBRASKA	286.39
		00023466	04/12/2021	MADISON NATIONAL LIFE	554.25
		00023467	04/12/2021	125 Med Rein. Plan	500.00
		00023468	04/12/2021	MG TRUST COMPANY	975.00
		00023469	04/12/2021	SAMUEL POLK	101.57
		00023470	04/12/2021	PIONEER CREDIT RECOVERY	489.17
		00023471	04/12/2021	VISION SERVICE PLAN	126.71
				01 - GENERAL FUND Totals:	85,464.50
				Report Total:	85,464.50

Consolidated Check Listing

Direct Dep.	Check	Check Date	Payable To	Amount
06 - LUNCH FUND				
	00005549	04/12/2021	Am Family Life Assur. Co.	166.84
	00005550	04/12/2021	Blue Cross/blue Shield	677.33
	00005551	04/12/2021	General Fund Special	806.51
	00005552	04/12/2021	Heritage Bank	812.72
	00005553	04/12/2021	Heritage Bank NEIT	70.46
	00005554	04/12/2021	MADISON NATIONAL LIFE	24.34
	00005555	04/12/2021	VISION SERVICE PLAN	10.15
06 - LUNCH FUND Totals:				2,568.35
Report Total:				2,568.35

Consolidated Check Listing

Direct Dep.	Check	Check Date	Payable To	Amount
01 - GENERAL FUND				
	00023472	04/12/2021	Act	280.00
	00023473	04/12/2021	Elba Activity Account	7,500.00
	00023474	04/12/2021	AURORA CO-OP ELEVATOR	54.60
	00023475	04/12/2021	BLUE JAY ENTERPRISES	82.25
	00023476	04/12/2021	BOMGAARS	7.66
	00023477	04/12/2021	ELBA BOOSTER CLUB	1,764.00
	00023478	04/12/2021	COUNTRY PARTNERS COOP	964.92
	00023479	04/12/2021	DAS STATE ACCOUNTING - CENTRAL FINANCE	747.58
	00023480	04/12/2021	EAKES OFFICE SOLUTIONS	101.97
	00023481	04/12/2021	Esu #10	8,469.88
	00023482	04/12/2021	ELBA PUBLIC SCHOOL FFA	90.00
	00023483	04/12/2021	Heritage Bank	15.00
	00023484	04/12/2021	Ho-gr Rural Public Power Dis	3,932.94
	00023485	04/12/2021	HOMETOWN MARKET	66.92
	00023486	04/12/2021	Howard County Medical Center	100.00
	00023487	04/12/2021	Jim's Truck Stop & Propane	41.75
	00023488	04/12/2021	J & J SANITATION	272.63
	00023489	04/12/2021	Loup Central Landfill Assoc.	5.00
	00023490	04/12/2021	Menards	26.20
	00023491	04/12/2021	MENDYK PAINTING	975.00
	00023492	04/12/2021	Nebraska Central Telephone Co	212.39
	00023493	04/12/2021	NEBRASKA DEPARTMENT OF REVENUE	373.00
	00023494	04/12/2021	NEBRASKA.GOV	33.00
	00023495	04/12/2021	Paramount Linen & Uniform	257.43
	00023496	04/12/2021	PGH&G ATTORNEYS AT LAW	600.00
	00023497	04/12/2021	The Phonograph Hearld	201.99
	00023498	04/12/2021	JUDY RITTA	216.68
	00023499	04/12/2021	ELBA SENIOR CLASS	45.00
	00023500	04/12/2021	S E Smith & Sons	26.45
	00023501	04/12/2021	ELBA SCHOOL SEVENTH GRADE CLASS	87.00
	00023502	04/12/2021	SINCLAIR FLEET TRACK	1,261.06
	00023503	04/12/2021	KENT STUTHEIT	66.35
	00023504	04/12/2021	Telephone Systems Of Ne Inc	95.00
	00023505	04/12/2021	The Parts Bin, Inc.	50.97
	00023506	04/12/2021	T O Haas Tire Co Inc	387.50
	00023507	04/12/2021	U.S. BANK	3,028.68
	00023508	04/12/2021	US FOODS	1,189.83
	00023509	04/12/2021	Village Of Elba	135.56
	00023510	04/12/2021	Wells Plumbing Co Inc	427.93
01 - GENERAL FUND Totals:				34,194.12

Consolidated Check ListingArranged by:
Check Number

Direct Dep.	Check	Check Date	Payable To	Amount
06 - LUNCH FUND				
	00005556	04/12/2021	BIMBO BAKERIES	441.43
	00005557	04/12/2021	HILAND DAIRY	1,204.12
	00005558	04/12/2021	HOMETOWN MARKET	106.34
	00005559	04/12/2021	Smith Welding Shop	26.62
	00005560	04/12/2021	U.S. BANK	18.65
	00005561	04/12/2021	US FOODS	3,822.94
06 - LUNCH FUND Totals:				5,620.10
Report Total:				5,620.10

[illegible]

General Fund		MARCH 2021			
				878,247.44	Feb. 2021 Balance
Property tax	1-03131-1	Howard Co	\$	82,347.11	
Property tax	1-03132-2	Sherman Co			
Motor Vehicle	1-01125	Howard Co	\$	2,110.87	
Motor Vehicle	1-01125	Sherman Co			
Local License	1-01911	Howard Co	\$	317.69	
Carline	1-01115	Howard Co			
Homestead	1-03130	Howard Co	\$	2,098.79	
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		\$	9,010.37	
State Aid	1-03110		\$	82,903.00	
Interest on taxes	1-01140		\$	105.57	
Apportionment	1-03400				
Medicad/Admin	1-04709				
Medicad/MIPS	1-04708		\$	547.07	
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				
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		\$	13,399.00	
IDEA Base Age	4404 1-04512				
IDEA Poverty	6408 1-04518				
IDEA	6406 1-04516		\$	1,968.00	
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		\$	34.65	
Other Non-Rev rcpt	1-05690				
Other Local rcpt	1-01990				
		Total		1,073,489.56	Total Deposits \$ 195,242.12
Mar. 2021	Bills		\$	(127,544.88)	
	Payroll		\$	(82,011.24)	
				863,933.44	Mar. 2021 Balance

Lunch Fund						
		Balance		\$ 10,153.73	Feb.2021 Balance	
		Income		\$ 17,807.59		
Mar. 2021	Bills			\$ (7,874.92)		
	Payroll			\$ (2,689.24)		
				\$ 17,397.16	Mar. 2021 Balance	



www.bankonheritage.com

April 1, 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,

A handwritten signature in black ink, appearing to read "Connie Thompson", is written over a horizontal line.

Connie Thompson
Heritage Bank St. Paul

RP0009
PRINTED BY: PCTHERITAGE BANK
Customer ProfileTIME: 08:31:53AM OLPRO.CBL---V.28.00
SYSTEM DATE: 04/01/2021 PAGE: 1

 * Profile from Inquiry: CIF 11 476003593 ELBA SCHOOL As of: 04/01/2021 *
 * 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	5,765.52	0.05	5,765.52	0.00	0.95	
HER		200097	11	01	17,397.16	0.05	17,397.16	0.00	1.43	
DDA		200113	11	01	1,031.03	0.00	1,031.03	0.00	0.00	
HER		200675	11	01	863,933.44	0.05	863,933.44	0.00	89.37	
HER	IN	201756	11	01	1,082.76	0.05	1,082.76	0.00	0.14	
DDA	IN	203745	11	01	27,228.92	0.00	27,228.92	0.00	0.00	
DDA		210029	11	01	2,533.39	0.00	2,533.39	0.00	0.00	
HER		210050	11	01	30,972.08	0.05	30,972.08	0.00	3.83	
C/D		1130245	11	01	104,495.99	0.15	104,449.83	32.21	275.83	01/16/2022
C/D		1130540	11	01	21,445.00	0.15	21,430.77	1.85	7.93	12/11/2021
C/D	EG	1130615	11	01	30,888.72	0.20	30,903.95	15.23	15.56	04/01/2021
C/D		1130727	11	01	26,189.68	0.15	26,171.98	1.94	67.63	03/14/2022
C/D		4304951	11	01	81,881.72	0.20	81,920.64	79.86	0.00	04/05/2021

Deposit Account Totals: (Primary Accounts)

# Deposit Accounts:	13	Payoff Amount:	1,214,821.47
Current Balance:	1,214,845.41	Accrued Interest:	131.09
Average Rate:	0.08	Int Paid YTD:	462.67
# 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

RP0009
PRINTED BY: PCTHERITAGE BANK
Customer ProfileTIME: 08:31:53AM OLPRO.CBL---V.28.00
SYSTEM DATE: 04/01/2021 PAGE: 2

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: 08:31:53AM OLPRO.CBL----V.20.00
SYSTEM DATE: 04/01/2021 PAGE: 3

Customer Totals:

	Primary Accounts	+	Related Accounts	=	Customer Totals
<hr/>					
Deposits:					
# Deposit Accounts:	13		0		13
Current Balance:	1,214,845.41		0.00		1,214,845.41
Average Rate:	0.08		0.00		0.08
Payoff Amount:	1,214,821.47		0.00		1,214,821.47
Accrued Interest:	131.09		0.00		131.09
Int Paid YTD:	462.67		0.00		462.67
# 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----->

CUSIP	Pledge Description	Sec Desc 1	Rate	Maturity	Par/Curr Face	Market Value
3133EKAK2	ELBA PUBLIC SCHOOLS	FEDERAL FARM CR BKS	2.53	2/14/2022	1,050,000.00	1,072,546.65
3133EKL9	ELBA PUBLIC SCHOOLS	FEDERAL FARM CR BKS	0.22	5/16/2022	300,000.00	300,446.70
As of March 31, 2021					<u>1,350,000.00</u>	<u>1,372,993.35</u>
47-6003593						

CURRENT DEPOSITS

HER xxx089	5,765.52
HER xxx097	17,397.16
DDA xxx113	1,031.03
HER xxx675	863,933.44
HER xxx756	1,082.76
DDA xxx745	27,228.92
DDA xxx029	2,533.39
HER xxx500	30,972.08
CD xxx245	104,495.99
CD xxx540	21,445.00
CD xxx615	30,888.72
CD xxx727	26,189.68
CD xxx951	81,881.72

TOTAL DEPOSITS	<u>1,214,845.41</u>
FDIC INSURANCE	<u>250,000.00</u>
TOTAL REQUIRED TO PELDGE	<u>964,845.41</u>
EXCESS PLEDGING \$	408,147.94

HOURLY VS SALARY HOURS WORKED

Employee	NOV HRS	DEC HRS	JAN HRS	FEB HRS	MAR HRS
Tamy Morrow	169.41	201.59	200.57	175.23	196.19
Rosie Palacz	143.26	127.48	167.69	135.69	182.98
Diane Spilinek	172.86	211.4	198.54	207.20	229.55
Adam Woitalewicz	149.08	179.68	180.26	173.43	195.61

April 6th, 2021

Elba Public School
711 Caroline St.
Elba, NE 68835

Dear Administrators and School Board Members,

It is with great sadness that I write this; however, I would like you to accept this letter as my resignation from Elba Public School at the end of the 2020-2021 school year.

It has been an absolute pleasure to get to work here teaching, coaching, and being activities director. I have truly cherished every moment I have spent in this school and community and working with some fantastic students and staff; however the last couple years have put a strain on my mental and emotional health. I am exhausted trying to keep up with everything that I am doing, which is why it is time for me to try something new or different.

Thank you for everything. I will always love this school, my kids, this community, and this place will always hold a special place in my heart.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Sam Polk', with a stylized, cursive script.

Samuel Polk

Nancy Rudolf
1120 O Street, Saint Paul, NE 68873

April 6, 2021

Allison Pritchard
Superintendent
Elba Public School
Elba, NE 68835

Dear Ms. Prichard:

Please accept my resignation from my position as a 6th grade teacher at Elba Public School. My last day will be May 21, 2021.

I feel so honored to have been able to finish my teaching career in the same system where I myself began as a Kindergartener over 60 years ago! The last 9 years have allowed me to become reacquainted with the people and students of Elba. I have enjoyed working with the students, faculty, and administration. And as such wish you only the best as you move forward in the future.

Sincerely,

A handwritten signature in cursive script that reads "Nancy Rudolf". The signature is fluid and elegant, with the first name "Nancy" and last name "Rudolf" clearly distinguishable.

Nancy Rudolf

March 10th, 2021

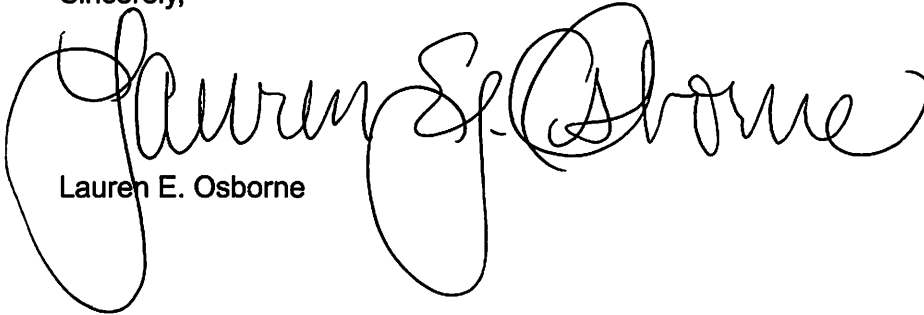
Lauren Osborne
2402 K St
Apt 48
Ord, NE 68862

Dear Ms. Pritchard and the Elba Public Schools School Board:

I would like to inform you that I am resigning from my position as the 7-12 English teacher at Elba Public Schools. My last day will be May 18, 2021.

Thank you for the opportunity to learn and grow as a teacher here at Elba.

Sincerely,

A large, stylized handwritten signature in black ink that reads "Lauren E. Osborne". The signature is written in a cursive style with large, flowing loops.

Lauren E. Osborne

from 9/14/93

TEACHER'S CONTRACT

THIS CONTRACT made by and between the School district of Elba, No 47-0103 in the County of Howard, in the State of Nebraska, hereinafter referred to as the District and Hannah Lowe a legally qualified teacher, hereinafter referred to as Teacher.

WITNESSTH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the District for a school year, which shall begin on Monday, August 9, 2021 and end on or about May 19, 2022 and shall consist of 186 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of \$ 36,400 and under the following conditions.

FIRST: The salary of the Teacher shall be payable in 12 equal installments. The first installment shall be payable on the 15th day of September, and the remaining installments shall be payable on the 15th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be canceled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12,110,R.R.S. (1982 Supp.)

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ration to the yearly salary herein specified as the number of days of service to the date of such termination bears to 186 days of service. The Teacher shall refund any unearned fractional portion of an installment paid but not earned prior to termination of the contract.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; Provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the item at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the Teacher's Certificate, as herein listed, is registered in the office of the County Superintendent of Schools in this County and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teacher or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days renewal, amendment, termination or cancellation shall also be subject to the requirements of Section 79-12,111 through 79-12,114 R.S. (1982 Supp) and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the district on or before **Friday, March 19th, 2021 by 4:00 PM CT** shall constitute a rejection by the teacher of the offer of employment.

100% (1.00 FTE) BA (Step 1) Index 1.0

Ms. Lowe will receive benefits as stated in the 2021-2022 Negotiated agreement.

Ms. Lowe will receive 15 extended contract days. In June she will receive 7 days and July she will receive 8 days. Extended days will pay $15/186 = 8.064\% = \$2,935.30$

Ms. Lowe will receive \$1,092 for FFA sponsor.

Executed 3/19/2021

Teacher Signature 

Executed _____

School District of Elba No. 47-0103 County of Howard

By _____
President

Secretary

TEACHER'S CONTRACT

THIS CONTRACT made by and between the School district of Elba, No 47-0103 in the County of Howard, in the State of Nebraska, hereinafter referred to as the District and Asia Berg a legally qualified teacher, hereinafter referred to as Teacher.

WITNESSTH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the District for a school year, which shall begin on Monday, August 9, 2021 and end on or about May 19, 2022 and shall consist of 186 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of \$ 50,960 and under the following conditions.

FIRST: The salary of the Teacher shall be payable in 12 equal installments. The first installment shall be payable on the 15th day of September, and the remaining installments shall be payable on the 15th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be canceled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12,110,R.R.S. (1982 Supp.)

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ration to the yearly salary herein specified as the number of days of service to the date of such termination bears to 196 days of service. The Teacher shall refund any unearned fractional portion of an installment paid but not earned prior to termination of the contract.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; Provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the item at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the Teacher's Certificate, as herein listed, is registered in the office of the County Superintendent of Schools in this County and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teacher or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

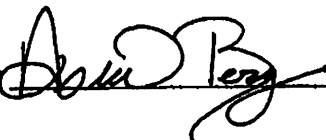
TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days renewal, amendment, termination or cancellation shall also be subject to the requirements of Section 79-12,111 through 79-12,114 R.R.S. (1982 Supp) and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the district on or before **Friday, March 26th, 2021 by 4:00 PM CT** shall constitute a rejection by the teacher of the offer of employment.

100% (1.00 FTE) MA with 6 years of experience (Step 6) Index 1.4, 10 extra duty days which is 5.435% of \$36,400 = \$1,978.34

Ms. Berg will receive benefits as stated in the 2021-2022 Negotiated agreement.

Executed 3/22/2021

Teacher Signature 

Executed _____

School District of Elba No. 47-0103 County of Howard

By _____
President

Secretary

TEACHER'S CONTRACT

THIS CONTRACT made by and between the School district of Elba, No 47-0103 in the County of Howard, in the State of Nebraska, hereinafter referred to as the District and **Jayvilyn Meneses** a legally qualified teacher, hereinafter referred to as Teacher.

WITNESSTH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the District for a school year, which shall begin on **Monday, August 9, 2021** and end on or about **May 19, 2022** and shall consist of **186** days of service including at least **176** teaching days and that the Teacher hereby agrees to accept such employment at a salary of **\$ 52,416** and under the following conditions.

FIRST: The salary of the Teacher shall be payable in 12 equal installments. The first installment shall be payable on the 15th day of September, and the remaining installments shall be payable on the 15th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be canceled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12,110,R.R.S. (1982 Supp.)

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ration to the yearly salary herein specified as the number of days of service to the date of such termination bears to **186** days of service. The Teacher shall refund any unearned fractional portion of an installment paid but not earned prior to termination of the contract.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; Provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the item at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the Teacher's Certificate, as herein listed, is registered in the office of the County Superintendent of Schools in this County and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teacher or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days renewal, amendment, termination or cancellation shall also be subject to the requirements of Section 79-12,111 through 79-12,114 R.R.S. (1982 Supp) and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the district on or before **Friday, August 6th 2021 by 4:00 PM CT** shall constitute a rejection by the teacher of the offer of employment.

100% (1.00 FTE) MS with 7 years of experience (Step 7) Index 1.44

Ms. Meneses will receive benefits as stated in the 2021-2022 Negotiated agreement.

Executed _____

Teacher Signature _____

Executed _____

School District of Elba No. 47-0103 County of Howard

By _____
President

Secretary

TEACHER'S CONTRACT

THIS CONTRACT made by and between the School district of Elba, No 47-0103 in the County of Howard, in the State of Nebraska, hereinafter referred to as the District and Lacie Hogan a legally qualified teacher, hereinafter referred to as Teacher.

WITNESSTH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the District for a school year, which shall begin on Monday, August 9, 2021 and end on or about Thursday, May 19, 2022 and shall consist of 186 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of \$50,960 and under the following conditions.

FIRST: The salary of the Teacher shall be payable in 12 equal installments. The first installment shall be payable on the 15th day of September, and the remaining installments shall be payable on the 15th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be canceled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12,110,R.R.S. (1982 Supp.)

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 186 days of service. The Teacher shall refund any unearned fractional portion of an installment paid but not earned prior to termination of the contract.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; Provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the item at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the Teacher's Certificate, as herein listed, is registered in the office of the County Superintendent of Schools in this County and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teacher or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days renewal, amendment, termination or cancellation shall also be subject to the requirements of Section 79-12,111 through 79-12,114 R.R.S. (1982 Supp) and any other applicable state statutes.

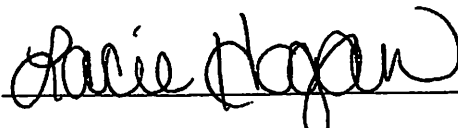
ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the district on or before **April 12th, 2021 at 4:00pm CDT** shall constitute a rejection by the teacher of the offer of employment.

100% (1.00 FTE) MS with 5 years of experience (Step 6) Index 1.4

Mrs. Hogan will receive benefits as stated in the 2021-2022 Negotiated agreement.

Executed _____

Teacher Signature



Executed _____

School District of Elba No. 47-0103 County of Howard

By _____
President

Secretary

SUPERINTENDENT'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of the **Howard County School District 0103, a/k/a Elba Public Schools**, hereinafter referred to as "the Board," and Allison E. Pritchard, hereinafter referred to as "the .49 Superintendent/.51 Elementary Principal." This contract supercedes all prior employment agreements between the parties.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 12th day of April, 2021, the Board hereby agrees to employ the Superintendent/Elementary Principal, and the Superintendent/Elementary Principal hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.** This Contract is for a term of three (3) years beginning on the 1st day of July, 2021, and expiring on the 30th day of June, 2024. References in this Contract to "contract year" shall mean the period of July 1 to June 30. Each year of this agreement shall consist of 235 days of service.

2. **Salary.** The Superintendent/Elementary Principal's annual salary for the 2021-2022 contract year shall be negotiable. The salary for the 2022-2023 contract year and shall not be less than the salary for the 2021-2022 contract year, in the absence of mutual agreement between the Board and the Superintendent.

The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

In the event that the Superintendent/Elementary Principal is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent/Elementary Principal shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The Board reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the Board has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. **Leave Benefits.** Paid leave is available to the Superintendent/Elementary Principal when the following specific conditions are met: (1) the Superintendent/Elementary Principal is currently employed by the District and (2)

the paid leave day is taken on a day Superintendent/Principal Elementary would otherwise be expected to be at work.

1. Vacation. The Superintendent/Elementary Principal shall be allowed twenty working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent/Principal's attendance at regularly scheduled Board meetings or at times when the Superintendent/Principal's duties require the Superintendent/Principal's attendance at school (e.g., beginning and end periods of the school year).
 2. Carry-over and Accumulation of Vacation Days. Vacation is to be used during each contract year. Vacation days are to be used in the contract year in which it becomes available. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. Any unused vacation days from a prior contract year shall be subtracted from the number of vacation days the Superintendent/Elementary Principal has for the following contract year, such that the total vacation days at the beginning of each contract year be twenty.
 3. Sick and Bereavement Leave. The Superintendent/Elementary Principal shall be allowed eight days of sick leave and bereavement leave each contract year.
 4. Carry-over and Accumulation of Sick and Bereavement Days. Unused sick leave and bereavement leave days may be carried over from one contract year to a succeeding contract year accumulating up to 35 days. There shall be no pay for unused sick leave either during or upon ending of employment.
 5. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Eve and Christmas Day, New Years' Day, and Memorial Day.
 6. Log. The Superintendent/Elementary Principal shall prepare and present to the Board a protocol for use in recording the Superintendent/Elementary Principal's vacation, sick and bereavement leave days, and the Superintendent/Elementary Principal will report to the Board quarterly on the use of paid leave days. The Superintendent/Elementary Principal will maintain a current log of used vacation, sick and bereavement leave days with the Superintendent/Elementary Principal's secretary and report to the Board.
- B. Insurance. The Superintendent/Elementary Principal shall be provided group health insurance and dental insurance for which the Superintendent/Elementary Principal is qualified.
- C. Meetings and Dues. The Superintendent/Elementary Principal shall attend appropriate professional meetings at the local and state levels provided that such attendance does not interfere with the proper performance of Superintendent/Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District shall pay the Superintendent/Elementary Principal's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent/Elementary Principal's position upon the Superintendent/Elementary Principal's request.

- D. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent/Elementary Principal's official duties, other than normal commuting, will be reimbursed at the rate set annually by the Board for District travel.
- E. Other Expenses. The District may pay or reimburse the Superintendent/Elementary Principal for reasonable expenses approved by the Board and incurred by the Superintendent/Elementary Principal in the performance of the Superintendent/Elementary Principal's duties under this Contract.
- F. Indemnification. The District shall defend, to the extent permitted by law, hold harmless and indemnify the Superintendent/Elementary Principal from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent/Elementary Principal in the Superintendent/Elementary Principal's individual capacity, or in the Superintendent/Elementary Principal's official capacity as agent and employee of the District. This obligation excludes litigation or other proceedings regarding criminal matters. It is limited to circumstances when the Superintendent/Elementary Principal was acting in good faith regarding a matter that arose while the Superintendent/Elementary Principal was acting within the scope of the Superintendent/Elementary Principal's employment and to matters in which Board has the authority to provide liability insurance coverage under state law. In no case will individual board members be considered personally liable for indemnifying Superintendent/Elementary Principal against such demands, claims, suits, actions and legal proceeding.
- G. Other Benefits. The Superintendent/Elementary Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Superintendent/Elementary Principal meets the conditions and eligibility requirements for such benefits.

4. **Duties.** The Superintendent/Elementary Principal is employed by the District as the Superintendent/Elementary Principal. The Superintendent/Elementary Principal shall perform the duties of such positions as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board policies. The Superintendent/Elementary Principal shall be subject to such other duties as the Board may assign from time to time. The Superintendent/Elementary Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent/Elementary Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Superintendent/Elementary Principal shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent/Elementary Principal shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent/Elementary Principal's professional ability. Regular dependable in-person attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent/Elementary Principal's position.

5. **Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent/Elementary Principal shall be the chief administrative officer for the District, and shall have primary

responsibility for implementation of Board policy. The Superintendent/Elementary Principal shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent/Elementary Principal shall have the authority to act using the Superintendent/Elementary Principal's professional judgment and consistent with legal requirements; provided that the Superintendent/Elementary Principal shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent/Elementary Principal for action, study or recommendation, as appropriate.

6. Evaluation of the Superintendent. The Board shall evaluate the performance of the Superintendent/Elementary Principal one time in the 2021-2022 contract year. The evaluation in the 2021-2022 contract year will be completed and sent to the board president by the end of January and presented to the superintendent/elementary principal at the February board meeting. The Superintendent/Elementary Principal shall be responsible for notifying the board members in writing at least 40 days prior to any deadline for an evaluation, reminding them of the Board's obligation to evaluate, and providing them with the required forms and any other appropriate forms.

7. Contract Termination. In the event the Superintendent/Elementary Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent/Elementary Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act harmful to the Superintendent/Elementary Principal's responsibility to serve as a role model; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent/Elementary Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the months remaining in the term of the Contract at the time termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent/Elementary Principal, shall be set off from sums due to the Superintendent/Elementary Principal and, if the sums owing to the District are in excess of the sums due the Superintendent/Elementary Principal, the amount owing shall be immediately refunded by the Superintendent/Elementary Principal.

8. Representations and Legal Requirements. The Superintendent/Elementary Principal affirms that: (1) the Superintendent/Elementary Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the

assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent/Elementary Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent/Elementary Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent/Elementary Principal further warrants and represents as follows: (1) all information set forth in the Superintendent/Elementary Principal's application for employment and other information provided by the Superintendent/Elementary Principal in seeking employment are true and accurate, and if said information ceases to be true, Superintendent/Elementary Principal will advise the Board of Education immediately; (2) Superintendent/Elementary Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent/Elementary Principal has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent/Elementary Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

9. Governing Laws. The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

10. Amendments & Severability. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent/Elementary Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before April 13th, 2021 shall constitute a rejection by the Superintendent of the offer of employment.

Executed this 12th day of April, 2021.	Executed this 12 th day of April, 2021
<hr/>	Board of Education of Howard County School District 0103, a/k/a Elba Public Schools
Allison E. Pritchard, Superintendent/Elementary Principal	By: <hr/>
	President
	<hr/>
	Secretary

Educational Service Unit 10
PO Box 850
Kearney, NE 68848

ESSA Title I, Part A 2021-2022 Cooperative Agreement

Please complete and return by April 23, 2021 if your district plans to be a member of the 2021-2022

Title I Cooperative.

School District Elba Public Schools

Deigan Pritchard
(Superintendent's signature)

3/30/2021
(Date)

☒ Yes. Our school district will participate in the 2021-22 ESU 10 Title I Cooperative. We understand that the administrative fee will not exceed 7% of our Title I Award.

Participation in the ESU 10 Title I Cooperative was authorized by our Board of Education and recorded in the minutes held on _____

☐ No. Our school district will not participate in the 2021-2022 ESU Title I Cooperative.

.....

In consideration for providing the ESSA Title I, Part A services described below, the District authorizes the ESU 10 Title I Cooperative to receive and disburse all Title I, Part A funds allocated to the District for the 2021-22 project year. In addition, the District authorizes the Cooperative to utilize up to 7% of the 2021-2022 total entitlement to provide administrative services as required by ESSA Title I, Part A as described below.

Educational Service Unit 10 will act as the administrative and fiscal agent for the District and the Cooperative will:

1. Furnish the administrative personnel to manage the ESU 10 Title I Cooperative.
2. Assume the responsibility of the financial accounting and record keeping.
3. Be responsible for gathering the required statistical data from the District, preparing the annual application and budget, meeting mandated requirements (including ESSA monitoring visits & program improvement), and evaluating and closing out the program, as required by ESSA Title I, Part A.
4. Coordinate the purchasing of materials and supplies for districts with available monies.
5. Provide two professional development meetings and conduct at least one visit (on-site, virtual or via phone) to the school district per year.

In consideration, the District will:

1. Assume the responsibility of hiring and evaluating Title I staff. Workmen's compensation and unemployment insurance will be the responsibility of the District.
2. Be responsible for the day-to-day operation of the program in the District. Services to be provided will be remedial reading and/or math. The Title I Cooperative teacher(s) contracted by the District will be responsible for the Student Needs Assessment and other data required by ESSA Title I, Part A to identify those students in most need of Title I services.
3. Assist the ESU 10 Title I Cooperative program coordinator in all aspects of the ESSA Title I, Part A program.
4. Provide release time for teachers to attend agreed upon and pre-scheduled staff meetings.
5. Conform to all rules and regulations for the ESSA Title I, Part A program as set forth by federal and/or state legislation.
6. Bear full responsibility for any loss of funds caused by unilateral action(s) taken, against the advice of the ESU 10 Title I Cooperative that would cause the District to incur audit exceptions. Should action on the part of the Cooperative cause audit exceptions, the ESU 10 Title I Cooperative will be responsible for the funds lost because of audit exceptions.
7. Provide the ESU 10 Title I Cooperative with one school year's written prior notice if the decision is made to withdraw from membership in the ESU 10 Title I Cooperative.
8. Be responsible for giving public notice, organizing, and conducting all parent advisory council meetings as required by ESSA Title I, Part A regulations.

The NDE Title I Office will provide program monitoring and consultation services to ESU 10 Title I Cooperative districts and the program coordinator.

All Title I funds granted or reallocated to the District by the NDE Title I Office will be expended solely for Title I service to the District.

On receipt of final budget authority, the District will be informed of amounts to set aside as line 319 of LEA Title I Budget for contracted services to Educational Service Unit 10 for administration of the 2021-22 ESU Title I Cooperative.

**PARENT AUTHORIZATION FOR STUDENT TO PARTICIPATE
IN THE STUDENT INCENTIVE PROGRAM**

I, _____, am the parent/guardian of _____, who is a student at Elba Public Schools. I understand the school is sponsoring the Student Incentive Program. I understand that:

- This program is a privilege, not a right. My child can be excused, dismissed, or excluded from this program at any time and for any reason, as long as it is not an unconstitutional one.
- This program will include my student receiving a \$5 "credit" for each week her or she has perfect attendance; a \$5 "credit" for each week he or she has zero behavior referrals; and a \$5 "credit" for each week he or she is passing all of his or her classes. At the end of each quarter, a \$25 credit bonus will be earned if a student has earned all 15 possible credits for attendance, grades, and behavior in 7 of 9 weeks of the quarter, a \$45 credit bonus will be earned if a student has earned all 15 possible credits for attendance, grades, and behavior in 8 of 9 weeks, or a \$65 credit bonus will be earned if a student has earned all 15 possible credits for attendance, grades, and behavior in 9 of 9 weeks.
- The school district and its employees are authorized to make expenditures for the benefit of my student using his or her accumulated credits for supplies, equipment, travel, meals, and lodging for school programs and activities, including extracurricular and interscholastic activities, appropriate for the benefit, government, and health of students enrolled in the school district.
- The Superintendent has been authorized to draft, adopt, and implement rules and regulations for the Student Incentive Program and to take any necessary or proper actions to otherwise implement and promote the Student Incentive Program, and the program will be subject to those rules and regulations.
- The school district may discontinue or suspend the Student Incentive Program at any time, for any reason, and with or without notice; eliminate any accumulated credit for disciplinary or other reason; or eliminate any accumulated but unused credit upon the termination of the program or if the student is no longer enrolled at the school district.
- The credit does not have any cash value.

AUTHORIZATION TO PARTICIPATE: I request that the above-named student be allowed to participate in the Student Incentive Program and specifically consent to and authorize the student's participation with full knowledge of the expectations and requirements outlined herein.

Parent or Guardian Signature

Date

Student Signature

Date

\$ 25 = 7 WKS
\$ 45 = 8 WKS
\$ 65 = 9 WKS