

## **Agenda**

1. Osceola Public Schools Board of Education Information
2. Opening Procedures
  - 2.1. Call the Meeting to Order
  - 2.2. Roll Call
  - 2.3. Excuse Board Members Who Are Absent
3. Recognition of Visitors/Communications from the Public
4. Reports
  - 4.1. AD Report
  - 4.2. Principals Reports
    - 4.2.1. Elementary Report
    - 4.2.2. MS/HS Report
  - 4.3. Superintendent's Report
5. Action Items
  - 5.1. Consent Agenda
    - 5.1.1. Approval of the Previous Meeting's Minutes
    - 5.1.2. Treasurer's Report
    - 5.1.3. Payment of general fund claims in the amount of \$424,253.90
  - 5.2. Consider, discuss and take all necessary action on
    - 5.2.1. Consider, discuss, and take all necessary action on a bid by Boruch Masonry to replace the front stoop at the auditorium.
    - 5.2.2. Consider, discuss and take all necessary action to approve renewal of nurse's contract with Polk County Health Department.
    - 5.2.3. Consider, discuss, and take all necessary action to purchase laptops for the 2026-2027 school year.
    - 5.2.4. Consider, discuss, and take all necessary action to approve the use of E-Rate funds to replace and upgrade Ethernet lines at the schools from CAT5 to CAT6 and clean up old lines in the buildings.
    - 5.2.5. Consider, discuss, and take all necessary action on allowing a memorial bench for Dave Burritt to be placed at the football field.
    - 5.2.6. Consider, discuss, and take all necessary action to accept the letter of resignation for Katie Feezell at the end of the 2025-2026 school year.
    - 5.2.7. Consider, discuss, and take all necessary action to accept the letter of resignation for Evan Feezell at the end of the 2025-2026 school year.
    - 5.2.8. Consider, discuss, and take all necessary action to accept Ben Dempsey as the Interim 6-12 Principal for the 2026-2027 school year.
    - 5.2.9. Consider, discuss and take all necessary action on approving Extra Duty Assignments.
6. Next Meeting Dates and Times

6.1. Regular meeting May 11, 2026, 6:00 PM at the Osceola Middle/High School Media Center.

7. Adjournment

## **AD REPORT (4-13-26)**

### **Baseball:**

The baseball team is currently sitting with a 4-5 record and traveled to York today.

### **Upcoming Schedule:**

4/13 - at York

4/14 - St Paul/Palmer (Genoa)

4/16 - at Fairbury

### **Speech:**

Mya Sanley qualified for State Speech in Poetry. Congrats Mya!

MS Speech will have their first competition in David City this Saturday. We have seven kids on the team this year.

### **Track:**

We will hopefully compete in the High Plains track meet on Wednesday in Osceola. We have had 3 meets not happen so far (1 jv, our own invite, and a postponed meet). The team will travel to Fullerton twice next week - April 20th and the 23rd.

The JH track team competed at McCool today and will host their invite this Thursday.

**The activities banquet will be held May 6th.**

**Board Report - Monthly**  
**GENERAL FUND**  
**Posted - During Check Cycle; Processing Month 04/2026**

Check #	Vendor Name	Description	Amount
36674	City Of Osceola	Water/Sewer/Compactor	1,908.62
36675	Consolidated Electrical Distributors	Light Bulbs	323.10
36676	Control Services, Inc	Service Contract/Repairs	2,931.28
36677	Eakes Office Plus	Supplies	1,668.40
36678	Engel, Ronnie	Computer Parts Reimb.	403.04
36679	ESU #7	Network Fees/Maintenance	1,047.36
36680	ESU #7	SPED Services	34,734.65
36681	Feezell, Kathryn	Reimb. Parking Fees	6.30
36682	Follet Content Solutions, LLC	Library Books	238.32
36683	Frontier Cooperative Company	Fuel	3,236.48
36684	Gary's Plumbing, LLC	Supplies	140.99
36685	GO Physical Therapy, LLC	OT/PT Services	4,309.47
36686	Hometown Leasing	Copier Lease	413.97
36687	Jackson Services	Rug Service	407.09
36688	KSB	Legal Services	465.00
36689	Matheson Tri-Gas, Inc.	Supplies	103.09
36690	Mattice Lock & Safe	Supplies	155.00
36691	Menards	New Ticket Booth	885.72
36692	Midwest Grads	Supplies	972.17
36693	Nebraska Ag Educators Association	Professional Fees	275.00
36694	Nebraska Safety Center	Bus Driver Training	270.00
36695	Osceola Food Mart	Supplies	394.95
36696	Osceola Tire and Service, LLC	Parts/Supplies/Labor	1,904.07
36697	Pinnacle Bank	Supplies	399.34
36698	Pinnacle Bank	Supplies	2,309.30
36699	Polk County Health Department	Fees	2,502.50
36700	Polk County RPPD	Electricity	15,176.38
36701	Princ Instrument Repair	Repairs	170.00
36702	Quadient Finance USA, Inc.	Postage	750.50
36703	Rally Auto Parts	Supplies	215.98
36704	Shelby Lumber Co., Inc.	Supplies	149.98
36705	Sparrow Publications, LLC	Printing	107.50
36706	Sport Safe Testing Service, Inc.	Random Drug Testing	500.00
36707	TRANE U.S., Inc.	Repairs	5,011.90
36708	Triple "S" Service, LLC	Garbage Service	578.00
<b>Checking Account Total:</b>			<b>85,065.45</b>
<b>Checking 1</b>			
771	Essential Screens	Background Checks	263.56
772	Optum	Flex Plan Funding	300.00
773	Farm Bureau Financial Services	Term Life Insurance	13.81
774	MG Trust	Annuities Payable	535.00
775	PLIC - SBD Grand Island	LTD Insurance	1145.61
776	WoodRiver Energy LLC	Natural Gas	7286.44
777	Estech Systems, Inc.	Phone Services	94.45
<b>Checking Account Total:</b>			<b>9,638.87</b>
<b>Checking 4</b>			
2336	City of Osceola	Water/Sewer/Compactor	112.00
2337	Windstream	State Internet Contact	254.00
<b>Checking Account Total:</b>			<b>366.00</b>
<b>Total Checks &amp; Prepays:</b>			<b>95,070.32</b>
<b>Total Payroll:</b>			<b>329,183.58</b>
<b>Grand Total:</b>			<b>424,253.90</b>

BORUCH MASONRY CONSTRUCTION  
LLC

PO BOX 595  
OSCEOLA NE 68651

# Estimate

Date	Estimate #
3/12/2026	999

Name / Address
OSCEOLA PUBLIC SCHOOLS ATTN: JASON LAVALEY P.O. BOX 198 OSCEOLA, NE 68651

			Project
Description	Qty	Rate	Total
WORK AT AUDITORIUM			
REMOVE STEPS AND STOOP		1,600.00	1,600.00
POUR WALLS		3,400.00	3,400.00
POUR CAP		5,400.00	5,400.00
POUR STEPS		1,844.00	1,844.00
RESET RAIL		144.00	144.00
REMOVE 14' x 10' WALK SOUTH OF STEPS		280.00	280.00
REPOUR WALK		1,286.00	1,286.00
GRAVEL FOR FILL		385.00	385.00
IF YOU WANT WALKER CONSTRUCTION TO SAW WITHIN 1" OF BRICK, ADD \$2700.00			
ADD \$1200 PER TRIP FOR PUMP TRUCK IF NEEDED...ADD \$600 FOR TRACK MACHINE IF NEEDED TO PLACE CONCRETE.			
Estimate is figured with current prices of materials so quote is subject to change.		<b>Total</b>	\$14,339.00

**SCHOOL NURSE CONTRACT  
2026-2027**

Polk County Health Department to be contracted to provide School Health/Nurse Services for **Osceola Public Schools**.

1. A registered nurse (R.N.) will be available on-site an average of 8-10 hours per week. This time can be divided, as both parties feel appropriate. During peak times, more hours may be required.
2. The R.N. will review existing school policies regarding health issues and make current curriculum suggestions for changes as appropriate. The R.N. will be aware that these are suggestions, and the school board has final authority.
3. The R.N. will be available for training of staff regarding current health issues and emergency/first aid, or other topics as requested.
4. The R.N. will review immunization records to determine if vaccinations are appropriate for age. If a child is found to be lacking in age-appropriate immunizations, the R.N. will notify parents and then school administration if necessary.
5. The R.N. or fellow staff nurse may be available to examine/counsel individual students regarding health related problems as needed.
6. The school shall be responsible for providing an adequate space for the R.N. to perform her duties as well as any supplies necessary to perform the assigned duties.
7. The school shall agree to pay the Polk County Health Department an hourly wage of \$35.00 per hour per nurse for duties performed at school. The school will also agree to pay the Polk County Health Department \$0.725 per mile for mileage expenses incurred while performing the above duties.
8. The Polk County Health Department staff will conduct PreK-12 hearing evaluation, dental check, vision screening and height and weight measurements and will make referrals to families of students that have deficiencies, as required by State of Nebraska regulation and as requested by school administration. They will also make a follow up visit to include screenings of any student absent on the initial visit, any new students, anyone who was referred on initial visit, teacher requests and any student who had a borderline deficiency but was not referred on initial list.
9. This contract is to begin on or about August 1, 2026, and continue to on or about May 31, 2027. Payment shall be made monthly to: **Polk County Health Department**.


**POLK COUNTY HEALTH DEPARTMENT**

**OSCEOLA PUBLIC SCHOOLS**

\_\_\_\_\_  
Darla Winslow

\_\_\_\_\_  
Dr. Jason Lavaley

*Darla J. Winslow*  
\_\_\_\_\_  
Title

  
\_\_\_\_\_  
Title

*Director*  
\_\_\_\_\_  
Date

*Superintendent*  
\_\_\_\_\_  
Date

*2/26/2026*  
\_\_\_\_\_

*4/9/2026*  
\_\_\_\_\_

## Technology Purchase Proposal

Proposal for 2026-2027 school year is:

Purchase 7 – (5 packs) of the MacBook Neos giving us 30 student computers, and 5 extras for additional students that might arrive or for spares. Total cost of \$17,290 for a newer/less expensive models from the ones we purchased last year. Specs are in the chart below. Cost per unit is \$5 less when purchasing 5-packs than purchasing individually. This purchase would allow all Freshman students to receive a new computer that they would use during the four years of their High School education and 6th grade class would receive new computers that would continue to be used in Middle School or passed to the Elementary for several years.

<b>Computer</b>	<b>Screen Size</b>	<b>Processor</b>	<b>Memory</b>	<b>Storage</b>	<b>Cost per Unit</b>	<b>Total per 5 pack</b>
MacBook Neo 5-pack	13-inch	A18 Pro Chip	8GB	256GB	\$494	\$2470

Purchase 3 – (5 packs) of the MacBook Airs to upgrade about half of the Teacher’s computers that are about 6 years old. Total cost of \$14,685. The specs for it are in the chart below. Cost per unit is \$20 less than individual price when purchasing 5-packs.

<b>Computer</b>	<b>Screen Size</b>	<b>Processor</b>	<b>Memory</b>	<b>Storage</b>	<b>Cost per Unit</b>	<b>Total per 5 pack</b>
MacBook Air	13-inch	M5 Chip	16GB	512GB	\$979	\$4895

A large, stylized white logo consisting of several overlapping, curved, leaf-like shapes that form a triangular shape at the top and a curved shape at the bottom. The logo is positioned on the left side of the page, partially overlapping the background image of a building.

**Applied Connective**

[WWW.APPLIEDCONNECTIVE.COM](http://WWW.APPLIEDCONNECTIVE.COM)

**Osceola Public Schools  
V2 Osceola Public Schools RFP: CAT6A Ethernet**

Ron Engel  
[rengel@osceola.esu7.org](mailto:rengel@osceola.esu7.org)

**Justin Niewohner**

[jniewohner@appliedconnective.com](mailto:jniewohner@appliedconnective.com)  
402-395-6924

## Executive Summary - V2 Osceola Public Schools RFP: CAT6A Ethernet

### Special Order Items

**Form 470 Application Number: 260016842**

Applied Connective USAC SPIN: 143048489  
 DUNS: 791163442  
 Status: Active

Osceola Public Schools is currently accepting proposals to upgrade the school's internal ethernet connections by adding CAT 6A Ethernet cabling to specific locations on campus. See campus map for MDF / IDFs and CAT 6A locations. An onsite survey is required.

The selected bidder will be responsible for providing and installing CAT 6A ethernet cables to the locations listed on the campus map. All cabling must be visually and/or aesthetically pleasing. Cabling shall be tested and certified to meet ANSI/TIA-568 standards. School District shall be responsible for providing proper CAT 6A patch cables to connect each patch panel to network switches.

### About Us

For over 20 years, Applied Connective Technologies, LLC, (Albion, Norfolk, Columbus, Lincoln, Elkhorn) has been helping partners leverage technology to achieve maximum security, efficiency, and profitability. With 50+ highly skilled full-time staff, we provide our partners unrivaled service and support and cutting-edge solutions in managed IT (MSP) services, commercial telephone systems, security, surveillance, fiber optic, low voltage cabling, and professional audio video. Applied Connective is a one touch point vendor for all of your technology needs.

### Down Payment

Please note, orders of substantial hardware, software or licensing cost could require a down payment before hardware is ordered and prior to scheduling of project. Should these costs exceed \$5,000 a down payment invoice of 35% of the total project will be sent. Once ordered and estimated lead time known, a project manager will contact you to coordinate scheduling details.

## Hardware

Description	Price	Qty	Ext. Price
CommScope CAT6A Riser Cable, Blue	\$0.54	55000	\$29,700.00
CommScope RJ45 Modular Jack, CAT6A Blue	\$17.50	396	\$6,930.00
CommScope Surface Mount Box, 1-Port, Gray	\$4.15	100	\$415.00
CommScope Faceplate, 2-Port w/ Label, Stainless Steel	\$18.80	100	\$1,880.00
CommScope 2-Post Equipment Rack Aluminum 3" Channel, 45U	\$512.00	3	\$1,536.00
CommScope Patch Panel, 48-Port 2U	\$144.02	5	\$720.10
CommScope Horizontal Cable Manager 2U Double-Sided	\$273.00	5	\$1,365.00
Caddy J-Hook Grid 1"	\$3.50	150	\$525.00
ICC J-Hook Wall 1-5/16"	\$3.00	150	\$450.00

## Hardware

Description	Price	Qty	Ext. Price
Miscellaneous Raceweay, Wire, J-hooks, Etc	\$750.00	1	\$750.00
		Subtotal:	<b>\$44,271.10</b>

## Professional Services

Description	Price	Qty	Ext. Price
Service Order Charge Including Mileage and Travel Time - 45-60	\$850.00	1	\$850.00
Installation Services - Structured Cabling	\$22,000.00	1	\$22,000.00
Demolition Services - Structured Cabling	\$12,500.00	1	\$12,500.00
		Subtotal:	<b>\$35,350.00</b>

## V2 Osceola Public Schools RFP: CAT6A Ethernet



**Prepared by:**

**Albion**  
Justin Niewohner  
402-395-6924  
jniewohner@appliedconnective.com

**Prepared for:**

**Osceola Public Schools**  
565 S Kimmel St  
PO Box 198  
Osceola, NE 68651  
Ron Engel  
(402) 747-3121  
rengel@osceola.esu7.org

**Quote Information:**

**Quote #: 018978**

Version: 1  
Delivery Date: 03/23/2026  
Expiration Date: 03/27/2026

### One-Time Products and Services Summary

Description	Amount
Hardware	\$44,271.10
Professional Services	\$35,350.00
Subtotal:	<b>\$79,621.10</b>
Shipping:	<b>\$79.90</b>
Total:	<b>\$79,701.00</b>

**Acceptance and Incorporation by Reference**

This Order together with the Master Services Agreement and Service Attachments and other terms and conditions identified on Exhibit A, all of which are incorporated herein by reference (collectively, the "Agreement") is between Applied Connective Technologies (sometimes referred to as "we," "us," "our," or "Provider"), and the customer found on the signature block at the end of this Order (sometimes referred to as "you," "your," or "Client"). This Agreement is effective as of the date both parties have signed below (the "Effective Date."). Both Provider and Client are sometimes referred to individually as a "Party", or together as the "Parties". Any capitalized terms in this Order not directly defined are referred to in the applicable document identified on Exhibit A of this Order. If there is a conflict between this Order, the Master Services Agreement, any Service Attachment, or Exhibit, this Order will control.

The parties hereby agree that electronic signatures to this Order shall be relied upon and will bind them to the obligations stated herein. Each party hereby warrants and represents that it has the express authority to execute this Agreement(s). This Order supersedes all prior negotiations, proposals, orders, agreements and communications between the parties regarding Provider's Services.



The terms and conditions identified on Exhibit A are subject to change at Provider's discretion. You should review these documents periodically and prior to entering into a new Order. Client may access the current version of the terms and conditions at any time by visiting <http://appliedconnective.com/legal>.

The parties, acting through their authorized officers, hereby execute this Agreement.

IN WITNESS WHEREOF, this Order Form is agreed to by the parties below and entered into as of the Order Effective Date.

By signing below, Client acknowledges, represents, and warrants that it has read and agree to the terms and conditions in the following documents, which are incorporated herein by reference and can be found at Exhibit A.

## Albion

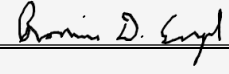
Signature:  

Name: Justin Niewohner

Title: AVS Project Manager

Date: 03/23/2026

## Osceola Public Schools

Signature: 

Name: Ron Engel

Initials: RDE

Date: 3/23/2026 2:14:46 PM

IP Address: 205.202.153.2

Email Address: rengel@osceola.esu7.org

PO Number: 03232026Engel

## Exhibit A

Agreement	Description
<a href="#">All Legal Terms and Conditions</a>	All Legal Terms and Conditions
<a href="#">Master Services Agreement</a>	General terms and conditions applicable to all Provider products and services.
<a href="#">Service Attachment for Managed Services</a>	Core managed services including monitoring, remote management, and help-desk.
<a href="#">Service Attachment for Managed Security Services</a>	Advanced cyber-security services including SOC, EDR and SIEM.
<a href="#">Service Attachment for Backup and Disaster Recovery Services</a>	Managed backup and disaster recovery services including local, cloud, and third-party backups.
<a href="#">Service Attachment for Cloud Services</a>	Cloud and hosting services including Microsoft 365.
<a href="#">Service Attachment for Voice-Over Internet Protocol</a>	Managed unified communication services including voice over IP.
<a href="#">Service Attachment for Managed Surveillance Services</a>	Video surveillance services including installation and monitoring of cameras.
<a href="#">Schedule of Third-Party Services</a>	Notice of third-party service providers and waiver of claims.
<a href="#">Data Processing Agreement</a>	Data security and privacy agreement including statutorily required terms.
<a href="#">Service Level Objectives</a>	Targeted response times by tier of severity.

In Memory of David Burritt



Polk County  
Ag Society  
2011-2025



Kathryn G Feezell  
710 Pawnee Stree  
Osceola, NE 68651

March 13, 2026

Osceola Public School  
565 Kimmel St.  
Osceola, NE 68651

RE: Resignation of Kathryn G Feezell

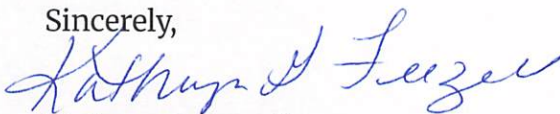
Dear Dr. Lavaley,

Please accept this letter as formal notification that I will be resigning from my position as Music Teacher/Special Education Director at Osceola Public Schools at the end of the 2025-2026 school year.

I would like to thank you for the opportunity to work at Osceola Public Schools. I have truly appreciated working with the staff and students here.

I am committed to ensuring a smooth transition during my final days. Please let me know how I can best assist with wrapping up my duties.

Sincerely,



Kathryn G Feezell

# OSCEOLA PUBLIC SCHOOLS



P.O. Box 198  
565 S. Kimmel Street  
Osceola, NE 68651-0198  
Phone (402) 747-3121 Fax (402) 747-3041  
[www.osceolaschools.org](http://www.osceolaschools.org)

Dr. Jason Lavaley  
*Superintendent*

Evan Feezell  
*MSIHS Principal*

Sarah Johnson  
*Elementary Principal*

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March 14, 2026

Dear Dr. Lavaley,

Please accept this letter as my formal resignation from my position as 6–12 Principal at Osceola Public Schools.

I am deeply grateful to you, the School Board, and the Osceola community for the opportunity to serve in this role. Being trusted with my first administrative position has meant a great deal to me both professionally and personally. The experiences, relationships, and growth I have gained during my time at Osceola will have a lasting impact on my career.

I will forever have fond memories of the students, staff, families, and community members who make Osceola such a special place. It has truly been an honor to be part of this school and community.

Please know that I am committed to helping ensure a smooth transition in the coming months.

Thank you again for this opportunity and for your support.

Sincerely,

Evan Feezell  
6-12 Principal  
Osceola Public Schools

# OSCEOLA PUBLIC SCHOOLS

## CONTRACT OF EMPLOYMENT WITH PRINCIPAL

THIS CONTRACT is made by and between the Board of Education of the **Polk County School District 0019, a/k/a Osceola Public Schools**, hereinafter referred to as “the Board,” and Ben Dempsey, hereinafter referred to as “the Principal.” This contract supersedes all previous contracts of employment between the Board and the Principal.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 13th day of April, 2026, the Board hereby agrees to employ the Principal, and the 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 one year beginning on the 1st day of August, 2026, and expiring on the 31st day of July, 2027. A “contract year” for purposes of this Contract shall be from August 1 to July 31. Each year of this agreement shall consist of 210 days of service per year.

**2. Salary.** The annual salary shall be: \$97,000. Said annual salary shall be paid in twelve equal installments commencing on August 15, 2026.

The District, acting by and through its Board of Education, 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 District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, 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 Principal, it is agreed as follows:

A. Leave Benefits. Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day the Principal would otherwise be expected to be at work.

1. Annual Leave. The Principal shall be allowed 12 days of leave for any reason.

Use of such days must be approved by the superintendent. Unused leave may be carried over from one contract year to the next succeeding contract year to a maximum of 45 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the

ensuing contract year or years until the accumulated number of days is less than 45, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 45 days. Should the Principal, as of the last day of their contract, accumulate more than thirty-five (35) unused sick leave days, the Principal will be entitled to, on August 15th immediately following the end of contract, turn back to the school district any unused sick days in excess of thirty-five (35) days, and shall be paid by the School district twenty-five dollars (\$25.00) for each day the Principal is entitled to. Such payment will be made with the September paycheck. There shall be no pay for unused sick leave upon separation of employment.

2. Bereavement Leave. Bereavement leave of up to 3 days will be granted for a death in the employee's immediate family, i.e. any grandparents, any parents, any children, spouse, siblings and their immediate family, and aunts or uncles and their immediate family.
  3. Staff Bereavement. The Superintendent, in collaboration with the Principal, will assign administration to attend funeral services of staff members or attend funerals to provide emotional support for staff members as an extension of their school duties as principal. The absence will not be considered use of the Principal's personal leave or sick leave.
  4. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
  5. Log. The Principal shall maintain a current log of used leave days with the secretary for the Superintendent.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with health and dental insurance for which the Principal is qualified under the District's group insurance plan.
- C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.
- D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a 403(b) plan to the extent such is offered by the District.
- E. Meetings and Dues. The Principal shall attend appropriate professional meetings provided that such attendance does not interfere with the proper performance of the Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. The District will pay the Principal's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Principal's position upon the Principal's request and approval by the Superintendent.
- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of

the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.

- H. Other Benefits. The 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 Principal meets the conditions and eligibility requirements for such benefits.

**4. Duties.** The Principal is employed as the Secondary Principal (Grades 6-12). The Principal shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

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

**5. Contract Termination.** In the event the 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 Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or Secondary Principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (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; 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 Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

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 days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. 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 Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of the Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**6. Representations and Legal Requirements.** The Principal affirms that: (1) the 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 Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the 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 Principal further warrants and represents as follows: (1) all information set forth in the Principal's application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal will advise the Board of Education immediately; (2) 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) 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 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 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 March 15, 2026 shall constitute a rejection by the Principal of the offer of employment.

<p>Executed this 13th day of April, 2026.</p>  <p>Principal</p>	<p>Executed this 13th day of April, 2026.</p> <p>Board of Education of Polk County School District 0019, a/k/a Osceola Public Schools</p> <p>By: _____ President</p> <p>Attest: _____ Other Authorized Officer</p>
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Proposed Extra-Duty Schedule		
2026-2027		
<u>Head Coaches</u>	<u>Name</u>	<u>Percent</u>
Football	Ericson, Luke	12.190%
Volleyball	Goodenkauf, Brea	10.260%
Boys Basketball	Zelasney, Jason	13.287%
Girls Basketball	Homolka, Tori	10.260%
Wrestling	Dylan Kaup	
Boys and Girls Track	Ericson, Luke	12.190%
<u>Assistant Coaches</u>	<u>Name</u>	
Asst HS Football	Theis, Dan	9.050%
Asst HS Football	Roberts, Andy	9.050%
Asst HS Volleyball	Amanda Hinkle	7.085%
Asst HS Softball		
Asst HS Boys Basketball	Bob Zelasney	4.525%
Asst HS Boys Basketball	Calvin Finley	3.265%
Asst HS Girls Basketball	Amanda Hinkle	7.085%
Asst HS Wrestling		
Asst Girls & Boys Track	Jason Zelasney	7.687%
Asst Girls & Boys Track		
Asst Girls & Boys Track	Miranda Ericson	7.687%
Asst Girls & Boys Track	Dylan Kaup	7.687%
Asst Baseball	Isaiah Zelasney	6.530%
<u>Activity Sponsors</u>	<u>Name</u>	
Athletic Director	Jason Zelasney	11.183%
Speech		
One Act	Chase Kuhnel	11.496%
One Act Assistant		
Elem Vocal Music	Ari Ringo	2.000%
Instr. Music	Ari Ringo	2.000%
HS Vocal Music	Ari Ringo	2.000%
Student Council	Madison Mumm	2.800%
National Honor Society	Brandow, Jami	3.335%
Cheerleading Sponsor	Kirsten Glatter	6.530%
Quiz Bowl Sponsor	Baloun, Kimberly	3.529%
JH Quiz Bowl Sponsor	Baloun, Kimberly	3.529%
FFA Sponsor	Korrina Niemann	9.145%
Concessions Coordinator	Ekart, James	8.893%
<u>Class Sponsors</u>	<u>Name</u>	
6th Grade	Jola Carnes	0.666%
7th Grade	Kim Baloun	0.666%
8th Grade	Jami Brandow	0.666%
Freshman	Calvin Finley	0.666%
Sophomore	Kylan Kaup	0.666%
Junior	James Ekart	0.666%
Pancake Feed	Zelasney, Jason	1.000%
Prom		
Graduation	Tonniges, Chelsey	1.455%
Graduation	White, April	1.455%
<u>Junior High Athletics</u>	<u>Name</u>	
Jr. High Football	Isaiah Zelasney	4.000%
Jr. High Football	Phil Doerr	5.169%
Jr. High Volleyball	Mallory Zelasney	4.600%
Jr. High Boys Basketball	Isaiah Zelasney	4.000%
Jr. High Girls Basketball		4.340%
Jr. High Girls Wrestling	Samuel Netherton	4.000%
Jr. High Boys Wrestling	Samuel Netherton	4.000%
MS Speech		
Morning Weights	Dylan Kaup	5.230%
Summer Weights	multiple staff	6.538%