

## **Board of Education Regular Meeting**

Wednesday, January 10, 2024 7:00 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

1. Call to Order and Pledge of Allegiance
2. Announcement of the Open Meetings Act Posting
3. Annual Reorganization of the Board
  - 3.1. Election of Superintendent: Temporary Chair for Board President Nominations
4. Approval of Officers, Committees, Board Positions, Designations, and Resolutions
5. Staff and Student Presentations
6. Consent Agenda
  - 6.1. Approval of Board Agenda
  - 6.2. Approval of minutes of previous meetings
  - 6.3. Approval of Claims/Payment of Bills and Payroll
    - 6.3.1. Conflict of Interest Statement
    - 6.3.2. Review of "Conflict of Interest" Documents
  - 6.4. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)
  - 6.5. Financial Report
7. Public Comment
8. Administrative Reports
  - 8.1. Superintendent's Report
    - 8.1.1. Review **2024-2025** District School Calendar
    - 8.1.2. School Safety Presentation Community Meeting Opportunity
    - 8.1.3. Superintendent Goals
  - 8.2. Administrative Team Report
9. Discussion Items- Committee Reports
  - 9.1. Negotiations Committee Update
10. Policy Review
  - 10.1. Policy #6282: School Colors
  - 10.2. Review Code of Ethics Policy #8272
11. Action Items
  - 11.1. Presentation, discussion, and or official action to approve the **2024-2025** School District Calendar
  - 11.2. Presentation, discussion, and or official action to approve the **2024 -2025** and **2025 -2026** Negotiated Agreement.
  - 11.3. Discuss, consider and take action to select the district's Title IX Coordinator.
  - 11.4. Presentation, discussion, and or official action to designate the Superintendent as the authorized representative for Federal and State programs.
12. Presentation, discussion, and or official action to approve revisions to Policy # 6282 School Colors
13. Board of Education Development
14. Closed Session

15. Topics for Next Month's Agenda

16. Adjournment

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Chairperson

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Superintendent

Internal Board Policies - OrganizationAnnual Organizational Meeting

- A. An organizational meeting of the District OR-1 Public Schools Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, Secretary and Treasurer, and if it is determined by the Board of Education to be needed an ex officio secretary and treasurer and those elected will assume office at the organizational meeting.

Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If no member receives a majority of votes after \_\_\_\_\_ ballots or \_\_\_\_\_ hours, the Board member who was the President of the Board during the immediately preceding term shall continue as President. In the event that the previous Board President is no longer a Board member, then the Vice President from the immediately preceding term shall become the President. In the event that both the prior President and Vice President are no longer members of the Board, then the longest tenured Board member shall serve as President. The vote may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes of the meeting.

2. The President shall assume the chair immediately upon the President's election.
3. The motions for the officer elections should read: Move that \_\_\_\_\_ be elected as \_\_\_\_\_ (name of office) to serve a term of one year, or until the person's successor is elected and qualified.

- B. The order of business for meeting should be as follows:

1. Call to Order and Roll Call
2. Oath of office for most recently elected

3. Elections
  - a. President
  - b. Vice President
  - c. Treasurer
  - d. Secretary
4. Approval of committees, positions, and designations
  - a. Consider, discuss and take action to elect Secretary to the BOE
  - b. Consider, discuss and take action to select Legal counsel
  - c. Consider, discuss and take action to elect Committees as determined by the BOE
  - d. Consider, discuss and take action to select Depository bank(s)
  - e. Consider, discuss and take action to select District newspaper(s) of record
5. Approval of current Board policies and regulations
6. Designate date for the annual review of BOE policies
7. Dissemination to each Board member of conflict of interest statutes
8. Adjournment

**Date of Adoption:** June 12, 2017

**Date of Review:** February 13, 2023



Internal Board Policies - OrganizationStanding Committees

It shall be the policy of District OR-1 Public Schools that the following will be the standing committees of the Board of Education:

1. Negotiations Committee
2. Committee on American Civics
3. Transportation/Facilities
4. Budget Committee
5. Policy Committee
6. Administration Review Committee

It shall further be the policy of District OR-1 Public Schools that the Board President shall appoint the members of the above committees.

Legal Reference:      Neb. Rev. Stat. Sec. 79-724  
                              Neb. Rev. Stat. Sec. 79-520

**Date of Adoption:**    January 17, 2021  
**Date of Revision:**    June 10, 2019  
**Date of Review:**      February 13, 2023



## DISTRICT OR-1 POLICY REVIEW SCHEDULE: 2024

Updated January 10, 2024

### Policy Review Schedule for the 2024 calendar year

| <u>Policy Series</u> | <u>Topic</u>            | <u>Date of Last Review</u> | <u>New Review Date</u> | <u>Status</u> |
|----------------------|-------------------------|----------------------------|------------------------|---------------|
| 1000                 | Community Relations     | April 10, 2023             | April 8, 2024          | Scheduled     |
| 2000                 | Administration          | April 10, 2023             | April 8, 2024          | Scheduled     |
| 3000                 | Business Operations     | April 10, 2023             | April 8, 2024          | Scheduled     |
| 4000                 | Personnel               | August 14, 2023            | July 8, 2024           | Scheduled     |
| 5000                 | Students                | August 14, 2023            | July 8, 2024           | Scheduled     |
| 6000                 | Instruction             | November 13, 2023          | November 14, 2024      | Scheduled     |
| 7000                 | New Construction        | November 13, 2023          | November 14, 2024      | Scheduled     |
| 8000                 | Internal Board Policies | February 13, 2023          | February 12, 2024      | Scheduled     |
| 9000                 | Bylaws of the Board     | February 13, 2023          | February 12, 2024      | Scheduled     |



**District OR-1 Public Schools**  
**2024 Board of Education: Committee Assignments:**

*Updated: January 10, 2024*

- **Negotiations Committee:**
  - **Purpose:** Policy # 8152
  - **Meetings:** Several meetings in November -January
  - **Members:** Jaimi Calfee, Dean Busch, and Josh Penterman
- **Curriculum, Committee on American Civics:**
  - **Purpose:** Policy #8153
  - **Meetings:** At least twice a year -- one where public testimony is accepted:
  - **Members:** Jaimi Calfee, Dean Busch, and Dee Moore
- **Transportation/Facilities Committee:**
  - **Purpose:** Discuss and analyze the transportation and facility needs of the district, as well as vehicle replacements and maintenance proposals.
  - **Meetings:** At least quarterly; more frequently when needed:
  - **Members:** Dean Busch and Tim Cheney
- **Finance/Budget Committee:**
  - **Purpose:** Studies financial documents of the district, as well as finance and facilities proposals.
  - **Meetings:** At least quarterly; more frequently when needed
  - **Members:** Josh Penterman and Tim Cheney
- **Policy and Government Relations Committee:**
  - **Purpose:** Reviews proposed policy revisions and adoptions and makes recommendations to the full Board. Participates in government relations activities, such as NASB legislative meetings, visiting with senators, and testifying before the legislature if needed.
  - **Meetings:** As needed and potentially more frequent during legislative session
  - **Members:** Brandon Desh, Josh Penterman, and Dee Moore
- **Strategic Planning Committee:**
  - **Purpose:** Serve on the district strategic planning committee (when in the SP process) and report meeting progress back to the full board.
  - **Meetings:** As needed during the strategic planning process
  - **Members:** Brandon Desh, Tim Cheney, and Dee Moore
- **School Improvement Steering Committee:**
  - **Purpose:** *Assist in the SIP goal-setting process.*
  - **Meetings:** *As needed during the school accreditation and goal setting process.*
  - **Members:** Jaimi Calfee and Dee Moore
- **Administration Review Committee:**
  - **Purpose:** Completes the annual evaluation of the Superintendent, with input from the Board as a whole.
  - **Meetings:** 1-3 times prior to the Superintendent's evaluation.
  - **Member:** Board President
- **Foundation for Knowledge:**
  - **Purpose:** Serves as the BOE representative on the *Foundation for Knowledge* Board.
  - **Meetings:** As needed
  - **Member:** Jaimi Calfee
- **Proposed Adjunct Committees:**
  - As needed

**RESOLUTION**

**RESOLVED**, that the official depository of school funds for this School District is hereby designated to be *Farmers & Merchants Bank of Palmyra and Riverstone Bank*, and that the designation of any other institution as the depository of school funds is hereby withdrawn.

The above Resolution, having been read in its entirety, member \_\_\_\_\_ moved for its passage and adoption, and member \_\_\_\_\_ seconded the same.

After discussion and roll call vote, the following members voted in favor of passage and adoption of the above Resolution:

\_\_\_\_\_

The following members voted against the same:

\_\_\_\_\_

The following members were absent or not voting:

\_\_\_\_\_.

The above Resolution, having been consented to and approved by a majority of the members of the School Board of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

**DATED** this **10th** day of January, **2024**.

District OR-1 Public Schools

**BY:**

\_\_\_\_\_  
Board President

**Attest:**

\_\_\_\_\_  
Board Secretary

Legal Reference: Neb. Rev. Stat. Sections 77-2350 and 77-2350.01

Date of Adoption: June 12, 2017



## **District OR-1 Schools Project Summary as of 12-11-23**

### **Bennet Elementary School**

#### **Progress to Date:**

- Precast and steel erection complete on the West addition
- Underground plumbing and electrical under way on the West addition
- First 1/3 of the concrete slab has been poured on the West addition
- Foundations continue on the East addition

#### **Upcoming Activities:**

- Roofing to be installed on the West addition
- Concrete slab to be completed on the West addition
- Mechanical, electrical, metal studs to start on the West addition
- Steel to start erection on the East addition
- Work on new kitchen, removal of operable walls, installation of new drywall walls in existing classrooms, and demo of existing bleachers to start at semester break

Pay Application Approval

### **Palmyra Jr./Sr. High School**

#### **Progress to Date:**

- Foundations continue
- Shoring piers are installed
- Steel erection is 75% complete on the main level floor
- 1/3 of slab on deck for main floor has been installed

#### **Upcoming Activities:**

- Completion of lower-level foundations
- Begin of backfill of foundations
- Continue steel erection
- Completion of main level slab on metal deck
- Start slab on grade in lower level

Pay Application Approval

## **Board of Education Special CMAR Meeting**

Monday, December 11, 2023 6:30 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

### **District Mission:**

**“Together we prepare our students to successfully meet the challenges of the future.”**

**Strategic Goal 1:** District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

**Strategic Goal 2:** District OR-1 Public Schools will foster a unified community.

**Strategic Goal 3:** District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 6:33 PM.

Dean Busch: Present

Jaimi Calfee: Absent

Tim Cheney: Present

Brandon Desh: Present

Dee Moore: Present

Josh Penterman: Present

6: 32 p.m.

This information was posted in the following public formats:

- The Voice News (weekly area newspaper)
- Farmers' Merchants Bank - Palmyra
- Palmyra Post Office
- Palmyra High School
- Bennet Post Office
- Bennet Elementary School
- District OR-1 Website - <https://www.districtor1.org/>

### **1. Call to Order and Pledge of Allegiance**

- Board President Desh called the special meeting to order at **6:30 p.m.**
- Board President Desh led the board, staff members, and patrons in attendance in the Pledge of Allegiance.

### **2. Announcement of the Open Meetings Act Posting**

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.
  - *Please note that no changes to the Open Meetings Act occurred during the last Legislative session and the current Open Meetings Act information will stay current until further notice.*

### 3. Construction Manager Progress Report

- A CMAR progress report was presented to the board members and patrons in attendance by Mr. Craig Gies (BIC Construction).
- A list of the items discussed and updated at the meeting is listed below:
  - **Bennet Elementary School**
  - **Palmyra Jr. / Sr. High School**
- A more detailed summary document of items discussed is attached to this agenda item.
  - Please note: This document was added after the meeting was completed.

### 4. Action Items

- No further discussion.

4.1. Presentation, discussion, and or official action with regard to the construction projects at Bennet Elementary and Palmyra Junior/Senior High School buildings, including change orders, construction change directives and payment applications from contractors, and reports, information, and recommendations by the Project Architect and Owner's Representative (CMAR). Motion to approve construction claims as presented. This motion, made by Tim Cheney and seconded by Dee Moore, Passed.

Brandon Desh: Abstain, Dean Busch: Yea, Tim Cheney: Yea, Dee Moore: Yea, Josh Penterman: Yea

- Board President Brandon Desh abstained from voting on the Benesch invoices out of an abundance of caution.

### 5. Closed Session

- No closed session.

### 6. Next Regular Meeting

- Please note the upcoming date change:
  - The next CMAR special board meeting will be **Wednesday**, January 10th, 2024, **beginning at 6:30 p.m.** at Palmyra High School in the media center.
- Please note the upcoming date change:
  - The next regular board meeting will be **Wednesday**, January 10th, 2024, **beginning at 7:00 p.m.** at Palmyra High School in the media center.

### 7. Adjournment

- The meeting was adjourned at **6:55 p.m.**

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Chairperson

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Superintendent



## **Board of Education Regular Meeting**

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**Strategic Goal 2:** District OR-1 Public Schools will foster a unified community.

**Strategic Goal 3:** District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 7:00 PM.

Dean Busch: Present

Jaimi Calfee: Present

Tim Cheney: Present

Brandon Desh: Present

Dee Moore: Present

Josh Penterman: Present

This information was posted in the following public formats:

- The Voice News (weekly area newspaper)
- Farmers' Merchants Bank - Palmyra
- Palmyra Post Office
- Palmyra High School
- Bennet Post Office
- Bennet Elementary School
- District OR-1 Website - <https://www.districtor1.org/>

### **1. Call to Order and Pledge of Allegiance**

- Board President Desh called the meeting to order at **7:00 p.m.**
- The Pledge of Allegiance was conducted earlier at the CMAR special board meeting.

### **2. Announcement of the Open Meetings Act Posting**

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.
  - *Please note that no changes to the Open Meetings Act occurred during the last Legislative session and the current Open Meetings Act information will stay current until further notice.*

### 3. Staff and Student Presentations

For tonight's staff presentation, Our "New to the District" certified teachers were asked the following questions regarding their experiences in our district so far this first semester.

- *What successes have you experienced with students, staff, parents, etc. so far this year?*
- *What is something that has been a challenge for you during the first semester?*
- *What is one professional goal you have for next semester?*
- *How can we best support you and your talents?*
- "New to the District" staff responded either "in person" at the meeting or submitted their responses in written format.
- Special thanks to all of our "New to the District" certified staff for their feedback about their experiences!
- We are blessed to have such outstanding educators in our district!

4. Consent Agenda Motion to approve the consent agenda as presented. This motion, made by Tim Cheney and seconded by Josh Penterman, Passed.  
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

#### 4.1. Approval of Board Agenda

#### 4.2. Approval of minutes of previous meetings

#### 4.3. Approval of Claims/Payment of Bills and Payroll

#### 4.4. Certified / Classified Hire(s)/Reassignment(s)/ Resignation(s)

- More information was provided about the teachers who are currently entering (or new this school year) into the district.

##### 4.4.1. Michael Davidson Resignation

##### 4.4.2. Bob Fuller Resignation

##### 4.4.3. Grant Fritsch (STS) Career Technical Education: Second Semester 2023-2024 Contract

##### 4.4.4. Jordan Springer High School Math Teacher Contract Approval

#### 4.5. Financial Report

### 5. Public Comment

- No public comment was provided at the meeting.

## 6. Administrative Reports

6.1. Superintendent's Report The following topics listed below were discussed during the Superintendent's Report.

- **District Logos and Branding Guidelines:** In collaboration with representatives from Clark and Enersen, we have developed a more specific document that accurately identifies approved school colors using Pantone identification codes, standardized fonts, and alternate versions of the district logo.
  - Please see the attached document for more information.
- **Nebraska Department of Education School Profile and NSCAS Assessment Update:**
  - Our district was rated as "Great" in alignment with our statewide standardized student scores in the areas of math, science, English, and the ACT testing instrument.
  - Please note that our overall student scores in these academic content areas were higher than the state average in all subjects. Great job to all of our students and staff for their hard work and achievements!
  - Please refer to the following link for more information about our school assessment data.
    - [Nebraska Education Profile:](#)
- **District Student Enrollment Update:**
- **Community Update: The community update was distributed to community members on Friday, December 8th, 2023.**
  - See attached document
- **Bennet Elementary School Candy Cane Project:**
  - Special thanks to our elementary school students for a great service learning project assisting needy families in the District OR-1 community.
  - Our student goal was **\$100.00**. Anything above this goal number will be enhanced by some additional matching funds.
    - See the attached presentation for more information.
- **Connex Box at High School:**
  - See the attached picture. *Special note: This additional storage will be very useful as we temporarily store needed materials and order new equipment for the current building expansion projects.*
- **"Splash For Cash" and Center Court (stage) Promotion:**
  - Special thanks to Riverstone Bank for helping our district provide fun and engaging promotional activities for our fans during our girls' and boys' home basketball games. Please refer to the attached flyer for more information regarding this promotion. We are thankful for this community partnership.
- **Personnel Update:**
  - Mr. Hart provided a brief update on personnel changes throughout the district.
- **NSAA Football Classification for 2024-2025:**
  - Palmyra High School will be classified as **C-2** for our football program beginning with the **2024-2025** school year. The 8-player or 11-player football competition

request document was submitted to NSAA for approval at the end of November and game schedules should be out around the first of February (2024).

- **Construction Pics Update:**
  - Several pictures are included in the Community Update document and additional pictures of progress at both buildings were shared at the meeting.
- **Activities Update:**
  - Activities Committee Information
  - State Wrestling Mat Update
- **January 2024 Regular Board Meeting Date Adjustment**
  - Discussion included moving the January 2024 regular board meeting to **Wednesday, January 10th, 2024**. This proposal was an action agenda item later in the meeting.
- **Student, Staff, and Community Kudos:**
  - Special thanks again to all of our District OR-1 staff for the great work they do every day for our students and our community.

#### 6.1.1. Superintendent Evaluation

- Board President Desh went over the Superintendent's evaluation and Executive Summary during this portion of the meeting.

#### 6.1.2. Superintendent NASB Evaluation Summary and Feedback

- Board President Desh went over the Superintendent's evaluation and Executive Summary during this portion of the meeting.
- Superintendent Hart was able to gather additional information clarifying comments listed within the evaluation.
- Superintendent Hart will provide some updated "draft" goals at the January 10th, 2024 regular board meeting.
- Discussion regarding the Superintendent's contract will be included in the January 10th, 2024 regular board meeting agenda.
- The evaluation was signed after the meeting.

#### 6.1.3. 2024-2025 District Calendar "Draft"

- Superintendent Hart presented an overview of the latest Calendar Committee proposal for the **2024-2025** school year.
- This calendar will be reviewed again by staff and the Calendar Committee during the **January 3rd, 2024** staff development day and presented for approval at the **January 10th, 2024** regular board meeting.

#### 6.2. Administrative Team Report

Highlights of the December Administrative Board Report:

- The Bennet Elementary Holiday Music Concert was on **Monday, November 27th at Palmyra High School**. The KDG-2nd grade students performed and then our 3rd and 4th grade students performed.
  - Special thanks to Mrs. McCreight for her time in putting together a wonderful program.
- **The 5th -12th** grade holiday concerts were held **Monday, December 4th**, and **Thursday, December 7th**.
  - Special thanks to Mr. Furrow and Mrs. McCreight for all their hard work! The kids sounded great!
- Both buildings are working with ESU #4 on updating our Teacher Evaluation Tool process and paperwork.
- Bennet Elementary School students started NSCAS and MAPS testing for students in grades K-5. Assessment results will be collected and analyzed during the January professional development day.
- The first semester will end on **Wednesday, December 20th**.
  - We will be dismissing school early on **Wednesday, December 20th**, at 1:00 pm for winter break.
  - Staff will return to school for a professional development day on **Wednesday, January 3rd, 2024**.
  - Students will be returning on **Thursday, January 4th, 2024**.

## 7. Discussion Items- Committee Reports

- Committee reports are designed to summarize committee meetings conducted since the last regular board meeting.

### 7.1. Negotiations Committee

- The next Negotiations Committee meeting will be **Wednesday, December 27th, 2023**, at Bennet Elementary School.

### 7.2. Transportation Committee

- The committee's next meeting is scheduled for **January 10th, 2024 at 8:30 a.m.** at PHS in the west conference room.
- The mini-bus is expected to be on campus before the end of the semester.
- No further discussion.

## 8. Policy Review The Policy Committee met on **Tuesday, December 5th, 2023** to review the **6000** and **7000** Series Policies.

- **Highlights of the Policy Meeting:**
  - Working on enhanced standardized formatting
  - Accurate and efficient posting of updated policy information
  - Possible revisions of Policies: #6920, # 6920B, #6910.
  - No other substantive changes were recommended.

### 8.1. Policy # 6282 School Colors

- Committee members discussed this policy and provided recommendations for wording changes.
- The revised policy update will be on the **January 10th, 2024** regular board meeting agenda.

### 8.2. Policy # 6920: Self Management of Asthma-Anaphylaxis-Diabetes

- These policies will also be reviewed by school health services personnel.
- No substantive changes were suggested.

## 9. Action Items

9.1. Discuss, consider and take all necessary action to reschedule the January 2024 Regular Board Meeting Motion to move the date of the January 2024 regular board meeting to Wednesday, January 10th, 2024 as discussed. This motion, made by Dee Moore and seconded by Dean Busch, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

## 10. Board of Education Development

- Board President Desh and other board members summarized recent board leadership opportunities.
- Board members are encouraged to attend upcoming professional development opportunities at their discretion.

### 10.1. Board Election Information

- The statewide primary election will be held on **Tuesday, May 14th, 2024.**

All candidates wishing to run for school board elections must file paperwork after the first of the year.

- The incumbent filing period is from **January 5th, 2024- to February 15th, 2024 at 5:00 p.m.**
  - *An incumbent is anyone who is currently a board member.*
- The non-incumbent filing period is from **January 5th to March 1st, 2024 at 5:00 p.m.**

## 11. Closed Session The board will enter a "closed session" for the specific reasons listed below:

- Discuss and take possible action related to certified staff negotiations to protect the best interest of the district
- Discuss personnel and take possible action to protect the needless injury to the reputation of individuals.

- Discuss and take action on property matters to protect the public interest.

11.1. Convene Closed Session Motion to convene closed session to discuss the specific items listed below: 1) Conduct a collective bargaining strategy related to the certified staff negotiation process, 2) Protect the needless injury to an individual's reputation related to personnel matters. 3) Protect the public interest regarding property matters. This motion, made by Tim Cheney and seconded by Jaimi Calfee, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- The closed session was convened at **8:49 p.m.**

11.2. Reconvene Meeting from Closed Session

- Board members discussed negotiations, personnel, and property.
- The regular board meeting was reconvened at **10:15 p.m.**

11.3. Approval of any action deemed necessary as a result of the "closed" session

- No action was taken as a result of the "closed" session.

12. Topics for Next Month's Agenda

- No further discussion.

13. Adjournment

- The meeting was adjourned at: **10:15 p.m.**

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Chairperson

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Superintendent

01/05/2024 11:44 AM Posted - All; Batch Description 2 Records Selected

| PO Number                         | Invoice Number      | Vendor Name                              | Invoice Date   | Amount                  |
|-----------------------------------|---------------------|------------------------------------------|----------------|-------------------------|
| Account Number                    |                     | Detail Description                       | Cost Center ID | Cost Center Description |
| Checking Account ID 1             |                     | Fund Number 01                           | GENERAL FUND   |                         |
| 01 2610 431 003                   | 101381              | ABC TERMITE & PEST CONTROL               | 01/10/2024     | 94.00                   |
|                                   |                     | Elem Upkeep of Building                  |                | 94.00                   |
| 01 2610 431 001                   | 98796               | ABC TERMITE & PEST CONTROL               | 01/10/2024     | 119.00                  |
|                                   |                     | HS Upkeep of Building                    |                | 119.00                  |
| Total ABC TERMITE & PEST CONTROL  |                     |                                          |                | 213.00                  |
|                                   | 35595492            | Access Systems Leasing                   | 01/10/2024     | 3,420.08                |
| 01 1100 440 001                   |                     | HS Copier Lease                          |                | 1,710.04                |
| 01 1100 440 003                   |                     | Elem Copier Lease                        |                | 1,710.04                |
| Total Access Systems Leasing      |                     |                                          |                | 3,420.08                |
|                                   | 3702672             | AKERS EQUIPMENT                          | 01/10/2024     | 210.40                  |
| 01 2650 610 000                   |                     | Vehicle Supplies                         |                | 210.40                  |
| Total AKERS EQUIPMENT             |                     |                                          |                | 210.40                  |
| HS-0000147                        | 16F7-XLVM-VLRL      | AMAZON CAPITAL SERVICES                  | 01/10/2024     | 34.99                   |
| 01 1100 610 001                   |                     | Victor Easy Set Mouse Trap - 18 Pack (72 |                | 34.99                   |
|                                   | 1WPK-WG-69-VKFR     | AMAZON CAPITAL SERVICES                  | 01/10/2024     | 45.95                   |
| 01 1200 610 001                   |                     | Sped HS Supplies                         |                | 45.95                   |
| Total AMAZON CAPITAL SERVICES     |                     |                                          |                | 80.94                   |
| HOHEN-9-2023                      | 442051              | AUTISM-PRODUCTS.COM                      | 01/10/2024     | 111.90                  |
| 01 1200 610 003                   |                     | Fold and Go Trampoline                   |                | 98.95                   |
| 01 1200 610 003                   |                     | SHIPPING                                 |                | 12.95                   |
| Total AUTISM-PRODUCTS.COM         |                     |                                          |                | 111.90                  |
|                                   | 2023 QRT2MILEAGE BB | Brown, Burke                             | 01/10/2024     | 235.80                  |
| 01 1100 333 001                   |                     | HS Mileage                               |                | 235.80                  |
| Total Brown, Burke                |                     |                                          |                | 235.80                  |
|                                   | 2023 QRT2MILEAGE AB | BUCHANAN, AMY                            | 01/10/2024     | 112.00                  |
| 01 2151 333 003                   |                     | Sped Speech Elem MILEAGE PAID TO STAFF   |                | 112.00                  |
| Total BUCHANAN, AMY               |                     |                                          |                | 112.00                  |
|                                   | DN046 - 12242023    | CASEY'S BUSINESS MASTERCARD              | 01/10/2024     | 2,653.75                |
| 01 2710 626 000                   |                     | Bus Gas and Oil                          |                | 2,653.75                |
| Total CASEY'S BUSINESS MASTERCARD |                     |                                          |                | 2,653.75                |
| 01 1200 320 002                   | 7-11306-01          | CRAIG RESOURCES INC                      | 01/10/2024     | 1,659.96                |
|                                   |                     | NURSE PROFESSIONAL EDUCATIONAL SERVICES  |                | 1,659.96                |
| 01 1200 320 002                   | 7-11306-05          | CRAIG RESOURCES INC                      | 01/10/2024     | 1,925.64                |
|                                   |                     | NURSE PROFESSIONAL EDUCATIONAL SERVICES  |                | 1,925.64                |
| 01 1200 320 002                   | 7-11306-08          | CRAIG RESOURCES INC                      | 01/10/2024     | 2,935.98                |
|                                   |                     | NURSE PROFESSIONAL EDUCATIONAL SERVICES  |                | 2,935.98                |



## Board Report - Detail

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| PO Number                             | Invoice Number     | Vendor Name                     | Invoice Date   | Amount                  |
|---------------------------------------|--------------------|---------------------------------|----------------|-------------------------|
| Account Number                        |                    | Detail Description              | Cost Center ID | Cost Center Description |
| Total CRAIG RESOURCES INC             |                    |                                 |                | 6,521.58                |
| 01 2224 530 000                       | 1402935            | DAS State ACCTG-Central Finance | 01/10/2024     | 267.63                  |
| Total DAS State ACCTG-Central Finance |                    |                                 |                | 267.63                  |
| 01 2610 610 001                       | 122023 - GENERAL   | DFC Inc. Decker's Food Center   | 01/10/2024     | 392.56                  |
| 01 1100 610 001                       |                    | HS Custodian Supplies           |                | 26.31                   |
| 01 1100 610 001                       |                    | HS General Supplies             |                | 47.84                   |
| 01 1100 610 001                       |                    | HS General Supplies             |                | 68.09                   |
| 01 1100 610 001                       |                    | HS General Supplies             |                | 129.00                  |
| 01 1100 610 001                       |                    | HS General Supplies             |                | 6.87                    |
| 01 1100 610 001                       |                    | HS General Supplies             |                | 39.44                   |
| 01 1100 610 001                       |                    | HS General Supplies             |                | 34.09                   |
| 01 1100 610 001                       |                    | HS General Supplies             |                | 40.92                   |
| 01 1100 610 001                       | 12312023 - GENERAL | DFC Inc. Decker's Food Center   | 01/10/2024     | 250.15                  |
| 01 1100 610 001                       |                    | HS General Supplies             |                | 27.67                   |
| 01 1100 610 001                       |                    | HS General Supplies             |                | 57.29                   |
| 01 1100 610 001                       |                    | HS General Supplies             |                | 165.19                  |
| Total DFC Inc. Decker's Food Center   |                    |                                 |                | 642.71                  |
| 01 1100 610 001 2 102                 | FD9049-0           | DIETZE MUSIC HOUSE              | 01/10/2024     | 198.00                  |
| Total DIETZE MUSIC HOUSE              |                    |                                 |                | 198.00                  |
| 01 2710 890 000                       | 18365              | DIVERSIFIED DRUG TESTING LLC    | 01/10/2024     | 230.00                  |
| 01 1100 320 001                       | 18366              | Bus Misc. Expenses              | 01/10/2024     | 275.00                  |
| 01 1100 320 001                       | AD1035             | DIVERSIFIED DRUG TESTING LLC    | 01/10/2024     | 100.00                  |
| 01 2710 890 000                       |                    | HS Services/Assessments         |                | 50.00                   |
| Total DIVERSIFIED DRUG TESTING LLC    |                    |                                 |                | 605.00                  |
| 01 1100 330 001                       | 10573              | EDUCATIONAL SERVICE UNIT #4     | 01/10/2024     | 30.00                   |
| Total EDUCATIONAL SERVICE UNIT #4     |                    |                                 |                | 30.00                   |
| 01 2224 530 000                       | 19760              | EDUCATIONAL SERVICE UNIT #6     | 01/10/2024     | 582.28                  |
| Total EDUCATIONAL SERVICE UNIT #6     |                    |                                 |                | 582.28                  |
| 01 2610 610 001                       | 376464A            | EGAN SUPPLY CO                  | 01/10/2024     | 735.89                  |
| 01 2610 610 001                       | 378532             | HS Custodian Supplies           | 01/10/2024     | 1,338.05                |
| 01 2610 610 001                       | 379003             | EGAN SUPPLY CO                  | 01/10/2024     | 107.28                  |
| 01 2610 610 001                       | 379162             | HS Custodian Supplies           | 01/10/2024     | (143.55)                |
| Total EGAN SUPPLY CO                  |                    |                                 |                | 2,037.67                |

| PO Number             | Invoice Number       | Vendor Name                              | Invoice Date | Amount   | Cost Center ID | Cost Center Description |
|-----------------------|----------------------|------------------------------------------|--------------|----------|----------------|-------------------------|
| Account Number        |                      | Detail Description                       |              |          |                |                         |
|                       | 51668                | ELECTRONIC CONTRACTING COMPANY           | 01/10/2024   |          |                | 413.88                  |
| 01 2620 431 001       |                      | HS Repairs & Maintenance                 |              | 413.88   |                |                         |
|                       | 52216                | ELECTRONIC CONTRACTING COMPANY           | 01/10/2024   |          |                | 87.00                   |
| 01 2620 431 003       |                      | Elem Repairs & Maintenance               |              | 87.00    |                |                         |
|                       | 52217                | ELECTRONIC CONTRACTING COMPANY           | 01/10/2024   |          |                | 87.00                   |
| 01 2620 431 001       |                      | HS Repairs & Maintenance                 |              | 87.00    |                |                         |
| Total                 |                      | ELECTRONIC CONTRACTING COMPANY           |              | 587.88   |                |                         |
|                       | JAN2024              | FIRST CONCORD BENEFITS                   | 01/10/2024   |          |                | 100.00                  |
|                       | PAYFLEX              |                                          |              |          |                |                         |
| 01 2510 890 000       |                      | Superintendent Secretary Misc. Expenses  |              | 100.00   |                |                         |
| Total                 |                      | FIRST CONCORD BENEFITS                   |              | 100.00   |                |                         |
|                       | 01022024 - DEC STATE | FIRST STATE BANK - VISA CREDIT CARD      | 01/10/2024   |          |                | 2,194.30                |
| 01 6700 580 000       |                      | TRAVEL EXPENSES                          |              | 8.00     |                |                         |
| 01 6700 580 000       |                      | TRAVEL EXPENSES                          |              | 2.00     |                |                         |
| 01 6700 580 000       |                      | TRAVEL EXPENSES                          |              | 27.78    |                |                         |
| 01 6700 580 000       |                      | TRAVEL EXPENSES                          |              | 20.00    |                |                         |
| 01 6700 580 000       |                      | TRAVEL EXPENSES                          |              | 17.03    |                |                         |
| 01 6700 580 000       |                      | TRAVEL EXPENSES                          |              | 572.19   |                |                         |
| 01 2310 540 000       |                      | BOE Advertising                          |              | 172.00   |                |                         |
| 01 2310 540 000       |                      | BOE Advertising                          |              | 164.29   |                |                         |
| 01 2510 810 000       |                      | DUES AND FEES                            |              | 47.45    |                |                         |
| 01 6700 580 000       |                      | TRAVEL EXPENSES                          |              | 11.40    |                |                         |
| 01 2310 540 000       |                      | BOE Advertising                          |              | 774.42   |                |                         |
| 01 2310 540 000       |                      | BOE Advertising                          |              | 21.68    |                |                         |
| 01 1100 610 003       |                      | Elem General Supplies                    |              | 83.84    |                |                         |
| 01 2510 531 001       |                      | HS Postage                               |              | 12.72    |                |                         |
| 01 1920               |                      | EDUCATION QUEST FOUNDATION               |              | 259.50   |                |                         |
| Total                 |                      | FIRST STATE BANK - VISA CREDIT CARD      |              | 2,194.30 |                |                         |
|                       | 24680                | FORTICALL                                | 01/10/2024   |          |                | 141.22                  |
| 01 2510 382 001       |                      | HS Telephone                             |              | 70.61    |                |                         |
| 01 2510 382 003       |                      | Elem Telephone                           |              | 70.61    |                |                         |
| Total                 |                      | FORTICALL                                |              | 141.22   |                |                         |
|                       | 8FF7A0BC-0001        | GIPPER                                   | 01/10/2024   |          |                | 1,000.00                |
| 01 2900 610 001 0 001 |                      | Athletics                                |              | 1,000.00 |                |                         |
| Total                 |                      | GIPPER                                   |              | 1,000.00 |                |                         |
|                       | 3150                 | HIGH STANDARDS CLEANING SERVICES         | 01/10/2024   |          |                | 1,485.00                |
| 01 2620 420 001       |                      | HS Cleaning Service                      |              | 1,485.00 |                |                         |
| Total                 |                      | HIGH STANDARDS CLEANING SERVICES         |              | 1,485.00 |                |                         |
| JF71023-3             | 365921568            | J.W. PEPPER & SON INC.                   | 01/10/2024   |          |                | 413.99                  |
| 01 1100 610 001 2 102 |                      | Judges Scores for Contests (Grades 6-12) |              | 413.99   |                |                         |
| JF71023-3             | 365923711            | J.W. PEPPER & SON INC.                   | 01/10/2024   |          |                | 328.00                  |
| 01 1100 610 001 2 102 |                      | Solo/Ensemble Music for Contest (Grades  |              | 328.00   |                |                         |
| JF71023-3             | 365931714            | J.W. PEPPER & SON INC.                   | 01/10/2024   |          |                | 89.00                   |
| 01 1100 610 001 2 102 |                      | Judges Scores for Contests               |              | 89.00    |                |                         |

| PO Number             | Invoice Number                 | Vendor Name                                      | Invoice Date | Amount   | Cost Center | Cost Center Description |
|-----------------------|--------------------------------|--------------------------------------------------|--------------|----------|-------------|-------------------------|
| Account Number        |                                | Detail Description                               |              |          |             |                         |
| JF71023-3             | 365985394                      | J.W. PEPPER & SON INC.                           | 01/10/2024   |          |             | 170.87                  |
| 01 1100 610 001 2 102 |                                | (Grades 6-12)<br>Judges Scores for Contests      |              | 170.87   |             |                         |
| JF71023-3             | 4012658                        | J.W. PEPPER & SON INC.                           | 01/10/2024   |          |             | 24.00                   |
| 01 1100 610 001 2 102 |                                | (Grades 6-12)<br>Solo/Ensemble Music for Contest |              | 24.00    |             |                         |
| Total                 | J.W. PEPPER & SON INC.         |                                                  |              | 1,025.86 |             |                         |
|                       | 3522                           | JUNG ELECTRIC SERVICE                            | 01/10/2024   |          |             | 1,071.50                |
| 01 2620 720 003       |                                | Elem Building Improvements                       |              | 1,071.50 |             |                         |
| Total                 | JUNG ELECTRIC SERVICE          |                                                  |              | 1,071.50 |             |                         |
|                       | 9824                           | KROGER IRRIGATION & FENCE, INC                   | 01/10/2024   |          |             | 2,732.76                |
| 01 2630 431 001       |                                | CARE & UPKEEP OF FB FIELD                        |              | 2,732.76 |             |                         |
| Total                 | KROGER IRRIGATION & FENCE, INC |                                                  |              | 2,732.76 |             |                         |
|                       | INV794329                      | KURITA AMERICA INC                               | 01/10/2024   |          |             | 440.36                  |
| 01 2610 431 003       |                                | Elem Upkeep of Building                          |              | 440.36   |             |                         |
| Total                 | KURITA AMERICA INC             |                                                  |              | 440.36   |             |                         |
| HS-0000148            | 122023 GRAD SURVEYS            | LIFE TRACK SERVICES                              | 01/10/2024   |          |             | 840.00                  |
| 01 2120 610 001       |                                | Counselor HS Supplies                            |              | 840.00   |             |                         |
| Total                 | LIFE TRACK SERVICES            |                                                  |              | 840.00   |             |                         |
|                       | 012024 ASPIRE LUNCH            | LUNCH FUND                                       | 01/10/2024   |          |             | 41.65                   |
| 01 8000 912 000       |                                | FUND TRANSFERS TO LUNCH FUND                     |              | 41.65    |             |                         |
| Total                 | LUNCH FUND                     |                                                  |              | 41.65    |             |                         |
|                       | 52268541                       | MATHESON-TRI-GAS INC                             | 01/10/2024   |          |             | 76.19                   |
| 01 1100 610 001       |                                | HS General Supplies                              |              | 76.19    |             |                         |
| Total                 | MATHESON-TRI-GAS INC           |                                                  |              | 76.19    |             |                         |
|                       | 17636                          | MATTICE LOCK & SAFE                              | 01/10/2024   |          |             | 82.50                   |
| 01 2610 610 001       |                                | HS Custodian Supplies                            |              | 82.50    |             |                         |
|                       | 17701                          | MATTICE LOCK & SAFE                              | 01/10/2024   |          |             | 17.00                   |
| 01 2610 610 001       |                                | HS Custodian Supplies                            |              | 17.00    |             |                         |
|                       | 17742                          | MATTICE LOCK & SAFE                              | 01/10/2024   |          |             | 23.00                   |
| 01 2610 610 001       |                                | HS Custodian Supplies                            |              | 23.00    |             |                         |
| Total                 | MATTICE LOCK & SAFE            |                                                  |              | 122.50   |             |                         |
|                       | 122023 QRT2MILE BM             | McCreight, Beth                                  | 01/10/2024   |          |             | 218.12                  |
| 01 1100 333 001       |                                | HS Mileage                                       |              | 218.12   |             |                         |
| Total                 | McCreight, Beth                |                                                  |              | 218.12   |             |                         |
|                       | IN23481                        | Meininger Fire Protection, Inc                   | 01/10/2024   |          |             | 225.00                  |
| 01 2620 431 003       |                                | Elem Repairs & Maintenance                       |              | 225.00   |             |                         |
| Total                 | Meininger Fire Protection, Inc |                                                  |              | 225.00   |             |                         |
|                       | 23292                          | MENARDS                                          | 01/10/2024   |          |             | 44.41                   |

| PO Number                                   | Invoice Number  | Vendor Name                           | Amount   | Invoice Date | Cost Center | Cost Center Description               | Amount   |
|---------------------------------------------|-----------------|---------------------------------------|----------|--------------|-------------|---------------------------------------|----------|
| Account Number                              |                 | Detail Description                    |          | ID           |             |                                       |          |
| 01 1100 610 001                             |                 | HS General Supplies                   | 44.41    |              |             |                                       |          |
|                                             | 23344           | MENARDS                               |          | 01/10/2024   |             |                                       | 57.56    |
| 01 1100 610 001                             |                 | HS General Supplies                   | 57.56    |              |             |                                       |          |
|                                             | 23734           | MENARDS                               |          | 01/10/2024   |             |                                       | 34.58    |
| 01 1100 610 001                             |                 | HS General Supplies                   | 34.58    |              |             |                                       |          |
|                                             | 23804           | MENARDS                               |          | 01/10/2024   |             |                                       | 11.49    |
| 01 1100 610 001                             |                 | HS General Supplies                   | 11.49    |              |             |                                       |          |
|                                             | 24288           | MENARDS                               |          | 01/10/2024   |             |                                       | 786.95   |
| 01 2610 610 001                             |                 | HS Custodian Supplies                 | 786.95   |              |             |                                       |          |
| Total MENARDS                               |                 |                                       | 934.99   |              |             |                                       |          |
|                                             |                 |                                       |          |              |             |                                       |          |
| 01 2730 431 000                             | INV-879         | Midwest Bus Repair                    |          | 01/10/2024   |             |                                       | 397.80   |
|                                             |                 | BUS & VEHICLE SERVICING & MAINTENANCE | 397.80   | 2013BLUE     |             | 2013 SCHOOL BUS VIN#1BAKGCPH0DF292957 |          |
| 01 2730 431 000                             | INV-882         | Midwest Bus Repair                    |          | 01/10/2024   |             |                                       | 218.06   |
|                                             |                 | BUS & VEHICLE SERVICING & MAINTENANCE | 218.06   |              |             |                                       |          |
| 01 2730 431 000                             | INV-893         | Midwest Bus Repair                    |          | 01/10/2024   |             |                                       | 71.70    |
|                                             |                 | BUS & VEHICLE SERVICING & MAINTENANCE | 71.70    | 2010BLUEBI   |             | VIN # 1BAKCCPH6AF274583               |          |
| 01 2730 431 000                             | INV-896         | Midwest Bus Repair                    |          | 01/10/2024   |             |                                       | 974.80   |
|                                             |                 | BUS & VEHICLE SERVICING & MAINTENANCE | 974.80   | 2009BLUBR    |             | 2009 BB VIN# 1BAKGCKH49F256249        |          |
| 01 2730 431 000                             | INV-897         | Midwest Bus Repair                    |          | 01/10/2024   |             |                                       | 315.10   |
|                                             |                 | BUS & VEHICLE SERVICING & MAINTENANCE | 315.10   | 2010BLUEBI   |             | VIN # 1BAKCCPH6AF274583               |          |
| Total Midwest Bus Repair                    |                 |                                       | 1,977.46 |              |             |                                       |          |
|                                             |                 |                                       |          |              |             |                                       |          |
| 01 2610 431 001                             | 14827           | Midwest Walls & Landscape, Inc.       |          | 01/10/2024   |             |                                       | 600.00   |
|                                             |                 | HS Upkeep of Building                 | 300.00   |              |             |                                       |          |
| 01 2610 431 003                             |                 | Elem Upkeep of Building               | 300.00   |              |             |                                       |          |
| Total Midwest Walls & Landscape, Inc.       |                 |                                       | 600.00   |              |             |                                       |          |
|                                             |                 |                                       |          |              |             |                                       |          |
| 01 6998 610 000                             | MHFA84714       | NATIONAL COUNCIL FOR MENTAL WELLBEING |          | 01/10/2024   |             |                                       | 550.85   |
|                                             |                 | MENTAL HEALTH GENERAL SUPPLIES        | 550.85   |              |             |                                       |          |
| 01 6998 610 000                             | MHFA87596       | NATIONAL COUNCIL FOR MENTAL WELLBEING |          | 01/10/2024   |             |                                       | 383.20   |
|                                             |                 | MENTAL HEALTH GENERAL SUPPLIES        | 383.20   |              |             |                                       |          |
| Total NATIONAL COUNCIL FOR MENTAL WELLBEING |                 |                                       | 934.05   |              |             |                                       |          |
|                                             |                 |                                       |          |              |             |                                       |          |
| 01 2181 591 001                             | O-2045          | NCECBVI                               |          | 01/10/2024   |             |                                       | 709.20   |
|                                             |                 | HS VISUALLY IMPAIRED SERVICES         | 709.20   |              |             |                                       |          |
| Total NCECBVI                               |                 |                                       | 709.20   |              |             |                                       |          |
|                                             |                 |                                       |          |              |             |                                       |          |
| 01 2310 890 000                             | 49412           | NE ASSOCIATION OF SCHOOL BOARDS       |          | 01/10/2024   |             |                                       | 400.00   |
|                                             |                 | BOE Misc. Expenses                    | 400.00   |              |             |                                       |          |
| Total NE ASSOCIATION OF SCHOOL BOARDS       |                 |                                       | 400.00   |              |             |                                       |          |
|                                             |                 |                                       |          |              |             |                                       |          |
| 01 2610 622 001                             | 1546 - 01152024 | NEBRASKA CITY UTILITIES               |          | 01/10/2024   |             |                                       | 70.92    |
|                                             |                 | HS ELECTRICITY                        | 70.92    |              |             |                                       |          |
| 01 2610 622 003                             | 3273 - 01152024 | NEBRASKA CITY UTILITIES               |          | 01/10/2024   |             |                                       | 3,517.34 |
|                                             |                 | ELEM ELECTRICITY                      | 3,517.34 |              |             |                                       |          |
|                                             | 3321 - 01152024 | NEBRASKA CITY UTILITIES               |          | 01/10/2024   |             |                                       | 4,733.57 |

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|-----------------------------------------------|--------------------|------------------------------------------|----------|----------------|-------------------------|
| Account Number                                |                    | Detail Description                       |          | Cost Center ID | Cost Center Description |
| 01 2610 622 001                               |                    | HS ELECTRICITY                           | 4,733.57 |                |                         |
|                                               | 39368 - 01152024   | NEBRASKA CITY UTILITIES                  |          | 01/10/2024     | 30.45                   |
| 01 2610 622 001                               |                    | HS ELECTRICITY                           | 30.45    |                |                         |
|                                               | 43577 - 01152024   | NEBRASKA CITY UTILITIES                  |          | 01/10/2024     | 30.95                   |
| 01 2610 622 001                               |                    | HS ELECTRICITY                           | 30.95    |                |                         |
|                                               | 43679 - 01152024   | NEBRASKA CITY UTILITIES                  |          | 01/10/2024     | 114.64                  |
| 01 2610 622 001                               |                    | HS ELECTRICITY                           | 114.64   |                |                         |
|                                               | 44277 - 01152024   | NEBRASKA CITY UTILITIES                  |          | 01/10/2024     | 48.23                   |
| 01 2610 622 001                               |                    | HS ELECTRICITY                           | 48.23    |                |                         |
|                                               | 44718 - 01152024   | NEBRASKA CITY UTILITIES                  |          | 01/10/2024     | 517.02                  |
| 01 2610 622 001                               |                    | HS ELECTRICITY                           | 517.02   |                |                         |
|                                               | 96622 - 01152024   | NEBRASKA CITY UTILITIES                  |          | 01/10/2024     | 42.99                   |
| 01 2610 622 001                               |                    | HS ELECTRICITY                           | 42.99    |                |                         |
| Total NEBRASKA CITY UTILITIES                 |                    |                                          | 9,106.11 |                |                         |
| 2023HALQB                                     | 22331              | NOVEL ELECTRONIC DESIGNS, INC            |          | 01/10/2024     | 1,193.00                |
| 01 3535 610 000                               |                    | HAL Supplies                             | 1,158.00 |                |                         |
| 01 3535 610 000                               |                    | SHIPPING                                 | 35.00    |                |                         |
| Total NOVEL ELECTRONIC DESIGNS, INC           |                    |                                          | 1,193.00 |                |                         |
|                                               | 1242023-1124 PT JO | O'Neil, Jan                              |          | 01/10/2024     | 2,276.08                |
| 01 6408 320 000                               |                    | IDEA Part B Birth-4 Pre-diagnosis        | 565.74   |                |                         |
| 01 6408 320 003                               |                    | PREK PROFESSIONAL                        | 60.75    |                |                         |
|                                               |                    | EDUCATIONAL SERVICES                     |          |                |                         |
| 01 2171 320 003                               |                    | Physical Therapy Elem Contracted Service | 1,222.32 |                |                         |
| 01 2171 320 002                               |                    | MS PROFESSIONAL                          | 427.27   |                |                         |
|                                               |                    | EDUCATIONAL SERVICES                     |          |                |                         |
| Total O'Neil, Jan                             |                    |                                          | 2,276.08 |                |                         |
|                                               | 2022145333         | ONE SOURCE THE BACKGROUND CHECK COMPANY  |          | 01/10/2024     | 119.50                  |
| 01 2510 890 000                               |                    | Superintendent Secretary Misc. Expenses  | 119.50   |                |                         |
| Total ONE SOURCE THE BACKGROUND CHECK COMPANY |                    |                                          | 119.50   |                |                         |
| PREK-4-2023                                   | 725291236-01       | ORIENTAL TRADING CO, INC                 |          | 01/10/2024     | 170.83                  |
| 01 1190 610 003                               |                    | Stickers                                 | 13.58    |                |                         |
| 01 1190 610 003                               |                    | Glue Sticks                              | 44.99    |                |                         |
| 01 1190 610 003                               |                    | Pipe Cleaners                            | 21.99    |                |                         |
| 01 1190 610 003                               |                    | PomPoms                                  | 21.99    |                |                         |
| 01 1190 610 003                               |                    | SHIPPING                                 | 19.99    |                |                         |
| 01 1190 610 003                               |                    | Pencils                                  | 17.97    |                |                         |
| 01 1190 610 003                               |                    | Birthday Hats                            | 30.32    |                |                         |
| COMPUT-1-2023                                 | 725293708-01       | ORIENTAL TRADING CO, INC                 |          | 01/10/2024     | 139.54                  |
| 01 1100 610 003                               |                    | Safari animal Bookmarks (48)             | 7.99     |                |                         |
| 01 1100 610 003                               |                    | SHIPPING                                 | 14.99    |                |                         |
| 01 1100 610 003                               |                    | Mini Dice Erasers (24)                   | 20.37    |                |                         |
| 01 1100 610 003                               |                    | Popcorn erasers (12)                     | 19.47    |                |                         |
| 01 1100 610 003                               |                    | Icy 2-tone bouncy balls (48)             | 9.99     |                |                         |
| 01 1100 610 003                               |                    | Kushy grip pencils (24)                  | 21.99    |                |                         |
| 01 1100 610 003                               |                    | Color transparent glitter stacking crayo | 16.58    |                |                         |
| 01 1100 610 003                               |                    | Bright Pen Bracelets (12)                | 13.58    |                |                         |
| 01 1100 610 003                               |                    | Game Controller erasers (24)             | 14.58    |                |                         |

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|-----------------|----------------|------------------------------------------------|----------------|-------------------------|
| Account Number  |                | Detail Description                             | Cost Center ID | Cost Center Description |
| SPEECH-2-2023   | 725293727-01   | ORIENTAL TRADING CO, INC                       | 01/10/2024     | 94.93                   |
| 01 2151 610 003 |                | Glitter Mini Squeeze Balls - 24 Pc.            |                | 11.99                   |
| 01 2151 610 003 |                | Mini Lightly Scented Metallic Gel Pens -       |                | 14.99                   |
| 01 2151 610 003 |                | Bulk 100 Pc. Sticky Assortment                 |                | 16.99                   |
| 01 2151 610 003 |                | Stretchable Hard Candy Bracelets - 48 Pc       |                | 12.98                   |
| 01 2151 610 003 |                | Sour Punch® Licorice Twists Candy - 210        |                | 27.99                   |
| 01 2151 610 003 |                | Bulk 48 Pc. Pearlized Squishy Dinosaurs        |                | 9.99                    |
| 1STGRAD-3-2023  | 725294714-01   | ORIENTAL TRADING CO, INC                       | 01/10/2024     | 184.53                  |
| 01 1100 610 003 |                | Bright Winter Pencil Assortment                |                | 31.98                   |
| 01 1100 610 003 |                | 48 Pc. Birthday Bookmarks                      |                | 17.58                   |
| 01 1100 610 003 |                | Black & White Draw and Write Composition       |                | 134.97                  |
| EASTEP-1-2023   | 725653405-01   | ORIENTAL TRADING CO, INC                       | 01/10/2024     | 128.92                  |
| 01 1200 610 003 |                | Dry Erase Math Skills Boards                   |                | 14.99                   |
| 01 1200 610 003 |                | Mini Dry erase Erasers                         |                | 11.98                   |
| 01 1200 610 003 |                | Brain Teasers                                  |                | 19.99                   |
| 01 1200 610 003 |                | Desk Pets                                      |                | 39.99                   |
| 01 1200 610 003 |                | Bulk Sticky Assortment                         |                | 16.99                   |
| 01 1200 610 003 |                | mini Slime                                     |                | 9.99                    |
| 01 1200 610 003 |                | SHIPPING                                       |                | 14.99                   |
| TITLE-3-2023    | 725693507-01   | ORIENTAL TRADING CO, INC                       | 01/10/2024     | 262.39                  |
| 01 6200 610 003 |                | Bulk 150 pc. Novelty Jewelry Assortment        |                | 17.98                   |
| 01 6200 610 003 |                | Bulk 100 pc. Sticky Assortment                 |                | 16.99                   |
| 01 6200 610 003 |                | Bulk 144 pc. Mini Marbleized Poppers           |                | 12.99                   |
| 01 6200 610 003 |                | Bulk 144 pc. Colorful Pencil Sharpeners        |                | 16.99                   |
| 01 6200 610 003 |                | Bulk Mini 500 pc. Eraser Assortment            |                | 12.98                   |
| 01 6200 610 003 |                | Bright Swirl Beveled Erasers                   |                | 8.96                    |
| 01 6200 610 003 |                | Bright Pen Bracelets 12 pc.                    |                | 11.56                   |
| 01 6200 610 003 |                | Bulk 144 pc. Fun Print Pencils                 |                | 19.98                   |
| 01 6200 610 003 |                | SHIPPING                                       |                | 23.85                   |
| 01 6200 610 003 |                | Bulk 72 pc. Color Changing Mini Squeeze        |                | 34.99                   |
| 01 1100 610 003 |                | Bulk 50 pc. Slap Bracelet Assortment           |                | 27.99                   |
| 01 6200 610 003 |                | Bulk 100 pc. Bouncy Balls Assortment           |                | 19.98                   |
| 01 6200 610 003 |                | Squishy Mini Yo-Yos                            |                | 9.99                    |
| 01 6200 610 003 |                | Donut Sprinkles Yo-Yo's                        |                | 14.58                   |
| 01 6200 610 003 |                | Sports Yo-Yo's                                 |                | 12.58                   |
| Total           |                | ORIENTAL TRADING CO, INC                       |                | 981.14                  |
|                 | 100            | Perry, Guthery, Hasse & Gessford, P.C., L.L.O. | 01/10/2024     | 368.00                  |
| 01 2330 317 000 |                | District Legal Services                        |                | 368.00                  |
| Total           |                | Perry, Guthery, Hasse & Gessford, P.C., L.L.O. |                | 368.00                  |
|                 | 3199           | PIONEER CLEANING, LLC                          | 01/10/2024     | 6,134.00                |
| 01 2620 420 003 |                | Elem Cleaning Service                          |                | 5,160.00                |
| 01 2620 420 001 |                | HS Cleaning Service                            |                | 500.00                  |
| 01 2620 420 003 |                | Elem Cleaning Service                          |                | 474.00                  |

## Board Report - Detail

01/05/2024 11:44 AM Posted - All; Batch Description 2 Records Selected

| PO Number       | Invoice Number             | Vendor Name                                  | Invoice Date | Amount    | Cost Center                             | Cost Center Description |
|-----------------|----------------------------|----------------------------------------------|--------------|-----------|-----------------------------------------|-------------------------|
| Account Number  |                            | Detail Description                           | ID           |           |                                         |                         |
| Total           | PIONEER CLEANING, LLC      |                                              |              | 6,134.00  |                                         |                         |
|                 | 3318413241                 | PITNEY BOWES INC                             | 01/10/2024   |           |                                         | 142.53                  |
| 01 2510 440 000 |                            | Superintendent Copier/Mail Lease             |              | 142.53    |                                         |                         |
| Total           | PITNEY BOWES INC           |                                              |              | 142.53    |                                         |                         |
|                 | 161605                     | Southwest Auto                               | 01/10/2024   |           |                                         | 3,838.67                |
| 01 2730 431 000 |                            | BUS & VEHICLE SERVICING & MAINTENANCE        | 1995GMCP U   | 3,838.67  | 1995 GMC 4WD PU VIN # 1GTGK24K7SZ538435 |                         |
|                 | 161719                     | Southwest Auto                               | 01/10/2024   |           |                                         | 806.49                  |
| 01 2730 431 000 |                            | BUS & VEHICLE SERVICING & MAINTENANCE        | 2015CHESU B  | 806.49    | VIN#                                    |                         |
|                 | 161749                     | Southwest Auto                               | 01/10/2024   |           |                                         | 1,541.82                |
| 01 2730 431 000 |                            | BUS & VEHICLE SERVICING & MAINTENANCE        | 2013BLUEBI   | 1,541.82  | 2013 SCHOOL BUS VIN#1BAKGCPH4DF292959   |                         |
|                 | 161815                     | Southwest Auto                               | 01/10/2024   |           |                                         | 1,186.58                |
| 01 2730 431 000 |                            | BUS & VEHICLE SERVICING & MAINTENANCE        | 2013BLUE     | 1,186.58  | 2013 SCHOOL BUS VIN#1BAKGCPH0DF292957   |                         |
|                 | 161825                     | Southwest Auto                               | 01/10/2024   |           |                                         | 3,082.24                |
| 01 2730 431 000 |                            | BUS & VEHICLE SERVICING & MAINTENANCE        | 2006CHEVY    | 3,082.24  | 14PASS VIN # 1GBJG312X61232307          |                         |
| Total           | Southwest Auto             |                                              |              | 10,455.80 |                                         |                         |
|                 | 3391                       | SPARQDATA Solutions                          | 01/10/2024   |           |                                         | 4,712.00                |
| 01 2310 890 000 |                            | BOE Misc. Expenses                           |              | 4,712.00  |                                         |                         |
| Total           | SPARQDATA Solutions        |                                              |              | 4,712.00  |                                         |                         |
|                 | 561375058                  | SYSCO LINCOLN                                | 01/10/2024   |           |                                         | 226.50                  |
| 01 3300 610 003 |                            | Rec Program Supplies                         |              | 226.50    |                                         |                         |
|                 | 561387275                  | SYSCO LINCOLN                                | 01/10/2024   |           |                                         | 194.07                  |
| 01 3300 610 003 |                            | Rec Program Supplies                         |              | 194.07    |                                         |                         |
| Total           | SYSCO LINCOLN              |                                              |              | 420.57    |                                         |                         |
| MK71023-5       | 194155                     | TEACHER'S DISCOVERY                          | 01/10/2024   |           |                                         | 71.98                   |
| 01 1100 610 001 |                            | Document-Based Question Activities: Worl     |              | 60.99     |                                         |                         |
|                 |                            | SHIPPING                                     |              | 10.99     |                                         |                         |
| 01 1100 610 001 |                            | SHIPPING                                     |              | 10.99     |                                         |                         |
| RG71023-4       | 194156                     | TEACHER'S DISCOVERY                          | 01/10/2024   |           |                                         | 76.97                   |
| 01 1100 610 001 |                            | Quién Es Board game                          |              | 65.98     |                                         |                         |
| 01 1100 610 001 |                            | SHIPPING                                     |              | 10.99     |                                         |                         |
| Total           | TEACHER'S DISCOVERY        |                                              |              | 148.95    |                                         |                         |
|                 | 1000574345                 | TK ELEVATOR CORPORATION                      | 01/10/2024   |           |                                         | 256.77                  |
| 01 2620 431 001 |                            | HS Repairs & Maintenance                     |              | 256.77    |                                         |                         |
| Total           | TK ELEVATOR CORPORATION    |                                              |              | 256.77    |                                         |                         |
|                 | SI-24-001956               | UNITE PRIVATE NETWORKS LLC                   | 01/10/2024   |           |                                         | 861.74                  |
| 01 2224 430 001 |                            | HS Distant Learning Maintenance              |              | 430.87    |                                         |                         |
| 01 2224 430 003 |                            | Elem Distant Learning Maintenance            |              | 430.87    |                                         |                         |
| Total           | UNITE PRIVATE NETWORKS LLC |                                              |              | 861.74    |                                         |                         |
|                 | JAN2024 CAREER             | UNK ACADEMIC ADVISING AND CAREER DEVELOPMENT | 01/10/2024   |           |                                         | 100.00                  |
| 01 2310 540 000 |                            | BOE Advertising                              |              | 100.00    |                                         |                         |

| PO Number       | Invoice Number                               | Vendor Name                   | Invoice Date | Amount   | Cost Center    | Cost Center Description |
|-----------------|----------------------------------------------|-------------------------------|--------------|----------|----------------|-------------------------|
| Account Number  |                                              | Detail Description            |              | Amount   | Cost Center ID | Cost Center Description |
| Total           | UNK ACADEMIC ADVISING AND CAREER DEVELOPMENT |                               |              | 100.00   |                |                         |
| 01 2610 622 003 | 79891                                        | VILLAGE OF BENNET             | 01/10/2024   |          |                | 540.03                  |
| 01 2610 410 003 |                                              | ELEM ELECTRICITY              |              | 36.56    |                |                         |
| 01 2610 410 003 |                                              | Elem Water & Sewer            |              | 28.50    |                |                         |
| 01 2610 410 003 |                                              | Elem Water & Sewer            |              | 239.32   |                |                         |
| 01 2610 410 003 |                                              | Elem Water & Sewer            |              | 24.00    |                |                         |
| 01 2610 410 003 |                                              | Elem Water & Sewer            |              | 211.65   |                |                         |
| Total           | VILLAGE OF BENNET                            |                               |              | 540.03   |                |                         |
| 01 2610 410 001 | 107003 - 1/10/2024                           | VILLAGE OF PALMYRA            | 01/10/2024   |          |                | 26.00                   |
| 01 2610 410 001 | 230001 - 1/10/2024                           | HS Water & Sewer              |              | 26.00    |                |                         |
| 01 2610 410 001 |                                              | VILLAGE OF PALMYRA            | 01/10/2024   |          |                | 26.00                   |
| 01 2610 410 001 | 257001 - 1/10/2024                           | HS Water & Sewer              |              | 26.00    |                |                         |
| 01 2610 410 001 |                                              | VILLAGE OF PALMYRA            | 01/10/2024   |          |                | 331.50                  |
| 01 2610 410 001 | 274001 - 1/10/2024                           | HS Water & Sewer              |              | 331.50   |                |                         |
| 01 2610 410 001 |                                              | VILLAGE OF PALMYRA            | 01/10/2024   |          |                | 29.54                   |
| 01 2610 410 001 | 286002 - 1/10/2024                           | HS Water & Sewer              |              | 29.54    |                |                         |
| 01 2610 410 001 |                                              | VILLAGE OF PALMYRA            | 01/10/2024   |          |                | 169.50                  |
| 01 2610 410 001 |                                              | HS Water & Sewer              |              | 169.50   |                |                         |
| Total           | VILLAGE OF PALMYRA                           |                               |              | 582.54   |                |                         |
| 01 2310 540 000 | 3030907                                      | VOICE NEWS                    | 01/10/2024   |          |                | 11.67                   |
| 01 2310 540 000 |                                              | BOE Advertising               |              | 11.67    |                |                         |
| 01 2310 540 000 | 3030908                                      | VOICE NEWS                    | 01/10/2024   |          |                | 183.70                  |
| 01 2310 540 000 |                                              | BOE Advertising               |              | 183.70   |                |                         |
| 01 2310 540 000 | 3030909                                      | VOICE NEWS                    | 01/10/2024   |          |                | 51.84                   |
| 01 2310 540 000 |                                              | BOE Advertising               |              | 51.84    |                |                         |
| 01 2310 540 000 | 3030910                                      | VOICE NEWS                    | 01/10/2024   |          |                | 10.80                   |
| 01 2310 540 000 |                                              | BOE Advertising               |              | 10.80    |                |                         |
| 01 2310 540 000 | 3031216                                      | VOICE NEWS                    | 01/10/2024   |          |                | 11.23                   |
| 01 2310 540 000 |                                              | BOE Advertising               |              | 11.23    |                |                         |
| 01 2310 540 000 | 3031217                                      | VOICE NEWS                    | 01/10/2024   |          |                | 12.11                   |
| 01 2310 540 000 |                                              | BOE Advertising               |              | 12.11    |                |                         |
| Total           | VOICE NEWS                                   |                               |              | 281.35   |                |                         |
| 01 2610 610 001 | 10217323-00                                  | VOSS LIGHTING                 | 01/10/2024   |          |                | 522.60                  |
| 01 2610 610 001 |                                              | HS Custodian Supplies         |              | 522.60   |                |                         |
| Total           | VOSS LIGHTING                                |                               |              | 522.60   |                |                         |
| 01 2610 431 001 | 1809076T059                                  | WASTE CONNECTIONS OF NEBRASKA | 01/10/2024   |          |                | 884.46                  |
| 01 2610 431 001 |                                              | HS Upkeep of Building         |              | 884.46   |                |                         |
| Total           | WASTE CONNECTIONS OF NEBRASKA                |                               |              | 884.46   |                |                         |
| 01 2710 626 000 | INV-30633                                    | WHITEHEAD OIL CO              | 01/10/2024   |          |                | 2,714.58                |
| 01 2710 626 000 |                                              | Bus Gas and Oil               |              | 2,714.58 |                |                         |
| Total           | WHITEHEAD OIL CO                             |                               |              | 2,714.58 |                |                         |
|                 | 366237                                       | WOODRIVER ENERGY LLC          | 01/10/2024   |          |                | 1,744.38                |



Board Report - Detail

01/05/2024 11:44 AM Posted - All; Batch Description 2 Records Selected

| PO Number       | Invoice Number       | Vendor Name        | Invoice Date | Amount   | Cost Center    | Cost Center Description |
|-----------------|----------------------|--------------------|--------------|----------|----------------|-------------------------|
| Account Number  |                      | Detail Description |              | Amount   | Cost Center ID |                         |
| 01 2610 621 001 |                      | HS Utilities       |              | 314.56   |                |                         |
| 01 2610 621 003 |                      | Elem Utilities     |              | 493.88   |                |                         |
| 01 2610 621 001 |                      | HS Utilities       |              | 935.94   |                |                         |
| Total           | WOODRIVER ENERGY LLC |                    |              | 1,744.38 |                |                         |

Fund Number 01 80,326.91

Checking Account ID 1 80,326.91

Payroll Totals: \$640,566.03  
Bill Totals: \$80,326.91  
Total: \$720,892.94

01/05/2024 11:26 AM

Regular, Processing Month 01/2024; Fund Number 01

User ID: LAP

| Function Number                               | Revised Budget | Expended During Month | Expenditures to Date | % of Budget | Balance at EOM | A/P Outstanding | P/O Outstanding | Unencumbered Balance |
|-----------------------------------------------|----------------|-----------------------|----------------------|-------------|----------------|-----------------|-----------------|----------------------|
| 01                                            |                |                       |                      |             |                |                 |                 |                      |
| GENERAL FUND                                  |                |                       |                      |             |                |                 |                 |                      |
| 1100 REGULAR INSTRUCTIONAL                    | 4,461,500.00   | 6,913.33              | 1,692,766.73         | 38.17       | 2,768,733.27   | 0.00            | 10,311.86       | 2,758,421.41         |
| 1160 POVERTY PROGRAMS                         | 97,500.00      | 0.00                  | 36,658.88            | 37.60       | 60,841.12      | 0.00            | 0.00            | 60,841.12            |
| 1190 EARLY CHILDHOOD ED PROGRAMS              | 136,050.00     | 170.83                | 57,074.49            | 41.95       | 78,975.51      | 0.00            | 0.00            | 78,975.51            |
| 1200 SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS | 902,700.00     | 6,808.35              | 283,289.37           | 31.48       | 619,410.63     | 0.00            | 866.50          | 618,544.13           |
| 1212 SPECIAL EDUCATION                        | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 1291 SPECIAL EDUCATION AGES 3-5               | 500.00         | 0.00                  | 1,249.44             | 249.89      | (749.44)       | 0.00            | 0.00            | (749.44)             |
| 1292 SPED AGE 0-2                             | 500.00         | 0.00                  | 0.00                 | 0.00        | 500.00         | 0.00            | 0.00            | 500.00               |
| 1300 SUMMER SCHOOL                            | 34,500.00      | 0.00                  | 0.00                 | 0.00        | 34,500.00      | 0.00            | 0.00            | 34,500.00            |
| 1400 ADULT EDUCATION                          | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 2120 GUIDANCE SERVICES                        | 203,950.00     | 840.00                | 71,189.49            | 34.91       | 132,760.51     | 0.00            | 0.00            | 132,760.51           |
| 2130 HEALTH SERVICES                          | 4,100.00       | 0.00                  | 1,268.83             | 30.95       | 2,831.17       | 0.00            | 0.00            | 2,831.17             |
| 2131 SPED NURSING SERVICES                    | 0.00           | 0.00                  | 6,672.78             | 0.00        | (6,672.78)     | 0.00            | 0.00            | (6,672.78)           |
| 2140 PSYCHOLOGICAL SERVICES                   | 1,200.00       | 0.00                  | 0.00                 | 0.00        | 1,200.00       | 0.00            | 0.00            | 1,200.00             |
| 2141 SPED PSYCHOLOGY SERVICES                 | 111,450.00     | 0.00                  | 41,170.25            | 36.94       | 70,279.75      | 0.00            | 0.00            | 70,279.75            |
| 2151 SPED SPEECH PATHOLOGY AND AUDIOLOGY SERV | 131,350.00     | 206.93                | 45,675.72            | 34.77       | 85,674.28      | 0.00            | 0.00            | 85,674.28            |
| 2152 SPED SPEECH AGE 3-5                      | 10,700.00      | 0.00                  | 2,918.21             | 27.27       | 7,781.79       | 0.00            | 0.00            | 7,781.79             |
| 2153 SPED SPEECH AGE 0-2                      | 11,000.00      | 0.00                  | 2,918.19             | 26.53       | 8,081.81       | 0.00            | 0.00            | 8,081.81             |
| 2161 SPED OCCUPATIONAL THERAPY SERVICES       | 85,850.00      | 0.00                  | 10,679.78            | 12.44       | 75,170.22      | 0.00            | 0.00            | 75,170.22            |
| 2171 PHYSICAL THERAPY SCHOOL AGE              | 47,500.00      | 1,649.59              | 15,374.79            | 32.37       | 32,125.21      | 0.00            | 0.00            | 32,125.21            |
| 2172 PHYSICAL THERAPY AGE 3-5                 | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 2173 PHYSICAL THERAPY AGE 0-2                 | 2,000.00       | 0.00                  | 0.00                 | 0.00        | 2,000.00       | 0.00            | 0.00            | 2,000.00             |
| 2181 VISUALLY IMPAIRED                        | 9,000.00       | 709.20                | 2,836.80             | 31.52       | 6,163.20       | 0.00            | 0.00            | 6,163.20             |
| 2211 SCHOOL IMPROVEMENT                       | 2,000.00       | 0.00                  | 0.00                 | 0.00        | 2,000.00       | 0.00            | 0.00            | 2,000.00             |
| 2212 INST STAFF TRNG AND CURR DEV             | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 2220 LIBRARY/MEDIA SERVICES                   | 180,800.00     | 0.00                  | 38,698.27            | 21.52       | 142,101.73     | 0.00            | 1,380.79        | 140,720.94           |
| 2224 EDUCATIONAL TELEVISION SERVICES          | 37,000.00      | 1,711.85              | 7,960.69             | 21.52       | 29,039.31      | 0.00            | 0.00            | 29,039.31            |
| 2310 BOARD OF EDUCATION                       | 89,750.00      | 6,625.74              | 65,208.06            | 72.66       | 24,541.94      | 0.00            | 0.00            | 24,541.94            |
| 2320 EXECUTIVE ADMINISTRATION                 | 218,000.00     | 0.00                  | 67,874.05            | 31.13       | 150,125.95     | 0.00            | 0.00            | 150,125.95           |
| 2390 DISTRICT LEGAL SERVICES                  | 30,000.00      | 368.00                | 8,729.60             | 29.10       | 21,270.40      | 0.00            | 0.00            | 21,270.40            |
| 2410 OFFICE OF THE PRINCIPAL                  | 414,900.00     | 0.00                  | 131,029.27           | 31.58       | 283,870.73     | 0.00            | 0.00            | 283,870.73           |
| 2510 GENERAL ADMIN.BUSINESS SERVICE           | 161,950.00     | 593.42                | 48,333.20            | 29.84       | 113,616.80     | 0.00            | 0.00            | 113,616.80           |
| 2610 MAINTENANCE                              | 645,300.00     | 17,606.91             | 197,389.76           | 30.59       | 447,910.24     | 0.00            | 0.00            | 447,910.24           |
| 2620 MAINTENANCE                              | 257,750.00     | 9,780.15              | 95,391.03            | 37.01       | 162,358.97     | 0.00            | 0.00            | 162,358.97           |
| 2630 Care & Upkeep of Grounds                 | 10,000.00      | 2,732.76              | 8,262.59             | 82.53       | 1,747.41       | 0.00            | 0.00            | 1,747.41             |
| 2650 VEHICLE OPERATION AND MAINTENANCE        | 20,100.00      | 210.40                | 3,181.16             | 15.83       | 16,918.84      | 0.00            | 0.00            | 16,918.84            |
| 2660 SECURITY/SAFETY                          | 750.00         | 0.00                  | 550.00               | 73.33       | 200.00         | 0.00            | 0.00            | 200.00               |
| 2710 BUS DRIVER REGULAR EDUCATION             | 402,600.00     | 5,648.33              | 143,501.94           | 35.64       | 259,098.06     | 0.00            | 0.00            | 259,098.06           |
| 2712 BUS DRIVER SPED                          | 41,650.00      | 0.00                  | 2,056.60             | 4.94        | 39,593.40      | 0.00            | 0.00            | 39,593.40            |
| 2720 Transportation Director                  | 0.00           | 0.00                  | 1,740.20             | 0.00        | (1,740.20)     | 0.00            | 0.00            | (1,740.20)           |
| 2730 BUS & VEHICLE SERVICING & MAINTENANCE    | 150,000.00     | 12,433.26             | 41,019.34            | 27.35       | 108,980.66     | 0.00            | 0.00            | 108,980.66           |
| 2900 OTHER STUDENT SUPPORT SERVICES           | 15,250.00      | 1,000.00              | 3,387.22             | 22.21       | 11,862.78      | 0.00            | 0.00            | 11,862.78            |
| 3100 FOOD SERVICE OPERATIONS                  | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 3300 REC PROGRAM                              | 46,000.00      | 420.57                | 18,136.84            | 39.43       | 27,863.16      | 0.00            | 0.00            | 27,863.16            |
| 3535 HAL - HIGH ABILITY LEARNERS              | 6,000.00       | 1,193.00              | 1,193.00             | 19.88       | 4,807.00       | 0.00            | 0.00            | 4,807.00             |
| 3540 STATE EARLY CHILDHOOD                    | 74,150.00      | 0.00                  | 52,689.27            | 71.06       | 21,460.73      | 0.00            | 0.00            | 21,460.73            |
| 4400 IDEA SPECIAL ED                          | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 4410 IDEA ENROLLMENT/POVERTY                  | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 4455 CONTRACTED SERVICES                      | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 4590 ARRA: STATE FISCAL STAB FUNDS NON-SPEC   | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 4610 ARRA: IDEA PART B(611) ENROLL/POV        | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 4690 OTHER FED NON-CAT EXPENDITURES           | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6200 TITLE 1 IMPROVING PROGRAMS FEDERAL SERV  | 78,500.00      | 234.40                | 4,359.11             | 5.55        | 74,140.89      | 0.00            | 0.00            | 74,140.89            |
| 6310 NCLB TITLE II PART A                     | 4,000.00       | 0.00                  | 1,636.31             | 40.91       | 2,363.69       | 0.00            | 0.00            | 2,363.69             |

01/05/2024 11:26 AM

Function Number

Expenditure Report by Function/Object - Summary

Regular; Processing Month 01/2024; Fund Number 01

User ID: LAP

|                                               | Revised Budget | Expended During Month | Expenditures to Date | % of Budget | Balance at EOM | A/P Outstanding | P/O Outstanding | Unencumbered Balance |
|-----------------------------------------------|----------------|-----------------------|----------------------|-------------|----------------|-----------------|-----------------|----------------------|
| 6330 REAP GRANT                               | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6406 IDEA PRESCHOOL                           | 6,500.00       | 0.00                  | 1,447.70             | 22.27       | 5,052.30       | 0.00            | 0.00            | 5,052.30             |
| 6408 IDEA ENROLLMENT/POVERTY                  | 213,100.00     | 626.49                | 46,687.25            | 21.91       | 166,412.75     | 0.00            | 0.00            | 166,412.75           |
| 6411 IDEA EARLY INTERVENING SERVICES          | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6412 IDEA PART B PORPORTIONATE SHARE          | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6418 IDEA Part B PEAK Projects                | 0.00           | 0.00                  | 509.13               | 0.00        | (509.13)       | 0.00            | 0.00            | (509.13)             |
| 6421 ESU SCHOOL PSYCHOLOGY                    | 5,000.00       | 0.00                  | 1,971.36             | 39.43       | 3,028.64       | 0.00            | 0.00            | 3,028.64             |
| 6422 IDEA ARP AGES 3-5                        | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6423 NONPUBLIC IDEA ARP                       | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6690 OTHER FEDERAL NON-CAT EXPENDITURES       | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6700 CARL PERKINS FED VOCATIONAL&APPLIED TECH | 0.00           | 658.40                | 2,939.97             | 0.00        | (2,939.97)     | 0.00            | 0.00            | (2,939.97)           |
| 6810 TITLE 1, ESSA ACCOUNTABILITY IMPROVING   | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6959 TITLE IV PART A                          | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6960 OTHER FEDERAL CATEGORY PROGRAMS          | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6992 REAP                                     | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6996 COVID-19                                 | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6997 CRRSA/ESSER II                           | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 6998 ESSER III                                | 0.00           | 934.05                | 81,509.27            | 0.00        | (81,509.27)    | 0.00            | 0.00            | (81,509.27)          |
| 8000 TRANSFERS (OUTGOING)                     | 0.00           | 41.65                 | 286.80               | 0.00        | (286.80)       | 0.00            | 0.00            | (286.80)             |
| 9000 NON-PROGRAM EXPENDITURES                 | 0.00           | 0.00                  | 0.00                 | 0.00        | 0.00           | 0.00            | 0.00            | 0.00                 |
| 01 GENERAL FUND                               | 9,342,400.00   | 80,067.41             | 3,349,403.74         | 35.99       | 5,992,996.26   | 0.00            | 12,559.15       | 5,980,437.11         |

01/05/2024 11:26 AM

Function Number

Grand Total:

Expenditure Report by Function/Object -

Summary

Regular; Processing Month 01/2024; Fund Number 01

User ID: LAP

| Revised Budget | Expended During Month | Expenditures to Date | % of Budget | Balance at EOM | A/P Outstanding | P/O Outstanding | Unencumbered Balance |
|----------------|-----------------------|----------------------|-------------|----------------|-----------------|-----------------|----------------------|
| 9,342,400.00   | 80,067.41             | 3,349,403.74         | 35.99       | 5,992,996.26   | 0.00            | 12,559.15       | 5,980,437.11         |

**Designated Bill Summary**  
**Superintendent Report: Regular Board Meeting:**  
**Date: Wednesday, January 10, 2024.**

**TO:** Palmyra District OR-1 BOE

**From:** Michael Hart

**Re:** Designated Bill Summary Report for BOE meeting

- Next month's **regular** board meeting is scheduled for **Monday, February 12, 2024 at 7:00 p.m.** at Palmyra High School in the media center.
- Next month's **special** board meeting to review and approve construction related expenditures is scheduled for **Monday, February 12, 2024 at 6:30 p.m.** at Palmyra High School in the media center.

**A. Consent Agenda Expenditures**

**Depreciation Fund Claims:**

- **Midwest Bus Repairs: Mini Bus - \$18,750.00**

**Bond Fund Claims:**

- **None**

**Special Building Claims:**

- **None for this month**

- **2022 Construction Account Claims**

- Please note that this account was opened to secure proceeds and facilitate payment from the initial 2022 bond issuance. *Please note that additional information is contained in the 2022 Bond summary document attached to this agenda item.*

|                           |                  |                |
|---------------------------|------------------|----------------|
| • Benesch                 | Invoice # 268892 | \$8,349.73     |
| • BIC Construction        | Pay App: #006    | \$1,126,476.90 |
| • Clark & Enerson         | Invoice #16      | \$12,912.40    |
| • Crouch Recreation:      | Invoice #5132    | \$18,590.00    |
| • Farmers & Merchant Bank | January Bank Fee | \$15.00        |

**Total Construction Claims for this period: \$1,166,344.03**

**General Fund Claims:**

**Total claims:** \$80,326.91 (\$78,132.61 on reports - Credit Card payment was an automatic withdrawal)

- **Access Systems Leasing: \$3,420.08** - Copiers at the elementary and high school
- **Amazon Capital Services: \$80.94** - High school supplies
- **Casey's: \$2,653.75** – Bus and vehicle fuel expenses / misc.
- **Credit Card Payment: \$2,194.30** - CTE travel expenses, advertising, high school college visit paid by grant.
- **Dietz Music: \$198.00: HS Band Supplies** – *High school band supplies - 2 new cases for instruments.*
- **Egan Supply Co: \$2,037.67** - High school supplies
- **Jung Electric: \$1071.50** - New lighting at the elementary school
- **Kroger Irrigation & Fence, Inc: \$2,732.76** - Upkeep of Olson Complex football field
- **Midwest Bus Repairs: \$1,977.46** - Bus Repairs
- **Nebraska City Utilities: \$9,106.11** – Utilities
- **Pioneer Cleaning: \$6,134.00** - Elem and high school cleaning services
- **Southwest Auto: \$10,455.80** - Bus and vehicle repairs
- **Village of Bennet: \$540.03** - Water, electricity, and sewer bill
- **Village of Palmyra: \$582.54** – Water and sewer bill
- **Whitehead Oil: \$1,744.38** - Diesel fuel

Internal Board Policies - Board MembersConflict of Interest/Contracts

It shall be the policy of District OR-1 Public Schools that any contract whether oral or written, formal or informal, which is entered into by the school district and in which a member of the Board of Education is directly or indirectly interested, is voidable unless certain reporting, disclosure and abstention requirements are met. The school district is authorized to enter into a contract in which a member of the Board of Education is directly or indirectly interested so long as:

1. The Board member makes a declaration on the record regarding the nature of his/her interest prior to official consideration of the contract.
2. The affected Board member does not participate in consideration or discussion of the contract.
3. The Board member does not vote on the granting of the contract except that if the number of members of the Board declaring an interest in the contract would prevent the Board with all members present from securing a quorum in the issue, then all members may vote on the matter.
4. The Board member does not in any way participate in the inspection, operation, administration or performance under the contract on the part of the district.

It shall further be the policy of District OR-1 Public Schools that the above provisions apply not only to formal contracts but also to open accounts.

Legal Reference: Neb. Rev. Stat. Sec. 49-14,103.01

Date of Adoption: January 17, 2017  
Reviewed: February 14, 2022

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It shall further be the policy of District OR-1 Public Schools that the above provisions apply not only to formal contracts but also to open accounts.

Legal Reference: Neb. Rev. Stat. Sec. 49-14,103.01

Date of Adoption: January 17, 2017  
Reviewed: February 14, 2022

Internal Board PoliciesConflict of Interest - Employment of Family Member of Board Member or Supervisor and Employment of Board Member

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:

- a. He or she does not abuse his or her official position (for this purpose, “abuse” means employing an immediate family member: who is not qualified for and able to perform the duties of the position; at an unreasonably high salary; or who is not required to perform the duties of the position);
- b. He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
- c. The Board of Education approves the employment or supervisory position.

2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:

- a. Without first having made a reasonable solicitation and consideration of applications for such employment.
- b. Who is not qualified for and able to perform the duties of the position.
- c. For any unreasonably high salary.
- d. Who is not required to perform the duties of the position.

3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes his or her responsibilities, such Board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.

5. A member of the Board of Education may not be engaged in a contract to teach with the District OR-1 Public School District. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

Legal Reference: Neb. Rev. Stat. §§ 49-1499.04; Sec.49-1499.05; 79-544; and 79-818

Date of Adoption: January 17, 2017

Reviewed: February 14, 2022



Internal Board PoliciesConflict of Interest—Other Than Contracts or Employment

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (A) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,
- (B) Deliver a copy of the statement to the Secretary of the Board of Education, who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.

3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.

4. The Superintendent, or the Superintendent's designee, shall provide:

- (A) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.
- (B) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.

5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

Legal Reference: Neb. Rev. Stat. § 49-1425; § 49-14,101; § 49-14,102; § 49-14,103;  
§ 49-14,103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04;  
§ 49-14,103.05; § 49-14,103.06; § 79-818; § 79-544 and § 49-1499.

Date of Adoption: January 17, 2017  
Reviewed: February 14, 2022

Internal Board Policies - Board MembersReporting Procedures

It shall be the policy of District OR-1 Public Schools that any school Board member who has a direct or indirect interest in a formal contract entered into with District OR-1 Public Schools, or an open account, shall provide the Superintendent of schools with the following:

1. Names of the contracting parties.
2. Nature of the interest of the school Board member.
3. Date that the contract was approved by the school Board.
4. Amount of the contract.
5. Basic terms of the contract.

The above information shall be provided to the Superintendent of schools no later than ten (10) days after the contract has been signed by both parties. Such information shall be kept on a ledger, and shall be retained in the ledger for five (5) years from the date of the last day in office of the school Board member. The ledger kept by the Superintendent of schools shall be available for public inspection during the normal working hours.

It shall further be the policy of District OR-1 Public Schools that in the case of open accounts, the above information shall be filed within ten (10) days after the account is opened and thereafter the interested officer shall file a revision to the statement within ten (10) days of each payment on the account specifying the date and amount of the payment.

Legal Reference: Neb. Rev. Stat. § 49-14,103.02

Date of Adoption: January 17, 2017  
Reviewed: February 14, 2022

|                                                                                                                                                                                    |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                              |                  |  |                     |  |                 |  |  |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--|---------------------|--|-----------------|--|--|--|
| <p style="text-align: center;">NEBRASKA<br/>ACCOUNTABILITY AND<br/>DISCLOSURE COMMISSION<br/>1225 L St., Suite 400<br/>P.O. Box 95086<br/>Lincoln, NE 68509<br/>(402) 471-2522</p> | <h2 style="margin: 0;">POTENTIAL CONFLICT<br/>OF INTEREST<br/>STATEMENT</h2> <h3 style="margin: 10px 0;">NADC FORM C-2A</h3> <p style="margin: 0;">(Village, City, School Officials Except<br/>Omaha and Lincoln Officials)</p> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 2px;">POSTMARK<br/>DATE</td> <td style="width: 50%;"></td> </tr> <tr> <td style="padding: 2px;">MICROFILM<br/>NUMBER</td> <td></td> </tr> <tr> <td colspan="2" style="text-align: center; padding: 2px;">OFFICE USE ONLY</td> </tr> <tr> <td colspan="2" style="height: 100px;"></td> </tr> </table> | POSTMARK<br>DATE |  | MICROFILM<br>NUMBER |  | OFFICE USE ONLY |  |  |  |
| POSTMARK<br>DATE                                                                                                                                                                   |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                              |                  |  |                     |  |                 |  |  |  |
| MICROFILM<br>NUMBER                                                                                                                                                                |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                              |                  |  |                     |  |                 |  |  |  |
| OFFICE USE ONLY                                                                                                                                                                    |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                              |                  |  |                     |  |                 |  |  |  |
|                                                                                                                                                                                    |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                              |                  |  |                     |  |                 |  |  |  |
| <p>BEFORE COMPLETING THIS FORM<br/>READ THE FILING REQUIREMENTS<br/>ON PAGE 3</p>                                                                                                  |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                              |                  |  |                     |  |                 |  |  |  |

- An official of a village or city holding elective office or an official of a school district holding elective office must file this form if he or she has a potential conflict of interest.
- Officials of the cities of Lincoln and Omaha** holding elective office with a potential conflict of interest **should not use this form.** Use Form C-2.
- This form should be filed with the person who normally keeps records for the school district, city or village. **There is no requirement to file this form with the Nebraska Accountability and Disclosure Commission.**
- Persons who fail to disclose a potential conflict of interest or who otherwise do not comply with the law are subject to penalties.

|                                                                                                                                                                                                                                                                                                             |                                                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| <b>ITEM 1</b>                                                                                                                                                                                                                                                                                               | <b>NAME, ADDRESS AND TELEPHONE NUMBER</b>                                                        |
| <p>Name _____ Telephone No. _____</p> <p style="margin-left: 40px;">Last                      First                      Middle</p> <p>Address _____</p> <p style="margin-left: 40px;">STREET ADDRESS OR RURAL ROUTE                      City                      STATE                      ZIP CODE</p> |                                                                                                  |
| <b>ITEM 2</b>                                                                                                                                                                                                                                                                                               | <b>TITLE, AGENCY (City, Village, School), ADDRESS AND PHONE</b>                                  |
| <p>Your Title _____ Agency _____</p> <p>Agency Address _____</p> <p>Agency Phone _____</p>                                                                                                                                                                                                                  |                                                                                                  |
| <b>ITEM 3</b>                                                                                                                                                                                                                                                                                               | <b>DESCRIBE POTENTIAL CONFLICT OF INTEREST IN DETAIL (Use Item 6 Continuation, if necessary)</b> |
| <p>Date action is to be taken or decision is to be made: _____</p> <p>Description of Potential Conflict:</p>                                                                                                                                                                                                |                                                                                                  |

|                                                                                                                                                                                                                                                                                              |                                                        |        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|--------|
| ITEM 4                                                                                                                                                                                                                                                                                       | PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT |        |
| <div><input type="checkbox"/> You</div> <div><input type="checkbox"/> Member of your Immediate Family: _____<div>NAME</div></div> <div><input type="checkbox"/> Business With Which You<br/><input type="checkbox"/> Are Associated (See Definitions) _____<div>NAME OF BUSINESS</div></div> |                                                        |        |
| ITEM 5                                                                                                                                                                                                                                                                                       | NATURE OF FINANCIAL BENEFIT OR DETRIMENT               |        |
|                                                                                                                                                                                                                                                                                              |                                                        |        |
| ITEM 6                                                                                                                                                                                                                                                                                       | CONTINUATION                                           |        |
|                                                                                                                                                                                                                                                                                              |                                                        |        |
|                                                                                                                                                                                                                                                                                              |                                                        |        |
|                                                                                                                                                                                                                                                                                              |                                                        |        |
| (SIGNATURE)                                                                                                                                                                                                                                                                                  |                                                        | (DATE) |

## General Information - Filing Requirements

**I. What is a Potential Conflict of Interest?** - A public official has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

### II. Who Must File:

- A. An official of a city or village holding elective office who has a potential conflict of interest. An official of the cities of Lincoln or Omaha holding elective office who has a potential conflict of interest should not file this form, but instead should use Form C-2.
- B. An official of a school district holding elective office who has a potential conflict of interest.
- C. An elective office is a public office normally filled by an election. A person appointed to fill a vacancy in a public office normally filled by election holds an elective office.

### III. When and Where to File:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision made.

- B. This form should be filed with the person who normally keeps records for the governing body of the official holding elective office. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form does not need to be filed with the Commission.**
- C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest. However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest requiring abstention or non-participation, he or she may send a copy of the form to the Commission along with request for an opinion.

**Disclosure of Contractual Interests by Local Officers.** If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

**Disclosure of the Employment of Immediate Family Members.** If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

## Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.

**CONFLICTS LEDGER**  
**CONTRACTS IN WHICH BOARD MEMBER HAS A POSSIBLE CONFLICT**

| (1) Names of the contracting parties--<br>(a) Business | (b) Board member with possible conflict | (2) Nature of the interest of the officer in question | (3) Date contract was approved by Board | (4) Amount of the contract <sup>1</sup>                          | (5) Basic terms of the contract  |
|--------------------------------------------------------|-----------------------------------------|-------------------------------------------------------|-----------------------------------------|------------------------------------------------------------------|----------------------------------|
| Benesch                                                | Brandon Desh                            | Employment                                            | 11/15/2022                              | Invoices vary monthly according to services needed and rendered. | Observation and Testing Services |
|                                                        |                                         |                                                       |                                         |                                                                  |                                  |

**Note: May attach and reference NADC Form C-2 A.**

**§ 49-14,103.02. Contract with officer; information required; ledger maintained.** The person charged with keeping records for each governing body shall maintain separately from other records a ledger containing the information listed in subdivisions (1) through (5) of this section about every contract entered into by the governing body in which an officer of the body has an interest and for which disclosure is made pursuant to section 49-14,103.01. Such information shall be kept in the ledger for five years from the date of the officer's last day in office and shall include the:

- (1) Names of the contracting parties;
- (2) Nature of the interest of the officer in question;
- (3) Date that the contract was approved by the governing body;
- (4) Amount of the contract; and
- (5) Basic terms of the contract.

The information supplied relative to the contract shall be provided no later than ten days after the contract has been signed by both parties. The ledger kept pursuant to this section shall be available for public inspection during the normal working hours of the office in which it is kept.

*Source: Laws 1986, LB 548, § 3; Laws 2001, LB 242, § 22.*

**§ 49-14,103.03. Open account with officer; how treated.** An open account established for the benefit of any governing body with a business in which an officer has an interest shall be deemed a contract subject to sections 49-14,103.01 to 49-14,103.06. The statement required to be filed by section 49-14,103.02 shall be filed within ten days after such account is opened. Thereafter, the person charged with keeping records for such governing body shall maintain a running account of amounts purchased on the open account. Purchases made from petty cash or a petty cash fund shall not be subject to sections 49-14,103.01 to 49-14,103.06.

*Source: Laws 1986, LB 548, § 4.*

Written Statement Attached on form C2-A

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<sup>1</sup> If contract involves an open account insert "open account." A running account of amounts purchased is maintained in the records of the District Bookkeeper.

Reviewed: February 14, 2022

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 01 GENERAL FUND**

|                            |                                            | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|----------------------------|--------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| <b>Current Assets</b>      |                                            |                          |               |                |                       |
| 01 101                     | CASH IN BANK                               | 2,229,714.25             | 359,568.15    | 786,535.51     | 1,802,746.89          |
| 01 900                     | Cash County Treasurer                      | 936,674.53               | 0.00          | 0.00           | 936,674.53            |
| Total: Current Assets      |                                            | 3,166,388.78             | 359,568.15    | 786,535.51     | 2,739,421.42          |
| <b>Current Liabilities</b> |                                            |                          |               |                |                       |
| 01 450                     | PAYROLL DEDUCTION PAYABLE                  | 2,849.22                 | 1,210.00      | 2,320.57       | 3,959.79              |
| 01 451                     | FICA PAYABLE                               | 0.00                     | 73,059.10     | 71,363.86      | (1,695.24)            |
| 01 452                     | FIT PAYABLE                                | (201.72)                 | 34,712.69     | 34,712.69      | (201.72)              |
| 01 453                     | INSURANCE PAYABLE                          | (3,675.95)               | 103,657.04    | 103,720.51     | (3,612.48)            |
| 01 454                     | RETIREMENT PAYABLE                         | (10,823.34)              | 86,733.60     | 86,733.60      | (10,823.34)           |
| 01 455                     | SIT PAYABLE                                | 0.00                     | 16,731.00     | 16,731.00      | 0.00                  |
| Total: Current Liabilities |                                            | (11,851.79)              | 316,103.43    | 315,582.23     | (12,372.99)           |
| <b>Fund Balance</b>        |                                            |                          |               |                |                       |
| 01 704                     | Fund Balance - Regular Unspent             | 3,178,240.57             | 787,701.51    | 361,255.35     | 2,751,794.41          |
| Total: Fund Balance        |                                            | 3,178,240.57             | 787,701.51    | 361,255.35     | 2,751,794.41          |
| <b>Revenue</b>             |                                            |                          |               |                |                       |
| 01 1100                    | LOCAL PROPERTY TAXES                       | 1,016,096.47             | 123.23        | 13,693.82      | 1,029,667.06          |
| 01 1115                    | CARLINE TAX                                | 421.03                   | 0.00          | 0.00           | 421.03                |
| 01 1125                    | MOTOR VEHICLE TAXES                        | 86,010.73                | 0.00          | 35,374.38      | 121,385.11            |
| 01 1140                    | Interest Levied Tax                        | 2,462.89                 | 0.00          | 731.09         | 3,193.98              |
| 01 1370                    | PRESCHOOL TUITION & FEES                   | 10,500.00                | 0.00          | 400.00         | 10,900.00             |
| 01 1510                    | INTEREST ON INVESTMENTS                    | 705.50                   | 0.00          | 162.18         | 867.68                |
| 01 1800                    | REC PROGRAM - COMMUNITY SERVICES           | 8,691.50                 | 0.00          | 3,490.00       | 12,181.50             |
| 01 1910                    | RENTAL OF SCHOOL FACILITY, EQUIP, PROPERTY | 0.00                     | 0.00          | 20.00          | 20.00                 |
| 01 1911                    | LOCAL LICENSE FEES                         | 2,487.15                 | 0.00          | 2,492.79       | 4,979.94              |
| 01 1920                    | EDUCATION QUEST FOUNDATION                 | 1,995.76                 | 1,045.83      | 0.00           | 949.93                |
| 01 2110                    | COUNTY FINES & LICENSE FEES                | 6,965.94                 | 0.00          | 0.00           | 6,965.94              |
| 01 2130                    | OTHER COUNTY RECEIPTS                      | 903.25                   | 0.00          | 0.00           | 903.25                |
| 01 3110                    | STATE AID                                  | 511,392.00               | 0.00          | 170,464.00     | 681,856.00            |
| 01 3120                    | SPED SCHOOL AGE                            | 0.00                     | 0.00          | 109,475.00     | 109,475.00            |
| 01 3132                    | Personal Property Tax Credit               | 3,856.45                 | 0.00          | 0.00           | 3,856.45              |
| 01 3180                    | PRO-RATE MOTOR VEHICLE                     | 1,849.84                 | 0.00          | 0.00           | 1,849.84              |
| 01 3400                    | STATE APPORTIONMENT                        | 1,704.18                 | 0.00          | 0.00           | 1,704.18              |
| 01 3535                    | PAYMENTS FOR HIGH ABILITY LEARNERS         | 7,187.00                 | 0.00          | 0.00           | 7,187.00              |
| 01 4418                    | IDEA PARTK B PEAK PROJECTS                 | 702.00                   | 0.00          | 0.00           | 702.00                |
| 01 4509                    | Title II, Part A ESSA Princ & Teach        | 1,228.50                 | 0.00          | 0.00           | 1,228.50              |
| 01 4525                    | CARL PERKINS - FED VOCATIONAL&APPLIED TECH | 5,041.88                 | 0.00          | 0.00           | 5,041.88              |
| 01 4708                    | MEDICAID REIMBURSEMENT SPED                | 3,571.35                 | 0.00          | 0.00           | 3,571.35              |
| 01 4709                    | MEDICAID ADMIN ACTIVITIES (MAAPS)          | 1,071.32                 | 0.00          | 1,165.54       | 2,236.86              |
| 01 5690                    | OTHER NON-REVENUE RECEIPTS                 | 149.00                   | 0.00          | 0.00           | 149.00                |
| Total: Revenue             |                                            | 1,674,993.74             | 1,169.06      | 337,468.80     | 2,011,293.48          |
| <b>Expenditure</b>         |                                            |                          |               |                |                       |
| 01 1100 111 001            | HS Teacher Salary                          | 269,541.41               | 104,344.46    | 4,378.67       | 369,507.20            |
| 01 1100 111 002            | MS TEACHER SALARIES                        | 38,504.91                | 12,834.97     | 0.00           | 51,339.88             |
| 01 1100 111 003            | Elem Teacher Salary                        | 318,596.95               | 109,651.39    | 3,968.91       | 424,279.43            |
| 01 1100 112 001            | HS Para                                    | 27,266.88                | 7,603.66      | 0.00           | 34,870.54             |
| 01 1100 112 003            | Elem Para                                  | 32,181.71                | 10,572.66     | 0.00           | 42,754.37             |
| 01 1100 113 001            | HS Sub Teacher Salary                      | 11,504.00                | 5,640.00      | 311.00         | 16,833.00             |
| 01 1100 113 003            | Elem Sub Teacher Salary                    | 9,563.25                 | 2,332.50      | 155.50         | 11,740.25             |



Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 01 GENERAL FUND**

|                 |                                               | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------|-----------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| 01 1100 120 001 | HS COMMUNITY COACH/ACTIVITY SPONSOR           | 9,884.67                 | 964.42        | 0.00           | 10,849.09             |
| 01 1100 122 001 | Instructional Aide                            | 0.00                     | 187.50        | 0.00           | 187.50                |
| 01 1100 130 001 | Overtime - Classified                         | 1,246.66                 | 392.83        | 0.00           | 1,639.49              |
| 01 1100 130 003 | Overtime - Classified                         | 146.72                   | 100.01        | 0.00           | 246.73                |
| 01 1100 151 001 | HS Coach/Gate/Sponsor - Teacher/Prof. Staff   | 26,506.49                | 8,548.83      | 0.00           | 35,055.32             |
| 01 1100 151 002 | MS Coach/Gate/Sponsor - Teacher/Prof. Staff   | 4,267.52                 | 1,504.64      | 0.00           | 5,772.16              |
| 01 1100 151 003 | ELEM Coach/Gate/Sponsor - Teacher/Prof. Staff | 1,001.73                 | 333.91        | 0.00           | 1,335.64              |
| 01 1100 152 001 | HS PARA COACH/ACTIVITY SPONSOR                | 0.00                     | 1,035.00      | 0.00           | 1,035.00              |
| 01 1100 153 001 | HS Coach/Gate/Sponsor - Substitute Teacher    | 1,056.24                 | 342.08        | 0.00           | 1,398.32              |
| 01 1100 153 002 | MS Coach/Gate/Sponsor - Substitute Teacher    | 821.25                   | 102.67        | 0.00           | 923.92                |
| 01 1100 210 001 | HS CLERICAL/PARA INSURANCE                    | 160.31                   | 66.25         | 0.00           | 226.56                |
| 01 1100 210 003 | Elem Celerical INSURANCE                      | 14.50                    | 4.44          | 0.01           | 18.93                 |
| 01 1100 211 001 | HS Teacher, BCBS, Life, Vision, Dental        | 78,887.93                | 28,008.55     | 2,193.68       | 104,702.80            |
| 01 1100 211 002 | MS TEACHER BCBS, LIFE, VISION, DENTAL INSURU  | 14,796.98                | 4,831.78      | 0.00           | 19,628.76             |
| 01 1100 211 003 | Elem Teacher BCBS, Life, Vision, Dental       | 111,800.34               | 39,370.86     | 2,335.41       | 148,835.79            |
| 01 1100 212 001 | HS PARA INSURNCE                              | 1,194.41                 | 409.95        | 0.00           | 1,604.36              |
| 01 1100 212 003 | Elem PARA INSURNCE                            | 1,403.42                 | 400.70        | 0.00           | 1,804.12              |
| 01 1100 213 001 | HS SUBSTITUTE MEDICAL INS                     | 399.28                   | 87.75         | 0.00           | 487.03                |
| 01 1100 213 002 | SUBSTITUTE MEDICAL INS                        | 85.25                    | 11.53         | 0.00           | 96.78                 |
| 01 1100 213 003 | ELEM SUBSTITUTE MEDICAL INS                   | 250.23                   | 80.02         | 0.00           | 330.25                |
| 01 1100 220 001 | HS Clerical FICA                              | 870.24                   | 103.91        | 1.19           | 972.96                |
| 01 1100 220 003 | Elem Clerical FICA                            | 10.75                    | 7.64          | 0.19           | 18.20                 |
| 01 1100 221 001 | HS Teacher FICA                               | 22,830.16                | 8,740.69      | 685.19         | 30,885.66             |
| 01 1100 221 002 | MS TEACHER/PROFESSIONAL FICA                  | 3,254.01                 | 1,100.84      | 138.59         | 4,216.26              |
| 01 1100 221 003 | Elem Teacher FICA/MEDICARE                    | 24,490.20                | 8,514.48      | 762.88         | 32,241.80             |
| 01 1100 222 001 | HS PARA FICA                                  | 2,044.84                 | 676.18        | 15.20          | 2,705.82              |
| 01 1100 222 003 | Elem Para FICA                                | 2,406.83                 | 808.80        | 18.35          | 3,197.28              |
| 01 1100 223 001 | HS Substitute Teacher FICA                    | 957.04                   | 457.80        | 1.48           | 1,413.36              |
| 01 1100 223 002 | SUBSTITUTE TEACHER FICA                       | 59.92                    | 7.89          | 0.42           | 67.39                 |
| 01 1100 223 003 | Elem Substitute Teacher FICA                  | 720.25                   | 178.45        | 3.33           | 895.37                |
| 01 1100 230 001 | HS CLERICAL/PARA RETIREMENT                   | 105.40                   | 33.91         | 0.00           | 139.31                |
| 01 1100 230 003 | ELEM CLERICAL/PARA RETIREMENT                 | 10.77                    | 7.38          | 0.00           | 18.15                 |
| 01 1100 231 001 | HS Teacher Retirement                         | 21,215.09                | 8,297.63      | 321.84         | 29,190.88             |
| 01 1100 231 002 | HS Teacher Retirement                         | 3,126.51                 | 1,053.96      | 0.00           | 4,180.47              |
| 01 1100 231 003 | Elem Teacher Retirement                       | 23,309.90                | 8,083.94      | 291.71         | 31,102.13             |
| 01 1100 232 001 | HS Para RETIREMENT                            | 1,267.56                 | 430.01        | 0.00           | 1,697.57              |
| 01 1100 232 003 | Elem PARAEDUCATOR RETIREMENT                  | 2,347.36                 | 777.08        | 0.00           | 3,124.44              |
| 01 1100 233 001 | HS SUBSTITUTE TEACHER RETIREMENT              | 602.40                   | 256.81        | 0.00           | 859.21                |
| 01 1100 233 002 | SUBSTITUTE TEACHER RETIREMENT                 | 59.81                    | 7.55          | 0.00           | 67.36                 |
| 01 1100 233 003 | Elem SUBSTITUTE TEACHER RETIREMENT            | 357.60                   | 74.25         | 0.00           | 431.85                |
| 01 1100 237 001 | HS Increase Retirement Contributions          | 8,153.26                 | 3,101.56      | 110.68         | 11,144.14             |
| 01 1100 237 002 | Increase Retirement Contributions             | 1,101.35                 | 365.06        | 0.00           | 1,466.41              |
| 01 1100 237 003 | ELEM Increase Retirement Contributions        | 9,013.01                 | 3,075.60      | 100.33         | 11,988.28             |
| 01 1100 281 001 | HS Teacher CASH-IN-LIEU MED Ins               | 3,000.00                 | 1,000.00      | 0.00           | 4,000.00              |
| 01 1100 281 003 | Elem Teacher CASH-IN-LIEU MED INSURANCE       | 2,025.00                 | 925.00        | 250.00         | 2,700.00              |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 01 GENERAL FUND**

|                       |                                                  | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|--------------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| 01 1100 290 001       | OTHER BENEFITS                                   | 1.89                     | 0.71          | 0.00           | 2.60                  |
| 01 1100 290 003       | OTHER BENEFITS                                   | 0.04                     | 0.04          | 0.00           | 0.08                  |
| 01 1100 291 001       | HS Teacher LTD                                   | 6.30                     | 0.00          | 0.00           | 6.30                  |
| 01 1100 320 001       | HS Services/Assessments                          | 855.00                   | 3,795.00      | 0.00           | 4,650.00              |
| 01 1100 330 001       | HS Professional Development                      | 991.16                   | 0.00          | 0.00           | 991.16                |
| 01 1100 330 003       | Elem Professional Development                    | 1,110.00                 | 0.00          | 0.00           | 1,110.00              |
| 01 1100 333 001       | HS Mileage                                       | 522.04                   | 0.00          | 0.00           | 522.04                |
| 01 1100 333 003       | Elem Mileage                                     | 241.70                   | 0.00          | 0.00           | 241.70                |
| 01 1100 440 001       | HS Copier Lease                                  | 4,493.67                 | 1,260.84      | 0.00           | 5,754.51              |
| 01 1100 440 003       | Elem Copier Lease                                | 4,659.21                 | 1,260.84      | 0.00           | 5,920.05              |
| 01 1100 520 001       | STUDENT INSURANCE                                | 925.00                   | 0.00          | 0.00           | 925.00                |
| 01 1100 591 001       | HS Purchased Service ESU/District                | 37.50                    | 0.00          | 0.00           | 37.50                 |
| 01 1100 610 001       | HS General Supplies                              | 35,692.59                | 579.29        | 0.00           | 36,271.88             |
| 01 1100 610 001 2 101 | HS ART SUPPLIES                                  | 3,524.03                 | 0.00          | 0.00           | 3,524.03              |
| 01 1100 610 001 2 102 | HS INSTRUMENTAL SUPPLIES                         | 5,759.13                 | 196.80        | 0.00           | 5,955.93              |
| 01 1100 610 001 2 103 | HS VOCAL SUPPLIES                                | 5,195.21                 | 0.00          | 0.00           | 5,195.21              |
| 01 1100 610 002       | MS GENERAL SUPPLIES                              | 696.50                   | 0.00          | 0.00           | 696.50                |
| 01 1100 610 003       | Elem General Supplies                            | 21,123.06                | 1,786.14      | 0.00           | 22,909.20             |
| 01 1100 610 003 1 301 | ELEM ART SUPPLIES                                | 1,528.61                 | 0.00          | 0.00           | 1,528.61              |
| 01 1100 610 003 1 302 | ELEM MUSIC SUPPLIES                              | 1,767.35                 | 0.00          | 0.00           | 1,767.35              |
| 01 1100 650 001       | HS Technology Supplies                           | 19,656.40                | 19,993.90     | 206.25         | 39,444.05             |
| 01 1100 650 003       | Elem Technology Supplies                         | 19,656.40                | 20,083.53     | 0.00           | 39,739.93             |
| 01 1100 735 001       | HS Technology Software                           | 27,908.31                | 0.00          | 0.00           | 27,908.31             |
| 01 1100 735 003       | Elem Technology Software                         | 14,523.94                | 0.00          | 0.00           | 14,523.94             |
| 01 1160 111 001       | SALARIES OF<br>TEACHERS/PROFESSIONAL STAFF       | 1,303.99                 | 1,303.99      | 0.00           | 2,607.98              |
| 01 1160 111 003       | Poverty Grant Teacher/Prof. Salaries             | 1,030.12                 | 1,030.12      | 0.00           | 2,060.24              |
| 01 1160 112 003       | Poverty Grant Para/Nurse Salary                  | 17,714.20                | 7,494.03      | 0.00           | 25,208.23             |
| 01 1160 211 001       | TEACHER BCBS, LIFE, VISION,<br>DENTAL INSUR      | 452.86                   | 432.00        | 0.00           | 884.86                |
| 01 1160 211 003       | Poverty Grant Teacher/Prof Insurance             | 451.15                   | 424.79        | 0.00           | 875.94                |
| 01 1160 221 001       | TEACHER/PROFESSIONAL FICA                        | 98.93                    | 100.11        | 4.17           | 194.87                |
| 01 1160 221 003       | Poverty Grant Teacher/Prof FICA                  | 78.07                    | 79.06         | 0.93           | 156.20                |
| 01 1160 222 003       | Elem PARA FICA                                   | 1,355.11                 | 573.29        | 0.00           | 1,928.40              |
| 01 1160 231 001       | TEACHER RETIREMENT                               | 95.51                    | 95.51         | 0.00           | 191.02                |
| 01 1160 231 003       | Poverty Grant Teacher/Prof. Retirement           | 75.71                    | 75.71         | 0.00           | 151.42                |
| 01 1160 232 003       | Poverty Elem PARAEDUCATOR<br>RETIREMENT          | 1,274.36                 | 421.00        | 0.00           | 1,695.36              |
| 01 1160 237 001       | Increase Retirement Contributions                | 32.84                    | 32.84         | 0.00           | 65.68                 |
| 01 1160 237 003       | Increase Retirement Contributions                | 467.86                   | 170.82        | 0.00           | 638.68                |
| 01 1190 110 003       | SALARY PARA/DRIVER                               | 14,818.70                | 4,852.35      | 0.00           | 19,671.05             |
| 01 1190 111 003       | SALARIES OF<br>TEACHERS/PROFESSIONAL STAFF       | 13,505.43                | 4,501.81      | 0.00           | 18,007.24             |
| 01 1190 210 003       | ECEP PARA/BUS INSURANCE                          | 1,037.16                 | 307.92        | 0.00           | 1,345.08              |
| 01 1190 211 003       | ECEP TEACHER BCBS, LIFE, VISION,<br>DENTAL INSUR | 6,680.02                 | 2,261.30      | 0.00           | 8,941.32              |
| 01 1190 220 003       | ECEP NON-INSTRUCTIONAL FICA                      | 1,107.46                 | 371.21        | 14.08          | 1,464.59              |
| 01 1190 221 003       | ECEP TEACHER/PROFESSIONAL<br>FICA                | 1,023.50                 | 345.60        | 4.47           | 1,364.63              |
| 01 1190 230 003       | ECEP NON-INSTRUCTIONAL<br>RETIREMENT             | 924.05                   | 307.28        | 0.00           | 1,231.33              |
| 01 1190 231 003       | ECEP TEACHER RETIREMENT                          | 983.49                   | 330.89        | 0.00           | 1,314.38              |
| 01 1190 237 003       | ECEP Increase Retirement<br>Contributions        | 662.04                   | 219.49        | 0.00           | 881.53                |
| 01 1190 610 003       | ECEP GENERAL SUPPLIES                            | 2,429.42                 | 253.09        | 0.00           | 2,682.51              |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 01 GENERAL FUND**

|                       |                                          | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| 01 1200 111 001       | Sped HS Teacher Salary                   | 62,209.97                | 20,661.83     | 0.00           | 82,871.80             |
| 01 1200 111 003       | Sped Elem Teacher Salary                 | 40,267.24                | 13,409.66     | 0.00           | 53,676.90             |
| 01 1200 112 001       | HS SPED PARAEDUCATORS SALARY             | 5,738.84                 | 1,491.43      | 0.00           | 7,230.27              |
| 01 1200 112 003       | Sped Elem Para Salary                    | 19,033.70                | 6,001.45      | 0.00           | 25,035.15             |
| 01 1200 113 001       | Sped HS Substitute Teacher Salary        | 2,124.75                 | 2,254.75      | 0.00           | 4,379.50              |
| 01 1200 113 003       | Sped Elem Substitute Teacher Salary      | 2,099.25                 | 622.00        | 0.00           | 2,721.25              |
| 01 1200 210 001       | HS SPED CLERICAL INSURANCE               | 3.57                     | 1.19          | 0.00           | 4.76                  |
| 01 1200 211 001       | Sped HS Teacher Insurance                | 17,116.77                | 5,801.22      | 0.00           | 22,917.99             |
| 01 1200 211 003       | Sped Elem Teacher Insurance              | 8,160.84                 | 3,149.96      | 0.00           | 11,310.80             |
| 01 1200 212 001       | SPED PARA INSURANCE                      | 304.69                   | 254.91        | 0.00           | 559.60                |
| 01 1200 212 003       | Elem Sped Para INSURANCE                 | 72.90                    | 0.00          | 0.00           | 72.90                 |
| 01 1200 213 001       | SUBSTITUTE MEDICAL INS                   | 10.26                    | 0.00          | 0.00           | 10.26                 |
| 01 1200 213 003       | SPED SUB MEDICAL INS                     | 248.10                   | 93.03         | 0.00           | 341.13                |
| 01 1200 221 001       | Sped HS Teacher FICA                     | 4,793.55                 | 1,599.76      | 7.83           | 6,385.48              |
| 01 1200 221 003       | Sped Elem Teacher FICA                   | 3,140.16                 | 1,045.67      | 0.00           | 4,185.83              |
| 01 1200 222 001       | Sped HS Para FICA                        | 425.04                   | 114.11        | 11.68          | 527.47                |
| 01 1200 222 003       | Sped Elem Para FICA                      | 1,452.72                 | 459.12        | 0.00           | 1,911.84              |
| 01 1200 223 001       | Sped HS Sub Teacher FICA                 | 162.13                   | 172.48        | 0.00           | 334.61                |
| 01 1200 223 003       | Sped Elem Sub Teacher FICA               | 149.21                   | 47.57         | 4.24           | 192.54                |
| 01 1200 231 001       | Sped HS Teacher Retirement               | 4,492.49                 | 1,518.66      | 0.00           | 6,011.15              |
| 01 1200 231 003       | Sped Elem Teacher Retirement             | 2,912.22                 | 985.61        | 0.00           | 3,897.83              |
| 01 1200 232 001       | Sped HS Para Retirement                  | 352.08                   | 109.63        | 0.00           | 461.71                |
| 01 1200 232 003       | Sped Para Elem Retirement                | 1,385.77                 | 441.11        | 0.00           | 1,826.88              |
| 01 1200 233 001       | HS SPED SUB TEACHER RETIREMENT           | 5.74                     | 0.00          | 0.00           | 5.74                  |
| 01 1200 233 003       | ELEM SPED SUB TEACHER RETIREMENT         | 136.99                   | 40.00         | 0.00           | 176.99                |
| 01 1200 237 001       | SPED HSIncrease Retirement Contributions | 1,694.82                 | 559.98        | 0.00           | 2,254.80              |
| 01 1200 237 003       | SPED ELIncrease Retirement Contributions | 1,544.73                 | 504.44        | 0.00           | 2,049.17              |
| 01 1200 281 001       | SPED HS Teacher CASH-IN-LIEU Med Ins     | 750.00                   | 250.00        | 0.00           | 1,000.00              |
| 01 1200 281 003       | ELEM SPED CASH-IN-LIEU MEDICAL INSURANCE | 750.00                   | 250.00        | 0.00           | 1,000.00              |
| 01 1200 320 002       | NURSE PROFESSIONAL EDUCATIONAL SERVICES  | 2,866.86                 | 8,811.18      | 0.00           | 11,678.04             |
| 01 1200 591 001       | HS SPED DIRECTOR                         | 2,699.80                 | 999.90        | 0.00           | 3,699.70              |
| 01 1200 591 003       | ELEM SPED DIRECTOR                       | 2,249.78                 | 1,824.89      | 0.00           | 4,074.67              |
| 01 1200 610 001       | Sped HS Supplies                         | 3,812.12                 | 0.00          | 0.00           | 3,812.12              |
| 01 1200 610 001 0 104 | ASPIRE SUPPLIES                          | 76.02                    | 0.00          | 0.00           | 76.02                 |
| 01 1200 610 002       | MS SPED GENERAL SUPPLIES                 | 3.83                     | 0.00          | 0.00           | 3.83                  |
| 01 1200 610 003       | Sped Elem Supplies                       | 782.29                   | 0.00          | 0.00           | 782.29                |
| 01 1200 650 001       | TECHNOLOGY SUPPLIES                      | 0.00                     | 2,250.00      | 0.00           | 2,250.00              |
| 01 1200 650 003       | TECHNOLOGY SUPPLIES                      | 4,500.00                 | 2,250.00      | 0.00           | 6,750.00              |
| 01 1291 610 003       | SPED PRESCHOOL GENERAL SUPPLIES          | 1,249.44                 | 0.00          | 0.00           | 1,249.44              |
| 01 2120 111 001       | Counselor HS Salary                      | 18,606.74                | 5,215.92      | 0.00           | 23,822.66             |
| 01 2120 111 003       | Counselor Elem Salary                    | 14,512.64                | 4,120.45      | 0.00           | 18,633.09             |
| 01 2120 211 001       | Counselor HS Insurance                   | 6,351.95                 | 1,728.04      | 0.00           | 8,079.99              |
| 01 2120 211 003       | Counselor Elem Insurance                 | 6,275.38                 | 1,699.16      | 0.00           | 7,974.54              |
| 01 2120 221 001       | Counselor HS FICA                        | 1,412.03                 | 400.42        | 16.69          | 1,795.76              |
| 01 2120 221 003       | Counselor Elem FICA                      | 1,100.59                 | 316.33        | 3.65           | 1,413.27              |
| 01 2120 231 001       | Counselor HS Retirement                  | 1,362.79                 | 382.02        | 0.00           | 1,744.81              |
| 01 2120 231 003       | Counselor Elem Retirement                | 1,055.99                 | 302.84        | 0.00           | 1,358.83              |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 01 GENERAL FUND**

|                 |                                          | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------|------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| 01 2120 237 001 | COUNSELOR Inc Retirement Contributions   | 468.69                   | 131.39        | 0.00           | 600.08                |
| 01 2120 237 003 | COUNSELOR INC RETIREMENT CONT            | 366.38                   | 104.16        | 0.00           | 470.54                |
| 01 2120 610 001 | Counselor HS Supplies                    | 181.74                   | 0.00          | 0.00           | 181.74                |
| 01 2120 610 003 | Counselor Elem Supplies                  | 4,274.18                 | 0.00          | 0.00           | 4,274.18              |
| 01 2130 333 000 | HEALTH MILEAGE PAID TO STAFF             | 102.18                   | 120.52        | 0.00           | 222.70                |
| 01 2130 610 000 | GENERAL SUPPLIES                         | 1,046.13                 | 0.00          | 0.00           | 1,046.13              |
| 01 2131 320 002 | MS SPED CONTRACED NURSING SERVICES       | 6,672.78                 | 0.00          | 0.00           | 6,672.78              |
| 01 2141 111 003 | SPED ELEM PSYCHOLOGY SALARY              | 16,875.99                | 5,625.33      | 0.00           | 22,501.32             |
| 01 2141 211 003 | SPED ELEM PSYCH INSURANCE                | 6,794.44                 | 2,283.14      | 0.00           | 9,077.58              |
| 01 2141 221 003 | SPED ELEM PSYCH FICA                     | 1,283.29                 | 431.84        | 4.11           | 1,711.02              |
| 01 2141 231 003 | SPED ELEM PSYCHOLOGY RETIREMENT          | 1,228.92                 | 413.46        | 0.00           | 1,642.38              |
| 01 2141 237 003 | SPED PSYCH INC RETIREMENT CONTRIBUTIONS  | 426.09                   | 142.20        | 0.00           | 568.29                |
| 01 2141 330 003 | SPED ELEM PSYCHOLOGY PROFESSIONAL DEVEL. | 60.00                    | 0.00          | 0.00           | 60.00                 |
| 01 2141 591 003 | ESU PSYCHOLOGY SERVICES                  | 700.00                   | 0.00          | 0.00           | 700.00                |
| 01 2141 610 003 | SPED PSYCHOLOGY SUPPLIES                 | 4,479.66                 | 0.00          | 0.00           | 4,479.66              |
| 01 2141 810 003 | SPED PSYCHOLOGY DUES AND FEES            | 430.00                   | 0.00          | 0.00           | 430.00                |
| 01 2151 111 001 | Sped Speech HS Salary                    | 6,857.41                 | 2,697.67      | 0.00           | 9,555.08              |
| 01 2151 111 003 | Sped Speech Elem Salary                  | 17,103.52                | 6,113.04      | 0.00           | 23,216.56             |
| 01 2151 211 001 | Sped Speech HS Insurance                 | 32.86                    | 13.39         | 0.00           | 46.25                 |
| 01 2151 211 003 | Sped Speech ELEM Insurance               | 96.76                    | 34.69         | 0.00           | 131.45                |
| 01 2151 221 001 | Speech HS FICA                           | 535.64                   | 210.16        | 0.00           | 745.80                |
| 01 2151 221 003 | Sped Speech Elem FICA                    | 1,395.92                 | 496.92        | 0.00           | 1,892.84              |
| 01 2151 231 001 | Sped Speech HS Retirement                | 499.75                   | 198.28        | 0.00           | 698.03                |
| 01 2151 231 003 | Sped Speech Elem Retirement              | 1,245.85                 | 449.31        | 0.00           | 1,695.16              |
| 01 2151 237 001 | Sped Speech HS Salary                    | 173.14                   | 68.19         | 0.00           | 241.33                |
| 01 2151 237 003 | Sped Speech Elem Inc Retirement Contr    | 431.83                   | 154.53        | 0.00           | 586.36                |
| 01 2151 281 001 | Sped Speech HS CASH-IN-LIEU MEDICAL INS. | 120.00                   | 40.00         | 0.00           | 160.00                |
| 01 2151 281 003 | Sped Speech ElemCASH-IN-LIEU MEDICAL INS | 1,080.00                 | 360.00        | 0.00           | 1,440.00              |
| 01 2151 330 003 | Sped Speech Elem Professional Developmen | 1,140.00                 | 0.00          | 0.00           | 1,140.00              |
| 01 2151 333 003 | Sped Speech Elem MILEAGE PAID TO STAFF   | 180.13                   | 0.00          | 0.00           | 180.13                |
| 01 2151 591 001 | HS AUDIOLOGY SERVICE FROM ESU/DISTRICT   | 1,230.26                 | 500.06        | 0.00           | 1,730.32              |
| 01 2151 591 003 | ELEM AUDIOLOGY SERVICES ESU/DISTRICT     | 1,230.27                 | 500.06        | 0.00           | 1,730.33              |
| 01 2151 610 003 | Sped Speech Elem Supplies                | 279.15                   | 0.00          | 0.00           | 279.15                |
| 01 2152 111 003 | SALARIES OF TEACHERS/PROFESSIONAL STAFF  | 1,853.40                 | 617.80        | 0.00           | 2,471.20              |
| 01 2152 211 003 | TEACHER BCBS, LIFE, VISION, DENTAL INSRU | 10.90                    | 3.64          | 0.00           | 14.54                 |
| 01 2152 221 003 | TEACHER/PROFESSIONAL FICA                | 142.26                   | 47.42         | 0.00           | 189.68                |
| 01 2152 231 003 | TEACHER RETIREMENT                       | 134.96                   | 45.41         | 0.00           | 180.37                |
| 01 2152 237 003 | Increase Retirement Contributions        | 46.80                    | 15.62         | 0.00           | 62.42                 |
| 01 2153 111 000 | SALARIES OF TEACHERS/PROFESSIONAL STAFF  | 1,853.40                 | 617.80        | 0.00           | 2,471.20              |
| 01 2153 211 000 | TEACHER BCBS, LIFE, VISION, DENTAL INSRU | 10.90                    | 3.64          | 0.00           | 14.54                 |
| 01 2153 221 000 | TEACHER/PROFESSIONAL FICA                | 142.26                   | 47.42         | 0.00           | 189.68                |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
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**Fund: 01 GENERAL FUND**

|                 |                                           | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------|-------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| 01 2153 231 000 | TEACHER RETIREMENT                        | 134.96                   | 45.40         | 0.00           | 180.36                |
| 01 2153 237 000 | Increase Retirement Contributions         | 46.80                    | 15.61         | 0.00           | 62.41                 |
| 01 2161 111 003 | Sped Occupational Therapy Elem Salary     | 5,199.43                 | 0.00          | 0.00           | 5,199.43              |
| 01 2161 211 003 | Sped Occupational Therapy Elem Insurance  | 25.83                    | 0.00          | 0.00           | 25.83                 |
| 01 2161 221 003 | Sped Occupational Therapy Elem FICA       | 399.15                   | 0.00          | 0.00           | 399.15                |
| 01 2161 231 003 | Sped Occupational Therapy Elem Retirement | 373.26                   | 0.00          | 0.00           | 373.26                |
| 01 2161 237 003 | Sped OT Inc. Retirement Contributions     | 131.04                   | 0.00          | 0.00           | 131.04                |
| 01 2161 320 002 | PROFESSIONAL EDUCATIONAL SERVICES         | 704.40                   | 537.77        | 0.00           | 1,242.17              |
| 01 2161 320 003 | SPED OT CONTRACTED SERVICES               | 1,232.73                 | 941.11        | 0.00           | 2,173.84              |
| 01 2161 333 001 | SPED HS OT MILEAGE                        | 37.99                    | 0.00          | 0.00           | 37.99                 |
| 01 2161 610 001 | HS OT SUPPLIES                            | 129.90                   | 0.00          | 0.00           | 129.90                |
| 01 2161 610 003 | Sped Occupational Therapy Elem Supplies   | 967.17                   | 0.00          | 0.00           | 967.17                |
| 01 2171 320 002 | MS PROFESSIONAL EDUCATIONAL SERVICES      | 1,380.49                 | 416.13        | 0.00           | 1,796.62              |
| 01 2171 320 003 | Physical Therapy Elem Contracted Service  | 8,455.73                 | 3,472.85      | 0.00           | 11,928.58             |
| 01 2181 591 001 | HS VISUALLY IMPAIRED SERVICES             | 2,127.60                 | 0.00          | 0.00           | 2,127.60              |
| 01 2220 111 001 | HS Library Teacher Salary                 | 8,209.98                 | 2,736.66      | 0.00           | 10,946.64             |
| 01 2220 111 003 | Elem Library Salary                       | 8,210.01                 | 2,736.67      | 0.00           | 10,946.68             |
| 01 2220 112 003 | Elem Library Para Salary                  | 638.80                   | 0.00          | 0.00           | 638.80                |
| 01 2220 211 001 | HS Library BCBS, Vision, Life, Dental     | 44.81                    | 14.95         | 0.00           | 59.76                 |
| 01 2220 211 003 | Elem Library BCBS, Vision, Life, Dental   | 44.81                    | 14.97         | 0.00           | 59.78                 |
| 01 2220 221 001 | HS Library FICA                           | 659.07                   | 219.67        | 0.00           | 878.74                |
| 01 2220 221 003 | Elem Library FICA                         | 659.07                   | 219.69        | 0.00           | 878.76                |
| 01 2220 222 003 | Elem Library PARA FICA                    | 48.86                    | 0.00          | 0.00           | 48.86                 |
| 01 2220 231 001 | HS Library Retirement                     | 597.82                   | 201.14        | 0.00           | 798.96                |
| 01 2220 231 003 | Elem Library Retirement                   | 597.82                   | 201.15        | 0.00           | 798.97                |
| 01 2220 232 003 | Elem Library PARA EDUCATOR RETIREMENT     | 46.72                    | 0.00          | 0.00           | 46.72                 |
| 01 2220 237 001 | Library Inc Retirement Contributions      | 207.28                   | 69.17         | 0.00           | 276.45                |
| 01 2220 237 003 | Elem Lib Inc Retirement Contributions     | 223.42                   | 69.18         | 0.00           | 292.60                |
| 01 2220 281 001 | HS Libaray Teacher CASH-IN-LIEU Med Ins   | 375.00                   | 125.00        | 0.00           | 500.00                |
| 01 2220 281 003 | Elem Library Teacher CASH-IN-LIEU Med In  | 375.00                   | 125.00        | 0.00           | 500.00                |
| 01 2220 610 001 | HS Library Supplies                       | 4,315.75                 | 0.00          | 0.00           | 4,315.75              |
| 01 2220 610 003 | Elem Library Supplies                     | 6,701.80                 | 0.00          | 0.00           | 6,701.80              |
| 01 2224 430 001 | HS Distant Learning Maintenance           | 1,083.32                 | 430.87        | 0.00           | 1,514.19              |
| 01 2224 430 003 | Elem Distant Learning Maintenance         | 1,083.32                 | 430.87        | 0.00           | 1,514.19              |
| 01 2224 530 000 | Internet Service                          | 2,370.75                 | 849.91        | 0.00           | 3,220.66              |
| 01 2310 270 000 | Workers Compensation                      | 11,478.14                | 0.00          | 0.00           | 11,478.14             |
| 01 2310 330 000 | BOARD PROFESSIONAL DEVELOPMENT            | 1,104.00                 | 0.00          | 0.00           | 1,104.00              |
| 01 2310 520 000 | BOE Insurance                             | 42,831.44                | 0.00          | 0.00           | 42,831.44             |
| 01 2310 540 000 | BOE Advertising                           | 1,659.30                 | 492.44        | 0.00           | 2,151.74              |
| 01 2310 810 000 | BOE Dues and Fees                         | 850.00                   | 0.00          | 0.00           | 850.00                |
| 01 2310 890 000 | BOE Misc. Expenses                        | 167.00                   | 0.00          | 0.00           | 167.00                |
| 01 2320 105 000 | Superintendent Salary                     | 37,125.00                | 12,375.00     | 0.00           | 49,500.00             |
| 01 2320 215 000 | Superintendent BCBS, Vision, Life, Denta  | 6,964.02                 | 2,321.34      | 0.00           | 9,285.36              |
| 01 2320 225 000 | Superintendent FICA                       | 2,837.70                 | 950.01        | 29.61          | 3,758.10              |
| 01 2320 235 000 | Superintendent Retirement                 | 2,725.49                 | 909.56        | 0.00           | 3,635.05              |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
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**Fund: 01 GENERAL FUND**

|                   |                                          | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-------------------|------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| 01 2320 237 000   | Superintendent Inc Retire Contributions  | 626.74                   | 312.82        | 0.00           | 939.56                |
| 01 2320 330 000   | Superintendent Professional Development  | 600.00                   | 0.00          | 0.00           | 600.00                |
| 01 2320 580 000   | Superintendent Travel                    | 0.00                     | 30.00         | 0.00           | 30.00                 |
| 01 2320 610 000   | SUPERINTENDENT OFFICE SUPPLIES           | 71.60                    | 54.38         | 0.00           | 125.98                |
| 01 2330 317 000   | District Legal Services                  | 7,241.60                 | 1,120.00      | 0.00           | 8,361.60              |
| 01 2410 110 001   | HS Principal Secretary Salary            | 9,239.74                 | 2,742.11      | 0.00           | 11,981.85             |
| 01 2410 110 003   | Elem Principal Secretary Salary          | 9,025.41                 | 2,354.72      | 0.00           | 11,380.13             |
| 01 2410 111 001   | HS Principal Salary                      | 26,124.99                | 8,708.33      | 0.00           | 34,833.32             |
| 01 2410 111 003   | Elem Principal Salary                    | 26,124.99                | 8,708.33      | 0.00           | 34,833.32             |
| 01 2410 210 001   | HS Secretary Principal Insurance         | 858.62                   | 426.63        | 0.00           | 1,285.25              |
| 01 2410 210 003   | Elem Secretary Principal Insurance       | 849.98                   | 406.67        | 0.00           | 1,256.65              |
| 01 2410 211 001   | HS Principal Insurance                   | 6,987.66                 | 2,329.22      | 0.00           | 9,316.88              |
| 01 2410 211 003   | Elem Principal Insurance                 | 2,591.10                 | 863.70        | 0.00           | 3,454.80              |
| 01 2410 220 001   | HS Secretary Principal FICA              | 673.79                   | 209.77        | 16.52          | 867.04                |
| 01 2410 220 003   | Elem Secretary Principal FICA            | 661.29                   | 180.13        | 13.95          | 827.47                |
| 01 2410 221 001   | HS Principal FICA                        | 1,990.83                 | 668.52        | 4.91           | 2,654.44              |
| 01 2410 221 003   | Elem Principal FICA                      | 2,004.57                 | 668.53        | 0.34           | 2,672.76              |
| 01 2410 230 001   | HS Secretary Principal Retirement        | 673.20                   | 201.55        | 0.00           | 874.75                |
| 01 2410 230 003   | Elem Secretary Principal Retirement      | 657.41                   | 173.06        | 0.00           | 830.47                |
| 01 2410 231 001   | HS Principal Retirement                  | 1,902.22                 | 640.06        | 0.00           | 2,542.28              |
| 01 2410 231 003   | Elem Principal Retirement                | 1,902.44                 | 640.06        | 0.00           | 2,542.50              |
| 01 2410 237 001   | HS Principal Inc Retirement Contribution | 668.40                   | 289.45        | 0.00           | 957.85                |
| 01 2410 237 003   | Elem Principal Inc Retire Contributions  | 887.76                   | 279.66        | 0.00           | 1,167.42              |
| 01 2410 330 001   | HS Principal Professional Development    | 30.00                    | 0.00          | 0.00           | 30.00                 |
| 01 2410 330 003   | Elem Principal Professional Development  | 30.00                    | 0.00          | 0.00           | 30.00                 |
| 01 2410 540 001   | HS ADVERTISING JOB FAIR                  | 0.00                     | 35.00         | 0.00           | 35.00                 |
| 01 2410 610 001   | HS Principal Supplies                    | 651.39                   | 0.00          | 0.00           | 651.39                |
| 01 2410 610 003   | Elem Principal Supplies                  | 5,233.70                 | 0.00          | 0.00           | 5,233.70              |
| 01 2410 810 001   | HS Principal Dues and Fees               | 385.00                   | 0.00          | 0.00           | 385.00                |
| 01 2410 810 003   | Elem Principal Dues and Fees             | 385.00                   | 0.00          | 0.00           | 385.00                |
| 01 2510 110 000   | Superintendent Secretary Salary          | 10,959.56                | 3,531.42      | 0.00           | 14,490.98             |
| 01 2510 110 000 0 | Bookkeeper Salary                        | 8,402.44                 | 2,855.62      | 0.00           | 11,258.06             |
| 01 2510 210 000   | Superintendent Secretary Insurance       | 78.66                    | 25.98         | 0.00           | 104.64                |
| 01 2510 220 000   | Superintendent Secretary FICA            | 1,486.41                 | 490.31        | 0.00           | 1,976.72              |
| 01 2510 230 000   | Superintendent Secretary Retirement      | 1,411.01                 | 469.45        | 0.00           | 1,880.46              |
| 01 2510 237 000   | Super Secretary Inc Retire Contributions | 488.90                   | 161.44        | 0.00           | 650.34                |
| 01 2510 310 000   | Employee Assistant Program               | 2,889.00                 | 0.00          | 0.00           | 2,889.00              |
| 01 2510 315 000   | Accounting and Auditing Services         | 0.00                     | 6,440.00      | 547.00         | 5,893.00              |
| 01 2510 330 000   | EMPLOYEE TRAINING & DEVELOPMENT SERVICES | 150.00                   | 0.00          | 0.00           | 150.00                |
| 01 2510 382 001   | HS Telephone                             | 668.66                   | 177.18        | 0.00           | 845.84                |
| 01 2510 382 003   | Elem Telephone                           | 357.16                   | 72.55         | 0.00           | 429.71                |
| 01 2510 440 000   | Superintendent Copier/Mail Lease         | 142.53                   | 165.54        | 0.00           | 308.07                |
| 01 2510 531 001   | HS Postage                               | 500.00                   | 500.00        | 0.00           | 1,000.00              |
| 01 2510 531 003   | Elem Postage                             | 295.82                   | 33.12         | 0.00           | 328.94                |
| 01 2510 580 000   | TRAVEL EXPENSES                          | 660.61                   | 0.00          | 0.00           | 660.61                |
| 01 2510 610 000   | CENTRAL OFFICE SUPPLIES                  | 1,234.51                 | 325.81        | 0.00           | 1,560.32              |
| 01 2510 810 000   | DUES AND FEES                            | 527.59                   | 0.00          | 0.00           | 527.59                |
| 01 2510 890 000   | Superintendent Secretary Misc. Expenses  | 2,490.00                 | 325.50        | 0.00           | 2,815.50              |
| 01 2610 110 001   | HS Custodian Salary                      | 17,339.52                | 5,979.73      | 0.00           | 23,319.25             |
| 01 2610 110 003   | Elem Custodian Salary                    | 12,223.85                | 4,074.84      | 0.00           | 16,298.69             |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
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**Fund: 01 GENERAL FUND**

|                 |                                          | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------|------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| 01 2610 210 001 | HS Custodian Insurance                   | 865.76                   | 435.65        | 0.00           | 1,301.41              |
| 01 2610 210 003 | Elem Custodian Insurance                 | 16.43                    | 5.48          | 0.00           | 21.91                 |
| 01 2610 220 001 | HS Custodian FICA                        | 1,300.59                 | 457.47        | 13.16          | 1,744.90              |
| 01 2610 220 003 | Elem Custodian FICA                      | 932.72                   | 311.74        | 0.81           | 1,243.65              |
| 01 2610 230 001 | HS Custodian Retirement                  | 1,262.89                 | 439.49        | 0.00           | 1,702.38              |
| 01 2610 230 003 | Elem Custodian Retirement                | 890.84                   | 299.49        | 0.00           | 1,190.33              |
| 01 2610 237 001 | HS Custodian In Retire Contributions     | 438.31                   | 151.15        | 0.00           | 589.46                |
| 01 2610 237 003 | Elem Custodian Inc Retirement Contributi | 308.99                   | 103.00        | 0.00           | 411.99                |
| 01 2610 290 001 | HS Custodian LTD                         | 43.76                    | 14.48         | 0.00           | 58.24                 |
| 01 2610 290 003 | Elem Custodian LTD                       | 42.91                    | 14.30         | 0.00           | 57.21                 |
| 01 2610 410 001 | HS Water & Sewer                         | 5,553.80                 | 566.89        | 0.00           | 6,120.69              |
| 01 2610 410 003 | Elem Water & Sewer                       | 2,272.30                 | 541.69        | 0.00           | 2,813.99              |
| 01 2610 431 001 | HS Upkeep of Building                    | 2,663.46                 | 400.00        | 0.00           | 3,063.46              |
| 01 2610 431 003 | Elem Upkeep of Building                  | 5,657.58                 | 426.00        | 0.00           | 6,083.58              |
| 01 2610 520 001 | HS Building Insurance                    | 17,500.71                | 0.00          | 0.00           | 17,500.71             |
| 01 2610 520 003 | Elem Building Insurance                  | 17,500.71                | 0.00          | 0.00           | 17,500.71             |
| 01 2610 610 001 | HS Custodian Supplies                    | 10,034.92                | 1,898.44      | 0.00           | 11,933.36             |
| 01 2610 610 003 | Elem Custodian Supplies                  | 12,605.91                | 20.98         | 0.00           | 12,626.89             |
| 01 2610 621 001 | HS Utilities                             | 1,258.57                 | 0.00          | 0.00           | 1,258.57              |
| 01 2610 621 003 | Elem Utilities                           | 361.97                   | 0.00          | 0.00           | 361.97                |
| 01 2610 622 001 | HS ELECTRICITY                           | 27,358.37                | 6,453.21      | 0.00           | 33,811.58             |
| 01 2610 622 003 | ELEM ELECTRICITY                         | 14,995.99                | 3,771.93      | 0.00           | 18,767.92             |
| 01 2620 420 001 | HS Cleaning Service                      | 2,835.00                 | 2,565.00      | 0.00           | 5,400.00              |
| 01 2620 420 003 | Elem Cleaning Service                    | 21,360.00                | 7,082.00      | 0.00           | 28,442.00             |
| 01 2620 431 001 | HS Repairs & Maintenance                 | 18,737.04                | 3,214.42      | 0.00           | 21,951.46             |
| 01 2620 431 003 | Elem Repairs & Maintenance               | 20,036.84                | 3,333.83      | 0.00           | 23,370.67             |
| 01 2620 440 001 | HS Rentals of land, building, equip      | 1,223.25                 | 0.00          | 0.00           | 1,223.25              |
| 01 2620 610 000 | GENERAL SUPPLIES                         | 3,100.00                 | 0.00          | 0.00           | 3,100.00              |
| 01 2620 720 003 | Elem Building Improvements               | 2,143.50                 | 0.00          | 0.00           | 2,143.50              |
| 01 2630 431 001 | CARE & UPKEEP OF FB FIELD                | 5,152.83                 | 367.00        | 0.00           | 5,519.83              |
| 01 2650 431 000 | Vehicle Repairs & Maintenance            | 0.00                     | 2,955.76      | 0.00           | 2,955.76              |
| 01 2650 610 000 | Vehicle Supplies                         | 0.00                     | 0.00          | 0.00           | 0.00                  |
| 01 2650 890 000 | Other Vehicle Expenses                   | 15.00                    | 0.00          | 0.00           | 15.00                 |
| 01 2660 340 000 | Security Service                         | 550.00                   | 0.00          | 0.00           | 550.00                |
| 01 2710 110 000 | Bus Driver Regular Ed Salary             | 54,510.20                | 18,977.55     | 503.88         | 72,983.87             |
| 01 2710 210 000 | Bus Driver Regular Ed Insurance          | 244.78                   | 9.50          | 0.00           | 254.28                |
| 01 2710 220 000 | Bus Driver Regular Ed FICA               | 4,169.87                 | 1,451.79      | 0.00           | 5,621.66              |
| 01 2710 230 000 | Bus Driver Regular Ed Retirement         | 3,116.46                 | 891.24        | 0.00           | 4,007.70              |
| 01 2710 237 000 | Bus Increase Retire Contributions        | 1,100.45                 | 306.54        | 0.00           | 1,406.99              |
| 01 2710 330 000 | BUS PROFESSIONAL DEVEOPMENT              | 2,950.00                 | 375.00        | 0.00           | 3,325.00              |
| 01 2710 520 000 | Bus Insurance                            | 11,731.13                | 0.00          | 0.00           | 11,731.13             |
| 01 2710 610 000 | BUS SUPPLIES                             | 3,996.87                 | 0.00          | 0.00           | 3,996.87              |
| 01 2710 626 000 | Bus Gas and Oil                          | 18,134.13                | 9,423.43      | 386.45         | 27,171.11             |
| 01 2710 890 000 | Bus Misc. Expenses                       | 1,535.00                 | 5,820.00      | 0.00           | 7,355.00              |
| 01 2712 112 000 | PARAEDUCATORS SALARY                     | 1,311.42                 | 0.00          | 0.00           | 1,311.42              |
| 01 2712 112 003 | Bus Driver Sped Salary                   | 0.00                     | 439.12        | 0.00           | 439.12                |
| 01 2712 222 000 | PARA FICA                                | 100.33                   | 0.00          | 0.00           | 100.33                |
| 01 2712 222 003 | PARA FICA                                | 0.00                     | 33.60         | 0.00           | 33.60                 |
| 01 2712 232 000 | PARAEDUCATOR RETIREMENT                  | 95.63                    | 0.00          | 0.00           | 95.63                 |
| 01 2712 232 003 | PARAEDUCATOR RETIREMENT                  | 0.00                     | 32.27         | 0.00           | 32.27                 |
| 01 2712 237 000 | SPED Bus Inc Retire Contributions        | 33.13                    | 0.00          | 0.00           | 33.13                 |
| 01 2712 237 003 | Increase Retirement Contributions        | 0.00                     | 11.10         | 0.00           | 11.10                 |
| 01 2720 111 000 | Transportation Monitoring Services       | 864.99                   | 288.33        | 0.00           | 1,153.32              |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
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**Fund: 01 GENERAL FUND**

|                       |                                             | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|---------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| 01 2720 211 000       | TEACHER BCBS, LIFE, VISION,<br>DENTAL INSRU | 289.53                   | 96.51         | 0.00           | 386.04                |
| 01 2720 221 000       | TEACHER/PROFESSIONAL FICA                   | 65.64                    | 22.13         | 0.25           | 87.52                 |
| 01 2720 231 000       | TEACHER RETIREMENT                          | 62.99                    | 21.19         | 0.00           | 84.18                 |
| 01 2720 237 000       | Increase Retirement Contributions           | 21.85                    | 7.29          | 0.00           | 29.14                 |
| 01 2730 431 000       | BUS & VEHICLE SERVICING &<br>MAINTENANCE    | 19,814.29                | 8,771.79      | 0.00           | 28,586.08             |
| 01 2900 610 001 0 001 | Athletics                                   | 0.00                     | 0.00          | 0.00           | 0.00                  |
| 01 2900 610 001 0 003 | Music                                       | 790.00                   | 1,099.00      | 0.00           | 1,889.00              |
| 01 2900 610 001 2     | Commencement                                | 498.22                   | 0.00          | 0.00           | 498.22                |
| 01 3100 110 000       | Food Service Salary                         | 0.00                     | 17,657.50     | 17,657.50      | 0.00                  |
| 01 3100 210 000       | NON - INSTRUCTIONAL INSURANCE               | 0.00                     | 403.60        | 403.60         | 0.00                  |
| 01 3100 220 000       | Food Service FICA                           | 0.00                     | 1,350.93      | 1,350.93       | 0.00                  |
| 01 3100 230 000       | Food Service Retirement                     | 0.00                     | 1,221.38      | 1,221.38       | 0.00                  |
| 01 3100 237 000       | Food Service Inc Retire Contributions       | 0.00                     | 420.04        | 420.04         | 0.00                  |
| 01 3100 290 000       | Food Service LTD                            | 0.00                     | 0.00          | 0.00           | 0.00                  |
| 01 3300 110 003       | Rec Program Salary                          | 10,206.28                | 2,510.54      | 0.00           | 12,716.82             |
| 01 3300 210 003       | Rec Program Insurance                       | 250.07                   | 82.76         | 0.00           | 332.83                |
| 01 3300 220 003       | Rec Program FICA                            | 773.77                   | 192.02        | 3.77           | 962.02                |
| 01 3300 230 003       | Rec Program Retirement                      | 744.50                   | 184.56        | 0.00           | 929.06                |
| 01 3300 237 003       | REC Inc Retirement Contributions            | 257.99                   | 63.45         | 0.00           | 321.44                |
| 01 3300 610 003       | Rec Program Supplies                        | 1,865.84                 | 478.05        | 0.00           | 2,343.89              |
| 01 3300 890 003       | Rec Program Misc. Expenses                  | 110.21                   | 0.00          | 0.00           | 110.21                |
| 01 3535 610 000       | HAL Supplies                                | 0.00                     | 0.00          | 0.00           | 0.00                  |
| 01 3540 110 003       | Preschool Para/Bus Driver/Custodian<br>Sala | 14,008.53                | 4,042.16      | 0.00           | 18,050.69             |
| 01 3540 111 003       | Preschool Teacher/Principal Salary          | 17,954.49                | 5,268.08      | 0.00           | 23,222.57             |
| 01 3540 211 003       | Preschool Teacher/Principal Insurance       | 2,465.35                 | 778.94        | 0.00           | 3,244.29              |
| 01 3540 220 003       | Preschool Para/Bus Driver/Custodian<br>FICA | 1,071.63                 | 309.23        | 0.00           | 1,380.86              |
| 01 3540 221 003       | Preschool Teacher/Principal FICA            | 1,431.86                 | 423.59        | 1.28           | 1,854.17              |
| 01 3540 230 003       | Preschool Para/BD/custodian<br>RETIREMENT   | 948.95                   | 283.25        | 0.00           | 1,232.20              |
| 01 3540 231 003       | Preschool Teacher/Principal Retirement      | 1,304.49                 | 387.21        | 0.00           | 1,691.70              |
| 01 3540 237 003       | Preschool Inc Retire Contributions          | 782.20                   | 230.59        | 0.00           | 1,012.79              |
| 01 3540 281 003       | Preschool Teacher CASH-IN-LIEU MED.<br>INS  | 750.00                   | 250.00        | 0.00           | 1,000.00              |
| 01 6200 610 003       | Title 1 Supplies                            | 4,124.71                 | 0.00          | 0.00           | 4,124.71              |
| 01 6310 111 000       | SALARIES NCLB TITLE II A                    | 0.00                     | 1,053.00      | 0.00           | 1,053.00              |
| 01 6310 211 000       | TEACHER BCBS, LIFE, VISION,<br>DENTAL INSRU | 0.00                     | 399.50        | 0.00           | 399.50                |
| 01 6310 221 000       | TEACHER/PROFESSIONAL FICA<br>NCLB TITLE IIA | 0.00                     | 80.85         | 0.93           | 79.92                 |
| 01 6310 231 000       | RETIREMENT NCLB TITLE II A                  | 0.00                     | 77.31         | 0.00           | 77.31                 |
| 01 6310 237 000       | Increase Retirement Contributions           | 0.00                     | 26.58         | 0.00           | 26.58                 |
| 01 6406 111 003       | IDEA Preschool Teacher Salary               | 919.53                   | 306.51        | 0.00           | 1,226.04              |
| 01 6406 211 003       | IDEA Preschool Teacher Insurance            | 5.31                     | 1.77          | 0.00           | 7.08                  |
| 01 6406 221 003       | IDEA Preschool Teacher FICA                 | 70.59                    | 23.53         | 0.00           | 94.12                 |
| 01 6406 231 003       | IDEA Preschool Teacher Retirement           | 66.96                    | 22.53         | 0.00           | 89.49                 |
| 01 6406 237 003       | Increase Retirement Contributions           | 23.22                    | 7.75          | 0.00           | 30.97                 |
| 01 6408 111 000       | IDEA BIRTH-4 TEACHER SALARY                 | 10,935.72                | 3,152.64      | 0.00           | 14,088.36             |
| 01 6408 111 003       | SALARIES OF<br>TEACHERS/PROFESSIONAL STAFF  | 4,509.96                 | 738.90        | 0.00           | 5,248.86              |
| 01 6408 112 000       | ECH PARAEDUCATORS SALARY                    | 348.80                   | 139.52        | 0.00           | 488.32                |
| 01 6408 112 003       | IDEA ENROLLMENT/POVERTY PARA<br>SALARY      | 7,141.16                 | 2,371.50      | 0.00           | 9,512.66              |



Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 01 GENERAL FUND**

|                 |                                             | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------|---------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| 01 6408 211 000 | IDEA BIRTH-4 TEACHER INSURANCE              | 1,934.76                 | 465.44        | 0.00           | 2,400.20              |
| 01 6408 211 003 | TEACHER BCBS, LIFE, VISION,<br>DENTAL INSRU | 323.36                   | 302.32        | 0.00           | 625.68                |
| 01 6408 221 000 | IDEA BIRTH-4 TEACHER FICA                   | 835.87                   | 242.00        | 0.97           | 1,076.90              |
| 01 6408 221 003 | TEACHER/PROFESSIONAL FICA                   | 345.86                   | 56.72         | 0.37           | 402.21                |
| 01 6408 222 000 | ECH PARA FICA                               | 26.69                    | 10.67         | 0.00           | 37.36                 |
| 01 6408 222 003 | IDEA ENROLLMENT/POVERTY PARA<br>FICA        | 546.29                   | 181.42        | 0.00           | 727.71                |
| 01 6408 231 000 | IDEA BIRTH-4 TEACHER<br>RETIREMENT          | 795.80                   | 231.72        | 0.00           | 1,027.52              |
| 01 6408 231 003 | TEACHER RETIREMENT                          | 326.72                   | 54.30         | 0.00           | 381.02                |
| 01 6408 232 000 | ECH PARAEDUCATOR RETIREMENT                 | 25.52                    | 10.25         | 0.00           | 35.77                 |
| 01 6408 232 003 | IDEA ENROLLMENT/POVERTY PARA<br>RETIREMENT  | 520.55                   | 174.31        | 0.00           | 694.86                |
| 01 6408 237 000 | Increase Retirement Contributions           | 284.86                   | 83.22         | 0.00           | 368.08                |
| 01 6408 237 003 | Increase Retirement Contributions           | 294.29                   | 78.61         | 0.00           | 372.90                |
| 01 6408 320 000 | IDEA Part B Birth-4 Pre-diagnosis           | 1,898.09                 | 1,370.82      | 0.00           | 3,268.91              |
| 01 6408 320 003 | PREK PROFESSIONAL EDUCATIONAL<br>SERVICES   | 2,481.20                 | 813.98        | 0.00           | 3,295.18              |
| 01 6408 591 000 | EARLY CHILDHOOD SERVICES<br>ESU/DISTRICT    | 794.40                   | 397.20        | 0.00           | 1,191.60              |
| 01 6408 591 003 | PREK PURCHASED SERVICE FROM<br>ESU/DISTRICT | 544.44                   | 272.22        | 0.00           | 816.66                |
| 01 6418 111 000 | SALARIES OF<br>TEACHERS/PROFESSIONAL STAFF  | 336.00                   | 0.00          | 0.00           | 336.00                |
| 01 6418 211 000 | TEACHER BCBS, LIFE, VISION,<br>DENTAL INSRU | 114.37                   | 0.00          | 0.00           | 114.37                |
| 01 6418 221 000 | TEACHER/PROFESSIONAL FICA                   | 25.57                    | 0.00          | 0.00           | 25.57                 |
| 01 6418 231 000 | TEACHER RETIREMENT                          | 24.70                    | 0.00          | 0.00           | 24.70                 |
| 01 6418 237 000 | Increase Retirement Contributions           | 8.49                     | 0.00          | 0.00           | 8.49                  |
| 01 6421 210 001 | NON - INSTRUCTIONAL INSURANCE               | 148.98                   | 0.00          | 0.00           | 148.98                |
| 01 6421 210 003 | NON - INSTRUCTIONAL INSURANCE               | 287.70                   | 0.00          | 0.00           | 287.70                |
| 01 6421 220 001 | NON-INSTRUCTIONAL FICA                      | 40.36                    | 0.00          | 0.00           | 40.36                 |
| 01 6421 220 003 | NON-INSTRUCTIONAL FICA                      | 59.43                    | 0.00          | 0.00           | 59.43                 |
| 01 6421 230 001 | NON-INSTRUCTIONAL RETIREMENT                | 36.77                    | 0.00          | 0.00           | 36.77                 |
| 01 6421 230 003 | NON-INSTRUCTIONAL RETIREMENT                | 55.08                    | 0.00          | 0.00           | 55.08                 |
| 01 6421 237 001 | Increase Retirement Contributions           | 13.36                    | 0.00          | 0.00           | 13.36                 |
| 01 6421 237 003 | Increase Retirement Contributions           | 19.68                    | 0.00          | 0.00           | 19.68                 |
| 01 6421 330 001 | EMPLOYEE TRAINING &<br>DEVELOPMENT SERVICES | 530.00                   | 0.00          | 0.00           | 530.00                |
| 01 6421 330 003 | EMPLOYEE TRAINING &<br>DEVELOPMENT SERVICES | 780.00                   | 0.00          | 0.00           | 780.00                |
| 01 6700 111 000 | SALARIES OF<br>TEACHERS/PROFESSIONAL STAFF  | 0.00                     | 1,477.13      | 0.00           | 1,477.13              |
| 01 6700 211 000 | TEACHER BCBS, LIFE, VISION,<br>DENTAL INSRU | 0.00                     | 231.90        | 0.00           | 231.90                |
| 01 6700 221 000 | TEACHER/PROFESSIONAL FICA                   | 0.00                     | 113.30        | 0.40           | 112.90                |
| 01 6700 231 000 | TEACHER RETIREMENT                          | 0.00                     | 81.70         | 0.00           | 81.70                 |
| 01 6700 237 000 | Increase Retirement Contributions           | 0.00                     | 28.09         | 0.00           | 28.09                 |
| 01 6700 580 000 | TRAVEL EXPENSES                             | 302.96                   | 44.89         | 0.00           | 347.85                |
| 01 6700 610 001 | CARL PERKINS SUPPLIES                       | 0.00                     | 2.00          | 0.00           | 2.00                  |
| 01 6998 610 000 | MENTAL HEALTH GENERAL<br>SUPPLIES           | 1,849.00                 | 0.00          | 0.00           | 1,849.00              |
| 01 6998 610 003 | ESSER III GENERAL SUPPLIES                  | 7,137.38                 | 0.00          | 0.00           | 7,137.38              |
| 01 6998 640 001 | ESSER III                                   | 32,599.84                | 0.00          | 0.00           | 32,599.84             |
| 01 6998 732 000 | VEHICLE EXPENSES                            | 38,989.00                | 0.00          | 0.00           | 38,989.00             |
| 01 8000 900 000 | Fund Transfer to Depr. OTHER ITEMS          | 0.00                     | 63.65         | 63.65          | 0.00                  |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 01      GENERAL FUND**

|                 |                              | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------|------------------------------|--------------------------|---------------|----------------|-----------------------|
| 01 8000 912 000 | FUND TRANSFERS TO LUNCH FUND | 181.50                   | 63.65         | 0.00           | 245.15                |
| Total:          | Expenditure                  | 2,506,590.43             | 801,710.26    | 38,964.36      | 3,269,336.33          |
| Total:          | 01                           | 10,514,361.73            | 2,266,252.41  | 1,839,806.25   | 10,759,472.65         |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 02 Depreciation**

|                       |        |                         |  | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|--------|-------------------------|--|--------------------------|---------------|----------------|-----------------------|
| <b>Current Assets</b> |        |                         |  |                          |               |                |                       |
| 02 101                |        | CASH                    |  | 226,298.36               | 197.33        | 0.00           | 226,495.69            |
|                       | Total: | Current Assets          |  | 226,298.36               | 197.33        | 0.00           | 226,495.69            |
| <b>Fund Balance</b>   |        |                         |  |                          |               |                |                       |
| 02 704                |        | FUND BALANCE            |  | 226,298.36               | 0.00          | 197.33         | 226,495.69            |
|                       | Total: | Fund Balance            |  | 226,298.36               | 0.00          | 197.33         | 226,495.69            |
| <b>Revenue</b>        |        |                         |  |                          |               |                |                       |
| 02 1510               |        | INTEREST ON INVESTMENTS |  | 190.57                   | 0.00          | 197.33         | 387.90                |
| 02 5301               |        | INSURANCE ADJUSTMENTS   |  | 7,350.00                 | 0.00          | 0.00           | 7,350.00              |
|                       | Total: | Revenue                 |  | 7,540.57                 | 0.00          | 197.33         | 7,737.90              |
| <b>Expenditure</b>    |        |                         |  |                          |               |                |                       |
| 02 2900 732 000       |        | Bus Replacement         |  | 113,399.00               | 0.00          | 0.00           | 113,399.00            |
| 02 2900 810 000       |        | DUES AND FEES           |  | 12.00                    | 0.00          | 0.00           | 12.00                 |
|                       | Total: | Expenditure             |  | 113,411.00               | 0.00          | 0.00           | 113,411.00            |
|                       | Total: | 02                      |  | 573,548.29               | 197.33        | 394.66         | 574,140.28            |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 03      Unemployment**

|                       |                         | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|-------------------------|--------------------------|---------------|----------------|-----------------------|
| <b>Current Assets</b> |                         |                          |               |                |                       |
| 03 101                | CASH                    | 19,719.71                | 14.89         | 0.00           | 19,734.60             |
| 03 106                | SAVINGS CERTIFICATES    | 20,000.00                | 0.00          | 0.00           | 20,000.00             |
| Total:                | Current Assets          | 39,719.71                | 14.89         | 0.00           | 39,734.60             |
| <b>Fund Balance</b>   |                         |                          |               |                |                       |
| 03 704                | FUND BALANCE            | 39,719.71                | 0.00          | 14.89          | 39,734.60             |
| Total:                | Fund Balance            | 39,719.71                | 0.00          | 14.89          | 39,734.60             |
| <b>Revenue</b>        |                         |                          |               |                |                       |
| 03 1510               | INTEREST ON INVESTMENTS | 166.01                   | 0.00          | 14.89          | 180.90                |
| Total:                | Revenue                 | 166.01                   | 0.00          | 14.89          | 180.90                |
| Total:                | 03                      | 79,605.43                | 14.89         | 29.78          | 79,650.10             |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 05 Activity Fund**

|                       |                                      | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|--------------------------------------|--------------------------|---------------|----------------|-----------------------|
| <b>Current Assets</b> |                                      |                          |               |                |                       |
| 05 101                | CASH                                 | 178,907.80               | 28,905.85     | 18,373.42      | 189,440.23            |
| Total:                | Current Assets                       | 178,907.80               | 28,905.85     | 18,373.42      | 189,440.23            |
| <b>Fund Balance</b>   |                                      |                          |               |                |                       |
| 05 704 0001           | ATHLETICS                            | 38,507.99                | 10,280.75     | 7,645.11       | 35,872.35             |
| 05 704 0002           | ANNUAL                               | 2,814.57                 | 0.00          | 0.00           | 2,814.57              |
| 05 704 0003           | MUSIC                                | 1,559.68                 | 500.00        | 0.00           | 1,059.68              |
| 05 704 0004           | ELEMENTARY UNIT                      | 13,063.90                | 0.00          | 0.00           | 13,063.90             |
| 05 704 0005           | STUDENT COUNCIL                      | 5,721.08                 | 0.00          | 106.00         | 5,827.08              |
| 05 704 0006           | FFA                                  | 14,577.74                | 78.20         | 7,220.00       | 21,719.54             |
| 05 704 0007           | HIGH SCHOOL UNIT                     | 1,886.56                 | 118.02        | 0.00           | 1,768.54              |
| 05 704 0008           | LIFE SKILLS                          | 496.43                   | 0.00          | 0.00           | 496.43                |
| 05 704 0009           | FCCLA                                | 4,730.81                 | 0.00          | 0.00           | 4,730.81              |
| 05 704 0010           | MISC ACCOUNT                         | 4,561.52                 | 112.87        | 0.00           | 4,448.65              |
| 05 704 0011           | ART CLUB                             | 349.42                   | 0.00          | 0.00           | 349.42                |
| 05 704 0012           | NATIONAL HONOR SOCIETY               | 686.83                   | 0.00          | 0.00           | 686.83                |
| 05 704 0013           | SPEECH                               | 243.38                   | 0.00          | 0.00           | 243.38                |
| 05 704 0014           | 1ST GRADE                            | 677.58                   | 0.00          | 0.00           | 677.58                |
| 05 704 0015           | BOYS BASKETBALL                      | 3,657.29                 | 0.00          | 289.00         | 3,946.29              |
| 05 704 0016           | CONCESSIONS                          | 3,290.93                 | 3,576.70      | 7,839.50       | 7,553.73              |
| 05 704 0017           | GIRLS BASKETBALL                     | 1,865.39                 | 0.00          | 49.00          | 1,914.39              |
| 05 704 0019           | INTEREST                             | 857.23                   | 0.00          | 15.00          | 872.23                |
| 05 704 0020           | UNION BANK                           | 3,073.44                 | 0.00          | 0.00           | 3,073.44              |
| 05 704 0021           | HS TRACK                             | 1,788.84                 | 0.00          | 0.00           | 1,788.84              |
| 05 704 0022           | FIELDS SCHOLARSHIP                   | 4,263.80                 | 0.00          | 0.00           | 4,263.80              |
| 05 704 0023           | CROSS COUNTRY                        | 718.82                   | 0.00          | 0.00           | 718.82                |
| 05 704 0024           | INDUSTRIAL ARTS SHOP                 | 915.82                   | 0.00          | 0.00           | 915.82                |
| 05 704 0025           | LIBRARY                              | 1,103.18                 | 0.00          | 0.00           | 1,103.18              |
| 05 704 0026           | PARTY GROUP                          | 769.76                   | 0.00          | 0.00           | 769.76                |
| 05 704 0027           | CLASS OF 2024                        | 2,954.00                 | 0.00          | 0.00           | 2,954.00              |
| 05 704 0028           | MUSICAL/DRAMA                        | 11,266.37                | 495.00        | 384.00         | 11,155.37             |
| 05 704 0029           | WRESTLING                            | 1,862.03                 | 455.00        | 304.00         | 1,711.03              |
| 05 704 0030           | GENERAL FUND REIMBURSEMENT           | (4,948.72)               | 0.00          | 529.41         | (4,419.31)            |
| 05 704 0031           | ELEM STUDENT COUNCIL                 | 1,120.51                 | 66.20         | 100.00         | 1,154.31              |
| 05 704 0032           | WEIGHTS                              | 1,099.26                 | 1,149.08      | 100.00         | 50.18                 |
| 05 704 0033           | VOLLEYBALL ACCOUNT                   | 1,295.88                 | 0.00          | 125.00         | 1,420.88              |
| 05 704 0034           | IMPREST FUND                         | 2,000.00                 | 0.00          | 0.00           | 2,000.00              |
| 05 704 0035           | BENNET BOOSTERS                      | 1,589.67                 | 0.00          | 0.00           | 1,589.67              |
| 05 704 0036           | CHEERLEADING                         | 672.74                   | 147.50        | 1,103.60       | 1,628.84              |
| 05 704 0037           | BENNET BACK-PACK PROGRAM             | 1,346.83                 | 0.00          | 0.00           | 1,346.83              |
| 05 704 0038           | CLASS OF 2023                        | 0.00                     | 0.00          | 0.00           | 0.00                  |
| 05 704 0039           | FAMILY PASSES                        | 8,885.00                 | 0.00          | 70.00          | 8,955.00              |
| 05 704 0040           | STUDENT FEES                         | 7,590.96                 | 0.00          | 0.00           | 7,590.96              |
| 05 704 0041           | QUIZ BOWL                            | 560.08                   | 0.00          | 0.00           | 560.08                |
| 05 704 0042           | JR HIGH BASKETBALL                   | 236.00                   | 0.00          | 0.00           | 236.00                |
| 05 704 0047           | NATIONAL BREAST CANCER<br>FOUNDATION | 12.14                    | 0.00          | 0.00           | 12.14                 |
| 05 704 0048           | CHESS CLUB                           | 0.00                     | 0.00          | 300.00         | 300.00                |
| 05 704 0049           | SHOW CHOIR                           | 909.35                   | 144.00        | 107.00         | 872.35                |
| 05 704 0050           | CHROMEBOOK INSURANCE                 | 17,727.32                | 0.00          | 35.00          | 17,762.32             |
| 05 704 0051           | GOLF                                 | 709.25                   | 0.00          | 36.00          | 745.25                |
| 05 704 0052           | CIRCLE OF FRIENDS                    | 961.51                   | 30.48         | 785.00         | 1,716.03              |
| 05 704 0054           | UNIFIED SPORTS                       | 1,000.79                 | 0.00          | 0.00           | 1,000.79              |
| 05 704 0055           | FOOTBALL                             | 1,920.41                 | 0.00          | 0.00           | 1,920.41              |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

| <b>Fund: 05</b> | <b>Activity Fund</b>                         | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------|----------------------------------------------|--------------------------|---------------|----------------|-----------------------|
| 05 704 0056     | ASPIRE ACADEMY                               | 1,653.19                 | 707.04        | 935.08         | 1,881.23              |
| 05 704 0057     | CHICK-FIL-A GRANT/PLAYGROUND                 | 1,050.00                 | 0.00          | 0.00           | 1,050.00              |
| 05 704 0058     | CLASS OF 2025                                | 1,138.51                 | 712.58        | 1,028.15       | 1,454.08              |
| 05 704 0059     | CLASS OF 2026                                | 650.00                   | 0.00          | 0.00           | 650.00                |
| 05 704 0060     | CLASS OF 2027                                | 476.58                   | 0.00          | 0.00           | 476.58                |
| 05 704 0061     | CLASS OF 2028                                | 491.58                   | 0.00          | 0.00           | 491.58                |
| 05 704 0062     | CLASS OF 2029                                | 494.57                   | 0.00          | 0.00           | 494.57                |
| Total:          | Fund Balance                                 | 178,907.80               | 18,573.42     | 29,105.85      | 189,440.23            |
| <b>Revenue</b>  |                                              |                          |               |                |                       |
| 05 1710 0001    | ATHLETIC ADMISSIONS REVENUE                  | 12,963.25                | 0.00          | 5,419.86       | 18,383.11             |
| 05 1710 0028    | MUSICAL/DRAMA ADMISSIONS<br>REVENUE          | 741.25                   | 0.00          | 0.00           | 741.25                |
| 05 1790 0001    | OTHER ACTIVITY REVENUE                       | 18,335.61                | 0.00          | 1,895.25       | 20,230.86             |
| 05 1790 0002    | ANNUAL REVENUE                               | 370.00                   | 0.00          | 0.00           | 370.00                |
| 05 1790 0003    | MUSIC REVENUE                                | 3,206.40                 | 0.00          | 0.00           | 3,206.40              |
| 05 1790 0004    | ELEMENTARY PRINCIPAL REVENUE                 | 105.75                   | 0.00          | 0.00           | 105.75                |
| 05 1790 0005    | STUDENT COUNCIL REVENUE                      | 876.00                   | 0.00          | 106.00         | 982.00                |
| 05 1790 0006    | FFA REVENUE                                  | 11,639.46                | 0.00          | 7,220.00       | 18,859.46             |
| 05 1790 0008    | LIFE SKILLS REVENUE                          | 1.00                     | 0.00          | 0.00           | 1.00                  |
| 05 1790 0009    | FCCLA REVENUE                                | 13,036.50                | 0.00          | 0.00           | 13,036.50             |
| 05 1790 0010    | MISC ACCOUNT REVENUE                         | 0.00                     | 100.00        | 0.00           | (100.00)              |
| 05 1790 0015    | BOYS BASKETBALL HS REVENUE                   | 2,601.60                 | 0.00          | 289.00         | 2,890.60              |
| 05 1790 0016    | CONCESSIONS REVENUE                          | 15,064.51                | 0.00          | 7,839.50       | 22,904.01             |
| 05 1790 0017    | GIRLS BASKETBALL HS REVENUE                  | 1,375.00                 | 0.00          | 49.00          | 1,424.00              |
| 05 1790 0019    | INTEREST REVENUE                             | 51.10                    | 0.00          | 15.00          | 66.10                 |
| 05 1790 0023    | CROSS COUNTRY REVENUE                        | 1,329.00                 | 0.00          | 0.00           | 1,329.00              |
| 05 1790 0027    | CLASS OF 2024 REVENUE                        | 500.00                   | 0.00          | 0.00           | 500.00                |
| 05 1790 0028    | MUSICAL/DRAMA REVENUE                        | 1,600.00                 | 0.00          | 384.00         | 1,984.00              |
| 05 1790 0029    | WRESTLING REVENUE                            | 400.00                   | 0.00          | 304.00         | 704.00                |
| 05 1790 0030    | GENERAL FUND REIMBURSEMENT<br>REVENUE        | 17,363.62                | 0.00          | 529.41         | 17,893.03             |
| 05 1790 0031    | ELEM STUDENT COUNCIL REVENUE                 | 172.71                   | 0.00          | 100.00         | 272.71                |
| 05 1790 0033    | VOLLEYBALL REVENUE                           | 225.00                   | 0.00          | 125.00         | 350.00                |
| 05 1790 0036    | CHEERLEADING REVENUE                         | 1,973.56                 | 0.00          | 1,103.60       | 3,077.16              |
| 05 1790 0037    | BENNET BACK-PACK PROGRAM<br>REVENUE          | 400.00                   | 0.00          | 0.00           | 400.00                |
| 05 1790 0038    | CLASS OF 2023 REVENUE                        | (2,344.73)               | 0.00          | 0.00           | (2,344.73)            |
| 05 1790 0039    | FAMILY PASSES REVENUE                        | (783.00)                 | 0.00          | 70.00          | (713.00)              |
| 05 1790 0040    | STUDENT FEES REVENUE                         | 7,590.96                 | 0.00          | 0.00           | 7,590.96              |
| 05 1790 0042    | JR HIGH BASKETBALL REVENUE                   | 146.00                   | 0.00          | 0.00           | 146.00                |
| 05 1790 0047    | NATIONAL BREAST CANCER<br>FOUNDATION REVENUE | 12.13                    | 0.00          | 0.00           | 12.13                 |
| 05 1790 0048    | CHESS CLUB                                   | 0.00                     | 0.00          | 300.00         | 300.00                |
| 05 1790 0049    | SHOW CHOIR REVENUE                           | 1,198.79                 | 0.00          | 107.00         | 1,305.79              |
| 05 1790 0050    | CHROMEBOOK INSURANCE<br>REVENUE              | 245.00                   | 0.00          | 35.00          | 280.00                |
| 05 1790 0051    | GOLF REVENUE                                 | 495.20                   | 0.00          | 36.00          | 531.20                |
| 05 1790 0052    | CIRCLE OF FRIENDS REVENUE                    | 0.00                     | 0.00          | 785.00         | 785.00                |
| 05 1790 0055    | FOOTBALL                                     | 590.00                   | 0.00          | 0.00           | 590.00                |
| 05 1790 0056    | ASPIRE ACADEMY REVENUE                       | 1,500.13                 | 0.00          | 935.08         | 2,435.21              |
| 05 1790 0058    | CLASS OF 2025                                | 2,463.46                 | 0.00          | 428.20         | 2,891.66              |
| 05 1790 0059    | CLASS OF 2026                                | 650.00                   | 0.00          | 0.00           | 650.00                |
| 05 1790 0060    | CLASS OF 2027                                | 476.58                   | 0.00          | 0.00           | 476.58                |
| 05 1790 0061    | CLASS OF 2028                                | 491.58                   | 0.00          | 0.00           | 491.58                |
| 05 1790 0062    | CLASS OF 2029                                | 494.57                   | 0.00          | 0.00           | 494.57                |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
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**Fund: 05 Activity Fund**

|                       |                                       | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|---------------------------------------|--------------------------|---------------|----------------|-----------------------|
| Total:                | Revenue                               | 117,557.99               | 100.00        | 28,075.90      | 145,533.89            |
| <b>Expenditure</b>    |                                       |                          |               |                |                       |
| 05 2900 610 000 0 001 | ATHLETIC EXPENSE                      | 31,590.61                | 10,280.75     | 330.00         | 41,541.36             |
| 05 2900 610 000 0 002 | ANNUAL EXPENSE                        | 7,820.52                 | 0.00          | 0.00           | 7,820.52              |
| 05 2900 610 000 0 003 | MUSIC EXPENSE                         | 2,055.95                 | 500.00        | 0.00           | 2,555.95              |
| 05 2900 610 000 0 004 | ELEMENTARY PRINCIPAL EXPENSE          | 74.22                    | 0.00          | 0.00           | 74.22                 |
| 05 2900 610 000 0 005 | STUDENT COUNCIL EXPENSE               | 685.07                   | 0.00          | 0.00           | 685.07                |
| 05 2900 610 000 0 006 | FFA EXPENSE                           | 10,406.11                | 78.20         | 0.00           | 10,484.31             |
| 05 2900 610 000 0 007 | HIGH SCHOOL PRINCIPAL EXPENSE         | 230.46                   | 118.02        | 0.00           | 348.48                |
| 05 2900 610 000 0 009 | FCCLA EXPENSE                         | 9,415.23                 | 0.00          | 0.00           | 9,415.23              |
| 05 2900 610 000 0 010 | MISC. ACCOUNT EXPENSE                 | 386.86                   | 12.87         | 0.00           | 399.73                |
| 05 2900 610 000 0 011 | ART CLUB EXPENSE                      | 0.00                     | 0.00          | 0.00           | 0.00                  |
| 05 2900 610 000 0 015 | BOYS BASKETBALL HS EXPENSE            | 0.00                     | 0.00          | 0.00           | 0.00                  |
| 05 2900 610 000 0 016 | CONCESSION EXPENSE                    | 12,244.77                | 3,576.70      | 0.00           | 15,821.47             |
| 05 2900 610 000 0 017 | GIRLS BASKETBALL EXPENSE              | 840.00                   | 0.00          | 0.00           | 840.00                |
| 05 2900 610 000 0 023 | CROSS COUNTRY                         | 2,994.49                 | 0.00          | 0.00           | 2,994.49              |
| 05 2900 610 000 0 025 | LIBRARY EXPENSE                       | 55.92                    | 0.00          | 0.00           | 55.92                 |
| 05 2900 610 000 0 026 | PARTY GROUP EXPENSE                   | 23.03                    | 0.00          | 0.00           | 23.03                 |
| 05 2900 610 000 0 028 | MUSICAL/DRAMA EXPENSE                 | 0.00                     | 495.00        | 0.00           | 495.00                |
| 05 2900 610 000 0 029 | WRESTLING EXPENSE                     | 0.00                     | 455.00        | 0.00           | 455.00                |
| 05 2900 610 000 0 030 | GENERAL FUND REIMBURSEMENT<br>EXPENSE | 9,556.76                 | 0.00          | 0.00           | 9,556.76              |
| 05 2900 610 000 0 031 | ELEM STUDENT COUNCIL EXPENSE          | 293.48                   | 66.20         | 0.00           | 359.68                |
| 05 2900 610 000 0 032 | WEIGHTS EXPENSE                       | 2,985.52                 | 2,198.16      | 1,149.08       | 4,034.60              |
| 05 2900 610 000 0 033 | VOLLEYBALL EXPENSE                    | 6,197.94                 | 0.00          | 0.00           | 6,197.94              |
| 05 2900 610 000 0 036 | CHEERLEADING EXPENSE                  | 11,886.95                | 147.50        | 0.00           | 12,034.45             |
| 05 2900 610 000 0 042 | JR HIGH BASKETBALL EXPENSE            | 50.00                    | 0.00          | 0.00           | 50.00                 |
| 05 2900 610 000 0 049 | SHOW CHOIR EXPENSE                    | 408.99                   | 144.00        | 0.00           | 552.99                |
| 05 2900 610 000 0 050 | CHROMEBOOK INSURANCE<br>EXPENSE       | 28,219.30                | 0.00          | 0.00           | 28,219.30             |
| 05 2900 610 000 0 051 | GOLF EXPENSE                          | 323.95                   | 0.00          | 0.00           | 323.95                |
| 05 2900 610 000 0 052 | CIRCLE OF FRIENDS                     | 17.50                    | 30.48         | 0.00           | 47.98                 |
| 05 2900 610 000 0 055 | FOOTBALL                              | 7,722.64                 | 0.00          | 0.00           | 7,722.64              |
| 05 2900 610 000 0 056 | ASPIRE ACADEMY                        | 541.97                   | 707.04        | 0.00           | 1,249.01              |
| 05 2900 610 000 0 058 | CLASS OF 2025                         | 1,324.95                 | 712.58        | 599.95         | 1,437.58              |
| Total:                | Expenditure                           | 148,353.19               | 19,522.50     | 2,079.03       | 165,796.66            |
| Total:                | 05                                    | 623,726.78               | 67,101.77     | 77,634.20      | 690,211.01            |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
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**Fund: 06 LUNCH FUND**

|                       |        |                                         | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|--------|-----------------------------------------|--------------------------|---------------|----------------|-----------------------|
| <b>Current Assets</b> |        |                                         |                          |               |                |                       |
| 06 101                |        | CASH                                    | 248,855.85               | 56,142.60     | 66,395.18      | 238,603.27            |
|                       | Total: | Current Assets                          | 248,855.85               | 56,142.60     | 66,395.18      | 238,603.27            |
| <b>Fund Balance</b>   |        |                                         |                          |               |                |                       |
| 06 704                |        | FUND BALANCE                            | 248,855.85               | 66,395.18     | 56,142.60      | 238,603.27            |
|                       | Total: | Fund Balance                            | 248,855.85               | 66,395.18     | 56,142.60      | 238,603.27            |
| <b>Revenue</b>        |        |                                         |                          |               |                |                       |
| 06 1510               |        | INTEREST ON INVESTMENTS                 | 68.29                    | 0.00          | 19.57          | 87.86                 |
| 06 1620               |        | DAILY SALES OF BREAK/LUNCH/MILK         | 77,709.98                | 0.00          | 19,639.03      | 97,349.01             |
| 06 3150               |        | STATE REIMBURSEMENT(OF NUTRITION PROG)  | 46,946.75                | 0.00          | 14,990.90      | 61,937.65             |
| 06 5690               |        | OTHER NON-REVENUE RECEIPTS              | 181.88                   | 0.00          | 0.00           | 181.88                |
|                       | Total: | Revenue                                 | 124,906.90               | 0.00          | 34,649.50      | 159,556.40            |
| <b>Expenditure</b>    |        |                                         |                          |               |                |                       |
| 06 3100 110 000       |        | SALARIES TO NON-INSTRUCTIONAL EMPLOYEES | 37,528.00                | 35,315.00     | 17,657.50      | 55,185.50             |
| 06 3100 290 000       |        | LUNCH PROGRAM EMPLOYEE BENEFITS         | 20,250.28                | 6,755.20      | 3,377.60       | 23,627.88             |
| 06 3100 431 000       |        | Lunch Repairs and Maintenance           | 3,945.25                 | 264.66        | 0.00           | 4,209.91              |
| 06 3100 570 000       |        | LUNCH PROGRAM SUPPLIES AND MATERIALS    | 220.00                   | 326.63        | 0.00           | 546.63                |
| 06 3100 610 000       |        | LUNCH SUPPLIES                          | 3,706.36                 | 0.00          | 0.00           | 3,706.36              |
| 06 3100 630 000       |        | LUNCH PROGRAM FOOD EXPENSES             | 87,395.45                | 23,733.69     | 458.00         | 110,671.14            |
| 06 3100 695 000       |        | LUNCH PAYROLL TRANSFERS TO GENERAL FUND | 14,041.62                | 0.00          | 0.00           | 14,041.62             |
| 06 3100 890 000       |        | LUNCH PROGRAM MISC. EXPENSES            | 1,562.04                 | 0.00          | 0.00           | 1,562.04              |
|                       | Total: | Expenditure                             | 168,649.00               | 66,395.18     | 21,493.10      | 213,551.08            |
|                       | Total: | 06                                      | 791,267.60               | 188,932.96    | 178,680.38     | 850,314.02            |



Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
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**Fund: 07 2021 REFINANCED (2016) A & B BONDS**

|                       |                            |  | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|----------------------------|--|--------------------------|---------------|----------------|-----------------------|
| <b>Current Assets</b> |                            |  |                          |               |                |                       |
| 07 101                | CASH                       |  | 649,908.39               | 1,036.85      | 592,776.09     | 58,169.15             |
| 07 101 1300           | CASH                       |  | 750,783.69               | 0.00          | 0.00           | 750,783.69            |
| 07 900                | Cash County Treasurer      |  | 387,458.36               | 0.00          | 0.00           | 387,458.36            |
| Total:                | Current Assets             |  | 1,788,150.44             | 1,036.85      | 592,776.09     | 1,196,411.20          |
| <b>Fund Balance</b>   |                            |  |                          |               |                |                       |
| 07 704                | FUND BALANCE               |  | 1,788,150.44             | 592,776.09    | 1,036.85       | 1,196,411.20          |
| Total:                | Fund Balance               |  | 1,788,150.44             | 592,776.09    | 1,036.85       | 1,196,411.20          |
| <b>Revenue</b>        |                            |  |                          |               |                |                       |
| 07 1100               | LOCAL PROPERTY TAXES       |  | 211,589.57               | 2.59          | 659.55         | 212,246.53            |
| 07 1115               | CARLINE TAXES              |  | 3,009.63                 | 0.00          | 0.00           | 3,009.63              |
| 07 1140               | Interest Levied Tax        |  | 31.01                    | 0.00          | 13.20          | 44.21                 |
| 07 1510               | INTEREST                   |  | 338.40                   | 0.00          | 364.10         | 702.50                |
| 07 3130               | HOMESTEAD EXEMPTION        |  | 125.77                   | 0.00          | 0.00           | 125.77                |
| Total:                | Revenue                    |  | 215,094.38               | 2.59          | 1,036.85       | 216,128.64            |
| <b>Expenditure</b>    |                            |  |                          |               |                |                       |
| 07 5000 830 000       | DEBT-RELATED EXPENSES      |  | 0.00                     | 6.00          | 0.00           | 6.00                  |
| 07 5000 831 000       | REDEMPTION OF PRINCIPAL    |  | 0.00                     | 520,000.00    | 0.00           | 520,000.00            |
| 07 5000 832 000       | INTEREST ON LONG-TERM DEBT |  | 0.00                     | 72,367.50     | 0.00           | 72,367.50             |
| 07 5000 833 000       | BOND & OTHER RELATED COSTS |  | 0.00                     | 400.00        | 0.00           | 400.00                |
| Total:                | Expenditure                |  | 0.00                     | 592,773.50    | 0.00           | 592,773.50            |
| Total:                | 07                         |  | 3,791,395.26             | 1,186,589.03  | 594,849.79     | 3,201,724.54          |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 08 Special Building Fund**

|                       |                                  | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|----------------------------------|--------------------------|---------------|----------------|-----------------------|
| <b>Current Assets</b> |                                  |                          |               |                |                       |
| 08 101                | CASH - FARMER & MERCHANTS BANK   | 1,075,585.06             | 1,820,610.14  | 1,820,004.60   | 1,076,190.60          |
| 08 101 1400           | CASH                             | 3,914,172.07             | 0.00          | 0.00           | 3,914,172.07          |
| 08 101 1500           | CASH                             | 4,510,051.33             | 0.00          | 0.00           | 4,510,051.33          |
| 08 106                | SAVINGS CERTIFICATES             | 50,000.00                | 0.00          | 0.00           | 50,000.00             |
| 08 900                | Cash County Treasurer            | 31,536.74                | 0.00          | 0.00           | 31,536.74             |
| Total:                | Current Assets                   | 9,581,345.20             | 1,820,610.14  | 1,820,004.60   | 9,581,950.74          |
| <b>Fund Balance</b>   |                                  |                          |               |                |                       |
| 08 704                | FUND BALANCE                     | 9,581,345.20             | 1,820,004.60  | 1,820,610.14   | 9,581,950.74          |
| Total:                | Fund Balance                     | 9,581,345.20             | 1,820,004.60  | 1,820,610.14   | 9,581,950.74          |
| <b>Revenue</b>        |                                  |                          |               |                |                       |
| 08 1100               | LOCAL PROPERTY TAXES             | 35,114.56                | 4.31          | 478.77         | 35,589.02             |
| 08 1115               | CARLINE TAXES                    | 14.75                    | 0.00          | 0.00           | 14.75                 |
| 08 1140               | Interest Levied Tax              | 86.21                    | 0.00          | 25.44          | 111.65                |
| 08 1510               | INTEREST on CD'S AND INVESTMENTS | 753.39                   | 0.00          | 105.64         | 859.03                |
| 08 3132               | Personal Property Tax Credit     | 134.97                   | 0.00          | 0.00           | 134.97                |
| 08 3180               | PRO-RATE MOTOR VEHICLE           | 64.75                    | 0.00          | 0.00           | 64.75                 |
| 08 5200               | FUND TRANSFERS                   | 1,851,361.12             | 0.00          | 1,820,000.29   | 3,671,361.41          |
| Total:                | Revenue                          | 1,887,529.75             | 4.31          | 1,820,610.14   | 3,708,135.58          |
| <b>Expenditure</b>    |                                  |                          |               |                |                       |
| 08 2610 720 000       | BUILDINGS                        | 28,768.00                | 0.00          | 0.00           | 28,768.00             |
| 08 2610 810 000       | DUES AND FEES                    | 15.00                    | 15.00         | 0.00           | 30.00                 |
| 08 4500 610 000       | CONSTRUCTION GENERAL SUPPLIES    | 838.48                   | 0.00          | 0.00           | 838.48                |
| 08 4500 720 000       | CONSTRUCTION OF NEW BUILDINGS    | 1,819,627.74             | 1,819,985.29  | 0.00           | 3,639,613.03          |
| 08 4500 810 000       | CONSTRUCTION DUES AND FEES       | 30.00                    | 0.00          | 0.00           | 30.00                 |
| 08 5000 833 000       | BOND & OTHER DEBT RELATED COSTS  | 30,850.00                | 0.00          | 0.00           | 30,850.00             |
| Total:                | Expenditure                      | 1,880,129.22             | 1,820,000.29  | 0.00           | 3,700,129.51          |
| Total:                | 08                               | 22,930,349.37            | 5,460,619.34  | 5,461,224.88   | 26,572,166.57         |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 09      Qualified Capital Purpose Fund**

|                       |        |                                 | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|--------|---------------------------------|--------------------------|---------------|----------------|-----------------------|
| <b>Current Assets</b> |        |                                 |                          |               |                |                       |
| 09 101                |        | CASH                            | 290,617.87               | 385.91        | 139,944.94     | 151,058.84            |
|                       | Total: | Current Assets                  | 290,617.87               | 385.91        | 139,944.94     | 151,058.84            |
| <b>Other Assets</b>   |        |                                 |                          |               |                |                       |
| 09 900                |        | Cash County Treasurer           | 23,034.09                | 0.00          | 0.00           | 23,034.09             |
|                       | Total: | Other Assets                    | 23,034.09                | 0.00          | 0.00           | 23,034.09             |
| <b>Fund Balance</b>   |        |                                 |                          |               |                |                       |
| 09 704                |        | FUND BALANCE                    | 313,651.96               | 139,944.94    | 385.91         | 174,092.93            |
|                       | Total: | Fund Balance                    | 313,651.96               | 139,944.94    | 385.91         | 174,092.93            |
| <b>Revenue</b>        |        |                                 |                          |               |                |                       |
| 09 1100               |        | LOCAL PROPERTY TAXES            | 25,647.31                | 3.69          | 350.96         | 25,994.58             |
| 09 1115               |        | CARLINE TAXES                   | 10.76                    | 0.00          | 0.00           | 10.76                 |
| 09 1125               |        | MOTOR VEHICLE TAXES             | 1.70                     | 0.00          | 0.00           | 1.70                  |
| 09 1140               |        | Interest Levied Tax             | 159.83                   | 0.00          | 18.75          | 178.58                |
| 09 1510               |        | INTEREST ON INVESTMENTS         | 70.78                    | 0.00          | 16.20          | 86.98                 |
| 09 3180               |        | PRO-RATE MOTOR VEHICLE          | 47.30                    | 0.00          | 0.00           | 47.30                 |
|                       | Total: | Revenue                         | 25,937.68                | 3.69          | 385.91         | 26,319.90             |
| <b>Expenditure</b>    |        |                                 |                          |               |                |                       |
| 09 5000 831 000       |        | REDEMPTION OF PRINCIPAL         | 0.00                     | 130,000.00    | 0.00           | 130,000.00            |
| 09 5000 832 000       |        | INTEREST ON LONG-TERM DEBT      | 0.00                     | 9,741.25      | 0.00           | 9,741.25              |
| 09 5000 833 000       |        | BOND & OTHER DEBT RELATED COSTS | 0.00                     | 200.00        | 0.00           | 200.00                |
|                       | Total: | Expenditure                     | 0.00                     | 139,941.25    | 0.00           | 139,941.25            |
|                       | Total: | 09                              | 653,241.60               | 280,275.79    | 140,716.76     | 514,447.01            |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 13      2022 Bond**

|                       |        |                                 | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|--------|---------------------------------|--------------------------|---------------|----------------|-----------------------|
| <b>Current Assets</b> |        |                                 |                          |               |                |                       |
| 13 101                |        | CASH                            | 980,282.70               | 5,221.82      | 961,011.87     | 24,492.65             |
|                       | Total: | Current Assets                  | 980,282.70               | 5,221.82      | 961,011.87     | 24,492.65             |
| <b>Fund Balance</b>   |        |                                 |                          |               |                |                       |
| 13 704                |        | FUND BALANCE                    | 980,282.70               | 961,011.87    | 5,221.82       | 24,492.65             |
|                       | Total: | Fund Balance                    | 980,282.70               | 961,011.87    | 5,221.82       | 24,492.65             |
| <b>Revenue</b>        |        |                                 |                          |               |                |                       |
| 13 1100               |        | LOCAL PROPERTY TAXES            | 228,900.22               | 0.00          | 4,909.54       | 233,809.76            |
| 13 1115               |        | CARLINE TAXES                   | 108.84                   | 0.00          | 0.00           | 108.84                |
| 13 1140               |        | Interest Levied Tax             | 595.31                   | 0.00          | 275.77         | 871.08                |
| 13 1510               |        | INTEREST ON INVESTMENTS         | 229.15                   | 0.00          | 36.51          | 265.66                |
| 13 3180               |        | PRO-RATE MOTOR VEHICLE          | 415.49                   | 0.00          | 0.00           | 415.49                |
|                       | Total: | Revenue                         | 230,249.01               | 0.00          | 5,221.82       | 235,470.83            |
| <b>Expenditure</b>    |        |                                 |                          |               |                |                       |
| 13 5000 831 000       |        | REDEMPTION OF PRINCIPAL         | 0.00                     | 690,000.00    | 0.00           | 690,000.00            |
| 13 5000 832 000       |        | INTEREST ON LONG-TERM DEBT      | 0.00                     | 270,811.87    | 0.00           | 270,811.87            |
| 13 5000 833 000       |        | BOND & OTHER DEBT RELATED COSTS | 750.00                   | 200.00        | 0.00           | 950.00                |
|                       | Total: | Expenditure                     | 750.00                   | 961,011.87    | 0.00           | 961,761.87            |
|                       | Total: | 13                              | 2,191,564.41             | 1,927,245.56  | 971,455.51     | 1,246,218.00          |

Regular; Beginning Month 12/2023; Processing Month 12/2023; Fund Number 01, 02, 03,  
05, 06, 07, 08, 09, 13, 14

**Fund: 14 RIVERSTONE BANK - CONSTRUCTION**

|                       |        |                         |  | <u>Beginning Balance</u> | <u>Debits</u> | <u>Credits</u> | <u>Ending Balance</u> |
|-----------------------|--------|-------------------------|--|--------------------------|---------------|----------------|-----------------------|
| <b>Current Assets</b> |        |                         |  |                          |               |                |                       |
| 14 101                |        | CASH                    |  | 12,259,173.60            | 49,688.64     | 1,820,000.29   | 10,488,861.95         |
|                       | Total: | Current Assets          |  | 12,259,173.60            | 49,688.64     | 1,820,000.29   | 10,488,861.95         |
| <b>Fund Balance</b>   |        |                         |  |                          |               |                |                       |
| 14 704                |        | FUND BALANCE            |  | 12,259,173.60            | 1,820,000.29  | 49,688.64      | 10,488,861.95         |
|                       | Total: | Fund Balance            |  | 12,259,173.60            | 1,820,000.29  | 49,688.64      | 10,488,861.95         |
| <b>Revenue</b>        |        |                         |  |                          |               |                |                       |
| 14 1510               |        | INTEREST ON INVESTMENTS |  | 65,197.33                | 0.00          | 49,688.64      | 114,885.97            |
| 14 5100               |        | ISSUANCE OF BONDS       |  | 5,595,747.35             | 0.00          | 0.00           | 5,595,747.35          |
| 14 5200               |        | FUND TRANSFERS          |  | 3,935,923.09             | 0.00          | 0.00           | 3,935,923.09          |
|                       | Total: | Revenue                 |  | 9,596,867.77             | 0.00          | 49,688.64      | 9,646,556.41          |
| <b>Expenditure</b>    |        |                         |  |                          |               |                |                       |
| 14 2610 720 000       |        | BUILDINGS               |  | 1,251,866.24             | 1,820,000.29  | 0.00           | 3,071,866.53          |
|                       | Total: | Expenditure             |  | 1,251,866.24             | 1,820,000.29  | 0.00           | 3,071,866.53          |
|                       | Total: | 14                      |  | 35,367,081.21            | 3,689,689.22  | 1,919,377.57   | 33,696,146.84         |



## District OR-1

January 3, 2024

**RE:** Employee /Activities Sponsor Fundraising Guidance Memorandum

**To:** District OR-1 Employees /Activity Sponsors

**From:** Michael Hart

Before a school-related or school-sponsored fundraiser can be implemented, the activities or club sponsor must make sure that the Palmyra Junior/Senior High School Principal, the Bennet Elementary School Principal, the Superintendent, or the Palmyra Junior/Senior High School Activities Director has previously approved the activity in writing. This guidance is for all groups (including booster club groups) wishing to use the District OR-1 logo or school colors. This guidance helps to increase transparency, consistency, and accountability of fundraising activities.

In order to remain consistent with our fundraising policies, procedures, and expectations, please make sure you are referencing the following documents before proceeding with a fundraising activity containing our District OR-1 logos and colors. This includes all employees, school activity groups, community, and Booster Club organizations.

**District OR-1 Branding Guidelines:** This document is posted on our school website at [www.districtor1.org](http://www.districtor1.org)

*Please utilize the document to standardize our district brand.*

### LOGOS

|       |                   |                  |                     |
|-------|-------------------|------------------|---------------------|
|       |                   |                  |                     |
| LOGO  | Logo #1A          | Logo #1B         | Logo #2A            |
| TYPE  | General           | General          | General             |
| STYLE | Primary w/o Grass | Primary w/ Grass | Secondary w/o Grass |

|       |                    |               |            |
|-------|--------------------|---------------|------------|
|       |                    |               |            |
| LOGO  | Logo #2B           | Logo #3A      | Logo #3B   |
| TYPE  | General            | Athletics     | Athletics  |
| STYLE | Secondary w/ Grass | Without Grass | With Grass |

### COLOR PALLET

|         |                   |                   |                  |
|---------|-------------------|-------------------|------------------|
|         |                   |                   |                  |
| HEX     | #CE1126           | #003893           | #CDCFD3          |
| RGB     | 206 / 17 / 38     | 0 / 56 / 147      | 205 / 207 / 211  |
| CMYK    | 12 / 100 / 98 / 3 | 100 / 89 / 10 / 2 | 17 / 12 / 11 / 1 |
| PANTONE | PMS 186 C         | PMS 287 C         | PMS Cool Gray 1C |

### TYPOGRAPHY

|       |                   |                   |                            |
|-------|-------------------|-------------------|----------------------------|
|       |                   |                   |                            |
| FONT  | Bodoni SB-X       | Vladimir Script   | Acumin                     |
| STYLE | Bold Condensed    | Regular           | Variable Concept Condensed |
| USE   | Logo #1&2 Primary | Logo #1 Secondary | Logo #2 Secondary          |



## **District OR-1**

### **District OR-1 Fundraising Related Board Policies and Fundraising Calendar Information:**

#### **Community Fundraising:**

- **Please follow District Policy #1300:** This entire policy is posted on our district website at [www.districtor1.org](http://www.districtor1.org)
  - *All fundraising for student organizations and charitable giving campaigns must have prior administrative approval. School District employees who supervise official school programs or extracurricular activities are directed not to organize, conduct, or involve students in fundraising activities unless the fundraising activity has been approved by the building administration.*

#### **Employee Fundraising Information:**

- **Please follow District Policy #4208:** This entire policy is posted on our district website at [www.districtor1.org](http://www.districtor1.org)
  - *Any employee who directly or indirectly seeks to use their position as a District employee to fundraise (such as through a crowdfunding initiative) must obtain prior approval from the Superintendent or Superintendent's designee before taking any action to fundraise.*
  - *An employee who receives permission to fundraise shall abide by the following requirements:*
    - *The employee shall inform the Superintendent or Superintendent's designee of any content (including online messages or requests) that the employee intends to publish.*
    - *The employee shall not violate any District policy, rule of law in any fundraising efforts and shall keep all student information confidential.*
    - *The employee must account for any money raised through the approved fundraising effort and shall provide evidence to the Superintendent or Superintendent's designee as to how the money was spent.*
    - *District employees who engage in fundraising efforts in their private capacities need not abide by this policy.*

#### **Student Group Fundraising Information:**

- **Please follow District Policy #5303:** This entire policy is posted on our district website at [www.districtor1.org](http://www.districtor1.org)
  - *Students or student groups desiring to raise money through fund drives in one form or another will present their written requests to the elementary and/or secondary principal for approval.*

#### **District OR-1 Fundraising Calendar:**

- The district has developed a Google calendar, which includes all approved school fundraisers each year.
  - Please check the school fundraising calendar document prior to proposing an activity to ensure that the event meets approved parameters.
  - The calendar link is listed here: [Fundraiser Event Calendar. District OR-1. 2023-2024 School Year. Updated. January 2024](#)



# District OR-1 Public Schools

## 2024-2025 School Calendar

(402) 782-3535 - Bennet Elementary

(402) 780-5327 - Palmyra Jr.-Sr. High School



| August 2024 |    |    |    |    |    |    |     |                                            |
|-------------|----|----|----|----|----|----|-----|--------------------------------------------|
| Su          | M  | Tu | W  | Th | F  | Sa |     |                                            |
|             |    |    |    | 1  | 2  | 3  | 5   | Start of Fall Practices / Staff Return     |
| 4           | 5  | 6  | 7  | 8  | 9  | 10 | 5-8 | Staff Development - No School for students |
| 11          | 12 | 13 | 14 | 15 | 16 | 17 | 9   | First Day of School for Students (K-12)    |
| 18          | 19 | 20 | 21 | 22 | 23 | 24 | 12  | Preschool First Day of School              |
| 25          | 26 | 27 | 28 | 29 | 30 | 31 |     |                                            |

| February 2025 |    |    |    |    |    |    |       |                                                 |
|---------------|----|----|----|----|----|----|-------|-------------------------------------------------|
| Su            | M  | Tu | W  | Th | F  | Sa |       |                                                 |
|               |    |    |    |    |    | 1  | 4     | Early Dismissal - 1:00pm / PT Conferences 2-8pm |
| 2             | 3  | 4  | 5  | 6  | 7  | 8  | 5     | Staff Development - No School for students      |
| 9             | 10 | 11 | 12 | 13 | 14 | 15 | 14-18 | Winter Break - No School                        |
| 16            | 17 | 18 | 19 | 20 | 21 | 22 |       |                                                 |
| 23            | 24 | 25 | 26 | 27 | 28 |    |       |                                                 |

| September 2024 |    |    |    |    |    |    |    |                                                 |
|----------------|----|----|----|----|----|----|----|-------------------------------------------------|
| Su             | M  | Tu | W  | Th | F  | Sa |    |                                                 |
| 1              | 2  | 3  | 4  | 5  | 6  | 7  | 2  | Labor Day - No School                           |
| 8              | 9  | 10 | 11 | 12 | 13 | 14 | 24 | Early Dismissal - 1:00pm / PT Conferences 2-8pm |
| 15             | 16 | 17 | 18 | 19 | 20 | 21 | 25 | Staff Development - No School for students      |
| 22             | 23 | 24 | 25 | 26 | 27 | 28 |    |                                                 |
| 29             | 30 |    |    |    |    |    |    |                                                 |

| March 2025 |    |    |    |    |    |    |    |                                                                 |
|------------|----|----|----|----|----|----|----|-----------------------------------------------------------------|
| Su         | M  | Tu | W  | Th | F  | Sa |    |                                                                 |
|            |    |    |    |    |    | 1  | 6  | End of Third Quarter                                            |
| 2          | 3  | 4  | 5  | 6  | 7  | 8  | 7  | Spring Break - No School                                        |
| 9          | 10 | 11 | 12 | 13 | 14 | 15 | 10 | Start of Fourth Quarter                                         |
| 16         | 17 | 18 | 19 | 20 | 21 | 22 | 14 | Spring Break - No School                                        |
| 23         | 24 | 25 | 26 | 27 | 28 | 29 | 25 | Staff Development - No school for students / MUDECAS Music Host |
| 30         | 31 |    |    |    |    |    |    |                                                                 |

| October 2024 |    |    |    |    |    |    |       |                                            |
|--------------|----|----|----|----|----|----|-------|--------------------------------------------|
| Su           | M  | Tu | W  | Th | F  | Sa |       |                                            |
|              |    | 1  | 2  | 3  | 4  | 5  | 11    | End of First Quarter                       |
| 6            | 7  | 8  | 9  | 10 | 11 | 12 | 14    | Start of Second Quarter                    |
| 13           | 14 | 15 | 16 | 17 | 18 | 19 | 17    | Staff Development - No School for students |
| 20           | 21 | 22 | 23 | 24 | 25 | 26 | 18-21 | Fall Break - No School                     |
| 27           | 28 | 29 | 30 | 31 |    |    |       |                                            |

| April 2025 |    |    |    |    |    |    |       |                          |
|------------|----|----|----|----|----|----|-------|--------------------------|
| Su         | M  | Tu | W  | Th | F  | Sa |       |                          |
|            |    | 1  | 2  | 3  | 4  | 5  | 17-21 | Easter Break - No School |
| 6          | 7  | 8  | 9  | 10 | 11 | 12 |       |                          |
| 13         | 14 | 15 | 16 | 17 | 18 | 19 |       |                          |
| 20         | 21 | 22 | 23 | 24 | 25 | 26 |       |                          |
| 27         | 28 | 29 | 30 |    |    |    |       |                          |

| November 2024 |    |    |    |    |    |    |       |                                                           |
|---------------|----|----|----|----|----|----|-------|-----------------------------------------------------------|
| Su            | M  | Tu | W  | Th | F  | Sa |       |                                                           |
|               |    |    |    |    | 1  | 2  | 11    | Start of Winter Practices                                 |
| 3             | 4  | 5  | 6  | 7  | 8  | 9  | 19    | Staff Development - No School for students / ECNC One Act |
| 10            | 11 | 12 | 13 | 14 | 15 | 16 | 27-29 | Thanksgiving Break - No School                            |
| 17            | 18 | 19 | 20 | 21 | 22 | 23 |       |                                                           |
| 24            | 25 | 26 | 27 | 28 | 29 | 30 |       |                                                           |

| May 2025 |    |    |    |    |    |    |    |                                                                        |
|----------|----|----|----|----|----|----|----|------------------------------------------------------------------------|
| Su       | M  | Tu | W  | Th | F  | Sa |    |                                                                        |
|          |    |    |    | 1  | 2  | 3  | 9  | Staff Development - No School for students / ECNC Track Host           |
|          |    |    |    |    |    |    | 10 | High School Graduation                                                 |
| 4        | 5  | 6  | 7  | 8  | 9  | 10 | 21 | Elementary End of 2nd Semester Reg Dismissal                           |
| 11       | 12 | 13 | 14 | 15 | 16 | 17 | 22 | End of 2nd Semester - 1:00pm Dismissal for grades 6-12 / No school K-5 |
| 18       | 19 | 20 | 21 | 22 | 23 | 24 | 23 | Last Day for Staff                                                     |
| 25       | 26 | 27 | 28 | 29 | 30 | 31 | 26 | Memorial Day                                                           |
|          |    |    |    |    |    |    |    | Teacher Days: 185 - Student Days: 174                                  |

| December 2024 |    |    |    |    |    |    |       |                                                |
|---------------|----|----|----|----|----|----|-------|------------------------------------------------|
| Su            | M  | Tu | W  | Th | F  | Sa |       |                                                |
| 1             | 2  | 3  | 4  | 5  | 6  | 7  | 20    | End of Second Quarter - Early Dismissal 1:00pm |
| 8             | 9  | 10 | 11 | 12 | 13 | 14 | 23-31 | Winter Vacation - No School                    |
| 15            | 16 | 17 | 18 | 19 | 20 | 21 | 22-26 | Five day moratorium period est. by NSAA        |
| 22            | 23 | 24 | 25 | 26 | 27 | 28 |       |                                                |
| 29            | 30 | 31 |    |    |    |    |       |                                                |

| June 2025 |    |    |    |    |    |    |  |                                                             |
|-----------|----|----|----|----|----|----|--|-------------------------------------------------------------|
| Su        | M  | Tu | W  | Th | F  | Sa |  |                                                             |
| 1         | 2  | 3  | 4  | 5  | 6  | 7  |  |                                                             |
| 8         | 9  | 10 | 11 | 12 | 13 | 14 |  | Summer Enrichment dates are tentative and subject to change |
| 15        | 16 | 17 | 18 | 19 | 20 | 21 |  |                                                             |
| 22        | 23 | 24 | 25 | 26 | 27 | 28 |  |                                                             |
| 29        | 30 |    |    |    |    |    |  |                                                             |

| January 2025 |    |    |    |    |    |    |     |                                            |
|--------------|----|----|----|----|----|----|-----|--------------------------------------------|
| Su           | M  | Tu | W  | Th | F  | Sa |     |                                            |
|              |    |    | 1  | 2  | 3  | 4  | 1-3 | Winter Vacation - No School                |
| 5            | 6  | 7  | 8  | 9  | 10 | 11 | 6   | Staff Development - No School for students |
| 12           | 13 | 14 | 15 | 16 | 17 | 18 | 20  | Martin Luther King Day - No School         |
| 19           | 20 | 21 | 22 | 23 | 24 | 25 |     |                                            |
| 26           | 27 | 28 | 29 | 30 | 31 |    |     |                                            |

| July 2025 |    |    |    |    |    |    |  |  |
|-----------|----|----|----|----|----|----|--|--|
| Su        | M  | Tu | W  | Th | F  | Sa |  |  |
|           |    | 1  | 2  | 3  | 4  | 5  |  |  |
| 6         | 7  | 8  | 9  | 10 | 11 | 12 |  |  |
| 13        | 14 | 15 | 16 | 17 | 18 | 19 |  |  |
| 20        | 21 | 22 | 23 | 24 | 25 | 26 |  |  |
| 27        | 28 | 29 | 30 | 31 |    |    |  |  |

Board Approved: 1/10/2024  
Updated: 1/4/2024

|                                                         |
|---------------------------------------------------------|
| No School Days for Staff or Students                    |
| Staff Development Day for Staff; No School for Students |
| 1:00 p.m. Early Dismissal for all students              |
| Bennet Elementary Last Day of School                    |
| First Day of School for K-12 Students                   |
| First Day of School for Preschool Students              |
| High School Graduation                                  |
| Calendar Updated: 1.3.2024                              |
| 185 Teacher Days                                        |
| Recommended for Board Approved: 1/10/2024               |
| 174 Student days                                        |



# SOCIAL MEDIA SAFETY

TUESDAY, FEBRUARY 6, 2024  
6PM

PHS MEDIA CENTER



**During Parent-Teacher Conference night,  
please stop in and listen to the  
School Safety & Security Director  
from the Nebraska Dept. of Education speak on  
helping your children navigate within the digital  
world in a safer manner.**

**Light refreshments will be provided.**





# Palmyra

January, 2024

| Sunday                                                                                                                                                 | Monday                                                                                                                                                                                                                                                                                                                                         | Tuesday                                                                                                                                                                                                                                                                                                                                                        | Wednesday                                                                                                                                                                                                                                                                                                                                 | Thursday                                                                                                                                                                                                                                                                                                    | Friday                                                                                                                                                                                                                                                                                                                  | Saturday                                                                                                                                                                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                        | <div>1</div> No School Winter Break @ Palmyra<br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Bennet Elementary<br>More...                                                                                                                            | <div>2</div> No School Winter Break @ Palmyra<br><b>10:00am</b> Wrestling-G/Varsity<br><b>Conestoga Cougars</b> @ Conestoga Jr./Sr. High School<br><b>6:00pm-7:30pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br>More...                                                                                                                | <div>3</div> No School-Staff Collaborative PD/WD @ Palmyra<br><b>6:00pm-7:30pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>6:00pm-7:15pm</b> Youth Wrestling Practice @ Bennet Elementary<br>More...                                                                                                           | <div>4</div> Start of 3rd Quarter @ Palmyra<br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>6:00pm-7:30pm</b> Youth Basketball Practice @ Bennet Elementary<br>More...                                                                                           | <div>5</div> <b>4:30pm</b> Basketball-B/JV <b>Auburn</b> @ Calvert Elementary<br><b>4:30pm</b> Basketball-G/JV <b>Auburn</b> @ Auburn High School<br><b>6:00pm</b> Basketball-G/Varsity <b>Auburn</b> @ Auburn High School<br>More...                                                                                   | <div>6</div> 8th Grade All State Band @ Palmyra<br><b>8:00am-9:00am</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>9:00am-10:00am</b> Youth Basketball Practice @ Bennet Elementary<br>More...                                                                                                                                                |
| <div>7</div>                                                                                                                                           | <div>8</div> <b>TBD</b> Basketball-G/Varsity <b>TBD vs. TBA @ Beatrice MS</b><br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Bennet Elementary<br>More...                                                                                            | <div>9</div> <b>TBD</b> Basketball-B/Varsity <b>TBA vs. TBA @ Beatrice Auditorium</b><br><b>6:00pm-7:30pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Bennet Elementary<br>More...                                                                                                    | <div>10</div> <b>6:00pm-7:30pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>6:00pm-7:15pm</b> Youth Wrestling Practice @ Bennet Elementary<br><b>7:15pm-8:30pm</b> Youth Wrestling Practice @ Bennet Elementary<br><b>7:30pm-9:00pm</b> Special Olympics Basketball Practice @ Palmyra High School Aux East Gym | <div>11</div> <b>TBD</b> Basketball-B/Varsity <b>TBA vs. TBA @ Beatrice Auditorium</b><br><b>TBD</b> Basketball-G/Varsity <b>TBD vs. TBA @ Beatrice MS</b><br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br>More...                                                  | <div>12</div> <b>TBD</b> Basketball-B/Varsity <b>TBA vs. TBA @ Beatrice Auditorium</b><br><b>TBD</b> Basketball-G/Varsity <b>TBD vs. TBA @ Beatrice MS</b><br><b>1:00pm</b> Wrestling-Varsity<br><b>Weeping Water</b> @ Weeping Water High School<br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Bennet Elementary | <div>13</div> <b>TBD</b> Basketball-B/Varsity <b>TBA vs. TBA @ Beatrice Auditorium</b><br><b>8:00am-9:00am</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>8:00am-12:00pm</b> Cheer Practice @ Palmyra High School Main West Gym<br>More...                                                                                                    |
| <div>14</div> <b>9:00am-1:00pm</b> Drivers Education @ Palmyra High School                                                                             | <div>15</div> No School-Martin Luther King Day @ Palmyra<br>FFA LDE Contest @ Norris High School<br><b>9:00am-1:00pm</b> Drivers Education @ Palmyra High School<br>More...                                                                                                                                                                    | <div>16</div> <b>4:30pm</b> Basketball-G/JV<br><b>Conestoga Cougars</b> @ Conestoga High School<br><b>4:45pm</b> Basketball-B/JV<br><b>Conestoga Cougars</b> @ Conestoga Elementary in Murray<br><b>6:00pm</b> Basketball-G/Varsity<br><b>Conestoga Cougars</b> @ Conestoga Jr./Sr. High School<br>More...                                                     | <div>17</div> <b>6:00pm-7:30pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>6:00pm-7:15pm</b> Youth Wrestling Practice @ Bennet Elementary<br><b>7:15pm-8:30pm</b> Youth Wrestling Practice @ Bennet Elementary<br><b>7:30pm-9:00pm</b> Special Olympics Basketball Practice @ Palmyra High School Aux East Gym | <div>18</div> <b>4:30pm Basketball-G/JH</b><br><b>Elmwood-Murdock @ Elmwood-Murdock Elementary School</b><br><b>6:00pm</b> Basketball-G/C Team<br><b>Syracuse</b> @ Syracuse High School<br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br>More...                    | <div>19</div> <b>2:30pm</b> Wrestling-Varsity<br><b>Louisville</b> @ Louisville High School<br><b>2:30pm</b> Wrestling-G/Varsity<br><b>Louisville</b> @ Louisville High School<br><b>4:00pm Basketball-G/JV Yutan @ Palmyra High School Main Gym</b><br>More...                                                         | <div>20</div> <b>8:00am-9:00am</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>8:00am-6:00pm</b> Youth Basketball Tournament @ <u>Multiple Locations</u><br><b>9:00am-10:00am</b> Youth Basketball Practice @ Bennet Elementary<br>More...                                                                                                     |
| <div>21</div> <b>8:00am-6:00pm</b> Youth Basketball Tournament @ <u>Multiple Locations</u><br><b>6:30pm</b> Trap Meeting @ Palmyra High School Library | <div>22</div> <b>4:00pm Basketball-G/JH</b><br><b>Nebraska City Lourdes (Lourdes Central Catholic School) @ Palmyra High School Auxiliary Gym</b><br><b>6:00pm</b> Basketball-G/C Team<br><b>Elmwood-Murdock</b> @ Elmwood-Murdock High School<br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br>More... | <div>23</div> <b>4:00pm</b> Wrestling-G/Varsity<br><b>Johnson County Central vs. Multiple Schools vs. Johnson County Central @ Johnson County Central Middle School</b><br><b>4:30pm</b> Basketball-B/JV <b>Wilber-Clatonia</b> @ Wilber-Clatonia High School<br><b>4:30pm</b> Basketball-G/JV <b>Wilber-Clatonia</b> @ Wilber-Clatonia High School<br>More... | <div>24</div> <b>6:00pm-7:30pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>6:00pm-7:15pm</b> Youth Wrestling Practice @ Bennet Elementary<br><b>7:15pm-8:30pm</b> Youth Wrestling Practice @ Bennet Elementary<br><b>7:30pm-9:00pm</b> Special Olympics Basketball Practice @ Palmyra High School Aux East Gym | <div>25</div> <b>4:30pm</b> Basketball-B/JV<br><b>Elmwood-Murdock</b> @ Elmwood-Murdock Elementary School<br><b>4:30pm</b> Basketball-G/JV<br><b>Elmwood-Murdock</b> @ Elmwood-Murdock High School<br><b>6:00pm</b> Basketball-G/Varsity<br><b>Elmwood-Murdock</b> @ Elmwood-Murdock High School<br>More... | <div>26</div> FCCLA District STAR @ Peru State College<br><b>3:00pm</b> Wrestling-Varsity<br><b>Freeman</b> @ Freeman High School<br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Bennet Elementary<br><b>8:00pm-10:00pm</b> Middle School Dance 6th-8th Only @ Palmyra High School Aux East Gym                    | <div>27</div> <b>8:00am-9:00am</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>9:00am</b> Basketball-B/JV <b>Mead Jr. / Sr. vs. Multiple Schools vs. Mead Jr. / Sr. @ Mead Jr./Sr. High School</b><br><b>9:00am</b> Basketball-B/C Team<br><b>Mead Jr. / Sr. vs. Multiple Schools vs. Mead Jr. / Sr. @ Mead Jr./Sr. High School</b><br>More... |
| <div>28</div>                                                                                                                                          | <div>29</div> <b>TBD</b> Basketball-B/Varsity <b>TBA vs. TBA @ TBA</b><br><b>TBD</b> Basketball-G/Varsity <b>TBA vs. TBA @ TBA</b><br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br>More...                                                                                                             | <div>30</div> <b>6:00pm-7:30pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>6:00pm-7:15pm</b> Youth Basketball Practice @ Bennet Elementary<br><b>7:15pm-8:30pm</b> Youth Basketball Practice @ Bennet Elementary<br><b>7:30pm-9:00pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym                               | <div>31</div> FFA Degree Review @ Sterling High School<br><b>6:00pm-7:30pm</b> Youth Basketball Practice @ Palmyra High School Aux East Gym<br><b>6:00pm-7:15pm</b> Youth Wrestling Practice @ Bennet Elementary<br>More...                                                                                                               |                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                       |

## **January Activities Board Report**

### **District OR-1 January 10, 2024**

- \*MUDECAS BB week Jan 8<sup>th</sup>-13<sup>th</sup>--- Girls 5 seed in A Division/Boys 4 seed in B Division
- \*ECNC BB week Jan 29<sup>th</sup>-Feb 3<sup>rd</sup>
- \*Girls Basketball Team-David City Holiday Tournament 2nd Place
- \*ECNC All Conference VB-Haylie Vollman 2<sup>nd</sup> Team, Rylie Walter 3<sup>rd</sup> Team, Audrey Erhart Honorable Mention
- \*ECNC All Conference FB-Drew Erhart & Draven Priel
- \*Drew Erhart Omaha World Herald and Huskerland Prep Honorable Mention All-State
- \*NSAA Academic All State Recipients: CC-Noah Lang, Caden Leahy, Erin Chambers, Kinsley Havranek, FB-Grant Frey, Jonathan Glantz, GG-Emily Frey, Faith Green, PP-Grace Green, Daisa Smidt, VB-Brylie Vollman, Rylie Walter

### **Activities Calendar**

See attached

**PHS/Elementary Board Report:**  
**January 10, 2024**

1. The staff Development Day on January 3rd consisted of data meetings, behavior meeting updates, math curriculum review and collaboration among grade levels. This was a very productive day in reviewing data across grade level teams.
2. The Math Curriculum committee will be reviewing, evaluating and meeting with curriculum representatives in February, so that they can make a recommendation by March 1st.
3. Parent Teacher conferences are scheduled for February 6th from 1:30-8:00 PM. There will be an early dismissal at 1:00 PM on this day.
4. During February there will be a small group of teachers meeting with administration to review and assist with changes to the Teacher Evaluation tool.
5. Report cards were sent home for Bennet on Friday, January 5th and PHS on January 8th.



**District OR-1 Public Schools**  
**2024 Board of Education: Committee Assignments:**

*Updated: January 10, 2024*

- **Negotiations Committee:**
  - **Purpose:** Policy # 8152
  - **Meetings:** Several meetings in November -January
  - **Members:** Jaimi Calfee, Dean Busch, and Josh Penterman
- **Curriculum, Committee on American Civics:**
  - **Purpose:** Policy #8153
  - **Meetings:** At least twice a year -- one where public testimony is accepted:
  - **Members:** Jaimi Calfee, Dean Busch, and Dee Moore
- **Transportation/Facilities Committee:**
  - **Purpose:** Discuss and analyze the transportation and facility needs of the district, as well as vehicle replacements and maintenance proposals.
  - **Meetings:** At least quarterly; more frequently when needed:
  - **Members:** Dean Busch and Tim Cheney
- **Finance/Budget Committee:**
  - **Purpose:** Studies financial documents of the district, as well as finance and facilities proposals.
  - **Meetings:** At least quarterly; more frequently when needed
  - **Members:** Josh Penterman and Tim Cheney
- **Policy and Government Relations Committee:**
  - **Purpose:** Reviews proposed policy revisions and adoptions and makes recommendations to the full Board. Participates in government relations activities, such as NASB legislative meetings, visiting with senators, and testifying before the legislature if needed.
  - **Meetings:** As needed and potentially more frequent during legislative session
  - **Members:** Brandon Desh, Josh Penterman, and Dee Moore
- **Strategic Planning Committee:**
  - **Purpose:** Serve on the district strategic planning committee (when in the SP process) and report meeting progress back to the full board.
  - **Meetings:** As needed during the strategic planning process
  - **Members:** Brandon Desh, Tim Cheney, and Dee Moore
- **School Improvement Steering Committee:**
  - **Purpose:** *Assist in the SIP goal-setting process.*
  - **Meetings:** *As needed during the school accreditation and goal setting process.*
  - **Members:** Jaimi Calfee and Dee Moore
- **Administration Review Committee:**
  - **Purpose:** Completes the annual evaluation of the Superintendent, with input from the Board as a whole.
  - **Meetings:** 1-3 times prior to the Superintendent's evaluation.
  - **Member:** Board President
- **Foundation for Knowledge:**
  - **Purpose:** Serves as the BOE representative on the *Foundation for Knowledge* Board.
  - **Meetings:** As needed
  - **Member:** Jaimi Calfee
- **Proposed Adjunct Committees:**
  - As needed

## DISTRICT OR-1 NEGOTIATED AGREEMENT 2024-2025 SCHOOL YEAR

This agreement made this **10<sup>th</sup> day of January, 2024** by and between the District OR-1 School District and the District OR-1 Education Association. *This agreement shall be effective as of **August 1, 2024** and shall continue in effect until **July 31, 2025**. Payroll, benefits, and other agreement changes will become effective with the start of the new school year specified on the official school calendar and with the September pay period annually.*

The undersigned parties have negotiated in good faith in regard to the wages, hours, and conditions of employment for the members of the Education Association employed by the School District.

The undersigned have reached an agreement in accordance with the following terms, and conditions:

1. For the school year **2024-2025**, the salary schedules, health insurance, extra-duty pay, disability insurance, eye care coverage, sick leave benefits, personal leave benefits, and professional leave benefits shall be those which are set forth in Exhibit "A", a copy of which is attached.
2. It is further agreed that those items resolved by negotiations represent the agreement of the parties relative to wages, hours, and conditions of employment of the members of the Education Association by the School District. The parties recognize the right of management to conduct the business of the employer and to direct their workforce. The employer expressly reserves the right to fire and lay off employees, to classify, assign, transfer and promote them, and to discipline and discharge them for just cause, and in general to maintain the right to publish reasonable rules and regulations from time to time as it may deem necessary and appropriate for the conduct of its business, and may do so provided only that the same are not inconsistent with the express terms as resolved by negotiations. Once executed, those items resolved by negotiations shall not be renegotiated or reopened with respect to any subject or any term or conditions of employment of the bargaining unit except by the mutual consent of the parties involved or any agreed upon reopen clause as defined in No. 6. Mutual consent shall be the sole remedy and means of reopening or renegotiating this contract and if mutual consent is not forthcoming, then reopening and renegotiations shall not take place.
3. Each individual full-time teaching contract represents a mutual binding agreement upon both parties, and the Education Association shall encourage its members to maintain professional integrity in honoring their contractual commitments and in complying with the Statutes of the State of Nebraska.
4. The Parties agree to develop collaboratively a **Workplace Safety Committee** process to improve security procedures, expand training opportunities for all staff, and engage in problem-solving to improve workplace safety. The Association shall select two representatives each year to serve on the Committee. The Board shall select two representatives to serve each year on the Committee. The Superintendent shall also serve on the Committee. The Committee will meet on an as-needed basis, and shall endeavor to promptly address staff concerns.
5. The School District and Association agree that there shall be no unlawful discrimination in the workplace setting and that all practices, procedures, and interpretations under or of this Agreement shall clearly exemplify that there is no unlawful discrimination on the basis of any protected status. The Parties agree to renegotiate in good faith any provision or interpretation of this Agreement deemed to constitute unlawful discrimination against any staff member.
6. A reopening clause has been agreed upon that either side may reopen this contract to renegotiate only insurance benefits if the BC/BS overall premiums are greater than eight (8) percent as stated in their annual EHA rates release. The intent of this reopen would be to address only the costs greater than eight (8) percent.

## **Health Coverage**

### **A. Coverage**

The coverage shall be equal to the Blue Cross/Blue Shield PPO Plan with single PPO - 80% A & B with 50% C Coverage dental as provided by the carrier and shall be subject to pre-admission certification and a **\$1,200** deductible or **\$4,000** HSA (exempt from deductible reimbursement). All deductibles paid by the employee in the **\$1,200** deductible plan will be limited to the amount required for the applicable \$650 deductible plan, i.e., Employee Only Plan up to maximum reimbursement of \$550 /\$1,100. The balance of a deductible in excess of those amounts will be reimbursed to the employee by the District with documented evidence of the expenditure, e.g. insurance E.O.B's.

**Example:** Employees w/ employee only insurance will pay the first \$650 of the deductible and will be reimbursed for amounts above \$650 up to \$550 for a calendar year.

All other plans, participants would pay the first \$650 of the first insured's plan and are eligible for reimbursement for up to \$550 in meeting the difference of the first insured's liability in deductible over the \$650 mark. Those remaining insured on the first insured's policy (other than the first insured) will combine to be eligible for the same reimbursement schedule as the first insured. The total reimbursement of the calendar year deductible will be a maximum of \$1,100.

Employees who elect the high deductible option of the dual choice plan must place the premium savings into a health savings account administered by the school district or its designee.

### **B. Carrier**

The carrier for the 2024-2025 contract years shall be the EHA endorsed Blue Cross/Blue Shield Plan.

### **C. Provisions of the Agreement**

- The District will pay per month \$2,267.88 for full-time teachers with dependent spouse and child/children coverage and single PPO- 80% A & B with 50% C dental for the 2024-2025 contract year.
- The District will pay \$1,688.98 per month for full-time teachers with dependent spouse coverage and single PPO - 80% A & B with 50% C dental coverage for the 2024-2025 contract year.
- The District will pay \$1,487.93 per month for full-time teachers with dependent child/children coverage and single PPO- 80% A & B with 50% C dental coverage for the 2024-2025 contract year.
- The District will pay \$804.30 per month for full-time teachers with employee only coverage and single PPO- 80% A & B with 50% C dental coverage for the 2024-2025 contract year.
  
- Teachers employed less than full time by the district will receive the same percentage of the above figures as their Full Time Equivalency based on the type of coverage they choose.
  
- In the event that spouses are employed by the District as teachers, the District will pay up to \$2,267.88 per month for one of the full-time teachers with required dependent coverage with single PPO - 80% A & B with 50% C dental coverage during the 2024-2025 contract year. The spouse will be eligible for the cash in-lieu of insurance.
  
- Employees that elect to be excluded from the group health insurance plan will be given cash-in-lieu of insurance up to \$3,000 for the 2024-2025 contract year based upon their Full-Time Equivalency, but must provide proof of health insurance from another provider.

## **Life Insurance**

The district will pay the premium for \$25,000 of term life insurance on certified teachers while they are employed by the district .5 FTE or greater.

## **Experience Allowed into the System**

All teaching experience up to five years of credit shall be given for previous teaching experience in a state accredited school upon initial employment. The Board of Education may, with the consensus of the Association leadership, grant additional years outside experience for purposes of placement when special needs arise.

## **Salary Schedule Advancement**

Horizontal steps on the salary schedule will be granted on work that is completed at the graduate level. The coursework shall be in the area of education.

Teachers may advance to the ISC+18 level by taking appropriate graduate hours. To advance beyond the ISC+18 level, the hours must be in an approved Master's degree program or by specific approval of the Superintendent. Credit hours used for salary determination and for advancement in the ISC+ range must have been earned after the BA Degree was earned **and** the teaching certificate was awarded.

Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned prior to the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours.

Graduate credit must be issued by a college with regional or national accreditation.

- Staff below the ISC 27 level will be required to be in an approved Master's degree program for future advancement.

Transcripts of credits must be in the Office of the Superintendent of Schools **by September 1** for verification of where said teacher is on the salary schedule. If not presented to the office by this date, the teacher will remain on schedule coordinated with the hours that are on file.

Vertical advancement will be limited to one step each year. Staff members who do not move horizontally will reach a freezing point and remain there until additional credits are earned. At such time sufficient credits are acquired, members will move horizontally to the proper placement plus one step vertically.

## **Longevity Advancement**

Once a certified staff member reaches the MA +36 level and Step 16, a longevity advancement of 1% per year will be added until the staff member reaches index 1.96.

## **Sick Leave**

A teacher shall be granted leave for personal illness, accident, or non-elective surgery resulting in disability in the following manner:

At the beginning of each school year, each full time teacher shall be credited a maximum of twelve(12) days of sick leave. Teachers that are employed less than full time will be credited sick leave proportional to their full time equivalency. Teachers will be entitled to accumulate unused sick leave up to a maximum of forty-five (45) days.

Each day's absence for disability-related reasons in excess of the teacher's accumulated sick leave shall result in the loss of a normal day's pay.



Sick leave for as many as ten (10) days per year may be used for absences requiring the staff member to be with a hospitalized member of the immediate family or for the care of a teacher's child/ children. Each day's absence for such reasons in excess often (10) days shall result in the loss of a normal day's pay.

Absence for more than half a day shall result in the loss of one day's sick leave entitlement.

Any teacher who is absent for five (5) continuous contract days due to personal illness may be required to certify his or her disability with a physician's statement which shall be filed with the superintendent's office.

### **Long Term Disability**

District OR-1 will pay each teacher the amount of LTD premium cost; this amount will then be deducted from the employee's check to pay the LTD premium for Long Term Disability plan that calls for the coverage to include an end of sick leave waiting period and 66 2/3% of the teacher's salary. The salary covered by this policy will include any pay received for co-curricular activities.

### **Eye Care Coverage**

The district will pay the premium of \$(TBD) per month for eye care coverage for each certified employee while they are employed at .5 FTE or greater. The plan design and summary is included in exhibit A. Staff that wish to add family members may be allowed to do so at their own expense.

### **Summer /Curricular Work/ Professional Development**

Staff members who work administratively approved times during the summer or during other non-student contact hours for such things as curriculum work, program development, safety planning, etc. shall be paid the following hourly wages.

- *Proposed: Bachelor's Degree: \$27.00*
- *Proposed: Masters Degree: \$30.00*

### **Sub Coverage Pay**

In a situation where no other alternative is available, a certificated employee may be asked by his or her principal to cover a class during their regularly scheduled planning time. If a teacher covers the class during this planning time, they will be paid at the rate of \$20.00 per hour.

### **Professional Leave**

Teachers may be granted professional leave during the school year with the approval of the Principal. This type of leave is intended for conventions or conferences that may be within the teacher's responsibility.

### **Personal Leave Policy**

When it is necessary for a teacher to be absent for reasons not included in the sick leave provision, application may be made for personal leave. Each full time teacher shall be granted two (2) days personal leave per year (any reason). Teachers will be entitled to accumulate unused personal leave up to a maximum of four (4) days. Teachers that are employed less than full time will be credited personal leave proportional to their full time equivalency.

- Please note: Such leave shall not be granted during the **first ten (10) days** of the 185-day school calendar, during **the last ten (10) days** of the 185-day school calendar, and **one day before or after a vacation**. All requests should be submitted in writing to the superintendent of schools, at least two full school days in advance, for approval.

- No more than three (3) requests per date, with a maximum of two (2) per building will be granted except in the case of a circumstance beyond the teacher's control, when the superintendent may approve additional requests. The requests will be approved in the order in which they are received.

In the case of circumstances beyond the teacher's control, the teacher and superintendent will discuss the circumstances and determine whether the absence of the teacher is necessary and/or the two full-days of notice in advance should be waived.

### **Definition of Immediate Family**

The sick leave policy allows for use of sick days for members of the immediate family that are hospitalized and for bereavement leave. Immediate family is defined as the employee's:

- Spouse, Parents, Grandparents, Grandchildren, Siblings, Aunts, Uncles, Nieces, Nephews, and Cousins.
- Included are Step and In-law families.
- Up to one day of sick leave may be utilized as bereavement outside of the family parameters (close personal friend, co-worker, etc.)

### **Jury Duty**

Teachers who serve on court juries shall receive their full salary less per diem received from the courts.

### **Grievance**

Legal Definition of Grievance A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the contract or of board policy.

1. Should a grievance arise between the school district and the teachers covered under this contract, such grievance shall be taken up for settlement under the following procedure.
2. Any covered grievant who feels aggrieved must make informal notification of such alleged grievance within 30 calendar days of such incident.
3. The grievant may have a P.R. and R. representative from District OR-1 Education Association assist him/her in efforts to resolve the grievance at all levels of procedure.

#### **Step 1 (Informal)**

- The grievance shall be presented orally by the teacher to the building principal or the teacher's immediate supervisor. (Such presentation may be made in private or in the presence of another person.)

#### **Step 2 (Formal)**

- If a satisfactory adjustment of such grievance shall not thereby be reached within 5 school days thereafter, it may be presented in writing to the building principal or immediate supervisor of the grievant within 5 school days after the informal decision by the principal. The principal will, within 5 school days thereafter, present a decision thereon in writing to the grievant.

#### **Step 3 (Formal)**

- If a satisfactory adjustment of such grievance shall not thereby be reached within 10 school days, it may be presented in writing to the Superintendent of Schools or his designated representative, who will within five (5) school days thereafter present a decision thereon in writing to the grievant. If a satisfactory adjustment is not thereby reached, it may be presented in writing within 5 school days to the Board of Education who will hear the grievance in a formal hearing within 30 days and will present a written decision to the grievant within 5 school days following the hearing.

#### **Step 4 (Formal)**

- If the aggrieved is not satisfied with the final decision of the board, then such grievant may appeal to the court of competent jurisdiction in order to reach settlement of the unresolved dispute.

This contract shall be effective as of the beginning of the 2024-2025 contract year and shall continue in effect until the end of the contract year. If a new or substitute contract has not been duly entered into prior to the end of the 2024-2025 school year, the terms of this contract shall continue in full force and effect until such substitute contract is agreed upon through negotiations between the Association and the District.

| 2024-2025 Salary Schedule ... |                                                                                                                   |                |                |                | EXHIBIT A      |                |                |                |                |
|-------------------------------|-------------------------------------------------------------------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 4% x 4%                       |                                                                                                                   |                |                |                | 41,850         | Base           |                |                |                |
| Step                          | ISC                                                                                                               | ISC+9          | ISC+18         | ISC+27         | MA             | MA+9           | MA+18          | MA+27          | MA+36          |
| 1                             | 41,850<br>1.00                                                                                                    | 43,524<br>1.04 | 45,198<br>1.08 | 46,872<br>1.12 | 48,546<br>1.16 | 50,220<br>1.20 | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 |
| 2                             | 43,524<br>1.04                                                                                                    | 45,198<br>1.08 | 46,872<br>1.12 | 48,546<br>1.16 | 50,220<br>1.20 | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 |
| 3                             | 45,198<br>1.08                                                                                                    | 46,872<br>1.12 | 48,546<br>1.16 | 50,220<br>1.20 | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 | 58,590<br>1.40 |
| 4                             | 46,872<br>1.12                                                                                                    | 48,546<br>1.16 | 50,220<br>1.20 | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 | 58,590<br>1.40 | 60,264<br>1.44 |
| 5                             | 48,546<br>1.16                                                                                                    | 50,220<br>1.20 | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 | 58,590<br>1.40 | 60,264<br>1.44 | 61,938<br>1.48 |
| 6                             |                                                                                                                   | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 | 58,590<br>1.4  | 60,264<br>1.44 | 61,938<br>1.48 | 63,612<br>1.52 |
| 7                             |                                                                                                                   | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 | 58,590<br>1.40 | 60,264<br>1.44 | 61,938<br>1.48 | 63,612<br>1.52 | 65,286<br>1.56 |
| 8                             |                                                                                                                   |                | 56,916<br>1.36 | 58,590<br>1.40 | 60,264<br>1.44 | 61,938<br>1.48 | 63,612<br>1.52 | 65,286<br>1.56 | 66,960<br>1.60 |
| 9                             |                                                                                                                   |                |                | 60,264<br>1.44 | 61,938<br>1.48 | 63,612<br>1.52 | 65,286<br>1.56 | 66,960<br>1.60 | 68,634<br>1.64 |
| 10                            |                                                                                                                   |                |                | 61,938<br>1.48 | 63,612<br>1.52 | 65,286<br>1.56 | 66,960<br>1.60 | 68,634<br>1.64 | 70,308<br>1.68 |
| 11                            |                                                                                                                   |                |                | 63,612<br>1.52 | 65,286<br>1.56 | 66,960<br>1.60 | 68,634<br>1.64 | 70,308<br>1.68 | 71,982<br>1.72 |
| 12                            |                                                                                                                   |                |                | 65,286<br>1.56 | 66,960<br>1.60 | 68,634<br>1.64 | 70,308<br>1.68 | 71,982<br>1.72 | 73,656<br>1.76 |
| 13                            |                                                                                                                   |                |                |                |                |                | 71,982<br>1.72 | 73,656<br>1.76 | 75,330<br>1.80 |
| 14                            |                                                                                                                   |                |                |                |                |                |                | 75,330<br>1.80 | 77,004<br>1.84 |
| 15                            | ISC: Initial Standard Certification. -Longevity starts on year 16 through maturity (MAX 1.96). Column MA+36 only. |                |                |                |                |                |                |                | 78,678<br>1.88 |

**District OR1 2024-2025 Extra-Duty Assignments**

|                                        |           | Year 1 | Year 6     |
|----------------------------------------|-----------|--------|------------|
|                                        |           |        | % Increase |
|                                        | % of Base | 41,850 | 10         |
| <b><u>Sponsors/Coaches</u></b>         |           |        |            |
| Eleventh Grade Sponsor (1 of 2)        | 0.0150    | 628    | 691        |
| Eleventh Grade Sponsor (2 of 2)        | 0.0150    | 628    | 691        |
| Twelfth Grade Sponsor                  | 0.0050    | 209    | 230        |
| Twelfth Grade Sponsor                  | 0.0050    | 209    | 230        |
| Musical Assistant (2023-2024)          | 0.0350    | 1,465  | 1,611      |
| Musical Head (2023-2024)               | 0.0500    | 2,093  | 2,302      |
| One-Act                                | 0.0350    | 1,465  | 1,611      |
| Speech                                 | 0.0500    | 2,093  | 2,302      |
| Concession Sponsor                     | 0.0250    | 1,046  | 1,151      |
| Concession Sponsor                     | 0.0250    | 1,046  | 1,151      |
| Elem. Student Council                  | 0.0100    | 419    | 460        |
| HS Student Council/Party #1            | 0.0200    | 837    | 921        |
| HS Student Council/Party #2            | 0.0200    | 837    | 921        |
| Yearbook                               | 0.1000    | 4,185  | 4,604      |
| Cheerleader Coach                      | 0.0350    | 1,465  | 1,611      |
| Cheerleader Coach                      | 0.0350    | 1,465  | 1,611      |
| JrH Quiz Bowl                          | 0.0075    | 314    | 345        |
| HS Quiz Bowl                           | 0.0100    | 419    | 460        |
| National Honor Society                 | 0.0050    | 209    | 230        |
| Unified Bowling Coach                  | 0.0150    | 628    | 691        |
| Unified Bowling Coach                  | 0.0150    | 628    | 691        |
| Unified Track Coach                    | 0.0150    | 628    | 691        |
| Unified Track Coach                    | 0.0150    | 628    | 691        |
|                                        |           | -      | -          |
| <b><u>Varsity Head Coaches</u></b>     |           |        |            |
|                                        |           | -      | -          |
| HS Football                            | 0.1000    | 4,185  | 4,604      |
| HS Boys Basketball                     | 0.1200    | 5,022  | 5,524      |
| HS Girls Basketball                    | 0.1200    | 5,022  | 5,524      |
| HS Wrestling                           | 0.1200    | 5,022  | 5,524      |
| HS Boys Track                          | 0.0700    | 2,930  | 3,222      |
| HS Girls Track                         | 0.0700    | 2,930  | 3,222      |
| HS Volleyball                          | 0.1000    | 4,185  | 4,604      |
| Cross Country                          | 0.0700    | 2,930  | 3,222      |
| Boys Golf                              | 0.0700    | 2,930  | 3,222      |
| Girls Golf                             | 0.0700    | 2,930  | 3,222      |
|                                        |           | -      | -          |
| <b><u>Assistant HS Coaches</u></b>     |           |        |            |
|                                        |           | -      | -          |
| Assistant HS Football (1 of 4)         | 0.0700    | 2,930  | 3,222      |
| Assistant HS Football (2 of 4)         | 0.0700    | 2,930  | 3,222      |
| Assistant HS Football (3 of 4)         | 0.0700    | 2,930  | 3,222      |
| Assistant HS Football (4 of 4)         | 0.0700    | 2,930  | 3,222      |
| Assistant HS Boys Basketball (1 of 2)  | 0.1000    | 4,185  | 4,604      |
| Assitant HS Boys Basketball (2 of 2)   | 0.1000    | 4,185  | 4,604      |
| Assistant HS Girls Basketball (1 of 2) | 0.1000    | 4,185  | 4,604      |
| Assistant HS Girls Basketball (2 of 2) | 0.1000    | 4,185  | 4,604      |
| Assistant HS Wrestling                 | 0.1000    | 4,185  | 4,604      |
| Assistant HS Track                     | 0.0500    | 2,093  | 2,302      |
| Assistant HS Volleyball (1 of 2)       | 0.0700    | 2,930  | 3,222      |
| Assistant HS Volleyball (2 of 2)       | 0.0700    | 2,930  | 3,222      |
| Assistant HS Cross Country             | 0.0500    | 2,093  | 2,302      |
|                                        |           | -      | -          |

**Junior High Head Coaches**

|                     |        |       |       |
|---------------------|--------|-------|-------|
| JH Football         | 0.0525 | 2,242 | 2,466 |
| JH Boys Basketball  | 0.0525 | 2,242 | 2,466 |
| JH Girls Basketball | 0.0525 | 2,242 | 2,466 |
| JH Wrestling        | 0.0525 | 2,242 | 2,466 |
| JH Volleyball       | 0.0525 | 2,242 | 2,466 |
| JH Track Head 1     | 0.0500 | 2,135 | 2,349 |
| JH Track Head 2     | 0.0500 | 2,135 | 2,349 |
| JH Track Head 3     | 0.0500 | 2,135 | 2,349 |

**Junior High Assistant Coaches**

|                                   |        |       |       |
|-----------------------------------|--------|-------|-------|
| JH Ass't Football                 | 0.0300 | 1,281 | 1,409 |
| JH Ass't Football                 | 0.0300 | 1,281 | 1,409 |
| JH Ass't Boys Basketball (1 of 2) | 0.0300 | 1,281 | 1,409 |
| JH Ass't Boys Basketball (2 of 2) | 0.0300 | 1,281 | 1,409 |
| JH Ass't Girls Basketball         | 0.0300 | 1,281 | 1,409 |
| JH Ass't Volleyball               | 0.0300 | 1,281 | 1,409 |
| JH Ass't Wrestling                | 0.0300 | 1,281 | 1,409 |
| JH Ass't Wrestling                | 0.0300 | 1,281 | 1,409 |

**Other Extra Duties**

|                                        |        |       |       |
|----------------------------------------|--------|-------|-------|
| Activities Director                    | 0.1835 | 7,835 | 8,619 |
| Vocal Music                            | 0.0600 | 2,562 | 2,818 |
| Instrumental Music/summer              | 0.1000 | 4,270 | 4,697 |
| FCCLA Sponsor                          | 0.0350 | 1,495 | 1,644 |
| FFA Sponsor+10th Month                 | 0.0600 | 2,562 | 2,818 |
| Weight Program                         | 0.0300 | 1,281 | 1,409 |
| Weight Program                         | 0.0300 | 1,281 | 1,409 |
| Palmyra Morning Duty                   | 0.0200 | 854   | 939   |
| One Act Assistant                      | 0.0188 | 803   | 883   |
| District Mentoring Coordinator         | 0.0300 | 1,281 | 1,409 |
| Building Teacher Mentors (x New Staff) | 0.0100 | 427   | 470   |
| Other Unassigned Duties                | 0.1500 | 6,405 | 7,046 |

## NEGOTIATED AGREEMENT 2025-2026 SCHOOL YEAR

This agreement made this **10<sup>th</sup> day of January, 2024** by and between the District OR-1 School District and the District OR-1 Education Association. *This agreement shall be effective as of **August 1, 2025** and shall continue in effect until **July 31, 2026**. Payroll, benefits, and other agreement changes will become effective with the start of the new school year specified on the official school calendar and with the September pay period annually.*

The undersigned parties have negotiated in good faith in regard to the wages, hours, and conditions of employment for the members of the Education Association employed by the School District.

The undersigned have reached an agreement in accordance with the following terms, and conditions:

7. For the school year **2025-2026**, the salary schedules, health insurance, extra-duty pay, disability insurance, eye care coverage, sick leave benefits, personal leave benefits, and professional leave benefits shall be those which are set forth in Exhibit "A", a copy of which is attached.
8. It is further agreed that those items resolved by negotiations represent the agreement of the parties relative to wages, hours, and conditions of employment of the members of the Education Association by the School District. The parties recognize the right of management to conduct the business of the employer and to direct their workforce. The employer expressly reserves the right to fire and lay off employees, to classify, assign, transfer and promote them, and to discipline and discharge them for just cause, and in general to maintain the right to publish reasonable rules and regulations from time to time as it may deem necessary and appropriate for the conduct of its business, and may do so provided only that the same are not inconsistent with the express terms as resolved by negotiations. Once executed, those items resolved by negotiations shall not be renegotiated or reopened with respect to any subject or any term or conditions of employment of the bargaining unit except by the mutual consent of the parties involved or any agreed upon reopen clause as defined in No. 6. Mutual consent shall be the sole remedy and means of reopening or renegotiating this contract and if mutual consent is not forthcoming, then reopening and renegotiations shall not take place.
9. Each individual full-time teaching contract represents a mutual binding agreement upon both parties, and the Education Association shall encourage its members to maintain professional integrity in honoring their contractual commitments and in complying with the Statutes of the State of Nebraska.
10. The Parties agree to develop collaboratively a **Workplace Safety Committee** process to improve security procedures, expand training opportunities for all staff, and engage in problem-solving to improve workplace safety. The Association shall select two representatives each year to serve on the Committee. The Board shall select two representatives to serve each year on the Committee. The Superintendent shall also serve on the Committee. The Committee will meet on an as-needed basis, and shall endeavor to promptly address staff concerns.
11. The School District and Association agree that there shall be no unlawful discrimination in the workplace setting and that all practices, procedures, and interpretations under or of this Agreement shall clearly exemplify that there is no unlawful discrimination on the basis of any protected status. The Parties agree to renegotiate in good faith any provision or interpretation of this Agreement deemed to constitute unlawful discrimination against any staff member.
12. A reopening clause has been agreed upon that either side may reopen this contract to renegotiate only insurance benefits if the BC/BS overall premiums are greater than eight (8) percent as stated in their annual EHA rates release. The intent of this reopen would be to address only the costs greater than eight (8) percent.

## Health Coverage

### D. Coverage

The coverage shall be equal to the Blue Cross/Blue Shield PPO Plan with single PPO - 80% A & B with 50% C Coverage dental as provided by the carrier and shall be subject to pre-admission certification and a \$1,200 deductible or \$4,000 HSA (exempt from deductible reimbursement). All deductibles paid by the employee in the \$1,200 deductible plan will be limited to the amount required for the applicable \$650 deductible plan, i.e., Employee Only Plan up to maximum reimbursement of \$550 /\$1,100. The balance of a deductible in excess of those amounts will be reimbursed to the employee by the District with documented evidence of the expenditure, e.g. insurance E.O.B's.

**Example:** Employees w/ employee only insurance will pay the first \$650 of the deductible and will be reimbursed for amounts above \$650 up to \$550 for a calendar year.

All other plans, participants would pay the first \$650 of the first insured's plan and are eligible for reimbursement for up to \$550 in meeting the difference of the first insured's liability in deductible over the \$650 mark. Those remaining insured on the first insured's policy (other than the first insured) will combine to be eligible for the same reimbursement schedule as the first insured. The total reimbursement of the calendar year deductible will be a maximum of \$1,100.

Employees who elect the high deductible option of the dual choice plan must place the premium savings into a health savings account administered by the school district or its designee.

### E. Carrier

The carrier for the 2025-2026 contract years shall be the EHA endorsed Blue Cross/Blue Shield Plan.

F. Provisions of the Agreement: *Note: The specific insurance plan premiums for the 2025-2026 school year will be adjusted based on the 2024-2025 school year premiums.*

- The District will pay per month TBD for full-time teachers with dependent spouse and child/children coverage and single PPO- 80% A & B with 50% C dental for the 2025-2026 contract year.
- The District will pay TBD per month for full-time teachers with dependent spouse coverage and single PPO - 80% A & B with 50% C dental coverage for the 2025-2026 contract year.
- The District will pay TBD per month for full-time teachers with dependent child/children coverage and single PPO- 80% A & B with 50% C dental coverage for the 2025-2026 contract year.
- The District will pay TBD per month for full-time teachers with employee only coverage and single PPO- 80% A & B with 50% C dental coverage for the 2025-2026 contract year.
- Teachers employed less than full time by the district will receive the same percentage of the above figures as their Full Time Equivalency based on the type of coverage they choose.
- In the event that spouses are employed by the District as teachers, the District will pay up to TBD per month for one of the full-time teachers with required dependent coverage with single PPO - 80% A & B with 50% C dental coverage during the 2025-2026 contract year. The spouse will be eligible for the cash in-lieu of insurance.
- Employees that elect to be excluded from the group health insurance plan will be given cash-in-lieu of insurance up to \$3,000 for the 2025-2026 contract year based upon their Full-Time Equivalency, but must provide proof of health insurance from another provider.

## **Life Insurance**

The district will pay the premium for \$25,000 of term life insurance on certified teachers while they are employed by the district .5 FTE or greater.

## **Experience Allowed into the System**

All teaching experience up to five years of credit shall be given for previous teaching experience in a state accredited school upon initial employment. The Board of Education may, with the consensus of the Association leadership, grant additional years outside experience for purposes of placement when special needs arise.

## **Salary Schedule Advancement**

Horizontal steps on the salary schedule will be granted on work that is completed at the graduate level. The coursework shall be in the area of education.

Teachers may advance to the ISC+18 level by taking appropriate graduate hours. To advance beyond the ISC+18 level, the hours must be in an approved Master's degree program or by specific approval of the Superintendent. Credit hours used for salary determination and for advancement in the ISC+ range must have been earned after the BA Degree was earned **and** the teaching certificate was awarded.

Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned prior to the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours.

Graduate credit must be issued by a college with regional or national accreditation.

- Staff below the ISC 27 level will be required to be in an approved Master's degree program for future advancement.

Transcripts of credits must be in the Office of the Superintendent of Schools **by September 1** for verification of where said teacher is on the salary schedule. If not presented to the office by this date, the teacher will remain on schedule coordinated with the hours that are on file.

Vertical advancement will be limited to one step each year. Staff members who do not move horizontally will reach a freezing point and remain there until additional credits are earned. At such time sufficient credits are acquired, members will move horizontally to the proper placement plus one step vertically.

## **Longevity Advancement**

Once a certified staff member reaches the MA +36 level and Step 16, a longevity advancement of 1% per year will be added until the staff member reaches index 1.96.

## **Sick Leave**

A teacher shall be granted leave for personal illness, accident, or non-elective surgery resulting in disability in the following manner:

At the beginning of each school year, each full time teacher shall be credited a maximum of twelve(12) days of sick leave. Teachers that are employed less than full time will be credited sick leave proportional to their full time equivalency. Teachers will be entitled to accumulate unused sick leave up to a maximum of forty-five (45) days.

Each day's absence for disability-related reasons in excess of the teacher's accumulated sick leave shall result in the loss of a normal day's pay.



Sick leave for as many as ten (10) days per year may be used for absences requiring the staff member to be with a hospitalized member of the immediate family or for the care of a teacher's child/ children. Each day's absence for such reasons in excess often (10) days shall result in the loss of a normal day's pay.

Absence for more than half a day shall result in the loss of one day's sick leave entitlement.

Any teacher who is absent for five (5) continuous contract days due to personal illness may be required to certify his or her disability with a physician's statement which shall be filed with the superintendent's office.

### **Long Term Disability**

District OR-1 will pay each teacher the amount of LTD premium cost; this amount will then be deducted from the employee's check to pay the LTD premium for Long Term Disability plan that calls for the coverage to include an end of sick leave waiting period and 66 2/3% of the teacher's salary. The salary covered by this policy will include any pay received for co-curricular activities.

### **Eye Care Coverage**

The district will pay the premium of \$(TBD) per month for eye care coverage for each certified employee while they are employed at .5 FTE or greater. The plan design and summary is included in exhibit A. Staff that wish to add family members may be allowed to do so at their own expense.

### **Summer /Curricular Work/ Professional Development**

Staff members who work administratively approved times during the summer or during other non-student contact hours for such things as curriculum work, program development, safety planning, etc. shall be paid the following hourly wages.

- *Proposed: Bachelor's Degree: \$27.00*
- *Proposed: Masters Degree: \$30.00*

### **Sub Coverage Pay**

In a situation where no other alternative is available, a certificated employee may be asked by his or her principal to cover a class during their regularly scheduled planning time. If a teacher covers the class during this planning time, they will be paid at the rate of \$20.00 per hour.

### **Professional Leave**

Teachers may be granted professional leave during the school year with the approval of the Principal. This type of leave is intended for conventions or conferences that may be within the teacher's responsibility.

### **Personal Leave Policy**

When it is necessary for a teacher to be absent for reasons not included in the sick leave provision, application may be made for personal leave. Each full time teacher shall be granted two (2) days personal leave per year (any reason). Teachers will be entitled to accumulate unused personal leave up to a maximum of four (4) days. Teachers that are employed less than full time will be credited personal leave proportional to their full time equivalency.

- Please note: Such leave shall not be granted during the **first ten (10) days** of the 185-day school calendar, during **the last ten (10) days** of the 185-day school calendar, and **one day before or after a vacation**. All requests should be submitted in writing to the superintendent of schools, at least two full school days in advance, for approval.

- No more than three (3) requests per date, with a maximum of two (2) per building will be granted except in the case of a circumstance beyond the teacher's control, when the superintendent may approve additional requests. The requests will be approved in the order in which they are received.

In the case of circumstances beyond the teacher's control, the teacher and superintendent will discuss the circumstances and determine whether the absence of the teacher is necessary and/or the two full-days of notice in advance should be waived.

### **Definition of Immediate Family**

The sick leave policy allows for use of sick days for members of the immediate family that are hospitalized and for bereavement leave. Immediate family is defined as the employee's:

- Spouse, Parents, Grandparents, Grandchildren, Siblings, Aunts, Uncles, Nieces, Nephews, and Cousins.
- Included are Step and In-law families.
- Up to one day of sick leave may be utilized as bereavement outside of the family parameters (close personal friend, co-worker, etc.)

### **Jury Duty**

Teachers who serve on court juries shall receive their full salary less per diem received from the courts.

### **Grievance**

Legal Definition of Grievance A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the contract or of board policy.

- Should a grievance arise between the school district and the teachers covered under this contract, such grievance shall be taken up for settlement under the following procedure.
- Any covered grievant who feels aggrieved must make informal notification of such alleged grievance within 30 calendar days of such incident.
- The grievant may have a P.R. and R. representative from District OR-1 Education Association assist him/her in efforts to resolve the grievance at all levels of procedure.

#### **Step 1 (Informal)**

- The grievance shall be presented orally by the teacher to the building principal or the teacher's immediate supervisor. (Such presentation may be made in private or in the presence of another person.)

#### **Step 2 (Formal)**

- If a satisfactory adjustment of such grievance shall not thereby be reached within 5 school days thereafter, it may be presented in writing to the building principal or immediate supervisor of the grievant within 5 school days after the informal decision by the principal. The principal will, within 5 school days thereafter, present a decision thereon in writing to the grievant.

#### **Step 3 (Formal)**

- If a satisfactory adjustment of such grievance shall not thereby be reached within 10 school days, it may be presented in writing to the Superintendent of Schools or his designated representative, who will within five (5) school days thereafter present a decision thereon in writing to the grievant. If a satisfactory adjustment is not thereby reached, it may be presented in writing within 5 school days to the Board of Education who will hear the grievance in a formal hearing within 30 days and will present a written decision to the grievant within 5 school days following the hearing.

#### **Step 4 (Formal)**

- If the aggrieved is not satisfied with the final decision of the board, then such grievant may appeal to the court of competent jurisdiction in order to reach settlement of the unresolved dispute.

This contract shall be effective as of the beginning of the 2025-2026 contract year and shall continue in effect until the end of the contract year. If a new or substitute contract has not been duly entered into prior to the end of the 2025-2026 school year, the terms of this contract shall continue in full force and effect until such substitute contract is agreed upon through negotiations between the Association and the District.

2025-2026 Salary Schedule ... EXHIBIT A

4% x 4% 42,700 Base

| Step | ISC                                                                                                               | ISC+9          | ISC+18         | ISC+27         | MA             | MA+9           | MA+18          | MA+27          | MA+36          |
|------|-------------------------------------------------------------------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 1    | 42,700<br>1.00                                                                                                    | 44,408<br>1.04 | 46,116<br>1.08 | 47,824<br>1.12 | 49,532<br>1.16 | 51,240<br>1.20 | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 |
| 2    | 44,408<br>1.04                                                                                                    | 46,116<br>1.08 | 47,824<br>1.12 | 49,532<br>1.16 | 51,240<br>1.20 | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 |
| 3    | 46,116<br>1.08                                                                                                    | 47,824<br>1.12 | 49,532<br>1.16 | 51,240<br>1.20 | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 | 59,780<br>1.40 |
| 4    | 47,824<br>1.12                                                                                                    | 49,532<br>1.16 | 51,240<br>1.20 | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 | 59,780<br>1.40 | 61,488<br>1.44 |
| 5    | 49,532<br>1.16                                                                                                    | 51,240<br>1.20 | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 | 59,780<br>1.40 | 61,488<br>1.44 | 63,196<br>1.48 |
| 6    |                                                                                                                   | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 | 59,780<br>1.4  | 61,488<br>1.44 | 63,196<br>1.48 | 64,904<br>1.52 |
| 7    |                                                                                                                   | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 | 59,780<br>1.40 | 61,488<br>1.44 | 63,196<br>1.48 | 64,904<br>1.52 | 66,612<br>1.56 |
| 8    |                                                                                                                   |                | 58,072<br>1.36 | 59,780<br>1.40 | 61,488<br>1.44 | 63,196<br>1.48 | 64,904<br>1.52 | 66,612<br>1.56 | 68,320<br>1.60 |
| 9    |                                                                                                                   |                |                | 61,488<br>1.44 | 63,196<br>1.48 | 64,904<br>1.52 | 66,612<br>1.56 | 68,320<br>1.60 | 70,028<br>1.64 |
| 10   |                                                                                                                   |                |                | 63,196<br>1.48 | 64,904<br>1.52 | 66,612<br>1.56 | 68,320<br>1.60 | 70,028<br>1.64 | 71,736<br>1.68 |
| 11   |                                                                                                                   |                |                | 64,904<br>1.52 | 66,612<br>1.56 | 68,320<br>1.60 | 70,028<br>1.64 | 71,736<br>1.68 | 73,444<br>1.72 |
| 12   |                                                                                                                   |                |                | 66,612<br>1.56 | 68,320<br>1.60 | 70,028<br>1.64 | 71,736<br>1.68 | 73,444<br>1.72 | 75,152<br>1.76 |
| 13   |                                                                                                                   |                |                |                |                |                | 73,444<br>1.72 | 75,152<br>1.76 | 76,860<br>1.80 |
| 14   |                                                                                                                   |                |                |                |                |                |                | 76,860<br>1.80 | 78,568<br>1.84 |
| 15   | ISC: Initial Standard Certification. -Longevity starts on year 16 through maturity (MAX 1.96). Column MA+36 only. |                |                |                |                |                |                |                | 80,276<br>1.88 |

**District OR1 2025-2026 Extra-Duty Assignments**

|                                        |           | Year 1 | Year 6     |
|----------------------------------------|-----------|--------|------------|
|                                        |           |        | % Increase |
|                                        | % of Base | 42,700 | 10         |
| <b><u>Sponsors/Coaches</u></b>         |           |        |            |
| Eleventh Grade Sponsor (1 of 2)        | 0.0150    | 641    | 705        |
| Eleventh Grade Sponsor (2 of 2)        | 0.0150    | 641    | 705        |
| Twelfth Grade Sponsor                  | 0.0050    | 214    | 235        |
| Twelfth Grade Sponsor                  | 0.0050    | 214    | 235        |
| Musical Assistant (2023-2024)          | 0.0350    | 1,495  | 1,644      |
| Musical Head (2023-2024)               | 0.0500    | 2,135  | 2,349      |
| One-Act                                | 0.0350    | 1,495  | 1,644      |
| Speech                                 | 0.0500    | 2,135  | 2,349      |
| Concession Sponsor                     | 0.0250    | 1,068  | 1,174      |
| Concession Sponsor                     | 0.0250    | 1,068  | 1,174      |
| Elem. Student Council                  | 0.0100    | 427    | 470        |
| HS Student Council/Party #1            | 0.0200    | 854    | 939        |
| HS Student Council/Party #2            | 0.0200    | 854    | 939        |
| Yearbook                               | 0.1000    | 4,270  | 4,697      |
| Cheerleader Coach                      | 0.0350    | 1,495  | 1,644      |
| Cheerleader Coach                      | 0.0350    | 1,495  | 1,644      |
| JrH Quiz Bowl                          | 0.0075    | 320    | 352        |
| HS Quiz Bowl                           | 0.0100    | 427    | 470        |
| National Honor Society                 | 0.0050    | 214    | 235        |
| Unified Bowling Coach                  | 0.0150    | 641    | 705        |
| Unified Bowling Coach                  | 0.0150    | 641    | 705        |
| Unified Track Coach                    | 0.0150    | 641    | 705        |
| Unified Track Coach                    | 0.0150    | 641    | 705        |
|                                        |           | -      | -          |
| <b><u>Varsity Head Coaches</u></b>     |           |        |            |
| HS Football                            | 0.1000    | 4,270  | 4,697      |
| HS Boys Basketball                     | 0.1200    | 5,124  | 5,636      |
| HS Girls Basketball                    | 0.1200    | 5,124  | 5,636      |
| HS Wrestling                           | 0.1200    | 5,124  | 5,636      |
| HS Boys Track                          | 0.0700    | 2,989  | 3,288      |
| HS Girls Track                         | 0.0700    | 2,989  | 3,288      |
| HS Volleyball                          | 0.1000    | 4,270  | 4,697      |
| Cross Country                          | 0.0700    | 2,989  | 3,288      |
| Boys Golf                              | 0.0700    | 2,989  | 3,288      |
| Girls Golf                             | 0.0700    | 2,989  | 3,288      |
|                                        |           | -      | -          |
| <b><u>Assistant HS Coaches</u></b>     |           |        |            |
| Assistant HS Football (1 of 4)         | 0.0700    | 2,989  | 3,288      |
| Assistant HS Football (2 of 4)         | 0.0700    | 2,989  | 3,288      |
| Assistant HS Football (3 of 4)         | 0.0700    | 2,989  | 3,288      |
| Assistant HS Football (4 of 4)         | 0.0700    | 2,989  | 3,288      |
| Assistant HS Boys Basketball (1 of 2)  | 0.1000    | 4,270  | 4,697      |
| Assistant HS Boys Basketball (2 of 2)  | 0.1000    | 4,270  | 4,697      |
| Assistant HS Girls Basketball (1 of 2) | 0.1000    | 4,270  | 4,697      |
| Assistant HS Girls Basketball (2 of 2) | 0.1000    | 4,270  | 4,697      |
| Assistant HS Wrestling                 | 0.1000    | 4,270  | 4,697      |
| Assistant HS Track                     | 0.0500    | 2,135  | 2,349      |
| Assistant HS Volleyball (1 of 2)       | 0.0700    | 2,989  | 3,288      |
| Assistant HS Volleyball (2 of 2)       | 0.0700    | 2,989  | 3,288      |
| Assistant HS Cross Country             | 0.0500    | 2,135  | 2,349      |

**Junior High Head Coaches**

|                     |        |       |       |
|---------------------|--------|-------|-------|
| JH Football         | 0.0525 | 2,197 | 2,417 |
| JH Boys Basketball  | 0.0525 | 2,197 | 2,417 |
| JH Girls Basketball | 0.0525 | 2,197 | 2,417 |
| JH Wrestling        | 0.0525 | 2,197 | 2,417 |
| JH Volleyball       | 0.0525 | 2,197 | 2,417 |
| JH Track Head 1     | 0.0500 | 2,093 | 2,302 |
| JH Track Head 2     | 0.0500 | 2,093 | 2,302 |
| JH Track Head 3     | 0.0500 | 2,093 | 2,302 |

**Junior High Assistant Coaches**

|                                   |        |       |       |
|-----------------------------------|--------|-------|-------|
| JH Ass't Football                 | 0.0300 | 1,256 | 1,381 |
| JH Ass't Football                 | 0.0300 | 1,256 | 1,381 |
| JH Ass't Boys Basketball (1 of 2) | 0.0300 | 1,256 | 1,381 |
| JH Ass't Boys Basketball (2 of 2) | 0.0300 | 1,256 | 1,381 |
| JH Ass't Girls Basketball         | 0.0300 | 1,256 | 1,381 |
| JH Ass't Volleyball               | 0.0300 | 1,256 | 1,381 |
| JH Ass't Wrestling                | 0.0300 | 1,256 | 1,381 |
| JH Ass't Wrestling                | 0.0300 | 1,256 | 1,381 |

**Other Extra Duties**

|                                        |        |       |       |
|----------------------------------------|--------|-------|-------|
| Activities Director                    | 0.1835 | 7,679 | 8,447 |
| Vocal Music                            | 0.0600 | 2,511 | 2,762 |
| Instrumental Music/summer              | 0.1000 | 4,185 | 4,604 |
| FCCLA Sponsor                          | 0.0350 | 1,465 | 1,611 |
| FFA Sponsor+10th Month                 | 0.0600 | 2,511 | 2,762 |
| Weight Program                         | 0.0300 | 1,256 | 1,381 |
| Weight Program                         | 0.0300 | 1,256 | 1,381 |
| Palmyra Morning Duty                   | 0.0200 | 837   | 921   |
| One Act Assistant                      | 0.0188 | 787   | 865   |
| District Mentoring Coordinator         | 0.0300 | 1,256 | 1,381 |
| Building Teacher Mentors (x New Staff) | 0.0100 | 419   | 460   |
| Other Unassigned Duties                | 0.1500 | 6,278 | 6,905 |

**Signature Page**

District OR-1 School District

By \_\_\_\_\_

Date \_\_\_\_\_

President, Board of Education

By \_\_\_\_\_  
Teachers Association, Negotiations Chair

Date \_\_\_\_\_

InstructionActivitiesSchool Colors

The official colors of District OR-1 Public Schools shall be red (Pantone Color #PMS 186 C), white and blue (Pantone Color # PMS 287 C). An additional color or colors may be used for trim, but the predominant colors shall remain red (Pantone Color #PMS 186 C), white, and blue (Pantone Color #PMS 287 C). The mascot is Panthers.

Any alternate uniform utilized by district-sponsored teams must have the prior written approval of the high school administrative team.

Cool Gray (Pantone Color #PMS Cool Gray IC) is also acceptable as an accent color.

School apparel, equipment, and materials using the school colors and mascot should follow the District OR-1 Branding Guidelines.

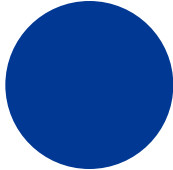
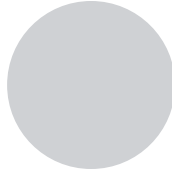
Date of Adoption: February 13, 2017  
Date of Revision: December 11.2023

# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary  
Palmyra Jr./Sr. High School

## COLOR PALLET

|         |                                                                                   |                                                                                     |                                                                                     |
|---------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         |  |  |  |
| HEX     | #CE1126                                                                           | #003893                                                                             | #CDCFD3                                                                             |
| RGB     | 206 / 17 / 38                                                                     | 0 / 56 / 147                                                                        | 205 / 207 / 211                                                                     |
| CMYK    | 12 / 100 / 98 / 3                                                                 | 100 / 89 / 10 / 2                                                                   | 17 / 12 / 11 / 1                                                                    |
| PANTONE | PMS 186 C                                                                         | PMS 287 C                                                                           | PMS Cool Gray 1C                                                                    |

## TYPOGRAPHY

|       |                                                                                   |                                                                                     |                                                                                     |
|-------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|       |  |  |  |
| FONT  | Bodoni SB-X                                                                       | Vladimir Script                                                                     | Acumin                                                                              |
| STYLE | Bold Condensed                                                                    | Regular                                                                             | Variable Concept Condensed                                                          |
| USE   | Logo #1&2<br>Primary                                                              | Logo #1<br>Secondary                                                                | Logo #2<br>Secondary                                                                |

## LOGOS

|       |                                                                                     |                                                                                       |                                                                                       |
|-------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|       |  |  |  |
| LOGO  | Logo #1A                                                                            | Logo #1B                                                                              | Logo #2A                                                                              |
| TYPE  | General                                                                             | General                                                                               | General                                                                               |
| STYLE | Primary w/o Grass                                                                   | Primary w/ Grass                                                                      | Secondary w/o Grass                                                                   |
|       |  |  |  |
| LOGO  | Logo #2B                                                                            | Logo #3A                                                                              | Logo #3B                                                                              |
| TYPE  | General                                                                             | Athletics                                                                             | Athletics                                                                             |
| STYLE | Secondary w/ Grass                                                                  | Without Grass                                                                         | With Grass                                                                            |



# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary

Palmyra Jr./Sr. High School

LOGO 1A

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LOGO 1B

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# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary

Palmyra Jr./Sr. High School

### LOGO 2A

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### LOGO 2B

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# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary

Palmyra Jr./Sr. High School

LOGO 3A

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LOGO 3B

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Internal Board Policies - Board MembersCode of Ethics

It shall be the policy of District OR-1 Public Schools that members of the Board of Education will exercise their responsibilities in accordance with the following Code of Ethics:

1. As a member of the local Board of Education, representing all the citizens of the District OR-1 School District, each Board member will recognize:
  - a. That he or she has been entrusted with the educational development of the children and youth of the district.
  - b. That the district expects that the first and greatest concern of a school Board member will be the best interest of each and every one of the young people enrolled in the district's schools.
  - c. That the future welfare of this district, of this state, and of our nation depends in the largest measure upon the quality of education provided in District OR-1 Public Schools to meet the needs of every learner.
  - d. That members of the Board of Education must collectively take the initiative in helping all the people in this district to have updated, accurate information about the public schools system, and to provide the finest possible school programs, school staff, and school facilities.
  - e. That by statute the authority of the Board of Education is derived from the state which is ultimately responsible for the organization and operation of the public schools and which determines the degree of discretionary power exercised by the Board representing the people of the District OR-1 Public Schools District.
  - f. That a school Board member must never neglect his or her personal obligation to the district and legal obligation to the State of Nebraska, nor surrender these responsibilities to any other person, group or organization; but that, beyond this, each school Board member has a moral and civic obligation to our country which can remain strong and free only so long as public schools in the United States are kept strong and free.
2. In view of the foregoing consideration, it must be the constant endeavor of each school Board member:
  - a. To devote time, thought and study to the duties and responsibilities of a school Board member so that he/she may render effective and creditable service.

- b. To work with fellow school Board members in a spirit of harmony and cooperation so as to convert differences of opinion which arise during discussion and debate into a consensus for the benefit of the students enrolled in District OR-1 Public Schools.
- c. To base personal decisions upon all available facts in each situation, to vote honest conviction in every case, unswayed by partisan bias of any kind; thereafter, to abide by and uphold the final majority decision of the Board of Education.
- d. To remember at all times that individual Board members have no local authority outside the meetings of the Board of Education, and to conduct relationships with school staff members, local citizens, and all media of communication on the basis of this fact.
- e. To resist every temptation and outside pressure to use the position as a school Board member to benefit either oneself, immediate family or any other individual or agency apart from the total interest of the school system.
- f. To recognize that it is as important for the Board of Education to understand and evaluate the educational program of District OR-1 Public Schools as it is to plan for the business of the school district.
- g. To bear in mind under all circumstances that the primary function of the Board of Education is to establish and maintain the policies by which the schools are to be administered, but that the administration of the educational program and the conduct of school business shall be the primary responsibility of the Superintendent of Schools and the professional and non-professional staff members who are employed to work with the Superintendent of Schools.
- h. To welcome and encourage active cooperation by citizens, organizations, and the media of communication in District OR-1 Public Schools with respect to the establishment of policy on current school operation and proposed future developments.
- i. To strive step by step to achieve the ideal conditions for the most effective service by a Board of Education to its district, in a spirit of teamwork and unwavering commitment to the American system of public education as a primary means for preservation and perpetuation of our representative democracy.

Date of Adoption: January 17, 2017  
Reviewed: February 14, 2022



# District OR-1 Public Schools

## 2024-2025 School Calendar

(402) 782-3535 - Bennet Elementary

(402) 780-5327 - Palmyra Jr.-Sr. High School



| August 2024 |    |    |    |    |    |    |   |                                                |
|-------------|----|----|----|----|----|----|---|------------------------------------------------|
| Su          | M  | Tu | W  | Th | F  | Sa |   |                                                |
|             |    |    |    |    | 1  | 2  | 3 |                                                |
| 4           | 5  | 6  | 7  | 8  | 9  | 10 |   | 5 Start of Fall Practices / Staff Return       |
| 11          | 12 | 13 | 14 | 15 | 16 | 17 |   | 5-8 Staff Development - No School for students |
| 18          | 19 | 20 | 21 | 22 | 23 | 24 |   | 9 First Day of School for Students (K-12)      |
| 25          | 26 | 27 | 28 | 29 | 30 | 31 |   | 12 Preschool First Day of School               |
|             |    |    |    |    |    |    |   |                                                |
|             |    |    |    |    |    |    |   |                                                |

| February 2025 |    |    |    |    |    |    |  |                                                   |
|---------------|----|----|----|----|----|----|--|---------------------------------------------------|
| Su            | M  | Tu | W  | Th | F  | Sa |  |                                                   |
|               |    |    |    |    |    | 1  |  | 4 Early Dismissal - 1:00pm / PT Conferences 2-8pm |
| 2             | 3  | 4  | 5  | 6  | 7  | 8  |  | 5 Staff Development - No School for students      |
| 9             | 10 | 11 | 12 | 13 | 14 | 15 |  | 14-18 Winter Break - No School                    |
| 16            | 17 | 18 | 19 | 20 | 21 | 22 |  |                                                   |
| 23            | 24 | 25 | 26 | 27 | 28 |    |  |                                                   |
|               |    |    |    |    |    |    |  |                                                   |
|               |    |    |    |    |    |    |  |                                                   |

| September 2024 |    |    |    |    |    |    |  |                                                    |
|----------------|----|----|----|----|----|----|--|----------------------------------------------------|
| Su             | M  | Tu | W  | Th | F  | Sa |  |                                                    |
| 1              | 2  | 3  | 4  | 5  | 6  | 7  |  | 2 Labor Day - No School                            |
| 8              | 9  | 10 | 11 | 12 | 13 | 14 |  | 24 Early Dismissal - 1:00pm / PT Conferences 2-8pm |
| 15             | 16 | 17 | 18 | 19 | 20 | 21 |  | 25 Staff Development - No School for students      |
| 22             | 23 | 24 | 25 | 26 | 27 | 28 |  |                                                    |
| 29             | 30 |    |    |    |    |    |  |                                                    |
|                |    |    |    |    |    |    |  |                                                    |
|                |    |    |    |    |    |    |  |                                                    |

| March 2025 |    |    |    |    |    |    |  |                                                                    |
|------------|----|----|----|----|----|----|--|--------------------------------------------------------------------|
| Su         | M  | Tu | W  | Th | F  | Sa |  |                                                                    |
|            |    |    |    |    |    | 1  |  | 6 End of Third Quarter                                             |
| 2          | 3  | 4  | 5  | 6  | 7  | 8  |  | 7 Spring Break - No School                                         |
| 9          | 10 | 11 | 12 | 13 | 14 | 15 |  | 10 Start of Fourth Quarter                                         |
| 16         | 17 | 18 | 19 | 20 | 21 | 22 |  | 14 Spring Break - No School                                        |
| 23         | 24 | 25 | 26 | 27 | 28 | 29 |  | 25 Staff Development - No school for students / MUDECAS Music Host |
| 30         | 31 |    |    |    |    |    |  |                                                                    |
|            |    |    |    |    |    |    |  |                                                                    |

| October 2024 |    |    |    |    |    |    |  |                                               |
|--------------|----|----|----|----|----|----|--|-----------------------------------------------|
| Su           | M  | Tu | W  | Th | F  | Sa |  |                                               |
|              |    | 1  | 2  | 3  | 4  | 5  |  | 11 End of First Quarter                       |
| 6            | 7  | 8  | 9  | 10 | 11 | 12 |  | 14 Start of Second Quarter                    |
| 13           | 14 | 15 | 16 | 17 | 18 | 19 |  | 17 Staff Development - No School for students |
| 20           | 21 | 22 | 23 | 24 | 25 | 26 |  | 18-21 Fall Break - No School                  |
| 27           | 28 | 29 | 30 | 31 |    |    |  |                                               |
|              |    |    |    |    |    |    |  |                                               |
|              |    |    |    |    |    |    |  |                                               |

| April 2025 |    |    |    |    |    |    |  |                                |
|------------|----|----|----|----|----|----|--|--------------------------------|
| Su         | M  | Tu | W  | Th | F  | Sa |  |                                |
|            |    | 1  | 2  | 3  | 4  | 5  |  | 17-21 Easter Break - No School |
| 6          | 7  | 8  | 9  | 10 | 11 | 12 |  |                                |
| 13         | 14 | 15 | 16 | 17 | 18 | 19 |  |                                |
| 20         | 21 | 22 | 23 | 24 | 25 | 26 |  |                                |
| 27         | 28 | 29 | 30 |    |    |    |  |                                |
|            |    |    |    |    |    |    |  |                                |
|            |    |    |    |    |    |    |  |                                |

| November 2024 |    |    |    |    |    |    |  |                                                              |
|---------------|----|----|----|----|----|----|--|--------------------------------------------------------------|
| Su            | M  | Tu | W  | Th | F  | Sa |  |                                                              |
|               |    |    |    |    | 1  | 2  |  | 11 Start of Winter Practices                                 |
| 3             | 4  | 5  | 6  | 7  | 8  | 9  |  | 19 Staff Development - No School for students / ECNC One Act |
| 10            | 11 | 12 | 13 | 14 | 15 | 16 |  | 27-29 Thanksgiving Break - No School                         |
| 17            | 18 | 19 | 20 | 21 | 22 | 23 |  |                                                              |
| 24            | 25 | 26 | 27 | 28 | 29 | 30 |  |                                                              |
|               |    |    |    |    |    |    |  |                                                              |
|               |    |    |    |    |    |    |  |                                                              |

| May 2025 |    |    |    |    |    |    |  |                                                                           |
|----------|----|----|----|----|----|----|--|---------------------------------------------------------------------------|
| Su       | M  | Tu | W  | Th | F  | Sa |  |                                                                           |
|          |    |    |    | 1  | 2  | 3  |  | 9 Staff Development - No School for students / ECNC Track Host            |
|          |    |    |    |    |    |    |  | 10 High School Graduation                                                 |
| 4        | 5  | 6  | 7  | 8  | 9  | 10 |  | 21 Elementary End of 2nd Semester Reg Dismissal                           |
| 11       | 12 | 13 | 14 | 15 | 16 | 17 |  | 22 End of 2nd Semester - 1:00pm Dismissal for grades 6-12 / No school K-5 |
| 18       | 19 | 20 | 21 | 22 | 23 | 24 |  | 23 Last Day for Staff                                                     |
| 25       | 26 | 27 | 28 | 29 | 30 | 31 |  | 26 Memorial Day                                                           |
|          |    |    |    |    |    |    |  | Teacher Days: 185 - Student Days: 174                                     |
|          |    |    |    |    |    |    |  |                                                                           |

| December 2024 |    |    |    |    |    |    |  |                                                   |
|---------------|----|----|----|----|----|----|--|---------------------------------------------------|
| Su            | M  | Tu | W  | Th | F  | Sa |  |                                                   |
| 1             | 2  | 3  | 4  | 5  | 6  | 7  |  | 20 End of Second Quarter - Early Dismissal 1:00pm |
| 8             | 9  | 10 | 11 | 12 | 13 | 14 |  | 23-31 Winter Vacation - No School                 |
| 15            | 16 | 17 | 18 | 19 | 20 | 21 |  | 22-26 Five day moratorium period est. by NSAA     |
| 22            | 23 | 24 | 25 | 26 | 27 | 28 |  |                                                   |
| 29            | 30 | 31 |    |    |    |    |  |                                                   |
|               |    |    |    |    |    |    |  |                                                   |
|               |    |    |    |    |    |    |  |                                                   |

| June 2025 |    |    |    |    |    |    |  |                                                             |
|-----------|----|----|----|----|----|----|--|-------------------------------------------------------------|
| Su        | M  | Tu | W  | Th | F  | Sa |  |                                                             |
| 1         | 2  | 3  | 4  | 5  | 6  | 7  |  |                                                             |
| 8         | 9  | 10 | 11 | 12 | 13 | 14 |  | Summer Enrichment dates are tentative and subject to change |
| 15        | 16 | 17 | 18 | 19 | 20 | 21 |  |                                                             |
| 22        | 23 | 24 | 25 | 26 | 27 | 28 |  |                                                             |
| 29        | 30 |    |    |    |    |    |  |                                                             |
|           |    |    |    |    |    |    |  |                                                             |
|           |    |    |    |    |    |    |  |                                                             |

| January 2025 |    |    |    |    |    |    |  |                                              |
|--------------|----|----|----|----|----|----|--|----------------------------------------------|
| Su           | M  | Tu | W  | Th | F  | Sa |  |                                              |
|              |    |    | 1  | 2  | 3  | 4  |  | 1-3 Winter Vacation - No School              |
| 5            | 6  | 7  | 8  | 9  | 10 | 11 |  | 6 Staff Development - No School for students |
| 12           | 13 | 14 | 15 | 16 | 17 | 18 |  | 20 Martin Luther King Day - No School        |
| 19           | 20 | 21 | 22 | 23 | 24 | 25 |  |                                              |
| 26           | 27 | 28 | 29 | 30 | 31 |    |  |                                              |
|              |    |    |    |    |    |    |  |                                              |
|              |    |    |    |    |    |    |  |                                              |

| July 2025 |    |    |    |    |    |    |  |  |
|-----------|----|----|----|----|----|----|--|--|
| Su        | M  | Tu | W  | Th | F  | Sa |  |  |
|           |    | 1  | 2  | 3  | 4  | 5  |  |  |
| 6         | 7  | 8  | 9  | 10 | 11 | 12 |  |  |
| 13        | 14 | 15 | 16 | 17 | 18 | 19 |  |  |
| 20        | 21 | 22 | 23 | 24 | 25 | 26 |  |  |
| 27        | 28 | 29 | 30 | 31 |    |    |  |  |
|           |    |    |    |    |    |    |  |  |
|           |    |    |    |    |    |    |  |  |

**DISTRICT OR-1 NEGOTIATED AGREEMENT  
2024-2025 SCHOOL YEAR**

This agreement made this **10<sup>th</sup> day of January, 2024** by and between the District OR-1 School District and the District OR-1 Education Association. *This agreement shall be effective as of **August 1, 2024** and shall continue in effect until **July 31, 2025**. Payroll, benefits, and other agreement changes will become effective with the start of the new school year specified on the official school calendar and with the September pay period annually.*

The undersigned parties have negotiated in good faith in regard to the wages, hours, and conditions of employment for the members of the Education Association employed by the School District.

The undersigned have reached an agreement in accordance with the following terms, and conditions:

1. For the school year **2024-2025**, the salary schedules, health insurance, extra-duty pay, disability insurance, eye care coverage, sick leave benefits, personal leave benefits, and professional leave benefits shall be those which are set forth in Exhibit "A", a copy of which is attached.
2. It is further agreed that those items resolved by negotiations represent the agreement of the parties relative to wages, hours, and conditions of employment of the members of the Education Association by the School District. The parties recognize the right of management to conduct the business of the employer and to direct their workforce. The employer expressly reserves the right to fire and lay off employees, to classify, assign, transfer and promote them, and to discipline and discharge them for just cause, and in general to maintain the right to publish reasonable rules and regulations from time to time as it may deem necessary and appropriate for the conduct of its business, and may do so provided only that the same are not inconsistent with the express terms as resolved by negotiations. Once executed, those items resolved by negotiations shall not be renegotiated or reopened with respect to any subject or any term or conditions of employment of the bargaining unit except by the mutual consent of the parties involved or any agreed upon reopen clause as defined in No. 6. Mutual consent shall be the sole remedy and means of reopening or renegotiating this contract and if mutual consent is not forthcoming, then reopening and renegotiations shall not take place.
3. Each individual full-time teaching contract represents a mutual binding agreement upon both parties, and the Education Association shall encourage its members to maintain professional integrity in honoring their contractual commitments and in complying with the Statutes of the State of Nebraska.
4. The Parties agree to develop collaboratively a **Workplace Safety Committee** process to improve security procedures, expand training opportunities for all staff, and engage in problem-solving to improve workplace safety. The Association shall select two representatives each year to serve on the Committee. The Board shall select two representatives to serve each year on the Committee. The Superintendent shall also serve on the Committee. The Committee will meet on an as-needed basis, and shall endeavor to promptly address staff concerns.
5. The School District and Association agree that there shall be no unlawful discrimination in the workplace setting and that all practices, procedures, and interpretations under or of this Agreement shall clearly exemplify that there is no unlawful discrimination on the basis of any protected status. The Parties agree to renegotiate in good faith any provision or interpretation of this Agreement deemed to constitute unlawful discrimination against any staff member.
6. A reopening clause has been agreed upon that either side may reopen this contract to renegotiate only insurance benefits if the BC/BS overall premiums are greater than eight (8) percent as stated in their annual EHA rates release. The intent of this reopen would be to address only the costs greater than eight (8) percent.

## **Health Coverage**

### **A. Coverage**

The coverage shall be equal to the Blue Cross/Blue Shield PPO Plan with single PPO - 80% A & B with 50% C Coverage dental as provided by the carrier and shall be subject to pre-admission certification and a **\$1,200** deductible or **\$4,000** HSA (exempt from deductible reimbursement). All deductibles paid by the employee in the **\$1,200** deductible plan will be limited to the amount required for the applicable \$650 deductible plan, i.e., Employee Only Plan up to maximum reimbursement of \$550 /\$1,100. The balance of a deductible in excess of those amounts will be reimbursed to the employee by the District with documented evidence of the expenditure, e.g. insurance E.O.B's.

**Example:** Employees w/ employee only insurance will pay the first \$650 of the deductible and will be reimbursed for amounts above \$650 up to \$550 for a calendar year.

All other plans, participants would pay the first \$650 of the first insured's plan and are eligible for reimbursement for up to \$550 in meeting the difference of the first insured's liability in deductible over the \$650 mark. Those remaining insured on the first insured's policy (other than the first insured) will combine to be eligible for the same reimbursement schedule as the first insured. The total reimbursement of the calendar year deductible will be a maximum of \$1,100.

Employees who elect the high deductible option of the dual choice plan must place the premium savings into a health savings account administered by the school district or its designee.

### **B. Carrier**

The carrier for the 2024-2025 contract years shall be the EHA endorsed Blue Cross/Blue Shield Plan.

### **C. Provisions of the Agreement**

- The District will pay per month \$2,267.88 for full-time teachers with dependent spouse and child/children coverage and single PPO- 80% A & B with 50% C dental for the 2024-2025 contract year.
- The District will pay \$1,688.98 per month for full-time teachers with dependent spouse coverage and single PPO - 80% A & B with 50% C dental coverage for the 2024-2025 contract year.
- The District will pay \$1,487.93 per month for full-time teachers with dependent child/children coverage and single PPO- 80% A & B with 50% C dental coverage for the 2024-2025 contract year.
- The District will pay \$804.30 per month for full-time teachers with employee only coverage and single PPO- 80% A & B with 50% C dental coverage for the 2024-2025 contract year.
  
- Teachers employed less than full time by the district will receive the same percentage of the above figures as their Full Time Equivalency based on the type of coverage they choose.
  
- In the event that spouses are employed by the District as teachers, the District will pay up to \$2,267.88 per month for one of the full-time teachers with required dependent coverage with single PPO - 80% A & B with 50% C dental coverage during the 2024-2025 contract year. The spouse will be eligible for the cash in-lieu of insurance.
  
- Employees that elect to be excluded from the group health insurance plan will be given cash-in-lieu of insurance up to \$3,000 for the 2024-2025 contract year based upon their Full-Time Equivalency, but must provide proof of health insurance from another provider.



## **Life Insurance**

The district will pay the premium for \$25,000 of term life insurance on certified teachers while they are employed by the district .5 FTE or greater.

## **Experience Allowed into the System**

All teaching experience up to five years of credit shall be given for previous teaching experience in a state accredited school upon initial employment. The Board of Education may, with the consensus of the Association leadership, grant additional years outside experience for purposes of placement when special needs arise.

## **Salary Schedule Advancement**

Horizontal steps on the salary schedule will be granted on work that is completed at the graduate level. The coursework shall be in the area of education.

Teachers may advance to the ISC+18 level by taking appropriate graduate hours. To advance beyond the ISC+18 level, the hours must be in an approved Master's degree program or by specific approval of the Superintendent. Credit hours used for salary determination and for advancement in the ISC+ range must have been earned after the BA Degree was earned **and** the teaching certificate was awarded.

Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned prior to the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours.

Graduate credit must be issued by a college with regional or national accreditation.

- Staff below the ISC 27 level will be required to be in an approved Master's degree program for future advancement.

Transcripts of credits must be in the Office of the Superintendent of Schools **by September 1** for verification of where said teacher is on the salary schedule. If not presented to the office by this date, the teacher will remain on schedule coordinated with the hours that are on file.

Vertical advancement will be limited to one step each year. Staff members who do not move horizontally will reach a freezing point and remain there until additional credits are earned. At such time sufficient credits are acquired, members will move horizontally to the proper placement plus one step vertically.

## **Longevity Advancement**

Once a certified staff member reaches the MA +36 level and Step 16, a longevity advancement of 1% per year will be added until the staff member reaches index 1.96.

## **Sick Leave**

A teacher shall be granted leave for personal illness, accident, or non-elective surgery resulting in disability in the following manner:

At the beginning of each school year, each full time teacher shall be credited a maximum of twelve(12) days of sick leave. Teachers that are employed less than full time will be credited sick leave proportional to their full time equivalency. Teachers will be entitled to accumulate unused sick leave up to a maximum of forty-five (45) days.

Each day's absence for disability-related reasons in excess of the teacher's accumulated sick leave shall result in the loss of a normal day's pay.

Sick leave for as many as ten (10) days per year may be used for absences requiring the staff member to be with a hospitalized member of the immediate family or for the care of a teacher's child/ children. Each day's absence for such reasons in excess often (10) days shall result in the loss of a normal day's pay.

Absence for more than half a day shall result in the loss of one day's sick leave entitlement.

Any teacher who is absent for five (5) continuous contract days due to personal illness may be required to certify his or her disability with a physician's statement which shall be filed with the superintendent's office.

### **Long Term Disability**

District OR-1 will pay each teacher the amount of LTD premium cost; this amount will then be deducted from the employee's check to pay the LTD premium for Long Term Disability plan that calls for the coverage to include an end of sick leave waiting period and 66 2/3% of the teacher's salary. The salary covered by this policy will include any pay received for co-curricular activities.

### **Eye Care Coverage**

The district will pay the premium of \$(TBD) per month for eye care coverage for each certified employee while they are employed at .5 FTE or greater. The plan design and summary is included in exhibit A. Staff that wish to add family members may be allowed to do so at their own expense.

### **Summer /Curricular Work/ Professional Development**

Staff members who work administratively approved times during the summer or during other non-student contact hours for such things as curriculum work, program development, safety planning, etc. shall be paid the following hourly wages.

- *Proposed: Bachelor's Degree: \$27.00*
- *Proposed: Masters Degree: \$30.00*

### **Sub Coverage Pay**

In a situation where no other alternative is available, a certificated employee may be asked by his or her principal to cover a class during their regularly scheduled planning time. If a teacher covers the class during this planning time, they will be paid at the rate of \$20.00 per hour.

### **Professional Leave**

Teachers may be granted professional leave during the school year with the approval of the Principal. This type of leave is intended for conventions or conferences that may be within the teacher's responsibility.

### **Personal Leave Policy**

When it is necessary for a teacher to be absent for reasons not included in the sick leave provision, application may be made for personal leave. Each full time teacher shall be granted two (2) days personal leave per year (any reason). Teachers will be entitled to accumulate unused personal leave up to a maximum of four (4) days. Teachers that are employed less than full time will be credited personal leave proportional to their full time equivalency.

- Please note: Such leave shall not be granted during the **first ten (10) days** of the 185-day school calendar, during **the last ten (10) days** of the 185-day school calendar, and **one day before or after a vacation**. All requests should be submitted in writing to the superintendent of schools, at least two full school days in advance, for approval.

- No more than three (3) requests per date, with a maximum of two (2) per building will be granted except in the case of a circumstance beyond the teacher's control, when the superintendent may approve additional requests. The requests will be approved in the order in which they are received.

In the case of circumstances beyond the teacher's control, the teacher and superintendent will discuss the circumstances and determine whether the absence of the teacher is necessary and/or the two full-days of notice in advance should be waived.

### **Definition of Immediate Family**

The sick leave policy allows for use of sick days for members of the immediate family that are hospitalized and for bereavement leave. Immediate family is defined as the employee's:

- Spouse, Parents, Grandparents, Grandchildren, Siblings, Aunts, Uncles, Nieces, Nephews, and Cousins.
- Included are Step and In-law families.
- Up to one day of sick leave may be utilized as bereavement outside of the family parameters (close personal friend, co-worker, etc.)

### **Jury Duty**

Teachers who serve on court juries shall receive their full salary less per diem received from the courts.

### **Grievance**

Legal Definition of Grievance A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the contract or of board policy.

1. Should a grievance arise between the school district and the teachers covered under this contract, such grievance shall be taken up for settlement under the following procedure.
2. Any covered grievant who feels aggrieved must make informal notification of such alleged grievance within 30 calendar days of such incident.
3. The grievant may have a P.R. and R. representative from District OR-1 Education Association assist him/her in efforts to resolve the grievance at all levels of procedure.

#### **Step 1 (Informal)**

- The grievance shall be presented orally by the teacher to the building principal or the teacher's immediate supervisor. (Such presentation may be made in private or in the presence of another person.)

#### **Step 2 (Formal)**

- If a satisfactory adjustment of such grievance shall not thereby be reached within 5 school days thereafter, it may be presented in writing to the building principal or immediate supervisor of the grievant within 5 school days after the informal decision by the principal. The principal will, within 5 school days thereafter, present a decision thereon in writing to the grievant.

#### **Step 3 (Formal)**

- If a satisfactory adjustment of such grievance shall not thereby be reached within 10 school days, it may be presented in writing to the Superintendent of Schools or his designated representative, who will within five (5) school days thereafter present a decision thereon in writing to the grievant. If a satisfactory adjustment is not thereby reached, it may be presented in writing within 5 school days to the Board of Education who will hear the grievance in a formal hearing within 30 days and will present a written decision to the grievant within 5 school days following the hearing.

#### **Step 4 (Formal)**

- If the aggrieved is not satisfied with the final decision of the board, then such grievant may appeal to the court of competent jurisdiction in order to reach settlement of the unresolved dispute.

This contract shall be effective as of the beginning of the 2024-2025 contract year and shall continue in effect until the end of the contract year. If a new or substitute contract has not been duly entered into prior to the end of the 2024-2025 school year, the terms of this contract shall continue in full force and effect until such substitute contract is agreed upon through negotiations between the Association and the District.

| 2024-2025 Salary Schedule ... |                                                                                                                   |                |                |                | EXHIBIT A      |                |                |                |                |
|-------------------------------|-------------------------------------------------------------------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 4% x 4%                       |                                                                                                                   |                |                |                | 41,850         | Base           |                |                |                |
| Step                          | ISC                                                                                                               | ISC+9          | ISC+18         | ISC+27         | MA             | MA+9           | MA+18          | MA+27          | MA+36          |
| 1                             | 41,850<br>1.00                                                                                                    | 43,524<br>1.04 | 45,198<br>1.08 | 46,872<br>1.12 | 48,546<br>1.16 | 50,220<br>1.20 | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 |
| 2                             | 43,524<br>1.04                                                                                                    | 45,198<br>1.08 | 46,872<br>1.12 | 48,546<br>1.16 | 50,220<br>1.20 | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 |
| 3                             | 45,198<br>1.08                                                                                                    | 46,872<br>1.12 | 48,546<br>1.16 | 50,220<br>1.20 | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 | 58,590<br>1.40 |
| 4                             | 46,872<br>1.12                                                                                                    | 48,546<br>1.16 | 50,220<br>1.20 | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 | 58,590<br>1.40 | 60,264<br>1.44 |
| 5                             | 48,546<br>1.16                                                                                                    | 50,220<br>1.20 | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 | 58,590<br>1.40 | 60,264<br>1.44 | 61,938<br>1.48 |
| 6                             |                                                                                                                   | 51,894<br>1.24 | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 | 58,590<br>1.4  | 60,264<br>1.44 | 61,938<br>1.48 | 63,612<br>1.52 |
| 7                             |                                                                                                                   | 53,568<br>1.28 | 55,242<br>1.32 | 56,916<br>1.36 | 58,590<br>1.40 | 60,264<br>1.44 | 61,938<br>1.48 | 63,612<br>1.52 | 65,286<br>1.56 |
| 8                             |                                                                                                                   |                | 56,916<br>1.36 | 58,590<br>1.40 | 60,264<br>1.44 | 61,938<br>1.48 | 63,612<br>1.52 | 65,286<br>1.56 | 66,960<br>1.60 |
| 9                             |                                                                                                                   |                |                | 60,264<br>1.44 | 61,938<br>1.48 | 63,612<br>1.52 | 65,286<br>1.56 | 66,960<br>1.60 | 68,634<br>1.64 |
| 10                            |                                                                                                                   |                |                | 61,938<br>1.48 | 63,612<br>1.52 | 65,286<br>1.56 | 66,960<br>1.60 | 68,634<br>1.64 | 70,308<br>1.68 |
| 11                            |                                                                                                                   |                |                | 63,612<br>1.52 | 65,286<br>1.56 | 66,960<br>1.60 | 68,634<br>1.64 | 70,308<br>1.68 | 71,982<br>1.72 |
| 12                            |                                                                                                                   |                |                | 65,286<br>1.56 | 66,960<br>1.60 | 68,634<br>1.64 | 70,308<br>1.68 | 71,982<br>1.72 | 73,656<br>1.76 |
| 13                            |                                                                                                                   |                |                |                |                |                | 71,982<br>1.72 | 73,656<br>1.76 | 75,330<br>1.80 |
| 14                            |                                                                                                                   |                |                |                |                |                |                | 75,330<br>1.80 | 77,004<br>1.84 |
| 15                            | ISC: Initial Standard Certification. -Longevity starts on year 16 through maturity (MAX 1.96). Column MA+36 only. |                |                |                |                |                |                |                | 78,678<br>1.88 |

**District OR1 2024-2025 Extra-Duty Assignments**

|                                        |           | Year 1 | Year 6     |
|----------------------------------------|-----------|--------|------------|
|                                        |           |        | % Increase |
|                                        | % of Base | 41,850 | 10         |
| <b><u>Sponsors/Coaches</u></b>         |           |        |            |
| Eleventh Grade Sponsor (1 of 2)        | 0.0150    | 628    | 691        |
| Eleventh Grade Sponsor (2 of 2)        | 0.0150    | 628    | 691        |
| Twelfth Grade Sponsor                  | 0.0050    | 209    | 230        |
| Twelfth Grade Sponsor                  | 0.0050    | 209    | 230        |
| Musical Assistant (2023-2024)          | 0.0350    | 1,465  | 1,611      |
| Musical Head (2023-2024)               | 0.0500    | 2,093  | 2,302      |
| One-Act                                | 0.0350    | 1,465  | 1,611      |
| Speech                                 | 0.0500    | 2,093  | 2,302      |
| Concession Sponsor                     | 0.0250    | 1,046  | 1,151      |
| Concession Sponsor                     | 0.0250    | 1,046  | 1,151      |
| Elem. Student Council                  | 0.0100    | 419    | 460        |
| HS Student Council/Party #1            | 0.0200    | 837    | 921        |
| HS Student Council/Party #2            | 0.0200    | 837    | 921        |
| Yearbook                               | 0.1000    | 4,185  | 4,604      |
| Cheerleader Coach                      | 0.0350    | 1,465  | 1,611      |
| Cheerleader Coach                      | 0.0350    | 1,465  | 1,611      |
| JrH Quiz Bowl                          | 0.0075    | 314    | 345        |
| HS Quiz Bowl                           | 0.0100    | 419    | 460        |
| National Honor Society                 | 0.0050    | 209    | 230        |
| Unified Bowling Coach                  | 0.0150    | 628    | 691        |
| Unified Bowling Coach                  | 0.0150    | 628    | 691        |
| Unified Track Coach                    | 0.0150    | 628    | 691        |
| Unified Track Coach                    | 0.0150    | 628    | 691        |
|                                        |           | -      | -          |
| <b><u>Varsity Head Coaches</u></b>     |           |        |            |
|                                        |           | -      | -          |
| HS Football                            | 0.1000    | 4,185  | 4,604      |
| HS Boys Basketball                     | 0.1200    | 5,022  | 5,524      |
| HS Girls Basketball                    | 0.1200    | 5,022  | 5,524      |
| HS Wrestling                           | 0.1200    | 5,022  | 5,524      |
| HS Boys Track                          | 0.0700    | 2,930  | 3,222      |
| HS Girls Track                         | 0.0700    | 2,930  | 3,222      |
| HS Volleyball                          | 0.1000    | 4,185  | 4,604      |
| Cross Country                          | 0.0700    | 2,930  | 3,222      |
| Boys Golf                              | 0.0700    | 2,930  | 3,222      |
| Girls Golf                             | 0.0700    | 2,930  | 3,222      |
|                                        |           | -      | -          |
| <b><u>Assistant HS Coaches</u></b>     |           |        |            |
|                                        |           | -      | -          |
| Assistant HS Football (1 of 4)         | 0.0700    | 2,930  | 3,222      |
| Assistant HS Football (2 of 4)         | 0.0700    | 2,930  | 3,222      |
| Assistant HS Football (3 of 4)         | 0.0700    | 2,930  | 3,222      |
| Assistant HS Football (4 of 4)         | 0.0700    | 2,930  | 3,222      |
| Assistant HS Boys Basketball (1 of 2)  | 0.1000    | 4,185  | 4,604      |
| Assitant HS Boys Basketball (2 of 2)   | 0.1000    | 4,185  | 4,604      |
| Assistant HS Girls Basketball (1 of 2) | 0.1000    | 4,185  | 4,604      |
| Assistant HS Girls Basketball (2 of 2) | 0.1000    | 4,185  | 4,604      |
| Assistant HS Wrestling                 | 0.1000    | 4,185  | 4,604      |
| Assistant HS Track                     | 0.0500    | 2,093  | 2,302      |
| Assistant HS Volleyball (1 of 2)       | 0.0700    | 2,930  | 3,222      |
| Assistant HS Volleyball (2 of 2)       | 0.0700    | 2,930  | 3,222      |
| Assistant HS Cross Country             | 0.0500    | 2,093  | 2,302      |
|                                        |           | -      | -          |

**Junior High Head Coaches**

|                     |        |       |       |
|---------------------|--------|-------|-------|
| JH Football         | 0.0525 | 2,242 | 2,466 |
| JH Boys Basketball  | 0.0525 | 2,242 | 2,466 |
| JH Girls Basketball | 0.0525 | 2,242 | 2,466 |
| JH Wrestling        | 0.0525 | 2,242 | 2,466 |
| JH Volleyball       | 0.0525 | 2,242 | 2,466 |
| JH Track Head 1     | 0.0500 | 2,135 | 2,349 |
| JH Track Head 2     | 0.0500 | 2,135 | 2,349 |
| JH Track Head 3     | 0.0500 | 2,135 | 2,349 |

**Junior High Assistant Coaches**

|                                   |        |       |       |
|-----------------------------------|--------|-------|-------|
| JH Ass't Football                 | 0.0300 | 1,281 | 1,409 |
| JH Ass't Football                 | 0.0300 | 1,281 | 1,409 |
| JH Ass't Boys Basketball (1 of 2) | 0.0300 | 1,281 | 1,409 |
| JH Ass't Boys Basketball (2 of 2) | 0.0300 | 1,281 | 1,409 |
| JH Ass't Girls Basketball         | 0.0300 | 1,281 | 1,409 |
| JH Ass't Volleyball               | 0.0300 | 1,281 | 1,409 |
| JH Ass't Wrestling                | 0.0300 | 1,281 | 1,409 |
| JH Ass't Wrestling                | 0.0300 | 1,281 | 1,409 |

**Other Extra Duties**

|                                        |        |       |       |
|----------------------------------------|--------|-------|-------|
| Activities Director                    | 0.1835 | 7,835 | 8,619 |
| Vocal Music                            | 0.0600 | 2,562 | 2,818 |
| Instrumental Music/summer              | 0.1000 | 4,270 | 4,697 |
| FCCLA Sponsor                          | 0.0350 | 1,495 | 1,644 |
| FFA Sponsor+10th Month                 | 0.0600 | 2,562 | 2,818 |
| Weight Program                         | 0.0300 | 1,281 | 1,409 |
| Weight Program                         | 0.0300 | 1,281 | 1,409 |
| Palmyra Morning Duty                   | 0.0200 | 854   | 939   |
| One Act Assistant                      | 0.0188 | 803   | 883   |
| District Mentoring Coordinator         | 0.0300 | 1,281 | 1,409 |
| Building Teacher Mentors (x New Staff) | 0.0100 | 427   | 470   |
| Other Unassigned Duties                | 0.1500 | 6,405 | 7,046 |

## NEGOTIATED AGREEMENT 2025-2026 SCHOOL YEAR

This agreement made this **10<sup>th</sup> day of January, 2024** by and between the District OR-1 School District and the District OR-1 Education Association. *This agreement shall be effective as of **August 1, 2025** and shall continue in effect until **July 31, 2026**. Payroll, benefits, and other agreement changes will become effective with the start of the new school year specified on the official school calendar and with the September pay period annually.*

The undersigned parties have negotiated in good faith in regard to the wages, hours, and conditions of employment for the members of the Education Association employed by the School District.

The undersigned have reached an agreement in accordance with the following terms, and conditions:

7. For the school year **2025-2026**, the salary schedules, health insurance, extra-duty pay, disability insurance, eye care coverage, sick leave benefits, personal leave benefits, and professional leave benefits shall be those which are set forth in Exhibit "A", a copy of which is attached.
8. It is further agreed that those items resolved by negotiations represent the agreement of the parties relative to wages, hours, and conditions of employment of the members of the Education Association by the School District. The parties recognize the right of management to conduct the business of the employer and to direct their workforce. The employer expressly reserves the right to fire and lay off employees, to classify, assign, transfer and promote them, and to discipline and discharge them for just cause, and in general to maintain the right to publish reasonable rules and regulations from time to time as it may deem necessary and appropriate for the conduct of its business, and may do so provided only that the same are not inconsistent with the express terms as resolved by negotiations. Once executed, those items resolved by negotiations shall not be renegotiated or reopened with respect to any subject or any term or conditions of employment of the bargaining unit except by the mutual consent of the parties involved or any agreed upon reopen clause as defined in No. 6. Mutual consent shall be the sole remedy and means of reopening or renegotiating this contract and if mutual consent is not forthcoming, then reopening and renegotiations shall not take place.
9. Each individual full-time teaching contract represents a mutual binding agreement upon both parties, and the Education Association shall encourage its members to maintain professional integrity in honoring their contractual commitments and in complying with the Statutes of the State of Nebraska.
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11. The School District and Association agree that there shall be no unlawful discrimination in the workplace setting and that all practices, procedures, and interpretations under or of this Agreement shall clearly exemplify that there is no unlawful discrimination on the basis of any protected status. The Parties agree to renegotiate in good faith any provision or interpretation of this Agreement deemed to constitute unlawful discrimination against any staff member.
12. A reopening clause has been agreed upon that either side may reopen this contract to renegotiate only insurance benefits if the BC/BS overall premiums are greater than eight (8) percent as stated in their annual EHA rates release. The intent of this reopen would be to address only the costs greater than eight (8) percent.

## Health Coverage

### D. Coverage

The coverage shall be equal to the Blue Cross/Blue Shield PPO Plan with single PPO - 80% A & B with 50% C Coverage dental as provided by the carrier and shall be subject to pre-admission certification and a \$1,200 deductible or \$4,000 HSA (exempt from deductible reimbursement). All deductibles paid by the employee in the \$1,200 deductible plan will be limited to the amount required for the applicable \$650 deductible plan, i.e., Employee Only Plan up to maximum reimbursement of \$550 /\$1,100. The balance of a deductible in excess of those amounts will be reimbursed to the employee by the District with documented evidence of the expenditure, e.g. insurance E.O.B's.

**Example:** Employees w/ employee only insurance will pay the first \$650 of the deductible and will be reimbursed for amounts above \$650 up to \$550 for a calendar year.

All other plans, participants would pay the first \$650 of the first insured's plan and are eligible for reimbursement for up to \$550 in meeting the difference of the first insured's liability in deductible over the \$650 mark. Those remaining insured on the first insured's policy (other than the first insured) will combine to be eligible for the same reimbursement schedule as the first insured. The total reimbursement of the calendar year deductible will be a maximum of \$1,100.

Employees who elect the high deductible option of the dual choice plan must place the premium savings into a health savings account administered by the school district or its designee.

### E. Carrier

The carrier for the 2025-2026 contract years shall be the EHA endorsed Blue Cross/Blue Shield Plan.

F. Provisions of the Agreement: *Note: The specific insurance plan premiums for the 2025-2026 school year will be adjusted based on the 2024-2025 school year premiums.*

- The District will pay per month TBD for full-time teachers with dependent spouse and child/children coverage and single PPO- 80% A & B with 50% C dental for the 2025-2026 contract year.
- The District will pay TBD per month for full-time teachers with dependent spouse coverage and single PPO - 80% A & B with 50% C dental coverage for the 2025-2026 contract year.
- The District will pay TBD per month for full-time teachers with dependent child/children coverage and single PPO- 80% A & B with 50% C dental coverage for the 2025-2026 contract year.
- The District will pay TBD per month for full-time teachers with employee only coverage and single PPO- 80% A & B with 50% C dental coverage for the 2025-2026 contract year.
- Teachers employed less than full time by the district will receive the same percentage of the above figures as their Full Time Equivalency based on the type of coverage they choose.
- In the event that spouses are employed by the District as teachers, the District will pay up to TBD per month for one of the full-time teachers with required dependent coverage with single PPO - 80% A & B with 50% C dental coverage during the 2025-2026 contract year. The spouse will be eligible for the cash in-lieu of insurance.
- Employees that elect to be excluded from the group health insurance plan will be given cash-in-lieu of insurance up to \$3,000 for the 2025-2026 contract year based upon their Full-Time Equivalency, but must provide proof of health insurance from another provider.



## **Life Insurance**

The district will pay the premium for \$25,000 of term life insurance on certified teachers while they are employed by the district .5 FTE or greater.

## **Experience Allowed into the System**

All teaching experience up to five years of credit shall be given for previous teaching experience in a state accredited school upon initial employment. The Board of Education may, with the consensus of the Association leadership, grant additional years outside experience for purposes of placement when special needs arise.

## **Salary Schedule Advancement**

Horizontal steps on the salary schedule will be granted on work that is completed at the graduate level. The coursework shall be in the area of education.

Teachers may advance to the ISC+18 level by taking appropriate graduate hours. To advance beyond the ISC+18 level, the hours must be in an approved Master's degree program or by specific approval of the Superintendent. Credit hours used for salary determination and for advancement in the ISC+ range must have been earned after the BA Degree was earned **and** the teaching certificate was awarded.

Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned prior to the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours.

Graduate credit must be issued by a college with regional or national accreditation.

- Staff below the ISC 27 level will be required to be in an approved Master's degree program for future advancement.

Transcripts of credits must be in the Office of the Superintendent of Schools **by September 1** for verification of where said teacher is on the salary schedule. If not presented to the office by this date, the teacher will remain on schedule coordinated with the hours that are on file.

Vertical advancement will be limited to one step each year. Staff members who do not move horizontally will reach a freezing point and remain there until additional credits are earned. At such time sufficient credits are acquired, members will move horizontally to the proper placement plus one step vertically.

## **Longevity Advancement**

Once a certified staff member reaches the MA +36 level and Step 16, a longevity advancement of 1% per year will be added until the staff member reaches index 1.96.

## **Sick Leave**

A teacher shall be granted leave for personal illness, accident, or non-elective surgery resulting in disability in the following manner:

At the beginning of each school year, each full time teacher shall be credited a maximum of twelve(12) days of sick leave. Teachers that are employed less than full time will be credited sick leave proportional to their full time equivalency. Teachers will be entitled to accumulate unused sick leave up to a maximum of forty-five (45) days.

Each day's absence for disability-related reasons in excess of the teacher's accumulated sick leave shall result in the loss of a normal day's pay.

Sick leave for as many as ten (10) days per year may be used for absences requiring the staff member to be with a hospitalized member of the immediate family or for the care of a teacher's child/ children. Each day's absence for such reasons in excess often (10) days shall result in the loss of a normal day's pay.

Absence for more than half a day shall result in the loss of one day's sick leave entitlement.

Any teacher who is absent for five (5) continuous contract days due to personal illness may be required to certify his or her disability with a physician's statement which shall be filed with the superintendent's office.

### **Long Term Disability**

District OR-1 will pay each teacher the amount of LTD premium cost; this amount will then be deducted from the employee's check to pay the LTD premium for Long Term Disability plan that calls for the coverage to include an end of sick leave waiting period and 66 2/3% of the teacher's salary. The salary covered by this policy will include any pay received for co-curricular activities.

### **Eye Care Coverage**

The district will pay the premium of \$(TBD) per month for eye care coverage for each certified employee while they are employed at .5 FTE or greater. The plan design and summary is included in exhibit A. Staff that wish to add family members may be allowed to do so at their own expense.

### **Summer /Curricular Work/ Professional Development**

Staff members who work administratively approved times during the summer or during other non-student contact hours for such things as curriculum work, program development, safety planning, etc. shall be paid the following hourly wages.

- *Proposed: Bachelor's Degree: \$27.00*
- *Proposed: Masters Degree: \$30.00*

### **Sub Coverage Pay**

In a situation where no other alternative is available, a certificated employee may be asked by his or her principal to cover a class during their regularly scheduled planning time. If a teacher covers the class during this planning time, they will be paid at the rate of \$20.00 per hour.

### **Professional Leave**

Teachers may be granted professional leave during the school year with the approval of the Principal. This type of leave is intended for conventions or conferences that may be within the teacher's responsibility.

### **Personal Leave Policy**

When it is necessary for a teacher to be absent for reasons not included in the sick leave provision, application may be made for personal leave. Each full time teacher shall be granted two (2) days personal leave per year (any reason). Teachers will be entitled to accumulate unused personal leave up to a maximum of four (4) days. Teachers that are employed less than full time will be credited personal leave proportional to their full time equivalency.

- Please note: Such leave shall not be granted during the **first ten (10) days** of the 185-day school calendar, during **the last ten (10) days** of the 185-day school calendar, and **one day before or after a vacation**. All requests should be submitted in writing to the superintendent of schools, at least two full school days in advance, for approval.

- No more than three (3) requests per date, with a maximum of two (2) per building will be granted except in the case of a circumstance beyond the teacher's control, when the superintendent may approve additional requests. The requests will be approved in the order in which they are received.

In the case of circumstances beyond the teacher's control, the teacher and superintendent will discuss the circumstances and determine whether the absence of the teacher is necessary and/or the two full-days of notice in advance should be waived.

### **Definition of Immediate Family**

The sick leave policy allows for use of sick days for members of the immediate family that are hospitalized and for bereavement leave. Immediate family is defined as the employee's:

- Spouse, Parents, Grandparents, Grandchildren, Siblings, Aunts, Uncles, Nieces, Nephews, and Cousins.
- Included are Step and In-law families.
- Up to one day of sick leave may be utilized as bereavement outside of the family parameters (close personal friend, co-worker, etc.)

### **Jury Duty**

Teachers who serve on court juries shall receive their full salary less per diem received from the courts.

### **Grievance**

Legal Definition of Grievance A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the contract or of board policy.

- Should a grievance arise between the school district and the teachers covered under this contract, such grievance shall be taken up for settlement under the following procedure.
- Any covered grievant who feels aggrieved must make informal notification of such alleged grievance within 30 calendar days of such incident.
- The grievant may have a P.R. and R. representative from District OR-1 Education Association assist him/her in efforts to resolve the grievance at all levels of procedure.

#### **Step 1 (Informal)**

- The grievance shall be presented orally by the teacher to the building principal or the teacher's immediate supervisor. (Such presentation may be made in private or in the presence of another person.)

#### **Step 2 (Formal)**

- If a satisfactory adjustment of such grievance shall not thereby be reached within 5 school days thereafter, it may be presented in writing to the building principal or immediate supervisor of the grievant within 5 school days after the informal decision by the principal. The principal will, within 5 school days thereafter, present a decision thereon in writing to the grievant.

#### **Step 3 (Formal)**

- If a satisfactory adjustment of such grievance shall not thereby be reached within 10 school days, it may be presented in writing to the Superintendent of Schools or his designated representative, who will within five (5) school days thereafter present a decision thereon in writing to the grievant. If a satisfactory adjustment is not thereby reached, it may be presented in writing within 5 school days to the Board of Education who will hear the grievance in a formal hearing within 30 days and will present a written decision to the grievant within 5 school days following the hearing.

#### **Step 4 (Formal)**

- If the aggrieved is not satisfied with the final decision of the board, then such grievant may appeal to the court of competent jurisdiction in order to reach settlement of the unresolved dispute.

This contract shall be effective as of the beginning of the 2025-2026 contract year and shall continue in effect until the end of the contract year. If a new or substitute contract has not been duly entered into prior to the end of the 2025-2026 school year, the terms of this contract shall continue in full force and effect until such substitute contract is agreed upon through negotiations between the Association and the District.

2025-2026 Salary Schedule ... EXHIBIT A

4% x 4% 42,700 Base

| Step | ISC                                                                                                               | ISC+9          | ISC+18         | ISC+27         | MA             | MA+9           | MA+18          | MA+27          | MA+36          |
|------|-------------------------------------------------------------------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 1    | 42,700<br>1.00                                                                                                    | 44,408<br>1.04 | 46,116<br>1.08 | 47,824<br>1.12 | 49,532<br>1.16 | 51,240<br>1.20 | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 |
| 2    | 44,408<br>1.04                                                                                                    | 46,116<br>1.08 | 47,824<br>1.12 | 49,532<br>1.16 | 51,240<br>1.20 | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 |
| 3    | 46,116<br>1.08                                                                                                    | 47,824<br>1.12 | 49,532<br>1.16 | 51,240<br>1.20 | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 | 59,780<br>1.40 |
| 4    | 47,824<br>1.12                                                                                                    | 49,532<br>1.16 | 51,240<br>1.20 | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 | 59,780<br>1.40 | 61,488<br>1.44 |
| 5    | 49,532<br>1.16                                                                                                    | 51,240<br>1.20 | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 | 59,780<br>1.40 | 61,488<br>1.44 | 63,196<br>1.48 |
| 6    |                                                                                                                   | 52,948<br>1.24 | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 | 59,780<br>1.4  | 61,488<br>1.44 | 63,196<br>1.48 | 64,904<br>1.52 |
| 7    |                                                                                                                   | 54,656<br>1.28 | 56,364<br>1.32 | 58,072<br>1.36 | 59,780<br>1.40 | 61,488<br>1.44 | 63,196<br>1.48 | 64,904<br>1.52 | 66,612<br>1.56 |
| 8    |                                                                                                                   |                | 58,072<br>1.36 | 59,780<br>1.40 | 61,488<br>1.44 | 63,196<br>1.48 | 64,904<br>1.52 | 66,612<br>1.56 | 68,320<br>1.60 |
| 9    |                                                                                                                   |                |                | 61,488<br>1.44 | 63,196<br>1.48 | 64,904<br>1.52 | 66,612<br>1.56 | 68,320<br>1.60 | 70,028<br>1.64 |
| 10   |                                                                                                                   |                |                | 63,196<br>1.48 | 64,904<br>1.52 | 66,612<br>1.56 | 68,320<br>1.60 | 70,028<br>1.64 | 71,736<br>1.68 |
| 11   |                                                                                                                   |                |                | 64,904<br>1.52 | 66,612<br>1.56 | 68,320<br>1.60 | 70,028<br>1.64 | 71,736<br>1.68 | 73,444<br>1.72 |
| 12   |                                                                                                                   |                |                | 66,612<br>1.56 | 68,320<br>1.60 | 70,028<br>1.64 | 71,736<br>1.68 | 73,444<br>1.72 | 75,152<br>1.76 |
| 13   |                                                                                                                   |                |                |                |                |                | 73,444<br>1.72 | 75,152<br>1.76 | 76,860<br>1.80 |
| 14   |                                                                                                                   |                |                |                |                |                |                | 76,860<br>1.80 | 78,568<br>1.84 |
| 15   | ISC: Initial Standard Certification. -Longevity starts on year 16 through maturity (MAX 1.96). Column MA+36 only. |                |                |                |                |                |                |                | 80,276<br>1.88 |

**District OR1 2025-2026 Extra-Duty Assignments**

|                                        |           | Year 1 | Year 6     |
|----------------------------------------|-----------|--------|------------|
|                                        |           |        | % Increase |
|                                        | % of Base | 42,700 | 10         |
| <b><u>Sponsors/Coaches</u></b>         |           |        |            |
| Eleventh Grade Sponsor (1 of 2)        | 0.0150    | 641    | 705        |
| Eleventh Grade Sponsor (2 of 2)        | 0.0150    | 641    | 705        |
| Twelfth Grade Sponsor                  | 0.0050    | 214    | 235        |
| Twelfth Grade Sponsor                  | 0.0050    | 214    | 235        |
| Musical Assistant (2023-2024)          | 0.0350    | 1,495  | 1,644      |
| Musical Head (2023-2024)               | 0.0500    | 2,135  | 2,349      |
| One-Act                                | 0.0350    | 1,495  | 1,644      |
| Speech                                 | 0.0500    | 2,135  | 2,349      |
| Concession Sponsor                     | 0.0250    | 1,068  | 1,174      |
| Concession Sponsor                     | 0.0250    | 1,068  | 1,174      |
| Elem. Student Council                  | 0.0100    | 427    | 470        |
| HS Student Council/Party #1            | 0.0200    | 854    | 939        |
| HS Student Council/Party #2            | 0.0200    | 854    | 939        |
| Yearbook                               | 0.1000    | 4,270  | 4,697      |
| Cheerleader Coach                      | 0.0350    | 1,495  | 1,644      |
| Cheerleader Coach                      | 0.0350    | 1,495  | 1,644      |
| JrH Quiz Bowl                          | 0.0075    | 320    | 352        |
| HS Quiz Bowl                           | 0.0100    | 427    | 470        |
| National Honor Society                 | 0.0050    | 214    | 235        |
| Unified Bowling Coach                  | 0.0150    | 641    | 705        |
| Unified Bowling Coach                  | 0.0150    | 641    | 705        |
| Unified Track Coach                    | 0.0150    | 641    | 705        |
| Unified Track Coach                    | 0.0150    | 641    | 705        |
|                                        |           | -      | -          |
| <b><u>Varsity Head Coaches</u></b>     |           |        |            |
| HS Football                            | 0.1000    | 4,270  | 4,697      |
| HS Boys Basketball                     | 0.1200    | 5,124  | 5,636      |
| HS Girls Basketball                    | 0.1200    | 5,124  | 5,636      |
| HS Wrestling                           | 0.1200    | 5,124  | 5,636      |
| HS Boys Track                          | 0.0700    | 2,989  | 3,288      |
| HS Girls Track                         | 0.0700    | 2,989  | 3,288      |
| HS Volleyball                          | 0.1000    | 4,270  | 4,697      |
| Cross Country                          | 0.0700    | 2,989  | 3,288      |
| Boys Golf                              | 0.0700    | 2,989  | 3,288      |
| Girls Golf                             | 0.0700    | 2,989  | 3,288      |
|                                        |           | -      | -          |
| <b><u>Assistant HS Coaches</u></b>     |           |        |            |
| Assistant HS Football (1 of 4)         | 0.0700    | 2,989  | 3,288      |
| Assistant HS Football (2 of 4)         | 0.0700    | 2,989  | 3,288      |
| Assistant HS Football (3 of 4)         | 0.0700    | 2,989  | 3,288      |
| Assistant HS Football (4 of 4)         | 0.0700    | 2,989  | 3,288      |
| Assistant HS Boys Basketball (1 of 2)  | 0.1000    | 4,270  | 4,697      |
| Assistant HS Boys Basketball (2 of 2)  | 0.1000    | 4,270  | 4,697      |
| Assistant HS Girls Basketball (1 of 2) | 0.1000    | 4,270  | 4,697      |
| Assistant HS Girls Basketball (2 of 2) | 0.1000    | 4,270  | 4,697      |
| Assistant HS Wrestling                 | 0.1000    | 4,270  | 4,697      |
| Assistant HS Track                     | 0.0500    | 2,135  | 2,349      |
| Assistant HS Volleyball (1 of 2)       | 0.0700    | 2,989  | 3,288      |
| Assistant HS Volleyball (2 of 2)       | 0.0700    | 2,989  | 3,288      |
| Assistant HS Cross Country             | 0.0500    | 2,135  | 2,349      |

**Junior High Head Coaches**

|                     |        |       |       |
|---------------------|--------|-------|-------|
| JH Football         | 0.0525 | 2,197 | 2,417 |
| JH Boys Basketball  | 0.0525 | 2,197 | 2,417 |
| JH Girls Basketball | 0.0525 | 2,197 | 2,417 |
| JH Wrestling        | 0.0525 | 2,197 | 2,417 |
| JH Volleyball       | 0.0525 | 2,197 | 2,417 |
| JH Track Head 1     | 0.0500 | 2,093 | 2,302 |
| JH Track Head 2     | 0.0500 | 2,093 | 2,302 |
| JH Track Head 3     | 0.0500 | 2,093 | 2,302 |

**Junior High Assistant Coaches**

|                                   |        |       |       |
|-----------------------------------|--------|-------|-------|
| JH Ass't Football                 | 0.0300 | 1,256 | 1,381 |
| JH Ass't Football                 | 0.0300 | 1,256 | 1,381 |
| JH Ass't Boys Basketball (1 of 2) | 0.0300 | 1,256 | 1,381 |
| JH Ass't Boys Basketball (2 of 2) | 0.0300 | 1,256 | 1,381 |
| JH Ass't Girls Basketball         | 0.0300 | 1,256 | 1,381 |
| JH Ass't Volleyball               | 0.0300 | 1,256 | 1,381 |
| JH Ass't Wrestling                | 0.0300 | 1,256 | 1,381 |
| JH Ass't Wrestling                | 0.0300 | 1,256 | 1,381 |

**Other Extra Duties**

|                                        |        |       |       |
|----------------------------------------|--------|-------|-------|
| Activities Director                    | 0.1835 | 7,679 | 8,447 |
| Vocal Music                            | 0.0600 | 2,511 | 2,762 |
| Instrumental Music/summer              | 0.1000 | 4,185 | 4,604 |
| FCCLA Sponsor                          | 0.0350 | 1,465 | 1,611 |
| FFA Sponsor+10th Month                 | 0.0600 | 2,511 | 2,762 |
| Weight Program                         | 0.0300 | 1,256 | 1,381 |
| Weight Program                         | 0.0300 | 1,256 | 1,381 |
| Palmyra Morning Duty                   | 0.0200 | 837   | 921   |
| One Act Assistant                      | 0.0188 | 787   | 865   |
| District Mentoring Coordinator         | 0.0300 | 1,256 | 1,381 |
| Building Teacher Mentors (x New Staff) | 0.0100 | 419   | 460   |
| Other Unassigned Duties                | 0.1500 | 6,278 | 6,905 |

**Signature Page**

District OR-1 School District

By \_\_\_\_\_

Date \_\_\_\_\_

President, Board of Education

By \_\_\_\_\_  
Teachers Association, Negotiations Chair

Date \_\_\_\_\_

Community RelationsTitle IX - Discrimination

District OR-1 Public Schools, in response to federal and state regulations for Title IX of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

- 1) The Board of Education affirms its intent to comply with provisions of Title IX regulation implementing the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education.
- 2) The publication of this statement re-affirms the District's efforts to comply with the Title IX regulations to inform citizens of non-discriminatory practices in the dissemination process.
- 3) The Board of Education hereby affirms its intent to adopt and publish grievance procedures providing for prompt and equitable resolution of written complaints. Such guidelines shall be developed as part of the administrative procedures, and such forms as needed shall be developed and made available to the public.
- 4) The Board of Education will implement specific and continuing steps to notify the public of its intent for compliance with nondiscriminatory practices. Self-evaluation and a continual assessment of the educational program will be implemented through regular administrative procedures.
- 5) Pursuant to this intent the Board of Education, as of this date, appoints the board policy committee to address these issues, as needed.

Legal Reference: Title IX

Date of Adoption: May 8, 2017  
Reviewed: April 11, 2022



Community RelationsForm For Filing Complaints**Otoe County School District 66-0501****District OR-1 Public Schools**

425 F Street

PO Box 130

Palmyra, NE 68418-0130

Date:

Person Making Complaint:

Address:

Phone:

(1) Name of child or person who you believe to have been unlawfully harassed:

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---

---

(2) Statement of facts detailing date and manner in which child or person was harassed:

---

---

---

(3) Names of witnesses to the harassment:

---

---

(4) Relief requested (what I want done in response to this request):

---

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The undersigned states: I have a reasonable belief that the facts in this complaint are true and accurate, I am familiar with the School District's Title IX and anti-discrimination grievance and complaint procedures, and I give permission for an investigation to be made into this complaint.

Received by: \_\_\_\_\_ Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Date of Adoption: May 8, 2017  
Reviewed: April 11.2022

Community RelationsTitle IX--Procedure For Informal/Formal Hearing

In accordance with Title IX, the Board of Education of District OR-1 Public Schools, hereby re-affirms the following procedures for handling complaints alleging a violation of Title IX, a federal law which prohibits sex discrimination in any educational program receiving federal financial assistance.

## Procedure:

- 1) A written complaint must be presented to the Superintendent, or the Superintendent's designated representative(s) on a form available at the school office.
- 2) The Superintendent or the designated representative(s) may request an informal conference to present information relative to the complaint, or to request further information relative to the specific nature of the complaint.
- 3) If the complaint is not resolved in the first informal conference an informal hearing will be arranged at the convenience of both parties.
- 4) The Superintendent or the designated representative(s) will plan the details of the hearing based upon the nature of the complaint and the number of persons involved. This hearing will be conducted by a Hearing Officer designated by the Superintendent or by the Board of Education.
- 5) The complainant will be notified in writing of the time and place of the hearing.
- 6) Witnesses and/or advisors may be called by either party within limits established by the Hearing Officer.
- 7) Upon completion of this hearing, the Hearing Officer will make a report in writing to the Superintendent within ten (10) school days of conclusion of the hearing, with a copy to the complainant. The Superintendent shall within five (5) school days determine whether to accept the recommended action of the Hearing Officer and notify the complainant of the Superintendent's decision. The complainant shall within five (5) school days notify the Superintendent whether the complainant accepts the decision; failure to identify any points of the decision with which the complainant does not agree shall be considered to be acceptance of the decision or the points with which the complainant has not identified disagreement.
- 8) If the above process does not resolve the complaint, an appeal may be made to the Board of Education through the Superintendent by filing a notice of appeal with the Superintendent within ten (10) school days of the Superintendent's notification.

Legal Reference: Title IX

Date of Adoption: May 8, 2017

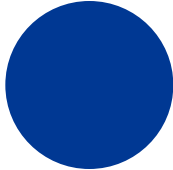
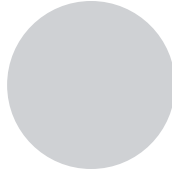
Reviewed: April 11.2022

# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary  
Palmyra Jr./Sr. High School

### COLOR PALLET

|         |                                                                                   |                                                                                     |                                                                                     |
|---------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         |  |  |  |
| HEX     | #CE1126                                                                           | #003893                                                                             | #CDCFD3                                                                             |
| RGB     | 206 / 17 / 38                                                                     | 0 / 56 / 147                                                                        | 205 / 207 / 211                                                                     |
| CMYK    | 12 / 100 / 98 / 3                                                                 | 100 / 89 / 10 / 2                                                                   | 17 / 12 / 11 / 1                                                                    |
| PANTONE | PMS 186 C                                                                         | PMS 287 C                                                                           | PMS Cool Gray 1C                                                                    |

### TYPOGRAPHY

|       |                                                                                   |                                                                                     |                                                                                     |
|-------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|       |  |  |  |
| FONT  | Bodoni SB-X                                                                       | Vladimir Script                                                                     | Acumin                                                                              |
| STYLE | Bold Condensed                                                                    | Regular                                                                             | Variable Concept Condensed                                                          |
| USE   | Logo #1&2<br>Primary                                                              | Logo #1<br>Secondary                                                                | Logo #2<br>Secondary                                                                |

### LOGOS

|       |                                                                                     |                                                                                       |                                                                                       |
|-------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|       |  |  |  |
| LOGO  | Logo #1A                                                                            | Logo #1B                                                                              | Logo #2A                                                                              |
| TYPE  | General                                                                             | General                                                                               | General                                                                               |
| STYLE | Primary w/o Grass                                                                   | Primary w/ Grass                                                                      | Secondary w/o Grass                                                                   |
|       |  |  |  |
| LOGO  | Logo #2B                                                                            | Logo #3A                                                                              | Logo #3B                                                                              |
| TYPE  | General                                                                             | Athletics                                                                             | Athletics                                                                             |
| STYLE | Secondary w/ Grass                                                                  | Without Grass                                                                         | With Grass                                                                            |

# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary

Palmyra Jr./Sr. High School

LOGO 1A

---



LOGO 1B

---



# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary

Palmyra Jr./Sr. High School

LOGO 2A

---



LOGO 2B

---



# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary

Palmyra Jr./Sr. High School

LOGO 3A

---



LOGO 3B

---



InstructionActivitiesSchool Colors

The official colors of District OR-1 Public Schools shall be red (Pantone Color #PMS 186 C), white and blue (Pantone Color # PMS 287 C). An additional color or colors may be used for trim, but the predominant colors shall remain red (Pantone Color #PMS 186 C), white, and blue (Pantone Color #PMS 287 C). The mascot is Panthers.

Any alternate uniform utilized by district-sponsored teams must have the prior written approval of the high school administrative team.

Cool Gray (Pantone Color #PMS Cool Gray IC) is also acceptable as an accent color.

School apparel, equipment, and materials using the school colors and mascot should follow the District OR-1 Branding Guidelines.

Date of Adoption: February 13, 2017  
Date of Revision: December 11.2023



# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

DECEMBER  
2023



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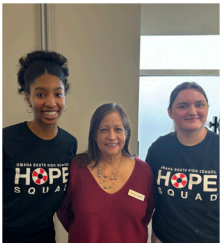
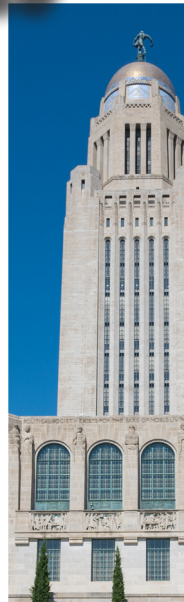
324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

## Snapshots



**IN THIS EDITION OF BOARD NOTES ...**

**TRAINING, NETWORKING, ENGAGEMENT & EVENTS  
YOUR 2024 ADVOCACY HANDBOOK IS NOW POSTED  
AT THE BOARD TABLE**

**NASB LEGISLATIVE ISSUES CONFERENCE**

**SCHOOL BOARD MEMBER WEEK STARTS JANUARY 21**

**LOOK FOR YOUR 2024 MEMBERSHIP GUIDE SOON**

**FROM OUR FAMILIES TO YOURS, MERRY CHRISTMAS ... AND A HAPPY NEW YEAR!**

**THIS MONTH IN ... AND MUCH MORE!**

The Nebraska Association of School Boards provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)



# TRAINING, NETWORKING, ENGAGEMENT & EVENTS

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<https://members.nasbonline.org/events>



The 2024 Legislative Session will begin Wednesday, January 3

School Board Member Week in Nebraska - January 21-28

Legislative Issues Conference - January 21-22 - Lincoln

Board Presidents Retreat - January 28-29 - Norfolk

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Board Presidents Retreat - February 4-5 - Kearney



Budget & Finance Workshop - March 5 - Lincoln

Budget & Finance Workshop - March 19 - North Platte

Budget & Finance Workshop - March 20 - Gering

NAEP State Convention - March 27-28 - Kearney



To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.

## VIDEOS

### Your Monthly Board Agenda Update Video Links from NASB

<https://members.nasbonline.org/news-resources/video-library>

# YOUR 2024 ADVOCACY HANDBOOK IS NOW POSTED

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<https://members.nasbonline.org/government-relations/nasb-advocacy-handbook>

With the official approvals taking place by you and your peer school board members at the November Delegate Assembly, we can now post the 2024 Advocacy Handbook, to be used as a guideline during the upcoming Legislative Session which begins Wednesday, January 3rd.

The Advocacy Handbook, which includes NASB's legislative and leadership initiatives, as well as tips for effective advocacy and much more, is now available to view, download, and print at the Government Relations section of the NASB website, and the link above.

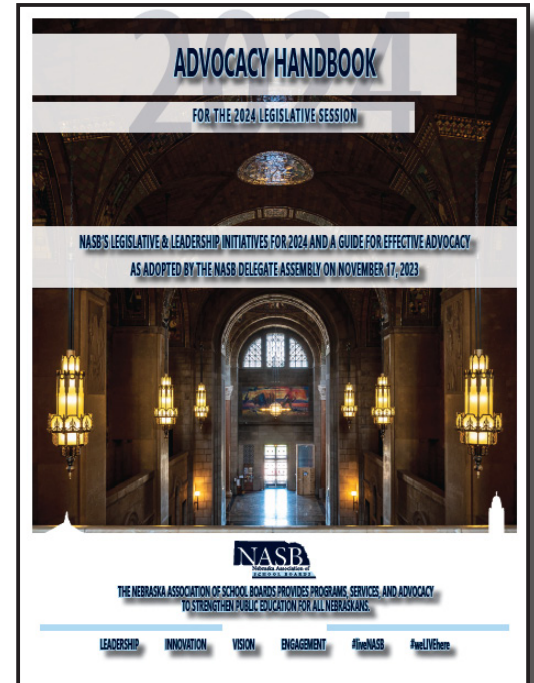
Newly added is our Standing Position S-62, titled "Local Control and the Possession of Firearms on School Grounds" which reads, *NASB supports the rights of local school boards to determine the appropriateness, guidelines, and ability for the possession of firearms by non-law enforcement personnel on school grounds or at school related activities.*

All other items within the Handbook remain the same as last year.

We look forward to working for and with you this session ... do not hesitate to reach out to NASB at any time with questions on particular bills, initiatives, becoming more engaged, or the overall legislative process in general.

Matt, Colby, John & Lindsey  
Your NASB Legislative Team

*Interested in becoming more engaged in the legislative process? Whether it is from home, or in Lincoln, scan here to let us help you share your story, and advocate for public education in Nebraska as bills, topics, and issues arise.*



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# AT THE BOARD TABLE

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## BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

<https://members.nasbonline.org/board-leadership>



Each month, this space reflects recommended regular board meeting agenda items to include in the upcoming board meeting agenda. Please contact Marcia at [mherring@NASBonline.org](mailto:mherring@NASBonline.org) if you have questions or recommendations for improving the Board Meeting Annual Calendar.

### JANUARY BOARD AGENDA ITEMS

In addition to routine agenda items, time sensitive topics include:

#### ANNUAL REORGANIZATION MEETING

- I. Election of Officers (President, Vice President, Secretary, and Treasurer)
- II. Review Board Code of Conduct/Ethics Policy
- III. Sign and identify conflict of interest per NADC form [File with Board Secretary]
- IV. Adopt 2024 NASB Annual Board Calendar
- V. Identify, designate, and Approve – Legal Counsel, Depository bank(s), District Newspaper of Record
- VI. Appoint annually Non-Discrimination Compliance Coordinator
- VII. Readopt Existing Policies, Regulations, and Handbooks

#### POLICY

- I. Assign and adopt Board Committee Assignments [Per Board Policy]
- II. Establish and adopt a Board Policy Review process

#### DISTRICT/ESU RESOURCES [BUDGET]

- I. Collective Bargaining – On or before **February 8** if an agreement is not reached, the parties shall submit to mandatory mediation or fact-finding as ordered by the commission, unless the parties mutually agree, in writing, to forgo mandatory mediation or fact finding. Within fourteen days after such date, file a petition with the commission. §48-818.01

#### BOARD-SUPERINTENDENT RELATIONS

- I. Collaborate with superintendent/ESU Administrator to develop new and or updated goals to align with the recent evaluation summary.

#### LEARNING COMMUNITY

- I. Diversity Plan; contents; approval; report. On or before February 1 of each odd-numbered year the LCCC shall report to the Education Committee on the diversity and changes within the learning community. §79-2118

CONTINUED ON PAGE 5

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## BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

<https://members.nasbonline.org/board-leadership>

CONTINUED FROM PAGE 4

### BOARD SELF-ASSESSMENT

Following the board's evaluation of the superintendent or ESU Administrator, consider administering a Board Self-Assessment. This provides an opportunity for board members to self-reflect and collectively consider the effectiveness of the board's governance leadership and working relationship with the superintendent or ESU Administrator. Schedule a board retreat with Marcia or Stacie to review the results and participate in discussion of goals to address the board's identified areas of growth. Please contact Katie Corfield at [kcorfield@NASBonline.org](mailto:kcorfield@NASBonline.org) or Marcia Herring at [mherring@NASBonline.org](mailto:mherring@NASBonline.org) or 402-817-0296 to schedule a time to administer the board self-assessment.

### BOARD RETREAT

As the new year is fast approaching, it is a perfect time to schedule a board retreat to set goals, discuss the board role and responsibilities, develop board protocols, or customize the retreat to meet the board-superintendent/ESU Administrator vision or needs. Please contact Marcia Herring at [mherring@NASBonline.org](mailto:mherring@NASBonline.org) or 402-817-0296 to schedule for the Board's next Retreat.

### UPCOMING NASB BOARD LEADERSHIP EVENTS

**NASB President Retreats**  
**January 28-29 in Norfolk - February 4-5 in Kearney**

Join the NASB Board Leadership Team in Norfolk and Kearney for the opportunity to engage with fellow other leadership teams including the board president, aspiring presidents, and superintendents. The agenda will include a leadership activity on Sunday, social, dinner, and a full agenda on Monday addressing board meeting protocols, Open Meetings Law, policy, committee work, scenarios, goal planning, superintendent evaluation, and more. Stay tuned for more information regarding the registration details. Learn more at <https://members.nasbonline.org/events/board-president-retreat>

*happy new year*



# NASB LEGISLATIVE ISSUES CONFERENCE

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<https://members.nasbonline.org/events/legislative-issues-conference>

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## NASB LEGISLATIVE ISSUES CONFERENCE

**JANUARY 21-22 - CORNHUSKER MARRIOTT LINCOLN**

**SENATORS BOSTAR, BREWER, CONRAD, HUGHES, IBACH, AND SANDERS. COMMISSIONER MAHER. GOVERNOR PILLEN.**

**2024 TEMPERATURE CHECK, ENGAGEMENT, SCHOOL SAFETY, BILL OVERVIEW, LUNCH WITH SENATORS, AND MORE!**

In 2023 there was a New Governor ... 16 New State Senators ... New Speaker ... New Committee Chairs ... Two New Faces on the State Board of Education ... New Commissioner of Education ... New AG ... New Faces in DC ... New Faces On Your Board. Where are we at one year later?

Presented annually, hear from the movers and shakers inside the Legislature about the key issues affecting Nebraska's public schools. The Governor's Office, Speaker, key Committee Chairs, a number of other Senators and education stakeholders are invited to share their respective views throughout the morning. See what key bills are in play and get a first hand look at anything that will have an impact on public education in Nebraska during this year's legislative session.

### **SUNDAY, JANUARY 21**

6:00 PM Reception, Dinner & Program - Brian Maher, Commissioner of Education  
Six months in, hear the new Commissioner's plans and initiatives for NDE in his first year, and how school boards can work closer with the Department for future collaborations and continuity. There will also be time for Q&A.  
Hospitality event to follow.

### **MONDAY, JANUARY 22**

8:00 AM Registration

8:30 AM Welcome and Introductions - Sandy Noffsinger, NASB President  
Education leaders have been invited to share their respective views throughout the morning. Get a firsthand look at all the bills introduced that will have an impact on public education in Nebraska during this year's legislative session.

12:00 PM Lunch with the Senators

1:30 PM Adjournment



**To register go to the *My Membership* tab of the NASB website and log in using your email and password**

# SCHOOL BOARD MEMBER WEEK STARTS JANUARY 21

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<https://members.nasbonline.org/events/school-board-member-week>

## THANK YOU SCHOOL BOARDS!!!!

The week of January 21-28, 2024 will serve as School Board Recognition Week in Nebraska. Thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs. Through their leadership, innovation, vision and engagement, they make Nebraska a better place to live.



## DON'T GIVE PROSPECTIVE HIRES THE COLD SHOULDER

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# LOOK FOR YOUR 2024 MEMBERSHIP GUIDE SOON

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<https://members.nasbonline.org/news-resources/annual-membership-guide>

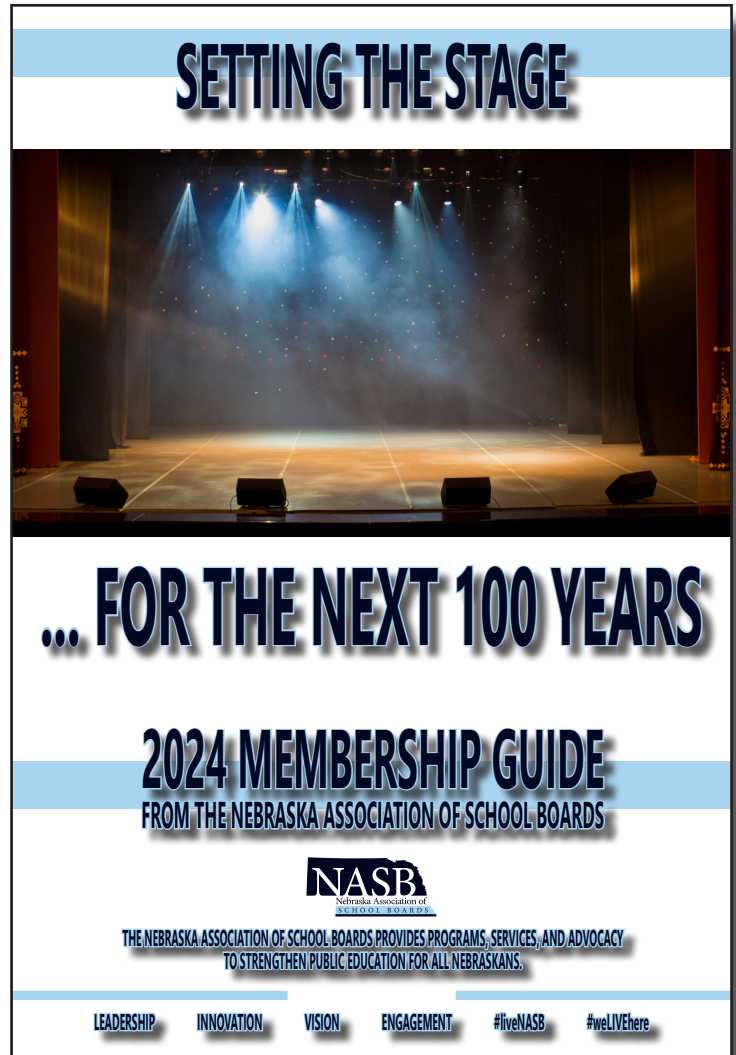
Each year, members receive the annual Membership Guide, a full-scale publication that includes information on everything NASB is and does such as:

- The History of NASB
- Organizations NASB is Responsible For
- Complexities & Governance Structure
- Your 2024 NASB Board of Directors
- NASB Region Bylaws
- Your 2024 NASB Legislation Committee
- Advocacy & Engagement - What Is Your Role?
- Awards of Achievement & NASB Board Awards
- Ann Mactier - School Board Member of the Year
- Your NASB Programs & Services
- Your NASB Staff
- NASB's Endorsed Services
- 2024 Platinum & Gold Level Affiliate Partners
- And more ...

**Look for these Guides to be delivered early 2024!**

To give you a little more about the theme of this year's Membership Guide, "Setting The Stage For The Next 100 Years," in 2018, NASB celebrated its 100th year of existence. At that time, your NASB Board of Directors began a governance review to examine how the organization should evolve and be governed over the next 100 years.

At the 2023 Delegate Assembly this past November, the membership voted to accept the recommended changes from the Board which will take effect November 2024.



NEBRASKA  
ASSOCIATION OF  
SCHOOL  
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## ... AND HAPPY NEW YEAR!



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## ... POLICY

An interesting year of writing policies winds down, having covered a spectrum of topics as wide as administering Naloxone for opioid overdoses to dealing with artificial intelligence in education. For a few districts who needed it, we've created a policy for handling the recording or transmitting of audio and video in non-public meeting settings, such as meetings with supervisors. All cellphones have recording capabilities, and this is another sign of the times. It's available if your district has also had an issue with this.

Contact Jim to learn more!

## ... EDUCATION LEADERSHIP SEARCH

For districts/ESUs facing a vacancy, we offer a free proposal to outline the steps of a search process. We are also available to answer questions on best practice.

If you are an applicant, click the link to view openings or create a profile at <https://nasb.myrevelus.com/>

There are multiple openings on our website with upcoming deadlines. <https://members.nasbonline.org/elss>

Contact Shari Becker with questions [sbecker@NASBonline.org](mailto:sbecker@NASBonline.org)

## ... DATA ANALYTICS

Last year's state standardized test results are available, and the next few months might be a great time to examine your students' scores in relationship to various nearby districts and districts of a similar size. We can supply that NDE information to you in way that quickly makes sense of the numbers, along with other relevant information such as poverty and mobility indicators that may be influential in your school's results.

Contact Jim to learn more!

## ... MEMBER ENGAGEMENT

We look forward to seeing you throughout January & February at a number of NASB events including the Legislative Issues Conference and President's Retreats.

Great to visit the following districts throughout December: Bridgeport, Creek Valley, Minatare, Morrill, Potter-Dix, Sidney, & South Central Unified  
- Sharon -

## ... BOARD LEADERSHIP

Check out "At the Board Table" on pages 4&5.

Marcia, Kari, Katie, Caden, Stacie & Ben

## ... ENERGY PURCHASING

This winter has created the rare situation of declining gas prices as we move further into the winter months. It's given us the chance to purchase some of our gas needs already for next winter. It is truly unusual to do that in December, but it's another example of the value of buying layers of expected gas needs throughout the year and having experienced consultants who watch the commodity markets for us every day. NJUMP and CJUMP are expecting to add new members for next winter's heating season and Jim Luebke can provide you with the information to get that done.

Contact Jim to learn more!

## ... FOUNDATION

The Nebraska Public Leadership Foundation (NPLF) has created a scholarship program for high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. In thousands of classrooms across Nebraska, teachers lead our students to discover new and important facts and ideas, the steppingstones that shape their future. NPLF supports the students who want to give to the overall mission of success for every student in Nebraska. Please consider helping today's student leaders become tomorrow's education leaders by donating to the NPLF Student Scholarship Program at [www.nepublicleadership.org](http://www.nepublicleadership.org).



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## ... ADVOCACY & GOVERNMENT RELATIONS

The 2024 Session starts Wed, January 3!  
Bookmark NASB's GR & Bills web pages at  
<https://members.nasbonline.org/government-relations>

Join us! Legislative Issues Conference,  
January 21-22. Learn more on Page 6.

Call Colby & Matt with questions any time!

## ... ALICAP & INSURANCE

The ALICAP team would like to wish all  
191 participating schools and ESUs a very  
Merry Christmas and Happy New Year!  
Thanks for making 2023 a great year!

Thanks, Megan!

## ... TECHNOLOGY

As staff negotiations begin to wind down,  
please remember to enter your 2024-25  
negotiated agreement into the Contract  
Settlement Form. If you need assistance,  
please email Darion!

Welcome to our newest Negotiations  
subscriber, Mead Public Schools!

Happy Holidays!

Darion - [dmiller@NASBonline.org](mailto:dmiller@NASBonline.org)

Nicole - [nkobus@NASBonline.org](mailto:nkobus@NASBonline.org)

[www.sparqdata.com](http://www.sparqdata.com)



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Cody Wickham  
Senior Vice President,  
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Andy Forney  
Senior Vice President,  
Public Finance  
402-392-7988  
[aforney@dadco.com](mailto:aforney@dadco.com)

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- QCPUF Bonds
- Refinancing Bond Issues



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## The Twelve Days of School Boards

- 12 ... Months of Engagement
- 11 ... No, eMeetings
- 10 ... Levels of Achievement
- 9 ... Area Meetings
- 8 ... Well at State Conference
- 7 ... Teen Hundred Board Members
- 6 ... Average Size Board
- 5 ... Current Searches
- 4 ... Golf With Us Each June
- 3 ... All-Women Boards
- 2 ... Board President Retreats

And A Warm Holiday Wish From NASB!

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## YOUR NASB OFFICERS

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**Sandy Noffsinger - President**  
Dundy County Stratton



**Stacy Jolley - President-Elect**  
Millard



**Brad Wilkins - Vice President**  
Ainsworth



**Kim Burry - Past President**  
Bayard

## YOUR NASB REGION DIRECTORS

<https://members.nasbonline.org/board-of-directors>



**Region 1 - Neal Kanel**  
HTRS



**Region 2 - Sarah Centineo**  
Bellevue



**Region 3 - Renee Vokt**  
Elkhorn



**Region 4 - Elizabeth Kumru**  
Ralston



**Region 5 - Shavonna Holman**  
Omaha



**Region 6 - Ricky Smith**  
Omaha



**Region 7 - Tracy Casady**  
Omaha



**Region 8 - Bob Rauner**  
Lincoln



**Region 9 - Annie Mumgaard**  
Lincoln



**Region 10 - Ed Swotek**  
Malcolm



**Region 11 - Jim Vlach**  
Lyons-Decatur Northeast



**Region 12 - Lisa Wagner**  
Central City



**Region 13 - Marilyn Bohn**  
ESU 10



**Region 14 - Steve Koch**  
Hershey



**Region 15 - Vacant**



**Region 16 - Stephanie Summers**  
David City



**Region 17 - Michelle Reikofski**  
Osmond



**Region 18 - Susan Ernest**  
Leyton



**Region 19 - Amanda McGill Johnson**  
Millard

## YOUR NASB STAFF

<https://members.nasbonline.org/about-us/nasb-staff>



**John Spatz**  
Executive Director



**Ben Anderjaska**  
Board Leadership Data  
and Support Specialist



**Megan Boldt**  
Associate Executive Director  
Director of ALICAP



**Katie Corfield**  
Board Leadership Associate



**Stacie Higgins**  
Board Leadership Specialist



**Kem Loecker**  
Executive Administrative  
Assistant



**Makenzie Barry**  
ALICAP Data &  
Financial Specialist



**Craig Caples**  
Director of Technology



**Sharon Endorf**  
Director of  
Member Engagement



**Sallie Horky**  
Chief Operating Officer



**Jim Luebbeck**  
Director of Policy Services



**Shari Becker**  
Director of Education  
Leadership Search Service



**Abi Carlson**  
Event & Search Service  
Associate



**Caden Frank**  
Board Leadership Community  
Engagement Specialist



**Rachel Horstman**  
Business Manager



**Kari Stephens**  
Board Leadership Development  
& Learning Specialist



**Matt Belka**  
Director of Marketing,  
Communications & Advocacy



**Colby Coash**  
Associate Executive Director  
Dir. of Government Relations



**Marcia Herring**  
Director of Board Leadership



**Nicole Kraus**  
Events & Engagement  
Associate



**Lindsey Wooton**  
Administrative Specialist

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## YOUR 2023 PLATINUM & GOLD AFFILIATES



## ACCOUNTING

**Watts and Hershberger, P.C.** - Jim Watts - 402-483-7512 - [jw1cpa@aol.com](mailto:jw1cpa@aol.com) - <https://gowh.com/> - (CPA, Accounting)

## ARCHITECTS

**BCDM Architects** - Pat Carson - 402-384-6422 - [pcarson@bcdm.net](mailto:pcarson@bcdm.net) - [www.bcdm.net](http://www.bcdm.net) - (Creating environments that form people) - PLATINUM LEVEL AFFILIATE

**BVH Architecture** - Cleve Reeves - 402-475-4551 - [creeves@bvh.com](mailto:creeves@bvh.com) - [www.bvh.com](http://www.bvh.com) - (We are a design-centered critical practice. We embrace a creative and collaborative process to design architecture that enhances the community in which it serves.) - PLATINUM LEVEL AFFILIATE

**Clark & Enersen** - Steve Miller - 402-477-9291 - [steve.miller@clarkenersen.com](mailto:steve.miller@clarkenersen.com) - [www.clarkenersen.com](http://www.clarkenersen.com) - (From the very beginning, partnership has defined us. We're continuing that tradition through our new brand by returning to our original name with a refreshed look.) PLATINUM LEVEL AFFILIATE

**CMBA Architects** - Jim Brisnehan - 308-384-4444 - [brisnehan.j@cmbaarchitects.com](mailto:brisnehan.j@cmbaarchitects.com) - Troy Keilig - 308-384-4444 - [keilig.t@cmbaarchitects.com](mailto:keilig.t@cmbaarchitects.com) - Courtney Koch - 308-384-4444 - [koch.c@cmbaarchitects.com](mailto:koch.c@cmbaarchitects.com) - [www.cmbaarchitects.com](http://www.cmbaarchitects.com) - (Architecture, Master Planning, Interiors, Bond Assistance/Community Engagement) - PLATINUM LEVEL AFFILIATE

CONTINUED ON PAGE 14



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## ARCHITECTS (CONTINUED)

**Carlson West Povondra Architects** - Jamie Eckmann - 402-551-1500  
jeckmann@cwparhitects.com - www.cwparhitects.com - (Architecture, planning, feasibility studies) - GOLD LEVEL AFFILIATE

**DLR Group** - Vanessa Schutte - 402-393-4100 - vschutte@dlrgroup.com  
www.dlrgroup.com - (Architecture, engineering, Ed. facility planning)

**Wilkins Architecture Design Planning** - Jacob Sertich  
jsertich@wilkinsadp.com - 308-237-5787 - www.wilkinsadp.com - Our success is based on a "yes, and..." approach. Our clients believe in us because we're collaborative, adaptive, innovative, and genuine. - PLATINUM LEVEL AFFILIATE

## AWARDS & PLAQUES

**Awards Unlimited** - Tim Moravec - 402-474-0815  
tmoravec@awardsunlimited.com - www.awardsunlimited.com  
(Trophies, awards, plaques, etc.)

## CONSTRUCTION SERVICES

**BD Construction** - Marsha Wilkerson - 308-234-1836  
mwilkerson@bdconstruction.com - www.BDConstruction.com - (Construction Management at Risk and as Agent, Facility Planning, Site Selection, Pre-bond Community Education, Stakeholder Engagement) - GOLD LEVEL AFFILIATE

**Boyd Jones Construction** - Emily Bannick - 402-550-1808  
ebannick@boydjones.biz - www.boydjones.biz - (Construction Management, Pre-Bond, Pre-Construction, Facility Evaluation, Early Stage Planning)  
PLATINUM LEVEL AFFILIATE

**Cheever Construction** - Douglas Klute - 402-477-6745  
dklute@cheeverconstruction.com - www.cheeverconstruction.com  
GOLD LEVEL AFFILIATE

**Global Roofing Company** - Job LeRay - 800-257-3758  
leray@globalroofingcompany.com - www.globalroofingcompany.com/  
(Full service roofing company specializing in commercial, industrial, and multi-family re-roofing installations with a focus on flat, low sloped, and metal re-roofing applications.) - PLATINUM LEVEL AFFILIATE

**Hausmann Construction** - Ashley Abramson - 402-438-3230  
ashleya@hausmannconstruction.com - https://hausmannconstruction.com/  
PLATINUM LEVEL AFFILIATE

**MCL Construction** - Heather Fredrick - 402-339-2221  
haf@mclconstruction.com - www.mclconstruction.com - (Navigating the entire construction process) GOLD LEVEL AFFILIATE

**Project Control** - Adam Hoebelheinrich - ahoebelheinrich@projectcontrol.com  
Caleb Swanson - cswanson@projectcontrol.com - Justin Short  
jshort@projectcontrol.com - Patti McAtee - pmcatee@projectcontrol.com  
402-477-0487 - https://projectcontrol.com/ - (With over 1,000 completed school projects, Project Control provides public and private schools expertise in managing capital projects, from non-bond large capital improvement planning and budgeting, bond preparation, and facility assessments through design and construction to occupancy.) - GOLD LEVEL AFFILIATE

**Sampson Construction, Co., Inc.** - Bob Everitt - 402-434-5450  
bob.everitt@sampson-construction.com - https://www.sampson-construction.com/  
(With over six decades of professional construction expertise and knowledge, quality is an uncompromising standard.) - PLATINUM LEVEL AFFILIATE

## CONSULTING

**Akagi Consulting LLC** - Mark Akagi - markakagi3@gmail.com

## DATA SECURITY, VIDEO & COMMUNICATIONS

**Filament Essential Services** - Lisa Lewis - 402-479-6661 - lisa@fes.org  
www.filamentservices.org - (SOCS websites+apps, Marketing/Branding/Video, Data. Filament Essential Services is a new division of FES)  
PLATINUM LEVEL AFFILIATE

## DESIGN BUILD

**Ayars & Ayars, Inc.** - Darl Naumann - 402-435-8600 - 402-570-9214  
dnaumann@ayarsayars.com - www.ayarsayars.com - (Design-build leader focused on creating opportunities by building beneficial relationships, processes, and projects) - GOLD LEVEL AFFILIATE

## ENERGY SERVICES

**Community Building Solutions** - Jacob Hurla - 785-580-3014  
jhurla@communitybuildingsolutions.com - (Providing a cost-effective avenue for school districts to address outdated equipment, resolve comfort challenges, and reduce energy and maintenance costs. Serving underserved rural communities cost-effectively is the core of our mission.)  
PLATINUM LEVEL AFFILIATE

**Facility Advocates** - Dave Raymond - 402-206-8777  
draymond@facilityadvocates.com - www.facilityadvocates.com - (Building Construction & Energy Services) - GOLD LEVEL AFFILIATE

**Navitas** - Ryan Terry & Shane Alexander - 402-840-0370  
salexandereds@gmail.com - rterry@navitas.us.com - https://navitas.us.com/  
(Energy Savings, Building Construction, Energy Management, Guaranteed Results) - GOLD LEVEL AFFILIATE

**TRANE** - Matt Foertsch - 402-596-8007 - mfoertsch@trane.com  
www.trane.com/omaha - (Building Construction & Energy Services. A global provider of indoor comfort systems) - GOLD LEVEL AFFILIATE

## FINANCIAL SERVICES

**D.A. Davidson & Co.** - Paul Grieger - 402-392-7986 - pgrieger@dadco.com  
Cody Wickham - 402-392-7989 - cwickham@dadco.com - Andy Forney  
402-392-7988 - aforney@dadco.com - www.dadavidson.com - (Bonds/  
Election Services, Lease Purchase) - PLATINUM LEVEL AFFILIATE

**First National Capital Markets** - Tobin Buchanan - 308-352-8328  
tbuchanan@fnmi.com - Carl Dietz - 308-289-3920 carldietz@fnmi.com  
www.fnncapitalmarkets.com (Public Finance, Election Guidance)  
GOLD LEVEL AFFILIATE

**Nebraska Liquid Asset Fund - NLAFF** - Barry Ballou - 402-705-0350  
- balloub@pfm.com - www.NLAFFpool.org - (Liquid Asset Fund, financing programs) - PLATINUM LEVEL AFFILIATE

**Piper Sandler** - Jay Spearman - 402-599-0307  
jay.spearman@psc.com - (Financing for Capital Construction Products, Bonds, Refunding Bonds, Notes, NASB Lease Purchase) - PLATINUM LEVEL AFFILIATE

## FOOD SERVICE

**Lunchtime Solutions** - Susan Gracey - 402-984-4546  
s.gracey@lunchtimesolutions.com - www.lunchtimesolutions.com  
(Progressive Food Service Management) - GOLD LEVEL AFFILIATE

CONTINUED ON PAGE 15

# YOUR 2023 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

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<https://members.nasbonline.org/about-us/affiliate-members>

## FOOD SERVICE

**Opaa! Food Management of Nebraska** - Greg Frost - 816-210 -9359  
gfrost@opaafod.com - www.opaafod.com - (Contract Food Service Management)

## FUNDRAISING

**Omaha Public Schools Foundation** - Toba Cohen-Dunning - 402-502-3003  
toba.cohendunning@ops.org - <https://omahapublicschoolsfoundation.org>  
(The Omaha Public Schools Foundation enriches students' lives by funding opportunities for success.) - Silver Level Affiliate

## INSURANCE SERVICES

**American Fidelity** - Stacey Anderson - 402-432-2251  
stacey.anderson@americanfidelity.com - [www.americanfidelity.com/nebraska](http://www.americanfidelity.com/nebraska)  
(Solutions built for the education community) - PLATINUM LEVEL AFFILIATE

**Blue Cross Blue Shield of Nebraska** - Brett Young - 402-630-5117  
brett.young@nebraskablue.com - [www.nebraskablue.com](http://www.nebraskablue.com)  
(Group health insurance) - GOLD LEVEL AFFILIATE

**National Insurance Services** - Megan Ware - 402-506-2170  
mware@nisbenefits.com - [www.nisbenefits.com](http://www.nisbenefits.com)  
(Group LTD, Life, Vision, Special Pay Plans, HRA's)

**Public Risk Management** - Sheri Shonka - 402-884-3751  
sheri.shonka@prmn.com - [www.alicap.org](http://www.alicap.org) - (ALICAP, Insurance services)  
PLATINUM LEVEL AFFILIATE

## LEGAL SERVICES

**Mueller Robak, LLC** - William Mueller - 402-434-3399  
mueller@muellerrobak.com - (Lobby firm)

## MENTORING

**TeamMates Mentoring** - Hannah Miller - 319-610-8538  
hannah@teammates.org - [www.teammates.org](http://www.teammates.org)  
(Together we transform lives) - Silver Level Affiliate

## PLAYGROUND/SCOREBOARDS/SURFACING

**Creative Sites, LLC** - Julie Kutilek - 402-614-4606 - 800-266-1250  
julie@creativesitesllc.com - (Playground equipment and site furnishings)  
GOLD LEVEL AFFILIATE

**Crouch Recreation** - Eric Crouch - 402-496-2669 - [eric@crouchrec.com](http://eric@crouchrec.com)  
[www.crouchrec.com](http://www.crouchrec.com) - (Playgrounds, Shelters, Scoreboards, Safety Surfacing & Site Amenities Manufacturers Rep) - PLATINUM LEVEL AFFILIATE

**Fisher Tracks, Inc.** - Jordan Fisher - 800-432-3191 - 515-432-3191  
jfisher@fishertracks.com - [www.fishertracks.com](http://www.fishertracks.com) - (Installation, Refurbishment & Design Build of All-Weather Running Tracks)

**Outdoor Recreation Products** - Don Wilson - 402-289-0400  
don@outdoorrec.net - [www.outdoorrecreationproducts.com](http://www.outdoorrecreationproducts.com)  
(We help consult and guide school districts in the best commercial grade playground equipment, shade, surfacing, site furnishings, and splash pads that fits their budget.) - GOLD LEVEL AFFILIATE

## SAFETY & SECURITY SERVICES

**One Source The Background Check Company** - Neal Josten - 402-933-9999  
njosten@onesourcebackground.com - [www.onesourcebackground.com](http://www.onesourcebackground.com)  
(Employment, Volunteer, Contractor Screening) - GOLD LEVEL AFFILIATE

## TECHNOLOGY CONSULTING

**PRISM advisors** - Jason Richards - 402-593-8911  
jprichards@prism-advisors.com - [www.prism-advisors.com](http://www.prism-advisors.com)  
(PEOPLE, PROCESS & SYSTEMS. IT strategic planning and project management through RFP to implementation)

## TECHNOLOGY/SOFTWARE

**Hamilton** - Megan Anderson - 402.694.5101  
megan.anderson@hamiltonel.com - <https://hamiltonel.com/>  
(Connecting Your World - Telecommunications and Technology Solutions)  
PLATINUM LEVEL AFFILIATE

**Renaissance** - <https://www.renaissance.com/>  
Valerie Vallejo - 480-329-0398 - [valerie.vallejo@renaissance.com](mailto:valerie.vallejo@renaissance.com)  
Sparkle Oehlert - 928-514-2901 - [Sparkle.oehlert@renaissance.com](mailto:Sparkle.oehlert@renaissance.com)  
Mark Kessler - 503-616-6246 - [Mark.kessler@renaissance.com](mailto:Mark.kessler@renaissance.com)  
(Continually innovating with bold, connected products ... Insights and actions for education) - PLATINUM LEVEL AFFILIATE

**Sparq Data Solutions** - Craig Caples - 402-423-4951  
ccaples@sparqdata.com - [www.sparqdata.com](http://www.sparqdata.com) - (Paperless Board Meetings, Teacher Negotiations, Public Document Management, Document Imaging & Scanning) - PLATINUM LEVEL AFFILIATE

## TRANSPORTATION

**Cornhusker International** - Russ Folts - 402-466-8461 ext 206  
russ.folts@cornhuskerinternational.com - [www.cornhuskerinternational.com](http://www.cornhuskerinternational.com)  
(With six locations across Nebraska, Cornhusker International offers your best choice in new and pre-owned School Buses, Compliant Activity Buses, plus full parts and service for all makes and models) - GOLD LEVEL AFFILIATE

**Master's Transportation** - Mariya Goodbrake - 800-783-3613  
mgoodbrake@masterstransportation.com - [www.masterstransportation.com](http://www.masterstransportation.com)  
(Your trusted source for safe, reliable, and innovative group transportation solutions.) - GOLD LEVEL AFFILIATE



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# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership

Innovation

Vision

Engagement

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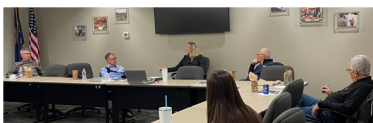
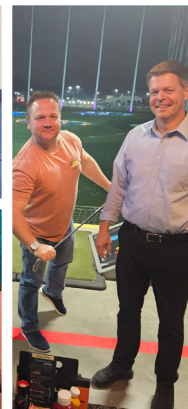
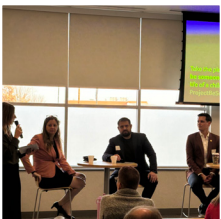
1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA



The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)

# 2024 Legislative Session\*

| Sun            | Mon     | Tues   | Wed    | Thur   | Fri    | Sat |
|----------------|---------|--------|--------|--------|--------|-----|
| <b>January</b> |         |        |        |        |        |     |
|                | 1       | 2      | 3      | 4      | 5      | 6   |
|                |         |        | DAY 1  | DAY 2  | DAY 3  |     |
| 7              | 8       | 9      | 10     | 11     | 12     | 13  |
|                | DAY 4   | DAY 5  | DAY 6  | DAY 7  | DAY 8  |     |
| 14             | 15      | 16     | 17     | 18     | 19     | 20  |
|                | HOLIDAY | DAY 9  | DAY 10 | DAY 11 | DAY 12 |     |
| 21             | 22      | 23     | 24     | 25     | 26     | 27  |
|                | DAY 13  | DAY 14 | DAY 15 | DAY 16 | DAY 17 |     |
| 28             | 29      | 30     | 31     |        |        |     |
|                | RECESS  | DAY 18 | DAY 19 |        |        |     |

| Sun             | Mon     | Tues   | Wed    | Thur   | Fri    | Sat |
|-----------------|---------|--------|--------|--------|--------|-----|
| <b>February</b> |         |        |        |        |        |     |
|                 |         |        |        | 1      | 2      | 3   |
|                 |         |        |        | DAY 20 | DAY 21 |     |
| 4               | 5       | 6      | 7      | 8      | 9      | 10  |
|                 | DAY 22  | DAY 23 | DAY 24 | DAY 25 | RECESS |     |
| 11              | 12      | 13     | 14     | 15     | 16     | 17  |
|                 | DAY 26  | DAY 27 | DAY 28 | DAY 29 | RECESS |     |
| 18              | 19      | 20     | 21     | 22     | 23     | 24  |
|                 | HOLIDAY | DAY 30 | DAY 31 | DAY 32 | DAY 33 |     |
| 25              | 26      | 27     | 28     | 29     |        |     |
|                 | RECESS  | DAY 34 | DAY 35 | DAY 36 |        |     |

| Sun          | Mon    | Tues   | Wed    | Thur   | Fri    | Sat |
|--------------|--------|--------|--------|--------|--------|-----|
| <b>March</b> |        |        |        |        |        |     |
|              |        |        |        |        | 1      | 2   |
|              |        |        |        |        | RECESS |     |
| 3            | 4      | 5      | 6      | 7      | 8      | 9   |
|              | DAY 37 | DAY 38 | DAY 39 | DAY 40 | RECESS |     |
| 10           | 11     | 12     | 13     | 14     | 15     | 16  |
|              | RECESS | DAY 41 | DAY 42 | DAY 43 | DAY 44 |     |
| 17           | 18     | 19     | 20     | 21     | 22     | 23  |
|              | DAY 45 | DAY 46 | DAY 47 | DAY 48 | RECESS |     |
| 24           | 25     | 26     | 27     | 28     | 29     | 30  |
| 31           | DAY 49 | DAY 50 | DAY 51 | DAY 52 | RECESS |     |

| Sun          | Mon    | Tues   | Wed    | Thur   | Fri    | Sat |
|--------------|--------|--------|--------|--------|--------|-----|
| <b>April</b> |        |        |        |        |        |     |
|              | 1      | 2      | 3      | 4      | 5      | 6   |
|              | RECESS | DAY 53 | DAY 54 | DAY 55 | DAY 56 |     |
| 7            | 8      | 9      | 10     | 11     | 12     | 13  |
|              | RECESS | DAY 57 | DAY 58 | DAY 59 | RECESS |     |
| 14           | 15     | 16     | 17     | 18     | 19     | 20  |
|              | RECESS | RECESS | RECESS | DAY 60 |        |     |
| 21           | 22     | 23     | 24     | 25     | 26     | 27  |
| 28           | 29     | 30     |        |        |        |     |

## Federal & State Holidays

January 15 – Martin Luther King Jr. Day  
February 19 – Presidents' Day

## Legislative Recess Days

January 29  
February 9, 16, 26  
March 1, 8, 11, 22, 29  
April 1, 8, 12, 15, 16, 17

\*The Speaker reserves the right to revise the session calendar.