

**WEEPING WATER SCHOOL
DISTRICT #13-0022-CASS COUNTY, NEBRASKA
BOARD OF EDUCATION MEETING
WEEPING WATER PUBLIC SCHOOLS BUSINESS ROOM**

NOTICE for this meeting was posted in the identified locations as per district policy.

1. AGENDA
 - 1.a. Call the meeting to order
 - 1.b. Roll Call
 - 1.c. Acknowledgement of Nebraska Open Meetings Act posted
 - 1.d. Excuse absent board members
 - 1.e. Approval of consent agenda
 - 1.e.a. Approval of previous meetings minutes
 - 1.e.b. Notification of meeting publication site, date, and time.
 - 1.e.c. Financial Reports and Payment of Bills
 - 1.e.d. Next regular meeting date - May 18, 2026 at 6:00 pm.
2. Communications
3. Visitors/Open Forum and staff and program presentations
4. Action Items
 - 4.a. Discuss, consider and take all necessary action to surplus Weeping Water Public Schools equipment and hot spots.
 - 4.b. Discuss, consider, and take all necessary action on JSM Concrete bid.
 - 4.c. Discuss, consider, and take all necessary action to approve copier contract.
 - 4.d. Consider, discuss and take all necessary action on Board Members resignation.
 - 4.e. Discuss, consider, and take all action to reorganize the Weeping Water School Board
5. Discussion
 - 5.a. Discuss, consider, and take all necessary action to give approval to policies to be reviewed.
 - 5.b. Discuss filling Board vacancy.
6. Reports
 - 6.a. Administration Reports
 - 6.b. Board Reports
7. Personnel
 - 7.a. Consider, discuss, and take all necessary action to accept resignation(s).
 - 7.b. Discuss, consider, and take all necessary action on the contract for an additional 2nd grade teacher.
8. Adjournment

** Members of the board of education may move to enter "closed" session or adjust the order of the agenda at any point during the regular meeting.

MINUTES OF THE REGULAR MEETING OF THE BOARD OF
EDUCATION, SCHOOL DISTRICT #22, CASS COUNTY,
WEEPING WATER, NEBRASKA
March 16, 2026

President Adam DeMike called the meeting to order at 6:00 PM in the Weeping Water Public School Conference Room.

Board members attendance at roll call were **Present:** Adam DeMike, Neil Huskey, Doug Meyer, Brandon Nash, Mark Rathe, **Absent:** Haley Dehne, Betty Harms.

1. AGENDA

Present: Adam DeMike, Neil Huskey, Doug Meyer, Brandon Nash, Mark Rathe, **Absent:** Haley Dehne, Betty Harms.

1.a. Call the meeting to order

1.b. Roll Call

Also present were Superintendent Adrian Allen, Secondary Principal, Scott Rezac, Elementary Principal Mary Mozena, and Asst. Principal/AD Michelle Heath.

1.c. Acknowledgement of Nebraska Open Meetings Act posted

The BOE President acknowledged the posting of the Nebraska Meetings Act.

1.d. Excuse absent board members

Mark Rathe moved to approve the absence of board members Betty Harms and Haley Dehne. Neil Huskey seconded the motion. Motion Passed

Haley Dehne: Absent, Adam DeMike: Yea, Betty Harms: Absent, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea

Yea: 5, Nay: 0, Absent: 2

1.e. Approval of consent agenda

Brandon Nash moved to approve the consent agenda, which includes the minutes of the last regular meeting, Notification of meeting publication site, date, and time, financial report and payment of general funds bills, and the next regular meeting date April 20, 2026 at 6:00pm. Neil Huskey seconded the motion. Motion Passed

Haley Dehne: Absent, Adam DeMike: Yea, Betty Harms: Absent, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea

Yea: 5, Nay: 0, Absent: 2

1.e.a. Approval of previous meetings minutes

1.e.b. Notification of meeting publication site, date, and time

The meeting date, time, and location was published in the Southeast Nebraska Voice

1.e.c. Financial Reports and Payment of Bills

1.e.d. Next regular meeting date - April 20, 2026 at 6:00 pm.

2. Communications

A thank you was read by the Dick Anderson family for the memorial plant sent.

3. Visitors/Open Forum and staff and program presentations

Visitors may address the board during this portion of the meeting. Each speaker is limited to 5 minutes. Multiple speakers for the same subject should appoint a single spokesperson to address the board for a maximum of 5 minutes. Jamie Hanes addressed the board with questions regarding the HVAC project.

4. Action Items

4.a. Discuss, consider, and take all necessary action to give approval to Scott Rezac's contract and compensation.

Brandon Nash moved to approve contract for Scott Rezac, 6-12 principal, for 2026-27 school year. Neil Huskey seconded the motion. Motion Passed

Haley Dehne: Absent, Adam DeMike: Yea, Betty Harms: Absent, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea
Yea: 5, Nay: 0, Absent: 2

4.b. Discuss, consider, and take all necessary action to give approval to Mary Mozena's contract and compensation.

Brandon Nash moved to approve contract for Mary Mozena, PreK-5 principal, for the 2026-27 school year. Doug Meyer seconded the motion. Motion Passed

Haley Dehne: Absent, Adam DeMike: Yea, Betty Harms: Absent, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea
Yea: 5, Nay: 0, Absent: 2

4.c. Discuss, consider, and take all necessary action to give approval to Michelle Heath's contract and compensation.

Brandon Nash moved to approve contract for Michelle Heath, Assistant Principal/AD/Childcare Supervisor, for the 2026-27 school year. Doug Meyer seconded the motion. Motion Passed

Haley Dehne: Absent, Adam DeMike: Yea, Betty Harms: Absent, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea
Yea: 5, Nay: 0, Absent: 2

4.d. Discuss, consider, and take all necessary action to give approval to Staci Noehren's contract as Director of Special Education.

Brandon Nash moved to offer a contract to Staci Noehren, SPED Director, for the 2026-27 school year. Neil Huskey seconded the motion. Motion Passed

Haley Dehne: Absent, Adam DeMike: Yea, Betty Harms: Absent, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea
Yea: 5, Nay: 0, Absent: 2

4.d.a. Discuss, consider, and take all necessary action to approve Cerris Maintenance Contract.

Neil Huskey moved to approve Cerris maintenance contract for \$21,080 per year or \$4216/inspection. Brandon Nash seconded the motion. Motion Passed

Haley Dehne: Absent, Adam DeMike: Yea, Betty Harms: Absent, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea

Yea: 5, Nay: 0, Absent: 2 \$21,080 per year or \$4,216/inspection

This contract will be rewritten when the new system is running.

5. Personnel

5.a. Discuss, consider, and take all necessary action to accept resignation of employee.
Neil Huskey moved to approve resignations from Sherri Weinmaster and Abby Barnhart, with regrets, at the end of the 2025-26 school year. Mark Rathe seconded the motion. Motion Passed
Haley Dehne: Absent, Adam DeMike: Yea, Betty Harms: Absent, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea
Yea: 5, Nay: 0, Absent: 2

5.b. Discuss, consider, and take all necessary action to approve Sarah Shipp's Elementary Special Education contract for the 2026-27 school year.
Neil Huskey moved to approve contract for Sarah Shipp's elementary Special Education contract for the 2026-27 school year. Brandon Nash seconded the motion. Motion Passed
Haley Dehne: Absent, Adam DeMike: Yea, Betty Harms: Absent, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea
Yea: 5, Nay: 0, Absent: 2

6. Discussion:

6.a. Discuss, consider, and take all necessary action to give approval to policies to be reviewed
The following policies meet KSB's recommendations:

6.b. Discuss a potential Cooperate FFA Chapter with Louisville for the 2026-27 school year.

7. Reports

7.a. Administration Reports

Activities Director / Asst. Principal

Elementary Principal

Secondary Principal

Superintendent

7.b. Board Reports

8. Adjournment

Respectfully submitted,

Board Secretary



**Weeping Water Public School
Financial Report for Board
April 2026**

FISCAL BUDGET USE PER MONTH

2025-2026 UPDATED: 4/17/2026

MONTH END	FISCAL 24 % USED 24 Budget =	General/Food Service FISCAL 24 \$ USED	FISCAL 25 % USED 25 Budget =	General/Food Service FISCAL 25 \$ USED	FISCAL 26 % USED 26 Budget =	General/Food Service FISCAL 26 \$ USED
September	8.12%	\$ 511,449.49	8.99%	\$ 571,200.15	8.40%	\$ 616,887.08
October	7.91%	\$ 498,609.88	8.74%	\$ 555,398.19	7.93%	\$ 582,891.24
November	8.16%	\$ 514,462.24	7.94%	\$ 504,353.13	7.37%	\$ 541,282.24
December	8.96%	\$ 564,744.90	8.77%	\$ 557,212.46	7.87%	\$ 577,849.28
January	7.87%	\$ 496,131.19	8.33%	\$ 529,401.56	7.35%	\$ 539,729.58
February	8.66%	\$ 545,845.39	8.37%	\$ 532,055.60	7.47%	\$ 549,081.47
March	7.95%	\$ 501,182.62	9.19%	\$ 583,995.02	7.85%	\$ 576,586.03
April	8.58%	\$ 540,623.33	9.03%	\$ 573,447.06	0.00%	\$ -
May	9.01%	\$ 567,500.40	9.20%	\$ 584,223.92	0.00%	\$ -
June	7.92%	\$ 499,229.48	8.02%	\$ 509,307.71	0.00%	\$ -
July	7.50%	\$ 472,429.00	8.26%	\$ 524,490.07	0.00%	\$ -
August	10.44%	\$ 657,714.61	10.53%	\$ 669,109.62	0.00%	\$ -
Cumulative	101.09%	\$6,369,922.53	105.37%	\$6,694,194.49	54.23%	\$3,984,306.92

	2024		2025		2026
OPERATING BUDGET	\$5,948,300.00	OPERATING BUDGET	\$6,000,000.00	OPERATING BUDGET	\$6,993,458.00
W/ SIXPENCE	\$6,301,300.00	W/ SIXPENCE	\$6,353,000.00	W/ SIXPENCE	\$7,346,458.00

Weeping Water Public School

Claims for Payment

Signed off by:

Adam DeMike, President of the Board

Date

Account Code	Payment Vendor	Invoice Total	Invoice Description
Multiple	Adrian Allen	\$100.00	Mileage/Cell Phone Reimb
Multiple	Adrian Allen	\$3,990.90	Moving Expense Reimb
01-2-01100-610-002	Amazon E-Commerce	\$68.99	Elementary Supplies
06-2-03100-610-000	Amazon E-Commerce	\$114.99	Kitchen Supplies
01-2-02130-610-000	Amazon E-Commerce	\$95.38	Nursing Supplies
01-2-02510-610-000	Amazon E-Commerce	\$78.77	Office Supplies
01-2-01200-610-002	Amazon E-Commerce	\$132.55	SPED Elementary Supplies
01-2-02620-610-000	Amazon E-Commerce	\$265.20	Maintenance/Custodial Supplies
01-2-03300-610-000	Amazon E-Commerce	\$29.96	Childcare Supplies
01-2-01100-610-001	Amazon E-Commerce	\$35.15	Secondary Supplies
01-2-02710-350-000	C&C Truck Repair, Inc.	\$516.28	Bus Repair
01-2-02710-350-000	C&C Truck Repair, Inc.	\$75.00	Bus Inspection
01-2-02710-350-000	C&C Truck Repair, Inc.	\$75.00	Bus Inspection
01-2-02710-350-000	C&C Truck Repair, Inc.	\$75.00	Bus Inspection
01-2-02710-350-000	C&C Truck Repair, Inc.	\$1,138.57	Bus Repair
01-2-02510-443-000	Capital Business Systems, Inc. (Lease)	\$2,048.39	Copier Lease: 0271825924-001
01-2-02510-443-000	Capital Business Systems, Inc. (Subscription)	\$132.32	MPSCONT14908-01
01-2-02510-643-000	Capital Business Systems, Inc. (Subscription)	\$58.43	Poster Printer Subscription: CONT18251-01; ACCT WW07
01-2-01100-640-001	Cavendish Square	\$186.03	Cultures of the World
01-2-02620-431-000	Cerris Systems North Central, Inc.	\$1,746.33	HP 2 Low Pressure Protection
01-2-02610-410-000	City Of Weeping Water	\$971.77	Monthly Water/Sewer/Trash
06-2-03100-630-000	Cody Knopp	\$702.00	Ground Beef for Kitchen
Multiple	Community Memorial Hospital DBA Syracuse Area Health	\$4,682.63	OT/PT Services
06-2-03100-630-000	CWD	\$243.25	Kitchen Food
06-2-03100-810-000	CWD	\$3.24	Kitchen Food
06-2-03100-630-000	CWD	\$1,124.08	Kitchen Food
06-2-03100-630-000	CWD	\$2,282.37	Kitchen Food
06-2-03100-630-000	CWD	\$817.80	Kitchen Food
01-2-02630-340-000	DnTree, LLC	\$2,790.00	Tree Removal
01-2-02630-340-000	Duncan Enterprises Inc	\$855.00	Fertilizer
01-2-02610-610-000	Eakes Office Solutions	\$184.34	Wipes & Bags
01-2-02610-610-000	Eakes Office Solutions	\$92.50	Remaining Wipes
Multiple	Educational Service Unit 3	\$14,707.60	Psych Services + SPED Coord (Feb)
06-2-03100-610-000	Egan Supply Company, Inc	\$389.85	Kitchen Supplies
01-2-02620-340-000	Electronic Contracting Co Inc	\$1,657.50	LED Indicator Lights
Multiple	Farmers & Merchants Bank-Weeping Water	\$29,831.90	Loan #: 30300252-00010 - Lighting Project
01-2-01100-382-000	Fiber Platform, LLC	\$558.68	ACCT:WEE3254_2255 (Network)
01-2-01100-382-000	Fiber Platform, LLC	\$554.37	ACCT:WEE3254_2255 (Network)
01-2-02510-610-000	Futuramic's Clean Water Center	\$44.55	Drinking Water
06-2-03100-630-000	Hiland Dairy	\$1,904.26	Milk
Multiple	Hoss's Lawn Care & Snow Removal	\$2,125.00	Practice Field Over Seeding
01-2-02640-431-000	KanEquip Inc.	\$838.84	Bobcat Repair
01-2-02640-431-000	KanEquip Inc.	\$1,459.19	Mower Repair
01-2-02710-350-000	Keckler Oil Co Inc	\$120.00	23 Microbus Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	19 Ford Transit Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	2017 Ford Transit Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	09 Fusion Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	11 Ford Van Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$1,863.71	2019 Ford Transit Repair
01-2-02510-530-000	Kinetic Business by Windstream	\$655.83	ACCT: 090073839
01-2-02710-350-000	LH Repair, LLC	\$670.53	Repair - Fuel Pressure Sensor
01-2-02620-340-000	Lueders Lock & Key, Inc.	\$155.00	Repair Entry Door Locks
Multiple	Mary Mozena	\$53.54	Cell Phone/Mileage Reimbursement
01-2-01100-626-001	Matheson Tri- Gas Inc	\$217.79	ACCT: 46263 - Gas Fill
01-2-02710-610-000	Meeske Auto Parts	\$14.89	Transportation Supplies
01-2-02710-610-000	Meeske Auto Parts	\$16.48	Transportation Supplies
01-2-02710-610-000	Meeske Auto Parts	\$7.49	Transportation Supplies
Multiple	Meeske Hardware Inc	\$1,572.05	District Supplies
Multiple	Michelle Heath	\$222.20	Cell Phone/Mileage Reimbursement
01-2-01100-810-001	NAEA District 1	\$275.00	26/27 NAEA Professional Fees
Multiple	National Insurance Services	\$1,235.24	Monthly LTD Premiums
01-2-02410-810-001	Nebraska Council of School Administrators, Inc.	\$435.00	26/27 Membership - Rezac
01-2-02710-626-000	Nebraska Iowa Supply Co., Inc.	\$3,218.21	Fuel - Unleaded

01-2-02610-621-000	Omaha Public Power District	\$7,658.76 ACCT: 1333000080
Multiple	One Source, Inc.	\$842.00 Background Checks
Multiple	Planbook, Inc.	\$576.00 12 Mo Subscription - Web/Cloud Base Software
01-2-01100-640-001	Popplers Music Inc	\$53.70 Music
01-2-01100-640-001	Popplers Music Inc	\$5.99 Music
01-2-01100-640-001	Popplers Music Inc	\$23.96 Music
01-2-01100-640-001	Popplers Music Inc	\$93.92 Music
01-2-02510-530-000	Rise Vision, Inc.	\$828.00
01-2-02230-432-000	Riverside Technologies, Inc (RTI)	\$116.00 Repair
01-2-02230-432-000	Riverside Technologies, Inc (RTI)	\$141.00 Repair
01-2-02130-610-000	School Health Corporation	(\$800.00) AED Trade Rebate
01-2-02130-610-000	School Health Corporation	\$3,698.00 AED Fully Auto
Multiple	Scott Rezac	\$48.63 Cell Phone/Mileage Reimbursement
06-2-03100-610-000	Staples (STAP)	\$924.94 ESUCC Kitchen Supplies
06-2-03100-610-000	Staples (STAP)	\$87.24 ESUCC Kitchen Supplies
06-2-03100-610-000	Staples (STAP)	\$174.80 ESUCC Kitchen Supplies
01-2-02510-340-000	Stericycle, Inc./Shred It	\$78.04 ACCT: 1000464396 - Shredding Services
06-2-03100-630-000	Sysco	\$6,176.69 Kitchen Food
01-2-02310-540-000	The Voice News	\$189.14 Public Record Ads
Multiple	US BANK	\$1,004.94 Monthly CC Expenses
01-2-01100-530-000	Verizon Wireless LLC	\$60.08 Cell Acct: 342439595-0001
01-2-01100-530-000	Verizon Wireless LLC	\$79.88 Cell Acct: 942359001-00001
01-1-01990-000	Weeping Water Public Schools - Activity Fund	\$45.99 Reimburse Act Fund For Secondary Gen Fund Supplies
01-1-01990-000	Weeping Water Public Schools - Activity Fund	\$28.24 Vending Machine CC Sales Due Activity Fund (POS 422104642)
01-2-02710-626-000	WEX Bank	\$12.00 ACCT: 0464-00-633620-0 (Fuel)
01-2-02610-621-000	WoodRiver Energy, LLC	\$3,500.00 Customer #: 13005
April 2026 Claims for Payment		\$116,424.86
April 2026 Payroll		\$460,161.17
April 2026 (General Fund/Food Service Fund)		\$576,586.03

Plus Building Fund Claims for Payment

Account Code	Payment Vendor	Invoice Total	Invoice Description
08-2-02610-720-000	Genesis Contracting Group, LLC	\$90,396.00	HVAC Contractor Payment
08-2-02610-720-000	Genesis Contracting Group, LLC	\$266,400.00	HVAC Contractor Payment
08-2-02610-720-000	Clark & Enersen, Inc.	\$2,554.10	Professional Services - Construction Administration Phase + Reimb Expenses - HVAC
April 2026 Building Fund Claims for Payment		\$359,350.10	
Total April 2026 Claims for Payment		\$935,936.13	

CASH ASSETS

CASH ASSET REPORT

DATE: 04/17/2026

FUND	ACCOUNT TYPE	INFORMATION	HOLDER	CURRENT BALANCE	BALANCE 03/14/2025
GENERAL FUND/KITCHEN FUND	CHECKING	300380832	Farmers & Merchants	\$ 653,113.68	\$ 582,563.04
TOTAL GENERAL FUND				\$ 653,113.68	\$ 582,563.04
ACTIVITY FUND	CHANGE			\$ 1,140.00	\$ 1,140.00
ACTIVITY FUND	PETTY CASH			\$ 100.00	\$ 100.00
ACTIVITY FUND	CHECKING	300444190	Farmers & Merchants	\$ 72,267.93	\$ 86,719.00
OUTSIDE OF ACTIVITY FUND	ELEMENTARY SAVINGS PROGRAM	XXX7959	First Nebraska Bank	\$ 7,055.27	\$ 3,320.90
CLOSING ACCOUNT	LIMESTONE COFFEE (Moved to 4190)	300474478	Farmers & Merchants	\$ -	\$ 10,621.16
TOTAL ACTIVITY FUND				\$ 80,563.20	\$ 101,901.06
BOND FUND	MONEY MARKET	95010505	First Nebraska Bank	\$ 422,956.75	\$ 515,465.57
TOTAL BOND FUND				\$ 422,956.75	\$ 515,465.57
QCPUF FUND	CHECKING	86483570	First Nebraska Bank	\$ 98,176.85	\$ 33,797.25
TOTAL QCPU FUND				\$ 98,176.85	\$ 33,797.25
BUILDING FUND	CHECKING	300381079	Farmers & Merchants	\$ 5,002,654.31	\$ 28,264.87
TOTAL BUILDING FUND				\$ 5,002,654.31	\$ 28,264.87
DEPRECIATION FUND	CHECKING	300446542	Farmers & Merchants	\$ 83,899.55	\$ 83,899.55
TOTAL DEPRECIATION FUND				\$ 83,899.55	\$ 83,899.55
EMPLOYEE BENEFIT FUND	CHECKING/RETIREMENT	300381061	Farmers & Merchants	\$ 8,971.65	\$ 9,213.32
TOTAL EMPLOYEE BENEFITS FUND				\$ 8,971.65	\$ 9,213.32
STUDENT FEES FUND	CHECKING	85834670	First Nebraska Bank	\$ 20,275.76	\$ 19,189.53
TOTAL STUDENT FEES FUND				\$ 20,275.76	\$ 19,189.53

TOTAL **\$ 6,370,611.75** **\$ 1,374,294.19**



Weeping Water Public School

April 2026

Activity Checks 03/14/2026 - 04/17/2026

Check Detail

Sorted by Check Number, Site ID.
From 03/14/2026 to 04/17/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012280 Printed	03/17/2026 03/17/2026	Leslie Seger WWPS 1000	Yes LSeeger - Feb2026 GENERAL ATHLETICS	Sherri Shot Clock	Sherri	Sherri	80.00
012281 Cleared	03/17/2026 03/31/2026	Cory Groleau WWPS 1000	Yes CGroleau - Jan/Feb2026 GENERAL ATHLETICS	Sherri Track Wrestling	Sherri	Sherri	210.00
012282 Printed	03/17/2026 03/17/2026	Keegan McDonald WWPS 1000	Yes KMcDonald - Feb26 GENERAL ATHLETICS	Sherri Track Wrestling	Sherri	Sherri	93.75
012283 Printed	03/17/2026 03/17/2026	Shelly Dieter WWPS 1000	Yes SDieter - Feb26 GENERAL ATHLETICS	Sherri Gate	Sherri	Sherri	82.50
012284 Cleared	03/17/2026 03/31/2026	Weeping Water Public School WWPS 1000	No MHauschild- Feb2026 GENERAL ATHLETICS	Sherri Childcare Payment	Sherri	Sherri	95.00
012284 Cleared	03/18/2026 03/31/2026	Weeping Water Public School WWPS 2500	No JH Boys WR BOYS WRESTLING TEAM FUND	Sherri Owe Kitchen for Food	Sherri	Sherri	150.00
012284 Cleared	03/18/2026 03/31/2026	Weeping Water Public School WWPS 3200	No WWPS-Reimb A/P PAYABLES	Sherri Childcare Payment	Sherri	Sherri	250.00
012284 Cleared	03/18/2026 03/31/2026	Weeping Water Public School WWPS 7500	No Speech Judges 2026 SPEECH	Sherri Edmond/Drake/White-Pd out of Payroll	Sherri	Sherri	255.00
012285 Cleared	03/17/2026 03/31/2026	Jerry Smith WWPS 1000	Yes JSmith - Feb2026 GENERAL ATHLETICS	Sherri Clock/Scoreboard	Sherri	Sherri	350.00
012286 Cleared	03/17/2026 03/31/2026	Susan Smith WWPS 1000	Yes SSmith-Feb2026 GENERAL ATHLETICS	Sherri Basketball Clock	Sherri	Sherri	332.50
012287 Cleared	03/17/2026 03/31/2026	Jacob Meyer WWPS 1000	Yes JMeyer - Feb/Mar2026 GENERAL ATHLETICS	Sherri Wrestling Help	Sherri	Sherri	347.50
012288 Printed	03/17/2026 03/17/2026	Larry Bleach WWPS 1000	Yes LBleach - Dec2025 Holiday Tourney GENERAL ATHLETICS	Sherri Supervisor	Sherri	Sherri	280.00

Check Detail

Sorted by Check Number, Site ID.
From 03/14/2026 to 04/17/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012289 Cleared	03/18/2026 03/31/2026	Jason Burch WWPS 1000	No JBurch - Feb/Mar26 GENERAL ATHLETICS	Sherri Track Wrestling	Sherri	Sherri	351.25
012290 Cleared	03/18/2026 03/31/2026	Nebraska FFA Association (% Grafton & WWPS 7300	No State Conv 3707 FFA	Sherri 2026 Registration Phase 1	Sherri	Sherri	630.00
012290 Cleared	03/18/2026 03/31/2026	Nebraska FFA Association (% Grafton & WWPS 7300	No State Conv 3925 FFA	Sherri 2026 Registration Phase 2	Sherri	Sherri	200.00
012291 Cleared	03/18/2026 03/31/2026	Timron Gilfert WWPS 4000	No TGilfert-Refund26 HONOR CHOIR (SELECT)	Sherri NYC Trip Overpayment	Sherri	Sherri	500.00
012292 Printed	03/18/2026 03/18/2026	Eve Essary WWPS 4000	No EEssary-Refund26 HONOR CHOIR (SELECT)	Sherri NYC Trip Overpayment	Sherri	Sherri	420.55
012293 Cleared	03/18/2026 03/31/2026	J.W. PEPPER & SON, INC. WWPS 4000	No 368342573 HONOR CHOIR (SELECT)	Sherri Folders & Imprints for NYC Trip	Sherri	Sherri	253.09
012294 Cleared	03/18/2026 03/31/2026	Amazon Capital Services WWPS 2900 3300 4100	No 1TWX-LF4D-1H41 WWPS CHEERLEADERS A/R RECEIVABLES ANNUAL MUSICAL	Sherri Monthly Amazon Purchases	Sherri	Sherri	31.96 45.99 148.53 <hr/> 226.48
012294 Cleared	03/18/2026 03/31/2026	Amazon Capital Services WWPS 7300	No 1DDR-RTJC-1YJ1 FFA	Sherri YETI Cooler	Sherri	Sherri	375.00
012294 Cleared	03/18/2026 03/31/2026	Amazon Capital Services WWPS 7500	No 1TWX-LF4D-1H41 SPEECH	Sherri Monthly Amazon Purchases	Sherri	Sherri	31.99
012295 Cleared	03/18/2026 03/31/2026	FloSports, Inc. WWPS 1000	No 383168132 GENERAL ATHLETICS	Sherri JH Tournament	Sherri	Sherri	98.44
012296 Cleared	03/18/2026 03/31/2026	Nebraska FCCLA Association WWPS 7600	No SLC2681 FCCLA	Sherri State 2026	Sherri	Sherri	820.00
012297 Printed	03/18/2026 03/18/2026	Raymond Central High School WWPS 1000	No District 2026 GENERAL ATHLETICS	Sherri Entry Fees - Speech	Sherri	Sherri	274.70
012298 Cleared	03/18/2026 03/31/2026	USBANK WWPS 1000	No 02/25/2026 GENERAL ATHLETICS	Sherri Monthly CC Purchases	Sherri	Sherri	3,762.78

Check Detail

Sorted by Check Number, Site ID.
From 03/14/2026 to 04/17/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
		2600	GIRLS WRESTLING TEAM FUND				100.45
		3100	CONCESSIONS				820.69
		4100	ANNUAL MUSICAL				520.00
		7000	FBLA				104.50
		7300	FFA				687.21
		7500	SPEECH				63.89
		9000	PBIS				57.18
							6,116.70
012299 Cleared	03/18/2026 03/31/2026	Weeping Water Community Boosters WWPS 3100	No Spring 2026 CONCESSIONS	Sherri Concessions CC Sales Due Boosters	Sherri	Sherri	1,219.00
012300 Cleared	03/18/2026 03/31/2026	Barnes Apparel WWPS 2900	No 0000139 WWPS CHEERLEADERS	Sherri State Cheer/Champs	Sherri	Sherri	530.00
012300 Cleared	03/18/2026 03/31/2026	Barnes Apparel WWPS 4000	No 0000141 HONOR CHOIR (SELECT)	Sherri Vivace T-Shirts	Sherri	Sherri	230.00
012301 Cleared	03/18/2026 03/31/2026	Carole's Flowers & Vintage Finds WWPS 1000	No 02/12/2026 GENERAL ATHLETICS	Sherri Spring Senior Night Flowers	Sherri	Sherri	149.50
012302 Cleared	03/18/2026 03/31/2026	Lee G. Simmons Wildlife Safari Park WWPS 8000	Yes 52827 FIELD TRIPS	Sherri School Field Trip	Sherri	Sherri	115.00
012303 Cleared	03/18/2026 03/31/2026	Alex Wolf WWPS 7500	No AWolf - 2026 SPEECH	Sherri Speech Judge	Sherri	Sherri	85.00
012304 Printed	03/18/2026 03/18/2026	Andrew Peters WWPS 7500	Yes APeters - 2026 SPEECH	Sherri Speech Judge	Sherri	Sherri	85.00
012305 Cleared	03/18/2026 03/31/2026	Diane Freitas WWPS 7500	No DFreitas - 2026 SPEECH	Sherri Speech Judge	Sherri	Sherri	85.00
012306 Cleared	03/18/2026 03/31/2026	Gracie Baker WWPS 7500	No GBaker - 2026 SPEECH	Sherri Speech Judge	Sherri	Sherri	85.00
012307 Cleared	03/18/2026 03/31/2026	Harold Scott WWPS 7500	Yes HScott - 2026 SPEECH	Sherri Speech Judge	Sherri	Sherri	85.00
012308 Cleared	03/18/2026 03/31/2026	Bruce Sedivy WWPS 7500	No BSedivy - 2026 SPEECH	Sherri Speech Judge	Sherri	Sherri	85.00
012309 Cleared	03/18/2026 03/31/2026	Jordan Kiser WWPS	No JKiser - 2026	Sherri Speech Judge	Sherri	Sherri	

Check Detail

Sorted by Check Number, Site ID.
From 03/14/2026 to 04/17/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
		7500	SPEECH				235.00
012310 Cleared	03/18/2026 03/31/2026	Awards Unlimited WWPS 2600	No 329070 GIRLS WRESTLING TEAM FUND	Sherri WR Awards	Sherri	Sherri	126.95
012311 Printed	03/30/2026 03/30/2026	Conestoga Public School WWPS 1000	No TRACK032726 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	50.00
012312 Printed	03/30/2026 03/30/2026	Auburn Public School WWPS 1000	No TRACK033126 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	175.00
012313 Printed	03/30/2026 03/30/2026	Johnson County Central WWPS 1000	No TRACK040726 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	170.00
012314 Printed	03/30/2026 03/30/2026	Syracuse Public School WWPS 1000	No TRACK041426 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	120.00
012315 Printed	03/30/2026 03/30/2026	MSWC WWPS 1000	Yes 2025-2026 GENERAL ATHLETICS	Sherri Clock Rental	Sherri	Sherri	2,325.00
012316 Printed	03/30/2026 03/30/2026	MRG Hauff WWPS 1000	No 194364 GENERAL ATHLETICS	Sherri JH Track Jerseys	Sherri	Sherri	1,643.50
012317 Printed	03/30/2026 03/30/2026	Ben Stewart WWPS 7500	No 13144 SPEECH	Sherri Speech Wire Services	Sherri	Sherri	345.00
012318 Cleared	03/30/2026 03/31/2026	Cody Knopp WWPS 7300	No 032126 FFA	Sherri Beef for Raffle	Sherri	Sherri	504.00
012319 Printed	04/02/2026 04/02/2026	Rob Hartung WWPS 4400	No 26 Judges Fee BAND - INSTRUMENTAL MUSIC	Sherri Middle School Contest	Sherri	Sherri	200.00
012320 Printed	04/08/2026 04/08/2026	Cool J DJ Karaoke WWPS 6100	Yes 0278 - Final CLASS OF 2027	Sherri Prom DJ - Final	Sherri	Sherri	200.00
012321 Printed	04/08/2026 04/08/2026	Nebraska FBLA WWPS 7000	No 5220-03-INV241 FBLA	Sherri Fri Night Social (Foundation LT2)	Sherri	Sherri	80.00
012322 Printed	04/08/2026 04/08/2026	National FFA Organization WWPS 7300	No MDE383260 FFA	Sherri FFA Awards	Sherri	Sherri	108.00

Check Detail

Sorted by Check Number, Site ID,
From 03/14/2026 to 04/17/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012323 Printed	04/08/2026 04/08/2026	Platform Athletics, LLC WWPS 1000	No 77085 GENERAL ATHLETICS	Sherri Annual Subscription	Sherri	Sherri	1,300.00
012324 Printed	04/10/2026 04/10/2026	YUTAN PUBLIC SCHOOLS WWPS 1000	No HSTRACK041426 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	190.00
012325 Printed	04/10/2026 04/10/2026	Pawnee City Public Schools WWPS 1000	No HSTRACK041626 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	135.00
012326 Printed	04/10/2026 04/10/2026	Barnes Apparel WWPS 2900	No 0000150 WWPS CHEERLEADERS	Sherri Next Level CVC LS Tee	Sherri	Sherri	121.00
012327 Printed	04/10/2026 04/10/2026	Omaha Henry Doorly Zoo & Aquarium WWPS 8000	No 2ndGrd.04/17/26 FIELD TRIPS	Sherri Field Trip	Sherri	Sherri	95.00
012328 Printed	04/10/2026 04/10/2026	Nebraska Wesleyan University WWPS 2900	No Deposit- WeepingWater WWPS CHEERLEADERS	Sherri NCA Cheer & Dance Camp	Sherri	Sherri	800.00
012329 Printed	04/10/2026 04/10/2026	Classic Sportswear & Awards WWPS 1000	No 64335 GENERAL ATHLETICS	Sherri Letter Pins	Sherri	Sherri	228.51

Grand Total : 24,729.91

Dear Weeping Water School Board,

I am writing to inform you that I have to resign from my position as a school board member effective immediately. I have moved out of the district and I am no longer eligible to serve. I can't even begin to tell you how much it has meant to me to be a part of this place. It hasn't always been easy but it's always been worth it. I believe wholeheartedly we have the right leadership in place to take Weeping Water to the next level and that our town and our students will always benefit the most from that. Thank you for allowing me to serve along side of you. I love this school so much and I know there is nothing but success in the journey ahead!

Adam DeMike

3001 Budget and Property Tax Request

The board of education shall adopt a budget each year to support the school district's programs and services for the ensuing fiscal year. The superintendent of schools shall be responsible for developing the budget subject to the direction and decisions of the board. The budget document shall be under continuous development, based upon the requirements of the adopted educational program.

BUDGET PROCEDURES

Proposed Budget. The superintendent shall prepare the proposed budget in accordance with board policies and goals, state statutes, and regulations. As the district's spending plan, the budget will be based on up-to-date revenue estimates, and will reflect the assessed needs and programs approved by the board.

Budget Hearing Notice. Notice of place and time of the hearing, together with a summary of the proposed budget statement, must be published at least four calendar days prior to the date set for hearing in a newspaper of general circulation within the school district. The four calendar days shall include the day of publication but not the day of hearing. The notice shall include the following statement:

For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov/>

In addition, the district must electronically publish this statement on the school district web site. Such electronic publication must be prominently displayed with an active link to the Internet address for the web site established by the Nebraska Budget Act to allow the public access to the information.

Budget Hearing. The board must conduct a hearing prior to adopting the budget. The hearing must be held separately from any regularly scheduled meeting and may not be limited by time. The board must make a presentation outlining key provisions of the proposed budget statement, including, but not limited to, a comparison with the prior year's budget. Any member of the public desiring to speak on the proposed budget statement shall be allowed to address the board at the hearing and must be given a reasonable amount of time to do so. Five minutes shall generally be

considered a reasonable amount of time.

Budget Hearing Documents. The board must make at least three copies of the proposed budget statement and at least one copy of all other reproducible written material to be discussed at the hearing available to the public at the hearing.

Budget Adoption. After the budget hearing, the proposed budget statement shall be adopted or amended and adopted as amended. If the adopted budget statement reflects a change from that shown in the published proposed budget statement, a summary of the changes (including the items changed and the reasons for such changes) must be published in a newspaper of general circulation within the school district within twenty calendar days after its adoption without further hearing.

Certification and Filing. The amount to be received from personal and real property taxation shall be certified to the appropriate levying board as provided by law. The budget shall also be filed with the state auditor.

Purchase Authorization. Except for bids required under the section "Bid Letting and Contracts," the board's adoption of the budget shall authorize the purchases without further board action.

Monthly Report. At each monthly board meeting, the superintendent will provide a report on the current status of the major sections of the budget.

PROPERTY TAX REQUEST PROCEDURES – PROPERTY TAX REQUEST IS EQUAL TO OR LOWER THAN THE ALLOWABLE GROWTH PERCENTAGE

Property Tax Request Hearing. The board must hold a special public hearing called for the purpose of passing a property tax request resolution.

Property Tax Request Hearing Notice. The district must publish a hearing notice in a newspaper of general circulation in the school district at least four calendar days prior to the hearing. The four calendar days shall include the day of publication but not the day of hearing. The hearing notice must contain the following information: The certified taxable valuation under section 13-509 for the prior year, the certified taxable valuation under section 13-509 for the current year, and the percentage increase or decrease in such valuations from the prior year to the current year; the dollar amount of the prior year's tax request and the property tax rate that was necessary to fund that tax request; the property tax rate that would be necessary to fund last year's tax request if applied to the current year's valuation; the

proposed dollar amount of the tax request for the current year and the property tax rate that will be necessary to fund that tax request; the percentage increase or decrease in the property tax rate from the prior year to the current year; and the percentage increase or decrease in the total operating budget from the prior year to the current year.

Increase in Total Property Taxes Levied. If the annual assessment of property would result in an increase in the total property taxes levied as determined using the previous year's rate of levy, the district's property tax request for the current year shall be no more than its property tax request in the prior year, and the district's rate of levy for the current year shall be decreased accordingly when such rate is set by the county board of equalization.

Decrease or No Change in Total Property Taxes Levied. If the annual assessment of property would result in no change or a decrease in the total property taxes levied as determined using the previous year's rate of levy, the district's property tax request for the current year shall be no more than its property tax request in the prior year, and the district's rate of levy for the current year shall be adjusted accordingly when such rate is set by the county board of equalization.

Resolution. The board shall pass a resolution to set the amount of its property tax request only after holding the public hearing. The resolution setting the district's property tax request at an amount that exceeds the prior year's property tax request shall include, but not be limited to, the information required by section 77-1632(4).

Certification. The resolution setting the property tax request shall be certified and forwarded to the county clerk on or before October 15th of the year for which the tax request is to apply.

PROPERTY TAX REQUEST PROCEDURES – PROPERTY TAX REQUEST IS GREATER THAN THE ALLOWABLE GROWTH PERCENTAGE

Property Tax Request Hearing. The board must hold a public hearing called for the purpose of passing a property tax request resolution. If another political subdivision within the county also seeks to exceed the allowable growth percentage, the hearing will be a joint hearing. In the event of a joint hearing, each political subdivision must designate one representative to attend the joint public hearing on behalf of the political subdivision. If a political subdivision includes area in more than one county, the political subdivision shall be deemed to be within the county in which the political subdivision's principal headquarters are located. The hearing

agenda will only include discussion on each political subdivision's intent to increase its property tax request by more than the allowable growth percentage to the extent allowed by law.

The hearing must be held after 6 p.m. on or after September 17th and before September 28th and before the district files its adopted budget statement. Any member of the public must be allowed a reasonable amount of time to speak at the hearing.

At the joint public hearing, the representative of each political subdivision must give a brief presentation on the political subdivision's intent to increase its property tax request by more than the allowable growth percentage to the extent allowed by law and the effect of such request on the political subdivision's budget. The presentation must include, at a minimum, all information and statements required by law.

Property Tax Request Hearing Notice. Notice of the joint public hearing must be provided by:

- The County Assessor sending a postcard with all required information to all affected property taxpayers. The postcard shall be sent to the name and address to which the property tax statement is mailed;
- Posting notice of the hearing with all required information on the home page of the relevant county's web site, except that this requirement shall only apply if the county has a population of more than twenty-five thousand inhabitants; ***and***
- Publishing notice of the hearing with all required information in a legal newspaper in or of general circulation in the relevant county.

Provide Information to County Clerk. Each political subdivision that participates in the joint public hearing shall provide the following information to the county clerk by September 5th: the date, time, and location for the joint public hearing; a listing of and telephone number for each political subdivision that will be participating in the joint public hearing; and the amount of each participating political subdivision's property tax request.

Resolution. The board shall pass a resolution to set the amount of its property tax request only after holding the public hearing. The resolution setting the district's property tax request at an amount that exceeds the prior year's property tax request, including any increase in excess of the allowable growth percentage shall include, but not be limited to, the information required by law.

Certification. The resolution setting the property tax request shall be

certified and forwarded to the county clerk on or before October 15th of the year for which the tax request is to apply.

Adopted on: May 14, 2014

Revised on: 11/16/20; 6/21/21; 6/19/23

Reviewed on: 10/21/19; 4/20/26

4003 Drug Policy Regarding Drivers

Policy Statement. Drivers for the school district must be free from drug and alcohol abuse, and the use of illegal drugs or improper use of alcohol is prohibited. The overall goal of drug and alcohol testing is to insure a drug-free and alcohol-free transportation environment, and to reduce accidents, injuries and fatalities.

Designated Contact. The school district has designated **Director of Transportation** as the individual any driver may contact with questions about this policy or the school district's drug testing program and procedures for drivers. This individual further maintains and will provide drivers informational materials concerning the effects of alcohol and controlled substances use on an individual's health, work, and personal life; signs and symptoms of an alcohol or a controlled substances problem (the driver's or a co-worker's); and available methods of intervening when an alcohol or controlled substances problem is suspected, including confrontation, referral to any employee assistance program and/or referral to management.

Director of Transportation may be contacted at Main Office of Weeping Water Public Schools, 402-245-2667

Covered Drivers. Any person who operates a commercial motor vehicle on behalf of the school district is covered by this policy and the school district's drug testing program and procedures for drivers. All covered drivers must provide the school district a signed statement certifying that he or she has received a copy of this policy and related materials.

Covered Workday. A driver is required to comply with this policy and the terms of the school district's drug testing program and procedures for drivers at all times they are assigned, or may be assigned, to perform safety-sensitive functions. This includes all time from the time a driver begins to work or is required to be in readiness to work until the time he/she is relieved from work and all responsibility for performing work. Safety-sensitive functions include: (1) all time at a school district facility or property, contractor facility or property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the school district; (2) all time inspecting equipment as required by state or federal law or regulation and any and all other time inspecting, servicing, or conditioning any commercial motor vehicle; (3) all time spent at the driving controls of a commercial motor vehicle in operation; (4) all time, other than driving time, in or upon any commercial motor vehicle; (5) all time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a

vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded; and (6) all time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

Prohibited Conduct. No driver shall: (1) report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater; (2) use alcohol while performing safety-sensitive functions; (3) perform safety-sensitive functions within four hours after using alcohol; or (4) refuse to submit to a pre-employment controlled substance, a post-accident alcohol or controlled substance test, a random alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, a return-to-duty alcohol or controlled substances test, or a follow-up alcohol or controlled substance test required under state or federal law or this policy. No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first.

No driver shall: (1) report for duty or remain on duty requiring the performance of safety sensitive functions when the driver uses any drug or substance identified in 31 CFR 1308.11 Schedule 1; (2) report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any non-Schedule I drug or substance that is identified in the other Schedules in 21 CFR part 1308 except when the use is pursuant to the instructions of a licensed medical practitioner who is familiar with the driver's medical history and has advised the driver that the substance will not adversely affect the driver's ability to safely operate a commercial motor vehicle; or (3) report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive or has adulterated or substituted a test specimen for controlled substances.

Types of Testing. Pursuant to regulations promulgated by the Department of Transportation (DOT), the district has implemented four types of testing: (1) pre-employment testing, (2) reasonable cause testing, (3) post-accident testing and (4) random testing.

Refusal to Submit to Testing. A driver shall not refuse to submit to testing. A driver will be considered to have refused to submit to testing if the driver fails to provide a sample or specimen necessary for testing upon a lawful request, consistent with the required testing protocols. The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers.

Consequences for Violations. Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action which may include termination of the driver's employment, and shall include the immediate removal from safety-sensitive functions in compliance with federal law. No driver tested pursuant to this policy and the school district's drug testing program and procedures who is found to have an alcohol concentration of 0.02 or greater but less than 0.04 shall perform or continue to perform safety-sensitive functions until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test.

Return to Duty Process. A driver who has violated this policy or the school district drug testing program and procedures cannot again perform any safety-sensitive functions until and unless the employee completes the return-to-duty process, including the substance-abuse professional's (SAP) evaluation, referral, and recommended education or treatment. The school district will provide employees the relevant contact information for available and acceptable SAPs as necessary, but the school district is not required under the law to provide a SAP evaluation or any subsequent recommended education or treatment for a driver. Any driver completing the return-to-duty process must complete a return-to-duty test and test negatively.

Disqualification. Any applicant who tests positive for the presence of the following drugs is medically unqualified to drive and will not be considered for the position of driver: (1) marijuana, (2) cocaine, (3) opiates, (4) amphetamines, or (5) phencyclidine (PCP). Any district driver who tests positive shall be medically unqualified and removed from service immediately.

Pre-employment Testing. All applicants for employment must submit to drug and alcohol tests as a condition of being considered for employment.

Reasonable Cause Testing. The district shall have reasonable cause to require a driver to submit to drug testing when a driver manifests physical or physiological symptoms or reactions commonly attributed to the use of controlled substances or alcohol.

Post-Accident Testing. A driver who has been involved in a reportable accident must submit to drug and alcohol testing as soon as possible. A reportable accident includes any accident in which there is a fatality, a person is injured and must be treated away from the accident site, the driver receives a citation for a moving violation, or a vehicle is towed from the

scene. The driver must notify the district immediately regarding any reportable accident.

Serious Injury to the Driver. If a driver is so seriously injured that he or she cannot submit to testing at or immediately after the time of the accident, the driver must provide the necessary authorization for the district to obtain hospital reports or other documents that would indicate whether there were controlled substances or alcohol in the driver's system.

Random Testing. All drivers will be subject to unannounced random testing for drugs and alcohol. The district or its agents will periodically select drivers at random for testing. A district official will notify a driver when his or her name has been selected and will instruct the driver to report immediately for testing. By its very nature, random selection may result in one driver being tested more than once in a 12-month period, while another driver may not be selected at all during the same 12 months.

Frequency of Random Testing. Under DOT regulations, the district must test at least 50 percent of its average number of driver positions for drugs and 25 percent of its average number of driver positions for alcohol each year. The tests must be unannounced and spread evenly throughout the year. DOT regulations also require that every driver selected at random must have his or her name placed back in the random pool for the next selection period.

Testing Procedure. All urine and blood specimens collected under the policy will be submitted to an approved laboratory for testing. Specimens that initially test positive for drugs will be subjected to a subsequent confirmation test before being reported by the laboratory as positive. All such specimens collected and submitted will be maintained securely to safeguard the validity of the test results and maintain the integrity of the testing process while ensuring the results are attributed to the correct driver.

Medical Review Officer. All laboratory test results will be reported by the laboratory to a medical review officer (MRO) designated by the district. Negative test results will be reported as such by the MRO to the district. Before reporting a positive test result to the district, the MRO will attempt to contact the driver to discuss the test result. If the MRO is unable to contact the driver directly, the MRO will contact a district official designated in advance by the district, who shall in turn contact the driver and direct the driver to contact the MRO. Upon being so directed, the driver shall contact the MRO immediately or, if after the MRO's business hours and the MRO is unavailable, at the start of the MRO's next business day. If required by DOT regulations, personal information collected and maintained pursuant to this

policy shall be reported to the Clearinghouse by the MRO in the event of: (1) a verified positive, adulterated, or substituted drug test result; (2) an alcohol confirmation test with a concentration of 0.04 or higher; (3) a refusal to submit to any test required by this policy and the school district's drug testing program and procedures; (4) an employer's report of actual knowledge that a driver has used alcohol or controlled substances based on the employer's direct observation of the employee, information provided by the driver's previous employer(s), a traffic citation for driving a CMV while under the influence of alcohol or controlled substances or an employee's admission of alcohol or controlled substance use; (5) on duty alcohol use as prohibited above; (6) pre-duty alcohol use as prohibited above; (7) alcohol use following an accident as prohibited above; (8) controlled substance use as prohibited above; (9) a substance abuse professional report of the successful completion of the return-to-duty process; (10) a negative return-to-duty test; and (11) an employer's report of completion of follow-up testing.

Confidentiality. Pursuant to DOT regulations, individual test results for applicants and drivers will be released to the district and will be kept confidential unless the tested individual consents to their release or release is required by law (such as the release of information to the Clearinghouse.) Any person who has submitted to drug testing in compliance with this policy is entitled to receive the results of such testing upon timely written request.

Retesting. An individual who tested positive for the presence of drugs may request that the original sample be retested. The request for a retest must be submitted in writing on a form provided by the district within 3 working days of the district's notification to the individual that he or she has a positive test result. The individual making the request must pay all costs associated with the retest and transfer of the sample to another laboratory before the retest will be performed.

Adopted on: May 14, 2014

Revised on: 7/20/20; 6/19/23

Reviewed on: 3/16/20; 3/20/23; 4/20/26

4045
Milk Expression

Except as otherwise provided by law, the district will provide reasonable break time for an employee who wishes to breastfeed or express breast milk for her nursing child each time such employee has the need to do so. The district will provide a place, other than a bathroom, which is shielded from view and free from intrusion from co-workers and the public. These accommodations will be provided for one year after the child's birth unless otherwise required by law.

Adopted on: May 14, 2014

Revised on: 9/18/20; 6/19/23

Reviewed on: 4/20/26

NASB Board Vacancy

From time to time, the board will have a vacant position during the midst of a term. A vacancy is described as follows:

NEB. REV. STAT. § 32-560. Elective office; vacancy; when.

Every elective office shall be vacant, except as provided in section 32-561, upon the happening of any one of the following events at any time before the expiration of the term of such office:

- (1) Resignation of the incumbent;
- (2) Death of the incumbent;
- (3) Removal of the incumbent from office;
- (4) Decision of a competent tribunal declaring the office of the incumbent vacant;
- (5) Incumbent ceasing to be a resident of the state, district, county, township, or precinct in which the duties of his or her office are to be exercised or for which he or she may have been elected;
- (6) Failure to elect at an election when there is no incumbent to continue in office until his or her successor is elected and qualified;
- (7) The candidate who received the highest number of votes is ineligible, disqualified, deceased, or for any other reason unable to assume the office for which he or she was a candidate;
- (8) Forfeiture of office as provided by law;
- (9) Conviction of a felony or of any public offense involving the violation of the oath of office of the incumbent; or
- (10) Incumbent of a high elective office assuming another elective office as provided in subsections (2) through (4) of section 32-604.

§ 32-561 Elective officer; military or naval service; no vacancy; exception; acting officer; appointment; powers; compensation.

(1) The acceptance of a commission to any military or naval office or the enlistment in or induction into the military or naval service of the United States which may require an incumbent in an elective office, except the office of member of the Legislature, to exercise military or naval duties within or without the state for any period within the term for which such person has been elected or appointed shall not create a vacancy of such office. While the incumbent exercises such military or naval duties within or without this state, he or she shall not be (a) entitled to receive any compensation, perquisites, or emoluments of the elective office, (b) required to keep and maintain an official bond or equivalent commercial insurance policy in force, or (c) responsible for the acts and defalcations of an acting officer duly appointed and qualified to take the place of the incumbent in such office during the time the incumbent is in such military or naval office or is inducted into or enlists in the military or naval service.



(2) If the incumbent accepts a commission to any military or naval office or enlists in or is inducted into the military or naval service of the United States, the county board, the governing body of the city, village, or other political subdivision, or the Governor or other appointive power, officer, or agency of the state in or under which such incumbent holds office may appoint an acting officer for such office for the period during which the elected or appointed incumbent will be absent by reason of the exercise of such military or naval duties or during the period of the term for which the incumbent has been elected or appointed. The acting officer so appointed shall qualify for such office in the manner provided by law and shall, during the time of such service as such acting officer, be entitled to all the compensation, perquisites, and emoluments of such office, including the power to appoint a deputy in the manner provided by law.

§ 32-570. School board; vacancy; how filled.

(1) A vacancy in the membership of a school board shall occur as set forth in section [32-560](#) or in the case of absences, unless excused by a majority of the remaining members of the board, when a member is absent from the district for a continuous period of sixty days at one time or from more than two consecutive regular meetings of the board. The resignation of a member or any other reason for a vacancy shall be made a part of the minutes of the school board. The school board shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term (a) in writing to the election commissioner or county clerk and (b) by a notice published in a newspaper of general circulation in the school district.

(2) Except as provided in subsection (3) of this section, a vacancy in the membership of a school board resulting from any cause other than the expiration of a term shall be filled by appointment of a qualified registered voter by the remaining members of the board for the remainder of the unexpired term. A registered voter appointed pursuant to this subsection shall meet the same requirements as the member whose office is vacant.

(3) Any vacancy in the membership of a school board of a school district described in section [79-549](#) which does not nominate candidates at a primary election and elect members at the following general election shall be filled by appointment of a qualified registered voter by the remaining members of the board for the remainder of the unexpired term.

(4) If any school board fails to fill a vacancy on the board, the vacancy may be filled by election at a special election or school district meeting called for that purpose. Such election or meeting shall be called in the same manner and subject to the same procedures as other special elections or school district meetings.

(5) If there are vacancies in the offices of one-half or more of the members of a school board, the Secretary of State shall conduct a special school district election to fill such vacancies.

§ 32-571. Vacancy; appointments; how made; term; filing; qualifications.



Appointments made pursuant to sections [32-565](#) to [32-570](#) and [32-573](#) shall be in writing and shall continue for the unexpired term and until a successor is elected and qualified except as otherwise provided in such sections. The written appointment shall be filed with the Secretary of State or county or township clerk. No person shall be appointed to fill a vacancy unless he or she has the qualifications required to be elected to such office at the time of the appointment unless otherwise specifically provided. Appointments made to fill vacancies created as the result of the recall process shall be subject to subsection (5) of section [32-1308](#).

§ 32-574. Vacancies.

Unless otherwise provided by law, all vacancies shall be filled within forty-five days after the vacancy occurs unless good cause is shown that the requirement imposes an undue burden.

To carry out the appointment process as described in law, the board may appoint someone to fill the vacancy and/or, open the process to applications by the board president/superintendent issuing a notice of vacancy to the Election Commissioner's office and local news media. The board then issues a request and accepts applications from interested and qualified registered voters of the district and/or vacant ward. The notice should reflect an appropriate deadline for applications to be submitted to the board, and a timeline and description of how the vacancy will be filled. The Association provides the following sample notice and application for the board's use in this process:



Notice of Board Vacancy

NEWS RELEASE

FOR IMMEDIATE RELEASE

(NAME), Superintendent of Schools

Contact Information

The (name) Schools Board of Education accepted the resignation of Board Member (name) at the (month) meeting. In accordance with state law, the Board will begin the process of appointing an individual to complete the remainder of (name's) term through the 2024 calendar year.

The (name) Board of Education is encouraging community members to consider this volunteer position in support of public education and the students of (name) Public Schools. Patrons interested in being considered for the appointment must be a resident of the school district (and reside within Ward ___) and a qualified registered voter. Contact the (name of the district) for an application. Access the application link on the school district website listed under Board of Education or pickup a copy of the application at the Superintendent's office. Applications may be will be available (month/date/year), at the office of the Superintendent located at (address) St., (community), NE. Qualified applicants must be a registered voter and a resident of the (name) School District.

The Board will interview applicants during the (regular or special) (month) board meeting selecting the candidate following the interviews. The newly appointed board member will take the oath of office at the (month) Board meeting.

Application Deadline: (day/month/date/year), at (time) P.M.

Submit applications to:

(name), Superintendent
----- Public Schools
Address/City/State/Zip



BOARD OF EDUCATION APPLICATION

(Name of School District/ESU)

Name:

Mailing Address:

Street Address (if different from above):

Home Phone:

Work Phone:

Cell Phone:

E-mail Address:

Employer:

Are you 18 years or older? Yes No

Are you a registered voter in the school district? Yes No

Have you ever been arrested for or convicted of a felony? Yes No

Do you currently have children of school age? Yes No

If so, are your school age children enrolled in the school district? Yes No

Is any member of your immediate family an employee of the school district? Yes No

If yes, name of the family member and position they currently are in:

Briefly describe your reasons for pursuing an appointment to the board, and the qualities that you will bring to the role:



Candidate Qualifications

School Board Member Qualifications:

The Candidate must live in and be a legal voter in the district. The Candidate must not have a felony from this state or another state. If the Candidate has had a felony, that felony must either be specifically set aside or pardoned and the right to hold office restored.

NEB. REV. STAT. § 79-543. School board member; qualifications

No person shall file for office, be nominated, or elected, or serve as a member of a school board in any class of school district unless he or she is a legal voter in such district.

Under the Nebraska Constitution § XV-2. Official in default as collector and custodian of public money or property; disqualification; felon disqualified

No person who is in default as collector and custodian of public money or property shall be eligible to any office of trust or profit under the constitution or laws of this state. No person convicted of a felony shall be eligible to any such office unless he shall have been restored to civil rights.

NEB. REV. STAT. § 29-113. Felon of other states; disqualified as juror or officeholder; right to vote

Any person who has been convicted of a felony under the laws of any other state shall be deemed incompetent to be a juror or to hold any office of honor, trust, or profit within this state unless such person has been restored to civil rights under the laws of the state in which the felony was committed.

Any person who has been convicted of a felony under the laws of any other state is not qualified to vote until two years after such person has completed his or her sentence, including any parole term.

NEB. REV. STAT. § 79-544. School board members; contract to teach prohibited

No member of a school board shall be engaged in a contract to teach pursuant to sections [79-817](#) to [79-821](#) with the school district, which he or she serves as a board member.

Interviewing the Applicants

The board will interview the applicants during a regularly advertised meeting of the board. The interviews will be conducted in open session.

NEB. REV. STAT. § ~~84-1410~~. **Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.**



“...(f) Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

The Association recommends that a copy of each application be distributed to each board member prior to the meeting for their personal review. During the interview, each applicant will respond to a set of questions predetermined by the board. The Association provides a sample of candidate questions for the board’s consideration.

Board Candidate Questionnaire

The interview process enables the board to better understand the qualities and characteristics each candidate will bring to the board. Ultimately, it is critical that the board understand each candidate’s motivation for wishing to serve the district as a board member.

1. What motivates you to want to become a board member?
2. What attributes are essential for successful school board members?
3. What do you see as the board’s roles and responsibilities?
4. What is the best way to address differences of opinion between the board? Between the board and the superintendent?
5. What attributes and behaviors are essential for school board members to exhibit?
6. What role does policy play/have in the function of the board?
7. Do you have sufficient time/energy to devote to this position?
8. Will you support a board decision you do not vote in favor of, why or why not?
9. How would you handle a request or concern, if approached, by an individual or special interest groups?
10. Identify the qualities an effective board member will exhibit.
11. What are the basic requirements for successful school boardsmanship?
12. What is your vision for education in this school district?
13. Do you understand the role of the superintendent? Describe the superintendent’s role.
14. Do board members/the board have a role in the day-to-day operation of the district?
15. Can you/should you support a board decision that you are not in favor of?
16. What do you see as the primary work of the board?
17. What kind of relationship should a district/the board have with the community? With parents and families?
18. How can a board know if the district goals are being accomplished and policies carried out?
19. Who should set the rules governing board procedures, methods, and behavior? Who should enforce them?
20. With one or two meetings a month, all school boards are limited in what they can do. How does/should the board decide what is most important?
21. How can the board be accessible to the community?



22. How can you contribute to a successful board meeting?
23. What responsibilities do board members have regarding advocacy?
24. What do you think is expected of you as a board member?
25. Why are school boards necessary?
26. What are the leadership responsibilities of school board members?
27. What are the current challenges facing education/school boards?
28. What is the most important responsibility of a school board?
29. What is the public relations role of a school board?
30. What school district and community activities/organizations have you been involved in?
31. What differentiates you from the other candidates?
32. Is membership on the board of education compatible with your present position?
33. What questions do you have for the board?

Discussion and Selection of the Appointee

When finalizing the board’s decision of who will fill the vacancy, the board cannot vote by secret ballot and the board must complete the process in open session. At the conclusion of the interviews, highlight the qualities of the candidates by accentuating the positive attributes they each will bring to the table from the information provided in the application and through the interview process. The transparency the board desires to provide the public is supported through open and honest discussion of the qualities and characteristics of each candidate.

The following Candidate Assessment may support a purposeful analysis of each individual who has applied and interviewed.

Candidate Assessment

Assess each candidate as follows: **5 – Excellent** **3 – Average** **1 – Fair**

Criteria	Candidate #1	Candidate #2	Candidate #3	Candidate #4
Candidate has served on the board previously.				

Page PAGE *
MERGEFORMAT 1



Candidate has served in a volunteer role in the school district.				
Candidate has served in a volunteer role in the community.				
Candidate serves as an advocate for the school district.				
Candidate Application	Candidate #1	Candidate #2	Candidate #3	Candidate #4
Candidate completed application and submitted prior to deadline.				
Candidate's response to application questions conveys a clear and purposeful message on why they are interested in serving on the board and qualities they will bring to the role.				
Interview Assessment	Candidate #1	Candidate #2	Candidate #3	Candidate #4
Communication skills were pleasant, logical, persuasive, and organized.				
Candidate appeared confident and relaxed during their interview.				
Candidate engaged all board members when responding to questions.				
Candidate's response to questions was concise and to the point.				
Candidate will represent the district well in the community.				
Candidate conveyed a responsibility to support education for all students.				
Candidate conveyed a strong knowledge of the school district.				
Candidate conveyed how his/her interests will bring value to their service to the board.				
Candidate asked questions of board members.				
Response to Interview Questions	Candidate #1	Candidate #2	Candidate #3	Candidate #4
Question 1 (Insert question, assess quality of response.)				
Question 2				
Question 3				
Question 4				
Potential Total Assessment Score 100				

Once the board has selected the applicant to fill the vacancy, the board will vote and complete a Resolution appointing the individual selected by the board to fill the open seat.

The district will then notify the Election Commissioner's office/County Clerk of the appointment, as well as the Association. Notification to the Association can be done through email and/or update of the NASB Membership Portal. The Association highly encourages the board to carry out a new board



member orientation as soon as possible.

*Request copy of the NASB New

Resolution to Appoint a Board Member

Take action to appoint a qualified voter of the _____ County School District to fill the vacancy on the Board of Education of this district created by the resignation of (name of board member), a member of the Board of Education. This appointment will be for the remainder of the unexpired term of (name of board member), *which ends on the first Thursday after the first Tuesday in January*, (year).



April Board Notes

PreK-5 Principal/CIP Coordinator

- Attendance Hero for March
 - K-2nd-26 of 52= 50% Zayden Bickford, Brooks Barenklau, James O'Hara, Sterling Jarrett
 - 3rd-5th 22 of 54 = 41% Landry Heneger, Alex Benson, Jaxton Dean, Brinleigh Bickford
 - Perfect attendance August through March we had 6 of 106 =6%
- Kindergarten Information Night-April 7th
 - 22 of possible 30 students/parents were in attendance
- PreK information Night - April 14th
 - In attendance-
- All but one elementary teacher is finished with Curriculum Maps
- NSCAS
 - ELA is complete
 - Math we have 5 students to finish up
 - Science for 5th and 8th this week on 23rd/24th
- PreK Celebrations is Tuesday, May 19th time TBD
- Kindergarten Graduation is Wednesday, May 20th from 6-7
- Elementary Honors Program will be Thursday, May 21st from 8:30-10
- Today we had our end of the year DATA DIG
- Continuous Improvement Team met Monday, April 13th-finished up our dialog on the CIP Rubric so staff are all on the same page as we go through the visit
- Oct. 6th and 7th will be our 5 year external visit
 - Tara Gossman will be our Team Leader

AD / Childcare

- Community Booster 2026 Contributions approximately \$7500
 - Girls & Boys Wrestling Singlets
 - Girls Wrestling warm ups
 - Track Warm ups
 - Choir robes
 - 12-sport athlete scholarships (5) and other scholarships
 - Booster Pancake Feed before Honors Night 5:00
- Summer lifting and skill schedule
 - Lifting Monday-Thursday starting May 26 (max outs) and ending July 31
 - No Lifting the week of July 6-11
 - Gym floor refinishing is scheduled for July 7-12

- Summer leagues for Boys Basketball (Wednesdays in June) and Volleyball (Mondays in July)
- Fireworks stand this summer will help with team fundraising
- Wait list for childcare
- Working on the budget with Sherri
 - Options to help off set costs

MS/HS Principal

- 19 MS Students had perfect attendance in March
- 17 HS Students had perfect attendance in March
- ACT for Juniors went well. Looks like they improved as a class from the Practice test.
- Teachers are nearing completion of their curriculum mapping.
- Baccalaureate is Tuesday May 12th at 6:30 pm Methodist Church
- Graduation Practice is Friday May 15th at 9:30.
- Graduation is 2:00 pm on Saturday. Please arrive by 1:45 pm. Please let us know if you won't be able to attend.
- HS Honors Night is Thursday May 14th in the Auditorium at 6:00 pm
- MS Honors will be Tuesday May 19th.

Sign diplomas before you leave tonight.

Superintendent

- LB 1050: LB1050, the “Nebraska Reading Improvement Act”, was introduced as a way to ensure students are reading at grade level. The bill would have required the retention of students at the end of their 3rd grade year if they were not reading at grade level. Many supports and assessments were to be required to help students get to grade level. A few amendments were introduced to try and make the bill better, with one by Sen. Jana Hughes getting quite a bit of discussion. The Education community was against the bill, mainly because of the 3rd grade retention issue and the fact that the bill would create a substantial unfunded mandate.
- LB 1219 (Brant, priority bill of Hansen) was a bill that would set a hard cap of 2% increase in property tax requests placed on governmental subdivisions, including school districts. There were several changes that were rumored to possibly be introduced to make the bill better, but still not good at all for school districts. This bill failed, which is a good thing for schools.
- LB 803 There are several sections to this bill; however, the sections directly relating to schools would deal with “pink postcard” hearings and budget increases. All school districts would be required to participate in the “pink postcard” hearing, which would be held between July 1 and July 15. The County

would also advise property owners to the dates and times of each entity's budget hearing. Finally, when voting to increase the property tax request at least a 2/3 majority vote of the members of the Board shall take place.

- NSCAS Results
- Educlimber Training

Weeping Water Public Schools

Staff Contract Intent for the 2026/27 School Year

The Board of Education and the District Office would appreciate receiving the following information from our employees. The information is important as we consider staffing needs and start the budgeting process for the 2026/27 school year. This document is not a contract renewal from the district, nor is it binding for the employee, and is only intended to reflect the current intent from staff members. The actual contract renewal will be offered in the spring/summer. The following information will be viewed by the administrative team and board of education. Marking that you are not planning on returning will not be shared with others until an agreed upon time.

2026/27 Contract Intent for ALL Staff

	Yes, At this time I wish to be considered for continued employment and plan to return for the 2026/27 contract year.
X	No. At this time, I do NOT wish to be considered for continued employment as I do not plan to return for the 2026/27 contract year.
	I am applying for other employment opportunities at this time and will inform you as soon as I have an offer.
	I would like to request a change in my assignment for the 2026/27 contract year. Please consider me for the following:

Retirements for ALL Staff: For Staff members who are considering retirement in the next 5 years (including this year): Please indicate your projected last year of teaching. This information will be kept confidential and the information is for budget planning only. Please circle your anticipated last year of employment:

(end of this year) 2025/26
2026/27
2027/28
2028/29
2029/30

Extra Duty Assignment for ALL Staff

	I would like the same extra duty assignments for the 2026/27 contract year.
	I would like to be <u>relieved</u> of the following extra duty assignments for the 2026/27 contract year.
	I would like to be <u>considered</u> for the following extra duty assignments for the 2026/27 contract year.

Teaching Staff Graduate Hours: Teachers must notify the Superintendent on or before June 1, 2026 if they will complete graduate hours qualifying them to advance on the salary schedule. The teacher must also complete the Request for Graduate Course Approval to Mr. Allen. Form negotiated agreement: Movement within the salary schedule is limited to a *maximum of 2 columns* over and *maximum 1-step down* within a one year period.

	I <u>have or will be</u> completing graduate hours that will qualify me to advance on the salary schedule in 2026/27
	I <u>do not plan</u> to add graduate hours that will qualify me to advance on the salary schedule in 2026/27.
	I am Undecided at this time, but I know I need to notify the Superintendent by June 1, 2026.
	*After completing the additional graduate hours, I will be at _____ on the salary schedule for the 2026/27 school year.

Printed Name: Sara Leonard Signature:  Date: 4/10/26