

**Board of Education Regular Meeting**  
Media Center, Twin River High School  
816 Willard Avenue  
Genoa, NE 68640  
Monday, January 18, 2021 7:30 PM

David Baxa: Present  
John Nelson: Present  
Dan Preister: Present  
John Reeg: Present  
Jennifer Swantek: Present  
Chelsa Thompson: Present

1. Meeting Called to Order
  - 1.1. Open Meeting Law
  - 1.2. Meeting Properly Published and Posted
  - 1.3. Rules for Public Participation Stated
2. Roll Call
  - 2.1. Excused/Unexcused Absences
3. Election of Officers
  - A. President
  - B. Vice-President
  - C. Secretary
4. Appoint Treasurer
5. Appoint Members of Committee on American Civics
6. Appoint Members to the Following Committees:
  - A. Buildings & Grounds
  - B. Transportation
  - C. Negotiations
7. Approval of Agenda
8. Approval of Minutes of Previous Meetings
9. Treasurer's Financial Report

10. Approval of Claims
11. Reports of Administrators and Committees
  - 11.1. Visitors
  - 11.2. Principal's Reports
  - 11.3. Activities Report
  - 11.4. Superintendent Report
  - 11.5. Board of Education Report
12. Old Business
  - 12.1. Consider and Take Possible Action to Approve Purchase of Propane Pump Station
13. New Business
  - 13.1. Consider and Take Possible Action to Approve Inter-Local Agreement with Central Community College for College Courses
  - 13.2. Consider and Take Possible Action to Approve Elementary Principal's Contract
  - 13.3. Consider and Take Possible Action to Declare the Following as Excess Material:
    1. Piano
    2. Very Old Wrestling Mat
  - 13.4. Consider and Take Possible Action to Accept Resignation(s)
14. Date, Time, and Location of Next Meeting

Date: February 15, 2021  
Time: 7:30 P.M.  
Location: High School Media Center, Genoa Site
15. Executive Session
16. Consider and Take Possible Action to Approve Negotiated Agreement with the Twin River Education Assn. (TREA) for the 2021 - 2022 School Year.
17. Adjournment

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Jennifer Swantek, Board President

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Dan Preister, Board Secretary

**American Civics Committee**  
Media Center, Twin River High School  
816 Willard Avenue  
Genoa, NE 68640  
Monday, December 21, 2020 7:15 PM

David Baxa: Present  
Dan Preister: Present  
Jennifer Swantek: Present

1. Meeting Called to Order

1.1. Open Meeting Law

1.2. Meeting Properly Published and Posted

The American Civics Committee Meeting Notice was properly posted at the bank and post office in Genoa, Silver Creek, and Monroe, NE and on the front entrance door of the Genoa School building and posted on the twinriverschools.org website and published in the Columbus Telegram.

2. Open the Meeting

2.1. Call to Order

3. Roll Call

4. Discussion Items

The American Civics Committee is required to hold a minimum of two public meetings annually. The previous meeting was held on Monday, October 19th. Dr. Weidner discussed how teachers are implementing patriotic exercises in the classrooms. Some of the recent classroom projects were on Columbus Day, Native American Heritage Day, Flag Day, and Veteran's Day. Due to the Covid pandemic the district was unable to hold their annual Veteran's Day Program, instead student's reached out to veteran's writing letters and making posters for them and hung them up in the community. These exercises help build the foundational knowledge for students in civics, history, economics, financial literacy, and geography.

5. Adjourn

Meeting adjourned at 7:22 p.m.

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Jennifer Swantek, Board Secretary

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John Reeg, Board President

**Board of Education Regular Meeting**

Media Center, Twin River High School

816 Willard Avenue

Genoa, NE 68640

Monday, December 21, 2020 7:30 PM

David Baxa: Present  
John Nelson: Present  
Dan Preister: Present  
John Reeg: Present  
Jennifer Swantek: Present  
Chelsa Thompson: Absent

1. Meeting Called to Order

1.1. Open Meeting Law

1.2. Meeting Properly Published and Posted

The Board Meeting Notice was properly posted at the bank and post office in Genoa, Silver Creek, and Monroe, NE and on the front entrance door of the Genoa School building and posted on the twinriverschools.org website and published in the Columbus Telegram and Genoa Leader Times.

1.3. Rules For Public Participation Stated

2. Roll Call

2.1. Excused/Unexcused Absences

Motion to Excuse the Absence of Chelsa Thompson Passed with a motion by David Baxa and a second by Dan Preister.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

3. Approval of Agenda

Motion to Approve Agenda Passed with a motion by Dan Preister and a second by Jennifer Swantek.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

4. Approval of Minutes of Previous Meetings

Motion to Approve Minutes of Previous Meetings Passed with a motion by David Baxa and a second by Dan Preister.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

## 5. Treasurer's Financial Report

Motion to Approve Treasurer's Financial Report Passed with a motion by John Nelson and a second by David Baxa.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

## 6. Approval of Claims

Motion to Approve Claims Passed with a motion by David Baxa and a second by Jennifer Swantek.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

## 7. Reports of Administrators and Committees

### 7.1. Visitors

No visitors spoke.

### 7.2. Principal's Reports

#### PreK-6 Principal's Report:

December Work/Professional Development (PD) Time - Curriculum Trak - First Semester Grading-Report Cards- Reading Series (Brooke Koliha)-Zearn Math (elementary) (Marci Ostmeyer). Twin River adopted Zearn Math in August in place of Saxon Math. Board Member John Nelson asked about Zearn Math compared to Saxon Math. Elementary teacher Kris Rogers and Laura Rodriguez said they like it, it was hard at first but now they are understanding it better and look forward to the outcome after students have used this method for a few years. They described Zearn Math as a higher level of thinking and very vigorous. Zearn teaches how to do math problems several different ways and students get to work in groups. The students have been very excited with Zearn and most of the work is done in class. Zearn Defined Learning (cohort) - Grading—Homework Presentation (Brook Kavan-Laura Plas) -Least Restrictive Environment (Amy Mazankowki)- MTSS—Data/Grouping/IRIs- Data Team—MAPS Data (very positive results) - Work Time in rooms; with grade level; within departments-Elementary- Mrs. Strain helped get students caught up with testing at both Genoa and Silver Creek sites for students who were quarantined or out of school due to illness. Staff meetings (February back in session plans; PT conference, etc.)- Individual meetings with staff—evaluation/goals- Admin meetings (DHMs, Vaccine, Operations, etc.) - Classified Staff: Amy Maz. training; breakfast/lunches; SC site; classroom. Mr. Heier said everyone has been very busy. The staff have been working very hard and putting in long days.

#### 7-12 Principal Report:

Recent School Activity - November Student of the Month - Logan Kershaw (8th Grade). Meetings and Workshops - Weekly Health Department and Administration - 12/14 - Amy Mazankowski - Special Education with teachers and paras - 12/16 - ESU7 Superintendents and Principals - 12/18 - Brooke Kavan and Laura Plas - Grading and Standards. School Updates. - 1st Semester successfully completed, used the first two weeks of December to allow students to

make up work from 1st semester due to absences. - Teacher in-service time has been very successful - Curriculum Trak work, grading and planning, Special Education updates, Grading and Standards, Data Dig, Cohort Defined Learning - MAPS Data was very positive at all grade levels.

### 7.3. Activities Report

Recent news, events- Play Production community performance, November 20th- EHC Play Production at Tekamah, November 23rd - District Play Production at Centennial, December 2nd. Start of winter competitions, December 3<sup>rd</sup>. Upcoming events, meetings- NSAA moratorium, December 23rd-27th- Columbus Holiday Tournament, December 28th-29th Meetings, professional development- NIAAA virtual AD conference, December 11th-14th- ESU7 planning meeting, December 16th. Activity updates- HS Basketball: Boys (4-3), Girls (0-7). Wrestling: 4 invites ( 1 dual Lakeview , Broken Bow 3rd, Battle Creek 2-3, Platteview 6th place as team, EPPJ Invite- Team Champions. This is the first time bringing home 1st place as a team for Twin River Wrestling. Mr. Zysset congratulated Coach Koch and Coaching Staff and T.R. Wrestlers. JH GBB- finished season last Saturday vs. Fullerton- JH Wrestling- finished season 2 weeks ago (lost a few competitions due to Covid restrictions) -JH BBB- begin season after New Year's -NSAA Winter activity guidelines (as of December 14th), state DHMs (as of December 12th) - State moved to Yellow phase (50% capacity, not limited to household members only) -NSAA updated their guidelines after state moved to Yellow. NSAA is staying with Orange phase at least until January 4th- 25% capacity, household members only (plus grandparents),

### 7.4. Superintendent Report

Dr. Weidner was asked to contact Humphrey Public and Lindsay Holy Family about cooping with Twin River's softball program. They have both expressed interest in this venture. Coach Van Driel has been consulted about this and is in favor of it, too. They will begin the process of the paperwork in the very near future. Dr. Weidner attended the virtual Legislative Preview on December 2nd. The upcoming session will be very interesting. The Chair of the Education Committee is up for grabs with Senators Groene and Lynn Walz vying for the position. Property tax relief is to be expected along with a possible spending lid on public schools or even all public entities to be discussed. Linehan's voucher program to give public dollars to private and faith-based schools will again be up for consideration. The School Boards Association will be holding a virtual Legislative Issues Conference on the morning of Monday, February 1st. Dr. Weidner invited the board to come watch the virtual conference if they are interested.

### 7.5. Board of Education Report

No report given.

### 8. Old Business

### 9. New Business

### 9.1. Consider and Take Possible Action to Purchase Propane Pump Station

Motion to Table the Possible Action to Purchase Propane Pump Station until Next Meeting Passed with a motion by John Nelson and a second by Dan Preister.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

No action taken. Dr. Weidner reached out to both Ziegler's in Monroe and Sapp Bros. in Columbus. Sapp Bros. met with Dr. Weidner and discussed requirements to install a propane pump. Dr. Weidner would like more specs. before moving forward and presenting it to the board.

### 9.2. Review of Results from Most Recent NWEA Testing

Mr. Heier and Mr. Metzger said the test results were very positive! They looked at the chart many different ways and looked at them individually and saw amazing growth. The majority of the grade levels scored above the national level in both reading and math.

### 9.3. Consider and Take Possible Action to Accept Resignation(s)

Motion to Accept the Resignation of Clete Sempek Passed with a motion by David Baxa and a second by John Nelson.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

### 10. Date, Time, and Location of Next Meeting

Motion to Approve Next Regular Board of Education Meeting for January 18th, 2021 at 7:30 p.m. in the H.S. Media Center Passed with a motion by David Baxa and a second by Jennifer Swantek.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

### 11. Executive Session

Motion to Enter into Executive Session at 8:24 p.m. to discuss Negotiation Strategies Passed with a motion by John Nelson and a second by Dan Preister.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

Motion to Come Out of Executive Session at 9:06 p.m. Passed with a motion by John Reeg and a second by David Baxa.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

### 12. Adjournment

Motion to Adjourn at 9:07 p.m. Passed with a motion by Dan Preister and a second by David Baxa.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea

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Jennifer Swantek, Board Secretary

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John Reeg, Board President

**Special Meeting**  
Media Center, Twin River High School  
816 Willard Avenue  
Genoa, NE 68640  
Monday, January 11, 2021 7:30 PM

David Baxa: Present  
John Nelson: Present  
Dan Preister: Present  
John Reeg: Present  
Jennifer Swantek: Present  
Chelsa Thompson: Present

1. Meeting Called to Order

1.1. Open Meeting Law

1.2. Meeting Properly Published and Posted

Special Meeting Notice was properly posted at the bank and post office in Genoa, Silver Creek, and Monroe NE and on the front of the door of the Genoa School building and posted on the twinriverschools.org website on January 7th, 2021 and was published in the Columbus Telegram on January 8th, 2021.

2. Roll Call

3. Consider and Take Possible Action to Approve Revamped School Calendar for Second Semester

Motion to Approve Revamped School Calendar for Second Semester Passed with a motion by David Baxa and a second by Chelsa Thompson.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea, Chelsa Thompson: Yea

Dr. Weidner presented a revamped school calendar for second semester to the school board. He said with the landscape of Covid drastically changing since November and numbers of illnesses and hospitalizations down, he feels it is time to get students back to school. Dr. Weidner said the revamped calendar will not change the Covid plan and student's health and safety will still come first. The district will continue to follow the recommendations and guidelines from the Health District. The revamped calendar will give teachers a workday on Monday, January 18th, and students will return to school on Tuesday, January 19th. Also worked into the calendar is a winter break on March 11th and 12th and a spring break on April 2nd. The last day for seniors will be on May 13th and graduation is scheduled on May 15th at 2 p.m., last day for Pre-K is on May 14th, last day for K-8th grade is on May 19th, last day for grades 9-11th is on May 20th, and last day for teachers is on May 28th. The certified teaching staff will fulfill their 185 contracted

days. Dan Preister said that academics need to come before athletics. Both Mr. Metzger and Mr. Heier felt the board made a great decision in July voting for the calendar that the administration team prepared and presented. Many things were taken into consideration when they came up with the original plan including much input from parents. The plan they came up with met the required educational hours by the state and also eliminated parents and students from having to take on the responsibilities of homeschooling during the extended break. Athletics is separate from academics and the district followed the NSAA guidelines and left the option open for those who voluntarily wanted to participate during the extended Covid break. The mental health and well-being of students was taken into consideration when deciding to leave sports open for students. John Reeg and Jennifer Swantek both asked the administration if the new calendar is approved to take into consideration of working and being flexible with students that have made job commitments, plans, and appointments during the original approved calendar Covid break. The administration said they will work with students individually on a case by case basis. John Reeg asked if seniors could get out earlier. Dr. Weidner said the seniors need to get their hours in, but the board does have the authority to waive days for seniors in needed situations. Jennifer Swantek congratulated the administration team for all of their hard work on coming up with a plan. She said the amended calendar met the original goal they wanted to achieve, they met the guidelines, and the board met the requirements.

#### 4. Adjournment

Motion to Adjourn at 7:46 p.m. Passed with a motion by David Baxa and a second by Chelsa Thompson.

David Baxa: Yea, John Nelson: Yea, Dan Preister: Yea, John Reeg: Yea, Jennifer Swantek: Yea, Chelsa Thompson: Yea

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Jennifer Swantek, Board Secretary

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John Reeg, Board President

# Check Journal

Fiscal Year: 2021

Check Number Invoice Account Number	Date Invoice Account Number	Vendor ID Invoice Date PO Number	Vendor Name Ereq Num Account Description	PO Date	Description	Payable	Direct Deposit Accrued Payment
<b>Journal Number: 256</b>			<b>Check Journal</b>		<b>Posted: 01/13/2021</b>		
<b>Computer Checks</b>							
<b>01 - GENERAL FUND</b>							
Bank Account :A - Genoa Natl Bank Gen							
00029747	01/13/2021	ACESANI	Ace Sanitation Service				
Jan 2021	01/12/2021			01/12/2021	garbage service		
01-2-02610-621-000-000			Bldg Utilities			-84.00	84.00
					Invoice Total:	-84.00	84.00
					Check Total:	-84.00	84.00
00029748	01/13/2021	ADVAFIRE	Advanced Fire & Safety Inc				
1638122220	01/12/2021			01/12/2021	inspection		
01-2-02620-340-000-000			Maintenance Contracted Serv			-134.50	134.50
					Invoice Total:	-134.50	134.50
1657122220	01/12/2021			01/12/2021	inspection		
01-2-02620-340-000-000			Maintenance Contracted Serv			-161.00	161.00
					Invoice Total:	-161.00	161.00
					Check Total:	-295.50	295.50
00029749	01/13/2021	AJGENOA	John Sellhorst				
Jan 2021	01/12/2021			01/12/2021	fuel		
01-2-02710-626-000-000			Transportation Fuel			-775.79	775.79
01-2-02712-626-000-000			Sped Gas And Oil			-86.19	86.19
					Invoice Total:	-861.98	861.98
					Check Total:	-861.98	861.98
00029750	01/13/2021	APPLCONN	APPLIED CONNECTIVE				
138928	01/12/2021			01/12/2021	monitor, misc.		
01-2-01100-382-000-000			Distance Learning & Technology			-279.99	279.99
					Invoice Total:	-279.99	279.99
					Check Total:	-279.99	279.99
00029751	01/13/2021	BANKOFAMER	Bank of America				
7341 Jan 2021	01/12/2021			01/12/2021	nurse supplies		
01-2-02130-610-000-000			Health Supplies			-551.19	551.19
					Invoice Total:	-551.19	551.19
Jan 2021	01/12/2021			01/12/2021	supplies		
01-2-02320-610-000-000			Superintendent Supplies			-45.72	45.72
					Invoice Total:	-45.72	45.72
					Check Total:	-596.91	596.91
00029752	01/13/2021	BLACHILL	Black Hills Energy				
Jan 2021	01/13/2021			01/13/2021	bldg. fuel		
01-2-02610-621-000-000			Bldg Utilities			-543.08	543.08
					Invoice Total:	-543.08	543.08
					Check Total:	-543.08	543.08
00029753	01/13/2021	BOSSEL	Bosselman Administrative Services				
Jan 21	01/12/2021			01/12/2021	fuel		
01-2-02710-626-000-000			Transportation Fuel			-536.22	536.22
01-2-02712-626-000-000			Sped Gas And Oil			-59.58	59.58

# Check Journal

Fiscal Year: 2021

Check Number	Date	Vendor ID	Vendor Name	Description	Payable	Direct Deposit Accrued Payment
Invoice Account Number	Invoice Date	PO Number	Ereq Num	PO Date		
				Invoice Total:	-595.80	595.80
				Check Total:	-595.80	595.80
00029754	01/13/2021	BOYSTOWN	Boy's Town Father Flanagan's Boys			
NIA000181957	01/12/2021			01/12/2021	Sped Services	
01-2-01200-320-001-001			Sec Sped Pupil Services		-2,700.00	2,700.00
				Invoice Total:	-2,700.00	2,700.00
				Check Total:	-2,700.00	2,700.00
00029755	01/13/2021	CENTLINK	Century Link			
Jan 2020	01/12/2021			01/12/2021	Dec. Phone SC	
01-2-02510-530-000-000			Telephone		-267.38	267.38
				Invoice Total:	-267.38	267.38
				Check Total:	-267.38	267.38
00029756	01/13/2021	CENTNEBRA	Central Nebraska Rehab Services			
Jan 2021	01/12/2021			01/12/2021	Dec. Services	
01-2-01200-320-003-003			Elem Sped Pupil Services		-1,388.90	1,388.90
				Invoice Total:	-1,388.90	1,388.90
				Check Total:	-1,388.90	1,388.90
00029757	01/13/2021	CITYGENO	City Of Genoa			
Jan 2021	01/12/2021			01/12/2021	water, sewer, garbage	
01-2-02610-621-000-000			Bldg Utilities		-1,236.63	1,236.63
				Invoice Total:	-1,236.63	1,236.63
				Check Total:	-1,236.63	1,236.63
00029758	01/13/2021	COMPHARD	Computer Hardware			
G15788	01/12/2021			01/12/2021	Student repair	
01-2-01100-382-000-000			Distance Learning & Technology		-70.00	70.00
				Invoice Total:	-70.00	70.00
G15789	01/12/2021			01/12/2021	student repair	
01-2-01100-382-000-000			Distance Learning & Technology		-70.00	70.00
				Invoice Total:	-70.00	70.00
				Check Total:	-140.00	140.00
00029759	01/13/2021	EAGLCOMM	Eagle Communications, INC.			
Jan 2021	01/12/2021			01/12/2021	internet	
01-2-01100-382-000-000			Distance Learning & Technology		-411.00	411.00
				Invoice Total:	-411.00	411.00
				Check Total:	-411.00	411.00
00029760	01/13/2021	EAKEOFF2	Eakes Office Solutions			
8159543	01/12/2021			01/12/2021	supplies Elem/Sec	
01-2-01100-610-001-001			Sec Supplies		-600.00	600.00
01-2-01100-610-003-003			Elem Supplies		-599.56	599.56
				Invoice Total:	-1,199.56	1,199.56
				Check Total:	-1,199.56	1,199.56
00029761	01/13/2021	ESU #7	Esu #7 Sped Dept.			
Jan2021	01/12/2021			01/12/2021	November Sped Serv	
01-2-01200-340-001-001			Sped Serices Other Secondar		-23,703.21	23,703.21
				Invoice Total:	-23,703.21	23,703.21

# Check Journal

Fiscal Year: 2021

Check Number	Date	Vendor ID	Vendor Name	Description	Payable	Direct Deposit Accrued Payment
Invoice Account Number	Invoice Date	PO Number	Ereq Num Account Description	PO Date		
					Check Total:	-23,703.21      23,703.21
00029762	01/13/2021	ESU#7	Esu #7			
01062021	01/12/2021			01/12/2021	Dec. Tickets, IT glue	
01-2-02190-610-000-000			Activities Supplies		-12.50	12.50
01-2-02220-610-000-000			Media Supplies		-20.00	20.00
					Invoice Total:	-32.50      32.50
					Check Total:	-32.50      32.50
00029763	01/13/2021	FRONCOOP	Frontier Coop			
Jan 2021	01/12/2021			01/12/2021	bldg fuel	
01-2-02610-621-000-000			Bldg Utilities		-2,180.04	2,180.04
					Invoice Total:	-2,180.04      2,180.04
					Check Total:	-2,180.04      2,180.04
00029764	01/13/2021	FRONTIER	Frontier			
Jan 2021	01/12/2021			01/12/2021	phone/fax	
01-2-02510-530-000-000			Telephone		-686.81	686.81
					Invoice Total:	-686.81      686.81
					Check Total:	-686.81      686.81
00029765	01/13/2021	GENOLEAD	Mary Kay Johnson			
Jan 2021	01/12/2021			01/12/2021	proceedings	
01-2-02310-540-000-000			BOE Advertising/Publishing		-440.00	440.00
					Invoice Total:	-440.00      440.00
					Check Total:	-440.00      440.00
00029766	01/13/2021	GENOMEDI	Genoa Medical Facility			
CJ-Jan 2021	01/12/2021			01/12/2021	Bus fee	
01-2-02710-890-000-000			Transporation Misc Expense		-40.00	40.00
					Invoice Total:	-40.00      40.00
SM-Jan 2021	01/12/2021			01/12/2021	bus fee	
01-2-02710-890-000-000			Transporation Misc Expense		-40.00	40.00
					Invoice Total:	-40.00      40.00
SS-Jan 2021	01/12/2021			01/12/2021	bus fee	
01-2-02710-890-000-000			Transporation Misc Expense		-40.00	40.00
					Invoice Total:	-40.00      40.00
					Check Total:	-120.00      120.00
00029767	01/13/2021	GRAINS	Grain's Family Market			
Jan 2021	01/12/2021			01/12/2021	supplies	
01-2-01100-610-001-001			Sec Supplies		-340.36	340.36
					Invoice Total:	-340.36      340.36
					Check Total:	-340.36      340.36
00029768	01/13/2021	HARRSCHOO	Harris School Solutions			
XT00168904	01/12/2021			01/12/2021	forms	
01-2-02510-610-000-000			Business Supplies		-347.61	347.61
					Invoice Total:	-347.61      347.61
XT00169586	01/12/2021			01/12/2021	forms	
01-2-02510-610-000-000			Business Supplies		-111.35	111.35
					Invoice Total:	-111.35      111.35

# Check Journal

Fiscal Year: 2021

Check Number	Date	Vendor ID	Vendor Name	Description	Payable	Direct Deposit Accrued Payment
Invoice Account Number	Invoice Date	PO Number	Ereq Num	PO Date	Description	Description
					Check Total:	-458.96      458.96
00029769	01/13/2021	HOMELEASIN	Hometown Leasing			
Jan 2021	01/11/2021			01/11/2021	copy lease	
01-2-02510-440-000-000			Rentals And Leases			-2,290.00      2,290.00
					Invoice Total:	-2,290.00      2,290.00
					Check Total:	-2,290.00      2,290.00
00029770	01/13/2021	INTECOMM	International Communication Learning Institut			
3410-20	01/12/2021			01/12/2021	supplies KG	
01-2-01100-610-003-003			Elem Supplies			-67.85      67.85
					Invoice Total:	-67.85      67.85
					Check Total:	-67.85      67.85
00029771	01/13/2021	ISLASUPP	Island Supply Welding Company			
231473	01/12/2021			01/12/2021	supplies	
01-2-01100-610-001-001			Sec Supplies			-9.92      9.92
					Invoice Total:	-9.92      9.92
					Check Total:	-9.92      9.92
00029772	01/13/2021	JACKSERV	Jackson Services, Inc.			
Jan 2021	01/12/2021			01/12/2021	supplies	
01-2-02610-610-000-000			Custodial Supplies			-409.05      409.05
					Invoice Total:	-409.05      409.05
					Check Total:	-409.05      409.05
00029773	01/13/2021	KSBSCHO	KSB School Law			
9435	01/12/2021			01/12/2021	legal services	
01-2-02330-317-000-000			Legal Fees District			-250.00      250.00
					Invoice Total:	-250.00      250.00
					Check Total:	-250.00      250.00
00029774	01/13/2021	LEEADVER	Lee Advertising			
Jan 2021	01/12/2021			01/12/2021	proceedings	
01-2-02310-540-000-000			BOE Advertising/Publishing			-204.74      204.74
					Invoice Total:	-204.74      204.74
					Check Total:	-204.74      204.74
00029775	01/13/2021	LOUPPOWE	Loup Power District			
Jan 2021	01/12/2021			01/12/2021	Electrical bill	
01-2-02610-621-000-000			Bldg Utilities			-6,387.83      6,387.83
					Invoice Total:	-6,387.83      6,387.83
					Check Total:	-6,387.83      6,387.83
00029776	01/13/2021	MCILCOMP	Mcilnay & Company			
8019	01/12/2021			01/12/2021	boiler work	
01-2-02620-340-000-000			Maintenance Contracted Serv			-390.00      390.00
					Invoice Total:	-390.00      390.00
					Check Total:	-390.00      390.00
00029777	01/13/2021	MERRCOUNTY	Merrick County Clerk-Election			
2020-14	01/12/2021			01/12/2021	election costs	
01-2-02310-810-000-000			BOE Fees/Dues			-166.92      166.92
					Invoice Total:	-166.92      166.92

# Check Journal

Fiscal Year: 2021

Check Number	Date	Vendor ID	Vendor Name	Description	Payable	Direct Deposit Accrued Payment
Invoice Account Number	Invoice Date	PO Number	Ereq Num	PO Date		
				Check Total:	-166.92	166.92
00029778	01/13/2021	MOTIPICT	Motion Picture Licensing			
504318185	01/12/2021			01/12/2021	annaul licensing	
01-2-02220-810-000-000			Media Dues and Fees		-211.89	211.89
				Invoice Total:	-211.89	211.89
				Check Total:	-211.89	211.89
00029779	01/13/2021	NAPAAUTO	Napa Auto Parts			
Jan 2021	01/12/2021			01/12/2021	supplies	
01-2-02620-610-000-000			Maintenance Supplies		-9.29	9.29
				Invoice Total:	-9.29	9.29
				Check Total:	-9.29	9.29
00029780	01/13/2021	NATIINSU	National Insurance Services			
Jan 2021	01/12/2021			01/12/2021	LTD/LIFE	
01-2-01100-211-001-001			Sec Teacher Disability/Life		-296.00	296.00
01-2-01100-211-003-003			Genoa Elem Disability/Life		-197.41	197.41
01-2-01200-211-001-001			Sec Teacher LTD/Life		-300.07	300.07
01-2-01200-211-001-001			Sec Teacher LTD/Life		-126.00	126.00
01-2-01200-211-003-003			Elem Teacher LTD/Life		-309.30	309.30
01-2-01200-211-003-003			Elem Teacher LTD/Life		-63.00	63.00
01-2-02320-215-000-000			Superintendent Life/LTD		-484.27	484.27
01-2-02320-215-000-000			Superintendent Life/LTD		-63.00	63.00
01-2-02410-210-001-001			Secondary Sec LTD/Life		-586.72	586.72
01-2-02410-210-001-001			Secondary Sec LTD/Life		-63.00	63.00
01-2-02410-210-003-003			Elem Secretary Life/LTD		-421.86	421.86
01-2-02410-210-003-003			Elem Secretary Life/LTD		-63.00	63.00
				Invoice Total:	-2,973.63	2,973.63
				Check Total:	-2,973.63	2,973.63
00029781	01/13/2021	NRCSA	Ne Rural Comm. School Assoc.			
2020-21	01/12/2021			01/12/2021	workshop	
01-2-02310-320-000-000			Other Professional Services		-1,996.85	1,996.85
				Invoice Total:	-1,996.85	1,996.85
				Check Total:	-1,996.85	1,996.85
00029782	01/13/2021	OLSOPEST	Olson's Pest Technicians			
194766	01/12/2021			01/12/2021	pest control	
01-2-02620-340-000-000			Maintenance Contracted Serv		-75.00	75.00
				Invoice Total:	-75.00	75.00
				Check Total:	-75.00	75.00
00029783	01/13/2021	OMAHWORLD	Omaha World-herald			
Jan 2021	01/12/2021			01/12/2021	employment ad	
01-2-02310-540-000-000			BOE Advertising/Publishing		-2,015.00	2,015.00
				Invoice Total:	-2,015.00	2,015.00
				Check Total:	-2,015.00	2,015.00
00029784	01/13/2021	PALMJOUR	THE PALMER JOURNAL			
Jan 2021	01/12/2021			01/12/2021	proceedings	
01-2-02310-540-000-000			BOE Advertising/Publishing		-17.21	17.21

# Check Journal

Fiscal Year: 2021

Check Number	Date	Vendor ID	Vendor Name	PO Date	Description	Payable	Direct Deposit Accrued Payment
Invoice Account Number	Invoice Date	PO Number	Ereq Num Account Description				
					Invoice Total:	-17.21	17.21
					Check Total:	-17.21	17.21
00029785	01/13/2021	POLKCOUN	Polk County Rppd				
Jan 2021	01/12/2021			01/12/2021	electrical bill-SC		
01-2-02610-621-000-000			Bldg Utilities			-2,835.86	2,835.86
					Invoice Total:	-2,835.86	2,835.86
					Check Total:	-2,835.86	2,835.86
00029786	01/13/2021	QUADIENT	Quadient Finance USA Inc.				
Jan 2021	01/12/2021			01/12/2021	postage		
01-2-02510-531-000-000			Postage			-1,003.00	1,003.00
					Invoice Total:	-1,003.00	1,003.00
					Check Total:	-1,003.00	1,003.00
00029787	01/13/2021	QUADLEAS	Quadient Leasing				
Jan 2021	01/12/2021			01/12/2021	postage fee		
01-2-02510-531-000-000			Postage			-255.00	255.00
					Invoice Total:	-255.00	255.00
					Check Total:	-255.00	255.00
00029788	01/13/2021	RECKASSO	Recknor & Associates				
2332	01/12/2021			01/12/2021	legal fees		
01-2-02330-317-000-000			Legal Fees District			-1,347.50	1,347.50
					Invoice Total:	-1,347.50	1,347.50
					Check Total:	-1,347.50	1,347.50
00029789	01/13/2021	SACKLUMB	Sack Lumber Company				
Jan 2021	01/13/2021			01/13/2021	supplies		
01-2-02620-610-000-000			Maintenance Supplies			-853.99	853.99
					Invoice Total:	-853.99	853.99
					Check Total:	-853.99	853.99
00029790	01/13/2021	SAPPBROS	Sapp Bros.				
IN3330891	01/13/2021			01/13/2021	propane		
01-2-02610-621-000-000			Bldg Utilities			-97.60	97.60
					Invoice Total:	-97.60	97.60
					Check Total:	-97.60	97.60
00029791	01/13/2021	SARAMOEL	Sara Moeller				
Jan 21	01/13/2021			01/13/2021	reimburse bus fees		
01-2-02710-890-000-000			Transporation Misc Expense			-75.48	75.48
					Invoice Total:	-75.48	75.48
					Check Total:	-75.48	75.48
00029792	01/13/2021	SCHONURS	School Nurse				
0819429	01/13/2021			01/13/2021	supplies		
01-2-02130-610-000-000			Health Supplies			-107.95	107.95
					Invoice Total:	-107.95	107.95
					Check Total:	-107.95	107.95
00029793	01/13/2021	SCHOSPEC	School Specialty/Classroom Direct				
208126719950	01/13/2021			01/13/2021	supplies		
01-2-01100-610-003-003			Elem Supplies			-43.35	43.35

# Check Journal

Fiscal Year: 2021

Check Number	Date	Vendor ID	Vendor Name	Description	Payable	Direct Deposit Accrued Payment
Invoice Account Number	Invoice Date	PO Number	Ereq Num Account Description	PO Date		
				Invoice Total:	-43.35	43.35
				Check Total:	-43.35	43.35
00029794	01/13/2021	SPARAQDATA	SPARQDATA			
2208	01/13/2021			01/13/2021		
01-2-02310-320-000-000			Other Professional Services		-3,560.00	3,560.00
				Invoice Total:	-3,560.00	3,560.00
				Check Total:	-3,560.00	3,560.00
00029795	01/13/2021	SUPESAVE	Super Saver			
113574	01/13/2021			01/13/2021		
01-2-01100-610-001-001			Sec Supplies		-52.40	52.40
				Invoice Total:	-52.40	52.40
				Check Total:	-52.40	52.40
00029796	01/13/2021	TONTSERV	Tonto's Service			
41766	01/13/2021			01/13/2021		
01-2-02710-350-000-000			Repair Services		-127.00	127.00
				Invoice Total:	-127.00	127.00
41767	01/13/2021			01/13/2021		
01-2-02710-350-000-000			Repair Services		-176.19	176.19
				Invoice Total:	-176.19	176.19
41768	01/13/2021			01/13/2021		
01-2-02710-350-000-000			Repair Services		-651.80	651.80
				Invoice Total:	-651.80	651.80
41769	01/13/2021			01/13/2021		
01-2-02710-350-000-000			Repair Services		-240.45	240.45
				Invoice Total:	-240.45	240.45
41770	01/13/2021			01/13/2021		
01-2-02710-350-000-000			Repair Services		-372.11	372.11
				Invoice Total:	-372.11	372.11
				Check Total:	-1,567.55	1,567.55
00029797	01/13/2021	USCELL	U.S. Cellular			
0411237755	01/13/2021			01/13/2021		
01-2-02510-530-000-000			Telephone		-690.56	690.56
				Invoice Total:	-690.56	690.56
				Check Total:	-690.56	690.56
00029798	01/13/2021	VERIZON	Verizon			
9868929865	01/13/2021			01/13/2021		
01-2-01100-382-000-000			Distance Learning & Technology		-79.94	79.94
				Invoice Total:	-79.94	79.94
				Check Total:	-79.94	79.94
00029799	01/13/2021	VILLSILV	Village of Silver Creek			
Jan 2021	01/13/2021			01/13/2021		
01-2-02610-621-000-000			Bldg Utilities		-174.00	174.00
				Invoice Total:	-174.00	174.00
				Check Total:	-174.00	174.00
00029800	01/13/2021	WALMDISC	Wal-mart Community			

# Check Journal

Fiscal Year: 2021

Check Number Invoice Account Number	Date Invoice Date	Vendor ID Invoice Date	Vendor Name PO Number Ereq Num Account Description	PO Date	Description	Payable	Direct Deposit Accrued Payment
Jan 2021 01-2-01100-610-001-001	01/13/2021		Sec Supplies	01/13/2021	supplies	-112.43	112.43
					Invoice Total:	-112.43	112.43
					Check Total:	-112.43	112.43
00029801 8780 01-2-02710-350-000-000	01/13/2021	WYNNORLD	Wynn's World LLC	01/13/2021	repair	-341.90	341.90
			Repair Services		Invoice Total:	-341.90	341.90
					Check Total:	-341.90	341.90
00029802 Jan 2021 01-2-02710-626-000-000	01/13/2021	ZIEGOIL	Ziegler Oil Company	01/13/2021	fuel	-340.84	340.84
			Transportation Fuel		Invoice Total:	-340.84	340.84
					Check Total:	-340.84	340.84
					<b>01 - GENERAL FUND</b>	<b>-69,577.14</b>	<b>69,577.14</b>
					<b>Total of Computer Checks</b>	<b>-69,577.14</b>	<b>69,577.14</b>
Fund Summary							
01 - GENERAL FUND						-69,577.14	69,577.14
Payroll Summary							
<b>Report Total:</b>						<b>-69,577.14</b>	<b>69,577.14</b>

**Twin River Board of Education  
Monthly Meeting  
1-18-21**

**PreK-6 Principal's Report**

- I. **Student Population**
  - A. Pre-K through 6<sup>th</sup> grade student numbers have gone up 8 during the break
  
- II. **Student Numbers—Planning for 2021-22**
  - A. Working on classroom projections, staff placement
  - B. Discussions and decisions for administration

# High School Principal's Report

## 1-18-2021

### I. School Updates

- Starting back to face-face instruction with students on Jan. 19. Students unable to attend in person due to prior commitments will be added to the ZOOM list in order to attend virtually during the last two weeks of January. ZOOM will continue to be used after January 29 for any quarantine situations the rest of the year, but will not be an option for other absences.
- Professional development scheduled the last two weeks of January has been cancelled.
- Spelling Bee will be held in Fullerton on Feb. 3.
- Preparing for ACT on March 23 at Silver Creek site.



# TWIN RIVER TITANS

## Activities Department

Twin River Public Schools will provide opportunities for individuals to become lifelong learners by providing educational excellence for a changing tomorrow.

# January 2021

### AD's Corner

2021 has not instilled a lot of confidence in being a calmer year than 2020 right off the bat. With so much tumult in the world in a variety of areas, I keep reminding myself to do my part in maintaining civility and building true unity. Contrary to how the news might portray current events, I don't think we actually have to struggle so much to find common ground with our fellow citizens, including here in our Twin River community. As we have been trying to do all school year, let's keep reminding ourselves that there are a lot more things we have in common and common goals we share than it might seem at times. As always, #WeareTR!

### Winter post-season information

- Wrestling post-season changes
  - Subdistricts- Feb. 6 @ Logan View
  - Districts- Feb. 13 @ Centennial
  - State- Feb. 19-20 @ CHI Center
- State Speech change
  - @ Kearney High instead of UNK
- State Basketball- no changes currently

### NSAA/State information

- New NSAA winter activity guidelines have been released (Jan. 4)
  - Masks are required for all spectators, coaches, and non-active participants during all activities
  - Spectator capacity is 50% but is open to anyone

As always, the rSchool calendar (with the most up-to-date information) can be found on the Twin River Public Schools website (click on Activity Calendar), following [this link](#), or scanning the QR code below.



- Superintendent**  
John Weidner
- High School Principal**  
Kyle Metzger
- Elementary Principal**  
Tod Heier
- Activities Director**  
Spencer Zysset
- Softball**  
Renaë Van Driel
- Cross Country**  
Mitchel Tracy
- Football**  
Bob Frederickson
- Volleyball**  
Julie Strain
- Boys Basketball**  
Tod Heier
- Girls Basketball**  
Bryan Pilakowski
- Wrestling**  
Kalin Koch
- Track & Field**  
Mindy Swanson  
Kristine Rogers
- Boys Golf**  
Scott Fehringer
- Baseball**  
Andy Jarecki
- Cheer**  
Stephanie Paulsen
- Athletic Trainer**  
Mike Sloup
- School Board**  
John Reeg (president)  
John Nelson  
Jennifer Swantek  
Dave Baxa  
Chelsa Thompson  
Dan Preister

## **Activities Report: 1-18-2021**

### **Recent news, events**

- Twin River will be featured in the NSAA's "Membership Monday" on January 25th on Twitter and will also be featured in the February NSAA newsletter

### **Upcoming events, meetings**

- EHC Wrestling tournament- January 30th
- EHC Basketball tournament- January 29th-February 6th
- Subdistrict wrestling @ Logan View- February 6th
- EHC Honor Band @ Stanton- February 8th
- District wrestling @ Centennial- February 13th

### **Meetings, professional development**

- NSAA District II meeting, January 13th
  - Legislative assembly, April 9th

### **Other information**

- NSAA Winter activity guidelines (as of January 4th)
  - Moved to Yellow (50% capacity, not limited to household members only, masks still required)

Student Population for School Year 2020 - 2021 as of the 5th of each month.										
	August	September	October	November	December	January	February	March	April	May
Grade										
PK	14	14	<b>16</b>	16	16	<b>17</b>				
K	35	<b>36</b>	<b>35</b>	35	35	35				
1st	31	<b>32</b>	32	32	32	32				
2nd	25	<b>26</b>	26	26	26	26				
3rd	37	37	37	37	37	37				
4th	22	22	22	<b>23</b>	23	<b>26</b>				
5th	32	32	<b>33</b>	<b>34</b>	34	<b>36</b>				
6th	30	<b>31</b>	31	31	31	31				
Total	226	230	232	234	234	240	0	0	0	0
7th	33	<b>33</b>	33	<b>34</b>	34	34				
8th	40	40	40	40	40	<b>41</b>				
Totals	73	73	73	74	74	75	0	0	0	0
9th	25	25	25	<b>24</b>	24	24				
10th	27	<b>29</b>	29	29	29	<b>30</b>				
11th	33	33	33	33	33	33				
12th	33	33	33	33	<b>32</b>	32				
Total	118	120	120	119	118	119	0	0	0	0
Grand Total	417	423	425	427	426	434	0	0	0	0

Superintendent's Report  
January 2021

1. I have been in conference with Humphrey Public Schools about the cooping of our softball program with Humphrey and Lindsey Holy Family. Things are looking quite well, at this point. We are hoping to have something ready for Board action either at the February or March meeting.
2. In working with Jim from Ziegler's, he approached me about purchasing a meter of that company's propane pump. He has the need to upgrade his equipment and was planning to do it in such a manner as to be able to fill our propane bus. He asked about purchasing a meter so we could keep an account of how much fuel we are purchasing. This is a much cheaper approach than buying a pump station for the district. This also relieves the district of any other regulations that would come with installing a pump station, too.
3. Other.

**INTERLOCAL AGREEMENT  
FOR INSTRUCTIONAL PROGRAMS BETWEEN  
TWIN RIVER SCHOOLS AND  
CENTRAL COMMUNITY COLLEGE**

This Agreement is made the 17<sup>th</sup> day of December, 2020, hereinafter written by and between **TWIN RIVER SCHOOLS a/k/a/ TWIN RIVER HIGH SCHOOL** hereinafter referred to as "**TRHS,**" and Central Community College, hereinafter referred to as "**CCC,**" under and pursuant to the Interlocal Cooperation Act as set forth in Sections 13-801 to 13-827 R.R.S. Neb. ("Act") and other laws. **TRHS** has as its primary place of business **816 WILLARD AVE, PO BOX 640, GENOA, NE 68640** and CCC has as its primary place of business for purposes of this agreement at CCC's Administrative Offices, 3134 West Highway 34, P.O. Box 4903, Grand Island, NE 68802-4903.

**WHEREAS, TRHS** and CCC are both public agencies under and pursuant to the Act and other laws and desire to cooperate with each other and allow for CCC to conduct college courses and programs at facilities owned and maintained by **TRHS,** hereinafter referred to as the "Program"; and

**WHEREAS,** the governing body of each of the parties has approved this Agreement as required by law and all the parties hereto can expect to substantially benefit from the same courses; and

**WHEREAS, TRHS** wishes to update the school district's curriculum for the career, technical and/or academic programs; and,

**WHEREAS, TRHS** desires to develop a revenue neutral program with CCC, with all costs of the Program covered by the contractual agreement with **TRHS** and CCC and through tuition and/or fees paid by participating **TRHS** students receiving CCC credit.

**NOW THEREFORE,** in consideration of the mutual promises of the parties hereto, it is agreed as follows:

1. **Term.** The term of this Agreement will be from July 1, 2020 through June 30, 2023 unless extended by mutual agreement of the parties. Unless written notice is given by **TRHS** to CCC on or before 90 days prior to end of agreement, of a desire to terminate this agreement at the end of the term, this Agreement shall be extended to include additional annual terms to be from July 1 through June 30 of following years.

2. **Purpose.** To provide the course and programs on a cooperative basis to the mutual benefit of both parties. The Program, subject to adjustments by the Program Administrators as provided herein, or their successors, generally includes the components set forth in Sections 3 and 4 of this Agreement.

3. **Central Community College:** Central Community College agrees to provide the following:

**a. Courses of Instruction.** CCC shall provide a course of instruction to include instructional and appropriate interactive experiences for the students to be taught and conducted by qualified instructors employed by CCC or **TRHS**, meeting CCC guidelines. Courses may include, but are not limited to: Automotive Technology, Construction Technology, Mechatronics, Business Technology, Information Technology, Advanced Manufacturing, Design Technology, and general education courses like Mathematics, English, Spanish, Sciences, and History. Courses will be determined on an annual basis and part of an addendum agreed upon by CCC and **TRHS**.

**b. Licenses or permits (if applicable):** CCC shall secure and pay for necessary licenses or permits, if any are required for the Program and shall operate such instructional program, in full compliance with all applicable local, state, and federal laws.

**c. Textbooks and Computer Software.** CCC shall provide all required software, specifications for **TRHS** classroom computers used for the College courses, text books or other class materials, and reference libraries for use by the students enrolled in this Program. **TRHS** assumes no responsibility for any loss or theft of textbooks, educational materials, or the like belonging to either CCC or to students enrolled in CCC's courses.

**d. Equipment.** CCC shall provide **TRHS** with the specifications and estimated costs for major mechanical equipment and specifications for safety equipment including ventilation specifications to be purchased by **TRHS** for use of CCC in the conduct of the Program. This agreement allows for financial assistance to be provided by CCC to **TRHS** for such equipment or required supplies as agreed upon by **TRHS** and CCC.

**e. Faculty.** **TRHS** or CCC shall provide the faculty to teach the Program. For the Program, **TRHS** will notify CCC of any changes in faculty as such changes occur. All faculty shall be certified by the State of Nebraska to teach secondary education. In the event a **TRHS** instructor or alternate instructor is unavailable for any reason, CCC and **TRHS** will mutually decide upon a competent professional person to assist in the supervision of students enrolled in the course of study being conducted on **TRHS's** facilities. **TRHS** will require all faculty assigned to **TRHS's** facilities to observe all policies, rules, regulations, and administrative directives duly adopted and in effect at **TRHS**. CCC shall provide instructor training and training aids. CCC will provide instructor evaluation and supervision of the Program courses offered for college credit.

**f. Calendar.** CCC and **TRHS** will exchange instructional calendars indicating dates which are designated as holidays and vacation periods by both institutions. The program administrators shall coordinate and agree on final calendars and program dates. Instruction at **TRHS** facilities will meet the minimum contact hours required for CCC courses.

**g. Number of Students and Class Schedule.** CCC and **TRHS** shall designate the number of students allowed to participate in **TRHS** facilities. CCC and **TRHS** assume full responsibility for designating the time schedule for the Program courses. CCC will not schedule activities on **TRHS's** premises at unreasonable or inconvenient times for **TRHS**. **TRHS** activities and programs shall have priority, subject to coordination between the Program Administrators. **TRHS** agrees to assist students with registration in CCC courses and CCC will provide the instructor with roster and grading resources. If, for any reason, there are any significant changes in the number of students or in the time schedule agreed upon after classes start, **TRHS** will notify CCC.

**h. Student Welfare.** CCC shall be solely responsible for student learning through the direction of full-time or part-time CCC faculty assigned to these programs. Students assigned to the courses at **TRHS's** facilities shall meet all safety requirements and

regulations. In the event any student should sustain minor illnesses or emergency health situations while on **TRHS's** premises, such student will be required to notify the instructor. **TRHS** agrees to direct emergency medical care for students in case of an illness or accident while on **TRHS's** premises including contacting 911 if needed. The CCC instructor shall complete an accident report as required by CCC procedures. CCC will require all students assigned to **TRHS's** facilities to observe all policies, rules, regulations, and administration directives duly adopted and in effect at **TRHS**.

i. **Liability Insurance**. CCC shall obtain and maintain primary liability insurance coverage, with a certificate of insurance to be provided to **TRHS** and updated annually covering all acts or omissions of CCC faculty or students who are assigned to the Program and **TRHS** facilities in the individual or aggregate amount of no less than \$1,000,000, and shall cause **TRHS** to be named as an additional insured on such policy or policies.

**4. Twin River Schools** agrees to provide the following:

a. **Contribution toward Costs**. **TRHS** reserves the right to provide for the tuition of each student or assist student in seeking Foundation or Scholarship support.

b. **Facilities**. **TRHS** shall provide appropriate and functional facilities and access to reasonable and mutually agreed upon support spaces for communication, media or secure storage.

c. **Support Staff**. **TRHS** shall provide support faculty, facility maintenance, and attendant overhead costs, including electricity, heating and cooling, custodial service and trash services, CCC will provide appropriately marked hazardous waste containers and disposal of materials as related to program needs. **TRHS** will assume all responsibility for removing hazardous waste from **TRHS** premises.

d. **Computers**. **TRHS** shall provide access to computers for required programming, along with instructor access to printers and copy machines as provided to **TRHS** teaching staff.

e. **Liability Insurance**. **TRHS** shall obtain and maintain primary liability insurance coverage, with a certificate of insurance to be provided to CCC and updated annually covering all acts or omissions of CCC faculty or students who are assigned to the Program and **TRHS** facilities in the individual or aggregate amount no less than \$1,000,000, and shall cause CCC to be named as an additional insured on such policy or policies.

**5. Disciplinary Matters**. The parties recognize there will be times when complaints arise that fall under the student codes of conduct (Title IX, Section 504 or any other applicable local, state or federal regulation or law) of both parties. The party receiving the complaint will timely notify the other, and promptly provide the other party with any complaint received. If, despite the good faith effort of the parties, they are unable to agree on a process for investigating the complaint, the party whose employee/student is the respondent of the complaint will determine the process. The parties will cooperate in any investigation initiated and make its employees/students reasonably available to the investigator. The investigator will prepare a report that will be provided to both parties setting forth findings as to the allegations and the basis for the findings. The investigator will make recommendations based upon the findings. Each party will apply appropriate discipline as required by their respective student codes of conduct.

6. **Termination.** This Agreement is subject to cancellation by either party, without cause, with 120 days written notice to the other.

7. **Administration of Programs and Miscellaneous.** A separate legal entity will not be created by this Agreement. The Program shall, however, be administered by one individual appointed by each party ("Program Administrators") who will meet, as necessary, to administer the Program, interpret this Agreement and make appropriate adjustments in the Program as may be required from time to time. Unless otherwise agreed, **TRHS** shall serve as the fiscal agent of the Program and this cooperative activity between the parties and may adopt and utilize such accounting, payment, and budgeting procedures as it deems necessary to implement this Agreement. The Program Administrators shall also meet near the end of the term of this Agreement and determine issues of continuation and procedures for exercising the options to renew as provided herein.

8. **Indemnification.** To the fullest extent permitted by law, each party shall indemnify, defend, and hold harmless each other and the other parties' officers, agents, and employees from and against claims, damages, losses, and expenses, including, but not limited to, attorney fees arising out of or resulting from each agency's performance of this Agreement that may result in any claim or damage whatsoever, including without limitation, any bodily injury, sickness, disease, death, or any injury to, or destruction of, tangible or intangible property, including the loss of use resulting therefrom that is caused in whole or in part by such party or anyone directly or indirectly employed by the same. This section shall not require any individual or public agency to indemnify or hold harmless the other agencies to this Agreement for losses, claims, damages, and expenses arising out of, or resulting from, the agency's or its employees own sole negligence.

9. **Amendment.** Except as otherwise provided herein, this Agreement may be amended or modified only in writing signed by the parties hereto.

**THIS AGREEMENT SHALL BE BINDING UPON THE PARTIES HERETO, THEIR SUCCESSORS, AND ASSIGNS.**

**Central Community College**

BY: \_\_\_\_\_  
Authorized Official Date

**Twin River Schools**

BY: \_\_\_\_\_  
Authorized Official Date

# TWIN RIVER PUBLIC SCHOOLS

## Principal's Contract

It is hereby agreed by and between the Board of Education of the Twin River Public Schools, District No. 30 located in Nance-Polk-Platte-Merrick counties in the State of Nebraska, hereinafter called the Board and Brenda Buhl, hereinafter called the Principal, that the Board in accordance with its action as found in the minutes of the meeting held on January 18, 2021, has and does hereby employ Brenda Buhl as the Principal for a period of 220 days commencing on or about August 1, 2021 and ending on or about June 30, 2022.

1. The Principal hereby affirms that he/she is not under a contract with another Board of Education within this State covering all or part of the same time of performance as is contemplated by this contract. The Principal further affirms that at the beginning of the term of this contract he/she holds or will hold a valid Nebraska Administrative Certificate, which is or will be in force and effect for the period covered by this contract. It is understood and agreed that this contract is not valid and no salary compensation will be paid to the Principal until the Administrative Certificate, as herein indicated, is registered in the office of the Superintendent of Schools.
2. In consideration of annual salary of \$86,000.00 and or further agreements and consideration hereinafter stated, of the parties agree that the said Principal shall faithfully perform the duties in and for the public schools in the District as prescribed by the laws of the State of Nebraska and by the policies, rules, and regulations currently in force, and made hereunder by the Board of the District, and shall be considered a part of this contract.
3. The salary of the said Principal shall be paid in twelve (12) equal installments of \$7,166.67. The first installment shall be paid on or before the 20<sup>th</sup> day of August 2021, and the succeeding eleven (11) installments shall be paid on or before the 20<sup>th</sup> of each succeeding calendar month.
4. This contract shall conform to the regulations governing deductions from the above stated compensation with reference to Withholding Tax, Social Security, and Nebraska Retirement. Other deductions may be withheld as agreed to by the parties of this contract. This contract shall be deemed to have been entered into subject to all provisions of the laws of the State of Nebraska.
5. During the term of this contract, in the event the Principal violates any provisions of this agreement, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to, a) becoming legally disqualified to administer in the State of Nebraska, b) becoming physically or mentally disabled, c) insubordination, d) neglect of duty, or e) immorality, then the Principal may be discharged, provided the Principal has been given the cause or causes for discharge in writing and has been given an opportunity for due process and notice of a hearing before the Board prior to official action taken. Nothing contained herein shall prevent the suspension of the Principal, with pay, for his/her duties during the pendency of such proceedings.
6. Should the Principal be unable to perform any or all of his/her duties by reason of illness, accident, or other disability beyond his/her control, and such disability exists for a period of more than his/her accumulated sick leave during any school year, the Board, in its discretion, may make proportionate deductions from salary stipulated herein.
7. The Board shall provide the Principal with transportation required in the performance of his/her official duties during the term of his/her employment or shall reimburse him/her for such mileage at a rate of the current IRS allowance.

8. The Principal shall be entitled to five (5) personal leave days. The Board may, in its discretion, deduct an amount from the monthly salary equal to pay for one working day of service for each day of service not performed by the Principal if absence from duty is not authorized by the Board (or its representative).
9. At the beginning of each school year, the Principal shall be credited with ten (10) days paid sick leave allowance. The unused portion of such allowance shall be accumulated year to year to a total of forty-five (45) days. The Principal shall be given two (2) days of Professional leave and three (3) days of Bereavement. The Principal will be entitled on or before June 15<sup>th</sup> immediately following the end of the school year to turn back to the School District a maximum of ten (10) sick days. The School District shall then pay fifty dollars (\$50) for each day the Principal is entitled, such payment to be made in the July paycheck. The School District shall inform the Principal of all unused sick leave days no later than June 1<sup>st</sup> of each year. The Principal leaving the school system will receive fifty dollars (\$50) per day to a maximum of thirty (30) sick leave days for each day of unused accumulated sick leave.
10. The Board (or its representatives) may require the Principal to continue his/her professional development and to participate in relevant learning experiences. The Principal may, therefore, attend appropriate professional meetings at local, state, and regional meetings. The Principal may attend a national convention as approved by the Superintendent and/or Board. Valid expenses of such required attendance shall be borne by the District.
11. The Principal shall receive personal benefits as follows:
  - a. Family Health /Dental and Accident-Life Insurance
  - b. Disability Income
  - c. Professional Fees and Dues
  - d. Other benefits that may be determined by the Board
12. The evaluation of said Principal shall be made by the Superintendent of Schools.
13. Failure to notify the Principal in writing, not later than three months prior to the expiration of this contract or the Board's intention not to renew this contract, shall result in the automatic extension of this contract for a period not to exceed one year. This contract must be signed and returned to the President of the Board of Education (or its representative) within ten (10) days after receiving it. If the contract is not signed and returned to the President (or its representatives) within ten (10) days, the Board of Education will consider the position open and start the appropriate procedure to fill the position.
15. Prior to March 15<sup>th</sup>, a Principal that wishes to be released from their contract shall be released there from upon written request filed with the Board of Education. Both parties shall mutually agree to release from the contract after March 15<sup>th</sup>. There shall be no penalty for release from a contract.

**EXECUTED** this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
 President, Twin River Board of Education

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Brenda Buhl, Principal

\_\_\_\_\_  
 Date

Rec'd 1-11-2021

January 11, 2021

Twin River School Board  
816 Willard Avenue  
Genoa, NE 68640

Dear Twin River Board of Education

This letter serves as my notice that I may retire from my job as business teacher for Twin River Public School at the end of the 2020/2021 school year. I understand according to our negotiated agreement that I have until March 15<sup>th</sup> to verify or rescind my early retirement application with the Twin River Board of Education.

I have enjoyed working with and learning from my colleagues and students for the past 24 years. It has been both a memorable and rewarding experience. Like most teachers, for me, teaching has never been about the money or the early retirement. It has always been about the students and their needs. That is what makes this a hard decision to say the least.

Sincerely



Elizabeth Shanle

**TWIN RIVER**

**NEGOTIATED**

**AGREEMENT**

**2021 – 2022**

## PREAMBLE

This agreement is made and entered into this \_\_11th\_\_ day of \_Jan., 2021, by and between the Board of Education of the School District of Twin River in the State of Nebraska (hereinafter referred to as the "Board" or "District" as the context may require) and the Twin River Education Association (hereinafter referred to as the "Association").

## GENERAL PURPOSE

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

## NEGOTIATIONS PROCEDURES

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

Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.

Either party may request bargaining be opened by contacting the President or spokesperson of the other party.

Meeting dates and times will be scheduled by mutual consent of the two parties.

Facts, opinions, proposals and counter-proposals will be freely discussed in good faith during the meetings.

All participants shall treat each other professionally and respectfully during discussions and shall give due consideration to all proposals.

Final agreements shall be reduced to writing and signed by both parties.

## ARTICLE I

### Recognition

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

Teacher shall mean all certificated teaching personnel employed by the district, but excluding the Administration and Activities Director.

## ARTICLE II

### Teacher Rights

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

shall be deemed to be in addition to those provided elsewhere.

The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Agreement.

### ARTICLE III

#### Association Rights

##### A. Payroll Deduction of Dues

The Board agrees to deduct from the salaries of the teachers dues for the Association as well as for the Nebraska State Education Association and the National Education Association or any one of a combination of such organizations as said teachers individually and voluntarily authorize the Board to deduct. The Board further agrees to remit promptly such monies to the treasurer of the Association. The Board agrees to deduct from the final paycheck of each teacher whatever amount is necessary to complete the annual obligation to the Association. This authorization shall be ongoing until the District, to the contrary, receives written notification from the Association.

##### B. Association Use Of District Property

Representatives of the Association and its affiliates shall be allowed to conduct Association business on school property during school hours, providing such business does not cause undue interruption of the school program.

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

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

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

##### C. Subcontracting

The duties of any bargaining unit employee or the responsibilities of any teaching position in the bargaining unit shall not be contracted out to persons not covered by this agreement without the prior written notice conveyed to all teachers.

### ARTICLE IV

#### Grievance Procedure

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable

solutions to the problems that may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

#### A. Definitions

Grievance: Any claim or claims by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of any District policies covering terms and conditions of employment including but not limited to, the terms of this agreement.

Grievant: Teacher, group of teachers, or the Association making the claim as provided in the paragraph above.

Time Limits: All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year; the time limits shall consist of all weekdays Monday through Friday. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of right to appeal to the next step. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.

Grievance Meetings or Hearings: All meetings and hearings under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives, the grievant, and the grievant's designated representatives. If the grievant chooses to not have a representative assist them, the Association shall have the right to be present as provided in Section II of this procedure. All parties shall have the right to record the proceedings of any hearing or meeting at all formal levels of the grievance procedure. Hearings before the board shall be closed, at the discretion of the grievant.

#### B. Association Representation

A grievant shall have the right to have Association representatives present to represent the grievant at each level of the grievance procedure. Where a grievant chooses to not have a representative assist them, the Association, at its discretion, may have representatives present for any meetings, appeals or other proceedings relating to a grievance, which has been formally presented. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with their immediate supervisor and having the grievance adjusted informally.

The Association shall be notified in writing of the issues and the settlement before any settlement becomes effective. The settlement shall not be inconsistent with the terms of the Negotiated Agreement.

#### C. Reprisals

No reprisals of any kind shall be taken against any employee who utilizes this grievance procedure.

#### D. Withdrawal of a Grievance

An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party.

#### E. Advanced Step Filing

The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

#### F. The Procedure

Informal Resolution: The parties believe that it is usually most desirable for an employee and his/her immediate supervisor to resolve problems through free and informal communications. When requested by the teacher, a representative of the Association may assist in this resolution. However, when the grievance remains unresolved, then the grievance shall be processed as follows:

Step 1. The grievant shall present the grievance in writing to the employee's principal. A hearing shall be held within five (5) working days. Within two (2) days of the hearing the principal shall provide a written answer to the grievance.

Step 2. If not resolved at Step 1, the grievant may appeal the decision to the Superintendent. The Superintendent shall arrange for a hearing with the grievant within ten (10) days of receipt of the appeal. Each party shall have the right to call such witnesses as deemed necessary to develop the facts pertinent to the grievance. The superintendent will have three (3) days from the date of the hearing to provide the grievant and the Association a written decision.

Step 3. If the grievance is not resolved at Step 2, the grievant may appeal the grievance in writing to the Board president. Within ten (10) days from the date the appeal is received the Board president shall schedule a hearing on the grievance before the Board of Education: The hearing shall be held not later than thirty (30) days from receipt of the appeal. Each party shall have the right to call such witnesses, as it deems necessary to develop facts pertinent to the grievance. The Board will have five (5) days from the date of the hearing to notify, in writing, the grievant and the Association of the Board's decision.

Step 4. If the grievant is not satisfied with the disposition of the grievance at Step 3, or if a written decision has not been rendered within the time provided, the grievant within thirty (30) days of the Board's reply may notify the Board, in writing, of the intent to submit the grievance to binding arbitration. The arbitrator shall be chosen by the parties and shall be a person mutually acceptable to the Board and the Association. If the Board of Education and the Association are unable to agree on an arbitrator within ten (10) days after receipt of notice, an arbitrator shall be sought from the American Arbitration Association. The arbitrator shall have no power to alter the terms of any negotiated agreement, but shall be empowered to include in any award such financial reimbursements or remedies judged by the arbitrator proper to resolve the grievance. No evidence or positions shall be submitted to the arbitrator by either party that was not previously disclosed to the other party. The cost of the arbitrator shall be equally borne by the Board and the grievant. All other expenses shall be borne by the

party incurring the expense. The decision of the arbitrator shall be binding upon both parties.

## ARTICLE V

### Salaries

#### A. Salary Schedule

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

#### B. Initial Placement

When hired, teachers can be credited with all prior K-12 years of teaching experience and placed on the schedule according to their degree level.

#### C. Base Salary

The base salary shall be \$37,400 for 2021-2022.

#### D. Horizontal Movement

Credit for additional hours shall be credited with the new starting contract date. Horizontal movement on the salary schedule shall take place accordingly. All approved post BA hours shall earn credit for horizontal advancement on the salary schedule. Beginning with the 2021-2022 negotiated agreement, the BA+54 pay slot will be removed from the salary schedule. However, a teacher who will complete enough college hours to attain BA 54 by August 15, 2021 will be placed at the MA+9 pay level on the salary schedule (Exhibit A) until the teacher departs from the district. After August 15, 2021 the BA+54 pay level will no longer be available. Horizontal movement shall be limited to one horizontal step per year. See appendix A.

#### E. Vertical Movement

Teachers shall be placed on the proper vertical step in accordance with their experience in the district plus credited prior teaching experience. Vertical movement shall be limited to one vertical step per year. See appendix A.

#### F. Advancement in the Absence of a Successor Agreement.

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

#### G. Extra Duty

Where a contractual agreement has been reached between an individual teacher and the district

relating to the performance of extra-curricular duties, the salary shall be in accordance with the provisions of the extra duty/extra-curricular salary schedule attached as Appendix B.

#### H. Extended Contracts

Where a contractual agreement has been reached between an individual teacher and the district relating to employment beyond the annual employment period defined in Article VII Section E, the salary for that extended contract shall be a prorated extension of that teacher's daily rate of pay for the annual employment period.

#### I. Mileage

A teacher, who is required to drive their private vehicle additional distance between school sites as part of their assignments, will be paid at the IRS Allowable Rate for reimbursement for such driving. The District will not be required to pay mileage from home to school or school to home. All additional required travel for the District shall be reimbursed at the same rate.

#### J. Overload Compensation

The normal teaching load in the junior high and senior high shall be six (6) classes plus a planning period and homeroom, noon duty or study hall. Teachers scheduled for additional class periods shall be compensated at 1/8th the daily rate of the base pay.

#### K. Miscellaneous

Additional compensation shall be provided for teachers sacrificing planning time to cover another teacher's class or if a teacher covers a class simultaneously, in addition to their class. This does not apply on activity days with small number of students or when a majority of students are absent. The teacher shall be paid at a rate of 25 minutes equals \$10.00 and 50 minutes equals \$20.00. This shall be payable in the monthly paycheck.

#### L. Compensation for Dual Credit Classes

A teacher who teaches a dual credit class during the school day where students earn college-credit, and the district receives money from the institution granting the college-credit, the District will pay the teacher one-half of the money received. The other half of the money received by the district will be available to the District to be used as they see fit.

## ARTICLE VI

### Insurance and Annuities

#### A. Health Insurance

The Board shall provide NSEA Educators Health Alliance endorsed health insurance, Blue Preferred \$1050 deductible, and BC/BS PPO 100% A, 75% B with 50% C dental coverage.

For the 2021-2022 master negotiated agreement, the District shall pay the full monthly premium for the EHA Blue Preferred Coverage with \$1050 Deductible and the full monthly premium for the EHA Dental Coverage with PPO 100% A, 75% B with 50% C dental coverage for all insurance tiers. Such tiers shall be identified as Employee, Employee with Child(ren), Employee and Spouse, and Employee, Spouse and Children. These tiers are part of the EHA plans effective September 1, 2019. All benefits shall be prorated to the percentage of employment for employees who are employed at .5 FTE or more.

A search for comparable insurance is an ongoing effort. Upon agreement by both TREA and the Board, insurance may be changed. This statement is applicable for the 2021-2022 school year.

#### B. Life Insurance

The Board shall provide group life insurance protection in the amount of \$25,000 to each teacher covered by this Agreement.

#### C. Disability Insurance

The Board shall provide group long-term disability insurance for each certified employee. Teachers will pay their own disability insurance premium at the beginning of each school year. The benefits shall be payable upon the exhaustion of earned sick leave at 66 2/3 percent of annual contractual salary plus fringe benefits. Benefit payments shall continue to age seventy (70) or until termination of disability, whichever occurs first.

#### D. Complete Annual Coverage

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

#### E. IRS Section 125 Plan

The District shall provide and pay the administration fee for an IRS Section 125 Plan.

## ARTICLE VII

### Terms of Employment

#### A. Teacher's Contract

A contract for the employment of a teacher shall be in writing.

#### B. Release from Contract

Prior to April 15, teachers who wish to be released from their contract shall be released therefrom upon written request filed with the Board of Education. Both parties shall mutually agree to release from the contract after April 15. There shall be no penalty for release from a contract.

C. Half-Time/Job-Sharing

Half time and job-sharing employees will receive salary and fringe benefits. Half-time employment equals half-time benefits. All benefits and leave shall be prorated according to the percentage (1/2 time and above) of employment. (Example: 1/2 time employment receives 1/2 benefits and leave). This excludes anyone teaching less than 1/2 time.

D. Normal Duty Day

The normal duty day for bargaining unit teachers shall be 8 hours.

E. Annual Employment Period

The annual employment period for bargaining unit teachers shall be 185 contract days.

F. All bargaining unit teachers shall be granted each day not less than one class during the student day for purposes of preparation. Such time shall be free of all other activities or assignments. In the event an employee is requested or required to perform other tasks during such preparation period, the employee shall be paid an additional compensation as provided in Article V Section K.

G. The Board agrees that the primary responsibility of the teacher is to teach, and shall organize the school day and work force to ensure that the teachers' skills are utilized to this end.

## ARTICLE VIII

### Leaves

A. Sick Leave

1. At the beginning of each school year each teacher shall be credited with ten (10) days paid sick leave allowance. The unused portion of such allowance shall be accumulated from year to year to a total of forty-five (45) days. The Board shall furnish to each teacher a written statement at the beginning of each school year setting forth the total of sick leave credit.

2. The teacher will be entitled on or before June 15th immediately following the end of the school year to turn back to the School District a maximum of ten (10) sick leave days. The School District shall then pay fifty dollars (\$50) for each day the teacher is entitled, such payment to be made with the July paycheck. The School District shall inform all teachers of all unused sick leave days no later than June 1st of each year.

3. A teacher leaving the school system will receive twenty-five dollars (\$25) per day to a maximum of thirty (30) sick leave days for each day of unused accumulated sick leave.

4. Teachers shall be able to use their sick leave, for illness in the immediate family. Immediate

family shall include spouse, children, mother, father, mother-in-law, father-in-law, grandparents, siblings, and others living in the home.

5. The teachers are able to donate their unused sick days to other teachers with board approval.

6. Teachers shall be able to use sick leave to attend a funeral for a person not specified under the bereavement policy part D. Teachers can use 2 days during a school year.

#### B. Personal

At the beginning of each year each teacher shall be credited with two (2) days of paid personal leave. The unused portion of such allowance shall be accumulated from year to year to a total of six (6) days. The teacher shall notify their immediate supervisor at least seven (7) days in advance of the intended personal leave. These days should not precede or follow scheduled vacation days. Exceptions can be made given extenuating circumstances. Unused personal days over the 6 days will be paid at the substitute teacher daily rate of pay. With the understanding that after all coverage options have been exhausted, "Personal leave may be denied if a substitute cannot be found for replacement."

#### C. Professional Leave

Teachers shall be given two (2) days professional leave (to attend professional meetings, workshops, classroom visitations, state contests/activities, etc.) with administrative approval. Additional days may be granted subject to administrative approval. Professional leave shall not be deemed to include those meetings, workshops, etc., which the school administration require a teacher to attend.

#### D. Bereavement

Up to three (3) days of paid leave per occurrence shall be granted each teacher in the event of death in the immediate family. Immediate family shall include spouse, children, mother, father, mother-in-law, father-in-law, grandparents, siblings, sibling-in-laws, step parents, half-siblings, uncles, aunts, aunt-in-laws, uncle-in-laws, and others living in the home. The teacher may use their personal and/or sick leave days after the three (3) days are used. Special circumstances will be taken into consideration on an individual basis.

#### E. Extended Leave

Any of the leaves in Article VIII may be extended without pay at the teacher's request with Administrative and Board approval.

## ARTICLE IX

### Early Retirement

A. Teachers hired before January 1, 2021, must complete a minimum of ten (10) years teaching experience in the Twin River District to have the option of early retirement with the District providing the following:

1. Monthly single retiree health/dental premium from age sixty (60) and/or meeting the Rule of 85 to eligibility of Medicare.

2. A one-time incentive of five hundred fifty dollars (\$550) x the number of years teaching within the Twin River school system at age sixty (60) and/or meeting the Rule of 85.

3. Each teacher will be given full credit of their teaching years with the former districts of Genoa, Monroe, and Silver Creek.

B. The teacher shall notify the Board of the intent to retire at the end of the current school year no later than Jan 7<sup>th</sup>.

1. The teacher shall have until January 31 to verify or rescind their early retirement application with the Twin River Board of Education.

## ARTICLE X

### Miscellaneous Provisions

#### A. Compliance Between Individual Contract and Master Agreement

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

#### B. Separability Clause

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

## ARTICLE XI

### Personnel File

#### A. File

Any teacher shall have the right, upon request, to review the contents of their personnel file(s) and to receive copies of any documents contained therein.

#### B. Derogatory Material

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

### C. No Separate File

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

## ARTICLE XII

### Safety

The parties agree that it is the responsibility of the Board to provide and maintain a safe place of employment. Consistent with the teacher's assignment, it is the responsibility of the teacher to report observed unsafe or hazardous practices or conditions. The principal or immediate supervisor will contact duly qualified personnel who will in turn make a timely inspection and take steps to remedy the condition. Teachers shall not be required to work under reported conditions found to be detrimental to their health, safety or well-being.

Teachers shall not be required to perform tasks that endanger the personal health, safety and well-being of their pupils.

Pursuant to LB 757, passed by the 1993 Legislature, the district and the Association agree to create a safety committee for the purpose of monitoring the safety of the workplace. The District shall also establish a crisis team.

## ARTICLE XIII

### Duration of Agreement

This contract shall be effective as of the beginning of the 2021-2022 school year and shall continue in effect until a substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2022-2023 school year, except that any insurance premium adjustments shall be effective as soon as possible after settlement.

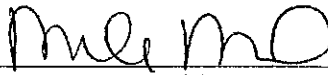
ARTICLE XIV

Document Authorization

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed here on, all on this day and year January 11, 2021.

Twin River  
Education Association

Twin River  
Board of Education

By   
President

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Chief Negotiator

By \_\_\_\_\_  
Chief Negotiator

## Appendix B

### EXTRA DUTY SALARY SCHEDULE

#### SPORTS

- CATEGORY I                      Head Girls Basketball, Head Boys Basketball  
Level: A – 11%, B – 12%, C – 13%, D – 14%
- CATEGORY II                      Head Football, Head Volleyball, Head Wrestling, Head Softball,  
Head Cross Country, Head Golf, Head Track Girls or Boys, Head Baseball  
Level: A – 10%, B – 11%, C – 12%, D – 13%
- CATEGORY III                      Asst. Girls Basketball, Asst. Boys Basketball  
Level: A – 9%, B – 10%, C – 11%, D – 12%
- CATEGORY IV                      Asst. Football, Asst. Volleyball, Asst. Wrestling, Asst. Track  
Girls or Boys, Fr. Coaches, Asst. Softball, Asst. Baseball  
Level: A – 8%, B – 9%, C – 10%, D – 11%
- CATEGORY V                      Jr. High Sports, Asst. Golf, Asst. Cross Country  
Level: A – 5%, B – 6%, C – 7%, D – 8%

#### ACTIVITIES

- CATEGORY I                      Instrumental Music, Vocal Music, Speech, Cheerleading Sponsor,  
School Improvement Co-Chair, FBLA, FFA, FCCLA, Broadcasting Club  
Sponsor  
Level: A – 8%, B – 9%, C – 10%, D – 11%
- CATEGORY II                      One Act, Student Council, Asst. Speech  
Level: A – 6%, B – 7%, C – 8%, D – 9%
- CATEGORY II                      I                      Jr. Class Sponsor, Quiz Bowl, Mock Trial, Yearbook, State  
Assessment Site Coordinator, Dance Sponsor  
Level: A – 3%, B – 4%, C – 5%, D – 6%
- CATEGORY IV                      Sr. Class Sponsor, So. Class Sponsor, Fr. Class Sponsor,  
National Honor Society, Seventh Grade Sponsor, Eighth Grade  
Sponsor, MTSS  
Level: A – 2%, B – 3%, C – 4%, D – 5%

Percentages are calculated from the base salary (see Appendix A) for each sponsor or coach  
Level A – 0 – 4 years in the activity/sport Level B – 5 – 8 years in the activity/sport  
Level C – 9 – 12 years in the activity/sport Level D – 13 or more years in the activity/sport

# APPENDIX A

Vertical Index 0.0400
Horizontal Index 0.0500
Base Salary 37,400

	BA	BA+9	BA+18	BA+27	MA/BA36	MA+9/BA54	MA+18	MA+27	MA+36
Step 1	1,0000 37,400	1,0500 39,270	1,1000 41,140	1,1500 43,010	1,2000 44,880	1,2500 46,750	1,3000 48,620	1,3500 50,490	1,4000 52,360
Step 2	1,0400 38,896	1,0900 40,766	1,1400 42,636	1,1900 44,506	1,2400 46,376	1,2900 48,246	1,3400 50,116	1,3900 51,986	1,4400 53,856
Step 3	1,0800 40,392	1,1300 42,262	1,1800 44,132	1,2300 46,002	1,2800 47,872	1,3300 49,742	1,3800 51,612	1,4300 53,482	1,4800 55,352
Step 4	1,1200 41,888	1,1700 43,758	1,2200 45,628	1,2700 47,498	1,3200 49,368	1,3700 51,238	1,4200 53,108	1,4700 54,978	1,5200 56,848
Step 5	1,1600 43,384	1,2100 45,254	1,2600 47,124	1,3100 48,994	1,3600 50,864	1,4100 52,734	1,4600 54,604	1,5100 56,474	1,5600 58,344
Step 6	1,2000 44,880	1,2500 46,750	1,3000 48,620	1,3500 50,490	1,4000 52,360	1,4500 54,230	1,5000 56,100	1,5500 57,970	1,6000 59,840
Step 7	1,2400 46,376	1,2900 48,246	1,3400 50,116	1,3900 51,986	1,4400 53,856	1,4900 55,726	1,5400 57,596	1,5900 59,466	1,6400 61,336
Step 8	1,3300 49,742	1,3800 51,612	1,4300 53,482	1,4800 55,352	1,5300 57,222	1,5800 59,092	1,6300 60,962	1,6800 62,832	1,7300 64,702
Step 9	1,4200 53,108	1,4700 54,978	1,5200 56,848	1,5700 58,718	1,6200 60,588	1,6700 62,458	1,7200 64,328	1,7700 66,198	1,8200 68,068
Step 10	1,4600 54,604	1,5100 56,474	1,5600 58,344	1,6100 60,214	1,6600 62,084	1,7100 63,954	1,7600 65,724	1,8100 67,594	1,8600 69,464
Step 11	1,5500 57,970	1,6000 59,840	1,6500 61,710	1,7000 63,580	1,7500 65,450	1,8000 67,320	1,8500 69,180	1,9000 71,050	1,9500 72,920
Step 12	1,6400 61,336	1,6900 63,206	1,7400 65,076	1,7900 66,946	1,8400 68,816	1,8900 70,686	1,9400 72,556	1,9900 74,426	2,0400 76,296
Step 13	1,6800 62,832	1,7300 64,702	1,7800 66,572	1,8300 68,442	1,8800 70,312	1,9300 72,182	1,9800 74,052	2,0300 75,922	2,0800 77,792
Step 14	1,7700 66,198	1,8200 68,068	1,8700 69,938	1,9200 71,808	1,9700 73,678	2,0200 75,548	2,0700 77,418	2,1200 79,288	2,1700 81,158
Step 15	1,8100 67,694	1,8600 69,564	1,9100 71,434	1,9600 73,304	2,0100 75,174	2,0600 77,044	2,1100 78,914	2,1600 80,784	2,2100 82,654
Step 16	1,9000 71,060	1,9500 72,930	2,0000 74,800	2,0500 76,670	2,1000 78,540	2,1500 80,410	2,2000 82,280	2,2500 84,150	2,3000 86,020