

**Board of Education Regular Meeting**  
Media Center, Twin River High School  
816 Willard Avenue  
Genoa, NE 68640  
Monday, January 20, 2020 7:30 PM

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

1. Meeting Called to Order - Dr. Weidner, President Pro-Tem
  - 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
  1. President
  2. Vice-President
  3. Secretary
  4. Appoint Treasurer
4. Approval of Agenda
5. Approval of Minutes of Previous Meetings
6. Program Spotlight - Britton Andreasen - FCCLA
7. Treasurer's Financial Report
8. Approval of Claims
9. Reports of Administrators and Committees
  - 9.1. Visitors

- 9.2. Principal's Reports
- 9.3. Activities Report
- 9.4. Superintendent Report
- 9.5. Board of Education Report
10. Old Business
11. New Business
  - 11.1. Consider and Take Possible Action to Approve New Hire
  - 11.2. Consider and Take Possible Action to Accept Resignation(s)
  - 11.3. Consider and Take Possible Action to Approve Request to Use Sick Day Bank
  - 11.4. Consider and Take Possible Action to Approve Negotiated Agreement With The Twin River Education Association (TREA) for the 2020 - 2021 School Year
12. Date, Time, and Location of Next Meeting
13. Executive Session
14. Adjournment

---

Jennifer Swantek, Board President

---

Dan Preister, Board Secretary

**Board of Education Regular Meeting**

Media Center, Twin River High School

816 Willard Avenue

Genoa, NE 68640

Monday, December 16, 2019 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. Approval of Agenda

Motion to Approve Agenda 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,

Chelsa Thompson: Yea

4. Approval of Minutes of Previous Meetings

Motion to Approve Minutes of Previous Meetings 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,

Chelsa Thompson: Yea

5. Program Spotlight - Conner Oberhauser

Conner Oberhauser has been public speaking and sharing his story with the intent to raise mental health awareness, decrease the stigma surrounding mental illness, letting others know that they are not alone in this battle, and save people's lives. So far he has shared his story to over 2,150 attendees with more upcoming presentations scheduled.

6. Treasurer's Financial Report

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

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

Chelsa Thompson: Yea

## 7. Approval of Claims

Motion to Approve Claims 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, Chelsa Thompson: Yea

## 8. Reports of Administrators and Committees

### 8.1. Visitors

### 8.2. Principal's Reports

#### PreK-6 Principal's Report

First semester formal staff evaluations are complete. Teaching staff are filling out Multicultural forms and turning into principals. PreK-6 is participating in the Back Pack Program- Food Bank for the Heartland. There are 24 food packs with healthy food/drink sent home each Friday. Meetings, Workshops: Elementary Staff Meeting Wednesday afternoon on Curriculum Trak time (science), State Principals Conference, Social-Emotional Learning (St. Paul presentation) Curriculum; Selection core, materials, Administrative Cluster at ESU 7- Planning, Senator forum this Tuesday, Elementary Holiday Program is Thursday this week.

#### 7-12 Principal's Report

Recent School Activity - November Student of the Month - Garrett Alexander (7th) - 12/6 - HS Music Concert 7:00 p.m. Meetings and Workshops - 11/20-21 - NASB Conference at Omaha - 11/25 - Commissioner's Recognition at Lincoln/Capitol - for Kate Mohr, also represented by Alexis Cherry (FCCLA State Officer) - 12/13 - State Principal Conference at Lincoln (8:00-12:00). School Updates. - 12/11 - Early Out Wednesday - PD Curriculum Trak and staff meeting - Semester Finals are scheduled for week of Dec. 16 with the semester ending on Dec. 20th. Completing 1st semester observations/evaluations.

### 8.3. Activities Report

Recent News, Events: Nov. 21-23- All-State Choir (Caitlyn Van Winkle and Tucker Alexander) Dec. 2nd- District One Act at Wausa, Dec. 6th- JH/HS Band/Choir Concert. Upcoming Events, Meetings: December moratorium (December 22nd-26th), Holiday Tournament at Scotus (Dec. 27-28). Meetings, Professional Development: Dec. 3- Admin. meeting. Activities Update: Basketball: 1st contests December 5th (North Bend Central, LV/SS, LHNE, T-H), Wrestling: 1st contest December 7th (Broken Bow Invite, Lakeview dual), JHGBB: last game is Saturday Dec. 21 vs. Fullerton, JH Wrestling: last meet is Saturday Dec. 21 at Seward.

### 8.4. Superintendent Report

Dr. Weidner attended the State Education Conference on November 20th thru 22nd. He attended Conner Oberhauser's session on Wednesday and said he did an excellent job with his presentation. The Superintendent of the Grand Island Public School system approached Dr. Weidner later and told him how impressed she was with Conner. They are hoping to have him come to Grand Island and present to their student body. Other sessions attended included, a School Law Update, promoting your school district and planning for a Board retreat. The house on the old Konwinski lot has been moved. The foundation has been removed and the resulting hole has been filled in. The last payment for the West Building bond was paid on December 12th. Recently, Dr. Weidner claimed Twin River's funds from the REAP grant. The district received about \$40,551.00. The money has been earmarked for professional development programming for this school year. Legislative Preview - Last Wednesday, Dr. Weidner attended

the NCSA Legislative Preview. Representatives from the Farm Bureau and a couple of state senators were featured speakers. The main focus of the workshop was on revenue sources for the state of Nebraska.

#### 8.5. Board of Education Report

Jennifer Swantek spoke about sessions she attended at the State Education Conference. Two of the sessions focused on School Law- problems technology has created- Laws for SPED services. The other sessions she attended focused on resources for Mental and Behavioral Health in school districts. Some schools are starting to have Clinical Psychologists on site that provide services to students and faculty and connect families to resources. She would like the district to look into what area schools are doing and get a plan in place that works well for this school district. Dan Preister voiced concerns on students not using the crosswalks in Monroe while crossing the highway. He also would like the school into adding more handicap parking and accessibility to enter the school.

#### 9. Old Business

#### 10. New Business

##### 10.1. Consider and Take Possible Action to Approve Request to Use Sick Day Bank

Motion to Approve Request to Use Sick Day Bank Passed with a motion by John Nelson and a second by Chelsa Thompson.

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

##### 10.2. Consider and Take Possible Action to Approve Agreement for NRCSA Contract

Motion to Approve Agreement for NRCSA Contract 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, Chelsa Thompson: Yea

##### 10.3. Curriculum and Assessment System for the 21st Century

Dr. Weidner presented considerations for changes to the curriculum and assessment practices.

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

Motion to Approve Next Board Meeting for January 20th, 2020 at 7:30 p.m.in the Media Center, Twin River High School, Genoa, NE 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, Chelsa Thompson: Yea

#### 12. Executive Session

Motion to enter into Executive Session at 8:55 p.m Passed with a motion by Chelsa Thompson and a second by Jennifer Swantek.

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

Motion to come out of Executive Session at 9:07 p.m. 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, Chelsa Thompson: Yea

### 13. Adjournment

Motion to Adjourn at 9:07 p.m. 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, Chelsa Thompson: Yea

---

Jennifer Swantek, Board Secretary

---

John Reeg, Board President

**American Civics Committee**  
Media Center, Twin River High School  
816 Willard Avenue  
Genoa, NE 68640  
Monday, December 16, 2019 7:15 PM

1. Meeting Called to Order

1.1. Open Meeting Law

1.2. Meeting Properly Published and Posted

2. Open the Meeting

2.1. Call to Order

3. Roll Call

4. Current Activities

5. Public Commentary on Social Studies Curriculum

The new law LB399 requires the Civics Committee to meet twice a year and take public commentary on Social Studies Curriculum at one of the meetings.

PreK-6th report on Social Studies classroom work and activities:

-Columbus Day/Indigenous People Day-Watched Videos, writing activities, Scholastic News articles, learned about Christopher Columbus

-Thanksgiving-Watched videos on Pilgrims and the wampanoag people, learned immigration, learned the "History of Thanksgiving", Indians and Pilgrims and how they lived in the past, and learned about Native Americans and how the early European explorers affected them throughout the Americas.

-Veteran's Day- attended school wide program and wrote letters to veteran's thanking them their service, showed PowerPoint about different branches of the military and discussed why we celebrate Veteran's Day.

-7-12th grade report on Social Studies and classroom work and activities:

-9th graders will be taking Naturalization exam, 7th or 8th (has not been finalized yet) will be taking the citizenship portion of the Naturalization Exam.

-Daily Pledge of Allegiance

-Veteran's Day Program

-Native American Day/Indigenous People Day/Columbus Day-Specific lessons done related to the four major tribe in Nebraska, Standing Bear Trial, and Change of Name of day for recognition.

6. Adjourn

Meeting Adjourned at 7:20 p.m.

---

Jennifer Swantek, Board Secretary

---

John Reeg, Board President

# Check Journal

Fiscal Year: 2020

Check Number Invoice Account Number	Date Invoice Date	Vendor ID Invoice Date PO Number	Vendor Name Ereq Num Account Description	PO Date	Description	Payable	Direct Deposit Accrued Payment
<b>Journal Number: 370    Check Journal</b>			<b>Posted: 01/14/2020</b>				
<b>Computer Checks</b>							
<b>01 - GENERAL FUND</b>							
Bank Account :A - Genoa Natl Bank Gen							
00028649	01/14/2020	AJGENOA	John Sellhorst				
Jan 2020	01/13/2020			01/13/2020	fuel		
01-2-02710-626-000-000			Transportation Fuel			-717.94	717.94
					Invoice Total:	-717.94	717.94
					Check Total:	-717.94	717.94
00028650	01/14/2020	ALICAP	ALICAP				
19-20 Ins.	01/13/2020			01/13/2020	insurance premium		
01-2-02310-520-000-000			Insurance			-112,535.00	112,535.00
					Invoice Total:	-112,535.00	112,535.00
					Check Total:	-112,535.00	112,535.00
00028651	01/14/2020	APPLCONN	APPLIED CONNECTIVE				
122125	01/13/2020			01/13/2020	key cards		
01-2-01100-610-001-001			Sec Supplies			-450.00	450.00
					Invoice Total:	-450.00	450.00
122233	01/13/2020			01/13/2020	camera installation		
01-2-01100-382-000-000			Distance Learning & Technology			-62.50	62.50
					Invoice Total:	-62.50	62.50
123327	01/13/2020			01/13/2020	service order		
01-2-02510-530-000-000			Telephone			-157.50	157.50
					Invoice Total:	-157.50	157.50
					Check Total:	-670.00	670.00
00028652	01/14/2020	AWARUNLI	Awards Unlimited, Inc				
477551	01/13/2020			01/13/2020	awards		
01-2-02190-610-000-000			Activities Supplies			-821.82	821.82
					Invoice Total:	-821.82	821.82
					Check Total:	-821.82	821.82
00028653	01/14/2020	BANKOFAMER	Bank of America				
0554	01/13/2020			01/13/2020	parking, shipping return		
01-2-02320-580-000-000			Superintendent Travel			-5.00	5.00
01-2-02320-890-000-000			Superintendent Misc			-14.35	14.35
					Invoice Total:	-19.35	19.35
7341 Jan 20	01/13/2020			01/13/2020	supplies Act., books		
01-2-01100-382-000-000			Distance Learning & Technology			-701.86	701.86
01-2-01100-610-001-001			Sec Supplies			-923.00	923.00
					Invoice Total:	-1,624.86	1,624.86
8570 Jan 20	01/13/2020			01/13/2020	Volunteer Gift cards, supplies		
01-2-02190-890-000-000			Activities Misc.			-450.00	450.00
01-2-02410-610-001-001			Sec Princ Supplies			-96.15	96.15
					Invoice Total:	-546.15	546.15
9607 Jan 20	01/13/2020			01/13/2020	parking		
01-2-02410-580-003-003			Elem Principal Travel/Training			-5.00	5.00

# Check Journal

Fiscal Year: 2020

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:	-5.00	5.00
				Check Total:	-2,195.36	2,195.36
00028654	01/14/2020	BEARWARR	Beard-warren Heating & Air			
069704	01/13/2020			01/13/2020	service call	
01-2-02620-340-000-000			Maintenance Contracted Serv		-140.00	140.00
				Invoice Total:	-140.00	140.00
069720	01/13/2020			01/13/2020	check rooftop unit	
01-2-02620-340-000-000			Maintenance Contracted Serv		-278.02	278.02
				Invoice Total:	-278.02	278.02
069778	01/13/2020			01/13/2020	heater fan motor	
01-2-02620-340-000-000			Maintenance Contracted Serv		-260.00	260.00
01-2-02620-739-000-000			Maintenance Other Equipment		-420.46	420.46
				Invoice Total:	-680.46	680.46
069844	01/13/2020			01/13/2020	repairs-motor	
01-2-02620-340-000-000			Maintenance Contracted Serv		-825.50	825.50
				Invoice Total:	-825.50	825.50
				Check Total:	-1,923.98	1,923.98
00028655	01/14/2020	BLACHILL	Black Hills Energy			
Jan 2020	01/13/2020			01/13/2020	bldg. heat	
01-2-02610-621-000-000			Bldg Heat/Fuel		-2,511.76	2,511.76
				Invoice Total:	-2,511.76	2,511.76
				Check Total:	-2,511.76	2,511.76
00028656	01/14/2020	BLUERIVER	Blue River Power and Rental			
16482	01/13/2020			01/13/2020	blades	
01-2-02620-610-000-000			Maintenance Supplies		-115.17	115.17
				Invoice Total:	-115.17	115.17
				Check Total:	-115.17	115.17
00028657	01/14/2020	BOSSEL	Bosselman Administrative Services			
December2019W	01/13/2020			01/13/2020	fuel	
EX						
01-2-02710-626-000-000			Transportation Fuel		-1,942.56	1,942.56
01-2-02712-626-000-000			Sped Gas And Oil		-215.84	215.84
				Invoice Total:	-2,158.40	2,158.40
				Check Total:	-2,158.40	2,158.40
00028658	01/14/2020	CENTLINK	Century Link			
Jan 20	01/13/2020			01/13/2020	phone SC	
01-2-02510-530-000-000			Telephone		-251.18	251.18
				Invoice Total:	-251.18	251.18
				Check Total:	-251.18	251.18
00028659	01/14/2020	CENTNEBRA	Central Nebraska Rehab Services			
Dec 2019	01/13/2020			01/13/2020	Sped Services	
01-2-01200-320-001-001			Sec Sped Pupil Services		-96.00	96.00
01-2-01200-320-001-001			Sec Sped Pupil Services		-1,425.00	1,425.00
01-2-01200-320-003-003			Elem Sped Pupil Services		-1,088.00	1,088.00
01-2-01200-320-003-003			Elem Sped Pupil Services		-3,177.75	3,177.75
01-2-01200-320-003-003			Elem Sped Pupil Services		-112.00	112.00

# Check Journal

Fiscal Year: 2020

Check Number Invoice Account Number	Date Invoice Date	Vendor ID PO Number	Vendor Name Ereq Num Account Description	PO Date	Description	Payable	Direct Deposit Accrued Payment
01-2-01200-320-003-003			Elem Sped Pupil Services			-611.00	611.00
01-2-01200-333-001-001			Sec Sped Mileage Reimburse			-360.00	360.00
01-2-01200-333-003-003			Elem Sped Mileage Reimburse			-85.95	85.95
01-2-01200-333-003-003			Elem Sped Mileage Reimburse			-336.48	336.48
01-2-01200-333-003-003			Elem Sped Mileage Reimburse			-19.80	19.80
01-2-01200-333-003-003			Elem Sped Mileage Reimburse			-120.96	120.96
01-2-01200-333-003-003			Elem Sped Mileage Reimburse			-987.50	987.50
01-2-01200-610-003-003			Elem Sped Supplies			-10.55	10.55
01-2-01291-320-003-003			3-5 SPED Educational Services			-112.00	112.00
01-2-01291-333-003-003			3-5 SPED Mileage Reimb			-29.70	29.70
01-2-01292-320-003-003			0-2 SPED Professional Services			-688.00	688.00
01-2-01292-320-003-003			0-2 SPED Professional Services			-128.00	128.00
01-2-01292-333-003-003			0-2 SPED Mileage Reimb			-36.00	36.00
01-2-01292-333-003-003			0-2 SPED Mileage Reimb			-13.05	13.05
					Invoice Total:	-9,437.74	9,437.74
Nov. 2019	01/13/2020			01/13/2020	Sped Serv.		
01-2-01200-320-001-001			Sec Sped Pupil Services			-976.00	976.00
01-2-01200-320-001-001			Sec Sped Pupil Services			-2,593.50	2,593.50
01-2-01200-320-001-001			Sec Sped Pupil Services			-832.00	832.00
01-2-01200-320-001-001			Sec Sped Pupil Services			-672.00	672.00
01-2-01200-320-001-001			Sec Sped Pupil Services			-181.44	181.44
01-2-01200-320-003-003			Elem Sped Pupil Services			-208.00	208.00
01-2-01200-320-003-003			Elem Sped Pupil Services			-3,192.00	3,192.00
01-2-01200-320-003-003			Elem Sped Pupil Services			-510.72	510.72
01-2-01200-320-003-003			Elem Sped Pupil Services			-545.75	545.75
01-2-01200-333-003-003			Elem Sped Mileage Reimburse			-108.00	108.00
01-2-01200-333-003-003			Elem Sped Mileage Reimburse			-58.50	58.50
01-2-01200-333-003-003			Elem Sped Mileage Reimburse			-1,525.00	1,525.00
01-2-01200-333-003-003			Elem Sped Mileage Reimburse			-185.45	185.45
01-2-01291-340-003-003			3-5 Other Professional Services			-16.00	16.00
01-2-01292-320-003-003			0-2 SPED Professional Services			-352.00	352.00
01-2-01292-320-003-003			0-2 SPED Professional Services			-48.00	48.00
01-2-01292-333-003-003			0-2 SPED Mileage Reimb			-13.05	13.05
					Invoice Total:	-12,017.41	12,017.41
					Check Total:	-21,455.15	21,455.15
00028660	01/14/2020	CITYGENO	City Of Genoa				
Jan 2020	01/13/2020			01/13/2020	water, sewer, garbage		
01-2-02610-629-000-000			Other Bldg. water,sewer,garb			-705.42	705.42
					Invoice Total:	-705.42	705.42
					Check Total:	-705.42	705.42
00028661	01/14/2020	EAKEOFF2	Eakes Office Solutions				
Jan 2020	01/13/2020			01/13/2020	supplies		
01-2-01100-610-001-001			Sec Supplies			-840.24	840.24
01-2-01100-610-003-003			Elem Supplies			-729.37	729.37
					Invoice Total:	-1,569.61	1,569.61
					Check Total:	-1,569.61	1,569.61
00028662	01/14/2020	ENTELEEC	Enterprise Electric				

# Check Journal

Fiscal Year: 2020

Check Number Invoice Account Number	Date Invoice Date	Vendor ID Invoice Date PO Number	Vendor Name Ereq Num Account Description	PO Date	Description	Payable	Direct Deposit Accrued Payment
1145-520818 01-2-02610-610-000-000	01/13/2020		Custodial Supplies	01/13/2020	light bulbs, ballast	-938.50	938.50
					Invoice Total:	-938.50	938.50
					Check Total:	-938.50	938.50
00028663 Jan 20 01-2-02610-621-000-000	01/14/2020 01/13/2020	FRONTIER	Frontier Bldg Heat/Fuel	01/13/2020	bldg. fuel-SC	-4,459.57	4,459.57
					Invoice Total:	-4,459.57	4,459.57
Jan 2020 01-2-02510-530-000-000	01/13/2020		Telephone	01/13/2020	phone/fax	-724.02	724.02
					Invoice Total:	-724.02	724.02
					Check Total:	-5,183.59	5,183.59
00028664 25038 01-2-02620-340-000-000	01/14/2020 01/13/2020	GARYPLUM	Gary's Plumbing LLC Maintenance Contracted Serv	01/13/2020	boys bathroom repair	-139.07	139.07
					Invoice Total:	-139.07	139.07
25120 01-2-02620-340-000-000	01/13/2020		Maintenance Contracted Serv	01/13/2020	repairs	-170.31	170.31
					Invoice Total:	-170.31	170.31
					Check Total:	-309.38	309.38
00028665 Jan 2020 01-2-02310-540-000-000	01/14/2020 01/13/2020	GENOLEAD	Mary Kay Johnson BOE Advertising/Publishing	01/13/2020	proceedings	-240.00	240.00
					Invoice Total:	-240.00	240.00
					Check Total:	-240.00	240.00
00028666 29480V16293 01-2-02710-890-000-000	01/14/2020 01/13/2020	GENOMEDI	Genoa Medical Facility Transporation Misc Expense	01/13/2020	bus fee	-40.00	40.00
					Invoice Total:	-40.00	40.00
33492V16293 01-2-02710-890-000-000	01/13/2020		Transporation Misc Expense	01/13/2020	bus expense	-106.00	106.00
					Invoice Total:	-106.00	106.00
Jan 2020 01-2-02130-610-000-000	01/13/2020		Health Supplies	01/13/2020	supplies	-114.94	114.94
					Invoice Total:	-114.94	114.94
Nurse Dec 2019 01-2-02130-320-000-000	01/13/2020		Health Services	01/13/2020	nurse contract	-6,365.60	6,365.60
					Invoice Total:	-6,365.60	6,365.60
					Check Total:	-6,626.54	6,626.54
00028667 Jan 2020 01-2-01100-610-001-001 01-2-01100-610-003-003	01/14/2020 01/13/2020	GRAINS	Grain's Family Market Sec Supplies Elem Supplies	01/13/2020	supplies-FCS misc	-1,102.00	1,102.00
					Invoice Total:	-1,509.68	1,509.68
					Check Total:	-1,509.68	1,509.68

# Check Journal

Fiscal Year: 2020

Check Number Invoice Account Number	Date Invoice Date	Vendor ID PO Number	Vendor Name Ereq Num Account Description	PO Date	Description	Payable	Direct Deposit Accrued Payment
00028668	01/14/2020	GTFIRE	GT Fire & Security				
5441	01/14/2020			01/14/2020	testing/smoke detector		
01-2-02620-340-000-000			Maintenance Contracted Serv			-100.00	100.00
					Invoice Total:	-100.00	100.00
					Check Total:	-100.00	100.00
00028669	01/14/2020	HIRERIGHT	Hire Right				
G02030319	01/13/2020			01/13/2020	employment fee		
01-2-02320-890-000-000			Superintendent Misc			-18.70	18.70
					Invoice Total:	-18.70	18.70
G02030322	01/13/2020			01/13/2020	employment fees		
01-2-02320-890-000-000			Superintendent Misc			-173.75	173.75
					Invoice Total:	-173.75	173.75
P0924601	01/13/2020			01/13/2020	Employment fee		
01-2-02320-890-000-000			Superintendent Misc			-62.80	62.80
					Invoice Total:	-62.80	62.80
					Check Total:	-255.25	255.25
00028670	01/14/2020	HOMELEASIN	Hometown Leasing				
Jan 2020	01/13/2020			01/13/2020	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
00028671	01/14/2020	ISLASUPP	Island Supply Welding Company				
Jan 2020	01/13/2020			01/13/2020	supplies		
01-2-01100-610-001-001			Sec Supplies			-83.16	83.16
					Invoice Total:	-83.16	83.16
					Check Total:	-83.16	83.16
00028672	01/14/2020	JACKSERV	Jackson Services, Inc.				
Jan 2020	01/13/2020			01/13/2020	supplies		
01-2-02610-610-000-000			Custodial Supplies			-842.02	842.02
					Invoice Total:	-842.02	842.02
					Check Total:	-842.02	842.02
00028673	01/14/2020	JWPEPPER	Jw Pepper & Son Inc				
23796855	01/13/2020			01/13/2020	vocal music		
01-2-01100-610-001-001			Sec Supplies			-115.79	115.79
					Invoice Total:	-115.79	115.79
244830090	01/13/2020			01/13/2020	vocal music		
01-2-01100-610-001-001			Sec Supplies			-59.20	59.20
					Invoice Total:	-59.20	59.20
					Check Total:	-174.99	174.99
00028674	01/14/2020	KRISROGERS	Kris Rogers				
Jan 2020	01/13/2020			01/13/2020	Mileage reimb.		
01-2-01100-333-003-003			Elem Mileage Reimb.			-12.88	12.88
					Invoice Total:	-12.88	12.88
					Check Total:	-12.88	12.88
00028675	01/14/2020	KSBSCHO	KSB School Law				

# Check Journal

Fiscal Year: 2020

Check Number	Date	Vendor ID	Vendor Name	PO Date	Description	Payable	Direct Deposit
Invoice Account Number	Invoice Date	PO Number	Ereq Num Account Description	PO Date			Accrued Payment
7326	01/13/2020			01/13/2020	legal fees		
01-2-02310-317-000-000			BOE Legal Services			-122.50	122.50
					Invoice Total:	-122.50	122.50
					Check Total:	-122.50	122.50
00028676	01/14/2020	LEEENTER	Lee Enterprises Advertising				
Jan 2020	01/13/2020			01/13/2020	proceedings		
01-2-02310-540-000-000			BOE Advertising/Publishing			-684.21	684.21
					Invoice Total:	-684.21	684.21
					Check Total:	-684.21	684.21
00028677	01/14/2020	LINDKUSH	Linda Kush				
Jan 2020	01/13/2020			01/13/2020	mileage reimbursement		
01-2-01200-333-001-001			Sec Sped Mileage Reimburse			-29.25	29.25
					Invoice Total:	-29.25	29.25
					Check Total:	-29.25	29.25
00028678	01/14/2020	LISAWORL	Lisa Worley				
Dec 2019 M	01/13/2020			01/13/2020	Mileage for Dec.		
01-2-01200-332-001-001			Sped Sec Mileage to Parents			-196.56	196.56
					Invoice Total:	-196.56	196.56
					Check Total:	-196.56	196.56
00028679	01/14/2020	LOUPPOWE	Loup Power District				
Jan 20	01/13/2020			01/13/2020	electrical bill		
01-2-02610-622-000-000			Bldg Electricity			-6,183.14	6,183.14
					Invoice Total:	-6,183.14	6,183.14
					Check Total:	-6,183.14	6,183.14
00028680	01/14/2020	LOUSSPOR	Lou's Sporting Goods				
AAV747775-AX0	01/13/2020			01/13/2020	supplies		
7							
01-2-02190-610-000-000			Activities Supplies			-544.40	544.40
					Invoice Total:	-544.40	544.40
					Check Total:	-544.40	544.40
00028681	01/14/2020	MAILFINA	Mail Finance				
N8051406	01/13/2020			01/13/2020	postage fee		
01-2-02510-531-000-000			Postage			-260.00	260.00
					Invoice Total:	-260.00	260.00
					Check Total:	-260.00	260.00
00028682	01/14/2020	MARC	Mid American Research Chemical				
0684547	01/13/2020			01/13/2020	Ice melt-50 bags		
01-2-02620-610-000-000			Maintenance Supplies			-1,840.00	1,840.00
					Invoice Total:	-1,840.00	1,840.00
					Check Total:	-1,840.00	1,840.00
00028683	01/14/2020	MARKSTRN	Mark Strnad				
Dec 2019 M	01/13/2020			01/13/2020	Dec. Mileage		
01-2-01291-332-003-003			3-4 Mileage to Parents			-196.56	196.56
					Invoice Total:	-196.56	196.56
					Check Total:	-196.56	196.56

# Check Journal

Fiscal Year: 2020

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		
00028684	01/14/2020	MEGADONO	Megan Donoghue			
Jan 2020	01/13/2020			01/13/2020	mileage	
01-2-01200-333-001-001			Sec Sped Mileage Reimburse		-163.80	163.80
					Invoice Total:	-163.80
					Check Total:	-163.80
00028685	01/14/2020	MIKESLOU	Mike Sloup			
Jan 2020	01/13/2020			01/13/2020	wrestling hydration testing	
01-2-02190-320-000-000			Activities Contracted Services		-95.00	95.00
					Invoice Total:	-95.00
					Check Total:	-95.00
00028686	01/14/2020	MOTIPICT	Motion Picture Licensing			
504254175	01/13/2020			01/13/2020	licensing	
01-2-01200-890-003-003			Elem Sped Misc		-211.98	211.98
					Invoice Total:	-211.98
					Check Total:	-211.98
00028687	01/14/2020	NAG	Nebraska Association for the Gifted			
Jan 2020	01/14/2020			01/14/2020	2-Day conference Heier	
01-2-03135-580-000-000			High Ability Learners Travel/Traini		-250.00	250.00
					Invoice Total:	-250.00
					Check Total:	-250.00
00028688	01/14/2020	NAPAAUTO	Napa Auto Parts			
Jan 2020	01/14/2020			01/14/2020	supplies	
01-2-02620-610-000-000			Maintenance Supplies		-193.16	193.16
					Invoice Total:	-193.16
					Check Total:	-193.16
00028689	01/14/2020	NASB	Nasb			
05111-X8F3N9	01/14/2020			01/14/2020	Finance Workshop	
01-2-02310-580-000-000			BOE Travel Expense		-65.00	65.00
01-2-02320-580-000-000			Superintendent Travel		-65.00	65.00
					Invoice Total:	-130.00
					Check Total:	-130.00
00028690	01/14/2020	NATIINSU	National Insurance Services			
Jan 2020	01/14/2020			01/14/2020	Life/LTD	
01-2-01100-211-001-001			Sec Teacher Disability/Life		-1,510.92	1,510.92
01-2-01100-211-003-003			Genoa Elem Disability/Life		-1,509.02	1,509.02
					Invoice Total:	-3,019.94
					Check Total:	-3,019.94
00028691	01/14/2020	NCSA	Ncsa			
62970	01/14/2020			01/14/2020	NAESP-Heier/Metzger	
01-2-02410-580-001-001			Sec PrincipalTravel/Training		-180.00	180.00
01-2-02410-580-003-003			Elem Principal Travel/Training		-180.00	180.00
					Invoice Total:	-360.00
					Check Total:	-360.00
00028692	01/14/2020	NEBRAIR	Nebraska Air Filter, Inc			
0374488	01/14/2020			01/14/2020	supplies	

# Check Journal

Fiscal Year: 2020

Check Number	Date	Vendor ID	Vendor Name	Description	Payable	Direct Deposit Accrued Payment
Invoice Account Number	Invoice Date	PO Number	Ereq Num	PO Date		
			Account Description			
01-2-02620-610-000-000			Maintenance Supplies		-1,589.83	1,589.83
				Invoice Total:	-1,589.83	1,589.83
				Check Total:	-1,589.83	1,589.83
00028693	01/14/2020	NECENTEQUI	Nebraska Central Equipment			
062144-IN	01/14/2020			01/14/2020		
01-2-02710-732-000-000			Vehicle Acquisition		-110,136.00	110,136.00
				Invoice Total:	-110,136.00	110,136.00
				Check Total:	-110,136.00	110,136.00
00028694	01/14/2020	OLSOPEST	Olson's Pest Technicians			
158119	01/14/2020			01/14/2020		
01-2-02620-340-000-000			Maintenance Contracted Serv	pest control	-75.00	75.00
				Invoice Total:	-75.00	75.00
160386	01/14/2020			01/14/2020		
01-2-02620-340-000-000			Maintenance Contracted Serv	pest control	-75.00	75.00
				Invoice Total:	-75.00	75.00
				Check Total:	-150.00	150.00
00028695	01/14/2020	PALMJOUR	THE PALMER JOURNAL			
Jan 2020	01/14/2020			01/14/2020		
01-2-02310-540-000-000			BOE Advertising/Publishing	proceedings	-320.23	320.23
				Invoice Total:	-320.23	320.23
				Check Total:	-320.23	320.23
00028696	01/14/2020	PCM	PCM-Tiger Direct			
B10757770101	01/14/2020			01/14/2020		
01-2-01100-382-000-000			Distance Learning & Technology	computer supplies	-47.50	47.50
				Invoice Total:	-47.50	47.50
				Check Total:	-47.50	47.50
00028697	01/14/2020	PLATVALL	Platte Valley Pest Control			
13906	01/14/2020			01/14/2020		
01-2-02620-340-000-000			Maintenance Contracted Serv	pest control	-75.00	75.00
				Invoice Total:	-75.00	75.00
				Check Total:	-75.00	75.00
00028698	01/14/2020	POLKCOUN	Polk County Rppd			
Jan 2020	01/14/2020			01/14/2020		
01-2-02610-622-000-000			Bldg Electricity	electrical bill	-2,471.46	2,471.46
				Invoice Total:	-2,471.46	2,471.46
				Check Total:	-2,471.46	2,471.46
00028699	01/14/2020	RADITIME	Radio Time Billing			
022020-14	01/14/2020			01/14/2020		
01-2-02320-890-000-000			Superintendent Misc	Drug Free ad	-298.00	298.00
				Invoice Total:	-298.00	298.00
				Check Total:	-298.00	298.00
00028700	01/14/2020	RECKASSO	Recknor & Associates			
2188	01/14/2020			01/14/2020		
01-2-02310-317-000-000			BOE Legal Services	legal fees	-1,595.00	1,595.00
				Invoice Total:	-1,595.00	1,595.00

# Check Journal

Fiscal Year: 2020

Check Number	Date	Vendor ID	Vendor Name	Description	Payable	Direct Deposit Accrued Payment
Invoice Account Number	Invoice Date	PO Number	Ereq Num	PO Date		
Account Number			Account Description			
				Check Total:	-1,595.00	1,595.00
00028701	01/14/2020	SACKLUMB	Sack Lumber Company			
Jan 2020	01/14/2020			01/14/2020	supplies	
01-2-02620-610-000-000			Maintenance Supplies		-398.16	398.16
				Invoice Total:	-398.16	398.16
				Check Total:	-398.16	398.16
00028702	01/14/2020	SCHOOBOOKCL	Scholastic Book Clubs			
B Buhl Jan 2020	01/14/2020			01/14/2020	books Brenda Buhl	
01-2-01100-640-003-003			Elem Textbooks		-81.00	81.00
				Invoice Total:	-81.00	81.00
L Matthes Jan 20	01/14/2020			01/14/2020	books-L Matthes	
01-2-01100-640-003-003			Elem Textbooks		-56.12	56.12
				Invoice Total:	-56.12	56.12
Olson Jan. 20	01/14/2020			01/14/2020	books-Olson	
01-2-01100-640-003-003			Elem Textbooks		-385.60	385.60
				Invoice Total:	-385.60	385.60
				Check Total:	-522.72	522.72
00028703	01/14/2020	SCHONURS	School Nurse			
0772833	01/14/2020			01/14/2020	nurse supplies	
01-2-02130-610-000-000			Health Supplies		-89.15	89.15
				Invoice Total:	-89.15	89.15
				Check Total:	-89.15	89.15
00028704	01/14/2020	SPARQDATA	SPARQDATA			
1750	01/14/2020			01/14/2020	Negotiations/Meetings	
01-2-02320-320-000-000			Other Professional Services		-3,460.00	3,460.00
				Invoice Total:	-3,460.00	3,460.00
				Check Total:	-3,460.00	3,460.00
00028705	01/14/2020	SUPERSAVE	SUPERSAVER			
Jan 2020	01/14/2020			01/14/2020	supplies	
01-2-01100-610-001-001			Sec Supplies		-125.74	125.74
				Invoice Total:	-125.74	125.74
				Check Total:	-125.74	125.74
00028706	01/14/2020	TONTSERV	Tonto's Service			
003173	01/14/2020			01/14/2020	repairs/maintenance	
01-2-02710-430-000-000			Transportation Repairs & Parts		-3,579.72	3,579.72
				Invoice Total:	-3,579.72	3,579.72
024059	01/14/2020			01/14/2020	repairs/maintenance	
01-2-02710-430-000-000			Transportation Repairs & Parts		-167.01	167.01
				Invoice Total:	-167.01	167.01
024068	01/14/2020			01/14/2020	repairs/maintenance	
01-2-02710-430-000-000			Transportation Repairs & Parts		-140.69	140.69
				Invoice Total:	-140.69	140.69
				Check Total:	-3,887.42	3,887.42
00028707	01/14/2020	TRAUTO	T & R Auto Repair			
Jan 2020	01/14/2020			01/14/2020	bus repair/maintenance	

# Check Journal

Fiscal Year: 2020

Check Number	Date	Vendor ID	Vendor Name	Description	Payable	Direct Deposit Accrued Payment
Invoice Account Number	Invoice Date	PO Number	Ereq Num	PO Date		
Account Number			Account Description			
01-2-02710-430-000-000			Transportation Repairs & Parts		-5,574.02	5,574.02
				Invoice Total:	-5,574.02	5,574.02
				Check Total:	-5,574.02	5,574.02
00028708	01/14/2020	TRUCCENT	Truck Center Companies			
120345	01/14/2020			01/14/2020	Bus Repair	
01-2-02710-430-000-000			Transportation Repairs & Parts		-596.65	596.65
				Invoice Total:	-596.65	596.65
120346S	01/14/2020			01/14/2020	repairs	
01-2-02710-430-000-000			Transportation Repairs & Parts		-30.00	30.00
				Invoice Total:	-30.00	30.00
				Check Total:	-626.65	626.65
00028709	01/14/2020	ULTRGRAP	Ultra Graphics			
828-46467	01/14/2020			01/14/2020	supplies	
01-2-02320-610-000-000			Superintendent Supplies		-724.66	724.66
				Invoice Total:	-724.66	724.66
				Check Total:	-724.66	724.66
00028710	01/14/2020	USCELL	U.S. Cellular			
0346397317	01/14/2020			01/14/2020	cell phones	
01-2-02510-530-000-000			Telephone		-247.27	247.27
				Invoice Total:	-247.27	247.27
				Check Total:	-247.27	247.27
00028711	01/14/2020	VERIZON	Verizon			
9844031360	01/14/2020			01/14/2020	mifi-techn.	
01-2-01100-382-000-000			Distance Learning & Technology		-79.76	79.76
				Invoice Total:	-79.76	79.76
				Check Total:	-79.76	79.76
00028712	01/14/2020	VILLSILV	Village of Silver Creek			
Jan 2020	01/14/2020			01/14/2020	water sewer	
01-2-02610-629-000-000			Other Bldg. water,sewer,garb		-142.00	142.00
				Invoice Total:	-142.00	142.00
				Check Total:	-142.00	142.00
00028713	01/14/2020	VVSCant	V V S Canteen			
Jan 2020	01/14/2020			01/14/2020	supplies	
01-2-01100-610-001-001			Sec Supplies		-340.69	340.69
01-2-01100-610-003-003			Elem Supplies		-340.69	340.69
				Invoice Total:	-681.38	681.38
				Check Total:	-681.38	681.38
00028714	01/14/2020	WAGEWORKS	Wage Works			
1810984	01/14/2020			01/14/2020	dues	
01-2-01100-810-001-001			Sec Dues/Fees		-52.50	52.50
01-2-01100-810-003-003			Elem Dues/Fees		-52.50	52.50
				Invoice Total:	-105.00	105.00
				Check Total:	-105.00	105.00
00028715	01/14/2020	ZEEMEDI	Zee Medical Service Company			
125-016617	01/14/2020			01/14/2020	medical supplies	

# Check Journal

Fiscal Year: 2020

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
01-2-02130-610-000-000			Health Supplies				-64.65	64.65
						Invoice Total:	-64.65	64.65
						Check Total:	-64.65	64.65
00028716	01/14/2020	ZIEGOIL	Ziegler Oil Company					
Jan 2020	01/14/2020				01/14/2020	fuel		
01-2-02710-626-000-000			Transportation Fuel				-650.40	650.40
						Invoice Total:	-650.40	650.40
						Check Total:	-650.40	650.40
<b>01 - GENERAL FUND</b>							<b>-314,739.28</b>	<b>314,739.28</b>
<b>Total of Computer Checks</b>							<b>-314,739.28</b>	<b>314,739.28</b>
<b>Manual Checks</b>								
Bank Account :A - Genoa Natl Bank Gen								
00028626	01/14/2020	YORKPUBL	York Public Schools					
28626	01/13/2020				01/13/2020	Conference-Weidner		
01-2-02320-330-000-000			Training Supt.				-125.00	125.00
						Invoice Total:	-125.00	125.00
						Check Total:	-125.00	125.00
<b>Total of Manual Checks</b>							<b>-125.00</b>	<b>125.00</b>
Fund Summary								
01 - GENERAL FUND							-314,864.28	314,864.28
Payroll Summary								
<b>Report Total:</b>							<b>-314,864.28</b>	<b>314,864.28</b>

**Twin River Board of Education  
Monthly Meeting  
1-20-20**

**PreK-6 Principal's Report**

- I. NWEA-MAPS Testing**
  - A. K-6 Students completed round 2
  - B. Norm-Referenced-Test that we use to report to NDE and use to make instructional decisions
  
- II. Student Numbers—Planning for 2020-21**
  - A. Working on classroom projections, staff placement
  - B. Discussions and decisions for administration
  
- III. Parent-Teacher Conferences**
  - A. February 10<sup>th</sup>/12<sup>th</sup> (3:00-7:00)
  
- IV. Staff In-Service January 3<sup>rd</sup>**
  - A. Curriculum discussions/work; second semester prep; Ed Leader 21 group
  
- V. NSCAS (Nebraska Student-Centered Assessment System) Continuing Prep**
  - A. Assessment Window is March 16<sup>th</sup>-April 24<sup>th</sup>
  - B. State Standards taught in curriculum
  - C. TestWiz—IXL utilized in addition to classroom formative assessments

## **High School Principal's Report 1-20-2020**

### **I. Recent School Activity**

- December Student of the Month - Marissa Morris 12th grade
- 1/8 - Finance Fair (FCCLA)
- 1/13 - Vocal Clinic at Boone Central
- 1/17 - Revolution Assembly (Dating Violence) grades 7-12 @ 10:00 am

### **II. Meetings and Workshops**

- 12/17 - Principal Cluster @ ESU7 (8:00 - 1:30)
- 12/19 - ACT Webinar 3:00 pm
- 1/7 - Safety and Security interviews with Linda Scholtz through NDE
- 1/16 - ACT Webinar 10:00

### **III. School Updates**

- Semester ended Dec. 20
- 1/3 - Teacher work day with Curriculum Trak, room preparation, grade completion, and EdLeader21 Team meeting with McTighe Assoc.
- Winter MAPS testing grades 7-11 on Jan. 14 and 15
- Preparing for ACT on March 24 at Silver Creek site due to problems with city building.



## 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 2020

**Superintendent**  
John Weidner

**High School Principal**  
Kyle Metzger

**Elementary Principal**  
Tod Heier

**Activities Director**  
Spencer Zysset

**Softball**  
Renae 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**  
Denise Marshall

**School Board**  
John Reeg (president)  
John Nelson  
Jennifer Swantek  
Dave Baxa  
Chelsa Thompson  
Dan Preister

#### Message from the AD

The big news in the AD realm currently is the recently-completed NSAA District meetings, and the upcoming release of football schedules for the next 2 year cycle. Football schedules will be released at 9:00am on February 12th, which will begin the mad dash of trying to get officials scheduled as soon as possible before ref crews are fully booked. The January round of NSAA District meetings (Twin River is in District II) is the second round of meetings (first round is in November). A proposal must get passed in at least a single district (out of 6 districts) to move on to the January meetings. A proposal must pass in at least 3 of the 6 districts in the January meetings to move on to the representative assembly which meets in April. The representative assembly is made up of delegates elected from each of the 6 districts to represent them. Proposals passed by the representative assembly are then voted on by the NSAA Board of Directors.

#### Spotlight on Coaches

This month's spotlight is on **Coach Koch** of the Titan wrestling program. The Twin River grapplers earned a team runner-up trophy at the Fillmore Central Invite and then a team 3rd place finish at the Bob Orsborn (Cross County) Invite. Both of these team finishes also set school records for team points in a tournament. In between these team finishes, they won all 4 of their duals (2 against previously unbeaten teams- Battle Creek and Neligh-Oakdale) and are currently ranked #9 in Class C! Great work Coach Koch, assistant coaches, and wrestlers!

#### Twin River information

- Winter activities postseason dates
  - **Wrestling** districts: @ St. Paul, Feb. 14-15
  - **GBB** subdistricts: @ Cross County, Feb. 17, 18, 20
  - **BBB** subdistricts: @ Aquinas, Feb. 25, 27
  - **Speech** districts: @ David City, Mar. 16
- 1st practice for spring sports: Mar. 2

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.



## Activities Report: 12-20-2020

### Recent news, events

- December 28th- Boys Basketball won the holiday tournament
- January 3rd (teachers)/6th (students)- start of 2nd semester
- January 13th- Albion Choral Clinic
- Logan View will be leaving the EHC in either 2020-2021 or 2021-2022
  - Will likely lead to some schedule changes, possibly major changes (depending if conference divisions get revised)

### Upcoming events, meetings

- January 22nd- NSASSP Region IV meeting
- February 5th- EHC ADs meeting
- February 11th- ESU 7 Principal Cluster

### Meetings, professional development since last month's meeting

- January 3rd- EdLeader 21 meeting
- January 9th- Admin meeting
- January 15th- NSAA District II meeting

### Other information

- Activities updates
  - Speech: first meet was Saturday at Pierce
  - Basketball: Girls 2-11 and boys 8-5 (pending Cross County results from last Thursday)
  - Wrestling: 10-5 duals record, ranked in Class C top ten, beat 2 undefeated teams in duals (Battle Creek, Neligh-Oakdale)
  - JHBBB: played 2 games (H/LHF, Lakeview), had games today (Aquinas)
- NSAA District II
  - Proposals must pass 3 (of 6) NSAA districts to move on to representative assembly in April
  - Bowling, Girls Wrestling, softball postseason, and allowable summer activities proposals passed District II

Student Population for School Year 2019 - 2020 as of the 5th of each month.										
	August	September	October	November	December	January	February	March	April	May
Grade										
PK	25	<b>24</b>	24	24	24	<b>25</b>				
K	37	<b>36</b>	<b>37</b>	37	37	<b>36</b>				
1st	26	<b>24</b>	24	24	24	24				
2nd	40	40	<b>41</b>	41	41	41				
3rd	24	<b>23</b>	23	23	23	23				
4th	34	34	34	<b>33</b>	<b>34</b>	<b>33</b>				
5th	26	26	26	26	26	26				
6th	37	37	37	37	37	37				
Total	249	244	246	245	246	245	0	0	0	0
7th	36	<b>35</b>	35	35	35	<b>36</b>				
8th	23	23	<b>24</b>	24	<b>25</b>	25				
Totals	59	58	59	59	60	61	0	0	0	0
9th	29	29	29	<b>28</b>	<b>29</b>	29				
10th	35	35	35	<b>34</b>	34	34				
11th	35	34	34	34	34	34				
12th	23	23	23	23	23	23				
Total	122	121	121	119	120	120	0	0	0	0
Grand Total	430	423	426	423	426	426	0	0	0	0

To: Twin River School Board and Administration

This letter is to inform you of my intent to retire at the end of the 2019-2020 school year. As stated in the Negotiated Agreement, I am to give you notice by Febr. 1 to request the early retirement benefits. The agreement states I would have until March 15<sup>th</sup> to verify or rescind this retirement application.

I thank the district for allowing me to teach at the Twin River School District for the past 37 years.

Sincerely,

Kris Bosak  
Second Grade Teacher

*Kris Bosak*  
*1-6-2020*

January 16, 2020

Dear Twin River administration and Board of Education,

I plan to retire at the end of the school 2019-2020 school year. By giving my resignation before February 1, I will be eligible to receive the early retirement benefit as the Twin River negotiated agreement states. It is also my understanding that I have until March 15 to rescind my resignation.

It has been an honor to serve this school district for 36 years.

Sincerely,  
Lori Cave

December 18, 2019

Dr. Weidner,

I am putting in a formal request to receive a few extra days from the teacher sick bank for my maternity leave in January. I am planning on taking 6 to 8 weeks for my leave so any extra days would be greatly appreciated.

Thank you,

Kara Thompson

Tentative agreement for the 2020-2021 school year

As proposed by the board the TREA agreed to

Article IV Grievance Procedure, D **Omit the sentence** "Where the Association feels that the issues involved should be resolved, the Association may assume the grievance at the point discontinued by the individual and proceed through the remainder of the procedure."

TREA also voted to accept the board's \$700 base increase for the 2020-2021 year making the base \$37,000.

Board member signature Joe R. Reeg

Co-Negotiators signatures Elyabeth Shank  
Kristy Bosak

**TWIN RIVER  
NEGOTIATED  
AGREEMENT  
2020 – 2021**

## PREAMBLE

This agreement is made and entered into this \_\_16th\_\_ day of \_Dec., 2019, 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 \$37,000 for 2020-2021.

#### 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. Post BA hours not used in a masters degree program shall be credited toward horizontal movement beyond the BA+54 column on the schedule. 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 2019-2020 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 2019-2020 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

Upon initial employment, the teaching contract issued to employees subject to this Agreement shall be on a contract form recommended by the Commissioner of Education.

B. Release from Contract

Prior to May 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 May 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 will be at the sole discretion of the superintendent.

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. Beginning with the 2005-06 school year, all newly hired teachers 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 Feb. 1<sup>st</sup>.

1. The teacher shall have until March 15<sup>th</sup> 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 2020-2021 school year and shall continue in effect until a substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2021 - 2022 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

Twin River  
Education Association

Twin River  
Board of Education

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

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

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

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

## APPENDIX A

	BA	BA+9	BA+18	BA+27	MA/BA36	MA+9/BA54	MA+18	MA+27	MA+36
Step 1	1.0000 37,000	1.0500 38,850	1.1000 40,700	1.1500 42,550	1.2000 44,400	1.2500 46,250	1.3000 48,100	1.3500 49,950	1.4000 51,800
Step 2	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900	1.4400
Step 3	38,480	40,330	42,180	44,030	45,880	47,730	49,580	51,430	53,280
Step 4	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300	1.4800
Step 5	39,960	41,810	43,660	45,510	47,360	49,210	51,060	52,910	54,760
Step 6	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700	1.5200
Step 7	41,440	43,290	45,140	46,990	48,840	50,690	52,540	54,390	56,240
Step 8	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100	1.5600
Step 9	42,920	44,770	46,620	48,470	50,320	52,170	54,020	55,870	57,720
Step 10	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000
Step 11	44,400	46,250	48,100	49,950	51,800	53,650	55,500	57,350	59,200
Step 12	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900	1.6400
Step 13	45,880	47,730	49,580	51,430	53,280	55,130	56,980	58,830	60,680
Step 14	1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	1.6800	1.7300
Step 15	49,210	51,060	52,910	54,760	56,610	58,460	60,310	62,160	64,010
Step 16	1.4200	1.4700	1.5200	1.5700	1.6200	1.6700	1.7200	1.7700	1.8200
Step 17	52,540	54,390	56,240	58,090	59,940	61,790	63,640	65,490	67,340
Step 18	1.4600	1.5100	1.5600	1.6100	1.6600	1.7100	1.7600	1.8100	1.8600
Step 19	54,020	55,870	57,720	59,570	61,420	63,270	65,120	66,970	68,820
Step 20	1.5500	1.6000	1.6500	1.7000	1.7500	1.8000	1.8500	1.9000	1.9500
Step 21	57,350	59,200	61,050	62,900	64,750	66,600	68,450	70,300	72,150
Step 22	1.6400	1.6900	1.7400	1.7900	1.8400	1.8900	1.9400	1.9900	2.0400
Step 23	60,680	62,530	64,380	66,230	68,080	69,930	71,780	73,630	75,480
Step 24	1.6800	1.7300	1.7800	1.8300	1.8800	1.9300	1.9800	2.0300	2.0800
Step 25	62,160	64,010	65,860	67,710	69,560	71,410	73,260	75,110	76,960
Step 26	1.7700	1.8200	1.8700	1.9200	1.9700	2.0200	2.0700	2.1200	2.1700
Step 27	65,490	67,340	69,190	71,040	72,890	74,740	76,590	78,440	80,290
Step 28	1.8100	1.8600	1.9100	1.9600	2.0100	2.0600	2.1100	2.1600	2.2100
Step 29	66,970	68,820	70,670	72,520	74,370	76,220	78,070	79,920	81,770
Step 30	1.9000	1.9500	2.0000	2.0500	2.1000	2.1500	2.2000	2.2500	2.3000
Step 31	70,300	72,150	74,000	75,850	77,700	79,550	81,400	83,250	85,100

Vertical Index 0.0400
Horizontal Index 0.0500
Base Salary 37,000

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 III                    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