

## **Board of Education Regular Meeting**

Wednesday, January 10, 2024 7:00 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

### **District Mission:**

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

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

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

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

Attendance Taken at 7:00 PM.

Dean Busch: Present

Jaimi Calfee: Present

Tim Cheney: Present

Brandon Desh: Present

Dee Moore: Present

Josh Penterman: Absent

This information was posted in the following public formats:

The Voice News (weekly area newspaper)

Farmers' Merchants Bank - Palmyra

Palmyra Post Office

Palmyra High School

Bennet Post Office

Bennet Elementary School

District OR-1 Website - <https://www.districtor1.org/>

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

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

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

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

### 3. Annual Reorganization of the Board

- Board reorganization took place in accordance with standard policies and protocols.
  - Additional board reorganization specifics are listed in the subsequent agenda topics.
- 3.1. Election of Superintendent: Temporary Chair for Board President Nominations Motion to accept Brandon Desh: President Jaimi Calfee Vice President and committee assignments. This motion, made by Jaimi Calfee and seconded by Dee Moore, Passed.  
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea
- Superintendent Hart temporarily assumed the chairperson's role to begin the board reorganization process.

**Board President:**

- Brandon Desh was elected to serve as the **2024** Board President.

**Board Vice President:**

- Jaimi Calfee was elected to serve as the **2024** Board Vice-President.

4. Approval of Officers, Committees, Board Positions, Designations, and Resolutions Motion to continue board positions and designations. This motion, made by Jaimi Calfee and seconded by Dee Moore, Passed.  
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea
- Motion to accept board resolutions and designations. This motion, made by Tim Cheney and seconded by Dee Moore, Passed.  
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea

- Further discussion focused on district bank designations and other interested bank institutions possibly having an opportunity to do business with the district in the future.
- Additional bank organizations will be provided an opportunity to submit proposals for the third and final issuance of the 2022 bonds. This issuance is scheduled to take place in March or April of this year

5. Staff and Student Presentations

- Mrs. Beth McCreight (Vocal Music) and Mr. John Furrow (Instrumental Music) provided information relative to our district music programs.
- Special thanks to our outstanding music instructors and their students for their hard work and dedication to our music programs.

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

- No further discussion.

6.1. Approval of Board Agenda

6.2. Approval of minutes of previous meetings

6.3. Approval of Claims/Payment of Bills and Payroll

6.3.1. Conflict of Interest Statement

6.3.2. Review of "Conflict of Interest" Documents

6.4. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)

6.5. Financial Report

7. Public Comment

- No public comment was provided at the meeting.

## 8. Administrative Reports

### 8.1. Superintendent's Report

#### **Superintendent Hart reported on the following items during his board report:**

- **School Board Member Appreciation Week is January 21-28, 2024.**
  - Special thanks to our board members for their service and dedication to our district students, staff, and community patrons.
- **School District Calendar for 2024-2025:**
  - The school calendar was discussed.
  - Additional discussion revolved around the rationale for having school starting on August 9th.
- **2022 Bond:**
  - 3rd issuance update and projected timeline for distribution.
- **Certified Staff Negotiated Agreement for 2024-2025 and 2025-2026:**
  - This agreement was discussed and summarized later in the meeting by Negotiations Committee members.
- **Legislative Update:**
  - The current 60-day legislative (short) session started on **Wednesday, January 3rd.**
    - A brief discussion of bills and their possible impact on public education was discussed.
- **Staffing Discussion for 2024-2025:**
  - Consideration of a board work session to discuss this in more detail was proposed.
    - This board work session is scheduled for **Wednesday, February 7th, 2024**, beginning at 4:00 p.m. at Palmyra High School in the media center.
- **Superintendent Contract:**
  - This item will be discussed in more detail at the next Negotiations Committee meeting on **Wednesday, January 31st**, and finalized at the **Monday, February 12th, 2024** Regular Board meeting.
- **Classified Staff and Admin Compensation:**
  - This item will be discussed in more detail at the next Negotiations Committee meeting scheduled for **Wednesday, January 31st** at Bennet Elementary School.
- **Policy Review:**
  - The Policy Committee will review the 8000 and 9000 Series policies at the **Monday, February 12th, 2024** regular board meeting.
- **Rule 10 Report:**
  - The **2023-2024** Rule 10 report will be shared at the March regular board meeting.
  - After the March board meeting, the report will be available on our school website at [www.districtor1.org](http://www.districtor1.org).
- **Fundraising Information:**

- Superintendent Hart shared discussion and updated guidance on district branding guidelines and the need for more consistency with our fundraising practices.
  - The new District OR-1 branding guidelines are posted on our school website.
  - **Board Election Timeline:**
    - Incumbent members have until **Thursday, February 15th, 2024** to file with the election commissioner
    - Non-incumbent candidates have until **Friday, March 1st, 2024** to file for board candidacy with the election commissioner.
  - **Finished NSAA Video:**
    - The completed video will be featured on the NSAA website during the month of January. Great job to our students and Ms. Gill for a job well done on the creation of the video.
  - **Construction Progress Update Pictures:**
    - Please see the attached presentation for more information.
  - **Student Enrollment Update:**
    - Superintendent Hart shared updated student enrollment numbers.
  - **Student and Staff Kudos:**
  - **Other items as requested:**
- 8.1.1. Review **2024-2025** District School Calendar
- No further discussion.
  - This item is also listed as an action item later in the agenda.
- 8.1.2. School Safety Presentation Community Meeting Opportunity
- District OR-1 is excited to host a School Safety and Social Media "Parent Academy" Presentation for our community on **Tuesday, February 6th** beginning at 6:30 p.m. at Palmyra High School
    - This interactive presentation is a "must-see" as we continue to navigate how to best meet student learning needs while at the same time safeguarding our kids in the continually changing (and often very challenging) digital and social media landscape.
    - I would strongly encourage our families to make time to attend this presentation as this will be a very informative and educational night for parents, board members, and community members.
  - Please see the attached flyer below.
- 8.1.3. Superintendent Goals
- Superintendent Hart shared his updated goals. The three main goal areas were in the areas of:
    - Budget Management and Planning
    - Educational/Instructional Leadership
    - Board/Superintendent Relationships.
  - No further discussion.
- 8.2. Administrative Team Report Mr. Johnson ( High School Principal) presented the admin board report for January.
- Topics of the report are listed below:
- **January 3rd Staff Development Day:**

- Training consisted of data meetings, student behavior management, construction updates, math curriculum review, and collaboration among grade levels and academic content areas.
- **Math Curriculum:**
  - The district Curriculum Committee will be reviewing, evaluating, and meeting with various curriculum companies in February to make a recommendation for a new math curriculum.
  - This recommendation is expected to be finalized in March.
- **Parent Teacher Conferences:**
  - P/T conferences are scheduled for **Tuesday, February 6th from 1:30-8:00 p.m.** at both district buildings. There will also be an early dismissal at 1:00 p.m. on this day.
- **Certified Staff Evaluation:**
  - During February, administrators and teachers will review and assist with changes to the Teacher Evaluation tool.
- **Report Cards:**
  - 1st-semester report cards were sent home to **Bennet on Friday, January 5th and PHS on January 8th.**

9. Discussion Items- Committee Reports

9.1. Negotiations Committee Update

- Committee members summarized the previous committee meetings and the process and details of developing the 2024/2025 and 2025/2026 agreements.

10. Policy Review

10.1. Policy #6282: School Colors

- Final reading.
- No further discussion.

10.2. Review Code of Ethics Policy #8272

- No further discussion

11. Action Items

11.1. Presentation, discussion, and or official action to approve the **2024-2025** School District Calendar Motion to approve the 2024-2025 School District Calendar. This motion, made by Dean Busch and seconded by Tim Cheney, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Dosh: Yea, Dee Moore: Yea

- A summary of recommended changes was presented and discussed.

11.2. Presentation, discussion, and or official action to approve the **2024 -2025** and **2025 -2026** Negotiated Agreement. Motion to approve the 2024-2025 and 2025-2026 Certified Staff Negotiated Agreement. This motion, made by Tim Cheney and seconded by Dee Moore, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Dosh: Yea, Dee Moore: Yea

- As discussed earlier in the meeting.

11.3. Discuss, consider and take action to select the district's Title IX Coordinator. Motion to appoint Heath Johnson (High School Principal) to be the district's Title IX Coordinator. This motion, made by Dee Moore and seconded by Dean Busch, Passed.

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

- No further discussion.

11.4. Presentation, discussion, and or official action to designate the Superintendent as the authorized representative for Federal and State programs. Motion to approve. This motion, made by Jaimi Calfee and seconded by Tim Cheney, Passed.

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

- No further discussion.

12. Presentation, discussion, and or official action to approve revisions to Policy # 6282 School Colors Motion to approve as discussed. This motion, made by Dee Moore and seconded by Tim Cheney, Passed.

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

- No further discussion as this was a discussion item earlier in the meeting.

13. Board of Education Development

- Board members wanting to attend any of the training events listed in the agenda should contact Mr. Hart as soon as possible to get signed up.

14. Closed Session

- No closed session occurred for this meeting.

15. Topics for Next Month's Agenda

- Topics for next month are listed below:

- **2024-2025 Compensation**
  - Classified Staff
  - Admin Staff
- **Superintendent Contract**
- **Construction Update**
- **Rule 10 Report Approval**
- **2024-2025 Staffing Proposal**
- **Policy Review**
- **Other items as needed.**

- A special board meeting (work session) to discuss **2024-2025** staffing is scheduled for **Wednesday, February 7th at 4:00 p.m.** at Palmyra High School in the media center.

16. Adjournment The meeting was adjourned at: **8:50 p.m.**

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Chairperson

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Superintendent

Internal Board Policies - OrganizationAnnual Organizational Meeting

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

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

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

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

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

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

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

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

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

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

Internal Board Policies - OrganizationStanding Committees

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

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

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

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

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



## DISTRICT OR-1 POLICY REVIEW SCHEDULE: 2024

Updated January 10, 2024

### Policy Review Schedule for the 2024 calendar year

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



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

*Updated: January 10, 2024*

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

**RESOLUTION**

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

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

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

\_\_\_\_\_

The following members voted against the same:

\_\_\_\_\_

The following members were absent or not voting:

\_\_\_\_\_.

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

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

District OR-1 Public Schools

**BY:**

\_\_\_\_\_

Board President

**Attest:**

\_\_\_\_\_

Board Secretary

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

Date of Adoption: June 12, 2017



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

### **Bennet Elementary School**

#### Progress to Date:

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

#### Upcoming Activities:

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

Pay Application Approval

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

#### Progress to Date:

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

#### Upcoming Activities:

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

Pay Application Approval

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

Monday, December 11, 2023 6:30 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

### **District Mission:**

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

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

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

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

Attendance Taken at 6:33 PM.

Dean Busch: Present

Jaimi Calfee: Absent

Tim Cheney: Present

Brandon Desh: Present

Dee Moore: Present

Josh Penterman: Present

6: 32 p.m.

This information was posted in the following public formats:

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

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

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

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

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

### 3. Construction Manager Progress Report

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

### 4. Action Items

- No further discussion.

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

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

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

### 5. Closed Session

- No closed session.

### 6. Next Regular Meeting

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

### 7. Adjournment

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

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Chairperson

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Superintendent

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Tim Cheney: Present

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Dee Moore: Present

Josh Penterman: Present

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

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  - *Please note that no changes to the Open Meetings Act occurred during the last Legislative session and the current Open Meetings Act information will stay current until further notice.*

### 3. Staff and Student Presentations

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

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

4. Consent Agenda Motion to approve the consent agenda as presented. This motion, made by Tim Cheney and seconded by Josh Penterman, Passed.

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

- No further discussion.

#### 4.1. Approval of Board Agenda

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

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

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

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

##### 4.4.1. Michael Davidson Resignation

##### 4.4.2. Bob Fuller Resignation

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

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

#### 4.5. Financial Report

### 5. Public Comment

- No public comment was provided at the meeting.

## 6. Administrative Reports

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

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

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

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

#### 6.1.1. Superintendent Evaluation

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

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

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

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

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

#### 6.2. Administrative Team Report

Highlights of the December Administrative Board Report:

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

## 7. Discussion Items- Committee Reports

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

### 7.1. Negotiations Committee

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

### 7.2. Transportation Committee

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

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

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

## 8.1. Policy # 6282 School Colors

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

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

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

## 9. Action Items

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

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

- No further discussion.

## 10. Board of Education Development

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

### 10.1. Board Election Information

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

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

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

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

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

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

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

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

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

11.2. Reconvene Meeting from Closed Session

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

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

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

12. Topics for Next Month's Agenda

- No further discussion.

13. Adjournment

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

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Chairperson

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Superintendent

**Board Report - Detail**

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

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

**Board Report - Detail**

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

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

**Board Report - Detail**

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

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

**Board Report - Detail**

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

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

**Board Report - Detail**

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

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

**Board Report - Detail**

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

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

**Board Report - Detail**

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

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

**Board Report - Detail**

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

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

**Board Report - Detail**

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

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

Palmyra District OR-1 66-0501

**Board Report - Detail**

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

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

Fund Number 01 80,326.91

Checking Account ID 1 80,326.91

Payroll Totals: \$640,566.03

Bill Totals: \$80,326.91

Total: \$720,892.94

01/05/2024 11:26 AM

Expenditure Report by Function/Object - Summary

Regular, Processing Month 01/2024; Fund Number 01

User ID: LAP

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/P Outstanding	P/O Outstanding	Unencumbered Balance
01								
GENERAL FUND								
1100 REGULAR INSTRUCTIONAL	4,461,500.00	6,913.33	1,692,766.73	38.17	2,768,733.27	0.00	10,311.86	2,758,421.41
1160 PROVERTY PROGRAMS	97,500.00	0.00	36,658.88	37.60	60,841.12	0.00	0.00	60,841.12
1190 EARLY CHILDHOOD ED PROGRAMS	136,050.00	170.83	57,074.49	41.95	78,975.51	0.00	0.00	78,975.51
1200 SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	902,700.00	6,808.35	283,289.37	31.48	619,410.63	0.00	866.50	618,544.13
1212 SPECIAL EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1281 SPECIAL EDUCATION AGES 3-5	500.00	0.00	1,249.44	249.89	(749.44)	0.00	0.00	(749.44)
1282 SPED AGE 0-2	500.00	0.00	0.00	0.00	500.00	0.00	0.00	500.00
1300 SUMMER SCHOOL	34,500.00	0.00	0.00	0.00	34,500.00	0.00	0.00	34,500.00
1400 ADULT EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2120 GUIDANCE SERVICES	203,950.00	840.00	71,189.49	34.91	132,760.51	0.00	0.00	132,760.51
2130 HEALTH SERVICES	4,100.00	0.00	1,268.83	30.95	2,831.17	0.00	0.00	2,831.17
2131 SPED NURSING SERVICES	0.00	0.00	6,672.78	0.00	(6,672.78)	0.00	0.00	(6,672.78)
2140 PSYCHOLOGICAL SERVICES	1,200.00	0.00	0.00	0.00	1,200.00	0.00	0.00	1,200.00
2141 SPED PSYCHOLOGY SERVICES	111,450.00	0.00	41,170.25	36.94	70,279.75	0.00	0.00	70,279.75
2151 SPED SPEECH PATHOLOGY AND AUDIOLOGY SERV	131,350.00	206.93	45,675.72	34.77	85,674.28	0.00	0.00	85,674.28
2152 SPED SPEECH AGE 3-5	10,700.00	0.00	2,918.21	27.27	7,781.79	0.00	0.00	7,781.79
2153 SPED SPEECH AGE 0-2	11,000.00	0.00	2,918.19	26.53	8,081.81	0.00	0.00	8,081.81
2161 SPED OCCUPATIONAL THERAPY SERVICES	85,850.00	0.00	10,679.78	12.44	75,170.22	0.00	0.00	75,170.22
2171 PHYSICAL THERAPY SCHOOL AGE	47,500.00	1,649.59	15,374.79	32.37	32,125.21	0.00	0.00	32,125.21
2172 PHYSICAL THERAPY AGE 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2173 PHYSICAL THERAPY AGE 0-2	2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00	2,000.00
2181 VISUALLY IMPAIRED	9,000.00	709.20	2,836.80	31.52	6,163.20	0.00	0.00	6,163.20
2211 SCHOOL IMPROVEMENT	2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00	2,000.00
2212 INST STAFF TRNG AND CURR DEV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2220 LIBRARY/MEDIA SERVICES	180,800.00	0.00	38,689.27	21.52	142,110.73	0.00	1,380.79	140,729.94
2224 EDUCATIONAL TELEVISION SERVICES	37,000.00	1,711.85	7,960.69	21.52	29,039.31	0.00	0.00	29,039.31
2310 BOARD OF EDUCATION	89,750.00	6,625.74	65,208.06	72.66	24,541.94	0.00	0.00	24,541.94
2320 EXECUTIVE ADMINISTRATION	218,000.00	0.00	67,874.05	31.13	150,125.95	0.00	0.00	150,125.95
2330 DISTRICT LEGAL SERVICES	30,000.00	368.00	8,729.60	29.10	21,270.40	0.00	0.00	21,270.40
2410 OFFICE OF THE PRINCIPAL	414,900.00	0.00	131,029.27	31.58	283,870.73	0.00	0.00	283,870.73
2510 GENERAL ADMIN-BUSINESS SERVICE	161,950.00	583.42	48,333.20	29.84	113,616.80	0.00	0.00	113,616.80
2610 MAINTENANCE	645,300.00	17,606.91	197,369.76	30.59	447,930.24	0.00	0.00	447,930.24
2620 MAINTENANCE	257,750.00	9,780.15	95,391.03	37.01	162,358.97	0.00	0.00	162,358.97
2630 Care & Upkeep of Grounds	10,000.00	2,732.76	8,262.59	82.53	1,747.41	0.00	0.00	1,747.41
2660 VEHICLE OPERATION AND MAINTENANCE	20,100.00	210.40	3,181.16	15.83	16,918.84	0.00	0.00	16,918.84
2660 SECURITY/SAFETY	750.00	0.00	550.00	73.33	200.00	0.00	0.00	200.00
2710 BUS DRIVER REGULAR EDUCATION	402,600.00	5,648.33	143,501.94	35.64	259,098.06	0.00	0.00	259,098.06
2712 BUS DRIVER SPED	41,650.00	0.00	2,056.60	4.94	39,593.40	0.00	0.00	39,593.40
2720 Transportation Director	0.00	0.00	1,740.20	0.00	(1,740.20)	0.00	0.00	(1,740.20)
2730 BUS & VEHICLE SERVICING & MAINTENANCE	150,000.00	12,433.26	41,019.34	27.35	108,980.66	0.00	0.00	108,980.66
2900 OTHER STUDENT SUPPORT SERVICES	15,250.00	1,000.00	3,387.22	22.21	11,862.78	0.00	0.00	11,862.78
3100 FOOD SERVICE OPERATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3300 REC PROGRAM	46,000.00	420.57	18,136.84	39.43	27,863.16	0.00	0.00	27,863.16
3535 HAL - HIGH ABILITY LEARNERS	6,000.00	1,193.00	1,193.00	19.88	4,807.00	0.00	0.00	4,807.00
3540 STATE EARLY CHILDHOOD	74,150.00	0.00	52,689.27	71.06	21,460.73	0.00	0.00	21,460.73
4410 IDEA SPECIAL ED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4455 CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4590 ARRA: STATE FISCAL STAB FUNDS NON-SPEC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4610 ARRA: IDEA PART B(611) ENROLL/POV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4690 OTHER FED NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6200 TITLE 1 IMPROVING PROGRAMS FEDERAL SERVI	78,500.00	234.40	4,359.11	5.55	74,140.89	0.00	0.00	74,140.89
6310 NCLB TITLE II PART A	4,000.00	0.00	1,636.31	40.91	2,363.69	0.00	0.00	2,363.69

01/05/2024 11:26 AM

Function Number

Expenditure Report by Function/Object - Summary

Regular; Processing Month 01/2024; Fund Number 01

User ID: LAP

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/P Outstanding	P/O Outstanding	Unencumbered Balance
6330 REAP GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6406 IDEA PRESCHOOL	6,500.00	0.00	1,447.70	22.27	5,052.30	0.00	0.00	5,052.30
6408 IDEA ENROLLMENT/POVERTY	213,100.00	626.49	46,687.25	21.91	166,412.75	0.00	0.00	166,412.75
6411 IDEA EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6412 IDEA PART B PORPORTIONATE SHARE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6418 IDEA Part B PEAK Projects	0.00	0.00	509.13	0.00	(509.13)	0.00	0.00	(509.13)
6421 ESU SCHOOL PSYCHOLOGY	5,000.00	0.00	1,971.36	39.43	3,028.64	0.00	0.00	3,028.64
6422 IDEA ARP AGES 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6423 NONPUBLIC IDEA ARP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6690 OTHER FEDERAL NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6700 CARL PERKINS FED VOCATIONAL&APPLIED TECH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6810 TITLE 1, ESSA ACCOUNTABILITY IMPROVING	0.00	668.40	2,939.97	0.00	(2,939.97)	0.00	0.00	(2,939.97)
6959 TITLE IV PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6990 OTHER FEDERAL CATEGORY PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6992 REAP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6996 COVID-19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6997 CRRSA/ESSER II	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998 ESSER III	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000 TRANSFERS (OUTGOING)	0.00	954.05	81,509.27	0.00	(81,509.27)	0.00	0.00	(81,509.27)
9000 NON-PROGRAM EXPENDITURES	0.00	41.65	286.80	0.00	(286.80)	0.00	0.00	(286.80)
01 (GFNFRAI FUND)	9,342,400.00	80,067.41	3,349,403.74	35.96	5,992,996.26	0.00	12,565.15	5,980,437.11

01/05/2024 11:26 AM

Function Number

Expenditure Report by Function/Object -

Summary

Regular, Processing Month 01/2024; Fund Number 01

User ID: LAP

Revised Budget  
9,342,400.00

Expended During  
Month  
80,067.41

Expenditures to Date  
3,349,403.74

% of Budget  
35.99

Balance at EOM  
5,992,996.26

A/P Outstanding  
0.00

P/O Outstanding  
12,569.15

Unencumbered  
Balance  
5,980,437.11

Grand Total:



Internal Board Policies - Board MembersConflict of Interest/Contracts

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

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

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

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

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

Internal Board Policies - Board MembersConflict of Interest/Contracts

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Date of Adoption: January 17, 2017

Reviewed: February 14, 2022

Internal Board PoliciesConflict of Interest—Other Than Contracts or Employment

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

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

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

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

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

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

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

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

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

Internal Board Policies - Board MembersReporting Procedures

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

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

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

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

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

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



**ITEM 4 PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT**

You

Member of your Immediate Family: \_\_\_\_\_  
NAME

Business With Which You

Are Associated (See Definitions) \_\_\_\_\_  
NAME OF BUSINESS

**ITEM 5 NATURE OF FINANCIAL BENEFIT OR DETRIMENT**

**ITEM 6 CONTINUATION**

\_\_\_\_\_  
(SIGNATURE)

\_\_\_\_\_  
(DATE)

## General Information - Filing Requirements

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

### II. Who Must File:

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

### III. When and Where to File:

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

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

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

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

## Definitions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Source: Laws 1986, LB 548, § 4.

Written Statement Attached on form C2-A

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

Reviewed: February 14,2022

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

**Fund: 01 GENERAL FUND**

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

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

**Fund: 01 GENERAL FUND**

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

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

**Fund: 01 GENERAL FUND**

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

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**Fund: 01 GENERAL FUND**

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

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**Fund: 01 GENERAL FUND**

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

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**Fund: 01 GENERAL FUND**

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

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**Fund: 01 GENERAL FUND**

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

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**Fund: 01 GENERAL FUND**

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

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**Fund: 01 GENERAL FUND**

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

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**Fund: 01 GENERAL FUND**

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

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**Fund: 01      GENERAL FUND**

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

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**Fund: 02 Depreciation**

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

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**Fund: 03      Unemployment**

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

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**Fund: 05 Activity Fund**

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

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

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

**Fund: 05      Activity Fund**

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

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

**Fund: 06 LUNCH FUND**

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

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

**Fund: 07 2021 REFINANCED (2016) A & B BONDS**

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

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

**Fund: 08 Special Building Fund**

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

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

**Fund: 09 Qualified Capital Purpose Fund**

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

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

**Fund: 13      2022 Bond**

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

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

**Fund: 14 RIVERSTONE BANK - CONSTRUCTION**

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



## District OR-1

January 3, 2024

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

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

**From:** Michael Hart

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

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

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

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

### LOGOS

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

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

### COLOR PALLET

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

### TYPOGRAPHY

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



## District OR-1

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

#### **Community Fundraising:**

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

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

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

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

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

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

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



# District OR-1 Public Schools

## 2024-2025 School Calendar

(402) 782-3535 - Bennet Elementary

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



August 2024						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 5 Start of Fall Practices / Staff Return
- 5-8 Staff Development - No School for students
- 9 First Day of School for Students (K-12)
- 12 Preschool First Day of School

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

- 4 Early Dismissal - 1:00pm / PT Conferences 2-8pm
- 5 Staff Development - No School for students
- 14-18 Winter Break - No School

September 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

- 2 Labor Day - No School
- 24 Early Dismissal - 1:00pm / PT Conferences 2-8pm
- 25 Staff Development - No School for students

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

- 6 End of Third Quarter
- 7 Spring Break - No School
- 10 Start of Fourth Quarter
- 14 Spring Break - No School
- 25 Staff Development - No school for students / MUDECAS Music Host

October 2024						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 11 End of First Quarter
- 14 Start of Second Quarter
- 17 Staff Development - No School for students
- 18-21 Fall Break - No School

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

- 17-21 Easter Break - No School

November 2024						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 11 Start of Winter Practices
- 19 Staff Development - No School for students / ECNC One Act
- 27-29 Thanksgiving Break - No School

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

- 9 Staff Development - No School for students / ECNC Track Host
- 10 High School Graduation
- 21 Elementary End of 2nd Semester Reg Dismissal
- 22 End of 2nd Semester - 1:00pm Dismissal for grades 6-12 / No school K-5
- 23 Last Day for Staff
- 26 Memorial Day

Teacher Days: 185 - Student Days: 174

December 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- 20 End of Second Quarter - Early Dismissal 1:00pm
- 23-31 Winter Vacation - No School
- 22-26 Five day moratorium period est. by NSAA

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

Summer Enrichment dates are tentative and subject to change

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

- 1-3 Winter Vacation - No School
- 6 Staff Development - No School for students
- 20 Martin Luther King Day - No School

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

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

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

# SOCIAL MEDIA SAFETY

TUESDAY, FEBRUARY 6, 2024  
6PM  
PHS MEDIA CENTER



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

**Light refreshments will be provided.**



January, 2024

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

## **January Activities Board Report**

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

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

### **Activities Calendar**

See attached

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

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



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

*Updated: January 10, 2024*

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

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

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

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

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

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

## Health Coverage

### A. Coverage

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

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

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

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

### B. Carrier

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

### C. Provisions of the Agreement

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

## **Life Insurance**

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

## **Experience Allowed into the System**

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

## **Salary Schedule Advancement**

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

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

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

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

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

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

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

## **Longevity Advancement**

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

## **Sick Leave**

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

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

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

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

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

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

### **Long Term Disability**

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

### **Eye Care Coverage**

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

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

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

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

### **Sub Coverage Pay**

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

### **Professional Leave**

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

### **Personal Leave Policy**

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

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

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

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

### **Definition of Immediate Family**

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

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

### **Jury Duty**

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

### **Grievance**

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

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

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

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

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

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

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

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

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

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

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

2024-2025 Salary Schedule ... EXHIBIT A

4% x 4% 41,850 Base

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

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

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

<b><u>Junior High Head Coaches</u></b>		-	-
JH Football	0.0525	2,242	2,466
JH Boys Basketball	0.0525	2,242	2,466
JH Girls Basketball	0.0525	2,242	2,466
JH Wrestling	0.0525	2,242	2,466
JH Volleyball	0.0525	2,242	2,466
JH Track Head 1	0.0500	2,135	2,349
JH Track Head 2	0.0500	2,135	2,349
JH Track Head 3	0.0500	2,135	2,349
		-	-
<b><u>Junior High Assistant Coaches</u></b>		-	-
JH Ass't Football	0.0300	1,281	1,409
JH Ass't Football	0.0300	1,281	1,409
JH Ass't Boys Basketball (1 of 2)	0.0300	1,281	1,409
JH Ass't Boys Basketball (2 of 2)	0.0300	1,281	1,409
JH Ass't Girls Basketball	0.0300	1,281	1,409
JH Ass't Volleyball	0.0300	1,281	1,409
JH Ass't Wrestling	0.0300	1,281	1,409
JH Ass't Wrestling	0.0300	1,281	1,409
		-	-
<b><u>Other Extra Duties</u></b>		-	-
Activities Director	0.1835	7,835	8,619
Vocal Music	0.0600	2,562	2,818
Instrumental Music/summer	0.1000	4,270	4,697
FCCLA Sponsor	0.0350	1,495	1,644
FFA Sponsor+10th Month	0.0600	2,562	2,818
Weight Program	0.0300	1,281	1,409
Weight Program	0.0300	1,281	1,409
Palmyra Morning Duty	0.0200	854	939
One Act Assistant	0.0188	803	883
District Mentoring Coordinator	0.0300	1,281	1,409
Building Teacher Mentors (x New Staff)	0.0100	427	470
Other Unassigned Duties	0.1500	6,405	7,046

**NEGOTIATED AGREEMENT  
2025-2026 SCHOOL YEAR**

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

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

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

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

## Health Coverage

### D. Coverage

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

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

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

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

### E. Carrier

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

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

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

## **Life Insurance**

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

## **Experience Allowed into the System**

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

## **Salary Schedule Advancement**

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

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

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

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

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

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

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

## **Longevity Advancement**

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

## **Sick Leave**

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

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

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

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

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

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

### **Long Term Disability**

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

### **Eye Care Coverage**

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

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

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

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

### **Sub Coverage Pay**

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

### **Professional Leave**

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

### **Personal Leave Policy**

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

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

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

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

### **Definition of Immediate Family**

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

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

### **Jury Duty**

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

### **Grievance**

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

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

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

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

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

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

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

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

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

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

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

2025-2026 Salary Schedule ... EXHIBIT A

4% x 4% 42,700 Base

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

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

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

<b><u>Junior High Head Coaches</u></b>		-	-
JH Football	0.0525	2,197	2,417
JH Boys Basketball	0.0525	2,197	2,417
JH Girls Basketball	0.0525	2,197	2,417
JH Wrestling	0.0525	2,197	2,417
JH Volleyball	0.0525	2,197	2,417
JH Track Head 1	0.0500	2,093	2,302
JH Track Head 2	0.0500	2,093	2,302
JH Track Head 3	0.0500	2,093	2,302
		-	-
<b><u>Junior High Assistant Coaches</u></b>		-	-
JH Ass't Football	0.0300	1,256	1,381
JH Ass't Football	0.0300	1,256	1,381
JH Ass't Boys Basketball (1 of 2)	0.0300	1,256	1,381
JH Ass't Boys Basketball (2 of 2)	0.0300	1,256	1,381
JH Ass't Girls Basketball	0.0300	1,256	1,381
JH Ass't Volleyball	0.0300	1,256	1,381
JH Ass't Wrestling	0.0300	1,256	1,381
JH Ass't Wrestling	0.0300	1,256	1,381
		-	-
<b><u>Other Extra Duties</u></b>		-	-
Activities Director	0.1835	7,679	8,447
Vocal Music	0.0600	2,511	2,762
Instrumental Music/summer	0.1000	4,185	4,604
FCCLA Sponsor	0.0350	1,465	1,611
FFA Sponsor+10th Month	0.0600	2,511	2,762
Weight Program	0.0300	1,256	1,381
Weight Program	0.0300	1,256	1,381
Palmyra Morning Duty	0.0200	837	921
One Act Assistant	0.0188	787	865
District Mentoring Coordinator	0.0300	1,256	1,381
Building Teacher Mentors (x New Staff)	0.0100	419	460
Other Unassigned Duties	0.1500	6,278	6,905

**Signature Page**

District OR-1 School District

By \_\_\_\_\_

Date \_\_\_\_\_

President, Board of Education

By \_\_\_\_\_

Date \_\_\_\_\_

Teachers Association, Negotiations Chair

InstructionActivitiesSchool Colors

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

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

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

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

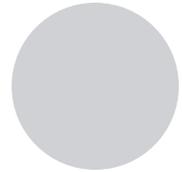
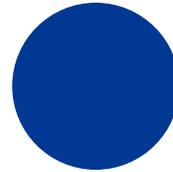
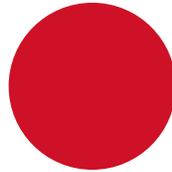
Date of Adoption: February 13, 2017  
Date of Revision: December 11.2023

# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary  
Palmyra Jr./Sr. High School

### COLOR PALLET



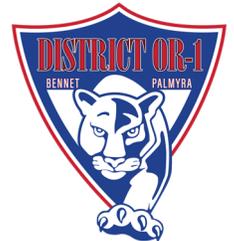
HEX	#CE1126	#003893	#CDCFD3
RGB	206 / 17 / 38	0 / 56 / 147	205 / 207 / 211
CMYK	12 / 100 / 98 / 3	100 / 89 / 10 / 2	17 / 12 / 11 / 1
PANTONE	PMS 186 C	PMS 287 C	PMS Cool Gray 1C

### TYPOGRAPHY



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

### LOGOS



LOGO	<b>Logo #1A</b>	<b>Logo #1B</b>	<b>Logo #2A</b>
TYPE	General	General	General
STYLE	Primary w/o Grass	Primary w/ Grass	Secondary w/o Grass



LOGO	<b>Logo #2B</b>	<b>Logo #3A</b>	<b>Logo #3B</b>
TYPE	General	Athletics	Athletics
STYLE	Secondary w/ Grass	Without Grass	With Grass

# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary  
Palmyra Jr./Sr. High School

LOGO 1A

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LOGO 1B

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# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary

Palmyra Jr./Sr. High School

LOGO 2A

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LOGO 2B

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# Brand Guidelines

DISTRICT OR-1

Bennet Elementary  
Palmyra Jr./Sr. High School

LOGO 3A

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LOGO 3B

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Internal Board Policies - Board MembersCode of Ethics

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

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

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

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



# District OR-1 Public Schools

## 2024-2025 School Calendar

(402) 782-3535 - Bennet Elementary

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



August 2024						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 5 Start of Fall Practices / Staff Return
- 5-8 Staff Development - No School for students
- 9 First Day of School for Students (K-12)
- 12 Preschool First Day of School

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

- 4 Early Dismissal - 1:00pm / PT Conferences 2-8pm
- 5 Staff Development - No School for students
- 14-18 Winter Break - No School

September 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

- 2 Labor Day - No School
- 24 Early Dismissal - 1:00pm / PT Conferences 2-8pm
- 25 Staff Development - No School for students

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

- 6 End of Third Quarter
- 7 Spring Break - No School
- 10 Start of Fourth Quarter
- 14 Spring Break - No School
- 25 Staff Development - No school for students / MUDECAS Music Host

October 2024						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 11 End of First Quarter
- 14 Start of Second Quarter
- 17 Staff Development - No School for students
- 18-21 Fall Break - No School

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

- 17-21 Easter Break - No School

November 2024						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 11 Start of Winter Practices
- 19 Staff Development - No School for students / ECNC One Act
- 27-29 Thanksgiving Break - No School

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

- 9 Staff Development - No School for students / ECNC Track Host
- 10 High School Graduation
- 21 Elementary End of 2nd Semester Reg Dismissal
- 22 End of 2nd Semester - 1:00pm Dismissal for grades 6-12 / No school K-5
- 23 Last Day for Staff
- 26 Memorial Day

Teacher Days: 185 - Student Days: 174

December 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- 20 End of Second Quarter - Early Dismissal 1:00pm
- 23-31 Winter Vacation - No School
- 22-26 Five day moratorium period est. by NSAA

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

Summer Enrichment dates are tentative and subject to change

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

- 1-3 Winter Vacation - No School
- 6 Staff Development - No School for students
- 20 Martin Luther King Day - No School

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

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

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

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

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

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

## Health Coverage

### A. Coverage

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

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

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

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

### B. Carrier

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

### C. Provisions of the Agreement

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

## **Life Insurance**

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

## **Experience Allowed into the System**

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

## **Salary Schedule Advancement**

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

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

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

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

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

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

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

## **Longevity Advancement**

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

## **Sick Leave**

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

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

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

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

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

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

### **Long Term Disability**

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

### **Eye Care Coverage**

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

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

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

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

### **Sub Coverage Pay**

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

### **Professional Leave**

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

### **Personal Leave Policy**

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

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

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

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

### **Definition of Immediate Family**

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

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

### **Jury Duty**

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

### **Grievance**

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

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

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

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

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

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

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

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

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

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

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

2024-2025 Salary Schedule ... EXHIBIT A

4% x 4% 41,850 Base

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

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

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

<b><u>Junior High Head Coaches</u></b>		-	-
JH Football	0.0525	2,242	2,466
JH Boys Basketball	0.0525	2,242	2,466
JH Girls Basketball	0.0525	2,242	2,466
JH Wrestling	0.0525	2,242	2,466
JH Volleyball	0.0525	2,242	2,466
JH Track Head 1	0.0500	2,135	2,349
JH Track Head 2	0.0500	2,135	2,349
JH Track Head 3	0.0500	2,135	2,349
		-	-
<b><u>Junior High Assistant Coaches</u></b>		-	-
JH Ass't Football	0.0300	1,281	1,409
JH Ass't Football	0.0300	1,281	1,409
JH Ass't Boys Basketball (1 of 2)	0.0300	1,281	1,409
JH Ass't Boys Basketball (2 of 2)	0.0300	1,281	1,409
JH Ass't Girls Basketball	0.0300	1,281	1,409
JH Ass't Volleyball	0.0300	1,281	1,409
JH Ass't Wrestling	0.0300	1,281	1,409
JH Ass't Wrestling	0.0300	1,281	1,409
		-	-
<b><u>Other Extra Duties</u></b>		-	-
Activities Director	0.1835	7,835	8,619
Vocal Music	0.0600	2,562	2,818
Instrumental Music/summer	0.1000	4,270	4,697
FCCLA Sponsor	0.0350	1,495	1,644
FFA Sponsor+10th Month	0.0600	2,562	2,818
Weight Program	0.0300	1,281	1,409
Weight Program	0.0300	1,281	1,409
Palmyra Morning Duty	0.0200	854	939
One Act Assistant	0.0188	803	883
District Mentoring Coordinator	0.0300	1,281	1,409
Building Teacher Mentors (x New Staff)	0.0100	427	470
Other Unassigned Duties	0.1500	6,405	7,046

**NEGOTIATED AGREEMENT  
2025-2026 SCHOOL YEAR**

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

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

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

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

## Health Coverage

### D. Coverage

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

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

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

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

### E. Carrier

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

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

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

## **Life Insurance**

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

## **Experience Allowed into the System**

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

## **Salary Schedule Advancement**

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

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

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

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

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

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

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

## **Longevity Advancement**

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

## **Sick Leave**

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

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

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

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

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

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

### **Long Term Disability**

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

### **Eye Care Coverage**

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

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

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

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

### **Sub Coverage Pay**

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

### **Professional Leave**

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

### **Personal Leave Policy**

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

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

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

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

### **Definition of Immediate Family**

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

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

### **Jury Duty**

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

### **Grievance**

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

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

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

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

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

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

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

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

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

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

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

2025-2026 Salary Schedule ... EXHIBIT A

4% x 4% 42,700 Base

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

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

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

<b><u>Junior High Head Coaches</u></b>		-	-
JH Football	0.0525	2,197	2,417
JH Boys Basketball	0.0525	2,197	2,417
JH Girls Basketball	0.0525	2,197	2,417
JH Wrestling	0.0525	2,197	2,417
JH Volleyball	0.0525	2,197	2,417
JH Track Head 1	0.0500	2,093	2,302
JH Track Head 2	0.0500	2,093	2,302
JH Track Head 3	0.0500	2,093	2,302
		-	-
<b><u>Junior High Assistant Coaches</u></b>		-	-
JH Ass't Football	0.0300	1,256	1,381
JH Ass't Football	0.0300	1,256	1,381
JH Ass't Boys Basketball (1 of 2)	0.0300	1,256	1,381
JH Ass't Boys Basketball (2 of 2)	0.0300	1,256	1,381
JH Ass't Girls Basketball	0.0300	1,256	1,381
JH Ass't Volleyball	0.0300	1,256	1,381
JH Ass't Wrestling	0.0300	1,256	1,381
JH Ass't Wrestling	0.0300	1,256	1,381
		-	-
<b><u>Other Extra Duties</u></b>		-	-
Activities Director	0.1835	7,679	8,447
Vocal Music	0.0600	2,511	2,762
Instrumental Music/summer	0.1000	4,185	4,604
FCCLA Sponsor	0.0350	1,465	1,611
FFA Sponsor+10th Month	0.0600	2,511	2,762
Weight Program	0.0300	1,256	1,381
Weight Program	0.0300	1,256	1,381
Palmyra Morning Duty	0.0200	837	921
One Act Assistant	0.0188	787	865
District Mentoring Coordinator	0.0300	1,256	1,381
Building Teacher Mentors (x New Staff)	0.0100	419	460
Other Unassigned Duties	0.1500	6,278	6,905

**Signature Page**

District OR-1 School District

By \_\_\_\_\_

Date \_\_\_\_\_

President, Board of Education

By \_\_\_\_\_

Date \_\_\_\_\_

Teachers Association, Negotiations Chair

Community RelationsTitle IX - Discrimination

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

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

Legal Reference: Title IX

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

Community Relations

Form For Filing Complaints

**Otoe County School District 66-0501**

**District OR-1 Public Schools**

425 F Street

PO Box 130

Palmyra, NE 68418-0130

Date:

Person Making Complaint:

Address:

Phone:

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

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_.

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

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_.

(3) Names of witnesses to the harassment:

\_\_\_\_\_  
\_\_\_\_\_.

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

\_\_\_\_\_  
\_\_\_\_\_.

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

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

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

Community RelationsTitle IX--Procedure For Informal/Formal Hearing

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

## Procedure:

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

Legal Reference: Title IX

Date of Adoption: May 8, 2017

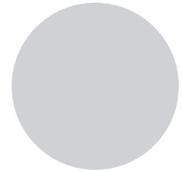
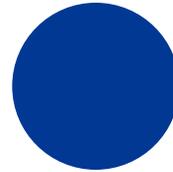
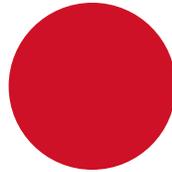
Reviewed: April 11.2022

# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary  
Palmyra Jr./Sr. High School

### COLOR PALLET



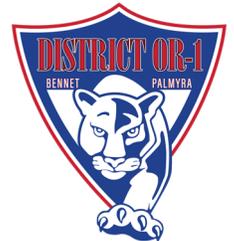
HEX	#CE1126	#003893	#CDCFD3
RGB	206 / 17 / 38	0 / 56 / 147	205 / 207 / 211
CMYK	12 / 100 / 98 / 3	100 / 89 / 10 / 2	17 / 12 / 11 / 1
PANTONE	PMS 186 C	PMS 287 C	PMS Cool Gray 1C

### TYPOGRAPHY



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

### LOGOS



LOGO	<b>Logo #1A</b>	<b>Logo #1B</b>	<b>Logo #2A</b>
TYPE	General	General	General
STYLE	Primary w/o Grass	Primary w/ Grass	Secondary w/o Grass



LOGO	<b>Logo #2B</b>	<b>Logo #3A</b>	<b>Logo #3B</b>
TYPE	General	Athletics	Athletics
STYLE	Secondary w/ Grass	Without Grass	With Grass

# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary  
Palmyra Jr./Sr. High School

LOGO 1A

---



LOGO 1B

---



# Brand Guidelines

## DISTRICT OR-1

Bennet Elementary

Palmyra Jr./Sr. High School

LOGO 2A

---



LOGO 2B

---



# Brand Guidelines

DISTRICT OR-1

Bennet Elementary  
Palmyra Jr./Sr. High School

LOGO 3A

---



LOGO 3B

---



InstructionActivitiesSchool Colors

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

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

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

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

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

# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

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# Snapshots



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

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

**NASB LEGISLATIVE ISSUES CONFERENCE**

**SCHOOL BOARD MEMBER WEEK STARTS JANUARY 21**

**LOOK FOR YOUR 2024 MEMBERSHIP GUIDE SOON**

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

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

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

# TRAINING, NETWORKING, ENGAGEMENT & EVENTS



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



The 2024 Legislative Session will begin Wednesday, January 3

School Board Member Week in Nebraska - January 21-28

Legislative Issues Conference - January 21-22 - Lincoln

Board Presidents Retreat - January 28-29 - Norfolk



Board Presidents Retreat - February 4-5 - Kearney



Budget & Finance Workshop - March 5 - Lincoln

Budget & Finance Workshop - March 19 - North Platte

Budget & Finance Workshop - March 20 - Gering

NAEP State Convention - March 27-28 - Kearney



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



Your Monthly Board Agenda Update Video Links from NASB

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

# YOUR 2024 ADVOCACY HANDBOOK IS NOW POSTED

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

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

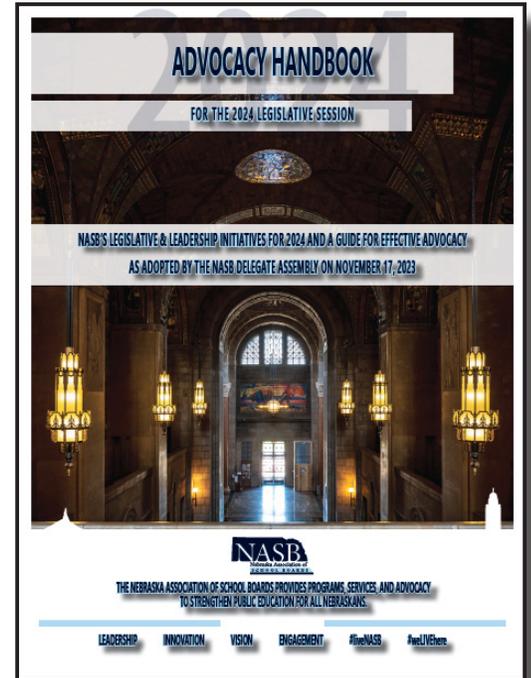
The Advocacy Handbook, which includes NASB's legislative and leadership initiatives, as well as tips for effective advocacy and much more, is now available to view, download, and print at the Government Relations section of the NASB website, and the link above.

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

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

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

Matt, Colby, John & Lindsey  
Your NASB Legislative Team



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



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# AT THE BOARD TABLE

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## BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

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



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

### JANUARY BOARD AGENDA ITEMS

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

#### ANNUAL REORGANIZATION MEETING

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

#### POLICY

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

#### DISTRICT/ESU RESOURCES [BUDGET]

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

#### BOARD-SUPERINTENDENT RELATIONS

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

#### LEARNING COMMUNITY

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

CONTINUED ON PAGE 5

# AT THE BOARD TABLE

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## BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

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

CONTINUED FROM PAGE 4

### BOARD SELF-ASSESSMENT

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

### BOARD RETREAT

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

### UPCOMING NASB BOARD LEADERSHIP EVENTS

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

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

*happy new year*

# NASB LEGISLATIVE ISSUES CONFERENCE

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

REG  
NOW!

## NASB LEGISLATIVE ISSUES CONFERENCE

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

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

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

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

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

### **SUNDAY, JANUARY 21**

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

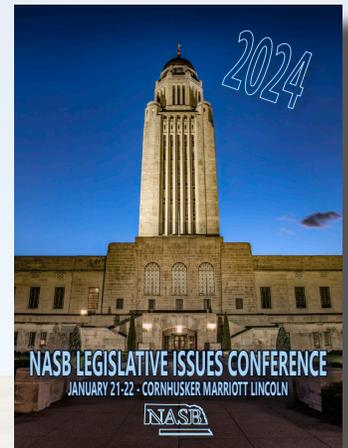
### **MONDAY, JANUARY 22**

8:00 AM Registration

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

12:00 PM Lunch with the Senators

1:30 PM Adjournment



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

# SCHOOL BOARD MEMBER WEEK STARTS JANUARY 21

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

## THANK YOU SCHOOL BOARDS!!!!

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



## DON'T GIVE PROSPECTIVE HIRES THE COLD SHOULDER



Screen applicants quickly and reliably through One Source, your **NASB Endorsed Service Provider** for background screening.



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REACH OUT TO LEARN MORE!

402.933.9999 option 4 | [onesourcebackground.com](https://onesourcebackground.com)

# LOOK FOR YOUR 2024 MEMBERSHIP GUIDE SOON

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

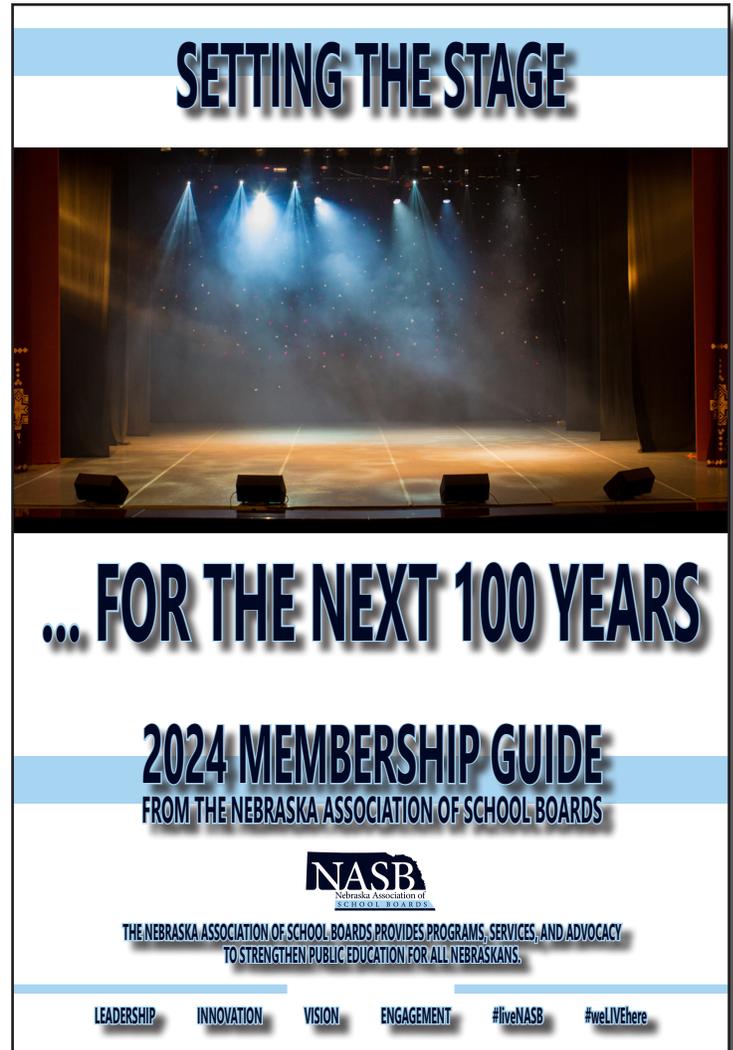
Each year, members receive the annual Membership Guide, a full-scale publication that includes information on everything NASB is and does such as:

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

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

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

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



NEBRASKA  
ASSOCIATION OF  
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BOARDS



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



## ... AND HAPPY NEW YEAR!

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## ... POLICY

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

Contact Jim to learn more!

## ... EDUCATION LEADERSHIP SEARCH

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

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

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

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

## ... DATA ANALYTICS

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

Contact Jim to learn more!

## ... MEMBER ENGAGEMENT

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

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

## ... ENERGY PURCHASING

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

Contact Jim to learn more!

## ... BOARD LEADERSHIP

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

Marcia, Kari, Katie, Caden, Stacie & Ben

## ... FOUNDATION

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



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## ... ADVOCACY & GOVERNMENT RELATIONS

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

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

Call Colby & Matt with questions any time!

## ... ALICAP & INSURANCE

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

Thanks, Megan!

## ... TECHNOLOGY

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

Welcome to our newest Negotiations  
subscriber, Mead Public Schools!

Happy Holidays!

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

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

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



Paul Grieger  
Managing Director,  
Public Finance  
402-392-7986  
[pgrieger@dadco.com](mailto:pgrieger@dadco.com)



Cody Wickham  
Senior Vice President,  
Public Finance  
402-392-7989  
[cwickham@dadco.com](mailto:cwickham@dadco.com)



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

## Building a Better Future with Nebraska's Public Finance Partner

D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



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450 Regency Parkway, Suite 400 | Omaha, NE 68114  
[dadavidson.com](http://dadavidson.com) | D.A. Davidson & Co. member FINRA and SIPC

## The Twelve Days of School Boards

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

And A Warm Holiday Wish From NASB!

# YOUR NASB BOARD OF DIRECTORS & STAFF

Leadership

Innovation

Vision

Engagement

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#weLIVEhere



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

## YOUR NASB OFFICERS

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



**Sandy Noffsinger - President**  
Dundy County Stratton



**Stacy Jolley - President-Elect**  
Millard



**Brad Wilkins - Vice President**  
Ainsworth



**Kim Burry - Past President**  
Bayard

## YOUR NASB REGION DIRECTORS

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



**Region 1 - Neal Kanel**  
HTRS



**Region 2 - Sarah Centineo**  
Bellevue



**Region 3 - Renee Vokt**  
Elkhorn



**Region 4 - Elizabeth Kumru**  
Ralston



**Region 5 - Shavonna Holman**  
Omaha



**Region 6 - Ricky Smith**  
Omaha



**Region 7 - Tracy Casady**  
Omaha



**Region 8 - Bob Rauner**  
Lincoln



**Region 9 - Annie Mumgaard**  
Lincoln



**Region 10 - Ed Swotek**  
Malcolm



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



**Region 12 - Lisa Wagner**  
Central City



**Region 13 - Marilyn Bohn**  
ESU 10



**Region 14 - Steve Koch**  
Hershey



**Region 15 - Vacant**



**Region 16 - Stephanie Summers**  
David City



**Region 17 - Michelle Reikofski**  
Osmond



**Region 18 - Susan Ernest**  
Leyton



**Region 19 - Amanda McGill Johnson**  
Millard

## YOUR NASB STAFF

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

- John Spatz**  Executive Director
- Ben Anderjaska**  Board Leadership Data and Support Specialist
- Megan Boldt**  Associate Executive Director  
Director of ALICAP
- Katie Corfield**  Board Leadership Associate
- Stacie Higgins**  Board Leadership Specialist
- Kem Loecker**  Executive Administrative Assistant

- Makenzie Barry**  ALICAP Data & Financial Specialist
- Craig Caples**  Director of Technology
- Sharon Endorf**  Director of Member Engagement
- Sallie Horky**  Chief Operating Officer
- Jim Luebbe**  Director of Policy Services

- Shari Becker**  Director of Education  
Leadership Search Service
- Abi Carlson**  Event & Search Service Associate
- Caden Frank**  Board Leadership Community Engagement Specialist
- Rachel Horstman**  Business Manager
- Kari Stephens**  Board Leadership Development & Learning Specialist

- Matt Belka**  Director of Marketing, Communications & Advocacy
- Colby Coash**  Associate Executive Director  
Dir. of Government Relations
- Marcia Herring**  Director of Board Leadership
- Nicole Kraus**  Events & Engagement Associate
- Lindsey Wooton**  Administrative Specialist

# YOUR 2023 NASB AFFILIATES

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

## YOUR 2023 PLATINUM & GOLD AFFILIATES



### ACCOUNTING

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

### ARCHITECTS

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

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

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

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

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## ARCHITECTS (CONTINUED)

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

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

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

## AWARDS & PLAQUES

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

## CONSTRUCTION SERVICES

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

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

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

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

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

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

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

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

## CONSULTING

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

## DATA SECURITY, VIDEO & COMMUNICATIONS

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

## DESIGN BUILD

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

## ENERGY SERVICES

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

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

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

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

## FINANCIAL SERVICES

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

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

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

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

## FOOD SERVICE

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

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## FOOD SERVICE

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

## FUNDRAISING

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

## INSURANCE SERVICES

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

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

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

**Public Risk Management** - Sheri Shonka - 402-884-3751  
sheri.shonka@prnne.com - www.alicap.org - (ALICAP, Insurance services)  
PLATINUM LEVEL AFFILIATE

## LEGAL SERVICES

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

## MENTORING

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

## PLAYGROUND/SCOREBOARDS/SURFACING

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

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

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

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

## SAFETY & SECURITY SERVICES

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

## TECHNOLOGY CONSULTING

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

## TECHNOLOGY/SOFTWARE

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

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

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

## TRANSPORTATION

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

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



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RETURN SERVICE REQUESTED

# NASB BOARD NOTES



A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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ONE NEBRASKA



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

# 2024 Legislative Session\*

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

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

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

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

## Federal & State Holidays

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

## Legislative Recess Days

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

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