

MINUTES OF THE REGULAR MEETING OF THE BOARD OF
EDUCATION, SCHOOL DISTRICT #22, CASS COUNTY,
WEEPING WATER, NEBRASKA
December 16, 2024

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

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

{{Name: Agenda Item Name}}

1. AGENDA

1.a. Call the meeting to order

1.b. Roll Call

Present: Jason Brack, Haley Dehne, Adam DeMike, Betty Harms, Neil Huskey, Doug Meyer, **Absent:** Mark Rathe. Also present were Superintendent Kevin Reiman, Director of School Improvement and Special Education Amy Kroll, PreK-8th grade Principal Mary Mozena, and Asst. Principal/AD Michelle Heath.

1.c. Acknowledgement of Nebraska Open Meetings Act posted

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

1.d. Excuse absent board members

Neil Huskey moved to approve the absence of board member Mark Rathe. Betty Harms seconded the motion. Motion Passed

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

Yea: 6, Nay: 0, Absent: 1

1.e. Approval of consent agenda

Haley Dehne moved to approve the consent agenda, which includes the minutes of the last regular meeting, Notification of meeting publication site, date, and time, financial report and payment of general funds bills, and the next regular meeting date Betty Harms seconded the motion. Motion Passed

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

Yea: 6, Nay: 0, Absent: 1

1.e.a. Approval of previous meetings minutes

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

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

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

1.e.d. Next regular meeting date - January 20, 2025 at 6:00pm in the Conference Room, Weeping Water Public Schools - 204 West O Street.

2. Honor outgoing board member

3. Communications

4. Visitors/Open Forum and staff and program presentations

Visitors may address the board during this portion of the meeting. Each speaker is limited to 5 minutes. Multiple speakers for the same subject should appoint a single spokesperson to address the board for a maximum of 5 minutes.

5. Action Items

5.a. Discuss, consider, and take all necessary action to accept resignations

Haley Dehne moved to accept the resignation of Mark Simnitt at the end of the school year
Neil Huskey seconded the motion. Motion Passed

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

Yea: 6, Nay: 0, Absent: 1

5.b. Discuss, consider, and take all necessary action to approve a superintendent contract

Neil Huskey moved to approve a superintendent contract with Adrian Allen for the 2025/26
and 2026/27 contract years. Haley Dehne seconded the motion. Motion Passed

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

Yea: 6, Nay: 0, Absent: 1

5.c. Discuss, consider, and take all necessary action to approve the 2023/24 annual report.

Jason Brack moved to approve the 23-24 annual report Haley Dehne seconded the motion.
Motion Passed

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

Yea: 6, Nay: 0, Absent: 1

5.d. Discuss, consider, and take all necessary action to approve the 2024/25 Multicultural
Report

Haley Dehne moved to approve the 2023/24 Multicultural Report Neil Huskey seconded the
motion. Motion Passed

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

Yea: 6, Nay: 0, Absent: 1

5.e. Discuss, consider, and take all necessary action to approve the 2024/25 Financial Literacy
Report

Haley Dehne moved to approve the 2024/25 Financial Literacy Report Betty Harms
seconded the motion. Motion Passed

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

Yea: 6, Nay: 0, Absent: 1

5.f. Discuss, consider, and take all necessary action to give approval to policies to be
reviewed

Haley Dehne moved to give approval to review policies: 6020 - Multicultural Education,
4030 - Evaluation of Certificated Employees, 4031 - Evaluation of Probationary Certificated

Employees, 4032 - Professional Growth Jason Brack seconded the motion. Motion Passed
Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey:
Yea, Doug Meyer: Yea, Mark Rathe: Absent

Yea: 6, Nay: 0, Absent: 1 The following policies need to be reviewed on an annual basis. They meet KSB and district standards:

- 6020 - Multicultural Education
- 4030 - Evaluation of Certificated Employees
- 4031 - Evaluation of Probationary Certificated Employees
- 4032 - Professional Growth

5.g. Discuss, consider, and take all necessary action to give approval to policies to be revised
Neil Huskey moved to to give approval to revise Policies 2008 - Meetings and 3004.1 -
Fiscal Management for Purchasing and Procurement Using Federal Funds Haley Dehne
seconded the motion. Motion Passed

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

Yea: 6, Nay: 0, Absent: 1 The following policies need to be revised to meet KSB recommendations:

- 2008 - Meetings
- 3004.1 - Fiscal Management for Purchasing and Procurement Using Federal Funds

6. Reports

6.a. Administration Reports

Activities Director / Asst. Principal

- Activities Updates
 - 6-12 Music Program tonight at 7:00
 - 6 students received District Outstanding Performer Awards
- Holiday Break Events
 - Moratorium Dec. 22-26
 - Basketball
 - Holiday Tournament Dec. 27-28
 - Southern Jan. 2
 - Wrestling
 - Girls Dual Tournament Dec 30
 - Boys Quad Jan. 2
 - Girls @ Winnebago Jan. 3
- Continue to reach out to parents and talk with students regarding attendance issues and tardies
- New junior started Dec. 11 and a new sophomore is starting 2nd semester

PreK-8th Grade Principal

- Attendance Hero for November
 - Elementary 62/104 59% Addison Peters
 - MS 15/54 28% Matthew Tummons

- HS 17/86 20% Abbie Hanneman
- Currently Perfect attendance- El 30/29%; MS 7/13%; HS 2/2%)
- All my Formals for this semester are complete
- 4 new students starting in elementary next semester
 - 4th grade, 1st grade and 2 preschoolers

**Director of School Improvement / Special Education
Continuous Improvement**

1. Staff participated in "Empower and Elevate: An Educator Wellness Day" today. Six presenters offered sessions ranging from maintaining meaningful relationships, navigating challenging behavior, educator wellness, the impact of social media on wellness, and core values. A sensory room and game room were also available. Special thanks goes to the, The Event Planning and Digital Media students, FFA, Jodie Nash, the Admin. Team, and Be the Light Foundation for their support of this event.

Special Education

1. The special education teachers attended the Communities of Practice on 12/10 at ESU 3 with teachers from Louisville and Conestoga. The focus of the day included writing quality IEPs -especially goals and objectives as well as Transition Plans.

Sixpence/ Bright Arrows Childcare

1. Five new infants and toddlers have enrolled since August. We are still recruiting Sixpence families.
2. Anne Kavanaugh from the Early Development Network will present to families about the referral process if they have concerns about their child's development at the January socialization.

Superintendent

6.b. Board Reports

7. Adjournment

Respectfully submitted,

Board Secretary



**Weeping Water Public School
Financial Report for Board
December 2024**

FISCAL BUDGET USE PER MONTH

2024-2025 UPDATED: 12/13/2024

MONTH END	FISCAL 23	FISCAL 23	FISCAL 24	General/Food Service	FISCAL 25	General/Food Service
	% USED		\$ USED	% USED	FISCAL 24	% USED
	23 Budget =		24 Budget =	\$ USED	25 Budget =	\$ USED
September	7.86%	\$ 493,251.53	8.12%	\$ 511,449.49	8.99%	\$ 571,200.15
October	8.94%	\$ 561,007.27	7.91%	\$ 498,609.88	8.74%	\$ 555,398.19
November	7.98%	\$ 500,532.42	8.16%	\$ 514,462.24	7.94%	\$ 504,353.13
December	8.84%	\$ 554,328.70	8.96%	\$ 564,744.90	0.00%	\$ -
January	8.14%	\$ 510,561.23	7.87%	\$ 496,131.19	0.00%	\$ -
February	8.78%	\$ 550,372.60	8.66%	\$ 545,845.39	0.00%	\$ -
March	8.18%	\$ 512,849.30	7.95%	\$ 501,182.62	0.00%	\$ -
April	8.27%	\$ 518,650.31	8.58%	\$ 540,623.33	0.00%	\$ -
May	9.19%	\$ 576,167.26	9.01%	\$ 567,500.40	0.00%	\$ -
June	7.13%	\$ 447,120.01	7.92%	\$ 499,229.48	0.00%	\$ -
July	7.41%	\$ 464,671.70	7.50%	\$ 472,429.00	0.00%	\$ -
August	9.27%	\$ 581,586.71	10.44%	\$ 657,714.61	0.00%	\$ -
Cumulative	99.99%	\$6,271,099.04	101.09%	\$6,369,922.53	25.67%	\$1,630,951.47

	2023		2024		2025
OPERATING BUDGET	\$5,746,903.00	OPERATING BUDGET	\$5,948,300.00	OPERATING BUDGET	\$6,000,000.00
W/ SIXPENCE	\$6,271,903.00	W/ SIXPENCE	\$6,301,300.00	W/ SIXPENCE	\$6,353,000.00

Weeping Water Public School

Claims for Payment

Signed off by:

Adam DeMike, President of the Board

Date

Account Code	Payment Vendor	Invoice Total	Invoice Description
01-2-01100-610-001	Amazon E-Commerce	\$163.14	Secondary Supplies
01-2-03300-610-000	Amazon E-Commerce	\$131.33	Childcare Supplies
01-2-01100-610-002	Amazon E-Commerce	\$51.73	Elementary Supplies
Multiple	Amazon E-Commerce	\$448.36	Maintenance/Mental Health Teacher Inservice
Multiple	Amazon E-Commerce	\$239.02	District Supplies
Multiple	Amy Kroll	\$227.92	Mileage/Cell Reimbursement
01-2-02710-350-000	C&C Truck Repair, Inc.	\$60.00	13 Bus Inspection
01-2-02710-350-000	C&C Truck Repair, Inc.	\$60.00	22 Blue Bird Inspection
01-2-02710-350-000	C&C Truck Repair, Inc.	\$60.00	24 FL Inspection
01-2-02710-350-000	C&C Truck Repair, Inc.	\$60.00	24 FL2 Inspection
01-2-02710-350-000	C&C Truck Repair, Inc.	\$1,716.40	08 International Inspection & Repairs
01-2-02510-443-000	Capital Business Systems, Inc. (Lease)	\$1,511.22	Copier Lease: 027-1825924-001
01-2-02510-643-000	Capital Business Systems, Inc. (Subscription)	\$50.41	Poster Printer Subscription: CONT18251-01
01-2-02510-810-000	Cass County Treasurer	\$139.66	2024 General Election Fees
01-2-02610-410-000	City Of Weeping Water	\$638.28	Monthly Water/Sewer
01-2-01100-610-001	CollegeBoard	\$393.12	PSAT Testing
Multiple	Community Memorial Hospital DBA Syracuse Area Health	\$2,728.75	OT/PT Services
06-2-03100-810-000	Crane Payment Innovations, Inc.	\$13.90	Kitchen Vendor Machine -Connect Fees
01-2-02120-333-001	Dawn Bickford	\$109.88	Mileage Reimbursement
01-2-01100-610-001	Dietze Music House - Lincoln	\$177.20	Statement - Repairs
01-2-02630-340-000	DnTree, LLC	\$3,650.00	Tree Removal
01-2-01100-330-001	Dr. Victoria Lentfer	\$250.00	Guest Speaker: Mental Health for Staff
01-2-01200-330-000	Educational Service Unit 3	\$20.00	CSmith-Speech Language Path
Multiple	Educational Service Unit 3	\$5,150.56	Oct Psychology Services
01-2-03535-810-001	Educational Service Unit 3	\$48.00	Science Olympiad 7th-8th
01-2-03535-810-002	Educational Service Unit 3	\$72.00	Science Olympiad 4th-6th
01-2-02610-610-000	Egan Supply Company, Inc	\$187.20	Plant Supplies
01-2-02610-422-000	Egan Supply Company, Inc	\$1,008.55	Walk Behind Scrubber Rental
01-2-02610-422-000	Egan Supply Company, Inc	\$1,197.82	Vacuum Rental
01-2-02610-340-000	Egan Supply Company, Inc	\$280.28	Repairs
01-2-02620-340-000	Electronic Contracting Co Inc	\$551.25	Repair above fire panel
01-2-02610-340-000	Enviro-Master International	\$15,722.50	Building Cleaning Services
01-2-01100-382-000	Fiber Platform, LLC	\$558.32	ACCT:WEE3254_2255 (Network)
01-2-02510-610-000	Futuramic's Clean Water Center	\$9.00	Drinking Water
06-2-03100-350-000	Greater America Distributing	\$496.37	Repairs to Kitchen Vending Machine
01-2-02510-610-000	Harris School Solutions	\$289.04	Tax Forms
06-2-03100-630-000	Hiland Dairy	\$1,353.60	Milk
01-2-02410-580-001	Holiday Inn Kearney (w/Convention Center)	\$239.90	MHeath - AD Conference
01-2-02640-431-000	KanEquip Inc.	\$392.88	Bobcat Maintenance
01-2-02710-350-000	Keckler Oil Co Inc	\$162.00	2017 Ford Transit Inspection/Repairs
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	2019 Ford Transit Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	2011 Ford Van Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$120.00	2023 Micro Bus Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	2009 Ford Fusion Inspection
Multiple	Kevin Reiman	\$170.22	Monthly Cell/Mileage Reimbursement
01-2-02510-530-000	Kinetic Business by Windstream	\$679.54	ACCT: 090073839
01-2-02330-317-000	KSB School Law	\$2,796.50	Legal
01-2-02330-317-000	KSB School Law	\$4,192.72	Legal
Multiple	Mary Mozena	\$167.20	Mileage/Cell/Other Reimbursement
01-2-02710-610-000	Meeske Auto Parts	\$29.28	Funnel/Trac Fluid
01-2-02710-610-000	Meeske Auto Parts	\$68.99	Bus Lamp
01-2-02620-610-000	Meeske Hardware Inc	\$894.32	District Supplies
Multiple	Michelle Heath	\$409.42	Cell Phone/Mileage Reimbursement

01-2-02610-340-000	Mid-America Termite & Pest Control, Inc	\$156.96	Monthly Pest Control
01-2-03300-610-000	My Central Supply	\$146.69	Childcare Supplies
01-2-02320-810-000	NASB	\$325.00	KReiman - 2024 State Ed Conference
Multiple	National Insurance Services	\$1,118.93	Monthly LTD Premiums
01-2-02710-626-000	Nebraska Iowa Supply Co., Inc.	\$2,164.77	Fuel
01-2-02620-340-000	NMMKS Securities LLC	\$240.00	Re-Key: Band Room Closet
01-2-02610-621-000	Omaha Public Power District	\$7,870.16	ACCT: 1333000080
01-2-01100-810-002	One Source, Inc.	\$39.00	KTighe - Background Check
01-2-01100-640-001	Pearson Education, Inc.	\$999.22	6 Stat Books
01-2-02660-340-000	Prime Secured	\$520.00	Camera Down - Repair
01-2-01100-330-002	Sean Roberts	\$250.00	Guest Speaker: Mental Health for Staff
01-2-01100-610-002	Shirley J Brack	\$48.00	DARE Graduation Cake
01-2-02710-810-000	Surnali LLC DBA Diversified Drug Testing	\$40.00	VFlanagan - Clearing House Annual Fee
01-2-02710-810-000	Surnali LLC DBA Diversified Drug Testing	\$100.00	2025 Membership Dues
06-2-03100-570-000	Sysco	\$4,253.68	Kitchen Food Orders
Multiple	US Bank	\$1,888.42	Monthly CC Expenses
06-2-03100-570-000	US Foods, Inc.	\$3,016.20	Food Purchases Acct: 64120801
01-2-01100-530-000	Verizon Wireless LLC	\$107.40	Cell ACCT: 942359001-00001
01-2-01100-530-000	Verizon Wireless LLC	\$60.08	Cell ACCT: 342439595-00001
Multiple	Weeping Water Public Schools - Activity Fund	\$175.17	Vending Machine CC Sales Due Activity Fund (POS 422104642)
December 2024 Claims for Payment		\$73,862.46	
December 2024 Payroll		\$430,490.67	
December 2024 (General Fund/Food Service Fund)		\$504,353.13	

Invoices Paid by QCPU Fund

Account Code	Payment Vendor	Invoice Total	Invoice Description
09-2-05000-833-000	Union Bank And Trust Company - Corporate Trust	\$424.00	Final Fees for SRS 2021-Acct:2000320

Total December 2024 All Funds \$504,777.13

CASH ASSETS

CASH ASSET REPORT

DATE: 12/11/2024

FUND	ACCOUNT TYPE	INFORMATION	HOLDER	CURRENT BALANCE	BALANCE 12/31/2022
GENERAL FUND/KITCHEN FUND	CHECKING	300380832	Farmers & Merchants	\$ 305,809.43	\$ 156,484.33
	CLOSED ACCOUNT	300382812	Farmers & Merchants	\$ -	\$ -
TOTAL GENERAL FUND				\$ 305,809.43	\$ 156,484.33
ACTIVITY FUND	CHANGE			\$ 1,140.00	\$ 1,140.00
ACTIVITY FUND	PETTY CASH			\$ 100.00	\$ 100.00
ACTIVITY FUND	CHECKING	300444190	Farmers & Merchants	\$ 93,499.25	\$ 102,668.29
OUTSIDE OF ACTIVITY FUND	ELEMENTARY SAVINGS PROGRAM	XXX7959	First Nebraska Bank	\$ 2,258.09	\$ -
OUTSIDE OF ACTIVITY FUND	LIMESTONE COFFEE	300474478	Farmers & Merchants	\$ 9,845.53	\$ -
TOTAL ACTIVITY FUND				\$ 106,842.87	\$ 103,908.29
BOND FUND	MONEY MARKET	95010505	First Nebraska Bank	\$ 305,834.22	\$ 422,835.44
TOTAL BOND FUND				\$ 305,834.22	\$ 422,835.44
QCPUF FUND	CHECKING-2009 & 2010 BAB	86483570	First Nebraska Bank	\$ 13,437.79	\$ 81,993.79
TOTAL QCPU FUND				\$ 13,437.79	\$ 81,993.79
BUILDING FUND	CHECKING	300381079	Farmers & Merchants	\$ 14,900.11	\$ 315,088.46
TOTAL BUILDING FUND				\$ 14,900.11	\$ 315,088.46
DEPRECIATION FUND	CHECKING	300446542	Farmers & Merchants	\$ 83,899.55	\$ 370,011.23
TOTAL DEPRECIATION FUND				\$ 83,899.55	\$ 370,011.23
EMPLOYEE BENEFIT FUND	CHECKING/RETIREMENT	300381061	Farmers & Merchants	\$ 29,213.32	\$ 28,980.40
TOTAL EMPLOYEE BENEFITS FUND				\$ 29,213.32	\$ 28,980.40
STUDENT FEES FUND	CHECKING	85834670	First Nebraska Bank	\$ 24,133.23	\$ 12,621.53
TOTAL STUDENT FEES FUND				\$ 24,133.23	\$ 12,621.53
TOTAL				\$ 884,070.52	\$ 1,491,923.47

EXHIBIT A

November 22, 2024

Weeping Water Public Schools Board of Education
Weeping Water Public Schools
204 West O
Weeping, Water 68463

Dear Members of the Board of Education:

I hereby resign my employment as a teacher at Weeping Water Public Schools, effective May 22, 2025.

Sincerely,

A handwritten signature in black ink that reads "Mark Simnitt". The signature is written in a cursive style with a large, stylized "S" and a horizontal line through it.

Mark Simnitt

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT WEeping WATER PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Weeping Water Public Schools**, legally known as **Cass County School District 13-0022**, and referred to as "the Board" and "the District" respectively, and **Adrian Allen**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract The Superintendent shall be employed for a period of two year(s) beginning on July 1, 2025, and expiring on June 30, 2027. References to "contract year" shall mean the period from July 1st through June 30th. The Superintendent's generally expected working days shall consist of all days Monday through Friday, but generally not Saturdays and Sundays and any holidays or leave days listed in Section 11. However, the Superintendent will work all days necessary to complete the Superintendent's duties, even if those are weekend days or holidays. The Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days at least quarterly.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December 2026 board meeting (and each December thereafter)** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of the Superintendent's employment contract an agenda item for the regular **December** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$150,000.00 which shall be paid in 12 equal monthly installments beginning in the month of August 2025. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the

contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The District shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that the Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Superintendent will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which the Superintendent will register and maintain on file in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that the Superintendent registers the certificate. The Superintendent represents that: (1) all information provided in connection with the Superintendent's application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Superintendent will advise the Board immediately; (2) the Superintendent has never been convicted of or plead no contest to a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote the Superintendent's time, skill, labor and attention to all required duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other

professional duties and obligations as long as they do not interfere with carrying out the Superintendent's duties and obligations to the District.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of the Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under NEB. REV. STAT. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with the obligations in the Renewal of Contract or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform any of the Superintendent's duties by reason of illness, accident or other

disability beyond the Superintendent's control, and the disability continues for a period of more than 60 days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse the Superintendent for mileage required in the performance of official duties at the then-current IRS rate.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. Health Insurance.** Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- b. Dental Insurance.** Dental insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- c. Life Insurance.** Term life insurance with a total death benefit of _____-Thousand Dollars (\$____,000) with the option to purchase an additional \$____,000 of coverage.
- d. Sick Leave.** The Superintendent shall be entitled to 10 days of sick leave per year which may accumulate to a total of 40 days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, the Superintendent shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of sick days accrued and used and shall provide the Board with a report of accumulated sick days at least quarterly and upon request. The Superintendent shall not be

compensated for unused days of sick leave upon the ending of employment with the District.

e. Disability Insurance. The Superintendent shall purchase long-term disability insurance from the District's carrier at the Superintendent's own expense.

f. Vacation. The Superintendent shall have twenty (20) vacation days for the initial contract year which the Superintendent may use at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to twenty (20) days. For example, if the Superintendent uses 12 days of vacation one year, the Board will provide the Superintendent with 12 days the following year to bring the total vacation days back to 20. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent for unused vacation days upon the conclusion of employment at a rate of \$100.00 per day.

g. Professional Development. The Superintendent is expected to continue and seek professional development and to participate in relevant learning experiences. With the approval of the Board, the Superintendent may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.

- h. Professional Dues.** The District will pay the annual dues for the Superintendent's membership in the following organizations: _____.
- i. Physical Examination.** The Superintendent may voluntarily undergo a physical examination. The Superintendent agrees to authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$0 of the cost of such physical examination and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.
- j. Bereavement Leave.** The Superintendent shall be permitted bereavement leave as provided in District policy. In the event that the District does not have a bereavement leave policy, the Superintendent will be allowed days of paid bereavement as approved by the board.
- k. Holidays.** The Superintendent shall receive the following holidays off without loss of pay or having to take a paid leave day: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. The Superintendent shall receive annually 6 additional "floating" paid holidays to be used at the Superintendent's discretion.
- l. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that the Superintendent can be reached at all times for work-related emergencies or while away from school grounds during the work day. The District will reimburse the Superintendent up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.
- m. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or

expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1,000.00 or more.

Section 12. Residence/Domicile in District. The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist on the first duty day under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent does not establish domicile and principal place of residence within the District at the commencement of employment, the Superintendent shall move the Superintendent's domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the District as a legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent in contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which the Superintendent is the educational leader.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination and Credit for Accrued Vacation. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or

fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make the Superintendent evaluation an agenda item for the regular **December** Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's performance of duties or position as the Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this contract. In deference to the requirements of state and federal law, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a

period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the alleged reasons for the proposed action and provided the opportunity to present the Superintendent's version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.


Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this 10 day of DECEMBER, 2024.




President, Board of Education



Secretary, Board of Education

Executed by the Superintendent this 16th day of December, 2024.



Superintendent

Superintendent Pay Transparency Notice—Contract Adrain Allen

Notice is hereby given that Weeping Water Public Schools Schools will consider the proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 16, 2024 at 6:00pm at the Conference Room in Weeping Water, Nebraska.

After the 2025/26 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

1

The estimated costs to the district for the 2025/26 year and future years are listed below:

	2025/26 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 150,000.00	\$ 150,000.00	\$ 300,000.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 31,117.00	\$ 31,117.00	\$ 62,234.00
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 26,431.92	\$ 26,431.92	\$ 52,863.84
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>	\$ 13,636.00	\$ 13,636.00	\$ 27,272.00
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 2,500.00	\$ 2,500.00	\$ 5,000.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 1,200.00	\$ 1,200.00	\$ 2,400.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>	\$ 1,200.00	\$ 1,200.00	\$ 2,400.00
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 226,084.92	\$ 226,084.92	\$ 452,169.84



Weeping Water Public Schools

2023-2024 Annual Report



We are a **Tribe** that: accepts, inspires, and empowers our students, families, and community!

Our Vision

Weeping Water Public Schools is a community where all children feel loved, respected, and encouraged to develop to their fullest potential

Our Core Beliefs

Instructing with Purpose
Nurturing the Individual
Dedicated to Achievement
Instilling a Sense of Community
Appreciating Diversity
Next Generation Oriented
Striving for Excellence

Local Business and Industry



Automotive Service
Building Rentals
City Offices
Child Care
Churches
Contracting, Hardware, Electrical
Convenience/Grocery Stores
Food Services/Liquor Establishments

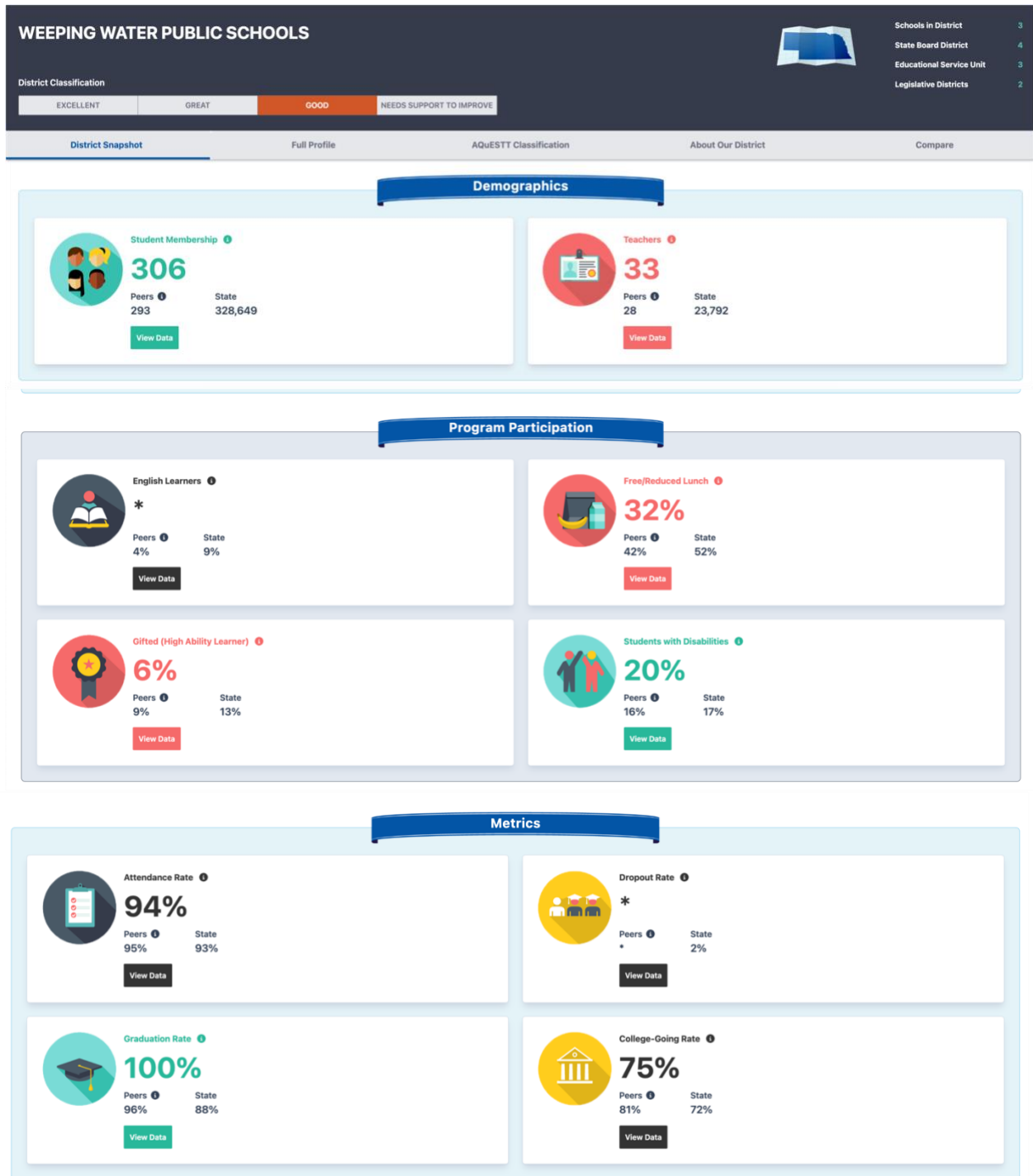
Funeral Services
Health Care Service
Industrial
Legal/Financial/Investments/Insurance
Museums, Theatre, Entertainment
Personal Care
Realtors
Retail Stores & Specialty Shops
Miscellaneous Services

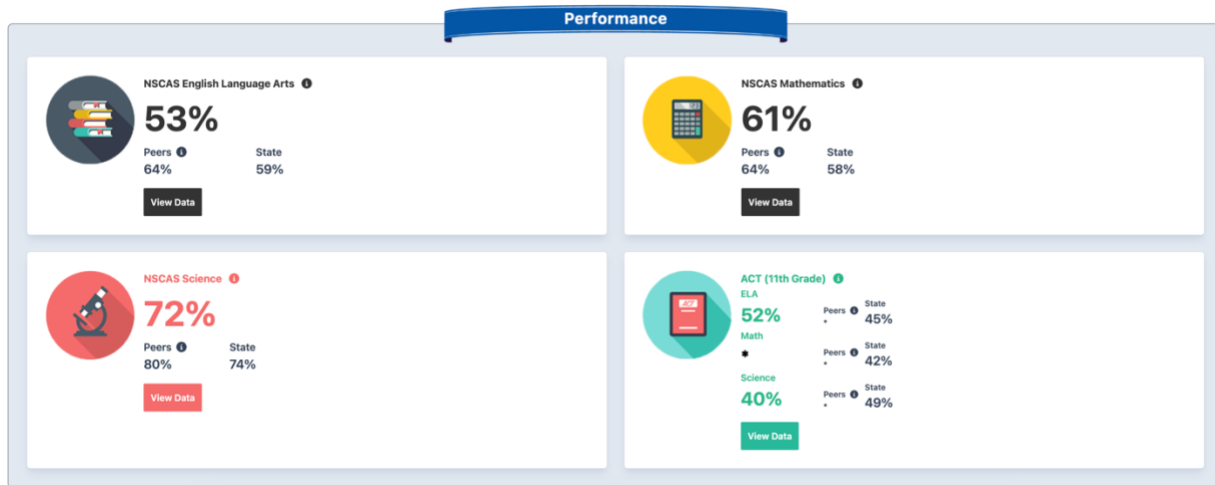




Academics

Academic Snapshots and AQUESTT Scores





Additional academic data can be found on the NDE website at:

<https://nep.education.ne.gov/#/profiles/district/snapshot?dataYears=20232024&agencyId=13-0022-000>

WEeping WATER PUBLIC SCHOOLS



WEeping WATER ELEMENTARY SCHOOL



WEeping WATER MIDDLE SCHOOL



WEeping WATER HIGH SCHOOL

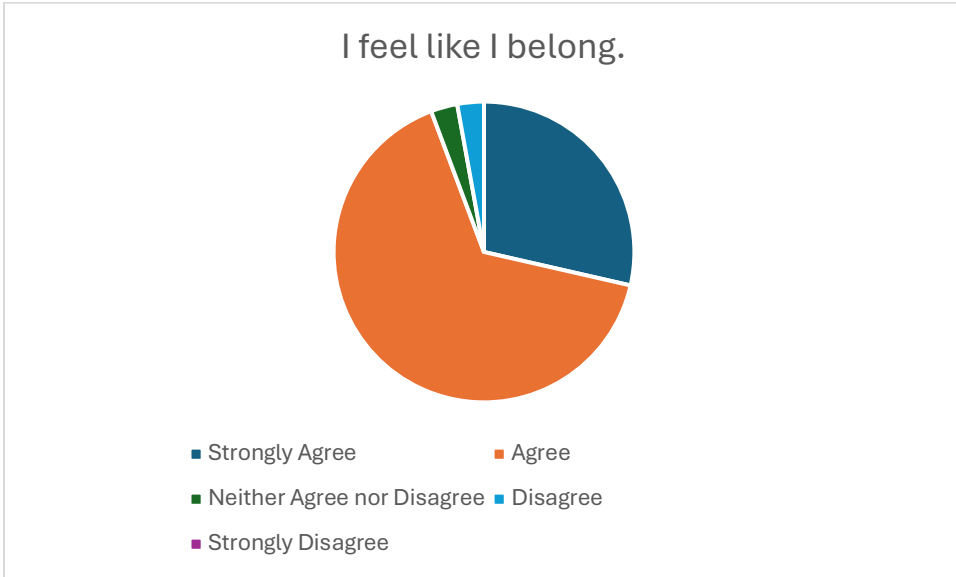




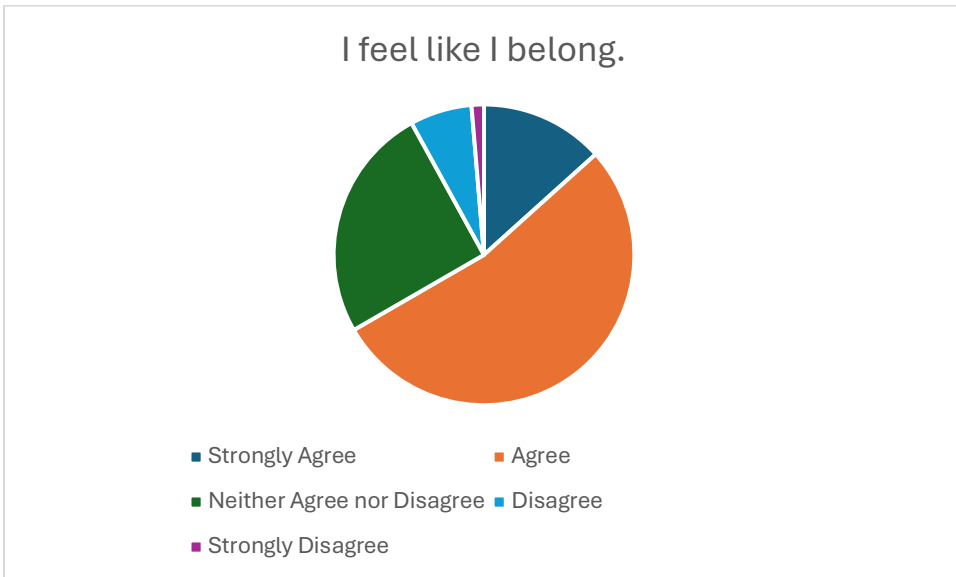
Perceptual Data

Spring 2024 Perceptual Survey Data

Elementary

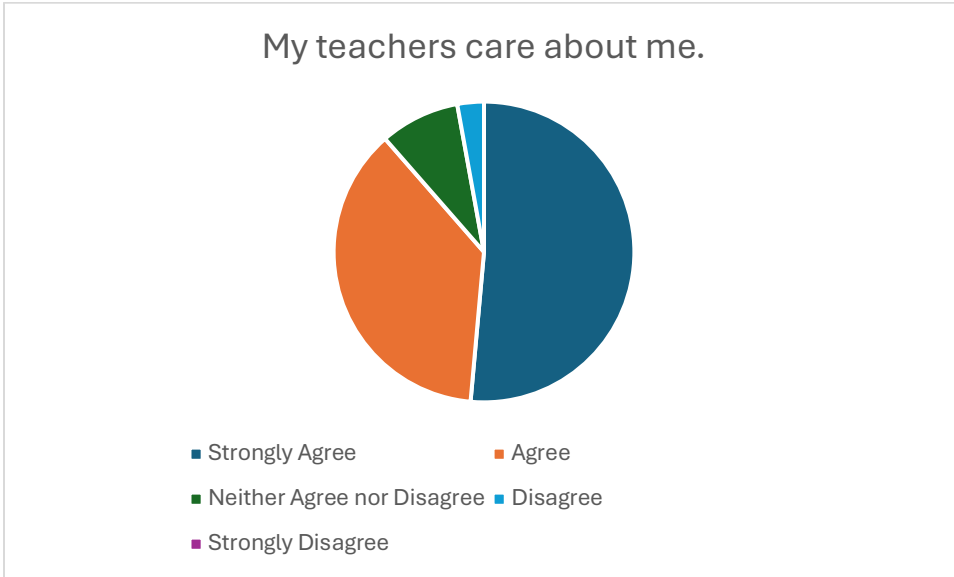


Middle School / High School

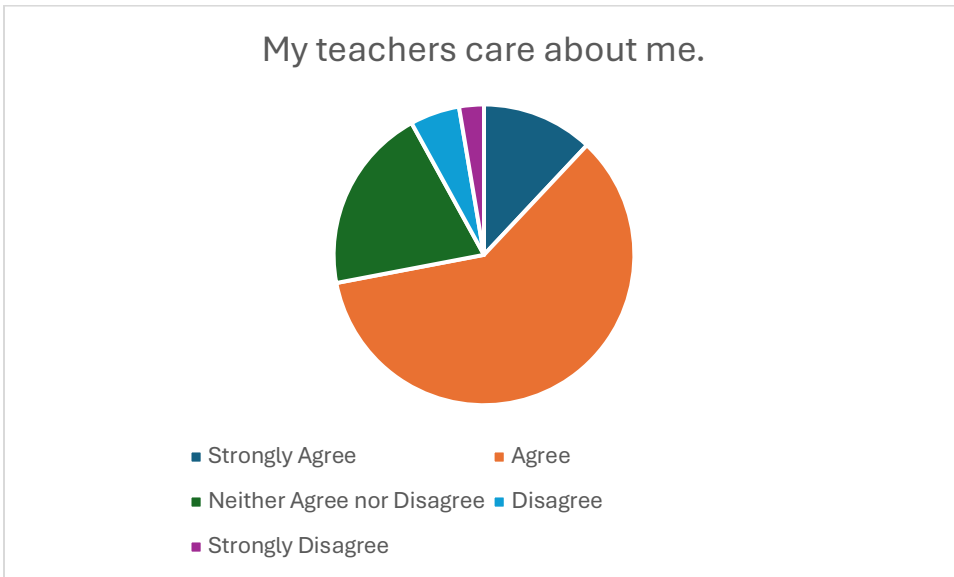


Spring 2024 Perceptual Survey Data

Elementary

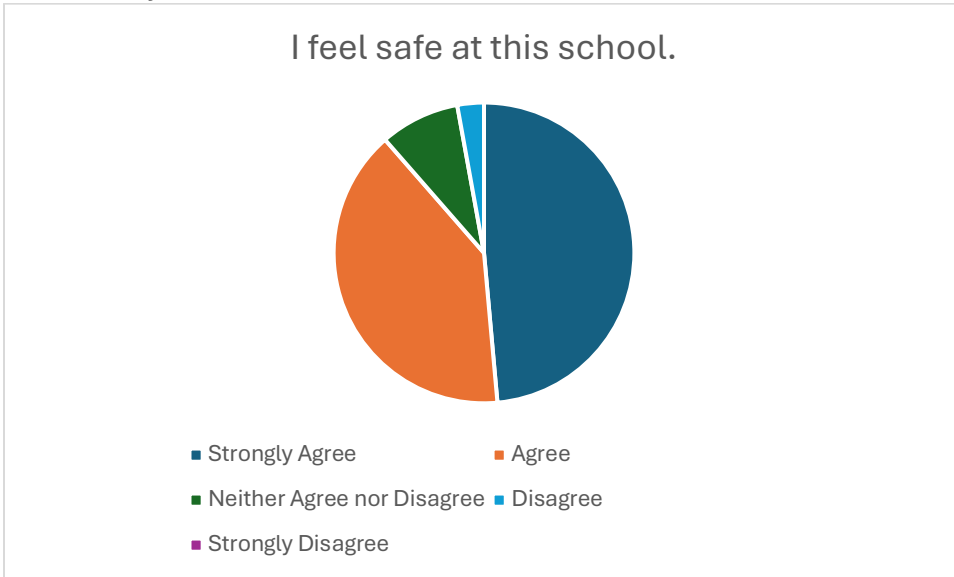


Middle School / High School

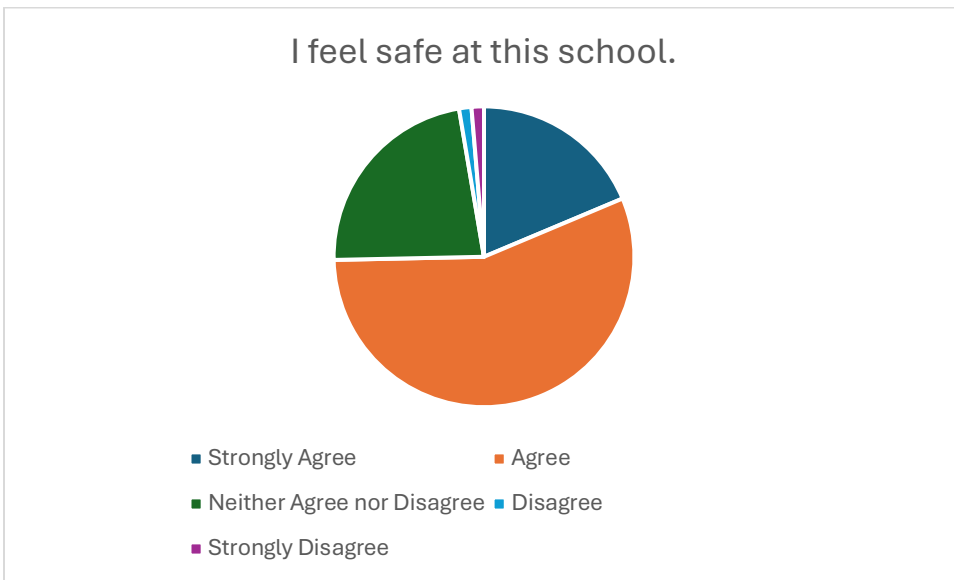


Spring 2024 Perceptual Survey Data

Elementary



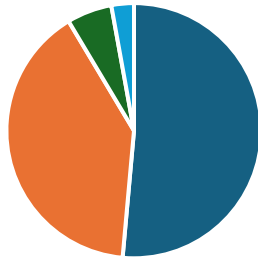
Middle School / High School



Spring 2024 Perceptual Survey Data

Elementary

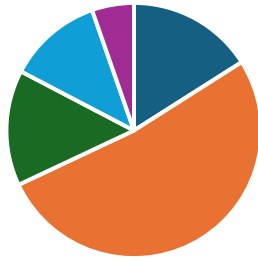
School rules are applied consistently to all students.



- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Middle School / High School

School rules are applied consistently to all students.

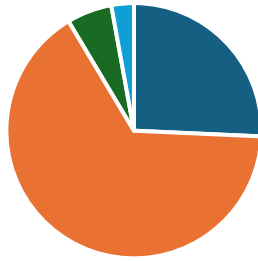


- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Spring 2024 Perceptual Survey Data

Elementary

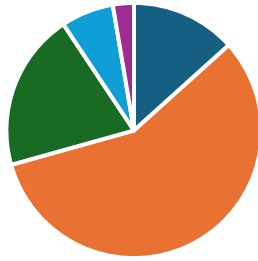
I feel my school has high standards for achievement.



- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Middle School / High School

I feel my school has high standards for achievement.

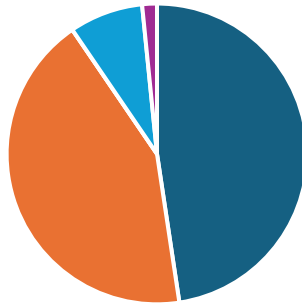


- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Spring 2024 Perceptual Survey Data

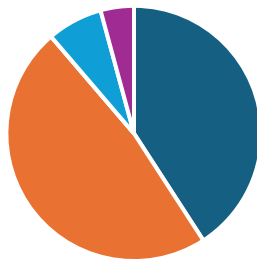
Parents

I feel welcome at this school. (2)



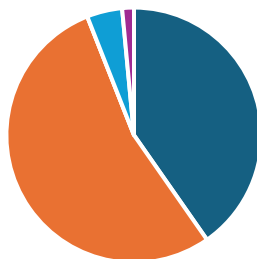
■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

I am aware of school's procedures to notify parents in case of a school emergency. (7)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

This school takes effective measures to ensure the safety of students. (8)

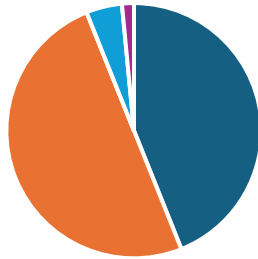


■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Spring 2024 Perceptual Survey Data

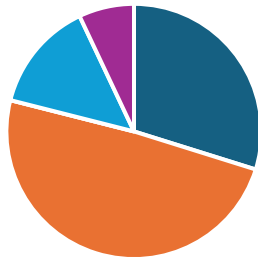
Parents

The school building is clean and well-maintained. (9)



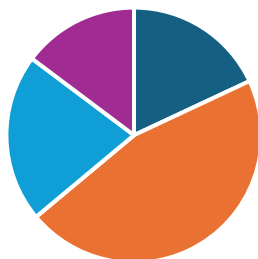
■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

School policies and procedures are consistently communicated. (10)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

School rules are applied consistently to all students. (12)

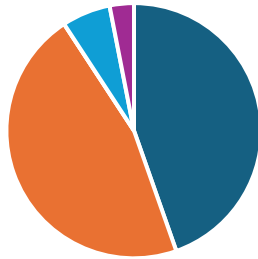


■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Spring 2024 Perceptual Survey Data

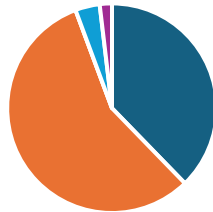
Parents

This school promptly responds to my phone calls, messages, or emails. (21)



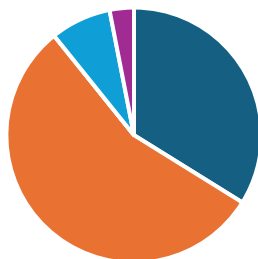
■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

This school offers programs and resources that adequately support individualized student's need. (23)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

This school meets the instructional needs of my child. (25)

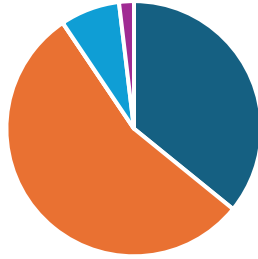


■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Spring 2024 Perceptual Survey Data

Parents

This school has quality programs for my child's talents, gifts, or special needs. (26)

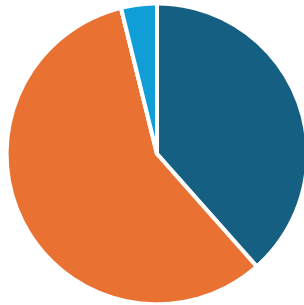


- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Spring 2024 Perceptual Survey Data

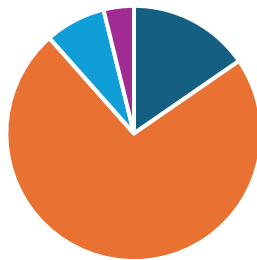
Teachers

I feel like I belong. (1)



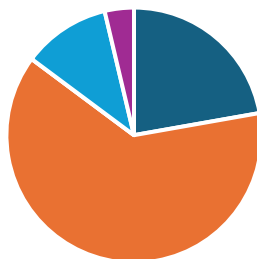
- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

At this school there is a feeling of trust among the staff. (2)



- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

This school inspires me to do the very best at my job. (3)

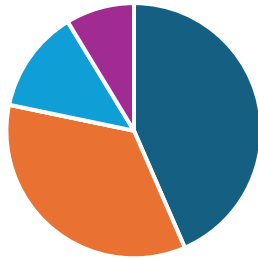


- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Spring 2024 Perceptual Survey Data

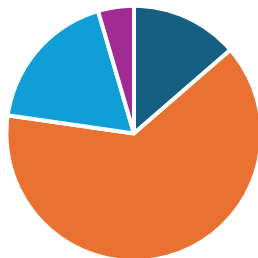
Teachers

I feel comfortable discussing feelings, worries, and frustrations with my supervisor. (5)



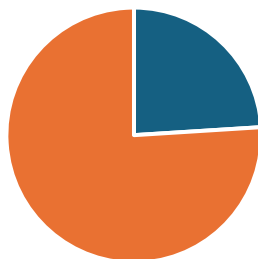
■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Staff receive acknowledgement for their efforts (6)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Staff at this school recognize students for positive behavior. (7)

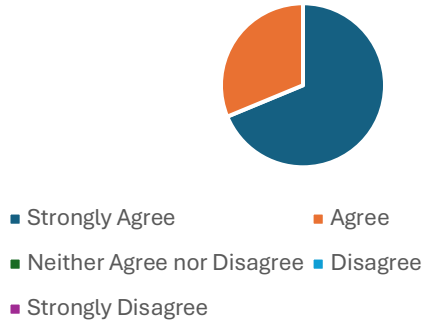


■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

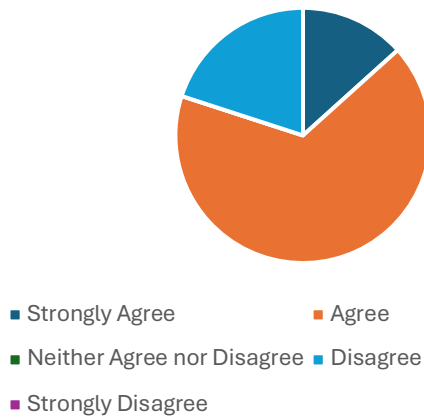
Spring 2024 Perceptual Survey Data

Teachers

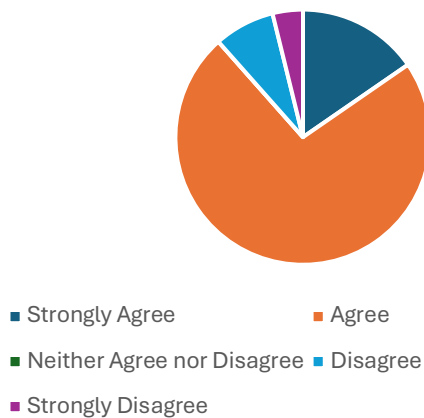
I know what to do if there is an emergency, natural disaster (tornado, flood) or a dangerous situation (e.g., violent person on campus) during the school day. (9)



Staff at this school work together to ensure an orderly environment. (11)



Staff at this school are clearly informed about school policies and procedures. (13)



Spring 2024 Perceptual Survey Data

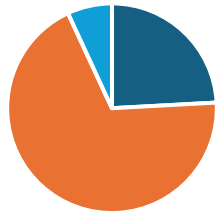
Teachers

This school is responsive to student discipline and behavior problems. (14)



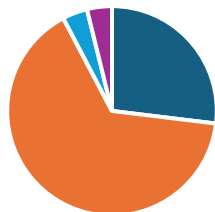
■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

This school encourages students to take a leadership role in organizing programs and activities (21)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

This school provides effective confidential support and referral services for students in need. (23)

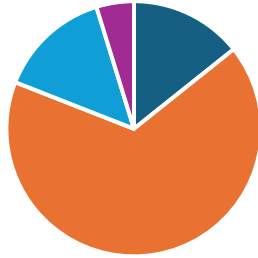


■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Spring 2024 Perceptual Survey Data

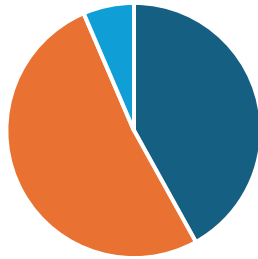
Teachers

Administrators ask staff to be involved in making decisions. (25)



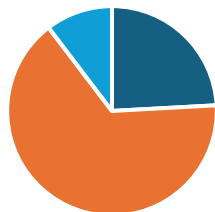
- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Staff at this school regularly give students individualized attention and help. (26)



- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

This school has adequate programs and support for students with identified needs or disabilities. (27)

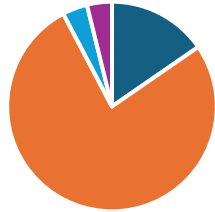


- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Spring 2024 Perceptual Survey Data

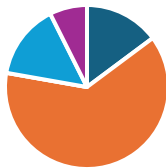
Teachers

School staff maintain resources to equip students and parents with academic tasks at home. (28)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

This school recognizes individual talents and gifted needs of students regardless of cultural backgrounds or academic abilities in class selection. (31)

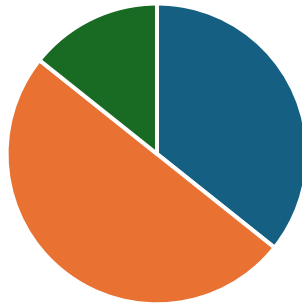


■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Spring 2024 Perceptual Survey Data

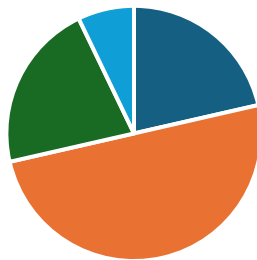
Support Staff

I feel like I belong. (1)



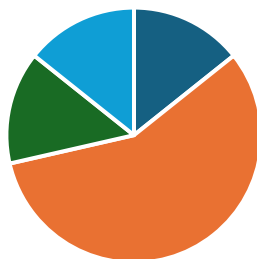
■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

At this school there is a feeling of trust among the staff. (2)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

I feel satisfied with the recognition I get for doing a good job. (3)

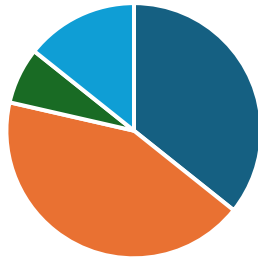


■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Spring 2024 Perceptual Survey Data

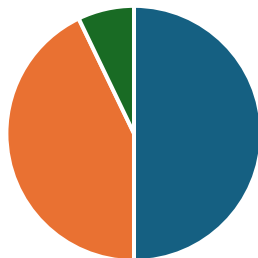
Support Staff

I feel comfortable discussing feelings, worries, and frustrations with my supervisor. (5)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

This school inspires me to do the very best at my job. (6)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

I know what to do if there is an emergency, natural disaster (tornado, flood) or a dangerous situation (e.g., violent person on campus) during the school day. (9)

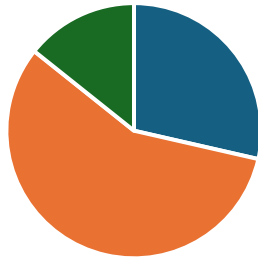


■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Spring 2024 Perceptual Survey Data

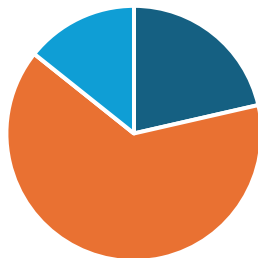
Support Staff

Staff at this school work together to ensure an orderly environment. (11)



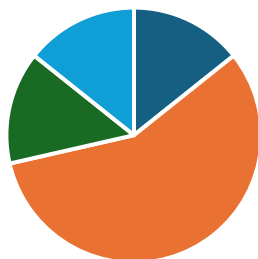
■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Staff at this school are clearly informed about school policies and procedures. (13)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

This school is responsive to student discipline and behavior problems. (14)

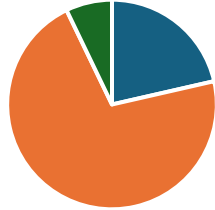


■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Spring 2024 Perceptual Survey Data

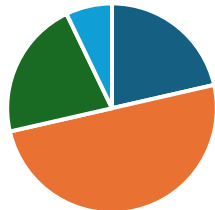
Support Staff

This school encourages students to take a leadership role in organizing programs and activities (18)



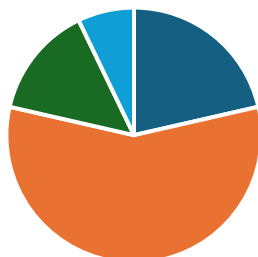
■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

This school provides effective confidential support and referral services for students in need. (20)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Administrators ask staff to be involved in making decisions. (22)

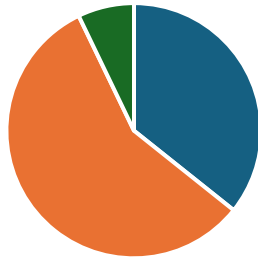


■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

Spring 2024 Perceptual Survey Data

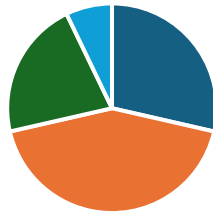
Support Staff

Staff at this school regularly give students individualized attention and help. (23)



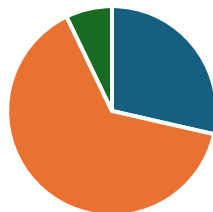
■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

This school has adequate programs and supports for students with identified needs or disabilities. (24)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree

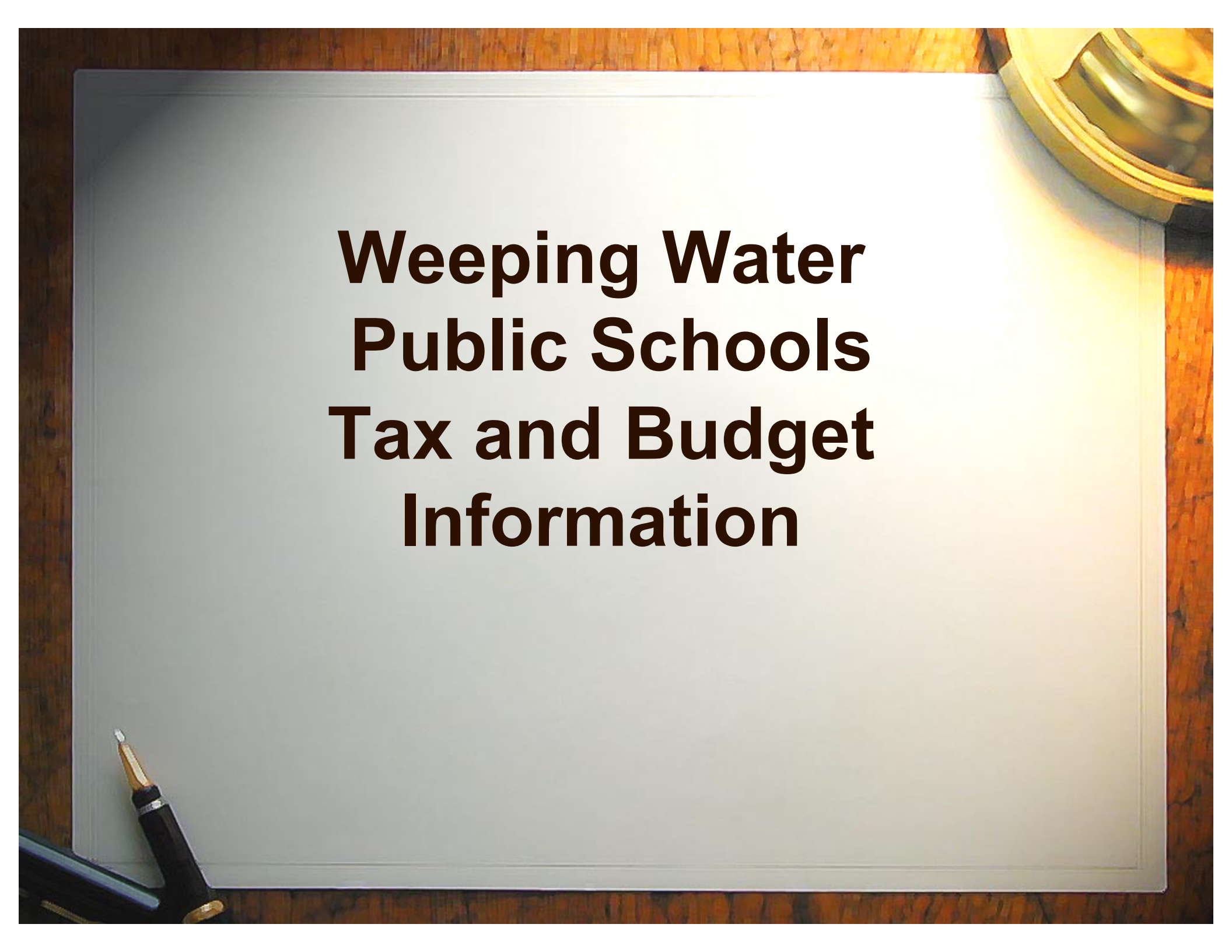
School staff maintain resources to equip students and parents with academic tasks at home. (25)



■ Strongly Agree ■ Agree
■ Neither Agree nor Disagree ■ Disagree
■ Strongly Disagree



Finances

A photograph of a wooden desk with a white notepad. A fountain pen is in the bottom left corner, and a lamp is in the top right corner. The text is centered on the notepad.

**Weeping Water
Public Schools
Tax and Budget
Information**

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Weeping Water Public Schools (13-0022) in Cass County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 11 day of Septmber, 2024 at 6:00 o'clock, P.M., at Conference Room, Weeping Water Public Schools for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov>

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2022-2023 (1)	2023-2024 (2)	2024-2025 (3)			
General	\$ 6,006,698.00	\$ 5,987,537.00	\$ 6,012,428.00	\$ 2,010,727.00	\$ 3,640,448.00	\$ 4,426,977.00
Depreciation	\$ 86,059.00	\$ 227,464.00	\$ 272,902.00		\$ 272,902.00	
Employee Benefit	\$ 627,910.00	\$ 534,799.00	\$ 645,000.00	\$ 51,281.00	\$ 696,281.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 293,856.00	\$ 330,270.00	\$ 350,313.00	\$ -	\$ 350,313.00	
School Nutrition	\$ 259,821.00	\$ 237,131.00	\$ 237,136.00	\$ -	\$ 237,136.00	
Bond	\$ 845,910.00	\$ 838,171.00	\$ 847,073.00	\$ 934,411.00	\$ 1,016,484.00	\$ 772,727.00
Special Building	\$ 229,659.00	\$ 121,500.16	\$ 122,440.24		\$ 44,690.24	\$ 78,535.00
Qualified Capital Purpose Undertaking	\$ 112,285.00	\$ 130,863.09	\$ 84,827.00	\$ 51,237.91	\$ 74,064.91	\$ 62,626.00
Cooperative	\$ -	\$ -	\$ -	\$ -	\$ -	
Student Fee	\$ 7,707.00	\$ 10,144.00	\$ 10,000.00	\$ 14,133.00	\$ 24,133.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 8,469,905.00	\$ 8,417,879.25	\$ 8,582,119.24	\$ 3,061,789.91	\$ 6,356,452.15	\$ 5,340,865.00
				Bond Purposes	Non-Bond Purposes	Total
Breakdown of Property Tax				\$ 772,727.00	\$ 4,568,138.00	\$ 5,340,865.00

Funding Sources

State and Federal

- State ~\$1,352,703
 - » State aid = \$467,066 (decrease of \$24,428)
 - » State SPED = ~\$432,065
 - » Other state funds = ~\$478,000
- Federal ~\$165,130
 - » Title = ~\$52,000
 - » IDEA = ~\$81,130
 - » REAP/Other = ~\$32,000

Taxable Value (2023 to 2024 comparison)

- Taxable value for the 2023 was \$425,452,996.
- Taxable value for the 2024 will be \$435,060,917.
- This is an increase of \$9,607,921.
- Real growth of \$1,606,950

Tax Request goals

- Stay under the authorized budget cap
- Stay under the allowable growth rate
- Stay under the property tax request authority cap of 7% cap
- Stay within the levy cap of \$1.05
 - Keep in mind these are all non-bond caps / checkpoints.

Budget Cap

- This is the easiest to stay within as we cannot generate enough revenue to come close to our budget authority.
- This is banked ever year.
 - 24/25 unused authority is \$534,540
 - Our total “banked” unused authority is \$4,530,878.

Allowable Growth

- Postcard Meeting rule
 - This checkpoint requires schools to attend a joint hearing if your tax request exceeds the allowable growth rate.
 - Our allowable growth rate was 2.41%
 - The budget was \$58,199 below the allowable growth rate.

Levy / Property Tax Authority

- We are within the \$1.05 cap (\$1.04999)
- To be able to pay our bills and obligations within the \$1.05 levy cap, we needed to use the full property tax authority of 7%

Funding Sources

Property taxes

- General Fund: \$4,426,997 (\$1.017553)
- Building Fund: \$78,535 (\$0.018051)
- QCPUF: \$62,626 (\$0.014395)
(\$1.049999)
- Bond Fund: \$772,727 (\$0.177614)

Notice of Special Hearing To Set Final Tax Request

Weeping Water Public Schools (13-0022) in Cass County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1632, that the governing body will meet on the 11 day of, Septmber 2024 at 6:15 o'clock P.M., at Conference Room, Weeping Water Public Schools for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2023-2024	2024-2025	Change
Property Valuations	425,452,996	435,060,917	2%

2023-2024 Budget Information

2024-2025 Budget Information

Fund	2023-2024 Operating Budget	2023-2024 Property Tax Request	2023 Tax Rate	Property Tax Rate (2023-2024 Request Divided By 2023 Valuation)	2024-2025 Operating Budget	2024-2025 Proposed Property Tax Request	Proposed 2024 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	5,948,300.00	4,456,757.00	1.047532	1.024398	6,012,428.00	4,426,977.00	1.017553	-3%	1%
Bond Fund(s) K - 12	843,820.00	751,333.00	0.176596	0.172696	847,073.00	772,727.00	0.177614	1%	0%
Bond Fund(s) K - 8			0.000000	0.000000			0.000000	#DIV/0!	0
Bond Fund(s) 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	0
Bond Fund			0.000000	0.000000			0.000000	#DIV/0!	0
Special Building Fund	224,994.00		0.000000	0.000000	122,440.24	78,535.00	0.018051	#DIV/0!	-46%
Qualified Capital Purpose Undertaking Fund K - 12	115,512.00	60,710.00	0.014269	0.013954	84,827.00	62,626.00	0.014395	1%	-27%
Qualified Capital Purpose Undertaking Fund K - 8			0.000000	0.000000			0.000000	#DIV/0!	0
Qualified Capital Purpose Undertaking Fund 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	0
Total	7,132,626.00	5,268,800.00	1.238398	1.211048	7,066,768.24	5,340,865.00	1.227613	-1%	-1%

Levy Comparison

2023/24 to 2024/25

2023-24

1.238397

2024-25

1.227613

-\$0.010784



**Weeping Water
Public Schools**



Weeping Water Public Schools

We are a Tribe that: accepts, inspires, and empowers our students, families, and community!

2024-25 Multicultural Education Report to the Board of Education

The curriculum at Weeping Water Public Schools includes studies on the culture, history, and contribution of individuals and groups from various backgrounds, including, but not limited to, African Americans, Hispanic Americans, Native Americans, and Asian Americans. Also included in the curriculum is a particular emphasis on human relations and sensitivity toward all individuals, which is infused into all subject areas of the core and elective curriculum areas in grades PK – 12.

Weeping Water Public Schools aims to create various experiences that contribute to the students' development of attitudes and skills that will enable them to become informed citizens in a changing, multicultural world.

Multicultural Goals

- Multicultural education will be an integral part of the PK–12 curriculum.
- Multicultural educators will have access to comprehensive resources through various media and instructional channels.
- Students will demonstrate knowledge about cultures, history, and contributions of minority groups through various activities, projects, and/or assessments.
- Multicultural education will promote behavior and conduct that reflects awareness/tolerance toward all cultures.

Multicultural Curriculum

Academic instruction in multicultural education is infused into all PK-12 curriculum areas, providing enriching learning experiences for students. Such experiences specifically teach learners the knowledge and skills that value diversity and develop an appreciation of individuals from other cultures. Students are taught cultural and historical contributions from various cultures around the world. Multiple perspectives of cultural groups are integrated into the curriculum. Students are provided an awareness of, and a responsibility to, the cultural and ethnic differences of various racial groups. Understanding human relationships is an integral facet of the instruction.

The following represent examples of multicultural topics, units of study, and instructional activities that enhance and increase students' awareness and understanding of multiculturalism throughout grades **PK – Grade 5:**

- Cultures of the World
 - American Indian
 - Native American
 - Hispanic
 - African American
 - Japanese
 - Canadian
 - French
 - Asian American
 - Chinese



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- o Australian
- o European countries
- o Middle Eastern
- Literature, Music, and Sports from other countries
- Food, Clothing, and Shelter from around the world
- Famous People from around the world
- Artists from around the world
- Immigration
- Traditions and History

The following represent examples of multicultural topics, units of study, and instructional activities that enhance and increase students' awareness and understanding of multiculturalism throughout grades **6-12**:

- Literature, music, art, religion, food, holidays, customs & traditions from other countries
- Famous individuals' contributions to society, national origins of various content concepts
- Human relations, government relations, employment trends, and workplace skills, leadership, and conflict resolution lessons
- Technology-enhanced lessons, including video conversations and presentations and Google translate interactions
- American and World History course units exploring specific cultures, time periods, and individuals

The following holidays are explored in various ways throughout Weeping Water Public Schools as part of **PK-12** efforts to develop students' awareness and understanding of multiculturalism:

- Columbus Day / Indigenous Peoples Day
- Native American Month
- Black History Month
- Martin Luther King, Jr.
- Cinco de Mayo
- St. Patrick's Day
- Women's History
- President's Day
- Chinese New Year
- Hanukkah, Kwanzaa
- Asian/Pacific Heritage Month



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Financial Literacy Board Report 2024/25

As outlined in the Nebraska Revised Statute regarding the Financial Literacy Act, Weeping Water Public School has implemented a range of financial literacy initiatives to comply with these mandates.

Our elementary school has engaged in numerous activities aimed at enhancing the financial literacy of our students. We have established a partnership with First Nebraska Bank to create a Tribe Bank branch within our school. Our 5th-grade curriculum includes lessons focused on money management and savings. Students in the 5th grade who wish to become trained bank tellers to assist in operating our Tribe Bank undergo three training sessions conducted by teachers and bank tellers from First Nebraska Bank.

Each week, our bank is open for deposits from K-5th grade students. Funds deposited are credited to their accounts at First Nebraska Bank, allowing them to accumulate savings until the conclusion of their 5th-grade year. At that time, 5th graders receive a check reflecting their savings accumulated during their elementary education, with the intention of encouraging them to open their own bank accounts and continue their savings journey.

Additionally, our FBLA organization supports the bank program by delivering age-appropriate presentations on money management and financial literacy in K-5th grade classrooms.

Furthermore, all students from K-12 have access to the Everfi platform, which offers a variety of lessons covering topics related to money, finance, and economics. This platform includes numerous project-based activities that enable students to engage in real-world projects. Additionally, high schools are required to complete Business Communications and Personal Finance. The course descriptions are below.

Business Communications

The goal of the course is to help students develop and refine job-related communication skills: reading, writing/composition, listening, speaking, problem-solving, critical thinking, visual and nonverbal skills, all interwoven in a manner that prepares them for the world of work outside the classroom. Students will engage in a mock job search and interview process as part of the course.



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Personal Finance

The goal of the course is to help students become financially responsible, conscientious members of society. To that end, this course develops students' understanding and skills in areas such as income, money management, budgeting, financial goal attainment, and the wise use of credit cards, insurance, and investments.

In addition, the following courses are available for high school students to take as electives:

Introduction to Business

This course is designed to introduce students to career opportunities in the Business, Marketing, and Management Career Field, which focuses on organization, economics, management, marketing, financial management, and operations.

Accounting I

This course covers sole proprietorship accounting principles involved in the preparation and maintenance of financial records concerned with business management and operations. In addition to exploring career opportunities in the industry, students will experience a comprehensive introduction to basic accounting including recording, summarizing and reporting, principles of income measurement and asset valuation, accounting systems and controls.

Accounting II

This course allows students to deepen their understanding of accounting principles to include partnership and corporate accounting, adjustment in inventory control systems, and budgetary control systems.

Business Law

Students develop an understanding of the laws and regulations that impact business. Topics include contracts, environmental, and employment law. Students also acquire knowledge of business torts, sources of law, and the United State justice system and legal procedures.

Entrepreneurship



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This emphasizes the evaluation of the business skills and commitment necessary to successfully operate an entrepreneurial venture. Students also review the challenges and rewards of entrepreneurship. Students will develop a business plan, as a major component of the course.

Jobs for America's Graduates

This course teaches students skills that are valued in the workplace and the community. JAG prepares students for future job success by building relationships with local employers, participating in hands-on experiences, developing leadership and life skills, learning civic and social responsibility, and joining in student-led activities. Students will also engage in career exploration, civic engagement, public service projects, and state conferences. Students who take JAG during their senior year will receive 12 months of follow-up from a JAG Career Specialist.