

MINUTES OF THE REGULAR MEETING OF THE BOARD OF
EDUCATION, SCHOOL DISTRICT #22, CASS COUNTY,
WEEPING WATER, NEBRASKA
October 20, 2025

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

{{Name: Agenda Item Name}}

1. AGENDA

1.a. Call the meeting to order

1.b. Roll Call

Present: Haley Dehne, Betty Harms, Neil Huskey, Brandon Nash, Mark Rathe, **Absent:** Adam DeMike, Doug Meyer. Also present were Superintendent Adrian Allen, Secondary Principal, Scott Rezac, Elementary Principal Mary Mozena, and Asst. Principal/AD Michelle Heath.

1.c. Acknowledgement of Nebraska Open Meetings Act posted

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

1.d. Excuse absent board members

Brandon Nash moved to approve the absence of board members Adam DeMike and Doug Meyer Neil Huskey seconded the motion. Motion Passed

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

Yea: 5, Nay: 0, Absent: 2

1.e. Approval of consent agenda

Mark Rathe 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

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

Yea: 5, Nay: 0, Absent: 2

1.e.a. Approval of previous meetings minutes

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

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

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

1.e.d. Next regular meeting date - November 17, 2025

2. Communications

3. Visitors/Open Forum and staff and program presentations

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

4. Action Items

4.a. Discuss, consider, and take all necessary action to give approval on the proposed proclamations

Neil Huskey moved to approve all necessary action to give approval on proposed proclamations: American Education Week, National School Lunch Week, Military Family Appreciation Month, and Red Ribbon Week. Brandon Nash seconded the motion. Motion Passed

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

Yea: 5, Nay: 0, Absent: 2

4.b. Discuss, consider, and take all necessary action to give approval to policies to be revised
The following policies need to be revised to meet KSB recommendations:

4.c. Discuss, consider and approve the Weeping Water Education Association as the 2026-27 Bargaining agent.

Mark Rathe moved to approve the Weeping Water Education Association as the 2026-27 Bargaining agent. Betty Harms seconded the motion. Motion Passed

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

Yea: 5, Nay: 0, Absent: 2

4.d. Review and take all action to update the Weeping Water Emergency Operation Plan.

Brandon Nash moved to approve the updated Weeping Water Emergency Operation Plan. Neil Huskey seconded the motion. Motion Passed

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

Yea: 5, Nay: 0, Absent: 2

4.e. Discuss, consider and take all necessary action to approve the Heartland Office Cleaners bid to clean the facility.

Neil Huskey moved to approve Heartland Office Cleaners bid to clean the facility. Betty Harms seconded the motion. Motion Failed

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

Yea: 0, Nay: 5, Absent: 2

5. Discussion

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

The following policies meet KSB's recommendations:

5.b. Superintendent Fall Evaluation

5.c. Discuss a strategic plan for transportation.

6. Reports

6.a. Administration Reports

Activities Director / Asst. Principal

Elementary Principal

Secondary Principal

Superintendent

6.b. Board Reports

6.b.a. Pre Bid Meeting

7. Personnel

8. Adjournment

Respectfully submitted,

Board Secretary

MINUTES OF THE REGULAR MEETING OF THE BOARD OF
EDUCATION, SCHOOL DISTRICT #22, CASS COUNTY,
WEEPING WATER, NEBRASKA
September 15, 2025

President Adam DeMike called the meeting to order at To follow the Hearing to Set Final Tax Request in the Weeping Water Public School Conference Room.

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

1. AGENDA

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

1.a. Call the meeting to order

1.b. Roll Call

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

1.c. Acknowledgement of Nebraska Open Meetings Act posted

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

1.d. Excuse absent board members

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

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: 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 October 20, 2025 Neil Huskey seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: 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 - October 20, 2025

2. Communications

3. Visitors/Open Forum and staff and program presentations

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

4. Action Items

4.a. Discuss, consider, and take all necessary action to approve the 2025-26 Weeping Water Budget as presented.

Haley Dehne moved to moved to approve 2025-26 Weeping Water Budget as presented. Betty Harms seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Absent
Yea: 6, Nay: 0, Absent: 1

4.b. Discuss, consider, and take all necessary action to approve the 2025-26 Property Tax Request and Tax Levy for Weeping Water Public Schools.

Betty Harms moved to moved to approve 2025-26 Tax Levy for Weeping Water Public Schools. Haley Dehne seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Absent
Yea: 6, Nay: 0, Absent: 1

4.c. Discuss, consider, and take all necessary action to give approval on the proposed proclamations: Athletic Coaches Day, School Lunch Week, School Principal Month, and Bullying Prevention Month Proclamations

Haley Dehne moved to moved to approve proclamations: Athletic Coaches Day, School Lunch Week, School Principal Month and Bullying Prevention Month. Brandon Nash seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Absent
Yea: 6, Nay: 0, Absent: 1

4.d. Discuss, consider, and take all necessary action to give approval to policies to be reviewed
Neil Huskey moved to give approval to review Board Policy 5004-Enrollment Capacity. No changes were made to the policy. Brandon Nash seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Absent
Yea: 6, Nay: 0, Absent: 1 The following policies meet KSB's recommendations:

4.e. Discuss, consider, and take all necessary action to approve Girls Wrestling Cooperative with Syracuse Public Schools.

Neil Huskey moved to approve Girls Wrestling Cooperative with Syracuse Public Schools. Haley Dehne seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Absent
Yea: 6, Nay: 0, Absent: 1

5. Reports

5.a. Administration Reports
Activities Director / Asst. Principal

Elementary Principal

Secondary Principal

Superintendent

5.b. Board Reports

6. Adjournment

Respectfully submitted,

Board Secretary



**Weeping Water Public School
Financial Report for Board
October 2025**

CASH ASSETS

CASH ASSET REPORT

DATE: 10/17/2025

FUND	ACCOUNT TYPE	INFORMATION	HOLDER	CURRENT BALANCE	BALANCE 10/15/2024
GENERAL FUND/KITCHEN FUND	CHECKING	300380832	Farmers & Merchants	\$ 1,132,727.19	\$ 930,972.56
	CLOSED ACCOUNT	300382812	Farmers & Merchants	\$ -	\$ -
TOTAL GENERAL FUND				\$ 1,132,727.19	\$ 930,972.56
ACTIVITY FUND	CHANGE			\$ 1,140.00	\$ 1,140.00
ACTIVITY FUND	PETTY CASH			\$ 100.00	\$ 100.00
ACTIVITY FUND	CHECKING	300444190	Farmers & Merchants	\$ 65,183.31	\$ 105,924.50
OUTSIDE OF ACTIVITY FUND	ELEMENTARY SAVINGS PROGRAM	XXX7959	First Nebraska Bank	\$ 3,981.03	\$ 2,145.50
OUTSIDE OF ACTIVITY FUND	LIMESTONE COFFEE	300474478	Farmers & Merchants	\$ 11,903.90	\$ 10,098.76
TOTAL ACTIVITY FUND				\$ 82,308.24	\$ 119,408.76
BOND FUND	MONEY MARKET	95010505	First Nebraska Bank	\$ 1,012,326.09	\$ 1,068,522.39
TOTAL BOND FUND				\$ 1,012,326.09	\$ 1,068,522.39
QCPUF FUND	CHECKING	86483570	First Nebraska Bank	\$ 50,926.95	\$ 72,819.25
TOTAL QCPU FUND				\$ 50,926.95	\$ 72,819.25
BUILDING FUND	CHECKING	300381079	Farmers & Merchants	\$ 5,822,561.10	\$ 44,732.01
TOTAL BUILDING FUND				\$ 5,822,561.10	\$ 44,732.01
DEPRECIATION FUND	CHECKING	300446542	Farmers & Merchants	\$ 83,899.55	\$ 83,899.55
TOTAL DEPRECIATION FUND				\$ 83,899.55	\$ 83,899.55
EMPLOYEE BENEFIT FUND	CHECKING/RETIREMENT	300381061	Farmers & Merchants	\$ 9,213.32	\$ 28,782.74
TOTAL EMPLOYEE BENEFITS FUND				\$ 9,213.32	\$ 28,782.74
STUDENT FEES FUND	CHECKING	85834670	First Nebraska Bank	\$ 19,913.88	\$ 24,133.23
TOTAL STUDENT FEES FUND				\$ 19,913.88	\$ 24,133.23
TOTAL				\$ 8,213,876.32	\$ 2,373,270.49

Weeping Water Public School

Claims for Payment

Signed off by:

Adam Demike, President of the Board

Date

Account Code	Payment Vendor	Invoice Total	Invoice(s)	Invoice Description
01-2-01100-610-001	Abigail Drake	\$30.95	Drake-Reimb-Sept	Foods Class Supplies
Multiple	Adrian Allen	\$100.00	OCT2025	Mileage/Cell Phone Reimb
01-2-03300-610-000	Amazon E-Commerce	\$133.22	1TGJ-NNWP-FK69	Childcare Supplies
01-2-02130-610-000	Amazon E-Commerce	\$128.61	1DLH-JN71-NYCL	Nursing Supplies
01-2-02620-610-000	Amazon E-Commerce	\$111.78	13F1-TLY7-KMM7	Maintenance Supplies
01-2-02510-610-000	Amazon E-Commerce	\$91.54	1VNF-LTLD-J17Y	District Office Supplies
01-2-01100-610-002	Amazon E-Commerce	\$183.39	1GM3-9MTG-KHH4	Elementary Supplies
01-2-01200-610-002	Amazon E-Commerce	\$462.19	1TV1-RWD7-JQD6	Walkie Talkies
01-2-01100-610-001	Amazon E-Commerce	\$34.45	13F1-TLY7-KGR3	Senior Class Banner Supplies
01-2-02710-350-000	Boldt Tire Supply & Services LLC	\$949.53	3594	09 Bus Repair
01-2-02710-350-000	Boldt Tire Supply & Services LLC	\$641.60	3518	14 Bus Repair
01-2-01100-610-001	Bracker's Good Earth Clays, Inc.	\$1,121.00	25-17024	Clay for Art
01-2-02510-443-000	Capital Business Systems, Inc. (Lease)	\$1,824.95	40255951	Copier Lease: 0271825924-001
01-2-02510-643-000	Capital Business Systems, Inc. (Subscription)	\$193.61	1554841	Poster Printer Subscription: CONT18251-01; ACCT WW07
01-2-02510-443-000	Capital Business Systems, Inc. (Subscription)	\$106.88	1553890	MPSCONT14908-01
01-2-02620-431-000	Cerris Systems North Central, Inc.	\$16,637.20	104906	VRV Error Codes
01-2-02620-431-000	Cerris Systems North Central, Inc.	\$527.00	105014	RTU 1 & 2 High Pressure Fault
01-2-02620-431-000	Cerris Systems North Central, Inc.	\$7,841.80	105378	HP 3 E6-03 Fault
01-2-02620-431-000	Cerris Systems North Central, Inc.	\$4,134.00	106484	Mid Summer Preventative Maintenance
01-2-02610-410-000	City Of Weeping Water	\$945.77	SEPT25 SERVICE	Monthly Water/Sewer/Trash
Multiple	Community Memorial Hospital DBA Syracuse Area Health	\$6,295.90	20-0044	OT/PT Services
01-2-02710-350-000	Cornhusker International Trucks Inc.	\$61.12	2694057	09 Bus Latch
01-2-02710-350-000	Cornhusker International Trucks Inc.	\$334.00	236516	25 Bus Diagnostics Check Engine Light
06-2-03100-630-000	CWD	\$814.85	14809705	Kitchen Food
06-2-03100-630-000	CWD	\$703.75	14809658	Kitchen Food
06-2-03100-630-000	CWD	\$950.20	14816931	Kitchen Food
06-2-03100-630-000	CWD	(\$47.75)	CM3883277	Credit
06-2-03100-630-000	CWD	\$1,171.22	14825335	Kitchen Food
06-2-03100-630-000	CWD	\$54.40	14826968	Kitchen Food
06-2-03100-630-000	CWD	\$1,149.37	14834032	Kitchen Food
01-2-01100-610-001	Dietze Music House - Lincoln	\$292.00	10/16/2025	Statement - Repairs
01-2-02630-340-000	Duncan Enterprises Inc	\$810.00	15143	Winterizer
01-2-02610-610-000	Eakes Office Solutions	\$236.46	9207664-0	Custodial Supplies
01-2-02230-643-000	Educational Service Unit 5	\$1,900.00	4014	24/25 ESU5 Cloud Hosting
01-2-02510-810-000	Educational Service Unit 5	\$3,100.00	3898	SNDLC Consortium Membership
01-2-02610-610-000	Egan Supply Company, Inc	\$202.10	406502	Custodial Supplies
06-2-03100-610-000	Egan Supply Company, Inc	\$353.55	405972	Kitchen Supplies

01-2-02610-340-000	Enviro-Master International	\$10,725.00	09/30/2025	Building Cleaning Services
01-2-02610-340-000	Enviro-Master International	\$1,425.00	OMA226068	Final - Building Cleaning Services
Multiple	Farmers & Merchants Bank-Weeping Water	\$29,831.90	OCT2025	Loan #: 30300252-00010 - Lighting Project
01-2-01100-382-000	Fiber Platform, LLC	\$558.68	SI-25-045247	ACCT:WEE3254_2255 (Network)
01-2-02510-610-000	Futuramic's Clean Water Center	\$37.50	154529963	Drinking Water
01-2-02670-340-000	Gary Wockenfuss	\$500.00	25/26	Annual Rule 10 Safety Review
01-2-02510-610-000	Harris Forms	\$655.60	Order # 1911	Check Order
01-2-02510-531-000	J P Cooke Co	\$7.50	897446	Shipping on Previous Order
01-2-01100-610-001	J W Pepper & Son Inc	\$52.00	367794732	Music - Feels So Good
01-2-01100-610-001	J W Pepper & Son Inc	\$68.99	367827261	Music - FUN FUN FUN
01-2-01100-643-001	JourneyEd.com.Inc.	\$500.00	10572212	Adobe 25/26
01-2-02640-431-000	KanEquip Inc.	\$1,404.72	13W114726	Bobcat Repair
01-2-02710-350-000	Keckler Oil Co Inc	\$181.77	194560	2011 Ford Van Maintenance/Repair
01-2-02710-350-000	Keckler Oil Co Inc	\$48.95	194694	2019 Ford Transit Maintenance
01-2-02710-350-000	Keckler Oil Co Inc	\$109.90	194733	2011 Ford Van E350 Maintenance/Repair
01-2-02510-530-000	Kinetic Business by Windstream	\$548.48	10/01/2025	ACCT: 090073839
01-2-02330-317-000	KSB School Law	\$2,417.50	19891	Legal
01-2-02710-350-000	LH Repair, LLC	\$475.00	1511	23 Bus Part Install
01-2-03300-810-000	Licensure Unit	\$50.00	Annual Fee	License #CCC9934
Multiple	Mary Mozena	\$95.57	OCT2025	Cell Phone/Mileage Reimbursement
01-2-01100-626-001	Matheson Tri-Gas Inc	\$231.44	52564245	ACCT: 46263 - Gas Fill
01-2-02710-610-000	Meeske Auto Parts	\$19.97	5746-342662	Transportation Supplies
Multiple	Meeske Hardware Inc	\$2,440.05	09/30/2025	Supplies
Multiple	Michelle Heath	\$447.14	OCT2025	Cell Phone/Mileage Reimbursement
01-2-02130-610-000	Midwest Special Instruments	\$80.00	2509485-IN	Annual Calibration of Audiometer
Multiple	National Insurance Services	\$1,226.13	OCT2025	Monthly LTD Premiums
01-2-02410-330-000	NCSA Region 2	\$225.00	2025-2026	NCSA Region 2 Professional Development (Mozena, Heath, Rezac)
01-2-01200-330-000	Nebraska Council of School Administrators, Inc.	\$140.00	88647	2025 School Law Update (SNoehren - SPED)
01-2-02710-626-000	Nebraska Iowa Supply Co., Inc.	\$1,203.58	0366415-IN	Fuel - Unleaded
01-2-02710-626-000	Nebraska Iowa Supply Co., Inc.	\$1,766.98	0366416-IN	Fuel - Diesel
01-2-02710-626-000	Nebraska Iowa Supply Co., Inc.	\$574.20	0366451-IN	DEF
01-2-02620-340-000	NMMKS Securities LLC	\$1,555.00	8378	ASSA Cylinder & ReKey
01-2-02610-621-000	Omaha Public Power District	\$8,491.39	10/13/2025	ACCT: 1333000080
01-2-03535-810-000	Omaha Symphony	\$105.00	WeepingWater	Joslyn Art Museum
01-2-01100-810-002	One Source, Inc.	\$83.00	2022189674	Background Checks (Uphagrove, Coster)
01-2-01100-640-001	Popplers Music Inc	\$59.80	3089386	Music
01-2-02510-340-000	Prime Secured	\$520.00	99069	WEWA Intercom Sound
01-2-02510-340-000	Prime Secured	\$819.29	98978	WEWA Down Camera
01-2-02510-340-000	Prime Secured	\$75.00	98951	WEWA Door Schedule
01-2-01100-320-001	Propio LS LLC	\$11.73	0203480925	Interpretation
Multiple	Scott Rezac	\$106.42	OCT2025	Cell Phone/Mileage Reimbursement
01-2-02510-340-000	Stericycle, Inc./Shred It	\$74.06	8012119035	ACCT: 1000464396 - Shredding Services

06-2-03100-630-000	Sysco	\$6,399.91	09/30/2025	Kitchen Food
06-2-03100-350-000	Tech Masters, Inc.	\$600.00	25745-1	Milk Cooler Repair - Remaining Balance
01-2-02310-540-000	The Voice News	\$825.32	09/30/2025	Public Record Ads
01-2-02710-350-000	Truck Center Companies	\$1,710.63	RA108046230:01	Coach Bus Diagnostic Charge
Multiple	US BANK	\$1,054.98	09/25/2025	Monthly CC Supplies
01-2-01100-530-000	Verizon Wireless LLC	\$159.66	6125745973	Cell Acct: 942359001-00001
01-2-01100-530-000	Verizon Wireless LLC	\$12.76	6124871317	Cell Acct: 342439595-0001
01-1-01990-000	Weeping Water Public Schools - Activity Fund	\$46.13	Sept2025	Vending Machine CC Sales Due Activity Fund (POS 422104642)
01-2-02710-732-000	Wells Fargo Bank, N.A.	\$27,414.00	5036026325	Contract#: 200-0012455-001 - Annual Bus Loan Payment
01-2-02710-626-000	WEX Bank	\$12.00	107670583	ACCT: 0464-00-633620-0 (Fuel)
01-2-02610-621-000	WoodRiver Energy, LLC	\$349.06	469544	Customer #: 13005

October 2025 Claims for Payment \$163,114.33

October 2025 Payroll \$453,772.75

October 2025 (General Fund/Food Service Fund) \$616,887.08

Plus Payments out of Special Building Fund

Account Code	Payment Vendor	Invoice Total	Invoice(s)	Invoice Description
08-2-02610-720-000	K&M Inc.	\$22,500.00	2504129	Topo Survey - HVAC Project

Plus Payments out of Student Fees Fund

Account Code	Payment Vendor	Invoice Total	Invoice(s)	Invoice Description
12-2-02191-320-000	Southeast Community College	\$3,828.11	L-38203	Student Tuition Fees

Total October 2025 \$643,215.19

FISCAL BUDGET USE PER MONTH

2025-2026 UPDATED: 10/17/2025

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

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

Weeping Water Public Schools General Fund October 2025 Financial Report

TOTAL RECEIPTS		October 2024	October 2024	October 2025	October 2025		
1100	Regular Education	\$205,812.82	\$402,205.94	\$188,308.75	\$400,086.83	-\$17,504.07	-8.50%
1150	Limited English Proficiency	\$6,245.99	\$12,601.26	\$5,973.92	\$11,980.50	-\$272.07	-4.36%
1160	Poverty Programs	\$16,662.83	\$33,519.70	\$25,960.04	\$52,374.16	\$9,297.21	55.80%
1190	Early Childhood	\$14,442.25	\$24,798.27	\$16,311.04	\$32,700.72	\$1,868.79	12.94%
1200	SPED	\$45,031.62	\$88,190.03	\$31,979.58	\$61,542.02	-\$13,052.04	-28.98%
1291	SPED Ages 3-5	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
1292	SPED Ages 0-2	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2120	Guidance Services	\$4,790.52	\$10,198.93	\$4,716.94	\$9,959.41	-\$73.58	-1.54%
2130	Health Services	\$4,070.51	\$7,842.78	\$4,066.75	\$8,276.60	-\$3.76	-0.09%
2140	SPED Psychological Services	\$0.00	\$0.00	\$0.00	\$1,024.00	\$0.00	#DIV/0!
2141	SPED Psychological Services (Ages 5-21)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2142	SPED Psychological Services (Ages 3-5)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2151	SPED Speech Path & Audiology	\$7,352.15	\$15,867.64	\$7,241.95	\$19,648.83	-\$110.20	-1.50%
2152	SPED Speech Path & Audiology (3-5yr)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2161	SPED - Occupational Services	\$0.00	\$3,134.50	\$0.00	\$0.00	\$0.00	#DIV/0!
2171	SPED - Physical Therapy	\$0.00	\$581.05	\$0.00	\$0.00	\$0.00	#DIV/0!
2181	SPED - Visually Impaired	\$0.00	\$2,450.89	\$0.00	\$0.00	\$0.00	#DIV/0!
2190	Support Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2210	Improvement of Instruction	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2211	School Improvement	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2212	Instruction & Curriculum Development	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2213	Instructional Staff Training	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2220	Library Services	\$8,697.76	\$17,395.52	\$8,770.55	\$17,449.54	\$72.79	0.84%
2230	Instructional-Related Technology	\$13,600.54	\$18,140.84	\$2,512.01	\$5,028.87	-\$11,088.53	-81.53%
2290	Other Support Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2310	Board of Education	\$2,662.48	\$110,278.30	\$0.00	\$103,136.68	-\$2,662.48	-100.00%
2320	Executive Administration	\$16,028.75	\$31,698.72	\$16,180.23	\$34,095.40	\$151.48	0.95%
2330	District Legal Services	\$0.00	\$325.00	\$0.00	\$38.50	\$0.00	#DIV/0!
2410	Office of the Principal	\$31,636.05	\$63,716.63	\$36,766.46	\$74,791.28	\$5,130.41	16.22%
2490	School Admin - Graduation	\$21,407.94	\$40,778.48	\$18,911.16	\$35,023.55	-\$2,496.78	-11.66%
2510	Fiscal Services	\$13,704.97	\$26,523.86	\$7,615.69	\$19,884.57	-\$6,089.28	-44.43%
2520	Purchasing, Warehousing, & Distributing	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2530	Printing, Publishing, & Duplicating Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2540	Planning, Researching, Developing, & Eval.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2570	Personnel Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2590	Administrative Technology Service	\$0.00	\$1,600.00	\$0.00	\$850.00	\$0.00	#DIV/0!
2610	Operation of Buildings	\$47,018.86	\$85,038.81	\$4,515.35	\$74,289.41	-\$42,503.51	-90.40%
2620	Maintenance of Buildings	\$13,824.07	\$48,382.07	\$8,590.82	\$51,513.84	-\$5,233.25	-37.86%
2630	Care & Upkeep of Grounds	\$325.07	\$11,450.07	\$0.00	\$6,789.97	-\$325.07	-100.00%
2640	Care & Upkeep of Equipment	\$798.94	\$798.94	\$0.00	\$0.00	-\$798.94	-100.00%
2650	Vehicle Operation - Other	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2660	Security	\$1,811.79	\$1,811.79	\$0.00	\$0.00	-\$1,811.79	-100.00%
2670	Safety (Fire Alarms)	\$0.00	\$3,111.90	\$0.00	\$1,661.74	\$0.00	#DIV/0!
2710	Vehicle Operation & Purchasing	\$47,307.93	\$61,209.94	\$10,070.27	\$26,852.05	-\$37,237.66	-78.71%
2712	Vehicle Operation & Purchasing - SPED SA	\$0.00	\$0.00	\$983.97	\$1,649.59	\$983.97	#DIV/0!
2730	Vehicle Servicing & Maintenance	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2732	Vehicle Servicing & Maintenance - SPED SA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2790	Other Student Transportation Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2792	Other Student Transportation Services - SPED SA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
2900	Other Support Services	\$56,322.71	\$107,970.15	\$0.00	\$0.00	-\$56,322.71	-100.00%
3100	Food Services Operations	\$25,916.39	\$57,590.32	\$10,954.04	\$28,801.16	-\$14,962.35	-57.73%
3300	Childcare Center	\$11,573.09	\$29,512.82	\$3,733.37	\$11,060.60	-\$7,839.72	-67.74%
3535	High Ability Learners	\$495.91	\$991.82	\$490.87	\$981.74	-\$5.04	-1.02%
3541	Sixpence	\$24,138.98	\$48,263.44	\$29,316.63	\$55,691.18	\$5,177.65	21.45%
3551	Career & Technical Education (CTE)	\$2,979.13	\$2,979.13	\$0.00	\$0.00	-\$2,979.13	-100.00%
5000	Debt Services	\$29,831.90	\$29,831.90	\$0.00	\$0.00	-\$29,831.90	-100.00%
6200	Federal Services - Title I	\$5,292.15	\$11,307.57	\$4,692.50	\$9,988.04	-\$599.65	-11.33%
6210	Federal Services - Title I	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
6406	Federal Services - IDEA PreSchool	\$526.50	\$668.25	\$0.00	\$266.50	-\$526.50	-100.00%
6408	Federal Services - IDEA	\$8,293.96	\$15,066.16	\$4,879.86	\$10,996.33	-\$3,414.10	-41.16%
6700	Perkins Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
8000	Transfers	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
9001	Interloan from General Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
9002	Non-Program Expenditures	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
		\$688,604.56	\$1,427,833.42	\$453,542.75	\$1,168,433.61	-\$235,061.81	-34.14%



– PROCLAMATION –

WHEREAS, alcohol and drug abuse affect individuals, families, and communities across the nation; and

WHEREAS, it is imperative that visible, unified efforts by community members be launched to prevent drug abuse; and

WHEREAS, Red Ribbon Week offers citizens the opportunity to demonstrate their commitment to drug-free lifestyles; and

WHEREAS, Red Ribbon Week will be celebrated in communities across the nation on October 23-31; and

WHEREAS, businesses, government, law enforcement, media, health care providers, religious institutions, schools, and other community-based organizations will demonstrate their commitment to healthy, drug-free lifestyles by wearing red ribbons and participating in drug prevention activities; and

WHEREAS, Weeping Water Public Schools further commits its resources to ensure the success of Red Ribbon Week;

NOW, THEREFORE, BE IT RESOLVED, Weeping Water Public Schools do hereby proclaim October 23-31, as RED RIBBON WEEK, and encourage you to participate in drug prevention education activities, not only during Red Ribbon Week, but also throughout the year, making a visible statement that we are strongly committed to a drug-free lifestyle.

Dated this 20th day of October, 2025.

Adam DeMike, BOE President

Adrian Allen, Superintendent



**National School Lunch Week
Official Proclamation**

WHEREAS The National School Lunch Program has served our nation admirably for over 60 years through advanced practices and nutrition education; and

WHEREAS the National School Lunch program is dedicated to the health and well-being of our nation's children, and

WHEREAS the National School Lunch Program has been joined through the years by many other excellent child feeding programs; and there is evidence of continued need for nutrition education and awareness of the value of school nutrition programs.

NOW THEREFORE, Weeping Water Public Schools does hereby proclaim the week of October 27-31, 2025, as NATIONAL SCHOOL LUNCH WEEK and encourage all residents to become aware and concerned about their children's and their own nutrition habits, in hope of achieving a more healthful citizenry for today and the future.

Adrian Allen, Superintendent

Adam DeMike, BOE President

American Education Week

Proclamation

WHEREAS, *public schools are the backbone of our democracy, providing young people with the tools they need to maintain our nation's precious values of freedom, civility and equality; and*

WHEREAS, *by equipping young Americans with both practical skills and broader intellectual abilities, schools give them hope for, and access to, a productive future; and*

WHEREAS, *education employees, be they substitute educators, custodians, teachers, bus drivers, or librarians, work tirelessly to serve our children and communities with care and professionalism; and*

WHEREAS, *schools encourage community, bringing together adults and children, educators and volunteers, business leaders, and elected officials in a common enterprise.*

NOW, THEREFORE, *we, the Board of Education of Weeping Water Public Schools proclaim*
November 17-21, 2025 *as the annual observance of American Education Week.*

Adam DeMike
Board President

Date

Adrian Allen
Superintendent

Date



WEEPING WATER PUBLIC SCHOOLS

204 WEST O STREET, PO BOX 206

WEEPING WATER NE 68463

PHONE: 402-267-2445 FAX: 402-267-5217

Adrian Allen
Superintendent

Scott Rezac
Secondary
Principal

Mary Mozena
PreK-8 Principal

Michelle Heath
Assistant Principal
/ Activities Director

Adam DeMike
Board President

Haley Dehne
Vice President

Neil Huskey
Treasurer

Jason Brack
Board Member

Betty Harms
Board Member

Doug Meyer
Board Member

Mark Rathe
Board Member

Military Family Appreciation Month

WHEREAS, the Weeping Water School and Community have proudly served our nation during times of conflict and peace; and

WHEREAS, our brave service men and women, their families, and their loved one have made great sacrifices to protect the freedoms we enjoy; and

WHEREAS Weeping Water Public Schools is proud to support the men who protect our great nation; and

WHEREAS these service members and veterans are leaders in our community and are a critical part of our success as a community; and

WHEREAS, during Military Family Appreciation Month, we are reminded of the important role the Armed Forces have played in protecting the nation and our responsibility as Americans to support and honor the selfless service of our military families; and

WHEREAS this month and throughout the year, we recognize our servicemembers and veterans and remember with deep gratitude the men and women who have given their lives in defense of our freedom.

NOW THEREFORE, the Weeping Water Public Schools Board of Education, Staff, and Students to hereby proclaim November 2025 as Military Family Month in Weeping Water Public Schools and commend its observance to all.

Adam DeMike, President

Adrian Allen, Superintendent

Our Mission

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



WEEPING WATER PUBLIC SCHOOLS

204 WEST O STREET, PO BOX 206

WEEPING WATER NE 68463

PHONE: 402-267-2445 FAX: 402-267-5217

Adrian Allen
Superintendent

Scott Rezac
6-12 Principal

Mary Mozena
PreK-5 Principal

Michelle Heath
AD/Childcare

Stacy Bickford
President
Weeping Water Education Association
sbickford@weepingwaterps.org
402-267-2435

October 10, 2025

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

Dear Members of the Board,

Adam DeMike
Board President

Haley Dehne
Vice President

Neil Huskey
Treasurer

Betty Harms
Board Member

Doug Meyer
Board Member

Brandon Nash
Board Member

Mark Rathe
Board Member

On behalf of the Weeping Water Education Association, I respectfully request that the Board of Education of Weeping Water Public Schools take formal action to recognize the Weeping Water Education Association as the exclusive bargaining agent for the district's teaching staff for the 2027–2028 contract year.

Please direct your official response to the undersigned at your earliest convenience.

Thank you for your consideration.

Sincerely,

Stacy Bickford
Weeping Water Education Association

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

3042
Construction Management at Risk Contracts

This policy is adopted pursuant to the Political Subdivisions Construction Alternatives Act (NEB. REV. STAT. § 13-2901 through § 13-2914).

The board shall adopt a resolution by a two-thirds affirmative vote selecting the construction management at risk contract delivery system prior to proceeding with any of the steps involved with solicitation or execution of any construction contract. For a project authorized under subsection (3) of section 13-2914, the resolution shall include a statement that the political subdivision has made a determination that the construction management at risk contract delivery system is in the public interest based, at a minimum, on one of the following criteria: (a) Savings in cost or time or (b) requirement of specialized or complex construction methods suitable for the construction management at risk contract delivery system.

Definitions. For purposes of this policy:

1. Construction management at risk contract means a contract by which a construction manager (a) assumes the legal responsibility to deliver a construction project within a contracted price to the school district, (b) acts as a construction consultant to the school district during the design development phase of the project when the school district's architect or engineer designs the project, and (c) is the builder during the construction phase of the project;
2. Construction manager means the legal entity which proposes to enter into a construction management at risk contract pursuant to the Act;
3. Proposal means an offer in response to a request for proposals by a construction manager to enter into a construction management at risk contract for a project pursuant to the act;
4. Request for proposals means the documentation by which a school district solicits proposals; and
5. School district means _____ Public Schools.

Procedures.

1. Procedures for the preparation and content of requests for proposals shall include the following:

- A. At least thirty days prior to the deadline for receiving and opening proposals, notice of the request for proposals shall be published in a newspaper of general circulation within the school district and filed with the State Department of Education. The request for proposals shall contain, at a minimum, the following elements:
1. The identity of the school district for which the project will be built and the school district that will execute the contract;
 2. Policies adopted by the school district pursuant to the Act;
 3. The proposed terms and conditions of the contract, including any terms and conditions which are subject to further negotiation. The proposed general terms and conditions shall be consistent with nationally recognized model general terms and conditions which are standard in the design and construction industry in Nebraska. The proposed terms and conditions may set forth an initial determination of the manner by which the construction manager selects any subcontractor and may require that any work subcontracted be awarded by competitive bidding;
 4. Any bonds and insurance required by law or as may be additionally required by the school district;
 5. General information about the project which will assist the school district in its selection of the construction manager, including a project statement which contains information about the scope and nature of the project, the project site, the schedule, and the estimated budget;
 6. The criteria for evaluation of proposals and the relative weight of each criterion; and
 7. A description of any other information which the school district chooses to require.
2. Procedures for the preparation and submission of proposals by the construction manager shall be determined on a project-by-project

basis and included within the requests for proposals.

3. Procedures for evaluating requests for proposals submitted to the school district by a construction manager shall include the following:
 - A. The school district shall refer the proposals for recommendation to a selection committee. The selection committee shall be a group of at least five persons designated by the school district. Members of the selection committee shall include (1) members of the school board, (2) members of the school administration or staff, (3) the school's architect or engineer (4) any person having special expertise relevant to selection of a construction manager under the Act, and (5) a resident of the school district other than an individual included in subdivisions (1) through (4) of this subsection. A member of the selection committee designated under subdivision (4) or (5) of this subsection shall not be employed by or have a financial or other interest in a construction manager who has a proposal being evaluated and shall not be employed by the school district or the school's architect or engineer.
 - B. The selection committee and the school district shall evaluate proposals taking into consideration the criteria enumerated in subdivisions (1) through (7) of this subsection with the maximum percentage of total points for evaluation which may be assigned to each criterion set forth following the criterion. The following criteria shall be evaluated, when applicable:
 - (1) The financial resources of the construction manager to complete the project **(up to ten percent)**;
 - (2) The ability of the proposed personnel of the construction manager to perform **(up to thirty percent)**;
 - (3) The character, integrity, reputation, judgment, experience, and efficiency of the construction manager **(up to thirty percent)**;
 - (4) The quality of performance on previous projects **(up to thirty percent)**;

- (5) The ability of the construction manager to perform within the time specified **(up to thirty percent)**;
- (6) The previous and existing compliance of the construction manager with laws relating to the contract **(up to ten percent)**; and
- (7) Such other information as may be secured having a bearing on the selection **(up to twenty percent)**.

The records of the selection committee in evaluating proposals and making recommendations shall be considered public records for purposes of NEB. REV. STAT. § 84-712.01.

- C. The school district shall then evaluate and rank each proposal on the basis of best meeting the criteria in the request for proposals and taking into consideration the recommendation of the selection committee.
4. Procedures for negotiations between the school district and the construction managers submitting proposals prior to the acceptance of a proposal if any such negotiations are contemplated shall include the following:
- A. The school district may attempt to negotiate a construction management at risk contract with the highest ranked construction manager and may enter into a construction management at risk contract after negotiations.
 - B. The negotiations shall include a final determination of the manner by which the construction manager selects a subcontractor.
 - C. If the school district is unable to negotiate a satisfactory contract with the highest ranked construction manager, the school district may terminate negotiations with that construction manager. The school district may then undertake negotiations with the second highest ranked construction manager and may enter into a construction management at risk contract after negotiations.
 - D. If the school district is unable to negotiate a satisfactory contract with the second highest ranked construction manager, the school district may undertake negotiations with the third highest ranked construction manager, if any, and may enter into a construction management at risk contract after negotiations.
 - E. If the school district is unable to negotiate a satisfactory

contract with any of the ranked construction managers, the school district may either revise the request for proposals and solicit new proposals or cancel the construction management at risk process under the act.

F. If the school district is able to negotiate a satisfactory contract with a construction manager, the school district shall file a copy of all construction management at risk contract documents with the State Department of Education within thirty days after their full execution. Within thirty days after completion of the project, the construction manager shall file a copy of all contract modifications and change orders with the State Department of Education.

5. Procedures for filing and acting on formal protests relating to the solicitation or execution of construction management at risk contracts shall include the following:

A. Definitions.

(1) Interested party shall mean an actual or prospective bidder whose direct economic interest would be affected by the award of a contract by the school district to another party or by the failure of the school district to award a contract to such actual or prospective bidder.

(2) Protest shall mean a written objection by an interested party on any phase of the bidding process, including specification, preparation, bid solicitation, and intent to award.

B. Right to Protest. An interested party may protest to the Superintendent. The protest shall be submitted in writing on company letterhead within five working days after public notice of the bid. Protests based on alleged apparent improprieties in a solicitation or other request for proposals must be filed before bid opening or the closing date for receipt of proposals. In all other cases, the protest must be filed within five working days following the selection of the construction manager. To expedite handling of protests, the envelope containing the protest should be clearly labeled "Protest". The written protest shall include as a minimum the following:

(1) The name and address of the interested party;

- (2) Appropriate identification of the relevant solicitation, and if a bid has been opened, its number, and date of opening;
- (3) A detailed statement of reasons for the protest;
- (4) Supporting, exhibits, evidence, or documents to substantiate any claims unless not available within the filing time, in which case the expected availability date shall be indicated; and a list of all persons who have knowledge of facts relevant to the protest; and
- (5) The action(s) the protestor desires the school district to take to resolve the protest.

The Superintendent will immediately decide upon receipt of the protest whether or not the award of a contract shall be delayed, or if the protest is timely received after the award, whether the performance of the contract should be suspended. The school district shall not proceed further with the solicitation or with the award of the contract and shall suspend performance under the contract, if awarded, unless the Superintendent makes a written determination that the protest is clearly without merit or that award of the contract without delay is necessary to protect the substantial interests of the school district.

- C. Authority to Resolve Protests. Prior to the commencement of an administrative review by the Board concerning any protest, the Superintendent shall attempt to resolve any protest filed by an interested party concerning any solicitation. If the protest is not resolved by mutual agreement, the Superintendent shall create and deliver a Decision to the protestor within a reasonable time after the written protest was received. The Decision shall include a written summary of the Superintendent's investigation and a recommendation regarding the outcome of the protest. The Decision shall (1) state the reasons for the action taken, and (2) inform the interested party of their right to the administrative review by the Board. A copy of the Decision shall be mailed or otherwise furnished immediately to the interested party and any other party intervening protestor and all other bidders. If not satisfied with the decision of

the Superintendent, any interested party protester may appeal to the Board, but the decision shall be final unless the interested party protester files a timely appeal with the Board.

- D. Board Appeal Procedures. Any interested party protester, within five working days of receipt of a decision of the Superintendent, may file with the Superintendent a written notice of appeal for an administrative review before the Board. The Notice of Appeal must clearly state the action protested and the basis of appeal. The Board will conduct an administrative review at its next regularly scheduled meeting or at a special meeting. The school district board of education shall consider the Decision of the Superintendent and shall make the final decision on the protest. The school district board of education's decision shall be final.

- 6. A construction management at risk contract may be conditioned upon later refinements in scope and price and may permit the school district in agreement with the construction manager to make changes in the project without invalidating the contract. Later refinements shall not exceed the scope of the project statement contained in the request for proposals.

Prohibitions. The school district shall not use a construction management at risk contract for any construction project excluded by NEB. REV. STAT. § 13-2914 or any other applicable law.

Adopted on: August 14, 2019

Revised: June 22, 2021

Reviewed: November 21, 2022

3044

Incidental or De Minimis Use of Public Resources

The board prohibits its members and employees from using public resources for personal or political purposes as prohibited in the Nebraska Political Accountability and Disclosure Act ("Act"). However, the board recognizes that incidental or de minimis uses of public resources are sometimes necessary and within reason. The purpose of this policy is to comply with the Act and to authorize certain uses of public resources as permitted by the Act.

The following uses of public resources are permitted as incidental or de minimis:

- Limited communications with family members or other non-district employees for personal purposes, such as e-mails or text messages with a spouse using district hardware, software, internet, accounts, or other public resources so long as this communication does not distract from or interfere with employees performing their official duties, with interference determined in the sole and unfettered discretion of an employee's supervising administrator;
- Traveling to or from the person's home when the primary purpose serves the interests of the district. If an employee is unsure whether the primary purpose serves the interests of the district, the employee should obtain the approval of his or her supervising administrator, who is authorized to make that determination under this policy;
- Making a limited number of copies of personal documents when the person cannot make alternative arrangements;
- Using personal social media accounts or accessing appropriate websites which are consistent with the district's digital citizenship curriculum while off duty;
- Using district-owned computer programs, such as Word, Excel, Adobe, and others for personal purposes while off duty;
- Any other uses contained in the collective bargaining agreement or individual contract of the employee;
- Other uses by employees authorized by the superintendent or superintendent's designee. The board intends to allow the superintendent to

authorize such uses on a case-by-case basis to the maximum extent permitted by the Act; and

- Other uses by the superintendent or board members authorized by the board president. The board intends to allow the board president to authorize such uses on a case-by-case basis to the maximum extent permitted by the Act

All uses pursuant to this policy must be (1) consistent with other district policies, (2) consistent with the provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education "Rule 27"), and (3) reported as compensation in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid. It is the responsibility of each board member or employee to account for their own tax liability, and the district will not indemnify or account for any personal use of public resources by the board member or employee.

All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school's internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

Adopted on: August 14, 2019

Reviewed: December 19, 2022

3045

Use of Sniffer Dogs

The board of education finds that the possession of illegal drugs and other contraband on school grounds is unlawful, is disruptive of the educational process, is harmful to students and staff, and is contrary to the interests of the school district. Accordingly, to minimize the presence of these items on school grounds, the administration is authorized to use sniffer dogs according to the protocol set forth in this policy.

Protocol for Use of Sniffer Dogs

1. The superintendent, or the building principal with the superintendent's permission, may initiate the use of specially trained sniffer dogs to conduct an inspection.
2. The administration will contact the canine provider and/or the appropriate law enforcement agency to schedule the use of a sniffer dog or dogs. The administration shall require an assurance from the provider that any sniffer dogs to be used in the school have been properly trained, and may request evidence of the training and/or certification of the dogs. In no event will the school district authorize a sniffer dog to sniff any person.
3. The superintendent or if designated by the superintendent, the building principal, and law enforcement representatives or canine provider will confer regarding the specific plan of areas to be inspected. The plan may involve any or all school building facilities, vehicles in the school parking lot, or other areas where student and staff vehicles are parked on school property during or after school hours.
4. During the inspection, administrators may assign personnel to designated areas as deemed appropriate to assist in the smooth handling of the inspection.
5. If the sniffer dog alerts, the alert will constitute reasonable cause for the administration to conduct a search of the property. If the sniffer dog alerts on a vehicle on school grounds, the owner will be required to unlock the vehicle doors and trunk for further inspection of the interior of the vehicle. If the owner refuses to

unlock the vehicle, the matter will be turned over to law enforcement authorities. The owner will be subject to disciplinary action as specified in board policy and/or the student or staff handbook or as otherwise allowed by law. This may include discipline for the refusal to obey an administrative directive.

6. Any illegal drugs or contraband found on school grounds, whether in a desk, locker, vehicle, or any other place on school grounds, will be confiscated and turned over to law enforcement authorities. A student's parents will be contacted. The individual will be subject to disciplinary action as specified in board policy and/or the student or staff handbook or as otherwise allowed by law.
7. At the conclusion of the inspection, school officials will confer with the canine provider and/or any law enforcement authorities who were involved in the inspection to review the results of the inspection. The administration may authorize any follow-up inspections or other action deemed appropriate.

NOTICE TO STUDENTS AND STAFF

Students and staff shall be informed of the District's policy regarding the use of sniffer dogs as soon as practicable after the adoption of this policy. Thereafter, students and staff shall be informed of the policy at the beginning of the school year. By this policy and/or via the provision in the student or staff handbook, students and staff are specifically notified that:

1. Lockers may be sniffed by sniffer dogs at any time.
2. Vehicles parked on school property may be sniffed by sniffer dogs at any time.
3. Classrooms and other common areas may be sniffed by sniffer dogs at any time students and staff are not present.
4. If contraband of any kind is found, the student or staff member shall be subject to appropriate disciplinary action.

Adopted on: August 14, 2019

Revised: December 19, 2022

3046 Animals at Schools

Animals are not allowed in school district buildings or on school district property without the written permission of the superintendent or his or her designee except as provided in this policy or as otherwise required by law.

I. USE OF ANIMALS FOR INSTRUCTIONAL PURPOSES

Animals that support a district program or curriculum or that are used for instructional purposes are allowed in school district buildings or on school district property with the written permission of the superintendent or building principal.

II. SERVICE ANIMALS

The school district does not permit discrimination against individuals with disabilities, including those who require the assistance of a service animal. An individual with a disability is permitted to be accompanied by his/her service animal on school property when required by law, subject to the conditions of this policy.

Service Animal. A "service animal" is a dog that has been individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Work or tasks **do not** include the crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort, or companionship. The work or tasks performed by a service animal must be directly related to the handler's disability or necessary to mitigate a disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition. **See also**, Miniature Horses below.

School District Inquiries. School officials **may** ask the owner or handler of an animal whether the animal is required because of a disability and what work or task the animal has been trained to do **unless** the answers to these inquiries are readily apparent. School officials **may not** ask about the nature or extent of a person's disability and may not require documentary proof of certification or licensing as a service animal.

Procedural Requirements. The following requirements must be satisfied **before** a service animal will be allowed in school buildings or on school grounds:

Request. A person who wants to be accompanied by his/her service animal must submit a written request form to a principal or superintendent. The request form is attached to this policy. These requests must be renewed each school year or whenever a different service animal will be used. When a request to be accompanied by a service animal is submitted by, or on behalf of, a student who has an Individualized Education Program (IEP) and/or a Section 504 Plan, then the request shall be promptly referred to the student's respective IEP Team and/or 504 Team for its consideration and/or input.

Health and Vaccination. The owner or handler must have proof of current licensure from the local licensing authority including proof of the service animal's current vaccinations and immunizations required by law.

Service animals will not be allowed in school buildings or other school property until the school has approved the request.

Control. A service animal must be under the control of its handler at all times. The service animal must have a harness, backpack, vest identifying the dog as a trained service dog, leash, or other tether. If the handler is unable to use a harness, backpack, vest, leash, or other tether, because of a disability or the use of a harness, backpack, vest, leash, or other tether would interfere with the service animal's safe, effective performance of work or tasks, the use of these items is not required. However, the service animal must be otherwise under the handler's control.

Exclusion or Removal from School. A service animal may be excluded from school property and buildings if a school administrator determines that:

- (1) A handler does not have control of the service animal;
- (2) The service animal is not housebroken;
- (3) The service animal presents a direct and immediate threat to others in the school; or
- (4) The animal's presence fundamentally alters the nature of the service, program, or activity.

The handler or the student's parent or guardian shall be required to remove the service animal from school premises immediately upon such a determination. If the service animal is removed, the individual with a disability shall be provided with the opportunity to participate in the service, program, or activity without the service animal.

Allergic Reactions. If any student or school employee assigned to a classroom or mode of transportation in which a service animal is permitted suffers an allergic reaction to the service animal, the person having custody and control of the animal will be required to remove the animal to a different location designated by an administrator. The school will arrange a meeting between school personnel, the individual with the disability, and the parents or guardian(s) of the person with the disability if that person is a student to develop an alternate plan.

Supervision and Care of Service Animals. The owner or handler of a service animal is solely responsible for the supervision and care of the animal, including any feeding, exercising, and clean up while the animal is in a school building or on school property. The student's parent or guardian is responsible for providing for the supervision and the care of the animal in the event that his or her student is not able to do so. The school district is not responsible for providing any care, supervision, or assistance for a service animal.

Extra Charges. The owner or handler of a service animal will not be required to pay an admission fee or a charge for the animal to attend events for which a fee is charged.

Damage to School Property and Injuries. The owner or handler of a service animal is solely responsible and liable for any damage to school property or injury to personnel, students, or others caused by the animal.

Miniature Horses. Requests to permit the use of a miniature horse by an individual with a disability will be addressed on a case-by-case basis by considering the following factors:

- (1) The type, size, and weight of the miniature horse and whether the facility can accommodate these features;
- (2) Whether the handler has sufficient control of the miniature horse;
- (3) Whether the miniature horse is housebroken; and
- (4) Whether the miniature horse's presence in a specific facility compromises legitimate safety requirements that are necessary for safe operation.

All additional requirements outlined in this policy, which apply to service animals, shall apply to miniature horses.

Service Animal in Training. This policy shall also be applicable to service animals in training that are accompanied by a bona fide trainer.

Denial of Access and Grievance. If a school official denies a request for access of a service animal, the disabled individual or parent or guardian can file a written grievance with the school's Section 504 Coordinator.

III. THERAPY ANIMALS

The school district supports the use of therapy animals by teachers or other qualified school personnel ("Owner") for the benefit of its students subject to the conditions of this policy.

Therapy Animal. A "therapy animal" is an animal that has been individually trained and certified to work with its Owner to provide emotional support, well-being, comfort, or companionship to school district students. Therapy animals are not "service animals" as that term is used in the American with Disabilities Act. The animal must be well behaved and have a temperament that is suitable for interaction with students and others in a public school. Therapy animals are personal property of the Owner and are not owned by the school district.

Therapy Animal Standards and Procedures. The following requirements must be satisfied **before** a therapy animal will be allowed in school buildings or on school grounds:

Request. An Owner who wants to bring a therapy animal to school must submit a written request form to a principal or superintendent. The request form is attached to this policy. The request must be renewed each school year or whenever a different therapy animal will be used. When a request to bring a therapy animal to school is submitted by, or on behalf of, a student who has an Individualized Education Program (IEP) and/or a Section 504 Plan, then the request shall be promptly referred to the student's respective IEP Team and/or 504 Team for its consideration and/or input.

Training and Certification. The Owner must submit training and certification information requested by the Superintendent or his or her designee. Any certification required by the school district must remain current at all times.

Health and Vaccination. The therapy animal must be clean, well groomed, in good health, house broken, and immunized against diseases common to such animals. The Owner must submit proof of current required licensure from the local licensing authority and proof of

the therapy animal's current vaccinations and immunizations from a licensed veterinarian, if applicable.

Control. A therapy animal must be under the control of the Owner at all times.

Identification. The therapy animal must have appropriate identification identifying it as a therapy animal.

No Disruption. The therapy animal must not disrupt the educational process by any of its behaviors.

Health and Safety. The therapy animal must not pose a health and safety risk to any student, employee, or other person at school.

Supervision and Care of Therapy Animals. The Owner is solely responsible for the supervision and care of the therapy animal, including any feeding, exercising, and clean up while the animal is in a school building or on school property. The school district is not responsible for providing any care, supervision, or assistance for a therapy animal.

Authorized Area(s). The Owner shall only allow the therapy animal to be in areas in school buildings or on school property that are authorized by school district administrators.

Insurance. The Owner must submit a copy of an insurance policy that provides liability coverage for the therapy animal while on school property.

Exclusion or Removal from School. A therapy animal may be excluded from school property and buildings if a school administrator determines that:

- (1) A handler does not have control of the therapy animal;
- (2) The therapy animal is not housebroken;
- (3) The therapy animal presents a direct and immediate threat to others in the school; or
- (4) The animal's presence otherwise interferes with the educational process.

The Owner shall be required to remove the therapy animal from school premises immediately upon such a determination.

Allergic Reactions. If any student or school employee assigned to a classroom in which a therapy animal is permitted suffers an allergic reaction

to the therapy animal, the Owner of the animal will be required to remove the animal to a different location designated by an administrator.

Damages to School Property and Injuries. The Owner of a therapy animal is solely responsible and liable for any damage to school property or injury to personnel, students, or others caused by the therapy animal.

Other Therapy Animals. Therapy animals (1) owned by students, patrons, or other non-school employees or (2) owned by school employees for their own benefit will not be allowed on school grounds or school property except as otherwise required by law.

Adopted on: July 10, 2019

Revised: July 20, 2020

Reviewed: December 19, 2022

Adrian Allen
Superintendent
Weeping Water Public Schools
October 20, 2025

To: Members of the Board of Education

Subject: Request for Completion of Evaluation Prior to November Board Meeting

Dear Members of the Board of Education,

I am writing to respectfully request that my annual evaluation be completed prior to the November Board meeting. Timely completion of the evaluation ensures that the process remains aligned with district policy and evaluation timelines, and allows for appropriate reflection and goal setting for the remainder of the school year.

Having the evaluation finalized before the November meeting will also support planning and alignment with district priorities, as well as maintain compliance with any contractual or procedural expectations related to administrative evaluations.

Please let me know if there are any documents or scheduling arrangements I can provide to assist in facilitating this process. I appreciate your attention to this matter and your continued support.

Sincerely,

Adrian Allen
Superintendent

October Board Notes

PreK-5 Principal/CIP Coordinator

- Attendance Hero for September
 - K-2nd-26 of 52= 50% Khloe Fiala
 - 3rd-5th 28 of 55 = 51% Mack Claussen
 - Perfect attendance through Sept. 38 of 107 =36%
- 3 students moved out of district this month
- Trunk or Treat planned for Oct. 29th from 9:30-11:30 paved parking NE of school
-

AD / Childcare

- Fall seasons are wrapping up
- Testing Day for 10th & 11th graders was on Oct. 15th
- Hosted District CC on Oct. 16th
- Recognizing youth and JH teams
- Fall Concert & NHS on Wednesday, Oct. 22nd
- FFA beginning their district contests
- Winter conditioning begins Nov. 10th
- Veterans Day Program on Nov. 11th at 9:30 with Veterans breakfast at 8:30

MS/HS Principal

-

Superintendent

- **Pre Bid Meeting (10/20)**
- **Tint Revolution will add the protective film on the doors on 10/30 and then come back to finish the job on 10/31.**
- **Pioneer Conference invite**

Meeting Agenda

Project:	Weeping Water Mechanical Renovation – Prebond
Project No.:	509-004-24
Meeting Date:	10/20/2025
Meeting Time:	2:00 PM
Location:	Weeping Water PS

AGENDA

1. Introductions and mandatory Pre-Bid Conference Sign-In Sheet
2. Project's Scope of Work Overview, Bid Alternates M-1 and M-2.
3. Bid Opening
 - a. Bid Proposals to be mailed or delivered to Weeping Water Public Schools (WWPS), 204 West O Street, Weeping Water, NE 68463. All bids must be received by 2:00 PM on 11-06-25.
 - b. Late Bids received after 2:00 PM on 5-20-25 will be returned unopened.
 - c. Bid Opening Location: School Conference Room, TBD
 - d. Bid Opening: 11-6-25 at 2:00 PM (CT).
 - e. No Bids may be withdrawn for 60 days after date of opening.
 - f. No e-mailed , electronic, telephone, or faxed bids will be accepted.
 - g. Proposal Form includes Base Bid, and Bid Alternates.
 - h. Awarding of the Bid on or about November 17, 2025 as determined by the Board.
4. Bid Documents obtained emailing planroom@clarkenersen.com & viewed at <https://www.clarkenersen.com>. Or through local Builders Bureau's.
5. Bid Security: (5%) Bid Bond, Cashiers' Check, or Certified Check in the amount of 5% of the bid.
6. Addenda/Interpretations:
 - a. Addenda will be issued incorporating updates generated up to 7 days prior to bid opening & include the Pre-Bid Conference sign-in sheet. The Final Addendum is intended to be issued on 10-31-25, unless determined by the EoR an additional Addendum is necessary.
 - b. Written requests for information and prior approvals to be e-mailed to Melinda Lattig / C&E Melinda.lattig@clarkenersen.com by 10-29-25, 2 days prior to the final addendum.
7. Cass County, Nebraska State Fire Marshall and State Electrical Inspections and Permits are required by the Contractor.
8. **Nebr. State Patrol?** Background checks are required for all contractors per Special Conditions Section 007200.
9. Perform work between 7:00 AM and 6:00 PM on Monday through Friday excluding government holidays.
 - a. Generally Mondays, there is no school, staff may be present. Coordinate Schedule with WWPS.
10. All project documentation, including Pay Apps, Product Data Submittals, RFI's, etc., to be submitted by email to C&E.
11. Construction Phasing Schedule: (Reference plans for additional information)
 - a. Bid Tab includes project completion estimate no later than 12/31/2026.
12. Project Substantial Completion (12-31-26).
13. Staging, storage and job site trailer area available in (Adrian / Mark, is there a spot the contractor can stage equipment, will need to be in addition to Bus lot.)
 - a. Where can contractors park?
14. Pre-Bid Conf. walk-thru existing school.