

## **Agenda**

1. Osceola Public Schools Board of Education Information
2. Opening Procedures
  - 2.1. Call the Meeting to Order
  - 2.2. Roll Call
  - 2.3. Excuse Board Members Who Are Absent
3. Recognition of Visitors/Communications from the Public
4. Reports
  - 4.1. Student Body President Report
  - 4.2. AD Report
  - 4.3. Principals Reports
    - 4.3.1. Elementary Report
    - 4.3.2. MS/HS Report
  - 4.4. Superintendent's Report
5. Action Items
  - 5.1. Consent Agenda
    - 5.1.1. Approval of the Previous Meeting's Minutes
    - 5.1.2. Treasurer's Report
    - 5.1.3. Payment of general fund claims in the amount of \$???????
  - 5.2. Consider, discuss and take all necessary action on
    - 5.2.1. Consider, discuss, and take all necessary action on a bid by Boruch Masonry to replace the front stoop at the auditorium.
    - 5.2.2. Consider, discuss and take all necessary action to approve renewal of nurse's contract with Polk County Health Department.
    - 5.2.3. Consider, discuss, and take all necessary action to purchase laptops for the 2026-2027 school year.
    - 5.2.4. Consider, discuss, and take all necessary action to approve the use of E-Rate funds to replace and upgrade Ethernet lines at the schools from CAT5 to CAT6 and clean up old lines in the buildings.
    - 5.2.5. Consider, discuss, and take all necessary action on allowing a memorial bench for Dave Burritt to be placed at the football field.
    - 5.2.6. Consider, discuss, and take all necessary action to accept the letter of resignation for Katie Feezell at the end of the 2025-2026 school year.
    - 5.2.7. Consider, discuss, and take all necessary action to accept the letter of resignation for Evan Feezell at the end of the 2025-2026 school year.
    - 5.2.8. Consider, discuss, and take all necessary action to accept Ben Dempsey as the Interim 6-12 Principal for the 2026-2027 school year.
    - 5.2.9. Consider, discuss and take all necessary action on approving Extra Duty Assignments.
6. Next Meeting Dates and Times

6.1. Regular meeting May 11, 2026, 6:00 PM at the Osceola Middle/High School Media Center.

7. Adjournment

BORUCH MASONRY CONSTRUCTION  
LLC

PO BOX 595  
OSCEOLA NE 68651

# Estimate

Date	Estimate #
3/12/2026	999

Name / Address
OSCEOLA PUBLIC SCHOOLS ATTN: JASON LAVALEY P.O. BOX 198 OSCEOLA, NE 68651

			Project
Description	Qty	Rate	Total
WORK AT AUDITORIUM			
REMOVE STEPS AND STOOP		1,600.00	1,600.00
POUR WALLS		3,400.00	3,400.00
POUR CAP		5,400.00	5,400.00
POUR STEPS		1,844.00	1,844.00
RESET RAIL		144.00	144.00
REMOVE 14' x 10' WALK SOUTH OF STEPS		280.00	280.00
REPOUR WALK		1,286.00	1,286.00
GRAVEL FOR FILL		385.00	385.00
IF YOU WANT WALKER CONSTRUCTION TO SAW WITHIN 1" OF BRICK, ADD \$2700.00			
ADD \$1200 PER TRIP FOR PUMP TRUCK IF NEEDED...ADD \$600 FOR TRACK MACHINE IF NEEDED TO PLACE CONCRETE.			
Estimate is figured with current prices of materials so quote is subject to change.			<b>Total</b>
			\$14,339.00

**SCHOOL NURSE CONTRACT  
2026-2027**

Polk County Health Department to be contracted to provide School Health/Nurse Services for **Osceola Public Schools**.

1. A registered nurse (R.N.) will be available on-site an average of 8-10 hours per week. This time can be divided, as both parties feel appropriate. During peak times, more hours may be required.
2. The R.N. will review existing school policies regarding health issues and make current curriculum suggestions for changes as appropriate. The R.N. will be aware that these are suggestions, and the school board has final authority.
3. The R.N. will be available for training of staff regarding current health issues and emergency/first aid, or other topics as requested.
4. The R.N. will review immunization records to determine if vaccinations are appropriate for age. If a child is found to be lacking in age-appropriate immunizations, the R.N. will notify parents and then school administration if necessary.
5. The R.N. or fellow staff nurse may be available to examine/counsel individual students regarding health related problems as needed.
6. The school shall be responsible for providing an adequate space for the R.N. to perform her duties as well as any supplies necessary to perform the assigned duties.
7. The school shall agree to pay the Polk County Health Department an hourly wage of \$35.00 per hour per nurse for duties performed at school. The school will also agree to pay the Polk County Health Department \$0.725 per mile for mileage expenses incurred while performing the above duties.
8. The Polk County Health Department staff will conduct PreK-12 hearing evaluation, dental check, vision screening and height and weight measurements and will make referrals to families of students that have deficiencies, as required by State of Nebraska regulation and as requested by school administration. They will also make a follow up visit to include screenings of any student absent on the initial visit, any new students, anyone who was referred on initial visit, teacher requests and any student who had a borderline deficiency but was not referred on initial list.
9. This contract is to begin on or about August 1, 2026, and continue to on or about May 31, 2027. Payment shall be made monthly to: **Polk County Health Department**.


**POLK COUNTY HEALTH DEPARTMENT**

**OSCEOLA PUBLIC SCHOOLS**

\_\_\_\_\_  
Darla Winslow

\_\_\_\_\_  
Dr. Jason Lavaley

*Darla J. Winslow*  
\_\_\_\_\_  
Title

  
\_\_\_\_\_  
Title

*Director*  
\_\_\_\_\_  
Date

*Superintendent*  
\_\_\_\_\_  
Date

*2/26/2026*  
\_\_\_\_\_

*4/9/2026*  
\_\_\_\_\_

In Memory of David Burritt

Polk County

Ag Society

2011-2025



Kathryn G Feezell  
710 Pawnee Stree  
Osceola, NE 68651

March 13, 2026

Osceola Public School  
565 Kimmel St.  
Osceola, NE 68651

RE: Resignation of Kathryn G Feezell

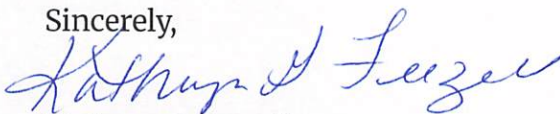
Dear Dr. Lavaley,

Please accept this letter as formal notification that I will be resigning from my position as Music Teacher/Special Education Director at Osceola Public Schools at the end of the 2025-2026 school year.

I would like to thank you for the opportunity to work at Osceola Public Schools. I have truly appreciated working with the staff and students here.

I am committed to ensuring a smooth transition during my final days. Please let me know how I can best assist with wrapping up my duties.

Sincerely,



Kathryn G Feezell

# OSCEOLA PUBLIC SCHOOLS



P.O. Box 198  
565 S. Kimmel Street  
Osceola, NE 68651-0198  
Phone (402) 747-3121 Fax (402) 747-3041  
[www.osceolaschools.org](http://www.osceolaschools.org)

Dr. Jason Lavaley  
*Superintendent*  
Evan Feezell  
*MSIHS Principal*  
Sarah Johnson  
*Elementary Principal*

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March 14, 2026

Dear Dr. Lavaley,

Please accept this letter as my formal resignation from my position as 6–12 Principal at Osceola Public Schools.

I am deeply grateful to you, the School Board, and the Osceola community for the opportunity to serve in this role. Being trusted with my first administrative position has meant a great deal to me both professionally and personally. The experiences, relationships, and growth I have gained during my time at Osceola will have a lasting impact on my career.

I will forever have fond memories of the students, staff, families, and community members who make Osceola such a special place. It has truly been an honor to be part of this school and community.

Please know that I am committed to helping ensure a smooth transition in the coming months.

Thank you again for this opportunity and for your support.

Sincerely,

Evan Feezell  
6-12 Principal  
Osceola Public Schools

# OSCEOLA PUBLIC SCHOOLS

## CONTRACT OF EMPLOYMENT WITH PRINCIPAL

THIS CONTRACT is made by and between the Board of Education of the **Polk County School District 0019, a/k/a Osceola Public Schools**, hereinafter referred to as “the Board,” and Ben Dempsey, hereinafter referred to as “the Principal.” This contract supersedes all previous contracts of employment between the Board and the Principal.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 13th day of April, 2026, the Board hereby agrees to employ the Principal, and the Principal hereby agrees to accept such employment, subject to the following terms and conditions:

**1. Term of Contract.** This Contract is for a term of one year beginning on the 1st day of August, 2026, and expiring on the 31st day of July, 2027. A “contract year” for purposes of this Contract shall be from August 1 to July 31. Each year of this agreement shall consist of 210 days of service per year.

**2. Salary.** The annual salary shall be: \$97,000. Said annual salary shall be paid in twelve equal installments commencing on August 15, 2026.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees’ Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

**3. Benefits.** As further consideration for the services to be performed by the Principal, it is agreed as follows:

A. Leave Benefits. Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day the Principal would otherwise be expected to be at work.

1. Annual Leave. The Principal shall be allowed 12 days of leave for any reason.

Use of such days must be approved by the superintendent. Unused leave may be carried over from one contract year to the next succeeding contract year to a maximum of 45 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the

ensuing contract year or years until the accumulated number of days is less than 45, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 45 days. Should the Principal, as of the last day of their contract, accumulate more than thirty-five (35) unused sick leave days, the Principal will be entitled to, on August 15th immediately following the end of contract, turn back to the school district any unused sick days in excess of thirty-five (35) days, and shall be paid by the School district twenty-five dollars (\$25.00) for each day the Principal is entitled to. Such payment will be made with the September paycheck. There shall be no pay for unused sick leave upon separation of employment.

2. Bereavement Leave. Bereavement leave of up to 3 days will be granted for a death in the employee's immediate family, i.e. any grandparents, any parents, any children, spouse, siblings and their immediate family, and aunts or uncles and their immediate family.
  3. Staff Bereavement. The Superintendent, in collaboration with the Principal, will assign administration to attend funeral services of staff members or attend funerals to provide emotional support for staff members as an extension of their school duties as principal. The absence will not be considered use of the Principal's personal leave or sick leave.
  4. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
  5. Log. The Principal shall maintain a current log of used leave days with the secretary for the Superintendent.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with health and dental insurance for which the Principal is qualified under the District's group insurance plan.
- C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.
- D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a 403(b) plan to the extent such is offered by the District.
- E. Meetings and Dues. The Principal shall attend appropriate professional meetings provided that such attendance does not interfere with the proper performance of the Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. The District will pay the Principal's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Principal's position upon the Principal's request and approval by the Superintendent.
- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of

the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.

- H. Other Benefits. The Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Principal meets the conditions and eligibility requirements for such benefits.

**4. Duties.** The Principal is employed as the Secondary Principal (Grades 6-12). The Principal shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Principal shall be governed by the policies, regulations and directions of the Board of Education. The Principal shall in all respects diligently and faithfully perform the assigned duties to the best of the Principal's professional ability. Regular dependable attendance is an essential function of the Principal's position.

**5. Contract Termination.** In the event the Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or Secondary Principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

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 days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of the Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**6. Representations and Legal Requirements.** The Principal affirms that: (1) the Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.


The Principal further warrants and represents as follows: (1) all information set forth in the Principal's application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal will advise the Board of Education immediately; (2) Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Principal has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

**9. Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

**10. Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before March 15, 2026 shall constitute a rejection by the Principal of the offer of employment.

<p>Executed this 13th day of April, 2026.</p> <p> Principal</p>	<p>Executed this 13th day of April, 2026.</p> <p>Board of Education of Polk County School District 0019, a/k/a Osceola Public Schools</p> <p>By: _____ President</p> <p>Attest: _____ Other Authorized Officer</p>
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