

Agenda

1. Call the meeting to order
2. Open Meetings Law
3. Roll Call
4. Consent Agenda
 - 4.1. Approval of Minutes
 - 4.2. Approval of General Fund Bills
 - 4.3. Approval of Board Member Absence
5. Treasurer's report
6. Recognition of Students and Staff
7. Recognition of Visitors/Public Comment
8. ACTION ITEMS
 - 8.1. Discuss, consider, and take all action regarding adding baseball as a school-sponsored activity for spring 2024
 - 8.2. Approve the contract of Shyenne Langley as a co-teacher for first grade for the second semester of the 2023-2024 school year
 - 8.3. Set the minimum threshold amount required for purchase order at \$250.00
9. DISCUSSION ITEMS
 - 9.1. Discuss the 2024-2025 school calendar, length of school day, and instructional hours
 - 9.2. Discuss, consider, and take all action regarding the playground project
 - 9.3. Activities Director Presentation
10. Principal Reports
 - 10.1. Elementary Principal
 - 10.2. Secondary Principal
11. Board Reports
 - 11.1. Buildings, Grounds, and Transportation Committee Report
12. Superintendent Report
13. Executive Session: for the purpose of protecting the superintendent's reputation, discussing the superintendent's evaluation, contract, and compensation
14. Next meeting date and time: Monday, January 8th at 7:30
15. Adjournment

Board of Education Regular Meeting

Monday, November 13, 2023 7:30 PM

Tekamah-Herman Public Schools, 112 N 13th St, Tekamah, NE 68061

Chris Booth: Present
Abby Mathistad: Absent
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Present
Sheryl Stansberry: Present

1. **Call the meeting to order** **Speaker(s)**: Board President
2. **Open Meetings Law** **Speaker(s)**: Board President
3. **Roll Call** **Speaker(s)**: Board President

4. **Consent Agenda**

Action(s):

The motion to approve the Consent Agenda as presented Passed with a motion by Sheryl Stansberry and a second by Burt Rogers.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

4.1. Approval of Minutes

4.2. Approval of General Fund Bills

4.3. Approval of Board Member Absence

5. **Treasurer's report**

Discussion: Mr. Kjar reviewed the September 2023 Treasurer's Report with the Board.

6. **Recognition of Students and Staff**

7. **Recognition of Visitors/Public Comment**

Discussion: Ron Tobin and Darl Beck spoke to Board about allowing baseball as a spring sport at Tekamah-Herman.

8. **ACTION ITEMS**

8.1. Approve Jennifer Miller as a local substitute teacher

Action(s):

The motion to approve Jennifer Miller as a local substitute teacher Passed with a motion by Chris Booth and a second by Burt Rogers.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

8.2. Approve Thomas Olson as a local substitute

Action(s):

The motion to approve Thomas Olsen as a local substitute Passed with a motion by Sheryl Stansberry and a second by Bill Skinner.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

8.3. Approval Jennifer Fees as a substitute teacher

Action(s):

The motion to approve Jennifer Fees as a substitute teacher Passed with a motion by Chris Booth and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

8.4. Approve the Audit for 2022-2023 fiscal year

Action(s):

The motion to approve the district audit for the 2022-2023 fiscal year as presented Passed with a motion by Burt Rogers and a second by Bill Skinner.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Discussion: Mr. Kjar presented a spreadsheet to the Board showing year-end historic budget information. The ending balance of the 2022-23 school year is lower than the past few years. This is due to the ESSERs II reimbursement of \$181,000 and the end-of year transfers of \$325,000. Once we collect grant funds, Special Education Reimbursements, and state aid, the balance in the account will level off.

8.5. Approve the resignation of Mrs. Melissa Dicks

Discussion: The motion to approve the resignation of Mrs. Melissa Dicks failed due to lack of motion. Her resignation dated 10/19/2023 was not accepted by the Board.

8.6. Approve the addition of a 7th through 12th grade Jobs for Americas Graduates (JAG) program for the 2024-2025 school year and beyond, including the addition of a staff member funded by United Way

Action(s):

The motion to approve the addition of the JAG program as presented for the 2024-25 school year and beyond Passed with a motion by Chris Booth and a second by Bill Skinner.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Absent
Mandyn Pruess:	Yea
Burt Rogers:	Yea
Bill Skinner:	Yea
Sheryl Stansberry:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

9. **DISCUSSION ITEMS**

9.1. Discuss, consider, and take all action regarding baseball as a school sponsored activity

Discussion: The Board engaged in discussion outlining the pros and cons of adding baseball. Pros include added participation in High School athletics and boosting the talent for summer baseball by allowing more dedicated time to practice. Expressed concerns are taking the chance of letting another spring sport die, bussing and staff support. Member Booth asked to make this an action item on the December regular meeting agenda.

10. **Principal Reports**

10.1. Elementary Principal

Discussion: Mrs. Beck reported on November 8th and 9th the K-6 staff participated in the second in-person training session for LETRS, a professional development series on the science of reading. Thanks to Shelly Stark for organizing

time with Kelly Georgious from ESU2 during our professional learning day on November 1, 2023. The discussion involved piloting and adopting new math materials. PK-6 enrollment for October was 290.

10.2. Secondary Principal

Discussion: Mr. Heitz was unable to attend the meeting.

11. **Board Reports**

11.1. American Civics Committee Report

Discussion:

The Tekamah-Herman social studies department presented their class material to the board over the new social studies law. Teachers presented various projects that meet these standards required by the state. Some of these activities include civic tests, literacy tests, website projects, debates, student-led podcasts, and more. Teachers were able to discuss with the board members about each of their classes and the various ways they instruct their students in meaningful ways. These areas are rigor in the field of civic awareness and events pertaining to American History.

11.2. Negotiations Committee

Discussion: The Negotiations committee met and discussed many topics including full dock day leave, a potential Friday early dismissal schedule, certified staff contract days, and sick and personal leave days. All topics focused around employee retention.

11.3. Building and Grounds Committee

Discussion: The Building and Grounds committee met to discuss future District planning, building needs and updates, summer projects vs long-term projects, importance of stakeholder feedback, and developing a plan for 5/10/20 years to the future. The committee has decided to meet monthly to begin working on their goals.

12. **Superintendent Report**

Discussion: Mr. Kjar introduced the artist of the Month: 7th grader Makenna Miller, highlighting her cardboard sculpture. Good luck to all winter activities participants, coaches, and sponsors. The District's health and dental rates for the 2024-25 school year were released, showing a 1.99% increase in premium. Kjar has begun the bidding process to carpet the High School Classrooms and hallways. The elementary lockers and north gym stairwell projects are complete. Upgrading the school's phone system is underway. Tree trimming will take place over Thanksgiving weekend. There are two lathes in the wood shop that are no longer functional and beyond repair. Mr. Paul will work on the disposal of them. The District's bond and lease payments are due in December. Seven of our employees completed Level I school vehicle training. Ben Hansen visited our facility for a tour and the Veterans Day Program

was a great success, thanks to the efforts of Mr. Heitz. Justine and Walker Marshall welcomed a new Tiger to the family on November 8th, Tatum Faye. Finally, Kjar wished the Board a Happy Thanksgiving.

13. **Next meeting date and time: December 11th, 2023 at 7:30**

14. **Adjournment**

Action(s):

The motion to adjourn the November regular meeting at 8:19pm Passed with a motion by Chris Booth and a second by Bill Skinner.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Absent
Mandyn Pruess:	Yea
Burt Rogers:	Yea
Bill Skinner:	Yea
Sheryl Stansberry:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Board Secretary

Americanism Committee Meeting

Monday, November 13, 2023 7:00 PM

Tekamah-Herman Public Schools, 112 N 13th St, Tekamah, NE 68061

Chris Booth: Present
Abby Mathistad: Absent
Mandyn Pruess: Absent
Burt Rogers: Present
Bill Skinner: Absent
Sheryl Stansberry: Present

1. CALL THE MEETING TO ORDER

2. ROLL CALL

3. OPEN MEETING LAW

4. DISCUSSION ITEMS

4.1. Presentation from Secondary Social Studies staff members

Discussion:

The Tekamah-Herman social studies department presented their class material to the board over the new social studies law. Teachers presented various projects that meet these standards required by the state. Some of these activities include civic tests, literacy tests, website projects, debates, student-led podcasts, and more. Teachers were able to discuss with the board members about each of their classes and the various ways they instruct their students in meaningful ways. These areas are rigor in the field of civic awareness and events pertaining to American History.

Teachers in attendance were Tyson Horn and Mason Vrbka.

5. NEXT MEETING DATE/TIME:

6. ADJOURNMENT

Action(s):

The motion to adjourn the American Civics committee meeting at 7:27pm Passed with a motion by Burt Rogers and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Absent
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 3, Nay: 0, Absent: 3

Board Secretary

<u>Check Number</u>	<u>Check Date</u>	<u>Entity Name</u>	<u>Amount</u>
143449	12/11/2023	AMAZON CAPITAL SERVICES, INC	450.14
143450	12/11/2023	ARAMARK	132.00
143451	12/11/2023	Associated Fire Protection	473.32
143452	12/11/2023	Bomgaars Supply, Inc.	400.29
143453	12/11/2023	JOHNNIE BOTTGER	64.00
143454	12/11/2023	Braniff Service	1,887.15
143455	12/11/2023	BRUMMOND DISPOSAL	415.00
143456	12/11/2023	Buddies	66.68
143457	12/11/2023	Burt Co Treasurer	83.76
143458	12/11/2023	Cannon	628.46
143459	12/11/2023	CENTURYLINK	516.08
143460	12/11/2023	City Of Tekamah	456.20
143461	12/11/2023	City Of Tekamah	75.00
143462	12/11/2023	CITY WIDE FACILITY SOLUTIONS	11,200.00
143463	12/11/2023	CRAIG RESOURCES INC, DBA CRAIG	6,115.20
143464	12/11/2023	Dietze Music House, Inc.	23.40
143465	12/11/2023	ERICKSON & BROOKS	15,950.00
143466	12/11/2023	ESU #2	84,978.63
143467	12/11/2023	ESU #3	100.00
143468	12/11/2023	FIRST NATIONAL BANK OMAHA	360.67
143469	12/11/2023	FIRST NATIONAL BANK OMAHA	101.54
143470	12/11/2023	Flinn Scientific, Inc	12.85
143471	12/11/2023	GOODWILL INDUSTRIES INC	2,100.00
143472	12/11/2023	GRAINGER	82.26
143473	12/11/2023	BRI HANSEN	110.83
143474	12/11/2023	KIDWELL INC	82.50
143475	12/11/2023	KIEWIT LUMINARIUM	180.00
143476	12/11/2023	BRAD KJAR	49.66
143477	12/11/2023	KSB SCHOOL LAW, PC LLO	520.00
143478	12/11/2023	Learn 2 Move	1,378.21
143479	12/11/2023	LEE ENTERPRISES ADVERTISING	30.68
143480	12/11/2023	Heidi Lindberg	69.42
143481	12/11/2023	LOFFLER	1,539.58
143482	12/11/2023	Holly Loftis	270.07
143483	12/11/2023	Matheson Tri-Gas, Inc	173.29
143484	12/11/2023	Memorial Community Hospital	420.00
143485	12/11/2023	N2Y LLC	600.28
143486	12/11/2023	NE Council School Administrators	390.00
143487	12/11/2023	Nebraska Public Power	5,800.00
143488	12/11/2023	Nebraska/Central Equipment, Inc.	358.73
143489	12/11/2023	NMC EXCHANGE LLC	4,350.00
143490	12/11/2023	NORTHEAST INSTANT RAIN	150.00
143491	12/11/2023	NORTHWEST EVALUATION ASSOCIAT	1,050.00
143492	12/11/2023	Payflex Systems USA, Inc.	100.00
143493	12/11/2023	PITSCO EDUCATION	2,214.80
143494	12/11/2023	Popplers Music Inc	18.95
143495	12/11/2023	PRECISIONIT	142.50
143496	12/11/2023	RISE BROADBAND	234.38
143497	12/11/2023	Savemore Market	199.45
143498	12/11/2023	SCOTT CAMPUS DINING	468.00
143499	12/11/2023	Shamburg Auto Supply, Inc.	297.78
143500	12/11/2023	Bob Swanberg	6.45
143501	12/11/2023	Telvent DTN, Inc.	453.00
143502	12/11/2023	UNK ACADEMIC ADVISING & CAREER	100.00
143503	12/11/2023	VENTRIS LEARNING	90.00
143504	12/11/2023	Verizon Wireless	121.99
143505	12/11/2023	WALTER LYDICK	2,950.00
143506	12/11/2023	WAYNE STATE COLLEGE	35.00
143507	12/11/2023	WOODRIVER ENERGY LLC	2,122.86
143508	12/11/2023	Lisa Zabel	175.00
	12/11/2023	BRIDGET ABRAHAM	214.05
	12/11/2023	MANNI BELFRAGE	49.78
	12/11/2023	VANESSA BRAND	188.64
	12/11/2023	CARRIE BRANIFF	54.76
	12/11/2023	MICHAEL BRANIFF	30.13
	12/11/2023	BRIDGETTE BRAYMEN	340.61
	12/11/2023	Abra Bridges	165.06
	12/11/2023	CARI BRODERSEN	174.23
	12/11/2023	ANDREA BROMM	99.56
	12/11/2023	JAMIE BRUMMOND	124.45
	12/11/2023	SARAH BRUSEGAARD	204.10

12/11/2023	WES OR LISA BURT	149.34
12/11/2023	SABINA CAMERON	124.45
12/11/2023	JILL CONNEALY	174.23
12/11/2023	ERIC OR CLARITY DEVNEY	230.56
12/11/2023	KENDAL DORN	47.29
12/11/2023	ROBERT & BREANNE EVASIC	111.09
12/11/2023	ASHLEY FISHER	149.34
12/11/2023	DEANNA GOODWIN	224.01
12/11/2023	JOEL HAMAN	206.59
12/11/2023	AMANDA HANSEN	87.12
12/11/2023	JON HANSEN	124.45
12/11/2023	KYLIE HANSEN	174.23
12/11/2023	LINDSEY HANSEN	99.56
12/11/2023	KATHY HUESER	191.65
12/11/2023	CONNIE JARZYNKA	111.35
12/11/2023	MACKENZIE KAHLANDT	233.97
12/11/2023	JAMES KELLY	174.23
12/11/2023	DANIELL KRAUSE	70.74
12/11/2023	BECKY KUNZ	144.76
12/11/2023	TIMOTHY OR GINA LANDSPERGER	69.69
12/11/2023	KATIE LEICHLITER	298.68
12/11/2023	BLAIR MAGILL	149.34
12/11/2023	MICHAELA MANN	117.90
12/11/2023	TIFFANY MARQUARDT	134.41
12/11/2023	LAURA MCELMURAY	92.09
12/11/2023	CARISSA OR ANDY OLIGMUELLER	34.85
12/11/2023	RYANN PAGELS	373.35
12/11/2023	KELLI PAULSON CRIST	102.44
12/11/2023	CHRIS PETERSEN	44.54
12/11/2023	KRYSTAL RAUE	576.40
12/11/2023	REBECCA RAUE	172.92
12/11/2023	ASHLEY RAY	165.06
12/11/2023	BRITTANY RAY	159.30
12/11/2023	JESSICA SATORIE	99.56
12/11/2023	JODIE SCHUETT	164.27
12/11/2023	SHAUNA SELF	345.97
12/11/2023	TRISHA SHEETS	314.40
12/11/2023	CHRIS SMUTNY	124.45
12/11/2023	AARON SNOW	99.56
12/11/2023	JILL SPENNER	188.64
12/11/2023	SEAN THIEMANN	214.05
12/11/2023	MICHELLE TOBIN	231.48
12/11/2023	ASHLEY TYSON	199.12
12/11/2023	HAILEY WOLF	432.27
12/11/2023	Kiley Worley	282.96
	TOTAL	163,588.07

GENERAL FUND		
Oct-23		
CASH ON HAND	\$ 2,058,865.67	
GENERAL REIMBURSEMENT FUND		
CASH BALANCE		\$ 2,058,865.67
BURT COUNTY TAXES	\$ 74,101.44	
WASHINGTON COUNTY TAXES	\$ 13,868.47	
REAP	\$ 40,507.00	
STATE GRANT	\$ 2,500.00	
STATE AID	\$ 84,240.00	
INTEREST	\$ 1,045.66	
	T. REVENUE	\$ 216,262.57
		\$2,275,128.24
PAYROLL	\$ 583,723.40	
EXPENDITURES	\$ 157,998.76	
	T. EXPENDITURES	\$ 741,722.16
		\$1,533,406.08
PERCENTAGE OF BUDGET SPENT AS OF 10/31/2022		11.53%
PERCENTAGE OF BUDGET SPENT AS OF 10/31/2023		11.00%
DEPRECIATION FUND		
Oct-23		
CASH ON HAND	\$ 184,137.20	
CASH BALANCE		\$ 184,137.20
TRANSFER		
INTEREST	\$ 471.48	\$ 471.48
	TOTAL REVENUE	\$184,608.68
EXPENDITURES	\$ 9,750.00	
	TOTAL EXPENDITURES	\$ 9,750.00
Ending Balance 10/31/2023		\$174,858.68
EMPLOYEE BENEFIT FUND		
Oct-23		
CASH ON HAND	\$ 51,816.06	
CASH BALANCE		\$ 51,816.06
INTEREST	\$ 279.10	
		\$ 279.10

	TOTAL REVENUE	\$ 52,095.16
EXPENDITURES	\$ -	
	TOTAL EXPENDITURES	\$ -
ENDING BALANCE 10/31/2023		\$52,095.16
ACTIVITY FUND		
Oct-23		
CASH ON HAND	\$ 121,202.65	
CASH BALANCE		\$ 121,202.65
DEPOSITS	\$ 21,880.05	
INTEREST	\$ 334.59	
		\$ 22,214.64
TOTAL REVENUE		\$143,417.29
EXPENDITURES	\$ 26,682.46	
	TOTAL EXPENDITURES	\$ 26,682.46
Ending Balance 10/31/2023		\$116,734.83
LUNCH FUND		
Oct-23		
CASH ON HAND	\$ 112,789.42	
CASH BALANCE		\$ 112,789.42
DEPOSITS	\$ 30,420.33	
INTEREST	\$ 353.76	
		\$ 30,774.09
	TOTAL REVENUE	\$ 143,563.51
EXPENDITURES	\$ 38,957.79	
		\$ 38,957.79
Ending Balance 10/31/2023		\$104,605.72
BOND FUND		
Oct-23		
CASH ON HAND	\$ 684,360.77	
CASH BALANCE		\$ 684,360.77
BURT COUNTY TAXES	\$ 6,587.38	
WASHINGTON COUNTY TAXES	\$ 1,130.22	

INTEREST	\$ 1,736.45	
		\$ 9,454.05
	TOTAL REVENUE	\$693,814.82
EXPENDITURES		
	TOTAL EXPENDITURE	\$ -
Ending Balance 10/31/2023		\$693,814.82
BUILDING FUND		
Oct-23		
CASH ON HAND	\$ 1,872,252.52	
CASH BALANCE		\$ 1,872,252.52
BURT COUNTY TAXES	\$ 3,143.32	
WASHINGTON COUNTY TAXES	\$ 538.39	
INTEREST	\$ 3,347.59	
		\$ 7,029.30
	TOTAL REVENUE	\$ 1,879,281.82
EXPENDITURES	\$ 18,807.02	
		\$ 18,807.02
Ending Balance 10/31/2023		\$1,860,474.80

Tekamah-Herman Board Meeting
Elementary Report

12/11/23

Staff and Student Recognition

- Students of the month for November were: Bucky Jansen, Wyatt Hansen, Emry Hansen, Sam Desmond, Cami Ray, Josie Rieck, Lily Cameron, Adalynn Abraham, Ruby Kjar, Haylee Hansen, Kaleb Early, Jordyn Erickson, Lexi Monif, Hailie Hall, Dustin Gammel
- Pam Tonjes and Pam O'Mara are regular and reliable subs for our building, and have been working in Justine Marshall's classroom while she is on leave. I am grateful to the two Pams for everything they've been doing for our first grade students!

Principal's Report

- Last week Jason and I attended the NSCA principal's conference in Lincoln, and it was a great professional learning experience for me. I took away several ideas to implement, and the opportunity to network with other principals was invaluable. One presentation that was especially powerful was from Jay Martin, a school security administrator from NDE. He spoke about social media safety, and specifically about the advances in AI.
- Our PK-6 enrollment for November was 292. We had additions in pre-school and in third grade.

Tekamah-Herman Board Meeting
Secondary Report

12/11/23

Staff and Student Recognition

- Fall Sports post-season honors
 - Softball
 - All Conference First Team: Sammie Brodersen, Brinley Stahr
2nd team: Morgan Lewis
 - Academic All-State: Olivia Chatt, Alicia Clark
 - Volleyball
 - All Conference Honorable Mention: Preslee Hansen, Donnie Seeley, Taryn Sheets, Emily Stansberry
 - Omaha World Herald Honorable Mention and Lincoln Journal Star Honorable Mention: Addysen Lytle, Donnie Seeley, Emily Stansberry
 - Academic All-State: Preslee Hansen, Addysen Lytle
 - Football
 - All District: Alex Braniff, Spencer Pagels
 - All District Honorable Mention: Cooper Langley, Isaac Ruwe, Gabe Stock, Reece Williams
 - Academic All-State: Jessen Booth, Dylan Petersen
- Fine Arts honors
 - All-State Choir - Brock Paul, Taryn Sheets, LilyAnn Willing
 - EHC Choir - Morgan Allison, Mya Bergman, Coraline Davis, Mady Davis, Cadence Heath
 - One-Act: 5th at Districts; Outstanding Actors: Morgan Allison, Breanna Babler, Mya Bergman, Connor Davis, Cassie Jacobs, Danica Johnson,
 - FFA—Qualified for State Land Judging: Thomas Braniff, Dylan Peterson, Hannah Rief, Chase Reyzlik

Principal's Report

- Veterans Day Program
- Student Leadership Group
- Lockdown Drill
- EHC Principals group
- State Principals Conference

TEACHER'S CONTRACT

THIS CONTRACT made by and between the School District of Tekamah-Herman Schools, District #1 in the County of Burt, in the State of Nebraska, hereinafter referred to as "District" and, Shyenne Langley a legally qualified teacher, hereinafter referred to as "Teacher".

WITNESSETH: That the Board of Education of the Tekamah-Herman District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about January 2, 2024, and end on or about June 1, 2024, and shall consist of 108.5 days of employment at a salary of \$21642.29 and under the following conditions.

BENEFITS(PRORATED BASED ON DAYS OF SERVICE):

LIFE INSURANCE	\$ 20,000.00
SINGLE BLUE CROSS BLUE SHIELD WITH \$1050 DEDUCTIBLE with SINGLE DENTAL	\$ 9,499.80
INCOME PROTECTION	\$ 110.38

FIRST: The salary of the teacher shall be payable in 9 monthly installments. The first installment shall be payable on the 19th day of January, 2024, and the remaining installments shall be payable on the 19th day of each month thereafter.

SECOND: The teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and District may from time to time agree upon.

FOURTH: This contract may be canceled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12,110, R.R.S.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the district and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part or all the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the superintendent of the schools in this district and that the Teacher shall not be compensated for any service performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may from time to time, be mutually agreed upon by and between the board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or

renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirement of Section 79-121,111 through 79-12,114 R.R.S. and any other applicable state statutes.

Executed 12/11/23, 2024. *Shyann Langley*
TEACHER

Executed _____, 2024.

Tekamah-Herman School District #1
County of Burt

Attest: _____
Secretary of the Board

Board President

QUOTATION



Creative Sites, LLC

11506 Pierce Street
Omaha, Ne 68144
402-614-4606

DATE: April 24, 2023

Customer: Tekamah-Herman Schools
Attn: Dan Gross
112 N 13th Street
Tekamah, Ne 68061

Project: Playground Improvements

BCI Burke Playground Equipment:

Area 1:

NUIN Ramped Play Structure	\$ 234,577.00
Less BCI Burke Matching Funds Discount	\$- 81,142.00
Single Post Swing w/ 4 Belt, 2 Freedom Seats	\$ 6,400.00
Freight	\$ 7,980.00
Ecoturf Poured Rubber Surface 4,170sf 50/50 Black Color Mix	\$ 66,720.00
Installation	<u>\$ 120,775.00</u>
Project Total:	\$ 355,310.00

**Please see installation bid attached.

**Delivery is 8-10 weeks ARO.

**Sales tax is not included.

Julie Kutilek
Creative Sites, LLC

Accepted by



Creative Sites, LLC

11506 Pierce St | Omaha, NE 68144 | 402-614-4606

Proposal 905-165703-2 | 4/17/2023

April 17, 2023

Dan Gross
Tekamah-Herman Schools
112 N 13th St.
Tekamah, NE 68061
Phone: 516.992.7200x810

Dear Dan Gross:

Creative Sites, LLC is delighted to provide Tekamah-Herman Schools with this playground equipment proposal.

This design was developed with your specific needs in mind, and we look forward to discussing this project further with you to ensure your complete satisfaction. Creative Sites, LLC is confident that this proposal will satisfy Tekamah-Herman Schools's functional, environmental, and safety requirements -- and most importantly -- bring joy and excitement to the children and families directly benefiting from your new playground.

You have our personal commitment to support this project and your organization in every manner possible, and we look forward to developing a long-standing relationship with Tekamah-Herman Schools. We appreciate your consideration and value this opportunity to earn your business.

Sincerely,

Chloe Kutilek
Sales Representative

Creative Sites, LLC
11506 Pierce St
Omaha, NE 68144
www.creativesitesllc.com
www.bciburke.com

Phone: 402-614-4606
Fax: 402-558-1998
chloe@creativesitesllc.com

COOPERATIVE PURCHASING OPTIONS

PLAYGROUNDS WITHOUT ALL THE PAPERWORK

Purchasing with contracts may sound intimidating, but getting your community playspace doesn't need to be a painful process of writing specifications, issuing RFP's and jumping through hoops – it can be simplified – we promise! As you continue planning for your new commercial playground, review the Purchasing Contracts offered through our partners. Purchasing with one of these contracts simplifies the process and ensures the design and intent remain the same – serving as a place for your community to gather, grow and thrive.

EQUALIS GROUP

Equalis is an innovative cooperative purchasing organization that believes in the power of partnership and that when you work together you achieve more. The basic premise of the Equalis cooperative purchasing organization is to leverage the combined buying power of all members for better pricing and favorable contract terms. Equalis Group uses the lead agency model for competitively bid contracts, provides our participants the savings they expect and offers efficiencies and peace of mind within the procurement process. It is our mission to continuously improve the measurable and meaningful impact of cooperative services for everyone throughout the supply chain.

OMNIA PARTNERS

OMNIA Partners, Public Sector (Subsidiary National IPA) is the largest and most experienced organization in purchasing and supply chain management. Comprised of participants and suppliers in the public sector, we bring together industry-leading buying power and world-class suppliers to offer an extensive portfolio of competitively solicited and publicly awarded contracts and partnerships. OMNIA Partners is proud to offer more value and resources to state and local government, higher education, K-12 education and non-profits.

HGACBUY

Purchasing Burke playground equipment through HGACBuy gives your agency access to volume purchasing agreements and discounts, and there's no need to incur the time and expense of writing specs, issuing RFPs, advertising and evaluating bids. This can shorten your procurement cycle by months, while ensuring compliance with competitive bidding requirements.

SOURCEWELL

As a leader in cooperative purchasing, Sourcewell is passionate about helping members fulfill their public service missions. Sourcewell builds strong relationships with members and vendors to develop practical solutions together.

The easiest way to Join Our Movement is to call your local Representative at 800.266.1250 or visit bciburke.com/rep. Our passion is bringing play to communities like yours and we can't wait to help you get started!



BIBA® PLAYGROUND GAMES

ADD MORE PLAY, MOVEMENT AND FUN

Biba brings more engagement, more fun and more people to play. It's another way to view and expand Play That Moves You. Biba on a playground brings games to kids, families and communities that meet them where they are and challenges them to spend more time outdoors moving, playing and developing skills that transcend the playground. At its core, Biba features a variety of games including popular and recognizable characters that will engage and expand the play value of Burke playgrounds like never before. Biba brings imagination, movement and fun that can't be found anywhere else! All you need is the Biba App, a Burke playground featuring Biba and the readiness for a whole new kind of playground experience.

PLAY TOGETHER

Engaging kids and families and creating an experience that fosters social, emotional, physical and cognitive development is part of what Biba on a Burke playground offers. When everyone is engaged, more time is spent at the playground getting that much-needed movement, building relationships and having fun outside.

PLAY GAMES

Getting all the latest in playground games from the leader in outdoor mobile gaming is easy – just download the FREE App and find the nearest Biba playground and start having fun!

PLAYGROUND ENHANCEMENT

Breathing new life into your existing playspace comes from finding fresh, innovative and fun ways to use the space. Enter Biba. Taking an existing playground and adding Biba expands the play value of your existing environment and enhances the playground experience so that every adventure is new again.

STATS IN PLAY

Yes, stats in play...you read that right! With Biba on your playground, you can have statistics at your fingertips. These statistics help parents follow along with their children's progress, while helping park managers understand their park usage, comparing playground facility usage and helping provide quantitative data to support future budget requests. Stats and play unite with Biba!

CALL YOUR LOCAL REPRESENTATIVE AT 800.266.1250 OR VISIT BCIBURKE.COM/BIBA TO LEARN MORE.



Trademarks for Biba are the property of Biba Ventures Inc. © Copyright 2021 Biba Ventures Inc.



BCIBURKE.COM

Burke

800.266.1250

DESIGN SUMMARY

Creative Sites, LLC is very pleased to present this Proposal for consideration for the Tekamah-Herman Schools located in Tekamah. BCI Burke Company, LLC has been providing recreational playground equipment for over 100 years and has developed the right mix of world-class capabilities to meet the initial and continuing needs of Tekamah-Herman Schools. We believe our proposal will meet or exceed your project's requirements and will deliver the greatest value to you.

The following is a summary of some of the key elements of our Proposal:

- Project Name: Tekamah-Herman Schools
- Project Number: 905-165703-2
- User Capacity: 258
- Age Groups: 5 to 12
- Dimensions: 58' 4"x83' 8"
- Designer Name: Kailee Hendrickson

Creative Sites, LLC has developed a custom playground configuration based on the requirements as they have been presented for the Tekamah-Herman Schools playground project. Our custom design will provide a safe and affordable playground environment that is aesthetically pleasing, full of fun for all users and uniquely satisfies your specific requirements. In addition, proposal # 905-165703-2 has been designed with a focus on safety, and is fully compliant with ASTM F1487 and CPSC playground safety standards.

We invite you to review this proposal for the Tekamah-Herman Schools playground project and to contact us with any questions that you may have.

Thank you in advance for giving us the opportunity to make this project a success.

SERIES LINE: Nucleus | Burke Basics | Intensity | ZSeries

GROUP:
5-12
Structure | PlayEnsemble | Freestanding | Panel
Wall
DESIGNED FOR AGES:
5 to 12

Tekamah-Herman Schools
Tekamah, NE 68061

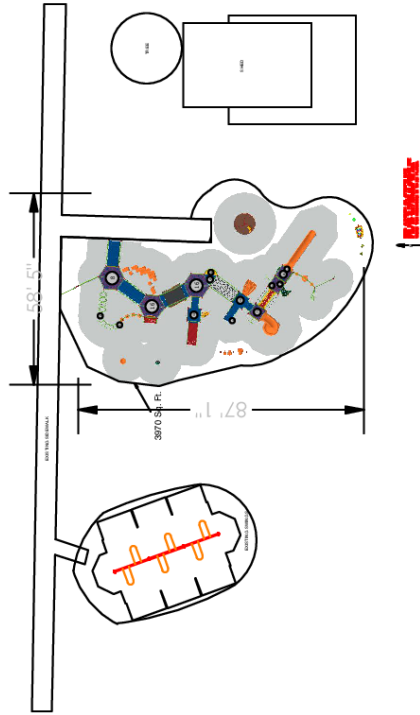


SITE PLAN VIEW

04/17/2023

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson



OVERALL BOUNDING OF USE ZONES

Area: 5084.1 sq.ft.
Perimeter: 290.9 ft.
STRUCTURE SIZE: 87' 1" x 58' 5"
POST SIZE(S): 5"

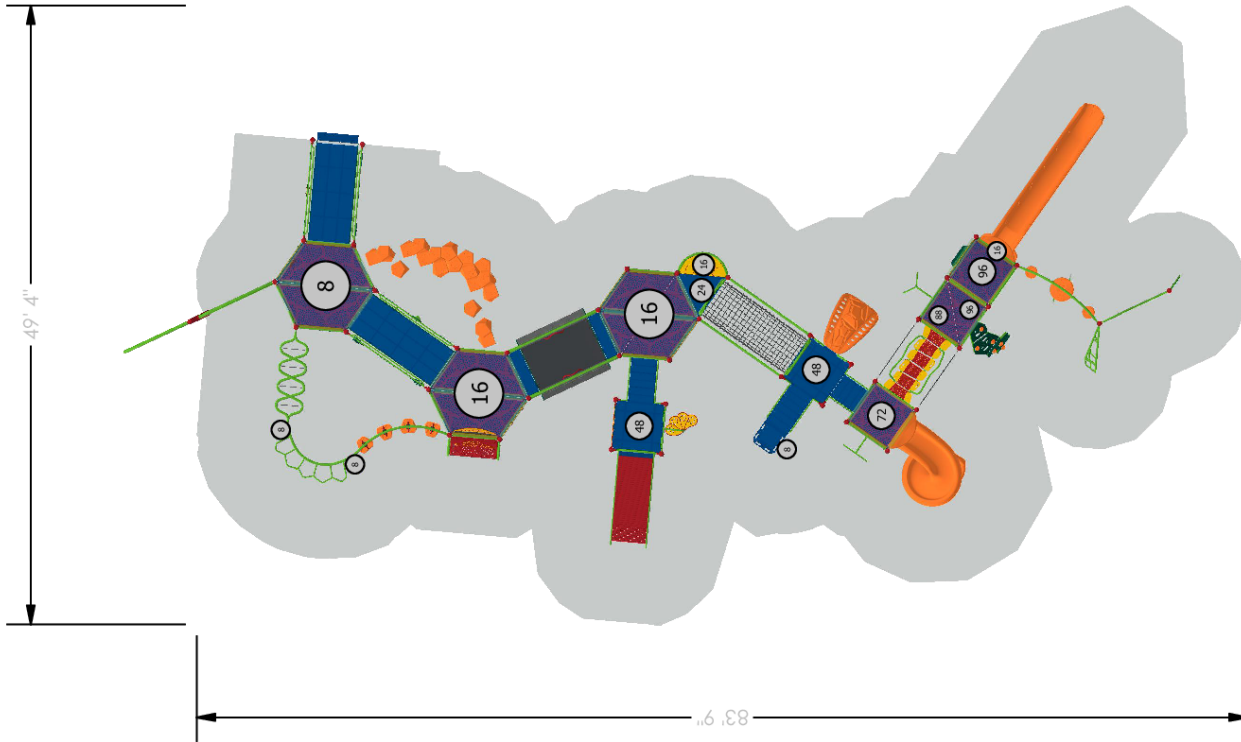
**The space requirements shown here are to ASTM standards. Requirements for other standards may be different.

PLAYGROUND ACCESSIBILITY (Provided/Required)

TOTAL EVENTS	ELEVATED EVENTS	TRANSFER ACCESSIBLE EVENTS	RAMP ACCESSIBLE EVENTS	GROUND EVENTS	TYPES OF GROUND EVENTS
53	29 / 15	8 / 7	9 / 8	24 / 10	12 / 5

The use and layout of play components identified in this plan conform to the CPSC guidelines. U.S. CPSC recommends the separation of age groups in playground layouts.

Warning: Accessible safety surfacing material is required beneath and around this equipment that is compliant with ASTM, CPSC, and ADAAG requirements.



The use and layout of play components identified in this plan conform to the CPSC guidelines. U.S. CPSC recommends the separation of age groups in playground layouts.

TOTAL EVENTS	PLAYGROUND ACCESSIBILITY (Provided/Required)			TYPES OF GROUND EVENTS
	ELEVATED EVENTS	TRANSFER ACCESSIBLE EVENTS	RAMP ACCESSIBLE EVENTS	
53	29 / 15	8 / 7	9 / 8	24 / 10
				12 / 5

OVERALL BOUNDING OF USE ZONES
 Area: 4125 sq.ft.
 Perimeter: 266 ft.
STRUCTURE SIZE: 83' 9" x 49' 4"
POST SIZE(S): 5"

**The space requirements shown here are to ASTM standards. Requirements for other standards may be different.

SERIES LINE: Nucleus | Burke Basics | Intensity | ZSeries **SITE PLAN VIEW**

GROUP: 5-12 Structure 04/17/2023

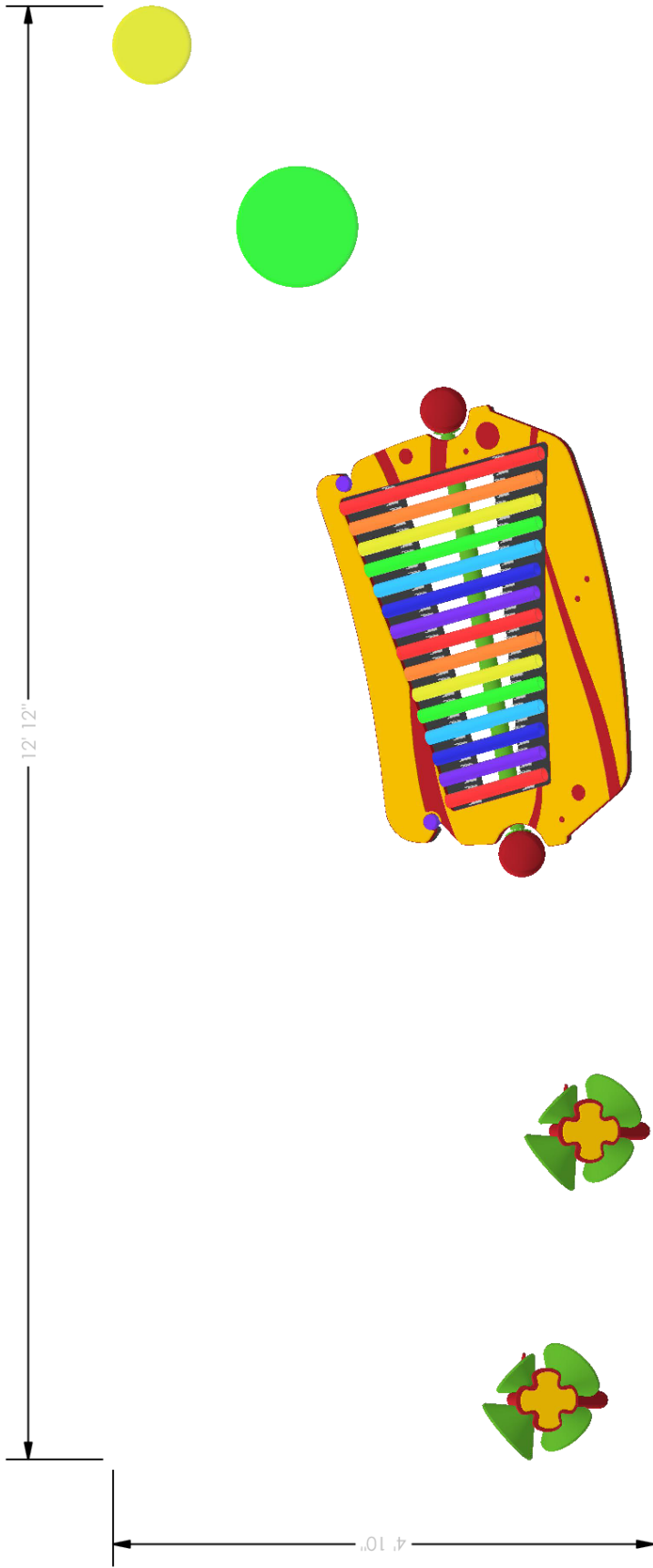
DESIGNED FOR AGES: 5 to 12 **Creative Sites, LLC**

Tekamah-Herman Schools
 Tekamah, NE 68061 **905-165703-2**

Burke
 PLAY THAT MOVES YOU. Designer: Kailee Hendrickson

BCI BURKE COMPANY, LLC | PO BOX 549 FOND DU LAC, WI 54936-0549 | 920.921.9220 | BCI BURKE.COM

Warning: Accessible safety surfacing material is required beneath and around this equipment that is compliant with ASTM, CPSC, and ADAAG requirements.



The use and layout of play components identified in this plan conform to the CPSC guidelines. U.S. CPSC recommends the separation of age groups in playground layouts.

TOTAL EVENTS	PLAYGROUND ACCESSIBILITY (Provided/Required)			TYPES OF GROUND EVENTS
	ELEVATED EVENTS	TRANSFER ACCESSIBLE EVENTS	RAMP ACCESSIBLE EVENTS	
53	29 / 15	8 / 7	9 / 8	24 / 10
				12 / 5

OVERALL BOUNDING OF USE ZONES
 Area: 62.1 sq. ft.
 Perimeter: 35.5 ft.
STRUCTURE SIZE: 4' 10" X 12' 12"
POST SIZE(S): 5"

**The space requirements shown here are to ASTM standards. Requirements for other standards may be different.

SERIES LINE: Nucleus | Burke Basics

SITE PLAN VIEW

GROUP:
PlayEnsemble

Tekamah-Herman Schools
Tekamah, NE 68061

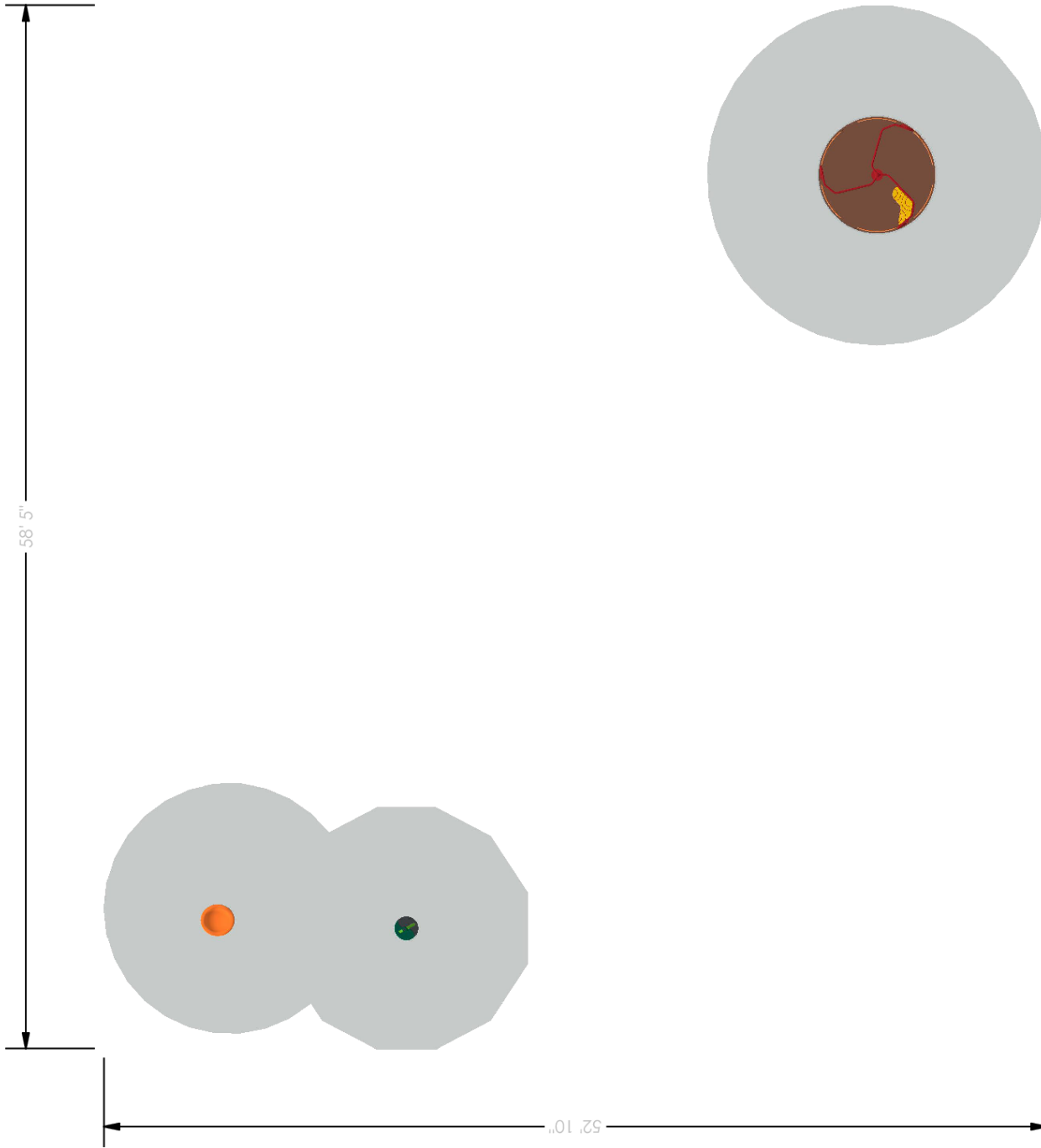
04/17/2023

DESIGNED FOR AGES:
5 to 12

Burke
PLAY THAT MOVES YOU.

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson



The use and layout of play components identified in this plan conform to the CPSC guidelines. U.S. CPSC recommends the separation of age groups in playground layouts.

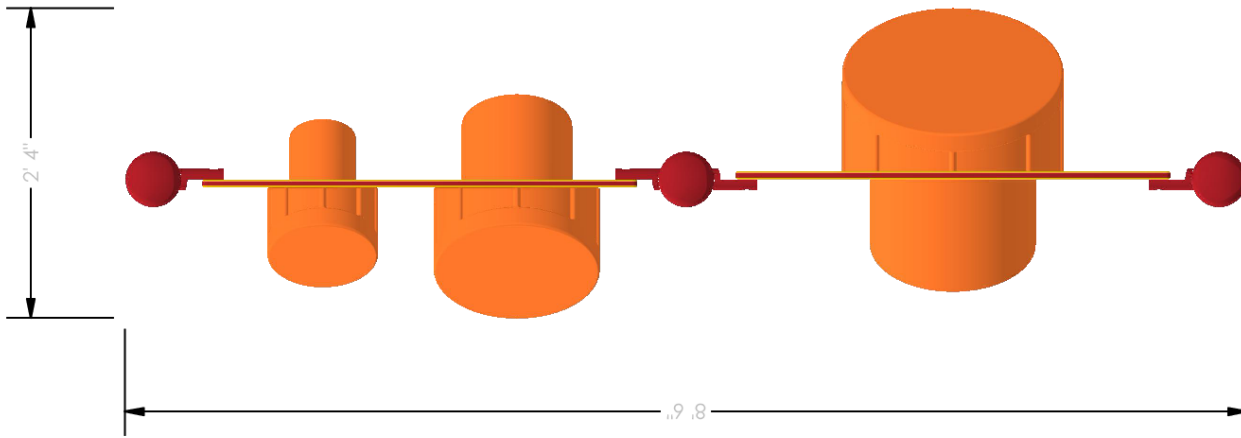
TOTAL EVENTS	PLAYGROUND ACCESSIBILITY (Provided/Required)			TYPES OF GROUND EVENTS
	ELEVATED EVENTS	TRANSFER ACCESSIBLE EVENTS	RAMP ACCESSIBLE EVENTS	
53	29 / 15	8 / 7	9 / 8	24 / 10
				12 / 5

OVERALL BOUNDING OF USE ZONES
 Area: 3083.6 sq. ft.
 Perimeter: 222.4 ft.
STRUCTURE SIZE: 52' 10" x 58' 5"
POST SIZE(S): 5"

**The space requirements shown here are to ASTM standards. Requirements for other standards may be different.

SERIES LINE: Burke Basics		SITE PLAN VIEW	
GROUP: Freestanding	Tekamah-Herman Schools Tekamah, NE 68061	04/17/2023	
DESIGNED FOR AGES: 5 to 12	Burke PLAY THAT MOVES YOU.	Creative Sites, LLC 905-165703-2	
		Designer: Kailee Hendrickson	
BCI BURKE COMPANY, LLC PO BOX 549 FOND DU LAC, WI 54936-0549 920.921.9220 BCIBURKE.COM			

Warning: Accessible safety surfacing material is required beneath and around this equipment that is compliant with ASTM, CPSC, and ADAAG requirements.



The use and layout of play components identified in this plan conform to the CPSC guidelines. U.S. CPSC recommends the separation of age groups in playground layouts.

TOTAL EVENTS	PLAYGROUND ACCESSIBILITY (Provided/Required)			TYPES OF GROUND EVENTS
	ELEVATED EVENTS	TRANSFER ACCESSIBLE EVENTS	RAMP ACCESSIBLE EVENTS	
53	29 / 15	8 / 7	9 / 8	24 / 10 12 / 5

OVERALL BOUNDING OF USE ZONES
 Area: 19.6 sq. ft.
 Perimeter: 21.5 ft.
STRUCTURE SIZE: 8' 6" x 2' 4"
POST SIZE(S): 5"

**The space requirements shown here are to ASTM standards. Requirements for other standards may be different.

SERIES LINE: Nucleus

GROUP:
Panel Wall

DESIGNED FOR AGES:
5 to 12

Tekamah-Herman Schools
Tekamah, NE 68061

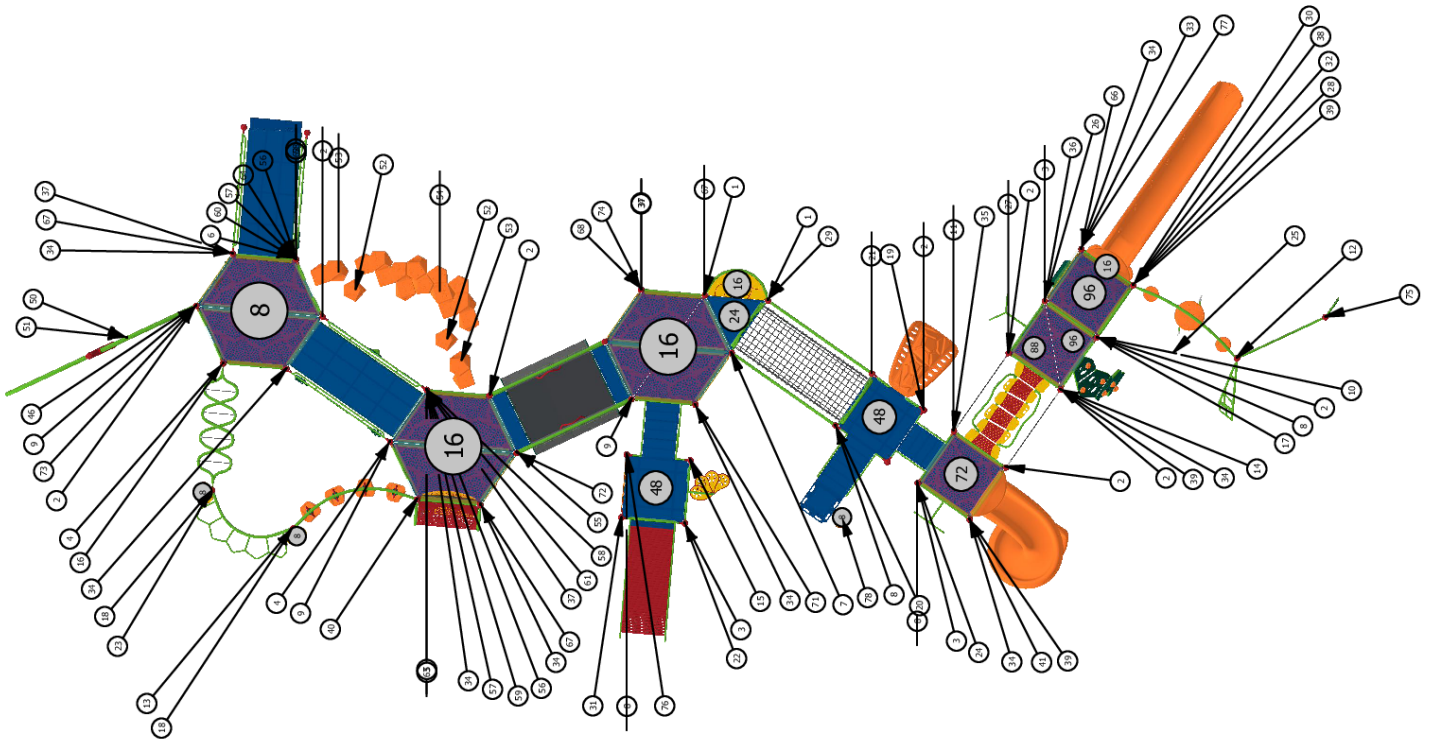


SITE PLAN VIEW

04/17/2023

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson



SERIES LINE: Nucleus | Burke Basics | Intensity | ZSeries

COMPONENT VIEW

GROUP:
5-12 Structure

Tekamah-Herman Schools
Tekamah, NE 68061

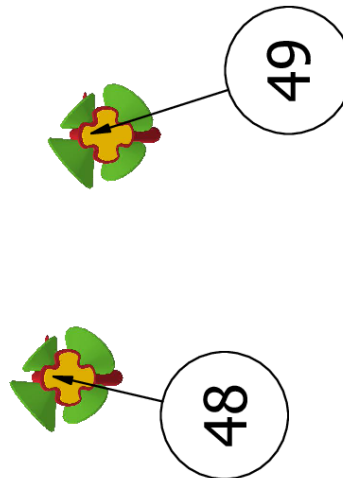
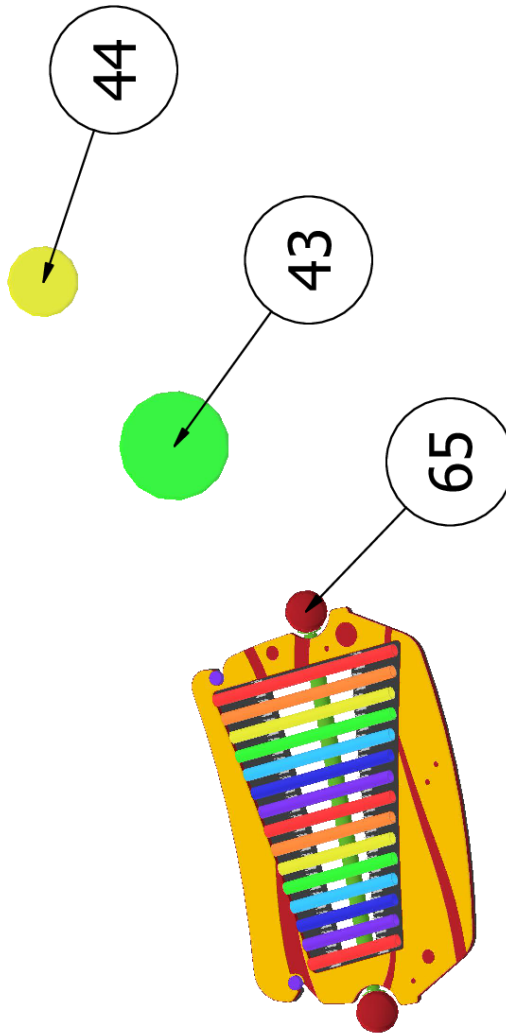
04/17/2023

DESIGNED FOR AGES:
5 to 12

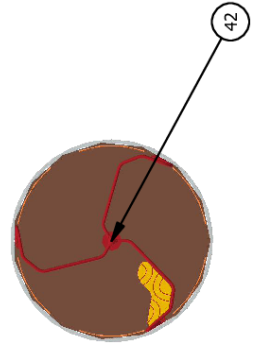
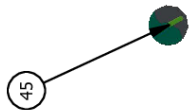


Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson



SERIES LINE: Nucleus Burke Basics		COMPONENT VIEW	
GROUP: PlayEnsemble	Tekamah-Herman Schools Tekamah, NE 68061	04/17/2023	
DESIGNED FOR AGES: 5 to 12		Creative Sites, LLC 905-165703-2 Designer: Kailee Hendrickson	
BCI BURKE COMPANY, LLC PO BOX 549 FOND DU LAC, WI 54936-0549 920.921.9220 BCIBURKE.COM			



SERIES LINE: Burke Basics

GROUP:
Freestanding

DESIGNED FOR AGES:
5 to 12

Tekamah-Herman Schools
Tekamah, NE 68061

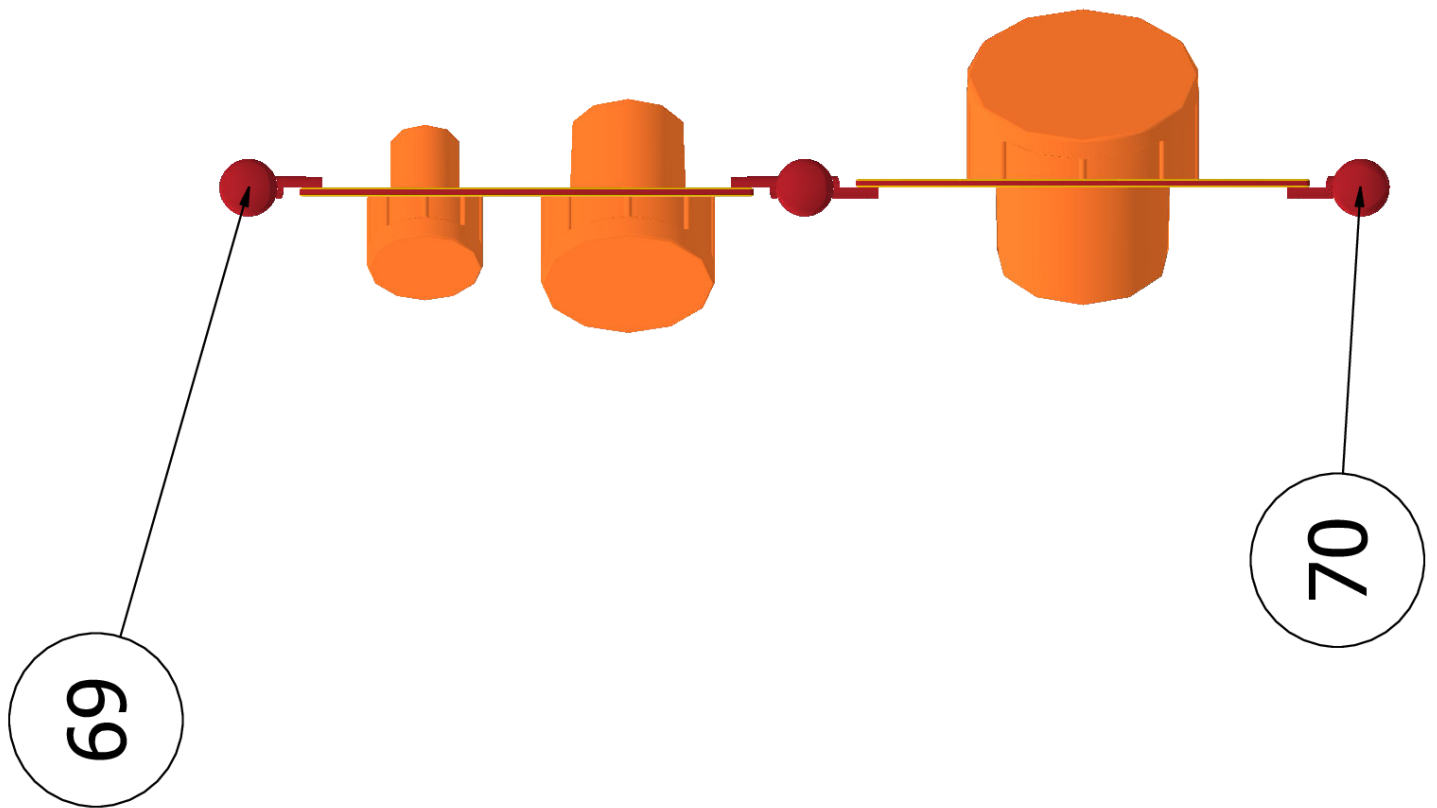


COMPONENT VIEW

04/17/2023

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson



SERIES LINE: Nucleus

GROUP:
Panel Wall

DESIGNED FOR AGES:
5 to 12

Tekamah-Herman Schools
Tekamah, NE 68061



COMPONENT VIEW

04/17/2023

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson

ITEM	COMP.	DESCRIPTION
1	270-0009	8" CLOSURE PLATE, ELLIPSE
2	270-0120	EVOLUTION UNITARY ENCLOSURE
3	270-0121	EVOLUTION STANCHION
4	270-0122	EVOLUTION OFFSET ENCLOSURE
5	270-0124	SENSORY RAIL 8" RISE RAMP
6	270-0125	SENSORY RAIL 8" RISE ENTRANCE RAMP
7	270-0129	TRIANGLE PLATFORM
8	270-0130	SQUARE PLATFORM
9	270-0131	HEXAGONAL PLATFORM S5P
10	270-0301	SPLIT SQUARE PLATFORM CLOSURE PLATE
11	370-0039	EVOLUTION 24" TRANSITION STAIR W/ BARRIERS
12	370-0204	LINX LEVITATE CLIMBER
13	370-0223	PURSUIT CLIMBER 16"-40"
14	370-0236	FORMIS LADDER 96
15	370-0468	32" TRANSITION STAIR W/BARRIERS
16	370-0808	TWISTING TRAVERSE
17	370-0870	TREE BRANCH CLIMBER 96"
18	370-1608	OVISTEP LAUNCH PAD
19	370-1645	MANITOU CLIMBER 48"
20	370-1659	TRANSFER STATION, HANDRAIL 48"
21	370-1663	ROPEVENTURE TUNNEL
22	370-1671	PETAL STEP CLIMBER 40"-48"
23	370-1678	90 DEG HORIZONTAL LADDER, NUCLEUS
24	370-1686	SNAKE CLIMBER 56"-72"
25	370-1696	VIA CLIMBER 48"-56"
26	370-1710	ATOM CLIMBER 80"-96"
27	370-1715	MESA CLIMBER
28	370-1718	TAKTIKS BOW CLIMBER
29	470-0075	CRESCENT PLATFORM
30	470-0101	DYNAMIC PAD
31	470-0756	ROLLER SLIDE 48"-56"
32	470-0805	SLIDE HOOD, HIGH SIDE WALL
33	470-0807	EVOLUTION SQUARE ROOF, ADD-ON
34	470-0808	EVOLUTION ROOF BOTTOM EDGE
35	470-0809	SQUARE ROOF TOP EDGE, ONE SIDE
36	470-0810	SQUARE ROOF TOP EDGE, TWO SIDES
37	470-0813	EVOLUTION HEX ROOF
38	470-0823	VIPER ST 96 W/O HOOD
39	470-0867	EVOLUTION SQUARE ROOF
40	470-0870	SERENITY SPOT
41	470-0872	EXTREME TWIST SPIRAL SLIDE
42	560-0051	INCLUSIVE ORBIT

SERIES LINE:

GROUP:

5-12
Structure | PlayEnsemble | Freestanding | Panel
Wall

DESIGNED FOR AGES:

Tekamah-Herman Schools

Tekamah, NE 68061



COMPONENT VIEW

04/17/2023

Creative Sites, LLC

905-165703-2

Designer: Kailee Hendrickson

ITEM	COMP.	DESCRIPTION
43	560-0056	PLAYENSEMBLE CIRQUE DRUM IV
44	560-0058	PLAYENSEMBLE CIRQUE DRUM II
45	560-0457	SWIFT TWIST SPINNER
46	560-1704	STEM PLAY SHORT ACTIVITY FRAME LINK
47	560-2573	KIDFORCE SPINNER
48	560-2652	PLAYENSEMBLE FLOWERGARDEN, POPPY
49	560-2654	PLAYENSEMBLE FLOWERGARDEN, COSMO
50	560-2685	STEMPLAY MOMENTUM
51	560-2689	STEMPLAY GRAVITY
52	560-2705	EKO SOLO
53	560-2707	EKO DUAL
54	560-2711	EKO ARCH FREE
55	570-0102	INNOVA BRIDGE
56	570-0104	SENSORY RAIL TOP PANEL
57	570-0105	SENSORY RAIL MIDDLE PANEL
58	570-0106	SENSORY RAIL LOWER PANEL
59	570-0110	BELL SENSORY EVENT, LEFT
60	570-0114	HYPNO SENSORY EVENT, TOP
61	570-0119	MELODY SENSORY EVENT, LOWER
62	570-0121	RAINDROPS SENSORY EVENT,MIDDLE
63	570-0123	GROOVY SENSORY EVENT, TOP
64	570-0128	GRASS SENSORY EVENT, LOWER
65	570-0411	PLAYENSEMBLE SUPINE CHIMES HUE
66	570-0557	COUNTER PANEL, BELOW PLATFORM
67	570-0622	PLATFORM ROLL GUARD
68	570-0842	ABC 2-SIDED PLAY PANEL
69	570-0852	DRUM PANEL, BELOW PLATFORM
70	570-0853	SINGLE LARGE DRUM PANEL, BELOW PLATFORM
71	570-2662	CRAZY MAZE 2-SIDED PLAY PANEL
72	570-2667	BEE ACCESSIBLE REACH PANEL
73	570-2668	CAR ACCESSIBLE REACH PANEL
74	570-2669	MAZE ACCESSIBLE REACH PANEL
75	570-2708	CHIMES CRESCENT PANEL, RIGHT
76	570-2713	HIDE THE NUMBERS PANEL
77	570-2737	PINBALL PANEL
78	580-1364	LIL NOVO BEAN STEP
79	600-0104	NPPS SUPERVISION SAFETY KIT
80	660-0101	INSTALL KIT, BURKE BASICS - PAINT
81	660-0103	MAINTENANCE KIT, STRUCTURE
82	660-0104	INSTALLATION KIT, STRUCTURE

SERIES LINE:

GROUP:

5-12
Structure | PlayEnsemble | Freestanding | Panel
Wall

DESIGNED FOR AGES:

Tekamah-Herman Schools

Tekamah, NE 68061



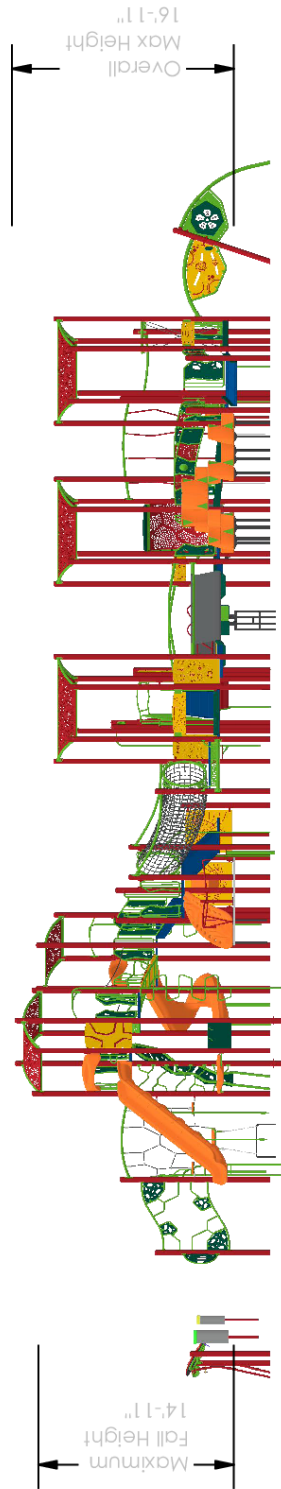
COMPONENT VIEW

04/17/2023

Creative Sites, LLC

905-165703-2

Designer: Kailee Hendrickson



SERIES LINE: Nucleus | Burke Basics | Intensity | ZSeries

ELEVATION VIEW

GROUP:
 5-12
 Structure | PlayEnsemble | Freestanding | Panel
 Wall
DESIGNED FOR AGES:
 5 to 12

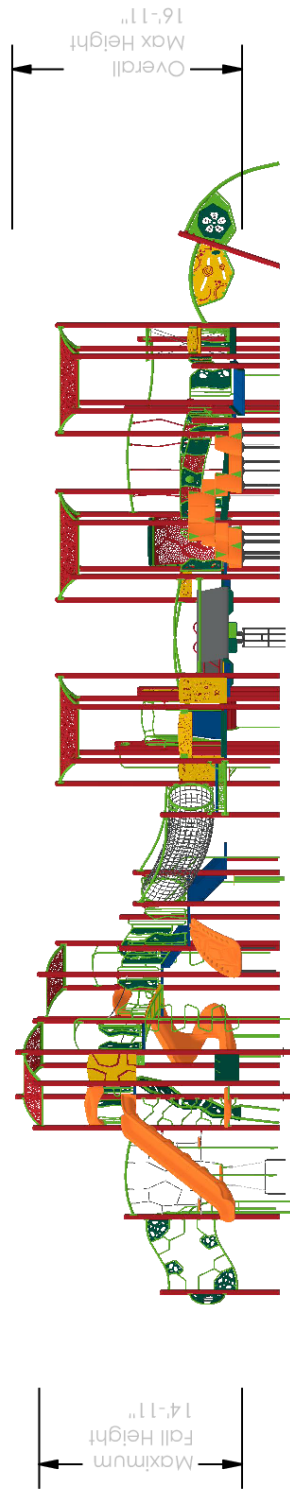
Tekamah-Herman Schools
 Tekamah, NE 68061

04/17/2023

Creative Sites, LLC
905-165703-2



Designer: Kailee Hendrickson



SERIES LINE: Nucleus | Burke Basics | Intensity | ZSeries

ELEVATION VIEW

GROUP:
5-12 Structure

Tekamah-Herman Schools
Tekamah, NE 68061

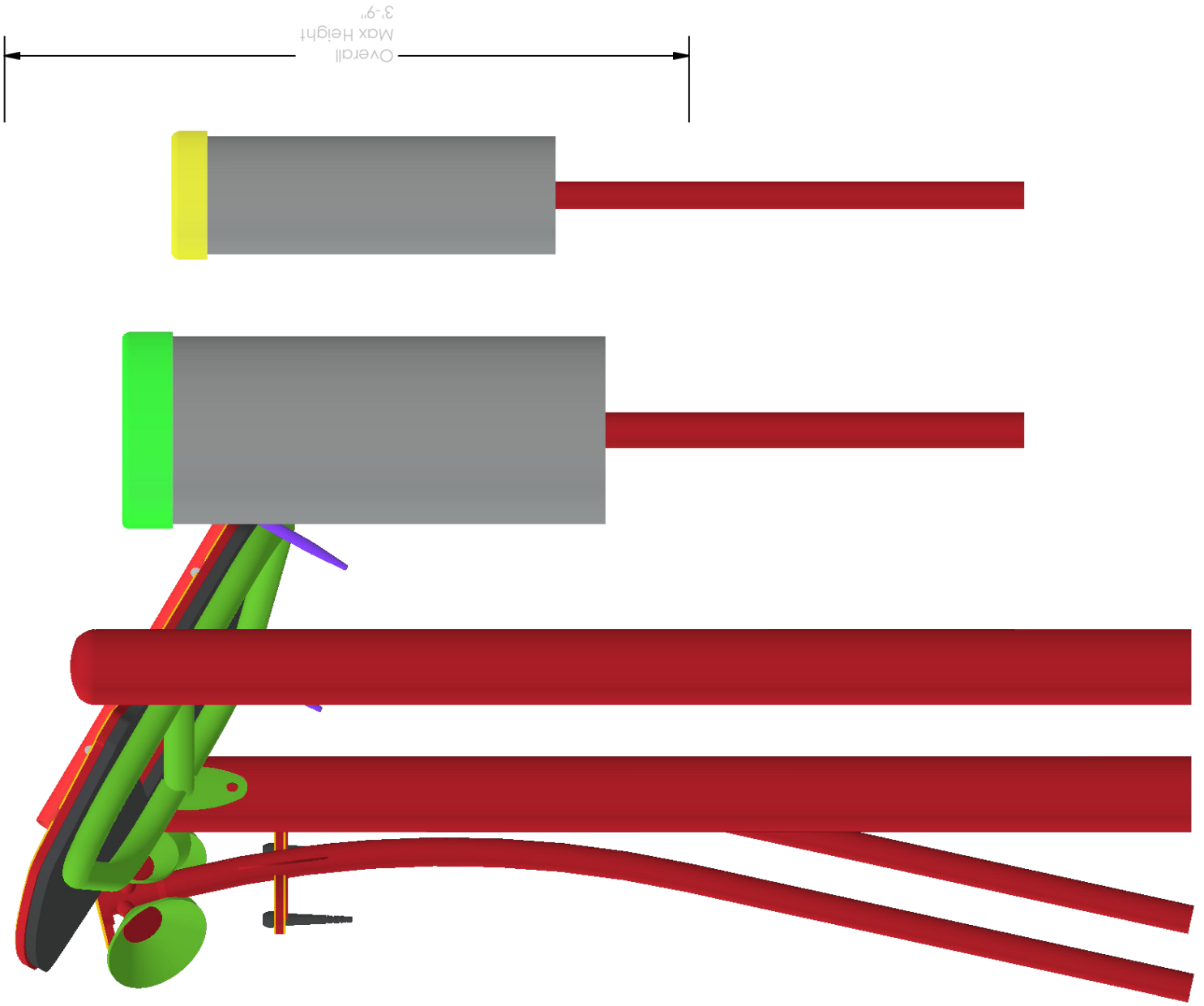
04/17/2023

DESIGNED FOR AGES:
5 to 12

Burke
PLAY THAT MOVES YOU

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson



SERIES LINE: Nucleus | Burke Basics

ELEVATION VIEW

GROUP:
PlayEnsemble

Tekamah-Herman Schools
Tekamah, NE 68061

04/17/2023

DESIGNED FOR AGES:
5 to 12

Burke
PLAY THAT MOVES YOU

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson



SERIES LINE: Burke Basics

GROUP:
Freestanding

DESIGNED FOR AGES:
5 to 12

Tekamah-Herman Schools
Tekamah, NE 68061

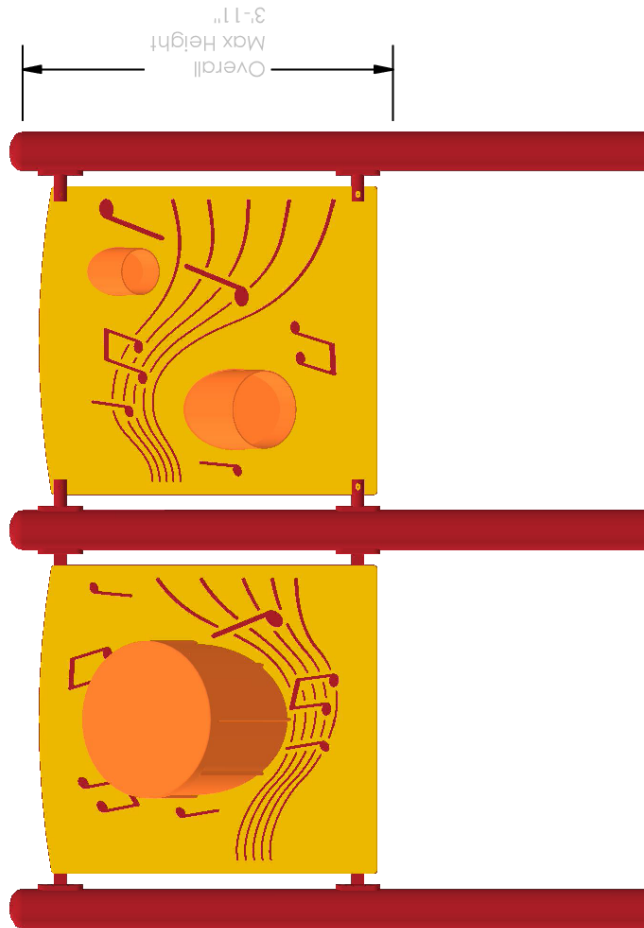


ELEVATION VIEW

04/17/2023

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson



SERIES LINE: Nucleus

GROUP:
Panel Wall

DESIGNED FOR AGES:
5 to 12

Tekamah-Herman Schools
Tekamah, NE 68061



ELEVATION VIEW

04/17/2023

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson



SERIES LINE: Nucleus | Burke Basics | Intensity | ZSeries

ISOMETRIC VIEW

GROUP:
 5-12
 Structure | PlayEnsemble | Freestanding | Panel
 Wall
DESIGNED FOR AGES:
 5 to 12

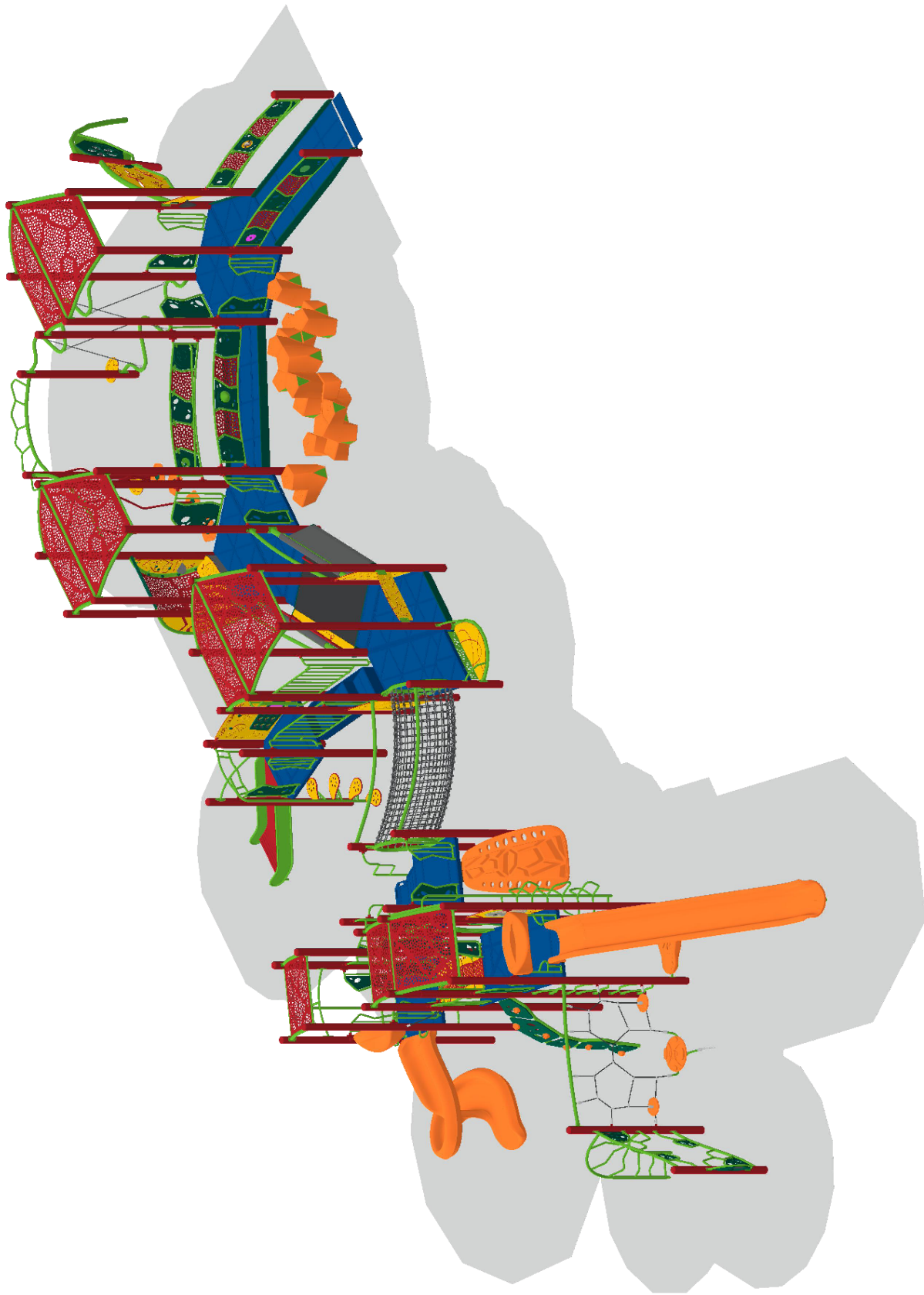
Tekamah-Herman Schools
 Tekamah, NE 68061

04/17/2023

Creative Sites, LLC
 905-165703-2

Burke
 PLAY THAT MOVES YOU

Designer: Kailee Hendrickson



SERIES LINE: Nucleus | Burke Basics | Intensity | ZSeries

ISOMETRIC VIEW

GROUP:
5-12 Structure

Tekamah-Herman Schools
Tekamah, NE 68061

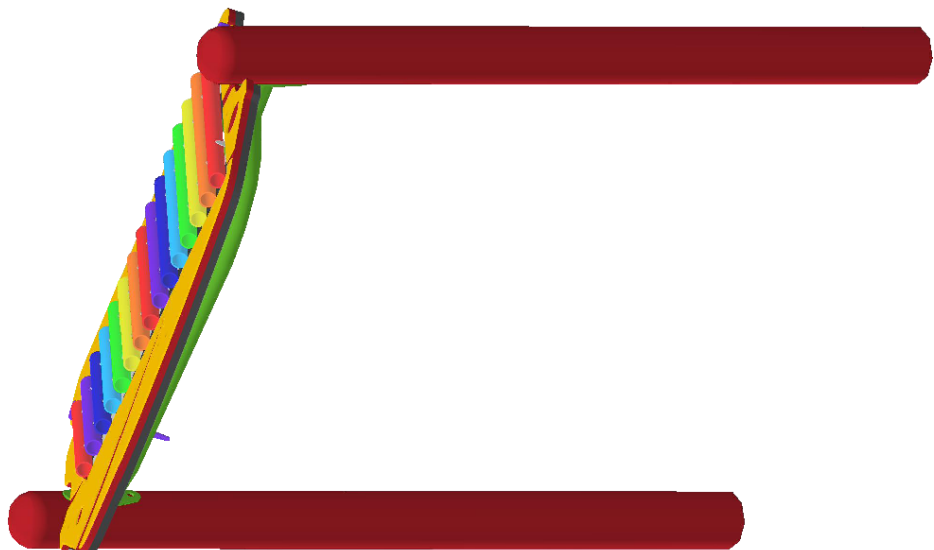
04/17/2023

DESIGNED FOR AGES:
5 to 12

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson

Burke
PLAY THAT MOVES YOU



SERIES LINE: Nucleus | Burke Basics

ISOMETRIC VIEW

GROUP:
PlayEnsemble

Tekamah-Herman Schools
Tekamah, NE 68061

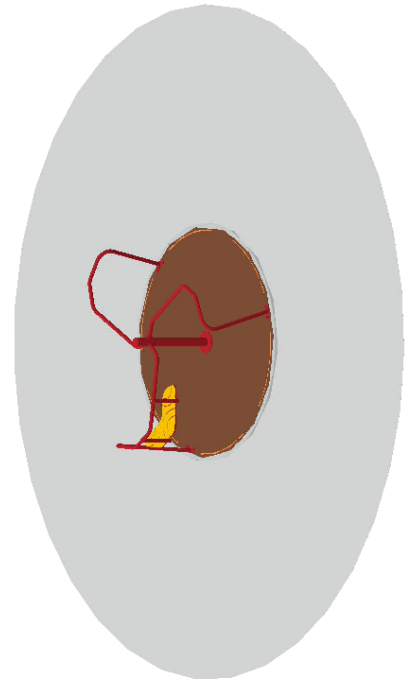
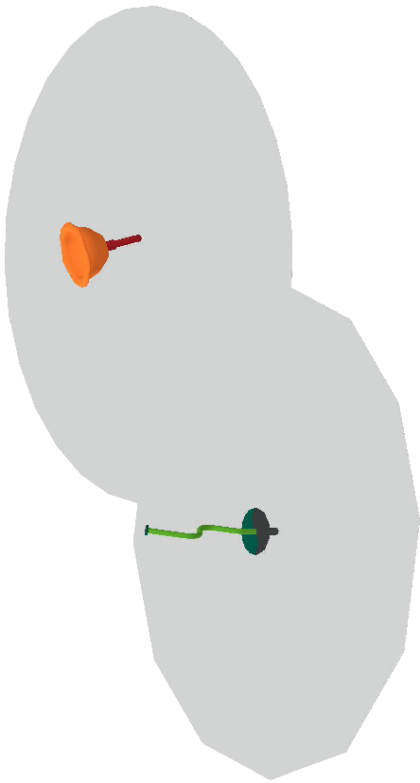
04/17/2023

DESIGNED FOR AGES:
5 to 12

Creative Sites, LLC
905-165703-2

Burke
PLAY THAT MOVES YOU

Designer: Kailee Hendrickson



SERIES LINE: Burke Basics

GROUP:
Freestanding

DESIGNED FOR AGES:
5 to 12

Tekamah-Herman Schools
Tekamah, NE 68061

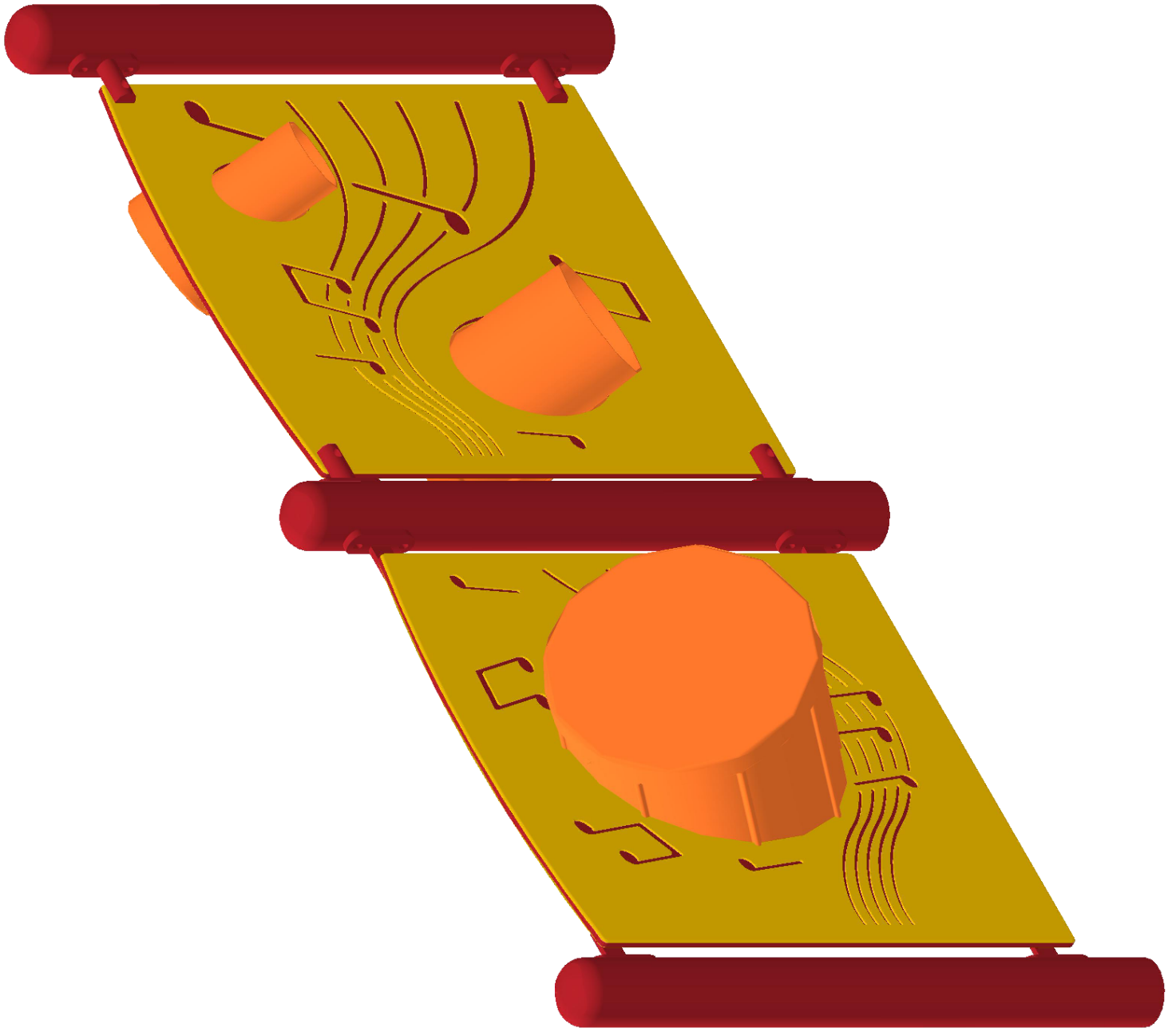


ISOMETRIC VIEW

04/17/2023

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson



SERIES LINE: Nucleus

GROUP:
Panel Wall

DESIGNED FOR AGES:
5 to 12

Tekamah-Herman Schools
Tekamah, NE 68061

Burke
PLAY THAT MOVES YOU

ISOMETRIC VIEW

04/17/2023

Creative Sites, LLC
905-165703-2

Designer: Kailee Hendrickson

The play components identified in this proposal are IPEMA certified. The use and layout of these components conform to the requirements of ASTM F1487. To verify product certification, visit www.ipema.org.



The space requirements shown in this proposal are to ASTM standards. Requirements for other standards may be different.

Component No.	Description	Qty	User Cap	Ext. User Cap	Weight	Ext. Weight
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PlayEnsemble

Nucleus

072-0500-72C	5" OD X 72" CAPPED POST	2	0	0	38	76
560-0056	PLAYENSEMBLE CIRQUE DRUM IV	1	1	1	32	32
560-0058	PLAYENSEMBLE CIRQUE DRUM II	1	1	1	19	19
570-0411	PLAYENSEMBLE SUPINE CHIMES HUE	1	2	2	93	93

PlayEnsemble

Burke Basics

560-2652	PLAYENSEMBLE FLOWERGARDEN, POPPY 1	1	1	1	32	32
560-2654	PLAYENSEMBLE FLOWERGARDEN, COSMO1	1	1	1	32	32

Total User Capacity: 6
Total Weight: 284 lbs.
Total Price: \$11,069

Freestanding

Burke Basics

560-0051	INCLUSIVE ORBIT	1	6	6	667	667
560-0457	SWIFT TWIST SPINNER	1	1	1	52	52
560-2573	KIDFORCE SPINNER	1	1	1	43	43
660-0101	INSTALL KIT, BURKE BASICS - P...	1	0	0	2	2

Total User Capacity: 8
Total Weight: 764 lbs.
Total Price: \$16,216

5-12 Structure

Nucleus

072-0500-104C	5" OD X 104" CAPPED POST	2	0	0	55	110
072-0500-124C	5" OD X 124" CAPPED POST	3	0	0	65	195
072-0500-128C	5" OD X 128" CAPPED POST	2	0	0	67	134
072-0500-136C	5" OD X 136" CAPPED POST	2	0	0	71	142
072-0500-140C	5" OD X 140" CAPPED POST	2	0	0	74	148

072-0500-144C	5" OD X 144" CAPPED POST	2	0	0	76	152
072-0500-184C	5" OD X 184" CAPPED POST	12	0	0	96	1152
072-0500-196C	5" OD X 196" CAPPED POST	8	0	0	103	824
072-0500-212C	5" OD X 212" CAPPED POST	2	0	0	111	222
072-0500-216C	5" OD X 216" CAPPED POST	4	0	0	113	452
072-0500-76C	5" OD X 76" CAPPED POST	2	0	0	40	80
072-0502-212S	5" OD X 212" SWAGED POST	2	0	0	111	222
072-5503-24T	5" OD X 24" TOP ALUMINUM CAPP...	2	0	0	6	12
270-0009	8" CLOSURE PLATE, ELLIPSE	2	0	0	8	16
270-0120	EVOLUTION UNITARY ENCLOSURE	8	0	0	34	272
270-0121	EVOLUTION STANCHION	3	0	0	43	129
270-0122	EVOLUTION OFFSET ENCLOSURE	2	0	0	34	68
270-0124	SENSORY RAIL 8" RISE RAMP	1	21	21	406	406
270-0125	SENSORY RAIL 8" RISE ENTRANCE...	1	0	0	440	440
270-0129	TRIANGLE PLATFORM	1	2	2	48	48
270-0130	SQUARE PLATFORM	4	6	24	106	424
270-0131	HEXAGONAL PLATFORM S5P	3	12	36	287	861
270-0301	SPLIT SQUARE PLATFORMCLOSURE ...	1	4	4	108	108
370-0039	EVOLUTION 24" TRANSITION STAI...	1	4	4	181	181
370-0204	LINX LEVITATE CLIMBER	1	6	6	223	223
370-0223	PURSUIT CLIMBER 16"-40"	1	4	4	127	127
370-0236	FORMIS LADDER 96	1	8	8	130	130
370-0468	32" TRANSITION STAIR W/BARRIERS	1	3	3	215	215
370-0870	TREE BRANCH CLIMBER 96"	1	4	4	41	41
370-1645	MANITOU CLIMBER 48"	1	4	4	87	87
370-1659	TRANSFER STATION, HANDRAIL 48"	1	6	6	210	210
370-1663	ROPEVENTURE TUNNEL	1	0	0	311.4	311.4
370-1671	PETAL STEP CLIMBER 40"-48"	1	3	3	48	48
370-1678	90 DEG HORIZONTAL LADDER, NUC...	1	6	6	46	46
370-1686	SNAKE CLIMBER 56"-72"	1	3	3	41	41
370-1696	VIA CLIMBER 48"-56"	1	2	2	68	68
370-1710	ATOM CLIMBER 80"-96"	1	4	4	63	63
370-1715	MESA CLIMBER	1	4	4	143	143
470-0075	CRESCENT PLATFORM	1	1	1	52	52
470-0756	ROLLER SLIDE 48"-56"	1	3	3	721	721
470-0805	SLIDE HOOD, HIGH SIDE WALL	1	0	0	32	32
470-0807	EVOLUTION SQUARE ROOF, ADD-ON	1	0	0	72	72
470-0808	EVOLUTION ROOF BOTTOM EDGE	9	0	0	13	117
470-0809	SQUARE ROOF TOP EDGE, ONE SIDE	1	0	0	13	13
470-0810	SQUARE ROOF TOP EDGE, TWO SIDES	1	0	0	14	14
470-0813	EVOLUTION HEX ROOF	3	0	0	211	633
470-0823	VIPER ST 96 W/O HOOD	1	4	4	216	216
470-0867	EVOLUTION SQUARE ROOF	3	0	0	76	228
470-0870	SERENITY SPOT	1	2	2	303	303
470-0872	EXTREME TWIST SPIRAL SLIDE	1	2	2	217	217
570-0102	INNOVA BRIDGE	1	18	18	847	847
570-0104	SENSORY RAIL TOP PANEL	2	0	0	7	14
570-0105	SENSORY RAIL MIDDLE PANEL	2	0	0	7	14
570-0106	SENSORY RAIL LOWER PANEL	2	0	0	8	16
570-0110	BELL SENSORY EVENT, LEFT	1	0	0	24	24
570-0114	HYPNO SENSORY EVENT, TOP	1	0	0	19	19
570-0119	MELODY SENSORY EVENT, LOWER	1	0	0	19	19
570-0121	RAINDROPS SENSORY EVENT,MIDDLE	1	0	0	24	24
570-0123	GROOVY SENSORY EVENT, TOP	1	0	0	26	26
570-0128	GRASS SENSORY EVENT, LOWER	1	0	0	16	16
570-0557	COUNTER PANEL, BELOW PLATFORM	1	4	4	37	37
570-0622	PLATFORM ROLL GUARD	3	0	0	8	24
570-0842	ABC 2-SIDED PLAY PANEL	1	2	2	44	44
570-2662	CRAZY MAZE 2-SIDED PLAY PANEL	1	2	2	44	44
570-2667	BEE ACCESSIBLE REACH PANEL	1	2	2	16	16
570-2668	CAR ACCESSIBLE REACH PANEL	1	2	2	23	23

570-2669	MAZE ACCESSIBLE REACH PANEL	1	2	2	16	16
570-2708	CHIMES CRESCENT PANEL, RIGHT	1	1	1	17	17
570-2713	HIDE THE NUMBERS PANEL	1	2	2	69	69
570-2737	PINBALL PANEL	1	1	1	53	53
600-0104	NPPS SUPERVISION SAFETY KIT	1	0	0	3	3
660-0103	MAINTENANCE KIT, STRUCTURE	1	0	0	7	7
660-0104	INSTALLATION KIT, STRUCTURE	1	0	0	5	5

5-12 Structure

Burke Basics

560-1704	STEM PLAY SHORT ACTIVITY FRAM...	1	0	0	149	149
560-2685	STEMPLAY MOMENTUM	1	4	4	35	35
560-2689	STEMPLAY GRAVITY	1	2	2	63	63
560-2705	EKO SOLO	2	1	2	24	48
560-2707	EKO DUAL	2	2	4	47	94
560-2711	EKO ARCH FREE	1	13	13	257	257
580-1364	LIL NOVO BEAN STEP	1	1	1	28	28

5-12 Structure

Intensity

370-0808	TWISTING TRAVERSE	1	5	5	103	103
370-1608	OVISTEP LAUNCH PAD	2	1	2	10	20
370-1718	TAKTIKS BOW CLIMBER	1	7	7	103	103
470-0101	DYNAMIC PAD	1	2	2	27	27

5-12 Structure

ZSeries

670-0423	POST, FOOTER EXTENSION 5" OD ...	2	0	0	11	22
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Total User Capacity: 238
Total Weight: 13495 lbs.
Total Price: \$204,037

Panel Wall

Nucleus

072-0500-80C	5" OD X 80" CAPPED POST	3	0	0	42	126
570-0852	DRUM PANEL, BELOW PLATFORM	1	4	4	53	53
570-0853	SINGLE LARGE DRUM PANEL, BELO...	1	2	2	51	51

Total User Capacity: 6
Total Weight: 230 lbs.
Total Price: \$3,065

Special Notes:

Prices do not include freight, unloading, material storage, site excavation/preparation, removal of existing equipment, removal of excess soil from footing holes, site security, safety surfacing, installation, or sales tax (if applicable). Prices are based on standard colors per CURRENT YEAR BCI Burke Catalog. Custom colors, where available, would be an extra charge. **Pricing is valid for 30 days from the date of this proposal.**

COLOR SELECTION LIST | Default Color Option

GROUP 1 (PlayEnsemble)

Panel: Yellow-Red-Yellow
Acc: Lime
Post: Red

GROUP 2 (Freestanding)

Plastic: Orange
Post: Red
Flat: Green
Acc: Lime
Panel: Yellow-Red-Yellow

GROUP 3 (5-12 Structure)

Deck: Blue
Post: Red
Acc: Lime
Panel: Yellow-Red-Yellow
Flat: Green
Plastic: Orange

GROUP 4 (Panel Wall)

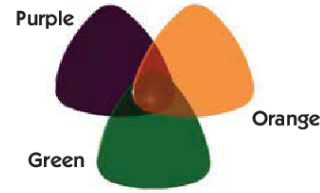
Post: Red
Plastic: Orange
Panel: Yellow-Red-Yellow

COLORS THAT MOVE YOU

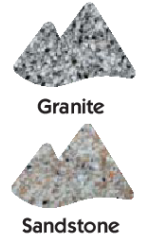
POWDER COAT PAINT



SOLIS HUE TOPPERS



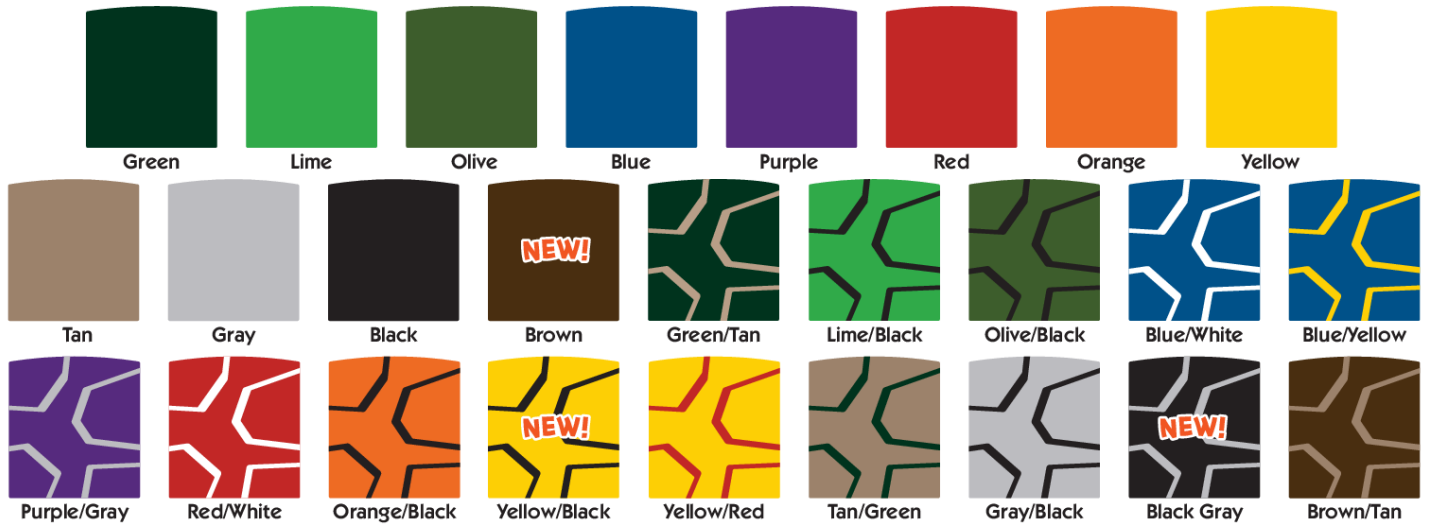
ROCKIT CLIMBERS



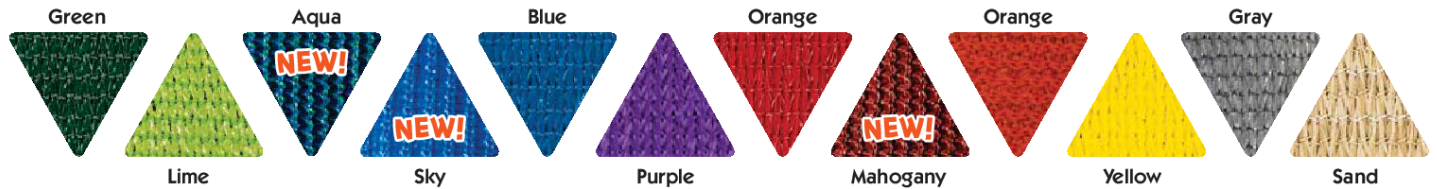
PLATFORMS



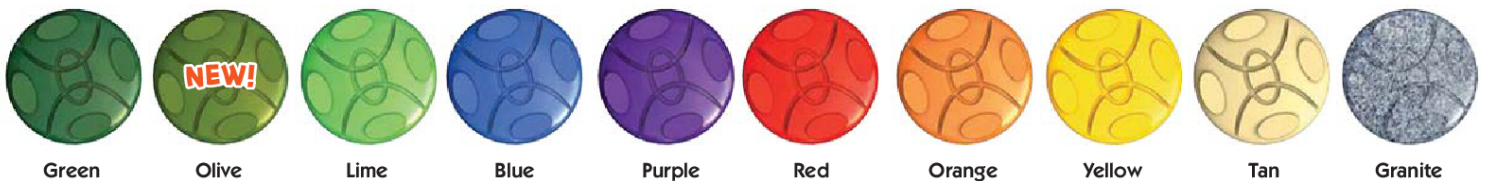
HDPE PLASTIC PANELS



SHADE CANOPIES



ROTOMOLD PLASTIC



VISIT BCIBURKE.COM/COLOR TO CUSTOMIZE YOUR PLAYGROUND COLORS!

BURKE GENERATIONS WARRANTY®

The Longest and Strongest warranty in the industry

BCI Burke Company, LLC ("Burke") warrants that all standard products are warranted to be free from defects in materials and workmanship, under normal use and service, for a period of one (1) year from the date of shipment.

We stand behind our products. In addition, the following products are warranted, under normal use and service from the date of shipment as follows:

- One Hundred (100) Year Limited Warranty on aluminum and steel upright posts (including Intensity®, Synergy™, Nucleus®, Voltage®, Little Buddies®, ELEVATE®, ACTIVATE®, INVIGORATE™) against structural failure due to corrosion, deterioration or workmanship.
- One Hundred (100) Year Limited Warranty on KoreKonnct® clamps against structural failure due to corrosion, deterioration or workmanship.
- One Hundred (100) Year Limited Warranty on Hardware (nuts, bolts, washers)
- One Hundred (100) Year Limited Warranty on bolt-through fastening and clamp systems (Synergy™, Intensity®, Nucleus®, Voltage®, Little Buddies®, ELEVATE®).
- Twenty-Five (25) Year Limited Warranty on spring assemblies and aluminum cast animals.
- Fifteen (15) Year Limited Warranty on structure platforms and decks, metal roofs, table tops, bench tops, railings and barriers against structural failure due to materials or workmanship.
- Fifteen (15) Year Limited Warranty on all plastic components including StoneBorders against structural failure due to materials or workmanship.
- Ten (10) Year Limited Warranty on ShadePlay Canopies fabric, threads, and cables against degradation, cracking or material breakdown resulting from ultra-violet exposure, natural deterioration or manufacturing defects. This warranty is limited to the design loads as stated in the specifications.
- Ten (10) Year Limited Warranty on NaturePlay® Boulders and GFRC products against structural failure due to natural deterioration or workmanship. Natural wear, which may occur with any concrete product with age, is excluded from this warranty
- Ten (10) Year Limited Warranty on Full Color Custom Signage against manufacturing defects that cause delamination or degradation of the sign. Full Color Custom Signs also carry a two (2) year warranty against premature fading of the print and graphics on the signs.
- Five (5) Year Limited Warranty on Intensity® and RopeVenture® cables and LEVEL X® flex bridge against premature wear due to natural deterioration or manufacturing defects. Determination of premature wear will be at the manufacturer's discretion.
- Five (5) Year Limited Warranty on moving parts, including swing components, against structural failure due to materials or workmanship.
- Five (5) Year Limited Warranty on PlayEnsemble® cables and mallets against defects in materials and workmanship.
- Three (3) Year Limited Warranty on electronic panel speakers, sound chips and circuit boards against electronic failure caused by manufacturing defects.

The warranty stated above is valid only if the equipment is erected in conformity with the layout plan and/or installation instructions furnished by BCI Burke Company, LLC using approved parts; have been maintained and inspected in accordance with BCI Burke Company, LLC instructions. Burke's liability and your exclusive remedy hereunder will be limited to repair or replacement of those parts found in Burke's reasonable judgment to be defective. Any claim made within the above stated warranty periods must be made promptly after discovery of the defect. A part is covered only for the original warranty period of the applicable part. Replacement parts carry the applicable warranty from the date of shipment of the replacement from Burke. After the expiration of the warranty period, you must pay for all parts, transportation and service charges.

Burke reserves the right to accept or reject any claim in whole or in part. Burke will not accept the return of any product without its prior written approval. Burke will assume transportation charges for shipment of the returned product if it is returned in strict compliance with Burke's written instructions.

THE FOREGOING WARRANTIES ARE EXCLUSIVE AND IN LIEU OF ANY OTHER WARRANTY, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO ANY IMPLIED WARRANTY OR MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. IF THE FOREGOING DISCLAIMER OF ADDITIONAL WARRANTIES IS NOT GIVEN FULL FORCE AND EFFECT, ANY RESULTING ADDITIONAL WARRANTY SHALL BE LIMITED IN DURATION TO THE EXPRESS WARRANTIES AND BE OTHERWISE SUBJECT TO AND LIMITED BY THE TERMS OF BURKE'S PRODUCT WARRANTY. SOME STATES DO NOT ALLOW THE EXCLUSION OF CERTAIN IMPLIED WARRANTIES, SO THE ABOVE LIMITATION MAY NOT APPLY TO YOU.

Warranty Exclusions: The above stated warranties do not cover: "cosmetic" defects, such as scratches, dents, marring, or fading; damage due to incorrect installation, vandalism, misuse, accident, wear and tear from normal use, exposure to extreme weather; immersion in salt or chlorine water, unauthorized repair or modification, abnormal use, lack of maintenance, or other cause not within Burke's control; and

Limitation of Remedies: Burke is not liable for consequential or incidental damages, including but not limited to labor costs or lost profits resulting from the use of or inability to use the products or from the products being incorporated in or becoming a component of any other product. If, after a reasonable number of repeated efforts, Burke is unable to repair or replace a defective or nonconforming product, Burke shall have the option to accept return of the product, or part thereof, if such does not substantially impair its value, and return the purchase price as the buyer's entire and exclusive remedy. Without limiting the generality of the foregoing, Burke will not be responsible for labor costs involved in the removal of products or the installation of replacement products. Some states do not allow the exclusion of incidental damages, so the above exclusion may not apply to you.

The environment near a saltwater coast can be extremely corrosive. Some corrosion and/or deterioration is considered "normal wear" in this environment. Product installed within 500 yards of a saltwater shoreline will only be covered for half the period of the standard product warranty, up to a maximum of five years, for defects caused by corrosion. Products installed in direct contact with saltwater or that are subjected to salt spray are not covered by the standard warranty for any defects caused by corrosion.

Contact your local Burke Representative for warranty information regarding Burke Turf® and Burke Tile products.

Terms of Sale

Pricing: Prices published in this catalog are in USD, are approximate and do not include shipping & handling, surfacing, installation nor applicable taxes. All prices are subject to change without notice. Contact your Burke representative for current pricing. Payments are to be made in USD.

Weights: Weights are approximate and may vary with actual orders.

Installation: All equipment is shipped unassembled. For a list of factory-certified installers in your area, please contact your Burke representative.

Specifications: Product specifications in this catalog were correct at the time of publication. However, product improvements are ongoing at Burke, and we reserve the right to change or discontinue specifications without notice.

Loss or Damage in Transit: A signed bill of lading is our receipt from a carrier that our shipment to you was complete and in good condition upon arrival. Before you sign, please check the Bill of Lading carefully when the shipment arrives to make sure nothing is missing and there are no damages. Once the shipment leaves our plant, we are no longer responsible for any damage, loss or shortage.

For more information regarding the warranty, call Customer Service at 920-921-9220 or 1-800-356-2070.

01/2021



13680 South 220th St · Gretna, NE 68028
Office Phone: (402) 332-4537 Fax: (402) 332-2881
Mobile Phone: Bodie (402) 670-8506
Email: bodiedostal@hotmail.com

To: Creative Sites
From: Bodie Dostal
Date: 11/3/2023
Re: Tekamah Herman Schools

Bid Proposal

Playground Area

Remove/Dispose Existing Playground/Borders/Gravel (By Others)	\$	-
Dirtwork	\$	3,950.00
8"x8" Ringwall 280 LF @ \$50 LF	\$	14,000.00
Drainage	\$	3,450.00
Install Playground Equipment	\$	34,500.00
Pour 4" Concrete Pad for PIP 3,970 SF @ \$7.50 SF	\$	29,775.00
Seeding & Restoration	\$	2,000.00

Swing Area

Remove/Dispose Swings/Borders/Gravel (By Others)	\$	-
Dirtwork	\$	2,750.00
8"x8" Ringwall 156 LF @ \$60/LF	\$	9,360.00
Drainage	\$	2,000.00
Fabric	\$	600.00
Install Swings	\$	2,750.00
Pour 4" Concrete Pad for PIP 200 SF @ \$10 SF	\$	2,000.00
Seeding & Restoration	\$	750.00
Connection Sidewalk - 5'x50' = 250 SF	\$	2,500.00
Provide & Install EWF (Woodchips) 70 CY	\$	3,950.00

Total Bid Proposal \$ 114,335.00

Notes:

- No Private Locates and No Sprinkler Repair
- Anticipated Schedule to be Determined at the Time of Bid Acceptance
- 2024 Project
- Bid Proposal applies for 90 days



13680 South 220th St · Gretna, NE 68028
Office Phone: (402) 332-4537 Fax: (402) 332-2881
Mobile Phone: Bodie (402) 670-8506
Email: bodiedostal@hotmail.com

To: Creative Sites
From: Bodie Dostal
Date: 11/3/2023
Re: Tekamah Herman Schools

NOTES

Remove/Dispose Existing Playground/Gravel By Others

- 1/2 Gravel to be placed in parking area
- One pile of clean gravel
- One pile of dirty gravel
- Excess to be hauled by others at the end of the project

Tree Removal By Others

- Stump needs to be grubbed out entirely
- Not grinding the stump, the roots will be the way

No Discount for others to do the Dirtwork

- Dostals Construction lays out the project at the same time
- Dostals Construction will need to keep this number in our Bid Proposal

Tekamah-Herman Board Meeting
Elementary Report

12/11/23

Staff and Student Recognition

- Students of the month for November were: Bucky Jansen, Wyatt Hansen, Emry Hansen, Sam Desmond, Cami Ray, Josie Rieck, Lily Cameron, Adalynn Abraham, Ruby Kjar, Haylee Hansen, Kaleb Early, Jordyn Erickson, Lexi Monif, Hailie Hall, Dustin Gammel
- Pam Tonjes and Pam O'Mara are regular and reliable subs for our building, and have been working in Justine Marshall's classroom while she is on leave. I am grateful to the two Pams for everything they've been doing for our first grade students!

Principal's Report

- Last week Jason and I attended the NSCA principal's conference in Lincoln, and it was a great professional learning experience for me. I took away several ideas to implement, and the opportunity to network with other principals was invaluable. One presentation that was especially powerful was from Jay Martin, a school security administrator from NDE. He spoke about social media safety, and specifically about the advances in AI.
- Our PK-6 enrollment for November was 292. We had additions in pre-school and in third grade.

Tekamah-Herman Board Meeting
Secondary Report

12/11/23

Staff and Student Recognition

- Fall Sports post-season honors
 - Softball
 - All Conference First Team: Sammie Brodersen, Brinley Stahr
2nd team: Morgan Lewis
 - Academic All-State: Olivia Chatt, Alicia Clark
 - Volleyball
 - All Conference Honorable Mention: Preslee Hansen, Donnie Seeley, Taryn Sheets, Emily Stansberry
 - Omaha World Herald Honorable Mention and Lincoln Journal Star Honorable Mention: Addysen Lytle, Donnie Seeley, Emily Stansberry
 - Academic All-State: Preslee Hansen, Addysen Lytle
 - Football
 - All District: Alex Braniff, Spencer Pagels
 - All District Honorable Mention: Cooper Langley, Isaac Ruwe, Gabe Stock, Reece Williams
 - Academic All-State: Jessen Booth, Dylan Petersen
- Fine Arts honors
 - All-State Choir - Brock Paul, Taryn Sheets, LilyAnn Willing
 - EHC Choir - Morgan Allison, Mya Bergman, Coraline Davis, Mady Davis, Cadence Heath
 - One-Act: 5th at Districts; Outstanding Actors: Morgan Allison, Breanna Babler, Mya Bergman, Connor Davis, Cassie Jacobs, Danica Johnson,
 - FFA—Qualified for State Land Judging: Thomas Braniff, Dylan Peterson, Hannah Rief, Chase Reyzlik

Principal's Report

- Veterans Day Program
- Student Leadership Group
- Lockdown Drill
- EHC Principals group
- State Principals Conference

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

It is hereby agreed by and between the Board of Education of the Tekamah-Herman School District No. 1, located in Burt County in the State of Nebraska, hereinafter referred to as "The Board", and Bradley Kjar, hereinafter referred to as "The Superintendent".

WITNESSETH: That the Board in accordance with its action as found in the minutes of the meeting held on the 16th day of January, 2023, has and does employ as Superintendent and the Superintendent hereby agrees to accept such employment subject to the following terms and conditions.

Section 1. TERM OF CONTRACT. The Superintendent shall be employed for a period of two years, beginning on the first day of July, 2023, and expiring on the 30th day of June, 2025. 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 on a monthly basis as part of the Superintendent's Report to the Board.

Section 2. SALARY. The annual salary for the position shall be \$135,000.00 during the first school year of employment under this Contract and shall be payable in 12 equal installments. The annual salary in the second year of employment under this Contract shall be that amount, as adopted by the Board, and that salary shall be payable in the second year of the Contract in the same number of equal payments. These salaries shall not be reduced during the term of this Contract, except for just and sufficient cause as authorized by law. The salary check will be issued on the 19th of the month.

Section 3. 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 school district shall withhold other deductions as the Superintendent and Board may agree.

Section 4. PROFESSIONAL STATUS. The Superintendent hereby affirms that he is not under contract with another School Board or Board of Education covering any part of or all of the same term provided in this Contract. The Superintendent further affirms that throughout the term of this Contract he will hold a valid Nebraska Administrative and Supervisory Certificate with Superintendent endorsement to act as a Superintendent of Schools in the State of Nebraska, which certificate shall be registered in the office of the Superintendent of Schools in Burt County, Tekamah, NE as required by law.

Section 5. SUPERINTENDENT'S DUTIES. The duties of the Superintendent shall be as prescribed in the BOARD OF EDUCATION POLICY MANUAL which duties are incorporated by

reference into this Contract as if set forth verbatim herein. The Superintendent agrees to devote his time, skill, labor and attention to his duties as Superintendent of Schools throughout the term of this Contract; provided, however, the Superintendent, by agreement with the Board, may act as a consultant, may accept speaking engagements, undertake writing, lecturing, or other professional duties and obligations.

Section 6. BOARD-SUPERINTENDENT RELATIONSHIP. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The parties agree, individually and collectively, not to interfere with or usurp the duties or responsibility of the other party. The Board, individually and collectively, will promptly refer all criticisms, complaints and suggestions called to its attention, to the Superintendent for action, study and/or recommendation, as appropriate.

Section 7. DISCHARGE. During the term of the Contract, in the event the Superintendent violates any provisions of this agreement, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to, (a) becoming legally disqualified to administer in the state of Nebraska; (b) participation in any fraud; (c) causing any intentional damage to property; (d) conviction of a felony; (e) becoming physically or mentally disabled; (f) insubordination; (g) neglect of duty; (h) immorality; (i) incompetency; (j) chemical dependency; or (k) unprofessional conduct and other conduct which interferes substantially with the continued performance of duties, then the Superintendent may be discharged, provided that the Superintendent has been given the cause or causes for discharge in writing and has been given an opportunity for and due notice of a hearing before the Board prior to official action taken. Nothing contained herein shall prevent the suspension of the Superintendent, with pay, from his/her duties during the pendency of such proceedings.

Section 8. DISABILITY. Should the Superintendent be unable to perform his duties by reason of illness, accident or other disability beyond his control, and such disability shall continue for more than six (6) months, or if such disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may in its discretion terminate 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 9. TRANSPORTATION. The Board shall provide the Superintendent with transportation required in the performance of his official duties or shall reimburse him for such transportation at the State established rate.

Section 10. 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 \$500.00 or more.

Section 11. ANNUAL VACATION AND SICK LEAVE. 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. The Superintendent shall be entitled to 10 working days of sick leave during each year accumulative to 45 days. Any days accumulated above this amount and not used during any contract year will be paid at the rate of \$25.00 per day and added to the June check. For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or legal and school holidays.

Section 12. 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 two additional "floating" paid holidays to be used at the Superintendent's discretion.

Section 13. RESIDENCE/DOMICILE IN THE 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. 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 14. PROFESSIONAL DEVELOPMENT. The Board may require the Superintendent to continue his/her professional development and to participate in relevant learning experiences. The Superintendent may, therefore, with the approval of the Board, attend appropriate professional meetings at local, state, regional, and national levels. Valid expenses of such required attendance shall be borne by the District.

Section 15. FRINGE BENEFITS. The Superintendent shall receive personal benefits that may be determined by the Board, as follows: Full Family Blue Cross Blue Shield Health Insurance and Dental, Income Protection to cover health insurance and salary, monthly travel expenses, NCSA/Professional Dues, Life Insurance - \$75,000 Term Life, Expense Account of \$599.00.

Section 16. COMPENSATION UPON TERMINATION. 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 twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, shall be refunded by the Superintendent. He shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

Section 17. RENEWAL OF CONTRACT AFTER CONTRACT EXPIRATION DATE. The Secretary of the Board shall, not later than the 15th day of January, notify the Superintendent in writing of the Board's intention not to renew this two-year contract. Failure to so notify the Superintendent shall result in an automatic renewal of this Contract for a period of one year from and after the Contract expiration date provided in Section 1 of this Contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the district has complied with the Superintendent Pay Transparency Act.

Section 18. EVALUATION. The Board shall evaluate the Superintendent twice during his 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 his evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 19. LEGAL ACTIONS. The Board will support the Superintendent if there is a legal dispute caused by him carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes 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 his conduct was unlawful.

Section 20. 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 21. 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 22. SEVERABILITY. 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.

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

Executed by the Board this 16th day of **January, 2023**.

Mandy Piness
President, Board of Education

Heidi Lindberg
Secretary, Board of Education

Executed by the Superintendent this 16TH day of **January, 2023.**

[Signature]
Superintendent

Copies: (1) Original, school file
(2) Carbon, Administrator

2023 - 2024 Superintendent Total Compensation Array

School	Base Salary	Additional Compensation	Benefits	Experience	Education Level	NEP Enrollment	Teachers	Total Compensation	Rank
Cedar Bluffs	\$162,000.00		\$67,752.00	24	EDS	469	37	\$229,752.00	1
Bancroft-Rosalie	\$169,778.00	\$526.00	\$57,350.00	42	PHD	311	30	\$227,654.00	2
Pender	\$151,700.00	\$5,365.00	\$57,290.00	21	PHD	443	35	\$214,355.00	3
Arlington	\$159,150.00		\$51,941.00	9	PHD	691	58	\$211,091.00	4
Lyons-Decatur	\$154,650.00		\$51,616.00	18	EDS	274	27	\$206,266.00	5
West Point	\$149,350.00		\$54,791.00	30	EDS	728	64	\$204,141.00	6
Logan View	\$141,750.00		\$51,917.00	24	PHD	590	42	\$193,667.00	7
Oakland Craig	\$141,670.00		\$51,735.00	15	EDS	416	38	\$193,405.00	8
Ft. Calhoun	\$143,284.00	\$1,500.00	\$47,882.00	29	MA+	825	53	\$192,666.00	9
Tekamah-Herman	\$135,000.00		\$47,500.00	21	EDS	527	49	\$182,500.00	10
				23		527	43		
Array Average:	\$150,833.20	\$2,463.67	\$53,977.40			Array Average		\$205,549.70	
102%	\$153,849.86					102% of Midpoint		\$209,660.69	
100%	\$150,833.20					100% of Midpoint		\$205,549.70	
98%	\$147,816.54					98% of Midpoint		\$201,438.71	