

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. Approve Kelsey Lewis as a substitute teacher
 - 8.2. Approve Powerschool contract for the 2025-2026 school year
 - 8.3. Approve contract with BSN sports to have Nike as the official uniform and clothing provider for THS
 - 8.4. Approve Anna Wakehouse as a K-12 PE Teacher for the 2025-2026 school year
 - 8.5. Declare items as surplus for immediate sale or disposal
9. DISCUSSION ITEMS
 - 9.1. Summer project updates
10. Principal Reports
 - 10.1. Elementary Principal
 - 10.2. Secondary Principal
11. Board Reports
 - 11.1. Buildings, Grounds, and Transportation Committee Report
 - 11.2. Finance Committee Report
12. Superintendent Report
13. Next meeting date and time: Monday, June 9th, 2025, at 5:30 pm in the library
14. Adjournment

Board of Education Regular Meeting

Monday, April 14, 2025 5:30 PM

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

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

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|-------------------------------------|-------------------------------------|
| 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 including the March 10th minutes and current invoices as presented Passed with a motion by Sheryl Stansberry and a second by Abby Mathistad.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Absent
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 March 2025 treasurer's report with the Board.

6. **Recognition of Students and Staff**

Discussion: Mrs. Beck recognized the March students of the month. She also recognized the 5th and 6th grade classes who spent some time cleaning up the neighborhood from storm damage. Mr. Heitz recognized the State FFA award winners, NSAA Academic All-State winter award recipients, State FBLA participants, All-Conference Basketball, and Golden Sower Readers. Mr. Kjar recognized Carrie Braniff for passing her CDL and bus endorsement.

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

Discussion: Tate Pruess, representative for the Class of 2025, address the Board to ask for additional adornments to wear during graduation. Mrs. Ransiear also addressed the Board explaining why she was in favor of State FFA Degree recipients to add a set of FFA cords.

8. **ACTION ITEMS**

8.1. Approve the resignation of David Eriksen as K-12 PE Teacher at the conclusion of the 2024-2025 school year

Action(s) :

The motion to approve the resignation of David Eriksen at the conclusion of the 2024-2025 school year Passed with a motion by Abby Mathistad and a second by Chris Booth.

Voting Detail:

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

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

8.2. Approve copy machine lease agreement with Access Systems

Action(s) :

The motion to approve a 60-month copy machine lease agreement with Access Systems in the amount of \$2,391.70 per month Passed with a motion by Chris Booth and a second by Sheryl Stansberry.

Voting Detail:

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

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

8.3. Approve Carrol Seating contract to replace cafeteria tables

Action(s) :

The motion to approve the contract with Carroll Seating to replace cafeteria tables in the amount of \$89,985 Passed with a motion by Sheryl Stansberry and a second by Abby Mathistad.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Yea
Mandyn Pruess:	Yea
Burt Rogers:	Absent

Bill Skinner: Yea

Sheryl Stansberry: Yea

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

- 8.4. Approve the contract from Hausmann Construction for the removal and replacement of elementary casework and countertop

Action(s) :

The motion approve the contract with Hausmann Construction to serve as the general contract for the replacement of elementary counter top and casework in the amount of \$105,301 Passed with a motion by Chris Booth and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea

Abby Mathistad: Yea

Mandyn Pruess: Yea

Burt Rogers: Absent

Bill Skinner: Yea

Sheryl Stansberry: Yea

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

9. **DISCUSSION ITEMS**

- 9.1. Discuss THS honor roll qualifications

Discussion: Mr. Heitz asked for input from the Board. After taking their suggestions, the administrative team will finalize any changes they decide to make during the summer. Any updates will be added to the student handbook.

- 9.2. Review of the THS stay in school/return to learn plan

Discussion: The District has expended all COVID funds awarded. Regulations state that continual follow-up to track the use of these funds will be required. A review of the Tekamah-Herman Stay in School plan is part of this process. The Board reviewed the plan as required and the updated version will be posted on the District's website.

- 9.3. Discuss summer projects for the summer of 2025

Discussion:

The Board has decided to move forward with the following building and grounds improvements for this summer: replacement of cafeteria wall pocket tables, new elementary counters, cabinets and plumbing in each classroom, north gym resurfacing and scoreboards, and selective classroom furniture to accommodate large class count. We continue to discuss the updates regarding security cameras.

- 9.4. Discussion regarding graduation procedures

Discussion: The Board discussed the possibility of allowing additional adornments during the graduation ceremony. The question of allowing state medalist to wear their medal or club honor

cords was addressed. Currently, the school's NHS members wear a stole, high GPA students are recognized with cords, and military enlistees are granted to wear their appropriate adornments. The Board ultimately decided this decision lies with the Administration. Mr. Heitz and Mr. Kjar plan to research what our neighboring schools are doing, look at our historic practices, and make a decision before May.

10. **Principal Reports**

10.1. Elementary Principal

Discussion: Enrollment for March was 284 students PK-6. Three students transferred out of the district since the March meeting. The elementary MTSS/PBiS Tier I Team continued to support our focus on behavioral expectations for students, and we had our first ever "double Paw" week. Our staff did a great job of keeping students excited about earning Paws, and it was a record number of about 1,000 paws earned by our students!

10.2. Secondary Principal

Discussion: The secondary is looking forward to the following events: ACT testing, State (NSCAS) testing for Jr. High, athletic Banquet, April 21, Honors Convocation, April 23, District Music contest, April 25, and Graduation on May 10th.

11. **Board Reports**

12. **Superintendent Report**

Discussion: Mr. Kjar reported Carlson-West Povondra finished interviews with staff as the process continues to create future plans for our building needs. Architects will be on site to take pictures of our potential areas of possible improvements.

13. **Next meeting date and time: Monday, May 12th, 2025 at 5:30 pm**

14. **Possible executive session for the purpose of reviewing policy and procedure and for the protection of the reputation of the administration**

Discussion: At this time the Board decided to not go into executive session. Administration and Board briefly discussed the action taken by the Administration and crisis team regarding our recent death.

15. **Adjournment**

Action(s):

The motion to adjourn meeting at 6:47pm Passed with a motion by Chris Booth and a second by Bill Skinner.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Yea

Mandyn Pruess: Yea
Burt Rogers: Absent
Bill Skinner: Yea
Sheryl Stansberry: Yea
Voting Summary: Yea: 5, Nay: 0, Absent: 1

Board Secretary

05/12/2025 4:49 PM

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
Checking	1	
Checking	1 Fund: 01 GENERAL FUND	
ABRAHAM, BRIDGET	MILEAGE	240.80
Allison Electric	Supplies	2,728.39
AMAZON CAPITAL SERVICES, INC	SUPPLIES	909.04
Apple Computer Inc	Equipment	623.75
ART OF EDUCATION, THE		1,088.76
BELFRAGE, MANNI	MILEAGE	56.00
BLICK ART MATERIALS	Art Supplies	69.58
Blick Art Materials	Art Supplies	215.11
BOMGAARS SUPPLY INC	SUPPLIES	742.82
BRAND, VANESSA	MILEAGE	224.00
BRANIFF SERVICE	SERVICE	1,939.51
BRANIFF, CARRIE		61.60
BRAYMEN, BRIDGETTE	MILEAGE	182.00
Bridges, Abra	MILEAGE	196.00
BRODERSEN, CARI	MILEAGE	196.00
BRUMMOND DISPOSAL LLC	Service	415.00
BRUMMOND, JAMIE	MILEAGE	140.00
BRUSEGAARD, SARAH	MILEAGE	206.64
BUDDIES RENTALS	SERVICE	600.00
BURT, WES OR LISA	Mileage	168.00
CAMERON, SABINA	MILEAGE	140.00
Cannon	LEASE	628.46
CARDIO PARTNERS INC	AED	195.00
Cash-Wa Distributing	Food	274.84
CASS PLUMBING	Repairs	7,121.93
CDW Government, Inc.	Supplies	226.11
CENTURYLINK	SERVICE	516.08
CITY OF TEKAMAH	WATER	1,512.16
CITY WIDE FACILITY SOLUTIONS	CUSTODIAL SERVICE	11,200.00
CONNEALY, JILL	MILEAGE	196.00
DEVNEY, ERIC OR CLARITY	MILEAGE	308.00
DIETZ MUSIC HOUSE, INC	MUSIC SUPPLIES	63.40
DISCOUNT SCHOOL SUPPLY	SUPPLIES	375.31
DORN, KENDAL	MILEAGE	53.20
ESU #2	Service	5,785.00
EVASIC, ROBERT & BREANNE	MILEAGE	148.40
FAS-BREAK	REPAIR	215.00
FIRST NATIONAL BANK OMAHA	SUPPLIES	579.50
FISHER, ASHLEY	MILEAGE	168.00
Fleischman, Julie	MILEAGE	60.00
FLINN SCIENTIFIC INC	SUPPLIES	52.71
General Reimbursement Fund	Reimbursement	477.29
GIBBS SMITH PUBLISHER	CIRRICULUM	3,459.35
GOODWILL INDUSTRIES INC	WORK EXPERIENCE	975.00
GOODWIN, DEANNA	MILEAGE	252.00
HAMAN, JOEL	MILEAGE	232.40

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
HANSEN, AMANDA	MILEAGE	98.00
HANSEN, CHELSEA	MILEAGE	131.60
HANSEN, JON	MILEAGE	142.80
HANSEN, LINDSEY	MILEAGE	112.00
HD SUPPLY	SUPPLIES	2,736.60
HIRERIGHT, LLC	Supplies	306.60
HOIER, BUCK OR ALLIE	MILEAGE	98.00
Houghton Mifflin Co.	Textbooks	19,015.57
HUESER, KATHY	MILEAGE	215.60
INNOVATIVE OFFICE SOLUTIONS LLC	SUPPLIES	360.98
INSTITUTE FOR MULIT-SENSORY EDUCATION	CURRICULUM	739.54
INSTRUMENTALIST AWARDS		168.00
J.W. Pepper & Son, Inc.	Music Supplies	267.72
JACKSON, PAUL		60.67
JACOBS, ANNEBELLE OR FRANCOIS	MILEAGE	89.60
JARZYNKA, CONNIE	MILEAGE	126.00
JRAYS REPAIR	REPAIR	154.84
KAHLANDT, MACKENZIE	MILEAGE	263.20
KELLY, JAMES	MILEAGE	186.20
KJAR, BRAD	MILEAGE	80.50
KNAUSS, PAIGE		336.00
KSB SCHOOL LAW, PC LLO	LEGAL	1,683.50
LAKESHORE LEARNING MATERIALS	PRESCHOOL SUPPLIES	39.75
LEARN 2 MOVE	SERVICE	885.05
LEE ENTERPRISES ADVERTISING	Printing	486.30
LEICHLLEITER, KATIE	MILEAGE	336.00
LOFFLER	Maintenance	7,870.28
LOFTIS, HOLLY	MILEAGE	224.00
MAGILL, BLAIR	MILEAGE	159.60
MANN, MICHAELA	MILEAGE	140.00
MARQUARDT, TIFFANY	MILEAGE	151.20
MATHESON TRI-GAS, INC	SUPPLIES	244.55
MCELMURAY, LAURA	Mileage	103.60
MIDWEST GRADS	SUPPLIES	237.50
Midwest Service Co.	Propane	275.40
MIDWEST SPECIAL INSTRUMENTS	Health Equipment	477.50
MOSYLE CORPORATION		7,200.00
NATIONAL BUSINESS FURNITURE		1,396.92
NE COUNCIL SCHOOL ADMINISTRATORS	REGISTRATION	275.00
NEBRASKA PUBLIC POWER	ELECTRICITY	3,495.16
NORTHEAST INSTANT RAIN	SERVICE	132.39
OLIGMUELLER, CARISSA OR ANDY	MILEAGE	39.20
PAGELS, RYANN	MILEAGE REIMBURSEMENT	420.00
PETERSEN, CHRIS	MILEAGE	47.60
PETTIT, JACOB OR TIFFANY	MILEAGE	239.40
Popplers Music Inc	Music Supplies	47.95
RAY, BRITTANY	MILEAGE	179.20

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
REALLY GOOD STUFF	LIBRARY SUPPLIES	35.88
RISE BROADBAND	BROADBAND	110.19
ROCHESTER 100 INC.	SUPPLIES	495.00
ROOTS TO WINGS	SERVICE	540.00
RUTT'S MECHANICAL SERVICES	SERVICE	18,953.00
SAVEMORE MARKET	SUPPLIES	398.75
Scholastic	Reading Supplies	223.00
SCHOOL HEALTH		551.98
School Specialty, Inc.	Supplies	396.16
SCHOOLS PLP, LLC.	CREDIT RECOVERY	2,740.00
SCHUETT, JODIE	MILEAGE	184.80
Security Equipment Inc.	Service Call	666.90
SELF, SHAUNA	MILEAGE	389.20
SHEETS, TRISHA	MILEAGE	168.00
SNOW, AARON	MILEAGE	112.00
SPENNER, JILL	Mileage	224.00
STAPLES	Supplies	5,618.57
Student Assurance Services	Catastrophic Accident Ins.	804.50
SWANBERG, BOB	REIMBURSEMENT	40.00
Tekamah Chamber of Commerce	Dues	65.00
THIEMANN, SEAN	MILEAGE	232.40
TOBIN, MICHELLE	MILEAGE	260.40
TYSON, ASHLEY	MILEAGE	224.00
VERIZON WIRELESS	CELLULAR	90.30
VESTIS	RUG SERVICE	282.48
Wallace, Don	Reimbursement	599.20
WALTER LYDICK	Service	6,925.00
WIMER, ASHLEY	MILEAGE	72.80
WOLF, HAILEY	MILEAGE	355.60
WOODRIVER ENERGY LLC	SERVICE	1,978.75
WORLEY, KILEY	MILEAGE	336.00

Fund Total: 142,769.07

Checking Account Total: 142,769.07

Checking

8

Checking 8 Fund: 08 SPECIAL BUILDING FUND

CARLSON WEST POVONDRA	ARCHITECTS	2,019.51
CASS PLUMBING	Repairs	4,536.14

Fund Total: 6,555.65

Checking Account Total: 6,555.65

GENERAL FUND		
Mar-25		
CASH ON HAND	\$ 2,214,961.58	
GENERAL REIMBURSEMENT FUND		
CASH BALANCE		\$ 2,214,961.58
BURT COUNTY TAXES	\$ 273,061.55	
WASHINGTON COUNTY TAXES	\$ 32,603.15	
SPED SA FFR	\$ 154,129.00	
STATE AID	\$ 167,946.00	
INTEREST	\$ 685.06	
	T. EXPENDITURES	\$ 628,424.76
		\$2,843,386.34
PAYROLL	\$ 580,608.65	
EXPENDITURES	\$ 123,644.25	
	T. EXPENDITURES	\$ 704,252.90
Ending Balance 3/31/2025		\$2,139,133.44
DEPRECIATION FUND		
Mar-25		
CASH ON HAND	\$ 136,411.87	
CASH BALANCE		\$ 136,411.87
TRANSFER		
INTEREST	\$ 289.64	\$ 289.64
	TOTAL REVENUE	\$136,701.51
EXPENDITURES		
	TOTAL EXPENDITURES	\$ -
Ending Balance 3/31/2025		\$136,701.51
EMPLOYEE BENEFIT FUND		
Mar-25		
CASH ON HAND	\$ 53,942.19	
CASH BALANCE		\$ 53,942.19
INTEREST	\$ 114.53	
NON-REVENUE RECEIPTS (REFUND)		\$ 114.53
	TOTAL REVENUE	\$ 54,056.72
EXPENDITURES		
	TOTAL EXPENDITURES	\$ -

ENDING BALANCE 3/31/2025		\$54,056.72
ACTIVITY FUND		
Mar-25		
CASH ON HAND	\$ 159,094.41	
CASH BALANCE		\$ 159,094.41
DEPOSITS	\$ 23,464.92	
TRANSFER IN		
INTEREST	\$ 333.73	
		\$ 23,798.65
TOTAL REVENUE		\$182,893.06
EXPENDITURES	\$ 21,181.01	
	TOTAL EXPENDITURE	\$ 21,181.01
Ending Balance 3/31/2025		\$161,712.05
LUNCH FUND		
Mar-25		
CASH ON HAND	\$ 94,724.16	
CASH BALANCE		\$ 94,724.16
DEPOSITS	\$ 37,144.16	
TRANSFER IN		
INTEREST	\$ 245.47	
		\$ 37,389.63
	TOTAL REVENUE	\$ 132,113.79
PAYROLL	\$ 9,907.20	
EXPENDITURES	\$ 15,315.36	
		\$ 25,222.56
Ending Balance 3/31/2025		\$106,891.23
BOND FUND		
Mar-25		
CASH ON HAND	\$ 1,009,742.97	
CASH BALANCE		\$ 1,009,742.97
BURT COUNTY TAXES	\$ 44,506.16	
WASHINGTON COUNTY TAXES	\$ 5,325.87	
INTEREST	\$ 2,093.66	
		\$ 51,925.69
	TOTAL REVENUE	\$1,061,668.66

EXPENDITURES	\$ -	
	TOTAL EXPENDITURES	\$ -
Ending Balance 3/31/2025		\$1,061,668.66
BUILDING FUND		
Mar-25		
CASH ON HAND	\$ 2,208,420.02	
CASH BALANCE		\$ 2,208,420.02
BURT COUNTY TAXES	\$ 24,571.63	
WASHINGTON COUNTY TAXES	\$ 2,915.84	
INTEREST	\$ 3,869.88	
		\$ 31,357.35
	TOTAL REVENUE	\$ 2,239,777.37
EXPENDITURES		\$ -
Ending Balance 3/31/2025		\$ 2,239,777.37

Tekamah-Herman Board Meeting
Elementary Report

5/12/25

Staff and Student Recognition

- Students of the month for April were Penny Brummond, Jericho Revord, Cael Hansen, Kenley Hunter, Abigail Rupp, James Brummond, Elijah Haman, Carson Mann, Garrett Abraham, Jase Jones, Wyatt Bromm, Braxtyn Olson, Lucas Mossberger, Kaydence Borg, and Ivy Johnson.
- Thank you to Shelly Stark and to our 3-6 grade teachers as they completed NSCAS testing for our students in the month of April. Our testing sessions ran smoothly, and we saw great growth from our students!

Principal's Report

- Our enrollment for March was 283 students PK-6. We had two students transfer out and a previous student return to us.
- On April 24 I “graduated” from the NAESP PK-3 Leadership Academy. Those of us in the academy presented our projects, and were able to spend some time learning professionally from each other. I enjoyed this opportunity, and was able to network with other elementary leaders from across the state throughout the year.
 - [NAESP Capstone Written Review](#)
 - [NAESP Capstone Slides Presentation](#)

Tekamah-Herman Board Meeting
Secondary Report

5/12/25

Staff and Student Recognition

- Graduation
- Scholarships
- Honors Convocation
- Booster Club all-sports banquet
- Spring sports

Principal's Report

- Last days of school
- Student check-out and teacher check-out

Callie Anderson

Scholarship Name
Tekamah Fire and Rescue
Emmet and Mae Johnson Scholarship
Tekamah Herman Foundation: -Ade and Theda Jezek Trust -Paul Wilson Major Scholarship -Ade and Theda Jezek Scholarship -Alumni Scholarship -Class of 1968 Scholarship

Emma Anderson

Scholarship Name
Tekamah Herman Foundation -Ade and Theda Jezek Scholarship

Cale Belfrage

Scholarship Name
Emmanuel Lutheran Church Outreach Scholarship
National Honor Society American Red Cross Scholarship
Concordia University Academic and Athletic Scholarship
Tekamah Herman Foundation -Ade and Theda Jezek Scholarship -Harvey and Shirley Walker Memorial Scholarship -Class of 2025 and Cooper Jarzynka Memorial Scholarship -Tiger Pride Athletic Boosters

Mya Bergman

<i>Scholarship Name</i>
Tekamah Herman Foundation -Ade and Theda Jezek Trust Scholarship -Ade and Theda Jezek Scholarship

Jessen Booth

<i>Scholarship Name</i>
Braniff Family Scholarship
Tekamah Herman Foundation -Ade and Theda Jezek Scholarship -Class of 1937 Scholarship -David and JoAnn Wragge Scholarship -Arlin Lowe Math Memorial Scholarship

Griffin Breckenridge

<i>Scholarship Name</i>
University of Nebraska Lincoln O & G Kammerer Scholarship
University of Nebraska Lincoln Emerging Leaders Scholarship
National Honor Society American Red Cross Scholarship
Tekamah Herman Foundation -Mervin and Sally Fleming Scholarship -Lois and Rognar Albert Peterson Scholarship -Class of 2025 and Cooper Jarzynka Scholarship -Ade and Theda Jezek Scholarship -PTO Scholarship -Class of 1970 Scholarship

Samantha Brodersen

<i>Scholarship Name</i>
Russ Herman Memorial Scholarship from 107.9 the Bull
Morningside University Athletic Grant
Morningside University Presidential Scholarship
Morningside Grant, Travel Visit Grant, FAFSA Submission Grant, and Pell Enhancement Grant
National Honor Society Red Cross Scholarship
Tekamah Herman Foundation <ul style="list-style-type: none">-Ade and Theda Jezek Scholarship-FBLA Scholarship-Tiger Pride Athletic Boosters-Jack Family Scholarship-Bernard LeMaster Scholarship-Wayne Loftis Scholarship

Keenan Goebel

<i>Scholarship Name</i>
Northeast Community College Dean's Scholarship
Tekamah Herman Foundation <ul style="list-style-type: none">-Class of 1937 Scholarship

Brianna Hemmingsen

<i>Scholarship Name</i>
University of Wyoming Brown and Gold Scholarship
National Honor Society American Red Cross Scholarship
Tekamah Herman Foundation <ul style="list-style-type: none">-Class of 1956 Scholarship-Ade and Theda Jezek Scholarship

Laney Hoier

Scholarship Name
Washington County Cattlemen's Scholarship
Burt County Cattlemen
Burt County Pheasants Forever Scholarship
National Honor Society American Red Cross Scholarship
South Dakota State University Jack Rabbit Guarantee
Gillette College Foundation Academic and Rodeo Scholarship
University of Nebraska-Lincoln Regent's Scholarship
Oklahoma State University Achievement Scholarship
Tekamah Herman Foundation -Class of 1983 and Joe Tobin Memorial Weight lifter of the year award -Ade and Theda Jezek Scholarship -Verle Henry and Betty Jean Vogler Memorial -Mervin and Sally Fleming Scholarship -Cooper Jarzynka Memorial Scholarship -Class of 1970 Scholarship -Wayne Loftis Scholarship

Addysen Lytle

Scholarship Name
Creighton. University Award
Creighton Pre-Professional Physical Therapy Program Award
Tekamah Herman Foundation -Class of 2025 and Cooper Jarzynka Memorial Scholarship -Mervin and Sally Fleming Scholarship -Lois and Rognar Albert Peterson Scholarship -Ade and Theda Jezek Scholarship

Matthew Olson

<i>Scholarship Name</i>
Tekamah Herman Foundation -Ade and Theda Jezek Trust Scholarship -Ade and Theda Jezek Scholarship

Spencer Pagels

<i>Scholarship Name</i>
Tekamah Fire and Rescue Scholarship
St. Patrick's Catholic Church Scholarship
Nebraska Energy Federal Credit Union Scholarship
Concordia University Athletic Scholarship
Tekamah Herman Youth Wrestling Club Scholarship
Tekamah Herman Foundation -Harvey and Shirley Walker Scholarship -Ade and Theda Jezek Scholarship -Tiger Pride Athletic Boosters Scholarship -Don Connealy Scholarship -Class of 1980 and Scott Nelson Memorial Scholarship

Tate Pruess

<i>Scholarship Name</i>
Craig Community Foundation Scholarship
Herman Alumni Scholarship
Burt County Cattlemen
Kansas State University Scholarship
Oklahoma State University Scholarship
Blackhawk East College Scholarship
Tekamah Herman Foundation <ul style="list-style-type: none">-Cody Olsen Memorial Scholarship-Phillip Hennig FFA Memorial Scholarship-Class of 2025 and Cooper Jarzynka Memorial Scholarship<ul style="list-style-type: none">-Prudie Skinner Memorial-Victoria Ann Elliott Marshall Memorial<ul style="list-style-type: none">- Don Donnealy Scholarship-Ade and Theda Jezek Scholarship

Addison Reyzlik

<i>Scholarship Name</i>
Susan Buffett Scholarship
University of Nebraska-Kearney Opportunity Grant
Tekamah Herman Foundation <ul style="list-style-type: none">-Adam LeRoy Gardner Memorial Scholarship-Ade and Theda Jezek Scholarship<ul style="list-style-type: none">-Class of 1969 Scholarship

Nevaeh Ritter

<i>Scholarship Name</i>
Samford University Crossland Merit Scholarship
Tekamah Herman Foundation -Ade and Theda Jezek Scholarship -Susan Gill Memorial Scholarship

Isabella Roche

<i>Scholarship Name</i>
Tekamah Area Veteran's Scholarship
St. Patrick's Catholic Church Scholarship
Burt County Cattlemen Scholarship
Kansas State University Agriculture School Commitment Scholarship
Kansas State University Established Wildcat Non-Resident Award
University of Nebraska -Lincoln Pepsi Scholarship
National Honor Society American Red Cross Scholarship
Tekamah Herman Foundation -Ade and Theda Jezek Scholarship -Ade and Theda Jezek Trust Scholarship

Ryann Rodriguez

<i>Scholarship Name</i>
Woodmen Life Focus Forward Scholarship

Brody Rogers

<i>Scholarship Name</i>
Russ Herman Memorial Scholarship from 107.9 the Bull
Northeast Community College Academic Scholarship
Northeast Community College Athletic Scholarship
Concordia University Academic Scholarship
Concordia University Athletic Scholarship
Concordia University Lutheran Heritage Scholarship
Doane University Academic Scholarship
Doane University Athletic Scholarship
University of Nebraska Lincoln College of Agricultural Science and Natural Resources Scholarship
University Of Nebraska -Lincoln PGA Golf Management Scholarship
Emmanuel Lutheran Church Outreach Scholarship
Tekamah Herman Foundation -Ade and Theda Jezek Scholarship -Class of 2025 and Cooper Jarzynka Memorial Scholarship -Tiger Pride Athletic Boosters Scholarship -Washington County Bank Scholarship -Guy Mytty Memorial Scholarship

Taryn Sheets

<i>Scholarship Name</i>
First Presbyterian Church Scholarship
Southeast Community College Athletic Scholarship
PEO Scholarship
Tekamah Herman Foundation -Washington County Bank Scholarship -Ade and Theda Jezek Scholarship -Class of 2025 and Cooper Jarzynka Memorial Scholarship -Tiger Pride Athletic Boosters -Cooper Jarzynka Memorial Scholarship

Jack Smith

<i>Scholarship Name</i>
Cameron C Anderson Utility Line Scholarship

Madelyne Smutny

<i>Scholarship Name</i>
Tekamah Herman Foundation -Class of 2025 and Cooper Jarzynka Memorial Scholarship -Henry Bayard Johnson and Gladys Wesgaard Johnson -Ade and Theda Jezek Scholarship

Gabriel Stock

<i>Scholarship Name</i>
Tekamah Herman Teammates Scholarship

Tristan Tobin

<i>Scholarship Name</i>

Tekamah American Legion Scholarship
--

Burt County Cattlemen Scholarship
--

Tekamah Herman Youth Wrestling Club Scholarship
--

Tekamah Herman Foundation

-Carp City Scholarship

-Mervin and Sally Fleming Scholarship

-Vaden Maxwell Memorial Scholarship

-Ade and Theda Jezek Scholarship

-Class of 2025 and Cooper Jarzynka Memorial Scholarship

Kaden Winkler

<i>Scholarship Name</i>

Tekamah Herman Foundation

-Ade and Theda Jezek Scholarship

-Ade and Theda Jezek Trust Scholarship
--

Anthony Wood

<i>Scholarship Name</i>

Northeast Community College Nebraska Career Scholarship
--

Emmanuel Lutheran Church Outreach Scholarship
--

Tekamah Herman Foundation

-Cody Olsen Memorial Scholarship

-Don Donnealy Scholarship

JoAnna Wood

<i>Scholarship Name</i>
Little Priest Tribal College and Wayne State College Cooperative Scholarship
Emmanuel Lutheran Church Outreach Scholarship
Tekamah Herman Foundation -Ade and Theda Jezek Scholarship

Clara Zink

<i>Scholarship Name</i>
Emmanuel Lutheran Church Outreach Scholarship



Powerschool Service Agreement with the ESUCC

This ESUCC Service Agreement ("Agreement") is entered into by and between the Educational Service Unit Coordinating Council (the "ESUCC") and Tekamah-Herman Community Schools (the "Entity").

I. Background

The Nebraska Legislature created the ESUCC, in part, to coordinate and provide services to school districts and ESUs across the State of Nebraska. This Agreement outlines the expectations and obligations of both the ESUCC and Entity for the Nebraska Powerschool Cooperative.

II. Powerschool Service

Nebraska Powerschool Cooperative (NebPS) ([Exhibit](#))

Fee increase.....Fee Amount: up to \$7,437

III. The Entity agrees to pay the fee(s) to the ESUCC within ninety days of the invoice and may be mailed to 1292 East 4th Street, Ainsworth, NE 69210. The ESUCC reserves the right to refuse any service(s) to any Entity that fails to timely submit payment, and no Entity will be entitled to participate or access any service if said Entity failed to timely pay the required fee(s).

Given the upfront and ongoing expenses associated with each service, the fee(s) paid by the Entity are generally not refundable. By entering into this Agreement, the Entity agrees to accept the identified services for the entire term of the Agreement and may not cancel or revoke services with any expectation of reimbursement(s) or refund(s), except as provided in Section VIII.

V. Term

The term of this Agreement shall commence on September 1, 2025, and continue until August 31, 2026 unless the specific project term specifies otherwise. A new Agreement will be required for any services or support by the ESUCC after August 31, 2026.

VI6. Responsibilities of the ESUCC

The ESUCC agrees to provide and support the services offered with reasonable care, skill, and diligence. The ESUCC shall employ or assign qualified personnel staff to support and oversee the services provided. The ESUCC and its staff will promptly and reasonably respond to Entity for support and assistance with such services.

VII. Responsibilities of the Entity

The Entity will cooperate with the ESUCC and provide necessary information and access as reasonably required for the ESUCC to perform the services. The Entity agrees to follow the reasonable expectations and directives of the ESUCC regarding the services selected by the Entity. The Entity further agrees to promptly communicate to the ESUCC any concerns or problems with any such services.

VIII. Termination

The Entity may terminate this Agreement for any reason at any time by giving written notice to the ESUCC. As noted in Section 2, there shall be no refund or reimbursement by the ESUCC if the Entity terminates this Agreement in the middle of the Agreement term.

If the Entity believes the ESUCC has materially breached this Agreement, then the Entity shall notify the ESUCC in writing of the Entity's concern(s). The ESUCC shall then have thirty days to cure any alleged breach. If the ESUCC disputes the alleged breach, then the parties shall agree to meet at the Entity to address the specific concerns and find a mutually agreeable solution. If, after that meeting, the ESUCC is unable or unwilling to cure the alleged breach, then the Entity may terminate the Agreement for cause.

The ESUCC may terminate this Agreement for any reason at any time by giving thirty days' written notice to the Entity.

IX. Confidentiality

Each party agrees to keep confidential all non-public information received from the other party. All information and data shared or exchanged between the parties shall fully comply with Nebraska law and FERPA.

X. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

XI. Damages and Indemnification

To the extent permitted by law, each party shall indemnify, defend and hold harmless the other party, its officers, agents and employees from all claims, damages, losses and expenses arising out of or resulting from the services provided under this Agreement that results in any claim for damage whatsoever. This Section shall not require either party to indemnify, or hold harmless, the other party for any losses, claims, damages and expenses arising out of or resulting from the intentional or negligent act or omissions of the party.

XII. Entire Agreement

This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior agreements, understandings, negotiations, and discussions, whether oral or written.

XIII. Other Information

By electing to participate in the designated services, the Entity and ESUCC agree to follow the expectations outlined in the Exhibits, as well as those reasonable expectations and updates that may be announced or provided during the term of the Agreement.

This Agreement does not obligate or commit the Entity to to engage the ESUCC on an exclusive arrangement for any of these services.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

ESUCC CEO

Name of Signer for Entity

ESUCC CEO Signature

Entity Signature

Date

Date

Exhibit

Nebraska Powerschool Cooperative

Nebraska Powerschool Cooperative (NebPS). Participating districts receive Tier 1 PowerSchool support. Membership includes workshops, helpful handouts, access to jitbit knowledge base, one-on-one trainings, ADVISER setup, end-of-year process completion, report writing, and one-on-one ADVISER data review and troubleshooting. NebPS is the liaison for managing your PowerSchool and communicating with PowerSchool support.

General Support:

- Team is available on school days from 7:30-4:30
- Districts can open tickets directly with the team via email or phone call
 - Our goal is to get a response to the district's ticket within an hour
 - Sometimes that response is "I need to investigate this further" but we want districts to know we see them within an hour
- Districts are organized into caseloads so each district has a go-to team member
 - The team member is the "expert" on that district for the year so they have the background knowledge needed to address specific questions
 - If the district elects to have regularly scheduled meetings (i.e. weekly, bi-weekly, or monthly), they meet with their case manager to tackle ongoing questions, issues, or training needs
 - Other team members are available to step in if the case manager is not available
- Individual appointments available on demand
 - Districts have their case manager's calendar link to schedule appointments when needed
 - Team calendar is available for when the case manager is unavailable
- Knowledgebase is available 24/7 with articles and recordings
- Weekly newsletter of timely announcements and webinar registrations

Training:

- ~85 webinar opportunities scheduled per year
- Webinars are organized by series according to the users' role within the district
 - This allows us to provide timely training for specific users.
 - Here is [the list of trainings](#) offered this year
- All trainings are recorded, so videos and slides are available to members through our Knowledgebase.

State Reporting:

The NebPS team uploads the initial Unique ID file for districts at the beginning of August.

- Districts then only need to work with ADVISER Person ID for new students and updates throughout the year.

The NebPS team turns on publishing for the year

- Set up new profile
- Map codes

- Implement changes for the year
 - Example: When EL and Title I moved to student programs, our team created initial programs for existing students. This allowed districts to only need to update or add new records throughout the year.
- Verify keys and secrets
- Download descriptors and publish resources
 - We do this initially for districts Labor Day week
 - We do this once a month for districts to ensure their data stays up to date with NDE
 - We recommend districts publish weekly to keep their data up to date throughout the year, with our monthly publishing as a backup plan

Support for follow up window and fall reporting deadline

- Individual appointments available for districts to select when needed
- ALL DISTRICTS have a one-on-one data review meeting
 - We share a pre-review checklist with districts to work through their data and clear up any errors or discrepancies
 - During the meeting we work through a final checklist that includes reviewing Enterprise Reports provided by our team and PSCB reports and comparing those results to NDE reports to be sure their reported data is accurate.
 - We work through any new reporting requirements to be sure those are accurate (example: EL and Title I Student Programs this year)

Work through the winter months:

- Fall attendance review to be sure all attendance is calculating and publishing correctly for fall semester
- Webinars available for assessment rosters and CRDC reporting (depending on the year)
- Winter attendance review (typically in February) to be sure attendance is calculating and publishing correctly once spring semester has started
- In January, we publish grades for all districts to be sure they are publishing correctly

Spring Data Reviews

- ALL DISTRICTS have a one-on-one data review meeting
 - We share a pre-review checklist with districts to work through their data and clear up any errors or discrepancies ahead of the end of year reporting deadline
 - During the meeting we work through a final checklist that includes reviewing Enterprise Reports provided by our team and PSCB reports and comparing those results to NDE reports to be sure their reported data is accurate.
 - We work through any new reporting requirements to be sure those are accurate (example: reviewing incident data to be sure it is reporting correctly, or stepping districts through Instructional Time Planned which was a requirement added mid-year two years ago)

End of Year reporting

- Individual appointments available for districts to select when needed
- We typically offer 1-2 in-person workdays for end of year reporting, but we don't have a lot of people attend as their data is pretty well set via the Data Review process so they only have troubleshooting to do

Scheduling:

- [Webinar series](#) (Scheduling tab) focused on scheduling tasks throughout the year
- Set up the next year on the live side and initialize PowerScheduler
 - This includes copying the current master schedule into the next year so districts can focus on just making adjustments if they're doing a load.
- Hour long one-on-one scheduling appointments available for the district to select at their convenience throughout February and March.
 - Districts can schedule as many appointments as needed to work through their schedule
 - We used to offer in person scheduling workshops, but had a more positive response to the one-on-one appointments (example: I don't have to wait for help with my hand in the air, I can schedule an appointment when I need it.)

Tasks we complete for districts so they do not have to:

Every month:

- Publish all ADVISER data
- PSCB and selected other plugin updates
- Enterprise Report updates
 - Our team has developed 30+ Enterprise Reports that districts can use to review and analyze their PowerSchool data
 - Enterprise Reports pull data from the database in real time
 - Reports can be reviewed within PowerSchool or exported if needed
- Other tasks are added to this list as needed
 - Example: retiring the 211 exit code due to a mid-year change by NDE this year
 - Our general rule: if it's a one-time task, we'll complete it for districts. If it's something they will need to do in the future, we'll teach district personnel how to do so.

July:

- EOY rollovers for districts
 - We perform EOY rollover for all districts starting the last week of June and finishing by July 15.
- Beginning of Year tasks, including setup for new ADVISER requirements as needed

August:

- Initial Unique ID upload
- Create annual Student Program records

- Early Childhood records for all students in grade_level<0
- English Learner program records for existing students
 - Copy last year's records to create initial record for this year
- Title I program records for existing students
 - Copy last year's records to create initial record for this year
- Honor Roll/GPA Calculation updates - update records for calculations that specifically reference the year
- Schedule clean up - after the year has started, we delete empty sections before publishing begins

September:

- Turn on publishing to ADVISER (see list above)
 - Turn on both current and previous year

October:

- Turn off previous year publishing
- Data Review appointments

November:

- Fall attendance reviews
- PowerScheduler set up for next year
 - Send initial ticket to districts to let them know what has been done and their next steps to prepare for student course registration

December:

- Review elementary dependent sections to be sure they are setup correctly to rollover for the next year

January:

- Resolve 756 errors and 757 warnings for districts
- PSCB License Key updates (this will move to July in the future)

February:

- Winter attendance reviews
- Scheduling cleanup (delete unused sections so they don't copy to the next year)
- Scheduling appointments begin

March:

- Update graduation dates for Seniors
- Scheduling appointments ongoing
- Spring Data Review appointments begin

April:

- Turn previous year publishing back on (to collect and publish Post Grad Survey data)
- Spring Data Review appointments ongoing

May:

- Update all 12th graders to exit code 210
- End of month: Update Graduation Info custom screen so districts can print transcripts for graduates after they leave the district
- EOY prep
 - Districts select the date their EOY will be run

- We share lists of reports districts need to run and/or save to be sure their data is ready for EOY rollover
- NebPS team resolves validation errors where possible, shares steps to do so with district as needed

June:

- Focus on end of year reporting support
- EOY rollovers begin the last week of June

Other Projects:

- We provide Object Report support and updates
 - If it's a minor change, we step the districts through how to make updates
 - If it's a major change, we use Visual PST to make the changes and import the results into PowerSchool
- Customizations
 - We will help districts create and implement custom fields and pages to collect and maintain district data within PowerSchool
 - If it's a customization that would be helpful for all districts (example: NebPS Registration or NebPS Graduation Info), we turn that into a plugin and add it to all districts
 - We share information about what has been added via our weekly newsletter
 - We will add custom alerts to admin and teacher pages at district request



Nike Dollars

- Nike Comp Retail product will be provided up front for Tekamah-Herman to use on eligible Nike Stock Apparel. Dollars available in July of each year.
 - Year 1 = \$5,000
 - Year 2 = \$5,000
 - Year 3 = \$5,000
 - Year 4 = \$5,000
 - Year 5 = \$5,000
- Total value for five (5) year agreement is \$25,000. Comp good orders to be handled by BSN’s comp pod team in Dallas to give Tekamah-Herman access to Nike.net and Nike.team.

Sideline Store

- Custom built Tekamah-Herman Sideline Store with up to 10% back in royalties. Royalites come in a form of a credit placed on your main account, twice a year, that can be applied to new or existing invoices. Sideline Store sales will not be included in spending level totals for calculating year end product rebates.

Product Rebate: Subject to the terms below, Tekamah-Herman will receive a Product Rebate selected from a list of products, inclusive of applicable freight charges, provided by BSN SPORTS subject to availability at the time of order. Product rebates will be determined off that school’s spend alone. Product Rebates may not be used to reduce outstanding balances. Product Rebates are available after the requirements below are met.

Product Rebates must be redeemed in the first three months of the following year. Unused Product Rebate amounts, as of 5PM CST on the last day of the third month, are forfeited by the Customer. As a result, Product Rebate amounts cannot be carried from one Agreement Year to the next. Rebates only apply to orders placed under the terms and conditions of this BSN Rewards Program (including pricing). Example: Agreement year runs from July 2025 – June 2026. You’d receive your rebate numbers in July 2026 and have thru the end of August to spend them. Come September, any remaining dollars would be forfeited.

Annual Spending Level \$100,000+	Annual Rebate Amount: 10% of annual spend in eligible Nike, BSN Apparel, BSN Equipment, BSN Branding or BSN Victory at retail price.
\$50,000 - \$99,999	Annual Rebate Amount: 8% of annual spend in eligible Nike, BSN Apparel, BSN Equipment, BSN Branding or BSN Victory at retail price.
\$0 - \$49,999	Annual Rebate Amount: 6% of annual spend in eligible Nike, BSN Apparel, BSN Equipment, BSN Branding or BSN Victory at retail price.

FOOTBALL
 BASKETBALL
 VOLLEYBALL
 SOCCER
 BASEBALL
 LACROSSE
 TENNIS
 SOFTBALL
 UNIFORMS
 TRACK&FIELD
 STRENGTH&
 FITNESS
 WRESTLING
 SPORTS MED
 SPEED
 AGILITY
 SCOREBOARDS
 BENCHES&BLEACHERS
 COACHING
 AQUATICS



BSN SPORTS NIKE REWARD PROGRAM
FOR
TEKAMAH-HERMAN HIGH SCHOOL

BSN SPORTS is pleased to offer the **TEKAMAH-HERMAN HIGH SCHOOL** the **BSN SPORTS NIKE REWARDS PROGRAM** for the purchase and supply of athletic apparel and equipment for use by the school and its interscholastic programs.

Tekamah-Herman agrees that BSN Sports will be the sole provider of Nike apparel for all varsity teams. Varsity teams are required to purchase Nike uniforms, travel/warm-ups and coaches' apparel. Tekamah-Herman will transition all varsity teams to Nike uniforms by the end of the 4th year. Wrestling and Swimming/Diving will have a secondary uniform option. Junior Highs do not have to order Nike and will have access to BSN Victory Uniforms.

BSN SPORTS Product Pricing: Customer shall be able to purchase products at the following discounts:

- | | |
|---------------------------------------|-----------------------|
| • Nike Team Apparel/Stock Uniforms | 40% off Retail Price |
| • Nike Custom/Digital Uniforms | 35% off Retail Price |
| • Nike Footwear | 30% off Retail Price |
| • BSN SPORTS Products | 15% off Catalog Price |
| • BSN SPORTS Catalog Branded Products | 10% off Catalog Price |

BSN SPORTS Products are identified in our catalog with a black star icon next to the product code. BSN SPORTS catalog branded products are products distributed by BSN SPORTS from a manufacturer such as Wilson, Spalding, Rawlings, etc. Decoration charges are not included in the above discounts.

My Team Shop: Tekamah-Herman agrees that all varsity sports are **required** to setup one BSN SPORTS' online player pay site per year. Stores must be open prior to that sports season. Other schools/programs including junior highs, elementaries, club sports, intramurals, band and other organizations will be encouraged to participate. My Team Shop sales will be included in the spending level totals for backend rebates.

Shipping: The schools and customers ordering off MTS will pay freight charges on all orders.

Additional Benefits (excluded from Product Rebate):

Signing Bonus:

- Branding – Tekamah Herman will receive the facility launch package which includes: one (1) 10'x8' custom media backdrop, one (1) custom table cloth, and two (2) 3'x5' custom rugs.

Branding items can display the Nike swoosh

FOOTBALL
 BASKETBALL
 VOLLEYBALL
 SOCCER
 BASEBALL
 LACROSSE
 TENNIS
 SOFTBALL
 UNIFORMS
 TRACK&FIELD
 STRENGTH&
 FITNESS
 WRESTLING
 SPORTS MED
 SPEED
 AGILITY
 SCOREBOARDS
 BENCHES&BLEACHERS
 COACHING
 AQUATICS



FOOTBALL
 BASKETBALL
 VOLLEYBALL
 SOCCER
 BASEBALL
 LACROSSE
 TENNIS
 SOFTBALL
 UNIFORMS
 TRACK & FIELD
 STRENGTH & FITNESS
 WRESTLING
 SPORTS MED
 SPEED
 AGILITY
 SCOREBOARDS
 BENCHES & BLEACHERS
 COACHING
 AQUATICS

Maximum annual Product Rebate will be the amount above, inclusive of any manufacturer incentives. Orders with discounts greater than stated above will be excluded.

Any decoration or customization to rebate product is paid for by the Customer.

Conditions: All purchases will be made through BSN SPORTS. Only products purchased through BSN SPORTS will be eligible for the Product Rebate.

All of Customer's accounts payable owing to BSN SPORTS must be paid within the payment terms provided by BSN SPORTS to receive Product Rebate.

Tekamah-Herman agrees if one MTS per varsity sport per year is not met, rebate structure will fall to 4% that year regardless of spend. If MTS minimum is not met a second year in a row, rebate will fall to 4% and Nike dollars the following year will be cut in half. If MTS minimum is not met 3+ years in a row, both rebate and Nike dollars will be forfeited by school.

Term: The initial term of this BSN Sports Nike Rewards Program shall be for five (5) years (the "Initial Term") commencing on July 1, 2025 and ending June 30th, 2030.

Acknowledged and Agreed to:

TEKAMAH HERMAN HIGH SCHOOL

BSN SPORTS

B.D.G. 4-15-25
 Authorized Representative Date

 Vice President Date

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, Anna Wakehouse 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 August 12, 2025, and end on or about June 1, 2026, and shall consist of 185 days of employment at a salary of \$41,422.50 and under the following conditions.

BENEFITS:

LIFE INSURANCE	\$ 20,000.00
SINGLE BLUE CROSS BLUE SHEILD WITH \$1050 DEDUCTIBLE with SINGLE DENTAL	\$ 10,220.76
INCOME PROTECTION	\$ 185.91

FIRST: The salary of the teacher shall be payable in 12 equal installments. The first installment shall be payable on the 19th day of September, 2025, 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 cancelled 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 April 29, 2025, 2025.

Anna Wakehouses
TEACHER

Executed _____, 2025.

Attest: Heidi Lindberg
Secretary of the Board

Tekamah-Herman School District #1

County of Burt

Board President

Tekamah-Herman Board Meeting
Elementary Report

5/12/25

Staff and Student Recognition

- Students of the month for April were Penny Brummond, Jericho Revord, Cael Hansen, Kenley Hunter, Abigail Rupp, James Brummond, Elijah Haman, Carson Mann, Garrett Abraham, Jase Jones, Wyatt Bromm, Braxtyn Olson, Lucas Mossberger, Kaydence Borg, and Ivy Johnson.
- Thank you to Shelly Stark and to our 3-6 grade teachers as they completed NSCAS testing for our students in the month of April. Our testing sessions ran smoothly, and we saw great growth from our students!

Principal's Report

- Our enrollment for March was 283 students PK-6. We had two students transfer out and a previous student return to us.
- On April 24 I “graduated” from the NAESP PK-3 Leadership Academy. Those of us in the academy presented our projects, and were able to spend some time learning professionally from each other. I enjoyed this opportunity, and was able to network with other elementary leaders from across the state throughout the year.
 - [NAESP Capstone Written Review](#)
 - [NAESP Capstone Slides Presentation](#)

Tekamah-Herman Board Meeting
Secondary Report

5/12/25

Staff and Student Recognition

- Graduation
- Scholarships
- Honors Convocation
- Booster Club all-sports banquet
- Spring sports

Principal's Report

- Last days of school
- Student check-out and teacher check-out