

Board of Education Regular Meeting
Monday, February 12, 2024 6:00 PM Mountain
Dundy County Stratton High School
400 9th Avenue West
Benkelman, Nebraska 69021

1. Opening Procedures

Procedural Item

1.A. Call to order
Action Item

1.B. Roll Call
Action Item

1.C. Pledge of Allegiance
Procedural Item

2. Open meetings law

Action Item

1. The Board of Education reserves the right to enter into Closed/Executive Session for 1) the protection of public interest or 2) the prevention of needless injury to the reputation of an individual, and the individual has not requested a public meeting. When making a motion to enter into Closed/Executive Session, the member making such a request should be as specific as possible keeping the previously listed stipulation in consideration.
2. If the Board is in agreement, a motion maybe to enter into Closed/Executive Session to 1) discuss a personnel matter, or 2) for the prevention of needless injury to the reputation of the individual, or 3) to discuss litigation and for the protection of the public interest.
3. Action concerning matters discussed in Closed/Executive Session will be acted upon in open session

3. Awards and Recognitions

Action Item

4. Public comment

Information Item

Welcome to the Dundy County Stratton Public Schools Board of Education Meeting. The Board welcomes citizens to attend board meetings to become acquainted

with the programs and operations of the district. Members of the public are also encouraged to share their ideas and opinions with the Board during the agenda item labeled “Public Items”. Comments or questions from the audience at any other time during the meeting except for the agenda item “Public Items” will out of necessity be declared out of order.

The Nebraska Open Meetings Act prevents the board from speaking to a matter that is not on the agenda. Please understand that the board may be unable to address your issue during the meeting. It is not permissible for the board to comment on items not listed for the protection of the public’s right to know and participate in the discussion of items that do come before the board and stated appropriately in the meeting agenda.

During this agenda item “Public Items” we ask that you abide by the following rules:

Public Comment Protocol and Procedures

4. Anyone wishing to speak to the board on specific agenda items or on other topics relevant to board business must complete a Public Comment Request Card and submit it to the Board President prior to the opening of the meeting. The public will only be recognized and their comments heard at Item “Public Items” on the board agenda. The total time allotted for the public comment will not exceed thirty minutes and each member of the public will be allotted not more than five minutes to address the Board. If a group wishes to speak, please designate one spokesperson for the group.
5. Please state your name and the topic you are addressing before you begin.
6. Speakers are asked to direct their questions and comments to the chair. A member of the Board of Education or the Superintendent may direct clarifying questions to the chair, but the board will not under any circumstance enter into a debate with any the member of the public.
7. Speakers may offer objective criticism of district operations and programs, but the Board would encourage members of the public to address complaints concerning individual district personnel through the proper chain of command. The chair may direct the member of the public to the appropriate means to address concerns brought before the Board; however, the board will not respond with action but will take comments under advisement and direct the comments to the appropriate staff member to address outside of the board meeting.
8. Please remember that is a public meeting for the conduct of business of the Dundy County Stratton Public School District. Offensive language, personal attacks and hostile conduct will not be tolerated. You should further be advised that there is no legal protection for any comments that are made.
9. As stated in **NEB. REV. STAT. § 79-570 Class I, II, III, IV, or VI school district; president; meetings; maintenance of order.**

If any district meeting of a Class I, II, III, IV, or VI school district any person conducts himself or herself in a disorderly manner and persists in such conduct after notice by the

president or person presiding, the president or person presiding may order such person to withdraw from the meeting and, if the person refuses, may order any person or persons to take such person into custody until the meeting is adjourned.

10. As stated in **NEB. REV. STAT. § 79-571 Class I, II, III, IV, or VI school district; meetings; disorderly conduct; penalty.**

Any person who refuses to withdraw from such meeting on being so ordered as provided in section 79-570 or who willfully disturbs such meeting shall be guilty of a Class V misdemeanor.

5. **Approve the Agenda as presented**

Action Item

Motion to approve the agenda as presented Passed with a motion by Shad Stamm and a second by Steve Guernsey.

Jennifer Fries:	Yea
Steve Guernsey:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Cole Lutz:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea

6. **Reports**

Action Item

6.A. Technology report
Information Item

6.B. Elementary principal report
Information Item

Dundy County Stratton Elementary School Principal's Report - January 2024

I hope this report finds you well as we reflect on the events and accomplishments of the past month at our beloved elementary school. January has been a busy and productive month filled with exciting activities, educational opportunities, and community engagement.

January 3rd: Professional Development Day for Teachers We kicked off the new year on January 3rd by extending a warm welcome back to our dedicated teaching staff. The day was dedicated to Professional Development, providing our educators with valuable insights, tools, and strategies to enhance their teaching practices.

January 4th: Commencement of 2nd Semester On January 4th, we were thrilled to welcome back our students for the start of the second semester. It's always a joy to see the enthusiasm and energy of our students as they embark on new learning adventures.

January 9th: Tigers Talk Feature by Benkelman Post A special highlight of this month was the visit from the Benkelman Post on January 9th. They introduced a new feature in the paper called "Tigers Talk." This initiative aims to showcase the achievements, stories, and talents of our students and staff, fostering a sense of community pride.

January 10th: Substance Abuse Awareness with Kimberley Cole Kimberley Cole from the 4-H extension office visited our school on January 10th to address the 4th, 5th, and 6th-grade students. Her presentation focused on raising awareness about the dangers of substance abuse, equipping our students with valuable knowledge to make informed and healthy choices.

January 15th: CPI Training in McCook with Jon Hansen On January 15th, a group of our staff members participated in Crisis Prevention Intervention (CPI) training with Jon Hansen in McCook. This training enhances our staff's ability to create a safe and supportive learning environment for all students.

January 20th: Sing Around Nebraska Participation We are proud to acknowledge the participation of our talented students in Sing Around Nebraska on January 20th. The following students showcased their musical prowess: NaitiLee McCorkle, Havelyn Sutton, Molly Spargo, Danica Merklin, Sasha Knight, Tanya Wallace, Tenlee Havel, and Kenedi Merklin. Their dedication and musical achievements are a testament to the vibrant arts culture at our school.

January 22nd We held our monthly fire drill and all the students and staff did a fantastic job.

January 23rd Laura Kliessen attended SEL training and reported that she learned new information and that the work day was worth attending.

January 29th we held parent teachers conferences. I had many teachers report that the conferences were well received and attended. Our teachers do a great job to make DCS elementary a welcoming place.

January 30th We had Emma Baurele from the Heart Association present an assembly to help kick off Kid's Heart Challenge

January 31st The 5th and 6th grade participated in Healthy Habits day in Culberton

As we look forward to the coming months, let us continue to celebrate the achievements of our students and staff, foster a positive and engaging learning environment, and strengthen the bonds that make Dundy County Stratton Elementary School a remarkable community.

Thank you for your ongoing support.

Kristian K. Freedland

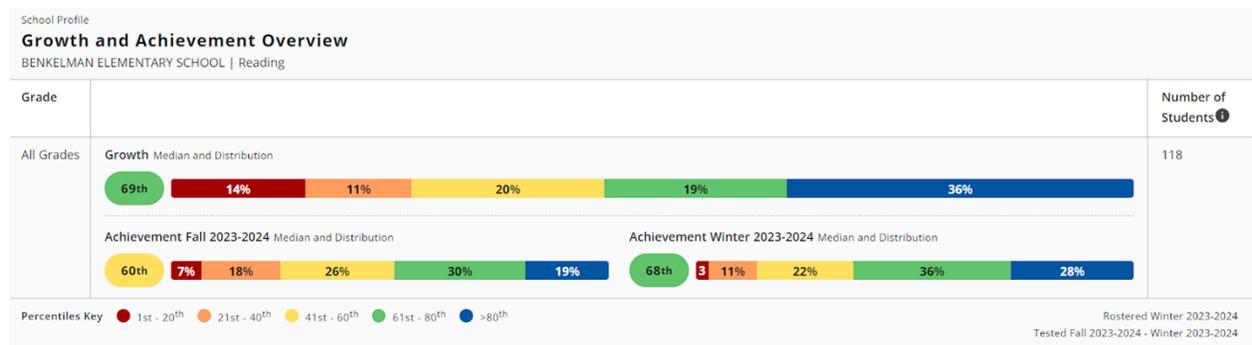
6.C. Secondary principal report
Information Item

Board Report: February 12, 2024

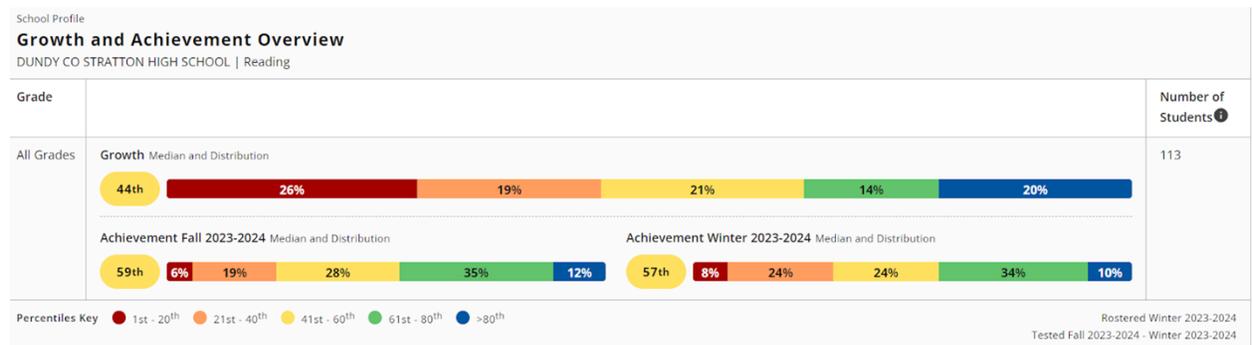
Achievement Scores and Testing (Update) Jen: Achievement Scores and Testing

(Update) Jen: We are wrapping up our winter MAP Growth assessments. Due to snow we had to rearrange some testing dates, and due to sickness we had a higher count of students who required make-ups. Spring testing for 9-11 has been set for March 26th: 9th Grade will take PreACT 8/9 paper/pencil, 10th Grade will take PreACT paper/pencil, and 11th Grade will take the ACT in the Computer Lab. NSCAS Spring testing will occur in mid-April.

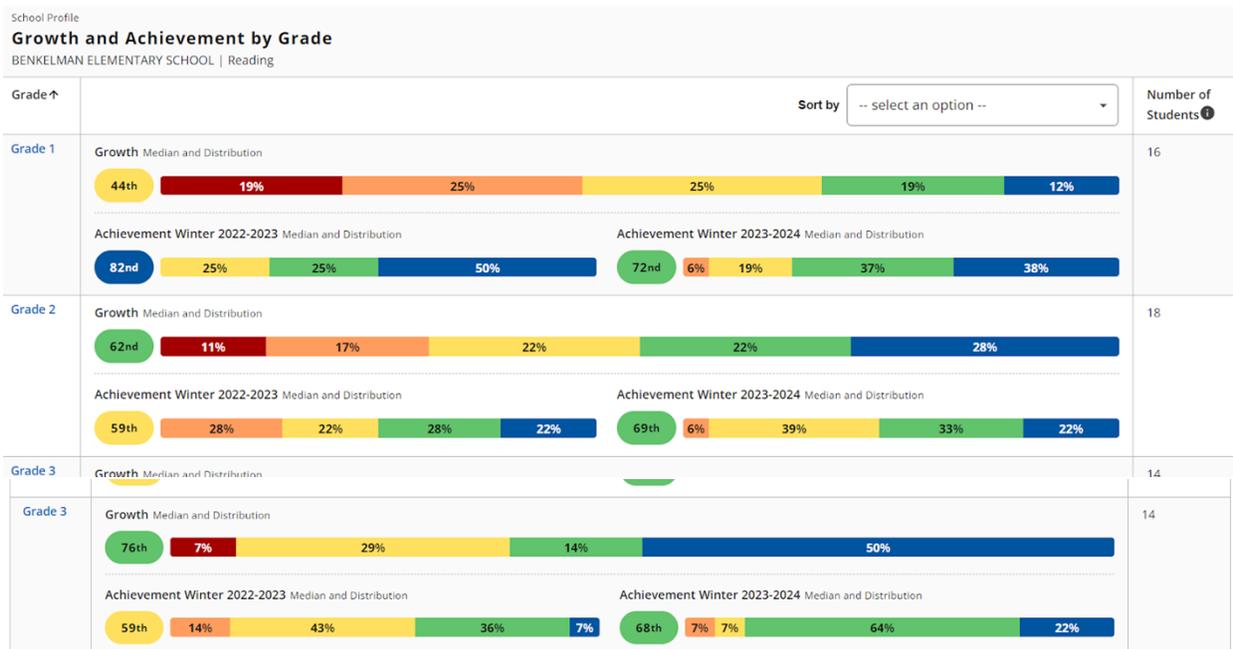
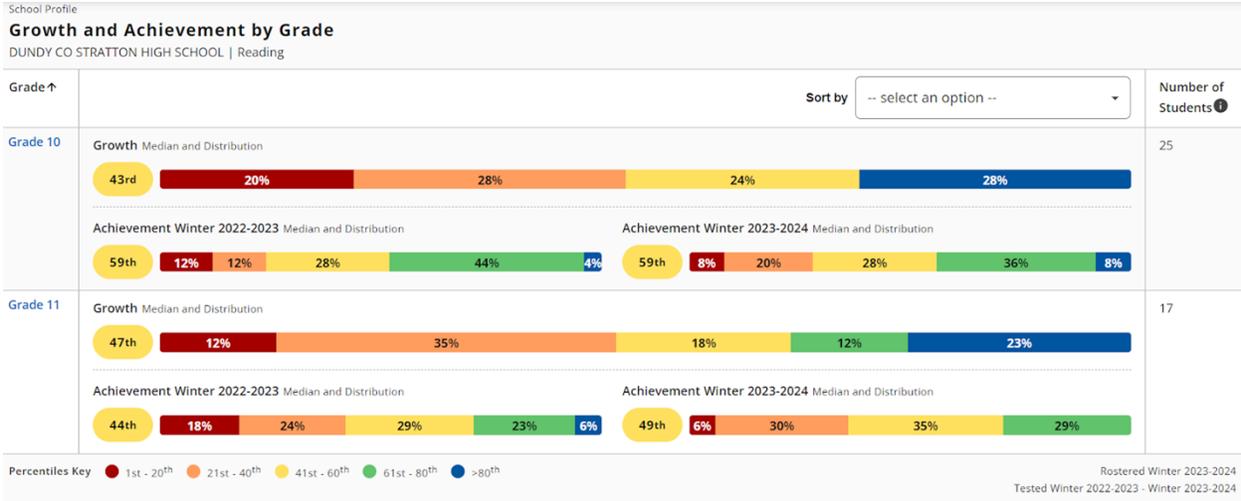
Preliminary MAP Growth Reports show improvement from Fall to Winter. Elementary students grades K-6 show above average growth and the building has a median achievement in the 68th percentile for winter testing.



Grades 7-12 show average growth and the building has a median achievement in the 57th percentile for winter testing. Both 9th grade and 11th grade students improved their median achievement percentiles by 3%.



If we are able to continue using MAP Growth testing in the future, it does have the capability of comparing year-to-year growth. For example, here is a screenshot of our current 10th and 11th grade students, followed by the elementary students in grades 1-3, compared to how they performed during the last winter testing period. Due to us using NSCAS Growth last year, these reports are not available for students in Grades 4-9 to compare winter to winter.



MTSS Update (Elisha): We have started uploading data into Branching Minds. Right now administrators have access to the platform and Jen and Scott are working on uploading FastBridge data and Renaissance STAR data since they are automated uploads. Our goal is to have these uploaded by Wednesday, February 14. The next step will be manual uploads for NWEA (MAP & NSCAS), IXL, ACT, and PreAct. As of now we are hoping to meet bi-weekly or even weekly with Rachel West, the Branching Minds Data Implementation Specialist as we go through the beginning stages of uploading data and implementation.

Counselor Notes (Per Mrs. Forch):

Spring 2024 Parent Teacher Conferences
 Monday, January 29, 2024

We saw 37 parents for 52 of our students out of 123 students enrolled, which gives us about 42% of the students' parents meeting with teachers for our Parent Teacher Conferences.

This is actually up from last year when we had 37 parents participate in our Parent Teacher Conference-Of those 37 parents participating:

- *5 of them were for a 7th grade students out of 19 (26%)
- *15 of them were for an 8th grade students out of 23 (65%)
- *14 of them were for a 9th grade students out of 16 (88%)
- *7 of them were for a 10th grade students out of 29 (24%)
- *5 of them were for an 11th grade students out of 19 (26%)
- *6 of them were for a 12th grade students out of 17 (35%)

All together there were 52/123 students that were up for educational discussion at our Fall 2023 Parent Teacher Conference (42%)

FAFSA (repeat): FAFSA opened on December 31, 2023. All seniors were emailed links for webinars to share with parents as well as the link to create an account to fill out the FAFSA. All links are shared on announcements as well. As their counselor, I can only show them how to get there. I cannot fill out the FAFSA for them as I do not have access to the parent tax information, this is something that has to be done with a parent. Parents will also need to create an account or update their account if they already have one.

Scholarships: Scholarships are ongoing. There are so many out there being sent to seniors and some juniors. Seniors are encouraged to frequent the website to ensure that deadlines are not missed. New scholarship information is being sent to the students almost daily.

Senior Voting: The seniors voted and have come up with some graduation information!

-Flower: Circus Rose

-Colors: Sunset Orange & White

-Class Song: One Man Can Change the World -Big Sean

-Class Motto: "The most important thing you learn in high school is that the most important things cannot be learned in high school." - Unknown

Awards and Recognition (Staff Member of Merit):

Rochelle Craft- Rochelle has been the anchor that is behind all the school activities. She gets the schedules set, the concession stands ready, and makes certain that the activity director has what he needs to be successful. She is pivotal to the operations of our school. We often take for granted all the work she does behind the scenes. Things are so well done, we often forget all the time and effort she puts in to get things in place.

Tim Rettele - Mr. Rettele is a great co-adviser for FBLA and helps keep our school rolling through the many activities we offer. Most recently he had to navigate through helping get the

RPAC wrestling tournament organized that DCS hosted last Friday. He deserves recognition for his work behind the scenes. He is in his second year an activity director for this school and has done a great job of getting systems in place to help our activity programs grow. This is thankless work.

Staffing: We are advertising for English, Spanish, and part-time Physical Education/Coaching presently. There is some movement on the advertisement of the Jobs for America's Graduates (JAG) which was posted late last week. Other positions are possible as the year comes to an end.

Athletics/Activities: Winter activities are winding down. Wrestling Districts were held this weekend. Girls sub-district will be this week, and the boys are gearing up for their sub-district games next week. We are hosting the sub-district game for the boys. Speech, Swing Choir, and the performing arts are all continuing to build up to culminating events. The quiz Bowl teams have been out and about and are learning fast. Thanks to the sponsors who donated so that these kiddos can have matching shirts. They look great.

School Improvement February 12: The majority of the day as dedicated to the set-up, completion, and follow-up of the active shooter drill at the high school. Other topics included Rooms training, Branching Minds updates, Data and Achievement updates, a presentation by JAG, Solid work on the Mission Statement, and time to collaborate, working in their rooms and work on the schedule for next year. It was a busy day.

Todd Becker Foundation: We hosted the Todd Becker Foundation at DCS on Wednesday, January 24, 2024.

Tell Our Story! Please feel free to join us to see for your self the good things we are doing at DCS. All we ask is that you get a visitor badge and inform the office that you are planning to observe. It is important to continue to tell our story.

6.D. Transportation report

Information Item

Robert is actively seeking bids on Fleet vehicles (Expeditions, Suburbans)

He is contacting fuel sources for diesel and gas.

6.E. Superintendent report
Information Item

SUPERINTENDENT REPORT - FEBRUARY

20
24

ACTIVITY REPORT - GOALS 1, 2, 4, 5

- RPAC BB; WRESTLING, PT CONFERENCES
- QUIZ BOWL, CTSO PUBLIC BREAKFAST

MEETINGS ATTENDED- ALL GOALS

- RPAC
- NASB - LEGISLATIVE
- NRCSA LEGISLATIVE MEETING

PROGRESS - GOAL 5

- CEILING TILE REPLACEMENT - ONGOING
- LED LIGHTING - ONGOING
- ORDERING STALL DIVIDERS, TILE, TABLE TOPS

IDEAS - GOALS 1, 2,, 3

- HAVE ADDED GRAB AND GO BREAKFAST OPTION
- ART CLASSES WORKING ON TILES FOR MURAL
- JAG PROGRAM - JOBS FOR AMERICAS GRADUATES, **ADVERTISING NOW**
- WORKING ON PROFICIENCY SCALES FOR GRADING - **ONGOING**
- SAFETY DRILL TODAY!
- BRANCHING MINDS FOR MTSS IMPROVEMENT -TEACHERS ARE USING NOW
- ROOMS IS FUNCTIONING - A FEW HICCUPS

ONGOING - LOOKING AHEAD - GOALS 6, 2, 1

- NEGOTIATIONS; HIRED COOK, PT JANITOR
- DAYCARE CONVERSATIONS
- CELL PHONE POLICY-FEEDBACK IS POSITIVE
- LEGISLATION
- SAFETY - WORKING ON EVACUATION DRILLS NEXT

1. Student Learning Opportunities: Implement expanded learning opportunities for students to enhance college/career/ readiness skills.
2. Culture and Cohesion: Foster a caring, inclusive culture where all staff and students feel value, support, and connectedness.
3. Personnel Effectiveness: Continue to provide organized PLC's to grow a positive and collaborative learning culture for staff and students.
4. Communication and Partnerships: Continue to increase communication to maintain perceptions of DCS by engaging students, families, employees and the community.
5. District Resources: Creation of a comprehensive facilities plan to address both short-term and long-term goals including but not limited to new construction, renovation, maintenance of facilities and acquiring property to meet the future needs of the district.
6. Board Governance: Establish and maintain effective communication with stakeholders to promote the district's image, and build and sustain partnerships that best serve education.

6.F. Board and committee reports
Information Item

6.F.1. Board information
Information Item

6.F.2. Finance/Budget/Legislation committee
Information Item

6.F.3. Transportation/Facilities/Grounds committee
Information Item

The committee met to discuss possible options going forward for improving our school. Items discussed:

High school building options

Grade school improvements

How to best "poll" the taxpayers

We formulated a questionnaire and informational packet to distribute by mail to the public.

6.F.4. Curriculum/Activities/Staff Development committee
Information Item

6.F.5. Americanism committee
Information Item

6.F.6. Negotiations committee
Information Item

7. **Consent Agenda**
Consent Agenda

Motion to approve the consent agenda as presented with the exception of the bills The consent agenda includes the verification of notice of the meeting by publication in the Benkelman Post & News Chronicle, a legal newspaper for Dundy County and to each member of the board, approval of the minutes from the January 15, 2024 meeting, the approval of the bills as presented in the amount of \$544090.39 for the general fund; \$17,897.73 for the nutrition fund; \$19,909.47 for the activity fund. Teacher resignations from Chris Watt and Janee Leigh. Passed with a motion by Shad Stamm and a second by Steve Guernsey.

Jennifer Fries: Yea

Steve Guernsey: Yea

Ted Henderson: Yea

Nick Ladenburger: Yea

Cole Lutz: Yea

Sandy Noffsinger: Yea

Shad Stamm: Yea

Jordan Stroup: Yea

7.A. Verification of publication and notice

Consent Item

To verify that notice of the meeting was given by publication in the Benkelman Post, a legal newspaper for Dundy County Stratton and by written notice to each member of the board, the designated method of giving notice

7.B. Approval of the minutes

Consent Item

Board of Education Regular Meeting
Dundy County Stratton Public School
Benkelman NE 69021

The Dundy County Stratton Board of Education met on Monday, January 15, 2024 at Dundy County Stratton High School.

Superintendent Anderson called the meeting to order at 6:01 PM.

Attendance Taken at 6:01 PM. Jennifer Fries: Present, Steve Guernsey: Present, Ted Henderson: Present, Nick Ladenburger: Present, Kent Lorens: Present, Cole Lutz: Present, Sandy Noffsinger: Present, Shad Stamm: Present, Jordan Stroup: Present. Present: 9.

Others present:

Jackie Anderson, Superintendent
Troy Lurz, Secondary Principal
Kris Freeland, Elementary Principal
Ronda Sargent, Recording Secretary/Business Manager
Jared and Lindsay Stamm

Pledge of Allegiance. The Pledge of Allegiance was recited.

Superintendent Anderson stated that the board follows the Open Meetings Act Guidelines which are located in the meeting room. The Board of Education may enter closed session during the meeting when it determines that doing so is appropriate and is authorized by the provisions of the Open Meeting Act.

School Board Officer Elections

Election of President

Nominations: Sandy Noffsinger-5 votes, Shad Stamm-4 votes.

Motion to cease nomination for President passed with a motion by Guernsey and a second by Noffsinger. Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea. Yea: 9, Nay: 0. Sandy Noffsinger, President.

Election of Vice President

Nominations: Jordan Stroup-4 votes, Shad Stamm-5 votes

Motion to cease nominations for Vice President passed with a motion by Fries and a second by Lutz. Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea. Yea: 9, Nay: 0. Shad Stamm, Vice President.

Election of Treasurer

Nomination: Nick Ladenburger

Motion to cease nominations for Treasurer passed with a motion by Lorens and a second by Henderson. Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea. Yea: 9, Nay: 0. Nick Ladenburger, Treasurer.

Election of Secretary

Nomination: Jennifer Fries

Motion to cease nominations for Secretary passed with a motion by Lorens and a second by Henderson. Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea. Yea: 9, Nay: 0. Jennifer Fries, Secretary.

Awards and Recognitions

Anderson recognized the maintenance department for being top-notch, getting the buildings ready in the winter weather. Mr. Anderson, Ms. Lunsford and Mrs. Fox were recognized for outstanding work with the staff and students. Anderson recognized Robert Castillo for his help with school closures. Noffsinger commented on Esports and what a great addition it has been. Stamm recognized Mr. Schaub for his coaching and the girls' basketball team for 3 consecutive wins. Stamm was a presenter at the career fair, he recognized what a positive experience it was for him and how the students were well-mannered. Stamm was invited to the 5th grade classroom by Melanie Serna. Again, it was a very uplifting experience and, informed the board if they have the opportunity to visit the school and classrooms, please do.

Public comment

Concerns about cell phones.

Elementary principal report

In written form

Secondary principal report

In written form

Transportation report

In written form

Superintendent report

In written form

Board and committee reports

Finance/Budget/Legislation committee: Noffsinger, Lorens, and Stamm

Transportation/Facilities/Grounds committee: Stroup, Henderson, and Guernsey

Curriculum/Activities/Staff Development committee: Stamm, Fries, and Henderson

Negotiations committee: Ladenburger, Fries, Guernsey, and Lutz

Consent Agenda

Motion to approve the consent agenda passed with a motion by Guernsey and a second by Stamm. Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea. Yea: 9, Nay: 0. The consent agenda includes the verification of notice of the meeting by publication in the Benkelman Post & News Chronicle, a legal newspaper for Dundy County and to each member of the board, approval of the minutes from the December 11, 2023 meeting, the approval of the bills as presented in the amount of \$562,080.11 for the general fund; \$12,180.00 for the depreciation fund; \$9,533.54 for the nutrition fund; \$20,939.59 for the activity fund. Appoint Non-Discrimination Compliance Coordinator (Superintendent), Appoint TitleIX Coordinator (Superintendent), Appoint the Recording Secretary (Business manager), Fund Depository (Pinnacle Bank, Nebraska Liquid Asset Fund, Lincoln Federal), Legal Counsel (KSB Law), Legal Newspaper (Benkelman Post and Chronicle, McCook Gazette, Omaha World Herald, Meeting Publication, Publication: Posting as prescribed by Nebraska Statutes.

Business Meeting

Anderson presented the financials report.

Motion to approve the financial report as presented passed with a motion by Stamm and a second by Fries. Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea. Yea: 9, Nay: 0.

Proposed cell Phone Use changes to student Handbook

Motion to accept the policy as revised with the removal of bus drivers with the addendum to be sent to parent/guardians to be signed and returned before February 12th passed with a motion by Guernsey and a second by Ladenburger. Noffsinger: Nay, Stamm: Yea, Stroup: Nay, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Nay. Yea: 6, Nay: 3.

Resignation

Motion to accept, with regret, the resignation of Sherri Freeland and thank her for her 16 years of service to the district passed with a motion by Stamm and a second by Ladenburger. Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea. Yea: 9, Nay: 0.

Negotiations

No signed agreement this month but will have one for next month.

School Calendar 2024-2025

Motion to approve the 2024-2025 school calendar passed with a motion by Fries and a second by Guernsey. Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea. Yea: 9, Nay: 0.

April meeting to April 15

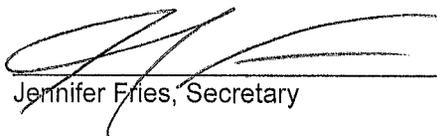
Motion to move the regular board meeting from April 8, 2024 to April 15, 2024 passed with a motion by Guernsey and a second by Lutz. Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea. Yea: 9, Nay: 0

NASB

Legislation

Adjourn

Motion to adjourn at 8:41 passed with a motion by Ladenburger and a second by Stamm. Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea. Yea: 9, Nay: 0.



Jennifer Fries, Secretary

7.C. Payment of the bills
Consent Item

Motion to approve the bills as presented Passed with a motion by Shad Stamm and a second by Nick Ladenburger.

Jennifer Fries:	Yea
Steve Guernsey:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Cole Lutz:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea

General Fund Authorizations February 2024

Accelerated Receivables Solutions	Payroll	926.64
Colonial Life	Payroll	31.20
EFTPS	Payroll	65,081.82
Healthplan Services, Inc	Payroll	570.90
LegalShield	Payroll	98.65
MG Trust Company	Payroll	7,561.00
Nebraska Dept of Revenue	Payroll	9,120.93
Nebraska School Retirement System	Payroll	59,268.04
Principal Life Insurance Co	Payroll	858.14
American Fidelity Assurance	Payroll	3,778.11
American Fidelity Assurance Company	Payroll	775.00
Blue Cross-Blue Shield	Payroll	73,828.10
Net Payroll	Payroll	226,677.18
ABC Bus Inc.	Repairs	218.28
Amazon Capital Services	Computer for Plasma	1,043.98
Anderson, Jacqueline	Mileage	1,087.41
Black Hills Energy	Gas	7,129.49
BWTELCOM	Communications:Phone, Data, Internet	503.91
Capital One Trade Credit	Art Supplies-Now Grant	153.28
Carquest of McCook	Diesel exhaust fluid	195.60
Castillo Lawn and Care	Spraying	10,016.70
City Of Benkelman	Utilities	6,720.26
Cornhusker Internat'l Trucks	Repairs	93.02
Deveny Ford	Repairs	336.28
Dundy Co Stratton School Lunch	Seconds January 2024	3,389.10
Dundy County Hospital	Services	397.15
Eakes Office Products	Contract/Custodial Supplies	3,045.76
Esu #15	SPED 4 of 8	25,481.42
Esu #16	SPED services/Audiology	206.38
Farmers Co-op Grain & Supply	Fuel	1,419.41
Frenchman Valley Coop	Fuel/Diesel	11,210.61
Great Plains Communications	Telephone Internet	51.44
Heritage Lumber	Supplies	329.89
Hometown Leasing	Copier/Printer Lease	1,533.95
Imperial NAPA	Repairs	1,406.43
J.W. Pepper & Son Inc	Supplies	187.20
Lincoln Marriott Cornhusker	Board Legislative Conference	347.25
MCI	Telephone-Stratton	52.22
Mid-American Research Chemical	Custodial Supplies	1,127.95
Multi Service Technology Solutions Inc	Supplies	747.41
Nebraska Assn of School Boards	Federal Advocacy 2024	6,092.00
Nebraska Rural Community Schools Association	2024 Legislative Forum	100.00
Olivas, Ashlyn	Reimbursement	75.00
Owens Implement & Supply	Supplies/Repairs	472.43
Protex Central Incorporated	Fire Alarm Inspection	475.00
Quality Urgent Care	Services	160.00
Reality Works	Supplies	76.00
Reichert, Richard	Rental	520.00
Rita's Framing Creations	Art Supplies	124.00
Rocky Mountain Low Voltage	Monthly Monitoring	25.00
Scoop Media LLC	Advertising	251.42
Southwest Schools	Elem/JH/HS ESU Quiz Bowl	100.00
Stoneleaf Pottery	Kiln-Art NOW Grant	4,985.80
Stratton Auto Parts	Repairs	61.98
SWPPD	Bus Radio	51.00
Unifirst Corporation	Custodial Supplies	609.50
US Bank	Subscriptions/Supplies/Conferences	2,197.01
Verizon Wireless	Cell Service	93.66
Village of Stratton	Utilities	527.11
Yanda's Music & Pro Audio	Supplies	85.99
		\$ 544,090.39

Board Report - Invoice Detail

Vendor Name	Invoice Description	Amount
Checking Account ID ACTIVITY	Fund Number 05 ACTIVITY FUND	
Amazon Capital Services	RPAC Wrestling Frames for 1st	59.82
Anderson, Ben	Officiate BBall vs Cambridge 01.18.24	165.00
Ballou, Brad	Officiate Basketball vs Med Valley	170.00
Baney, Brayden	Officiate JV GBB vs Cambridge	125.00
Benkelman Cultural Arts Center, Inc.	AR Movie	830.00
Benson, Jason	RPAC Trackwrestling	850.00
Brost, Nick	RPAC Wrestling Official	385.00
Buchanan, Mike	Officiate Basketball vs Loomis	165.00
Buschow, Alexander	RPAC Wrestling Official	450.00
Cash Wa Distributing	Concessions	3,759.45
Chase County Public Schools	Wrestling Entry Fee	150.00
Chesterman Company	11252600&11258832	731.72
Country Meats	Beef Sticks	318.60
Dundy County Hospital	Wrestling Weight Mng Cert/Trevor	30.00
Duvel, Ty	Officiate JV BBB vs Cambridge	75.00
E-470 Public Highway Authority	Toll Fee	6.65
Englot, Alex	Officiate JH basketball	200.00
Garden County Schools	2 Wrestling Entry Fee	30.00
Gaulke, Robert	Officiate BB vs Cambridge	495.00
Grace Market	Supplies	40.61
Harco Athletic Reconditioning, Inc	Helmet replacement	2,801.00
Hasenauer, Alex	Wrestling Official 1.5.24	0.00
Hills Family Foods	Concessions Stand Pop Order	466.50
Johnson, Scott	Officiate BB vs Cambridge	495.00
Johnson, Steven	Officiate BBall vs Hitchcock Co.	165.00
Klingelhoef, Trevor	RPAC Official Wrestling	450.00
Lee, Cody	Officiate BBall vs Chase Co 1.2.24	165.00
Mathews, Kris	Officaite JV BBB vs Cambridge	75.00
Medicine Valley Schools	Wrestling Entry Fee	100.00
Nebraska Choral Directors Assn	NCD A Show Choir Festival	195.00
NELMS, MARK	Officiate JH Basketball	100.00
Northwest High School	GINW Winter Esports Registration	20.00
Pepsi Cola	Concessions	1,211.13
Perkins County Public Schools	Girls Wrestling Entry Fee	207.00
Rada Mfg. Co	Customer # 1248195 Order	633.80
Schaub, Matthew	Reimbursement of Pizza-Holiday Tourny	152.94
School Health Corporation	Mueller Heel and Lace Pads	80.21
Schroeder, Mason	Officiate Basketball vs Med Valley	170.00
Scoop Media LLC	Winter Sports Pictures 23-24	1,076.95
Show Choir Booster	GISh Islander Invite	100.00
Skiles, Matt	Wrestling Official 1.5.24	0.00
Southwest Schools	Wrestling Entry Fee	100.00
Sports Shoppe, The	Late Add-BOS LS Tee	30.00
Stamm, Garrett	Officiate Basketball	435.00
Stamm, Jared	Officiate JV Girls Hitchcock Co. 2qtrs	185.00
Stroup, Jordan	Officiate JH basketball	200.00
Sullivan, Jared	Officiate Basketball vs Loomis	165.00
Sullivan, Shawn	Officiate Basketball vs Loomis	165.00
US Bank	Supplies	248.09
Watson, Todd	Officiate Basketball vs Med Valley	170.00
Wolf, Ron	Officiate BB vs Cambridge	0.00
Wonderly, Brady	Officiate JV BBall vs Chase Co 1.2.24	510.00
Fund Number 05		<hr/> 19,909.47

Checking Account ID ACTIVITY		<hr/> 19,909.47
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Vendor Name	Invoice Description	Amount
Checking Account ID NUTRITION Fund Number 06	NUTRITION FUND	
Amazon Capital Services	Supplies	26.80
Cash Wa Distributing	FFVP	17,554.74
Owens Implement & Supply	Supplies	12.17
US Foods-Grand Island	Food	304.02
Fund Number 06		<hr/> 17,897.73
Checking Account ID NUTRITION		<hr/> 17,897.73

7.D. Resignations: Chris Watt-8 years of service, Janee Leigh-2 years of service

Consent Item

Janee Leigh
605-381-9837
jleigh88@yahoo.com

January 25, 2024

Dear Mr. Lurz,

I hope this email finds you well. I am writing to inform you of my decision to resign from my teaching position at Dundy County Stratton.

I have enjoyed my time teaching for Benkelman and appreciated the opportunity to contribute to the students' academic and personal development. The decision to resign is not made lightly, and I want to assure you that it is driven by personal and academic considerations.

I am currently pursuing a doctoral program, and as I enter the final phase of my studies, I have recognized the necessity to focus exclusively on completing my dissertation in the community in which I reside. This endeavor requires in-person data collection within a classroom environment to gather qualitative data effectively.

I am deeply grateful for the support I have experienced during my time working with you over the past several years and I am committed to ensuring a smooth transition during my departure. I am willing to assist in any way possible to facilitate the handover of my responsibilities.

Thank you for understanding, and I look forward to maintaining communication in the future.

Sincerely,

Janee Leigh

Letter of Resignation

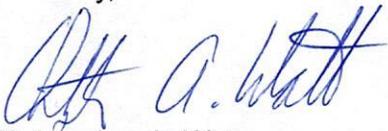
To: DCS Administration and Board of Education
From: Christopher A. Watt
Title: Title 1 teacher, counselor, and coach

I have had the privilege of working at DCS since the beginning of the fall of the 2016 school year. These past eight years have been an absolute pleasure. I cannot describe how awesome it has been to come back and serve the district I call home.

A dream come true of an opportunity to become a husband and a father is my new calling. I am so blessed to have Mandy and my new family in my life. What is best for our new family is to live in Hastings, Nebraska.

I leave DCS with nothing but appreciation. So many thank you's need to be said and I will take the time to deliver those personally. I humbly submit my resignation effective the end of the 2023-2024 school year.

Sincerely,



Christopher A. Watt

1-19-24

8. **Business Meeting**

Action Item

8.A. Financial Report: Revenue is 41% receipted through 41% of the year; expenditures are 41.5% halfway through the year. Will receipt the CTE grant fund money of \$7,500.00 in February. The Art NOW grant is nearly complete to ask for reimbursement for the grant.

Discuss Automatic Payment options

Action Item

Presentation of the financial status of the district, balances in various funds, recent/impending activity therein, anticipated expenses and planning for future considerations.

Motion to approve the financial report as presented Passed with a motion by Shad Stamm and a second by Jennifer Fries.

Jennifer Fries:	Yea
Steve Guernsey:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Cole Lutz:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea

Motion to direct business manager to set up ACH as much as possible Passed with a motion by Shad Stamm and a second by Steve Guernsey.

Jennifer Fries:	Yea
Steve Guernsey:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Cole Lutz:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea

Financial Report February				
	Income		Expense	
	MTD	YTD	MTD	YTD
2024	\$ 869,341	\$ 2,560,562	\$ 533,444	\$ 3,363,704
2023	\$ 660,156	\$ 2,017,017	\$ 502,647	\$ 3,329,146
2022	\$ 775,868	\$ 2,255,731	\$ 497,648	\$ 3,661,060
2021	\$ 504,936	\$ 1,664,660	\$ 500,179	\$ 3,045,283
2020	\$ 386,150	\$ 1,572,505	\$ 535,518	\$ 3,074,032
2019	\$ 347,267	\$ 1,428,998	\$ 478,097	\$ 2,931,451
2018	\$ 328,895	\$ 2,015,494	\$ 471,793	\$ 2,851,173
2017	\$ 436,725	\$ 1,693,521	\$ 442,799	\$ 2,843,096
2016	\$ 431,943	\$ 2,857,657	\$ 824,617	\$ 2,857,657
2015	\$ 841,262	\$ 2,214,587	\$ 440,865	\$ 2,766,665
Average	\$ 462,040	\$ 1,963,794	\$ 532,282	\$ 2,887,346

Fund Balances	Unemp	GF	Depreciation	QCPUF	Sp Bld	Dep/SpBd/Q	Total
2024	\$ 13,469	\$ 3,153,163	\$ 624,579	\$ 205,058	\$ 379,070	\$ 1,208,707	\$ 4,375,339
2023	\$ 13,347	\$ 1,941,856	\$ 485,216	\$ 262,636	\$ 60,035	\$ 807,887	\$ 2,763,090
2022	\$ 13,340	\$ 2,257,391	\$ 559,189	\$ 278,650	\$ 1,122,806	\$ 1,960,645	\$ 4,231,376
2021	\$ 13,331	\$ 1,938,760	\$ 716,999	\$ 209,791	\$ 877,976	\$ 1,804,766	\$ 3,756,857
2020	\$ 13,304	\$ 1,936,864	\$ 536,769	\$ 131,910	\$ 519,703	\$ 1,188,382	\$ 3,138,550
2019	\$ 13,218	\$ 1,944,823	\$ 415,778	\$ 79,602	\$ 407,213	\$ 902,593	\$ 2,860,634
2018	\$ 14,897	\$ 1,884,825	\$ 163,028	\$ 53,547	\$ 273,072	\$ 489,647	\$ 2,389,369
2017	\$ 14,227	\$ 1,186,194	\$ 142,487	\$ 52,524	\$ 265,582	\$ 460,593	\$ 1,661,014
2016	\$ 13,905	\$ 900,275	\$ 192,878	\$ 53,415	\$ 256,127	\$ 502,420	\$ 1,416,600
2015	\$ 13,899	\$ 958,163	\$ 225,067	\$ 42,373	\$ 430,974	\$ 698,414	\$ 1,670,476
Average	\$ 13,908	\$ 1,468,524	\$ 279,335	\$ 68,895	\$ 358,779	\$ 707,008	\$ 2,189,441

Regular; Processing Month 01/2024; Accounts to Include Accounts with Activity; Fund Number 01

Fund: 01 GENERAL FUND

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 1100	Taxes Levied/Assessed by the School Dist	5,307,300.00	233,697.43	1,453,847.48	27.39	3,853,452.52
01 1125	Motor Vehicle Tax	0.00	46,764.00	124,959.04	0.00	(124,959.04)
01 1140	Penalties & Interest on Taxes	0.00	2,824.33	10,989.40	0.00	(10,989.40)
01 1510	Interest on Investments	0.00	9,798.83	40,648.37	0.00	(40,648.37)
01 1740	Fees-Locker; equipment	0.00	0.00	213.90	0.00	(213.90)
01 1800	Revenue-Community Service Activities	0.00	6,097.00	16,960.50	0.00	(16,960.50)
01 1911	Local License Fees	0.00	0.00	1,260.00	0.00	(1,260.00)
01 1920	Contributions-Donations	0.00	0.00	279.35	0.00	(279.35)
01 1925	OTHER CATEGORICAL GRANTS FROM CORPORATIONS AND OTHER PRIVATE INTERESTS	0.00	0.00	5,000.00	0.00	(5,000.00)
01 1955	Postsecondary Receipts-Dual Credit	0.00	1,365.00	1,365.00	0.00	(1,365.00)
01 1980	OTHER REFUND OF PRIOR YEAR'S EXPENDITURES	0.00	0.00	11,100.00	0.00	(11,100.00)
01 1990	Other Local Receipts	0.00	0.00	146.77	0.00	(146.77)
	Subtotal: LOCAL RECIEPTS	5,307,300.00	300,546.59	1,666,769.81	31.41	3,640,530.19
01 2110	County Fines And License	12,000.00	22.41	22.41	0.19	11,977.59
01 2210	Educational Service Unit Receipts	0.00	0.00	1,700.00	0.00	(1,700.00)
	Subtotal: COUNTY AND ESU RECEIPTS	12,000.00	22.41	1,722.41	14.35	10,277.59
01 3110	State Aid	602,942.00	44,994.00	224,970.00	37.31	377,972.00
01 3120	Special Education-School Age	0.00	43,291.00	86,456.00	0.00	(86,456.00)
01 3131	Property Tax Credit	0.00	286,037.99	286,037.99	0.00	(286,037.99)
01 3180	Pro-Rate Motor Vehicle	0.00	0.00	3,543.55	0.00	(3,543.55)
01 3400	State Apportionment	0.00	53,625.77	53,625.77	0.00	(53,625.77)
01 3512	Distance Education Incentive Pymts	0.00	0.00	8,000.00	0.00	(8,000.00)
01 3535	Payments For High Ability Learners	0.00	0.00	2,491.00	0.00	(2,491.00)
	Subtotal: STATE RECEIPTS	602,942.00	427,948.76	665,124.31	110.31	(62,182.31)
01 4310	REAP: SRSA Grants	273,000.00	0.00	0.00	0.00	273,000.00
01 4505	Title I, Part A ESSA Improving Basic Pro	0.00	89,113.00	89,113.00	0.00	(89,113.00)
01 4509	Title II Part A ESSA Supporting Eff Inst	0.00	15,936.00	15,936.00	0.00	(15,936.00)
01 4516	IDEA PreK(619) Base Allocation	0.00	0.00	654.00	0.00	(654.00)
01 4518	IDEA Part B (611) Base & Enrollment Poverty Allocation	0.00	0.00	79,642.00	0.00	(79,642.00)
01 4708	Medicaid In Public Schools	0.00	2,275.24	8,101.45	0.00	(8,101.45)
01 4969	TITLE IV-A: Student Support & Academic G	0.00	10,000.00	10,000.00	0.00	(10,000.00)
01 4998	ELEMENTARY & SECONDARY SCHOOL EMERGENCY RELIEF (ESSER III)	0.00	23,498.80	23,498.80	0.00	(23,498.80)
	Subtotal: FEDERAL RECEIPTS	273,000.00	140,823.04	226,945.25	83.13	46,054.75
	Fund Total:	6,195,242.00	869,340.80	2,560,561.78	41.33	3,634,680.22

Revenue Summary Report

Processing Month: 01/2024

Regular; Processing Month 01/2024; Accounts to Include Accounts with
Activity; Fund Number 01

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	6,195,242.00	869,340.80	2,560,561.78	41.33	3,634,680.22

02/07/2024 04:46 PM

Regular; Processing Month 02/2024; Function Number 55 Records Selected; Fund Number 01

User ID: RJS

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM
01	GENERAL FUND					
1100	Regular Instructional Programs	3,765,138.00	221,443.51	1,421,050.18	38.09	2,344,087.82
1150	Limited English Proficiency Programs	0.00	2,672.41	17,380.84	0.00	(17,380.84)
1160	Poverty Programs	0.00	17,909.49	110,175.36	0.00	(110,175.36)
1200	Special Education Instructional Programs	425,684.00	39,223.92	192,376.57	45.26	233,307.43
1291	Early Childhood SpEd Ages 3-5	108,532.00	9,751.50	55,928.96	51.53	52,603.04
1292	Early Childhood SpEd Ages 0-2	36,667.00	1,418.75	5,675.00	15.48	30,992.00
1300	Summer School	0.00	0.00	0.00	0.00	0.00
2120	Guidance Services	75,259.00	8,520.89	51,399.94	69.35	23,859.06
2130	Health Services	0.00	17.99	2,061.56	0.00	(2,061.56)
2140	Psychological Services	60,381.00	1,162.50	4,650.00	7.70	55,731.00
2141	Psychological Services-SPED-School Age	0.00	7,400.00	29,600.00	0.00	(29,600.00)
2142	Psychological Services Sped-Ages 3-5	0.00	937.50	3,750.00	0.00	(3,750.00)
2151	Speech Path/Audiology Svcs SPED SA	16,289.00	7,070.00	28,280.00	173.61	(11,991.00)
2152	Speech Path/Audiology SPED Age 3-5	0.00	1,568.75	6,275.00	0.00	(6,275.00)
2153	Speech Path/Audiology Svcs SPED 0-2	0.00	1,568.75	6,275.00	0.00	(6,275.00)
2161	Occupational Therapy SPED SA	12,522.00	1,890.62	7,562.48	60.39	4,959.52
2171	Physical Therapy Services-SA	1,245.00	328.15	1,833.09	147.24	(588.09)
2173	Physical Therapy-SPED Ages 0-2	0.00	0.00	0.00	0.00	0.00
2211	School Improvement	151,850.00	0.00	0.00	0.00	151,850.00
2212	Instruction & Curriculum Development	0.00	0.00	0.00	0.00	0.00
2213	Instructional Staff Training	0.00	75.00	417.27	0.00	(417.27)
2220	Library/Media Services	0.00	4,495.85	34,289.73	0.00	(34,289.73)
2224	EDUCATIONAL TELEVISION SERVICES	0.00	0.00	60,296.00	0.00	(60,296.00)
2230	Instruction-Related Technology	0.00	8,124.66	43,800.09	0.00	(43,800.09)
2240	Academic Student Assessment	0.00	0.00	0.00	0.00	0.00
2310	Board of Education	40,890.00	5,850.67	32,660.69	86.30	8,229.31
2320	Executive Administration	215,930.00	17,798.86	105,505.13	49.22	110,424.87
2330	District Legal Services	8,672.00	0.00	3,805.00	44.55	4,867.00
2410	Principal	488,305.00	34,660.34	212,495.60	43.99	275,809.40
2510	Fiscal Services	130,711.00	9,913.47	77,781.15	62.14	52,929.85
2570	Personnel Services	0.00	225.00	225.00	0.00	(225.00)
2610	Operation of Buildings	554,582.00	34,748.75	233,669.81	45.98	320,912.19
2620	Maintenance of Buildings	0.00	17,196.84	97,561.60	0.00	(97,561.60)
2630	Care and Upkeep of Grounds	0.00	10,640.53	14,538.20	0.00	(14,538.20)
2640	Care and Upkeep of Equipment	0.00	0.00	3,502.73	0.00	(3,502.73)
2650	Vehicle Operation & Maint (non student t	235,024.00	0.00	2,682.13	1.14	232,341.87
2660	Security	4,011.00	0.00	367.00	9.15	3,644.00
2670	Safety	6,448.00	475.00	2,201.40	34.14	4,246.60
2710	Vehicle Operation	457,710.00	29,186.72	200,845.30	43.88	256,864.70
2712	Vehicle Operation-School Age Sped	41,987.00	3,221.80	23,725.20	56.51	18,261.80
2713	Vehicle Operation-Below Age 5 Sped	0.00	883.83	4,329.80	0.00	(4,329.80)
2730	Vehicle Servicing & Maintenance-Reg Ed	0.00	13,704.86	81,696.67	0.00	(81,696.67)
3400	CATEGORICAL GRANTS FROM CORPORATIONS & O	0.00	0.00	9,675.00	0.00	(9,675.00)
3535	High Ability Learners	0.00	0.00	115.80	0.00	(115.80)
4700	Building Improvements	0.00	0.00	0.00	0.00	0.00
5000	Debt Service	0.00	0.00	0.00	0.00	0.00
6200	Federal Services-Title I, Part A ESSA Im	193,344.00	8,914.19	48,769.92	25.75	144,574.08
6310	Federal Services-Title II, Part A ESSA S	0.00	1,914.35	11,587.48	0.00	(11,587.48)
6408	IDEA-PtB-611-Base-EP	0.00	0.00	0.00	0.00	0.00
6990	Federal Services-Other Federal Categoric	0.00	5,139.08	7,815.75	0.00	(7,815.75)
6992	Federal Services--REAP-SRSA Grants	0.00	0.00	0.00	0.00	0.00
6998	ESSER III	0.00	0.00	56,928.19	0.00	(56,928.19)
8000	Transfers (Outgoing)	666,266.00	3,389.10	48,142.70	7.23	618,123.30
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00
9001	Repayment of Interfund Loan General Fund	0.00	0.00	0.00	0.00	0.00
01	GENERAL FUND	7,697,447.00	533,443.63	3,363,704.32	44.51	4,333,742.68

**Expenditure Report by Function/Object -
Summary Revised**

02/07/2024 04:46 PM

Regular; Processing Month 02/2024; Function Number 55 Records Selected; Fund
Number 01

User ID: RJS

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM
Grand Total:	7,697,447.00	533,443.63	3,363,704.32	44.51	4,333,742.68

TOTAL SUMMARY OF BANK BALANCES

	October	November	December	January
<i>Pinnacle Bank-Unemployment</i>	\$13,401.95	\$13,423.76	\$13,444.88	\$13,468.95
General Fund				
Pinnacle Bank-ICS SWEEP (MMSA)	\$3,251,234.12	\$2,911,957.67	\$2,496,545.68	\$2,881,228.33
Pinnacle Bank Benkelman-General Fund	\$194,903.14	\$84,509.72	\$132,151.92	\$256,533.43
Pinnacle Bank Benkelman-Clearing A/C	\$14,744.89	\$15,350.89	\$15,400.89	\$15,400.89
Total General Fund Balances	\$3,460,882.15	\$3,011,818.28	\$2,644,098.49	\$3,153,162.65
<i>Pinnacle Bank Depreciation Fund Balance</i>				
Depreciation Fund	\$241,386.92	\$235,339.00	\$235,432.49	\$223,357.42
Depreciation Fund MMSA	\$400,716.69	\$400,881.37	\$401,040.62	\$401,221.91
Total Depreciation Fund	\$642,103.61	\$636,220.37	\$636,473.11	\$624,579.33
QCPUF				
Pinnacle Bank Benkelman-Checking A/C	\$207,943.02	\$203,423.74	\$203,509.60	\$203,601.60
NE Liquid Asset Fund	\$1,437.80	\$1,443.80	\$1,450.02	\$1,456.24
Total Qualified Capital Purpose Undertaking Fund	\$209,380.82	\$204,867.54	\$204,959.62	\$205,057.84
<i>Pinnacle Bank Special Building Fund</i>				
Special Building Fund	\$207,843.37	\$207,328.73	\$206,603.41	\$206,696.81
Special Building Fund MMSA	\$45,074.42	\$47,860.73	\$48,524.50	\$172,373.48
	\$252,917.79	\$255,189.46	\$255,127.91	\$379,070.29
Total Cash in Bank	\$4,578,686.32	\$4,121,519.41	\$3,754,104.01	\$4,375,339.06

CASH FLOW STATEMENT

Beginning Balance General Fund Checking \$ **256,533.43**

MMSA-Pinnacle Bank 2,881,228.33

Total General Fund Money \$ **3,137,761.76**

ESTIMATED DISBURSEMENTS

			<u>2022-2023</u>	<u>2021-2022</u>
Bills	95,514.68			
Payroll	448,575.71	544,090.39	513,820.44	511,181.41

COUNTY RECEIPTS

Dundy County Treasurer	453,242.06			
Hitchcock County Treasurer-Not available	116,081.69		<u>2022-2023</u>	<u>2021-2022</u>
	569,323.75		517,699.86	441,277.91

Estimated Over(Under)age - GF Checking \$ 281,766.79

Transfers In (Interfund Loan for SBF) \$ -

Lunch Payroll \$ -

NDE Money (Title II)

Transfer TO/FROM MMSA \$ (275,000.00)

\$ 6,766.79

Transfers:

\$275,000.00 from GF to MMSA

Regular; Beginning Month 09/2023; Processing Month 01/2024; Fund Number 02, 03, 08,
09

Fund: 02 DEPRECIATION

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
02 101	CASH	694,344.03	1,359.28	71,123.98	624,579.33
Total:	Current Assets	694,344.03	1,359.28	71,123.98	624,579.33
Fund Balance					
02 704	FUND BALANCE	694,344.03	71,123.98	1,359.28	624,579.33
Total:	Fund Balance	694,344.03	71,123.98	1,359.28	624,579.33
Revenue					
02 1510	Interest Earned	0.00	0.00	1,359.28	1,359.28
Total:	Revenue	0.00	0.00	1,359.28	1,359.28
Expenditure					
02 2900 450 001	Construction Services	0.00	75,360.00	41,500.00	33,860.00
02 2900 450 002	Construction Services	0.00	8,075.00	0.00	8,075.00
02 2900 610 001	General Supplies	0.00	12,184.98	0.00	12,184.98
02 2900 610 002	General Supplies	0.00	7,565.50	0.00	7,565.50
02 2900 739 001	Other Equipment	0.00	9,438.50	0.00	9,438.50
Total:	Expenditure	0.00	112,623.98	41,500.00	71,123.98
Total:	02	1,388,688.06	185,107.24	115,342.54	1,321,641.92

Fund: 03 EMPLOYEE BENEFIT FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
03 101	CASH	13,357.72	111.23	0.00	13,468.95
03 106	Cafeteria Checking	3,794.18	0.00	0.00	3,794.18
Total:	Current Assets	17,151.90	111.23	0.00	17,263.13
Fund Balance					
03 704	FUND BALANCE	17,151.90	0.00	111.23	17,263.13
Total:	Fund Balance	17,151.90	0.00	111.23	17,263.13
Revenue					
03 1510	Interest Earned	0.00	0.00	111.23	111.23
Total:	Revenue	0.00	0.00	111.23	111.23
Total:	03	34,303.80	111.23	222.46	34,637.49

Fund: 08 SPECIAL BUILDING FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
08 101	CASH	169,527.55	213,589.64	4,046.90	379,070.29
08 131	Receivable Account	63,574.54	232,734.86	213,047.80	83,261.60
Total:	Current Assets	233,102.09	446,324.50	217,094.70	462,331.89
Fund Balance					
08 704	FUND BALANCE	233,102.09	4,046.90	233,276.70	462,331.89
Total:	Fund Balance	233,102.09	4,046.90	233,276.70	462,331.89
Revenue					
08 1100	Taxes Levied	0.00	0.00	184,673.05	184,673.05
08 1140	Penalties & Interest on Taxes	0.00	0.00	582.01	582.01
08 1510	Interest Earned	0.00	0.00	541.84	541.84
08 3131	Property Tax Credit	0.00	0.00	47,131.10	47,131.10
08 3180	Pro-Rate Motor Vehicle	0.00	0.00	348.70	348.70
Total:	Revenue	0.00	0.00	233,276.70	233,276.70
Expenditure					
08 4300 450 001	Architecture & Engineering Construction Services	0.00	4,046.90	0.00	4,046.90
Total:	Expenditure	0.00	4,046.90	0.00	4,046.90
Total:	08	466,204.18	454,418.30	683,648.10	1,161,987.38

Regular; Beginning Month 09/2023; Processing Month 01/2024; Fund Number 02, 03, 08,
09

Fund: 09 QCPUF

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
09 101	CASH	237,997.03	496.86	33,436.05	205,057.84
09 131	Receivable Account	0.00	41.57	11.80	29.77
	Total: Current Assets	237,997.03	538.43	33,447.85	205,087.61
Fund Balance					
09 704	FUND BALANCE	237,997.03	33,436.05	526.63	205,087.61
	Total: Fund Balance	237,997.03	33,436.05	526.63	205,087.61
Revenue					
09 1100	Taxes Levied	0.00	0.00	24.70	24.70
09 1140	Penalties & Interest on Taxes	0.00	0.00	16.87	16.87
09 1510	Interest Earned	0.00	5.05	485.06	480.01
	Total: Revenue	0.00	5.05	526.63	521.58
Expenditure					
09 4500 431 001	Non-Technology Related Repairs & Maint	0.00	4,611.00	0.00	4,611.00
09 4500 450 001	Construction Services	0.00	28,820.00	0.00	28,820.00
	Total: Expenditure	0.00	33,431.00	0.00	33,431.00
	Total: 09	475,994.06	67,410.53	34,501.11	444,127.80

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2023 - 01/2024

Regular; Beginning Month 09/2023; Processing Month 01/2024; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	1,525.00	0.00	0.00	0.00	1,525.00
05 704 0100	Cheerleaders	3,122.54	2,713.35	0.00	0.00	409.19
05 704 0105	Cheerleading Fundraising	3,051.62	1,172.50	2,433.15	0.00	4,312.27
05 704 0110	Cross Country	0.00	410.00	0.00	0.00	(410.00)
05 704 0115	Cross Country Fundraising	12.22	0.00	0.00	0.00	12.22
05 704 0120	Football	1,462.98	18,737.88	8,578.39	0.00	(8,696.51)
05 704 0125	Football Fundraising	11,077.31	7,100.50	1,395.00	0.00	5,371.81
05 704 0130	Volleyball	0.00	8,516.23	388.66	0.00	(8,127.57)
05 704 0135	Volleyball Fundraising	18,212.70	4,855.46	544.90	0.00	13,902.14
05 704 0140	Basketball	1,513.66	36,275.99	3,994.00	0.00	(30,768.33)
05 704 0145	Boys Basketball Fundraising	911.73	40.00	0.00	0.00	871.73
05 704 0147	Girls Basketball Fundraising	2,225.79	2,487.94	6,634.10	0.00	6,371.95
05 704 0150	Wrestling	266.54	5,848.91	1,070.00	0.00	(4,512.37)
05 704 0155	Wrestling Fundraising	2,219.26	0.00	0.00	0.00	2,219.26
05 704 0160	Track	1,374.00	442.94	0.00	0.00	931.06
05 704 0165	Track Fundraising	8.65	0.00	0.00	0.00	8.65
05 704 0170	Girls Golf	0.00	475.50	565.00	0.00	89.50
05 704 0175	Girls Golf Fundraising	662.90	0.00	207.93	0.00	870.83
05 704 0180	Boys Golf	4,271.08	0.00	0.00	0.00	4,271.08
05 704 0185	Boys Golf Fundraising	629.32	0.00	623.77	0.00	1,253.09
05 704 0300	Class of 2024	2,074.39	0.00	390.00	0.00	2,464.39
05 704 0310	Class of 2025	3,784.39	1,639.87	1,236.82	0.00	3,381.34
05 704 0320	Class of 2027	142.61	0.00	835.50	0.00	978.11
05 704 0325	Class of 2028	0.00	88.31	282.95	0.00	194.64
05 704 0335	Class of 2026	450.45	726.24	4,062.60	0.00	3,786.81
05 704 0340	FBLA	6,194.15	8,243.07	9,971.70	0.00	7,922.78
05 704 0350	Daycare	(780.34)	531.85	0.00	0.00	(1,312.19)
05 704 0360	FCCLA	(2,456.73)	995.33	939.90	0.00	(2,512.16)
05 704 0370	FFA	19,289.39	23,591.87	18,253.91	0.00	13,951.43
05 704 0390	Speech	0.00	190.25	0.00	0.00	(190.25)
05 704 0400	Student Council	46.25	520.92	166.00	0.00	(308.67)
05 704 0430	7-12 Vocal	0.00	892.88	392.65	0.00	(500.23)
05 704 0445	Music Fundraising	1,553.28	0.00	130.00	0.00	1,683.28
05 704 0460	Play Production	0.00	855.70	24.00	0.00	(831.70)
05 704 0470	Mock Trial	0.00	168.30	0.00	0.00	(168.30)
05 704 0490	Art Club	1,925.09	117.65	3,059.10	0.00	4,866.54

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2023 - 01/2024

Regular; Beginning Month 09/2023; Processing Month 01/2024; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0500	HS Quiz Bowl	0.00	0.00	564.40	0.00	564.40
05 704 0600	Shop Projects	81.11	0.00	0.00	0.00	81.11
05 704 0610	Pop Account	214.68	155.28	99.00	0.00	158.40
05 704 0620	Sp Ed Activity A/C	703.60	0.00	61.00	0.00	764.60
05 704 0630	Revolving	0.00	817.15	1,549.09	0.00	731.94
05 704 0640	Special Purchasing	5,571.33	0.00	0.00	0.00	5,571.33
05 704 0650	Box Tops for Education	0.00	0.00	58.30	0.00	58.30
05 704 0660	Annual	0.00	1,065.00	0.00	0.00	(1,065.00)
05 704 0665	DCS News	200.00	20.00	0.00	0.00	180.00
05 704 0670	Computer Technology	774.84	0.00	0.00	0.00	774.84
05 704 0680	Sunshine Committee	0.00	0.00	300.00	0.00	300.00
05 704 0690	Concessions	3,108.69	15,891.89	13,282.91	0.00	499.71
05 704 0800	Grade Activity	8,239.10	6,396.68	3,678.40	0.00	5,520.82
05 704 0830	Stratton	939.04	0.00	0.00	0.00	939.04
Fund Total: 05		104,602.62	151,985.44	85,773.13	0.00	38,390.31

Regular; Beginning Month 09/2023; Processing Month 01/2024; Fund Number 06

Fund: 06 NUTRITION FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
06 101	CASH	13,057.88	147,576.35	147,956.50	12,677.73
06 103	Payroll Cash	184.62	51,263.02	60,990.86	(9,543.22)
	Total: Current Assets	13,242.50	198,839.37	208,947.36	3,134.51
Current Liabilities					
06 450	PAYROLL DEDUCTION PAYABLE	0.00	59.50	59.50	0.00
06 451	FICA PAYABLE	0.00	8,833.24	8,833.24	0.00
06 452	FIT PAYABLE	0.00	2,684.63	2,684.63	0.00
06 453	INSURANCE PAYABLE	0.00	3,914.15	3,914.15	0.00
06 454	RETIREMENT PAYABLE	0.00	7,308.54	7,308.54	0.00
06 455	SIT PAYABLE	0.00	1,384.38	1,384.38	0.00
	Total: Current Liabilities	0.00	24,184.44	24,184.44	0.00
Fund Balance					
06 704	FUND BALANCE	13,242.50	157,759.51	147,651.52	3,134.51
	Total: Fund Balance	13,242.50	157,759.51	147,651.52	3,134.51
Revenue					
06 1510	Interest Earned	0.00	0.00	44.25	44.25
06 1611	Daily Sales-School Lunch Program	0.00	8.40	46,556.14	46,547.74
06 1612	Daily Sales-School Breakfast Program	0.00	0.00	12,092.56	12,092.56
06 4210	Federal Reimbursement	0.00	0.00	13,381.35	13,381.35
06 5200	Transfers from General Fund	0.00	30,594.80	75,348.40	44,753.60
	Total: Revenue	0.00	30,603.20	147,422.70	116,819.50
Expenditure					
06 2190 610 002	General Supplies	0.00	8.58	0.00	8.58
06 3100 110 001	Salaries of Regular Employees-Non-Instru	0.00	21,524.10	0.00	21,524.10
06 3100 110 002	Salaries of Regular Employees-Non-Instru	0.00	21,524.08	0.00	21,524.08
06 3100 120 001	Salaries of Temporary Employees-Non-inst	0.00	1,079.68	0.00	1,079.68
06 3100 120 002	Salaries of Temporary Employees-Non-inst	0.00	4,472.47	0.00	4,472.47
06 3100 130 001	Overtime-Non Instructional Staff	0.00	30.50	0.00	30.50
06 3100 130 002	Overtime-Non Instructional Staff	0.00	17.68	0.00	17.68
06 3100 210 001	Group Insurance-Non Instructional	0.00	1,495.52	0.00	1,495.52
06 3100 210 002	Group Insurance-Non Instructional	0.00	1,495.53	0.00	1,495.53
06 3100 220 001	Social Security-Non Instructional	0.00	1,731.55	37.53	1,694.02
06 3100 220 002	Social Security-Non Instructional	0.00	1,990.09	37.64	1,952.45
06 3100 230 001	Retirement-Non Instructional	0.00	1,836.84	0.00	1,836.84
06 3100 230 002	Retirement-Non Instructional	0.00	1,835.61	0.00	1,835.61
06 3100 270 001	Worker's Comp-Non-Instructional Staff	0.00	1,510.20	0.00	1,510.20
06 3100 270 002	Worker's Comp-Non-Instructional Staff	0.00	1,845.80	0.00	1,845.80
06 3100 610 001	General Supplies	0.00	2,460.74	0.00	2,460.74
06 3100 610 002	General Supplies	0.00	3,071.31	0.00	3,071.31
06 3100 630 001	Food: School Food Service Program	0.00	25,163.16	43.56	25,119.60
06 3100 630 002	Food: School Food Service Program	0.00	34,062.87	110.09	33,952.78
	Total: Expenditure	0.00	127,156.31	228.82	126,927.49
	Total: 06	26,485.00	538,542.83	528,434.84	250,016.01

8.B. Set an automatic alternative meeting day for emergency meeting cancelations
Action Item

Motion to approve the meeting to be the Wednesday following the regular scheduled board meeting as the automatic alternative date for emergency meeting from a cancelations. Passed with a motion by Shad Stamm and a second by Nick Ladenburger.

Jennifer Fries: Yea
Steve Guernsey: Yea
Ted Henderson: Yea
Nick Ladenburger: Yea
Cole Lutz: Yea
Sandy Noffsinger: Yea
Shad Stamm: Yea
Jordan Stroup: Yea

8.C. Discuss and take possible action on Negotiated Agreement and extend teacher contracts for school year 24-25.
Action Item

Motion to go into executive in regards to protect the public interest Passed with a motion by Shad Stamm and a second by Steve Guernsey.

Jennifer Fries: Yea
Steve Guernsey: Yea
Ted Henderson: Yea
Nick Ladenburger: Yea
Cole Lutz: Yea
Sandy Noffsinger: Yea
Shad Stamm: Yea
Jordan Stroup: Yea

Motion to come back into open session at 7:48. The only item discussed was the motion to go into executive session in regards to protect the public interest, Passed with a motion by Shad Stamm and a second by Ted Henderson.

Jennifer Fries: Yea
Steve Guernsey: Yea
Ted Henderson: Yea
Nick Ladenburger: Yea
Cole Lutz: Yea
Sandy Noffsinger: Yea
Shad Stamm: Yea
Jordan Stroup: Yea

Motion to accept teacher negotiated agreements and extend contracts to the teachers for the school year 24-25 Passed with a motion by Nick Ladenburger and a second by Steve Guernsey.

Jennifer Fries:	Yea
Steve Guernsey:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Cole Lutz:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea

Dundy County Stratton Public Schools



Negotiated Agreement 2024-2025

Dundy County Stratton Schools Negotiated Agreement

This agreement is between the Dundy County Stratton Public School District and the Dundy County Stratton Education Association. It is subject to change only by the provisions described in Article X.

Article I Recognition

Professional Recognition Agreement between the Board of Education and the Dundy County Stratton Education Association states in part (1969-70):

The Board recognizes the Association as the exclusive negotiating agent for all certificated personnel, except the superintendent and principal(s) who are employed by the Board. The Association shall submit to the Board by February 1st of each year a statement of the number of active members of the Association. This recognition shall continue in effect so long as the Association's active membership contains more than fifty (50) percent of the total certificated personnel.

The Board recognizes that the Association has its own structure for internal communication. The Association's elected negotiators will disseminate information concerning the status of negotiations to all teachers.

OPENING NEGOTIATIONS: Issues proposed for discussion shall be submitted in writing by the Association to the Board or its delegated representative on or before February 1 of each year. The board will accept or reject the request in whole or in part and shall give written notice of its decision by March 1st. If the Board accepts the request, the first meeting shall be held by November 1st. No fewer than four meetings will be held prior to January 31st. If an agreement is not reached on or before February 8th, the Board and Association will submit to mandatory mediation or fact- finding, unless both parties agree in writing to forgo mandatory mediation or fact- finding.

Article II Grievance Procedure

The purpose of a grievance procedure is to provide for equitable solutions following the designated chain of command to the problems which may arise from time to time concerning the interpretation, application, or meaning of the terms and conditions of employment at Dundy County Stratton Schools. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

Article III Reduction in Force

Paragraph seven (7b) of the R.I.F. Policy shall be changed to read five (5) school days instead of three (3) days. The R.I.F. policy is a responsibility of the Board of education and is not negotiable, except specific number of days in paragraph seven (7b). See Appendix D for the Reduction in Force Policy.

Article IV Dues-Deduction

Dues for DCSEA, NSEA, and NEA are paid directly by the teacher and not deducted from payroll.

Article V

Professional Growth

Each permanent (tenured) certificated teacher shall give evidence of professional growth every six years. Six semester hours of college credit shall be accepted as evidence of professional growth. Other activities that may be used for professional growth points are listed below. A total of 30 points must be secured in a six-year period. Teachers hired in the middle of a six-year cycle who achieve permanent (tenured) status prior to the end of a six-year cycle shall earn an equivalent of one college credit or five points per year of permanent status.

The first six-year period will end on January 1, 1986 and future periods will end every six years hence. Courses in progress at the closing date will be applied to the next professional growth requirement as described in Nebraska State Statute (1982) and may be subject to statutory provisions including contract amendment or termination related to the failure to give evidence of professional growth.

Points may be secured as follows:

1 hour college credit	5 points
1 day professional leave	1 point
1 or 2 day workshop (non-credit)	1 point per day
1 day in-service (4 hr. minimum other than preschool orientation)	1 point
Professional Convention (NSBA, NSCA, etc. (brief summary of sessions attended.))	1 point per day
Curriculum Committee Service	10 points
School Improvement Committee Service	5 points
Technology Training	5 points
H.A.L. Committee Service	5 points
Assessment Training	5 points
Workshop (on Saturday or non-contract day)	5 points (all day) 2.5 points (1/2 day)

Records shall be kept by the teacher and shared with the principal. Teachers not meeting growth point expectations will meet with the Principal prior to May 25.

Article VI Approved Leaves of Absence

All approved leaves of absence will occur between August 1 and July 31 of the school calendar year. A current leave summary will be provided in each monthly paycheck.

A full-time faculty member shall be eligible for fifteen (**15**) full days of paid time off (PTO) leave each contract year. Part-time faculty members receive

annual PTO days on a prorated basis. If a faculty member does not use all their annual PTO days by the end of the contract year, the employee has the option to receive \$50 per day or the unused days shall be added to the faculty member's sick bank. The total amount of days in the sick bank that can accrue is 50. If the number of days in the bank exceeds 50, the employee will be paid the sum of \$50 per day for the excess. These bank days may only be used once all Paid time off days have been used per year, and may be only used for illnesses, either personal or immediate family as designated by FMLA guidelines. While personal leave may be taken without designating the reason for the leave, the following conditions will apply.

Limitations on and Approval of PTO

The following limitations will be placed on PTO leave requests:

1. Employees will be limited to taking 5 consecutive days, and
2. If the leave is discretionary the employee may be asked to assist in securing a sub if adequate coverage is not found or asked to reschedule the day off. In these circumstances, certified staff requests for PTO will be allowed in special and unavoidable circumstances. These include, when the leave is specifically related to illness or emergency situation, or for other urgent and unavoidable situations. Documentation may be required **Employees are discouraged from taking PTO prior to or after a scheduled break, or during any staff inservice days.**

When possible, employees are asked to enter their leave 24 hours in advance, to provide time to secure a sub. Documentation or proof of illness or emergency may be requested by the Board of Education, Superintendent or Director of Human Resources.

Employees must use the 15 days in their annual allotment before accessing days from their bank. Thus, staff cannot use days in their bank for leave reasons and then receive a pay out on their annual allotment. The banked days will only be paid out upon ending employment.

The employee will not be required to use PTO days for district determined professional events. However, employee requested days will come out of their annual allotment of 15 days

Leave Pay Out

At the conclusion of each school year, employees will have two options with any remaining days from their annual allotment. Employees may add remaining days to their bank up to a max of 50. Employees may cash out any number of their remaining days from the annual allotment of 15 days. Once a staff member has added days to their bank, they will not be available for payout until the employee ends their employment with DCS. In subsequent years, employees can cash out any and all unused days in their allotment of 15, but must leave banked days in their bank. The 50 days in their bank will be paid out when they have ended their employment with the district either through retirement or resignation. Days that are cashed out will be

compensated at the rate determined annually in the negotiated agreement (\$50 per day).

Transition to the Model

In the transition from the 2023-24 school year to the 2024-25 school year, any employee who has accumulated sick leave over the 28 days and personal leave over 2 days, will be paid the sum of \$50 per day for the excess. The possible 30 days will be used to create your sick bank. In subsequent years, they can cash out all 15 days or what is left, but must leave 50 days in their bank. The 50 days in their bank will be paid out when they have ended their employment with the district.

Family Medical Leave Act,

All negotiated leaves are used in conjunction with the provisions of the Family Medical Leave Act. The School District shall be entitled to require that paid leaves be substituted for unpaid leaves.

Legal and Civic Duty Leave

Absence with pay may be allowed by the Superintendent or his/her designee for transactions involving a legal instrument (deed, mortgage, property title, etc.) or a court order. The Superintendent's or his/her designee's advance approval will be required.

Employees who receive a subpoena for appearance in court or who are required to serve on Jury Duty shall receive full pay for such absence from duty provided they comply with the stipulations listed below:

1. The employee must not be a litigant in the court action or proceeding.
2. The employee must present to the Human Resources Department the actual notice to appear for jury duty.
3. The employee will reimburse the district from any stipend received for services on the jury or as a witness in an amount equal to or less than wages paid by the district. If such remittance is not received in a timely manner, authorization for payroll deduction will be requested from the employee. Mileage reimbursements are not subject to remittance.
4. The employee must be scheduled to work on the day of court.

Unpaid Absences

When an employee has exhausted their personal leave days with no loss of pay for the above cases, they may request up to five (5) additional days of personal leave with full pay deduction. The employee's salary will be reduced by the amount equal to the hourly rate paid to the employee under the employee's contract of employment with the school district calculated upon the number of contract days specified in the employee's contract and an 8-hour working day.

Professional Leave

Two days professional leave is allowed for each faculty member, however more may be requested. The leave must be approved by the administration. Reimbursement for leave of a professional nature shall be as follows:

1. School vehicle provided
2. Motel booked and paid for by district
3. Meals at state rate, use school card and turn in detailed receipts
4. Registration will be completed by district (not membership dues)
5. No Sub Pay will be paid to faculty member.
6. Summer professional trainings may be approved by building administrator with costs paid to employee up to \$600 for allowable costs (ie registration, motel, meals, travel, **all with** receipts)

Duty Leave

Duty leave is assigned by Administration. Examples include: Coaching, Extra Duty related trainings, PLC meetings. The district will pay the costs as per the professional leave above.

Per federal guidance, meals are only provided when overnight stay is required.

Article VII

Salary Schedule and Definitions

Extra Duty Pay Schedule

Attached to this agreement as Appendix A1, A2, and A3 is the salary schedule and as Appendix B the Extra Duty pay schedule. Implementation of the schedule is defined as follows:

Salary Schedule

1. The salary schedule shall contain horizontal columns and vertical steps.
 - i. There shall be a B.A., B.A. +9, and B.A.+18 with steps 6, 7 and 8 respectively. B.A. +27, and B.A. + 36 columns with steps 10 and 11 respectively. In addition to the B.A. columns, there shall be a M.A., M.A. +9, and M.A. +18 columns. These columns shall have 12,14,15 steps respectively. All horizontal columns shall have incremental movement of 4%. There shall be vertical movement of recognizing experience at 4% per step throughout the schedule. (See Appendix A1.)
2. Horizontal movement will take place in accordance with the number of hours obtained. Vertical movement on the salary schedule will be one step per year.
3. The base salary for 2024-2025 will be \$41,350.
4. All (but not more than) teaching years of experience will be recognized for placement on the salary schedule and for the extra duty schedule for incoming

teachers. Acknowledgment of all or a portion of the years will be at the Board of Education's discretion.

5. All graduate hours above the B.A. or B.S. degree shall be accepted for horizontal movement up to and including the B.A. +18 column on the salary schedule. Other graduate hours will be approved for further horizontal movement when those hours represent a portion of the program required for an advanced degree. Eighteen hours of non-degree work may be may be applied for horizontal movement before or after a Master's Degree is earned.

Graduate and undergraduate hours, correspondence and online courses which improve the teacher's preparation in his/her particular field or which increases the number of endorsements for which he/she shall be qualified may be recognized for horizontal advancement upon prior approval of the superintendent.

Any teacher making a horizontal move on the salary schedule shall meet with the superintendent prior to the end of the school year for a transcript review and provide a written request for the change.

Extra-Duty Schedule

The extra duty pay shall be a percentage of the annual base. For each year of experience in the designated position(s) a person shall receive the longevity percentage for his/her extra duty assignment with $\frac{1}{2}$ percent of the annual base. Longevity for extra duty assignments accumulated while in the Dundy County- Stratton Public School system will be maintained as long as the activity sponsor remains employed in the system even with the interruption of extra duty assignments. Longevity pay for previous employment assignments will be recognized.

Beginning in 2005-2006 the amount of longevity pay received for extra curricular assignment shall not exceed $\frac{1}{2}$ of the original amount of the base stipend paid for the extra duty. Employees over this amount will be grandfathered in at their 2005-2006 percentages.

Article VIII Insurance Coverage

Health Insurance

The district shall pay the health insurance rates for the school years 2024-2025. The carrier will be Blue Cross/Blue Shield of Nebraska: the coverage will be a dual option of either a \$1050.00 Deductible Blue Preferred PPO plan with pre-admission certification and which currently includes 100% coverage for wellness issues and preventative care or a \$3800 High Deductible HSA plan.

1. Types of Enrollment:

A. Single Membership: Covers the employee only.

B. Employee and Spouse: Covers the employee and his or her spouse.

C. Employee and Child(ren): Covers the employee and his or her eligible dependent children, but does not provide coverage to a spouse.

D. Family Membership: Covers the employee, spouse, and eligible dependent children.

Eligible Dependent Children: The employee's dependent children (excluding foster children) are covered to age 26. Reaching age 26 will not end the covered child's coverage as long as the child is and remains both incapable of self-sustaining employment by reason of mental or physical handicap and dependent upon the subscriber for support and maintenance.

2. EHA chart and definitions follows in Appendix E.

3. Only single dental insurance is offered to employees. Additional dental coverage may be purchased at the discretion of the employee. Any additional premium cost is their responsibility.

4. If an employee is married to a person who is employed by an education institution that provides employer paid health insurance from EHA Blue Cross/Blue Shield of Nebraska the district may negotiate and agree with the other education institution and will pay it half the premium that it would have paid for the employee's coverage at Dundy County Stratton and the other education institution pay for its employee the employee and family or employee and spouse applicable EHA coverage. This is in lieu of each spouse being insured under their employers provided full family coverage and in lieu of both employers paying for full employee and family coverage for the same family. Note: The employee may elect to take their EHA insurance coverage at either institution. The administration will be responsible for communicating the terms of premium payment to the insuring institution.

Short and Long Term Disability Insurance

Short-term and long-term disability policies shall be **allowed but not required** by the board. The carrier and provisions of this policy shall be determined by the association. Changes to the carrier will be proposed by the administration and approved by the association. The cost of this coverage shall be paid by the employees via a payroll deduction.

Article IX
Miscellaneous

1. Items (such as extra duty) on the addendum sheet attached to the teaching contract are a part of the contract and shall only be changed upon mutual agreement of the parties concerned. If no agreement is reached, the matter will be decided by the Board of Education.
2. Teachers who supervise any class period(s) for absent teachers shall be paid \$28.00. A teacher must complete a form prescribed by the principal the day of "covering" a class. The principal shall record which teachers have covered classes and report such to the district (bookkeeper) office by the 1st of each month. The payment will occur with payroll. A record shall be kept in the principal's office and signed by the teacher. This amount shall be paid monthly on the 15th of each month.
3. No teacher shall be taken out of his/her contracted teaching assignment to serve all day as a substitute for an absent teacher, except in emergency situations.
4. All head sponsors of activities shall be allowed one day of duty leave for a state activity when their team/organization does not qualify. All of the expenses, including meals, will be the responsibility of the sponsor.
5. Teachers will be **encouraged** to participate in 2 extra duty activities during any semester when they are not performing other extra duty student activities. They will be paid at the rate of \$25 for the activity (ie ticket taking, line judging, scoring or clock). A spreadsheet will be shared for signup, but teachers **may** be placed on the schedule if they have not chosen a time. If the teacher is unable to perform that duty, they must find a substitute.
6. Additional sponsor pay: for all activities that have a ratio greater than 12:1 (sponsor/coach to participants) shall be paid \$70.00 per week. Sponsor/coach must attend practice sessions and AD approval is required for all appointments. For example, a one sponsor activity with 12 participants is allowed one additional sponsor or a 2 sponsor activity with 24 participants is allowed an additional sponsor.
7. State Standards, assessment work, and Summer School will be compensated at the hourly rate of \$30.00/hour for a maximum of five (5) days per subject area (standards and assessment) during one contract year with Summer school as determined with Administrative approval. The hours need prior principal approval.

Each PPO Subgroup may choose 1 of 6 Deductible Options:		
Individual Deductible		
Deductible Option 1	\$650	\$1,300
Deductible Option 2	\$850	\$1,700
Deductible Option 3	\$1,050	\$2,100
Deductible Option 4	\$1,200	\$2,400
Deductible Option 5	\$1,450	\$2,900
Deductible Option 6	\$1,900	\$3,800
Family Deductible Maximum	2x Individual	2x Individual

Coinsurance - All Options	20%	40%
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Individual Out-of-Pocket Maximum by Deductible Option		
Deductible Option 1	\$4,600	\$9,200
Deductible Option 2	\$4,750	\$9,500
Deductible Option 3	\$4,900	\$9,800
Deductible Option 4	\$5,000	\$10,000
Deductible Option 5	\$5,150	\$10,300
Deductible Option 6	\$5,500	\$11,000
Family Out-of-Pocket Maximum	2x Individual	2x Individual
<i>Combined Maximum includes Deductible, Coinsurance, and Copays for all services including Prescription Drugs</i>		

Lifetime Maximum	Unlimited
-------------------------	-----------

Office Visit Copay		
Primary Copay	\$35	Ded & Coins
Specialist Copay	\$55	Ded & Coins

Inpatient Hospital	Ded & Coins
---------------------------	-------------

Outpatient Hospital	Ded & Coins
----------------------------	-------------

Emergency Services		
Urgent Care	\$55 Copay, Ded & Coins	
Emergency Room	\$85 Copay, Ded & Coins	

Prescription Drugs		
Generic Copay	25% Coins (\$10 minimum, \$40 maximum)	
Formulary Brand Copay	25% Coins (\$50 minimum, \$100 maximum)	
Non-Formulary Brand Copay	50% Coins (\$75 minimum, \$150 maximum)	
In Network Specialty Copay (30 Day Supply)	25% Coins (\$125 minimum, \$250 maximum)	
Out of Network Specialty Copay (30 Day Supply)	N/C	
Formulary Diabetic Supplies	20%	
Non-Formulary Diabetic Supplies	30%	
Mail Order Maximum	180 Days Supply	
Mail Order Copay	1 Copay per 30 Days Supply with 5 Copay Maximum	
Preauthorization Programs Included	Gastroprotective NSAIDs and Proton Pump Inhibitors	

Preventive Services	Covered at 100%	Ded & Coins
----------------------------	-----------------	-------------

Mental Health and Substance Abuse		
Inpatient	Ded & Coins	
Outpatient	Ded & Coins	
Office Visit	Covered at 100%	Ded & Coins

Please note: This Schedule of Benefits Summary is intended to provide you with a brief overview of your benefits. It is not a contract and should not be regarded as one. For more complete information about your plan, including benefits, exclusions and contract limitations, please refer to the master group contract. In the event there are discrepancies between this document and the contract, the terms and conditions of the contract will govern.

**Educators Health Alliance
2024-25 Benefit Summary for HSA-Eligible \$3,800 Deductible Dual Choice Plan**

Subgroups with the \$650, \$850, \$1,050, \$1,200, \$1,450, or \$1,900 may choose this plan as a Dual Option		
Individual Deductible	\$3,800	\$7,600
Family Deductible	\$7,600	\$15,200
Family Deductible Basis	Aggregate Only	Aggregate Only

Coinsurance	10%	20%
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Individual Out-of-Pocket Maximum	\$4,350	\$13,000
Family Out-of-Pocket Maximum	\$8,700	\$26,000
<i>Combined Maximum includes Deductible, Coinsurance, and C opays for all services including Prescription Drugs</i>		

Lifetime Maximum	Unlimited
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Office Visit Copay	Ded & Coins
---------------------------	-------------

Inpatient Hospital	Ded & Coins
---------------------------	-------------

Outpatient Hospital	Ded & Coins
----------------------------	-------------

Emergency Services	Ded & Coins
---------------------------	-------------

Prescription Drugs	
Generic Copay	Ded & Coins
Formulary Brand Copay	Ded & Coins
Non-Formulary Brand Copay	Ded & Coins
In Network Specialty Copay (30 Day Supply)	Ded & Coins
Out of Network Specialty Copay (30 Day Supply)	Ded & Coins
Formulary Diabetic Supplies	Ded & Coins
Non-Formulary Diabetic Supplies	Ded & Coins
Mail Order Maximum	180 Days Supply
Mail Order Copay	Ded & Coins
Preauthorization Programs Included	Gastroprotective NSAIDs and Proton Pump Inhibitors

Preventive Services	Covered at 100%	Ded & Coins
----------------------------	-----------------	-------------

Mental Health and Substance Abuse	
Inpatient	Ded & Coins
Outpatient	Ded & Coins
Office Visit	Ded & Coins

Please note: This Schedule of Benefits Summary is intended to provide you with a brief overview of your benefits. It is not a contract and should not be regarded as one. For more complete information about your plan, including benefits, exclusions and contract limitations, please refer to the master group contract. In the event there are discrepancies between this document and the contract, the terms and conditions of the contract will govern.

Article X Agreement Provisions

1. Upon mutual agreement, the association and the Board of Education have the right to reopen an item previously negotiated for reconsideration if so indicated in the original annual negotiations letter to either the board or association.
2. Negotiated items shall be put into effect in the school for which they were negotiated. It shall be the duty of the superintendent to inform the principals and secretary of the newly negotiated items. All new teachers and new administrators shall be informed as to the content of the current negotiation package, plus all previously negotiated items. (1980-1981)

Unless otherwise noted, these articles are negotiated and are not subject to change without mutual agreement between the Dundy County Stratton Education Association and the Board of Education. This agreement supersedes all previous agreements.

Accepted on behalf of Dundy County Stratton Education Association

DCSEA President

Date:

DCSEA Chief Negotiator

Accepted on Behalf of Dundy County Stratton Board of Education

Chief Negotiator

Date:

Board President

Appendix B

Activity and Extra Duty Assignments

The following schedule applies only to contracted certified staff represented by DCSEA.

All other employees receiving extra-curricular pay rate shall be between the Board and the employee.

Total percentage may be divided by more than one sponsor.

Extra Duty	Percentage	Longevity	Max
Cross Country	7	Yes	10.5
Assistant	3	Yes	4.5
Volleyball	10	Yes	15
Assistant	7	Yes	10.5
Football	10	Yes	15
Assistant	7	Yes	10.5
If necessary	7	Yes	10.5
Boys Basketball	10	Yes	15
Assistant	7	Yes	10.5
If necessary	7	Yes	10.5
Girls Basketball	10	Yes	15
Assistant	7	Yes	10.5
if necessary	7	Yes	10.5
Wrestling	10	Yes	15
Assistant	7	Yes	10.5
Boys Golf	7	Yes	10.5
Assistant			
Girls Golf	7	Yes	10.5
Assistant			
Boys Track/Girls Track	9	Yes	13.5
Assistant	5	Yes	7.5
Assistant			
Cheer / Dance	8	Yes	12
One Act	2.5	Yes	3.75
Vocal Music	7	Yes	10.5
Instrumental Music	7	Yes	10.5
Swing Choir	2.5	Yes	3.75
School Play/Musical	2.5	Yes	3.75
Speech	5	Yes	7.5
Mock Trial	2	Yes	3
FCCLA	6	Yes	9
FBLA	8	Yes	12
FFA	2	Yes	3
National Honor Society	1		
HS Concessions	8		

HS Academic Bowl	0.5		
JH Academic Bowl	0.5		
K-6 Academic Bowl	0.5		
Student Council	1		
Yearbook	9	Yes	13.5
Video Stream Coordinator	6		
Weight Room Coordinator	3		
Special Education Teacher	10	Yes	15
Data Coordinator	10	Yes	15
E-Sports	3%/season	No	
DCS Class Sponsors			
7th Grade	1		
8th Grade	1		
9th Grade	1		
10th Grade	1		
11th Grade	3	Yes	4.5
12th Grade	1		
Jr. High Coaching			
Football	4	Yes	6
Assistant	1.5		
Volleyball	3	Yes	4.5
Assistant	1.5		
Wrestling	3	Yes	4.5
Assistant	1.5		
Boys Basketball	4	Yes	6
Assistant	1.5		
Girls Basketball	4	Yes	6
Assistant	1.5		
Boys Track	3	Yes	6
Assistant	1.5		
Girls Track	3	Yes	6
Assistant	1.5		
ITV Teachers	\$500		
Dual Credit Teacher	\$700/class		
Gifted Coordinator	\$300		
Assessment Coordinator	\$500		
Summer School	\$30/hour		

Appendix C

Grievance Procedure

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination.

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

Association Representation. A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

Reprisals. No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

Withdrawal of a Grievance. A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

Advanced Step Filing. A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

Time Limitations. Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

Requirement to Grieve. This grievance procedure is not discretionary and cannot be waived except through the express written consent of the board. No administrator or board member, individually, has the authority to waive the requirements of this procedure. Any grievance covered by this procedure but not raised pursuant to the requirements herein, including any grievance abandoned, will be forfeited.

Bad Faith or Serial Filings. The purpose of the grievance procedure is to resolve complaints and grievances regarding covered matters at the lowest level possible within the chain of command. Grievances filed without any intention to attempt to resolve the issues raised; for the purpose of adding administrative burden; or for purposes inconsistent with the professional obligations of district staff members may be dismissed by the superintendent without providing final resolution other than noting the dismissal on a basis in this section.

Adopted on: September 2004

Revised on: May 2013

Revised on: July 2018

Revised on: February 2022

Reviewed on: February 2024__

Appendix D

4037

Reduction in Force

The board of education may determine that a reduction in force of certificated staff members is appropriate due to declining enrollment in a grade or grades, changes in financial support, changes in curricular programs, a decline in the taxable value of property located within the school district, increased costs of operating the school district, or another change or changes in circumstances. If the board, in its sole discretion, determines that a reduction of certificated staff is necessary, the superintendent shall notify those employees whose contracts may be reduced. However, the employment of a permanent employee may not be terminated through a reduction in force while a probationary employee is retained to render a service that the permanent employee is qualified to perform by reason of certification and endorsement, or when certification is not applicable, by reason of college credits in the teaching area.

1. **Definition of Reduction in Force.** A reduction in force shall consist of a reduction of one or more positions or a reduction in the percentage of employment of one or more certificated staff members, even if the number of percentage of employment of the certificated staff overall may be increased by other hiring's or increases in the percentage of employment of other employees. Reduction in force may result in the termination of employment or an amendment to an employee's contract reducing the extent of the employee's employment.
2. **Restriction of Right to Administrative Position.** Due to the confidential and unique personal working relationship necessary between the administration and the board of education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.
3. **Criteria for Reduction in Force.** The criteria set forth below shall be considered in selecting the personnel to be reduced. The criteria are not listed in any order of priority, and shall be given the weight that the board considers appropriate.
 - a. Programs to be offered

- b. Areas of endorsement that are of present or future value to the district. This criterion shall be based upon the endorsement(s) shown on each teacher's Nebraska Teaching Certificate.
 - c. State and federal laws or regulations that may mandate certain employment practices;
 - d. Involvement in the programs and activities sponsored by the school district.
 - e. Special or advanced training consisting of college credit or other training that would be of present or future value to the district.
 - f. The organizational and educational effect caused by multiple part-time certificated employees; and
 - g. Any other reasons that are rationally related to the instruction in or administration of the school district.
4. **Consideration of Uninterrupted Service.** If, after consideration of the criteria listed above, it is the opinion of the superintendent that there is no significant difference between or among certificated employees being considered for reduction, the employee(s) with the longest uninterrupted service to the district shall be retained.
- a. Uninterrupted length of service is defined as the number of continuous full-time equivalent years of employment in the district as a teacher.
 - b. A full-time equivalent year is defined as employment on a full-time basis for an entire school year.
 - c. Less than full-time employment reduces the teacher's full-time equivalent employment for a school year. For example, a teacher employed on a half-time basis would be credited with half a year fulltime equivalent employment.
 - d. A break in service will terminate a teacher's seniority and length of service under this provision. That period of time when a teacher is on a leave of absence shall not constitute a break in service; however, any years of absences or fractions of years of leave of absence will not count as years of employment for the purposes of determining the length of a teacher's uninterrupted service.
5. **Rights of Recall.**
- a. Any certificated employee whose contract has been terminated shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect.

- b. Such employee shall have preferred rights to re-employment for a period of 24 months commencing at the end of the contract year, and the employee shall be recalled on the basis of length of service to the district to any position that he or she is qualified to teach by endorsement or college preparation.
- c. Upon re-employment, a recalled employee shall be placed on the salary schedule and provided fringe benefits based on existing district policies and the current negotiated agreement. Any year of years of absence from employment shall not be considered as a year or years of employment by the district.
- d. An employee under contract to another education institution may waive recall, but such waiver shall not deprive the employee of his or her right to subsequent recall.

6. Current Teaching Certificate.

- a. Upon initial employment with the district, each certificated employee shall file a copy of his or her teaching certificate, including endorsements with the superintendent of schools.
- b. The employee shall be responsible for filing any changes in certification or endorsements with the superintendent.

7. Address Records.

- a. A certificated employee whose employment contract has been terminated because of a reduction in force shall, during the period which he or she is eligible for recall, be responsible for reporting any change of address to the superintendent of schools.
- b. If there is a vacancy to which a former employee has a right of recall, the district may communicate an offer of re-employment by telephone, by e-mail, or by United States mail sent to the former employee's last known address. If the school district does not receive written acceptance of the offer within five school days, the former employee shall be deemed to have waived his or her rights to be recalled to the employment position.

Adopted on: (4117.3(a))_____

Revised on: May 13, 2013

Reviewed on: February 2024_

Appendix A1 2024-2025

base is 41350

	BA +	BA + 9	BA + 18	BA + 27	BA + 36	MA +	MA + 9	MA + 18
1	1.00 41350	1.04 43004	1.08 44658	1.12 46312	1.16 47966	1.16 47966	1.20 49620	1.24 51274
2	1.04 43004	1.08 44658	1.12 46312	1.16 47966	1.20 49620	1.20 49620	1.24 51274	1.28 52928
3	1.08 44658	1.12 46312	1.16 47966	1.20 49620	1.24 51274	1.24 51274	1.28 52928	1.32 54582
4	1.12 46312	1.16 47966	1.20 49620	1.24 51274	1.28 52928	1.28 52928	1.32 54582	1.36 56236
5	1.16 47966	1.20 49620	1.24 51274	1.28 52928	1.32 54582	1.32 54582	1.36 56236	1.40 57890
6	1.20 49620	1.24 51274	1.28 52928	1.32 54582	1.36 56236	1.36 56236	1.40 57890	1.44 59544
7	X	1.28 52928	1.32 54582	1.36 56236	1.40 57890	1.40 57890	1.44 59544	1.48 61198
8		X	1.36 56236	1.40 57890	1.44 59544	1.44 59544	1.48 61198	1.52 62852
9			X	1.44 59544	1.48 61198	1.48 61198	1.52 62852	1.56 64506
10				1.48 61198	1.52 62852	1.52 62852	1.56 64506	1.60 66160
11				X	1.56 64506	1.56 64506	1.60 66160	1.64 67814
12					X	1.60 66160	1.64 67814	1.68 69468
13						X	1.68 69468	1.72 71122
14							1.72 71122	1.76 72776
15							X	1.80 74430
16								X

8.D. Approve principal compensation raises. Suggest 5%. Teachers have settled on a 3% raise, but in addition every teacher will receive an additional 4% since we added a step to the bottom of the schedule. Teachers, in essence, will receive a 7% (at least) raise this year.

Action Item

Motion to approve the principal compensation raises of 5% Passed with a motion by Jordan Stroup and a second by Steve Guernsey.

Jennifer Fries:	Yea
Steve Guernsey:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Cole Lutz:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea

8.E. Enter into executive session to discuss personnel matters.

Action Item

Motion to enter into executive session to discuss personnel performance to protect the reputation of the person at 8:24 Passed with a motion by Shad Stamm and a second by Jennifer Fries.

Jennifer Fries:	Yea
Steve Guernsey:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Cole Lutz:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea

Out of executive session at 9:48. Motion to enter back into open meeting at by Nick. Seconded by Ted. The only item discussed was what was entered in to closed session for in order to protect the reputation and personnel performance to protect the reputation of the personnel matters. Passed with a motion by Nick Ladenburger and a second by Ted Henderson.

Jennifer Fries:	Yea
Steve Guernsey:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Cole Lutz:	Yea
Sandy Noffsinger:	Yea

Shad Stamm: Yea

Jordan Stroup: Yea

8.F. Consider switching to SPAC
Action Item

8.G. NASB information
Action Item

8.H. Legislation
Action Item

9. **Adjourn**
Information Item

Motion by Shad to adjourn at 9:50. Second by Steve. Passed with a motion by Shad Stamm and a second by Steve Guernsey.

Jennifer Fries: Yea

Steve Guernsey: Yea

Ted Henderson: Yea

Nick Ladenburger: Yea

Cole Lutz: Yea

Sandy Noffsinger: Yea

Shad Stamm: Yea

Jordan Stroup: Yea