

Agenda

1. Call to Order/Opening the Meeting
 - 1.1. Public Meeting Announcement
 - 1.2. Open Meetings Act posted on South wall of Media Center
 - 1.3. Board Member Attendance Roll Call/Sign Acknowledgment of Receipt Notice
 - 1.4. Pledge of Allegiance
 - 1.5. Consent Agenda
 - 1.5.1. Consider Minutes of Previous Meeting(s) and Their Approval (appendix A)
 - 1.5.2. Consider Current Bills and Their Approval (appendix B)
 - 1.5.3. Consider Financial Statements/Treasurer's Report (appendix C)
 - 1.6. Community Input
2. Administrator Reports
 - 2.1. Athletic Director
 - 2.2. Principal
 - 2.3. Superintendent
3. Board Committee Reports
 - 3.1. Facility
 - 3.2. Negotiations
 - 3.3. Transportation
 - 3.4. Americanism
4. Discussion/Action Items
 - 4.1. 2025-2026 Superintendent Contract
 - 4.2. Approve Certified Negotiated Agreement for 2025-2026
 - 4.3. Hiring of Jenna Christensen, Guidance Counselor for 2025-2026 school year.
 - 4.4. Hiring of Claire Nelson, Mental Health/Behavioral Counselor for the 2025-2026 school year.
 - 4.5. Hiring of Laney Badgley, ELA teacher for 2025-2026 school year
 - 4.6. Resignations
 - 4.6.1. Michelle Samuelson - Retirement
 - 4.7. Surplus Ovens
 - 4.8. Concrete Bid
 - 4.9. Seniors Open Campus
5. Upcoming Learning Events
6. Next Meeting: March 10, 2025 7:00 pm
7. Executive/Closed Session (if necessary)
8. Adjourn

Ross Boggs: Present
Chris Davison: Present
Isaac Kuck: Present
Christy Pelton: Present
Jonathan Sand: Present
Ross Winheim: Present

Present: 6.

Also present: Nicole LeClaire, Steve Bristol, Craig Newcomb, and Steph Edgren

1. Call to Order/Opening the Meeting

1.1. Public Meeting Announcement

1.2. Open Meetings Act posted on South wall of Media Center

1.3. Board Member Attendance Roll Call/Sign Acknowledgment of Receipt Notice

1.4. Pledge of Allegiance

1.5. Consent Agenda

Motion to approve consent agenda, passed with a motion by Chris Davison and a second by Christy Pelton.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

1.5.1. Consider Minutes of Previous Meeting(s) and Their Approval (appendix A)

1.5.2. Consider Current Bills and Their Approval (appendix B)

1.5.3. Consider Financial Statements/Treasurer's Report (appendix C)

1.6. Community Input - None

2. Administrator Reports

2.1. Athletic Director, Craig Newcomb, reported on district assignments and this month's activities.

2.2. Principal, Steve Bristol, reported on upcoming parent teacher conferences and quiz bowls, transportation committee updates, the building and grounds committee updates.

2.3. Superintendent, Nicole LeClaire, reported on celebrations of staff and students, teaching and learning updates, community engagements, district goals and continuous improvements, professional development schedule, school board workshops and information, and upcoming NASB events.

3. Board Committee Reports

3.1. Facility

3.2. Negotiations

3.3. Transportation

3.4. Americanism

4. Discussion/Action Items

4.1. 2025-2026 Superintendent Contract, no action taken

4.2. Approve Certified Negotiated Agreement for 2025-2026

Discuss and take action on the approval of the 2025-2026 negotiated agreement

Motion to approve the 2025-2026 negotiated agreement, passed with a motion by Ross Boggs and a second by Ross Winheim.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

4.3. Hiring of Jenna Christensen, Guidance Counselor for 2025-2026 school year.

Motion to approve the hiring of Jenna Christensen for the Guidance Counselor position for 2025-2026, passed with a motion by Christy Pelton and a second by Ross Boggs.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

4.4. Hiring of Claire Nelson, Mental Health/Behavioral Counselor for the 2025-2026 school year.

Motion to hire Claire Nelson, Mental Health/Behavioral Counselor for the 2025-2026 school year, passed with a motion by Christy Pelton and a second by Chris Davison.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

4.5. Hiring of Laney Badgley, ELA teacher for 2025-2026 school year

Motion to hire Laney Badgley for the English Language Arts position for 2025-2026, passed with a motion by Ross Boggs and a second by Isaac Kuck.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

4.6. Resignations

4.6.1. Michelle Samuelson - Retirement

A motion to approve the retirement of Mrs. Michelle Samuelson, with regret, at the end of the 2024-25 contract year, passed with a motion by Ross Boggs and a second by Ross Winheim.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

4.7. Surplus Ovens

Motion to move two electric ovens and two gas ovens from the Ag room to surplus, passed with a motion by Ross Boggs and a second by Christy Pelton.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

4.8. Concrete Bid

Motion to approve the concrete bid from B & S Concrete for \$33,470, passed with a motion by Chris Davison and a second by Ross Winheim.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

4.9. Seniors Open Campus

Move to approve the guidelines for open campus for seniors/12-Grade, passed with a motion by Christy Pelton and a second by Chris Davison.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

5. Upcoming Learning Events

6. Next Meeting: March 10, 2025 7:00 pm

7. Executive/Closed Session (if necessary)

Motion to move into executive session at 8:00 pm to prevent the needless injury to the reputation of individuals as it relates to the superintendent, passed with a motion by Christy Pelton and a second by Chris Davison.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

Motion to move out of executive session and back into regular session at 8:25 pm, passed with a motion by Christy Pelton and a second by Chris Davison.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

Motion to amend the two-year superintendent contract, passed with a motion by Christy Pelton and a second by Chris Davison.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

8. Motion to adjourn the regular February 10th Board of Education meeting at 8:26 pm and set the next regular Board of Education meeting for March 10, 2025 at 7:00 pm, passed with a motion by Ross Boggs and a second by Christy Pelton.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

Check #	Vendor Name	Amount	Vendor Description
44380	3 E ELECTRICAL ENGINEERING & EQUIP	229.60	BUILDING MAINTENANCE
44381	ACE HARDWARE	330.45	BUILDING/GROUNDS
44382	AMAZON CAPITAL SERVICES	1,752.24	AMAZON SUPPLY PURCHASES
44383	AUTO SHACK, INC.	2,543.29	VEHICLE REPAIRS
44384	BERTRAND SCHOOL ACTIVITY ACCOUNT	87.00	TRANSFER
44385	BLACK HILLS ENERGY	4,549.59	NATURAL GAS
44386	BRISTOL, STEVE	800.00	REIMBURSEMENT
44387	CDL, INC.	8,598.90	MONTHLY SERVICE
44388	CDW-G GOVERNMENT, INC.	148.78	COMPUTER SUPPLIES
44389	CRAIG RESOURCES INC.	10,902.71	SPED HEALTH CARE
44390	CROSS COUNTRY MARKET	248.53	SUPPLIES
44391	EAKES OFFICE SOLUTIONS	394.65	COPIES/SUPPLIES/FURNITURE
44392	FIRST STATE BANK	35.00	MONTHLY ACH/SAFE DEPOSIT
44393	FRONTIER COMMUNICATIONS	230.90	TELEPHONE
44394	GENERAL FUND CLEARING	941.43	REIMBURSEMENT
44395	GOVERNMENTAL LAW, LLC	7,500.00	LEGAL EXPENSES
44396	GREEN LANDSCAPES INC.	725.00	GROUNDS
44397	HEARTLAND REFRIGERATION INC.	502.50	EQUIPMENT REPAIR
44398	HOLDREGE DAILY CITIZEN	123.69	LEGAL NOTICES
44399	HOLDREGE SOFT WATER SERVICE INC.	407.00	WATER SOFTENER EXP.
44400	HOMETOWN LEASING	1,718.81	COPIER PAYMENT
44401	INSPIRE REHABILITATION, LLC	937.45	SPED PT
44402	JOSTENS	510.05	GRADUATION MATERIALS
44403	JW PEPPER	395.88	MUSIC SUPPLIES
44404	LECLAIRE, NICOLE	70.18	TELEPHONE REIMB.
44405	MATHESON TRI-GAS INC.	216.80	SHOP/FFA SUPPLIES
44406	MENARDS	126.46	BLDG MAINT & SUPPLIES
44407	MID AMERICAN RESEARCH CHEMICAL,	610.01	CLEANING & MAINTENANCE
44408	N2Y, LLC	249.99	SPED SUBSCRIPTION
44409	RELIABLE PEST CONTROL SERVICES	62.00	BUILDING MAINTENANCE
44410	SOUTHERN POWER DISTRICT	3,918.00	ELECTRICITY
44411	STATE OF NEBRASKA	505.30	NETWORK SERVICE
	ACH TIME MANAGEMENT SYSTEMS	250.29	TIME CARD SYSTEM
44412	TRANE	15,848.03	MAINTENANCE
44413	US BANK	1,171.45	CREDIT CARD CHARGES
44414	VERIZON WIRELESS	123.18	CELL PHONE
44415	VILLAGE OF BERTRAND	787.14	WATER/SEWER/TRASH/
44416	WEISSERT HARDWOOD FLOORING INC	2,919.00	BUILDING MAINTENANCE
44417	WINDSTREAM	68.59	DISTANCE LEARNING
		TOTAL BILLS	\$71,539.87
		PAYROLL	\$345,596.27
		TOTAL FEB 2025	<u>\$417,136.14</u>

GENERAL FUND CLEARING

January 31, 2025

GFC

\$	DATE	CK#	TO	ACCT #	DESCRIPTION
30.00	01/09/25	4323	David Ford	12730490000000	Bus Wash \$
268.00	01/09/25	4324	Ross Boggs	12310333000000	Mileage
79.63	01/14/25	4325	Sam Lavene	11100610001113	Ag Ed Supplies
25.00	01/14/25	4326	Southern Valley	11100810001000	JH quiz Bowl
0.00	01/21/25	4327	VOID		
10.00	01/21/25	4328	Southwest HS	11100810001000	RPAC Quiz Bowl
24.00	01/23/25	4329	SV Awards	11100610001000	RPAC Play Medals
145.81	01/29/25	4330	US Postmaster	12510531000000	Newsletter
358.99	01/30/25	4331	US Postmaster	12510531000000	Annual Report

941.43

	RECEIPTS	DISBURSEMENT	BALANCE
GENERAL FUND			
(Checking & Money Market)			
Balance DECEMBER 31, 2024			\$2,643,657.07
Receipts	\$902,610.41		
Disbursements			
Bills & Payroll		\$415,332.04	
PR Adj.			
Balance JANUARY 31, 2025			<u>\$3,130,935.44</u>
ACTIVITY FUND			
Balance DECEMBER 31, 2024			\$142,653.93
Receipts	\$17,037.07		
Disbursements		\$4,847.51	
Balance JANUARY 31, 2025			<u>\$154,843.49</u>
ATHLETIC FUND			
Balance DECEMBER 31, 2024			\$64,482.79
Receipts	\$4,064.00		
Disbursements		\$11,290.16	
Balance JANUARY 31, 2025			<u>\$57,256.63</u>
DEPRECIATION FUND			
(Bus Replacement)			
Balance DECEMBER 31, 2024			\$605,497.07
Interest	\$570.68		
Disbursements			
RT Athco-BB Winch			
Balance JANUARY 31, 2025			<u>\$606,067.75</u>
BUILDING FUND (Regular)			
Balance DECEMBER 31, 2024			<u>\$1,470,514.88</u>
Receipts			
Gosper Co.	\$41,226.53		
Phelps Co.	\$52,538.54		
Interest	\$649.38		
Disbursements			
None			
Balance JANUARY 31, 2025			<u>\$1,564,929.33</u>
BOND FUND			
Receipts	\$35,962.18		<u>\$214,018.13</u>
Disbursements			
None			
Balance JANUARY 31, 2025			<u>\$249,980.31</u>
QCPF-2			
Receipts	\$45,391.75		<u>\$96,936.57</u>
Disbursements			
None			
Balance JANUARY 31, 2025			<u>\$142,328.32</u>
HISTORICAL INFORMATION			
	<u>2022</u>	<u>2023</u>	<u>2023</u>
General	\$1,755,737	\$1,999,641	2,842,223
Depreciation/Bus Replacement	\$330,619	\$444,954	547,050
Building	\$236,204	\$755,584	1,223,915
Bond	\$215,287	\$227,733	250,504
QCPF #2	\$194,011	\$201,067	185,860

Cash Receipt Listing by Received From

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
01082025		01/08/2025	EFT ST of NE	01 4708	?	376.59
1878		01/09/2025	Ins. Reimb.	01 453	Ins. Reimb.	3,112.27
01152025		01/15/2025	EFT ST of NE - MAC	01 4709	MAC	349.75
01162025		01/16/2025	EFT ST of NE - GMS	01 4998	GMS-ESSERS	44,354.00
01212025		01/21/2025	EFT St of NE - SPED S/A	01 3120	SPED S/A	78,433.00
1880		01/23/2025	Ins. Reimb.	01 453	Ins. Reimb.	84.95
1880		01/23/2025	Alicap Refund	01 5690	Alicap Refund	2,089.00
1880		01/23/2025	Preschool Tuition	01 1370	Preschool Tuition	100.00
1880		01/23/2025	Sale of Equip	01 5300	Sale of Equip	3,852.84
01302025		01/30/2025	EFT St of NE - Mental Health Grant	01 4998	ESSER Mental Health	14,850.17
01312025		01/31/2025	EFT St of NE - St Aid	01 3110	State Aid	37,954.00
01312025		01/31/2025	Interest on Acct	01 1510	Interest	2,601.21
Total:						188,157.78
01072025	GOSPTREAS GOSPER CO TREASURER	01/07/2025	County Taxes	01 1100	Taxes	306,939.98
01072025	GOSPTREAS GOSPER CO TREASURER	01/07/2025	County Taxes	01 1125	Motor Vehicle	4,419.96
01072025	GOSPTREAS GOSPER CO TREASURER	01/07/2025	County Taxes	01 1911	License	6.72
01072025	GOSPTREAS GOSPER CO TREASURER	01/07/2025	County Taxes	01 2110	Fines	749.55
01072025	GOSPTREAS GOSPER CO TREASURER	01/07/2025	County Taxes	01 3180	MVPR	728.86
GOSPTREAS GOSPER CO TREASURER Total:						312,845.07
1879	PHELPTREAS PHELPS CO. TREASURER	01/16/2025	County Taxes	01 1100	Taxes	391,774.56
1879	PHELPTREAS PHELPS CO. TREASURER	01/16/2025	County Taxes	01 1125	Motor Vehicle	8,665.43
1879	PHELPTREAS PHELPS CO. TREASURER	01/16/2025	County Taxes	01 2110	Fines	1,167.57
PHELPTREAS PHELPS CO. TREASURER Total:						401,607.56

Summary Totals

Account Type	Cash Accounts	Receivable Accounts
Subtotal Revenue	899,413.19	902,610.41
Subtotal Expense		902,610.41
Subtotal General Ledger	3,197.22	
Account Total	902,610.41	

Activity Fund Balance Report - Summary - Exclude Encumbrances
01/2025 - 01/2025

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 8101	FUND BALANCE/GENERAL	6,297.97	1,636.34	1,950.29	0.00	6,611.92
05 704 8102	FUND BALANCE/LIBRARY	946.84	0.00	0.00	0.00	946.84
05 704 8103	FUND BALANCE/POP MACHINE	(202.50)	0.00	0.00	0.00	(202.50)
05 704 8104	FUND BALANCE/AG EDUCATION	3,550.00	0.00	0.00	0.00	3,550.00
05 704 8105	FUND BALANCE/SHOP - WOODS	3,298.13	225.00	400.00	0.00	3,473.13
05 704 8107	FUND BALANCE/CLASS OF 2021	1,458.55	0.00	0.00	0.00	1,458.55
05 704 8108	FUND BALANCE/CLASS OF 2023	47.60	0.00	0.00	0.00	47.60
05 704 8109	FUND BALANCE/CLASS OF 2024	1,334.00	0.00	0.00	0.00	1,334.00
05 704 8110	FUND BALANCE/CLASS OF 2025	1,038.43	0.00	0.00	0.00	1,038.43
05 704 8111	FUND BALANCE/CLASS OF 2026	3,644.35	0.00	0.00	0.00	3,644.35
05 704 8112	FUND BALANCE/CLASS OF 2027	3,245.47	0.00	0.00	0.00	3,245.47
05 704 8113	FUND BALANCE/CLASS OF 2032	340.00	0.00	0.00	0.00	340.00
05 704 8114	FUND BALANCE/B CLUB	11,762.03	54.37	0.00	0.00	11,707.66
05 704 8116	FUND BALANCE/NHS	7,594.35	24.72	0.00	0.00	7,569.63
05 704 8117	FUND BALANCE/STUDENT COUNCIL	1,898.80	270.44	0.00	0.00	1,628.36
05 704 8120	FUND BALANCE/BAND	2,147.16	28.00	0.00	0.00	2,119.16
05 704 8121	FUND BALANCE/CONCESSIONS	5,388.03	2,502.37	10,966.00	0.00	13,851.66
05 704 8122	FUND BALANCE/BCSVSO	1,883.85	0.00	0.00	0.00	1,883.85
05 704 8126	FUND BALANCE/PLAY	(62.71)	0.00	287.94	0.00	225.23
05 704 8130	FUND BALANCE/READING ENRICH	4,863.27	106.27	0.00	0.00	4,757.00
05 704 8135	FUND BALANCE/SPEECH	110.41	0.00	0.00	0.00	110.41
05 704 8136	FUND BALANCE/INST. RENTAL	75.00	0.00	0.00	0.00	75.00
05 704 8137	FUND BALANCE-STUDENT FEES	180.00	0.00	0.00	0.00	180.00
05 704 8140	FUND BALANCE YEARBOOK	0.00	0.00	0.00	0.00	0.00
05 704 8144	FUND BALANCE-YEARBOOK 2022-2023	(160.07)	0.00	0.00	0.00	(160.07)
05 704 8145	FUND BALANCE YEARBOOK 2023-2024	759.63	0.00	0.00	0.00	759.63
05 704 8146	FUND BALANCE YEARBOOK 24-25	3,152.11	0.00	832.84	0.00	3,984.95
05 704 8148	FUND BALANCE/ELEM GRANT	1,310.06	0.00	0.00	0.00	1,310.06
05 704 8149	FUND BALANCE - JEANS FUND	3,641.78	0.00	0.00	0.00	3,641.78
05 704 8150	FUND BALANCE-GREENHOUSE DONATIONS	239.29	0.00	2,500.00	0.00	2,739.29
05 704 8151	FUND BALANCE BEEF BOOSTERS FTF	(284.02)	0.00	0.00	0.00	(284.02)
05 704 8152	FUND BALANCE - ART PROJECTS	1,045.58	0.00	0.00	0.00	1,045.58
05 704 8154	FUND BALANCE - DIABETES SUPPLIES	1,268.18	0.00	0.00	0.00	1,268.18
05 704 8155	FUND BALANCE-IPAD INSURANCE	64,724.83	0.00	100.00	0.00	64,824.83
05 704 8175	FUND BALANCE/CONCESSIONS HOLDING	6,117.53	0.00	0.00	0.00	6,117.53
Fund Total:		142,653.93	4,847.51	17,037.07	0.00	154,843.49

Activity Fund Balance Report - Summary - Exclude Encumbrances
 01/2025 - 01/2025

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
04 704	FUND BALANCE	32,892.66	0.00	126.00	0.00	33,018.66
04 704 9101	ATH GATE FUND BALANCE	10,859.24	0.00	3,838.00	0.00	14,697.24
04 704 9102	ATH MISC. FUND BALANCE	(10,399.80)	2,902.16	0.00	0.00	(13,301.96)
04 704 9103	ATH OFFICIALS FUND BALANCE	(10,140.00)	4,555.00	0.00	0.00	(14,695.00)
04 704 9104	ATH MEET FUND BALANCE	(925.00)	570.00	0.00	0.00	(1,495.00)
04 704 9105	ATH EQUIPMENT FUND BALANCE	(2,216.56)	3,263.00	0.00	0.00	(5,479.56)
04 704 9120	ATH VOLLEYBALL FUND BALANCE	2,820.04	0.00	0.00	0.00	2,820.04
04 704 9121	ATH FOOTBALL FUND BALANCE	6,445.89	0.00	0.00	0.00	6,445.89
04 704 9122	ATH BOY BB FUND BALANCE	(610.69)	0.00	50.00	0.00	(560.69)
04 704 9123	ATH GIRLS BB FUND BALANCE	3,808.55	0.00	50.00	0.00	3,858.55
04 704 9124	ATH CC FUND BALANCE	864.76	0.00	0.00	0.00	864.76
04 704 9125	ATH CHEERLEADERS FUND BALANCE	5,566.71	0.00	0.00	0.00	5,566.71
04 704 9126	ATH TRACK FUND BALANCE	15,140.00	0.00	0.00	0.00	15,140.00
04 704 9140	ATH VIKING STORE FUND BALANCE	3,746.62	0.00	0.00	0.00	3,746.62
04 704 9141	ATH DONATED FUNDS BALANCE	7,016.96	0.00	0.00	0.00	7,016.96
04 704 9150	ATH. VIKING BOOSTER CLUB FUND BALANCE	(386.59)	0.00	0.00	0.00	(386.59)
	Fund Total:	64,482.79	11,290.16	4,064.00	0.00	57,256.63

**Bertrand Community School
Hot Lunch January
2024-2025**

Cash Balance 12/31/2024 **\$36,411.59**

Receipts

Student Lunches	\$10,413.00
General Fund	\$0.00
Noon Duty	\$0.00
State Reimb.	\$8,778.66
Adult	
Roll	\$0.00
Preschool	\$471.90
Rebate	
Reimbursement	\$0.00

Total Receipts **\$19,663.56**

Total Available **\$56,075.15**

Expenditures

Food	\$7,068.91
Salary	\$8,979.45
SS	\$362.49
Medicare	\$84.78
Retirement	\$882.83
Insurance	\$3,053.91
Equipment/Improvements/Supplies	\$0.00
Other	\$0.00

Total Expenditures **\$20,432.37**

Cash Balance 1/31/2025 **\$35,642.78**

TRACK

D-7 At TBA
Date: Wed. May 14, 2025

Schools Assigned:

Arapahoe
Bertrand
Cambridge
Dundy County Stratton
Hitchcock County
Loomis
Maywood-Hayes Center
Medicine Valley
Southwest
Wallace
Wauneta-Palisade

GOLF

D-4 At TBA
Date: Mon or Tue. May 19 or 20, 2025

Schools Assigned:

Arapahoe
Axtell
Bertrand
Cambridge
Elm Creek
Franklin
Hi-Line
Loomis
Maywood-Hayes Center
Medicine Valley
Overton
Pleasanton
Ravenna
Southern Valley
Southwest
Wilcox-Hildreth

SPEECH

D1-5 At Grand Island C.C.
Date: Tue. Mar. 18, 2025

Schools Assigned:

Anselmo-Merna
Axtell
Bertrand
Brady
Callaway
Loomis
Overton
Sumner-Eddyville-Miller
Wilcox-Hildreth

RPAC Art Show: was held on Wednesday
January 22, 2025 at Cambridge.

Bertrand Results:
Medal Winner: Addison Oeltjen
1st Honorable Mention: Malia Brown
2nd Honorable Mention: Eric Wood
3rd Honorable Mention: Katelyn Montey

The Art Show was displayed in Bertrand during the
1st Round RPAC BB Games on Friday-Saturday,
Jan. 24-25.

NSAA: Biggest item on this year's discussion board is possible realignment/reorganization of the 6 legislative districts. We are currently in District 5, which goes along the southern edge of Nebraska from Blue Hill to Dundy County. 24 schools, No Class A schools, No Parochial schools in our district.

Realignment would give us 52 schools, including Kearney, Grand Island, and Hastings districts.

This month's activities

MON FEB. 10 — JVBBB @ Alma Tournament - 6:00 / 7:15

WED FEB. 12 — FFA: CDE @ Curtis
— JHBBB vs. So. Valley - 1:30

THU FEB. 13 — NO SCHOOL
— Home QUIZ BOWLS: 8:30
— P/T Conferences 3:30 - 8:30

FRI FEB. 14 — NO SCHOOL
— WR: District Meet at Wilcox - TBA
— BB vs. Arapahoe: 4:30 / 5:00 / 6:00 / 7:30 (JV's 2 quarters each)

SAT FEB. 15 — WR: District Meet at Wilcox - TBA
— SP @ Minden - TBA
— BB vs. @ Kenesaw 4:30 / 5:00 / 6:00 / 7:30 (JV's 2 quarters each)

MON FEB. 17 — GBB: Sub-District Tournament @ TBA

TUE FEB. 18 — JHBBB vs. Arapahoe-2:00
— GBB: Sub-District Tournament @ TBA

WED FEB. 19 — SP: RPAC @ Cambridge - 8:30

THU FEB. 20 — WR: State Tournament-Omaha
— GBB: Sub-District Tournament @ TBA

FRI FEB. 21 — WR: State Tournament-Omaha
— BBB vs. Cambridge: 6:00 / 6:45

SAT FEB. 22 — WR: State Tournament-Omaha

MON FEB. 24 — BBB: Sub-District Tournament @ TBA

TUE FEB. 25 — JHBBB @ Alma-2:00
— BBB: Sub-District Tournament @ TBA

THU FEB. 27 — BBB: Sub-District Tournament @ TBA

FRI FEB. 28 — GBB: District Final (TBA)

SAT MAR. 1 — SP @ Holdrege
— BBB: District Final (TBA)

MON FEB. 3 — Spring Sports Practice Starts
— BBB: District Final (TBA)

Principal's Report February 2025

1. 4. Parent Teachers Conferences will be February 13th - 3:30-8:30 PM

2. Quiz Bowl - The team of Garrett Scholz, Marie Ford, Logan Schutz, Isaac Hernandez, Ryker Schroeder, Aspyn Chapin, Ivy Nelson, Malia Brown finished 3rd at the RPAC Quiz Bowl Meet.

3. Bertrand Elementary, Middle School, and High School Quiz Bowl sponsors will host a meet on Thursday, February 13th. Thank you in advance to all the staff and parents who are scheduled to help out.

4. The transportation committee met to discuss the potential purchase of a new route van or a minibus.

5. The Building and Grounds committee will meet to discuss replacing the handicapped ramps and aprons on the north side of the building. Discussion will also be on the east side of the building and the installation of an expansion joint and the west side of the building grade and remove dirt and concrete along with and replacing the handicapped ramp.

6. Estimates were also solicited on replacing the west gym roof and adding a lean to, to the existing bus barn.



SUPERINTENDENT REPORT

February 10, 2025

👏 Celebrations

Student & Staff Spotlight

Elijah Musick

There is no questioning the artistic talent of freshman student, Elijah Musick. Using a new app suggested by our Technology Coordinator, Stacy Schutz and at the urging of Art Teacher, Scott Schwarz, Elijah sketched out his vision on his iPad recording a time-lapse video of his progress from start to finish. The final product is a true testament of his talent and an amazing reflection of student expression through the arts.

🌐 RPAC Art Award Winners

Congratulations to our RPAC Art winners from the January 22nd Art competition.

Medal winner: Addison Oeltjen, Untitled, Acrylic
1st Honorable Mention: Malia Brown, Untitled Acrylic



2nd Honorable Mention: Eric Wood, Untitled Acrylic

3rd Honorable Mention: Katelyn Montey Untitled Glass Mosaic



🎵 Music Program

Our Music program is building. Two students have joined the band since January and the pep band has been making appearances at the basketball games showcasing what they are learning.

🏀 RPAC Basketball Tournament Results

Congratulations to our Boys Basketball team and their 3rd Place finish at RPAC. Girls finished 1-2 in the three games they played. We loved the spirit of our students and loved that they showed up to support!

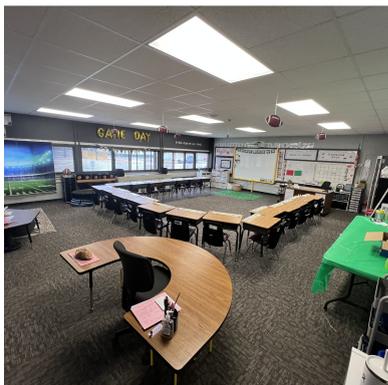


🏪 Wrestling

Our wrestling team had their best finish (9th place of 10) of the season at the RPAC meet. Dylan Wendell finished 3rd at 106, Rhett Brown finished 2nd at 157; Drake Olesen & Chris Hock were a match away from medaling.



2nd Grade



1st Annual "Student Bowl"

Miss Meinke's 2nd graders (who are self-professed football fanatics) had a blast Friday with their "Student Bowl." The classroom was all decked out and decorated complete with goal posts, a "stadium" of desks, and streamers.

Their learning for the day was tied into the theme as they did some math predictions and probabilities for the winner of the actual Super Bowl.



Secret Staff Spirit Day

Congratulations to 2nd Grader, Vinny Rabe, for winning the drawing for a \$10 concessions credit. Vinny was one of twelve students that noticed the teachers were all dressed up in their favorite team jerseys/shirts on our first "secret staff spirit day" during Super Bowl week.

5th Grade

Mr. Bradney's 5th grade class is learning all about the life cycle of trout. The Nebraska Game & Parks sends 200 trout eggs and students get an "in person" learning experience as they watch the trout go through the different stages of life. At the end of the school year, the class will go on a field trip to the Ft. Kearney campsite and will release the trout into the ponds.



8th Grade

Students working diligently on the always popular long board project in art class.

 IMG_2142.MOV

IMG_2142.MOV

drive.google.com

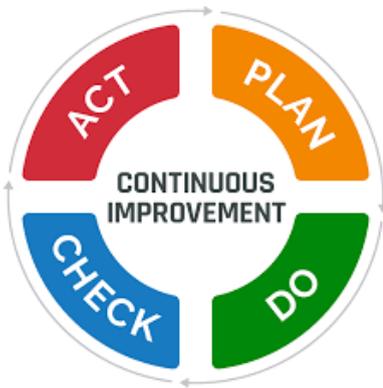
Community Engagements



Hometown Career Day

We are very excited to partner with the Bertrand Area Community Fund and local businesses to hold the annual "Hometown Career Day" on Wednesday, February 26th. February is Career Technology Education (CTE) Month nationwide and this event will be a great opportunity to showcase our CTE programming pathways for next year as well as the many opportunities students have for post-secondary careers in our area.

District Goals & Continuous Improvement



Mission, Vision, & Strategic Plan

Strategic planning and goal setting has begun. As we enter year three of our Continuous Improvement Cycle with the 2025-2026 school year, we will establish committees and panels of community members, staff, faculty, and students to finalize our goals and create action plans.

Professional Development

Professional Development Schedule

- September 5 - ESU
- November 7 - All Staff District Goal Setting & MTSS
- December 5 - Continuous Improvement Goals
- January 6 - Strategic Planning & Focus
- February 13 - Vertical Standards Alignment
- March 6 - Curriculum Review/Work
- April 17 - Curriculum Review/Work
- May 1 - End of Year Lessons/Forward Planning



School Board Workshops & Information



NRCSA Legislative Forum

February 20, 2025

Lincoln

The 2025 NRCSA Legislative Forum will be held at the Cornhusker Marriott Hotel in Lincoln. This year's program will feature remarks by many educational policy leaders & there will again be the opportunity to discuss issues of local interest with senators over lunch. This provides an invaluable opportunity to network and discuss issues with your senator. The program will begin at 8:20

AM and will feature 8 presentations from legislative leaders of approximately 30 minutes each. We typically try to have representatives from:

- Revenue Committee
- Education Committee
- General Affairs, Retirement, and/or Appropriations Committees
- Education Policy Groups
- Rural Senators
- Governor Jim Pillen
- Speaker of the Legislature

NASB Upcoming Events



Board President Retreat
February 16-17, 2025
Kearney

Expand your knowledge and understanding of the role of board president, leadership of the board, and management of the board meeting to advance board operations.



Open Meetings Law Workshop
March 26, 2025
Kearney

An informative workshop on the Nebraska Open Meetings Law, designed to help you understand the importance of transparency and compliance in public meetings. This interactive, scenario based, workshop is specifically designed for locally elected officials. Attendance at this workshop will provide valuable



Budget & Finance Workshop
March 4, 2025
March 27, 2025 (Amplified)
Kearney

The Budget & Finance Workshops will run 4:30 to 8:30. Topics will include: Understanding TEEOSA and other forms of state aid; Restrictions placed on school finances; Levy limits; Budget Authority; Revenue Cap; Joint Public Hearing; Importance of cash reserves; Having a long

insights and practical tips. Join us for an engaging session with NASB Executive Director, John Spatz. He will break down the essentials, answer your questions, and share best practices. Don't miss this opportunity to enhance your knowledge and stay informed.

term financial plan and a capital replacement schedule; Discussion of financial information that should be provided to board members and the community, including samples and legal posting requirements for board meeting notices, financial reports and minutes; and the budgeting process is not a 'one and done' activity, rather it's something that needs to be discussed throughout the entire year.



Bertrand Community School

A quality education that empowers students to realize their full potential.

Contact



BERTRAND COMMUNITY SCHOOL
NEGOTIATION AGREEMENT 2025-2026

1. The base salary shall be \$40,300.00 for the 2025-2026 school year and shall become a part of the salary schedule (attachment A). For 2025-2026 it has been agreed upon that the certified staff group will receive a **5.72%** total package increase which allows for a \$1,300.00 base salary increase per certified staff member.
2. The school district will pay \$1,050 deductible PPO health insurance premiums for certificated employees in accordance with the Educators Health Alliance published rates (per annum) and include annual single dental option 2 (100% A, 75% B, 50% C). The certificated staff member will have the right to individually take any options made available under the insurance company's plan. The additional premium cost of any additional option will be the responsibility of the certificated staff-member. For all other staff members, benefits will be based upon the staff member's Full Time Equivalency (FTE).

Employee	\$10,220.76
Employee & Children	\$18,584.40
Employee & Spouse	\$21,044.04
Employee, Spouse, & Children	\$28,126.20

3. The Board of Education agrees to purchase a long term disability plan for all certified staff members.
4. Staff members will be reimbursed for selling tickets at school events. The rate for this pay shall be \$15.00 per event. One summer weight room supervisor/coordinator will be paid \$500.00 and will be paid an additional hourly rate of \$25.00 per hour. This position will be assigned by administration. All coaches/sponsors working summer weight room hours will be paid \$15.00 per hour. Distance learning teachers will be paid an additional \$50 per student per semester (based on the number of students enrolled in the class from remote sites on the last day of the semester).
5. Changes were updated to the extra duty schedule (attachment B) for the 2025-2026 school year.
6. Certificated employees will be contracted for 184 days. (2019-2020)
7. Leaves
 - a. **Personal Leave: (2022-2023).** Personal leave is defined to include business the teacher must conduct during normal school hours which cannot otherwise be scheduled outside of duty time and for uniquely personal and significant events affecting the teacher. Teachers will be granted up to four (4) days of personal leave per school year, subject to approval by the superintendent or his/her designee. The request for personal leave must be made five (5) days in advance of the requested leave day(s) except in cases of emergency when it is not possible to make the request with 5 days' notice. All requests for personal leave will be submitted to the Superintendent or Superintendent designee in writing and responded to in writing by the Superintendent or Superintendent designee.

There will be no restrictions on dates when personal leave may be taken; however, approvals will be subject to the availability of substitutes and/or teacher coverage.

Unused Personal Leave will carry over to the following year, and staff will be given up to 4 personal days the next contract year with the ability to have up to 5 total days to start the following year. For example, a staff member who uses 4 personal days will receive 4 personal days the following year; a staff member who uses 3 personal days in their first year will be given 4 personal days for the second year to bring their total to 5 days the following year; staff who use 2 personal days will carry 2 days over to the following year and receive 3 days for the following year to bring their total to 5. Upon separation of employment for any reason, unused personal days will be paid out at \$50 per unused day.

Once a certificated staff member has used all personal days, they will not be permitted to miss any additional duty days unless their absence qualifies for another type of leave provided by law or this agreement. *Staff may request an additional two (2) days of personal leave beyond their personal day allotment and shall be charged \$1,000.00 per day if the overage days are granted. Overage days must still be approved by the administration and consistent with the other requirements in this agreement for use of personal leave days. Staff who exceed their personal day allotment and take an extra day that is not approved will be subject to the \$1,000 charge and will be subject to disciplinary consequences up to and including cancellation of contract.*

If the use of personal leave is approved in advance, and the teacher has a minimum of 25 days in their sick bank, the teacher may trade in two (2) sick days for one (1) additional personal day up to a maximum of seven (7) personal days used per year. Thus, a teacher with only four (4) personal days may trade up to six (6) sick days for an additional three (3) personal days. Additional personal leave days provided by trading in sick days must be used and cannot be banked, and all other accrued personal leave must be exhausted before an eligible staff member may trade in sick days for a personal day. Approval of the use of traded days is subject to the availability of substitutes.

Teachers who do not use either a sick or personal day during a given semester will be given a bonus of \$100 payable with the June payroll.

- b. Professional Leave:** The Superintendent or Superintendent's designee may grant professional leave without loss of pay to attend professional meetings, workshops, and curriculum meetings when it is determined by the Superintendent and/or Superintendent's designee that attendance will provide a benefit to the school district. Arrangements for professional leave shall have advance approval by the Superintendent and/or the Superintendent's designee. Coaches/Sponsors may be granted two professional leave days to attend State competitions in an activity they sponsor.
- c. Sick Leave:** Teachers will be granted ten (10) days sick leave for each year of employment, cumulative to forty (40). Teachers that end the year with enough sick leave days above 40 will be reimbursed by the Board of Education at the rate of \$125.00 per day, times the number of days above 40 (2023-2024). Certificated staff that have above 40 days will be reimbursed on their June

paycheck. On September 1 for the following contract year, the certificated staff member will have 10 sick days added to their sick leave balance. The most sick leave days a teacher could have will be 50 days to start the school year (2023-2024).

Sick leave days up to the allowable accumulation for each individual certificated staff member shall be days without loss of pay. Any sick leave used beyond accumulated days will result in a 1/184th salary reduction, excluding unit pay, if Emergency Leave Transfer is not attainable by the individual certificated staff member.

The certified staff member may use any amount of their sick leave for bereavement purposes with no restrictions concerning their relationship to the deceased. (2019-2020).

Upon retirement, accumulated sick days (up to 40) will be paid out at 1/184 of the teacher's contracted salary. Additional accumulated sick leave days (beyond 40 and up to 50) will be paid at the rate of \$125.00 per day.

d. *Emergency Leave Transfer:* A certificated staff member may receive a transfer of sick days from one or more other certificated staff members in cases where their total accumulated sick leave is exhausted. It shall be the responsibility of the borrowing certificated staff member to complete the emergency leave transfer forms and submit to the administration. Emergency leave transfers must be submitted no later than the day the certificated staff member completes the final checkout for the school year. The transfer shall take place at the conclusion of the school year and days may be transferred only from a certified staff member who is returning to the system the following year. Only those days for which the district would be reimbursing the teacher at the beginning of the school year are eligible for transfer (those days over 40).

8. Grievance Procedure: See Attachment C.

9. Board of Education Practices Which Affect Teaching Staff: See Attachment D.

10. The terms and conditions of this agreement shall be effective beginning with the 2025-2026 school year and shall remain in effect until such time that a new negotiated agreement is ratified by both parties.

BEA Representative

Board Representative

Date: _____

Date: _____

	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	1.00 \$40,300	1.04 \$41,912	1.08 \$43,524	1.12 \$45,136	1.16 \$46,748	1.20 \$48,360	1.24 \$49,972
2	1.04 \$41,912	1.08 \$43,524	1.12 \$45,136	1.16 \$46,748	1.2 \$48,360	1.24 \$49,972	1.28 \$51,584
3	1.08 \$43,524	1.12 \$45,136	1.16 \$46,748	1.2 \$48,360	1.24 \$49,972	1.28 \$51,584	1.32 \$53,196
4	1.12 \$45,136	1.16 \$46,748	1.2 \$48,360	1.24 \$49,972	1.28 \$51,584	1.32 \$53,196	1.36 \$54,808
5	1.16 \$46,748	1.2 \$48,360	1.24 \$49,972	1.28 \$51,584	1.32 \$53,196	1.36 \$54,808	1.4 \$56,420
6		1.24 \$49,972	1.28 \$51,584	1.32 \$53,196	1.36 \$54,808	1.4 \$56,420	1.44 \$58,032
7			1.32 \$53,196	1.36 \$54,808	1.4 \$56,420	1.44 \$58,032	1.48 \$59,644
8			1.36 \$54,808	1.4 \$56,420	1.44 \$58,032	1.48 \$59,644	1.52 \$61,256
9				1.44 \$58,032	1.48 \$59,644	1.52 \$61,256	1.56 \$62,868
10				1.48 \$59,644	1.52 \$61,256	1.56 \$62,868	1.6 \$64,480
11				1.52 \$61,256	1.56 \$62,868	1.6 \$64,480	1.64 \$66,092
12					1.6 \$64,480	1.64 \$66,092	1.68 \$67,704
13					1.64 \$66,092	1.68 \$67,704	1.72 \$69,316
14					1.68 \$67,704	1.72 \$69,316	1.76 \$70,928
15						1.76 \$70,928	1.8 \$72,540
16						1.8 \$72,540	1.84 \$74,152

BERTRAND COMMUNITY SCHOOL, Unit Schedule 2025-2026, Base Year 1996-1997

	1st yr.	2nd yr	3rd yr	4th yr	5th yr	6th yr	7th yr	8th yr	9th yr	10th yr
CATEGORY 0	13.00%	13.00%	13.00%	14.00%	14.00%	14.00%	15.00%	15.00%	15.00%	16.00%
Activities Director										
CATEGORY II	12.00%	12.00%	12.00%	13.00%	13.00%	13.00%	14.00%	14.00%	14.00%	15.00%
Head FB										
Head BBB										
Head GBB										
Head VB										
Head WR										
Head TR										
CATEGORY II	8.00%	8.00	8.00%	9.00%	9.00%	9.00%	10.00%	10.00%	10.00%	11.00%
Asst FB (2)										
Asst BBB										
Asst GBB										
Asst VB										
Asst WR										
Asst TR (3)										
Head Golf										
Cross Country										
Music										
CATEGORY III	5.00%	5.00%	5.00%	6.00%	6.00%	6.00%	7.00%	7.00%	7.00%	8.00%
Cheerleader Sp.										
Asst. XC										
FFA										
Head Speech										
CATEGORY IV	4.00%	4.00%	4.00%	5.00%	5.00%	5.00%	6.00%	6.00%	6.00%	7.00%
Yearbook										
Asst. Speech										
Drama (2)										
Concessions (2)										
504 Chair										
MISCELLANEOUS										
504 Asst. Coord.	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
NHS	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
Prom Sponsor	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
JH Coaching (6) Head	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
MTSS (8)	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
JH Coaching (8) Assistant	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Student Council Sponsor	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
JH Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
HS Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Jr. Sponsor (2)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
B-Club (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Elem Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
ACT On-Line Prep (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Elem. After School Club (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%

2025-2026 Changes

Drama not split Add Column 10 Add 2 JH Coaches Add Category 0 for AD

BERTRAND COMMUNITY SCHOOL
GRIEVANCE PROCEDURE

A. Definition of Terms:

1. Grievance - A claim based upon the interpretation, meaning, or application of any of the policies, rules, regulations, or professional negotiations contracts of school districts.
2. Aggrieved Person - person or persons making a claim.
3. 3. Party in Interest - person or persons making the claim, and any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

B. Purpose: The broad purposes of machinery for grievance adjustment in a public school system are:

1. Unobstructed communication with respect to alleged grievances without fear of reprisal.
2. Reduction of the potential areas of conflict among staff members and administrators and boards of education.
3. Two-way communication through recognized channels among administrators, staff members, local professional associations, and boards of education.
4. Development of improved morale and effectiveness of staff members.
5. Encouragement of teacher expression regarding conditions that affect him/her.

C. Suggested Procedures:

1. Level I (Informal)
 - a. If a teacher feels that he/she has a grievance he/she should discuss the matter with the Principal or supervisor to whom he/she is directly responsible in an effort to resolve the problem.
 - b. The aggrieved person may have a local PR&R representative assist in efforts to resolve the problem informally with the Principal or other appropriate administrators or supervisors.

2. Level II (Formal)

Step One

- a. if an aggrieved person is not satisfied with the disposition of his/her problem, or if no decision has been rendered after five school days through the informal procedure, he/she may submit a claim as a formal grievance in writing to the principal and retain a copy of the said grievance.
- b. The Principal shall, within three school days, render a decision and the reasons therefore in writing to the aggrieved person and a copy to the PR&R representative for the association's file.

Bertrand Community School
Grievance Procedure

Step Two

- a. If the aggrieved person is not satisfied with the disposition of his grievance at Step One, or if no decision has been rendered within three school days after the presentation of the grievance in writing, a written grievance may be filed with the association's PR&R Committee within three school days after the decision at Step One, or six school days after the grievance was presented, whichever is sooner.
- b. Within five school days after receiving the written grievance, the PR&R Committee shall provide an opportunity for the aggrieved person to meet with the Committee for the purpose of reviewing the grievance, and the PR&R Committee shall give to the aggrieved person a written opinion regarding the merits of the case.
- c. If the local PR&R Committee determines the claim is not meritorious, the aggrieved person may appeal the grievance to the State PR&R Commission. It is recommended that this appeal be made through the local association president.

Step Three

- a. Within three school days after receiving the PR&R Committee opinion, or within eight school days after the grievance was filed with the Committee, whichever is sooner, the aggrieved person may file a written appeal with the PR&R Committee for a hearing by the Superintendent of Schools. Within two school days of its receipt the Committee, through its chairman, shall submit such appeal to the Superintendent.
- b. The Superintendent of Schools, or designee, shall act for the administration at Step Three of the grievance procedure. Within ten school days after receipt of the written appeal for a hearing by the Superintendent, the Superintendent shall meet with the aggrieved person and with the PR&R Committee for the purpose of resolving the grievance. A full record (tape recording recommended) of such a hearing shall be kept by the Superintendent and made available to the parties involved upon written request. The Superintendent shall, within three school days of the hearing, render a decision and reasons therefore in writing to the aggrieved person. (Copy to the PR&R Committee.)

Step Four

- a. If the aggrieved person is not satisfied with the disposition of the grievance at Step Three, or in decision has been rendered within three school days after the first meeting with the Superintendent, a grievance may be filed again with the association's PR&R Committee within three school days after a decision by the Superintendent or five school days after the meeting with the Superintendent, whichever is sooner.
- b. Within three school days after receiving such further appeal, the PR&R Committee, through its chairman, shall refer the grievance to the Board of Education.
- c. Within twenty-five school days after receiving the written appeal, the Board of Education, or a committee therefrom, shall meet with the aggrieved person and with the representatives of the PR&R Committee for the purpose of resolving

Bertrand Community School
Grievance Procedure

the grievance. The decision of the Board of Education shall be rendered in writing within five school days.

D. Other Considerations:

1. Any party in interest may be represented at all stages of the grievance procedure by his or herself or by a representative of his/her own choosing. When a teacher is not represented by the association, the association shall have the right to be present and to state its views at all stages of the grievance procedure.
2. Decisions rendered at Level II: Steps One, Two, Three, and Four of the grievance procedure will be in writing setting forth the decision and the reasons therefore and will be transmitted promptly to all parties in interest and to the chairman of the PR&R Committee.
3. If the written grievance is not filed within thirty days after the teacher knew, or should have known of the act or condition on which the grievance is based, the grievance shall be waived.
4. No reprisals of any kind shall be taken by the Board, or by any member of the administration against any party of interest, any PR&R representative, or any other participant in the grievance procedure by reason of such participation.

**FORMAL GRIEVANCE PRESENTATION
(Level II Step One)**

TYPE OR PRINT
(TO BE COMPLETED BY AGGRIEVED PERSON)

FORM A

AGGRIEVED PERSON (S) _____

DATE OF FORMAL PRESENTATION _____

MAILING ADDRESS OF AGGRIEVED PERSON _____

SUBJECT AREA OR GRADE _____

STATEMENT OF GRIEVANCE:

ACTION REQUESTED:

Signature of Aggrieved

**REFERRAL BY PR&R COMMITTEE
(Level II Step Two)**

TYPE OR PRINT

FORM C

(TO BE COMPLETED BY THE ASSOCIATION PR&R COMMITTEE CHAIRMAN
WITHIN FIVE DAYS OF REFERRAL).

Aggrieved person(s) _____

Date of Formal Grievance Presentation _____

Chairman of formal grievance presentation _____

Date referral received by PR&R _____

OPINION OF ASSOCIATION PR&R COMMITTEE AND REASONS THEREFORE:

DECISION BY SUPERINTENDENT
(Level II Step Three)

TYPE OR PRINT

FORM D

(TO BE COMPLETED BY SUPERINTENDENT OF SCHOOL WITHIN THREE DAYS AFTER HEARING WITH AGGRIEVED AND PR&R COMMITTEE REPRESENTATIVES; HEARING TO BE HELD WITHIN TEN DAYS AFTER RECEIPT OF APPEAL).

Aggrieved person(s): _____

Date of formal grievance presentation _____

Date appeal received by superintendent _____

Date hearing held by superintendent _____

DECISION OF SUPERINTENDENT AND REASONS THEREFORE:

Date of decision _____

Superintendent's Signature

AGGRIEVED PERSON'S RESPONSE: (To be completed within 3 days of decision)

_____ I accept the above decision of the Superintendent of Schools.

_____ I hereby appeal, through the association PR & R Committee, to the Board of Education for a review of this grievance.

Date of response _____

Signature of Aggrieved

REVIEW BY BOARD OF EDUCATION
(Level II Step Four)

TYPE OR PRINT

FORM E

Aggrieved person(s): _____

Date of formal grievance presentation _____

PR & R COMMITTEE REFERRAL TO BOARD: (To be completed within 3 days of PR&R receipt of appeal from aggrieved).

_____ The attached grievance is hereby appealed to the Board of Education for a review and hearing.

Date of referral to board _____

Signature of P R & R Chairman

BOARD RESPONSE: (to be completed by the Board of Education Chairman within 3 days after the Board hearing with the aggrieved and the Association PR & R Committee representatives; Board hearing to be held within 25 days after receipt of appeal).

Date appeal received by Board of Education _____

Date hearing held by Board of Education _____

DECISION OF BOARD OF EDUCATION AND REASONS THEREFORE:

Date of decision _____

Signature of Board Chairman

AGGRIEVED PERSON'S RESPONSE: (to be completed by aggrieved within 5 days of decision).

_____ I accept the decision of the Board of Education.

_____ I hereby reject the above decision of the Board of Education.

Date of response _____

Signature of Aggrieved

Board of Education Practices Which Affect Teaching Staff

1. A person entering the Bertrand system may be granted all of their years of teaching experience.
2. This is a minimum salary schedule. It may be necessary to vary from it temporarily in order to secure a teacher in a subject in which there is an unusual circumstance, thus the board reserves the right to hire off schedule whenever the board deems doing so is essential to the welfare of the school and community.
3. At the discretion of the Superintendent and Board, a teacher may be placed on the salary schedule requisite to the number of graduate hours earned.
4. Teachers earning a Masters Degree after September 1, 2001 will be able to use previously approved course hours in order to move to the MA+9 column on the salary schedule.
5. All hours earned by teachers which would qualify a teacher to move vertically or horizontally on the salary schedule must enhance teaching in their assigned area, and have prior approval of the superintendent and/or board of education.
6. Request to negotiate date: The BEA shall annually submit in writing a request to negotiate. This request shall spell out items the BEA wishes to bring to the negotiation table and it shall be delivered to the President of the Board of Education by the date of the regular March Board meeting.
7. Teachers driving students to extra-curricular activities will be paid the current activity rate(s) per trip for driving a bus or van.
8. Extra assignments such as hall supervision during activities, noon and recess duty, or other assignments which may from time to time be deemed necessary by the administration will be assigned on a fair and impartial basis and will carry with them no compensation.
9. Late resignations: After the contract due date, the Board at its option, will consider accepting resignations only if a suitable replacement can be found.
10. A stipend of \$1,000.00 will be paid to a certified faculty member to compensate for their work as "standards/curriculum/assessment liaison" to the administration. This "liaison" will be assigned yearly, by the superintendent.
11. Junior High Coaching: During the negotiations for 2009-2010 the index for Head Junior High Coach was changed to 2% for Head Coaches. Assistant coaches were added to each sport at the rate of 1% "if" administration can schedule suitable personnel for that position. Assistant Coaches will be employed if the above condition of "suitable personnel" is met AND the following number of students participate.
 - a. Football = 8 or more
 - b. Volleyball = 13 or more
 - c. Boys Basketball = 11 or more
 - d. Girls Basketball = 11 or more
 - e. Wrestling = 11 or more
 - f. B & G Track/Field = 11 or more
12. Retention Bonus (2025-2026): "Five for Five." At the completion of every 5 years of teaching in the District and with a signed contract for the following year, teachers in good standing may receive a 5% bonus of the current year's base salary (payable in June after year 5).

February 10, 2025

Michelle Samuelson
10509 740 Rd
Bertrand, NE 68927

Dear Bertrand School Board,

It is with a lot of thought and prayer that I have decided to retire effective at the end of the 2024-2025 school year. Although I have talked about retiring for a few years, when it came down to it, the decision to actually do it was a lot harder than I thought it might be. I have made teaching my career for the past 33 years, 13 in Bertrand, and although it's been a hard decision, I feel it is time for me to try something different and be able to spend time with my growing family.

As with any job, there are many ups and downs that come with it. I can say that the good has definitely outweighed the bad and there are very few things I would change. It has been a pleasure working with most of the staff and school board, past and present. My most cherished part, of course, has been the students that have come through my door year after year. I will miss the relationships that I have built with my students and getting to know them as individuals, their aha moments when things started to click, the smiles and giggles, the field trips, the parties, and watching their confidence build. It is enjoyable being able to continue to interact with them as they move on through the grades and a benefit of teaching in a K-12 building. I will not, however, miss grading papers and lesson plans!

I have been blessed to work with some of the best administration, especially in the last 5 years. It has been a privilege to work with them on a professional and personal level. Our students and staff are fortunate to be in an environment that is both positive and safe because of the time these individuals have put into our school. Thank-you board members, for your dedication to a thankless job, and I wish my colleagues the best of luck in the future.

Sincerely,

A handwritten signature in black ink that reads "Michelle Samuelson". The signature is written in a cursive, flowing style with a long, sweeping underline.

Michelle Samuelson

ESTIMATE

Clean Cut Concrete LLC
6790 39th St
Kearney, NE 68847

Jrodriguez@cleancutconcreteccc.co
m
+1 (308) 850-2370



Bill to
Steve Bristol

Ship to
Steve Bristol

Estimate details

Project: Bertrand school

Estimate no.: 1336

Estimate date: 11/20/2024

#	Date	Product or service	Description	Qty	Rate	Amount
1.		Curb and Gutter	Tear out and replace approximately 157 lf of Curb and gutter, Cutting and haul away included	1	\$12,560.00	\$12,560.00
2.		Sidewalk	tear out and replace approximately 43'x12' sidewalk on west side with wheelchair access. New tactile pad included.	1	\$6,350.00	\$6,350.00
3.		Sales	Replace apron along curb.		\$1,200.00	\$1,200.00
4.		ADA Ramp	(2) ADA ramps tear out and replace with new concrete and tactile pads	1	\$2,000.00	\$2,000.00
5.		Concrete Pad	Approximately 90'x12' Concrete on west side includes dirt work and pouring back concrete 5" thick.	1	\$9,720.00	\$9,720.00

Accepted date

Accepted by

ESTIMATE

Clean Cut Concrete LLC
6790 39th St
Kearney, NE 68847

Jrodriguez@cleancutconcreteccc.co
m
+1 (308) 850-2370



Bill to
Steve Bristol

Ship to
Steve Bristol

Estimate details

Estimate no.: 1349
Estimate date: 01/14/2025

#	Date	Product or service	Description	Qty	Rate	Amount
1.		Concrete tear out	Cut Tear out and re-pour concrete. 2x90 6" thick along building. 1' expansion to be placed along building	1	\$4,000.00	\$4,000.00

Accepted date

Accepted by

B & S Concrete
P.O. Box 1608
Kearney, NE 68848 US
(308)293-2735

Estimate

ADDRESS
Steve Bristol

ESTIMATE # 1346
DATE 01/11/2025

ACTIVITY	QTY	RATE	AMOUNT
Concrete East side of school parking-cut out 2'x90, pour deck 6" thick with 1" expansion, North side replace 200' of curb with 2 handicap approaches, West handicap approach and sidewalk going to edge of building, West side south handicap approach, Northside sidewalk 91'x5'x5" thick, Northside against building all with light broom finish, and haul all concrete away, Westside curb area remove grass and pour back concrete 5" thick		33,470.00	33,470.00

Bertrand School

TOTAL

\$33,470.00

Accepted By

Accepted Date

Senior Students May Leave Campus at Lunch Time, Provided...

- They have sufficient credits to be considered a senior
- They check out with the office
- Are in good academic standing (all assignments have been turned in and have a passing grade of at least 75% in all courses.
- They have two or less tardies
- All detentions have been served
- No active disciplinary issues or conduct infractions
- Parental consent is on file with the school

Loss of Privilege to Leave Campus

- Failure to check back in with the office
- Tardy on their return from lunch
- Three or more tardies in a semester

Identification of Eligible Students

- Each student's eligibility to participate in the Senior open campus program shall be evaluated at the beginning of each quarter or at administrative discretion. Eligibility is based on aforementioned eligibility requirements.

Program Guidelines

- Sign in/out Procedure: Any student who has earned the privilege of leaving campus at lunch must sign out at the main office prior to leaving the school building. Upon returning to the school building, the student must sign in at the main office. Food and open beverages not consumed before returning to school shall be properly disposed of by the student.