

## **AGENDA**

### **School District #145 - Waverly Public Schools**

#### 1. OPENING OF THE MEETING

1.1. Public Hearing: Committee on American Civics

1.2. Call to Order

1.3. Open Meetings Act

1.4. Publication of Meeting

1.5. Roll Call

Excuse the absence of Board Member Chad Kendall Passed with a motion by Board Member #1 and a second by Board Member #2.

1.6. Pledge of Allegiance

#### 2. APPROVAL OF AGENDA

2.1. Approve Agenda

Approval of the agenda for the meeting Passed with a motion by Board Member #1 and a second by Board Member #2.

#### 3. REPORTS

3.1. Building / District Administrators

3.2. Superintendent

3.3. Board Reports

#### 4. RECOGNITION OF VISITORS / OPEN FORUM

#### 5. ACTION ITEMS

5.1. Consent Agenda

Approval of the consent agenda Passed with a motion by Board Member #1 and a second by Board Member #2.

5.1.1. Meeting Minutes

5.1.2. Staff Resignations / Terminations

5.1.3. Staff Hires / Reassignments

5.1.4. Extra-Duty Assignments

5.1.5. Fund Balances

5.1.6. Fund Claims

5.1.7. Acceptance of Donations

## 5.2. Waverly High School Assistant Principal

Approve Kristen Delehant as the Waverly High School Assistant Principal , 205 day contract, effective July 1, 2022 at a salary of \$90,000 Passed with a motion by Board Member #1 and a second by Board Member #2.

## 5.3. Mid Term Graduation Requests

Approve mid term graduations for Elliot Locke, Charlotte Kasten, Zoe Wells, Charlie Clifton, Reily Meek, Baily Schaeffer, Caleb DeGarmo, Breelyn Griffin and Issac Hochstein Passed with a motion by Board Member #1 and a second by Board Member #2.

## 5.4. Scoreboard

Approve Waverly High School Viking Stadium scoreboard project at a cost not to exceed \$500,000 Passed with a motion by Board Member #1 and a second by Board Member #2.

## 5.5. First Read of Board Policies

Approve first reading of Board Policies 4095, 3132, 3540, 4020, 4650, 6025, 8343, 9362 and 2260 Passed with a motion by Board Member #1 and a second by Board Member #2.

## 5.6. Classified Pay Scales

Approve the attached Classified Staff Salary Schedule, effective for the 2022 - 2023 fiscal year, establishing hourly pay rates based on steps and years of experience in like positions Passed with a motion by Board Member #1 and a second by Board Member #2.

## 5.7. Set Classified Staff Salaries for the 2022-2023 School Year

Approve a 3 % classified staff hourly rate increase, at an approximate cost of \$188,791.00, and placing classified staff employees on the next step on the salary schedule Passed with a motion by Board Member #1 and a second by Board Member #2.

5.8. Set Administrative Salaries for the 2022-2023 School Year

Set the administrator salaries for 2022-2023 as follows: Megan Flohr, \$105,855.00; Michelle Rezek, \$107,202.00; Craig Patzel, \$108,461.00; Ross Ricenbaw, \$119,046.00, George Schere \$97,487.00; Megan Myers \$130,337.00; Brad McMillan \$100,891.00; Adam Bauman, \$95,405.00; Debbie Hennessey \$66,789.00; and Philip Steffen, \$69,217.00 Passed with a motion by Board Member #1 and a second by Board Member #2.

5.9. Administrator Contract Amendment

Approve Dr. Angela Plugge and Mrs. Delanie McMillan to 12 month contracts with Mrs. Plugge's salary at \$147,243.00 and Mrs. McMillan's salary at \$137,430.00 Passed with a motion by Board Member #1 and a second by Board Member #2.

5.10. Interlocal Agreement

Approve interlocal agreement with Southeast Nebraska Regional Program Passed with a motion by Board Member #1 and a second by Board Member #2.

6. Discussion Items

6.1. NASB Monthly Update

7. Convene Closed Session

7.1. Convene Closed Session

Enter into closed session at 8:29 P.M. to negotiate the superintendent's salary for 2022-2023 and a contract extension Passed with a motion by Board Member #1 and a second by Board Member #2.

7.1.1. Restate Closed Session Reason

8. Reconvene to Open Session

8.1. Reconvene Open Session

To reconvene in open session at 8:52 P.M. Passed with a motion by Board Member #1 and a second by Board Member #2.

9. Superintendent's Salary and Contract

Set the superintendent's salary for the 2022-2023 school year at \$177,351.00 and extend the superintendent's contract an additional year Passed with a motion by Board Member #1 and a second by Board Member #2.

10. Upcoming Board Activities

10.1. Committee Meetings

10.2. Board Meetings

10.3. Board Training/Development

11. Adjournment

12. For Your Information

# Meeting Notice

## Notice of Regular Meeting School District 145 (aka Waverly Public Schools)

The School District 145-Waverly Board of Education will convene in regular session at 7:00 p.m. on Monday, June 6<sup>th</sup>, 2022 in the Central Office Board room, 14511 Heywood Street, Waverly, Nebraska.

The agenda for this meeting, which shall be kept continually current, shall be readily available for public inspection at the School District 145-Waverly Central Office, located at 14511 Heywood Street, Waverly, Nebraska.

Posted this 2<sup>nd</sup> day of June, 2022.



Cory Worrell  
Superintendent

# 2021-2022

## ACTIVITIES YEAR-END REPORT

SUBMITTED BY  
BRAD MCMILLAN, ASSISTANT PRINCIPAL & ACTIVITIES DIRECTOR

### ART CLUB - Amanda Bultman

Number of Participants: 40

Freshmen: 16

Sophomores: 8

Juniors: 10

Seniors: 6

**Highlights:** *The art club officers visited Beeson Glass Studio this Fall. All members were also invited to attend a field trip to the Sheldon Gallery in Lincoln in March. We visited the Burkholder, and Noyes Gallery as well. The art club students created coloring books that will be distributed to the local preschools next fall, helped set up and take down the school art show, and displayed their work in the cafeteria throughout the year. Cub students and EMC art show participants visited the Joslyn, Kaneko, and Hot Shops in April.*

**Awards & Recognition:** *Sophie Johnson was awarded the Best In Show for her 3D altered book sculpture at the EMC art show in Omaha.*

### CLASS COUNCILS - Heather Peters (Junior)

Juniors - Prom was held on May 1, 2021 at the DelRay Ballroom in Lincoln's Haymarket District. The theme was Old Hollywood and 220 students attended which was capacity due to the DHM in Lancaster County. The four class council members worked diligently to put on a nice event for seniors, their guests, and their junior classmates.

**Highlights:** Prom king and queen were crowned for the 2nd time.

### INTERNATIONAL THESPIAN SOCIETY - Kristen Friesen

Number of Participants: 17 in the fall

Sophomores: 5

Juniors: 2

Seniors: 10

Freshmen:

**Highlights:** *We will induct 9 new members this spring: 8 freshmen and 1 sophomore*

### VIKING VARIETY SHOW - Kristen Friesen

Assistants: 0

Number of Participants: 28

Freshmen: 10

Sophomores: 5

Juniors: 2

Seniors: 11

**Highlights:** Though we made tickets available at no cost to students, fewer than 30 came; and very few staff attended. As this production is written as a school spirit booster and requires lots of original material, we are going to interpret the data as indication that the Viking Variety Show is past its prime and, instead, get started on our fall production and one acts earlier in the season (which would be beneficial).

## FALL PLAY - Kristen Friesen

Assistant: Heather Peters

Number of Participants: 23 cast & crew members in *Little Women* and 22 cast & crew in *The Scarlet Letter*

WMS Students: 0

Freshmen: 18

Sophomores: 8

Juniors: 2

Seniors: 13

**Highlights:** This year's fall production consisted of two One Act plays with an intermission in between. The varsity show, *The Scarlet Letter*, went to One Act competitions. We were conference champs and took 4th place at districts. Our J.V. show was *Little Women*.

## SPRING MUSICAL - Directors Kristen Friesen, Madisen White

Assistants: Malorie Heidbrink (choreographer); and Nate Lee (technical director)

Number of Participants: 35

Freshmen: 16

Sophomores: 6

Juniors: 3

Seniors: 10

**Highlights:** *NHSTA adjudicated, rather well-attended (though we are looking for ways to increase our attendance moving forward)*

## FBLA - Tara Bohaboj

Number of Participants: 48

Freshmen: 14

Sophomores: 3

Juniors: 17

Seniors: 14

**Highlights:** Recruitment Scavenger Hunt, Fall Leadership Conference, Butter Braid Sales, Made Senior Citizen Crafts and delivered to Waverly Care Center (fall, winter, Valentine's), Stock Market Challenge, Kindergarten Fall Festival, March of Dimes Fundraiser, Path to Success Conference, Blood Drive, Teacher Stockings, FBLA Week

**Awards & Recognition:**

**HUSKER BUSINESS INVITATIONAL**

@ UNL December 3, 2021

**2ND PLACE OVERALL!!**

**Accounting 1:** Kolton Jueneman - 2nd Place, Jaelyn Dicke - 4th Place

**Economics:** Raynah Sutter - 5th Place

**Intro to Financial Math:** Malcolm Witte - 4th Place

**Personal Finance:** Cameron Hyde - 2nd Place

**Job Interview:** Adriana Gutierrez - 4th Place

**PERU STATE COLLEGE**

@ Peru February 16, 2022

**Accounting 1:** Kolton Jueneman - 1st Place

**Business Communications:** Daniel Kasperek - 1st Place, Brynley Prang - 5th Place

**Business Ethics:** Brynley Prang - 3rd Place

**Economics:** Cameron Hyde - 2nd Place, Kolton Jueneman - 3rd Place, Adam Haeffner - 4th Place

**Keyboarding:** Malcolm Witte - 3rd Place

**Word Processing:** Malcolm Witte - 1st Place

**MIDLAND COMPETITION**

@ Midland University March 1, 2022

**1ST PLACE OVERALL!!**

**Business Ethics:** Malcolm Witte - 1st Place

**Social Media Campaign:** Adam Haeffner & Cameron Hyde - 1st Place

**Accounting:** Kolton Jueneman - 1st Place

**Business Communications:** Brynley Prang - 1st Place

**Business Law:** Adriana Gutierrez - 5th Place

**Economics:** Adam Haeffner - 2nd Place, Malcolm Witte - 3rd Place

**STATE LEADERSHIP CONFERENCE**

@ Kearney April 11-13, 2022

**CHAPTER AWARDS:**

Sweepstakes Chapter

Gold Seal of Merit Chapter

Ribbon Awards: Seven Up, FBLA Foundation, March of Dimes, Step up 2 Tech, Go Green, iGive

**INDIVIDUAL AWARDS:**

**Who's Who in FBLA:** Adam Haeffner

**Accounting 1:** Kolton Jueneman - 1st Place, National Qualifier

**Advertising:** Daniel Kasperek - 3rd Place, National Qualifier

**Business Ethics:** Malcolm Witte - 3rd Place, National Qualifier

**Business Financial Plan:** Lily Bogle - 4th Place

**Business Law:** Adriana Gutierrez - 3rd Place, National Qualifier

**Community Service Project:** Raynah Sutter - Honorable Mention

**Computer Game & Simulation Programming:** Team of: Daniel Kasperek, Kolton Jueneman, Nathaniel Cloud - 4th Place

**Cyber Security:** Daniel Kasperek - 6th Place

**Economics:** Daniel Kasperek, Adam Haeffner, Malcolm Witte - Honorable Mention  
**Introduction to Business Communication:** Malcolm Witte - Honorable Mention  
**Network Design:** Team of: Kolton Juneman & Nathaniel Cloud - 5th Place  
**Personal Finance:** Adriana Gutierrez - 6th Place

## **FCCLA - Kate Jones & Mike Ziola**

Number of Participants: 34

Freshmen: 4

Sophomores: 15

Juniors: 10

Seniors: 5

### ***Highlights:***

This year the students made May Day baskets for the residents at the Waverly Care Center.

We co-hosted the Snowball Dance with FFA and had an amazing turnout.

FCCLA did a toy drive at Christmas time. Along with the other CTSO's, FCCLA participated in the

Trunk or Treat so Kids Can Eat in October. Attended Fall Leadership conference at SCC.

Participated in District 2 Competitions. Attended and participated in the State Leadership

Conference with competitors in Culinary, Fashion Construction and Interior Design.

### ***Awards & Recognition:***

*Alayna Landis - Silver 2nd Place - National Qualifier Culinary*

*Brooke Lueders- Silver - Interior Design*

*Sage Curto - Gold - Fashion Construction*

## **FFA- Kris Spath**

Number of Participants: 61

Eighth Grade: 12

Freshmen: 17

Sophomores: 13

Juniors: 10

Seniors: 9

***Highlights:*** Back to normal activities; 12 middle school FFA members (first time FFA has been offered to middle school students in Waverly); 8 members attend National FFA Convention in Indianapolis, IN; 6 members attended Mission Conference in Kearney, 24 members competed in at least 1 district competition; 1 State Officer; 25 members (including 4 middle school members) attended State FFA Convention in Lincoln. Archery shoot raised \$270 to donate to the Waverly Food Bank.

### ***Awards & Recognition:***

State Premier Chapter & application qualified for National competition

District Livestock Judging - Team (Noah Jelinek - 7th place, Lily Bogle, Riley Schwarten, Saraah Davison)

District Floral Design - Team (Makayla Anselmo-Gilliam, Charlotte Kasten, Seanna MacDonald, Rosalie Tvrdy)  
District AgriScience - Jake Curto - District Champion, Alana Wiarda - 11th place out of 492 individuals  
State Agriscience - Jake Curto placed 11th out of  
District Ag Sales - State Qualifying team & 3rd place at districts (Lily Krajewski, Nathan Krenke, Emelia Rourke, & Grace Wendel)  
State Ag Sales - 6th Place (Lily Krajewski, Nathan Krenke, Emelia Rourke, & Grace Wendel)  
District Farm Business Management - Dylan Perkins - District Champion  
State Farm Business Management - 13th place out of 308 individuals  
District Livestock Management - Maroon (Lily Bogle, Kaylei Denison, Tucker Hespe, Warren Rolf, & Grace Wendel) 7th place, White (Makayla Anselmo-Gilliam, Noah Jelinek, Jack Michael, & Thomas Tvrdy) 11th place  
District Poultry Evaluation - Noah Jelinek (3rd place), Thomas Tvrdy, Connor Nielsen, Charlotte Kasten, Hunter Claycomb, Jack Michael. Team: 5th place.  
District Welding - State Qualifying team & 4th place at districts: Dylan Perkins (5th place GTAW), Warren Rolf (8th place Stick), Tucker Hespe (5th place MIG), Hayden Pfeiffer (7th place OA).  
State Welding - Hayden Pfeiffer, 11th place in OA welding - out of 60 individuals

District Leadership Development Events results:

- Parliamentary Procedure (Lily Bogle, Saraah Davison, Kaylei Denison, Noah Jelinek, Emelia Rourke, & Rosalie Tvrdy) 3rd place;
- Extemporaneous Speaking - Rosalie Tvrdy, 3rd place;
- Employment Skills - Dalton Wheeler, 3rd place, Lily Krajewski - Blue ribbon;
- Creed Speaking - Thomas Tvrdy, Red ribbon.

State FFA Degree recipients: Lily Bogle, Nathan Krenke, Emeila Rouke, Grace Wendel.

District Star in Agribusiness & State Star Agribusiness Finalist - Nathan Krenke

- Poultry Proficiency - Silver recognition at District competition, Noah Jelinek; 1st place Gold (District winner) & State Gold - Emelia Rourke
- Turfgrass Management Proficiency - 1st place Gold (District winner) & State Finalist - Nathan Krenke \*\*State Champion & qualified for National competition.
- Landscape Management Proficiency - 1st place Gold (District winner) & State Finalist - Nathan Krenke \*\* State Runner-up.

## SHOW CHOIR - Rachel Kornfeld

Number of Participants: 22

Freshmen: 7

Sophomores: 7

Juniors: 2

Seniors: 6

**Highlights:** *Show Choir had four concerts, four competitions and two festivals. Superior rating at District Music Contest*

## VOCAL MUSIC - Rachel Kornfeld

Number of Participants: 35

Freshmen: 14

Sophomores: 6

Juniors: 1

Seniors: 14

**Highlights:** four concerts, EMC Concert

**Awards & Recognition:** Excellent rating at District Music Contest (Waverly Singers)

## MARCHING BAND - Brady Rohlfs

Assistant: Jake Senff

Color Guard: Katrina Dienstbier

Number of Participants: 135

### **Highlights:**

Marched all home football games

**Awards & Recognition:** *Sioux Falls Superior Rating in Parade and Field*

*Elkhorn Sounds of Excellence - Superior rating, Class B 1st Place, All Class 3rd*

*Omaha Marching Invitational - Superior rating, Class B 1st Place, All Class 7th*

*State Marching Competition - Superior rating, Drumline overall high score*

*76 students performing at Disney World*

*12 Students accepted into Masonic All-Star Marching Band*

## CONCERT BAND - Brady Rohlfs

Number of Participants: 130

**Highlights:** Four home concerts

12 students in various honor bands

District Music Contest - Varsity Band, straight superior ratings all judges. Freshmen Band,

superior rating. Solos and Small groups - 23 Superior ratings, 4 Excellent ratings. Earned 4 of 6

All Class/All Instruments top scores from the NSAA

## PEP BAND - Brady Rohlfs

Number of Participants: 90

**Highlights:** *Performed at 12 home games as well as District Championships and State for Volleyball, Girls Basketball, and Boys Basketball*

## JAZZ BAND - Brady Rohlfs

Number of Participants: 20

Freshmen: 8

Sophomores: 3

Juniors: 4

Seniors: 5

**Highlights:** Division I rating at UNO Jazz Festival  
Division I rating and names Class B Champions at NSBA State Jazz Competition

## MATH CLUB - Scott Burns (No Report)

Number of Participants:

Freshmen:

Sophomores:

Juniors:

Seniors:

**Highlights:**

**Awards & Recognition:**

## NATIONAL HONOR SOCIETY - Cody Gregory

Number of Participants: 64

Juniors: 32

Seniors: 32

**Highlights:** 2,612.75 total volunteer hours (average of 40.82 hours per member throughout the school year). Volunteered at monthly PTO meetings throughout the year, Eagle and WIS Field Days, Waverly Invite and B3 District track meets, as well as helped fill vacant concession spots for other clubs and activities as needed.

**Awards & Recognition:**

Selected the following 39 NEW members for the 2022-23 school year (induction to come in the fall of 2022 - new sponsor will have to organize and carry out)

Bader	Reece
Beachler	Connor
Behlen	Jordyn
Benker	Shianne
Benson	Keegan
Bentjen	Ellie
Bodfield	Carleigh
Brehm	Garrison
Cardenas	Isabel
Converse	Jadyn
Craddock	Cailey
Dicke	Jaelyn
Hartman	Zachariah
Heffelfinger Jr	Anthony
Lange	Ella

Larson	Linsey
Lovegrove	Sidney
MacDonald	Seanna
McCall	Riley
Meinke	Ava
Michel	Lilly
Mollo	Anna
Moore	Eden
Moser	Drew
Ockinga	Austin
Owsley	Adeline
Peery	Tataum
Phaisan	Tia
Pulford	Allison
Rine	Garrett
Shulyak	Angelina
Smith	Aden
Speicher	Chad
Stanley	Ella
Tucker	Olivia
Tvrdy	Rosalie
Waldo	Camille
Warner	Ashley
Witte	Malcolm

## QUIZ BOWL - Dr. David Hartman

Number of Participants: 48

Freshmen: 11

Sophomores: 2

Juniors: 18

Seniors: 17

**Highlights:** Quiz bowl events in our area are starting to rebound from Covid. We were fortunate to take students to four events this year, including two we had not participated at in the past: Ralston Costume Bowl (many of our students wore costumes and had a blast...many first time participants) and the Papillion Lavista South competition. I have heard from several students NOT part of the club that they plan on joining next year.

## SADD - Kelly Bielenberg

Number of Participants: 18

Freshmen: 0

Sophomores: 4

Juniors: 8

Seniors: 6

### **Highlights:**

October 28, 2021 - 14 students participated in a Red Ribbon Week / Halloween Safety presentation at Waverly Intermediate School in conjunction with the elementary counselor. High school students rotated turns presenting so no one student missed more than 2 periods of coursework. It was an educational and fun activity for both high school and elementary students. In April 2022 a group of students did an online safety activity with Eagle Elementary 5th graders.

**Awards & Recognition:** None

## SCIENCE CLUB - Jamie Burns

Number of Participants: 36

Freshmen: 2

Sophomores: 7

Juniors: 13

Seniors: 12

**Highlights:** This year's monthly meetings included: STEM Cup Stacking Challenge - Students were given a series of increasingly challenging tasks cards and worked as a team to complete the challenge under time constraints without their hands; Online Escape Room - Using tools of measurement student has to escape from the "Smelly Lab Situation"; Acid-Base Titration - Students addressed the question, "How Powerful is your Antacid?" by measuring how much acid different antacids were able to neutralize.

**Awards & Recognition:** None

## SPANISH CLUB - Cass Didier, Laura Hilkemann

Number of Participants: 113

Freshmen: 32

Sophomores: 30

Juniors: 31

Seniors: 17

### **Highlights:**

Learning more about cultures of countries

Begin process of Abroad Trip to Belize 2023

Begin fundraising process

Judy Daniell briefed us on her experience working with unaccompanied minors seeking at the border

### **Awards & Recognition:**

Scholarship Winner(s): Cecilia Witte

## GLOBAL VOICES - Cass Didier

Number of Participants: 51

Freshmen: 15

Sophomores: 8

Juniors: 10

Seniors: 18

### ***Highlights:***

Ethics Bowl placed 5th at the state competition. Participants included: Kyson Ruskamp, Sage Curto, Malcolm Witte, Kayla Anselmo-Gilliam, Brynley Prang and Reece Bader

Discussions this year ranged from the war in Ukraine, to the ethics on “ghosting”, and January 6th 2021

### ***Awards & Recognition:***

Scholarship Winner: Grace Wendel

## Robotics- Laurie Little

Number of Participants: 12

Freshmen: 6

Sophomores: 2

Juniors:

Seniors: 4

***Highlights:*** We were able to meet on club days and on Mondays from 11-1 over lunch. The supply chain definitely was a challenge as we did not get some competition items until January 2022 that were needed to compete and we are still missing servo motors that are back ordered. We designed 1 full VEX EDR Robot and a partial one that we will keep assembled for next year. Space and time is a challenge for the team, not being in the building more often has been difficult. We will be ordering supplies this summer for next year to ensure they arrive in a timely manner. Overall we are learning and growing, our goal for next year is to compete in 2 competitions.

***Awards & Recognition:*** Kolton Juneman and Dominic Delahouyde were amazing team leaders who helped and guided their teammates...Very responsible and self directed students.

## History - Ryan Abbott

Number of Participants: 17

Freshmen: 3

Sophomores: 5

Juniors: 1

Seniors: 8

***Highlights:*** None

***Awards & Recognition:*** None

## SLAM POETRY - Kelly Bielenberg

Number of Participants: 8

Freshmen: 2

Sophomores: 4

Juniors:

Seniors: 2

**Highlights:** We met during activity meetings. Participated in concessions. Did two evening social activities and promoted attendance at outside poetry activities throughout the year.

**Awards & Recognition:** None

## SPEECH TEAM - Spencer Jakub

Assistant Coach: Grace Ellis

Number of Participants: 20

Freshmen: 8

Sophomores: 2

Juniors: 3

Seniors: 7

**Highlights:** We hosted our first speech meet at the Middle School this year. Competed at ten speech meets, and had medallists in each one. Hosted a family & friends showcase in the high school library.

**Awards & Recognition:**

- Had medallists at all 10 speech meets
- Placed 3rd overall at Districts
- Placed 3rd overall at the Crete Cardinal Classic
- Had two state finalists: Will Kreikemeier placed 15th in Entertainment. Tressa Neemann placed 10th in Poetry.

## STUDENT COUNCIL - Stephanie Flink

Number of Participants: 25

Freshmen: 2

Sophomores: 5

Juniors: 9

Seniors: 9

**Highlights:** *This year was a challenge for Student Council, thinking that maybe things would be a little bit more "normal," but of course, that was not the case. Despite the challenges of the pandemic, we were able to host: Homecoming (outside on softball field) & pod decorations, Fall Pep rally (in person!), winter food drive, Spring Blood Drive, Spring Clothing Drive, and several other small service events.*

**Awards & Recognition:** 8 scholarships awarded to seniors

# SKILLSUSA - Aaron Jones & Bonni Riehle

Number of Participants: 40 Students, 2 Advisors

SkillsUSA middle school members

8th graders: 7

7th graders: 4

6th graders: 6

Freshmen: 8

Sophomores: 1

Juniors: 8

Seniors: 6

## **Highlights:**

- *Fall Leadership: 4 participants went to Hasting CCC Friday, Sept. 24th.*
- *Mid-America Conference: 5 Participants*
- *State Leadership Conference: 10 participants*
- *Middle School Chapter was started by Mrs. Bonni Riehle with 17 members*

## **Awards & Recognition:**

### **Mid-America Conference:**

- *Staten's Award: Brooke Luedders , Cooper Wittler , Harrison Smith , Keaton Bowker , Quinn Kment .*
- *Chapter Business Procedure: Cooper Wittler Second Place, Quinn Kment Third Place, Keaton Bowker Fourth Place.*
- *Opening and Closing Ceremony: Brooke Luedders Second Place.*
- *Extemporaneous Speaking: Quinn Kment Fourth Place.*

### **State Leadership & Skills Conference:**

- *Chapter of Excellence: Quality Chapter*
- *Distinguished Ambassador Award; Brooke Luedders*
- *State Champion (Gold Medalist & National Qualifiers): Culinary Arts - Alayna Landis, Power Equipment Technology - Garret Hartweg, Action Skills - Dain Frazier.*
- *Sliver Medalist - Nathan Stone (8th grader) - Job Skill Demonstration A*
- *Nationals will be held June 20-24 in Atlanta Georgia.*
- *Top 10 Finishers: Dalton Wheeler - Job Interview & Customer Service, Reagan Landis - Masonry, Alec Gonser - Carpentry, Garret Hartweg - Bridge Building,*

### **East Middle School Conference**

- *Nathan Stone 1st place Job Demo A (Qualified for state)*
- *Levi Rounds 3rd place Job Demo A*
- *Jesse Wall 3rd place mouse trap car*
- *Emilie White, Reagan Glassburner, Emery Heather 3rd place Team Engineering Challenge*

### **West Middle School Conference**

- *Nathan Stone 2nd place Job Demo Open*
- *Nathan Stone 2nd place Prepared Speech*
- *Aeden Schutte 2nd place Bridge Building*

## YEARBOOK - Stephanie Flink

Number of Participants: 22

Freshmen: 4

Sophomores: 7

Juniors: 11

Seniors: 0

**Highlights:** *The Waverly High School Yearbook was able to attend Summer Journalism Camp at UNL this summer, 4 students attended. We were also able to attend the Nebraska High School Press Association Fall conference, and the Walsworth Publishers Fall Conference, in total about 15 students attended both of these events. We competed in the NHSPA Fall contest, as well as the Nebraska State Journalism Contest, and will be participating in the Summer Critique as well. We had several guest speakers from the UNL Journalism staff come speak to our students this year on topics such as photography and Journalistic Writing. Overall, we are most proud to have finished a quality yearbook to handout to the students in the Fall.*

### **Awards & Recognition:**

#### **Nebraska High School Press Association Winter Contest:**

Allison Pulford: Photojournalistic Illustration: Honorable Mention

Cali Kaiser: Headline Design: Honorable Mention

Yearbook Staff: Theme Development: Honorable Mention

#### **Nebraska State Journalism Contest:**

Jadyn Converse: 3rd place: Yearbook Theme Writing

Austin Neddenriep: 5th place: Yearbook Sports Writing

Cali Kaiser: 7th place: Headline Writing

## WEIGHT ROOM (School Year) - Anthony Harms

Head Coach: Anthony Harms

Assistant Coach(s): Brian Benson, Reed Manstedt

Number of Participants:

Middle School: 150

Freshmen: 70

Sophomores: 7

Juniors: 8

Seniors: 5

**Highlights:** *Many of the athletes who made state competition participated in the strength program year round.*

**Awards & Recognition:** *Caiden Rose and Hannah Allick Lifters of the year. Over 40 records broke this year alone.*

## WEIGHT ROOM (Summer) - Anthony Harms

Head Coach: Anthony Harms

Assistant Coach(s): Brian Benson, Reed Manstedt

Number of Participants: 365

7th grade: Going into 7th grade not eligible for summer weights. Start 2nd semester.

8th Grade: 75

Freshmen: 71

Sophomores: 77

Juniors: 78

Seniors: 64

### ***Highlights:***

***Awards & Recognition:*** 150 athletes had perfect attendance for 2021 summer workouts.

## FALL SPORTS

### CHEER TEAM

Head Coach: Jamie Lanik

Assistant Coach: Ashley Caudill

Number of Participants: 16

Freshmen: 4

Sophomores: 2

Juniors: 7

Seniors: 3

***Highlights:*** *We were so excited to add a Male Cheerleader to the ranks this season. It will be exciting to see him grow and advance our stunting opportunities. It was great to cheer on the Football Team in the State Playoffs, Volleyball at State and both Boys and Girls Basketball in their State Tournaments as well. We love that we get to be a small part of their days!! It was a great trip out west with the Basketball teams for Districts! Our Tackle Cancer Pink Out Event was a huge success, with the most amount of money raised to date!*

***Awards & Recognition:*** *UCA Summer Camp - Game Day Champion, 4 Day Spirit Stick Recipient, 1 Day Spirit Banana Winner, Superior Team Award, 3 Jump Off Semi-finalists (Hailee Guthard/Madelyn Stone/Eli Saenz), 1 Jump Off Finalist (Hailee Guthard), 1 All-American Award Recipient (Hailee Guthard), 3 Pin It Forward Awards (Eli Saenz/Megan Binder/Sami Anderson), 5th Place in Game Day at the Nebraska Cheer and Dance Championships*

## DANCE TEAM

Head Coach: Maryn Heald  
Number of Participants:  
Freshmen: 4  
Sophomores: 3  
Juniors: 1  
Seniors: 6

**Highlights:** 1st place in Pom and Jazz at Ralston Dance Competition, 1st place in Pom and Jazz at Louisville Competition, 1st place in Jazz and 1st place in Pom at Heartland Competition. 3rd place in Jazz and 4th place in Pom at Nebraska State Dance Competition.

## CROSS COUNTRY

Record: NA--  
Head Coach: Laura Hilkemann  
Assistant Coaches: Josslyn Webster  
Volunteer Coaches:  
Number of Participants: 35  
Freshmen: 7  
Sophomores: 12  
Juniors: 11  
Seniors: 5

### **Highlights:**

Top 4 Team Score in all but 3 meets  
Every individual (except 1) had a personal best time at the last race of the season  
9 kids ran their first ever 5K race  
Begin transitions of practicing at new locations, Varsity cheering at JV only races

### **Awards & Recognition:**

3rd Place (both boys and girls) at York Invite  
16 Varsity Letters awarded this year  
3 State Qualifiers: Shianne Benker (10), Millie Waldo (10), Daniel Kasparek (11)  
State Qualifying Places:  
2 Students added to All-Time Record board for State Meet Finish (S.Benker & D. Kasparek)

## FOOTBALL – VARSITY

Head Coach: Reed Manstedt  
Assistant Coaches: Brian Benson, Mike Ziola, Brian Jackson, Matt Brewer, Derek Whisenhunt, Andrew Hinz  
Volunteer Coaches: Mike Hix, Jeff Reed,  
Number of Participants: 85  
Freshmen: 0  
Sophomores: 30  
Juniors: 31  
Seniors: 24 (23 Players, 1 Manager)

***Highlights:***

- \*Quarterfinal Appearance
- \*Runner up in our district
- \*Hosted 1st round playoff game, and won 59-13 to GINW.
- \*Finished with a 7-4 record, 4th season in a row with 7 or more wins.

***Awards & Recognition:***

- Will finish ranked in top 10 in all news outlets.

**All-State Selections**

**OWH All-State**

- Trevor Brown
- Riley Marsh
- Cole Murray

**LJS All-State**

- Trevor Brown
- Riley Marsh
- Cole Murray

**1st Team All-District Selections**

1. Trevor Brown
  2. Wyatt Fanning
  3. Cole Murray
  4. Riley Marsh
  5. Cooper Skrobecki
  6. Levi Powell
- HM-
- a. Kaleb Axmann
  - b. Eddie Johnson
  - c. Anthony Ruelas
  - d. Kaden Wolfe
  - e. Jacob Krauter
  - f. Caiden Rose
  - g. Devin Moore
  - h. Preston Harms

**1st Team All- Conference Selections**

1. Trevor Brown Sr
2. Cole Murray Sr
3. Wyatt Fanning Sr
4. Riley Marsh Sr

**Honorable Mention All- Conference Selections**

1. Jacob Krauter
2. Toby Becker

3. Levi Powell
4. Anthony Rueles
5. Eddie Johnson
6. Kaden Wolfe
7. Caiden Rose
8. Devin Moore
9. Garrett Jenkins
10. Quiten Kastins
11. Cooper Skrobecki
12. Charlie Johnson
13. Preston Harms
14. AJ Heffelfinger
15. Kaleb Axmann

## FOOTBALL – JUNIOR VARSITY

Head Coach: Mike Ziola

Assistant Coaches: All assistant varsity

Volunteer Coaches: All assistant varsity

Number of Participants: Varied from game to game

Freshmen: 0

Sophomores: 29

Juniors: 28

### ***Highlights:***

\*Record of 8-1

## FOOTBALL – FRESHMEN

Head Coach: Aaron Jones

Assistant Coaches: Creighton Pierce, Hunter Smith

Volunteer Coaches: Kamirus Puente

Number of Participants: 43 (41 players, 2 managers/filmers)

### ***Highlights: 4-4 record.***

Boystown: 44-20 W

Blair: 20-26 L

Elkhorn North: 6-35 L

Bennington: 14-15 L

Norris: 29-30 L (OT)

Ralston: 26-6 W

Elkhorn: 20-8 W

York: 27-0 W

## GIRLS GOLF

Head Coach: Michael Cobelens

Number of Participants: 17

Freshmen: 2

Sophomores: 3

Juniors: 9

Seniors: 3

**Awards & Recognition:** 10 letter winners, 4 EMC recognitions

**Highlights:**

*The team placed 2nd at the Nebraska City Invite, fourth at Districts and Tia Phaisan medalled Fourth at Districts qualifying for the state tournament two day total 191, tied for 16th place two Shots out of medal position at state tournament*

## SOFTBALL

Head Coach: Beth Singleton

Assistant Coaches: Joe Selvage, Mike Otte

Volunteer Coaches: Dan Sharp

Number of Participants: 19

Freshmen: 1

Sophomores: 4

Juniors: 4

Seniors: 10

**Highlights:**

**Awards & Recognition:**

EMC Academic All Conference:

EMC All Conference

## SOFTBALL - JV

Head Coach: Joe Selvage

Assistant Coaches: Mike Otte

Volunteer Coaches: Dan Sharp

Number of Participants: 23

Freshmen:

Sophomores:

Juniors:

**Highlights:**

## BOYS TENNIS

Head Coach: Tammy Tegler

Assistant Coaches: Alex Yeagley

Volunteer Coaches: Charlie Fankhauser, Tyler Lubben, Jake Tegler, Zach Tegler, Terri Dunlap,  
Nancy Johnson,

Number of Participants: 20

Freshmen: 6

Sophomores: 2

Juniors: 7

Seniors: 5

### **Highlights:**

*2nd place team finishes at York Invite and Crete Invite*

*1st place team finish at Beatrice Invite*

*Dual record 5-4 (improved over 2-8 last year)*

### **Awards & Recognition:**

*All players medaled individually at multiple invites throughout the season*

*Carson Vachal 5th place medal at state*

*Tyler McElhose/Landon Scott 8th place medal at state*

*Two players going up on the record board:*

*Carson Vachal tied single season record for wins at 2 Singles*

*Hogan Wingrove set new career record for wins at 1 Singles*

## VOLLEYBALL – VARSITY

Head Coach: Terri Neujahr

Assistant Coaches: Karissa Heun, Noah Ross, Rachael Holsteen

Volunteer Coaches: Christy Scott, Katelynn Seitz, Carol Welker

Number of Participants: 14

Freshmen:1

Sophomores:4

Juniors:5

Seniors:4

### **Highlights:**

Regular Season finish: Second Place

Tournament Finish: Second Place

Beatrice Invitational: First Place

Bellevue West Invitational: Seventh Place

Aurora Invitational: Second Place

Lincoln Northeast Invitational: Sixth Place

District Tournament: First Place

State Tournament: Beat Grand Island Northwest First Round, Lost to Omaha Skutt in the  
Semi-Finals

Ranked 3rd in both polls at the end of the season.

### **Awards & Recognition:**

*All-Conference*

*Bekka Allick*

*Karsen VanScoy*

*Hannah Allick*

*Honorable Mention All-Conference*

*Kara Kassebaum*

*Eden Moore*

*Jaelyn Dicke*

*Joslyn Rice*

*Academic All-Conference*

*Jaelyn Dicke*

*Bekka Allick*

*Hannah Allick*

*Emelia Rourke*

*Kara Kassebaum*

*Karsen VanScoy*

*All-State Honorable Mention*

*Hannah Allick*

*Karsen VanScoy*

*Jaelyn Dicke*

*Kara Kassebaum*

*NSAA/LJS Academic All-State*

*Hannah Allick*

*Bekka Allick*

*Jaelyn Dicke*

*Kara Kassebaum*

*Emelia Rourke*

*Karsen VanScoy*

**Other highlights:**

- *Bekka Allick* - AVCA Best and Brightest Second Team, Class B State All-Tournament Team, Member of Team USA 18U that played in Mexico, Under Armour All-American First Team, ACVA Region 7 All-Region Team, AVCA First Team All-American, 1<sup>st</sup> Team All State Class B Lincoln Journal-Star, Omaha World Herald, 1<sup>st</sup> Team Super State - Lincoln Journal Star, Omaha World Herald, PrepVolleyball.Com 2<sup>nd</sup> Team, Gatorade Player of the Year for the state of Nebraska, Waverly High School record for kills in a match with 37 vs. Skutt at State
- *Hannah Allick* - AVCA Best and Brightest First Team, Omaha World Herald Class B second team, LJS Honorable mention
- *Karsen VanScoy* - AVCA Best and Brightest First Team, LJS Honorable Mention, First Team Class B All-State OWH, Nebraska Coaches Association All-Star Team

## **VOLLEYBALL – JUNIOR VARSITY - A**

Head Coach: Karissa Heun

Assistant Coaches:

Number of Participants: 12

Freshmen: 1

Sophomores: 6

Juniors: 5

Seniors: 0

**Highlights:** 18-5

## VOLLEYBALL - Junior Varsity - B

Head Coach: Noah Ross

Assistant Coaches: Rachael Holsteen

Number of Participants: 13

Freshmen: 7

Sophomores: 3

Juniors: 3

Seniors: 0

**Highlights:** This was a combined team with the JV-B and Reserves practicing and playing together. The team went 13-4 playing the JV-B and Reserve schedules.

## VOLLEYBALL - Reserves

Head Coach: Rachael Hosteen

Assistant Coaches:

Number of Participants: NOTE: Because of numbers, the JV-B and the Reserve teams combined this season and played both schedules.

Freshmen:

Sophomores:

Juniors:

Seniors:

**Highlights:**

## UNIFIED BOWLING

Head Coach: Abbie Huenink

Assistant Coach: Kate Jones

Volunteer Coaches:

Number of Participants: 12

Freshmen: 2

Sophomores: 2

Juniors: 4

Seniors: 4

**Highlights:** Made it to State

**Awards & Recognition:** Won Districts

# WINTER SPORTS

## BOYS BASKETBALL - VARSITY

Head Coach: Ryan Reeder

Assistant Coaches: Garrett Borchert, Drew Henning, Andrew Borders

Volunteer Coaches: Anthony Harms

Number of Participants: 15

Freshmen: 1

Sophomores: 2

Juniors: 6

Seniors: 6

### ***Highlights:***

- 2022 State Tournament Qualifier (2nd year in a row) - Lost to eventual state champions in overtime.
- District Champions (2nd year in row)
- EMC Tournament - Runner Up
- Trip to the west for a double district championship. Sharing the bus with the girls. Just an overall great experience for our kids that created a ton of school spirit.
- 16-10 overall record

### ***Awards & Recognition:***

- Lincoln Journal Star Final Ranking - #3
- Omaha World Herald Final Ranking - #5
- Coaches' Poll Final Ranking #5
- NSAA Academic All-State - AJ Heffelfinger, Landon Tjaden
- EMC Academic All-Conference - AJ Heffelfinger, Landon Tjaden
- EMC All-Conference Team
  - Preston Harms and AJ Heffelfinger - 1st team
  - Riley Marsh, Cole Murray, Landon Tjaden - Honorable Mention
- Lincoln Journal Star - All State TEam
  - AJ Heffelfinger - 2nd Team
  - Preston Harms, Riley Marsh, Cole Murray, Landon Tjaden - Honorable Mention
- Omaha World Herald - All State Team
  - AJ Heffelfinger - 2nd Team
  - Preston Harms, Riley Marsh, Cole Murray, Landon Tjaden - Honorable Mention

## BOYS BASKETBALL – JUNIOR VARSITY

Head Coach: Garrett Borchert

Assistant Coaches: Drew Henning

Number of Participants: 12

Freshmen: 1

Sophomores: 7

Juniors: 4  
Seniors: 0

**Highlights:** The JV team ended the season with an overall record of 11-5. On the year, we scored an average of 53.6 points per game and gave up an average of 46.6 points per game. Our offense put up over 60 points five times on the year and exploded for a team high 82 points in a December win over the York Dukes. In our program, defense is what we pride ourselves in. As mentioned, we gave up 46.6 points per game. One of our goals each game was to hold the opposing team under 45 points. In 16 games, we achieved this goal for a total of nine games. Our best defensive performance was when we held the Elkhorn Antlers JV to a grand total of 28 points. Our JV players displayed a great amount of effort and attitude this year and filled many roles, the most important being scout team day in and day out to get our varsity team ready.

## **BOYS BASKETBALL – RESERVE**

Head Coach: Drew Henning  
Assistant Coaches: Andrew Broders  
Number of Participants: 10  
Freshmen: 2  
Sophomores: 8  
Juniors:

**Highlights:** The Boy Reserve team ended the year with an 8-5 record overall. There were a ton of improvements made throughout the season both individually and as a team. The jump from Freshman to Reserve is incredibly difficult because they go from having a practice with just the freshman team every morning, to now practicing with JV and Varsity on a daily basis. The boys showed tremendous growth throughout the year in their effort not only on the court, but in the weight room as well. We are excited to see where the next two to three years takes them in their basketball journeys and as young men as a whole.

## **BOYS BASKETBALL – FRESHMEN**

Head Coach: Andrew Broders  
Number of Participants: 12

**Highlights:** The freshman team finished with a record of 6-11. At the freshman level, we as a coaching staff care more about player development than our win loss record and our freshman team vastly improved this year. With this being their first year in our program we try to implement our culture and system. This year's freshman team bought into our culture and will see that pay off down the road. We're excited to see them continue their basketball careers for Waverly.

# GIRLS BASKETBALL – VARSITY

Head Coach: John Cockerill

Assistant Coaches: Joel Fritz, Kelby Phillips

Volunteer Coaches:

Number of Participants: 28 plus 1 manager.

Freshmen: 13

**Annie Harms**

**Parker Christiansen**

Sophomores: 4

**Millie Waldo**

**Lexi Adams**

**Shianne Benker**

Juniors: 7

**Chloe Waldo**

**Jaelyn Dicke**

**Anna Clarke**

**Mya Dubas**

**Paige Radenslaben**

Seniors: 4

**Maci Steckelberg**

**Emelia Rourke**

**Raynah Sutter**

**Abbie Carter**

## ***Highlights:***

*12-12 state Qualifier as 8 seed. Lost in the first round to eventual champions.*

*Regular season 4th in EMC.*

*Won Districts at Scottsbluff.*

WE ENDED UP RANKED:

#9 COACHES POLL

#8 LJS

#6 OWH

Paige & Abbie EMC All Conference

Emelia, Anna & Maci HM EMC All Conference

Paige, Anna, Abbie, Emelia HM ALL State LJS

Paige, Anna, Abbie, Parker HM ALL State OWH

Emelia & Raynah NSAA Academic all state

## GIRLS BASKETBALL – JV

Head Coach: Joel Fritz

*Assistant:*

*Number of Participants:*

*Freshmen:*

**Annie Harms**

**Parker Christiansen**

**Lillie Benes**

**Berkley Lambrecht**

**Carson Fink**

**Breeley King**

**Allison Brandl**

*Sophomores:*

**Millie Waldo**

**Lexi Adams**

**Mya Rourke**

**Shianne Benker**

*Juniors:*

**Chloe Waldo**

**Jaelyn Dicke**

**Mya Dubas**

*Highlights:*

## GIRLS BASKETBALL – RESERVE

*Head Coach: Kelby Phillips*

*Number of Participants:*

*Freshmen:*

**Lillie Benes**

**Berkley Lambrecht**

**Carson Fink**

**Breeley King**

**Allison Brandl**

**Avery Scott**

**Alyson Recker**

**Alonna Depalma**

**Camdyn Anderson**

**Camryn Happold**

**Rena Landon**

*Sophomores:*

*Juniors:*

**Alyssa Folds**

**Calyssa Rodriguez**

***Highlights:***

**WRESTLING – VARSITY & JUNIOR VARSITY**

Head Coach: Eric Dolezal

Assistant Coach: JP Malcolm, Brad Canoyer

Volunteer Assistant Coaches: Nick Sims, Brayden Dowding

Number of Participants: 33

Freshmen:

Royce Klucas

Grey Klucas

Josiah Bultman

Brayden Canoyer

Landon Patel

Hayden Guthard

Henry Hollibaugh

Trev Greve

Austin Perkins

Derek Sutter

Braxton Smith

Harrison Smith

Sophomores:

Garrison Brehm

Garrett Rine

Drew Moser

Caison Jelinek

Thomas Mayfield

Aden Smith

Brayden Kouma

Michael Williamson

Ethan Rohlf

Camden Chaffin

Gabe Griffin

Juniors:

Kemper Reed

William Foster

Charlie Johnson

Nate Leininger

Sabastian Riese

Seniors:

Drew Hollibaugh

Austin Meyers  
Warren Rolf  
Wyatt Fanning  
Trevor Brown

***Highlights:***

**Team:** As a team we finished 2nd in EMC Conference Duals and 2nd in the Conference Individual Tournament. We qualified for the State Duals Tournament for the first time in program history. While at State Duals we finished 3rd. We qualified a school record 11 for the Individual State Tournament and finished 3rd overall as a team which was the highest finish in program history. We also broke many other records this season. This was a great team season and the kids all had an outstanding season and I think they all had a lot of fun.

**Individual:**

7 District Champions (Program Record) - Garrison Brehm, Brayden Canoyer, Trev Greve, Garrett Rine, Drew Moser, Wyatt Fanning, Trevor Brown

6 State Medalists (Program Record) - Garrison Brehm 4th, Brayden Canoyer 3rd, Garrett Rine 3rd, Drew Moser 3rd, Wyatt Fanning 3rd, Trevor Brown 1st.

## **GIRLS WRESTLING – VARSITY & JUNIOR VARSITY**

Head Coach: Eric Dolezal

Assistant Coach: JP Malcolm, Brad Canoyer

Volunteer Assistant Coaches: Nick Sims, Brayden Dowding

Number of Participants: 3

Freshmen:

Sophomores:

Juniors: Julie Larsen, Arianna Rodriguez

Seniors: Peyton Krumland

***Highlights:*** The first ever girls wrestling team did a great job this season. None of the girls that went out had any experience prior to this season so it was great to watch them grow from day 1 to the end of the season. We did not have any girls qualify for the state tournament this season. We are looking to continue to grow the girls program by continuing to add wrestling opportunities for young ladies. We all had a fun experience and look forward on building this program.

## **BOYS BOWLING – JV**

Head Coach: Gary Brown

Volunteer Coaches:

Number of Participants:

Freshmen:

Sophomores:

Juniors: :

**Highlights: Not enough available to compete**

## **BOYS BOWLING – VARSITY**

Head Coach: Gary Brown

Volunteer Coaches: nope

Number of Participants: 10

Freshmen: Jonah Tucker, Christian Kaiser

Sophomores: Brye Stovall, Mason Westerholt, Alex Dieken

Juniors: Braydon Waller

Seniors: Ryan Thraen, Dalton Wheeler, Chase Urban, Zane Piening

**Highlights:** Beat Creighton Prep, Sent 2 to state: **Ryan Thraen** (279) Braydon Waller

## **GIRLS BOWLING – VARSITY**

Head Coach: Tracie Hasenkamp

Volunteer Coaches:

Number of Participants: 10

Freshmen: 0

Sophomores: 5

Ellie Bentjen, Maddie Fritz, Olivia Grube, Olivia Tucker, Ella Lange

Juniors: 4

Izzie Holbein, Kara Kassebaum, Lizzie Koval, Raedynn Refshauge

Seniors: 1

Summer Wells

**Highlights:** Individual Game High: Olivia Grube (181); Team Record Baker Score (190)  
Olivia Grube, Kara Kassebaum, Ella Lange, Izzie Holbein, Summer Wells; Placed in  
Districts- Izzie Holbein (9th) and Summer Wells (10th)

## **GIRLS BOWLING – JV**

Head Coach: Tracie Hasenkamp

Volunteer Coaches:

Number of Participants:

Freshmen:

Sophomores:

Juniors:

Seniors:

**Highlights:** Not enough available to compete

# SPRING SPORTS

## BOYS GOLF

Head Coach: Michael Cobelens  
Assistant Coaches: Caleb Sheets  
Number of Participants: 15  
Freshmen: 5  
Sophomores: 1  
Juniors: 4  
Seniors: 5

**Highlights:** *Season low round came at the Waverly Invite 342. We finished mostly in the top half of each invite and event. 7th place finish at District event, no state qualifier. 3 Freshman played at the varsity level and each earned a medal at least once. 10 players earned a letter in golf this spring*

**Awards & Recognition:** *Jace Rice EMC All Academic 9th place at invite*

## BOYS SOCCER

Head Coach: Mike Ziola  
Assistant Coaches: Tony Linder  
Volunteer Coaches: Jorge Zuniga, Jacob Kleinbeck  
Number of Participants: 41  
Freshmen: 9  
Sophomores: 9  
Juniors: 17  
Seniors: 6

**Highlights:** Conference Champions for the first time since 2008. Subdistrict Champions. District Champions for the first time since 2010. State Tournament Qualifiers for the first time since 2010. We won a game at state for only the 3rd time in program history and the first time since 2001. 15-3 final record, one win short of tying the school record. WE HAD FUN. We had over 125 students K-12 check out to watch us play in the 1st round of the state tournament.

**Awards & Recognition:** *TBD*

## GIRLS SOCCER

Head Coach: Joel Fritz  
Assistant Coaches: Ben Welch  
Volunteer Coaches: Tessa Johnson, Price Fowler  
Number of Participants: 26  
Freshmen: 7  
Sophomores: 9  
Juniors: 3  
Seniors: 7

**Highlights:**

7-8 Final record

4th place finish regular season EMC

**Awards & Recognition:**

**1st Team EMC:** Abbie Carter, Olivia Hind, Elly Speicher

**Honorable Mention EMC:** Mallory Retzlaff, Lily Krajewski, Tenley Kozal  
Journalstar and World-Herald TBA

## GIRLS TENNIS

Head Coach: Tammy Tegler

Assistant Coaches: Alex Yeagley

Volunteer Coaches: Terri Dunlap, Nancy Johnson, Carina Olivetti, Abbie Porath, Patty Seier, Jake Tegler, Zach Tegler

Number of Participants: 17

Freshmen: 8

Sophomores: 2

Juniors: 6

Seniors: 1

**Highlights:**

Invite Medalists: Angelina Shulyak at Beatrice, Mallory Kreikemeier at York

Multiple positions beat players toward the end of the season that they had lost to earlier in the season

## TRACK

Head Coach: Brian Benson

Assistant Coaches: Laura Hilkemann, Anthony Harms, Craig Thewke, Cody Gregory, Brady Rolfs, Allen Osborn

Volunteer Coaches: Al Blankenship, Anna Briggs, Anna Buchholz

Freshmen: 27

Sophomores: 30

Juniors: 29

Seniors: 22

**Highlights:**

7 new School Records, 37 changes to the Top 10 list

Girls team 49-24, in invites (733.66points)

Boys team 71-3 in invites (1268 points) Highest points of all time

Class of 2022 Boys scored 588 points - new record for Seniors

Class of 2023 Boys scored 510 points - new record fo Juniors

Class of 2022 Is the second most career points for one class 1133.25

**Awards & Recognition:**

Boys Team: EMC Runner-up, District Runner-Up and State Runner up.

Grant Schere State Champion 100m dash and 200m dash

State Champion 4x100, (Preston Harms, Caiden Rose, Eddie Johnson and Grant Schere)

## UNIFIED TRACK

Head Coach: Abbie Huenink  
Assistant Coach: Reed Manstedt  
Number of Participants: 7  
Freshmen: 2  
Sophomores:  
Juniors: 3  
Seniors: 2

**Highlights:** Had the opportunity to compete in EMC and Districts this year (where we weren't able to in previous years because other schools weren't NSAA Unified sanctioned)

**Awards & Recognition:**

## BASEBALL

Head Coach: Luke Tewes  
Assistant Coaches: Sam Tewes, Michael Goodrich, Brody Murphy  
Volunteer Coaches: Sam Tewes, Brody Murphy  
Number of Participants: 20  
Freshmen: 2  
Sophomores: 4  
Juniors: 5  
Seniors: 9

**Highlights:** *This team was District Champions, State Runner-Up. First State Title game in program history. We beat the #1 team in the state: Omaha Skutt, to win the district championship. Then beat the #1 seed in the opening round of the state tournament in Norris. We went on the 10 run Beatrice, and beat Elkhorn North before falling to Elkhorn North 2-0 in the State Championship.*

**Awards & Recognition:** *Team Records - Stolen Bases in a season: 112*

*Runs Scored: 190*

*6 guys hit over .300, we hit .309 as a team. Threw 63% strikes as a pitching staff*

*Riley Marsh tied the single season record for stolen bases with 23.*

*All Conference: Payton Engel, Drew Miller*

*All Conference Honorable Mention: Kaden Harris, Riley Marsh, Nash Peterson*

*Academic All Conference: Kaden Harris, Wyatt Fanning, Levi Powell, Trey Jackson, Ethan Von Busch*

## BASEBALL - JUNIOR VARSITY

Head Coach: Michael Goodrich  
Assistant Coaches: Brody Murphy  
Number of Participants: 17  
Freshmen: 3  
Sophomores: 7  
Juniors: 7

**Highlights:** *Finished 14-2. 2 plays and 2 runs away from being 16-0. Every JV player got an appearance in every game besides P/O's. The growth in several of the players that started as JV players ended up being big Varsity contributors at the end of the season.*

## BASEBALL - RESERVE

Head Coach: Hunter Smith  
Assistant Coaches: Jerry Dittenber  
Number of Participants: 16  
Freshmen: 13  
Sophomores: 3

**Highlights:** *The Reserve Baseball team ended the year with a record of 14-8. In competing against fellow EMC member teams, the Reserve team went 6-2. In addition, we held our own against numerous quality class 'A' opponents, including losing 4 games vs class 'A' teams by a combined 6 runs. In total, the Reserve team outscored its opponents 200-115 in our 22 games.*

# MIDDLE SCHOOL SPORTS

## 2021-2022

### FOOTBALL – 8th GRADE

Head Coach: Garret Borchert

Assistant Coaches: John Wheeler, Jacob Cornelias

Volunteer Coaches:

Record: 5-1

Number of Participants: 42

### FOOTBALL – 7th GRADE

Head Coach: Eric Dolezal

Assistant Coaches: Brayden Dowding, Connor

Volunteer Coaches: Jed Harwick

Record: 2-3

Number of Participants: 38

### VOLLEYBALL - 8th GRADE

Head Coach: Kelby Phillips

Assistant Coaches: Alexis Spoon

Record: 8-4

Number of Participants: 20

### INTRAMURAL VOLLEYBALL – 7th / 8th GRADE

Head Coach: Christina Kreikemeier

Number of Participants: 14

### VOLLEYBALL – 7th GRADE

Head Coach: Brenda Glunz

Assistant Coaches: Paxton Dummer

Record: 11-1

Number of Participants: 20

### CROSS COUNTRY 7th & 8th GRADE

Head Coach: Alec Gaard

Number of meets: 6

Number of participants: 44

### INTRAMURAL BOYS BASKETBALL – 7TH / 8TH GRADE

Head Coach: Tina Kreikemeier, Carry Morgan

Record:

Number of Participants: 12

## BOYS BASKETBALL – 8th GRADE

Head Coach: John Wheeler

Assistant Coaches: Shawn Eckwall

Record: 7-5

Number of Participants: 20

## INTRAMURAL BOYS BASKETBALL – 7TH / 8TH GRADE

Head Coach: Tina Kreikemeier, Carry Morgan

Record:

Number of Participants: 12

## BOYS BASKETBALL – 7th GRADE

Head Coach: Rob Retzlaf

Assistant Coaches: Creighton Pearse

Record: 5-6

Number of Participants: 20

## GIRLS BASKETBALL – 8th GRADE

Head Coach: Rob Retzlaf

Assistant Coaches: Brad Bowker

Record: 6-6

Number of Participants: 20

## GIRLS BASKETBALL – 7th GRADE

Head Coach: Morgan Denning

Assistant Coaches: Mindy Obink

Record: 7-5

Number of Participants: 18

## INTRAMURAL GIRLS BASKETBALL – 7th & 8TH GRADE

Head Coach: Tina Kreikemeier, Carry Morgan

Record:

Number of Participants: 14

## WRESTLING – 7th & 8th GRADE

Head Coach: Brayden Dowding

Assistant Coaches: Shawn Smith

Number of Participants: 40

## BOYS & GIRLS TRACK – 7th & 8th GRADE

Head Coach: Creighton Pearce, Daryl Poppe, Vicki Fehringer, Alec Gaurd, Brad Bowker, Brayden Dowding. Volunteer Jed Harwick

Number of Participants: 150 boys and girls

# MIDDLE SCHOOL CLUBS 2021-2022

## ART CLUB

Sponsor: Amanda Hellrich

Number of Participants: 40 students

**Highlights:** *Weekly meeting during Friday homerooms.*

## DRAMA CLUB

Sponsor: Brittany Hying

Number of Participants: 30

**Highlights:** *many participated in middle school musical due to skills and confidence built during improv homeroom time.*

## JAZZ BAND

Sponsor: Emily Berry

Number of Participants: 23

**Highlights:**

## STUDENT COUNCIL

Sponsors: Caitly Bell, Jeromy Doelle

Number of Participants: 18 students, 6th from each grade level.

**Highlights:** First time in two years to have a dance.

Cost Per Pupil 2020-2021	ADA	ADM
State Averages	\$15,550.26	\$14,495.04
Lancaster County		
Lincoln Public Schools	\$14,216.00	\$13,386.00
Waverly School District 145	\$13,468.00	\$12,845.00
Malcolm Public Schools	\$12,728.00	\$12,247.00
Norris Public Schools	\$12,118.00	\$11,408.00
Raymond Central Public Schools	\$16,640.00	\$15,958.00

**Public Input to the Board**

It is the policy of the Board of Education to provide for and encourage input from its various constituents in an appropriate and orderly fashion at regularly scheduled Board of Education meetings. The board is open to and encourages input on school issues from the public. The board would prefer that individuals or groups with school related concerns first attempt to resolve those concerns through established administrative channels.

1. Matters concerning an individual school shall be discussed first with the respective building administrator of the school.
2. If the matter is not resolved satisfactorily at the school level, it may then be brought to the Superintendent.
3. If the matter is not resolved satisfactorily at the Superintendent's level, it may then be brought before the board of education by:
  - a. Addressing the matter during Open Forum at a regular, monthly board meeting; individual presentations should be no longer than three (3) minutes and the total allotted Open Forum agenda time will be a maximum of thirty (30) minutes.
  - b. Requesting a formal agenda item by contacting the superintendent or board president on or before the Thursday prior to the regular, monthly meeting which, unless otherwise announced, will be on the first Monday of every month.
  - c. Submitting the matter in writing, said documentation can either be presented at the regular meeting or appended to the agenda, if received in the superintendent's office on the designated Thursday.
4. A response will be provided once the board has the opportunity to inquire about the matter. Possible board responses when appropriate may include, but are not limited to: directing the superintendent to address the matter; tabling for further study; appointing a temporary board committee to study and/or resolve the matter; scheduling a special meeting to hear the matter; or not taking action. Public input to the board is heard during Open Forum. Matters brought to the board in this fashion will be taken under advisement and not acted upon at that time.

**Note: The chair will not allow complaints about individuals. There are appropriate channels to address such matters. Because of the potential of introducing bias into board hearings on termination cases, complaints on individual employees will be received by the board only through the Superintendent of schools.**

Policy Adopted: 04/10/78  
 Policy Revised: 03/07/88  
 Policy Revised: 01/02/06  
 Policy Revised: 11/03/08

SCHOOL DISTRICT 145  
 WAVERLY, NEBRASKA

## Board of Education Regular Meeting

Monday, May 2, 2022 7:00 PM Central

Central Office Building  
14511 Heywood  
Waverly, NE 68462-0426

Scott Claycomb: Absent

Andy Grosshans: Present

Robin Kappler: Present

Chad Kendall: Present

Cheryl Landon: Present

Jessica Zuniga: Present

Present: 5, Absent: 1.

### 1. OPENING OF THE MEETING

#### 1.1. Call to Order

The regular meeting of the School District 145 Board of Education was called to order on Monday, May 2, 2022 at 7:00 P.M., at the Central Office Board Room, 14511 Heywood Street, Waverly, Nebraska.

#### 1.2. Open Meetings Act

**COPY OF OPEN MEETINGS ACT:** The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the wall of the meeting room.

#### 1.3. Publication of Meeting

Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

Notice of the regular meeting was also published in the April 28, 2022 edition of the Waverly NEWS.

#### 1.4. Roll Call

Board Members present for roll call are Andy Grosshans, Robin Kappler, Chad Kendall, Cheryl Landon, and Jessica Zuniga

Member Absent and Excused: Scott Claycomb

Excuse the absence of Board Member Scott Claycomb passed with a motion by Cheryl Landon and a second by Chad Kendall. Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

### 1.5. Pledge of Allegiance

## 2. APPROVAL OF AGENDA

### 2.1. Approve Agenda

Approval of the agenda for the meeting passed with a motion by Jessica Zuniga and a second by Robin Kappler. Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

## 3. REPORTS

### 3.1. Building / District Administrators

Hamlow Principal Michelle Rezek reported to the board.

Director of Learning, Dr. Plugge, shared information related back to our formal External Visitation Report from NDE. This report is attached.

Waverly High School Administrators Dr. Megan Myers and Mrs. Shannon Furstenau have the written report this month which is attached.

### 3.2. Superintendent

#### - Personnel Update

Hamlow and WIS - Need to hire an Art Teacher.

Hamlow - Primary Teacher. Still determining which grade this person will teach.

WMS - Computer Skills / Careers

WHS - Assistant Principal, Industrial Tech, Counselor Secretary.

We are still looking for one Special Education Teacher and Speech Pathologist in district.

#### - Strategic Planning Update

Dr. Dlugosh suggested that we have a review of where we are with our strategic planning goals at a special work meeting. I believe we should set up a special work meeting to go over our progress on these goals in May or June.

#### - Civics Committee Hearing in June

- Graduation Board Member help on Sunday, May 15th. Robin Kappler and Scott Claycomb will hand out diplomas.

- Administrator salaries in June. I will discuss this with our P and D Committee prior to our board meeting.

- Replacing board member Robin Kappler.

### 3.3. Board Reports

Policy /Advocacy Committee

Building, Grounds, Transportation Committee

Civics Committee

### 4. RECOGNITION OF VISITORS / OPEN FORUM

The regular board meeting agenda provides for citizens to present information or to express opinions to the board through public comment.

### 5. ACTION ITEMS

#### 5.1. Consent Agenda

Approval of the consent agenda passed with a motion by Jessica Zuniga and a second by Chad Kendall. Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

#### 5.1.1. Meeting Minutes

Approved the April 4, 2022 Regular Meeting Minutes.

#### 5.1.2. Staff Resignations / Terminations

Sherri Koehler, Paraprofessional, Waverly High School, resignation effective 4/22/2022, letter of resignation attached.

Karly Barada, Teacher, Waverly Intermediate School, resignation effective at the end of the school year, letter of resignation attached.

Nick Herrington, Computers / Careers Teacher, Waverly Middle School, resignation effective at the end of the school year, letter of resignation attached.

Rochelle Johnson, Health Assistant, Waverly Middle School, resignation effective at the end of the school year, letter of resignation attached.

Shannon Furstenau, Assistant Principal, Waverly High School, resignation effective 6/7/2022, letter of resignation attached.

Aaron Jones, Industrial Tech, Waverly High School, resignation effective at the end of the school year, letter of resignation attached.

#### 5.1.3. Staff Hires / Reassignments

Hollie Burson, Science Teacher, Waverly High School, Step 7, Column MA, effective date 8/1/2022, replacement for Kelby Phillips.

Rachelle Hinrichs, FCS Teacher, Waverly High School, Step 1 Column BA, effective date 8/1/2022, replacement for Michael Ziola.

Madelene Aiken, Band, Waverly Middle School, Step 7, Column BA +27, effective date 8/1/2022, replacement for Jake Senff.

Jamie Lanik, Building Secretary, Waverly High School, \$14.50 / hr., 8 hrs. / day, effective date 6 / 6 / 2022, replacement for Brandy Beer.

Dana Dalton, Fifth Grade Teacher, Waverly Intermediate School, Step 11, MA + 9, effective date 8/1/2022.

Landon Miller, Physical Education / Health, Waverly High School, Step 12, Column MA, effective date 8 / 1 / 2022, replacement for Dan Davenport.

#### 5.1.4. Extra-Duty Assignments

Madeline Aiken, Middle School Instrumental Music, Waverly Middle School, Category II, Level 7, replacement for Jake Senff.

Madeline Aiken, Assistant Marching Band, Waverly Middle School, Category IV, Level 7, replacement for Jake Senff.

#### 5.1.5. Fund Balances

Fund Balances as of April 27, 2022:

General = \$9,740,104.32

Special Building = \$417,988.27

Bond 2016 (Debt) = \$259,787.75

Bond 2015 (Debt) = \$377,803.62

Bond 2015 / 2016 Construction Proceeds = \$0.33

Bond 2011 A / B K-8 (Debt) = \$631,627.35

Bond 2011 C 9-12 (Debt) = \$424,005.86  
School Nutrition = \$709,400.00  
2003 Qualified Capital Purpose Undertaking = \$8,083.49  
2010 Qualified Capital Purpose Undertaking = \$21,210.56  
2012 Qualified Capital Purpose Undertaking = \$113,311.77  
2013 Qualified Capital Purpose Undertaking = \$248,670.98  
Depreciation = \$337,445.22

#### 5.1.6. Fund Claims

Fund Claims for May 2, 2022:  
Imprest, Payroll, and General = \$2,019,686.81  
Special Building = \$196,058.24

#### 5.1.7. Acceptance of Donations

#### 5.2. Conditional List of 2022 Graduates

Approve the conditional list of Waverly High School Class of 2022 Graduates passed with a motion by Cheryl Landon and a second by Chad Kendall. Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

#### 5.3. Walton Ball Field Sale

That the Board of Education of this School District approves the surplus and sale of real estate generally located at 11818 A Street, Walton, Nebraska, and commonly known as the Walton Ball Field, and the Board approves and adopts the attached resolution passed with a motion by Robin Kappler and a second by Cheryl Landon. Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

#### 5.4. First Read of Board Policies

First reading of Board Policies 4205 and 4090 passed with a motion by Robin Kappler and a second by Jessica Zuniga. Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

#### 5.5. Review of Board Policies

Review Board Policies 4075, 4080, 4095, 4100, 4110, 4115, 4120 and 4200 passed with a motion by Jessica Zuniga and a second by Chad Kendall. Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

5.6. Out of State Trip

Approve out of state trip for Skills USA as detailed in their trip request passed with a motion by Cheryl Landon and a second by Jessica Zuniga. Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

6. Discussion Items

6.1. NASB Monthly Update

7. Convene Closed Session – There was no need for a closed session.

8. Reconvene to Open Session

9. Upcoming Board Activities

9.1. Committee Meetings

9.2. Board Meetings

The next regular board meeting is scheduled for Monday, June 6th at 7:00 P.M. in Waverly.

9.3. Board Training/Development

10. Adjournment

President Grosshans adjourned the meeting at 8:01 P.M.

11. For Your Information

The School District #145 – Board of Education reserves the right to convene a Closed Session for purposes in accordance with §84-1410(1).



Recording Secretary

Attest: Board Secretary

## Board of Education Special Meeting

Tuesday, May 24, 2022 6:00 PM Central

Central Office Building  
14511 Heywood  
Waverly, NE 68462-0426

Scott Claycomb: Present

Andy Grosshans: Present

Robin Kappler: Present

Chad Kendall: Present

Cheryl Landon: Present

Jessica Zuniga: Present

Present: 6.

### 1. OPENING OF THE MEETING

#### 1.1. Call to Order

The special meeting of the School District 145 Board of Education was called to order on Tuesday, May 24, 2022 at 6:03 P.M., at the Central Office Board Room, 14511 Heywood Street, Waverly, Nebraska.

#### 1.2. Open Meetings Act

**COPY OF OPEN MEETINGS ACT:** The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the wall of the meeting room.

#### 1.3. Publication of Meeting

Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

Notice of the special meeting was also published in the May 19th, 2022 edition of the Waverly NEWS.

#### 1.4. Roll Call

Board Members present for roll call are Scott Claycomb, Andy Grosshans, Robin Kappler, Chad Kendall, Cheryl Landon, and Jessica Zuniga.

1.5. Pledge of Allegiance

2. APPROVAL OF AGENDA

2.1. Approve Agenda

Approval of the agenda for the meeting passed with a motion by Jessica Zuniga and a second by Scott Claycomb. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 6, Nay: 0

3. Discussion Items

3.1. Filling open board member seat

Discussion on process the board will use to interview the two candidates.

4. Convene Closed Session – There was no need for a closed session.

5. Reconvene to Open Session

6. Upcoming Board Activities

6.1. Board Meetings

May 26th, 2022 - Special Board Meeting to interview board member candidates and to appoint new board member. 6:00 p.m. meeting at Central Office in Waverly

7. Adjournment

President Grosshans adjourned the meeting at 6:38 P.M.



Recording Secretary

Attest: Board Secretary

## Board of Education Special Meeting

Thursday, May 26, 2022 6:00 PM Central

Central Office Building  
14511 Heywood  
Waverly, NE 68462-0426

Scott Claycomb: Present

Andy Grosshans: Present

Robin Kappler: Absent

Chad Kendall: Present

Cheryl Landon: Present

Jessica Zuniga: Present

Present: 5, Absent: 1.

### 1. OPENING OF THE MEETING

#### 1.1. Call to Order

The special meeting of the School District 145 Board of Education was called to order on Thursday, May 26, 2022 at 6:01 P.M., at the Central Office Board Room, 14511 Heywood Street, Waverly, Nebraska.

#### 1.2. Open Meetings Act

**COPY OF OPEN MEETINGS ACT:** The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the wall of the meeting room.

#### 1.3. Publication of Meeting

Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

Notice of the regular meeting was also published in the May 19th, 2022 edition of the Waverly NEWS.

#### 1.4. Roll Call

Board Members present for roll call are Scott Claycomb, Andy Grosshans, Chad Kendall, Cheryl Landon, and Jessica Zuniga.

Members Absent and Excused: Robin Kappler

Excuse the absence of Board Member Robin Kappler passed with a motion by Jessica Zuniga and a second by Cheryl Landon. Scott Claycomb: Yea, Andy Grosshans: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

1.5. Pledge of Allegiance

2. APPROVAL OF AGENDA

2.1. Approve Agenda

Approval of the agenda for the meeting passed with a motion by Scott Claycomb and a second by Chad Kendall. Scott Claycomb: Yea, Andy Grosshans: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

3. Discussion Items

3.1. Interview Board Member Candidates

3.2. Discussion of Board Member Candidates

4. ACTION ITEMS

4.1. Appoint New Board Member

Appoint Travis Moore to fill the position vacated by the resignation of Robin Kappler, said appointment to be effective from the date of June 8th, 2022 and continue until the remainder of the unexpired term passed with a motion by Cheryl Landon and a second by Scott Claycomb. Scott Claycomb: Yea, Andy Grosshans: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea  
Yea: 5, Nay: 0

5. Adjournment

President Grosshans adjourned the meeting at 7:38 P.M.



Recording Secretary

Attest: Board Secretary



Cory Worrell <cory.worrell@district145.org>

**Fwd: 2022-2023 School Year**

**Megan Flohr** <megan.flohr@district145.org>

To: Cory Worrell <cory.worrell@district145.org>, Delanie McMillan <delanie.mcmillan@district145.org>

Christina is one of my paras who has accepted her first teaching job with OPS next school year. She will be missed!

---

Your Partner in Education,

Megan Flohr

Eagle Elementary PK-5 Principal

District 145 - Waverly

----- Forwarded message -----

From: **Christina Villarreal** <cvillarreal0501@gmail.com>

Date: Fri, May 20, 2022 at 8:16 AM

Subject: 2022-2023 School Year

To: Megan Flohr <megan.flohr@district145.org>

I will not be returning for the next school year. Thank you for having me at your school, even though it was for a short time!

Fri, May 20, 2022 at 9:06 AM

**Fund Balances as of:**  
**May 31, 2022**

<b>Fund</b>	<b>April 27, 2022</b>	<b>Receipts</b>	<b>Expenditures</b>	<b>May 31, 2022</b>
General	9,740,104.32	2,633,958.16	2,015,335.10	10,358,727.38
Building	417,988.27	279,759.51	43,581.44	654,166.34
Bond 15 Construction	0.33	-	-	0.33
Bond 2016 (Debt)	259,787.75	39,861.30	-	299,649.05
Bond 2015 (Debt)	377,803.62	56,304.72	-	434,108.34
Bond 2010 (Debt)	(0.00)			(0.00)
Bond 2008 (Debt)	(0.00)			(0.00)
Bond 11 A/B K-8 Debt	631,627.35	71,943.52	-	703,570.87
Bond 11 C 9-12 Debt	424,005.86	17,163.20	-	441,169.06
Hot Lunch	709,400.00	165,288.87	149,596.97	725,091.90
2003 QCPUF	8,083.49	0.75	-	8,084.24
2010 QCPUF	21,210.56	7.11	-	21,217.67
2012 QCPUF	113,311.77	16,154.64	-	129,466.41
2013 QCPUF	248,670.98	36,636.16	-	285,307.14
Depreciation	337,445.22	25.88	-	337,471.10
<b>Total</b>	<b>13,289,439.52</b>	<b>3,317,103.82</b>	<b>2,208,513.51</b>	<b>14,398,029.83</b>

Account Number		Current Budget	Expended During Month	Expenditures to Date	% of Budget
01	GENERAL FUND				
1100	REGULAR INSTRUCTION	\$11,416,828.00	\$900,036.63	\$8,204,983.93	71.87
1150	LEP PROGRAM	\$49,940.00	\$10,086.07	\$92,456.03	185.13
1160	POVERTY	\$306,367.00	\$23,634.18	\$214,105.16	69.89
1200	SPED INSTRUCTIONAL PROGRAMS - SCHOOL AGE	\$3,004,014.00	\$284,068.43	\$2,178,743.20	72.53
1300	SUMMER SCHOOL	\$0.00	\$0.00	\$0.00	0.00
1321	DISTRICT MATH	\$0.00	\$0.00	\$0.00	0.00
1440	DIVERSIFIED OCCUPATIONS	\$0.00	\$0.00	\$0.00	0.00
2120	GUIDANCE SERVICES	\$727,532.00	\$58,354.94	\$528,052.00	72.58
2130	HEALTH SERVICES-REGULAR EDUCATION	\$205,025.00	\$17,968.79	\$156,634.63	76.40
2131	HEALTH SERVICES - SCHOOL AGE SPED	\$0.00	\$7,465.29	\$48,407.25	0.00
2141	PSYCHOLOGICAL SERVICES	\$204,353.00	\$15,500.71	\$157,178.28	76.92
2151	SPEECH PATHOLOGY	\$332,643.00	\$25,701.32	\$232,994.98	70.04
2161	OCCUPATIONAL THERAPY	\$7,900.00	\$0.00	\$1,987.72	25.16
2162	OCCUPATIONAL THERAPY AGES 3-5	\$0.00	\$0.00	\$0.00	0.00
2171	PHYSICAL THERAPY RELATED SERVICES	\$0.00	\$591.64	\$8,018.00	0.00
2181	VISUALLY IMPAIRED/VISION SERVICES	\$1,250.00	\$877.50	\$6,825.00	546.00
2190	SCHOOL ACTIVITIES/ATHLETICS	\$522,023.00	\$35,051.23	\$442,693.70	84.80
2212	INSTRUCTION AND CURRICULUM DEVELOPMENT	\$472,709.00	\$44,433.36	\$298,722.93	63.19
2213	INSTRUCTIONAL STAFF TRAINING	\$31,300.00	\$745.04	\$2,065.04	6.60
2220	LIBRARY/MEDIA SERVICES	\$568,057.00	\$44,324.61	\$419,750.22	73.89
2230	TECHNOLOGY	\$606,920.00	\$35,055.22	\$494,306.99	81.45
2310	BOARD OF EDUCATION	\$151,332.00	\$6,416.54	\$118,885.40	78.56
2320	OFFICE OF SUPERINTENDENT	\$625,807.00	\$52,450.57	\$478,810.12	76.51
2330	DISTRICT LEGAL SERVICES	\$90,000.00	\$1,125.00	\$28,722.89	31.91
2410	OFFICE OF THE PRINCIPAL	\$1,421,020.00	\$113,555.89	\$1,020,423.63	71.81
2510	SUPPORT SERVICES/BUSINESS	\$236,610.00	\$1,801.50	\$129,598.29	54.77
2610	OPERATION OF BUILDINGS	\$1,598,278.00	\$105,294.46	\$1,108,302.51	69.34
2620	MAINTENANCE OF BUILDINGS	\$1,701,847.00	\$17,290.84	\$621,451.18	36.52
2630	CARE AND UPKEEP OF GROUNDS	\$324,544.00	\$23,025.91	\$213,507.76	65.79
2710	TRANSPORTATION-REG	\$1,092,727.00	\$104,447.41	\$698,336.14	63.91
2712	TRANSPORTATION-SPED SCHOOL AGE	\$209,159.00	\$7,295.78	\$90,703.63	43.37
3400	GRANTS FROM CORPORATIONS/ OTHER INTERESTS	\$5,500.00	\$711.09	\$4,472.76	81.32
3535	HIGH ABILITY LEARNER	\$113,829.00	\$8,582.49	\$79,258.71	69.63
3540	STATE EARLY CHILDHOOD	\$121,930.00	\$7,833.40	\$87,936.71	72.12
3575	NEBRASKA INNOVATION GRANT	\$0.00	\$0.00	\$0.00	0.00
4400	SPED CONTRACTED SRVS PRESCHOOL	\$0.00	\$0.00	\$0.00	0.00
4401	PRESCHOOL SPED	\$0.00	\$0.00	\$0.00	0.00
4416	CENTER BASED SPEECH-SPED	\$0.00	\$0.00	\$0.00	0.00
4581	EDUCATION JOBS-NON-SPED EDUCATION	\$0.00	\$0.00	\$0.00	0.00
4590	ARRA NON-SPECIAL ED. INSTRUCTIONAL PRGM	\$0.00	\$0.00	\$0.00	0.00
4592	ARRA LEP INSTRUCTIONAL PROGRAM	\$0.00	\$0.00	\$0.00	0.00
4593	ARRA POVERTY PROGRAM	\$0.00	\$0.00	\$0.00	0.00
4610	ARRA IDEA PART B ENROLLMENT/POVERTY	\$0.00	\$0.00	\$0.00	0.00
4630	ARRA IDEA PRESCHOOL ENROLLMENT/POVERTY	\$0.00	\$0.00	\$0.00	0.00
4810	ARRA ESEA TITLE I PART A	\$0.00	\$0.00	\$0.00	0.00
4900	ESEA CHAPTER II SECONDARY	\$0.00	\$0.00	\$0.00	0.00
4950	REFUGEE CHILDREN	\$0.00	\$0.00	\$0.00	0.00
4991	ESEA TITLE II-PART A	\$0.00	\$0.00	\$0.00	0.00
4992	ESEA TITLE IV PART A-DRUG FREE	\$0.00	\$0.00	\$0.00	0.00

Account Number	Current Budget	Expended During Month	Expenditures to Date	% of Budget
4993 ESEA TITLE II PART D	\$0.00	\$0.00	\$0.00	0.00
5000 DEBT SERVICES	\$0.00	\$0.00	\$0.00	0.00
6200 TITLE 1-PART A	\$215,935.00	\$9,643.62	\$91,348.06	42.30
6210 TITLE I ACCOUNTABILITY	\$0.00	\$0.00	\$0.00	0.00
6310 TITLE II-PART A	\$51,758.00	\$0.00	\$40.80	0.08
6404 IDEA PART B BASE ALLOCATION	\$0.00	\$0.00	\$0.00	0.00
6406 IDEA PRESCHOOL 619 BASE	\$6,161.00	\$0.00	\$6,161.00	100.00
6408 IDEA PART B BIRTH-21	\$459,652.00	\$33,877.68	\$342,834.19	74.59
6410 6410	\$0.00	\$0.00	\$36.40	0.00
6412 IDEA PART B PROPORTIONATE SHARE	\$20,172.00	\$10,742.96	\$52,112.06	258.34
6421 IDEA ARP PART B 611	\$80,356.00	\$0.00	\$532.00	0.66
6422 IDEA ARP PART B 619	\$6,739.00	\$0.00	\$0.00	0.00
6423 IDEA ARP NONPUBLIC	\$4,223.00	\$0.00	\$258.95	6.13
6996 CARES-ACT-ESSER FUND	\$0.00	\$0.00	\$0.00	0.00
6997 ESSER II	\$171,217.00	\$7,195.00	\$65,660.61	38.35
6998 ESSER III	\$917,405.00	\$0.00	\$203,629.44	22.20
8000 TRANSFERS	\$42,300.00	\$150.00	\$35,468.94	83.85
01 GENERAL FUND	\$28,125,362.00	\$2,015,335.10	\$18,966,417.24	67.44

*69.32*

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
Checking	1			
<b>Checking</b>	<b>1</b>	<b>Fund: 01</b>	<b>GENERAL FUND</b>	
68656 ACT				(151.00)
01 2212 640 0 000	140599	PREACT REPORTING PKG - BUNDLE DISCOUNT		(151.00)
68656 ACT				2,340.00
01 2212 640 0 000	32375426	PREACT SCORING FEE		2,340.00
			<b>Vendor Total:</b>	<b>2,189.00</b>
68657 ADAM BAUMAN				236.73
01 2230 734 0 000	EBAY 051722	Epson PowerLite 955WH / H683A WXGA 3LCD		100.00
01 2230 734 0 000	EBAY 051722	shipping		20.93
01 2230 734 0 000	EBAY 051722	EPSON POWERLITE 955WH H683A 3 LCD PROJEC		99.00
01 2230 734 0 000	EBAY 051722	shipping		16.80
			<b>Vendor Total:</b>	<b>236.73</b>
68658 AIRGAS				153.45
01 1100 442 2 001	9987830300	CYLINDER RENTAL		153.45
1170				
			<b>Vendor Total:</b>	<b>153.45</b>
68659 AKRS EQUIPMENT SOLUTIONS INC				223.56
01 2630 610 1 003	3116069	MOWER BLADES		44.71
01 2630 610 1 004	3116069	MOWER BLADES		44.71
01 2630 610 1 006	3116069	MOWER BLADES		44.71
01 2630 610 2 001	3116069	MOWER BLADES		44.71
01 2630 610 2 002	3116069	MOWER BLADES		44.72
68659 AKRS EQUIPMENT SOLUTIONS INC				60.28
01 2630 610 1 003	3150263	WHEEL, AXLE		12.06
01 2630 610 1 004	3150263	WHEEL, AXLE		12.06
01 2630 610 1 006	3150263	WHEEL, AXLE		12.06
01 2630 610 2 001	3150263	WHEEL, AXLE		12.05
01 2630 610 2 002	3150263	WHEEL, AXLE		12.05
68659 AKRS EQUIPMENT SOLUTIONS INC				4,199.95
01 2630 739 0 000	8529830	RATE CONTROL SPRAYER		4,199.95
			<b>Vendor Total:</b>	<b>4,483.79</b>
68660 AKSARBEN SAW & TOOL, INC				140.36
01 1100 340 2 001	19244	Blade Sharpening		140.36
1170				
			<b>Vendor Total:</b>	<b>140.36</b>
68661 AMANDA KUEHN				545.04
01 6408 333 0 000	8/16/21- 5/11/22	MILEAGE 8/16/21-5/11/22		545.04
			<b>Vendor Total:</b>	<b>545.04</b>
68662 AMAZON CAPITAL SERVICES				208.00
01 1100 610 1 004	11LF-J1LP- FWL7	Equipped for Reading Success-by David Ki		208.00
1111				
68662 AMAZON CAPITAL SERVICES				176.85
01 1100 733 2 002	13VQ-4H9W- DRJH	STAPLES 923523 Osgood Bonded Leather Hig		176.85
1111				
68662 AMAZON CAPITAL SERVICES				514.59
01 1100 610 1 004	14CR-DD3V- KKCV	As per attached cart		514.59
1100				
68662 AMAZON CAPITAL SERVICES				395.81

Check #	Vendor Name	Amount	
Account Number	Invoice	Description	Amount
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Lifeskills workbook for adults with Auti	15.95
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Liquid Chalk markers 30 colors	23.99
01 1200 610 2 001 1225	14YG-YWMF- WlJK	KitchPowerr Peeler set of 3	23.98
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Basics office tape	25.59
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Thermal laminating pouches	16.02
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Surge protector power strip	28.99
01 1200 610 2 001 1225	14YG-YWMF- WlJK	AA Batteries 48 pack	14.99
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Basics 12 piece color knife set	15.92
01 1200 610 2 001 1225	14YG-YWMF- WlJK	AAA Batteries 36 pack	10.72
01 1200 610 2 001 1225	14YG-YWMF- WlJK	11 piece level set	6.99
01 1200 610 2 001 1225	14YG-YWMF- WlJK	BIC White Out tape	6.94
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Stikki works reusable clips	11.98
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Lifeskills workbook for Teens	15.95
01 1200 610 2 001 1225	14YG-YWMF- WlJK	AWKWARD-Do's and Don'ts of being a youn	10.63
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Grounded for life game	19.82
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Avery address labels	7.51
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Avery shipping labels	4.44
01 1200 610 2 001 1225	14YG-YWMF- WlJK	LICHAMP - tape measure 8 pack	19.49
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Astrobrights colored card stock	17.49
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Life skills activities	23.50
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Blank Playing Cards	7.95
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Grow Lights	20.99
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Yazemkel LH scissors 3 Pk	14.99
01 1200 610 2 001 1225	14YG-YWMF- WlJK	Clear cups	30.99
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>93.54</b>
01 1200 610 2 001 1225	16K7-CR3W- YDRP	Teen Practical Life Skills Workbook	43.56
01 1200 610 2 001 1225	16K7-CR3W- YDRP	Farberware kitchen skillet set	49.98
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>44.00</b>
01 2161 610 2 002	1977-VY7T- LY4C	PRETTYWELL Sleep Bras, Seamless Wireless	44.00
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>(36.89)</b>
01 2161 610 2 002	1CCR-NLTJ- 7P97	PRETTYWELL Sleep Bras, Seamless Wireless	(36.89)
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>251.87</b>
01 2710 610 0 000	1CKR-RTDP-	CHARGING STATION	251.87

Check #	Vendor Name	Amount		Amount
Account	Number	Invoice	Description	Amount
		LCKY		
68662	AMAZON CAPITAL SERVICES			296.54
01 2120 610 2 002	1F67-QQ4L-WV9F	See Cart		293.17
01 2120 610 2 002	1F67-QQ4L-WV9F	Shipping		3.37
68662	AMAZON CAPITAL SERVICES			(219.98)
01 2710 610 0 000	1G93-K76X-CPNF	RETURNED DASH CAMS		(219.98)
68662	AMAZON CAPITAL SERVICES			78.67
01 2620 610 1 004	1GGQ-N674-WHTK	FURNITURE MOVER DOLLY		78.67
68662	AMAZON CAPITAL SERVICES			116.60
01 6998 610 0 000	1GTH-YDHK-DLRF	Oxford Filler Paper, 8 x 10-1/2 Inch Wid		11.73
01 6998 610 0 000	1GTH-YDHK-DLRF	TICONDEROGA Pencils, Wood-Cased, Pre-Sha		19.26
01 6998 610 0 000	1GTH-YDHK-DLRF	S/H		5.99
01 6998 610 0 000	1GTH-YDHK-DLRF	EXPO Dry Erase Markers Chisel Tip Vibran		66.20
01 6998 610 0 000	1GTH-YDHK-DLRF	Post-it Super Sticky Notes, Assorted Bri		13.42
68662	AMAZON CAPITAL SERVICES			(119.36)
01 1200 610 2 001 1225	1HJ3-DL4X-6GMM	Lifeskills workbook for adults with Auti		(15.95)
01 1200 610 2 001 1225	1HJ3-DL4X-6GMM	Liquid Chalk markers 30 colors		(23.99)
01 1200 610 2 001 1225	1HJ3-DL4X-6GMM	Surge protector power strip		(28.99)
01 1200 610 2 001 1225	1HJ3-DL4X-6GMM	Yazemkel LH scissors 3 Pk		(14.99)
01 1200 610 2 001 1225	1HJ3-DL4X-6GMM	Lifeskills workbook for Teens		(15.95)
01 1200 610 2 001 1225	1HJ3-DL4X-6GMM	LICHAMP - tape measure 8 pack		(19.49)
68662	AMAZON CAPITAL SERVICES			307.25
01 1200 610 2 002 1221	1HXD-QV4D-DM3H	See Cart		297.27
01 1200 610 2 002 1221	1HXD-QV4D-DM3H	S/H		9.98
68662	AMAZON CAPITAL SERVICES			25.67
01 2620 610 0 000	1LG6-R79D-3Y4Y	LED FLASHLIGHTS		25.67
68662	AMAZON CAPITAL SERVICES			183.74
01 2710 610 0 000	1LW3-R9GH-YPCM	SUPPLIES		183.74
68662	AMAZON CAPITAL SERVICES			622.52
01 2410 734 1 003	1MGT-W1NC-XGM4	HUANUO Single Monitor Mount, Articulating		63.98
01 2410 734 1 003	1MGT-W1NC-XGM4	Dell 24 Monitor - P2422H - Full HD 1080p		558.54
68662	AMAZON CAPITAL SERVICES			481.14
01 1100 733 2 002 1111	1MLN-J7N4-69V3	STAPLES 923523 Osgood Bonded Leather Hig		481.14
68662	AMAZON CAPITAL SERVICES			32.04
01 1200 610 2 001 1225	1MXL-1X16-9964	Thermal laminating pouches		32.04

Check #	Vendor Name	Amount	
Account Number	Invoice	Description	Amount
68662	AMAZON CAPITAL SERVICES	151.87	
01 1200 610 2 002 1221	1P16-PTDF-XWDT	22 Pieces Growth Mindset Posters Bulletin	9.99
01 1200 610 2 002 1221	1P16-PTDF-XWDT	Sproutbrite Growth Mindset Classroom Dec	12.95
01 1200 610 2 002 1221	1P16-PTDF-XWDT	shipping	5.96
01 1200 610 2 002 1221	1P16-PTDF-XWDT	Adjustable Laptop Stand For Desk, Ergono	25.49
01 1200 610 2 002 1221	1P16-PTDF-XWDT	Maus I: A Survivor's Tale: My Father Ble	14.38
01 1200 610 2 002 1221	1P16-PTDF-XWDT	Sproutbrite Growth Mindset Classroom Dec	12.95
01 1200 610 2 002 1221	1P16-PTDF-XWDT	6 Pack Creative Gradient Color Memo Pads	10.99
01 1200 610 2 002 1221	1P16-PTDF-XWDT	Maus II: A Survivor's Tale: And Here My	14.49
01 1200 610 2 002 1221	1P16-PTDF-XWDT	Roylco R49621 Roylco Laminated Speech Bu	12.69
01 1200 610 2 002 1221	1P16-PTDF-XWDT	Classroom Cell Phone Storage Cubby and C	19.99
01 1200 610 2 002 1221	1P16-PTDF-XWDT	Animal Farm: The Graphic Novel	11.99
68662	AMAZON CAPITAL SERVICES	85.91	
01 2410 610 1 004	1PC4-FT1L-93M4	Corksistol Bulletin Bar Strip, Cork Board	85.91
68662	AMAZON CAPITAL SERVICES	854.66	
01 1100 610 2 002 1111	1PC4-FT1L-9L9G	DuraSteel Stanchion Sign Holder - Portra	68.04
01 1100 610 2 002 1111	1PC4-FT1L-9L9G	10 PCS Heavy Duty Steel Black Stanchion	517.11
01 1100 610 2 002 1111	1PC4-FT1L-9L9G	8ft Flag Pole (Ball Top) & Gold Base Bun	165.52
01 1100 610 2 002 1111	1PC4-FT1L-9L9G	S/H	103.99
68662	AMAZON CAPITAL SERVICES	38.58	
01 2620 610 0 000	1PJ3-KF3V-FV4H	GLOVES	38.58
68662	AMAZON CAPITAL SERVICES	471.61	
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	Expo Dry Erase Neon Markers   Bullet Tip	8.90
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	Katbite 200Pcs 12x16 In Unbleached Parch	15.67
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	Neenah Cardstock, 8.5\" x 11\", 90 lb/16	12.49
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	(Pack of 10) 39\" Wood Double-Sided Mete	30.00
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	Quickie Microfiber Cleaning Cloth 14 X 1	10.09
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	Expo Dry Erase Marker Board Cleaner - Cl	30.46
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	Berry Ave Broom Holder and Garden Tool O	14.97
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	8-pack Washable Dot Markers / Bingo Daub	14.88
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	The Board Dudes CYJ58 Medium Point Dry E	9.40
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	EXPO Whiteboard/Dry Erase Board Liquid C	10.48
01 1200 610 2 001 1225	1QKR-MNNN-J1G4	Fellowes Thermal Laminating Pouches, Let	19.99

Check #	Vendor Name	Amount	
Account Number	Invoice	Description	Amount
01 1200 610 2 001 1225	1QKR-MNNN- J1G4	Astrobrights Mega Collection, Colored Ca	17.49
01 1200 733 2 001 1225	1QKR-MNNN- J1G4	DexBoard Magnetic Black Glass Board with	270.80
01 1200 610 2 001 1225	1QKR-MNNN- J1G4	S/H	5.99
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>6.03</b>
01 1200 610 2 002 1221	1QV4-7WHR- G34R	Uni Mechanical Pencil Eraser Refill S (S)	6.00
01 1200 610 2 002 1221	1QV4-7WHR- G34R	shipping	0.03
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>221.30</b>
01 1100 610 2 002 1111	1R36-Y3GL- V6LT	See Cart	221.30
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>546.40</b>
01 2120 610 2 002	1T1C-6J3R- XGPT	Crayola Erasable Colored Pencils, Kids A	29.85
01 2120 610 2 002	1T1C-6J3R- XGPT	Good Vibes Coloring Book (Coloring is Fu	8.08
01 2120 610 2 002	1T1C-6J3R- XGPT	Gaiam Yoga Mat - Folding Travel Fitness	40.77
01 2120 610 2 002	1T1C-6J3R- XGPT	Scotch Magic Tape, 6 Rolls, Numerous App	13.99
01 2120 610 2 002	1T1C-6J3R- XGPT	Shipping fee	3.99
01 2120 610 2 002	1T1C-6J3R- XGPT	Sand Timer 6 Colors Hourglass	16.99
01 2120 610 2 002	1T1C-6J3R- XGPT	Amazon Basics Plastic Clipboards with Me	37.04
01 2120 610 2 002	1T1C-6J3R- XGPT	Gifts Of Joy Secondary Calm Down Corner	117.98
01 2120 610 2 002	1T1C-6J3R- XGPT	Mindfulness Workbook for Kids: 60+ Activ	20.99
01 2120 610 2 002	1T1C-6J3R- XGPT	Hacking School Discipline: 9 Ways to Cre	14.81
01 2120 610 2 002	1T1C-6J3R- XGPT	GIFTEXPRESS Pack of 12 Letter Size Sketc	27.99
01 2120 610 2 002	1T1C-6J3R- XGPT	Citylife 6 Packs 5.3 QT Storage Bins wit	33.99
01 2120 610 2 002	1T1C-6J3R- XGPT	A Little SPOT of Anxiety: A Story About	17.99
01 2120 610 2 002	1T1C-6J3R- XGPT	Bestier Computer Desk 47 Inch with Stora	129.98
01 2120 610 2 002	1T1C-6J3R- XGPT	Command GP067-16NA Small Wire, 16-Hooks,	31.96
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>75.35</b>
01 1200 610 2 002 1221	1T4X-GYM7- RVWW	The 3 Minute Gratitude Journal for Kids	6.99
01 1200 610 2 002 1221	1T4X-GYM7- RVWW	Shipping	5.99
01 1200 610 2 002 1221	1T4X-GYM7- RVWW	BIC Wite-Out Brand EZ Correct Correction	7.99
01 1200 610 2 002 1221	1T4X-GYM7- RVWW	Click image to open expanded view 52 Min	12.89
01 1200 610 2 002 1221	1T4X-GYM7- RVWW	Texas Instruments TI-30XIIS Scientific C	41.49
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>560.24</b>
01 2320 640 0 000	1TMV-4F6G- CJNT	QUALITIES OF EFFECTIVE PRINCIPALS BOOKS	560.24
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>66.57</b>

Check #	Vendor Name	Amount	
Account Number	Invoice	Description	Amount
01 1200 610 2 001 1222	1TTK-J4JY- 6LHM	Hand2Mind laminated hundred boards set o	9.58
01 1200 610 2 001 1222	1TTK-J4JY- 6LHM	DK Games: Silly sentences	12.99
01 1200 610 2 001 1222	1TTK-J4JY- 6LHM	Torlam Giant magnetic ten-frame set-Math	19.99
01 1200 610 2 001 1222	1TTK-J4JY- 6LHM	EXPO Low odor dry erase markers Pk of 12	9.73
01 1200 610 2 001 1222	1TTK-J4JY- 6LHM	Carson Dellosa student number line set 0	8.29
01 1200 610 2 001 1222	1TTK-J4JY- 6LHM	S/H	5.99
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>147.45</b>
01 1100 610 2 001 1110	1V9D-VN9L- VWMG	Sticky Notes	8.99
01 1100 610 2 001 1110	1V9D-VN9L- VWMG	Note Cards	6.29
01 1100 610 2 001 1110	1V9D-VN9L- VWMG	Pens	6.74
01 1100 610 2 001 1110	1V9D-VN9L- VWMG	Binder Clips	7.94
01 1100 610 2 001 1110	1V9D-VN9L- VWMG	Sticky Notes	7.94
01 1100 610 2 001 1110	1V9D-VN9L- VWMG	Large Post It Pads	74.98
01 1100 610 2 001 1110	1V9D-VN9L- VWMG	24 Count Bic Mechanical pencils	5.59
01 1100 610 2 001 1110	1V9D-VN9L- VWMG	Whiteboard cleaner 2 pk	18.99
01 1100 610 2 001 1110	1V9D-VN9L- VWMG	Bic White-Out	9.99
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>242.74</b>
01 2120 610 2 002	1VC7-9RQN- DPFF	See Cart	227.18
01 2120 610 2 002	1VC7-9RQN- DPFF	Shipping	15.56
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>52.86</b>
01 2161 610 2 002	1W3X-WLJ3- DL3N	Hanes Women's Invisible Embrace ComfortF	9.98
01 2161 610 2 002	1W3X-WLJ3- DL3N	PRETTYWELL Sleep Bras, Seamless Wireless	36.89
01 2161 610 2 002	1W3X-WLJ3- DL3N	s/h	5.99
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>52.81</b>
01 1100 610 2 001 1124	1W74-YRJ1- KWWG	La Familia de Federico Rico	5.94
01 1100 610 2 001 1124	1W74-YRJ1- KWWG	Shipping	13.96
01 1100 610 2 001 1124	1W74-YRJ1- KWWG	Papacito	4.41
01 1100 610 2 001 1124	1W74-YRJ1- KWWG	Itipuru y el monstruo del oceano	16.00
01 1100 610 2 001 1124	1W74-YRJ1- KWWG	Feliz Cumpleanos	8.00
01 1100 610 2 001 1124	1W74-YRJ1- KWWG	Papacito	4.50
	<b>68662 AMAZON CAPITAL SERVICES</b>		<b>55.36</b>
01 1100 610 2 001 1140	1WJR-NH	Pencils Pre-sharpened No. 2 144/box 12 B	13.79
01 1100 610 2 001 1140	1WJR-NH	2022-2023 Desk Calendar - Large Desk Cal	18.98

Check #	Vendor Name	Amount	
Account Number	Invoice	Description	Amount
01 1100 610 2 001 1140	1WJR-NH	order discount	(3.12)
01 1100 610 2 001 1140	1WJR-NH	EXPO : Dry Erase Precision Point Eraser	11.72
01 1100 610 2 001 1140	1WJR-NH	Pilot G2 Premium Retractable Gel-Ink Rol	13.99
	<b>68662 AMAZON CAPITAL SERVICES</b>		13.49
01 1200 610 2 001 1225	1WLJ-4VGT-1JLH	Vellum Bristol Cardstock	13.49
	<b>68662 AMAZON CAPITAL SERVICES</b>		784.75
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	4pk 3 ring binders	31.00
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	Unsolved case files game	53.94
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	The Latte Factor - book	9.99
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	5 Surprise Toys Mystery capsule	16.98
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	2022-2023 Desk Calendar	8.95
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	Post it notes 24 pads	21.68
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	5 surprise mini brands series 2	28.30
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	Magnetic dry erase board eraser	5.25
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	EXPO-Dry erase markers	7.59
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	Plastic multi pocket folder	10.99
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	BIC white out tape	10.67
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	Classroom pocket chart	14.99
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	MIEDEON solar scientific calculator	9.99
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	EXPO-Dry erase asst. colors	14.64
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	Teacher weekly/monthly lesson planner	19.99
01 1100 610 2 001 1176	1WTQ-PMW6-FDMR	Common Sense Economics books	519.80
	<b>68662 AMAZON CAPITAL SERVICES</b>		(6.99)
01 2120 610 2 002	1Y66-MLGV-1P1P	See Cart	(6.99)
	<b>68663 AMAZON CAPITAL SERVICES</b>		84.88
01 1200 610 1 006 1221	1Y9Y-RHRR-MVCW	My Mouth is a Volcano Activity and Idea	7.99
01 1200 610 1 006 1221	1Y9Y-RHRR-MVCW	Zach Makes Mistakes (Zach Rules Series)	12.99
01 1200 610 1 006 1221	1Y9Y-RHRR-MVCW	What Does It Mean to Be Kind?	11.99
01 1200 610 1 006 1221	1Y9Y-RHRR-MVCW	Personal Space Camp	9.39
01 1200 610 1 006 1221	1Y9Y-RHRR-MVCW	I Can't Believe You Said That (BEST ME I	10.95
01 1200 610 1 006 1221	1Y9Y-RHRR-MVCW	My Mouth Is A Volcano	9.99
01 1200 610 1 006 1221	1Y9Y-RHRR-MVCW	Person Space Camp Activity and Idea Book	8.59

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 1200 610 1 006 1221	1Y9Y-RHRR- MVCW	Zach Gets Frustrated (Zach Rules Series)		12.99
	68663 <b>AMAZON CAPITAL SERVICES</b>		26.49	
01 1100 610 2 001 1140	1YQL-F7Y1- QXCG	EXPO Low-Odor Dry Erase Markers, Chisel		26.49
	68664 <b>AMERICAN EXPRESS</b>		549.99	
				<b>Vendor Total: 7,984.96</b>
01 2230 734 0 000	BEST BUY 051822	HP - LaserJet Pro MFP M428fdw Black-and-		549.99
	68664 <b>AMERICAN EXPRESS</b>		267.49	
01 1100 733 2 002 1111	FLEXISPOT 042622	Flexispot classic riser-standing-desk-co		267.49
	68664 <b>AMERICAN EXPRESS</b>		92.98	
01 2710 610 0 000	GOODCENTS 050222	TRAINING MEAL		92.98
	68664 <b>AMERICAN EXPRESS</b>		324.00	
01 2230 580 0 000	HILTON 042322	NETA CONF HOTEL - BAUMAN		324.00
	68664 <b>AMERICAN EXPRESS</b>		84.78	
01 2320 580 0 000	JIMMYJOHNS 050422	MEETING MEAL		84.78
	68664 <b>AMERICAN EXPRESS</b>		35.92	
01 2710 610 0 000	SAMS 050222	MEETING MEAL		35.92
	68664 <b>AMERICAN EXPRESS</b>		241.64	
01 2620 610 2 001	SHERWIN 051622	PAINT FOR HS SHED		241.64
	68664 <b>AMERICAN EXPRESS</b>		367.55	
01 1200 610 2 001 1225	WEBSTAIRANT 051622	ChoiceHD 32 oz. Microwavable Translucent		53.49
01 1200 610 2 001 1225	WEBSTAIRANT 051622	10" x 10" x 2 1/2" Kraft Auto-Popup Wind		99.99
01 1200 610 2 001 1225	WEBSTAIRANT 051622	Genpak 16 oz. Clear Hinged Deli Containe		47.99
01 1200 610 2 001 1225	WEBSTAIRANT 051622	EcoChoice 16 oz. Kraft Paper Food Cup wi		60.99
01 1200 610 2 001 1225	WEBSTAIRANT 051622	Torani 750 mL Lavender Flavoring Syrup		11.98
01 1200 610 2 001 1225	WEBSTAIRANT 051622	EcoChoice 9, 12, 16, 20 & 24 oz. PLA Com		13.56
01 1200 610 2 001 1225	WEBSTAIRANT 051622	s/h		79.55
				<b>Vendor Total: 1,964.35</b>
	68665 <b>AMI HEFFELFINGER-MARX</b>		3,120.00	
01 1200 320 0 000 1215	SVS 4/26/22- 5/20/22	SVS 4/26/22-5/20/22		3,120.00
				<b>Vendor Total: 3,120.00</b>
	68666 <b>AMPLIFIED IT, LLC</b>		990.00	
01 2230 735 0 000	42030	AIT-GCP-1002 Chrome Gopher Premium - Dom		1,100.00
01 2230 735 0 000	42030	AIT-GCP-9102-00 Chrome Gopher Premium -		(110.00)
				<b>Vendor Total: 990.00</b>
	68667 <b>AMY BEEDER</b>		27.55	
01 3540 333 1 003	5/11/22- 5/12/22	MILEAGE 5/11/22-5/12/22		27.55
				<b>Vendor Total: 27.55</b>
	68668 <b>ANTHONY BAYER</b>		5.17	

Check #	Vendor Name	Amount		Amount	
Account Number	Invoice	Description		Amount	
01 2710 610 0 000	REIMB 060722	POSTAGE FOR RETURN		5.17	
					<b>Vendor Total: 5.17</b>
	<b>68669 APTEGY INC</b>		10,805.00		
01 2230 735 0 000	INV-07750	Thrillshare		10,805.00	
					<b>Vendor Total: 10,805.00</b>
	<b>68670 AT&amp;S</b>		125.00		
01 2620 431 1 004	176234	STORAGE CONTAINER		125.00	
	<b>68670 AT&amp;S</b>		145.00		
01 2620 431 1 004	178903	STORAGE CONTAINER		145.00	
					<b>Vendor Total: 270.00</b>
	<b>68671 AUGSTUMS PRINTING</b>		170.00		
01 1100 610 2 002	0422-122	WMS pre-addressed envelopes		170.00	
1111		(1000 ct)			
	<b>68671 AUGSTUMS PRINTING</b>		826.53		
01 1100 610 2 001	0522-116	GRADUATION PROGRAMS		826.53	
1111					
					<b>Vendor Total: 996.53</b>
	<b>68672 AUTO GLASS NATION, INC</b>		810.00		
01 2710 610 0 000	1-31206	WINDSHIELD BUS 4		810.00	
	<b>68672 AUTO GLASS NATION, INC</b>		230.36		
01 2712 610 0 000	1-31221	WINDSHIELD SUB 4		230.36	
					<b>Vendor Total: 1,040.36</b>
	<b>68673 AWARDS UNLIMITED</b>		41.25		
01 2310 890 0 000	61978	SCHL BOARD SVS PLAQUE -		41.25	
		KAPPLER			
					<b>Vendor Total: 41.25</b>
	<b>68674 BECKY SCHROEDER</b>		194.57		
01 6408 333 0 000	1/7/22-	B-2 MILEAGE 1/7/22-5/19/22		194.57	
	5/19/22				
					<b>Vendor Total: 194.57</b>
	<b>68652 BLUE CROSS BLUE SHIELD</b>		276,915.58		
01 1100 281 1 003	JUN 22-0001	HEALTH BENEFITS		2,512.88	
1100					
01 1100 281 1 004	JUN 22-0001	HEALTH BENEFITS		6,975.31	
1100					
01 1100 281 1 003	JUN 22-0001	HEALTH BENEFITS		4,977.40	
1101					
01 1100 281 1 004	JUN 22-0001	HEALTH BENEFITS		9,295.94	
1101					
01 1100 281 1 003	JUN 22-0001	HEALTH BENEFITS		1,918.22	
1102					
01 1100 281 1 004	JUN 22-0001	HEALTH BENEFITS		7,726.63	
1102					
01 3540 281 1 003	JUN 22-0001	HEALTH BENEFITS		1,918.22	
01 3535 281 0 000	JUN 22-0001	HEALTH BENEFITS		699.34	
01 6200 281 1 003	JUN 22-0001	HEALTH BENEFITS		1,918.22	
01 6200 281 1 006	JUN 22-0001	HEALTH BENEFITS		1,623.06	
01 6408 281 1 000	JUN 22-0001	HEALTH BENEFITS		2,940.75	
01 6408 281 2 000	JUN 22-0001	HEALTH BENEFITS		2,760.63	
01 2620 280 1 006	JUN 22-0001	HEALTH BENEFITS		734.59	
01 2620 280 2 001	JUN 22-0001	HEALTH BENEFITS		0.00	
01 2620 280 2 002	JUN 22-0001	HEALTH BENEFITS		0.00	
01 2710 280 0 000	JUN 22-0001	HEALTH BENEFITS		734.59	
01 2710 286 0 000	JUN 22-0001	HEALTH BENEFITS		646.88	
01 2712 286 0 000	JUN 22-0001	HEALTH BENEFITS		646.87	

Check #	Vendor Name			Amount
Account	Number	Invoice	Description	Amount
01 2610 280 1 004		JUN 22-0001	HEALTH BENEFITS	734.59
01 2610 280 1 006		JUN 22-0001	HEALTH BENEFITS	1,469.18
01 2610 280 2 001		JUN 22-0001	HEALTH BENEFITS	3,672.95
01 2610 280 2 002		JUN 22-0001	HEALTH BENEFITS	2,203.77
01 2630 280 0 000		JUN 22-0001	HEALTH BENEFITS	2,203.77
01 2620 280 1 004		JUN 22-0001	HEALTH BENEFITS	734.59
01 2410 280 1 006		JUN 22-0001	HEALTH BENEFITS	734.59
01 2410 281 2 001		JUN 22-0001	HEALTH BENEFITS	2,696.38
01 2410 280 2 001		JUN 22-0001	HEALTH BENEFITS	1,469.18
01 2410 281 2 002		JUN 22-0001	HEALTH BENEFITS	1,971.97
01 2410 280 2 002		JUN 22-0001	HEALTH BENEFITS	1,358.99
01 2610 280 1 003		JUN 22-0001	HEALTH BENEFITS	1,469.18
01 2320 280 0 000		JUN 22-0001	HEALTH BENEFITS	2,203.77
01 2410 281 1 003		JUN 22-0001	HEALTH BENEFITS	1,971.97
01 2410 280 1 003		JUN 22-0001	HEALTH BENEFITS	734.59
01 2410 281 1 004		JUN 22-0001	HEALTH BENEFITS	1,468.58
01 2410 280 1 004		JUN 22-0001	HEALTH BENEFITS	734.59
01 2410 281 1 006		JUN 22-0001	HEALTH BENEFITS	1,971.97
01 2220 281 2 001		JUN 22-0001	HEALTH BENEFITS	1,623.06
01 2220 281 2 002		JUN 22-0001	HEALTH BENEFITS	1,623.06
01 2230 281 0 000		JUN 22-0001	HEALTH BENEFITS	1,971.97
01 2230 286 0 000		JUN 22-0001	HEALTH BENEFITS	2,093.58
01 2320 285 0 000		JUN 22-0001	HEALTH BENEFITS	1,971.97
01 2320 286 0 000		JUN 22-0001	HEALTH BENEFITS	1,971.97
01 2151 281 1 006		JUN 22-0001	HEALTH BENEFITS	699.34
01 2190 280 2 001		JUN 22-0001	HEALTH BENEFITS	624.40
01 2212 281 0 000		JUN 22-0001	HEALTH BENEFITS	1,293.75
01 2220 281 1 003		JUN 22-0001	HEALTH BENEFITS	1,918.22
01 2220 281 1 004		JUN 22-0001	HEALTH BENEFITS	1,918.22
01 2220 281 1 006		JUN 22-0001	HEALTH BENEFITS	1,623.06
01 2141 281 1 004		JUN 22-0001	HEALTH BENEFITS	499.32
01 2141 281 1 006		JUN 22-0001	HEALTH BENEFITS	484.63
01 2141 281 2 001		JUN 22-0001	HEALTH BENEFITS	718.06
01 2141 281 2 002		JUN 22-0001	HEALTH BENEFITS	484.63
01 2151 281 1 003		JUN 22-0001	HEALTH BENEFITS	1,436.12
01 2151 281 1 004		JUN 22-0001	HEALTH BENEFITS	1,918.22
01 2120 281 2 002		JUN 22-0001	HEALTH BENEFITS	3,595.03
01 2130 282 1 003		JUN 22-0001	HEALTH BENEFITS	29.54
01 2130 282 1 004		JUN 22-0001	HEALTH BENEFITS	734.59
01 2130 282 1 006		JUN 22-0001	HEALTH BENEFITS	734.59
01 2130 282 2 002		JUN 22-0001	HEALTH BENEFITS	734.59
01 2141 281 1 003		JUN 22-0001	HEALTH BENEFITS	718.06
01 1200 281 2 001		JUN 22-0001	HEALTH BENEFITS	594.66
1222				
01 1200 281 2 001		JUN 22-0001	HEALTH BENEFITS	1,216.31
1225				
01 2120 281 1 003		JUN 22-0001	HEALTH BENEFITS	718.06
01 2120 281 1 004		JUN 22-0001	HEALTH BENEFITS	699.34
01 2120 281 2 001		JUN 22-0001	HEALTH BENEFITS	3,595.03
01 2120 280 2 001		JUN 22-0001	HEALTH BENEFITS	734.59
01 1200 281 1 003		JUN 22-0001	HEALTH BENEFITS	5,105.12
1221				
01 1200 281 1 004		JUN 22-0001	HEALTH BENEFITS	2,322.40
1221				
01 1200 281 1 006		JUN 22-0001	HEALTH BENEFITS	4,535.78
1221				

<u>Check #</u>	<u>Vendor Name</u>			<u>Amount</u>
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 1200 281 2 001 1221		JUN 22-0001	HEALTH BENEFITS	3,265.36
01 1200 281 2 002 1221		JUN 22-0001	HEALTH BENEFITS	6,158.84
01 1200 281 1 004 1222		JUN 22-0001	HEALTH BENEFITS	1,918.22
01 1100 281 2 002 1193		JUN 22-0001	HEALTH BENEFITS	1,285.21
01 1100 281 1 003 1194		JUN 22-0001	HEALTH BENEFITS	34.97
01 1100 281 1 006 1194		JUN 22-0001	HEALTH BENEFITS	397.82
01 1100 281 2 001 1194		JUN 22-0001	HEALTH BENEFITS	1,266.03
01 1100 281 2 002 1194		JUN 22-0001	HEALTH BENEFITS	918.74
01 1200 281 0 000 1214		JUN 22-0001	HEALTH BENEFITS	1,676.81
01 1100 281 2 001 1190		JUN 22-0001	HEALTH BENEFITS	493.57
01 1100 281 2 002 1190		JUN 22-0001	HEALTH BENEFITS	1,918.22
01 1100 281 1 003 1193		JUN 22-0001	HEALTH BENEFITS	1,436.12
01 1100 281 1 004 1193		JUN 22-0001	HEALTH BENEFITS	608.16
01 1100 281 1 006 1193		JUN 22-0001	HEALTH BENEFITS	608.15
01 1100 281 2 001 1193		JUN 22-0001	HEALTH BENEFITS	633.01
01 1100 281 2 001 1174		JUN 22-0001	HEALTH BENEFITS	1,436.12
01 1100 281 2 002 1174		JUN 22-0001	HEALTH BENEFITS	884.91
01 1100 281 2 001 1176		JUN 22-0001	HEALTH BENEFITS	3,241.79
01 1100 281 2 002 1176		JUN 22-0001	HEALTH BENEFITS	1,918.22
01 1100 281 1 004 1190		JUN 22-0001	HEALTH BENEFITS	959.11
01 1100 281 1 006 1190		JUN 22-0001	HEALTH BENEFITS	959.11
01 1100 281 2 001 1169		JUN 22-0001	HEALTH BENEFITS	1,266.03
01 1100 281 2 002 1169		JUN 22-0001	HEALTH BENEFITS	1,167.77
01 1100 281 2 001 1170		JUN 22-0001	HEALTH BENEFITS	3,595.03
01 1100 281 2 002 1170		JUN 22-0001	HEALTH BENEFITS	1,918.22
01 1100 281 2 001 1172		JUN 22-0001	HEALTH BENEFITS	1,087.45
01 1100 281 2 002 1172		JUN 22-0001	HEALTH BENEFITS	178.54
01 1160 281 1 004		JUN 22-0001	HEALTH BENEFITS	537.52
01 1100 281 1 003 1168		JUN 22-0001	HEALTH BENEFITS	1,623.06
01 1100 281 1 004 1168		JUN 22-0001	HEALTH BENEFITS	811.53
01 1100 281 1 006 1168		JUN 22-0001	HEALTH BENEFITS	811.53
01 1100 281 2 001		JUN 22-0001	HEALTH BENEFITS	3,215.18

<u>Check #</u>	<u>Vendor Name</u>		<u>Amount</u>		<u>Amount</u>
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>			
1168					
01 1100 281 2 002	JUN 22-0001	HEALTH BENEFITS			2,620.60
1168					
01 1100 281 2 001	JUN 22-0001	HEALTH BENEFITS			5,331.46
1130					
01 1100 281 2 001	JUN 22-0001	HEALTH BENEFITS			8,499.44
1140					
01 1150 281 1 004	JUN 22-0001	HEALTH BENEFITS			537.52
01 1100 281 2 001	JUN 22-0001	HEALTH BENEFITS			6,932.42
1153					
01 1100 281 2 001	JUN 22-0001	HEALTH BENEFITS			594.66
1155					
01 1160 281 1 003	JUN 22-0001	HEALTH BENEFITS			3,335.62
01 1100 281 2 002	JUN 22-0001	HEALTH BENEFITS			6,867.37
1106					
01 1100 281 2 002	JUN 22-0001	HEALTH BENEFITS			12,322.05
1107					
01 1100 281 2 002	JUN 22-0001	HEALTH BENEFITS			11,214.20
1108					
01 1100 281 2 001	JUN 22-0001	HEALTH BENEFITS			7,753.02
1110					
01 1100 281 2 001	JUN 22-0001	HEALTH BENEFITS			244.14
1114					
01 1100 281 2 001	JUN 22-0001	HEALTH BENEFITS			4,359.73
1124					
01 1100 281 1 003	JUN 22-0001	HEALTH BENEFITS			3,541.28
1103					
01 1100 281 1 006	JUN 22-0001	HEALTH BENEFITS			7,299.80
1103					
01 1100 281 1 003	JUN 22-0001	HEALTH BENEFITS			1,918.22
1104					
01 1100 281 1 006	JUN 22-0001	HEALTH BENEFITS			6,433.99
1104					
01 1100 281 1 003	JUN 22-0001	HEALTH BENEFITS			2,617.56
1105					
01 1100 281 1 006	JUN 22-0001	HEALTH BENEFITS			7,486.74
1105					
				<b>Vendor Total:</b>	<b>276,915.58</b>
68675	<b>BRYANLGH MEDICAL CENTER</b>		150.00		
01 8000 913 2 001	IN262602	ATHLETIC TRAINER MARCH 2022			150.00
				<b>Vendor Total:</b>	<b>150.00</b>
68676	<b>BUS PARTS WAREHOUSE</b>		126.89		
01 2710 610 0 000	IN146491	SOLENOID VALVE BUS 22			126.89
68676	<b>BUS PARTS WAREHOUSE</b>		122.99		
01 2712 610 0 000	IN146958	WHEEL CHAIR LIFT PARTS BUS 28			122.99
				<b>Vendor Total:</b>	<b>249.88</b>
68677	<b>CASS COUNTY TREASURER</b>		420.00		
01 2620 431 1 003	720-0522	SVS MAY 22			420.00
				<b>Vendor Total:</b>	<b>420.00</b>
68678	<b>CHARTER COMMUNICATIONS</b>		109.98		
01 2230 340 0 000	010769005072	SVS 5/7/22-6/6/22			109.98
	2				
68678	<b>CHARTER COMMUNICATIONS</b>		55.06		
01 2320 340 0 000	010815105102	SVS 5/10/22-6/9/22			55.06
	2				
				<b>Vendor Total:</b>	<b>165.04</b>
68679	<b>CITY OF WAVERLY</b>		899.51		

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2610 410 1 006	1252001-0522	SVS 3/25/22-4/25/22		899.51
68679	CITY OF WAVERLY		130.53	
01 2610 410 1 006	1254001-0522	SVS 3/25/22-4/25/22		130.53
68679	CITY OF WAVERLY		73.73	
01 2610 410 0 000	1254501-0522	SVS 3/25/22-4/25/22		73.73
68679	CITY OF WAVERLY		446.73	
01 2610 410 1 004	1521001-0522	SVS 3/25/22-4/25/22		446.73
68679	CITY OF WAVERLY		266.54	
01 2610 410 2 001	1581001-0522	SVS 3/25/22-4/25/22		266.54
68679	CITY OF WAVERLY		203.55	
01 2610 410 2 001	1582001-0522	SVS 3/25/22-4/25/22		203.55
68679	CITY OF WAVERLY		789.94	
01 2610 410 2 001	1584001-0522	SVS 3/25/22-4/25/22		789.94
68679	CITY OF WAVERLY		501.85	
01 2610 410 2 002	1584101-0522	SVS 3/25/22-4/25/22		501.85
68679	CITY OF WAVERLY		115.27	
01 2610 410 0 000	1590501-0522	SVS 3/25/22-4/25/22		115.27
				<b>Vendor Total: 3,427.65</b>
68680	CORNHUSKER INTNL TRUCKS INC		45.68	
01 2710 610 0 000	3374953	4PIN MIC BUS 4		45.68
68680	CORNHUSKER INTNL TRUCKS INC		135.05	
01 2710 610 0 000	3375578	MIRROR, SWITCH BUS 2		135.05
68680	CORNHUSKER INTNL TRUCKS INC		(60.00)	
01 2710 610 0 000	CM3362625A	CORE RETURN		(60.00)
				<b>Vendor Total: 120.73</b>
68681	CRAIG HOMECARE		3,215.94	
01 2131 320 1 003	7-8297-01	LPN SVS 4/19/22-4/29/22		3,215.94
68681	CRAIG HOMECARE		3,360.15	
01 2131 320 1 003	7-8297-04	LPN SVS 5/2/22-5/13/22		3,360.15
				<b>Vendor Total: 6,576.09</b>
68682	CULLIGAN		35.50	
01 2320 440 0 000	94367-0522	RO RENTAL		35.50
				<b>Vendor Total: 35.50</b>
68683	DAS STATE ACCOUNTING - CENTRAL FINANCE		259.49	
01 2230 340 0 000	1317793	SVS APR 2022		259.49
				<b>Vendor Total: 259.49</b>
68653	DEERE CREDIT		1,216.18	
01 2630 442 0 000	JUN 22-0001	MOWER LEASE PMT JUN 22		276.21
01 2630 442 0 000	JUN 22-0001	TRACTOR LEASE PMT JUN 22		646.91
01 2630 442 0 000	JUN 22-0001	MOWER LEASE PMT JUN 22		173.45
01 2630 442 0 000	JUN 22-0001	MOWER LEASE PMT JUN 22		119.61
				<b>Vendor Total: 1,216.18</b>
68684	DEMCO		95.21	
01 2220 610 2 001	7128573	Laminate gloss		58.98
01 2220 610 2 001	7128573	Book tape		14.59
01 2220 610 2 001	7128573	Labels		10.69
01 2220 610 2 001	7128573	shipping		10.95
				<b>Vendor Total: 95.21</b>
68685	DIETZE MUSIC HOUSE		13.60	
01 1100 640 2 001	FB9855	FB9855		13.60

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
68685	<b>DIETZE MUSIC HOUSE</b>		28.35	
01 1100 640 2 001	FB9864	FB9864		28.35
1194				
			<b>Vendor Total:</b>	<b>41.95</b>
68686	<b>DULTMEIER SALES LLC</b>		70.98	
01 2630 610 1 003	3937781	NOZZLE ASSY		14.20
01 2630 610 1 004	3937781	NOZZLE ASSY		14.20
01 2630 610 1 006	3937781	NOZZLE ASSY		14.20
01 2630 610 2 001	3937781	NOZZLE ASSY		14.19
01 2630 610 2 002	3937781	NOZZLE ASSY		14.19
			<b>Vendor Total:</b>	<b>70.98</b>
68687	<b>EAKES OFFICE SOLUTIONS</b>		133.96	
01 2610 610 1 004	8481926-0	WIPES REFILLS		133.96
68687	<b>EAKES OFFICE SOLUTIONS</b>		21.35	
01 2410 610 1 006	8495349-0	WIPES		21.35
			<b>Vendor Total:</b>	<b>155.31</b>
68688	<b>ECHO GROUP INC</b>		1,704.24	
01 2620 610 2 002	S9413421.001	LITHONIA BOLLARD LED		1,704.24
			<b>Vendor Total:</b>	<b>1,704.24</b>
68689	<b>ELECTRONIC CONTRACTING</b>		81.00	
01 2620 431 1 003	27423	MONITORING 5/1/22-7/31/22		81.00
			<b>Vendor Total:</b>	<b>81.00</b>
68690	<b>ELIZABETH SULLIVAN SCOTT</b>		4,000.00	
01 6997 340 0 000	PP#2109W	SVS MAY 2022		4,000.00
			<b>Vendor Total:</b>	<b>4,000.00</b>
68691	<b>ESU #3</b>		60.00	
01 3535 890 0 000	EM13332	EXTREME MATH - LITTLE		60.00
			<b>Vendor Total:</b>	<b>60.00</b>
68692	<b>ESU #6</b>		342.75	
01 2230 320 0 000	16827	TECH HOSTED SVS		342.75
68692	<b>ESU #6</b>		750.00	
01 2230 340 0 000	16853	TECH CONTRACTED SVS		750.00
68692	<b>ESU #6</b>		180.00	
01 2213 330 1 003	16877	SCIENCE OF READING WKSHOP		90.00
01 2213 330 1 004	16877	SCIENCE OF READING WKSHOP		90.00
68692	<b>ESU #6</b>		60.00	
01 1100 610 1 004	16887	AUTISM WKSHOP		20.00
1111				
01 2141 320 1 003	16887	AUTISM WKSHOP		20.00
01 2213 330 2 002	16887	AUTISM WKSHOP		20.00
			<b>Vendor Total:</b>	<b>1,332.75</b>
68693	<b>ESU #7</b>		877.50	
01 2181 320 2 002	SVS APR 1-30 2022	SVS APR 1-30 2022		877.50
			<b>Vendor Total:</b>	<b>877.50</b>
68694	<b>FACILITY ADVOCATES</b>		22,950.00	
01 2620 431 1 003	1275	CONTRACT - MAY, JUN, JUL		4,590.00
01 2620 431 1 004	1275	CONTRACT - MAY, JUN, JUL		4,590.00
01 2620 431 1 006	1275	CONTRACT - MAY, JUN, JUL		4,590.00
01 2620 431 2 001	1275	CONTRACT - MAY, JUN, JUL		4,590.00
01 2620 431 2 002	1275	CONTRACT - MAY, JUN, JUL		4,590.00
68694	<b>FACILITY ADVOCATES</b>		15,100.00	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2620 431 1 006	1277	WATER HEATER REPLACEMENT		15,100.00
68694	<b>FACILITY ADVOCATES</b>		776.25	
01 2620 431 2 001	1280	AHU FRE EZE STATS TRIPPED		776.25
68695	<b>FAIRFIELD INN &amp; SUITES KEARNEY</b>		114.95	
01 1100 580 2 001	62464	HOTEL - SPATH		114.95
1172				
68696	<b>FOLLETT CONTENT SOLUTIONS LLC</b>		232.78	
01 2220 640 2 001	471711	Book Order- replacement books and new ad		232.78
68697	<b>FRESHWORKS INC</b>		2,988.02	
01 2230 735 0 000	FS169725	Freshservice - Growth Annual		2,940.00
01 2230 735 0 000	FS169725	Freshservice - Growth Annual. Discount		(419.98)
01 2230 735 0 000	FS169725	Freshservice - 500 Asset Packet V3		900.00
01 2230 735 0 000	FS169725	Freshservice - 500 Asset Packet V3. Disc		(432.00)
68698	<b>FRONTLINE TECHNOLOGIES</b>		7,515.58	
01 2310 810 0 000	INVUS155667	TIME & ATTENDANCE 7/1/22-6/30/23		7,515.58
68699	<b>HIRERIGHT SOLUTIONS INC.</b>		363.80	
01 2710 340 0 000	P1105993	SVS 4/1/22-4/30/22		363.80
68700	<b>HOME DEPOT PRO, THE</b>		18.27	
01 2610 610 1 004	681533667	SUPPLIES		18.27
68700	<b>HOME DEPOT PRO, THE</b>		543.68	
01 2610 610 2 002	681794079	SUPPLIES		543.68
68700	<b>HOME DEPOT PRO, THE</b>		818.54	
01 2610 610 2 001	682067665	SUPPLIES		818.54
68700	<b>HOME DEPOT PRO, THE</b>		206.28	
01 2610 610 1 006	682067673	SUPPLIES		206.28
68700	<b>HOME DEPOT PRO, THE</b>		36.84	
01 2610 610 2 002	682332598	SUPPLIES		36.84
68700	<b>HOME DEPOT PRO, THE</b>		372.99	
01 2610 610 1 004	682847280	SUPPLIES		372.99
68700	<b>HOME DEPOT PRO, THE</b>		90.88	
01 2610 610 1 006	682847298	SUPPLIES		90.88
68700	<b>HOME DEPOT PRO, THE</b>		185.68	
01 2610 610 1 006	683383400	SUPPLIES		185.68
68700	<b>HOME DEPOT PRO, THE</b>		117.07	
01 2610 610 2 001	683660658	SUPPLIES		117.07
68700	<b>HOME DEPOT PRO, THE</b>		282.98	
01 2610 610 1 006	683660666	SUPPLIES		282.98
68700	<b>HOME DEPOT PRO, THE</b>		469.41	
01 2610 610 1 003	683934715	SUPPLIES		469.41
68700	<b>HOME DEPOT PRO, THE</b>		(132.60)	
01 2610 610 2 001	684185929	SUPPLIES		(132.60)

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
	68700 HOME DEPOT PRO, THE		850.77	
01 2610 610 2 001	684453822	SUPPLIES		850.77
	68700 HOME DEPOT PRO, THE		47.10	
01 2610 610 1 003	684710221	SUPPLIES		47.10
	68700 HOME DEPOT PRO, THE		296.00	
01 2610 610 1 003	686271107	SUPPLIES		296.00
	68700 HOME DEPOT PRO, THE		737.16	
01 2610 610 2 001	686271115	SUPPLIES		737.16
	68700 HOME DEPOT PRO, THE		66.30	
01 2610 610 2 002	687016915	SUPPLIES		66.30
	68700 HOME DEPOT PRO, THE		720.29	
01 2610 610 2 002	687268508	SUPPLIES		720.29
				<b>Vendor Total:</b>
				<b>5,727.64</b>
	68701 HORIZON BANK		133.72	
01 2710 626 0 000	PETTYCASH 0522	FUEL		69.02
01 2310 890 0 000	PETTYCASH 0522	ACCREDITATION SUPPLIES		6.99
01 1200 610 0 000 1214	PETTYCASH 0522	MEETING SNACKS		18.75
01 2320 610 0 000	PETTYCASH 0522	SUPPLIES		38.96
				<b>Vendor Total:</b>
				<b>133.72</b>
	68702 HOT KOTE 751		75.00	
01 2620 431 2 001	10112	POWDER COAT STEEL PLATE		75.00
				<b>Vendor Total:</b>
				<b>75.00</b>
	68703 HOTSY EQUIPMENT CO		226.80	
01 2710 610 0 000	323539	POWERWASHER SOAP		226.80
				<b>Vendor Total:</b>
				<b>226.80</b>
	68704 HOUSE OF MUFFLERS AND BRAKES		40.00	
01 2712 610 0 000	32943	WELD PIPE CATALYTIC CONVERTER VAN 18		40.00
				<b>Vendor Total:</b>
				<b>40.00</b>
	68705 HUSKER LOCK & KEY		26.75	
01 2620 610 2 002	10530	KEYS, CYLINDER COMBO		26.75
				<b>Vendor Total:</b>
				<b>26.75</b>
	68706 IDEAL PURE WATER		9.35	
01 2710 610 0 000	240873	WATER		9.35
	68706 IDEAL PURE WATER		15.70	
01 2620 610 0 000	240875	WATER		15.70
	68706 IDEAL PURE WATER		9.35	
01 2620 610 0 000	242089	WATER		9.35
	68706 IDEAL PURE WATER		9.35	
01 2710 610 0 000	242786	WATER		9.35
	68706 IDEAL PURE WATER		9.35	
01 2620 610 0 000	242788	WATER		9.35
	68706 IDEAL PURE WATER		11.00	
01 2620 610 0 000	243015	WATER		11.00
	68706 IDEAL PURE WATER		11.00	
01 2710 610 0 000	243147	WATER		11.00
	68706 IDEAL PURE WATER		11.00	
01 2620 610 0 000	244991	WATER		11.00

Check #	Vendor Name	Account Number	Invoice	Description	Amount	Amount
	68706 IDEAL PURE WATER				11.00	
01 2710 610 0 000		245126		WATER		11.00
						<b>Vendor Total: 97.10</b>
	68707 INDUSTRIAL SERVICES INC				2,777.37	
01 2620 431 1 006		2204-3421		SVS APR 2022		878.33
01 2620 431 1 004		2204-3421		SVS APR 2022		287.98
01 2620 431 2 001		2204-3421		SVS APR 2022		914.99
01 2620 431 2 002		2204-3421		SVS APR 2022		659.20
01 2620 431 2 001		2204-3421		SVS APR 2022		36.87
	68707 INDUSTRIAL SERVICES INC				48.93	
01 2620 431 1 006		2204-3422		SVS APR 2022		48.93
	68707 INDUSTRIAL SERVICES INC				2,790.72	
01 2620 431 1 006		2205-3422		SVS MAY 2022		882.55
01 2620 431 1 004		2205-3422		SVS MAY 2022		289.36
01 2620 431 2 001		2205-3422		SVS MAY 2022		919.39
01 2620 431 2 002		2205-3422		SVS MAY 2022		662.37
01 2620 431 2 001		2205-3422		SVS MAY 2022		37.05
	68707 INDUSTRIAL SERVICES INC				49.17	
01 2620 431 1 006		2205-3423		SVS MAY 2022		49.17
						<b>Vendor Total: 5,666.19</b>
	68708 INTELEPEER CLOUD COMMUNICATION LLC				357.47	
01 2510 382 0 000		INV-234728		SVS 4/1/22-4/30/22		357.47
						<b>Vendor Total: 357.47</b>
	68709 JAKE SENFF				255.06	
01 2710 333 0 000		APR 22		MILEAGE 4/1/22-4/29/22		255.06
	68709 JAKE SENFF				130.81	
01 2710 333 0 000		MAY 22		MILEAGE 5/2/22-5/16/22		130.81
						<b>Vendor Total: 385.87</b>
	68710 JOSLYNNE STAUSS				134.92	
01 2130 610 2 001		REIMB 6/7/22		SUPPLIES		134.92
						<b>Vendor Total: 134.92</b>
	68711 JUST FOR KIDS THERAPY				1,686.04	
01 6408 320 0 000		1753		B-5 PT SVS		32.50
01 6408 320 1 000		1753		PK PT SVS		487.50
01 2171 320 0 000		1753		SA PT SVS		1,007.50
01 2171 334 0 000		1753		PT SVS		158.54
						<b>Vendor Total: 1,686.04</b>
	68712 JW PEPPER & SON, INC.				19.97	
01 1100 640 2 001		364060463		364060463		19.97
1194						
	68712 JW PEPPER & SON, INC.				11.75	
01 1100 610 2 002		364089891		Open PO- Music		11.75
1193						
	68712 JW PEPPER & SON, INC.				6.75	
01 1100 610 2 002		364121962		Open PO- Music		6.75
1193						
	68712 JW PEPPER & SON, INC.				17.19	
01 1100 610 2 002		364122109		Open PO- Music		17.19
1193						
	68712 JW PEPPER & SON, INC.				83.99	
01 1100 640 2 001		364128960		364128960		83.99
1194						
	68712 JW PEPPER & SON, INC.				38.99	



Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
68654	KUBOTA CREDIT CORP, USA			628.66
01 2630 442 0 000	91216713 - 0012	UTV LEASE PMT JUN 22		628.66
			<b>Vendor Total:</b>	<b>628.66</b>
68715	KYLA BLUM			8,745.97
01 2151 320 2 002	4/22/22- 5/20/22	SVS 4/22/22-5/20/22		8,470.00
01 2151 334 2 002	4/22/22- 5/20/22	SVS 4/22/22-5/20/22		275.97
			<b>Vendor Total:</b>	<b>8,745.97</b>
68716	LAURIE LITTLE			251.24
01 3535 890 0 000	REIMB 060722	SUPPLIES		251.24
			<b>Vendor Total:</b>	<b>251.24</b>
68717	LIGHTING MAINTENANCE LLC			660.00
01 2620 431 2 001	5/21/22	PARKING LOT LIGHT REPAIRS		150.00
01 2620 431 1 003	5/21/22	PARKING LOT LIGHT REPAIRS		510.00
			<b>Vendor Total:</b>	<b>660.00</b>
68718	LINCOLN ELECTRIC SYSTEM			2,185.71
01 2610 621 2 001	023814703- 0522	SVS 4/1/22-4/30/22		2,185.71
68718	LINCOLN ELECTRIC SYSTEM			4,305.16
01 2610 621 2 002	023832404- 0522	SVS 4/1/22-4/30/22		4,305.16
68718	LINCOLN ELECTRIC SYSTEM			3,466.28
01 2610 621 2 002	023832504- 0522	SVS 4/1/22-4/30/22		3,466.28
68718	LINCOLN ELECTRIC SYSTEM			13,368.11
01 2610 621 2 001	942809903- 0522	SVS 4/1/22-4/30/22		13,368.11
68718	LINCOLN ELECTRIC SYSTEM			29.07
01 2610 621 1 006	944800203- 0522	SVS 4/2/22-5/2/22		29.07
68718	LINCOLN ELECTRIC SYSTEM			1,848.65
01 2610 621 1 006	944800303- 0522	SVS 4/1/22-4/30/22		1,848.65
68718	LINCOLN ELECTRIC SYSTEM			205.63
01 2610 621 1 006	944800403- 0522	SVS 4/2/22-5/2/22		205.63
68718	LINCOLN ELECTRIC SYSTEM			49.92
01 2610 621 1 006	944800503- 0522	SVS 4/2/22-5/2/22		49.92
68718	LINCOLN ELECTRIC SYSTEM			36.38
01 2610 621 1 006	944800603- 0522	SVS 4/2/22-5/2/22		36.38
68718	LINCOLN ELECTRIC SYSTEM			2,560.10
01 2610 621 1 006	944800703- 0522	SVS 4/1/22-4/30/22		2,560.10
68718	LINCOLN ELECTRIC SYSTEM			95.40
01 2610 621 1 006	944800803- 0522	SVS 4/2/22-5/2/22		95.40
68718	LINCOLN ELECTRIC SYSTEM			129.16
01 2610 621 0 000	944800903- 0522	SVS 4/2/22-5/2/22		129.16
68718	LINCOLN ELECTRIC SYSTEM			224.16
01 2610 621 0 000	944801003-	SVS 4/2/22-5/2/22		224.16

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
	0522			
68718	LINCOLN ELECTRIC SYSTEM		3,226.96	
01 2610 621 1 004	944801103-0522	SVS 4/1/22-4/30/22		3,226.96
				<b>Vendor Total: 31,730.69</b>
68719	LINCOLN JOURNAL STAR		358.50	
01 2310 540 0 000	1063748-1-	ADV		358.50
68719	LINCOLN JOURNAL STAR		811.25	
01 2310 540 0 000	1064159-1	ADV		811.25
				<b>Vendor Total: 1,169.75</b>
68720	LINCOLN TRUCK CENTER		41.57	
01 2710 610 0 000	XA108046490:03	UPPER RADIATOR HOSE		41.57
				<b>Vendor Total: 41.57</b>
68721	LINCOLN WINLECTRIC CO		75.00	
01 2620 610 2 001	452746 01	SUPPLIES		37.50
01 2620 610 1 004	452746 01	SUPPLIES		37.50
				<b>Vendor Total: 75.00</b>
68655	MADISON NATIONAL LIFE INSURANCE CO INC		437.16	
01 6200 211 1 006	LIFE- JUN - 0005	LIFE INSURANCE		2.40
01 6408 211 1 000	LIFE- JUN - 0005	LIFE INSURANCE		4.34
01 6408 211 2 000	LIFE- JUN - 0005	LIFE INSURANCE		5.04
01 1100 211 1 003	LIFE- JUN - 0005	LIFE INSURANCE		4.80
1100				
01 1100 211 1 004	LIFE- JUN - 0005	LIFE INSURANCE		12.00
1100				
01 1100 211 1 003	LIFE- JUN - 0005	LIFE INSURANCE		7.20
1101				
01 1100 211 1 004	LIFE- JUN - 0005	LIFE INSURANCE		12.00
1101				
01 1100 211 1 003	LIFE- JUN - 0005	LIFE INSURANCE		4.80
1102				
01 1100 211 1 004	LIFE- JUN - 0005	LIFE INSURANCE		12.00
1102				
01 2410 211 2 002	LIFE- JUN - 0005	LIFE INSURANCE		6.00
01 2710 216 0 000	LIFE- JUN - 0005	LIFE INSURANCE		1.50
01 2712 216 0 000	LIFE- JUN - 0005	LIFE INSURANCE		1.50
01 3540 211 1 003	LIFE- JUN - 0005	LIFE INSURANCE		2.40
01 3535 211 0 000	LIFE- JUN - 0005	LIFE INSURANCE		2.40
01 6200 211 1 003	LIFE- JUN - 0005	LIFE INSURANCE		2.40
01 2320 215 0 000	LIFE- JUN - 0005	LIFE INSURANCE		6.00
01 2320 216 0 000	LIFE- JUN - 0005	LIFE INSURANCE		3.00
01 2410 211 1 003	LIFE- JUN - 0005	LIFE INSURANCE		3.00
01 2410 211 1 004	LIFE- JUN - 0005	LIFE INSURANCE		3.00
01 2410 211 1 006	LIFE- JUN - 0005	LIFE INSURANCE		3.00

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>		
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 2410 211 2 001		LIFE- JUN - 0005	LIFE INSURANCE	7.50
01 2220 211 1 003		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 2220 211 1 004		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 2220 211 1 006		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 2220 211 2 001		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 2220 211 2 002		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 2230 211 0 000		LIFE- JUN - 0005	LIFE INSURANCE	3.00
01 2141 211 2 002		LIFE- JUN - 0005	LIFE INSURANCE	0.79
01 2151 211 1 003		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 2151 211 1 004		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 2151 211 1 006		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 2190 211 2 001		LIFE- JUN - 0005	LIFE INSURANCE	1.50
01 2212 211 0 000		LIFE- JUN - 0005	LIFE INSURANCE	3.00
01 2120 211 2 001		LIFE- JUN - 0005	LIFE INSURANCE	4.80
01 2120 211 2 002		LIFE- JUN - 0005	LIFE INSURANCE	4.80
01 2141 211 1 003		LIFE- JUN - 0005	LIFE INSURANCE	1.20
01 2141 211 1 004		LIFE- JUN - 0005	LIFE INSURANCE	0.82
01 2141 211 1 006		LIFE- JUN - 0005	LIFE INSURANCE	0.79
01 2141 211 2 001		LIFE- JUN - 0005	LIFE INSURANCE	1.20
01 1200 211 1 004 1222		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 1200 211 2 001 1222		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 1200 211 2 001 1225		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 2120 211 1 003		LIFE- JUN - 0005	LIFE INSURANCE	1.20
01 2120 211 1 004		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 2120 211 1 006		LIFE- JUN - 0005	LIFE INSURANCE	2.40
01 1200 211 0 000 1214		LIFE- JUN - 0005	LIFE INSURANCE	3.00
01 1200 211 1 003 1221		LIFE- JUN - 0005	LIFE INSURANCE	7.20
01 1200 211 1 004 1221		LIFE- JUN - 0005	LIFE INSURANCE	4.80
01 1200 211 1 006 1221		LIFE- JUN - 0005	LIFE INSURANCE	7.20
01 1200 211 2 001 1221		LIFE- JUN - 0005	LIFE INSURANCE	11.59
01 1200 211 2 002 1221		LIFE- JUN - 0005	LIFE INSURANCE	12.00

Check #	Vendor Name	Amount
Account Number	Invoice Description	Amount
01 1100 211 2 001 1193	LIFE- JUN - LIFE INSURANCE 0005	0.79
01 1100 211 2 002 1193	LIFE- JUN - LIFE INSURANCE 0005	1.61
01 1100 211 1 003 1194	LIFE- JUN - LIFE INSURANCE 0005	0.12
01 1100 211 1 006 1194	LIFE- JUN - LIFE INSURANCE 0005	0.70
01 1100 211 2 001 1194	LIFE- JUN - LIFE INSURANCE 0005	1.58
01 1100 211 2 002 1194	LIFE- JUN - LIFE INSURANCE 0005	2.40
01 1100 211 1 006 1190	LIFE- JUN - LIFE INSURANCE 0005	1.20
01 1100 211 2 001 1190	LIFE- JUN - LIFE INSURANCE 0005	1.99
01 1100 211 2 002 1190	LIFE- JUN - LIFE INSURANCE 0005	2.40
01 1100 211 1 003 1193	LIFE- JUN - LIFE INSURANCE 0005	2.40
01 1100 211 1 004 1193	LIFE- JUN - LIFE INSURANCE 0005	1.20
01 1100 211 1 006 1193	LIFE- JUN - LIFE INSURANCE 0005	1.20
01 1100 211 2 001 1174	LIFE- JUN - LIFE INSURANCE 0005	2.40
01 1100 211 2 002 1174	LIFE- JUN - LIFE INSURANCE 0005	2.16
01 1100 211 2 001 1176	LIFE- JUN - LIFE INSURANCE 0005	4.87
01 1100 211 2 002 1176	LIFE- JUN - LIFE INSURANCE 0005	2.40
01 1100 211 1 003 1190	LIFE- JUN - LIFE INSURANCE 0005	1.20
01 1100 211 1 004 1190	LIFE- JUN - LIFE INSURANCE 0005	1.20
01 1100 211 2 001 1169	LIFE- JUN - LIFE INSURANCE 0005	1.58
01 1100 211 2 002 1169	LIFE- JUN - LIFE INSURANCE 0005	2.38
01 1100 211 2 001 1170	LIFE- JUN - LIFE INSURANCE 0005	4.80
01 1100 211 2 002 1170	LIFE- JUN - LIFE INSURANCE 0005	2.40
01 1100 211 2 001 1172	LIFE- JUN - LIFE INSURANCE 0005	1.61
01 1100 211 2 002 1172	LIFE- JUN - LIFE INSURANCE 0005	0.26
01 1160 211 1 004	LIFE- JUN - LIFE INSURANCE 0005	1.20
01 1100 211 1 003 1168	LIFE- JUN - LIFE INSURANCE 0005	2.40
01 1100 211 1 004 1168	LIFE- JUN - LIFE INSURANCE 0005	1.20
01 1100 211 1 006 1168	LIFE- JUN - LIFE INSURANCE 0005	1.20
01 1100 211 2 001 1168	LIFE- JUN - LIFE INSURANCE 0005	4.39
01 1100 211 2 002 1168	LIFE- JUN - LIFE INSURANCE 0005	5.23
01 1100 211 2 001 1130	LIFE- JUN - LIFE INSURANCE 0005	11.57

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>
		<u>Amount</u>
01 1100 211 2 001 1140	LIFE- JUN - 0005	LIFE INSURANCE 14.40
01 1150 211 1 004	LIFE- JUN - 0005	LIFE INSURANCE 1.20
01 1100 211 2 001 1153	LIFE- JUN - 0005	LIFE INSURANCE 12.00
01 1100 211 2 001 1155	LIFE- JUN - 0005	LIFE INSURANCE 2.40
01 1160 211 1 003	LIFE- JUN - 0005	LIFE INSURANCE 6.00
01 1100 211 2 002 1106	LIFE- JUN - 0005	LIFE INSURANCE 13.99
01 1100 211 2 002 1107	LIFE- JUN - 0005	LIFE INSURANCE 18.38
01 1100 211 2 002 1108	LIFE- JUN - 0005	LIFE INSURANCE 18.38
01 1100 211 2 001 1110	LIFE- JUN - 0005	LIFE INSURANCE 13.22
01 1100 211 2 001 1114	LIFE- JUN - 0005	LIFE INSURANCE 0.41
01 1100 211 2 001 1124	LIFE- JUN - 0005	LIFE INSURANCE 7.97
01 1100 211 1 003 1103	LIFE- JUN - 0005	LIFE INSURANCE 4.80
01 1100 211 1 006 1103	LIFE- JUN - 0005	LIFE INSURANCE 12.00
01 1100 211 1 003 1104	LIFE- JUN - 0005	LIFE INSURANCE 2.40
01 1100 211 1 006 1104	LIFE- JUN - 0005	LIFE INSURANCE 12.00
01 1100 211 1 003 1105	LIFE- JUN - 0005	LIFE INSURANCE 4.80
01 1100 211 1 006 1105	LIFE- JUN - 0005	LIFE INSURANCE 14.40
68655	<b>MADISON NATIONAL LIFE INSURANCE CO INC</b>	2,910.85
01 3540 211 1 003	LTD-JUN 22- 0001	LTD INSURANCE 15.55
01 3535 211 0 000	LTD-JUN 22- 0001	LTD INSURANCE 18.57
01 6200 211 1 003	LTD-JUN 22- 0001	LTD INSURANCE 10.77
01 6200 211 1 006	LTD-JUN 22- 0001	LTD INSURANCE 16.30
01 6408 211 1 000	LTD-JUN 22- 0001	LTD INSURANCE 29.34
01 6408 211 2 000	LTD-JUN 22- 0001	LTD INSURANCE 34.72
01 2410 211 1 004	LTD-JUN 22- 0001	LTD INSURANCE 24.63
01 2410 211 1 006	LTD-JUN 22- 0001	LTD INSURANCE 25.83
01 2410 211 2 001	LTD-JUN 22- 0001	LTD INSURANCE 64.81
01 2410 211 2 002	LTD-JUN 22- 0001	LTD INSURANCE 51.88
01 2710 216 0 000	LTD-JUN 22- 0001	LTD INSURANCE 8.05
01 2712 216 0 000	LTD-JUN 22- 0001	LTD INSURANCE 8.04
01 2220 211 2 001	LTD-JUN 22- 0001	LTD INSURANCE 17.13

**BOARD REPORT FOR PERIOD ENDING JUNE 6, 2022**

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>	
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 2220 211 2 002	LTD-JUN 22- 0001	LTD INSURANCE	17.99
01 2230 211 0 000	LTD-JUN 22- 0001	LTD INSURANCE	22.99
01 2320 215 0 000	LTD-JUN 22- 0001	LTD INSURANCE	43.47
01 2320 216 0 000	LTD-JUN 22- 0001	LTD INSURANCE	28.81
01 2410 211 1 003	LTD-JUN 22- 0001	LTD INSURANCE	24.30
01 2151 211 1 006	LTD-JUN 22- 0001	LTD INSURANCE	7.36
01 2190 211 2 001	LTD-JUN 22- 0001	LTD INSURANCE	12.16
01 2212 211 0 000	LTD-JUN 22- 0001	LTD INSURANCE	30.70
01 2220 211 1 003	LTD-JUN 22- 0001	LTD INSURANCE	13.58
01 2220 211 1 004	LTD-JUN 22- 0001	LTD INSURANCE	16.74
01 2220 211 1 006	LTD-JUN 22- 0001	LTD INSURANCE	15.20
01 2141 211 1 004	LTD-JUN 22- 0001	LTD INSURANCE	6.35
01 2141 211 1 006	LTD-JUN 22- 0001	LTD INSURANCE	6.16
01 2141 211 2 001	LTD-JUN 22- 0001	LTD INSURANCE	6.89
01 2141 211 2 002	LTD-JUN 22- 0001	LTD INSURANCE	6.16
01 2151 211 1 003	LTD-JUN 22- 0001	LTD INSURANCE	12.04
01 2151 211 1 004	LTD-JUN 22- 0001	LTD INSURANCE	15.55
01 2120 211 1 003	LTD-JUN 22- 0001	LTD INSURANCE	8.90
01 2120 211 1 004	LTD-JUN 22- 0001	LTD INSURANCE	11.80
01 2120 211 1 006	LTD-JUN 22- 0001	LTD INSURANCE	17.52
01 2120 211 2 001	LTD-JUN 22- 0001	LTD INSURANCE	40.46
01 2120 211 2 002	LTD-JUN 22- 0001	LTD INSURANCE	36.92
01 2141 211 1 003	LTD-JUN 22- 0001	LTD INSURANCE	6.89
01 1200 211 1 006 1221	LTD-JUN 22- 0001	LTD INSURANCE	39.91
01 1200 211 2 001 1221	LTD-JUN 22- 0001	LTD INSURANCE	72.32
01 1200 211 2 002 1221	LTD-JUN 22- 0001	LTD INSURANCE	77.43
01 1200 211 1 004 1222	LTD-JUN 22- 0001	LTD INSURANCE	18.26
01 1200 211 2 001 1222	LTD-JUN 22- 0001	LTD INSURANCE	18.97
01 1200 211 2 001 1225	LTD-JUN 22- 0001	LTD INSURANCE	15.67
01 1100 211 1 006 1194	LTD-JUN 22- 0001	LTD INSURANCE	5.13
01 1100 211 2 001 1194	LTD-JUN 22- 0001	LTD INSURANCE	15.25

**BOARD REPORT FOR PERIOD ENDING JUNE 6, 2022**

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>		
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 1100 211 2 002 1194	LTD-JUN 22- 0001	LTD INSURANCE	13.20	
01 1200 211 0 000 1214	LTD-JUN 22- 0001	LTD INSURANCE	28.66	
01 1200 211 1 003 1221	LTD-JUN 22- 0001	LTD INSURANCE	42.66	
01 1200 211 1 004 1221	LTD-JUN 22- 0001	LTD INSURANCE	25.67	
01 1100 211 1 003 1193	LTD-JUN 22- 0001	LTD INSURANCE	13.77	
01 1100 211 1 004 1193	LTD-JUN 22- 0001	LTD INSURANCE	5.57	
01 1100 211 1 006 1193	LTD-JUN 22- 0001	LTD INSURANCE	5.57	
01 1100 211 2 001 1193	LTD-JUN 22- 0001	LTD INSURANCE	5.50	
01 1100 211 2 002 1193	LTD-JUN 22- 0001	LTD INSURANCE	11.17	
01 1100 211 1 003 1194	LTD-JUN 22- 0001	LTD INSURANCE	0.55	
01 1100 211 2 002 1176	LTD-JUN 22- 0001	LTD INSURANCE	16.58	
01 1100 211 1 003 1190	LTD-JUN 22- 0001	LTD INSURANCE	5.39	
01 1100 211 1 004 1190	LTD-JUN 22- 0001	LTD INSURANCE	7.07	
01 1100 211 1 006 1190	LTD-JUN 22- 0001	LTD INSURANCE	7.07	
01 1100 211 2 001 1190	LTD-JUN 22- 0001	LTD INSURANCE	12.75	
01 1100 211 2 002 1190	LTD-JUN 22- 0001	LTD INSURANCE	15.85	
01 1100 211 2 002 1170	LTD-JUN 22- 0001	LTD INSURANCE	13.30	
01 1100 211 2 001 1172	LTD-JUN 22- 0001	LTD INSURANCE	12.70	
01 1100 211 2 002 1172	LTD-JUN 22- 0001	LTD INSURANCE	2.09	
01 1100 211 2 001 1174	LTD-JUN 22- 0001	LTD INSURANCE	15.97	
01 1100 211 2 002 1174	LTD-JUN 22- 0001	LTD INSURANCE	15.67	
01 1100 211 2 001 1176	LTD-JUN 22- 0001	LTD INSURANCE	36.23	
01 1100 211 1 006 1168	LTD-JUN 22- 0001	LTD INSURANCE	7.76	
01 1100 211 2 001 1168	LTD-JUN 22- 0001	LTD INSURANCE	36.63	
01 1100 211 2 002 1168	LTD-JUN 22- 0001	LTD INSURANCE	30.27	
01 1100 211 2 001 1169	LTD-JUN 22- 0001	LTD INSURANCE	12.08	
01 1100 211 2 002 1169	LTD-JUN 22- 0001	LTD INSURANCE	13.60	
01 1100 211 2 001 1170	LTD-JUN 22- 0001	LTD INSURANCE	36.98	
01 1100 211 2 001 1153	LTD-JUN 22- 0001	LTD INSURANCE	75.09	
01 1100 211 2 001 1155	LTD-JUN 22- 0001	LTD INSURANCE	18.88	
01 1160 211 1 003	LTD-JUN 22- 0001	LTD INSURANCE	42.09	

<u>Check #</u>	<u>Vendor Name</u>	<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	<u>Amount</u>
01 1160 211 1 004			LTD-JUN 22-0001	LTD INSURANCE	8.15	
01 1100 211 1 003 1168			LTD-JUN 22-0001	LTD INSURANCE	11.62	
01 1100 211 1 004 1168			LTD-JUN 22-0001	LTD INSURANCE	7.76	
01 1100 211 2 001 1110			LTD-JUN 22-0001	LTD INSURANCE	91.38	
01 1100 211 2 001 1114			LTD-JUN 22-0001	LTD INSURANCE	2.37	
01 1100 211 2 001 1124			LTD-JUN 22-0001	LTD INSURANCE	50.21	
01 1100 211 2 001 1130			LTD-JUN 22-0001	LTD INSURANCE	70.83	
01 1100 211 2 001 1140			LTD-JUN 22-0001	LTD INSURANCE	103.96	
01 1150 211 1 004			LTD-JUN 22-0001	LTD INSURANCE	8.15	
01 1100 211 1 006 1104			LTD-JUN 22-0001	LTD INSURANCE	76.98	
01 1100 211 1 003 1105			LTD-JUN 22-0001	LTD INSURANCE	24.17	
01 1100 211 1 006 1105			LTD-JUN 22-0001	LTD INSURANCE	96.09	
01 1100 211 2 002 1106			LTD-JUN 22-0001	LTD INSURANCE	93.76	
01 1100 211 2 002 1107			LTD-JUN 22-0001	LTD INSURANCE	123.32	
01 1100 211 2 002 1108			LTD-JUN 22-0001	LTD INSURANCE	128.47	
01 1100 211 1 004 1101			LTD-JUN 22-0001	LTD INSURANCE	81.13	
01 1100 211 1 003 1102			LTD-JUN 22-0001	LTD INSURANCE	22.30	
01 1100 211 1 004 1102			LTD-JUN 22-0001	LTD INSURANCE	72.42	
01 1100 211 1 003 1103			LTD-JUN 22-0001	LTD INSURANCE	31.76	
01 1100 211 1 006 1103			LTD-JUN 22-0001	LTD INSURANCE	71.48	
01 1100 211 1 003 1104			LTD-JUN 22-0001	LTD INSURANCE	15.08	
01 1100 211 1 003 1100			LTD-JUN 22-0001	LTD INSURANCE	24.92	
01 1100 211 1 004 1100			LTD-JUN 22-0001	LTD INSURANCE	65.02	
01 1100 211 1 003 1101			LTD-JUN 22-0001	LTD INSURANCE	45.65	
				<b>Vendor Total:</b>		<b>3,348.01</b>
68722 MATHESON TRI-GAS INC				55.79		
01 2620 440 0 000		51947960		CYLINDER RENTAL 4/1/22-4/30/22	55.79	
68722 MATHESON TRI-GAS INC				108.95		
01 2710 440 0 000		51947961		CYLINDER RENTAL 4/1/22-4/30/22	108.95	
				<b>Vendor Total:</b>		<b>164.74</b>
68723 MEGAN FLOHR				40.00		
01 2410 810 1 003		REIMB 060722		DUES FOR NASCO	40.00	
				<b>Vendor Total:</b>		<b>40.00</b>
68724 MENARDS LINCOLN-NORTH				49.90		

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2620 610 2 002	25917	SUPPLIES		49.90
68724	MENARDS LINCOLN-NORTH		99.49	
01 2620 610 2 001	26833	SUPPLIES		99.49
68724	MENARDS LINCOLN-NORTH		49.16	
01 2620 610 0 000	27117	SUPPLIES		49.16
68724	MENARDS LINCOLN-NORTH		285.86	
01 2710 610 0 000	27204	SUPPLIES		285.86
68724	MENARDS LINCOLN-NORTH		164.77	
01 2620 610 1 004	27530	SUPPLIES		164.77
				<b>Vendor Total: 649.18</b>
68725	MIDWEST ALARM SERVICES		183.16	
01 2620 431 1 006	380061	BATTERY REPLACEMENTS		183.16
				<b>Vendor Total: 183.16</b>
68726	MIDWEST SOUND & LIGHTING INC		26.77	
01 1100 610 1 003	224462	SUPPLIES		26.77
1111				
				<b>Vendor Total: 26.77</b>
68727	MILLARD LUMBER INC		55.94	
01 2620 610 2 001	654912	ROOFING NAILS		55.94
				<b>Vendor Total: 55.94</b>
68728	MR. AMOTO		11,100.00	
01 2630 431 0 000	31021	TREE REMOVAL CO		11,100.00
68728	MR. AMOTO		350.00	
01 2630 431 2 001	31022	TREE REMOVAL		350.00
				<b>Vendor Total: 11,450.00</b>
68729	NAEA		235.00	
01 1100 810 2 001	2022-2023	RENEWAL - K SPATH		235.00
1172				
				<b>Vendor Total: 235.00</b>
68730	NASCD		530.00	
01 2410 320 2 001	e15754-691309	2022 SUMMER CONF REG - MYERS, FURSTENAU		530.00
68730	NASCD		265.00	
01 2410 320 2 001	e15754-692020	2022 SUMMER CONF REG - MCMILLAN		265.00
				<b>Vendor Total: 795.00</b>
68731	NATE LEE		145.05	
01 2230 333 0 000	REIMB 060722	NETA CONF 22		105.30
01 2230 580 0 000	REIMB 060722	NETA CONF 22		39.75
				<b>Vendor Total: 145.05</b>
68732	NCSA		10.00	
01 1200 340 0 000	70516	2022 NASES SPRING CONF - MCMILLAN		10.00
1214				
68732	NCSA		140.00	
01 1200 340 0 000	e15765-691181	2022 NASES SPRING CONF - MCMILLAN		140.00
1214				
68732	NCSA		335.00	
01 2410 320 2 002	SCHERE 22-23	NCSA -Renewal Membership		335.00
				<b>Vendor Total: 485.00</b>
68733	NEBRASKA EXTENSION CASS COUNTY		40.00	
01 3535 890 0 000	MS-10	PILL COATING AND LAP SURGERY 5/16/22		40.00
68733	NEBRASKA EXTENSION CASS COUNTY		25.00	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 3535 890 0 000	MS-11	PONDS PROGRAM 4/26/22		25.00
			<b>Vendor Total:</b>	<b>65.00</b>
68734	NEBRASKA GROUP, FFA CONVENTION TOUR			126.00
01 1100 320 2 001	2022 CONV-1	Deposit on FFA Convention Fee - Spath		126.00
1172			<b>Vendor Total:</b>	<b>126.00</b>
68735	NEBRASKA LABOR LAW POSTER SERVICE			99.50
01 2320 610 0 000	2461884	2022 FED & STATE POSTERS		99.50
			<b>Vendor Total:</b>	<b>99.50</b>
68741	O'REILLY AUTOMOTIVE STORES INC			60.08
01 2710 610 0 000	5824-238823	FILTERS		60.08
	68741	O'REILLY AUTOMOTIVE STORES INC		473.40
01 2712 610 0 000	5824-239766	CATALYTIC CONVERTER VAN 18		473.40
	68741	O'REILLY AUTOMOTIVE STORES INC		64.08
01 2710 610 0 000	5824-240302	GLASS URETH BUS 3 & 6		64.08
	68741	O'REILLY AUTOMOTIVE STORES INC		39.44
01 2710 610 0 000	5824-241213	FILTERS		39.44
	68741	O'REILLY AUTOMOTIVE STORES INC		34.47
01 2610 610 0 000	5824-241661	SUPPLIES		34.47
			<b>Vendor Total:</b>	<b>671.47</b>
68736	ODEYS INC			159.90
01 2630 610 1 003	123120	FIELD MARKING PAINT		79.95
01 2630 610 1 006	123120	FIELD MARKING PAINT		79.95
	68736	ODEYS INC		1,464.00
01 2630 610 2 001	123254	PAINT		732.00
01 2630 610 2 002	123254	PAINT		732.00
			<b>Vendor Total:</b>	<b>1,623.90</b>
68737	OFFICE DEPOT			56.77
01 2320 610 0 000	241738957001	Avery® TrueBlock® White Laser Shipping L		22.07
01 2320 610 0 000	241738957001	Office Depot® Heavy-Duty View 3-Ring Bin		7.50
01 2320 610 0 000	241738957001	Office Depot® Heavy-Duty View 3-Ring Bin		8.74
01 2320 610 0 000	241738957001	Glade Room Spray - Aerosol - 8 fl oz (0.		7.98
01 2320 610 0 000	241738957001	Febreze® AIR Heavy-Duty Air Freshener Sp		5.99
01 2320 610 0 000	241738957001	Febreze® AIR Freshener Spray, Linen & Sk		4.49
	68737	OFFICE DEPOT		273.42
01 1100 610 2 001	243736295001	SUPPLIES		273.42
1111			<b>Vendor Total:</b>	<b>330.19</b>
68738	OMAHA PUBLIC POWER DISTRICT			5,132.32
01 2610 621 1 003	8764000061-0522	SVS 4/19/22-5/20/22		5,132.32
			<b>Vendor Total:</b>	<b>5,132.32</b>
68739	OMAHA WORLD HERALD			1,875.00
01 2310 540 0 000	I0000299586-0403	ADV		1,875.00
	68739	OMAHA WORLD HERALD		1,875.00
01 2310 540 0 000	I0000302048-0417	ADV		1,875.00

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
68739	OMAHA WORLD HERALD			1,875.00
01 2310 540 0 000	I0000304793- ADV 0501			1,875.00
			<b>Vendor Total:</b>	<b>5,625.00</b>
68740	ONE SOURCE			30.50
01 2310 350 0 000	3524- 20220430	SVS 6/21/21-4/15/22		30.50
68740	ONE SOURCE			20.00
01 2310 350 0 000	3524V- 20220430	SVS 1/17/22-3/7/22		20.00
			<b>Vendor Total:</b>	<b>50.50</b>
68742	ORKIN PEST CONTROL			240.95
01 2620 431 2 001	227760913	QTRLY SVS		240.95
			<b>Vendor Total:</b>	<b>240.95</b>
68743	PAYFLEX			494.50
01 2310 350 0 000	21014- 1704884	SVS 5/1/22-5/31/22		494.50
			<b>Vendor Total:</b>	<b>494.50</b>
68744	PERMA-BOUND			212.02
01 2220 640 2 002	1917631-01	Books		212.02
			<b>Vendor Total:</b>	<b>212.02</b>
68745	PERRY GUTHERY HAASE & GESSFORD			2,929.50
01 2330 317 0 000	398	SVS 3/28/22-4/21/22		2,929.50
			<b>Vendor Total:</b>	<b>2,929.50</b>
68746	PRESTO X COMPANY			435.00
01 2620 431 1 006	95362C	PEST CONTROL SVS 4/14/22		60.00
01 2620 431 1 003	95362C	PEST CONTROL SVS 4/21/22		55.00
01 2620 431 1 003	95362C	EXTERIOR INSECT MAINT 4/21/22		149.00
01 2620 431 1 004	95362C	PEST CONTROL SVS 4/20/22		55.00
01 2620 431 2 001	95362C	PEST CONTROL SVS 4/20/22		60.00
01 2620 431 2 002	95362C	PEST CONTROL SVS 4/20/22		56.00
			<b>Vendor Total:</b>	<b>435.00</b>
68747	PRO-ED INC			671.00
01 1200 640 2 001	2939520	Life Skills Series for Today's world		230.00
01 1200 610 2 001	2939520	Life Skills Series for Today's world		441.00
			<b>Vendor Total:</b>	<b>671.00</b>
68748	QUADIENT LEASING USA, INC			129.05
01 2320 610 0 000	16684330	POSTAGE MACHINE INK		129.05
			<b>Vendor Total:</b>	<b>129.05</b>
68749	RECYCLING ENTERPRISES OF NE, INC.			365.00
01 2620 431 1 004	22A1843	RECY SVS MAY 22		65.00
01 2620 431 1 006	22A1843	RECY SVS MAY 22		65.00
01 2620 431 2 002	22A1843	RECY SVS MAY 22		65.00
01 2620 431 2 001	22A1843	RECY SVS MAY 22		85.00
01 2620 431 1 003	22A1843	RECY SVS MAY 22		85.00
			<b>Vendor Total:</b>	<b>365.00</b>
68750	REHABMART LLC			460.76
01 2161 610 1 004	61289	Scoot-About Scooter Board Toy by Kaye Pr		292.28
01 2161 610 1 004	61289	Back Support		168.48
			<b>Vendor Total:</b>	<b>460.76</b>

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
68751	ROOM 5 INC			570.00
01 1200 320 0 000 1215	4/27/22- 5/17/22	SVS 4/27/22-5/17/22		570.00
				<b>Vendor Total: 570.00</b>
68752	ROTO-ROOTER			370.00
01 2620 431 2 001	6-363403	CLEAN MAIN SEWER LINE		370.00
68752	ROTO-ROOTER			284.50
01 2620 431 2 001	6-363551	CLEAN FLOOR DRAIN		284.50
				<b>Vendor Total: 654.50</b>
68753	RUSS'S MARKET EXPRESS			32.75
01 1100 610 2 001 1172	4260	SUPPLIES		32.75
68753	RUSS'S MARKET EXPRESS			11.29
01 2130 610 2 001	4263	SUPPLIES		11.29
				<b>Vendor Total: 44.04</b>
68754	SACK LUMBER - CRETE			119.39
01 2620 610 2 001	2205-080199	SUPPLIES		119.39
68754	SACK LUMBER - CRETE			849.00
01 2620 610 2 001	2205-080845	ENTRY DOOR, GARAGE DOOR		849.00
				<b>Vendor Total: 968.39</b>
68755	SAGE PUBLICATIONS			24.47
01 2212 340 0 000	693866KI	Hattie Building Action Plan Book		24.47
				<b>Vendor Total: 24.47</b>
68756	SAPP BROS, INC - LINCOLN			16,300.22
01 2710 626 0 000	IN3824916	FUEL		13,040.18
01 2712 626 0 000	IN3824916	FUEL		3,260.04
				<b>Vendor Total: 16,300.22</b>
68757	SCHMIDT SPEECH LANGUAGE PATHOLOGY SERVICES LLC			4,233.85
01 6412 320 0 000	05-2022	SPEECH THERAPY SVS MAY 22		4,082.65
01 6412 334 0 000	05-2022	SPEECH THERAPY SVS MAY 22		151.20
				<b>Vendor Total: 4,233.85</b>
68758	SCHOLASTIC INC			165.00
01 1100 610 1 004 1111	4318088	Bunny will not Smile		165.00
				<b>Vendor Total: 165.00</b>
68759	SCHOOL DIST #145-ACTIVIY FUND			24,080.64
01 8000 913 2 001	YEARBOOK 22 PT 2	PAYING OFF YEARBOOK NEGATIVE ACCT BALANC		24,080.64
				<b>Vendor Total: 24,080.64</b>
68760	SCHOOL DISTRICT 145 DEPRECIATION FUND			195.00
01 1100 610 2 001 1153	BIO RAD LABS 2022	C. Elegans Behavior Kit		175.00
01 1100 610 2 001 1153	BIO RAD LABS 2022	Shipping		20.00
				<b>Vendor Total: 195.00</b>
68761	SCHOOL SPECIALTY, LLC			165.98
01 1100 610 2 002 1106	208129870271	School Smart Folding Bristol Board, 24 x		129.98
01 1100 610 2 002 1106	208129870271	Chinet Classic White Heavy Duty Microwav		36.00
68761	SCHOOL SPECIALTY, LLC			18.19

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 1100 610 2 002 1111	208129984991	Front Office Supplies - See Cart		18.19
	68761 SCHOOL SPECIALTY, LLC		107.22	
01 1100 610 1 004 1102	208129985738	School Smart Two-Pocket Poly Folder with		107.22
	68761 SCHOOL SPECIALTY, LLC		18.19	
01 1100 610 2 002 1111	208130014679	Front Office Supplies - See Cart		18.19
	68761 SCHOOL SPECIALTY, LLC		468.37	
01 2410 610 1 003	308103972256	Cart #1017857400		468.37
	68761 SCHOOL SPECIALTY, LLC		289.32	
01 1100 610 2 002 1111	308103975677	Front Office Supplies - See Cart		289.32
				<b>Vendor Total: 1,067.27</b>
	68762 SHANNON FURSTENAU		16.89	
01 1100 610 2 001 1111	REIMB 6/7/22	TROPHYS		16.89
				<b>Vendor Total: 16.89</b>
	68763 SMALL ENGINE SPECIALISTS INC		17.56	
01 2630 610 1 003	380335	SPARK PLUGS		3.52
01 2630 610 1 004	380335	SPARK PLUGS		3.51
01 2630 610 1 006	380335	SPARK PLUGS		3.51
01 2630 610 2 001	380335	SPARK PLUGS		3.51
01 2630 610 2 002	380335	SPARK PLUGS		3.51
	68763 SMALL ENGINE SPECIALISTS INC		28.92	
01 2620 610 0 000	381280	OIL		28.92
				<b>Vendor Total: 46.48</b>
	68764 STACY BUESCHER		31.60	
01 1200 333 0 000 1214	5/16/22- 5/18/22	MILEAGE 5/16/22-5/18/22		31.60
	68764 STACY BUESCHER		117.27	
01 1200 333 0 000 1214	REIMB 6/7/22	MILEAGE 12/16/21-5/4/22		92.45
01 1200 610 0 000 1214	REIMB 6/7/22	SUPPLIES		24.82
				<b>Vendor Total: 148.87</b>
	68765 STEPHANIE JONES		80.73	
01 2161 333 1 004	1/14/22- 5/19/22	MILEAGE 1/14/22-5/19/22		31.59
01 2161 333 1 006	1/14/22- 5/19/22	MILEAGE 1/14/22-5/19/22		14.04
01 2161 333 2 001	1/14/22- 5/19/22	MILEAGE 1/14/22-5/19/22		14.04
01 2161 333 2 002	1/14/22- 5/19/22	MILEAGE 1/14/22-5/19/22		7.02
01 2161 333 1 003	1/14/22- 5/19/22	MILEAGE 1/14/22-5/19/22		14.04
				<b>Vendor Total: 80.73</b>
	68766 SUPREME SCHOOL SUPPLY CO.		79.91	
01 1100 610 2 001 1111	141937	Make-up report and admit to class.		63.60
01 1100 610 2 001 1111	141937	S/H		16.31
				<b>Vendor Total: 79.91</b>
	68767 SYMMETRY ENERGY SOLUTIONS, LLC		16,397.51	
01 2610 621 1 004	13388564	SVS 2/18/22-3/22/22		154.56

Check #	Vendor Name	Amount		Amount
Account	Number	Invoice	Description	Amount
01 2610 621 0 000	13388564	SVS 2/18/22-3/22/22		265.63
01 2610 621 1 006	13388564	SVS 2/18/22-3/22/22		4,707.13
01 2610 621 1 003	13388564	SVS 2/18/22-3/22/22		2,887.22
01 2610 621 2 001	13388564	SVS 2/18/22-3/22/22		8,382.97
68767	<b>SYMMETRY ENERGY SOLUTIONS, LLC</b>			11,333.61
01 2610 621 1 004	13558194	SVS 3/22/22-4/21/22		129.87
01 2610 621 0 000	13558194	SVS 3/22/22-4/21/22		194.31
01 2610 621 1 006	13558194	SVS 3/22/22-4/21/22		3,292.95
01 2610 621 1 003	13558194	SVS 3/22/22-4/21/22		2,070.04
01 2610 621 2 001	13558194	SVS 3/22/22-4/21/22		5,646.44
			<b>Vendor Total:</b>	<b>27,731.12</b>
68768	<b>TAKE OFF TIRE LLC</b>			875.00
01 2712 610 0 000	1	TIRES VAN 21		875.00
			<b>Vendor Total:</b>	<b>875.00</b>
68769	<b>TINA JOHNSON</b>			597.79
01 1100 610 1 003	REIMB 6/7/22	SUPPLIES		597.79
1190				
			<b>Vendor Total:</b>	<b>597.79</b>
68770	<b>TRACTOR SUPPLY COMPANY</b>			24.99
01 2410 610 2 002	100219056	SUPPLIES		24.99
68770	<b>TRACTOR SUPPLY COMPANY</b>			11.25
01 2620 610 0 000	100220018	SUPPLIES		11.25
68770	<b>TRACTOR SUPPLY COMPANY</b>			99.99
01 2630 610 2 001	100220982	SUPPLIES		99.99
68770	<b>TRACTOR SUPPLY COMPANY</b>			6.49
01 2620 610 0 000	100222071	SUPPLIES		6.49
68770	<b>TRACTOR SUPPLY COMPANY</b>			54.99
01 2630 610 2 001	100223405	SUPPLIES		54.99
68770	<b>TRACTOR SUPPLY COMPANY</b>			23.98
01 2620 610 0 000	100223721	SUPPLIES		23.98
68770	<b>TRACTOR SUPPLY COMPANY</b>			17.97
01 2710 610 0 000	200090965	SUPPLIES		17.97
			<b>Vendor Total:</b>	<b>239.66</b>
68772	<b>TY'S OUTDOOR POWER &amp; SERVICE</b>			29.00
01 2630 610 1 003	150280	SUPPLIES		5.00
01 2630 610 1 004	150280	SUPPLIES		6.00
01 2630 610 1 006	150280	SUPPLIES		6.00
01 2630 610 2 001	150280	SUPPLIES		6.00
01 2630 610 2 002	150280	SUPPLIES		6.00
			<b>Vendor Total:</b>	<b>29.00</b>
68771	<b>TYLER TECHNOLOGIES INC</b>			700.00
01 2710 735 0 000	045-377595	STUDENT RIDERSHIP		700.00
68771	<b>TYLER TECHNOLOGIES INC</b>			1,400.00
01 2710 735 0 000	045-377809	STUDENT RIDERSHIP		1,400.00
			<b>Vendor Total:</b>	<b>2,100.00</b>
68773	<b>UNITE PRIVATE NETWORKS LLC</b>			1,392.89
01 1100 735 2 001	SI-22-014490	ETHERNET 5/1/22-5/31/22		696.44
1111				
01 1100 735 1 003	SI-22-014490	ETHERNET 5/1/22-5/31/22		696.45
1111				
			<b>Vendor Total:</b>	<b>1,392.89</b>
68774	<b>UNL EASTERN NE RESEARCH &amp; EXT CENTER</b>			129.25

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 1100 610 2 002 1172	HMBL-43	MOBILE BEEF LAB		61.25
01 1100 810 2 001 1172	HMBL-43	MOBILE BEEF LAB		68.00
	<b>68775 VILLAGE OF EAGLE</b>		176.97	
01 2610 410 1 003	0990011385- 0522	SVS 4/12/22-5/12/22		176.97
	<b>68776 VOSS LIGHTING</b>		79.50	
01 2620 610 1 003	10210367-00	LIGHTS		79.50
	<b>68777 WAHOO-WAVERLY-ASHLAND NEWSPAPERS</b>		10.00	
01 2310 540 0 000	I0000295081- 0330	ADV		10.00
	<b>68777 WAHOO-WAVERLY-ASHLAND NEWSPAPERS</b>		17.19	
01 2310 540 0 000	I0000298568- 0331	ADV		17.19
	<b>68777 WAHOO-WAVERLY-ASHLAND NEWSPAPERS</b>		115.54	
01 2310 540 0 000	I0000300372- 0414	ADV		115.54
	<b>68777 WAHOO-WAVERLY-ASHLAND NEWSPAPERS</b>		10.46	
01 2310 540 0 000	I0000300805- 0414	ADV		10.46
	<b>68777 WAHOO-WAVERLY-ASHLAND NEWSPAPERS</b>		16.77	
01 2310 540 0 000	I0000303353- 0428	ADV		16.77
	<b>68778 WATERLINK INC</b>		324.83	
01 2620 431 1 003	31914	WATER TREATMENT		81.20
01 2620 431 1 004	31914	WATER TREATMENT		81.21
01 2620 431 2 001	31914	WATER TREATMENT		81.21
01 2620 431 2 002	31914	WATER TREATMENT		81.21
	<b>68779 WAYSIDE PUBLISHING</b>		109.13	
01 1100 610 2 001 1124	Q-96646	Books - Selena		45.00
01 1100 610 2 001 1124	Q-96646	Books - Mata-la-pinata		45.00
01 1100 610 2 001 1124	Q-96646	S/H		19.13
	<b>68780 WOLFE HARDWARE</b>		22.53	
01 2620 610 1 004	340903	SUPPLIES		22.53
	<b>68780 WOLFE HARDWARE</b>		119.95	
01 2620 610 2 001	341063	BASEBALL SUPPLIES		119.95
	<b>68780 WOLFE HARDWARE</b>		6.59	
01 2610 610 0 000	341176	SUPPLIES		6.59
	<b>Vendor Total:</b>			<b>129.25</b>
	<b>Vendor Total:</b>			<b>176.97</b>
	<b>Vendor Total:</b>			<b>79.50</b>
	<b>Vendor Total:</b>			<b>169.96</b>
	<b>Vendor Total:</b>			<b>324.83</b>
	<b>Vendor Total:</b>			<b>109.13</b>
	<b>Vendor Total:</b>			<b>149.07</b>
	<b>Fund Total:</b>			<b>567,559.02</b>
	<b>Checking Account Total:</b>			<b>567,559.02</b>
	<b>Windstream:</b>			<b>749.84</b>
	<b>Joslyne Stauss:</b>			<b>819.44</b>
	<b>Payroll:</b>			<b>1,446,979.88</b>
	<b>Total:</b>			<b>\$2,016,108.18</b>

**Special Building Fund, Bond Fund, Qualified Capital Purpose Undertaking  
Fund, Bond Debt Service, and Depreciation Fund Claims for  
June 6, 2022**

**Special Building Fund**

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City of Waverly (\$29,780.53) – Payment is for the City of Waverly Special Assessment to School District 145 for the North 134<sup>th</sup> Street roadway improvements adjacent to Waverly High School.

DLR Group (\$1,880.00) – Payment is for professional services (\$1,880.00) related to the School District 145 2022 – 2023 construction projects.

Facility Advocates (\$5,325.00) – Payment is for labor and materials to replace Hamlow Elementary School Heat Pump 9-1.

Unlimited Sports Solutions, Incorporated (\$12,155.00) – Payment is for labor and materials to install new shade structures at eh Waverly High School tennis courts.

**Qualified Capital Purpose Undertaking**

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BOK Financial (\$10,426.25) – Semi – annual Interest and Paying Agent Fees due on 2012 Limited Tax Building Improvement Bonds (interest = \$1,897.50; fee = \$175.00) and 2013 Limited Tax Building Improvement Bonds (interest \$8,178.75; fee = \$175.00).

**Bond Debt Service**

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BOK Financial (\$165,477.50) – Semi – annual Interest and Paying agent Fees due on General Obligation Refunding Bonds Series 2021A (interest = \$33,750.00; fee = \$200.00); General Obligation Refunding Bonds Series 2016B (interest = \$5,750.00; fee = \$200.00); General Obligation Refunding Bonds Series 2020 (interest = \$82,770.00; fee = \$200.00); and General Obligation Refunding Bonds Series 2021B (interest = \$42,607.50).

**Depreciation Fund**

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Amazon Capital Services (\$1,224.33) – Payment is for Waverly High School classroom supplies purchased with building budget dollars expensed from the General Fund to the Depreciation Fund last fiscal year.

General Fund June, 2022 Fiscal Year to Date Expenses Compared to Budget = \$1,819,565 under budget or 6.65%.

## Kristin Delehant

6720 Greyson Drive, Papillion, NE 68133  
(402) 215-5046  
kdelehant@gmail.com  
Twitter: @KristinDelehant

My mission is to demonstrate  
*compassion* and *integrity* while  
*inspiring* and *encouraging* others to  
reach their *potential*.

April 19, 2022

Dr. Worrell, Dr. Myers, and other selection committee members,

I am writing to you in response to your opening for the position of Assistant Principal for Waverly High School. I look forward to working as a building leader and planning, organizing and facilitating the activities involved with creating a collaborative, inclusive environment. In addition, the opportunity to work with strategic planning, rigorous instruction, and professional development is an exciting prospect that I feel qualified for and fully able to undertake. The mission of Waverly High School is to "prepare students for their futures by being intentional about setting high expectations and creating opportunities for continual growth," which I feel is compatible with my mission to inspire and encourage others to achieve their greatest potential. Please allow me to briefly expand upon my philosophy regarding leadership and how I could contribute to the growth and success of not only Waverly High School, but also School District 145-Waverly.

My philosophy of leadership is one that encompasses collaboration, positivity, integrity, compassion and communication. As a new assistant principal, I will be intentional in listening in order to build relationships with all stakeholders: the students, teachers, parents, and staff members. Theodore Roosevelt said, "Nobody cares how much you know, until they know how much you care." I feel this is incredibly important, especially when working with all stakeholders regarding education. A leader is also a person of integrity in good and difficult times. I am willing and able to embrace the challenges and adversity that will be a part of the day-to-day nature of this position. Lastly, as an assistant principal, I will be compassionate and understand the demands placed on students, teachers, and staff members each day. My role as an instructional facilitator has afforded me the opportunity to experience the challenges of being a leader at the district level and has given me a unique perspective and experiences that will enable me to be successful as an assistant principal.

I have strategic, instructional, and organizational leadership qualities that I look forward to contributing to Waverly High School. Strategically, I understand the need for a common vision among the building leadership as well as the groups of teachers and students I will serve. I have implemented a visioning process into curriculum writing which has helped everyone involved in the process to be mindful of the needs of the students and reaffirm our shared focus on student learning and equity. Instructionally, as the sole secondary instructional facilitator for the district, I routinely organize and facilitate curriculum writing grounded in the use of a research-based instructional model. I also work with various teacher teams in coming to a consensus on difficult decisions involved with the curriculum writing process such as selecting materials and creating common assessments. I regularly provide professional development and coaching to teachers during the school year in various areas including, but not limited to: utilizing best instructional practices, data-driven instruction, instructional technology, and all things Google. I have helped promote student growth using differentiation in teaching. I frequently use various data points (ACT, pre-ACT, NWEA MAP Growth, AP, and common assessments) to demonstrate how varying and differentiating instruction

*Gallup Strengths: Learner Individualization Achiever Arranger Harmony*

leads to learning that allows all students, regardless of background or socioeconomic status, to achieve and succeed. I have collaborated with school improvement teams from across the Papillion La Vista School District to work on how to set data-informed goals with students. Organizationally, I have had the opportunity to provide professional development to superintendents, directors, and principals regarding NWEA MAP Growth reports, ACT and pre-ACT, and the school improvement process. I also collaborated with building principals and teachers to initiate and create a district-wide ACT prep course that serves the students of both high schools.

I have held leadership roles within a building as well that have helped me learn the importance of being a well-rounded leader. As the science department chair, I worked with the department to develop group norms to achieve the common goal of increasing student engagement and achievement. I also implemented instructional rounds to help teachers learn from one another and this model of instructional rounds was used as a foundation for building-wide instructional rounds. I have been a member of the school leadership team as the science department chair. On the leadership team, I worked to create a positive culture by providing input on various building topics including the instructional model, PLC roles and formats, and positive incentives that promote all students becoming respectful, responsible young adults. These are just a few examples to showcase the variety of leadership I can provide to Waverly High School. I embrace the challenges that will come with an assistant principal position but feel as though my time, experience, and opportunities have prepared me to become a leader for Waverly High School.

I want to thank you for your time and consideration in the position of assistant principal. I look forward to hearing from you and welcome any questions you may have.

*Kristin Delehant*

## Kristin Delehant

6720 Greyson Drive Papillion, NE 68133  
(402) 215-5046  
kdelehant@gmail.com  
Twitter: @KristinDelehant

My mission is to demonstrate  
*compassion and integrity*  
while *inspiring and encouraging*  
others to reach their *potential*.

### Education and Certification

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Master of Education in Educational Leadership Doane University, Crete	2016-2018
Master of Arts in Teaching, Learning, and Teacher Education University of Nebraska, Lincoln	2005-2007
Bachelor of Science in Biological Sciences University of Nebraska, Lincoln	2000-2004
Nebraska Standard Administrative Certificate, Principal (7-12)	2018-present
Nebraska Educator Certificate, Science (7-12)	2006-present

### Strengths and Interests

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Curriculum & Assessment Development School Improvement Processes Professional Learning Coaching/Mentoring New Teachers	Collaboration in Professional Learning Communities Using data (ACT, MAP, AP, CSA) to Inform Instruction Instructional Model Implementation and Use Utilizing Technology in the Classroom
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### Professional Leadership Experiences: District Level

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Papillion La Vista Community Schools, Papillion, NE 2017- present  
*Secondary Instructional Facilitator*

#### Instructional Leadership

- Plan and facilitate curriculum writing with all curricular area groups, grades 7-12
- Deliver professional learning to teachers and building administrators (K-12) on various instructional topics (*see professional learning section for more information*)
- Develop and coordinate new teacher training on the Marzano Instructional Model
- Planned courses, developed training, and taught classes in the remote learning program
- Analyze various pieces of data (CSA, behavior, ACT, pre-ACT, MAP) to support various school improvement initiatives
- Support and aid teachers in the creation of common formative and summative assessments

#### Strategic Leadership

- Restructured the PLCS New Teacher Model to build the capacity of the new teachers in using the instructional model
- Envisioned and created the PLCS ACT Prep Course that is offered twice a year to all students in the district
- Created landing page for district curriculum site
- Develop proficiency statements to capture the vision of the various departments that are actively rewriting curriculum
- Support teachers in using instructional technology to enhance instruction in their classrooms
- Provide professional development to K-12 teachers, instructional coaches, and administrators

***Gallup Strengths: Learner, Individualization, Achiever, Arranger, Harmony***

### Organizational Leadership

- Collaborate with building administrators to create and implement a district-wide ACT prep course for students
- Plan and deliver professional development for the district utilizing the new district professional learning model
- Analyze and compile pre-ACT and ACT data for building principals and department leaders to use in identifying areas of strength and/or focus
- Assist school improvement teams with the implementation of the Multi-Tiered Systems of Support framework
- Introduce new teachers (K-12) to the instructional model and curriculum cycle during their pre-service meeting at the beginning of the school year
- Work in partnership with the technology department and the secondary director of curriculum to ensure proper course codes and certification of teachers
- Lead personal finance teachers in the creation of an online Canvas course

### Community/Political

- Share legislative updates with toolbox groups when necessary
- Delivered a webinar for NWEA to all certified facilitators regarding building capacity in MAP Growth in an administrative team
- Implemented resources for a pilot reading intervention to meet the needs of English Language Arts teachers beginning at La Vista Middle School using data from my School Improvement Project
- Participated in science curriculum/ACT alignment meetings with the Nebraska Department of Education
- Collaborated with various administrators and educators from across the state to brainstorm the vision and direction for the NSCAS science state accountability test

### Professional Leadership Experiences: Building Level

La Vista Middle School, La Vista, NE

Fall 2019-Spring 2020

*Secondary Instructional Facilitator*

- Provide building leadership (in an assistant principal capacity) with discipline and behavior issues for both seventh and eighth grade
- Communicate with parents
- Problem-solve solutions to issues that involved students with teacher teams as needed
- Utilize restorative practices and PBIS to help students grow and develop life skills
- Attend professional learning community (PLC) meetings to support teachers with behavior and academic needs of their students

Papillion La Vista South High School, Papillion, NE

2008-2017

*Science Teacher, Science Department Leader, and Varsity Soccer Coach*

Instructional Leadership

- Developed curriculum for the PLC school district's online astronomy course
- Pioneered the implementation of instructional coaching rounds within the science department as department leader
- Served as a mentor to new teachers within the department
- Supervised student teachers from various institutes of higher education

Strategic Leadership

- Facilitated the development of group norms for the science department as department leader
- Initiated the development of a mission and vision for the girls soccer program as head coach
- Collaborated with science teachers from across the state to develop Nebraska's College and Career Ready Standards for Science
- Coached teachers during science PLCs on the importance of collecting, analyzing, and using student assessment data (CSAs, MAP) to transform instruction
- Developed curriculum guides through the district's science curriculum toolbox

***Gallup Strengths: Learner, Individualization, Achiever, Arranger, Harmony***

### Organizational Leadership

- Served on the Technology Assistance Team for the district
- Communicated weekly agendas for PLC meetings to administrators
- Created meaningful staff development linked to the district instructional model (Marzano) during weekly PLC meetings as department leader
- Partnered in the design and delivery of two professional development sessions per year for local science educators through the educational service unit

### Community/Political Leadership

- Examined and aligned Nebraska's 2010 science standards with NGSS with the Nebraska Department of Education
- Led the girls soccer program as head coach
- Participated in community Coffee Talk where community members and leaders toured the school building as a member of the leadership team
- Spearheaded after-school science clubs during Kids Club by applying for and receiving a grant from Papillion La Vista Schools Foundation
- Assisted in professional development to address teachers' varying level of cultural competency
- Organized a metro-area administrator's summit with the assistance of the head principal
- Built and maintained a classroom website
- Supervised extracurricular activities

### Professional Presentations and Involvement

Professional Learning Sessions Offered (a full list can be found at: <https://bit.ly/kristindelehantpd>)

- Curriculum
  - Curriculum Development Process
  - Use of Formative Assessment
- Instruction
  - Marzano Instructional Model
  - Rigor in Instruction
  - Google Tools
  - Differentiation
  - Apple Tools
  - Instructional Tools
  - Data-Driven Instruction
  - School Improvement
  - MTSS
- Assessment
  - ACT
  - PLCS ACT Prep Course
  - NWEA MAP Growth
  - Development of Formative and Summative Assessments

### Involvement

ACT Certified Educator	2021-present
Apple Teacher Certified	2021-present
Google Certified Educator Levels 1 and 2	2019-present
Papillion La Vista Community Schools Leadership Cohort	2018-2019
Association for Supervision and Curriculum Development	2017-present
NWEA MAP Growth Certified Facilitator	2017-present
Nebraska Educational Technology Association	2015-present
Nebraska Association of Teachers of Science Member	2008-2017
National Science Teacher Association Member	2006-2017

## Professional References

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Shureen Seery  
Assistant Superintendent of Curriculum, Instruction, Assessment, and Technology  
Papillion La Vista Community Schools  
420 South Washington Street  
Papillion, NE 68046  
(402) 537-6200  
[shureen.seery@plcschools.org](mailto:shureen.seery@plcschools.org)

Dr. Julee Sauer  
Director of Secondary Curriculum and Instruction  
Papillion La Vista Community Schools  
420 South Washington Street  
Papillion, NE 68046  
(402) 537-6200  
[julee.sauer@plcschools.org](mailto:julee.sauer@plcschools.org)

Jeff Spilker  
Principal, Papillion La Vista South High School  
10799 Hwy 370  
Papillion, NE 68046  
(402) 829-4600  
[jeff.spilker@plcschools.org](mailto:jeff.spilker@plcschools.org)

**MIDTERM GRADUATION POLICIES AND PROCEDURES**

- 1) By the last Monday of the school year in May of the student's junior year, he/she must submit a letter to the high school principal requesting midterm graduation, listing reasons for the request and providing any appropriate supporting documentation.
- 2) The student will pick up a Statement of Agreement for Mid-Term Graduation packet from the counseling office. This packet must be returned to the Counseling Office by the last Monday of the school year in May. Parent/guardian permission is required.
- 3) The School Board will approve or deny the Mid-term Graduation request at their regular June meeting.
- 4) With the exceptions of prom and the graduation ceremony, participation in all extra-curricular high school activities will be terminated at the end of the first semester.
- 5) Participation in class-rank (and all recognition potentially associated with that rank) will be terminated at the end of the first semester for all midterm graduates. A midterm graduate **WILL NOT** compete for a spot in 2nd semester class rank, for recognition for graduate honors that is recognized at the graduation ceremony, or for local scholarships decided by the District #145 Scholarship Committee during 2nd semester.
- 6) A midterm graduate's diploma will be dated with the last school day of the 1st semester of that student's senior year. A diploma will be given to the student at that time if requested. If he/she plans to participate in the graduation ceremony, then he/she will not receive the diploma until that ceremony.
- 7) The student shall meet all academic subject requirements as currently outlined in the Student Handbook and School Board Policies in regard to subjects and total credits required for an academic diploma.
- 8) The student must meet all obligations and stipulations of such an arrangement, or he or she will be asked to return to full time high school attendance. Failure to do so in that situation would jeopardize the student's goal of receiving a diploma.

Policy Adopted: 08/10/2020

SCHOOL DISTRICT 145

Policy Revised: 01/10/2022

WAVERLY, NEBRASKA

**Waverly High School**

My son/daughter \_\_\_\_\_ is (Student Name) considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

\_\_\_\_\_

Parent/Guardian Signature Date

\_\_\_\_\_

Student Signature Date

~~~~~

**\*\*\*\*\*For Office Use Only\*\*\*\*\***

Requested Received \_\_\_\_\_

\_\_\_\_\_ has been (Student Name)

recommended for mid-term graduation.

\_\_\_\_\_

Counselor Signature Date

\_\_\_\_\_

Principal Signature Date

## Commencement and Diploma Information

Student Name: \_\_\_\_\_

I am planning on participating in the Commencement Exercises in May: Yes No Unknown  
(Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

\_\_\_\_\_

Email address where information can be emailed regarding important upcoming dates and other information: \_\_\_\_\_

Elliot Locke

Waverly High School

My son/daughter Elliot Locke is (Student Name) considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

[Signature] 5-16-22

Parent/Guardian Signature Date

[Signature] 5-16-22

Student Signature Date

[Signature]

\*\*\*\*\*For Office Use Only\*\*\*\*\*

Requested Received \_\_\_\_\_

\_\_\_\_\_ has been (Student Name)

recommended for mid-term graduation.

[Signature]

Counselor Signature Date

[Signature] 5/16/22

Principal Signature Date

**Commencement and Diploma Information**

Student Name: Elliot Locke

I am planning on participating in the Commencement Exercises in May:  Yes  No  Unknown  
(Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

Elliot Michelle Locke

Email address where information can be emailed regarding important upcoming dates and other information: tj-tanaya@yahoo.com

Dear Mrs. Myers

I have decided it would be beneficial for my future if I was able to graduate early. I have plans for business and aestheticians school and I would like to enroll as soon as I can. I have been excited about these courses for a long time and I can't wait to start the next chapter of my life. Early graduation would allow me to blossom and start the career I've always wanted. Thank you for this opportunity!

Charlotte Kasten

**STUDENTS**

**5030**

**MIDTERM GRADUATION POLICIES AND PROCEDURES**

- 1) By the last Monday of the school year in May of the student's junior year, he/she must submit a letter to the high school principal requesting midterm graduation, listing reasons for the request and providing any appropriate supporting documentation.
- 2) The student will pick up a Statement of Agreement for Mid-Term Graduation packet from the counseling office. This packet must be returned to the Counseling Office by the last Monday of the school year in May. Parent/guardian permission is required.
- 3) The School Board will approve or deny the Mid-term Graduation request at their regular June meeting.
- 4) With the exceptions of prom and the graduation ceremony, participation in all extra-curricular high school activities will be terminated at the end of the first semester.
- 5) Participation in class-rank (and all recognition potentially associated with that rank) will be terminated at the end of the first semester for all midterm graduates. A midterm graduate WILL NOT compete for a spot in 2nd semester class rank, for recognition for graduate honors that is recognized at the graduation ceremony, or for local scholarships decided by the District #145 Scholarship Committee during 2nd semester.
- 6) A midterm graduate's diploma will be dated with the last school day of the 1st semester of that student's senior year. A diploma will be given to the student at that time if requested. If he/she plans to participate in the graduation ceremony, then he/she will not receive the diploma until that ceremony.
- 7) The student shall meet all academic subject requirements as currently outlined in the Student Handbook and School Board Policies in regard to subjects and total credits required for an academic diploma.
- 8) The student must meet all obligations and stipulations of such an arrangement, or he or she will be asked to return to full time high school attendance. Failure to do so in that situation would jeopardize the student's goal of receiving a diploma.

Policy Adopted: 08/10/2020

SCHOOL DISTRICT 145

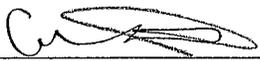
Policy Revised: 01/10/2022

WAVERLY, NEBRASKA

Waverly High School

My son/daughter Charlotte Kasten is (Student Name) considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

Parent/Guardian Signature Date

 1.25.22

Student Signature Date

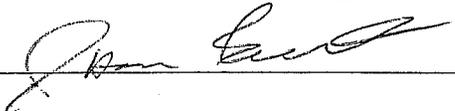
Keitt Kasten

\*\*\*\*\*For Office Use Only\*\*\*\*\*

Requested Received \_\_\_\_\_

Charlotte Kasten has been (Student Name)

recommended for mid-term graduation.

 5-2-22

Counselor Signature Date

Meg Myers 5/13/22

Principal Signature Date

## Commencement and Diploma Information

Student Name: Charlotte Kasten

I am planning on participating in the Commencement Exercises in May: Yes ~~No~~ Unknown  
(Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

Charlotte Kasten

Email address where information can be emailed regarding important upcoming dates and other information: KCKfarm@hotmail.com

Dear Dr. Myers

I am writing to ask for permission to graduate at semester of next school year. I am asking this because at this time in the future I will have all my credits needed to graduate. Thank you for considering this recommendation. Thank you and have a wonderful day

Sincerely,  
Charlotte Kasten

Zoe Wells

**STUDENTS**

**5030**

**MIDTERM GRADUATION POLICIES AND PROCEDURES**

1) By the last Monday of the school year in May of the student's junior year, he/she must submit a letter to the high school principal requesting midterm graduation, listing reasons for the request and providing any appropriate supporting documentation.

Dr. Myers

2) The student will pick up a Statement of Agreement for Mid-Term Graduation packet from the counseling office. This packet must be returned to the Counseling Office by the last Monday of the school year in May. Parent/guardian permission is required.

3) The School Board will approve or deny the Mid-term Graduation request at their regular June meeting.

4) With the exceptions of prom and the graduation ceremony, participation in all extra-curricular high school activities will be terminated at the end of the first semester.

5) Participation in class-rank (and all recognition potentially associated with that rank) will be terminated at the end of the first semester for all midterm graduates. A midterm graduate WILL NOT compete for a spot in 2nd semester class rank, for recognition for graduate honors that is recognized at the graduation ceremony, or for local scholarships decided by the District #145 Scholarship Committee during 2nd semester.

6) A midterm graduate's diploma will be dated with the last school day of the 1st semester of that student's senior year. A diploma will be given to the student at that time if requested. If he/she plans to participate in the graduation ceremony, then he/she will not receive the diploma until that ceremony.

7) The student shall meet all academic subject requirements as currently outlined in the Student Handbook and School Board Policies in regard to subjects and total credits required for an academic diploma.

8) The student must meet all obligations and stipulations of such an arrangement, or he or she will be asked to return to full time high school attendance. Failure to do so in that situation would jeopardize the student's goal of receiving a diploma.

Policy Adopted: 08/10/2020

SCHOOL DISTRICT 145

Policy Revised: 01/10/2022

WAVERLY, NEBRASKA

**Waverly High School**

My son/daughter Zoe Wells is (Student Name) considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

[Signature] 3/24/2022

Parent/Guardian Signature Date

Zoe Wells 3/24/2022

Student Signature Date



**\*\*\*\*\*For Office Use Only\*\*\*\*\***

Requested Received \_\_\_\_\_

Zoe Wells has been (Student Name)

recommended for mid-term graduation.

[Signature] 3-25-22

Counselor Signature Date

Megan Myers 5/13/22

Principal Signature Date

## Commencement and Diploma Information

Student Name: Zoe Wells

I am planning on participating in the Commencement Exercises in May:  Yes  No  Unknown  
(Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

Zoe A. Wells

Email address where information can be emailed regarding important upcoming dates and other information: z03.wlls@gmail.com

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**Zoe Wells**

14909 Davey Road  
Waverly, NE 68462  
(402) 309-5351  
zoe.wells.23@district145.org

25th March 2022

Dear Dr. Myers,

I believe graduating my senior year early will be good for me. I'll be working part-time during school but if I graduate early I'll be able to work full-time. Working full-time will help me make more money so I can get an early start for saving for college. Leaving school will give me a good experience on what the real world is like. Becoming more Independent is one of my main goals.

Thank you for your time and consideration.

Sincerely,

**Zoe Wells**

**MIDTERM GRADUATION POLICIES AND PROCEDURES**

- 1) By the last Monday of the school year in May of the student's junior year, he/she must submit a letter to the high school principal requesting midterm graduation, listing reasons for the request and providing any appropriate supporting documentation.
- 2) The student will pick up a Statement of Agreement for Mid-Term Graduation packet from the counseling office. This packet must be returned to the Counseling Office by the last Monday of the school year in May. Parent/guardian permission is required.
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Policy Adopted: 08/10/2020

SCHOOL DISTRICT 145

Policy Revised: 01/10/2022

WAVERLY, NEBRASKA

**Waverly High School**

My son/daughter Charlie Clifton is (Student Name) considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

Ashley Gregory  
Parent/Guardian Signature Date

Charlie Clifton 5/10/22

Student Signature Date  
[Signature]

\*\*\*\*\*For Office Use Only\*\*\*\*\*

Requested Received Charlie Clifton has been (Student Name)

recommended for mid-term graduation.  
[Signature]

Counselor Signature Date  
Megan Myers 5/13/22

Principal Signature Date

**Commencement and Diploma Information**

Student Name: Charlie Clifton

I am planning on participating in the Commencement Exercises in May:  Yes  No  Unknown  
(Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

Charlie A. Clifton

Email address where information can be emailed regarding important upcoming dates and other information: charlieannclifton@icloud.com

April 11, 2022  
Re: Early Graduation

Dear Dr. Myers,

After talking with Mr. Boitnott, I have decided I would like to apply to graduate early in December of 2022. I have made a plan with Mr. Boitnott to double up on math the first semester of my senior year as well as take summer school to catch up and/or get ahead if needed. I would like to graduate early in order to start at Joseph's College in early 2023.

Thank you for your time. Please consider my request to graduate early.

Sincerely,

Charlie Clifton



Charlie Clifton

---

Reilly Meek

STUDENTS

5030

MIDTERM GRADUATION POLICIES AND PROCEDURES

- 1) By the last Monday of the school year in May of the student's junior year, he/she must submit a letter to the high school principal requesting midterm graduation, listing reasons for the request and providing any appropriate supporting documentation.
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Policy Adopted: 08/10/2020

SCHOOL DISTRICT 145

Policy Revised: 01/10/2022

WAVERLY, NEBRASKA

Waverly High School

My son/daughter Reilly Meek is (Student Name) considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

Parent/Guardian Signature [Signature] Date 16 Feb 2022

Student Signature Reilly Meek Date 2/11/22

\*\*\*\*\*For Office Use Only\*\*\*\*\*

Requested Received \_\_\_\_\_

Beilly Meek has been (Student Name)  
recommended for mid-term graduation.  
Jason Ford 2-11-22  
Counselor Signature Date  
Myra Myers 5/13/22  
Principal Signature Date

**Commencement and Diploma Information**

Student Name: Beilly Meek

I am planning on participating in the Commencement Exercises in May:  Yes  No  Unknown  
(Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

Beilly D. Meek

Email address where information can be emailed regarding important upcoming dates and other information: lisabeckstead@yahoo.com

---

**Reilly Meek**

125 S 1st #29

Eagle, Ne 68347

(402)-853-4086

Reilly.Meek.23@district145.org

February 18th,2022

**Dr. Megan Myers**

Principal - WHS

13401 Amberly Rd.

Waverly, NE 68462

Dear Dr. Myers,

I am writing this letter for my application to graduate midterm my senior year in 2023. As far as I am concerned I have several reasons that will benefit myself and my future plans. First I was told that I would only need to take two classes to finish my 10 credits which will be psychology and a physical education class like lifetime sports. I already signed up for those classes and a few others as well. Secondly, I am not planning on pursuing any college courses for what I plan to do in terms of a career.

To be quite honest with you Dr. Myers, school is not my favorite thing to do and I am ready to go to work and begin earning financially. I am currently working at Casey's, it is a good job for me and I truly enjoy what I am doing. I am making decent money and have a good opportunity there to earn more.

If I were to graduate this December I would be able to spend the second semester working which I believe would be a much better use of my time and energy than being in a classroom from 8-3 every day. I have learned a great deal here at Waverly high school and I feel I am ready to move on into my adult life. Truly thank you for all of the support and leadership that you provide all students here and WHS.

Sincerely,

Reilly Meek



**MIDTERM GRADUATION POLICIES AND PROCEDURES**

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Policy Adopted: 08/10/2020

SCHOOL DISTRICT 145

Policy Revised: 01/10/2022

WAVERLY, NEBRASKA

**Waverly High School**

My son/daughter Bailey Schaeffer is (Student Name) considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

Parent/Guardian Signature Date

Jaina Nyström 4/12/22

Student Signature Date

Bailey Schaeffer

\*\*\*\*\*For Office Use Only\*\*\*\*\*

Requested Received \_\_\_\_\_

\_\_\_\_\_ has been (Student Name)

recommended for mid-term graduation.

Jim Hunt 4-12-22

Counselor Signature Date

Meg Myers 5/13/22

Principal Signature Date

**Commencement and Diploma Information**

Student Name: Bailly Schaeffer

I am planning on participating in the Commencement Exercises in May;  Yes  No  Unknown  
(Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

Bailly Erica Schaeffer

Email address where information can be emailed regarding important upcoming dates and other information: taira.nystrom@icloud.com

---

**Baily Schaeffer**

904 G Street  
Eagle, NE 68347  
(402) 805-7332  
baily.nystrom@icloud.com

April 14, 2022

**Megan Myers**

Waverly High School Principal  
13401 Amberly Rd.  
Waverly, NE 68462

Dear Ms. Myer,

Please accept this letter as a request for midterm graduation. Overall I've had a good experience at Waverly High School and have learned so much! Throughout the last few years one of the most important things I have learned is to manage my time. My teachers pushed me to stay positive and to try my hardest in everything, not just in school because things will get tougher after High School. I am thankful for all of the staff that kept things real with me and motivated me to keep going. I truly worked my hardest junior year. I have never tried harder in school and in life. I have accomplished so much and I am more proud of myself than ever. I'm also thankful that I am now eligible for this opportunity and that I can get a head start on my future. I think I am a good candidate for early graduation because I have a good work ethic and a good plan for my future. I have pushed my hardest to meet the requirements for midterm graduation and do the best I can in class to earn all of my credits. I have already completed the Certified Nursing Assistant Program at Southeast Community College and I am currently working in a nursing facility. When I graduate early I would like to keep working as a CNA and go back to Southeast Community College to get a headstart on my college education.

I would like to pursue a career in nursing because helping others has always been something that I love doing. This may not be the easiest career to start heading into but I am very excited and ready to work hard. Right now I am working at Azria Health to get a start to my career. If permission is granted I plan to attend Southeast Community College and complete a 12 month course to become a Licensed Practical Nurse.

For these reasons, I hope you will consider me a good candidate for midterm graduation.

---

Sincerely, Baily Schaeffer

(Sign name here)

Baily Schaeffer

**Your Name**

STUDENTS

5030

MIDTERM GRADUATION POLICIES AND PROCEDURES

- 1) By the last Monday of the school year in May of the student's junior year, he/she must submit a letter to the high school principal requesting midterm graduation, listing reasons for the request and providing any appropriate supporting documentation.
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- 7) The student shall meet all academic subject requirements as currently outlined in the Student Handbook and School Board Policies in regard to subjects and total credits required for an academic diploma.
- 8) The student must meet all obligations and stipulations of such an arrangement, or he or she will be asked to return to full time high school attendance. Failure to do so in that situation would jeopardize the student's goal of receiving a diploma.

Policy Adopted: 08/10/2020

SCHOOL DISTRICT 145

Policy Revised: 01/10/2022

WAVERLY, NEBRASKA

- Pass all classes this semester
- Pass 2 English, 1 social studies 1st semester Senior year (15 credits)

Waverly High School

My son/daughter Caleb DeGarmo is (Student Name) considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

[Signature] 1-31-22

Parent/Guardian Signature Date

Caleb DeGarmo 1-31-22

Student Signature Date

Caleb DeGarmo

\*\*\*\*\*For Office Use Only\*\*\*\*\*

Requested Received \_\_\_\_\_

Caleb DeGarmo has been (Student Name)

recommended for mid-term graduation.

[Signature]

Counselor Signature Date

Melny Myers 5/13/22

Principal Signature Date

**Commencement and Diploma Information**

Student Name: Caleb DeGarmo

I am planning on participating in the Commencement Exercises in May:  Yes  No  Unknown  
(Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

Caleb David DeGarmo

Email address where information can be emailed regarding important upcoming dates and other information: Zachofalltrades78@gmail.com

January 31, 2022

Dear Dr. Myers:

As am evaluating what next year will look like for me, I would like to request to graduate midterm. I'm planning on taking two English credit classes and a history class to get the remaining graduates that I need in order to graduate. I plan on attending college at SCC Lincoln and completing the Automotive Technology program that they provide. I am working with Mrs. Boitnott to complete my Accuplacer test and to begin enrollment processes.

I realize that graduating early is a big decision. My current situation causes me to work as many hours as I can to save money for my transportation, insurance, personal expenses, and saving for college. If I am allowed to graduate in December, it is my intent to work as much as possible and perhaps begin college.

I am grateful for your consideration of my personal circumstances and request.

Sincerely,

Caleb DeGarmo

**Waverly High School**

My son/daughter Breelyn Griffith is (Student Name) considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

Parent/Guardian Signature Date

Breelyn Griffith / John Griffith

Student Signature Date

5-5-2022 5-5-2022

\*\*\*\*\*For Office Use Only\*\*\*\*\*

Requested Received \_\_\_\_\_

Breelyn Griffith has been (Student Name)

recommended for mid-term graduation.

[Signature]

Counselor Signature Date

Megan Myers 5/13/22

Principal Signature Date

**Commencement and Diploma Information**

Student Name: Breelyn Griffith

I am planning on participating in the Commencement Exercises in May: Yes No Unknown  
(Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

Breelyn C. Griffith

Email address where information can be emailed regarding important upcoming dates and other information: discgolfpanda4@gmail.com

Breelyn Griffith

Dear District 145 School Board,

My name is Breelyn Griffith and I am requesting approval for early graduation. My plan for after highschool graduation is to go into the Army National Guard. If I was approved to graduate early I would attend basic training while the second semester is going on. It would greatly benefit me to graduate early so I can get an early start on basic training and be deployed after that. I would get an early start on my life and be able to move out and get my own apartment. Since I would get an earlier start on the Army right after basic training I could start college and start investing my money. I would go take my ASVAB and do my physical during the summer, which is when I will have all the documents the Army will need from me.

I would want my diploma in December; however, if I am able to return before the end of the school year I would appreciate the opportunity to go to prom and walk the stage. I greatly appreciate you taking your time to consider me for midterm graduation.

Respectfully,

Breelyn Griffith

**MIDTERM GRADUATION POLICIES AND PROCEDURES**

- 1) By the last Monday of the school year in May of the student's junior year, he/she must submit a letter to the high school principal requesting midterm graduation, listing reasons for the request and providing any appropriate supporting documentation.
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Policy Adopted: 08/10/2020

SCHOOL DISTRICT 145

Policy Revised: 01/10/2022

WAVERLY, NEBRASKA

**Waverly High School**

My son/daughter Issac Hochstein is (Student Name) considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

Heather Hochstein 3/16/22

Parent/Guardian Signature Date

Issac Hochstein 3/16/22

Student Signature Date

~~~~~

\*\*\*\*\*For Office Use Only\*\*\*\*\*

Requested Received \_\_\_\_\_

Name) Issac Hochstein has been (Student recommended for mid-term graduation.

[Signature]

Counselor Signature Date

Mel Myers 5/13/22

Principal Signature Date

## Commencement and Diploma Information

Student Name: Issa

I am planning on participating in the Commencement Exercises in May:  Yes  No  Unknown  
(Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

Issac Hochstein

Email address where information can be emailed regarding important upcoming dates and other information: Issa.hochstein.23@district145.org

Dear District 145

I am submitting this letter of request for early graduation with the intention of starting off early in the workforce. I believe this will benefit me more in the long run, as I will be getting a head start on my future career instead of filling my schedule with classes I have no real interest in. My ambitions to get into the workforce are supplemented by my hardworking attitude and general bordance with school. In pursuing early graduation, it is my belief that I will be better adapting to my more hands-on approach to learning instead of sitting in the classroom. Although I will miss out on a semester of class opportunities, I will have exceeded graduation requirement and still have extra classes that benefit me. I already have an internship set up in Omaha to learn more about construction technology and plan to follow this into my future career.

Thank you so much for your consideration!

-Issac Hochstein

Community RelationsTitle IX – Procedure for Complaints of Sexual Harassment**A. Complaint Procedure - Generally**

**1. Reporting Procedures:** All employees are responsible for helping to prevent sexual harassment. Employees or students who believe they have been subjected to, or believe they have witnessed sexual harassment should follow these procedures:

1. Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.
2. For employee reporters, contact your principal or supervisor, the principal or supervisor of the offending person, or the Title IX Coordinator if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.
3. Report the matter to the Title IX Coordinator if the offending conduct continues or has not been resolved to your satisfaction after you have reported the matter to a principal or supervisor.
4. For student reporters, contact any teacher, counselor, or administrator, or the Title IX Coordinator.
5. Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator ~~may file a formal complaint and begin the following complaint procedure is:~~

**TITLE IX COORDINATOR CONTACT INFORMATION**

[Coordinator Name]

[Address]

[City, State, Zip]

[Phone Number]

[Email Address]

5. \_\_\_\_\_

2. District Actions upon Report of Sexual Harassment or Sexual Misconduct: Upon receipt of a report of sexual harassment, the Title IX Coordinator, or designee, including but not limited to a building principal or assistant principal, will conduct an initial inquiry. The first step of the inquiry will typically include a preliminary meeting between the individual whom the reporting party alleges has been subjected to sexual harassment or sexual misconduct and the Title IX Coordinator, or designee. The initial inquiry may also include a meeting between the Title IX Coordinator, or designee, and the individual whom the reporting party alleges has committed sexual harassment or sexual misconduct. The purpose of these meetings is to gain a basic

understanding of the nature and circumstances of the report, it is not intended to be a full investigative interview. During the initial assessment, the reporting party may also receive information about resources, rights, procedural options, and supportive measures. The Title IX Coordinator, or designee, may inquire into whether the person who has is alleged to have been subject to sexual harassment or misconduct requests resources, no further action, supportive measures, and/or initiation of the “Formal Complaint” process. The Title IX Coordinator will make a reasonable effort to respect the wishes of the person who experienced sexual harassment or sexual misconduct; however, if the reported incident constitutes an imminent or ongoing threat to school safety, based on the assessment of the Title IX Coordinator, then the Title IX Coordinator may file a Formal Complaint, on behalf of the District, with or without the consent or permission of the person who has experienced sexual harassment or sexual misconduct.

With or without a Formal Complaint, allegations of sexual harassment or discrimination shall be investigated and if substantiated, corrective or disciplinary action will be taken, up to and including dismissal from employment, if the offender is an employee, or suspension and/or expulsion, if the offender is a student. Retaliatory action will not be taken against any person for reporting discrimination or harassment. This policy does not limit or prohibit the District from instituting disciplinary measures pursuant to other Board Policy, rules, or other expectations if the District determines that a person violated District rules or expectations. Allegations of sexual harassment or discrimination shall be investigated and, if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion, if the offender is a student. Retaliatory action will not be taken against an employee or student for reporting discrimination or harassment.

## **B. Formal Complaint Process**

The following procedures apply only in the event that a Formal Complaint is filed. All other reports of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.

1. Misconduct Which May Be Investigated Under a Formal Complaint: The Formal Complaint process is only available if the Formal Complaint alleges: (i) conduct which occurs on District grounds or property owned or controlled by the District; (ii) conduct which occurs in the context of District employment or an education program or District-sponsored activity within the United States, and (iii) conduct which occurs when the District has substantial control over both the Respondent and the context in which the sexual harassment or sexual misconduct occurs. The conduct must also fall within one of the following categories: (a) an employee of the District conditioning an aid, service, or benefit of the District on an individual’s participation in unwelcome sexual contact; (b) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to the District’s education program or activity; (c) sexual assault; (d) domestic violence; (e) dating violence; or (f) stalking.

2. Parties to a Formal Complaint: The only parties to a Formal Complaint are the Complainant, who is the person alleged to have been subject to misconduct, and the Respondent, the person who is alleged to have committed the misconduct.

3. Filing a Formal Complaint: A Formal Complaint may only be filed by a Complainant or the Title IX Coordinator. An employee or student Complainant may file a Formal Complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail. The Formal Complaint must be signed by the Complainant or by the Title IX Coordinator.

4. Immediate Actions Upon Receipt of Formal Complaint: Upon receipt of a Formal Complaint, the Title IX Coordinator will conduct an initial assessment of the allegations contained within the Formal Complaint to determine if the allegations in the Formal Complaint, if true, allege misconduct which may be investigated under the Formal Complaint process. If the allegations in the Formal Complaint do not allege misconduct which may be investigated under the Formal Complaint process, the Title IX Coordinator must dismiss the Formal Complaint and may proceed under other District policies or procedures. The Complainant will be provided notice in writing if the Formal Complaint is dismissed.

If the allegations in the Formal Complaint allege misconduct which may be investigated under the Formal Complaint process, the Title IX Coordinator shall provide the following to all known parties: (1) The complaint procedure as outlined in this policy; and (2) Notice of the allegations of sexual harassment, known by the District at the time of filing the Notice, including (i) the identities of the parties involved, if known, (ii) the conduct allegedly constituting sexual harassment, and (iii) the date and location of the alleged incident.

The Title IX Coordinator shall then provide the Formal Complaint and the Notice of the Formal Complaint to the District's Title IX Investigator.

5. Investigation of Formal Complaint: Upon receipt of a Formal Complaint, the Investigator will promptly investigate the allegations contained within, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure. If the allegation(s) involve possible criminal conduct, the District will notify the Complainant of his or her right to file a criminal complaint, and District employees will not dissuade the Complainant from filing a criminal complaint either during or after the District's investigation.

The Investigator will contact the Complainant, Respondent, and relevant witnesses to schedule interviews. All parties may bring up to two people to this meeting: (1) Support Person and/or (2) Advisor of Choice. The Advisor of Choice may or may not be an attorney. Neither the Support Person nor the Advisor of Choice can direct questions or comments to the Investigator, nor may the Support Person or Advisor of Choice advise a student or employee how to answer the Investigator's questions.

The Investigator will also aim to collect all tangible evidence relevant to the investigation.

The Investigator will complete the investigation within a reasonable time frame, as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the Formal Complaint and the number of witnesses that may need to be interviewed. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as deemed necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.

(A) *Neutrality*: The Title IX Coordinator, Investigator, Decision-Maker, or any person designated by the District to facilitate this Formal Complaint process, shall not have any conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. The District shall ensure that Title IX Coordinator, Investigator, Decision-Maker, and any person who facilitates this Formal Complaint process shall receive training on the definition of sexual harassment, the scope of the District’s education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias.

(B) *Burden of Production*: It shall be the Investigator’s burden to gather evidence sufficient to reach a determination regarding the outcome of the Formal Complaint. To reach a determination, the investigation will include, but is not limited to:

- i. Providing the parties with the opportunity to present witnesses and provide evidence.
- ii. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- iii. A consideration of various factors, including: (1) the nature of the conduct and whether the conduct was unwelcome, (2) the surrounding circumstances, expectations, and relationships, (3) the degree to which the conduct affected one or more students' education, (4) the type, frequency, and duration of the conduct, (5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, (6) the number of individuals involved, (7) the age and sex, if applicable, of the alleged harasser and the alleged victim(s) of the harassment, (8) the location of the incidents and the context in which they occurred, (9) the totality of the circumstances, and (10) other relevant evidence.
- iv. A review of the evidence using a “preponderance of the evidence” standard. To meet the “preponderance of the evidence” standard, the evidence must show that the discrimination, harassment, or retaliation more likely occurred than did not occur.

(C) *Rights of the Parties*: The Respondent is entitled to a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process. The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

The District retains the right to place any person on administrative leave during the pendency of the investigation. The District also retains the right to remove a Respondent from the District's educational program prior to the conclusion of the investigation. In the event of a removal, the Respondent shall have the opportunity to challenge the decision for removal by meeting with the Title IX Coordinator to discuss the removal.

(D) Conclusion of Investigation: Prior to the conclusion of the investigation, the Investigator shall send each party the evidence that is subject to inspection and review in an electronic format or a hard copy. This information shall be known as the "Draft Investigative Report." The Draft Investigative Report shall include all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the Investigator does not intend to relay to the ~~Decision-Maker~~Decision-Maker. The parties shall then have ten (10) calendar days to submit a written response, which the Investigator will consider. Responses may not be submitted by the parties' Advisor of Choice or Support Person, unless such person is the parent or guardian of the Complainant or Respondent. Responses may include corrections to the Investigator's summary of the parties' interviews, suggestions for additional investigation, or additional information not known at the time of the interviews. Any new information provided by the parties during the response period will not result in an additional time period for response by the other party unless determined necessary by the Title IX Coordinator. The Investigator is not obliged to respond to any question or requests for information in the parties' responses. The Investigator will consider the information provided by the parties and will incorporate relevant information into the Final Investigative Report. The Final Investigative Report will fairly summarize the relevant evidence. The Investigator shall then submit the Final Investigation Report to the Decision-Maker. The parties shall each receive a copy of the ~~Ffinal Iinvestigative Rreport~~ at the same time as the Decision-Maker.

6. Actions Taken By ~~Decision-Maker~~Decision-Maker Upon Receipt of Final Investigative Report: Upon receipt of the Final Investigative Report, the Decision-Maker~~Decision-Maker~~ shall provide 10 days for each party to submit written, relevant questions that a party wants asked of any party or witness. Questions shall be submitted to the Title IX Coordinator who shall determine whether questions are relevant. The Title IX Coordinator shall contact parties or witnesses to request answers to the parties' relevant questions. The Title IX Coordinator will -provide each party, and the ~~Decision-Maker~~Decision-Maker with the answers provided by the opposing party or witness and allow for additional, limited follow-up questions from each party.

7. Notice of Determination: Once the Decision-Maker~~Decision-Maker~~ has received the answers to relevant questions submitted by the parties, the ~~Decision-Maker~~Decision-Maker shall consider the answers and the Decision-Maker~~Decision-Maker~~ shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame, as determined by the Title IX Coordinator. The Decision-Maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as the Complainant, Respondent, or witness. The Decision-Maker shall provide the written determination to both parties simultaneously. The written determination shall include:

- (a) Identification of the allegations potentially constituting sexual harassment;
- (b) A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;
- (c) Findings of fact supporting the determination;
- (d) Conclusions regarding the application of each recipient's code of conduct to the facts;
- (e) A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the Complainant; and
- (f) The recipient's procedures and permissible bases for the Complainant and Respondent to appeal.

The Family Educational Rights and Privacy Act (FERPA) permits the District to disclose relevant information to a student who was discriminated against or harassed.

8. Sanctions: At the conclusion of the investigation, the Decision-Maker may institute disciplinary measures against the Respondent if the Decision-Maker determines that the Respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in-school suspension, out-of-school suspension, expulsion, and, in the case of an employee disciplinary action, up to and including immediate termination from employment.

The Title IX Coordinator is responsible for coordinating the implementation of supportive measures for the victim(s).

### C. Appeals

If either party is not satisfied with the outcome of the investigation and the decision of the Decision-Maker, they may appeal on the following bases:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
3. The Title IX Coordinator, Investigator, or Decision-Maker had a conflict of interest or bias for or against the Complainant or Respondent generally or the individual Complainant or Respondent that affected the outcome of the matter.

The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the Superintendent.

Upon notice of an appeal by either party, the Superintendent of Schools shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.

The Superintendent shall give both parties a reasonable, and equal opportunity to submit a written statement in support of, or challenging the outcome.

The Superintendent shall review the investigative report, Decision-Maker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent shall provide the written decision simultaneously to both parties.

#### **D. Informal Resolution**

If a Formal Complaint is filed, the District may offer the Complainant and Respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:

1. Written notice to both parties disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the complaint process with respect to the Formal Complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
2. The parties' voluntary, written consent to the informal resolution process; and
3. That the allegations of the Formal Complaint do not involve any allegations that an employee sexually harassed a student.

#### **E. Record Keeping**

The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings for a period of seven (7) years.

#### **B. Response to a Formal Complaint**

1. Filing Formal Complaint: An employee or student can allege sexual harassment by filing a formal complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail using the following contact information:

#### ~~TITLE IX COORDINATOR CONTACT INFORMATION~~

~~{Coordinator Name}~~

~~{Address}~~

~~{City, State, Zip}~~

~~{Phone Number}~~

~~{Email Address}~~

~~The formal complaint must be signed by the complainantComplainant or by the Title IX Coordinator. **The following procedures apply only in the event that a formal complaint is filed. All other allegations of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.**~~

~~2. — Immediate Actions upon Receipt of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall provide the following to all known parties: (a) the complaint procedure as outlined in this regulation; and (b) notice of the allegations of sexual harassment, including: (i) the identities of the parties involved, if known; and (ii) the conduct allegedly constituting sexual harassment; and (iii) the date and location of the alleged incident.~~

~~The parties to the formal complaint may select an advisor of their choice, who may be, but is not required to be, an attorney.~~

~~3. — Investigation of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall notify the Investigator. The Investigator will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure. If the allegation(s) involves possible criminal conduct, the District will notify the complainantComplainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainantComplainant from filing a criminal complaint either during or after the District's investigation.~~

~~The Investigator will aim to complete its investigation within a reasonable time frame, as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the formal complaint, the number of witnesses that may need to be interviewed, and whether the police are also conducting an investigation into the allegations. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as he or she deems necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.~~

~~(a) — Neutrality: The Title IX Coordinator, investigatorInvestigator, decision-makerDecision-Maker, or any person designated by the District to facilitate this complaint procedure, shall not have any conflict of interest or bias for or against complainantComplainants or respondentRespondents generally or an individual complainantComplainant or respondentRespondent. The District shall ensure that Title IX Coordinators, investigatorInvestigators, decision-makerDecision-Makers, and any persons who facilitate this complaint procedure shall receive training on the definition of sexual harassment in accordance with this regulation, the scope of the District's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias. The District shall ensure that the individuals involved in the complaint procedure receive training on issues of~~

~~relevance of questions and evidence and on issues of relevance to create an investigative report that fairly summarizes relevant evidence.~~

- ~~(b) *Burden of Production:* It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding responsibility. To reach a determination, the investigation will include, but is not limited to:~~
- ~~i. Providing the parties with the opportunity to present witnesses and provide evidence.~~
  - ~~ii. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.~~
  - ~~iii. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.~~
  - ~~iv. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)~~
- ~~(c) *Rights of the Parties:* The respondentRespondent is entitled to a presumption that the respondentRespondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process.~~

~~The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.~~

~~The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.~~

~~The Investigator shall provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice if the Investigator deems appropriate. However, the Investigator may establish restrictions regarding the extent to which the advisor may participate in the proceedings, if the restrictions apply equally to both parties.~~

~~The Investigator shall provide to all witnesses expected to attend a meeting notice of the date, time, location, participants, and purpose of all hearings within two (2) days of the meeting.~~

~~Up until the conclusion of the investigation, the parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. This includes the evidence upon which the Investigator does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence obtained from any source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.~~

~~The District retains the right to place an employee on administrative leave during the pendency of an investigation. The District also retains the right to remove a student from the District's educational program prior to the conclusion of the investigation. In the event of a removal, the respondent Respondent shall have the opportunity to challenge the decision for removal.~~

- ~~(d) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the investigator Investigator shall send each party and the party's advisor, if any, the evidence that is subject to inspection and review in an electronic format or a hard copy. The parties shall then have ten (10) days to submit a written response, which the investigator Investigator will consider.~~

~~Once the investigator Investigator has considered the written statements of the parties, if any, and any questions of the parties, if any, the investigator Investigator shall create an investigative report that fairly summarizes relevant evidence. The investigator Investigator shall then submit the written investigation report to the decision-maker Decision-Maker. The parties shall each receive a copy of the final investigative report at the same time as the decision-maker Decision-Maker.~~

~~4. *Decision of Responsibility:* The decision-maker Decision-Maker shall review the investigative report. Prior to coming to a determination regarding responsibility, the decision-maker Decision-Maker shall provide ten (10) days for each party to submit written, relevant questions that a party wants asked of any party or witness, provide each party with answers, and allow for additional, limited follow-up questions from each party.~~

~~Once the decision-maker Decision-Maker has considered the written questions of the parties, if any, the decision-maker Decision-Maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame as determined by the Title IX Coordinator. The decision-maker Decision-Maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as complainant Complainant, respondent Respondent, or witness. The decision-maker Decision-Maker shall provide the written determination to both parties simultaneously. The written determination must include:~~

- ~~(a) Identification of the allegations potentially constituting sexual harassment;~~
- ~~(b) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;~~
- ~~(c) Findings of fact supporting the determination;~~
- ~~(d) Conclusions regarding the application of each recipient's code of conduct to the facts;~~
- ~~(e) A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the respondent Respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant Complainant; and~~
- ~~(f) The recipient's procedures and permissible bases for the complainant Complainant and respondent Respondent to appeal.~~

The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

#### 5. Supportive Measures and Disciplinary Actions:

~~Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant Complainant or the respondent Respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment to deter sexual harassment.~~

~~Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant Complainant or respondent Respondent, to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.~~

~~At the conclusion of the investigation, the decision-maker Decision-Maker may institute disciplinary measures to the respondent Respondent if the decision-maker Decision-Maker determines that the respondent Respondent engaged in sexual abuse or harassment. Disciplinary~~

~~measures may include, but are not limited to, in-school suspension, out-of-school suspension, expulsion, and in the case of an employee, disciplinary action up to and including dismissal from employment. This policy does not limit or prohibit the District from instituting disciplinary measures if, in the course of the investigation, it determines that the complainant Complainant or respondent Respondent violated the student code of conduct.~~

~~The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.~~

### ~~C. —~~ **Appeals**

~~If either party is not satisfied with the outcome of the investigation and the decision of the decision-maker Decision-Maker, they may appeal on the following basis:~~

- ~~1. — Procedural irregularity that affected the outcome of the matter;~~
- ~~2. — New evidence, that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and~~
- ~~3. — The Title IX Coordinator, investigator Investigator, or decision-maker Decision-Maker had a conflict of interest or bias for or against the complainant Complainant or respondent Respondent generally or the individual complainant Complainant or respondent Respondent that affected the outcome of the matter.~~

~~The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the Superintendent of Schools.~~

~~Upon notice of an appeal by either party, the Superintendent of Schools shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.~~

~~The Superintendent of Schools shall give both parties a reasonable and equal opportunity to submit a written statement in support of or challenging the outcome.~~

~~The Superintendent of Schools shall review the investigative report, decision-maker Decision-Maker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent of Schools shall provide the written decision simultaneously to both parties.~~

### ~~D. —~~ **Informal Resolution**

~~If a formal complaint is filed, the District may offer the complainant Complainant and respondent Respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:~~

- ~~1. Written notice to both parties disclosing: the allegations, the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;~~
- ~~2. The parties' voluntary written consent to the informal resolution process; and~~
- ~~3. That the allegations of the formal complaint do not involve any allegations that an employee sexually harassed a student.~~

~~**E. Record Keeping**~~

~~The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, any transcripts, or audio recordings pertaining to the investigative and appeal proceedings for a period of seven (7) years.~~

Legal Reference: Title IX

Date of Adoption: [Insert Date]

## Business Operations

### Internal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

- (a) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and maintain these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- (b) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
- (c) Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;
- (d) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- (e) Take reasonable measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) Implement a Control System procedure;

- 4) Continue to develop and implement adequate maintenance procedures for the equipment;
- 5) Continue to develop and implement sales procedures for the equipment; and
- 6) Continue to develop and implement disposition procedure for the equipment.

Legal Reference: 2 C.F.R. §§ 200.313 & 200.33.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable Federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$10,000);
- 2) A procedure for small purchases (between \$10,000 to \$250,000);
- 3) A procedure for sealed bids;
- 4) A procedure for competitive proposals; and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient.

For all other records, the District will retain such records for the length of time as required by law.  
Legal Reference: 2 C.F.R. § 200.333.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will verify that a vendor has not been debarred, suspended or otherwise excluded, and the District will maintain a copy of said verification.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions; and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the Federal statutes, regulations, and the terms and conditions of the Federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;

- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) Identifying adequately the source and application of funds for federally-funded activities;
- 4) Ensuring effective controls over and accountability for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other Federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another Federal award, except where the federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both Federal and non-Federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally-assisted and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one Federal award; a Federal award and non-Federal award; an indirect cost activity and a direct cost activity; two or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Budget estimates will generally not be used to support charges to Federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

**Federal Funds for Construction Projects:** For all federal awards, the District will comply with all applicable legal requirements, including the Davis-Bacon Act.

Legal Reference: 34 C.F.R. § 75.600, et seq.

**Capitalization and Depreciation:** The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

A. Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.

B. Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$5,000 or more have the prior written approval of the federal awarding agency or pass-through entity.

C. Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.

D. Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.

E. When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the Federal awarding agency.

F. If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.

G. Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

Maintaining Records: Financial records, supporting documents, statistical records, and all other District records pertinent to a federal award must be retained for the minimum period time as required by federal law or the terms of the federal awarding agency, whichever is longer in time.

Legal Reference: 2 C.F.R. § 200.334.

Conflict of Interest: Notwithstanding any other Board Policies or Procedures, the District shall ensure that it avoids any conflicts of interest regarding any federal awards. The District will disclose in writing any potential conflict of interest to the federal awarding agency or pass-through entity in accordance with applicable federal awarding agency policy.

Legal Reference: 2 C.F.R. § 200.112.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. §§ 200, et seq.

Date of Adoption: 08/03/2021

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA

Business OperationsProcedures—Bidding Construction Projects

The District shall bid every project for the construction, remodeling, or repair of any school-owned building or for site improvements when the contemplated expenditures for the project is in excess of one hundred nine thousand dollars (\$109,000), or such sum as adjusted pursuant to Section 73-106. The bidding procedures shall comply with the requirements of state law and shall include the following:

1. Notice to Bidders: —The Administration shall prepare a notice to bidders containing a general description of the scope of the project being bid; the location of the project; the means of obtaining project documents, including plans and specifications; the date and hour bids will close; and the date, hour and place bids are to be returned, received and opened, and a provision that such bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders, when the hour is reached for the bids to close.
2. Regular Manner of Advertisement for Bids: The notice to bidders shall be published one time in a newspaper of general circulation in the School District. The notice shall be published at least seven (7) days prior to the date designated for the opening of such bids. The Board of Education or Administration may, in its sole discretion, elect to utilize further advertisement for bids as it may determine appropriate to secure a sufficient number of qualified bidders for the scope of the project.
3. Bid Opening: When the hour is reached for such bids to close, bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders.
4. Contract Award: The contract shall be awarded to the lowest responsible bidder as to the extent required by law. When not so required, the award shall be made on the basis of consideration of the contract award criteria determined appropriate by the Board or administration.
5. Performance and Payment Bonds. Whenever any contract is entered into for the erecting, furnishing, or repairing of any building or other public structure or improvement, the contractor shall be required, before commencing such work, to furnish a performance, labor and material payment bond. The bond requirement shall not apply, however, to any project bid or proposed which has a total cost of ten thousand dollars (\$10,000) or less unless the School Board or Administration includes a bond requirement in the specifications for the project. The bond shall be in an amount not less than the contract price. The bond shall be conditioned on the faithful performance of the contract and the payment by the contracting party of all laborers and mechanics for labor that is performed and of all material and equipment rental that is actually used or rented in connection with the improvement project and the performance of the contract. Such bond shall contain such provisions as are required by statutes, and be in a form prescribed and required by the district.

6. Retention of an Architect or Engineer. The School District shall not engage in the construction of any public works involving architecture or engineering unless the plans, specifications, and estimates have been prepared and the construction has been observed by an architect, a professional engineer, or a person under the direct supervision of an architect, professional engineer, or those under the direct supervision of an architect or professional engineer; provided that such requirement shall not apply to any public work in which the contemplated expenditure for the complete project does not exceed one hundred and eighteen thousand dollars (~~\$100~~118,000), as adjusted from time to time by Section 81-3445 or other applicable law.
  
7. Additional Procedures. Each bid for which a labor and material bond is required shall be accompanied by a bid bond or certified check in the amount of five percent (5%) of such bid unless the School Board or Administration waives such requirement. The Board of Education or Administration may provide for additional procedures for the procurement, opening and acceptance of bids as deemed appropriate for a particular project.

Legal Reference: Neb. Rev. Stat. Sec. 52-118; Neb. Rev. Stat. Sec. 73-101 *et seq.*; Neb. Rev. Stat. Sec. 73-106; Neb. Rev. Stat. Sec. 81-3445

Date of Adoption: [Insert Date]

Personnel - All Employees/VolunteersDrug and Substance Use and Abuse

It is the policy of the School District 145-Waverly to eliminate the influence of drugs, alcohol and other chemicals within the school environment and to educate students against the usage of drugs, alcohol and illegal substances. The District will implement regulations and practices which will insure compliance with laws relating to drugs and alcohol, including: the Drug-Free Workplace Act and the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto.

**Section 1 Drug-Free Workplace**

The District has established the school as a drug-free workplace. The drug-free workplace for this purpose includes school grounds, school utilized vehicles, and places in which school activities are held. The school district recognizes that the use, possession, or being under the influence of illicit drugs or alcohol constitutes a hazard to the positive development of students and employees and a substantial interference with school purposes.

1. The unlawful manufacture, distribution, disposition, possession, or use of a controlled substance is prohibited in the work place. Employees are also prohibited from possessing, using or distributing illicit drugs or alcohol, or being under the influence of illicit drugs or alcohol, on any district property or district sponsored event. Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol in the work place or on duty time shall be a violation of the drug-free workplace.
2. The possession or distribution of a look-alike drug or look-alike controlled substance is prohibited. In addition, employees are expected to serve as role models for students and will be considered to have violated the District's expectations in the event the employee commits a criminal drug or alcohol offense off the work place or off duty time.
3. As a condition of employment, employees will abide by the District's drug-free workplace policies and notify the Superintendent or designee **in writing** of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 the Mo**calendar** days after such conviction.
4. Disciplinary sanctions, up to and including termination of employment and referral for prosecution, will be imposed upon employees who violate the aforementioned standards of conduct. Sanctions for violation thereof may include the requirement that the employee complete an appropriate rehabilitation program, reprimands, and non-renewal, cancellation, or termination of contract of employment.
5. Employees shall be advised through employee publications about drug and alcohol counseling and rehabilitation and reentry programs that are available.

6. Employees shall be furnished with a paper or digital copy of this policy.

This policy supplements and is in addition to all other policies, regulations, practices, procedures and contractual provisions regarding or related to the improper or unlawful possession, use, or distribution of illicit drugs and alcohol.

### **Section 2 Alcohol and Drug Testing**

The District will implement regulations and practices which will insure compliance with the Omnibus Transportation Employee Testing Act of 1991, **the Moving Ahead for Progress in the 21<sup>st</sup> Century (MAP-21) Act**, and all regulations and rules promulgated pursuant ~~thereto~~ **to such Acts**. Employees in "safety-sensitive" positions, as defined by the Act and regulations promulgated thereunder, including employees whose position requires a commercial driver's license (CDL), shall be tested for alcohol and controlled substances as required by law. (See attached Appendix "1"). Refusal to submit to such pre-employment testing, or testing positive, shall disqualify an applicant from employment. Reasonable suspicion, random, post-accident, return-to-duty, and follow-up testing shall also be conducted. Employees who test positive shall be immediately removed from safety-sensitive positions and shall be removed from employment.

Legal Reference: 41 U.S.C. §§701 to 707  
49 U.S.C. §§**5331(b)** and 31306 and; 49 CFR Part 382

Policy Revised: 07/05/2021

Page 3 of 8

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA

**CONTROLLED SUBSTANCES AND ALCOHOL USE AND TESTING:  
FEDERAL REGULATIONS, [NAME] PUBLIC SCHOOLS' COMPLIANCE POLICIES  
AND PROCEDURES, AND EDUCATIONAL MATERIALS**

The U.S. Department of Transportation (DOT) and the Federal Highway Administration (FHWA) have issued regulations requiring that individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs) be tested for controlled substances and alcohol and not engage in controlled substances use or alcohol misuse. Information concerning those regulations, [Name] Public Schools policies and procedures, and educational materials relating to controlled substances use and alcohol misuse is set forth as follows:

**(A) The persons designated by [Name] Public Schools to answer employee questions about these materials are:**

Superintendent of Schools  
Secondary Principal

**(B) The categories of employees who are subject to the provisions of the federal controlled substances and alcohol use and testing regulations are:**

Individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs), including bus drivers and distribution and maintenance employees who are subject to driving commercial motor vehicles.

**(C) The term "safety-sensitive functions" means:**

- (1) All time waiting to be dispatched, unless the driver has been relieved from duty;
- (2) All time inspecting equipment or inspecting, servicing, or conditioning any commercial motor vehicle (i.e., a vehicle in excess of 26,000 pounds GVWR or designed to carry 16 or more passengers, including the driver) at any time;
- (3) All driving time (i.e., time spent at the controls of a commercial motor vehicle in operation);
- (4) All time, other than driving time, in or upon any commercial motor vehicle;
- (5) All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
- (6) All time spent performing the driver requirements of 49 CFR §§392.40 and 392.41 relating to accidents;
- (7) All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

**(D) Employee conduct that is prohibited by the federal controlled substances and alcohol use and testing regulations includes:**

1. **Alcohol concentration.**  
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater.
2. **Alcohol possession.**  
No driver shall be on duty or operate a commercial motor vehicle while the driver possesses alcohol.
3. **On-duty use.**  
No driver shall use alcohol while performing safety-sensitive functions.
4. **Pre-duty use.**  
No driver shall perform safety-sensitive functions within four (4) hours after using alcohol.
5. **Use following an accident.**  
No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until the driver undergoes a post-accident alcohol test, whichever occurs first.
6. **Refusal to submit to a required alcohol or controlled substances test.**  
No driver shall refuse to submit to a post-accident alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, or a follow-up alcohol or controlled substances test.
7. **Controlled substances use.**  
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a commercial motor vehicle.
8. **Controlled substances test.**  
No driver shall report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive for controlled substances.

**(E) The circumstances under which an employee will be tested for alcohol and/or controlled substances pursuant to the federal regulations include:**

1. **Pre-employment testing.**  
Prior to the first time a driver performs safety-sensitive functions, the driver shall undergo testing for alcohol and controlled substances. No safety-sensitive functions are to be performed unless the driver has been administered an alcohol test with a result indicating an alcohol concentration less than 0.04, and has received a controlled substances test result from the medical review officer indicating a verified negative test result.

**2. Post-accident testing.**

- (a) As soon as practicable following an accident involving a commercial motor vehicle, each surviving driver:
- (1) Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or
  - (2) Who receives a citation under State or local law for a moving traffic violation arising from the accident shall undergo a test for alcohol and controlled substances.
- (b) (1) *Alcohol tests.* Shall be administered within two hours following the accident unless such cannot reasonably be done, and not more than eight hours following the accident.
- (2) *Controlled substance tests.* Shall be administered within 32 hours following the accident.
- (c) A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit to testing. The driver shall be permitted to leave the immediate scene of an accident for the period necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care, but shall otherwise remain readily available for testing.

**3. Random testing.**

- (a) Drivers shall be subject to random testing. The minimum annual percentage rate for random alcohol testing should be 25 percent of the average number of driver positions, or such minimum annual percentage rate as established from time to time by the FHWA. The minimum annual percentage rate for random controlled substance testing shall be 50 percent of the average number of driver positions.
- (b) The selection of drivers for random alcohol and controlled substances testing shall be made by a scientifically valid method. Under the selection process used, each driver shall have an equal chance of being tested each time selections are made.
- (c) The random alcohol and controlled substances tests shall be unannounced and the dates for administering random alcohol and controlled substances tests shall be spread reasonably throughout the calendar year.
- (d) Each driver who is notified of selection for random alcohol and/or controlled substances testing shall proceed to the test site immediately; provided, however, that if the driver is performing a safety-sensitive function at the time of notification, the driver shall cease to perform the safety-sensitive function and proceed to the testing site as soon as possible.

**4. Reasonable suspicion testing.**

- (a) A driver shall submit to an alcohol test when the employer has reasonable suspicion to believe that the driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations (except for possession of alcohol).
- (b) Under federal law, notwithstanding the absence of a reasonable suspicion alcohol test, a driver is prohibited from reporting for duty or remaining on duty requiring the performance of safety-sensitive functions while the driver is under the influence of or impaired by alcohol and must not perform or continue to perform safety-sensitive functions, until:

Page 7 of 8

- (i) An alcohol test is administered and the driver's alcohol concentration measures less than 0.02; or
- (ii) Twenty-four hours have elapsed following the determination that there is reasonable suspicion to believe that the driver has violated the prohibitions concerning the use of alcohol.

**5. Return-to-duty testing.**

(a) Alcohol. If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning alcohol and has not been terminated, the driver shall undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02.

(b) Controlled Substances. If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning controlled substances, and has not been terminated, the driver shall undergo a return-to-duty controlled substances test with a result indicating a verified negative result for controlled substances use.

**6. Follow-up testing.**

Following a determination that a driver is in need of assistance in resolving problems associated with alcohol misuse and/or use of controlled substances, the driver shall, if still employed, be subject to unannounced follow-up alcohol and/or controlled substances testing as directed by a substance abuse professional in accordance with the provisions of federal regulations.

Random, reasonable suspicion, and follow-up alcohol testing shall be conducted only when the driver is performing safety-sensitive functions, just before the driver is to perform safety-sensitive functions, or just after the driver has ceased performing safety-sensitive functions.

**(F) The procedures that will be used to test for the presence of alcohol and controlled substances, to protect the employee and the integrity of the testing processes, to safeguard the validity of the test results, and to ensure that those results are attributed to the correct employee include:**

The procedures outlined in 49 CFR 40, concerning procedures for Transportation Workplace Drug and Alcohol Testing Program, will be followed. This includes use of a "split sample" approach for drug testing and chain of custody procedures including documentation of screening aliquots.

**(G) An employee is required to submit to alcohol and controlled substances tests administered pursuant to the federal regulations.**

**(H) A "refusal to submit" to an alcohol or controlled substance test includes:**

*Refuse to submit* (to an alcohol or controlled substances test) means that a driver (1) Fails to provide adequate breath for testing without a valid medical explanation after he or she has received notice of the requirement for breath testing, (2) fails to provide adequate urine for controlled substances testing without a valid medical explanation after he or she has received notice of the requirement for urine testing, or (3) engages in conduct that clearly obstructs the testing process. A failure to remain readily available for post-accident testing, or to notify the

employer of the need for such testing, or to proceed to the test site immediately for random testing, may be deemed by the employer to constitute a refusal to submit.

**The consequences for refusing to submit to an alcohol or controlled substances test are as follows:** A driver who has refused to submit to a required alcohol or controlled substance test is subject to the same consequences as a driver who has tested positive on an alcohol (concentration of 0.04 or greater) or controlled substances test.

**(I) The consequences under the federal regulations for employees who have violated the federal regulations relating to controlled substances and alcohol use and testing include:**

The driver shall be removed from and not permitted to perform safety-sensitive functions. The driver shall be referred for evaluation by a substance abuse professional for a determination of what assistance, if any, the employee needs in resolving problems associated with alcohol misuse and controlled substances abuse.

Before a driver returns to duty requiring the performance of a safety-sensitive function after engaging in conduct prohibited by the federal regulations, the driver shall, if still employed, undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02 if the conduct involved alcohol, or a controlled substances test with a verified negative result if the conduct involved a controlled substance.

In addition, each driver identified as needing assistance in resolving problems associated with alcohol misuse or controlled substance use, if still employed,

- (i) Shall be evaluated by a substance abuse professional to determine that the driver has properly followed any rehabilitation program prescribed, and
- (ii) Shall be subject to unannounced follow-up alcohol and controlled substances tests administered by the employer following the driver's return to duty.

The driver may also be subject to the penalty provisions of 49 U.S.C. § 521(b).

**(J) The consequences under the federal regulations for employees found to have an alcohol concentration of 0.02 or greater but less than 0.04 include:** Removal from safety-sensitive functions for a period of not less than 24 hours following administration of the test.

**(K) Information to assist employees in avoiding alcohol misuse and controlled substances use, signs and symptoms of an alcohol or a controlled substances problem, and available methods of intervening when such a problem is suspected:** Information will be made available by the counselor to employees upon request.

**Substitute Teachers/Regular Teachers Subbing**

When necessary, building principals are authorized to employ certificated substitute teachers. Said teachers must have current and valid certificates on file in the School District #145 Superintendent's office. The Board will establish annually daily rates for substitute teachers, said rates to be increased for periods of service at 10 to 19 consecutive days and 20 plus consecutive days.

On occasion teachers in grades 7-12 may be required to substitute during their planning period. For such service, they will be reimbursed beyond regular contract pay at a rate established periodically by the board.

The Superintendent, or Superintendent's designee, is hereby authorized on behalf of the District to execute any necessary documents to assist a substitute teacher to secure a local substitute teaching permit.

Policy Revised: 02/08/05

WAVERLY, NEBRASKA

InstructionSpecial Education

[Name] Public Schools adopts this special education policy with the intent that the policy maintains the District's compliance with all applicable laws affecting special education services and programs. The Superintendent or designees shall develop regulations or procedures to implement these policies. Employees and contractors of the District are expected to comply with these policies and all regulations, guidelines and procedures related to this policy in all respects.

The District will abide by all state and federal laws relating to special education. The District's special education policy and regulations, guidelines and procedures related to this policy are to be interpreted so as to be in compliance with such laws. In the event of changes in law, the school administration shall be authorized to implement modifications of practice to comply with such changes (whether the changes impose more or less stringent procedural or substantive requirements) until such time as amended policies are adopted by the Board of Education. References herein to 92 NAC 51 citations are made to Rule 51 as in effect on the date of the adoption of these policies. In the event of renumbering or other revisions to Rule 51, the policy shall be interpreted and implemented consistent with such renumbering or revisions.

**1. Free Appropriate Public Education**

A free appropriate public education shall be made available to all children with disabilities residing in the District, including children with disabilities who have been suspended or expelled, from date of diagnosis/verification through the school year in which the child is no longer eligible or the student reaches twenty-one (21) years of age, including children with disabilities who have been suspended or expelled—whichever occurs earlier. An Individualized Education Plan ("IEP") will be created for each such child that will enable the student to make progress appropriate in light of the student's unique circumstances

Legal Reference: 92 NAC 51-004.01 through 004.03A and 007.07C2 through 007.07C6

**2. Full Educational Opportunity Goal**

The District shall take steps to ensure that its children with verified disabilities have available to them the variety of educational programs and services available to children without disabilities in the areas served by the District, including art, music, industrial arts, family consumer science education, and vocational education.

Legal Reference: 92 NAC 51-004.11A

**3. Child Find**

All children from birth to age twenty-one (21) with disabilities residing in the District, including children with disabilities who are homeless or are wards of the state or attending nonpublic schools, regardless of the severity of their disabilities, who are in need of special education and related services, will be identified, located and evaluated ~~and a.~~ A practical method shall be developed and implemented by the administration to determine which children with disabilities are currently receiving needed special education and related services. The District will publish The District will implement multiple methods to provide parents, guardians, and community members with information regarding how to refer a child for an evaluation and the identification process and will

~~publish an annual notice of any significant activity that is designed to identify, locate, or evaluate children to publicly notify parents. The District will screen and evaluate all children with suspected disabilities birth through age 21, and will implement practical methods to track which children are currently receiving special education and related services. The District will provide student referrals that are accompanied by documentation of scientific, research, or evidence-based academic and/or behavioral interventions that have been implemented as designed for the appropriate period of time to show effect or lack of effect that demonstrates the child is not making a sufficient rate of progress to meet age or state-approved, grade-level standards within a reasonable time frame. The District will provide sustained supervision to monitor the implementation of compliant practices for the Child Find Rule. The District will use supervision and monitoring data to identify schools and/or personnel that require technical assistance to support compliant practices in the area of Child Find, paying particular attention to the communities experiencing disproportionality in the schools. All District Child Find activities will be equitably available to all children regardless of race, ethnicity, language, location, transience, income level, and access to medical care.~~

~~, guardians, or appointed surrogates. The District's child find process will be consistent with Federal and Nebraska regulations.~~ Legal Reference: 92 NAC 51-006.01 through 006.01A2

#### **4. Pre-Referral Interventions**

For a school age student, a general education student assistance team (SAT) or a comparable problem solving team shall be used prior to referral for multidisciplinary team evaluation. The SAT or comparable problem solving team shall utilize and document problem solving and intervention strategies to assist the teacher in the provision of general education. If the student assistance team or comparable problem solving team feels that all viable alternatives have been explored, a referral for multidisciplinary evaluation shall be completed. A referral shall include information from the SAT or comparable problem solving team, meeting the requirements of 92 NAC 51-006.01B and a listing of the members of the SAT or comparable problem solving team.

Legal Reference: 92 NAC 51-006.01B

#### **5. Disability Verification and Eligibility**

~~Eligibility for services will be determined by a multidisciplinary team based on the results of a comprehensive evaluation. The multidisciplinary team will identify whether a child is eligible for special education services based on the disability categories identified by Nebraska and Federal regulations. The multidisciplinary team will rule out the determinant factor is due to a lack of appropriate instruction in reading or math or due to lack of English proficiency. The team will prepare a written report documenting all evaluation findings in accordance with Federal and Nebraska requirements that will be provided to the parent, guardian, or appointed surrogate. When a child is not eligible for services, the multidisciplinary team will determine if general education interventions or strategies are needed.~~

~~Legal Reference: 92 NAC 51-006.03; 92 NAC 51-006.04B through 006.04N;~~

#### **5.6. Individualized Education Program (IEP)**

~~An individualized education program, or an individualized family service plan, is to be developed, reviewed, and revised for each child with a disability in accordance with 92 NAC 51-007.— by teams that will include all roles identified within Federal and Nebraska rules. Any draft of an IEP that is developed will not be considered final until it is reviewed and revised based on the team,~~

including the parent, guardian, or appointed surrogate, input, and consensus. The district will make reasonable efforts to obtain informed consent from the parent, guardian, or appointed surrogate for special education placement on the IEP form before services are initiated. Revocation of consent for services must be documented by the parent, guardian, or appointed surrogate in writing.

Legal Reference: 92 NAC 51-007

### **6.7. Least Restrictive Environment**

To the maximum extent appropriate, children with disabilities, including children in public or private institutions or other care facilities, are to be educated with children who are not disabled; and special. Placement for a student with a disability will be based upon a completed IEP developed by a group of persons, including the parent, guardian, or appointed surrogate, knowledgeable about the child, the meaning of the evaluation data, and the placement options. Special classes, separate schooling, or other removal of children with disabilities from the regular educational environment will occur only when the nature or severity of the disability of a child is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily (the “Least Restrictive Environment Rules”).

~~The District will: (1) develop and implement written procedures for implementation of the LRE Rules; (2) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the LRE Rules; (3) provide sustained supervision to monitor the implementation of compliant practices for the LRE Rules; (4) use the supervision and monitoring data to identify schools and/or personnel that require technical assistance to support compliant practices in the area of least restrictive environment, paying particular attention to the disproportionate group; (5) ensure that every Individualized Education Programs (IEP) team meaningfully considers various support systems and activities that could be used to assist students with disabilities (SWD) to be educated successfully in general education classes prior to the consideration of pullout special education services; (6) ensure that special education teachers provide support to general education teachers in a variety of ways including, but not limited to, consultation, implementation of accommodations or modifications, and co-teaching; (7) The District will ensure that a continuum of alternative placements is available to meet the needs of children with disabilities, particularly those in the disproportionate group, for special education and related services; (8) ensure that, in determining the educational placement of a child with a disability, including a preschool child with a disability, each district ensures that the placement decision is made by a group of persons including the parents, and other persons knowledgeable about the child, the meaning of the evaluation data, and the placement options. Particular attention is paid to the disproportionate group; (9) ensure that placement discussions are based upon a completed IEP developed by the IEP team, focused on individualized student needs; and (10) ensure that the IEP teams review the students’ progress at least annually to determine appropriate placement and progress towards annual goals.~~disproportionate groups, for special education and related services.

Legal Reference: 92 NAC 51-008.01

### **7.8. Procedural Safeguards**

~~Children with disabilities and their parents shall be afforded the required procedural safeguards. Children with disabilities and their parents, guardians, or appointed surrogates shall be afforded the required procedural safeguards. Parents, guardians, and appointed surrogates will be given a copy of their procedural safeguards annually or upon initial referral or parental (parent, guardian,~~

or appointed surrogate) request for evaluation; upon request by a parent, guardian, or appointed surrogate; upon receipt by the school district or approved cooperative of the first occurrence of the filing of a complaint under 92 NAC 51-009.11 and the first occurrence of filing a special education due process case under 92 NAC 55; and in accordance with the discipline procedures in 92 NAC 51-016.

Legal Reference: 92 NAC 51-009.01 through 009.07; 009.10 through 009.12; 009.14, 006.07

### **8.9. Disciplinary Removal of Children with Disabilities**

~~The District will (1) develop and implement written procedures for disciplining students with disabilities (the "Discipline Rules"); (2) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the Discipline Rules; (3) provide sustained supervision to monitor the implementation of compliant practices for the Discipline Rules; (4) use supervision and monitoring data, disaggregated by race/ethnicity, to identify schools and/or personnel that require technical assistance to support compliant practices in the area of discipline (including but not limited to: de-escalation techniques, functional behavior assessment, behavior intervention planning, and manifestation determination procedures); (5) ensure that school personnel appropriately consider unique circumstances on a case-by-case basis when determining suspension of a child with a disability, and ensure that data shows that these considerations are equitably made by race/ethnicity; (6) notify parents on the day that the decision is made to make a removal that constitutes a change in placement of a child with a disability because of violation of a code of child conduct, and send parents copies of the procedural safeguards; (7) provide educational services for students removed fewer than 10 days to enable the student to continue to participate in the general educational curriculum, although in another setting, and to progress toward meeting the goals set out in the Individualized Education Programs, with data showing that these services are equitably provided by race/ethnicity; (8) ensure that within 10 school days of any decision to change placement of a child with a disability because of a violation of a code of student conduct, the IEP Team will review all relevant information in the file to determine whether the conduct in question was caused by or had a direct and substantial relationship to the child's disability or the conduct was the direct result of the district's failure to implement the IEP, and that such determinations are made equitably by race/ethnicity; and (9) ensure that, if the IEP Team makes a determination that the conduct was a manifestation of the child's disability, then the IEP Team conducts a functional behavioral assessment, unless the District conducted a FBA before the behavior that resulted in the change of placement occurred, and implements a behavioral intervention plan.~~

School personnel may remove a child with a disability who violates a code of student conduct from his or her current placement to an appropriate interim alternative educational setting, another setting, or suspension, for no more than ten (10) consecutive school days and for additional removals of not more than ten (10) consecutive school days in the same school year for separate incidents of misconduct, as long as those removals do not constitute a change of placement. If a student with a disability violates a code of student conduct, the school district will ensure that school personnel appropriately consider unique circumstances on a case-by-case basis when determining whether a change in placement, as defined in Federal and Nebraska rules, is appropriate for the student. Change of placement decisions related to disciplinary removals will be consistent with Federal and Nebraska regulations. For disciplinary changes in placement that would exceed ten (10) consecutive school days, if the behavior that gave rise to the violation of

the school code is determined not to be a manifestation of the child's disability, school personnel may apply the relevant disciplinary procedures to children with disabilities in the same manner and for the same duration as the procedures that would be applied to children without disabilities.

Legal Reference: 92 NAC 51-016

### **9.10. Evaluation, Identification, and Reevaluation Procedures**

~~Children with disabilities shall be evaluated, identified, and reevaluated in accordance with 92 NAC 51-006. The District will: (1) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the Evaluation and Reevaluation Rule; (2) provide sustained supervision to monitor the implementation of compliant practices for the Evaluation and Reevaluation Rule; (3) use the supervision and monitoring data, disaggregated by race and ethnicity, to identify schools and/or personnel that require technical assistance to support compliant practices in the area of evaluation and reevaluation, as well as the appropriate technical assistance/professional development to any schools and/or personnel identified in such data; (4) conduct a reevaluation of each child with a disability at least once every 3 years, unless the parent and the District agree that a reevaluation is unnecessary; (5) use a variety of assessment tools and strategies to gather relevant academic, functional, and developmental information about the child, including information provided by the parents, and information related to enabling the child to be involved in and progress in the general education curriculum that may assist in determining: (i) Whether the child is a child with a disability, and (ii) The content of the child's individualized education program; (6) use more than one procedure to determine whether a child has a disability and the appropriate educational program for the child; (7) use technically sound instruments to assess the relative contribution of cognitive and behavioral factors, in addition to physical or developmental factors; (8) select assessments and other evaluation materials in a manner that (i) does not discriminate on a racial or cultural basis, (ii) is provided and administered in the child's native language or other mode of communication and in the form most likely to yield accurate information on what the child knows and can do academically, developmentally, and functionally, unless it is clearly not feasible to so provide or administer, (iii) has been validated for the specific purpose for which they are used, and (iv) are administered by trained and knowledgeable personnel in accordance with any instructions provided by the producer of the assessments; and (9) provide high quality, sustained professional learning activities on the written procedures for appropriate District and school personnel to assist with the implementation of the Evaluation and Reevaluation Rule.~~

Children with disabilities shall be evaluated, identified, and reevaluated by a team of multidisciplinary qualified professionals in accordance with 92 NAC 51-006. The MDT of a child suspected of having a specific learning disability shall include the additional requirements in accordance with 92 NAC 51-006.04K. The District will make reasonable efforts to obtain written permission for evaluation in accordance with Federal and Nebraska rules. Revocation for consent for evaluation must be documented by the parent, guardian, or appointed surrogate in writing.

The documented results of the evaluation will be provided to parent, guardian, or appointed surrogate and included in student files. All evaluation components will be at district expense. The District will utilize a variety of assessment instruments to ensure district teams have access to appropriate measures to complete evaluations. The district will follow any publisher guidelines for assessments and will not use outdated or culturally inappropriate tools.

The District will respond to a request for an Independent Educational Evaluation without unnecessary delay. ~~Locations~~ The parent, guardian, or appointed surrogate will be given written notice of the District's decision to either move forward with the Independent Educational Evaluation or to initiate a hearing to determine the appropriateness of the evaluation. If the District agrees to move forward with the evaluation, locations of any evaluator shall be within a reasonable distance of the District. A reasonable distance means within 100 miles of the school building the child attends and within Nebraska. In the event this geographic area restriction would prevent a parent, guardian, or appointed surrogate from obtaining an Independent Educational Evaluation, the location of the evaluator may be outside the specified geographic area but must be within Nebraska. The District will provide the parent(s), guardian, or appointed surrogate with a list of qualified agencies/evaluators within the geographic area. The evaluators are to have their rates approved by the Nebraska Department of Education to be authorized to conduct the evaluation.

Legal Reference: 92 NAC 51-006

#### **10.11. Confidentiality of Personally Identifiable Information**

~~The~~ A system of safeguards will be implemented to protect the confidentiality of student records and information ~~shall be maintained~~ in accordance with law.

Legal Reference: 92 NAC 51-003.16, 003.20, 009.03 through 009.03M3

#### **11.12. Transition of Children from Part C to Preschool Programs**

Children participating in early intervention programs under Part C of the IDEA (early intervention services) ~~and who will participate in preschool programs assisted be appropriately evaluated, identified, and have services~~ under Part B of the IDEA ~~(services for school-aged children) shall experience a smooth and effective transition to those preschool programs by age 3~~ in a manner consistent with 92 NAC 52-008. Children receiving early intervention services under Part C of the IDEA may continue to receive Part C services, upon parental consent, until the August 31st following the child's third birthday. The District will participate in transition planning conferences arranged by the designated lead agency.

Legal Reference: 92 NAC 52-008

#### **12.13. Children in Nonpublic Schools**

To the extent consistent with the number and location of children with disabilities in the District who are enrolled by their parents, guardians, or appointed surrogates in nonpublic elementary and secondary schools in the District, provision will be made for the participation of those children in the programs assisted or carried out under Part B of the IDEA (services for school-aged children) by providing them with special education and related services.

Legal Reference: 92 NAC 51-012.08 and 015

#### **13.14. Personnel Standards and Personnel Development**

Personnel providing special education or related services to children with disabilities shall be appropriately and adequately prepared and trained in accordance with IDEA requirements and the

District will take measurable steps to recruit, hire, train and retain personnel meeting the requirements of IDEA to provide such services.

Legal Reference: 92 NAC 51-010

#### **14.15. Participation in and Reporting of State and District Wide Assessments**

All children with disabilities shall be included in all general state and district wide assessment programs, including assessments described under section 612(a)(16)(A) of the IDEA with appropriate accommodations and alternate assessments where necessary and as indicated in their respective individualized education programs. The District will make available to the Nebraska Department of Education the information necessary to carry out its duties relating to the reporting of children with disabilities participation in assessments.

Legal Reference: 92 NAC 51-004.05

#### **15.16. Suspension and Expulsion Rates**

The District will examine data, including data disaggregated by race/ethnicity, gender, LEP status, and disability category, to determine if significant discrepancies are occurring in the rate of long-term suspensions and expulsions of children with disabilities.

Legal Reference: 92 NAC 51-004.06E

#### **16.17. Access to Instructional Materials**

As part of any printed instructional materials adoption process, procurement contract, or other practice or instrument used for purchase of printed instructional materials, the District will enter into a written contract with the publisher of the printed instructional materials to:

- A. Require the publisher to prepare and, on or before delivery of the print instructional materials, provide to the National Instructional Material Access Center, electronic files containing the contents of the printed instructional materials using the National Instructional Materials Accessibility Standard, or
- B. Purchase instructional materials from the publisher that are produced in, or may be rendered in specialized formats.

Legal Reference: 92 NAC 51-004.15

#### **17.18. Over-Identification and Disproportionality**

Procedures shall be in place to ensure that testing and evaluation materials and procedures utilized for the evaluation and placement of children with disabilities will be selected and administered so as not to be racially or culturally discriminatory. Such materials or procedures shall be provided and administered in the child's native language or mode of communication, unless it is clearly not feasible to do so, and no single procedure shall be the sole criterion for determining an appropriate educational program for a child. All District special education provisions will be equitably available to all children regardless of race, ethnicity, language, location, transience, income level, and access to medical care.

Legal Reference: 92 NAC 51-006.02C

#### **18.19. Prohibition on Mandatory Medication**

Children shall not be required to obtain a prescription for a controlled substance as a condition of attending school, receiving an evaluation to determine whether a child has a disability or the nature and extent of special education and related services the child needs, or receiving special education services.

Legal Reference: 92 NAC 51-004.11D; 21 U.S.C. §812(c)

### **19.20. Transportation**

Transportation will be provided for children with disabilities who are eligible for transportation and residents of the school district as required by law. to access academic, related services, and nonacademic services and activities as determined by the child's IEP. Except when a parent is transporting only his or her child, the District shall require that the driver and vehicle meet the standards required by 92 NAC 91 and 92.

Legal Reference: 92 NAC 51-014.01 through 014.02

### **20.21. Surrogates**

A surrogate will be appointed, and other action taken to ensure the rights of children with a disability as required by law. The surrogate may represent the child in all matters related to the identification, evaluation, and educational placement of a child and the provision of a free appropriate public education to the child.

Legal Reference: 92 NAC 51-009.10

### **21.22. Early Intervention Services – Consent**

When a parent refuses to provide consent under 92 NAC 52, a meeting will be held or offered to explain to the parents how their failure to consent affects the ability of their child to receive services under 92 NAC 52.

Legal Reference: 92 NAC 52

### **22. Eligibility Determinations**

~~The District will (1) develop written procedures for implementation of the Eligibility Determination Rule; (2) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the Eligibility Determination Rule; (3) provide sustained supervision to monitor the implementation of compliant practices for the Eligibility Determination Rule; (4) use the supervision and monitoring data, disaggregated by race and ethnicity, to identify schools and/or personnel that require technical assistance to support compliant practices in the area of eligibility; (5) ensure Individualized Education Programs (IEPs) are developed for children with a determination made of having a disability that has: (a) an adverse effect on educational performance (academic, functional, and/or developmental) and (b) requires special education and related services; (6) ensure that an eligibility report, which documents the area of disability, is completed and placed in each child's special education folder, with the eligibility report providing statements for each component of the eligibility and be comprehensive enough to serve as the evaluation report when necessary; (7) ensure the completion of the administration of assessments and other measures that the Multidisciplinary Evaluation Team (a group of qualified professionals and the parents of the child) determine whether the child is a child with a disability and the educational needs of the child; (8) ensure appropriate consideration of the exclusionary factor for reading (a child is not to be determined to be a child with a disability if the primary factor for that determination is a lack of appropriate instruction in reading, including the essential components of reading instruction as defined in section 1208(3) of ESEA); (9) ensure appropriate consideration of the exclusionary factor for math (a child must not be determined to be a child with a disability if the primary factor for that determination is a lack of appropriate instruction in math); (10) ensure~~

~~appropriate consideration of the exclusionary factor for Limited English Proficiency (LEP) (a child will not be determined to be a child with a disability if the primary factor for that determination is limited English proficiency); and (11) ensure (1) evaluation data draw upon information from a variety of sources, including aptitude and achievement tests, parent input, and teacher recommendations as well as the information about the child's physical condition, social or cultural background, and adaptive behavior and (2) that information obtained from all these sources is documented and carefully considered.~~

~~Legal Reference: 92 NAC 51-006.04.~~

Legal Reference: 34 CFR Parts 300, 303 and 304  
Neb. Rev. Stat. Sec. 79-1110 to 79-1167  
92 NAC 51, 52 and 55

Date of Adoption: [Insert Date]

Internal Board Policies - Methods of OperationAgenda Construction and Control

- A. Written meeting agendas will be prepared by the Superintendent in collaboration with the President of the Board of Education. Any Board member may submit agenda items to be placed on the agenda by the Superintendent and the Board President.
- B. Control of the agenda is the responsibility of the Board President. Agenda items shall set forth the matter to be discussed at that agenda item. An agenda, kept continuously current, shall be readily available for public inspection on the District's website and at the office of the Superintendent of Schools of the [Name] School District during normal business hours. Except for items of an emergency nature, the agenda shall not be altered later than 24 hours before the scheduled commencement of the meeting. The School Board shall have the right to modify the agenda to include items of an emergency nature only by action taken at the public meeting at which the item is to be considered. Agenda items shall be sufficiently specific to advise the public of the issues to be discussed under that agenda item.

Legal Reference: Neb. Rev. Stat. Sec. 84-1411

Date of Adoption: [Insert Date]

**Board/School District Records****Open Meetings Act Posting**

The board accepts its responsibility to conduct its meetings in public and in compliance with the law. The superintendent shall post at least one current copy of the Open Meetings Act in the meeting room at a location accessible to members of the public. At the beginning of each meeting the public shall be informed about the location of the posted information by announcement of the board president or chairperson or via notice given in the agenda. The superintendent shall make available, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, except where the law specifically states that a matter is exempted, either temporarily or permanently, from such disclosure.

**Public Access to Board Records**

The board and the superintendent may withhold from the public those records in their custody enumerated by law. Records which are open to inspection shall be available in the office of the superintendent.

**Minutes**

The board shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed. The resignation of a board member, or any other circumstance that results in a vacancy in office, will be made a part of the minutes.

The minutes will be prepared by the recording secretary following the meeting. They will be written and will be available **on the District's website and** for inspection by the public (except as exempt by law) within ten (10) working days, or prior to the next convened meeting, whichever occurs earlier. They will be a part of the agenda for the next regular meeting at which time they will be corrected, if necessary, and approved.

The minutes shall be kept in the office of the superintendent and shall be public records and open to public inspection during normal business hours. **The minutes shall also be available on the District's website for at least six (6) months.**

~~The minutes may be kept as an electronic record.~~

**Construction of Agenda**

The board in regular meetings shall consider only those matters listed on the printed agenda.

The agenda shall be constructed in advance by the superintendent with the aid and advice of the board president.

Policy Adopted: 05/01/78  
Policy Revised: 01/03/2000

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA

**Director of Learning**

The Director of Learning shall provide leadership for staff, administer all programs and services pertaining to curriculum, instruction, and assessment in the district, as well as the achievement of students. The Director of Learning shall direct activities contributing to quality instruction for students through the development and improvement of the instructional staff, instructional materials, and curriculum. The Director of Learning is responsible to and evaluated by the superintendent.

Qualifications for the position include a valid State of Nebraska administrative certificate; master's degree with course work in curriculum and instruction; successful classroom teaching experience and successful administrative experience; the ability to develop positive relations with students, staff, parents, and community; organizational, managerial, leadership and appropriate technology skills. Compensation and length of contract shall be established by the Board of Education; alternatives to the above qualifications may be considered as the Board of Education deems appropriate and acceptable.

Duties include, but are not limited to, the following:

1. Initiate, direct, and facilitate professional development and in-service programs which relate specifically to increasing effectiveness of teaching and instructional practices.
2. Direct and coordinate the district's staff development program and assist building principals in its implementation.
3. Facilitate the formulation of a philosophy and objectives for the instructional program.
4. Provide leadership in the development, implementation, coordination, articulation, and evaluation of the district's K-12 curriculum.
5. Interpret the curriculum and its philosophy to the board, the administration, the staff, and the general public.
6. Direct the creation of and assist in the publication of all curriculum guides and materials prepared by and to be distributed among the instructional staff.
7. Coordinate the instructional staff in improving and updating the curriculum for all levels of student talent.
8. Secure and distribute instructional materials, textbooks, curriculum guides, and other instructional resources for evaluation by the instructional staff as well as maintain a curriculum library for staff use.
9. Coordinate the study and evaluation and, as appropriate, recommend new instructional materials, textbooks, methods, and programs.
10. Direct, supervise and coordinate the instructional program for accreditation, state accreditation, and compliance with state law.
11. Develop, coordinate, monitor and report student achievement data and assessment results to the Nebraska Department of Education as required.
12. Direct the development of and, as appropriate, recommend the addition of new courses, grade placement of courses, credit allowed for courses, and graduation requirements.
13. Facilitate, support and coordinate district initiatives for technology integration with the Director of Technology for the utilization of instructional technology.

14. Supervise and administer the High Ability Learner Programs.
15. Administer the Title I Program, including allocation of resources, and submit required reports.
16. Be responsible for the Director of Learning's budget and assist in the development and coordination of district's instructional budget.
17. Represent the district in local, state, and national organizations and meetings related to curriculum, instruction, assessment and professional development.
18. Prepare drafts of board policy and administrative rules and regulations for areas of responsibility.
19. Perform such other tasks and assume such other responsibilities as may be assigned by the superintendent.
20. The Director of Learning will assist in human resource responsibilities which includes both classified and certified positions.

Policy Adopted: 11/07/11  
Policy Revised: 02/03/2020

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA

**School District 145 - Waverly  
Classified Staff Salary Schedule**

<b>Job Classification</b>	<b>Beginning Step</b>	<b>Ending Step</b>	<b>From</b>	<b>To</b>	<b>Steps</b>	<b>22 - 23</b>
School Secretary	8	32	\$15.35	\$27.76	1	\$12.91
Central Office Secretary	11	35	\$16.53	\$29.89	2	\$13.23
Head Cook - Secondary	8	22	\$15.35	\$21.68	3	\$13.56
Head Cook - Elementary	7	21	\$14.97	\$21.15	4	\$13.90
Assistant Cook	6	20	\$14.61	\$20.64	5	\$14.25
Food Service Worker	3	17	\$13.56	\$19.16	6	\$14.61
Paraprofessional - Level I	1	12	\$12.91	\$16.94	7	\$14.97
Paraprofessional - Level II	4	15	\$13.90	\$18.24		
Paraprofessional - Level III	5	16	\$14.25	\$18.70	8	\$15.35
School Nurse - RN	27	42	\$24.53	\$35.53	9	\$15.73
Health Assistant	3	17	\$13.56	\$19.16	10	\$16.12
Custodian - Day	8	23	\$15.35	\$22.23	11	\$16.53
Custodian - Night	12	21	\$16.94	\$21.15	12	\$16.94
District Maintenance	19	35	\$20.14	\$29.89	13	\$17.36
District Maintenance / Electrician	26	38	\$23.93	\$32.19	14	\$17.80
District Groundskeeper	8	27	\$15.35	\$24.53	15	\$18.24
Courier	1	10	\$12.91	\$16.12	16	\$18.70
District Technology Assistant	19	36	\$20.14	\$30.64	17	\$19.16
Updated June 2022					18	\$19.64
					19	\$20.14
					20	\$20.64
					21	\$21.15
					22	\$21.68
					23	\$22.23
					24	\$22.78
					25	\$23.35
					26	\$23.93
					27	\$24.53
					28	\$25.15

29	\$25.77
30	\$26.42
31	\$27.08
32	\$27.76
33	\$28.45
34	\$29.16
35	\$29.89
36	\$30.64
37	\$31.40
38	\$32.19
39	\$32.99
40	\$33.82
41	\$34.66
42	\$35.53

School District	Curriculum Director Contract Days	SPED Director Contract Days	Student Services Contract Days
Norris	1 staff member 220	1 staff member 220	Shared with sp
Seward	1 staff member 11 month contract	1 staff member 11 month	Shared with sp
Elkhorn	1-2 assistants 260 days with 20 vacation days	1 staff member	1 staff member
Springfield/ Platteview	1 staff member 260 days 20 vacation days	1 staff member 260 days 20 vacation days	Shared with sp
York	1 staff member 230 days	Share	Share with spe
Plattsmouth	1 staff 235 days	Supt. Fills this role for grades 5-12 Pre-K-4 handled by district sped rep.	
Ralston	1 staff 12 months,, 20 vacation days	1 staff 12 months, 20 vacation days	Shared
Beatrice	1 staff 260 day contract 20 vacation days	1 staff 260 days 20 vacation days	1 staff 260 days 20 vacation da
Crete	1 staff 260 day contract 20 vacation, 10 sick	1 staff 250 day contract same	Shared with sp Next year they federal progra same

ces ;	Student Service Coordinator	Human Resources
ped	No. Work spread amongst many people.	Business Manager
ped	No	No. Supt. Handles most duti
er	No. Spread out amongst many people.	Yes
ped	No. Split amongst two directors and office secretaries.	Yes. JR manager. Handles or paperwork, insurance, contr Supt. Handles other HR task:
ed	No. Spread out amongst the buildings.	No. Most HR issues handled
	Data manager. Office manager from CO	Busiiness Manager and Supt
	2 classified employees handles this Do all NDE reporting	Yes. 12 month, 20 vacation days
ays	No. Spread out amongst many people	No. Much falls on district bo
ped y will have a ams director		Yes. Added Executive Directo and Operations.

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## CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Dr. Angela S. Plugge, hereinafter referred to as “the Administrator.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 6th day of June, 2022, the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment, subject to the following terms and conditions:

VIZ: Assignment: Director of Learning 1.0 F.T.E

### 1. **Term of Contract.**

A. Term. This Administrator shall be employed for the 2022-2023 school year. The term shall commence on the 1st day of July, 2022, and expire on the 30<sup>th</sup> day of June, 2023 and shall consist of 260 days of service. The Administrator’s actual duties shall commence on the date determined by the Board of Education and/or Superintendent of Schools. References in this Contract to “contract year” shall mean the period of July 1 to June 30.

### 2. **Salary.**

A. Salary for Term. The annual salary for the contract year of July 1, 2022, through June 30, 2023 shall be: One Hundred Forty Seven Thousand Two Hundred Forty Three Dollars (\$147,243.00). The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date.

B. Inclusive of All Services Provided to the District: In the event that the Administrator is elected to any other office or offices of the Board of Education or in connection with the District, the Administrator shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 8, 2022, and each subsequent installment shall be paid on or before the eighth (8th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board

governing payment of employees of the District. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

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

A. Sick Leave Benefit.

1. Amount and Use. The Administrator shall be allowed twelve (12) working days of sick leave for the term of the contract, exclusive of Saturdays, Sundays, and legal holidays.

2. Sick Leave Accumulation. The Administrator may carry over unused sick leave days from one contract year to the next succeeding contract year or years and may accumulate subject to a maximum number of sixty (60) days of sick leave; provide however, that once the Administrator accumulates sixty (60) days, no further sick leave days will be granted for the ensuing school year or years until the accumulated number of days is less than sixty (60) days, and then only to the extent necessary to restore the total number of available sick leave days to sixty (60) days. Use of sick leave days is specifically conditioned on the Administrator serving under a contract of employment then in effect. There shall be no payment to the Administrator for any remaining accumulated sick leave upon termination of employment.

3. Log. The Administrator shall maintain a monthly sick leave log. The sick leave log will be available for the Superintendent and Board to review as requested.

B. Funeral Leave. The Administrator will be allowed three (3) funeral days.

C. Vacation Leave. The Administrator shall be allowed twenty (20) working days of vacation during each year of this Contract, exclusive of eight (8) holidays: Labor Day, Thanksgiving, Christmas Day, New Year's Day, Good Friday, Memorial Day, July 4, and one (1) additional day to be used at Thanksgiving or Christmas. Vacation Leave shall accrue to a total not to exceed (30) days during the term of this contract. For the purposes of this section the term "working days" shall not include Saturday, Sunday, or legal holiday.

D. Health, Dental, and LTD Insurance: The Administrator shall be provided group family health insurance, family dental insurance, and long-term disability insurance. The Board provides district administrators with the Educators Health Alliance - Blue Cross-Blue Shield Coverage of \$1,050 Deductible PPO / \$3,800 Deductible HSA – Eligible (Dual Choice Only) and Dental PPO – 100% A, 75% B, 50% C Coverage.

E. Life Insurance: The Administrator shall be provided basic term life insurance with a death benefit of \$25,000.00.

F. Section 125 Plan: The Administrator shall be permitted to participate in the District's Section 125 Plan.

G. Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties and as approved by the superintendent. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. The Board may pay dues for professional organizations suitable for the Administrator's position.

H. Transportation Expenses. The District provides a fleet of vehicles for District duties and should be utilized if available. In the event the Administrator is unable to secure District transportation, the reasonable and necessary expenses of transportation required in the performance of the Administrator's official duties shall be reimbursed at the rate set annually by the Board for District travel.

I. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of the District, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with the District.

#### 4. **Duties.**

A. Specification of Duties. The Administrator shall perform the duties of Director of Learning are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Administrator by an amendment to this Contract. The Administrator shall be subject to such other duties as the Board may assign from time to time. The Administrator shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. The duties shall include the minimal expectation that the Administrator not engage in conduct which would be a violation of Nebraska Department of Education Rule 27 (92 NAC 27), as such rule may be revised from time to time, regardless of whether the Administrator is otherwise subject to such rule.

B. Use of Time. The Administrator shall faithfully perform the duties of the Administrator in and for the District as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. The Administrator agrees to devote the Administrator's full time, skill, labor, and attention to the performance of the duties of the Administrator throughout the term of this Contract. However, the Administrator, by agreement with the Board, may undertake consultative work, speaking

engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with Administrator's duties and obligations to the Board.

C. Performance of Duties. In performing the assigned duties, the Administrator shall be governed by the policies, regulations and directions of the Board of Education. The Administrator shall in all respects diligently and faithfully perform the assigned duties to the best of the Administrator's Professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Administrator's position.

5. **Contract Cancellation/Termination.** This contract may be cancelled or terminated by the Board subject to applicable law in the event the Administrator violates any of the provisions of this Contract or performs any act or omission or does anything which is materially harmful to the District, or which substantially inhibits the Administrator's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as an Administrator in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. In the event the Administrator is assigned to a position which does not legally require that the Administrator hold an administrative or teaching certificate, or is contracted for less than a one-half full time equivalency basis this Contract shall be on an at-will basis, terminable without cause, and not subject to continuation or renewal. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful cancellation or termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Administrator, shall be set off from sums due to the Administrator and, if the sums owing to the District are in excess of the sums due the Administrator, the amount owing shall be immediately refunded by the Administrator.

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

contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

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

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

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

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

The failure to return a signed copy of this Contract to the President of the Board of Education of the District on or before June 15, 2022 shall constitute a rejection by the Administrator of the offer of employment.

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

**EXECUTED BY THE BOARD** this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

Board of Education of Lancaster County School  
District 55-0145, a/k/a Waverly School District 145

\_\_\_\_\_  
President, Board of Education

**EXECUTED BY THE ADMINISTRATOR** this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
Administrator

## CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Delanie McMillan, hereinafter referred to as “the Administrator.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 6th day of June, 2022, the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment, subject to the following terms and conditions:

VIZ: Assignment: Special Education Director / Director of Student Services 1.0 F.T.E

### 1. **Term of Contract.**

A. Term. This Administrator shall be employed for the 2022-2023 school year. The term shall commence on the 1st day of July, 2022, and expire on the 30<sup>th</sup> day of June, 2023 and shall consist of 260 days of service. The Administrator’s actual duties shall commence on the date determined by the Board of Education and/or Superintendent of Schools. References in this Contract to “contract year” shall mean the period of July 1 to June 30.

### 2. **Salary.**

A. Salary for Term. The annual salary for the contract year of July 1, 2022, through June 30, 2023 shall be: One Hundred Thirty Seven Thousand Four Hundred Thirty Dollars (\$137,430.00). The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date.

B. Inclusive of All Services Provided to the District: In the event that the Administrator is elected to any other office or offices of the Board of Education or in connection with the District, the Administrator shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 8, 2022, and each subsequent installment shall be paid on or before the eighth (8th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of employees of the District. Salary payments shall be subject to state

and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

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

A. Sick Leave Benefit.

1. Amount and Use. The Administrator shall be allowed twelve (12) working days of sick leave for the term of the contract, exclusive of Saturdays, Sundays, and legal holidays.

2. Sick Leave Accumulation. The Administrator may carry over unused sick leave days from one contract year to the next succeeding contract year or years and may accumulate subject to a maximum number of sixty (60) days of sick leave; provide however, that once the Administrator accumulates sixty (60) days, no further sick leave days will be granted for the ensuing school year or years until the accumulated number of days is less than sixty (60) days, and then only to the extent necessary to restore the total number of available sick leave days to sixty (60) days. Use of sick leave days is specifically conditioned on the Administrator serving under a contract of employment then in effect. There shall be no payment to the Administrator for any remaining accumulated sick leave upon termination of employment.

3. Log. The Administrator shall maintain a monthly sick leave log. The sick leave log will be available for the Superintendent and Board to review as requested.

B. Funeral Leave. The Administrator will be allowed three (3) funeral days.

C. Vacation Leave. The Administrator shall be allowed twenty (20) working days of vacation during each year of this Contract, exclusive of eight (8) holidays: Labor Day, Thanksgiving, Christmas Day, New Year's Day, Good Friday, Memorial Day, July 4, and one (1) additional day to be used at Thanksgiving or Christmas. Vacation Leave shall accrue to a total not to exceed (30) days during the term of this contract. For the purposes of this section the term "working days" shall not include Saturday, Sunday, or legal holiday.

D. Health, Dental, and LTD Insurance: The Administrator shall be provided group family health insurance, family dental insurance, and long-term disability insurance. The Board provides district administrators with the Educators Health Alliance - Blue Cross-Blue Shield Coverage of \$1,050 Deductible PPO / \$3,800 Deductible HSA – Eligible (Dual Choice Only) and Dental PPO – 100% A, 75% B, 50% C Coverage.

E. Life Insurance: The Administrator shall be provided basic term life insurance with a death benefit of \$25,000.00.

F. Section 125 Plan: The Administrator shall be permitted to participate in the District's Section 125 Plan.

G. Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties and as approved by the superintendent. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. The Board may pay dues for professional organizations suitable for the Administrator's position.

H. Transportation Expenses. The District provides a fleet of vehicles for District duties and should be utilized if available. In the event the Administrator is unable to secure District transportation, the reasonable and necessary expenses of transportation required in the performance of the Administrator's official duties shall be reimbursed at the rate set annually by the Board for District travel.

I. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of the District, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with the District.

#### 4. **Duties.**

A. Specification of Duties. The Administrator shall perform the duties of Special Education Director / Director of Student Services as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Administrator by an amendment to this Contract. The Administrator shall be subject to such other duties as the Board may assign from time to time. The Administrator shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. The duties shall include the minimal expectation that the Administrator not engage in conduct which would be a violation of Nebraska Department of Education Rule 27 (92 NAC 27), as such rule may be revised from time to time, regardless of whether the Administrator is otherwise subject to such rule.

B. Use of Time. The Administrator shall faithfully perform the duties of the Administrator in and for the District as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. The Administrator agrees to devote the Administrator's full time, skill, labor, and attention to the performance of the duties of the Administrator throughout the term of this Contract. However, the Administrator, by agreement with the Board, may undertake consultative work, speaking

engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with Administrator's duties and obligations to the Board.

C. Performance of Duties. In performing the assigned duties, the Administrator shall be governed by the policies, regulations and directions of the Board of Education. The Administrator shall in all respects diligently and faithfully perform the assigned duties to the best of the Administrator's Professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Administrator's position.

5. **Contract Cancellation/Termination.** This contract may be cancelled or terminated by the Board subject to applicable law in the event the Administrator violates any of the provisions of this Contract or performs any act or omission or does anything which is materially harmful to the District, or which substantially inhibits the Administrator's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as an Administrator in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. In the event the Administrator is assigned to a position which does not legally require that the Administrator hold an administrative or teaching certificate, or is contracted for less than a one-half full time equivalency basis this Contract shall be on an at-will basis, terminable without cause, and not subject to continuation or renewal. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful cancellation or termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Administrator, shall be set off from sums due to the Administrator and, if the sums owing to the District are in excess of the sums due the Administrator, the amount owing shall be immediately refunded by the Administrator.

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

contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

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

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

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

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

The failure to return a signed copy of this Contract to the President of the Board of Education of the District on or before June 15, 2022 shall constitute a rejection by the Administrator of the offer of employment.

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

**EXECUTED BY THE BOARD** this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

Board of Education of Lancaster County School  
District 55-0145, a/k/a Waverly School District 145

\_\_\_\_\_  
President, Board of Education

**EXECUTED BY THE ADMINISTRATOR** this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
Administrator

INTERLOCAL CONTRACT FOR ENRICHMENT ACTIVITIES  
SOUTHEAST NEBRASKA REGIONAL PROGRAM

THIS AGREEMENT is made the date and year hereinafter written by and between Education Service Unit #18, Lincoln, Nebraska, hereinafter identified as the "Consultant", and Lancaster County School District # 145, a/k/a Waverly Public Schools, hereinafter identified as the "District", pursuant to the Interlocal Cooperation Act, and other Nebraska Law.

**In consideration of the terms and conditions hereinafter provided, the Consultant and the District agree as follows:**

1. The Consultant agrees to provide consulting, and planning, coordination and networking of enrichment activities for children who are deaf or hard of hearing and who are residents of the District (the "enrichment program" or "program"). This contract shall apply to any student of or from the District who during its term, receives services or otherwise participates in the program. Unless earlier terminated as provided herein, the initial term of this contract is for the period of one (1) school year beginning on or about July 1, 2022 and ending on or about June 30, 2023. The program and the types and levels of services under this contract shall be as follows:

IN WITNESS HEREOF we have hereunto subscribed our names this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

**District**

**Consultant**

\_\_\_\_\_  
Secretary, Board of Education

\_\_\_\_\_  
ESU Administrator

\_\_\_\_\_  
School District No.                      City

\_\_\_\_\_  
ESU No.                                      City

\_\_\_\_\_  
County                                      State

\_\_\_\_\_  
County                                      State

2. The Consultant and the District agree that either party may terminate this contract without cause on (10) days' advance notice to the other, at any time during the term of this contract. If any student continues to receive services or otherwise participate in the program in subsequent school years, this contract will be considered as renewed for such additional school year, and the District agrees to pay the Consultant's then current NDE or Consultant approved servicing rates for the program and the types and levels of services then in effect. Either Party may terminate the renewed contract without cause on ten (10) days' advance notice to the other at any time during any renewed term of this contract. The District agrees that upon termination of this contract, at any time, for any reason, Consultant

may immediately terminate all services to any student of the District and that any further services to any student of the District will also be terminated. In any such event, any such student shall be the sole responsibility of the District as a resident and/or the legal responsibility of the District.

3. The District, unless otherwise agreed by the director of special education of the Consultant shall continue to maintain the regular school or other records of any student from the District. It is agreed that the District shall provide to the Consultant student records as may be needed by the Consultant under this Contract. Unless agreed in writing by the director of special education of the Consultant, the District shall, at all times, be responsible for transportation and the development and updating of any student's IEP, all IEP meetings, and for initiating and completing all other required special education notices, consents, approvals, procedures, verification requirements, multidisciplinary team requirements, evaluations and documents.
4. Any student receiving services from the Consultant is a legal resident of the District. It is the obligation of the District to give notice and to terminate this agreement when any student ceases to be a legal resident of the District, and upon receipt of such written notice by the Consultant from the District, the obligation of the District for the payment of services as provided by this agreement shall end, and the obligation of the Consultant to provide any services under this contract shall also end. The District shall indemnify and hold harmless the Consultant, its employees, agents, and assigns against all claims, actions, damages, liabilities, and expenses, including attorney's fees, of whatsoever nature, arising out of or related to any transportation, supervision, or activity, or arising out of or related to the program or any consulting or other services, provided to any student of the District, and the District shall indemnify and hold harmless the Consultant, its employees, agents and assigns against all claims, actions, damages, liabilities, and expenses, including attorney's fees, of whatsoever nature, arising out of or related to any other claims in connection with the Consultant's performance of or under this Contract.

See Attachment, incorporated herein by this reference, as it set forth in full.



## NASB Monthly Update for Board Meeting Agenda Item

June 2022

Coming Soon: June Agenda Video Update

<http://members.nasbonline.org/index.php/news-resources/videos>

*While you're there ... WATCH: Don't Ever Stop*

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### [Latest 'Board Notes' – Monthly Newsletters](#)

([www.NASBonline.org](http://www.NASBonline.org) - News & Resources - Board Notes)

- *New Board Meeting Requirement: Are Your Agendas & Minutes Compliant?*
  - *Based on LB 83 which goes into effect July 31*
- *What Message is the Board Conveying to the Public at the Board Table?*
- *College and Career Ready Mathematics Standards*
- *Primary Election Results*
- *School Leaders & Law, Golf & The Archway*
- *Upcoming Events & Networking*
- *Your NASB Board of Directors & Staff*
- *Your 2022 NASB Affiliates*
- *... And Much More!*

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### ["NASB Update – Annual Board Calendar Summary"](#)

View the full detailed calendar at: <http://members.nasbonline.org/index.php/resources>

([www.NASBonline.org](http://www.NASBonline.org) – Board Leadership – Resources)

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As a board, some items you should doing, or have on the monthly agenda include:

#### MISSION, VISION & GOALS

- Board Self-Assessment and Goal Planning; Strategic Plan Progress Report/Update; District Goals Update

#### POLICY GOVERNANCE

- Bully Prevention Policy Review on or before July 1. Policy regarding appropriate relationships with students; contents on or before June 30. Annual Review Parental and Family Engagement Policy on or before July 1

#### ACCOUNTABILITY & STUDENT ACHIEVEMENT

- Reports; filing requirements; contents on or before July 20. Year End Assessment & Curriculum Review. Review School Improvement Plan

#### ADVOCACY

- Submit Legislative Resolution or Standing Position to NASB Legislation Committee

#### DISTRICT/ESU RESOURCES (BUDGET)

- Board/Administrators Budget Work Session. Review certificated staff & report: staff demographics, positions needed by building, # of tenured, # of non-tenured, teaching assignments, etc. Review all Maintenance and Upkeep Contracts. Review the Food Service Program. Review TeamMates Program. Review Backpack Program. Review Transportation Program. Review classified staff.

#### REPORTS

- Board Committees; Superintendent; Administrators. Remind board members to review their NASB Awards of Achievement points report.

#### BOARD LEADERSHIP DEVELOPMENT

- Review and discuss Board Governance Standard IV. Accountability and Student Achievement. New Board Member Follow-Up. NASB Golf Outing & Archway Museum Tour. NASB School Leaders and Law Conference.

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### **NASB's Video Resources:**

<http://members.nasbonline.org/index.php/news-resources/videos>

(www.NASBonline.org – News & Resources – Videos)

Legal Resources, NASB's Live & Learn Series, Member Zoom's, Q&A's with the Governor and Commissioner Blomstedt, EHA Updates, Advocacy breakdowns, Monthly Board Agendas, and MUCH more!

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### **Networking & Events ... Register Now**

<http://members.nasbonline.org/index.php/events>

(www.NASBonline.org – Events)

#### **ALICAP Summer Workshops**

June 7 - Gering

June 8 - Kearney

June 9 - Lincoln

#### **2022 NASB Board Candidate Webinars**

Tuesday, June 7 - 7:00 to 8:30 PM CT

Thursday, June 9 - 12:00 to 1:30 PM CT

Wednesday, June 15 - 12:00 to 1:30 PM CT

Wednesday, July 13 - 7:00 to 8:30 PM CT

Wednesday, September 14 - 7:00 to 8:30 PM CT

Wednesday, October 5 - 12:00 to 1:30 PM CT

#### **NASB Golf Outing**

June 22 – Kearney Country Club

### **NASB Archway Tour**

June 22 - Kearney

### **School Leaders & Law Conference**

June 22-23 - Kearney

### **NASB's New Superintendent Orientation**

July 20 – Lincoln

### **Area Membership Meetings**

August 23 – Nebraska City

August 24 - Fremont

August 29 - Gering

August 30 - Valentine

August 31 - Norfolk

September 6 - La Vista

September 7 - York

September 20 – North Platte

September 21 - Kearney

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## **NASB Member Virtuals**

<http://members.nasbonline.org/index.php/nasb-member-virtuals>

(www.NASBonline.org – Events – NASB Member Virtuals)

- **Previous Member Virtuals Available to Watch Include:**

- 2022 Legislative Recap & Look Ahead
- NASB Member Virtual with UNMC
- Tough Times & Tough Meetings: The Board's Role in Navigating Hot Button Issues
- NASB Member Virtual w/ UNMC – Back to School Guidance, Decoupling, Infection Rates Among Children, Myths, & Q&A
- NASB Member Virtual w/ NDE – The Local Board's Role in ESSER Investments
- NASB Member Virtual w/ Commissioner Blomstedt & Dr. Jeffrey Gold of UNMC
- NASB Member Virtual w/ Bryce Wilson of NDE – Cares Act Funds Q&A for School Boards
- And More ...

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## **Advocacy/2021-22 Legislative Session**

<http://members.nasbonline.org/index.php/government-relations>

(www.NASBonline.org – Government Relations)

- The 2022 legislative session began Wednesday, January 5 and wrapped up April 20. Keep tabs with all things pertinent to your school at NASB's Govt Relations pages and the links below!

**[WATCH: Sine Die - Legislative Wrap-Up 2022](#)**

**[NASB Legislative Notes – 4/26/22](#)**

**NASB Call for Legislative Proposals – Due July 1**  
<http://www.nasbonline.org/registrations/ProposedResolution.aspx>

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Follow NASB on twitter at [www.twitter.com/NASBOnline](http://www.twitter.com/NASBOnline) using the hashtag #liveNASB  
and on Facebook at [www.facebook.com/NASBOnline](http://www.facebook.com/NASBOnline)  
Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>  
(www.NASBOnline.org – News & Resources – Videos)

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the  
**Board Notes newsletter** for “This Month In ...” To access the latest newsletter, click here:

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(www.NASBOnline.org - News & Resources - Board Notes)

Proposed  
**CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT**

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Dr. Cory Worrell, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 6th day of June, 2022, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the following terms and conditions:

**1. Term of Contract.** This Contract is for a term of three (3) years beginning on the 1st day of July, 2022, and expiring on the 30th day of June, 2025. A “contract year” for purposes of this Contract shall be from July 1 to June 30, and shall consist of 260 work days, and the Superintendent shall be on duty on all week days during “Duty-Time” as that term is defined herein, except legal holidays and days elected as vacation as provided herein. .

**2. Salary.** The annual salary shall be: One Hundred Seventy Seven Thousand Three Hundred Fifty One Dollars (\$177,351.00). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

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

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

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

A. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the

District and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.

1. Vacation. The Superintendent shall be allowed 20 working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
  2. Carry-over and Accumulation of Vacation Days. Vacation is to be used during each contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be twenty (20) days. Upon ending employment, unused vacation days available in the final contract year will be paid at the effective daily rate of pay at the time the unused vacation day first became available; provided that there shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.
  3. Sick and Bereavement Leave. The Superintendent shall be allowed twenty (20) working days of sick and bereavement leave each contract year with no accumulation of sick or bereavement days from contract year to contract year.
  4. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
  5. Log. The Superintendent shall maintain a current log of used vacation and sick leave days with the Superintendent's secretary.
- B. Health and Dental Insurance. The District shall provide the Superintendent, and shall pay the full premium for, Employee, Spouse and Child(ren) level health and dental insurance coverage under the District's group insurance plan.
- C. Life Insurance: The District shall provide the Superintendent, and shall pay the full premium for, a term life insurance policy on the life of the Superintendent with a death benefit of \$100,000, with the proceeds of such life insurance payable to the beneficiary or beneficiaries designated by the Superintendent.
- D. Disability Insurance. The District shall provide the Superintendent, and shall pay the full premium for, enrollment in the District's group long term disability (LTD) insurance program.
- E. Retirement Plan. The Superintendent may elect to designate part of the Superintendent's annual salary to be invested in a tax exempt deferred income retirement plan of his choice.
- F. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District shall pay the

Superintendent's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent's position upon the Superintendent's request.

- G. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings.
- I. Avoidance of Fines or Penalties. The District may elect to not provide any benefit set forth in the Contract in the event the District determines in its discretion that the provision of the benefit would result in a fine or penalty. In the event the District makes such an election, the District shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine or penalty, and in the event such is not available, the Superintendent's salary shall be grossed up in an amount equal to the cost savings from not providing the benefit (excluding the costs of fines and penalties).
- J. Cell Phone. The District requires the Superintendent to have a cellular phone or other electronic device to provide immediate and/or remote access to the Superintendent.

**4. Duties.** The Superintendent shall perform the duties of such position as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The Superintendent shall be subject to such other duties as the Board may assign. The Superintendent agrees to devote full time to the assigned duties during "duty Time" as defined herein, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties. For purposes of this Agreement, the term "Duty-Time" shall mean that portion of the Superintendent's professional duties performed during the regular school and work day in addition to the duties to be performed outside the regular school and work day for meetings of the Board of Education and other meetings, events or activities where the Superintendent's presence is required; regular school and work day "Duty-Time shall include (1) generally 8:00 a.m. to 5:00 p.m. during days when students and staff are scheduled to be present in the building during the calendared school year; and (2) generally 7:30 a.m. to 4:30 p.m. during days when students and staff are not scheduled to present in the building pursuant to the school calendar, provided that the Superintendent may determine in his/her sole discretion the exact hours of each day when he/she shall be on duty during the work day.

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

**5. Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The Superintendent and Board agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

**6. Evaluation of the Superintendent.** The Superintendent shall be evaluated twice during the first contract year and once during each subsequent contract year, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.

**7. Contract Termination or Cancellation.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract,

and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

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

**8. Residency.** The Superintendent shall reside within the School District during the term of this contract.

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

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

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

**9. Governing Laws.** The parties shall be governed by all applicable Nebraska and

federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

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

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before \_\_\_\_\_, 2022 shall constitute a rejection by the Superintendent of the offer of employment.

Executed this ___ day of _____, 2022.  _____ Superintendent	Executed this ___ day of _____, 2022  Board of Education of Lancaster County School District 55-0145, a/k/a Waverly School District 145  By: _____ President  Attest: _____ Secretary or Other Authorized Officer
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## Superintendent Pay Transparency Notice—Proposed Contract - Dr. Cory Worrell

Notice is hereby given that School District 145 - Waverly has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on June 6, 2022 at 7:00 pm at the Central Office Board Room in Waverly, Nebraska.

After the 2021/22 school year, how many years remain on the contract:  
(Column F must be completed if additional years remain on contract.)

3

The estimated costs to the district for the 2022/23 year and future years are listed below:

	2022/23 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 177,351.00	\$ 354,702.00	\$ 532,053.00
<b>Compensation for activities outside of the regular salary:</b>			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 25,659.16	\$ 51318.32	\$ 76,977.48
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 31,089.63	\$ 62,179.26	\$ 93,268.89
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 805.00	\$ 1,610.00	\$ 2,415.00
• <i>Cell Phone/Internet reimbursement</i>			\$ -
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
<b>Totals:</b>	<b>\$ 234,904.79</b>	<b>\$ 469,809.58</b>	<b>\$ 704,714.37</b>



Ross Ricenbaw	113,538	18	119,000	23	113,000	27	107,500	19	103,650	13	97,000	6	105,000
							128,895	33					
							113,910	11					
							137,615	29					
							149,135	32					
George Schere	93,963	27	102,000	13	88,500	5	64,442	12	85,500	9			104,374
			92,500	13			61,530	10	87,600	30			
							75,729	15					

Schools listed in yellow  
are in the teacher array



17	107,100	21	106,639	22	116,697	30	110,024	26	115,247	17	(1,709)	1	Ross
24	91,646	27	104,409	29				87,683	18	6,280	9	George	