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

    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. Mid Term Graduates

Approve mid-term graduation requests for: Gavin McMillan, McKinley Moser, Brockston Teply, Brody Gunderson and Gracie Lauenstein Passed with a motion by Board Member #1 and a second by Board Member #2.

5.3. Administrator and Director Salaries

Approve administrator and directors salaries as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

5.4. Superintendent Contract

Approve superintendent contract with a three year term and a salary of $202,533 Passed with a motion by Board Member #1 and a second by Board Member #2.

5.5. Agreement with Southeast Nebraska Regional Program

Approve contract with the Southeast Nebraska Regional Program for the 2026-2027 school year. Passed with a motion by Board Member #1 and a second by Board Member #2.

5.6. 2026-2027 Classified Pay Scale Changes

Motion to Approve 2026-2027 Classified Pay Scale Changes Passed with a motion by Board Member #1 and a second by Board Member #2.

5.7. 2026-2027 Waverly Transportation Agreement

Motion to approve 2026-2027 WTA Agreement Passed with a motion by Board Member #1 and a second by Board Member #2.

5.8. Declare Surplus Items

Approve declaration of costumes from drama department as surplus, Hamlow chairs as surplus and vehicles as surplus so they can be sold Passed with a motion by Board Member #1 and a second by Board Member #2.

5.9. Business Services Agreements

Motion to Approve Micah Leary High School Accompanists. Passed with a motion by Board Member #1 and a second by Board Member #2.

5.10. Extra Duty Additions

Approve extra duty additions, at Category 1, for middle school sponsors for FFA, Skills USA and FCCLA Passed with a motion by Board Member #1 and a second by Board Member #2.

6. Board of Education Information and Discussion

6.1. Upcoming Board Activities

6.2. Board Training/Development

6.3. Board Meetings

6.4. Committee Meetings

7. Adjournment

Motion to adjourn. Passed with a motion by Board Member #1 and a second by Board Member #2.

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 6:00 p.m. on Monday, June 1st, 2026 in the Central Office Board Room, 14511 Heywood Street, Waverly, Nebraska.

The meeting will also be District 145's American Civics Committee Meeting of the Board of Education. The purpose of the meeting is to receive public testimony concerning the district's American Civics Curriculum.

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 21st day of May, 2026.

Cory Worrell

Cory Worrell
Superintendent

2025-2026
ACTIVITIES YEAR-END REPORT

SUBMITTED BY
BRAD MCMILLAN, ASSISTANT PRINCIPAL & ACTIVITIES DIRECTOR

ART CLUB - Amanda Bultman

Number of Participants: 79
Freshmen: 29
Sophomores: 13
Juniors: 19
Seniors: 17

Highlights: *hosted both the fall and spring art shows, 6 students participated in Mural Day; Hastings College (Oct), Pumpkin painting contest (Oct) Helped fundraise for purchase of the new kiln (Fall) Vendor Bash and Art Sale at the Community Library (Nov) Joslyn Omaha/Lauritzen Gardens field trip (Dec), face painting for the Santa Express (Dec) Organized visits with local artists: Bev Wobig, Val Hill, and Grace Gaard, hosted K-12 art Show (Feb) Lincoln Gallery trip to the Sheldon and Burkholder (March), helped with face painting stations at Hamlow for the carnival (April), Senior Officers to Beeson Glass studio(April) art club students helped paint signs for WIS for teacher appreciation week (May), students distributed flowers to teachers for teacher appreciation week,*

Awards & Recognition: *7 of our 20 students received recognition at EMC (April) Jayce Frias was runner up 3D at EMC, where they competed with 6 schools and 150 artists, art club students along with the pr. 4 sculpture class created sculptures for the kindergarten students in Mrs. Young's Class (May) Memory Portriat sent to Cambodia (Payton Vorderstrasse) two students selected to participate in the Hastings College Juried Show (Nov-Jan; Payton Vorderstrasse and Payton Veik)*

CLASS COUNCIL - Rachelle Hinrichs

Seniors - 8
Juniors - 10

Highlights: Prom went well at Round the Bend. It was beautifully decorated and we had a lot of positive feedback.

INTERNATIONAL THESPIAN SOCIETY - Jessica Palmquist

Number of Participants: 33
New Inductees: 8
Freshmen: 8
Sophomores: 3
Juniors: 14
Seniors: 8

Highlights: We had the banquet on Thursday, May 7. 8 Freshmen got inducted.

Awards & Recognition: 79 stars were earned by students throughout the year.

Play Production - Jessica Palmquist

Assistant: Tatum Sesow & Jeromy Doele
Number of Participants: 24
Freshmen: 5
Sophomores: 3
Juniors: 11
Seniors: 5
Highlights:
Awards & Recognition: Loup City Parade of Plays: 4th place, 5 outstanding actor awards; York K-Dub: 4th place, 9 outstanding actor awards; Minden Play Festival: 3rd, 1st in tech, best ensemble, 7 outstanding awards, Jaden Ragsdale won overall outstanding performer; District One-Act: every actor won an outstanding actor award.

SPRING MUSICAL - Directors Jessica Palmquist & Madisen White

Assistants: Jeromy Doele & Camryn Tompkins
Number of Participants: 46
8th Graders: 2
Freshmen: 12
Sophomores: 7
Juniors: 18
Seniors: 7
Highlights: We had 4 performances this year rather than 3. We also performed scenes from the show at WIS, Hamlowe, and Eagle.
Awards & Recognition: 3 adjudicators from OPA came out and judged us. Grace Fencl as Scuttle made it to callbacks for nationals; she unfortunately did not advance further than that.

FBLA - Tara Bohaboj

Number of Participants: 46
Freshmen: 15
Sophomores: 4
Juniors: 10
Seniors: 17
Highlights: *Contributed to academic and leadership opportunities by participating in events such as the entrepreneuHER event, UNL Business Conference, UNO Business Conference, Recruitment Scavenger Hunt, Fall Leadership Conference, Stock Market Challenge, and Path to Success Conference, as well as the State Leadership Conference and National Conference. Assisted with community service and fundraising efforts including Butter Braid Sales, March of Dimes Fundraiser, Blood Drive, and FBLA Week. Also organized and delivered seasonal service projects by creating senior citizen crafts for Waverly Care Center during fall, winter, and Valentine's seasons, as well as preparing Teacher Stockings and supporting the Kindergarten Fall Festival.*
Awards & Recognition:

UNL Business Competition

February 6, 2026

Business Law
Braxton Jelinek 3rd
Mason Heather 4th
Entrepreneurship
Landon Vachal 2nd
Caleb Jueneman 5th
Personal Finance
Braxton Culver 3rd
Accounting
Jacob Wall 5th
Banking & Financial Systems
Braxton Jelinek 1st

Peru State Competition

February 11, 2026

Accounting
Landon Vachal - 3rd
Caleb Jueneman - 2nd
Business Ethics
Braxton Jelinek - 3rd
Computer Concepts
Mason Heather - 1st
Economics
Braxton Jelinek - 3rd
Entrepreneurship
Mason Heather - 3rd

Midland Competition

February 24, 2026

Accounting
Landon Vachal - 4th
Business Communications
Braxton Jelinek - 3rd
Ezekiel Trout - 1st
Business Law
Jacob Wall -5th
Braxton Culver - 4th
Braxton Jelinek - 2nd
Economics
Maddox Hasenkamp - 5th
Jacob Wall - 3rd
Intro to Business Concepts
Ezekiel Trout - 5th
Personal Finance
Braxton Culver - 5th
Maddox Hasenkamp - 4th

State Leadership Conference

April 16-18, 2026

Retail Management ***State Champion***
Braxton Jelinek - 1st Place & *National Qualifier*
Sports & Entertainment Management ***State Champion***
Landon Vachal & Braxton Jelinek - 1st Place & *National Qualifier*
Data Analysis
Caleb Jueneman & Landon Vachal - 3rd place & *National Qualifier*
Banking and Financial Systems
Braxton Jelinek & Mason Heather- 3rd Place & *National Qualifier*
Personal Finance
Mason Heather - 6th Place (out of 453)
Business Law
Braxton Jelinek - 4th Place
Data Science & AI
Mason Heather- 4th Place
Advertising
Mason Heather - Honorable Mention
Cybersecurity
Mason Heather- Honorable Mention
Entrepreneurship
Caleb Jueneman & Landon Vachal - Honorable Mention
Real Estate
Caleb Jueneman - Honorable Mention
Securities & Investments
Caleb Jueneman - Honorable Mention

Who's Who in FBLA: Mason Heather
Chapter Awards: Sweepstakes, Go Green, LINK, Foundation

FCCLA - Audrey Foster & Rachelle Hinrichs

Number of Participants: 41
Freshmen:
Sophomores:
Juniors:
Seniors:
Highlights: *We had an ice cream social at the beginning of the school year. Two students spearheaded the Winter Clothing drive and collected over 100 items to donate to the Barnabas Community. Club members also made holiday cards that were distributed to residents at a local retirement community and teacher appreciation cards for the high school.*
Awards & Recognition: *We had two teams compete and win at the district level to advance to the state competition. Both teams competed at state and placed with a bronze medal. A scholarship was awarded to Mackenzie Olson for her participation in FCCLA.*

FFA- Kris Spath

Number of Participants: 69
Eighth Grade: 16
Freshmen: 26
Sophomores: 10
Juniors: 10
Seniors: 7

Highlights: 9 members attend National FFA Convention in Indianapolis, IN; 29 members compete in at least 1 district competition; 18 members attend State FFA Convention in Lincoln. Continued to support the Holiday Wishes program through the FFE at Christmas, growing and planting bedding plants for the Sandhills Event Center property and providing houseplants high school & middle school teachers to have in their classrooms through the Adopt-a-plant program. New activity was the archery shoot to raise funds for the Waverly and Eagle food pantries.

Awards & Recognition: *(all teams & individuals must qualify through districts to compete at state, must win state to compete at the national level)*

- 2025 National 3 Star Chapter (Gold) for the 2024-25 application
- Nebraska Premier Chapter & application qualified for National competition with the 2025-26 application (11th consecutive year)

District Career Development Events:

- Ag Biotechnology - Lauren Culver - 1st place individual, 1st place state qualifying team. Team: Lauren Culver, TJ Mueller, Blake Mueller, Lillian Nelms
- Floriculture - 4th place & State Qualifying team. Team: TJ Mueller, Madi Schwarten, Esther VanOverbeke, Lillian Nelms
- Meats Evaluation - Liam Steinmeyer - 2nd place individual, Kyler Plugge - 10th place individual
- Nursery & Landscape - TJ Mueller - 5th place individual.
- Poultry Evaluation - Ariyah Harms - 8th place individual.
- Vet Science - Lauren Culver - 5th place individual, Kayla Isaacs - 6th place individual. 3rd place state qualifying team: Jada Kinell, Adaleigh Hart, Ella Kubes, Kayla Isaacs, Lauren Culver

State Career Development Events:

- State Ag Biotechnology - 7th place team, Lauren Culver placing 4th overall individually
- State Floriculture - 19th place team
- State Vet Science - 8th place team, Lauren Culver placing 10th overall individually

District & State Proficiency Awards & Agriscience Fair

- Ag Education Proficiency - Esther VanOverbeke; District Champion, State Runner-up
- Agricultural Research, Integrated Systems - Esther VanOverbeke; District & State Champion - National qualifier
- Agriscience Fair Food Products and Processing Div 5 - Esther VanOverbeke; State Champion - National qualifier

SHOW CHOIR - Sylvia O'Neill

Number of Participants: 20
Freshmen: 5
Sophomores: 5
Juniors: 7
Seniors: 3

Highlights: Competed at the following Show Choir competitions: Standing Bear High School's "The Summit" Show Choir Invitational, National Choral Directors Association Show Choir Festival at Central City, and Lincoln North West "Capital City Classic" Show Choir Invitational. Hosted University of Nebraska-Lincoln's Big Red Singers Collegiate Show Choir at our WHS Encore & WMS Inspiration Showcase concert, where we raised over $2000.00 to go towards our 2026-2027 season! :)

Awards & Recognition: Took 2nd place in the 'Mixed Prep' division and 'Outstanding Newcomer award' at LNW "Capital City Classic" Show Choir Invitational. Several students were invited to attend National Show Choir camp at the University of Nebraska-Lincoln this June - Mitchell Torrey was awarded a full scholarship to attend the camp. Emilie White earned Academic All-State for Music in Spring 2026.

VOCAL MUSIC - Sylvia O'Neill

Number of Participants: 26
Freshmen: 3
Sophomores: 7
Juniors: 11
Seniors: 5

Highlights: Attended Eastern Midlands Conference Choir Festival at Norris High School. Waverly Singers larger choir and 10 soloists attended District Music Contest at Norris High School. Performed a fall and spring concert. Guest clinicians Dr. Peter Eklund and Jaime O'Neill (current doctoral candidate at UNL) came to WHS to work with Waverly Singers choir several times this year.

Awards & Recognition: Waverly Singers earned Superior rating at DMC. 5 soloists earned a Superior rating & 5 soloists earned an Excellent rating at DMC. Jasper Weyers and Emilie White earned Academic All-State for Music in Spring 2026.

MARCHING BAND - Brady Rohlfs

Assistant: Sydney Holdsworth
Color Guard: Kenia Morales
Frontline: Gabby
Drumline: Jacob Dill
Number of Participants: 135

Highlights: 3rd Annual Waverly Marching Invitational, increased to 6 other bands attending. Capital City - Class 3A champions, 3rd place overall all-class - Orange City Iowa - Class 3A 3rd place, 6th place overall all-class 5 state area - OMI Class 3A runner-up, 6th place overall all-class, State Marching, Class 3A High Score, top drumline and top colorguard

Awards & Recognition:

CONCERT BAND - Brady Rohlfs

Number of Participants: 145
Varsity: 100
Freshmen: 45

Highlights: District Music Contest - Straight Division 1 Ratings at District. NSBA Academic Achievement Award. 52 solos/small groups at Local Music Contest, 32 went on to District Music Contest, 29 Superiors and 3 Excellents

Awards & Recognition:

PEP BAND - Brady Rohlfs

Number of Participants: Various, selected from 145

Highlights: *Additional pep bands for state volleyball and all additional football games*

Awards & Recognition:

JAZZ BAND - Brady Rohlfs

Number of Participants: 24
Freshmen: 2
Sophomores: 5
Juniors: 13
Seniors: 4

Highlights: *Straight Superior ratings for State Jazz Band Competition*

Awards & Recognition:

NATIONAL HONOR SOCIETY - Tara Bohaboj

Number of Participants: 89
Juniors: 56
Seniors: 33

Highlights: *Piloted a tutoring program that will be expanded and refined for the upcoming year. Provided support at elementary field day and assisted with a variety of school and community events, including the Hamlow Carnival, Eagle Fun Night, Nerf War, Santa Express, and multiple track meets. Also contributed extensive volunteer time in concession operations, provided childcare during PTO meetings, and supported the Battle of the Books competition.*

Awards & Recognition: *Inducted 39 new members into NHS for the 2026-2027 year.*

QUIZ BOWL - Dr. David Hartman

Number of Participants: 20
Freshmen: 9
Sophomores: 2
Juniors: 6
Seniors: 3

Highlights: *ESU 6 Division District Champions (for the 2nd year in a row and 2nd time in school history); Last year, we lost the "play in" game to go to state. THIS year, we won the "play in" game to go to state. Thus, competed at State for the first time in school history. (Questionable loss) to the team who finished up as runner-up. Also represented District 145 well at the EMC competition; losing to the eventual champion. This year's team was led by Jared McCormick and Tanner McInteer.*

Awards & Recognition: *District Champions*

SADD - Tavia Steensen

Number of Participants: 32
Freshmen: 3
Sophomores: 9
Juniors: 15
Seniors: 5

Highlights: SADD was able to run a couple successful fundraisers and campaigns throughout the school year this year. We started the year with Halloween Safety; we went to WIS and presented about Halloween Safety to the 3rd-5th graders. We then ran a Love Yourself campaign in the high school during the week of Valentine's. The students made posters, put self care tips in the announcements, and made a bulletin board where the school could put up things they loved about themselves. We ended the year at Hamlow with a summer safety presentation and games. We also successfully ran a pop tab fundraiser in the high school where we donated over 16000 tabs to the Ronald McDonald House Charities!

Awards & Recognition:

SCIENCE CLUB - Tatum Sesow

Number of Participants: 25
Freshmen: 21
Sophomores: 0
Juniors: 0
Seniors: 4

Highlights: Science club learned about many different unique phenomena through experiments, like how to lower the temperature of ice in order to make some tasty home-made ice cream. We also made some cool crafts to take home, like slime and ornaments coated in silver, which were created using a variety of chemical reactions. We also tested our engineering skills by assembling solar-powered robots and competing in an egg drop challenge.

Awards & Recognition:

SPANISH CLUB - Cass Didier, Laura Stilmock

Number of Participants: 96
Freshmen: 30
Sophomores: 26
Juniors: 28
Seniors: 12

Highlights: 35 kids attending Costa Rica Trip this summer (June 2026)

Awards & Recognition: 2 Scholarships Awarded: Tessa Cockerill and Delaney Kutschara

GLOBAL VOICES - Cass Didier

Number of Participants: 44
Freshmen: 16
Sophomores: 9
Juniors: 7
Seniors: 12

Highlights: Students participated in Ethics Bowl, Model UN and Capitol Forum; all excellent opportunities to refine our skills in civil discourse and deepen our understanding of global politics.

Awards & Recognition: Ethics Bowl won our state competition against Creighton Prep, our divisional against Texas and then qualified for nationals at UNC and Duke in April. We placed 17th out of the 22 teams that qualified for nationals.

Lauren Culver was the recipient of the Global Voices Scholarship

EDUCATORS RISING - Cass Didier

Number of Participants: 23
Freshmen: 4
Sophomores: 1
Juniors: 7
Seniors: 11

Highlights: Attended Educators Rising course kick off events in Hastings and Milford. We took 17 students to the State Leadership Conference in Kearney where 9 students qualified for nationals in Portland. Emma Jiskra won 1st in the state for her interactive bulletin board and Esther VanOverbeke won 1st in the state for job interview.

Awards & Recognition:

Harley Franzen won member of the year!
Kaydence Doremus won the “Spark” award!
Our club was chapter of the month for November
Cass Didier won the the “Teacher Leader Rise Award”
Our trivia team won state: Esther VanOverbeke, Amelia King, Kargian Spier, Brooklyn Gillett and MaKenzie Robertson

Robotics - Brittany Hying

Number of Participants: 8

Highlights: First year!

Awards & Recognition: Received an FFE grant for new equipment to allow students to compete next year.

History - Ryan Abbott

Number of Participants: 10
Freshmen: 2
Sophomores: 1
Juniors: 6
Seniors: 1

Highlights:

Awards & Recognition: Working with local group to provide student scholarship opportunities. We are working on planning for a trip with Washington DC in the future.

SPEECH TEAM - Tavia Steenson

Number of Participants: 10
Freshmen: 2
Sophomores: 2
Juniors: 4
Seniors: 2

Highlights: We competed at 8 competitions this year!

Awards & Recognition: Poppy Doele and Evan Riddle placed in the top 12 at Millard West. Esther VanOverbeke, Greyson Doremus, and TJ Mueller placed in the top 6 at EMC. At districts our OID (Greyson, Evan and Poppy) placed 8th overall, Evan Riddle placed 6th overall, Nathan Stone placed 6th overall and Poppy Doele placed 4th overall.

STUDENT COUNCIL - TJ Wynn & Rachelle Hinrichs

Number of Participants: 23
Freshmen: 6
Sophomores: 5
Juniors: 6
Seniors: 6

Highlights:

- *3rd Annual Film on the Fieldx*
- *2025 Homecoming*
- *First Middle school homecoming pep rally*
- *VIP/Grandparents Day at Hamlow and WIS*
- *Earth Day Trash Clean-up*
- *Hosted 3 Blood Drives to earn a $750 local scholarship*
- *Teacher appreciation cards and candy*

Awards & Recognition: Emma Jiskra and Bailey Jackson received the student council local scholarships.

SKILLSUSA - Will Tietmeyer

Number of Participants: 58
Freshmen: 25
Sophomores: 13
Juniors: 17
Seniors: 3

Highlights:

- 3 Students attended Mid America Leadership Conference
- Valentines Day Card Community Service Project
- 27 Students attended State SkillsUSA Championships

Awards & Recognition:

- *Stella Theis won Gold in State T-Shirt Design*
- *Jackson Hornburg won Gold in Advertising Design*
- *William Gonser won Silver in Cabinet Making*
- *Lyla Bultman, Stella Theis, Airyah Harms won Silver in Community Service*
- *Camden Boston placed 4th in Motorcycle Repair*

YEARBOOK - Stephanie Flink

Number of Participants: 20
Freshmen: 4
Sophomores: 3
Juniors: 11
Seniors: 2

Highlights: NHSPA Summer Journalism Camp at UNL, 10 participants, NHSPA Fall Convention, 15 participants, JEA National Convention, Nashville, TN, 16 participants, new partnership with The Voice News of Southeast Nebraska, students are writing and publishing articles almost weekly in the local newspaper, completed another yearbook!

Awards & Recognition:

NSAA State Journalism Convention: Preslee Merritt: Yearbook Feature Writing, 7th place, AJ Nightingale: Infographic Design, 7th place, Patrick Bragg: Newspaper Feature Writing, 6th place, Charlee Schmidt: Yearbook Sports Feature Writing, 5th place, 3 additional students recognized as "alternates,"

JEA Winter Contest: 17 individual awards

JEA National Convention, Nashville: Jayce Frias, Superior in Editorial Cartooning, Charlee Schmidt, Honorable Mention in 1st-year Photography

NHSPA Cornhusker Awards: Superior Yearbook

NHSPA Summer Camp: Outstanding Yearbook Theme

WEIGHT ROOM (School Year) - Anthony Harms

Fall Head Coach : Anthony Harms
Fall Assistant Coach(s): Allen Osborn, Brian Benson
Winter Head Coach : Landon Miller
Winter Assistant Coach(s): Reed Manstedt, Brian Benson
Spring Head Coach : Anthony Harms
Spring Assistant Coach(s): Reed Manstedt, Landon Miller
Number of Participants: 120
Middle School: 70
Freshmen: 50

Highlights: *Consistent #s the entire season. The 9th grade group broke numerous records*

Awards & Recognition: Lifter of Year Tayah Mrsny + Gavin Ruskamp

WEIGHT ROOM (Summer) - Anthony Harms

Head Coach: Anthony Harms
Assistant Coach(s): Landon Miller, Brian Benson, Reed Manstedt
Number of Participants: 320
7th grade:
8th Grade: 90
Freshmen: 80
Sophomores: 70
Juniors: 50
Seniors: 40

FALL SPORTS

CHEER TEAM

Head Coach: Jamie Lanik
Assistant Coach: Alexis Determan
Number of Participants: 16
Freshmen: 8
Sophomores: 0
Juniors: 5
Seniors: 3

Highlights: It was great to cheer on the Football Team to a State Championship. The team got to cheer in Memorial Stadium and fulfill a lot of childhood dreams! We also really enjoy cheering for Volleyball and all of their successes! They are always fun to watch! We also participated in the annual Waverly Christmas parade. They decorated and designed their own float and were the Spirit Train, and we made it actually snow!

Awards & Recognition: UCA Summer Camp (Varsity) - Overall Game Day Routine - 2nd Place, 4 Day Spirit Stick Recipient, Superior Team Award, 4 All-American Award Recipients (Aimee Larson (3-time), Rylie Schildt, Ava Schmid, Hailey Carr), 1 Pin-It-Forward Recipients (Aimee Larson) **Varsity - 6th Place in Game Day at the Nebraska Cheer and Dance Championships.**

DANCE TEAM

Head Coach: Paige Piper
Number of Participants: 10
Freshmen: 4
Sophomores: 2
Juniors: 4
Seniors:

Highlights: The Waverly Dance Team had an exciting and memorable season filled with incredible experiences and performances. The team kicked off the year with a fantastic week at summer camp where dancers developed new skills, built routines, and prepared for the competitive season ahead. Throughout the year, the team proudly performed at school and community events, including the unforgettable opportunity to dance at Memorial Stadium. From early morning practices to competitions and performances, the dancers created countless memories and represented Waverly High School with pride.

Awards & Recognition: The team had a very successful competitive season with strong performances across multiple competitions. Highlights included 1st Place in High Kick at UDA Regionals, State Runner-Up in High Kick, and strong finishes at NDA Nationals in Orlando with 5th Place in High Kick and 14th Place in Game Day, also advancing to semi-finals in jazz. The team also earned 1st Place at Heartland Regionals in Kick, Jazz, and Game Day. These accomplishments reflect the dedication and hard work the dancers put in throughout the season and represent just a few of the many achievements from this year's competitions.

CROSS COUNTRY

Record: NA--
Head Coach: Laura Stilmock
Assistant Coaches: Alek Gaard
Volunteer Coaches: N/A
Number of Participants: 40
Freshmen: 10
Sophomores: 13
Juniors: 8
Seniors: 9

Highlights:

- Girls placing top 5 in nearly every meet.
- Girls 7 points away from qualifying as team for state
- Emma Steffensen placed in every meet (top 15)
- Boys qualifying for state as a team (2 individual)
- 6 record board movements (3 boys- Schroeder, Sorben, Morgan, 3 girls- Emma, Addalyn, Molly)
- Jared Schroeder and Emma Steffensen hold school records with top times
- Multiple season and course PRs

Awards & Recognition:

- 5 students Academic All Conference
- Boys team state qualifiers
- Jared Schroeder- 4th place State
- Emma Steffensen- 10th place State
- Jared & Emma- Super State Recipients

FOOTBALL – VARSITY

Head Coach: Reed Manstedt
Assistant Coaches: Landon Miller, Brian Benson, Mike Johnson, Matt Brewer, Ozzy Rodriguez, Connor Sears
Volunteer Coaches: Mike Hix, Eldridge Jensen, Derek Whisenhunt, Allen Osborn.
Number of Participants: 70
Freshmen: 29
Sophomores: 19
Juniors: 25
Seniors: 26

Highlights:

- State Champions
- Finished with 13-0 best record in school history
- District champions
- EMC champions (highest power points)
- Finished ranked #7 in the All-Class Rankings as a Team
- As a program we finished the year with a combined record of 28-2 from freshman, JV, Varsity.

Awards & Recognition:

FOOTBALL – JUNIOR VARSITY

Head Coach: Ozzy Rodriguez
Assistant Coaches: All assistant varsity
Volunteer Coaches: All assistant varsity
Number of Participants: Varied from game to game

Highlights: Finished the season 8-1
Awards & Recognition:

FOOTBALL – FRESHMEN

Head Coach: Tony Jacobsen
Assistant Coaches: Creighton Pearse, Will Tietmeyer
Volunteer Coaches: Rusty Johnston, Devin Sherman, Seth Engler
Number of Participants: 29

Highlights: Finished the season 7-1
Awards & Recognition:

GIRLS GOLF

Head Coach: Kristi Bowker
Assistant Coach: Kristine Gale
Number of Participants: 15
Freshmen: 2
Sophomores: 2
Juniors: 7
Seniors: 4

Highlights: 11 letter winners
Awards & Recognition: 11 letter winners, Lexi Piper EMC Academic All-Conference

SOFTBALL

Head Coach: Luke Shepherd
Assistant Coaches: Joe Selvage, LeighAnn Novotny, Hannah Sundem, Billie Andrews,
Volunteer Coaches: Billie Andrews, Matti Reiling
Number of Participants: 19
Freshmen: 2
Sophomores: 7
Juniors: 3
Seniors: 7

Highlights: *50 players in the program, 19 letter winners, LPS Tourney champs, District Champs, 2 state wins, first win at state in program history*
Awards & Recognition: *Jillian Hind and Blakeley Meyers individual records broken, Team wins record broken, Team runs record, Team batting average*

SOFTBALL - JV & RESERVE

Head Coach: LeighAnn Novotny
Assistant Coaches: Hannah Sundem
Volunteer Coaches: Billie Andrews, Matti Reiling
Number of Participants: 31
Freshmen: 22
Sophomores: 5
Juniors: 4

Highlights: *JV and Reserve winning seasons, 31 players between JV and Reserve*
Awards & Recognition:

BOYS TENNIS

Head Coach: Zach Tegler
Assistant Coaches: Zach Tabor
Volunteer Coaches: Tammy Tegler, Jacob Tegler, Adam Haeffner, Madison Tabor
Number of Participants: 16
Freshmen: Keaton Kroemer, Mason Myers, Ryan Parrish, Talen Rezac, Brendon Walker
Sophomores: Simon Fink, Layton Nieveen, Jensen Schulz, Trevor Stara
Juniors: Evan Bentjen, Justin Guerrero, Benjamin Kreikemeier, Liam MacDonald, Tanner McInteer
Seniors: William Gonser, Samuel Jespersen
Highlights: *William Gonser three individual invite medals at No. 1 singles*
Awards & Recognition: William Gonser and Liam MacDonald academic all-conference

VOLLEYBALL – VARSITY

Head Coach: Terri Neujahr
Assistant Coaches: Liz Tomlin, Maddy Nagel, Kaela White
Volunteer Coaches: Christy Scott, Karissa Heun
Number of Participants: 14
Freshmen: 0
Sophomores: 1
Juniors: 10
Seniors: 3

Highlights:30-6 record. First place at the Beatrice Invitational, Kearney Invitational, Aurora Invitational, Lincoln Northeast Invitational, 4th at the EMC Tourney. 5th Place EMC Regular Season. District Champion. State Semi-Finalist: Beat Gretna 3-0 in the Quarter finals, Lost to Norris 1-3 in the Semi Finals.

Awards & Recognition: 2024-2025 AVCA Team Academic Award. Academic All-Conference: Tyka Hoos, Mia Jackson, Mckinley Moser, Emmalyn Quinn, Ansley Real. Kearney All-Tournament Team: Hallie Lauenstein and Gracie Lauenstein co-MVP's, Mckinley Moser. AVCA Best and Brightest: Chelsey Weatherwax. AVCA Phenom Watch List: Gracie Lauenstein, Hallie Lauenstein, Mckinley Moser. AVCA All-Region: Gracie Lauenstein, Hallie

Lauenstein. AVCA 3rd Team High School All-American: Mckinley Moser. OWH 2nd Team Super State: Mckinley Moser. OWH 1st Team Class B: Mckinley Moser. OWH 2nd Team Class B: Hallie Lauenstein, Gracie Lauenstein. OWH Honorable Mention: Chelsey Weatherwax, Aubrie Lierman, Emmalyn Quinn. OWH State Volleyball All-Tourney Team: Hallie Lauenstein. LJS First Team Super State: Mckinley Moser. LJS First Team Class B - Mckinley Moser. LJS First Team Class B - Gracie Lauenstein. LJS Second Team Class B - Hallie Lauenstein and Emmalyn Quinn. Hallie Lauenstein passed 1000 career digs and 1000 career kills in 2025. Emmalyn Quinn passed 1000 career digs in 2025. School team record 1336 TEAM kills in a season. School team record 274 ace serves in a season.

VOLLEYBALL – JUNIOR VARSITY

Head Coach: Liz Tomlin
Assistant Coaches:
Number of Participants: 12
Freshmen: 0
Sophomores: 2
Juniors: 10
Seniors: 0

Team Record Won the Beatrice Invitational.

VOLLEYBALL - Reserve

Head Coach: Kaela White
Assistant Coaches:
Number of Participants: 10
Freshmen: 0
Sophomores: 10
Juniors: 0
Seniors: 0

VOLLEYBALL - Freshmen

Head Coach: Maddy Nagel
Assistant Coaches:
Number of Participants:
Freshmen: 10
Sophomores: 0
Juniors: 0
Seniors: 0

UNIFIED BOWLING

Head Coach: Jamie Wood
Assistant Coach: Travis Moore
Volunteer Coaches:
Number of Participants: 19
Freshmen: 6

Sophomores: 3
Juniors: 6
Seniors: 4

Highlights: 3rd place in Districts
Awards & Recognition:

eSports - Adam Qualset

Head Coach: Adam Qualset
Number of Participants:
Freshmen: 10
Sophomores: 3
Juniors: 10
Seniors: 3

Highlights:
Raised $536 for Children's Nebraska in Omaha with 16hr live stream.

Awards & Recognition:

WINTER SPORTS

BOYS BASKETBALL - VARSITY

Head Coach: Garrett Borcher
Assistant Coaches: Casey Brown, TJ Wynn
Volunteer Coaches: Easton Hovelsrud
Number of Participants: 13
Freshmen: 1
Sophomores: 2
Juniors: 5
Seniors: 5

Highlights:
- On Saturday, December 14th, in the snow, our boys participated in Wreaths for Soldiers for our annual community service project.
    - Wreaths Across America is a nonprofit organization dedicated to honoring and remembering U.S. military veterans. Each December, volunteers place evergreen wreaths on the graves of fallen service members at national cemeteries across the country. The organization's mission is built around the values of "Remember, Honor, and Teach," emphasizing remembrance of the fallen, respect for those who serve, and

education for future generations. What began in 1992 as a small wreath-laying at Arlington has grown into a nationwide movement involving thousands of volunteers and participating cemeteries. Our players volunteered at Wyunka Cemetery in Lincoln.

- Double OT Victory at home over (at the time) #10 Elkhorn High.
- Senior Night Win over Hastings High 61-48

Awards & Recognition:

- Brady Schieffer - EMC All-Conference
- Brockston Teply - EMC All-Conference Honorable Mention
- Brady Schieffer - All State Honorable Mention - LJS/OWH
- Brockston Teply - All State Honorable Mention - LJS/OWH

BOYS BASKETBALL – JUNIOR VARSITY

Head Coach: Casey Brown
Assistant Coaches: Easton Hovelsrud, TJ Wynn
Number of Participants: 16
Freshmen: 3
Sophomores: 7
Juniors: 6

Highlights:

- Won 8 of 18 games this year, facing numerous lineup changes from injuries to guys moving up to Varsity.
- Finished the season with an OT win at Lincoln NW thanks to a Simon Fink buzzer beater at the end of regulation.
- 15 different players scored this year.
- 8 different leading scorers in games this year.

BOYS BASKETBALL – FRESHMEN

Head Coach: TJ Wynn
Number of Participants: 10

Highlights:

- Won 5 games this season compared to 1 last year as 8th graders.
- A ton of growth as players and young men

GIRLS BASKETBALL – VARSITY

Head Coach: John Cockerill

Assistant Coaches: Joel Fritz, Ellie Bream

Volunteer Coaches:

Number of Participants: 15

Freshmen: 4

Sophomores: 3

Juniors: 6

Seniors: 2

Highlights:

Finished 13-10

Made a district final for the 9th year in a row.

Held number 1 seed to their second lowest scoring output at district game

Finished up 6th in conference 11 and the best conference in state (4 teams in state again).

Awards & Recognition:

Kenna Kottman - All Conference

Mia Jackson, Hailey Recker & Ava Amos HM all Conference

GIRLS BASKETBALL – JV

Head Coach: Joel Fritz

Assistant: Ellie Bream

Number of Participants:

Freshmen: 8

Sophomores: 3

Juniors: 1

Highlights:

Record 8-10

Awards & Recognition:

The JV basketball season was a good year for growth and development. We had several freshmen playing significant minutes throughout the season, along with many sophomores who had limited JV experience. This gave a lot of players valuable game time and opportunities to improve. The team finished the year strong, winning three of the final four games.

GIRLS BASKETBALL – RESERVE

Head Coach: Ellie Bream

Number of Participants: 15

Freshmen: 11

Sophomores: 3 & 1 foreign Exchange student

Highlights:

Record 9-9

Awards & Recognition:

Much better record than last year, played in a lot more competitive games.

Finished 3rd place in the Seward freshman tourney

BOYS WRESTLING – VARSITY & JUNIOR VARSITY

Head Coach: Eric Dolezal
Assistant Coach: Kaleb Canoyer, JP Malcolm, Nick Sims
Volunteer Assistant Coaches: Brad Canoyer, Loren Williams
Number of Participants: 42
Freshmen: 11
Sophomores: 16
Juniors: 7
Seniors: 8

Highlights: Team finished in 2nd at Conference Duals. The team finished 5th in State Duals (5th appearance in a row). The team won Districts (5th year in a Row). The team finished 9th at the Individual State Tournament. (6th year in a row with a Top 10 Finish)

Awards & Recognition:
7 State Qualifiers & 3 State Medalists
106 Jett Kearney - 5th
126 Dominic Olson - 2nd
132 Hudson Good
144 Sawyer Riese
150 Lucas Krajewski
157 Zeke Krajewski
215 Max Leininger - 6th

GIRLS WRESTLING – VARSITY & JUNIOR VARSITY

Head Coach: Brayden Dowding
Assistant Coach: Zach Schnell
Volunteer Assistant Coaches:
Number of Participants: 20
Freshmen: 11
Sophomores: 1
Juniors: 2
Seniors: 6

Highlights: *Set school record for Duals with a record of 13-6. Won the Fairbury invite out of 19 teams. Conference Duals Runner-Up and Conference Invite Runner-Up. New school record of state qualifiers with 3. Mackenzie Olson finished the highest anybody has for the girls program at state by taking 3rd place. Ended the year with 20 athletes, the biggest team so far.*

Awards & Recognition:
Mackenzie Olson and Jamsia Rodriguez were Academic All Conference.

BOYS BOWLING – JV and Varsity

Head Coach: Mikal Shalikow
Volunteer Coaches: Monte Steenson
Number of Participants: 13 Bowlers
Freshmen: (3) Jensen Cooper, Mason Kemper, Brently Keil

Sophomores: (3) Jacob Lubben, Layton Nieveen, Jack Jacobsen
Juniors: (1) Ben Kreikemeier
Seniors: (6) Hayden Brandl, Maddox Hasenkamp, Braxton Jelinek, William Pool, Aeden Schutte, Josh Yelkin
Highlights: District B-2 Team Champions
Awards & Recognition: Aeden Schutte State Qualifier, State Team Qualifier

GIRLS BOWLING – JV and VARSITY

Head Coach: Frank Schmal
Volunteer Coaches: Monte Steenson
Number of Participants: 10
Freshmen: 1 Haeley Crook
Sophomores: 5 Whitney Darling; Piper Woznick;Audrina Dingman;Jami Parish; Mori Misato
Juniors: 2 Macy Prang; Rylee Hanke
Seniors: 2 Blakeley Meyers; Ve'Anna Dotson

Highlights: 2026 State Champions, 2026 District Champions, EMC Champions; Hastings invite Champions; Several individual and team school records set. 1st and 4th place State champions.
Awards & Recognition: *Blakeley Meyer 1st place State Champion. Ve.Anna Dotson 4th place State. NCA Team Academic Excellence Award.. NCA Hudl Coach of the year award..*

SPRING SPORTS

BOYS GOLF

Head Coach: Michael Cobelens
Assistant Coaches: Kristi Bowker
Number of Participants: 20
Freshmen: 2
Sophomores: 9
Juniors: 7
Seniors: 2

Highlights: Luke Sears broke the 9 hole record with a 32 and 18 hole record 68
Awards & Recognition: Placed 2nd at the Nebraska City Invite, shot a season low 317 at Ashland

BOYS SOCCER

Head Coach: Jorge Zuniga
Assistant Coaches: Justin Haas
Volunteer Coaches: Chase Heck
Number of Participants: 36
Freshmen: 12
Sophomores: 10

Juniors: 6
Seniors: 4
Student Managers: 4

Highlights: Boys soccer finished the season with an impressive 9-6 overall record and earned a Top-15 ranking in Nebraska Class B earning the title of District runner up.

Throughout the season, the Vikings demonstrated resilience, teamwork, and tremendous growth. Waverly closed the regular season with a remarkable seven-game winning streak, highlighted by key victories over strong opponents. The team's ability to perform under pressure was evident during postseason play, where the Vikings battled their way into the District Final against powerhouse Gretna. Defensively, Waverly showed grit and discipline throughout the season, recording several crucial shutouts and close victories. Goalkeeper Kaden Fritz delivered multiple standout performances and was recognized as Player of the Match during key late-season contests, helping anchor one of the team's strongest stretches of the year. Senior leadership from players such as Harrison Hosking and Mark Novoselov, combined with the emergence of younger contributors across the roster, helped create a competitive and united squad that continued improving week after week. Beyond the wins and rankings, this season reflected the culture and identity of Waverly soccer: hard work, resilience, teamwork, and pride in representing the Viking community. The players competed with passion every match, supported one another through adversity, and continued building a program that is respected across Nebraska Class B soccer.

Awards & Recognition: Congratulations to the players, coaches, families, and supporters on an outstanding 2026 season. The future of Waverly Boys Soccer remains bright, and this year's team laid a strong foundation for continued success in the years ahead.

GIRLS SOCCER

Head Coach: Joel Fritz
Assistant Coaches: Ben Welch
Volunteer Coaches: Price Fowler, Camryn Tompkins, Tessa Johnson
Number of Participants: 38
Freshmen: 8
Sophomores: 5
Juniors: 12
Seniors: 10
Student Managers: 3

Highlights:

- 9-6 record
- EMC Tournament Bronze Division Champions
- 47 goals in Varsity games with 11 different players scoring
    - 32 assists on those goals coming from 15 different players
- 7 shutouts in our 9 wins
- LJS/OWH All state to come out later

Awards & Recognition:

- **1st Team All Conference**
    - Jillian Hind

    - PIper Morehead
- **Honorable Mention All Conference**
    - Hailey Recker
    - Ava Amos
    - Lea Jensen
    - Cora Stevens
    - Finley Keim
- **Academic All Conference**
    - Adyson Hummel
    - Sammy Linscott
    - Jillian Hind
    - Finley Keim
    - Hailey Recker
    - Ava Amos
- **NSAA Academic All-State Award**
    - Jillian Hind
    - Sammy Linscott

GIRLS TENNIS

Head Coach: Zach Tegler
Assistant Coaches: Zach Tabor
Volunteer Coaches: Tammy Tegler, Jacob Tegler, Madison Tabor, Adam Haeffner, Rachael Ferguson
Number of Participants: 29
Freshmen: Charity Knorr, Maci Lierman, Charlee Meier, Adalyn Tinklin, Chloe Von Busch, Charlotte Wright
Sophomores: Lyla Bultman, Hattie Deis, Ariyah Harms, Ashlyn Heisinger, Jill Muench, Jami Parrish, Taylor Stanley, Layne Swim, Cara Wenzl, Ella Wyman
Juniors: Lily Hanna, Anna Johnson, Maylie Jones, Kolbee Kroemer, Lillian Novoselova, Kyra Phillips, Avery Rathjen, Kylee Wittler
Seniors: Tessa Cockerill, Lily Nelms, London Rohlfs, Madi Schwarten, Leni von Herder

Highlights: *Winning record in duals; first place at Columbus Invite; first place at Waverly Invite; second place at GICC Invite; second place at Beatrice Invite; second place at York Invite; fourth place at EMC Tournament; individual medals for Tessa Cockerill at #1 singles at GICC Invite (second), Columbus Invite (first), Beatrice Invite (first), York Invite (first), EMC Tournament (third) and Waverly Invite (first); individual medals for Maylie Jones at #2 singles at Columbus Invite (first), York Invite (third) and Waverly Invite (second); individual medals for Anna Johnson and Kolbee Kroemer at #1 doubles at GICC Invite (second), Beatrice Invite (first) and York Invite (third); individual medals for London Rohlfs and Madi Schwarten at #2 doubles at GICC Invite (second), Columbus Invite (second) and York Invite (third); school record for Tessa Cockerill – most wins in a season at #1 singles (36); seventh place medal at #1 singles at the state tournament.*
Awards & Recognition: *Tessa Cockerill academic all-state*

TRACK

Head Coach: Brian Benson
Assistant Coaches:
Volunteer Coaches:

Freshmen: 36
Sophomores: 25
Juniors: 22
Seniors: 25

Highlights:

- *Boys EMC Champions, Girls 3rd place*
- *Waverly Invite Combined champions*
- *District Champions - Boys and Girls*
- *10 new school records*

Awards & Recognition:

- *Boys State Champions*
- *Girls 5th at State*
- *6 individual state champions*
    - *Emma Steffensen 400, 800*
    - *Braxton Badman 110h, 300h*
    - *Gavin McMillan HJ*
    - *Jared Schroeder 1600*

UNIFIED TRACK

Head Coach: Molly Vodicka
Assistant Coach: Nick Sims
Number of Participants: 20
Freshmen: 7
Sophomores: 3
Juniors: 6
Seniors: 4

Highlights: EMC Unified Champions
Awards & Recognition: *Girls 100m, Girls Long Jump, and Coed 4x100 all qualified for the State Meet*

BASEBALL

Head Coach: Fletcher Zornes
Assistant Coaches: Jordan Haas, Austin Elm, Dan Lowe, Alex Angele, Aidan Kelley
Volunteer Coaches: Mike Sterns, Paul Riley
Number of Participants: 40
Freshmen: 15
Sophomores: 3
Juniors: 9
Seniors: 13

Highlights: 2nd Seed in EMC Tournament, 4th place in EMC Tournament, Runner Up in District Championship. Overall, the Vikings baseball program was a group determined to get better on a daily basis. With 13 seniors, they were a very close group that supported each other and picked each other up when times were tough. Finishing 16-11, the varsity team was sad to see the season end in the district championship but were happy about the growth and development of all the players going into next season. The JV and Reserve teams were able to play a combined 33 games this spring, which will help immensely in taking their next step into high level JV/Varsity next season.

Awards & Recognition: NSAA Academic All State - Caleb Jueneman and Landon Vachal; EMC All Conference - Kael Lade, Codey Nienhueser, and Carsen Malcom; EMC Honorable Mention - Zach McElhose, Jesse Wall, Cy Dewing, Colt Kerchal, Alex Winn

eSports - Adam Qualset

Head Coach: Adam Qualset
Number of Participants:
Freshmen: 7
Sophomores: 3
Juniors: 6
Seniors: 3

Highlights:
Awards & Recognition:
Mario Kart team (Maddox Ockinga, David Adams, Caleb Gonser, William Hellige) placed 5th place at State at Doane University @ Crete.

MIDDLE SCHOOL SPORTS 2025-2026

FOOTBALL – 8th GRADE

Head Coach: Eric Dozell
Assistant Coaches: Nick Sims and JP Malcolm
Volunteer Coaches:
Record: 4-2
Number of Participants: 45

FOOTBALL – 7th GRADE

Head Coach: Brayden Dowding
Assistant Coaches: Dwight Malcolm Chad Kendal
Volunteer Coaches:
Record: 4-2
Number of Participants: 30

VOLLEYBALL - 8th GRADE

Head Coach: Ty Peteranetz
Assistant Coaches: Kinzie Scurto & Diamond Sedlak
Record: 3-9
Number of Participants: 20

INTRAMURAL VOLLEYBALL – 7th / 8th GRADE

Head Coach: Tina Kreikemeier Carrie Morgan
Number of Participants: 19

VOLLEYBALL – 7th GRADE

Head Coach: Annika Webb
Assistant Coaches: Ella Drews
Record: 2-10
Number of Participants: 18

CROSS COUNTRY 7th & 8th GRADE

Head Coach: Caitlyn Cassidy & Paul Riley
Number of meets: 8
Number of participants: 20

INTRAMURAL BOYS BASKETBALL – 7TH / 8TH GRADE

Head Coach: Gary Brown Kalyn Brannigan

Record:
Number of Participants: 16

BOYS BASKETBALL – 8th GRADE

Head Coach: Jon Mierau
Assistant Coaches: Easton Hovelsrud
Record: 4-8
Number of Participants: 18

INTRAMURAL BOYS BASKETBALL – 7TH / 8TH GRADE

Head Coach: Gary Brown & Kalyn Brannagan
Record:
Number of Participants: 15

BOYS Basketball - 7th GRADE

Head Coach: Matt Morrison
Assistant Coaches: Cole Murry
Record: 4-8
Number of Participants: 18

GIRLS BASKETBALL – 8th GRADE

Head Coach: Brent Hummel
Assistant Coaches: Carsten Hayes
Record: 2-10
Number of Participants: 18

GIRLS BASKETBALL – 7th GRADE

Head Coach: Trevor Hasenkamp
Assistant Coaches: Brent Greve
Record: 1-11
Number of Participants: 16

INTRAMURAL GIRLS BASKETBALL – 7th & 8TH GRADE

Head Coach: Gary Brown & Kalyn Brannagan
Record:
Number of Participants: 14

WRESTLING – 7th & 8th GRADE

Head Coach: Dwight Malcolm
Head Coach: Shawn Smith
Number of Participants: 24

BOYS & GIRLS TRACK – 7th & 8th GRADE

Head Coach: Creighton Pearse
Assistant Coaches: Vicky Fehringer, Daryl Poppe, Alec Gaurd, Ozzy Rodriguez Brayden Dowding, Kalyn Brannagan
Number of Participants: 140

MIDDLE SCHOOL CLUBS
2025-2026

ART CLUB

Sponsor: Amanda Hellrich
Number of Participants: 30
Highlights:

DRAMA CLUB

Sponsor: Brittany Hying
Number of Participants: 24
Highlights: 75% of participants were involved in the middle school musical as cast or crew. 10 members were returning participants to drama club. Two members auditioned for and were cast in supporting roles for the high school spring musical.

JAZZ BAND

Sponsor: Sydney Holdsworth
Number of Participants: 25
Highlights:

STUDENT COUNCIL

Sponsors: Brook Ruhter & Anna Briggs
Number of Participants: 21
Highlights: Hosted a MS dance and food drive.

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 4, 2026 6:00 PM Central

Central Office Building
14511 Heywood
Waverly, NE 68462-0426

1. CALL TO ORDER

1.1. Roll Call

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. Pledge of Allegiance

1.4. 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.

The notice also appeared in the April 23rd, 2026 edition of The Voice.

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 Cole Stark. Larry Adams: Yea, Scott Claycomb: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea Yea: 6, Nay: 0

3. REPORTS

3.1. Building / District Administrators

3.2. Superintendent

3.3. Board Reports

Policy Committee

Building, Grounds, Transportation Committee-Met before regular board meeting May 4th, 2026.

Planning and Development Committee-Zoom meetings on April 23rd and April 30th.

Performance and Assessment Committee

Board Trainings/Activity/Events

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 Chad Kendall and a second by Jessica Zuniga. Larry Adams: Yea, Scott Claycomb: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea Yea: 6, Nay: 0

5.1.1. Meeting Minutes

5.1.2. Staff Resignations / Terminations

Name, Position, School

Madisen White, Music Director-Waverly Theatre Company, Waverly High School, Resignation effective immediately

Brittany Hying, Middle School Musical Director, Waverly Middle School, Resignation effective at the end of the 2025-2026 school year

Stacy Arnold, Paraprofessional, Waverly Intermediate School, Resignation effective at the end of the 2025-2026 school year

Kayla White, Reserve Volleyball Coach, Waverly High School, Resignation effective immediately

Anne Riley, Food Service, Hamlow Elementary, Resignation effective May 21st

5.1.3. Staff Hires / Reassignments

The information may be protected by privacy legislation until the Board of Education takes action on the staff recommendations. Therefore, this attachment(s) is not included in agenda materials provided the public and the news media. Any information in the attachment(s) that is not protected by privacy legislation, however, is available for public inspection at the Superintendent Office upon request.

Grace Bartolome, 4th Grade Teacher, Waverly Intermediate School, Replacement for Allie Kunze, Recommended start date 8/3/2026

Cooper Worrell, Summer Grounds/Maintenance Department, District, New Position/Summer Temp, Recommended start date 5/26/2026

Braxton Culver, Summer Grounds/Maintenance Department, District, New Position/Summer Temp, Recommended start date 5/26/2026

Caleb Jueneman, Summer Grounds/Maintenance Department, District, New Position/Summer Temp, Recommended start date 5/26/2026

Maddox Hasenkamp, Summer Grounds/Maintenance Department, District, New Position/Summer Temp, Recommended start date 5/26/2026

Lance Mattice, Instrumental Music, Waverly High School, Replacement for Brady Rohlfs, Recommended start date 8/3/2026

Heather Evans-McCullock Transportation, District, Replacement for Daryl Hopp, Recommended start date 4/1/2026

Mary Harris, Transportation, District, Replacement for Gerard Wood, Recommended start date 4/30/2026

Megan Wilken, Substitute Health Nurse, District, Recommended start date 4/27/2026

Correction: Ashley Tobey, Frankie Reinwald and Sydney Nieman receive 5 extra days of contract time as media specialists

Brennan Harlow, Technology Assistant Summer, New, Recommended start date 5/25/2026

Dean Gaudreault, Technology Assistant Summer, New, Recommended start date 5/25/2026

5.1.4. Extra-Duty Assignments

Name, Position, Extra-Duty, School Building, Category, Level, Replacement for...

Andrew Broders, Head Boys Basketball Coach, Waverly High School, Replacement for Garrett Borcher, Start date June, 2026

5.1.5. Fund Balances

5.1.6. Fund Claims

5.1.7. Acceptance of Donations

5.2. Extend Contract for High School Principal

Approve contract amendment for new Waverly High School Principal Jordan Cudney Passed with a motion by Cole Stark and a second by Larry Adams. Larry Adams: Yea, Scott Claycomb: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea Yea: 6, Nay: 0

5.3. Out of State Trip Request

Approve out of state trip request for Educators Rising to the national competition in Portland, Oregon. Passed with a motion by Jessica Zuniga and a second by Larry Adams. Larry Adams: Yea, Scott Claycomb: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea Yea: 6, Nay: 0

6. Board of Education Information and Discussion

6.1. Upcoming Board Activities

6.2. Board Training/Development

NASB Upcoming Activities

May 2026
Statewide Primary Election-Tuesday May 12

June 2026
NASB Board Candidate Workshops
Tuesday, June 2-Ainsworth, Hastings and O'Neill
Wednesday, June 3-Broken Bow, Ogallala, and Wayne

NASB Member Golf Outing
Wednesday, June 10-Kearney Country Club

School Law Seminar
June 10-11-Kearney

July 2026
ALICAP Summer Workshops
Wednesday, July 8-Kearney
Thursday, July 9-Lincoln

August 2026
NASB Board Candidate Workshops
Wednesday, August 5-McCook and Omaha

Area Membership Meetings
Tuesday, August 25-Nebraska City

September 2026
Area Membership Meetings
Tuesday, September 1-Omaha
Wednesday, September 9-York
Wednesday, September 23-Fremont

Labor Relations
September 29-30-Lincoln

November 2026
Statewide General Election-Tuesday, November 3

State Education Conference
Building Strong Futures
November 18-20-Omaha
December 2026
New Board Member Workshops
Wednesday, December 9-Ogallala and Beatrice

January 2027
Wednesday, January 6-Hastings and Omaha

6.3. Board Meetings

6.4. Committee Meetings

Policy Committee

Building, Grounds, Transportation Committee

Planning and Development Committee

Performance and Assessment Committee

Board Trainings/Activity/Events

Civics Committee Meeting-Set up in the month of May.

7. Adjournment

The meeting was declared adjourned by the President at 7:03PM

Motion to adjourn. Passed with a motion by Jessica Zuniga and a second by Cole Stark.
Larry Adams: Yea, Scott Claycomb: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea Yea: 6, Nay: 0

_____ _____

Board of Education Business Manager

May 13, 2006

For personal reasons i Deborah Ossi am resigning as a bus driver from district 145

D. Ossi

From: **Aila Corning** <aila.corning@district145.org>
Date: Tue, May 19, 2026 at 7:18 AM
Subject: Aila C
To: Rik Devney <rik.devney@district145.org>, Delanie McMillan <delanie.mcmillan@district145.org>, Hunter Smith <hunter.smith@district145.org>, Scott Shepard <scott.shepard@district145.org>
Cc: Abbie Huenink <abbie.huenink@district145.org>

Hi,

I wanted to let you all know that I won't be returning next school year. I will be finishing out this last week. This was a very hard decision for me as I really enjoy what I do and will miss it tremendously. Thank you all for giving me this opportunity!

Thank you,
Aila Corning

Retirement

Inbox

S

Sue Torpin 10:18 AM (31 minutes ago)

to me, Keri, Megan, Delanie

This is to inform you that I am retiring from District 145- Eagle Elementary effective June 1, 2026. I have enjoyed my years at Eagle.

Thank you,
Sue Torpin

SCHOOL DISTRICT 145

Cory Worrell <cory.worrell@district145.org>

Retirement

1 message

LaNita Ortgies <lanita.ortgies@district145.org> Thu, May 28, 2026 at 9:47 AM
To: Cory Worrell <cory.worrell@district145.org>, Megan Flohr <megan.flohr@district145.org>

As of June 1st I am retiring from my position as a para at Eagle Elementary. Thanks for 24 wonderful years!

LaNita Ortgies

Fund Balances as of:
May 29, 2026

Fund	April 30, 2026	Receipts	Expenditures	Transfers	May 29, 2026
Money Market	354,766.27	857.34		36.46	355,660.07
General	7,095,620.33	6,509,755.50	2,498,623.23		11,106,752.60
Building	1,018,026.62	744,707.27	352,696.02		1,410,037.87
Bond 15 Construction	0.33				0.33
Bond 2016-**2021B** (Debt)	255,041.71	76,257.67			331,299.38
Bond 2015-**2015/2020** (Debt)	257,227.73	76,290.24			333,517.97
Bond 11 A/B K-8-**2021A** Debt	17,853.72	115.82			17,969.54
Bond 11 C 9-12-**2016B** Debt	5,796.94	36.75			5,833.69
Hot Lunch	208,733.46	201,581.34	126,530.22		283,784.58
2003 QCPUF (Env Hazards)	2.33				2.33
2010 QCPUF	9.76				9.76
2012 QCPUF	1,164.72	11.00			1,175.72
2013 QCPUF	1,995.06	52.17			2,047.23
2024 QCPUF	1,258,253.28	234,937.67			1,493,190.95
Depreciation	152,398.24	12.74	90,206.26		62,204.72
Total	**10,626,890.50**	**7,844,615.51**	**3,068,055.73**	**36.46**	**15,403,486.74**

Checking Account ID: 1 **Check Type:** **Automatic Payment**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
177	06/02/2026				AMEREXPR	AMERICAN EXPRESS	2,335.90
178	06/02/2026				WINDST	WINDSTREAM	245.05
	Check Type Total:			Automatic Payment		Void Total: 0.00	Total without Voids: 2,580.95

Checking Account ID: 1 **Check Type:** **Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
74587	06/02/2026				ALLO	ALLO COMMUNICATIONS	107.26
74588	06/02/2026				DEERE	DEERE CREDIT	1,486.89
74589	06/02/2026				DEERE	DEERE CREDIT	993.47
74590	06/02/2026				DEERE	DEERE CREDIT	633.74
74591	06/02/2026				DEERE	DEERE CREDIT	819.90
74592	06/02/2026				HOMETOWN1	HOMETOWN LEASING	2,862.02
74593	06/02/2026				LEAMIC	MICAH LEARY	1,500.00
74594	06/02/2026				AMAZON1	AMAZON CAPITAL SERVICES	821.33
74595	06/02/2026				ACT	ACT	54.50
74596	06/02/2026				AIRGAS	AIRGAS	713.35
74597	06/02/2026				ANGIEK	ANGIE KONEN	82.00
74598	06/02/2026				BLICKA	BLICK ART MATERIALS	59.37
74599	06/02/2026				CASCNTYREF	CASS COUNTY REFUSE	576.80
74600	06/02/2026				CITYOF	CITY OF WAVERLY	3,874.10
74601	06/02/2026				CROELL	ELLIOTT CROUCH	91.00
74602	06/02/2026				DEERE	DEERE CREDIT	1,401.37
74603	06/02/2026				DIETMUSI	DIETZE MUSIC HOUSE	1,460.05
74604	06/02/2026				EAKESO	EAKES OFFICE SOLUTIONS	3,625.84
74605	06/02/2026				ELECTR	ELECTRONIC CONTRACTING	216.00
74606	06/02/2026				ELIZAB	ELIZABETH ECHTERNKAMP	57.24
74607	06/02/2026				STANEMIL	EMILY STANDAGE	226.80
74608	06/02/2026				FILTERS	THE FILTER SHOP. INC	105.60
74609	06/02/2026				FLISTE	STEPHANIE FLINK	19.08
74610	06/02/2026				FLINNS	FLINN SCIENTIFIC INC	212.75
74611	06/02/2026				GAAALE	ALEK GAARD	15.15
74612	06/02/2026				GIFFORD	GIFFORD FARM EDUCATION ENTER ESU#3	312.00
74613	06/02/2026				GRAING	GRAINGER	184.44
74614	06/02/2026				HDSUPPLY	HD SUPPLY FORMERLY HOME DEPOT PRO	281.70
74615	06/02/2026				HELEN1	HELENA AGRI-ENTERPRISES, LLC	335.42
74616	06/02/2026				HIRERI	HIRERIGHT SOLUTIONS INC.	304.50
74617	06/02/2026				HRUTER	TERESA HRUSKA	91.00
74618	06/02/2026				HUBERT	HUBERT COMPANY	28.16
74619	06/02/2026				HYELEC	HY-ELECTRIC	215.00
74620	06/02/2026				HYVEE4	HY-VEE FOOD STORES	926.97
74621	06/02/2026				IDEALP	IDEAL PURE WATER	64.75
74622	06/02/2026				INDUST	INDUSTRIAL SERVICES INC	3,339.72
74623	06/02/2026				INTELEP	INTELEPEER CLOUD COMMUNICATION LLC	425.91
74624	06/02/2026				JOSTEN	JOSTENS	52.45
74625	06/02/2026				JWPEPP	JW PEPPER & SON, INC.	6.00
74626	06/02/2026				KAPCO	KAPCO	89.75
74627	06/02/2026				KIDWELL	KIDWELL INC	793.06
74628	06/02/2026				KSBSCHO	KSB SCHOOL LAW	9,956.00
74629	06/02/2026				MCGRAW	MCGRAW HILL	127,687.25
74630	06/02/2026				MCINIC	NICOLE MCINTIRE	91.00
74631	06/02/2026				MCKINNIS	MCKINNIS ROOFING	500.69
74632	06/02/2026				MENARD	MENARDS LINCOLN-NORTH	3,313.75
74633	06/02/2026				NAEA	NAEA	275.00
74634	06/02/2026				NASB	NASB	150.00
74635	06/02/2026				PEARSO2	NCS PEARSON, INC	2,758.26
74636	06/02/2026				NESTFRMRSL	NEBRASKA STATE FIRE MARSHAL AGENCY -	576.00
74637	06/02/2026				ONECALL	ONE CALL CONCEPTS INC	2.85

Checking Account ID: 1 **Check Type:** **Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
74638	06/02/2026				OREILL2	O'REILLY AUTOMOTIVE STORES INC	1,202.93
74639	06/02/2026				OSBALL	ALLEN OSBORN	91.00
74640	06/02/2026				PRESTO	PRESTO X COMPANY	3,614.65
74641	06/02/2026				THEPRIN	THE PRINTER	1,689.19
74642	06/02/2026				QUIKDU	QUIK DUMP REFUSE	1,410.86
74643	06/02/2026				QUILLC	QUILL LLC	1,063.30
74644	06/02/2026				DISTRI	SCHOOL DISTRICT 145 LUNCH	400.00
74645	06/02/2026				SCHOOLSPEC	School Specialty LLC	190.90
74646	06/02/2026				SEGRA	SEGRA	987.83
74647	06/02/2026				SHESCOT	SCOTT SHEPARD	944.14
74648	06/02/2026				SMALENGI	SMALL ENGINE SPECIALISTS INC	187.69
74649	06/02/2026				SPAKRI	KRIS SPATH	42.10
74650	06/02/2026				STAPLES	STAPLES INC	1,089.66
74651	06/02/2026				TJCABLE	TJ CABLE & UNDERGROUND SVS, LLC	450.00
74652	06/02/2026				TRACTO	TRACTOR SUPPLY COMPANY	43.72
74653	06/02/2026				VANJIL	JILL VANDUSEN	163.52
74654	06/02/2026				VILLAG	VILLAGE OF EAGLE	219.72
74655	06/02/2026				WATERLINK	WATERLINK INC	324.83
74656	06/02/2026				WOLFACE	WOLFE ACE HARDWARE	96.93
74657	06/02/2026				WOODRIVER	WOODRIVER ENERGY LLC	12,075.13
74658	06/02/2026				AMIHEF	AMI HEFFELFINGER-MARX	2,097.40
74659	06/02/2026				CORNBIST	BIST/CORNERSTONES OF CARE	1,750.00
74660	06/02/2026				BLUKYL	KYLA BLUM	12,800.00
74661	06/02/2026				BUESTA	STACY BUESCHER	21.96
74662	06/02/2026				CASS	CASS COUNTY TREASURER	1,046.54
74663	06/02/2026				CITYOF	CITY OF WAVERLY	3,888.21
74664	06/02/2026				CLAUTAMI	Tamala Clausen	2,952.50
74665	06/02/2026				CUDKAR	KARA CUDNEY	2,007.68
74666	06/02/2026				EAKESO	EAKES OFFICE SOLUTIONS	2,781.33
74667	06/02/2026				ELECTR	ELECTRONIC CONTRACTING	877.50
74668	06/02/2026				FOLLET2	FOLLETT EDUCATIONAL SERVICES	437.40
74669	06/02/2026				FRONTL	FRONTLINE TECHNOLOGIES	47,336.20
74670	06/02/2026				HANDOFHRTL	Hands of Heartland	4,671.65
74671	06/02/2026				HENMIC	MICHELLE HENRICKSON	69.65
74672	06/02/2026				INDUST	INDUSTRIAL SERVICES INC	3,338.61
74673	06/02/2026				JONSTE	STEPHANIE JONES	116.44
74674	06/02/2026				JUSTFK	JUST FOR KIDS THERAPY	2,814.20
74675	06/02/2026				NCECBV	NE Center for the Education of Children who are	1,771.20
74676	06/02/2026				OLTNEA	NEALEY OLTMAN	7,511.00
74677	06/02/2026				OREILL2	O'REILLY AUTOMOTIVE STORES INC	92.76
74678	06/02/2026				PERRYG	PERRY GUTHERY HAASE & GESSFORD	703.00
74679	06/02/2026		X	05/29/2026	SANDHILLSG	Sandhills Global Event Center	1,140.00
74680	06/02/2026				SAPPBR	SAPP BROS, INC - LINCOLN	8,100.00
74681	06/02/2026				DISTRI	SCHOOL DISTRICT 145 LUNCH	8,773.00
74682	06/02/2026				SCHBEC	BECKY SCHROEDER	360.78
74683	06/02/2026				SOLIANT	Soliant	5,267.00
74684	06/02/2026				VOICEN	VOICE NEWS	1,518.24
74685	06/02/2026				SANDHILLSG	Sandhills Global Event Center	360.00
	Check Type Total:		Check			Void Total: 1,140.00	Total without Voids: 324,529.59
	Checking Account Total:		1			Void Total: 1,140.00	Total without Voids: 327,110.54

Checking Account ID: 4 **Check Type:** **Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
10971	06/02/2026				STANBURYUN	Varsity Brands, Inc	89,654.37
	Check Type Total:		Check			Void Total: 0.00	Total without Voids: 89,654.37
	Checking Account Total:		4			Void Total: 0.00	Total without Voids: 89,654.37

Checking Account ID: 6 **Check Type:** **Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
12097	06/02/2026				APRILK	APRIL KERCHAL	23.33
12098	06/02/2026				BARBME	BARB MEYERS	23.96
12099	06/02/2026				CASHWA	CASH-WA DISTRIBUTING	12,720.22
12100	06/02/2026				CHESTERMAN	CHESTERMAN COMPANY	172.20
12101	06/02/2026				DAVIJENN	Jenny Davison	10.70
12102	06/02/2026				GILSAN	SANDI GILSDORF	45.76
12103	06/02/2026				HDSUPPLY	HD SUPPLY FORMERLY HOME DEPOT PRO	193.25
12104	06/02/2026				HILAND	HILAND DAIRY	6,017.18
12105	06/02/2026				LARLAU	LAURA LARSON	21.22
12106	06/02/2026				MOLWALMARY	Mary Molina-Walker	17.02
12107	06/02/2026				PAMWEN	PAM WENDEL	171.99
12108	06/02/2026				ROTELL	ROTELLA'S ITALIAN BAKERY, INC.	1,659.34
12109	06/02/2026				TERIROUN	Teri Rounds	12.19
12110	06/02/2026				RUSS1	RUSS'S MARKET EXPRESS	164.65
12111	06/02/2026				SAMSCL	SAMS CLUB	1,180.55
12112	06/02/2026				SYSCO	SYSCO LINCOLN	20,548.73
12113	06/02/2026				USFOODS	US FOODS INC	976.82
12114	06/02/2026				VANDEB	DEB VANOVERBEKE	20.40
12115	06/02/2026				VALENT2	VALENTINO'S	3,732.95
	Check Type Total:		Check			Void Total: 0.00 Total without Voids:	47,712.46
	Checking Account Total:		6			Void Total: 0.00 Total without Voids:	47,712.46

Checking Account ID: 7 **Check Type:** **Automatic Payment**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
17	06/02/2026				BOKFIN	BOK FINANCIAL	82,702.50
	Check Type Total:		Automatic Payment			Void Total: 0.00 Total without Voids:	82,702.50
	Checking Account Total:		7			Void Total: 0.00 Total without Voids:	82,702.50

Checking Account ID: 8 **Check Type:** **Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
3008	06/02/2026				RUTT	RUTT'S MECHANICAL SERVICES INC	30,525.57
	Check Type Total:		Check			Void Total: 0.00 Total without Voids:	30,525.57
	Checking Account Total:		8			Void Total: 0.00 Total without Voids:	30,525.57

Checking Account ID: 9 **Check Type:** **Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
1520	06/02/2026				COMMUN1	COMMUNITY BUILDING SOLUTIONS LLC	228,328.00
	Check Type Total:		Check			Void Total: 0.00 Total without Voids:	228,328.00
	Checking Account Total:		9			Void Total: 0.00 Total without Voids:	228,328.00
			Grand Total:			Void Total: 1,140.00 Total without Voids:	806,033.44

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 ____ 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: _____

Waverly High School

My son/daughter Gavin McMillan 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.

3/31/26

Parent/Guardian Signature Date

Gavin McMillan 3/31/26

Student Signature Date

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

Requested Received 3-31-26

Gavin McMillan has been (Student Name)

recommended for mid-term graduation.

5-5-26

Counselor Signature Date

Principal Signature Date

Commencement and Diploma Information

Student Name: Gavin M'Millan

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.

Gavin Thomas M'Millan

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

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

May 1, 2026

District 145 School Board,

I am requesting permission to be considered a mid-term graduate in December 2026. I have the opportunity to play D-1 football at the University of North Dakota and would like to consider graduating at the end of the first semester. Graduating at the semester would allow me to start on classes and on the field earlier. This would help the fall of my freshman year not be so overwhelming.

I will continue to work with the high school counselors to make sure I have completed the required credits to allow me to be considered for mid-term graduation.

Thank you for considering,

Gavin McMillan

Student Applying for Mid-Term Graduation: Name: Mckinley MoSER Date: 3/1/2026

MIDTERM GRADUATION POLICIES AND PROCEDURES

Policy no. 5030

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.

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.

Mid-Term Graduation Acknowledgement and Consent

My student Mckinley Moser is considering a
(Student Name)
mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes my student from participation in all second semester school activities other than Prom and Graduation.

Mckinley Moser — 4/9/26

Student Signature — Date

Branch Moser — 3/1/2026

Parent/Guardian Signature — Date

~~~~~~

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

Request Received: ~~Mckinley Moser~~ 3-1-26
(Date)

Mckinley Moser
(Student Name)
has been recommended for mid-term graduation.

[signature] — 5-8-26

Counselor Signature — Date

[signature]

Principal Signature — Date
~~~~~~

Commencement and Diploma Information

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

A cap and gown is required to participate in the Commencement Exercises.
Please visit *Waverly High School's Cap & Gown page on Jostens.com* to order.

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

Mckinley MOSER

Please provide an email address where information can be emailed regarding important upcoming dates and other information:

bmoser1@yahoo.com

Principal Shepard,

This is my formal request to graduate early in December in 2026. I received a scholarship to play volleyball at the University of Minnesota and I'm planning to hopefully be able to join the team in the spring and get ready for my freshman season in the fall.

Thank you for your consideration,
McKinley Moser

Mid-Term Graduation Application Supplement

Graduation Preferences

- **Participation in Ceremony:** Yes, I intend to participate in the spring graduation ceremony.
- **Name on Diploma:** Brockston Riley Teply

Signatures

4-30-2026

Brockston Teply, Student — Date

Father: Carl (C.J.) Teply — Date

Jennifer Cutshall 4-30-2026

Mother: Jennifer Cutshall — Date

Received 4-30-26

5-5-26

SCHOOL DISTRICT 145

Jason Boitnott <jason.boitnott@district145.org>

Re: Midterm Graduation

1 message

C.J. Teply <carlteply@gmail.com> Mon, May 4, 2026 at 7:31 AM
To: Jason Boitnott <jason.boitnott@district145.org>
Cc: Jennifer Cutshall <jennifercutshall9917@gmail.com>

Did we get you what you need?

I approve of the application for Brockston to graduate Mid-Term as well.

CJ Teply

On Thu, Apr 30, 2026 at 10:22AM Jason Boitnott <jason.boitnott@district145.org> wrote:

> If one of you will sign and the other will email me that they agree to the application, that will work. Thanks.
>
> On Thu, Apr 30, 2026 at 10:09AM C.J. Teply <carlteply@gmail.com> wrote:
>
> > Do you need both parents to sign this or is one okay?
> >
> > CJ
> >
> > On Wed, Apr 15, 2026 at 2:39 PM Jason Boitnott <jason.boitnott@district145.org> wrote:
> >
> > > Hello,
> > >
> > > If you are receiving this email, your junior student has reached out to me about potential midterm graduation during senior year. I sent the following email to him or her today.
> > >
> > > Please let me know if you have questions.
> > >
> > > Sincerely,
> > >
> > > Jason Boitnott
> > >
> > > ---
> > >
> > > Good afternoon,
> > >
> > > If you are receiving this email, you have indicated to me an interest in midterm graduation for next year. If you are to be eligible for this opportunity, you will need to take steps soon. The Board of Education approves applications at the end of the school year. Being approved does not mean that you *must* midterm, but we can't wait until fall for approval (for scheduling reasons and according to Board policy).
> > >
> > > You have already received the application packet which will be due to me by the end of the school day on **Monday, May 4th**. If I am not available, please give the completed application to Kari Pagles in room 4002. That application includes a letter (written to Mr. Shepard but given to me), signature page (parent and student), and preferences page (name, graduation involvement, etc.).
> > >
> > > If you need another application or have questions, please let me know. I have attached that information below as well.
> > >
> > > Sincerely,
> > >
> > > Mr. Boitnott

April 30, 2026

Principal Scott Shepard

Waverly High School

13401 Amberly Road

Waverly, NE 68462

RE: Application for Mid-Term Graduation – Brockston Teply

Dear Principal Shepard,

Please accept this letter and the attached application materials as my formal request for mid-term graduation from Waverly High School in December 2026.

My primary motivation for seeking early graduation is to provide the flexibility necessary to enroll in college for the January 2027 semester. As early enrollment has become increasingly common and, in many cases, expected by specific academic and athletic programs, I want to ensure I am fully prepared to take that next step.

Specifically, I am currently navigating the recruitment process with various college football programs. Many of these programs prefer or require their incoming student-athletes to enroll early to participate in spring practices and integrate into the team's academic structure. By completing my high school requirements this fall, I will be in a position to commit to a program's needs while doing what is ultimately best for my long-term personal and athletic development.

I have reviewed my remaining credits and intend to complete all necessary coursework during the Fall 2026 semester to meet Waverly High School's graduation requirements. While I hope to begin my college career in January, I do plan to return in the spring to take part in the formal graduation ceremony with the rest of the Class of 2027.

Thank you for your time and for supporting me in my time at Waverly High School! I look forward to discussing this further with you and the guidance office.

Sincerely,

Brockston Teply

Mid-Term Graduation Acknowledgement and Consent

My student Brody Gunderson is considering a
(Student Name)

mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes my student from participation in all second semester school activities other than Prom and Graduation.

[signature] 4-30-26

Student Signature Date

[signature] 5/1/2026

Parent/Guardian Signature Date

~~~~~~

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

Request Received: 5-4-26
(Date)

Brody Gunderson
(Student Name)
has been recommended for mid-term graduation.

[signature] 5-5-26

Counselor Signature Date

[signature]

Principal Signature Date
~~~~~~

Commencement and Diploma Information

I Brody Gunderson am planning on participating
(Student Name)
in the Commencement Exercises in May: (Circle One) **Yes** **No** **Unknown**

******A cap and gown is required to participate in the Commencement Exercises.******
Please visit *Waverly High School's Cap & Gown page on Jostens.com* to order.

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

Brody James Gunderson

Please provide an email address where information can be emailed
regarding important upcoming dates and other information:

bjgund.1@gmail.com

Student Applying for Mid-Term Graduation: Name: Brody Gunderson Date: 4-30-26

MIDTERM GRADUATION POLICIES AND PROCEDURES

Policy no. 5030

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.

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.

Dear Mr. Shepherd

I am writing to request early graduation. I plan on continuing my education at Florida Commercial Diving Institute in January. I am a Junior now and will have all of my credit hours completed by December. My final semester will allow me to continue working at Kawasaki, so I can save money for tuition and housing as the diving school does not offer any scholarships or financial aid.

Thank you for your consideration,

Brody Gunderson

Student Applying for Mid-Term Graduation: Name: Gracie Lauenstein Date: 5-18-26

MIDTERM GRADUATION POLICIES AND PROCEDURES

Policy no. 5030

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.

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.

Mid-Term Graduation Acknowledgement and Consent

My student Gracie Lowenstein is considering a
(Student Name)

mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes my student from participation in all second semester school activities other than Prom and Graduation.

[signature] 02/12/26
Student Signature Date

[signature] 5/18/2026
Parent/Guardian Signature Date

~~~~~~

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

Request Received: ____________________
(Date)

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

______________________________________ ____________
Counselor Signature Date

______________________________________ ____________
Principal Signature Date
~~~~~~

Commencement and Diploma Information

I Gracie Lowenstein am planning on participating
(Student Name)
in the Commencement Exercises in May: (Circle One) **Yes** **No** **Unknown**

******A cap and gown is required to participate in the Commencement Exercises.******
Please visit *Waverly High School's Cap & Gown page on Jostens.com* to order.

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

Gracie Layne Lowenstein

Please provide an email address where information can be emailed regarding important upcoming dates and other information:

gracie.lowenstein.27@district145.org

Dear Mr. Shepard,

I am writing to you to express my interest in graduating early. My top reason why I want to graduate at semester is that I want to be able to confirm/secure a spot at one of the top-rated hair schools in Nebraska. I took a tour on May 14th at Xenon. There are open spots in January, and I want to be able to take that opportunity, as it is my goal to get into the workforce early. Thank you for taking the time to read this and considering my mid-term graduation.

Thank you,

Gracie Lauenstein.

LAST NAME, FIRST NAME	Position	Degree Level	Contract Days	Year Dist	Prior Years	25-26	1.724%	Yr Exp In 0.005%	26-27	Health Level	Health Amount	HSA	FICA 7.65%	Retirement 8.08%	Total Salary
Cudney, Jordan	H.S. Principal	MA	225	1	12	$130,500	-	-	$130,500	FAMILY/FAMILY	$27,655	$0	$9,983	$10,544	$178,682
Dempsey, Brandie	Lead Custodian	N/A	260	1	1	$57,500	-	-	$57,500	SINGLE	$10,054	$0	$4,399	$4,646	$76,599
Devney, Rik	HR / Communication	Ph.D	260	2	28	$138,416	$2,386	$692	$141,494	FAMILY/FAMILY	$27,655	$4,110	$10,589	$11,184	$191,954
Flohr, Megan	Elem. Prin	MA	225	17	20	$116,261	$2,004	$581	$118,847	FAMILY/FAMILY	$27,655	$0	$8,894	$9,394	$162,203
Hennessy, Deb	Trans Dir	NA	260	26	26	$80,000	$1,379	$400	$81,779	SINGLE	$10,054	$0	$6,120	$6,464	$102,638
McMillian, Brad	A.D.	MA +	260	15	22	$124,800	$2,152	$624	$127,576	SPOUSE COVER	$0	$0	$9,547	$10,084	$144,431
McMillian, Delanie	Sped / Stu Serv	MA	260	15	23	$150,940	$2,602	$755	$154,297	FAMILY/FAMILY	$27,655	$4,110	$11,547	$12,196	$206,448
Patzel, Craig	Inter Prin	MA	225	17	26	$119,123	$2,054	$596	$121,772	FAMILY/FAMILY	$27,655	$0	$9,113	$9,625	$165,516
Plugge, Angie	Curriculum Dir	Ph.D	260	7	22	$161,716	$2,788	$809	$165,313	EMPLOYEE/CHILD	$18,275	$0	$12,371	$13,067	$205,429
Renken, Sara	Elem. Prin	MA +	225	11	20	$97,404	$1,679	$487	$99,570	FAMILY/FAMILY	$27,655	$4,110	$7,451	$7,870	$144,491
Ricenbaw, Ross	Middle Prin	Ph. D	225	13	22	$130,748	$2,254	$654	$133,656	FAMILY/FAMILY	$27,655	$4,110	$10,002	$10,564	$183,080
Schere, George	Asst. Middle Prin	MA	210	11	32	$109,594	$1,889	$548	$112,031	SPOUSE COVER	$0	$0	$8,384	$8,855	$126,833
Scholl, Rob	Dir Fac and Ground	NA	260	4	21	$87,864	$1,515	$439	$89,818	FAMILY/FAMILY	$27,655	$4,327	$6,722	$7,099	$133,666
Shalikow, Mikal	Business Manager	Ed.Sp	260	4	21	$153,762	$2,651	$769	$157,182	SINGLE	$10,054	$1,458	$11,763	$12,424	$189,460
Smith, Hunter	Asst. H.S. Principal	MA	210	6	6	$90,000	$1,552	$450	$92,002	EMPLOYEE/SPOUSE	$20,693	$0	$1,583	$7,272	$119,548
Steffen, Philip	Food Service	NA	205	20	20	$76,002	$1,310	$380	$77,692	FAMILY/FAMILY	$27,655	$0	$5,814	$6,141	$115,612
Tosi, Alan	Tech Director	BA	260	1	1	$130,000	$2,241	$650	$132,891	FAMILY/FAMILY	$10,054	$0	$9,945	$10,504	$160,503

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 1st day of June 2026, 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 2026 and expiring on the 30th day of June 2029. A "contract year" for purposes of this Contract shall be from July 1 to June 30, and shall consist of 260 workdays, and the Superintendent shall be on duty on all weekdays 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: Two hundred two thousand five hundred thirty three dollars ($202,533). 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.

If 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 the Superintendent would otherwise be expected to be at work.
        i. Vacation. The Superintendent shall be allowed twenty 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).
        ii. 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.

iii. 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.

iv. 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.

v. 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 positions 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.

10. **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.
11. **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 June 01, 2026, shall constitute a rejection by the Superintendent of the offer of employment.

Executed this 01 day of June, 2026. _____ Superintendent	Executed this 01 day of June, 2026 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

Superintendent Pay Transparency Notice—Proposed Contract *(Name of current or new superintendent)*

Notice is hereby given that District 145 - Waverly Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on June 01, 2026 at 6:00 at the Central Office Board Room in Waverly, Nebraska.

After the 2026/27 school year, how many years remain on the contract: (Column F must be completed if additional years remain on contract.) **2**

The estimated costs to the district for the 2026/27 year and future years are listed below:

	2026/27 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	$ 202,533.00	$ 405,066.00	**$ 607,599.00**
Compensation for activities outside of the regular salary:			
• *Extended contracts / Activities outside of regular salary*			$ -
• *Bonus/Incentive/Performance Pay*			$ -
• *Stipends*			$ -
• *All other costs not mentioned above*			$ -
Benefits and Payroll Costs Paid by district:			
• *Insurances (Health, Dental, Life, Long Term Disability)*	$ 27,655.00	$ 55,310.00	$ 82,965.00
• *Cafeteria Plan Stipend*			$ -
• *Cash in lieu of insurance*			$ -
• *Employee's share of retirement, deferred compensation, FICA and Medicare* ***if paid by the district***			$ -
• *District's share of retirement, FICA and Medicare*	$ 31,166.00	$ 62,332.00	$ 93,498.00
• *IRS value of housing allowance*			$ -
• *IRS value of vehicle allowance*			$ -
• *Additional leave days*			$ -
• *Annuities*			$ -
• *Service credit purchase*			$ -
• *Association / Membership dues*	$ 500.00	$ 1,000.00	$ 1,500.00
• *Cell Phone/Internet reimbursement*			$ -
• *Relocation reimbursement*			$ -
• *Travel allowance/reimbursement*			$ -
• *Mileage Allowance*			$ -
• *Educational tuition assistance*			$ -
• *All other benefit costs not mentioned above*			$ -
Totals:	**$ 261,854.00**	**$ 523,708.00**	**$ 785,562.00**

INTERLOCAL CONTRACT FOR ENRICHMENT ACTIVITIES
SOUTHEAST NEBRASKA REGIONAL PROGRAM

THIS AGREEMENT is made the date and year hereinafter written by and between Educational 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, 2026 and ending on or about June 30, 2027. The program and the types and levels of services under this contract shall be as follows:

   See Attachment, incorporated herein by this reference, as it set forth in full.

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 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.

IN WITNESS HEREOF we have hereunto subscribed our names this _____ day of _____, _____.

District		**Consultant**	
Secretary, Board of Education		ESU Administrator	
55-0145	Waverly		
School District No.	City	ESU No.	City
Lancaster	Nebraska		
County	State	County	State

Guide to Services

Southeast Regional Program
for Students who are Deaf or Hard of Hearing

Overview

The Southeast Regional Program for Students who are Deaf or Hard of Hearing (SERP) was established by the Nebraska Department of Education to work cooperatively to maximize state and local resources for the enhancement of the education of students who are Deaf or Hard of hearing and receiving early intervention or special education services. The Southeast Regional Program supports students and families as well as districts and the professionals in Educational Service Units 4, 5, 6, and 18. This support is provided free of charge.

Support and Services Provided by the Southeast Regional Program

- Educational and social opportunities in an inclusive, language-rich environment where students can build confidence, practice communication skills, and form lasting friendships with Deaf and hard of hearing peers and connections with Deaf and hard of hearing role models
- Networking and educational opportunities for families
- Support for Teachers of the Deaf and Educational Sign Language Interpreters
- Professional development opportunities specific for professionals working with students who are Deaf or hard of hearing, including Teachers of the Deaf and Educational Sign Language Interpreters
- Lending library of specialized materials and information
- Consultation and collaboration with school districts and professionals regarding Deaf and hard of hearing students
- Mentoring opportunities for students with Deaf and hard of hearing role models
- Sign language instruction for students, families, and professionals
- Access to statewide audiology loan bank of remote microphone hearing assistive technology for short term use and trial
- Technical assistance and guidance to the Nebraska Department of Education on statewide initiatives
- Collection and maintenance of statistical information regarding children who are Deaf or hard of hearing

For more information about the role of the Nebraska Regional Programs, view the Statewide Educational Programs and Support Services for Children who are Deaf or Hard of Hearing State Plan which was revised and finalized in December 2025.

For specific information about the Southeast Regional Program, visit the SERP website or reach out to SERP Coordinator, Lindsey Hinzmann (lhinzma@lps.org or 402-436-1896)

Classified Staff Salary Schedule

2026-2027

Job Classification	Start Step	End Step	From		To
Office Assistants					
School Administrative Assistant (9, 10, 11 - month)	8	32	$17.83		$32.25
Administrative Assistant (12-month)	12	35	$19.68		$34.73
Courier	1	10	$15.00		$18.73
Nutrition Services					
Head Cook - Secondary	8	22	$17.83		$25.19
Head Cook - Elementary	7	21	$17.40		$24.58
Assistant Head Cook	6	20	$16.97		$23.98
Food Service Worker	3	17	$15.76		$22.27
Special Education					
Paraprofessional - Level I	1	12	$15.00		$19.68
Paraprofessional - Level II	4	15	$16.15		$21.19
Paraprofessional - Level III	7	17	$17.40		$22.27
Paraprofessional - Level III + Extensive				$1.00	
SPED Student Support (Certified Teacher)	18	23	$22.82		$25.82
Health Services					
School Nurse - RN	27	41	$28.50		$40.28
-Lead Nurse (1) extra nurse duties				$1.50	
Health Assistant	3	27	$15.76		$22.27
Custodial					
Custodian	12	21	$19.68		$24.58
Building and Grounds					
Maintenance and Grounds Worker	19	36	$23.39		$32.25
Seasonal / Temporary Maintenance and Grounds Worker	3	6	$15.76		$16.97
District 145 - Student Worker (Must be a student of District 145)	1	4	$15.00		$16.15
Technology					
District Technology Assistant	19	36	$23.39		$36.49
Seasonal / Temporary Technology Assistant	3	6	$15.76		$16.97
District 145 - Student Worker (Must be a student of District 145)	1	4	$15.00		$16.15
Transportation					
District Mechanic	27	41	$28.50		$40.28
CDL Bus Driver	21	33	$24.58		$33.06
Non-CDL Driver	13	24	$20.17		$26.47
Activity and Field Trips	17	17	$22.27		$22.27
Vehicle Washing	Rate is CDL or Non-CDL (Last Clock)				

Steps	
1	$15.00
2	$15.38
3	$15.76
4	$16.15
5	$16.56
6	$16.97
7	$17.40
8	$17.83
9	$18.28
10	$18.73
11	$19.20
12	$19.68
13	$20.17
14	$20.68
15	$21.19
16	$21.72
17	$22.27
18	$22.82
19	$23.39
20	$23.98
21	$24.58
22	$25.19
23	$25.82
24	$26.47
25	$27.13
26	$27.81
27	$28.50
28	$29.22
29	$29.95
30	$30.70
31	$31.46
32	$32.25
33	$33.06
34	$33.88
35	$34.73
36	$35.60
37	$36.49
38	$37.40
39	$38.34
40	$39.29
41	$40.28

Sub rates	Rate	Step
Paraeducators	$16.15	4
School Adminstrative Assisitant	$17.83	8
Food Services Worker	$15.76	3
Health Assistant	$15.76	3
RN/Nurse	$28.50	27
CDL Bus Sub	$23.98	20
Non CDL Bus Sub	$19.68	12

*New hires will receive up to 8 years of relevant experience

*Employees ending their full time employment with less than 10 years experience with the district and want to sub will be paid the designated sub rates.

*Employees with 10 or more years of experience within District 145 see board policy 4215 - Sub at leaving rate

Final - Board Approved - June 02, 2025

Modified April 6, 2026, June 1, 2026

DRAFT (5.15 rev.)

NEGOTIATED AGREEMENT

Between

SCHOOL DISTRICT 145

And

WAVERLY TRANSPORTATION ASSOCIATION

2026 - 2027

NEGOTIATED AGREEMENT BETWEEN SCHOOL DISTRICT 145 AND THE WAVERLY TRANSPORTATION ASSOCIATION

PREAMBLE

This agreement is made and entered into this (enter date), by and between the Board of Education of School District 145, Waverly (hereinafter referred to as the "Board") and the Waverly Transportation Association (hereinafter referred to as the "Association").

It is a mutual belief of the Board and the Association that a capable, well trained, and student oriented staff is the prime ingredient in maintaining a quality learning environment for School District 145.

ARTICLE I
SALARIES

A. Salary Schedule

The wages as presented in Appendix A of this agreement shall apply to all employees covered by this agreement. This schedule is set annually by the board of education. The employee shall be employed during the previous contract year (August 1 through July 31)

Activity and Field Trips

See classified Staff Salary Schedule

Vehicle Washing

See classified Staff Salary Schedule

B. License/Physicals/Drug Testing

For new employees the district shall pay the cost of application for and receipt of a CDL (Commercial Driver License) license, and the cost of DOT (Department of Transportation) physicals (up to a maximum of $150.00 non-reimbursed expenses), and school bus permits, Level 1 and Level 2, provided, however, that should the employment of a new employee be terminated for any reason during the first six (6) months, the employee shall reimburse the District for all cost incurred by the District for a CDL license, DOT physicals, and school bus permits, and the District may deduct such sums from the wages of the employee.

For existing employees the District shall pay the cost of annual renewals of the CDL licenses, school bus permits, and the cost of DOT physicals (up to a maximum of $150.00 non-reimbursed expenses).

Two-hours of field trip pay will be paid by the District each time an employee is called for drug testing.

Field trip pay will be paid for the number of hours' equivalent to the requirement for completion of a Level I or Level II course each time an employee is required to complete a Level I or Level II course.

C. Payday and Paychecks

Paychecks will be issued on the 8th day of the month. Should the 8th fall on a weekend, holiday, or non-work day for teachers, the pay date shall be the last teacher's workday prior to the weekend, holiday, or non-work day for teachers. The pay date will be no earlier than the fifth day of the month. Paychecks are subject to federal and state mandated deductions. Other deductions may be designated and authorized by the employee, subject to the approval of the superintendent.

D. Association Rights

Any authorized representative of the Association shall be free to visit the various places of employment of those employees covered by this agreement at reasonable hours and for reasonable periods of time for the purpose of carrying on Association business provided it does not interfere with the duties of the employees. Also, the association may use the facilities and internal communication routes for Association business so long as any expenses incurred are paid to the District.

F. Additional Duties

Duties that are not covered elsewhere in this agreement, and require drivers to perform additional responsibilities as directed by administration, will be paid at the field trip rate. Duties may include, but are not limited to, attendance at staff meetings, safety training, or transporting vehicles for service / repair.

BOE _____ WTA _____

G. Assigning Activity/Field Trip Routes

The final assignment of drivers for field trips will be determined by the Director of Transportation.

Activity and/or Field Trip pay will be defined as such:

- Driving to the destination - Staying at the destination for any length of time - Driving back from the destination

- If the Activity/Field trip was altered to reflect the following,
  - Driving to the destination - Immediately driving back from the destination, the driver will be paid the higher route rate of pay.

H. Registration Fees

The District will pay any registration fees for in-service activities such as CPR and/or First Aid training for the transportation employees when such training is made available by the District.

ARTICLE II
FRINGE BENEFITS

A. Insurance

The District shall provide a health and dental insurance plan for all 12 month employees (district mechanic and courier positions) electing to be covered by such insurance.

The District shall offer a health and dental insurance plan for all classified employees at the employee's cost.

Health Insurance

The School District has selected Blue Cross Blue Shield as the insurer of the group health plan. Beginning on January 1, 2018, and for contract years thereafter, employees have three (3) Health Insurance enrollment options.

1. $0 Deductible (Alternate Networks)
2. $1,200 Deductible (Network Blue)
3. $3,800 High Deductible (Network Blue)

2026-27 Health Insurance Premium Rates per month

$0 Deductible Coverage
Alternate Network: Premier Select Blue Choice/Blueprint Health

Employee Cost			
Employee	Employee/Child(ren)	Employee & Spouse	Family
$866.01	$1,602.08	$1,818.56	$2,441.86

$1,200 Deductible Coverage
Network Blue

Employee Cost			
Employee	Employee/Child(ren)	Employee & Spouse	Family
$866.01	$1,602.08	$1,818.56	$2,441.86

BOE _____ WTA _____

$3,800 Deductible Coverage
Network Blue

Employee Cost			
Employee	Employee/Child(ren)	Employee & Spouse	Family
$743.27	$1,375.09	$1,560.91	$2,095.88

Dental Insurance

2026-27 Dental Insurance Premium Rates per month

Employee Cost			
Employee	Employee/Child(ren)	Employee & Spouse	Family
$32.79	$60.62	$68.81	$92.45

B. Retirement

All permanent employees of a Nebraska school district who work at least 20 hours per week on an ongoing basis are required to participate in the Nebraska Public Employees Retirement Systems (NPERS) plan. NPERS determines eligibility and monitors membership status. If an employee's membership status changes while employed by District 145, NPERS will communicate directly with the employee regarding those changes.

NPERS determines the contribution rates annually based on an actuarial study each year. These rates can change each year based on the results of the actuarial study. The 2026-27 rates are as follows:

Contribution Rates		
Employee Contribution	District Contribution	State Contribution
7.25% of employee's gross pay	7.35% of employee's gross pay	0.0% of employee's gross pay

For more information, visit www.npers.ne.gov

ARTICLE III
LEAVES

A. Sick Leave

12-month employees (district mechanic and courier positions) will receive nine (9) *sick days annually accumulative to forty-five (45).

Non 12-month employees (all regular transportation department employees) will receive *seven (7) sick days annually accumulative to thirty-five (35)

*The length of a sick day is equivalent to the length of the employee's regularly scheduled route (not including field trips and/or activity routes).

All employees may contribute one day annually to a sick-leave bank, established by Board of Education policy for all non-certificated employees.

BOE _____ WTA _____

- One (1) sick-leave day may be used to attend to personal business.
- Sick leave may be used for personal illness or illness in the immediate family or the illness of an individual who assumes the role of an immediate family member.

Doctor and dental appointments, which cannot be scheduled outside of working hours, will be charged against an employee's accumulated sick leave.

B. Paid Holidays

12-month employees (district mechanic and courier positions) will receive eight (8) paid holidays days as follows: Labor Day, Thanksgiving, Christmas, New Years, Good Friday, Memorial Day, Independence Day, and one additional day that can be used at either Thanksgiving or Christmas.

Non 12-month employees (all regular transportation department employees) will receive five (5) paid holidays as follows: Labor Day, Thanksgiving, Christmas, New Years and Good Friday. Memorial Day will also be a paid holiday for anyone who is scheduled to work that particular week.

*The length of a paid holiday is equivalent to the length of the employee's regularly scheduled route (not including field trips and/or activity routes).

C. Paid Vacation

12-month employees (district mechanic and courier positions) will receive paid vacation days based on years of service as noted below:

- Upon hire - Accrue one (1) day per month for first twelve (12) months
- 1 - 4 years: Fifteen (15) paid vacation days
- 5 - or more: Twenty (20) paid vacation days

Vacation days must be used within one (1) year after their accrual and scheduled with the approval of the Director of Transportation.

D. Non-Paid Leave

At the discretion of the Superintendent and Director of Transportation, limited non-paid leave will be available to classified staff for emergencies and other family-related events.

ARTICLE IV
EVALUATION

Annual Evaluation

Employees will receive an annual evaluation of their work performance from an administrator designated by the superintendent. The evaluation forms will be designed and supplied by the superintendent's office. One copy will be provided to the employee and one copy will be kept in a confidential file at the superintendent's office. If they choose, employees may attach materials to the file copy of the evaluation.

ARTICLE V
PERSONNEL FILE

Individual, confidential, employee files will be maintained at the superintendent's office. The superintendent, other administrators designated by the superintendent, the employee's immediate supervisor, payroll and personnel clerical staff, and the employee or the employee's designated representative will have access to personnel files. No new information is to be added to an employee's file without the knowledge of the employee.

ARTICLE VI
GRIEVANCE PROCEDURE

Any employee who has a work-related grievance shall first discuss the nature of the grievance with an administrative supervisor.

If not satisfied with the administrative supervisor's resolution of the problem, the employee shall, within ten (10) working days of having received the administrative supervisor's decision, send a written description of the grievance to the superintendent. Upon receiving the written grievance, the superintendent shall, within 10 working days, meet with the employee and attempt to resolve the grievance.

If not satisfied with the superintendent's decision, the employee shall within ten (10 working days request in writing to the superintendent that the Board of Education be convened to listen to the grievance. By mutual agreement of the parties, a board committee could be used to hear the grievance and would make a recommendation to the whole board for final action. The superintendent shall schedule a meeting, within fifteen (15) working days, for the board or board committee to listen to the grievance. Said meeting will be held in closed session, unless the employee requests an open session, and may be attended by the superintendent, administrative supervisor, the employee and, at the employee's discretion, an advocate for the employee. The board or board committee will render a decision at the close of the meeting.

If more than one employee has a grievance of a similar nature, they may, as a group, invoke the grievance procedure described herein.

ARTICLE VII
DURATION OF AGREEMENT

This agreement shall commence on August 1, 2026 and end on July 31, 2027. Mandated changes to the agreement as a result of state or federal legislative action or regulations may be enacted.

ARTICLE VIII
DOCUMENT AUTHORIZATION

In witness whereof, the parties hereto caused this agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed hereon, all on the date indicated.

_____	_____	_____	_____
Association President	Date	Board President	Date

_____	_____	_____	_____

BOE _____ WTA _____

Association Lead Negotiator Date Board Negotiator Date

Appendix A

BOE _____ WTA _____

Classified Staff Salary Schedule

2026-2027

Job Classification	Start Step	End Step	From		To
Office Assistants					
School Administrative Assistant (9, 10, 11 - month)	8	32	$17.83		$32.25
Administrative Assistant (12-month)	12	35	$19.68		$34.73
Courier	1	10	$15.00		$18.73
Nutrition Services					
Head Cook - Secondary	8	22	$17.83		$25.19
Head Cook - Elementary	7	21	$17.40		$24.58
Assistant Head Cook	6	20	$16.97		$23.98
Food Service Worker	3	17	$15.76		$22.27
Special Education					
Paraprofessional - Level I	1	12	$15.00		$19.68
Paraprofessional - Level II	4	15	$16.15		$21.19
Paraprofessional - Level III	7	17	$17.40		$22.27
Paraprofessional - Level III + Extensive				$1.00	
SPED Student Support (Certified Teacher)	18	23	$22.82		$25.82
Health Services					
School Nurse - RN	27	41	$28.50		$40.28
-Lead Nurse (1) extra nurse duties				$1.50	
Health Assistant	3	27	$15.76		$22.27
Custodial					
Custodian	12	21	$19.68		$24.58
Building and Grounds					
Maintenance and Grounds Worker	19	36	$23.39		$32.25
Seasonal / Temporary Maintenance and Grounds Worker	3	6	$15.76		$16.97
District 145 - Student Worker (Must be a student of District 145)	1	4	$15.00		$16.15
Technology					
District Technology Assistant	19	36	$23.39		$36.49
Seasonal / Temporary Technology Assistant	3	6	$15.76		$16.97
District 145 - Student Worker (Must be a student of District 145)	1	4	$15.00		$16.15
Transportation					
District Mechanic	27	41	$28.50		$40.28
CDL Bus Driver	20	32	$23.98		$32.25
Non-CDL Driver	12	23	$19.68		$25.82
Activity and Field Trips	16	16	$21.72		$21.72
Wait time (Non-drive time)	16	16	$21.72		$21.72
Vehicle Washing	Rate is CDL or Non-CDL (Last Clock)				

Steps	
1	$15.00
2	$15.38
3	$15.76
4	$16.15
5	$16.56
6	$16.97
7	$17.40
8	$17.83
9	$18.28
10	$18.73
11	$19.20
12	$19.68
13	$20.17
14	$20.68
15	$21.19
16	$21.72
17	$22.27
18	$22.82
19	$23.39
20	$23.98
21	$24.58
22	$25.19
23	$25.82
24	$26.47
25	$27.13
26	$27.81
27	$28.50
28	$29.22
29	$29.95
30	$30.70
31	$31.46
32	$32.25
33	$33.06
34	$33.88
35	$34.73
36	$35.60
37	$36.49
38	$37.40
39	$38.34
40	$39.29
41	$40.28

Sub rates	Rate	Step
Paraeducators	$16.15	4
School Adminstrative Assisitant	$17.83	8
Food Services Worker	$15.76	3
Health Assistant	$15.76	3
RN/Nurse	$28.50	27
CDL Bus Sub	$23.98	20
Non CDL Bus Sub	$19.68	12

*New hires will receive up to 8 years of relevant experience

*Employees ending their full time employment with less than 10 years experience with the district and want to sub will be paid the designated sub rates.

*Employees with 10 or more years of experience within District 145 see board policy 4215 - Sub at leaving rate

Final - Board Approved - June 02, 2025

Modified April 6, 2026

BOE _____ WTA _____

Little Mermaid Costume Plot
Costumes were made for the full production, but done with middle schoolers and used again with high schoolers. Many of the ensemble costumes are able to be sized for many different sizes as they have adjustable shoulder straps.

Includes (pictures and more info below):

- Triton
- Ursula
- Flounder
- Flotsam and Jetsam
- Sea Creatures (Fish, Starfish, Oyster, Octopus, Sting ray, Jelly fish, Seahorse)
- Lagoon creatures (Alligator, Dragonfly, Flamingo, Frogs, Turtle)
- Seagulls
- Water dresses, leggings, and fans
- Other accessories (Sebastian hat and gloves, extra swimsuits)

Triton
Includes Drawstring waist pants(present more green onstage than the picture appears) (size Mens Small), wig and beard, arm bands, belt, headpiece

Ursula (women's XL)
Includes Skirt with attached tentacles, Purple Undershirt, Black strapless bodice.

Flounder
Includes hat, shirt (size adult S), pants (boys 14/16), blue and white tie dye knee socks

Flotsam and Jetsam (kids 14/16)

Includes hooded tops with overall body suit

Sea Creatures

Oysters (3) - sandwich boards and pearl headbands

Starfish (3) - headpieces only

Crabs (3) - sandwich boards and eye headbands

Stingray (1) - hooded cape

Octopus (1)

Jellyfish (6) - umbrellas with lights on tentacles (3 dark pink, 3 light pink)

Seahorses (2) 1 S, 1 M - hooded sweatshirts with attached tails (leggings not included)

Fish (9 + 1 very tiny) - includes fish only, no underclothing

Water costumes

- We had a water ensemble that assisted with the transformations and the storm as well as danced in Under the Sea and Kiss the Girl

Light blue/dark blue tie dye dresses (3 small, 2 medium)
White and blue tie dye dresses (3 small, 3 medium)
Leggings (7, all one size fits most)
20 Water Fans
Lilypad headbands (worn for Kiss the Girl) (3 pink, 4 white, 2 grass)

Lagoon Creatures

Seagulls (6) - includes hats, orange socks, wings, and one set of webbed feet covers(use as a template but you will need to make your own) (does not include white shirts or gray pants)

Alligators (2) 1 Small, 1 XL - includes hat and jacket

Frogs (4) - hats only

Turtles (3) - shell worn on back, belly, and hat

Dragonfly (2) - wings (worn like a backpack)

Flamingos (5) - tulle skirts (3 light pink, 2 dark pink) and hat

Other Accessories:
Sebastian Hat and Gloves

Miscellaneous swimsuits

BUSINESS SERVICES AGREEMENT

THIS AGREEMENT is entered into by and between Waverly School District 145 ("the District"), and Micah Leary (“Contractor”).

In consideration of mutual covenants, the parties agree as follows:

Scope of the Contract: The Contractor shall provide on-site music accompaniment services, concert and concert rehearsals, recorded materials for Waverly High School and Middle School students, and other services reasonably requested and directed by the District's administration.

Payment Terms: In consideration of the services to be performed by Contractor, the District shall compensate Contractor at the rate of $1,600 per month. The months of August and May will be prorated based upon the number of school days in those months over the total number of calendar days in the months. For the other months during the term of this Agreement, the flat rate shall be paid for each month. The flat rate will not be increased or decreased based on the number of hours the Contractor works in any month. The District agrees to pay the Contractor the monthly rate within thirty (30) days of the end of each month that the Contractor performs services for the District. If this Agreement is terminated in the middle of a month in which the District's students are in session, then the District will pay the Contractor a prorated amount of the number of calendar days in such month as of the termination date over the total number of calendar days in said month.

Term and Limitation on Hours: This Agreement begins in August, 2026, and shall end at the end of May, 2027. However, this Agreement may be terminated earlier, with or without cause, and with oral or written notice by either Party.

Liability, Insurance, and Indemnification: The work performed under this Agreement will be performed entirely at the Contractor's risk, and the Contractor assumes all responsibility for all legal liability associated with the performance of this Agreement. The Contractor agrees to indemnify and hold the District harmless from any and all liability or loss arising in any way out of the performance of this Agreement.

Drug/Alcohol/Tobacco/Weapons Free Workplace: The Contractor shall not manufacture, sell, distribute, dispense, possess or use controlled substances or marijuana, as defined by Nebraska law, during the performance of this Agreement while on District premises or at District related functions. The Contractor shall not possess any weapon, as defined by Nebraska law and the federal “Drug-Free Schools Act," on District property or at District related functions. The Contractor shall adhere to all District's policies and regulations that prohibit the possession, distribution, sale, dispensation, or use of any alcohol or tobacco products while on District premises or at District related functions.

Nondiscrimination: Contractor shall not discriminate against any employee or student in the District with respect to his or her race, color, religion, sex, disability, national origin, or other protected status.

Confidential Information. Contractor may have access to certain confidential information while providing services under this Agreement including, but not necessarily limited to, student records and student data. Contractor understands that state and federal law prohibit the disclosure of student records or information to any unauthorized person without a written release from an individual authorized by law to provide it. Contractor understands that unauthorized access, use, disclosure, or modification of student or employee records or other confidential information will result in the immediate termination of this Agreement and may result in other consequences imposed by law.

Independent Contractor: Contractor is an independent contractor under this contract and is not a District employee for any purpose. Contractor retains sole and absolute discretion in the manner and means of carrying out Contractor's activities and responsibilities under this Agreement, except to the extent specified in this Agreement. The District does not agree to use Contractor exclusively, and the Contractor is free to contract to perform similar services for others while this Agreement is in effect. The Contractor shall supply, at its sole expense, all equipment, tools, materials, supplies, training, and employees to provide any services under this Agreement, unless otherwise specified in this Agreement. Contractor and its employees are not eligible for any District employee benefits including, but not limited to, insurance, pension or retirement plans, paid vacation, sick days, and disability insurance. The Contractor agrees to pay and be solely responsible for all applicable taxes, both state and federal, in connection with the amount paid by the District to the Contractor.

Governing Law; Designation of Forum: This Agreement is governed by and construed in accordance with the laws of the State of Nebraska**.** Any action to enforce this Agreement must be brought in the state or federal courts of the State of Nebraska. Mandatory and exclusive venue for any disputes shall be in the applicable court having jurisdiction in Lancaster County, Nebraska**.**

Compliance with Laws and Regulations: Contractor agrees that he or she shall perform the work called for herein in full compliance with any and all applicable laws, rules, and regulations adopted or promulgated by any governmental agency or regulatory body, including the laws of any state or administrative body which may have jurisdiction over Contractor and Contractor's employees and agents. Contractor assumes full responsibility for the payment of all contributions, taxes or assessments, which may be required by any state or nation as to all employees engaged in the performance of work hereunder. Contractor covenants to save the District harmless from any and all liability for state or federal taxes, workers' compensation contributions, and or any other tax liability or assessment now or subsequently imposed on the District by reason of this Agreement and the services hereunder.

Employment Eligibility Verification: The Contractor shall use a federal immigration verification system to determine the work eligibility status of any employees hired on or after October 1, 2009 and who are physically performing services within the State of Nebraska. If the Contractor employs or contracts with any Subcontractor in connection with this Agreement, the

Contractor shall include a provision in the contract requiring the Subcontractor to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska.

IN WITNESS WHEREOF the parties have executed this Agreement on the last date written below.

DISTRICT

Signature: _____

Name: _____

Title: _____

Date: _____

CONTRACTOR

Signature: _____

Name: _____

Title: _____

Date: _____