

Board of Education Regular Meeting
Monday, December 20, 2021 6:00 PM
Middle School/High School Media Center
1842 Furnas St
Ashland, NE 68003

1. Call to Order. Roll Call.
2. Acknowledge of Open Meetings Law posting.
3. Pledge of Allegiance.
4. Recognition of public participation
5. Visitors and Communication from the public.
6. Approval of changes in the mailed agenda and/or changes in the agenda order.
7. Approval of Consent Agenda Items.
 - 7.1. Approval of Minutes of previous meetings
 - 7.2. Acceptance of Financial Reports
 - 7.3. Action on Claims
 - 7.4. Approval of Contracts
 - 7.5. Motion to excuse /approve the absence of board member(s)
8. Old Business
9. New Business
 - 9.1. Discussion and action to approve new certificated staff. (Attached)
 - 9.2. Discussion and action related to van purchase utilizing special education ESSER funds.
 - 9.3. Discussion and action related to overnight request. (Attached)
 - 9.4. Discussion and action related to policy updates as provided by KSB School Law. (Attached)

- 9.5. Discussion and action related to Board Policy 5004 - Option Enrollment. (Attached)
- 9.6. Discuss and action to approve the 2022-2023 Master Agreement. (Attached)
- 9.7. Discussion and action related to approval of Change Order #1 for Graham Construction to reduce their Contract by \$236,108.46.
- 9.8. Discussion and action related to Pay Application #1 for Graham Construction in the amount of \$515,539.67.
- 9.9. Discussion and action related to JEO Highway 66 Turn Lane Improvements Evaluation.
- 9.10. Discuss, consider, and take all necessary action to approve the new Middle School Building Guaranteed Maximum Price (GMP) as provided by Hausmann Construction.
- 9.11. Certified staff resignations.
10. Informational Items
11. Call for Next Meeting
 - 11.1. The next meeting is set for Monday, January 17, 2022 at 6:00 p.m. This meeting will include an annual meeting. All meetings are held in Ashland-Greenwood Middle/High School, Media Center at 1842 Furnas Street, Ashland, NE 68003. Notice of the meetings are posted in advance in the District Office, 1842 Furnas St., Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and Bank of Ashland, 2433 Silver St., Ashland, NE. All meetings are open to the public. An agenda for the meeting shall be kept continuously current in the Office of the District Office at 1842 Furnas St., Ashland, NE 68003.
12. Adjournment.
 - 12.1. Board of Education Information:

BOARD OF EDUCATION MEETING INFORMATION:

The Ashland-Greenwood Public Schools Board of Education is empowered to act on any item listed on the agenda at any time during the meeting, irrespective of the time or order

listed. Pages listed, or further detail, are available upon request. The Open Meetings Act requires and the intention of the Board is that agenda items be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The Ashland-Greenwood Board of Education releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question or needs clarification about the sufficiency of a descriptive item should contact the Office of the Superintendent of Schools.

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 North wall of the meeting room west of the main entrance.*

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM:

Getting Started: When it is your turn to speak during the public forum portion of the agenda, please come forward, sign your name and address on the sign-in sheet and state your name to the Board of Education.

Time Limit: You may speak only one time and must limit comments to 5 minutes or less.

Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions you ask or comments you make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board meeting.

General Rules: Please remember that this is a meeting of the Board of Education held in public for conducting the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

REQUEST FOR CLOSED SESSIONS:

The Ashland-Greenwood Public Schools is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; b) discussion regarding deployment of security personnel or devices; c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and e) legal advice.

**Ashland-Greenwood Public Schools
Board of Education Regular Meeting Minutes
Monday, November 15, 2021**

Opening

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened open and public session on Monday, November 15, 2021

Attendance

The roll was called and the following Board members were present:

Eric Beranek:	Present
Ally Miller:	Present
David Nygren:	Present
Suzanne Sapp:	Present
Karen Stille:	Absent
Russ Westerhold:	Present

Notice

Notice of the meeting was posted in advance in the Superintendent's Office, 705 N 17th Ave., Suite 3, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and i3 Bank, 2433 Silver St., Ashland, NE. Notice of this meeting was given in advance to all members of the Board of Education. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the public.

A brief summary of board proceedings and list of claims will be published in the Ashland Gazette.

1. Call to Order. Roll Call.

A regular meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened in open and public session at 6:00 p.m. on 15th of November 2021 by President Nygren.

Notice of the meetings are posted in advance in the District Office, 705 N 17th Ave., Suite 3, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and i3 Bank, 2433 Silver Street, Ashland, NE.

2. Acknowledge of Open Meetings Law posting.

President Nygren announced and informed the public of the current copy of the Open Meetings Act in the meeting room.

3. Pledge of Allegiance.

All stood and recited the Pledge of Allegiance.

4. Recognition of public participation

5. Visitors and Communication from the public.

6. Approval of changes in the mailed agenda and/or changes in the agenda order.

7. Approval of Consent Agenda Items.

Motion to approve the consent agenda including previous board meeting minutes, current monthly financial statements for all accounts, current monthly claims for all accounts and Board member absence. No contracts were presented., made by Russ Westerhold and seconded by Suzanne Sapp, Passed.

Eric Beranek: Yea, Ally Miller: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Russ Westerhold: Yea

7.1. Approval of Minutes of previous meetings

7.2. Acceptance of Financial Reports

7.3. Action on Claims

7.4. Approval of Contracts

7.5. Motion to excuse /approve the absence of board member(s)

8. Administrators' and Practitioners' Reports

8.1. Ms. Finkey

8.2. Ms. Bray

Numerous meetings in November, staff and paraprofessionals, along with activities. PTO Halloween spooktacular. National young readers, veterans day program was different, 600 people in the gym was not a good idea. STRIV was utilized and well received. The book Fair is going on tonight and tomorrow night.

8.3. Mr. Jacobsen

Gave an update on the Capital Conference. We have had conversations with Trailblaser and EMC Conference.

8.4. Mr. Libal

The State Convention is this week. The Teacher Negotiation Committee has been meeting and is going back and forth with the Teachers Union Team.

BOE retreat is December 15th at 6:00 pm. It may need to be rescheduled as there may be some conflicts.

9. Old Business

10. New Business

10.1. Discussion and action to approve the 2020-2021 Audit. (Attached)

Motion to approve the 2020-2021 Audit., made by Russ Westerhold and seconded by Eric Beranek, Passed.

Eric Beranek: Yea, Ally Miller: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Russ Westerhold: Yea

10.2. Discussion and action related to policy updates as provided by KSB Law. (Attached)
Motion to approve policy updates as provided by KSB Law., made by Eric Beranek and seconded by Ally Miller, Passed.

Eric Beranek: Yea, Ally Miller: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Russ Westerhold: Yea

10.3. Discussion and action related to Board Policy 5004 - Option Enrollment. (Attached)
Motion to table Board Policy 5004 - Option Enrollment., made by Suzanne Sapp and seconded by Ally Miller, Passed.

Eric Beranek: Yea, Ally Miller: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Russ Westerhold: Yea

Allow latitude to have Certified staff opt-in for their children even if we are at capacity.

10.4. Discussion and action related to the Land Development Agreement.
Motion to authorize the board president to execute the Land Development Agreement between the school district, city of Ashland, and Icehouse Ridge Development contingent upon receipt of signed copy from the city of Ashland., made by Russ Westerhold and seconded by Suzanne Sapp, Passed.

Eric Beranek: Yea, Ally Miller: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Russ Westerhold: Yea

10.5. Discuss, consider, and take all necessary action to approve the Middle School Building Guaranteed Maximum Price (GMP) as provided by Hausmann Construction.
Motion to table the Middle School Building Guaranteed Maximum Price (GMP) as provided by Hausmann Construction as presented, made by Russ Westerhold and seconded by Eric Beranek, Passed.

Eric Beranek: Yea, Ally Miller: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Russ Westerhold: Yea

The board wanted to wait until the Bids have been received and opened, which is Thursday, November 18, 2021 at 2:00 pm.

10.6. Certified and non-certified staff resignations.

11. Informational Items

12. Call for Next Meeting

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13. Adjournment.

Motion to adjourn the meeting at 6:53 p.m., made by Ally Miller and seconded by Eric Beranek, Passed.

Eric Beranek: Yea, Ally Miller: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Russ Westerhold: Yea

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**FINANCIAL STATEMENT
ACTIVITY FUND**

FOR MONTH ENDING Nov-2021

Beginning Balance \$ 68,523.66

Date	Check #	Payee	Description	Receipt	Disbursed	Balance
						\$ 4,688.65
ATHLETICS						
Receipts						
11/1/21		Various	Gate for Rd 1 Playoffs	\$ 6,330.00		
11/3/21	015672		voided check 11-3-21		\$ (174.00)	
11/3/21	15620		voided check 11-3-21		\$ (120.00)	
11/3/21	015686	Vern Schulte	Var FB 9/24		\$ 120.00	
11/4/21	015690	BSN Sports	Athletic supplies		\$ 111.44	
11/4/21	015697	Nebraska Sports	Athletic supplies		\$ 5,801.99	
11/4/21	015696	Rourke Jensen	FB official 10/22		\$ 120.00	
11/4/21	015691	Lane G Degroff	FB Official 10/29		\$ 70.00	
11/4/21	015692	Brandon L Dinslage	FB Official 10/29		\$ 70.00	
11/4/21	015693	Andrew Fleecs	FB Official 10/29		\$ 70.00	
11/4/21	015694	Christopher M Green Jr	FB Official 10/29		\$ 70.00	
11/4/21	015702	Troy Streeter	FB Official 10/29		\$ 92.00	
11/4/21	015701	Toby Spainhower	JVFB Official 10/11		\$ 60.00	
11/4/21	015695	Matthew Hagge	MSFB official 10/5		\$ 100.00	
11/4/21	015700	NSAA	NSAA share of gate 10/29		\$ 2,674.24	
11/4/21	015698	Cadence Minnick	Striv worker		\$ 72.00	
11/4/21	015688	Imogen Prellwitz-Aude	Student worker		\$ 39.00	
11/4/21	015689	Mackenzie Bogatz	Student worker		\$ 6.00	
11/4/21	015703	Dawson Thies	Student worker		\$ 111.00	
11/4/21	015704	Aidan Washburn	Student worker		\$ 72.00	
11/4/21	015687	Adams Central PS	Visiting school share of gate 10/29		\$ 1,326.08	
11/5/21	015705	VISA	District Golf		\$ 150.00	
11/4/21		Syracuse	Sub-district gate	\$ 291.50		
11/5/21		Student Fees	State FB Playoff 10/29	\$ 274.00		
11/17/21		Gate	MSBBB v Plattsmouth	\$ 181.00		
11/18/21	015707	AG Booster Club	FB Fridge		\$ 316.49	
11/18/21	015711	Premier Sports Off Assn	Football assigner		\$ 85.00	
11/18/21	015708	Dave Aschwege	MSBBB 11/16		\$ 120.00	
11/18/21	015710	Heath Holtz	MSBBB 11/16, 11/18		\$ 240.00	
11/18/21	015714	Lucas Roth	MSBBB 11/18		\$ 120.00	
11/18/21	015712	Jenna Lanzen	VB worker		\$ 52.50	
11/19/21		Gate	MSBB Gate 11/18/21	\$ 254.00		
11/19/21		Syracuse	VB sub Dist streaming	\$ 40.00		
11/22/21		Pierce	FB playoffs	\$ 1,636.18		
11/23/21	015719	Meyo Enterprises	Athletic supplies		\$ 300.00	
11/23/21	015718	Matthew Luettel	Hydration Testing		\$ 115.00	
11/23/21	015720	Lucas Roth	MSBB 11/23 Official		\$ 120.00	
11/23/21	015721	Ken Scheel	MSBB 11/23 Official		\$ 120.00	
11/24/21		Various	Gate MSBB 11/23	\$ 283.00		
11/29/21	015723	Kyle DeBuse	BBB/GBB Official 11/29		\$ 100.00	
11/29/21	015724	Heath Holtz	BBB/GBB Official 11/29		\$ 100.00	
11/29/21	015726	Ken Scheel	BBB/GBB Official 11/29		\$ 100.00	
11/29/21	015722	Dave Aschwege	MSBB 11/29 Official		\$ 120.00	
11/29/21	015725	Isaac Kreikemeier	MSBB 11/29 Official		\$ 120.00	
11/30/21		Gate	Vars BB G/B Burke	\$ 892.00		
11/30/21		Gate	MS BBB Yutan	\$ 215.00		
TOTALS				\$10,396.68	\$ 12,970.74	\$ 2,114.59

**FINANCIAL STATEMENT
ACTIVITY FUND**

FOR MONTH ENDING Nov-2021

ALUMNI Projects							\$	2,869.99		
				TOTALS	\$	-	\$	-	\$	2,869.99
BAND							\$	372.83		
				TOTALS	\$0.00	\$	-	\$	372.83	
BLUE TEAM							\$	327.30		
11/29/21	015727	VISA	Blue team supplies			\$	188.66			
				TOTALS	\$	-	\$	188.66	\$	138.64
DRAMA							\$	2,103.70		
11/15/21		Various	Gate from One Act	\$	559.00					
11/17/21		Student Fees	Admission to One Act	\$	320.00					
11/18/21	015715	S & L Hardware	One act supplies			\$	134.02			
				TOTALS	\$879.00	\$	134.02	\$	2,848.68	
ELM BOOK FAIR							\$	813.76		
11/11/21	015706	Cash Drawer	Elementary Book Fair Start up			\$	100.00			
11/16/21		Various	Book Fair	\$	737.00					
11/17/21		Various	Book Fair	\$	1,420.00					
11/18/21		Various	Book Fair	\$	949.37					
11/19/21		Various	Book Fair	\$	846.50					
11/19/21		Various	Book Fair	\$	839.82					
				TOTALS	\$	4,792.69	\$	100.00	\$	5,506.45
ELM STAFF							\$	1,547.69		
				TOTALS	\$0.00	\$	-	\$	1,547.69	
ELM STUDENT COUNCIL							\$	4,845.12		
				TOTALS	\$0.00	\$	-	\$	4,845.12	
FBLA							\$	7,690.67		
11/2/21		Various	Hot Chocolate sales	\$	418.25					
11/2/21		Various	Pie a President	\$	59.44					
11/2/21		Gate	Return of Hot Choc start	\$	150.00					
11/4/21	015699	NO FRILLS	FBLA Hot chocolate sales			\$	91.90			
11/5/21	015705	VISA	T-Shirts			\$	912.60			
11/8/21		Student	T-shirt order	\$	18.00					
11/10/21		Various	Fundraising	\$	20.00					
11/10/21		Various	SLC	\$	300.00					
11/16/21		Student	T-shirt order	\$	20.00					
11/18/21	015713	NO FRILLS	Chamber breakfast supplies			\$	27.22			
11/18/21	015713	NO FRILLS	Trick or treat for Food Bank			\$	52.14			
11/29/21	015727	VISA	Adopt a highway supplies			\$	110.92			
11/30/21		Various	Donation For March of D	\$	152.00					
				TOTALS	\$	1,137.69	\$	1,194.78	\$	7,633.58

**FINANCIAL STATEMENT
ACTIVITY FUND**

FOR MONTH ENDING Nov-2021

FFA							\$ 25,821.68
11/12/21	Various	FFA Fundraising	\$ 1,446.00				
11/12/21	Various	FFA Fundraising	\$ 3,266.00				
11/12/21	Various	FFA Fundraising	\$ 1,674.00				
11/12/21	Various	FFA Fundraising	\$ 2,124.00				
11/16/21	Various	FFA Fundraising	\$ 288.00				
	TOTALS		\$8,798.00	\$0.00	\$		\$ 34,619.68
HONOR SOCIETY							\$ 550.46
	TOTALS		\$0.00	\$	-	\$	550.46
HS STUDENT COUNCIL							\$ 1,224.68
	TOTALS		\$0.00	\$	-	\$	1,224.68
MS/HS STAFF							\$ 1,688.40
11/16/21	AG Hot Lunch	Vending Proceeds	\$ 33.16				
	TOTALS		\$33.16	\$	-	\$	1,721.56
MS STUDENT COUNCIL							\$ 2,165.25
11/18/21	015713	NO FRILLS	MS dance pop	\$	98.24		
11/18/21	015713	NO FRILLS	MS incentive	\$	54.89		
	TOTALS		\$0.00	\$	153.13		2,012.12
PROM ACCOUNT							\$ 3,968.87
11/23/21	015716	CustomInk Parent, LLC	T-shirt sale	\$	534.02		
	TOTALS		\$0.00	\$534.02	\$		3,434.85
SENIORS							\$ -
	TOTALS		\$	-	\$	-	\$ -
SKILLS USA (formerly SHOP)							\$ 709.11
	TOTALS		\$0.00	\$0.00	\$		709.11
SPANISH CLUB							\$ 244.11
	TOTALS		\$	-	\$	-	\$ 244.11
SPIRIT SQUAD							\$ 45.35
11/5/21	015705	VISA	HC Decorations	\$	99.31		
11/12/21		Student	Spirit Squad Uniform	\$	329.00		
11/18/21	015709	Allison Grahman	Dance team teacher	\$	2,000.00		
11/23/21	015717	Ideal Images, Inc	Cheer Team Uniforms	\$	3,741.00		
	TOTALS		\$329.00	\$	5,840.31	\$	(5,465.96)
SPEECH							\$ -
	TOTALS		\$0.00	\$	-	\$	-
TALENTED/GIFTED ACTIVITES							\$ 133.23
	TOTALS		\$	-	\$	-	\$ 133.23

**FINANCIAL STATEMENT
ACTIVITY FUND**

FOR MONTH ENDING Nov-2021

VOCAL MUSIC							\$	3,068.29	
TOTALS				\$0.00	\$	-	\$	3,068.29	
YEARBOOK/ANNUAL Middle School							\$	648.26	
11/3/21	Student	MS Yearbook and donati	\$	15.90					
11/10/21	Student	MS Yearbook	\$	15.00					
TOTALS				\$30.90	\$	-	\$	679.16	
YEARBOOK/ANNUAL High School							\$	2,235.00	
11/19/21	Student	2021 Yearbook	\$	50.00					
11/22/21	Cubbys	Pizza Fundraiser	\$	430.00					
11/29/21	YourCause	Donation	\$	170.00					
TOTALS				\$650.00		\$0.00	\$	2,885.00	
INTEREST							\$	761.26	
11/30/21	I 3 Bank	Interest	\$	7.32					
TOTALS				\$	7.32	\$	-	\$	768.58
ACTIVITY FUND TOTALS ALL ACCOUNTS				\$	27,054.44	\$	21,115.66	\$	74,462.44

Ending Balance	\$	74,462.44
Plus: Outstanding Checks	\$	12,904.84
Less: Outstanding Receipts		

Equals: Bank Balance	\$	87,367.28
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ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

Nov-2021

GENERAL FUND

Beginning Balance			\$ 3,656,131.06
<u>RECEIPTS</u>			
11/3/21	HAL Base Payment	\$ 2,342.00	
11/3/21	HAL Matching Paymnt	\$ 6,782.00	
11/2/21	Tech Donation	\$ 50.00	
11/5/21	Saunders Co MV	\$ 46,109.56	
11/5/21	Saunders Co Property Tax	\$ 19,955.36	
11/5/21	Saunders Co Fines	\$ 2,967.76	
11/5/21	Saunders Co Interest	\$ 590.85	
11/9/21	Tech Donation	\$ 25.00	
11/11/21	PS Tuition	\$ 225.00	
11/12/21	PS Tuition	\$ 150.00	
11/15/21	PS Tuition	\$ 19.50	
11/15/21	Cass County Interest	\$ 693.30	
11/15/21	Cass County MV	\$ 19,058.25	
11/15/21	Cass County Property Taxes	\$ 3,039.41	
11/15/21	Cass County Fines	\$ 1,332.23	
11/18/21	PS Tuition	\$ 225.00	
11/19/21	Saunders Co Property Tax	\$ 9,725.64	
11/19/21	Saunders Co Interest	\$ 233.64	
11/30/21	State Aid	\$ 126,650.00	
11/30/21	F & M Interest	\$ 191.11	
11/30/21	NLAF Interest	\$ 7.19	
11/30/21	CD Interest Reinvested	\$ 251.00	
		\$ 240,623.80	\$ 3,896,754.86
<u>DISBURSEMENTS</u>			
	Nov Claims	\$ 1,004,528.38	
	Refunds/Rebates/Sub Reimbursement	\$ (6,686.97)	
	Total		\$ 997,841.41
	ENDING BALANCE		\$ 2,898,913.45
<u>RECONCILIATION</u>			
	NLAF Liquid Balance	\$ 702,749.41	
	Plus F& M Bank Balance	\$ 758,097.89	
	Plus General Fund Investments	\$ 1,475,315.24	
	Less: Outstanding Claims	\$ 37,249.09	
	Reconciled Balance	\$ 2,898,913.45	\$ 2,898,913.45

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

Nov-2021

ADMINISTRATIVE OPERATIONS ACCOUNT

Beginning Balance \$ 3,000.00

RECEIPTS

GF #042327 \$ 1,143.76

Total \$ 1,143.76 \$ 4,143.76

DISBURSEMENTS

6135 M Pinkman, Parent Mileage \$ 824.32

6136 M Flynn, Mileage \$ 69.44

6137 STANCE under NCSA, Brd of Ed Dues \$ 250.00

6138 K Parsons, Mileage \$ 60.60

6139 T Walsh, Transp Supplies \$ 33.50

6140 B Pfeiffer, Transp Mileage \$ 35.28

6141 Parkers Bd of Ed Working Lunch \$ 1,178.95

6142 M Pinkman, Parent Mileage \$ 695.52

Total \$3,147.61 \$ 996.15

Ending Balance \$ 996.15

RECONCILIATION

Bank Balance \$ 2,106.39

Less: Claims Outstanding \$ 1,110.24

check clearing error

Reconciled Balance \$ 996.15 \$ 996.15

PAYROLL ACCOUNT

Beginning Balance \$ 16,845.65

RECEIPTS

General Fund \$ 680,107.13

Hot Lunch \$ 17,642.18

Employee Prems 1468.58

FM National Bank: Interest \$ 5.88

Total \$ 699,223.77 \$ 716,069.42

DISBURSEMENTS

Net Payroll \$ 424,399.54

Retirement \$ 117,277.59

State Tax Withholdings \$ 20,985.86

Federal/FICA Taxes \$ 135,074.68

Retiree Life Insurance Mo. Premium \$ 140.00

Retiree Eye Insurance Mo Premium \$ 47.16

Health Ins Premium \$ 1,468.58

Total \$ 699,393.41 \$ 16,676.01

Ending Balance \$ 16,676.01

RECONCILIATION

Bank Balance \$ 133,953.60

Outstanding Checks \$ 117,277.59

Reconciled Balance \$ 16,676.01 \$ 16,676.01

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT
EMPLOYEE BENEFIT (SECTION 125) ACCOUNT

Nov-2021

Beginning Balance			\$	39,107.11
<u>RECEIPTS</u>				
Employee Payroll Deposit	\$	11,394.16		
I 3 Bank: Interest	\$	3.31		
Total			\$	11,397.47
			\$	50,504.58
<u>DISBURSEMENTS</u>				
Employee Benefits	\$	15,699.40		
Total			\$	15,699.40
			\$	34,805.18
Ending Balance			\$	<u>34,805.18</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	34,805.18		
Reconciled Balance	\$	<u>34,805.18</u>		<u>\$ 34,805.18</u>

SPECIAL BUILDING ACCOUNT

Beginning Balance			\$	30,838,852.45
<u>RECEIPTS</u>				
Cass County	\$	585.53		
Sarpy County				
Saunders County	\$	4,785.19		
F & M Interest	\$	386.50		
NLAF Interest	\$	277.59		
Total			\$	6,034.81
			\$	30,844,887.26
<u>DISBURSEMENTS</u>				
Nov Claims	\$	1,671,824.13		
Total			\$1,671,824.13	\$ 29,173,063.13
Ending Balance			\$	<u>29,173,063.13</u>
<u>RECONCILIATION</u>				
F&M Bank Balance	\$	1,883,481.48		
NLAF #9300590 Balance	\$	27,167,446.52		
Plus Special Building Investments	\$	496,000.00		
Outstanding Checks	\$	373,864.87		
Reconciled Balance	\$	<u>29,173,063.13</u>		<u>\$ 29,173,063.13</u>

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT
QUALIFIED CAPITAL PURPOSE FUND

Nov-2021

Beginning Balance			\$	69,711.74
 <u>RECEIPTS</u>				
Interest	\$	2.86		
Total			\$	2.86
			\$	69,714.60
 <u>DISBURSEMENTS</u>				
Total			\$	-
Ending Balance			\$	69,714.60
 <u>RECONCILIATION</u>				
Bank Balance	\$	69,714.60		
Less: Outstanding Claims	\$	-		
Reconciled Balance	\$	69,714.60		\$ 69,714.60

DEPRECIATION FUND

Beginning Balance			\$	1,089,616.91
 <u>RECEIPTS</u>				
F&M Bank, Interest	\$	0.62		
NLAF Interest	\$	8.07		
NLAF CD Accrued Interest				
Total			\$	8.69
			\$	1,089,625.60
 <u>DISBURSEMENTS</u>				
Disbursements				
Total			\$	-
			\$	1,089,625.60
Ending Balance			\$	1,089,625.60
 <u>RECONCILIATION</u>				
F & M Bank Balance	\$	25,061.46		
NLAF Balance	\$	816,564.14		
Plus Depreciation Investments	\$	248,000.00		
Less: Outstanding Claims	\$	-		
	\$	1,089,625.60		
Reconciled Balance	\$	1,089,625.60		\$ 1,089,625.60

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

Nov-2021

STUDENT FEE FUND

Beginning Balance			\$	12,449.83
<u>RECEIPTS</u>				
Cap and Gown Fees				
Student Fees	\$	125.00		
College Drop Fee	\$	171.00		
Interest I3 Bank	\$	1.06		
Total			\$	297.06
			\$	12,746.89
<u>DISBURSEMENTS</u>				
Nov Disbursements	\$	1,539.01		
Total			\$	1,539.01
Ending Balance			\$	<u>11,207.88</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	11,207.88		
Claims Outstanding	\$	-		
Misdirected Deposit				
Reconciled Balance	\$	<u>11,207.88</u>		<u>\$ 11,207.88</u>

HOT LUNCH ACCOUNT

	Beginning Balance		\$	90,187.04
<u>RECEIPTS</u>				
Student and Staff Deposits	\$	3,098.90		
Online Student Deposits	\$	7,485.61		
Federal Reimbursement	\$	67,425.11		
State Reimbursement				
F&M Bank: Interest	\$	3.57		
Vending Payment				
Total			\$	78,013.19
			\$	168,200.23
<u>DISBURSEMENTS</u>				
Wages & Benefits	\$	18,746.76		
Food/ Supplies/ Contracted Services	\$	51,387.65		
Rebate/ Food Payment				
Total			\$	<u>70,134.41</u>
			\$	98,065.82
Ending Balance			\$	<u>98,065.82</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	98,115.42		
Claims Outstanding	\$	49.60		
	\$	<u>98,065.82</u>		
Receipts Outstanding				
Reconciled Balance	\$	<u>98,065.82</u>		<u>\$ 98,065.82</u>
Student and Staff Deposits Held on Account - End of Month	\$		\$	30,074.15

INVESTMENTS

Date Bought	Security Description	Rate	Investment
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General Fund Investments

1/30/15	Farmers & Merchants Bank, Ashland	0.550%	\$ 872,851.64
10/22/17	Bank of Ashland, Ashland	0.850%	\$ 107,463.60
11/10/21	Merrick Bank, UT	0.430%	\$ 247,000.00
11/10/21	Third Coast Bank Ssb	0.250%	\$ 248,000.00
Total Investments			\$ 1,475,315.24

Depreaction Fund Investments

12/17/20	Preferred Bank, LosAngeles, CA	0.250%	\$ 248,000.00
Special Building Fund Investments			
4/12/21	CD First Bank of Ohio, OH	0.200%	\$ 248,000.00
4/12/21	Tab Bank, UT	0.200%	\$ 248,000.00
			\$ 496,000.00

LOCAL BANK SECURITIES PLEDGE TO SCHOOL DISTRICT DEPOSITS & FDIC INSURANCE ON DEPOSITS

BANK OF ASHLAND

FDIC INSURANCE	\$ 250,000.00
Total Secured	\$ 250,000.00

FARMERS AND MERCHANTS BANK

FDIC INSURANCE	\$ 250,000.00
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Pledged Safekeeping Security

Various pledged amounts at Agencies, Municipals, SBA, CD's etc, monitored by: Farmers Merchant Bank	Total Face Value	Actual Value
		\$ 3,000,000.00
Total Secured		\$ 3,250,000.00

Ashland-Greenwood Public Schools' General Fund Claims
 General Fund Claims
 December 20, 2021

Check No.	Vendor	Amount	Description
042351	City of Ashland	\$ 2,834.00	District Sewer and Water
042352	City of Ashland	\$ 47.92	District Office Sewer and Water
042353	AG Payroll Account	\$ 430,660.38	Net Payroll
042354	BANK OF ASHLAND	\$ 11,394.16	Payroll Section 125 Deduct
042355	Blue Cross Blue Shield of NE	\$ 143,343.48	Payroll Health & Dental Ins
042356	Madison National Life	\$ 1,577.65	Payroll LTD Insurance Prem
042357	Madison National Life	\$ 914.60	Payroll Employee Life Prem
042358	AG Payroll Account	\$ 21,459.21	Payroll State Tax Wthhldg
042359	AG Payroll Account	\$ 137,362.89	Payroll Federal Tax Wthhldg
042360	Retirement	\$ 117,348.68	Payroll Retirement Wthhldg
042361	TSA Consulting Group Inc	\$ 3,875.00	Payroll Annuity Deduction
042362	Vision Service Plan	\$ 1,043.39	Payroll Employee Vision Prem
042363	ACCO Brands Corp /GBC	\$ 334.30	K-5 Instruction Supplies
042364	Ashland-Greenwood Activities Acct	\$ 230.00	MS Media Books & Periodicals
042365	Ashland-Greenwood Hot Lunch	\$ 327.00	PS Staff Meals
042366	All Flags, LLC	\$ 101.71	Custodial Supplies
042367	Audio Marketing Solutions	\$ 864.00	instr.tech hdwr
042368	Barnes & Noble Inc	\$ 1,581.30	6-8 Reg. Instruction Supplies
042369	Bennington Public Schools	\$ 150.00	Marching competition
042370	Bjorem Speech Publications	\$ 216.00	Speech therapy supplies
042371	Bobcat of Omaha	\$ 86.70	mirror for Bobcat side by side
042372	Capital Business Systems, Inc.	\$ 234.52	District copier supplies
042373	Carson-Dellosa Publishing	\$ 23.53	eelem supplies
042374	CDWG Government	\$ 236.12	K-5 Reg Inst AV Materials
042375	Charter Communications	\$ 86.59	MS/HS cable service
042376	Cline Williams Wright Johnson & OI	\$ 198.00	Foundation Legal Services
042377	Council Bluffs WinSupply Co	\$ 80.99	Rreplace spray valve
042378	Dana F Cole & Co., LLP	\$ 9,300.00	Financial Audit
042379	Heather Cormier	\$ 145.00	Nurse sub at MS/HS
042380	Cornhusker International Trucks, In	\$ 558.33	Transportation Supplies
042381	Dietz Music House	\$ 36.00	Music supplies
042382	Egan Supply Co.	\$ 3,048.66	Custodial Supplies
042383	FBG Service Corporation	\$ 9,264.00	Elementary cleaning services
042384	Gopher Sports	\$ 71.49	Elementary gym supplies
042385	GovConnection Inc.	\$ 494.49	instr.techsupplies
042386	Great Plains Service Inc.	\$ 551.80	Propane for bldg on Bill's Dr.
042387	Heartland Foundation/School	\$ 7,030.00	District Tuition
042388	Heuer Publishing LLC	\$ 30.00	Streaming rights
042389	Interstate-All Battery Center	\$ 76.00	for the Wash sink
042390	Intermountain Wood Products	\$ 687.44	Wood for advance woods and In
042391	IXL Learning Inc/Quia	\$ 3,012.00	Elem Reg Web Based Software
042392	JoshBCreative LLC	\$ 1,720.00	Performing Arts Center film
042393	KSB School Law, PC LLO	\$ 2,104.00	District Legal Services
042394	Matheson Tri-Gas, Inc/Linweld	\$ 318.82	HS welding supplies
042395	Terri Maxon	\$ 565.00	Nurse sub
042396	Menard Inc	\$ 298.53	Construction Materials

Ashland-Greenwood Public Schools' General Fund Claims
 General Fund Claims
 December 20, 2021

Check No.	Vendor	Amount	Description
042397	Meyo Enterprises	\$ 600.00	Bleacher repair
042398	NASB Alicap	\$ 1,632.00	Additional Insurance premium
042399	Nebraska Central Equipment Inc	\$ 45.55	Transportation Supplies
042400	NE State Firemarshall - Boiler	\$ 108.00	Annual Boiler certificate
042401	NO FRILLS/SPARTANNASH	\$ 201.39	2nd Grade science supplies
042402	Kelsie Nygren	\$ 70.00	MS/HS Nurse sub
042403	TK Elevator	\$ 307.32	Elevator maintenance
042404	One Source, Inc	\$ 148.50	Employment checks
042405	J.W. Pepper & Son	\$ 576.98	Sheet music
042406	Perry, Guthery, Haase & Gessf	\$ 540.00	Legal Services - Negotiations
042407	Pioneer Drama Service, Inc.	\$ 48.75	Plays script review
042408	Porter-Trustin-Carlson CO	\$ 96.00	Maintenance
042409	Ashley Pratt	\$ 150.00	Nurse sub
042410	Quill Corp	\$ 50.52	Office supplies
042411	Rivers Metal Products Inc	\$ 137.34	College Welding Supplies
042412	Riverside Technologies Inc. (RTI)	\$ 49,464.00	instr.tech hdwr
042413	S & L Hardware	\$ 7.58	shop supplies
042414	Saunders Medical Center	\$ 120.00	DOT Physical
042415	Scholastic Inc.	\$ 247.23	Renewal of magazine subscription
042416	School Specialty Inc	\$ 704.61	K-5 Reg. Instruction Supplies
042417	Schmidt Speech Language Patholog	\$ 10,554.60	Speech Therapy Services
042418	Security Equipment Inc	\$ 466.00	Access Panel Upgrade
042419	SeeSaw Learning, Inc	\$ 1,318.13	Elem Reg Web Based Software
042420	Stewart and Stewart Tree Service L	\$ 875.00	remove trees at HS
042421	Paul Sutton	\$ 80.00	DOT Physical
042422	TEACHING STRATEGIES, LLC	\$ 597.50	Preschool - TSG Assessment Po
042423	Voyager Fleet Systems, Inc.	\$ 4,827.96	District Fuel Charges
042424	Wahoo-Waverly-Ashland Newspaper	\$ 355.90	Board Notices, job postings
042425	Beverly Wiggs	\$ 5,645.99	District Occupational Therapy
042426	Willow Point Gallery/Museum	\$ 305.83	Student artwork display
042427	Ashland Community Medical Fun	\$ 500.00	District Office Rent
042428	AT & T Mobilility	\$ 86.46	Mobile WiFi units
042429	Black Strap Inc	\$ 185.00	salt for spreader on Bobcat
042430	Charter Communications	\$ 53.18	Elementary Cable service
042431	Brooke L Cheleen	\$ 1,093.12	Disrict Physical Therapy
042432	Lampe's Clean Air Specialists	\$ 805.12	hs & elem filters
042433	Matheson Tri-Gas, Inc/Linweld	\$ 376.24	College Welding Supplies
042434	Terri Maxon	\$ 140.00	Nurse sub
042435	Menard Inc	\$ 310.20	Woods class supplies
042436	School Specialty Inc	\$ 357.13	Laughlin/Allington Supplies
042437	Sid Dillon Crete	\$ 46,049.00	SPED vehicle purchase
042438	US Mechanical Service Inc	\$ 1,859.00	installed filters both bldg a
042439	Windstream	\$ 97.45	District office telephone
042440	Admin Operations Acct	\$ 2,044.17	Mileage, Supplies, Working Lunch
042441	Look Architectural Coatings	\$ 3,577.82	Trophy case/Guidance Center coating

Ashland-Greenwood Public Schools' General Fund Claims
 General Fund Claims
 December 20, 2021

Check No.	Vendor	Amount	Description
Incompletes:			
	Admin Operation Account		OPPD
	Ashland Auto		Payflex
	Ashland Community Med Found		Porter Trustin Carlson
	Ashland Disposal		Quill
	Ashland Gazette		Quadient
	Ashland Greenwood Hot Lunch		RTI
	AT&T		Satellite
	Capital Business Systems		Saunders County Medical
	Cornhusker Hotel		School Specialty
	Charter/Spectrum		Striv
	City of Ashland		Symmetry
	Cornhusker State Industries		Total Communcation
	Dick Blick		Townsend Press
	ESU #2		TSA
	GovConnect		US Mechanical
	Learn2Move		Virco
	Look		VISA
	Matheson		Wahoo-Waverly-Ashland Gazette
	Menards		Wiggs Occuptaional Therapy
	No Frills/Spartan Nash		Windstream

Authorized by:

Ashland-Greenwood Public Schools
12/20/21
Administrative Operations Account

Date	Check No	Description	Amount
11/16/21	6138	K Parsons, Mileage	\$ 60.60
11/16/21	6139	T Walsh, Transp Supplies	\$ 33.50
11/16/21	6140	B Pfeiffer, Transp Mileage	\$ 35.28
11/24/21	6141	Parkers Bd of Ed Working Lunch	\$ 1,178.95
11/29/21	6142	M Pinkman, Parent Mileage	\$ 695.52
12/9/21	6143	T Blankers, Mileage	\$ 40.32

Authorized by:

**November 2021 Incomplete
General Fund Disbursements**

Check	Payable to	Amount	Description
042340	Ashland Auto Parts	\$ 226.84	
042341	AT & T Mobility	\$ 86.46	
042342	Esu #2	\$ 20.00	
042343	GovConnection Inc.	\$ 181.72	
042344	School Specialty Inc	\$ 2.61	
042345	VISA	\$ 761.90	
042346	Wahoo-Waverly-Ashland News	\$ 612.70	
042347	Windstream	\$ 97.44	
042348	Ashland Disposal	\$ 898.31	
042349	Capital Business	\$ 1,409.82	
042350	OPPD	\$ 9,579.39	

Authorized BY:

Ashland-Greenwood Public Schools' Claims
Special Building
December 2021

Date	Check No.	Vendor/Description	Amount
11/17/21	001525	Hausmann Construction, Inc Elem Construction App :	\$ 830,586.30
11/22/21	001526	DLR Architectural Design	\$ 373,864.87
12/20/21	001527	AQS Environmental Inc/Terracor Site Work	\$ 15,365.25
12/20/21	001528	DLR Architectural Design	\$ 288,035.14
12/20/21	001529	City of Ashland Permits	\$ 181,945.56
12/20/21	001530	AQS Environmental Inc/Terracon Consultants	\$ 3,165.00

INC TBA DLR Architect Fees
 INC TBA Hausmann

Authorized by:

Ashland-Greenwood Public Schools

Activities Account

12/20/21

Date	Check #	Vendor	Disbursed	Description	Activity
11/18/21	015707	AG Booster Club	FB Fridge	\$ 316.49	Athletics
11/18/21	015708	Dave Aschwege	MSBBB 11/16	\$ 120.00	Athletics
11/18/21	015709	Allison Grahman	Dance team teacher	\$ 2,000.00	Spirit Squad
11/18/21	015710	Heath Holtz	MSBBB 11/16, 11/18	\$ 240.00	Athletics
11/18/21	015711	Premier Sports Officials Assc	Football assigner	\$ 85.00	Athletics
11/18/21	015712	Jenna Lanzen	VB worker	\$ 52.50	Athletics
11/18/21	015713	NO FRILLS/SPARTANNASH	Trick or treat for Food Bank	\$ 52.14	FBLA
11/18/21	015713	NO FRILLS/SPARTANNASH	MS incentive	\$ 54.89	MSStuco
11/18/21	015713	NO FRILLS/SPARTANNASH	MS dance pop	\$ 98.24	MSStuco
11/18/21	015713	NO FRILLS/SPARTANNASH	Chamber breakfast supplies	\$ 27.22	FBLA
11/18/21	015714	Lucas Roth	MSBBB 11/18	\$ 120.00	Athletics
11/18/21	015715	S & L Hardware	One act supplies	\$ 134.02	Drama
11/23/21	015716	CustomInk Parent, LLC	T-shirt sale	\$ 534.02	Prom
11/23/21	015717	Ideal Images, Inc	Cheer Team Uniforms	\$ 3,741.00	Spirit Squad
11/23/21	015718	Matthew Luettel	Hydration Testing	\$ 115.00	Athletics
11/23/21	015719	Meyo Enterprises	Athletic supplies	\$ 300.00	Athletics
11/23/21	015720	Lucas Roth	MSBB 11/23 Official	\$ 120.00	Athletics
11/23/21	015721	Ken Scheel	MSBB 11/23 Official	\$ 120.00	Athletics
11/29/21	015722	Dave Aschwege	MSBB 11/29 Official	\$ 120.00	Athletics
11/29/21	015723	Kyle DeBuse	BBB/GBB Official 11/29	\$ 100.00	Athletics
11/29/21	015724	Heath Holtz	BBB/GBB Official 11/29	\$ 100.00	Athletics
11/29/21	015725	Isaac Kreikemeier	MSBB 11/29 Official	\$ 120.00	Athletics
11/29/21	015726	Ken Scheel	BBB/GBB Official 11/29	\$ 100.00	Athletics
11/29/21	015727	VISA	Adopt a highway supplies	\$ 110.92	FBLA
11/29/21	015727	VISA	Blue team supplies	\$ 188.66	Blue Team
12/7/21	015728	Agile Sports Technologies	Hudl subscription	\$ 8,200.00	Athletics
12/7/21	015729	Dave Aschwege	MS BBB 12/2	\$ 120.00	Athletics
12/7/21	015730	BSN Sports	Athletic supplies	\$ 1,693.71	Athletics
12/7/21	015731	Elliott Carraher	MS BBB 12/2	\$ 120.00	Athletics
12/7/21	015732	Grafton & Associates	FFA Registration	\$ 30.00	FFA
12/7/21	015733	Hauff Mid-America Sports	Athletic supplies	\$ 237.72	Athletics
12/7/21	015734	Nebraska Sports	Athletic supplies	\$ 263.23	Athletics
12/7/21	015735	Nebraska Coaches Assn	State Cheer and Dance	\$ 370.00	Spirit Squad
12/7/21	015736	Madison County Schl Dist.	FFA Lunch	\$ 36.00	FFA
12/7/21	015737	NO FRILLS/SPARTANNASH	Pop a shot supplies	\$ 69.01	FBLA supplies
12/7/21	015737	NO FRILLS/SPARTANNASH	Incentive winner supplies	\$ 11.07	MS STUCO
12/7/21	015738	Ken Scheel	Reserve BB 12/3	\$ 55.00	Athletics
12/7/21	015739	Schuyler-Central HS	District One Act	\$ 100.00	Athletics
12/7/21	015740	Jeremy Strahan	Table worker	\$ 195.00	Athletics
12/7/21	015741	Jason Villalobos	Reserve BB 12/3	\$ 65.00	Athletics
12/7/21	015742	Wahoo Public Schl	Wrestling Invite	\$ 125.00	Athletics

Ashland-Greenwood Public Schools

Activities Account

12/20/21

Date	Check #	Vendor	Disbursed	Description	Activity
12/7/21	015743	Wyhe's Choice Fundraising	Butter Braid Sales	\$ 1,686.00	FFA
12/10/21	015744	Brendan Fowler	Reserve BB 12/3	\$ 55.00	Athletics
12/10/21	015745	Heath Holtz	MS BBB 12/11	\$ 80.00	Athletics
12/10/21	015746	Isaac Kreikemeier	MS BBB 12/11	\$ 80.00	Athletics
12/10/21	015747	NE HS Sports Hall of Fame	HOF Jamboree	\$ 630.70	Athletics
12/10/21	015748	Omar Saenz	MS BBB 12/11	\$ 80.00	Athletics
12/10/21	015749	Ken Scheel	MS BBB 12/11	\$ 80.00	Athletics
12/10/21	015750	Jerome Wall	Reserve BB 12/3	\$ 65.00	Athletics
12/17/21	015751	Tyler Fitzke	V BBB 12/18 Official	\$ 80.00	Athletics
12/17/21	015752	Heath Holtz	JV GBB 12/14 Official	\$ 65.00	Athletics
12/17/21	015753	Christopher Janda	V GBB 12/14 official	\$ 80.00	Athletics
12/17/21	015754	Isaac Kreikemeier	Reserve BB 12/13 official	\$ 65.00	Athletics
12/17/21	015755	Rob Loptin	V GBB 12/14 official	\$ 80.00	Athletics
12/17/21	015756	Wyatt Morse	V GBB 12/14 official	\$ 80.00	Athletics
12/17/21	015757	NO FRILLS/SPARTANNASH	Elem Student Co supplies	\$ 73.81	ElemStuCo
12/17/21	015757	NO FRILLS/SPARTANNASH	FBLA Christmas party supplies	\$ 95.90	FBLA
12/17/21	015758	Void Clerical Error			
12/17/21	015759	Lucas Roth	Res BBB 12/13 12/14 official	\$ 130.00	Athletics
12/17/21	015760	Ken Scheel	Res BBB 12/13 12/18 official	\$ 130.00	Athletics
12/17/21	015761	Scholastic Book Fairs	Book Fair	\$ 4,692.27	Elem Book Fair
12/17/21	015762	Amy Stephens	Res BBB 12/13 official	\$ 65.00	Athletics
12/17/21	015763	Jerome Wall	Res BBB 12/9 official	\$ 65.00	Athletics
12/17/21	015764	Walsworth Publishing Comp	Final payment	\$ 1,873.42	HS Yearbook
12/17/21	015765	Timothy Stuart Washburn	V BBB 12/18 Official	\$ 80.00	Athletics
12/17/21	015766	Brian Wiles & Co	V BBB 12/18 Official	\$ 80.00	Athletics

Authorized by:

Ashland-Greenwood Public Schools
Hot Lunch Claims
12/1/21

DATE	Check #	VENDOR	Amount	Description
12/20/2021	011431	Cash-Wa	\$ 12,851.97	November Food
12/20/2021	011432	Dairy Farmers of America	\$ 3,674.61	November Milk
12/20/2021	011433	No Frills	\$ 38.55	Food Service Supplies
12/20/2021	011434	Sysco	\$ 7,440.76	November Food
12/20/2021	011435	TP3	\$ 70.00	Pest Control
12/20/2021	011436	US Foodservice	\$ 10,869.39	November Food
12/20/2021	011437	Voyager Fleet Systems	\$ 64.71	Hot Lunch Fuel
12/13/2021	011438	AG Payroll Account	\$ 15,224.38	December Net Payroll
12/13/2021	011439	Blue Cross Blue Shield of NE	\$ 927.95	DEC 21 PR
12/13/2021	011440	Madison National Life	\$ 37.56	DEC 21 PR
12/13/2021	011441	Madison National Life	\$ 61.92	DEC 21 PR
12/13/2021	011442	AG Payroll Account	\$ 637.58	DEC 21 PR
12/13/2021	011443	AG Payroll Account	\$ 4,494.02	DEC 21 PR
12/13/2021	011444	Retirement	\$ 3,588.82	DEC 21 PR
12/13/2021	011445	Vision Service Plan	\$ 77.44	DEC 21 PR

Authorized by:

**Ashland-Greenwood Public Schools' Claims
Student Fee Account
December 20, 2021**

Date	Check No.	Vendor/Description	Amount
11/17/21	1485	AG Activity for Drama	Admissions to One Act \$ 320.00
11/18/21	1485	Pierce Public Schools	Admissions to FB PO \$ 150.00
12/8/21	1487	Verizon	Monthly Fee for Strive \$ 45.01
12/20/21	1488	Jostens	Diploma Covers \$ 582.10

Incomplete	Verizon	Monthly Fee for Strive	45.01
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Authorized by:

CONTRACT FOR SPECIAL EDUCATION SERVICES FOR STUDENTS WHO ARE DEAF AND HARD OF HEARING

SUBURBAN SCHOOLS' PROGRAM FOR CHILDREN WHO ARE DEAF AND HARD OF HEARING BIRTH TO 21 YEARS

AGREEMENT made August 1, 2021 OR with initiation of student services, between the Program of Ralston Public Schools in the County of Douglas, State of Nebraska, (hereinafter referred to as the Servicing Program) and the Ashland-Greenwood Public Schools (hereinafter referred to as the District).

CENTER-BASED SCHOOL-AGED PROGRAM

The District agrees to pay to the Servicing Program a sum equal to the per pupil cost for the school-aged educational program provided See Attachment A resident(s) of the District and who has a verified handicapping condition. The District agrees to pay \$49,460.00 per student, per year for the instruction of the named student or a daily amount equal to the Servicing Program's daily rate of \$279.00/day. Service/instruction for the named student(s) will begin August 12, 2021 OR with initiation of student services, and end May 26, 2022 a period of 177 school/working days. (Snow days may be made up at the end of the regular school year per the Ralston superintendent's decision.) The Servicing Program agrees to formally bill the District for the total number of students enrolled at the per student yearly rate; the District agrees to pay the Servicing Program within 30 days of the receipt of each formal bill. This agreement covers the academic days only. Extra-curricular activity hours will be billed separately per semester, based on actual service hours. Nebraska Department of Education statewide testing will be administered by Suburban Schools' Program staff using the student's state assessment username and password provided by the Nebraska Dept. of Education.. Scores will be sent to the resident district.

CENTER-BASED PRESCHOOL CLASSROOM IN RALSTON (3-5 YRS.on an IEP)

The District agrees to pay to the Servicing Program a sum equal to the per pupil cost for the preschool age educational program provided See Attachment A resident(s) of the District and who has a verified handicapping condition. The District agrees to pay \$12,521.00 per year for the instruction of the named student(s) or a daily rate of \$72.00 to the Servicing Program's rate. Service/instruction for the named student(s) will begin August 12, 2021 OR with initiation of student services, and end May 26, 2022 a period of 176 school/working days. (Snow days may be made up at the end of the regular school year per the Ralston superintendent's decision.) The Servicing Program agrees to formally bill the District for the total number of students enrolled at the per student yearly rate; the District agrees to pay the Servicing Program within 30 days of the receipt of each formal bill.

ITINERANT DEAF EDUCATION SERVICES IN A RESIDENT DISTRICT SETTING

The District agrees to pay to the Servicing Program a sum equal to the full time equivalent (FTE) required to provide services to the district. The cost for the preschool and school-aged itinerant deaf education services is calculated on FTE equivalencies of HOURLY, .05, .1, .15, .2, .25, etc. (see Appendix chart 1 for costs). See Attachment A for a listing of students used for the calculation of the service. Itinerant deaf education costs will include travel time to reach the destination (see Appendix chart 2 for travel time) and direct and consultative services to the student(s) as well as all associated meetings. Round trip mileage will be tracked and billed with services. The District agrees to pay \$22,361.00 for .25 FTE per year for the instruction of the named student(s). Service/instruction for the named student will begin August 1, 2021 OR with initiation of student services, and end May 2, 2022, a period of 177 school/working days. The Servicing Program agrees to formally bill the District a total of \$22,361.00 for .25 FTE and mileage charge. The District agrees to pay the Servicing Program within 30 days of the receipt of each formal bill.

PARENT-INFANT (0-3 YRS. on an IFSP)

The District agrees to pay to the Servicing Program a sum equal to the per pupil cost for the birth-3 years educational program provided See Attachment A resident(s) of the District and whom has a verified handicapping condition. The District agrees to pay \$85.00/hour per student visit and drive time, for the instruction of the named student(s). Service/instruction for the named student will begin August 1, 2021 OR with initiation of student services and end July 31, 2022. The Servicing Program agrees to formally bill the District for the total number of hours of service provided to students enrolled in the Parent-Infant Program. The District agrees to pay the Servicing Program within 30 days of the receipt of each formal bill.

Special Education Program Code 28-0054

Service Code 10-800-202151-00

11-5-2021
Date

Signed by *Sean Meyer*
Servicing Program Officer

11-16-2021
Date

Signed by *John*
District Officer

Attached: Appendix and Attachment A

Appendix

Services for the 2021-22 school year are based upon service usage or FTE from 2020-21 and any new students added at the beginning of the 2021-22 school year. FTE time is calculated based on the amount of weekly direct service to students and/or meetings and round-trip travel time to destination. Example: IEP meeting or direct services total 1 hour per week and drive time to location roundtrip is 1 hour so total FTE would be based on 2 hours per week.

Chart 1: FTE calculation chart

FTE percentage	Minutes per week	FTE cost per year
.05	Up to 90 minutes per week	\$ 4,472.00 per year
.10	90 minutes to 3 hours per week	\$ 8,944.00 per year
.15	Up to 4.5 hours per week	\$13,417.00 per year
.20	Up to 6 hours per day or 1 day per week	\$17,889.00 per year
.25	Up to 7.5 hours or 1.25 days per week	\$22,361.00 per year
.30	Up to 9 hours or 1.5 days per week	\$26,833.00 per year
.35	Up to 10.5 hours or 1.75 days per week	\$31,305.00 per year
.40	Up to 12 hours or 2 days per week	\$35,778.00 per year
.45	Up to 13.5 hours or 2.25 days per week	\$40,250.00 per year
.50	Up to 15 hours or 2.5 days per week	\$44,722.00 per year
.55	Up to 16.5 hours or 2.75 days per week	\$49,194.00 per year
.60	Up to 18 hours or 3 days per week	\$53,667.00 per year
.65	Up to 19.5 hours or 3.25 days per week	\$58,139.00 per year
.70	Up to 21 hours or 3.5 days per week	\$62,611.00 per year
.75	Up to 22.5 hours or 3.75 days per week	\$67,083.00 per year
.80	Up to 24 hours or 4 days per week	\$71,555.00 per year
.85	Up to 25.5 hours or 4.25 days per week	\$76,028.00 per year
.90	Up to 27 hours or 4.5 days per week	\$80,500.00 per year
.95	Up to 28.5 hours or 4.75 days per week	\$84,972.00 per year
1.0	Up to 30 hours or 5 days per week	\$89,444.00 per year
Hourly	For districts that have occasional use of service	\$85.00/hour

Chart 2: Travel calculation chart based on roundtrip Mapquest predicted times from Ralston Middle School (office location) to central school district location.

District	Round-trip Travel Time	District	Round-trip Travel Time
Arlington	1.5 hours	Millard	.75 hours
Ashland-Greenwood	1.0 hour	North Bend Central	2.0 hours
Bennington	1.0 hour	Oakland-Craig	2.25 hours
Blair	1.25 hours	Papillion-LaVista	.5 hours
Cedar Bluffs	1.75 hours	Plattsmouth	1.0 hour
Conestoga	1.25 hours	Ralston	.5 hours
DC West	1.0 hour	Raymond Central	2.0 hours
Elkhorn	.75 hours	Scribner-Snyder	2.0 hours
Elmwood-Murdock	1.5 hours	Springfield Platteview	.75 hours
Fort Calhoun	1 hour	Tekamah-Herman	2.0 hours
Gretna	1.0 hour	Wahoo	1.5 hours
Logan View	1.75 hours	Weeping Water	1.75 hours
Louisville	1.0 hour	West Point - Beemer	2.5 hours
Lyons-Decatur	2.25 hours	Yutan	1.0 hours

ATTACHMENT A
Student Services Provided in 2021-22*

District: Ashland-Greenwood

CENTER BASED IN RALSTON DISTRICT

No students in center-based programs

SERVICES PROVIDED IN DISTRICT

School-Age (Pre-K – 12)

Last Name	Initial	Direct Service, Consultation & Meetings	Weekly Time	Level**
Percival	T	MDT and/or IEP & consultation	0 min	S
Neben	M	15 mins 1x per quarter	1.7 mins	S
Jacobs	G	15 mins 1x per quarter	1.7 mins	S
Hobbs	P	15 mins 1x per quarter	1.7 mins	S
Craig	K	15 mins 1x per quarter	1.7 mins	S
Bailiff	J	15 mins 1x per quarter	1.7 mins	S
Pratt	A	30 minutes 2x per week	60 mins	S
Piehl	B	30 minutes 2x per week	60 mins	S
McNebb	X	30 mins 2x per month	15 mins	S
Myers	T	20 mins 4x per month	20 mins	S
Kennedy	G	30 mins 4x per month	30 mins	S
Kennedy	E	30 mins 3x per month	22.5 mins	S
Service Total		214.3 mins per week 12 IEPs at average of 60 mins per meeting/38 weeks year	216.0 mins + <u>18.95 mins</u> 234.95 mins	
Travel Total		2 hours per week 12 hours per year for meetings/38 weeks year	120.00 mins + <u>37.89 mins</u> 157.89 mins	
Grand Total		6.55 hours per week	392.84 mins	
FTE Calculation		.25 FTE or up to 7.5 hours per week		

Level	Total Weekly Time (service + drive)	Percentage of FTE
School-age	234.95 mins + 157.89 mins = 392.84 minutes	100%
Preschool	0 mins + 0 mins (with school age) = 0 mins	0%

Parent-Infant Services in the Home for 0-2 years on IFSPs

Last Name	Initial	Direct Service, Consultation & Meetings

Travel time: 1 hour round-trip

*FTE calculations for the current school year are based on services provided during the previous school year, roll-over of students from PK to school-age, and any new students from the fall of the current year.

** Level indicates Special Education Part for reimbursement. S- school-age; PK-3-5 year olds on IEP in preschool.

Meeting service and travel time is calculated by 1 hour and 1 trip per meeting per student divided by 38 weeks for a school year to arrive at a weekly amount for FTE calculation.

High School Basketball Overnight Team Camp Request -- Board Policy 6153.1

The Bluejay Basketball Team is scheduled to play Grand Island Northwest at the Grand Island Events Center on Saturday, February 12, 2022 at 8:00am. This is an all day event that we were invited to play in for 2 years. Last year, we were unable to play because of Covid. This is the last year they have committed to inviting us to play.

We will be taking our Varsity team (12-14 players, 1-2 managers/filmer, 5 coaches) and would stay at a hotel in Grand Island on Friday night. We have rooms booked.

Using Mapquest, the distance to Grand Island is 119 miles one way, which would be just under 2 hours of drive time to get there.

We would likely leave AGHS Friday evening after practice and be returning Saturday evening. There are other games being played on that day at the arena and we would likely try and watch some of them after ours. Multiple national ranked teams from across the country play in the evening and watching those is a possibility. Exact plans have not been finalized.

Transportation:

We would request 2-3 vans if we are able to stay overnight for this event and coaches would drive.

Please let me know of anything else that I need to do on my part in order to make this a safe and memorable trip for our team.

Thanks,

Jacob Mohs

Board Policy 6153.1

Students

Field Trips

Long Distance and Over Night Travel

The Board recognizes that valuable experiences can be gained by participating in field trips and that on occasion it may be necessary to travel some distance or stay over night on these trips. The Board of Education shall, however, approve all school sponsored student travel which will cause the student to travel more than 200 miles from Ashland or which will result in an over night stay. Board approval should be requested prior to any plans being made, fund raising (if necessary) taking place, or discussions with students being held.

In considering overnight or long distance travel the board shall first consider the necessity of the trip. The board may approve the travel when:

- a) The travel is a result of district or state competition for an approved student activity; or
- b) The opportunities to participate are extraordinary and the same opportunities do not exist within a proximity to Ashland that would not require overnight or long distance travel.

The board shall make a determination on the necessity of overnight travel. The district shall minimize the amount of travel done by student groups to reduce the amount of fundraising required by organizations, to minimize the loss of school time and to reduce the district's liability for students when they are under the district's care and custody over night. The Board may, however, permit over night or long distance travel and will consider the following issues:

- a. The event is more than a one day event and as a result, to save travel costs, save time spent in travel or in order to participate in the entire event it is necessary to stay overnight;
- b. The types of activities that may be taking place before or after the main event for which the group is traveling are valuable enough to warrant lengthening the stay;
- c. The departure time for the event would be prior to 6:00 AM or the arrival home is anticipated to be after 12:00 Midnight;
- d. The arrival home will not unreasonably impact a Sunday, holiday or other family time; and/or
- e. The travel will be taken during a period of time when traveling conditions can deteriorate due to poor weather.

The Superintendent or his/her designee may approve an overnight stay if prior permission of the board cannot be reasonably obtained or due to an emergency situation such as vehicle breakdown, poor travel conditions, postponement of activities or other reasons of an emergency nature or beyond the control of the district or its staff.

Final details and plans shall be approved by the Superintendent of Schools prior to departure of any groups. The Superintendent shall implement regulations for long distance and over night trips.

Approved: July 16, 1990
Revised: April 4, 2005

4063

Extra Duty and Extended Contract Assignments for Certificated Staff

This policy details the methods of payment for performance of extra duty and extended contract assignments by certificated staff members. Noncertificated staff should refer to their individual employment contracts regarding service hours and payment for extracurricular sponsorship activities which may be assigned to the employee by the district.

Extra Duty Assignments

Certificated staff members may be assigned extra duties such as coaching a sport, sponsoring a student club, or directing other extracurricular activities. Extra duty assignments shall be assigned at the discretion of the administration.

Full time certificated staff who are anticipated to work more than 1100 hours each school year are expected to work additional hours each month of the contract year in fulfillment of their extra duty assignments. Part-time certificated staff who are anticipated to spend fewer than 1100 hours in their regular teaching assignments each school year must track the hours they spend on extra duty assignments and submit those hours to the district bookkeeper monthly.

Certificated staff covered by the collective bargaining agreement between the board and the local education association will be paid the salary amounts set in that contract for performance of their extra duties.

Subject to the other provisions of this policy, certificated employees assigned to extra duty assignments shall be paid in 12 equal installments beginning with the first regular pay period of the contract year in which the services will be rendered. The payment for exempt employees assigned extra duty sponsorship duties after the beginning of their contract for a given school year shall be distributed evenly across the remaining pay periods for the school year beginning with the first pay period following the assignment.

Certificated employees who are assigned extra duties will be informed of that assignment in an assignment letter.

In addition to their regular teaching duties, teachers with extra duty will render service hours toward the performance of each of their extra duty assignments throughout the entirety of the contract year. This time should include tasks such as: continuously reviewing best practices for coaching/sponsoring your extra duty; determining any off-season professional

development or meetings which you should attend; determining any pre-season or pre-event camps or activities which students should attend; supervising selected pre-season camps or activities; creating records and completing paperwork related to the extra duty; communicating with selected media outlets about the extra duty; training and preparing students prior to the beginning of the competition/activity/event schedule; reviewing or planning the competition/event schedule; studying film, selecting music or scripts, designing sets and costumes, arranging choreography and otherwise preparing for the competition or season; scheduling student meetings and events; actively supervising participating students before, during and after the season/event; study of best practices in sportsmanship and student character growth; and any other identified duties.

In the event a certificated staff member is assigned an extra duty assignment after the beginning of the school year in which the activity occurs, the district will report the extra duty pay and hours to the Nebraska State Retirement System beginning in the month when the teacher undertakes his/her assignment.

In the event a certificated staff member's overall employment and/or extra duty assignment is terminated prior to the end of the school year, he/she will not be paid any remaining amounts for extra duty service and those hours will not be reported to the Nebraska State Retirement System.

Extended Contract Days

If a certificated staff member is assigned extended contract days, that assignment shall be included in his/her individual employment contract with the board of education. Staff shall be compensated for assigned extended contract days at the individual employee's daily contract rate calculated by dividing his/her regular salary by the number of contract days set by the board for all certificated teaching staff.

[OPTION 1]

Unless otherwise directed by the administration, extended contract days shall be completed prior to the first regular duty day for teachers for the impending contract year. Teachers must document their completion of extended contract days on the form provided by the office and submit that form to their direct supervisor at the end of each month.

[OPTION 2]

Unless otherwise directed by the administration, extended contract days shall be completed after the last regular duty day for teachers. Teachers must document their completion of extended contract days on the form provided by

the office and submit that form to their direct supervisor at the end of each month.

Payment for Extended Contract Days

[OPTION 1]

Teachers assigned to extended contract days shall be paid for that assignment in 12 equal installments beginning with the first regular pay day of the contract year in which the services are rendered.

[OPTION 2]

Payment for extended contract days will be made in the pay period following the date on which the extended contract days are completed.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6004 Curriculum Development

The board of education jealously guards its right, prerogative, and discretion to exercise local control of the curriculum development of the district to the greatest extent permitted by state and federal law, and has no intention of ceding such right, prerogative, or discretion.

The superintendent or his/her designee shall be responsible for providing and directing system-wide planning for curriculum, instruction, assessment and staff development.

The curriculum shall be standards-driven and accountability-based. The district's academic content standards shall be those required by the Nebraska State Board of Education in the subject areas of reading and writing (language arts), mathematics, and science only. The curriculum shall be articulated to include all programs and grade levels offered within the district, K-12 and, if applicable, shall include a preschool program. The curriculum shall reflect the comprehensive plan of the school district. All professional staff members are responsible for implementing the curriculum.

The superintendent or his/her designee will present this curriculum to the board for approval or modification.

The superintendent shall be responsible for establishing curriculum guides to articulate and coordinate the written curriculum, and to provide consistency of the written curriculum from one level of the district to the next. Curriculum guides shall provide for the development of the school district's curriculum and shall set academic standards, identify essential educational outcome criteria, and provide for the implementation, monitoring and evaluation of student learning.

Teachers are responsible for following the curriculum guides and teaching the written curriculum. Principals are responsible for monitoring the curriculum and evaluating teachers to ensure that they are teaching in compliance with the curriculum guides and written curriculum. The superintendent and his/her designee shall ensure that principals monitor the curriculum and evaluate teachers.

Curriculum and Textbook Adoption Schedule

The District will review curriculum and adopt associated textbooks on the following schedule.

SCHOOL YEAR	K-12 REVIEW	TEXTBOOK ADOPTION
	Foreign Language Fine Arts/Music	Foreign Language Fine Arts/Music
	K-12 Language Arts	6-12 Language Arts
	Math	Math
	Technology	Technology
	Science	Science
	Physical Ed/Health	Physical Ed/Health
	Foreign Language Vocational Fine Arts/Music	Foreign Language Vocational Fine Arts/Music

Adopted on: _____
 Revised on: _____
 Reviewed on: _____

6020 Multicultural Education

In every curriculum area and at all grades, the school district will provide programs which foster and develop an appreciation and understanding of the racial, ethnic, and cultural heritage of all students. These programs will allow students to explore the history and contributions made by various ethnic groups and will emphasize human relations, sensitivity toward all races, and the rich diversity of the population of the United States. The district's multicultural education curriculum will be consistent with the district's responsibility under state law to ensure that youth are given the opportunity to become competent, responsible, patriotic, and civil citizens. The district's civics curriculum and multicultural curriculum will work together to make students fully aware of the liberties, opportunities, and advantages we possess and the sacrifices and struggles through whose efforts these benefits were gained.

Philosophy, Mission, and Program Goals. The school district respects and appreciates cultural diversity and seeks to promote the understanding of unique cultural and ethnic heritage. The district will promote the development of a culturally responsible and responsive curriculum. The school district's program will explore the attitudes, skills, and knowledge necessary to function in various cultures.

District Guides, Frameworks, or Standards. Appropriate district staff and/or committee(s) will review the school district curriculum guides, frameworks, or standards to determine that they appropriately incorporate multicultural education.

Selecting Appropriate Instructional Materials. Appropriate school district staff and/or committee(s) will review instructional materials and make a recommendation regarding those that are appropriate for the school district's multicultural education program.

Providing Staff Development. Appropriate school district staff and/or committee(s) will review the staff development provided for administrators, teachers, and support staff to determine that it includes appropriate multicultural education that is consistent with school district and program goals.

Periodic Assessment. Appropriate school district staff and/or committee(s) will periodically review the school district's multicultural education program by

reviewing the criteria in this policy to assess whether the school district is adequately and appropriately incorporating multicultural education in all curriculum areas in all grades.

Annual Status Report. The superintendent will provide the board with a report on the status of the school district's multicultural education program annually.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5004 Option Enrollment

The board of education supports the concept embodied in the Enrollment Option Program that parents and legal guardians have the primary responsibility for insuring that their children receive the best education possible. Accordingly, the school district will participate in the option enrollment program and receive option students as provided herein.

1. Definitions

- a. Option Student Defined.** Option student shall mean a nonresident student who has chosen to attend the school district under the provisions of the option enrollment program.
- b. Resident School District Defined.** Resident school district shall mean the school district in which a student resides or in which the student is admitted as a resident of the school district pursuant to state law.
- c. Option School District Defined.** Option school district shall mean the school district that a student chooses to attend other than his or her resident school district.

2. Persons Entitled to Apply for Option Enrollment of Students. Only parents and legal guardians may apply for option enrollment of students. Applications filed by foster parents and adults acting *in loco parentis* are not authorized and will be automatically denied.

3. Duties, Entitlements and Rights of Option Students. Except as otherwise provided herein, once an option student's option enrollment application has been accepted he/she shall be treated as a resident student of the school district.

4. Standards for Acceptance or Rejection of Option Students.

- a. Numeric Capacity.** The board of education may set the numeric capacity of programs, classes, grade levels, or school buildings by operation of this policy or through freestanding action by the board. Numeric Capacity will be determined based upon available staff, facilities, projected enrollment of resident students, projected number of students with which the option school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. Individuals

seeking information about the numeric capacity set by the board may contact the superintendent for a copy of that resolution.

- b. Programmatic Capacity.** In addition to the numeric capacity standards referred to above, the board may, by resolution, declare a program, a class, or a school unavailable to option students due to lack of capacity. Individuals seeking information about the programs that have been declared to be unavailable due to lack of capacity may contact the superintendent for a copy of the board's resolution.
- c. Other Standards for Acceptance or Rejection of Option Enrollment Applications.** In addition to the numeric and programmatic capacity standards outlined above, the school district shall not accept an option student when acceptance of the student:
 - i. Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
 - ii. Would require the procurement of new equipment, technology, or furnishings;
 - iii. Would cause or require the rearrangement of caseloads for staff and contracted professionals;
 - iv. Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
 - v. May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.
- d.** The school district shall accept an option student with a disability only to the extent that the school district's then current staff and facilities are sufficient to accommodate the student's needs without significantly increasing the operating costs of the school district, such as by requiring the hiring of new staff.
- e.** The school district shall not base the decision to accept or reject an option student on the student's previous academic achievement, athletic or other extracurricular ability, disabling condition(s), proficiency in the English language, or previous disciplinary proceedings.
- f.** If there are more option student applicants for any program, class, grade level or school building than can be accepted into such

program, class, grade level or school building, applicants shall be accepted in the following order:

- i. students with brothers or sisters attending the school district, either as resident students or as option students, shall be granted first priority;
- ii. thereafter, option students shall be accepted into such program, class, grade level or school building in the order in which written applications were received by the school district.

g. Preference for Children of District Employees.

- i. Regardless of the capacity limitations described herein or in any option capacity resolution adopted by the board of education, the district may, but is not required to, waive the limitations in order to allow for the option enrollment of children of full-time certificated district-employees who are under a contract of employment with the school district for the school year in which option enrollment is sought. The waiver of capacity limitations for children of full-time certificated employees does not serve to waive the capacity limitations for any other purpose.
- ii. For purposes of this subsection "children" includes only minors who share a primary residence with the district certificated employee.
- iii. The board provides the preference for children of certificated employees employed by the district ~~employees~~ described in this subsection gg to better enable the district to recruit and retain high-quality certificated employees.

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5. **False or Misleading Option Applications.** If, prior to the student's attendance as an option student, the school district discovers that a previously accepted option application contained false or substantively misleading information, the option application will be rejected.
6. **Academic Credits and Graduation.** The school district shall accept credits toward graduation that were awarded by another school district, and shall award a diploma to an option student if the student meets the graduation requirements of the school district.

7. Information Regarding Schools, Programs, Policies and Procedures. The school district, its officers and employees, shall make information about the school district and its schools, programs, policies and procedures available to all interested people.

8. Procedure for Students Optioning Into or Out of the School District.

- a.** The parent or legal guardian of any student desiring to option into or out of the school district shall submit a proper and timely application to the board of education and the other affected school district for enrollment during the following and subsequent school years. Any application requiring the approval of the school district shall be deemed submitted when the application is actually received in the school district's business office.
- b.** On or before April 1st, the school district shall notify the parent or legal guardian of any student who has submitted an application to option into the school district and the resident school district, in writing, whether the application is accepted or rejected. If an application is rejected, the reason for such rejection shall be stated in the notification. This written notice shall be sent via certified mail to the address listed on the option application.

9. Late Applications and Requests for Release

- a.** The board of education may refuse a request of a student seeking to option out of the school district when the option application is submitted after March 15th under the following conditions:
 - i.** When the district has already entered into contracts with teaching staff for the following school year;
 - ii.** When the district has already contracted for the performance of specific services for the student;
 - iii.** When the release of the student would have a negative financial impact or loss of revenue for the district.
- b.** The board of education will approve late applications to option into the district under the following conditions:
 - i.** When the resident district has released the student; or

- ii. When the student's late enrollment into the district meets the standards for acceptance or rejection of option students contained elsewhere in this policy.
- c. The superintendent will notify parents or guardians who have submitted properly completed option applications after March 15th no later than 60 days following submission of the application of the board's acceptance or rejection of the application.

10. Students Who Do Not Need a Release from the Resident District

- a. A student does not need to be released from his/her resident district under the following circumstances:
 - i. When the student has relocated to a different resident school district after February 1
 - ii. When a student's option school district merges with another district effective after February 1
- b. The school district shall accept or reject an application from a student under this paragraph using the criteria set forth in this policy and will accept or reject the application within forty-five days.

11. Cancellation of Option.

Students who option either into or out of the school district shall:

- a. Attend the option school district until graduation or relocation/re-option in a different resident school district unless the student chooses to return to the resident school district, in which case the student's parent or legal guardian shall timely submit a cancellation form to the school board or board of education of the option school district and the resident school district for approval for the following year.
- b. Attend an option school district for not less than one school year unless the student relocates to a different resident school district, completes requirements for graduation prior to the end the school year, transfers to a parochial or private school, or upon mutual agreement of the resident and option school districts cancels the enrollment option and returns to the resident school district.

12. Authority of Superintendent.

The board of education authorizes the superintendent of schools to make decisions on its behalf pursuant to and to apply the criteria articulated by this policy in determining whether to grant or deny option enrollment applications.

Adopted on: _____

Revised on: _____

Reviewed on: _____

Board of Education Report
Negotiations - 2022-2023
Key Concepts

- Due to unknown and unpredictable increases in insurance rates, we will negotiate a one year agreement only.
- A \$400 increase made to the base salary in 2022-23.
- Employees will now have a dual option related to health insurance: A high deductible \$3800 deductible HSA, and the standard \$1050 deductible PPO.
- A longevity increment of 3% will be added to the index of employees who have bottomed out on the salary schedule based on years of experience. The 3% increment will be added at year 20, 25, 30, and 35 years of service to the Ashland Greenwood School district.
- Extra Duty Schedule: Head and assistant baseball will be added to the salary schedule. Reconfiguring of Spirit Squad and Cheerleading categories.
- As per the advice of our legal counsel, summer weight lifting will be removed from the Master Agreement. In addition, we will move to an hourly (\$12.00) payment to summer weight room supervisors.

**TERMS AND CONDITIONS OF EMPLOYMENT
2022-2023 SCHOOL YEAR
ASHLAND-GREENWOOD BOARD OF EDUCATION
AND
ASHLAND-GREENWOOD EDUCATION ASSOCIATION**



The contents of these TERMS AND CONDITIONS OF EMPLOYMENT have been agreed upon by both parties December 17th, 2021 and formally approved December 20th, 2021.

Ashland-Greenwood Board of Education

President

Ashland-Greenwood Education Association

President

**Master Agreement for Certified Teaching Staff
Ashland-Greenwood Public Schools
2022-2023**

This agreement made and entered into this 20th day of December 2021 by and between the Ashland-Greenwood Education Association and the Saunders County School District Number One.

Section 1
Association and District Relationships

1. RECOGNITION - The Board of Education recognizes the Ashland-Greenwood Education Association as the sole and exclusive representative for all the full and part time, teaching 1/2 time or more, certified teachers of Saunders County School District Number One.

2. MANAGEMENT PREROGATIVES - Subject only to the limitations contained in this agreement, the Board retains the exclusive right to manage its business including (but not limited to) the right to determine the methods and means by which its operations are to be carried on, to hire, assign and direct the staff and to conduct its operations in an effective manner; provided nothing in this paragraph is to be construed as statutorily impermissible or professionally unethical.

As the elected legislative body charged with the operation of the Ashland-Greenwood Public Schools, it is acknowledged that the Board has the final responsibility of establishing the educational policies of the Ashland-Greenwood Public Schools.

3. ASSOCIATION DUES - The Board of Education agrees to deduct and transfer to the Ashland-Greenwood Education Association an amount of salary as requested in writing by the AGEA member through the Association.

The Association will indemnify and hold harmless the Board of Education from any liability for such service.

4. USE OF COMMUNICATIONS SYSTEMS - The Association and its members shall be allowed to make reasonable use of the school district's communications systems, including teachers' mailboxes, intercom, teacher bulletins, and e-mail for association business. Such use shall not cause an interruption of the educational programs of the school.

Section II
Compensation

1. SALARY SCHEDULE –

2022-23: The salary schedule for teachers of the district for the 2022-23 contract year shall be in accordance with Exhibit "C1" attached with a base of \$37,255. Placement on the schedule will reflect a vertical freeze in the years 1987-1988 and 1999-2000.

2. SCHEDULE PLACEMENT - The following shall be the procedures for staff to advance on the salary schedule:

(A) Vertical Movement. Staff shall move one step vertically each year unless they are the bottom of the column appropriate for their education, in which case they would be frozen vertically. No one may move more than one step vertically in any year. One step vertical represents one year of experience in the school district less any previous freezes or rollbacks. Steps 1, 2 and 3, although at the same salary schedule index factor, shall be considered separate steps for the purposes of placement on the salary schedule.

(B) New Staff Vertical Placement. New staff members to the district may be given credit for prior teaching experience outside of the school district at the administration's discretion that may be less than but may not exceed the actual number of years of verifiable experience working ½ time

or more. (2001) New staff members will be provided with a copy of the most current Master Agreement at the time a contract is offered. (2002)

(C) New Staff Horizontal Placement. College hours earned to advance on the salary schedule must be earned upon completion of the Baccalaureate Degree and upon completion of initial certification with the Nebraska Department of Education. All new teachers shall initially be placed on the BA Column until the presentation of an official college transcript.

(D) Horizontal Advancement. In order to advance horizontally beyond the BA Column on the salary schedule, the staff member is required to present an official college transcript prior to October 1 of the contract year demonstrating:

a. earned post-baccalaureate degree graduate hours from an NCTE (Nebraska Council on Teacher Education), NCATE (National Council for Accrediting Teacher Education) or TEAC (Teacher Education Accreditation Council) accredited institution in a teaching related field of study provided by the education college or department, or

b. post-baccalaureate degree hours in another education field hours from an NCTE (Nebraska Council on Teacher Education), NCATE (National Council for Accrediting Teacher Education) or TEAC (Teacher Education Accreditation Council) accredited institution which would lead to an additional Nebraska teaching or administrative certificate endorsement or endorsements. (2002, 2011)

(E) Masters Degree Placement. In order to advance horizontally to the Masters Degree (MA) or Master Degree Plus (MA+) columns, a staff member shall have earned a Masters Degree and presented an official college transcript representing that fact by October 1 of the contract year. A Masters Degree shall be defined as an earned Masters Degree from a NCTE (Nebraska Council on Teacher Education) or NCATE (National Council for Accrediting Teacher Education) accredited college or university.

(F) Horizontal Advancement beyond a Masters Degree. College hours earned and approved under and according to this contract beyond 36 hours may be used for advancement beyond the Masters Degree column once the Masters Degree is earned. (2001, 2007)

3. EXTRA CURRICULAR SCHEDULE - The extracurricular schedule for the teachers of the district shall be in accordance with Exhibit "D" attached.

4. EXTRA CURRICULAR SCHEDULE PLACEMENT - The schedule shall be as a percentage of the base salary schedule. Placement shall be based on experience in the same sport or activity

Five years longevity in the same extra-curricular position shall be the maximum allowed for placing staff members on the extra-curricular schedule.

Staff members may be given credit for middle school or assistant or head high school coaching or activity sponsorship when being placed on the schedule for a middle school or assistant coaching or activity sponsorship positions.

Each year of experience as a head coach in the same sport shall be credited as one year when placing head coaches on the extra-curricular schedule. Each year of high school assistant coaching experience shall be credited as ½ year of experience when placing head coaches on the extra-curricular schedule. (2000, 2008)

5. EVENT SUPERVISION - In the event a teacher either sells or takes tickets or assists with the supervision or running of an event for school activities, that teacher shall be paid an hourly rate set by the superintendent and approved by the board of education prior to the first day of the teaching contract year. The pay rate for teachers will be equal, (2020) This hourly pay shall be in addition to the teacher's annual contract salary. (1976) Participation in supervising athletic games will be done on a quasi-voluntary basis. Respective building staffs will be allowed to sign up for the dates to work on a first come first serve basis. Those who do not sign up after a period of time determined by the building principal or activities director will be assigned to dates. (1994)

The teacher and the teacher's spouse and children under age 19 shall be admitted to home activity events at no charge. (2001)

6. COACHING CLINIC PAY -The Board shall pay registration fees for any and all coaches and/or activity sponsors, representing the middle or high school levels, to attend one professional development clinic within the state of Nebraska each year. (2007 2012).

7. ADDITIONAL COMPENSATION - Teachers of the district may not receive compensation from other sources for performing duties covered and paid through this master agreement. (1998)

8. UNUSED SICK/PERSONAL LEAVE INCENTIVE PAY - Staff shall be paid in July for the first three (3) days of personal leave that are unused and that cannot be carried forward during the most recently completed school term or leave days above the forty-five (45) days of sick leave that cannot be carried forward at ½ the current substitute teacher daily pay rate (2015)

9. UNUSED SICK LEAVE PAY- Upon leaving the Ashland-Greenwood Public Schools after 15 or more years a teacher shall be paid one-half of the current substitute teacher's daily pay for each day of accumulated unused sick leave up to 45 days. Termination of employment for just cause shall disqualify the teacher from receiving this benefit.

10. PAYDAY - The Board shall pay teachers monthly, in twelve payments which are nearly equal as possible, except as may be provided for in other parts of this contract. Payment shall take place on the 20th of each month with the first payment due on September 20th.

11. REIMBURSEMENT FOR COLLEGE TUITION - The school district shall reimburse teachers after being employed for one school term for tuition for graduate courses taken from an institution approved by the Nebraska Council for Teacher Education (NCTE) or the National Council on Accreditation of Teacher Education (NCATE) and that leads to a Masters Degree in the teacher's content area and that will lead to qualifying the employee to teach college credit courses to high school students at Ashland Greenwood High School and for such other priorities that from time to time may be established by the Board of Education. The following provisions shall apply:

(A) Eligibility. In order to be eligible for reimbursement the teacher shall make application and enter into an agreement with the district. The teacher must be employed by the school district for at least one school term and shall not be on a leave of absence.

(B) Reimbursement. The reimbursement shall be for the amount of tuition only and shall not exceed \$2,000 annually per eligible teacher. Reimbursement will only be made upon successful completion of the college credit with a grade of B or better. Successful completion shall be determined by the filing of an official transcript from the institution with the Superintendent's Office. No reimbursement will be permitted for ungraded courses. The agreement shall stipulate that the teacher must teach for at least five (5) complete school years for the school district after successful completion of the course. Reimbursement will be subject to payroll withholdings to the extent it is required by state and federal law and Nebraska Department of Revenue and IRS regulations.

(C) Return of Reimbursement. In order to receive reimbursement the teacher must be employed by the school district at the time of reimbursement. Any employee who receives reimburse must commit to five (5) years of continuous employment with the school district. If the employee who receives reimbursement fails to continue employment for five years with the school district, then the employee will be responsible to repay the school district 20% of the reimbursement for each year that they fail to satisfy the employment requirement.

(D) Application and Agreement. An application for college reimbursement must be made in advance and approved by the Superintendent. The district reserves the right to limit the number of agreements it enters into annually. The determination of qualifying courses for reimbursement shall be at the sole discretion of the Superintendent of Schools. Payment shall be made in October of each year based on the completion of courses in the prior school term.

12. CLASSROOM COVERAGE/PLANNING TIME - Teachers not given a minimum of 30 minutes of daily plan time throughout the day (from beginning bell to ending bell) will be given one hour of teacher stipend pay. The principal will automatically submit the request for stipend pay for any teacher who gives up his/her plan time to cover another class. "Planning" is defined as time not directly responsible for the teaching or supervision of students and/or participation in mandatory meetings. Eligibility for stipend pay

will be determined by the school administrator. In cases of disagreement, the sole discretion will rest with the superintendent. (2022)

13. LONGEVITY INCREMENT – A longevity increment of 3% will be added to the index of employees who have bottomed out on the salary schedule based on years of experience. The 3% increment will be added at year 20, 25, 30, and 35 years of service to the Ashland Greenwood School district. (2022)

Section III Insurance Benefits

1. HEALTH AND DENTAL INSURANCE 2022-2023:

The School District will contract the Nebraska Educators Health Alliance (EHA) to provide group health and dental insurance coverage for the 2022-2023 contract year, September 1, 2022 through August 31, 2023. The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, \$1050 deductible PPO or the Health Savings Account (HSA) \$3800 deductible with 100% A, 75% B, 50% C dental insurance coverage. Employees will have the option of selecting the \$1050 deductible PPO or the Health Saving Account (HSA) \$3800 deductible. Those employees electing the HSA option will receive the correlating premium difference as a deposit to their individual HSA. The Board shall pay for either employee only premium; employee and children premium; employee and spouse premium; or employee, spouse and children premium Health and Accident Insurance in accordance with the coverage provided in Exhibit "A" attached, with the provision that the maximum amounts payable by the Board for 2022-2023 shall be the full employee only premium each month or the full premium each month towards the employee and children; employee and spouse; or the employee, spouse & children health and towards the employee only dental premium. (2011) If husband and wife are both teaching, an additional employee only dental amount will be paid toward family dental. Staff members declining Health and Accident Insurance coverage may receive \$2000 annually according to the provisions of the district's "Cafeteria Plan" as adopted by the Board of Education. (1999, 2000)

Certified teaching staff members who are covered by this agreement but who work less than full time shall receive the employee only premium for Health and Accident and Dental Insurance or the district shall pay a percentage towards the employee and children; employee and spouse; or employee, spouse and children health premium and the employee only dental premium of the Educators Health Alliance approved amount for 2022-2023 based on the percentage of the staff member's full time equivalency. A staff member covered by this agreement, electing something other than employee only health and dental insurance, shall pay the balance of the health and dental premium through a payroll deduction. (2008, 2011).

Coverage would be restricted for retiring employees to those who meet the qualifications as provided for by the carrier.

Eligible Opt-out Arrangement/Language: No teacher shall be allowed to decline group health coverage for purposes of receiving "cash-in-lieu" (the "opt-out payment"), unless the teacher has filed a signed attestation with the superintendent's office certifying that the teacher and all other individuals for whom the teacher reasonably expects to claim a personal exemption deduction for the taxable years covered by this Agreement will have minimum essential coverage during the term of this Agreement. Teachers are not eligible for the opt-out payment if they obtained the outside coverage in the individual market, whether or not obtained through the Health Insurance Marketplace.

The teacher must file an attestation, on a form provided by the District, which certifies that the teacher and the teacher's applicable tax family members are covered by an alternate health insurance plan which aligns with the requirements of the preceding paragraph. The attestation

must also absolve both the District and the Association of responsibility for any future financial ramifications imposed as a result of the teacher's decision to decline participation in the District's health plan and any misrepresentations of the District's insurance offer made by the teacher in procuring the outside coverage.

Any teacher choosing the opt-out arrangement must provide the attestation at least annually during the timeframe established by the District. Failure to comply with all of the provisions of the "Eligible Opt-out Arrangement" will result in the denial of the opt-out payment even if the teacher declined health coverage. (2018)

Section IV Leave Benefits

1. SICK LEAVE - (A) At the beginning the school year each teacher shall be credited with nine (9) sick leave days.

Sick leave may be used for the personal illness or injury of the employee or of the employee's minor children living at home. Sick leave may also be used upon communicating with the Principal for the serious illness or injury of an employee's child, step-child, spouse, parent, parent-in-law, grandchild, grandparent, brother, sister, brother-in-law, or sister-in-law that results in hospitalization or medical care by a physician and necessitates the employee being present. Sick Leave may also be used with permission of the Principal for legal arrangements which are related to the immediate family of the employee. (2011, 2012))

The unused portion of sick leave shall be accumulated from year to year up to a total of forty-five {45} days. Amounts being paid to teachers as Workers' Compensation will be deducted from sick leave pay or other leave benefits so that the teacher does not receive more than full pay when on leave. Sick leave days will not be earned while an employee is on leave.

Teacher use of sick leave days for discretionary - elective surgery for themselves or dependent children will be prohibited. Such surgical procedures shall be accomplished outside the framework of the teacher's contracted days. A physician's statement may be required to verify the urgency of the scheduled surgery.

2. SICK LEAVE DONATION PROGRAM - A Sick Leave Donation Program will be available for use by any certified teacher covered by this Master Agreement who is absent due to personal illness or injury or the personal illness or injury of an immediate family member provided the eligible teacher has first exhausted all other accumulated paid leave. Immediate family members shall only include a spouse and dependent children. Parents and adult children are not considered immediate family for the purposes of this benefit.

In order for a staff member to be eligible to request accumulated sick leave from other staff members, the employee must be enrolled in the district's Group Long Term Disability insurance program. The sick leave donation program is not to be used to permit a teacher to receive both benefits from the sick leave donations and other compensation while on leave; as such, a teacher may not use donated sick leave while receiving disability or workers compensation benefits. There is no pay for unused donated sick leave upon termination of employment. Donated sick leave days may not be carried forward nor shall the employee receive any further benefit from the donated days once the employee returns to work or at the conclusion of the school term in which the application is made whatever comes later. (2004)

A staff member meeting these criteria may request in writing, to the Superintendent, for accumulated sick leave from other certified staff members covered by this agreement. Upon receipt of a request the Superintendent shall notify all certified staff covered by this agreement of the request to voluntarily surrender sick leave. The staff member requesting the leave shall be deemed to consent to sharing of information about the staff member's health status to the extent such information is reasonably

shared as part of the Sick Leave Donation Program, and will be required to sign a release to share information.

Any certified staff member covered by this agreement may voluntarily donate up to one (1) sick leave day. Staff willing to donate a day must notify the Superintendent within 7 calendar days of the notice being sent or it will be considered a refusal to donate. Staff shall be under no obligation to donate and any donations shall remain anonymous. Upon being donated, the sick leave days may not be returned to the donor even if the donee is unable to use all of the donated leave.

3. PROFESSIONAL LEAVE - Unlimited. Professional Leave shall be granted to any employee at the discretion of the building principal. Professional leave will not be granted unless it is part of a plan of professional growth developed by the staff member in cooperation with the building principal.

4. PERSONAL LEAVE - Three (3) days of personal leave will be granted to each individual teacher. Said personal leave days to be applied for to the Principal prior to their need. Said leave days to be approved if a qualified substitute can be found. No more than 10% of an instructional level teaching staff shall be absent at any given time because of personal leave requests. Instructional levels are defined as K-5, 6-12. Personal leave days are not cumulative except one {1} personal leave day may be carried forward for a maximum of four (4) personal leave days during a school year. A personal leave day, which is carried forward, shall be considered as used with respect to coordination Unused Sick/Personal Leave Incentive Pay. (2008, 2011)

5. DEATH / BEREAVEMENT LEAVE - A total of not more than four {4} consecutive days on full pay is allowed each employee for absence in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in-law, or a person in the same home as part of the family. A total of not more than two {2} consecutive days on full pay is allowed for each employee for absence in the case of death of other members of the immediate family, defined as son-in-law, daughter-in-law, brother, brother-in-law, sister, sister-in-law, grandparent, grandchildren, aunt, uncle, niece, or nephew. A total of one {1} day on full pay is allowed for each employee in the case of death of a close friend or neighbor.

Death leave is not limited to four {4} days in one year, but covers each death in the immediate family which occurs during the year. The above mentioned days are a minimum and the number of days granted shall be at the discretion of the superintendent.

6. FAMILY MEDICAL LEAVES - The Board of Education will comply with the Family Medical Leave Act of 1993. The year for considering families medical leave shall consist of the school district's fiscal year, which begins September 1 and ends August 31. Leave shall commence on the first day of absence regardless of whether that absence is covered by paid leave or whether the absence is unpaid leave. Under no circumstances shall leave be granted which exceeds the maximum time as specified in the Family Medical Leave Act of 1993.

7. UNPAID LEAVE - A teacher who requests leave and who does not have leave available may request unpaid leave. This unpaid leave request must be made to the Principal in writing. The employee will receive a salary deduction equal to a ratio of 1 to the number of contract days multiplied times their yearly salary (For example if the contract days were 185 the deduction would be 1/185th of the salary).

8. JURY DUTY or COURT APPEARANCES UNDER SUBPOENA - The Board will allow a staff member to be absent without the use of leave when summoned to appear for jury duty or when subpoenaed to make an appearance at a legal proceeding. The teacher will receive regular teaching salary from the school, but must assign any jury duty or witness compensation back to the school, less the reimbursement of expenses. (2011)

Section V
Other Employment Matters and Conditions

1. **CONTRACT DAYS** - The contract of employment and subsequent contracts for continued employment shall prescribe the number of days that teachers shall perform their duties. (1976) The number of contract days under this agreement for 2022-2023 shall be 185 days for returning teachers who were employed by Ashland-Greenwood Public Schools the year prior to the starting school term during the 2022-2023 school year and 186 days for teachers employed for the first time during the 2022-2023 school year. (2011, 2014) Certified employees will be awarded one teacher compensation day for participation in parent-teacher conferences. The compensation day will be selected by the Board of Education. (2012)

2. **SAFETY COMMITTEE** - The Ashland-Greenwood Education Association shall participate and accept the establishment of a district safety committee as established by the Board of Education.

3. **SUBSTITUTE TEACHERS** - Substitute teachers will be provided to teach the classes of an absent teacher whenever possible. In the event that an acceptable substitute teacher cannot be obtained, the administration may reassign teachers so as to provide for suitable teacher supervision of the students. (1976)

4. **GRIEVANCE PROCEDURE** - The Grievance Procedure for employees covered by this contract shall be as contained in Exhibit B of this Contract.

Section VI
Contract Stipulations and Signature

1. **SEVERABILITY CLAUSE** - If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ENTIRE AGREEMENT

This agreement sets forth the entire intent and understanding of all of the parties hereto on the subject hereof.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the 20th day of December, 2021.

ASHLAND-GREENWOOD EDUCATION
ASSOCIATION

SAUNDERS COUNTY SCHOOL
DISTRICT NUMBER ONE

EXHIBIT A

Health, Accident and Dental Insurance Benefit

Exhibit A: The School District will contract the Nebraska Educators Health Alliance (EHA) to provide group health and dental insurance coverage for the 2022-2023 contract year, September 1, 2022 through August 31, 2023. The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, \$1050 deductible PPO or the Health Savings Account (HSA) \$3800 deductible with 100% A, 75% B, 50% C dental insurance coverage. Employees will have the option of selecting the \$1050 deductible PPO or the Health Saving Account (HSA) \$3800 deductible. Those employees electing the HSA option will receive the correlating premium difference as a deposit to their individual HSA. The Board shall pay for either employee only premium; employee and children premium; employee and spouse premium; or employee, spouse and children premium Health and Accident Insurance in accordance with the coverage provided in Exhibit "A" attached, with the provision that the maximum amounts payable by the Board for 2022-2023 shall be the full employee only premium each month or the full premium each month towards the employee and children; employee and spouse; or the employee, spouse & children health and towards the employee only dental premium. (2011) If husband and wife are both teaching, an additional employee only dental amount will be paid toward family dental. Staff members declining Health and Accident Insurance coverage may receive \$2000 annually according to the provisions of the district's "Cafeteria Plan" as adopted by the Board of Education. (1999, 2000)

EXHIBIT B
GRIEVANCE PROCEDURE

1.1 PURPOSE

The purpose of this procedure is to provide a way for the Board of Education and its employees to clarify issues that may arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district.

1.2 DEFINITIONS

- a. Grievance, by definition, is any alleged violation, misinterpretation, or misapplication of the terms and conditions of employment.
- b. Employee - Employee shall mean a person eligible for membership in the Ashland-Greenwood Education Association.
- c. Days - Days shall mean working days exclusive of Saturday, Sunday, or official holidays.
- d. Immediate Supervisor - Immediate supervisor is that employee possessing that degree of administrative authority next in rank above any grievant.
- e. Parties in Interest - Any persons or the Association involved in processing the grievance.
- f. Board - The Board of Education.
- g. Administration - The Superintendent or his designated representatives.
- h. Association - The Ashland-Greenwood Education Association.

1.3 GENERAL CONDITIONS

a. Compliance - Employees of the school district will follow all verbal and written directives, even if they are in conflict with the provisions of an applicable policy. Compliance with such directives will not in any way prejudice their right to file a grievance within the time limits contained herein, nor shall it affect the ultimate resolution of the grievance.

b. No Reprisals - The Board shall use every means at its disposal to assure every employee the unobstructed use of this grievance procedure without fear of reprisal or prejudice to his/her employment status.

c. Time Limits - Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum, and every effort should be made to expedite the process. The time limit specified may be extended by mutual written agreement of the grievant and the employer.

If a grievance is filed which might not be finally resolved under the time limits set forth herein prior to the end of the year, and which if left unresolved until the beginning of the following school year could result in irreparable harm to a grievant, the time limit set forth herein will be reduced to the extent possible so that the grievance procedure may be concluded prior to the end of the school year, or as soon thereafter as its practicable.

d. Failure to Meet Time Limits - The failure of the aggrieved party to proceed to the first or any subsequent step of this grievance procedure within the time limits set forth shall be deemed to have elected not to file a grievance or have accepted the response previously rendered, and shall constitute a waiver of any future appeal concerning the particular grievance. The failure of any administrator at any step to communicate his/her decision to the aggrieved party within the specified time limit shall permit the aggrieved party to proceed to the next step.

e. Communications - All communications concerning the grievance, after the grievance is formally submitted, shall be in writing.

f. Adjustments - No adjustment shall be made in any grievance, which is in conflict with or contrary to, the provisions of any policies, applicable laws, or administrative regulations.

g. Forms - Forms for filing grievances, serving notice, taking appeals, making reports and recommendations and all documents shall be mutually agreed upon by the parties to this agreement. The standard procedure form and the bypass procedure form shall be attached to this agreement as Appendix C.

h. Meetings - All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated or selected representatives heretofore.

referred to in this article. Provided, that no meeting or hearing before the Board of Education shall be held in closed session if such a meeting or hearing would result in a violation of the public meetings law. The determination as to legality of a closed session shall be made by the Board of Education.

i. No Interference - Grievances should be processed in a manner which does not interfere with the employee's work and the normal operation of the schools.

j. Representation Assistance - A teacher may have a representative of the Association present at all levels of the grievance procedure.

k. Withdrawal of a Grievance - The employee may withdraw the grievance at any step of the procedure by indicating the acceptance of the last decision rendered.

1.4 PROCEDURE

Informal Step - All grievances must be initiated within twenty {20} days of the alleged occurrence. It shall first be discussed orally by the aggrieved party with the employee's immediate supervisor. The supervisor must give an answer orally within five {5} days of such meeting.

Step One - If a satisfactory settlement is not reached in the Informal Step, the aggrieved party may reduce his/her grievance to writing on the approved forms, and give or send a copy of the same to the building principal within five {5} days after receipt of the Informal Step answer. The principal, the aggrieved party, and the employee representatives shall meet in an attempt to settle the dispute within five {5} days. The principal must give a written answer within five {5} days after such meeting.

Step Two - If a satisfactory settlement is not reached in Step One, the aggrieved party must file their grievance in writing with the superintendent, within five {5} days from the date the employee received or should have received a response at Step One. The superintendent shall conduct a hearing with the aggrieved party and the employee representatives within five {5} days of receipt of the grievance. A written answer must be given by the superintendent within ten {10} days of the date the superintendent received the grievance if no meeting is held, or within ten {10} days of the date of the meeting.

Step Three - If a satisfactory settlement is not reached at Step Two the aggrieved party must file their grievance in writing with the Board of Education within five {5} days of the date he/she received or should have received a response at Step Two. The Board or a committee thereof shall conduct a hearing with the aggrieved party and his/her representatives within fifteen {15} days of receipt of the grievance. A written answer must be given by the Board within twenty {20} days of the date it received the grievance. After the determination by the Board, the parties may agree to binding arbitration under the rules of the American Arbitration Association. In the event both parties do not agree to arbitration, the decision by the Board of Education shall be final except proper redress may be sought through the courts, should the employee choose.

1.5 BYPASSING BUILDING LEVEL HEARINGS

If, in the judgment of the teacher, following consultation with the Association, the alleged grievance cannot be resolved at the building level due to the administrator not having the authority to resolve the grievance, the teacher may submit such grievance to the superintendent with a copy to the building principal, and the processing shall commence at Step 2. Within two {2} days of receipt of the grievance, the superintendent shall review whether the building administrator has the authority to resolve the alleged grievance and, if so, may remand the grievance to the building level for a Step 1 hearing.

EXHIBIT C 2022-2023 ASHLAND-GREENWOOD SALARY SCHEDULE

COLUMN STEP	BS	BS+9	BS+18	BS+27	MS/BA+36	MS+9	MS+18	MS+27	MA+36
BASE	\$37,255.00								
1,2,3	\$40,235.40 1.08	\$42,098.15 1.13	\$43,960.90 1.18	\$45,823.65 1.23	\$47,686.40 1.28	\$49,549.15 1.33	\$51,411.90 1.38	\$53,274.65 1.43	\$55,137.40 1.48
4	\$41,725.60 1.12	\$43,588.35 1.17	\$45,451.10 1.22	\$47,313.85 1.27	\$49,176.60 1.32	\$51,039.35 1.37	\$52,902.10 1.42	\$54,764.85 1.47	\$56,627.60 1.52
5	\$43,215.80 1.16	\$45,078.55 1.21	\$46,941.30 1.26	\$48,804.05 1.31	\$50,666.80 1.36	\$52,529.55 1.41	\$54,392.30 1.46	\$56,255.05 1.51	\$58,117.80 1.56
6	\$44,706.00 1.20	\$46,568.75 1.25	\$48,431.50 1.30	\$50,294.25 1.35	\$52,157.00 1.40	\$54,019.75 1.45	\$55,882.50 1.50	\$57,745.25 1.55	\$59,608.00 1.60
7	\$46,196.20 1.24	\$48,058.95 1.29	\$49,921.70 1.34	\$51,784.45 1.39	\$53,647.20 1.44	\$55,509.95 1.49	\$57,372.70 1.54	\$59,235.45 1.59	\$61,098.20 1.64
8		\$49,549.15 1.33	\$51,411.90 1.38	\$53,274.65 1.43	\$55,137.40 1.48	\$57,000.15 1.53	\$58,862.90 1.58	\$60,725.65 1.63	\$62,588.40 1.68
9		\$51,039.35 1.37	\$52,902.10 1.42	\$54,764.85 1.47	\$56,627.60 1.52	\$58,490.35 1.57	\$60,353.10 1.62	\$62,215.85 1.67	\$64,078.60 1.72
10			\$54,392.30 1.46	\$56,255.05 1.51	\$58,117.80 1.56	\$59,980.55 1.61	\$61,843.30 1.66	\$63,706.05 1.71	\$65,568.80 1.76
11			\$55,882.50 1.50	\$57,745.25 1.55	\$59,608.00 1.60	\$61,470.75 1.65	\$63,333.50 1.70	\$65,196.25 1.75	\$67,059.00 1.80
12				\$59,235.45 1.59	\$61,098.20 1.64	\$62,960.95 1.69	\$64,823.70 1.74	\$66,686.45 1.79	\$68,549.20 1.84
13					\$62,588.40 1.68	\$64,451.15 1.73	\$66,313.90 1.78	\$68,176.65 1.83	\$70,039.40 1.88
14					\$64,078.60 1.72	\$65,941.35 1.77	\$67,804.10 1.82	\$69,666.85 1.87	\$71,529.60 1.92
15							\$69,294.30 1.86	\$71,157.05 1.91	\$73,019.80 1.96
16								\$72,647.25 1.95	\$74,510.00 2.00

Exhibit D Extra Curricular Schedule

Saunders County School District One – 2022-23 School Year

CATEGORY	INITIAL YEAR	3 rd YEAR	5 th YEAR	8 th YEAR	10 th YEAR	MAXIMUM TOTAL
I	12%	2%	2%	1%	1%	18%
IA	10%	2%	2%	1%	1%	16%
II	9%	1%	2%	-	1%	13%
IIA	7%	1%	1%	1%	1%	11%
IIB	6%	1%	2%	1%	1%	11%
III	6%	1%	2%	-	1%	10%
IV	5%	1%	1%	1%	1%	9%
V	4%	1%	1%	-	1%	7%
VI	3%	1%	-	-	1%	5%
VII	1%	-	1%	-	1%	3%
		-	-	-	-	

CATEGORY LIST

I	Head Football, Head Basketball (Boys & Girls), Head Wrestling, Head Volleyball, Head Softball, Head Baseball
IA	Head Track (Boys & Girls), Asst. Activities Director, Head Cross Country
II	Asst. Football, Asst. Basketball (Boys & Girls), Instrumental Music, Asst. Wrestling, Asst. Volleyball, Asst. Softball, Asst. Baseball
IIA	Head Cheerleading, Head Dance
IIB	Head Speech
III	Asst. Track (Boys & Girls)
IV	Head Middle School Coach, Golf (Boys & Girls), FFA, Asst. Cheerleading, Asst. Dance/Choreography
V	Asst. Cross Country Coach, Asst. Middle School Coach, Yearbook, Asst. Speech, One-Act Play Production, All-School Play, Vocal Music, School Musical, FBLA
VI	Student Assistant Team (SAT) Chairperson, Elementary Choir, Flag Corps, Asst. Play Production, Asst. *Spring Play/Musical, Skills USA, Spirit Squad Choreography
VII	High School Student Council, Senior Class Sponsor, Junior Class Sponsor, Middle School Student Council, Spanish Club, Academic Decathlon, Quiz Bowl, Middle School Yearbook, National Honor Society

DOLLAR VALUE – Percent of Base Salary



EXHIBIT A

Scope of Services
Highway 66 Turn Lane Improvements Evaluation

SCOPE OF SERVICES

PROJECT DESCRIPTION:

This design task includes preparation of a design evaluation study to establish southbound auxiliary lane configuration alternatives and additional coordination efforts with the Nebraska Department of Transportation and City of Ashland on selection of the proposed improvements. The intent of this scope of services is to provide for clarity on auxiliary lane alternatives, key constraints associated with each alternative, safety benefits of each alternative, and traffic operation/capacity considerations for each alternative. Anticipated alternatives to be considered are identified with the scope of services.

FEE:

<i>On-Site Data Collection</i>	\$ 3,900.00
<i>Additional Traffic Services Performed To-Date</i>	\$ 7,160.00
<i>Management & Design Alternatives Evaluation</i>	\$ 13,720.00
<i>Total</i>	<u>\$ 24,780.00</u>

DESIGN:

A. Project Management:

- 1) Provide project management oversight over design study. Project management shall include the following services:
 - a) Coordination of design disciplines including facilitating communication and transfer of documents between disciplines in the plans and specifications as well as ensure a timely project design.
 - b) Provide timely and coordinated communication to and from the Owner for requests for information, providing progress updates, scheduling meetings, and receiving and providing feedback.
 - c) Provide oversight, monitor staff, and ensure proper staffing levels are maintained to ensure scope of services and schedule are met.
 - d) Review billed hours by design team and prepare invoice statements for Owner.

B. Topographic Survey

- 1) Supplemental survey will be performed within expanded potential project limits to provide clear documentation of constraint conflicts, e.g. bridge and guardrail location and right-of-way limits. Additional data collection needs include:
 - a) Conduct a topographic survey of the project area from Bills Road (south) to the Wahoo Creek bridge (north).
 - b) Survey the locations of all physical features within the proposed project area including concrete, asphalt, gravel, rock, driveways, sidewalks, trees, utility poles, utility locates, valves, manholes, signs, drainage structures, terrain profiles, etc.
 - c) Request utility location information and incorporate on preliminary plans including gas, telephone, electric, water, sanitary sewer, communications, etc.
 - d) Create an updated electronic drawing illustrating elevation, site features, property boundaries, and existing utilities resulting from the surveys performed.

C. Additional Services

1) Additional Traffic Engineering Services Performed (Updated Draft Tech Memo - August 2021)

- a) JEO provided the City of Ashland and NDOT a Traffic Study Update Memo precipitated by the following items. These items were the result of data not previously available or changes which occurred within the project.
 - (1) There were several site layout changes made after the completion and acceptance of the original study that impact traffic generation, distribution, and assignment thereby potentially impacting conclusions. The Traffic Study Update Memo regenerated future traffic demand forecasts and recalculated capacity analyses.
 - (2) Additional questions were posed by the City of Ashland after the original study was completed and accepted by the City of Ashland. The Traffic Study Update Memo provided answers to answer those questions.
 - (3) Surrounding development traffic impacts were completed since the completion of the original study and therefore a more detailed representation of adjacent traffic demand growth was accounted for in the Traffic Study Update Memo.

D. Design Alternatives Evaluation

1) Conceptual Design and Technical Memorandum Preparation

- a) JEO will develop up to five (5) alternative turn lane configurations and identify key constraint impacts, costs, safety benefits, and capacity considerations for each alternative. These alternatives are anticipated to include:
 - i) Offset right-turn lane.
 - ii) Parallel (attached) right-turn lane.
 - iii) No turn-lane with speed limit reduction.
 - iv) Modified (shortened) offset right-turn lane.
 - v) Other intersection layout to be determined.
- b) Roll Plot Conceptual Design Exhibits
 - i) Each turn lane layout alternative will be plotted on a single sheet exhibit.
 - (1) The exhibit will identify conflicts with existing constraints, e.g. bridge and guardrail location and right-of-way limits, private property impacts, sight line constraints, and existing and proposed speed limit adjustments.
- c) Technical Memorandum
 - i) The exhibits will be accompanied by a brief technical memorandum identifying the following:
 - (1) Construction cost estimate of alternative.
 - (2) Right-of-way impact (if any), including number of tracts and approximate acres of each tract.
 - (3) Major existing features (if any) within impacted private property which would require removal/relocation.
 - (4) Crash modification factor or predictive crashes over a comparative time utilizing the CMF Clearinghouse and IHSDM software.
 - (5) Capacity or level of service identification.
 - ii) An alternative evaluation matrix will be prepared to provide a comparison of the different design alternatives prepared.

2) NDOT & City Coordination

- a) Following preparation of draft exhibits and technical memorandum, JEO will facilitate one (1) design review meeting(s) to determine a preferred design alternative based on the support analysis JEO has developed. The meeting will be attended by representatives from the School District, City of Ashland, and NDOT.

E. Roadway Design Services

1) Not included in this scope of services.

- a) It is anticipated following selection of a preferred alternative, JEO will prepare an additional scope of services for final design and construction contract document preparation.

MEETINGS INCLUDED WITHIN SCOPE OF SERVICES:

- A. NDOT/City Coordination Meeting [**1 Meeting**]

SCHEDULE:

- A. Anticipated Notice to Proceed: December 20, 2021
B. Draft Documents Prepared & Meeting Held: February 4, 2022

EXCLUSIONS (NOT INCLUDED):

The following items are not included in the current scope of services but could be performed through supplemental agreement.

- A. All preliminary and final design services. This scope of services is for conceptual design layouts only.
- B. All construction administration or observation services.
- C. Storm Water Pollution Prevention Plan (SWPPP) Permit documentation
- D. Property Acquisition/Dedication or Easement Services
- E. Geotechnical Engineering Services
- F. Floodplain Permitting Services
- G. Drainage Report
- H. Landscaping Design Services
- I. Other Services Not Specifically Stated
- J. Delineation of WOUS, including wetlands, outside of the identified study area.
- K. Compensatory mitigation (mitigation plan, design, construction, seeding, or monitoring).
- L. Other biological surveys or compliance with other agency requests.
- M. Development of Habitat Conservation Plan documents.
- N. Endangered and/or threatened species-specific surveys.
- O. Floodplain permitting.
- P. NPDES permitting/compliance.
- Q. Obtaining right-of-entry to study area properties.
- R. Additional revisions and resubmittals beyond those mentioned above.

EXHIBIT B

Estimated Hourly Fee Breakdown
Highway 66 Turn Lane Improvements Evaluation

Hourly Fee Breakdown Ashland Schools Intersection Study JEO Project Number: 201177.01 12/13/21	 Mike Hall Project Manager QA/QC	Pat Byrd Senior Traffic Engineer	Transportation/Traffic Engineer Intern	Les Lenz Sr. Design Technician	Survey Staff	Project Hours	Project Fees
	\$215.00	\$230.00	\$120.00	\$155.00	\$130.00		
Task A: Project Management	4	1	0	0	2	7	\$ 1,350.00
1.a-d Management, Coordination, Staffing	4	1			2	7	
Task B: Topographic Survey	0	0	0	0	30	30	\$ 3,900.00
B.1.a-c On-Site Data Collection					22	22	
B.1.d Update Base Map					8	8	
Task C: Additional Services (Performed to Date)	4	18	18	0	0	40	\$ 7,160.00
C.1.a.1 Report Update from Layout Changes	4	18	18			40	
Task D: Design Alternatives Evaluation	10	14	48	8	0	80	\$ 12,370.00
D.1.b Exhibit Preparation	5	3	32	8		48	
D.1.c Technical Memorandum Preparation	2	8	16			26	
D.2.a Coordination Meeting	3	3				6	
TOTAL	18	33	66	8	32	157	\$ 24,780.00

NOTE: Hourly rates include costs of reimbursable expenses including meals, travel, etc.