

Board of Education Regular Meeting  
Monday, February 20, 2023 6:00 PM  
Ashland-Greenwood Middle/High School  
Conference, 1842 Furnas Street, Ashland, NE  
68003  
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. Administrators' and Practitioners' Reports
  - 8.1. Ms. Beerbohm
  - 8.2. Ms. Bray/Ms. Poell
  - 8.3. Mr. Jacobsen/Mr. Flynn
  - 8.4. Ms. Finkey
  - 8.5. Mr. Libal

9. Old Business

10. New Business

10.1. New construction/facility budget update as provided by DLR Architectural Firm and Hausmann Construction.

10.2. Discussion and action related to construction Amendment 13. (Attached)

10.3. Appointment of committees and assignments via the board of education president. (Attached)

10.4. Discussion and action related to overnight stay request(s). (Attached)

10.5. Discussion and action related to Policy 3051 & Policy 5022. (Attached)

10.6. Discussion and action related to the 2023-2024 Certified Staff Master Agreement. (Attached)

10.7. Discussion and action to approve new certificated staff members for the 2023-24 school year.

10.8. Certified staff resignations.

11. Informational Items

12. Call for Next Meeting

12.1. The next meeting is set for Monday, March 20, 2023 at 6:00 p.m. All meetings are held in the 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.

13. Adjournment.

13.1. 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  
Annual Meeting Minutes  
Monday, January 16, 2023**

**Opening**

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened open and public session on Monday, January 16, 2023

**Attendance**

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

Eric Beranek:	Present
Kylie Heflin:	Present
David Nygren:	Present
Suzanne Sapp:	Present
Karen Stille:	Present
Russ Westerhold:	Present

**Notice**

Notice of the meeting was posted in advance in the Superintendent's Office, 1842 Furnas Street, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and Bank of Ashland, 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.

An Annual 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 the 16th day of January, 2023.

Notice of the meetings are posted in advance in the District Office, 705 N 17th Ave., Ste 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.

The public was informed 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. Elections

4.1. Swearing In and Oath of Office by new Board of Education Member, Kylie Heflin.

4.2. Election of Board President for 2023 Nomination of Suzanne Sapp for the office of Board President Passed with a motion by Russ Westerhold and a second by Eric Beranek.

Suzanne Sapp: Abstain (With Conflict), Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Karen Stille: Yea, Russ Westerhold: Yea

4.3. Election for Board Vice President for 2023 Nomination of Karen Stille for the office of Board Vice President Passed with a motion by Russ Westerhold and a second by David Nygren.

Karen Stille: Abstain (With Conflict), Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Russ Westerhold: Yea

4.4. Election of Board Secretary for 2023 Nomination of Russ Westerhold for the office of Secretary of the Board Passed with a motion by David Nygren and a second by Eric Beranek.

Russ Westerhold: Abstain (With Conflict), Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea

#### 5. Appointments

5.1. Appointment by the Board of an Executive Secretary

Jill Finkey was appointed Board of Education Executive Secretary.

5.2. Appointment by the Board of School District Legal Counsel Appointment of KSB School Law Firm of Lincoln as the School District's Legal Counsel Passed with a motion by David Nygren and a second by Eric Beranek.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

5.3. Re-Appointment of Board member Karen Stille to Foundation Board of Directors Re-Appointment of Board member Karen Stille to Foundation Board of Directors Passed with a motion by Eric Beranek and a second by Russ Westerhold.

Karen Stille: Abstain (With Conflict), Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Russ Westerhold: Yea

6. Designation of a District Newspaper by the Board of Education for the purpose of publishing notices as required by law Designation of the Ashland Gazette as the official newspaper for school district Passed with a motion by Russ Westerhold and a second by David Nygren.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

7. Adjournment. Adjournment of the meeting at 6:20 p.m. Passed with a motion by Russ Westerhold and a second by David Nygren.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille:  
Yea, Russ Westerhold: Yea

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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 16th of January, 2023 by President Nygren.

Notice of the meetings are posted in advance in the District Office, 705 N 17th Ave., Ste 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. Recognition of public participation

4. Visitors and Communication from the public.

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

6. Approval of Consent Agenda Items. Motion to approve the consent agenda including previous board meeting minutes, current monthly financial statements for all accounts and current monthly claims for all accounts, made by David Nygren and seconded by Karen Stille, Passed. Suzanne Sapp: Abstain (With Conflict), Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Karen Stille: Yea, Russ Westerhold: Yea

6.1. Approval of Minutes of previous meetings

6.2. Acceptance of Financial Reports

6.3. Action on Claims

6.4. Approval of Contracts

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

7. Administrators' and Practitioners' Reports

7.1. Ms. Beerbohm

- Ms. Beerbohm's report:
  - An update on status of reviewing new math curriculum, including an upcoming visit to another district
  - NSCAS Winter Assessments

7.2. Ms. Bray/Ms. Poell

- Ms. Bray's report:
  - An update on the first weeks in the new building regarding the refinement of routines and procedures
  - She commended the staff on their efforts, flexibility, and professionalism
  - Both Ms. Bray and Ms. Poell expressed appreciation for Chief Ryan Brady's support and presence in their buildings
- Ms. Poell's report:

- An update on new uses of space at her building: collaboration spaces, wellness room, and small group areas
- She shared the recent commitment from the AG Foundation to support the purchase of new furniture for some of the spaces above

### 7.3. Mr. Jacobsen/Mr. Flynn

- Mr. Flynn's report:
  - An update on MS Core Staff topics in preparation for the transition to the new building: Teaming, Advisory, Adherence to daily expectations
  - He explained that DLR shared feedback gathered from staff and students on the furniture pilot
  - He also shared some highlights from the recent Raise the Bar Rally
- Mr. Jacobsen's report:
  - An update on plans to begin to build the schedule earlier for MS and HS students, especially important as we prepare for the transition to a new building and continuing to share some staff
  - He explained the agenda for the upcoming Welcome to HS Night for 8th graders and their families
  - He also referenced upcoming legislative topics and, due to changes in education committee membership, this session will prove interesting. He and Board Member Sapp encouraged board members to reach out and 'share our story' with senators.

### 7.4. Mr. Libal

- Mr. Libal's report:
  - A construction update: Primary project winding down and the MS project is on track with the building being ready December 1, 2023. The transition to full use of the building would not likely happen until the beginning of 2nd semester, but some of the common spaces such as the gym and the auditorium could be used in December
  - Public Open House Dates at the Primary Building are scheduled for February

- He praised Mrs. Bray, the Elementary Staff, and the Operations Team for making the transition to the new building a success!
- He expressed appreciation to our board in recognition of Board Appreciation Week and thanked them for their support of staff and students.

## 8. Old Business

## 9. New Business

9.1. Discussion and action related to overnight travel request. (Attached) Motion to approve overnight travel requests for the speech team and the cheer/dance teams, made by David Nygren and seconded by Eric Beranek, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

9.2. Discussion and action related to the 2023-24 District-Wide Calendar. (Attached) Motion to approve the 2023.2024 District Calendar, made by Russ Westerhold and seconded by Karen Stille, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

Mr. Libal shared that the proposed calendar mirrors that of the current year. He also shared that the draft was presented to staff for their feedback.

9.3. Discussion and action related to 2023-24 staffing requests. Motion to approve the hiring of a primary ELE SPED teacher, a PE/Health teacher, and an AG/FFA teacher for the 23.24 school year, made by Karen Stille and seconded by David Nygren, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

Discussion was held regarding the possibility of being able to secure a certified AG teacher. Mr. Jacobsen believed we were early enough in the district to do so.

9.4. Appointment of committees and assignments via the board of education president. (Attached)

9.5. Appointment of Jason Libal as District Representative for all state and federal programs. Motion to appoint Jason Libal as district representative for all state and federal programs, made by David Nygren and seconded by Russ Westerhold, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

9.6. Declaration of Conflict of Interest by board members for the record. (Attached) Board Members completed the conflict of interest declaration form.

9.7. Consideration to appoint Farmers and Merchants Bank, i3 Bank, and Nebraska Liquid Asset Fund as the depositories and investment accounts for all funds. Motion to appoint Farmers and Merchants Bank, I3 Bank, and Nebraska Liquid Asset Fund as the depositories and investment accounts for all funds, made by Karen Stille and seconded by Eric Beranek, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

9.8. Action to seek guidance from legal counsel other than KSB School Law of Lincoln, Nebraska on specific topics in which there is a conflict of interest, and/or when deemed in the best interest of Ashland-Greenwood Public Schools. Motion to seek guidance from legal counsel other than KSB School Law of Lincoln, Nebraska on specific topics in which there is a conflict of interest, and/or when deemed in the best interest of Ashland-Greenwood Public Schools, made by Russ Westerhold and seconded by Karen Stille, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

9.9. Certified staff resignations. Motion to accept the resignations of: Teresa Bray - Primary Principal; Leisa Rogers - MS/HS PE & Health; Sharon Bebout - Elementary Music, and Colleen Lewin - Intermediate Teacher, made by Eric Beranek and seconded by David Nygren, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

Mrs. Bray shared a recap of her many positive years with the district and expressed her sincere appreciation for the opportunity. The Board thanked her and the other staff who resigned for their service to the district.

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### 11. Call for Next Meeting

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12. Adjournment. Motion to adjourn the meeting at 7:30 p.m., made by Eric Beranek and seconded by David Nygren, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

### 12.1. Board of Education Information:

## ***BOARD OF EDUCATION MEETING INFORMATION:***

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**FINANCIAL STATEMENT**  
**ACTIVITY FUND**

**FOR MONTH ENDING Jan-2023**

				<i>Beginning Balance</i>	\$	63,416.73
<i>Date</i>	<i>Check #</i>	<i>Payee</i>	<i>Description</i>	<i>Receipt</i>	<i>Disbursed</i>	<i>Balance</i>
<b>ATHLETICS</b>					\$	(11,999.90)
1/2/2023		Mt Michael	Wrestling Entry Fee	\$130.00		
1/3/2023	16315	JAMES BEWLEY	BB Official		\$ 90.00	
1/3/2023	16316	Jeff Bracht	BB Official		\$ 90.00	
1/3/2023	16318	BRENDEN GERLACH	BB Official		\$ 60.00	
1/3/2023	16319	Steve Harris	BB Official		\$ 90.00	
1/3/2023	16320	HAUFF MID-AMERICA SPORTS	Baseball Supplies		\$ 165.90	
1/3/2023	16321	Michael Herz	BB Official		\$ 90.00	
1/3/2023	16323	MATTHEW LUETTEL	Wrestling Hydration Test		\$ 165.00	
1/3/2023	16324	KELVIN NESBIT	BB Official		\$ 90.00	
1/3/2023	16325	TOBIN REINWALD	BB Official		\$ 60.00	
1/3/2023	16326	Benjamin Scheef	BB Official		\$ 60.00	
1/3/2023	16327	KEN SCHEEL	BB Official		\$ 60.00	
1/3/2023	16329	Michael Walker	BB Official		\$ 90.00	
1/3/2023	16333	Luke Derowitsch	BB Official		\$ 90.00	
1/3/2023	16334	AARON DUEKER	BB Official		\$ 90.00	
1/3/2023	16335	DALE EUREK	BB Official		\$ 360.00	
1/3/2023	16336	ANDREW FITZKE	BB Official		\$ 180.00	
1/3/2023	16337	TYLER FITZKE	BB Official		\$ 180.00	
1/3/2023	16338	Jeremy Wayne Foote	BB Official		\$ 90.00	
1/3/2023	16339	CHRISTOPHER FRANCK	BB Official		\$ 180.00	
1/3/2023	16340	NEIL HAMMOND	BB Official		\$ 180.00	
1/3/2023	16341	CHRISTOPHER JANDA	BB Official		\$ 180.00	
1/3/2023	16342	NEBRASKA SPORTS	Baseball Supplies, Bball Warmups		\$ 2,483.33	
1/3/2023	16343	TY STARKS	BB Official		\$ 180.00	
1/3/2023	16344	JEREMY STRAHAN	Event Staff Hours		\$ 330.00	
1/4/2023		Skutt Catholic/Arlington	Wrestling Entry Fee	\$260.00		
1/4/2023		Gate	Winter Bball Tournament	\$1,696.00		
1/6/2023		Gate	GBBall 1.5	\$461.00		
1/9/2023		Gate	Bball 1.7	\$1,618.00		
1/9/2023		Gate	Wrestling Tournament	\$1,321.00		
1/12/2023	16347	Grace Baker	Staff Trainer Hours		\$ 192.50	
1/12/2023	16348	BLACK SQUIRREL ENTERPRISI	Track Meet Timing System		\$ 920.79	
1/12/2023	16349	BRIAN BOCK	GBB Official		\$ 90.00	
1/12/2023	16350	Patrick Clare	BBB Official		\$ 90.00	
1/12/2023	16351	CMC Neptune, LLC	Game Time Software		\$ 2,175.00	
1/12/2023	16352	DAVID CITY PUBLIC SCHOOL	Wrestling Entry Fee		\$ 100.00	
1/12/2023	16353	Michael Davis	Holiday BB Official		\$ 180.00	
1/12/2023	16354	Tyler Hughes	Holiday BB Official		\$ 90.00	
1/12/2023	16355	CHRISTOPHER JANDA	GBB Official		\$ 150.00	
1/12/2023	16356	KEVIN KENNEDY	GBB Official		\$ 90.00	
1/12/2023	16357	ISAAC KREIKEMEIER	BBB Official		\$ 60.00	
1/12/2023	16358	RYAN LEWIS	BBB Official		\$ 90.00	
1/12/2023	16359	KENNETH MAR	GBB/BBB Official		\$ 180.00	
1/12/2023	16360	Tonya Marxsen	Staff Trainer Hours		\$ 507.50	
1/12/2023	16361	KELVIN NESBIT	GBB Official		\$ 150.00	
1/12/2023	16362	DOUGLAS NIEMIEC	Track Wrestling Setup		\$ 765.20	
1/12/2023	16364	KEN SCHEEL	BB Official		\$ 60.00	
1/12/2023	16366	CORY SHEDEED	Wrestling Official		\$ 385.00	
1/12/2023	16367	Jacy Sparano	Staff Trainer Hours		\$ 490.00	
1/12/2023	16368	JORDAN SPATZ	Wrestling Official		\$ 385.00	
1/12/2023	16369	RYLEY SPATZ	Wrestling Official		\$ 385.00	
1/12/2023	16370	JEREMY STRAHAN	Event Staff Hours		\$ 131.25	
1/12/2023	16371	Aaron Swartzendruber	GBB Official		\$ 150.00	
1/12/2023	16372	SYRACUSE PUBLIC SCHOOLS	Wrestling Entry Fee		\$ 125.00	
1/12/2023	16373	NATHAN TASLER	Wrestling Official		\$ 385.00	
1/12/2023	16374	MATT THERNES	Holiday BB Official		\$ 90.00	
1/12/2023	16375	Gayle Tjaden	BBB Official		\$ 60.00	
1/12/2023	16376	JEROME WALL	BBB Official		\$ 60.00	

1/12/2023	16377	WEeping WATER PUBLIC SCH	Wrestling Entry Fee		\$	80.00		
1/12/2023	16378	Fletcher Zornes	Holiday BB Official		\$	90.00		
1/17/2023		Holdrege	Wrestling Entry Fee	\$130.00				
1/19/2023		Seward HS	Wrestling Entry Fee	\$130.00				
1/19/2023		Gate	BB 1.13	\$1,112.00				
1/24/2023		Gate	NCC BBB 1.23	\$724.00				
1/24/2023		Auburn	Speech Entry Fee	\$219.00				
1/25/2023	16380	JAMES BEWLEY	BB Official 1.13		\$	90.00		
1/25/2023	16381	JASON CHAGNON	BB Official 1.13		\$	90.00		
1/25/2023	16382	ARTHUR DANIELS	BB Official 1.13		\$	60.00		
1/25/2023	16387	LOGAN VIEW PUBLIC SCHOOL	NCC BB Tournament Host Fee		\$	734.00		
1/25/2023	16388	Randy Mattley	BB Official 1.13		\$	90.00		
1/25/2023	16389	Michael McCarthy	BB Official 1.13		\$	90.00		
1/25/2023	16393	OMAR SAENZ	BB Official 1.13		\$	60.00		
1/25/2023	16394	Benjamin Scheef	BB Official 1.13		\$	60.00		
1/25/2023	16395	KEN SCHEEL	BB Official 1.13		\$	60.00		
1/25/2023	16396	SCHOOL DISTRICT 1 BOONE C	Wrestling Entry Fee		\$	100.00		
1/25/2023	16399	VERN M SCHULTE	BB Official 1.13		\$	90.00		
1/25/2023	16400	WAHOO PUBLIC SCHOOL DIST	Wrestling Entry Fee		\$	125.00		
1/25/2023	16401	Brian Wilson	BB Official 1.13		\$	90.00		
1/25/2023	16390	NO FRILLS/SPARTANNASH	VBB Hospitality Room		\$	152.38		
1/26/2023		Gate	NCC BBB 1.26	\$578.00				
1/27/2023		Arlington	Wrestling Entry Fee	\$120.00				
1/30/2023		Gate	Res BBB 1.28	\$194.00				
1/31/2023		Gate	GBB 1.27	\$326.00				
1/31/2023		Gate	GBB 1.30	\$157.00				
1/31/2023		Gate	MSGBB 1.30	\$486.00				
1/30/2023		Deluxe Business Systems			\$	205.83		
TOTALS				\$9,662.00	\$	16,438.68	\$	(18,776.58)
<b>ALUMNI Projects</b>							\$	2,869.99
TOTALS				\$	-	\$	-	\$ 2,869.99
<b>BAND</b>							\$	30.00
TOTALS				\$	-	\$	-	\$ 30.00
<b>BLUE TEAM</b>							\$	104.94
TOTALS				\$	-	\$	-	\$ 104.94
<b>DRAMA</b>							\$	4,930.30
01/03/2023	16317	Dramatic Publishing Company	One Act Supplies		\$	58.83		
01/12/2023	16365	SCHUYLER-CENTRAL HIGH SC	District Play Production		\$	125.88		
TOTALS				\$	-	\$	184.71	\$ 4,745.59
<b>ELM BOOK FAIR</b>							\$	890.27
TOTALS				\$	-	\$	-	\$ 890.27
<b>ELM STAFF</b>							\$	1,551.84
1/19/23		Pepsi	Vending Machine	\$	96.53			
TOTALS				\$	96.53	\$	-	\$ 1,648.37
<b>ELM STUDENT COUNCIL</b>							\$	4,656.69
1/9/2023		Box Tops	Elem StuCo	\$78.30				
01/03/2023	16328	VISA	Family Fun Night Supplies			17.25		
TOTALS				\$	78.30	\$	17.25	\$ 4,717.74
<b>FBLA</b>							\$	10,780.98
1/3/2023	16328	VISA	Denver Meals		\$	50.10		
1/5/2023		Cash	Pop that shot	\$273.00				
1/5/2023		Cash	March of Dimes	\$166.83				
1/24/2023		AG Boosters	Speech Concessions	\$352.75				
1/25/2023	16385	FUTURE BUSINESS LEADERS (	State/National Dues		\$	290.00		
1/25/2023	16390	NO FRILLS/SPARTANNASH	Pop a Shot		\$	43.68		
1/25/2023	16390	NO FRILLS/SPARTANNASH	FBLA Supplies		\$	69.04		
1/25/2023	16390	NO FRILLS/SPARTANNASH	FBLA Supplies		\$	128.99		
1/27/2023		Various	SLC Payments	\$970.60				
TOTALS				\$1,763.18	\$	581.81	\$	11,962.35

<b>FFA</b>								\$	35,389.54
1/2/2023	16345	WYHE'S CHOICE FUNDRAISING	FFA Fundraising		\$	1,750.00			
1/3/2023	16328	VISA	FFA Officer Jackets		\$	594.00			
1/3/2023	16322	Heather Kennedy	FFA Officer Apparel		\$	1,730.63			
1/3/2023	16331	4 SEASONS FUNDRAISING	FFA Fundraising		\$	2,717.45			
1/3/2023	16332	Clarkson Public Schools	FFA District Meals		\$	96.00			
1/25/2023	16383	East Butler Public Schools	Entry Fee		\$	15.00			
1/25/2023	16391	NORTHEAST COMMUNITY COI	FFA Lunches		\$	152.00			
TOTALS					\$	-	\$	7,055.08	\$ 28,334.46
<b>HONOR SOCIETY</b>								\$	575.46
TOTALS					\$	-	\$	-	\$ 575.46
<b>HS STUDENT COUNCIL</b>								\$	1,224.68
TOTALS					\$	-	\$	-	\$ 1,224.68
<b>MS/HS STAFF</b>								\$	1,150.17
TOTALS					\$	-	\$	-	\$ 1,150.17
<b>MS STUDENT COUNCIL</b>								\$	1,818.12
TOTALS					\$	-	\$	-	\$ 1,818.12
<b>PROM ACCOUNT</b>								\$	5,510.65
1/10/23		AG Boosters	AG Prom			\$810.00			
TOTALS						\$810.00		\$0.00	\$ 6,320.65
<b>SENIORS</b>								\$	-
TOTALS					\$	-	\$	-	\$ -
<b>SKILLS USA (formerly SHOP)</b>								\$	518.32
TOTALS					\$	-	\$	\$0.00	\$ 518.32
<b>SPANISH CLUB</b>								\$	244.11
TOTALS					\$	-	\$	-	\$ 244.11
<b>SPIRIT SQUAD - CHEER</b>								\$	704.54
01/03/2023	16330	MARY ZIEGENBEIN	Homecoming Balloons		\$	25.00			
01/12/2023	16363	POWER MUSIC, INC	Cheer Song Mix		\$	115.00			
TOTALS					\$	-	\$	\$140.00	\$ 564.54
<b>SPIRIT SQUAD - DANCE</b>								\$	2,190.09
1/3/2023	16330	MARY ZIEGENBEIN	Homecoming Balloons		\$	25.00			
1/13/2023	16379	Waverly Highschool	Dance Showcase		\$	40.00			
1/25/2023	16398	VARSITY SPIRIT FASHIONS & S	Pom Holders		\$	40.00			
TOTALS					\$	-	\$	\$105.00	\$ 2,085.09
<b>SPEECH</b>								\$	2,431.90
1/4/2023		Booster Club	Concession Stand workers			\$1,171.25			
1/17/2023		Falls City	Speech Entry Fee			\$40.00			
1/19/2023		DC/Freeman/EW	Speech Entry Fee			\$392.00			
1/19/2023		Humboldt	Speech Entry Fee			\$73.00			
1/25/2023	16384	Elkhorn North High School	Speech Entry Fee		\$	97.00			
1/25/2023	16386	RILEY HERRING	Speech Judge		\$	120.00			
1/25/2023	16392	ANNALISE PTACEK	Speech Judge		\$	60.00			
1/25/2023	16397	MCKENNA SENDER	Speech Judge		\$	60.00			
1/27/2023		Syracuse/Louisville	Speech Entry Fee			\$177.00			
TOTALS					\$	1,853.25	\$	337.00	\$ 3,948.15
<b>TALENTED/GIFTED ACTIVITIES</b>								\$	(139.10)
TOTALS					\$	-	\$	-	\$ (139.10)

<b>VOCAL MUSIC</b>						\$	2,460.79
01/03/2023	16346	Music Theater International	Musical License Material	\$		2,256.98	
TOTALS				\$	-	\$	2,256.98
<b>YEARBOOK/ANNUAL Middle School</b>						\$	610.82
TOTALS				\$	-	\$0.00	\$
<b>YEARBOOK/ANNUAL High School</b>						\$	(5,769.85)
1/6/2023	Various	Yearbook Ads		\$100.00			
1/9/2023	Various	Yearbook Ads		\$50.00			
1/12/2023	Cubbys	Pizza Donation		\$430.00			
1/12/2023	Various	Yearbook Ads		\$50.00			
1/17/2023	Various	Yearbook Ads		\$50.00			
1/17/2023	Various	Yearbook Ads		\$50.00			
1/17/2023	Various	Yearbook Ads		\$50.00			
1/17/2023	Various	Yearbook Ads		\$50.00			
1/19/2023	Various	Yearbook Ads		\$95.00			
1/26/2023	Various	Yearbook Ads		\$50.00			
TOTALS				\$	975.00	\$0.00	\$
<b>INTEREST</b>						\$	577.28
1/31/23	I 3 Bank	Interest	\$	5.28			
TOTALS				\$	5.28	\$	-
<b>ACTIVITY FUND TOTALS ALL ACCOUNTS</b>				\$	15,243.54	\$	27,116.51

<b>Ending Balance</b>	\$	51,543.76
Plus: Outstanding Checks	\$	5,597.97
Less: Outstanding Receipts		
Misdirected Deposit		
<b>Equals: Bank Balance</b>	\$	57,141.73

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

Jan-2023

**GENERAL FUND - JAN 2023**

Beginning Balance \$ 1,362,305.04

RECEIPTS

44929	PS Tuition	\$	150.00		
44929	Cass County Taxes - MID December	\$	44,701.34		
44930	Windstream Refund	\$	196.87		
44935	Board Member Insurance Premium	\$	1,468.58		
44935	Title I Reimbursement (Final FY21-22)	\$	61,326.00		
44936	Media Donation	\$	50.00		
44936	Saunders Co Taxes - End DEC	\$	485,029.29		
44936	Sarpy Co Taxes	\$	1.57		
44939	Board Member Insurance Premium	\$	699.34		
44939	PS Tuition	\$	450.00		
44943	Cass County Taxes - END December	\$	188,391.21		
44943	Media Donation	\$	25.00		
44943	PS Tuition	\$	300.00		
44945	PS Tuition	\$	900.00		
44945	AG Foundation-Intermediate Furniture Pledge	\$	15,000.00		
44946	PS Tuition	\$	300.00		
44946	Saunders Co Taxes - MID Jan	\$	170,384.80		
44946	SPED SA FFR Reimb 21-22	\$	104,279.00		
44950	PS Tuition	\$	450.00		
44951	PS Tuition	\$	1,150.00		
44951	State - Safety Training Sub reim. For 2 (11/18	\$	290.00		
44956	State Aid Payment	\$	15,748.00		
44956	Fleet Rebate - NE State Treasure	\$	280.29		
44956	PS Tuition	\$	300.00		
44956	American Family Insurance - Bus Claim	\$	6,136.80		
44957	F&M Interest	\$	151.86		
44957	NLAF Interest	\$	882.10		
				\$ 1,099,042.05	\$ 2,461,347.09

DISBURSEMENTS

JAN Claims	\$	1,131,641.05		\$ 1,131,641.05	\$ 1,329,706.04
ENDING BALANCE					<u>\$ 1,329,706.04</u>

RECONCILIATION

NLAF Liquid Balance	\$	234,110.74			
Plus F&M Bank Balance	\$	667,558.31			
Plus General Fund Investments	\$	604,195.08			
Less: Outstanding Claims	\$	176,438.38			
Plus: Outstanding Deposits	\$	280.29			
Reconciled Balance	\$	1,329,706.04			\$ 1,329,706.04

**ADMINISTRATIVE OPERATIONS ACCOUNT - January 2023**

Beginning Balance \$ 1,446.25

RECEIPTS

GF #043694	\$	2,615.63			
<b>Total</b>					\$ 4,061.88

DISBURSEMENTS

6237	Staff - mileage	\$	21.88		
6238	Guardian Mileage-NOV & DEC	\$	1,040.00		
6239	Parent mileage DEC	\$	510.00		
6240	Staff - Mileage for Mentoring Traing	\$	35.37		
6241	Staff - Reimb. For Ins. Ded. Error 2022	\$	425.00		
<b>Total</b>				\$2,032.25	\$ 2,029.63

Ending Balance \$ 2,029.63

RECONCILIATION

Bank Balance	\$	384.37			
Less: Claims Outstanding	\$	970.37			
Plus: Outstanding Deposits	\$	2,615.63			
Reconciled Balance	\$	2,029.63			<u>\$ 2,029.63</u>

**EMPLOYEE BENEFIT (SECTION 125) ACCOUNT - JAN 2023**

Beginning Balance			\$	52,053.12
<u>RECEIPTS</u>				
Employee Payroll Deposit	\$	10,665.17		
I 3 Bank: Interest	\$	4.69		
<b>Total</b>			\$	10,669.86
			\$	62,722.98
<u>DISBURSEMENTS</u>				
Employee Benefits	\$	8,258.35		
<b>Total</b>			\$	8,258.35
			\$	54,464.63
Ending Balance			\$	<u>54,464.63</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	54,464.63		
Claims Outstanding				
Reconciled Balance	\$	54,464.63	\$	<u>54,464.63</u>

**SPECIAL BUILDING ACCOUNT - JAN 2023**

Beginning Balance \$ 24,707,485.35

RECEIPTS

Cass County		
Sarpy County	\$	339.23
Saunders County		
F & M Interest	\$	405.09
NLAF Interest	\$	19,296.06

<b>Total</b>	\$ 20,040.38	\$ 24,727,525.73
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DISBURSEMENTS

1587 AQS/Terracon	Project Manag. Fees	\$ 2,241.50
1588 Buller Fixture	PreK-2 Gas Range	\$ 4,903.00
1589 Capital Business Syst	PreK-2 Color Copier	\$ 9,772.00
1590 DLR NOV PreK-2	Architect Fees	\$ 43,756.33
	DLR NOV PreK-2 Furn/Equip	\$ 9,917.50
	DLR NOV PreK-2 Post Cor	\$ 6,667.50
	DLR NOV MS	\$ 17,858.89
	DLR NOV MS Furn/Equip	\$ 5,433.75
	DLR DEC MS	\$ 66,444.32
	DLR DEC MS Furn/Equip	\$ 8,100.00
	DLR DEC MS Recording S	\$ 940.00
	DLR DEC PreK-2 Post Cor	\$ 27,438.75
1591 Ernies	PreK-2 Ice maker	\$ 600.00
	Ernies	\$ 1,469.00
1592 Graham Construction	Water Main work	\$ 249,477.23
1593 Hausmann	PreK-2 #18	\$ 620,447.74
	Hausmann	\$ 1,819,978.72
1594 Kidwell	PreK-2 Security/Techr	\$ 9,000.00
1595 Menards	PreK-2 Washer/Dryer	\$ 1,511.49
1596 Schmitt Music Center	PreK-2 Piano	\$ 5,253.00
1597 Sterling Computers	PreK-2 Technology Ini	\$ 112,054.00
	Sterling Computers	\$ 68,186.20
1598 VonRenzell	Moving Services	\$ 10,680.00
1599 Sterling Computers	MS Technology Infr	\$ 38,954.68
1600 VOID		
1601 Steelcase Financial	MS Furnlture Deposit	\$ 86,601.78
1602 Sheppards Business I	PreK-2 Furniture	\$ 38,898.23

<b>Total</b>	\$3,266,585.61	\$ 21,460,940.12
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Ending Balance \$ 21,460,940.12

RECONCILIATION

F&M Bank Balance	\$ 1,908,973.44
NLAF #9300590 Balance	\$ 3,044,888.69
NLAF Managed Fund Balance	\$ 16,488,191.41
Managed Interest	\$ 29,042.58

Outstanding Checks	\$ 10,156.00
Reconciled Balance	<u>\$ 21,460,940.12</u>

\$ 21,460,940.12

**QUALIFIED CAPITAL PURPOSE FUND - JAN 2023**

Beginning Balance			\$	69,752.43
<u>RECEIPTS</u>				
Interest	\$	2.96		
<b>Total</b>		<u>                    </u>	\$	2.96
			\$	69,755.39
<u>DISBURSEMENTS</u>				
<b>Total</b>		<u>                    </u>	\$	-
Ending Balance			\$	<u>69,755.39</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	69,755.39		
Less: Outstanding Claims	\$	-		
Reconciled Balance	\$	<u>69,755.39</u>	\$	<u>69,755.39</u>

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**DEPRECIATION FUND - JAN 2023**

Beginning Balance			\$	226,227.08
<u>RECEIPTS</u>				
F&M Bank, Interest	\$	4.45		
NLAF Interest	\$	415.88		
<b>Total</b>		<u>                    </u>	\$	420.33
			\$	226,647.41
<u>DISBURSEMENTS</u>				
Disbursements				
<b>Total</b>		<u>                    </u>	\$	-
			\$	226,647.41
Ending Balance			\$	<u>226,647.41</u>
<u>RECONCILIATION</u>				
F & M Bank Balance	\$	104,760.14		
NLAF Balance	\$	121,887.27		
Less: Outstanding Claims		<u>                    </u>		
	\$	226,647.41		
Reconciled Balance	\$	<u>226,647.41</u>	\$	<u>226,647.41</u>

**STUDENT FEE FUND - JAN 2023**

Beginning Balance			\$ 21,473.21
<u>RECEIPTS</u>			
Cap and Gown Fees	\$	1,050.00	
Dual Credit Student Paid Tuition	\$	351.00	
Participation Fees	\$	60.00	
Interest I3 Bank	\$	1.92	
<b>Total</b>		<b>\$ 1,462.92</b>	<b>\$ 22,936.13</b>
<u>DISBURSEMENTS</u>			
Disbursements			
1528 AG Hot Lunch	Science Club/NSCAS Sn	\$ 105.00	
<b>Total</b>		<b>\$ 105.00</b>	
Ending Balance			<u>\$ 22,831.13</u>
<u>RECONCILIATION</u>			
Bank Balance	\$	22,831.13	
Claims Outstanding			
Reconciled Balance	<u>\$</u>	<u>22,831.13</u>	<u>\$ 22,831.13</u>

**HOT LUNCH ACCOUNT - JAN 2023**

Beginning Balance			\$ 229,761.98
<u>RECEIPTS</u>			
Student and Staff Deposits	\$	10,142.34	
Online Student Deposits	\$	22,565.32	
PS Meals (from GF)	\$	2,187.15	
Federal Reimbursement	\$	18,684.93	
Other	\$	105.00	
Vending Payment	\$	78.81	
F&M Bank: Interest	\$	15.30	
<b>Total</b>		<b>\$ 53,778.85</b>	<b>\$ 283,540.83</b>
<u>DISBURSEMENTS</u>			
Wages & Benefits	\$	16,820.66	
Food/ Supplies/ Contracted Services	\$	35,987.85	
Rebate/ Food Payment			
<b>Total</b>		<b>\$ 52,808.51</b>	<b>\$ 230,732.32</b>
Ending Balance			<u>\$ 230,732.32</u>
<u>RECONCILIATION</u>			
Bank Balance	\$	354,391.66	
Claims Outstanding	\$	123,972.49	
	<u>\$</u>	<u>230,419.17</u>	
Receipts Outstanding	\$	313.15	
Reconciled Balance	<u>\$</u>	<u>230,732.32</u>	<u>\$ 230,732.32</u>

**BOND FUND - JAN 2023**

Beginning Balance \$ 224,106.58

RECEIPTS

Cass County Taxes \$ 49,970.97  
Sarpy County Taxes \$ 0.46  
Saunders County Taxes \$ 142,794.16  
Interest \$ 14.42

**Total Deposits** \$ 192,780.01 \$ 416,886.59

DISBURSEMENTS

**Total** \$ - \$ 416,886.59

RECONCILIATION

F & M Bank Balance \$ 416,886.59  
Plus: Outstanding Deposits  
Less: Outstanding Claims  
Reconciled Balance \$ 416,886.59

\$ 416,886.59

**INVESTMENTS**

Date Bought	Security Description	Rate	Investment
<b>General Fund Investments</b>			
43030	Bank of Ashland, Ashland	0.800%	\$ 109,195.08
44510	Merrick Bank, UT	0.430%	\$ 247,000.00
44510	Third Coast Bank Ssb	0.400%	\$ 248,000.00
<b>Total Investments</b>			\$ <u>604,195.08</u>

**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

**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  
 February 20, 2023

Check No.	Vendor	Amount	Description
43690	Ashland Community Medical Fund	\$ 650.00	February Rent
43691	Ashland-Greenwood Hot Lunch	\$ 1,202.90	Monthly PreK Lunches
43692	No Frills	\$ 219.10	Life Skills Grocery/Rally Supplies
43693	S&L Hardware	\$ 339.90	Shop Tools/PreK Maintenance
43694	Admin. Operations Acct.	\$ 2,615.63	Admin. Operations Acct.
43695	NASB	\$ 17,582.00	Prop. Insurance for New PreK-2 prorated
43696	NASB Alicap	\$ 642.00	Workman's Comp. 21.22 PR Audit adj
43697	NACIA	\$ 200.00	Fall Retreat Registration
43698	Payflex	\$ 235.84	JAN Acct. Fee
43699	SouthEast Comm. College	\$ 19,591.25	1st Semester Tuition
43700	TSA Consulting	\$ 83.33	JAN Acct. Fee
43701	KSB	\$ 4,642.00	2nd Portion of December
43702	Visa	\$ 4,066.29	Primary School Supplies/SCC Textboo
43703	Voyager	\$ 6,529.12	Monthly Fuel
	DD IRS	\$ 721.91	Q4 2022 Adjustment
43704	APPLE INC	\$ 300.00	VPP Credit for Apps
43705	ASHLAND DISPOSAL SERVICE	\$ 1,903.23	Monthly Service
43706	CHARTER COMMUNICATIONS	\$ 58.64	Monthly Charges
43707	MATHESON TRI-GAS, INC/LINWELI	\$ 450.57	Welding Class Supplies
43708	OMAHA PUBLIC POWER DISTRICT	\$ 17,125.64	Monthly Charges
43709	QUADIENT	\$ 750.00	District Postage Funds
43710	SATELLITE SHELTERS	\$ 2,275.00	Monthly Rent
43711	UNIVERSITY OF NEBRASKA-LINCC	\$ 125.00	Online Field Trip Fee
43712	WILLIAMS SCOTSMAN, INC	\$ 3,405.64	Monthly Rent
43713	WOODRIVER ENERGY LLC	\$ 9,986.83	Dec Charges
43714	ZULTYS INC	\$ 1,884.26	Jan Charges
43715	BlueCross/Blue Shield	\$ 166,064.45	FEB PR
43716	I3 - 125/Payflex	\$ 10,665.17	FEB PR
43717	Madison National Life	\$ 2,608.53	FEB PR
43718	TSA - 403B Employee Contributions	\$ 2,700.00	FEB PR
43719	VSP - Vision Insurance	\$ 1,180.44	FEB PR
	DD FEB Net PR	\$ 502,442.45	FEB PR
	DD IRS - Federal Taxes, SS, Medicare	\$ 151,240.06	FEB PR
	DD NE - State Taxes	\$ 23,357.93	FEB PR
	DD NPERS	\$ 134,095.10	FEB PR
	DD HSA contributions - Employer/Empl	\$ 6,079.23	FEB PR
43720	ACCURATE LOCKSMITHS	\$ 215.00	Classroom Door Keys Primary
43721	ASHLAND AUTO PARTS	\$ 732.19	Transportation Supplies/Shop Class
43722	ASHLAND CHAMBER OF COMMER	\$ 335.00	Yearly Dues
43723	ASHLAND-GREENWOOD ACTIVITII	\$ 30.00	MS Yearbook for Media Center
43724	ASSOCIATION FOR MIDDLE LEVEL	\$ 199.99	MS Inservice
43725	AWARDS UNLIMITED, INC.	\$ 402.40	Highschool Awards/Board Name Plate
43726	RYAN BRADY	\$ 1,455.00	Event Security Pay
43727	KEITH BYRKIT	\$ 135.00	Piano Tuning
43728	CAPITAL BUSINESS SYSTEMS, INC	\$ 70.02	Copy Fees

Ashland-Greenwood Public Schools' General Fund Claims  
 General Fund Claims  
 February 20, 2023

Check No.	Vendor	Amount	Description
43729	CDWG GOVERNMENT	\$ 2,133.49	District Wide Tech Supplies
43730	BROOKE CHELEEN	\$ 1,930.64	Monthly Physical Therapy
43731	CORNHUSKER INTERNATIONAL TI	\$ 66.51	Bus Mirror Bracket
43732	CREATIVE MATHEMATICS	\$ 55.00	Intermediate Math Supplies
43733	DEMCO INC.	\$ 399.87	Media Center Books
43734	DIVERSIFIED DRUG TESTING	\$ 239.00	Drug Testing
43735	EGAN SUPPLY CO.	\$ 8,464.57	Custodial Supplies
43736	ELECTRONIC DIRECTORY CORPC	\$ 498.00	Yearly Dues
43737	ELECTRONIC SOUND, INC.	\$ 750.00	Wireless Microphone System
43738	ESU #2	\$ 302.50	Tech Milage/Leadership Meeting
43739	ESU COORDINATING COUNCIL	\$ 225.00	Powerschool Report Creation
43740	EZ Way Inc	\$ 261.85	SPED Harness
43741	TOM FIALA	\$ 495.90	Bus Repair
43742	FIRESPRING INC.	\$ 684.53	Home Visit and Report Card Paper
43743	FOLLETT CONTENT SOLUTIONS, I	\$ 1,689.43	Primary Books
43744	FREY SCIENTIFIC	\$ 183.16	Highschool Science Supplies
43745	GILTNER PUBLIC SCHOOLS	\$ 2,800.00	Culinary Class Tuition
43746	GOPHER SPORTS	\$ 808.92	Cones for Parking/PE Goals
43747	GOVCONNECTION INC.	\$ 359.04	Mobile Doc Scanner
43748	GRAINGER	\$ 485.24	2way Radios
43749	HEARTLAND FOUNDATION/SCHOC	\$ 7,144.00	Monthly Tuition
43750	CAREY HOFMEISTER	\$ 70.00	Sub Nurse Pay
43751	IDENTISYS INCORPORATED	\$ 155.46	ID Card Blanks
43752	INTERMOUNTAIN WOOD PRODUC	\$ 850.23	Shop Class Supplies
43753	Interstate Power Systems, Inc	\$ 496.04	Elem Generator Service
43754	INTERSTATE-ALL BATTERY CENTI	\$ 313.60	Maintenance Supplies
43755	J. W. PEPPER & SON, INC	\$ 468.39	Music Supplies
43756	JOHNSTONE SUPPLY	\$ 914.80	Maintenance Supplies
43757	KANSAS POWER SCHOOL USER C	\$ 825.00	Powerschool Training
43758	LAKESHORE LEARNING MATERIAL	\$ 211.50	PreK Supplies
43759	LIFEGUARD MD	\$ 375.00	AED Supplies
43760	MATHESON TRI-GAS, INC/LINWEL	\$ 432.07	Welding Class Supplies
43761	MEININGER FIRE PROTECTION IN	\$ 1,484.50	Fire Inspection/Safety
43762	MENARD INC	\$ 1,465.77	Shop Class / Maintenance Supplies
43763	METAL DOORS AND HARDWARE	\$ 660.00	Deadbolts x2
43764	MEYO ENTERPRISES	\$ 150.00	Backstop Keys
43765	Midwest Maintenance Co, Inc.	\$ 22,352.24	Elem Cleaning Fees
43766	NASB	\$ 5,961.00	Membership Fee/ Workshop
43767	NE STATE FIREMARSHALL - BOILE	\$ 282.00	Boiler Inspection
43768	NEBRASKA DOOR & WINDOW LLC	\$ 320.72	Automatic Door Service
43769	Nebraska Safety Center	\$ 100.00	Transportation Course
43770	NEBRASKA.GOV	\$ 7.50	License Check
43771	ONE SOURCE, INC	\$ 65.00	Background Check
43772	ANTHONY PETERSEN	\$ 360.00	Pest Control
43773	QUILL CORP	\$ 2,245.27	School Supplies
43774	RIVERS METAL PRODUCTS INC	\$ 487.92	Shop Class Supplies

Ashland-Greenwood Public Schools' General Fund Claims  
 General Fund Claims  
 February 20, 2023

Check No.	Vendor	Amount	Description
43775	SCHOOL SPECIALTY INC	\$ 7,965.25	School Supplies
43776	SEESAW LEARNING, INC	\$ 2,500.00	Yearly Subscription
43777	PAUL SUTTON	\$ 160.00	DOT Physicals
43778	THYSSENKRUPP ELEVATOR CORI	\$ 317.40	Elevator Inspection
43779	TODD VALLEY PLBG. & HTG	\$ 907.06	Waterfountain Repair/ Bus Barn Pipe
43780	CAROL TUCKER	\$ 70.00	Sub Nurse Pay
43781	USIC LOCATING SERVICES, LLC	\$ 218.55	Fiber Location
43782	VALA'S PUMPKIN PATCH AND FAL	\$ 899.20	PreK Field Trip
43783	Wayside Publishing	\$ 247.50	Spanish Books Highschool
43784	WILLIAM V MACGILL & CO	\$ 1,841.00	Nurse Supplies
43785	WOODCRAFT OF OMAHA	\$ 1,995.92	Shop Class Supplies
43786	WOODRIVER ENERGY LLC	\$ 8,677.03	Natural Gas Charges

Incompletes:

Admin Operation Account	Matheson
AG Hot Lunch	Menards
Ashland Auto	No Frill/Spartan Nash
Ashland Community Med Found	OPPD
Ashland Disposal	Payflex
Ashland Gazette	Quill
Ashley Pratt	River's Metal
AT&T	RTI
Blair High School	Ryan Brady
Capital Business Systems	S&L
Charter/Spectrum	School Specialty
City of Ashland	TSA
Cornhusker State Industries	US Mechanical
ESU 2	Virco
Fiala's	VISA
GovConnect	Wahoo-Waverly-Ashland Gazette
Heather Cormier	Windstream
	USPS

Authorized by:

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**Ashland-Greenwood Public Schools**  
**Activities Account**  
**February 20, 2023**

<u>Date</u>	<u>Check #</u>	<u>Vendor</u>	<u>Description</u>	<u>Disbursed</u>	<u>Organization</u>
2/2/2023	16402	ASHLAND CHAMBER OF COMMERCE	FBLA Dues	\$ 35.00	FBLA
2/2/2023	16403	ASHLAND GOLF CLUB	Golf Balls	\$ 264.50	Athletics
2/2/2023	16404	Grace Baker	Staff Hour Pay ATC	\$ 61.25	Athletics
2/2/2023	16405	ADAM BENES	MSBB Official	\$ 120.00	Athletics
2/2/2023	16406	CONESTOGA PUBLIC SCHOOLS	Speech Entry Fee	\$ 49.00	Speech
2/2/2023	16407	BRENDEN GERLACH	MSBB Official	\$ 120.00	Athletics
2/2/2023	16408	Tatum Gossin	Speech Judge	\$ 60.00	Speech
2/2/2023	16409	Caitlin Henry	Speech Judge	\$ 60.00	Speech
2/2/2023	16410	Trent Henry	Speech Judge	\$ 60.00	Speech
2/2/2023	16411	RYAN LEWIS	GBB Official	\$ 90.00	Athletics
2/2/2023	16412	LOUISVILLE PUBLIC SCHOOL DIST CA	Dance Entry Fee	\$ 70.00	Dance
2/2/2023	16413	MIDLAND UNIVERSITY	FBLA Entry Fee	\$ 285.00	FBLA
2/2/2023	16414	NEBRASKA CITY PUBLIC SCHOOLS	Wrestling Entry Fee	\$ 175.00	Athletics
2/2/2023	16415	NEBRASKA SPORTS	Helmets, Basketball, Wrestling Sing	\$ 8,370.29	Athletics
2/2/2023	16416	Christian Nielsen	Speech Judge	\$ 60.00	Speech
2/2/2023	16417	Cheyenne Ostrander	GBB Official	\$ 90.00	Athletics
2/2/2023	16418	PERU STATE COLLEGE	FBLA Entry Fee	\$ 128.00	FBLA
2/2/2023	16419	OMAR SAENZ	BBB Official	\$ 60.00	Athletics
2/2/2023	16420	KEN SCHEEL	BBB Official	\$ 60.00	Athletics
2/2/2023	16421	SPEECHWIRE TOURNAMENT SERVIC	Speech Meet Software	\$ 225.00	Speech
2/2/2023	16422	Ashlyn Jo Stewart	Speech Judge	\$ 120.00	Speech
2/2/2023	16423	Sarah Wallingford	Speech Judge	\$ 60.00	Speech
2/2/2023	16424	Gary Ware	GBB Official	\$ 90.00	Athletics
2/2/2023	16425	Logan View Public Schools	NCC Bball Host Fees	\$ 604.00	Athletics
2/6/2023	16426	Visa	State Dance Registration	\$ 260.00	Dance
		Visa	One Act Celebration	\$ 114.81	Drama
		Visa	MS StuCo Meeting Supplies	\$ 11.76	MS StuCo
2/7/2023	16427	Brian Wiles	BBB Official	\$ 90.00	Athletics
2/7/2023	16428	Arthur Daniels	BBB Official	\$ 60.00	Athletics
2/7/2023	16429	BRENDEN GERLACH	BBB Official	\$ 60.00	Athletics
2/7/2023	16430	Taylor Keeney	BBB Official	\$ 60.00	Athletics
2/7/2023	16431	Triston Keeney	BBB Official	\$ 60.00	Athletics
2/7/2023	16432	Douglas Niemiec	Track Wrestling	\$ 670.20	Athletics
2/7/2023	16433	Jeremy Strahan	Event Staff Pay	\$ 266.25	Athletics
2/7/2023	16434	Nathan Tasler	Dual Wrestling Tournament	\$ 300.00	Athletics
2/7/2023	16435	Jake Vavak	BBB Official	\$ 90.00	Athletics
2/2/2023	16436	Aaron Swartzendruber	BBB Official	\$ 150.00	Replacement check
2/7/2023	16437	Brady Bassett	ATC Wrestling Dual	\$ 175.00	Athletics
2/7/2023	16438	Bernard Bridges	FFA Tumblers	\$ 175.00	FFA
2/7/2023	16439	Thomas Butler	BBB Official	\$ 90.00	Athletics
2/7/2023	16440	Wynn Fangmeier	Dual Wrestling Tournament	\$ 300.00	Athletics
2/7/2023	16441	Joel Hospodka	Dual Wrestling Tournament	\$ 300.00	Athletics
2/7/2023	16442	Philip Pisasale	Dual Wrestling Tournament	\$ 300.00	Athletics
2/7/2023	16443	Makeda Russ	ATC Wrestling Dual	\$ 122.50	Athletics
2/7/2023	16444	Matt Themes	BBB Official	\$ 90.00	Athletics
2/7/2023	16445	Kristin VanLaningham	Staff Event Pay	\$ 67.50	Athletics
2/7/2023	16646	Erich Whitmore	BBB Official	\$ 90.00	Athletics

Authorized By:

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Ashland-Greenwood Public Schools  
2/20/23  
Administrative Operations Account

Date	Check No	Description		Amount
2/1/23	6242	Parent - mileage JAN	\$	377.28
2/1/23	6243	Parent Mileage - JAN	\$	712.64
2/2/23	6244	Staff - Supply pick up mileage	\$	30.13
2/14/23	6245	Staff - Supplies	\$	125.50
2/14/23	6246	Staff - Mileage for Techn. PD	\$	38.54

Authorized by:

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Ashland-Greenwood Public Schools' Claims  
Employee Benefit (Section 125 Account)  
February 20, 2023

<b>Date</b>	<b>Check No.</b>	<b>Vendor/Description</b>	<b>Amount</b>
2/2/23		Employee Benefits	\$ 888.90
2/6/23		Employee Benefits	\$ 417.00
2/9/23		Employee Benefits	\$ 1,607.24
2/13/23		Employee Benefits	\$ 4,000.00

Authorized by:

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Ashland-Greenwood Public Schools  
**Hot Lunch Claims**  
**February 2023**

<b>DATE</b>	<b>Check #</b>	<b>VENDOR</b>	<b>Amount</b>	<b>Description</b>
1/23/23	11603	CASH-WA Distributing	\$ 20,641.92	Monthly Food
1/23/23	11604	Hiland Dairy	\$ 2,916.04	Monthly Milk
1/23/23	11605	Sysco	\$ 7,474.91	Monthly Food
1/23/23	11606	US Food Services	\$ 4,870.58	Monthly Food
1/23/23	11607	Parent	\$ 84.40	Lunch Refund
2/7/23	11608	Hobart Service	\$ 1,447.71	Intermediate Range Services
2/7/23	11609	Sysco	\$ 1,582.30	Supplies

Authorized by:

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Ashland-Greenwood Public Schools' Claims  
 Special Building  
 February 20, 2023

<u>Date</u>	<u>Check/ID</u>	<u>Vendor/Description</u>	<u>Amount</u>
1/17/23	1600	VOID	VOID
1/17/23	1601	Steelcase Financial	MS Furnature Deposit \$ 86,601.78
1/19/23	1602	Sheppards Business Interiors	PreK-2 Furniture \$ 38,898.23
2/20/2023	1603	Americom	PreK-2 Tech. Equip-Ports \$ 1,665.11
2/20/2023	1604	AQS/Terracon	PreK-2 Site Work \$ 987.50
2/20/2023	1604	AQS/Terracon	MS Site Work \$ 2,534.50
2/20/2023	1605	DLR DEC PreK-2	Architect Fees \$ 76,394.64
2/20/2023	1605	DLR JAN PreK-2	Architect Fees \$ 44,761.18
2/20/2023	1605	DLR JAN PreK-2 Post Contract hrs.	Architect Fees \$ 19,801.25
2/20/2023	1605	DLR JAN MS	Architect Fees \$ 14,706.32
2/20/2023	1605	DLR JAN MS Furn/Equip	Architect Fees \$ 13,533.13
2/20/2023	1606	Gopher Sports	PreK-2 - GYM/PE Equip \$ 18,489.38
2/20/2023	1607	Hauff Mid-America Sports	PreK-2/MS - GYM Event Chairs \$ 8,958.00
2/20/2023	1608	Hausmann	PreK-2 #19 \$ 124,633.42
2/20/2023	1608	Hausmann	MS #13 \$ 1,449,502.43
2/20/2023	1609	Nebraska Door and Window	Swing Doors/Installation \$ 5,798.41

Final Bill

Authorized by:

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Ashland-Greenwood Public Schools' Claims  
Student Fee Account  
February 20, 2023

<b>Date</b>	<b>Check No.</b>	<b>Vendor/Description</b>	<b>Amount</b>
2/2/23	1529	Verizon-DEC/JAN Striv Fee	\$ 90.02
2/2/23	1530	SCC (balance paid from GF)/1st SEM Tuition	\$ 10,000.00
2/6/23	1531	VISA Bluejay Rally Supplies	\$ 64.00
2/10/23	1532	Oriental Trading Co-Bluejays Incentives	\$ 384.37
2/10/23	1533	Bennington - District WR Entry Spirit Club	\$ 51.00

Authorized by:

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Dani Beerbohm  
February 2023 Board Report



- Hiring Process
  - It has been a great experience being a part of the hiring team these past two weeks. The process is set up to hire the best and I have enjoyed seeing the process from the other side this year. The most applicable part is being able to watch candidates teach a lesson or engage in a scenario to show their ability first hand.
  
- Curriculum Update
  - Math - K-12 Reveal
  
- School Improvement:
  - Monthly Newsletters
  - Committees - Steering, Data, Communication
  - Goal Setting
  
- Spring Statewide Assessments
  - ELPA 21 - ELL state assessment for two students in our district. Required based on their ELL designation. Four parts - Speaking, Listening, Reading, Writing
  
- Thank you! The work from home day for our Professional Development day allowed us to get to the next step in our ELA curriculum mapping process! Many other meetings were held including School Improvement, grade level meetings at the MS, Mental Health team meeting, EREQ training, and others which kept our teachers busy throughout most of the day.

**Board of Education Meeting  
Elementary Report**



February 20, 2023

**Elementary Activities**

- Open houses were held on February 5th and 9th at the Primary School. The events were successful with over 200 community members and guests.
- The AG PTO hosted a very successful Cookies and Canvas event. 85 painters were in attendance!
- Beat the Winter Blues: During the week of February 6th, we held various staff activities to highlight staff wellness and have a little fun during these winter months!
- Kindness Week: The week of February 13th was kindness week at both elementary schools. Staff planned kindness activities including kindness theme decorations and sharing notes giving students a chance to highlight another person for something kind that was done to them or something kind that they saw another student do.

Upcoming activities and events:

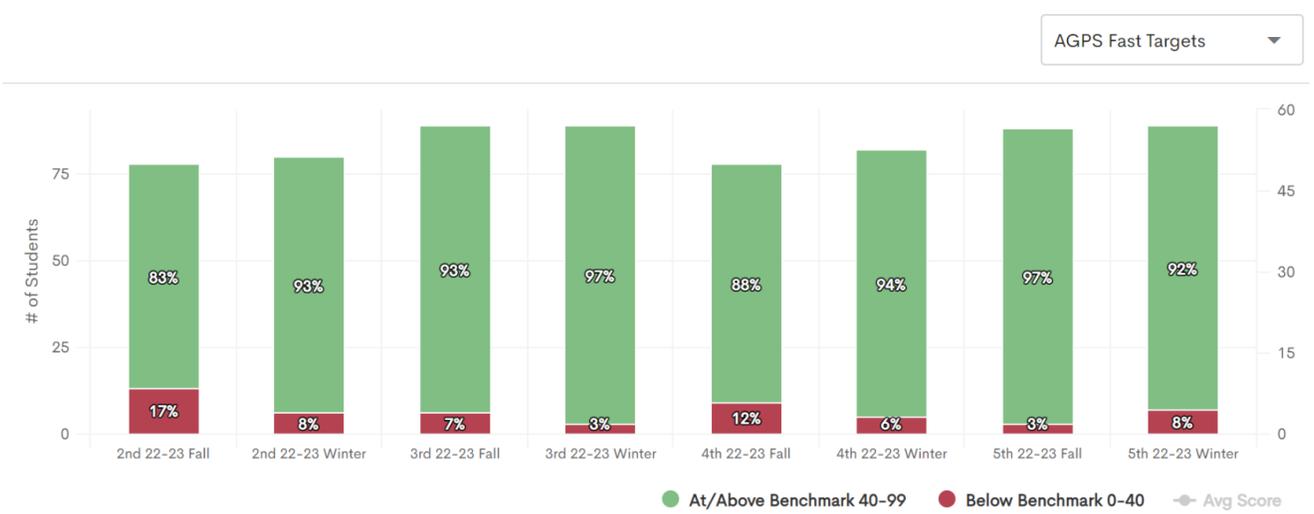
- Author Visit: Shannon Anderson, award-winning children's author of 18 books, will present to primary students on 2-22-23 and intermediate students on 2-23-23. Shannon will also be the guest speaker at our Young Author's Celebration that will take place for K-5 winners on 2-22-23 at 1:30 in the AG Primary School Media Center.
- PTO is hosting a Teacher Appreciation Week on the week of March 6th.

**Professional Activities**

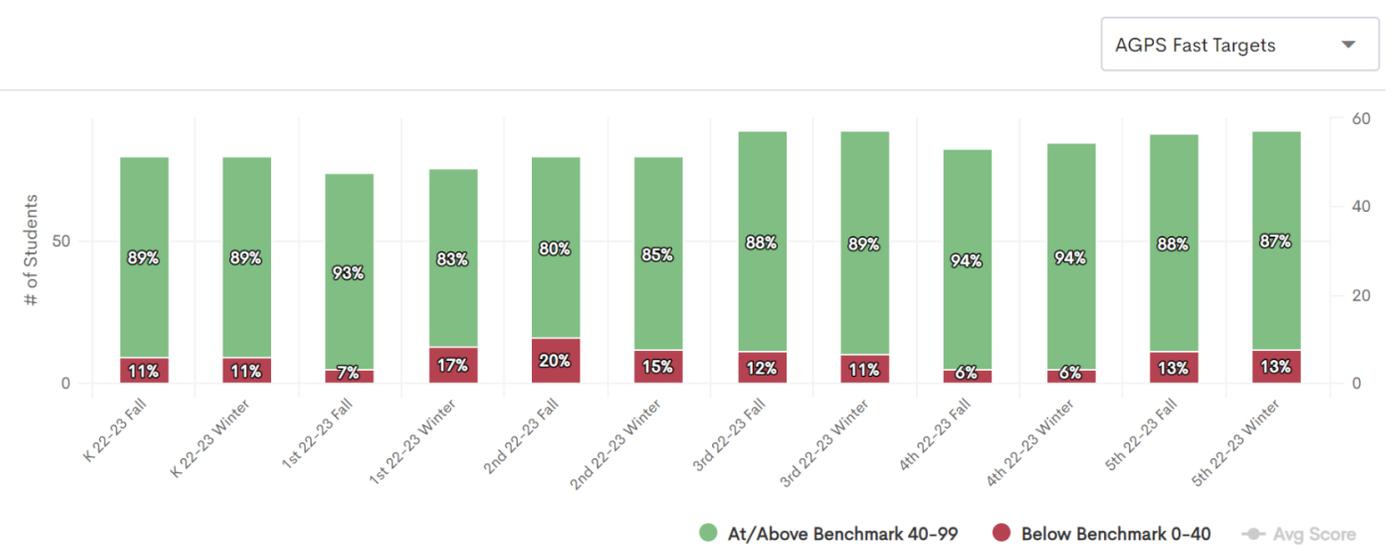
- Staff meetings were held for the purpose of completing social, emotional, and behavioral data reviews and meeting as grade levels to discuss individual student needs.
- A virtual staff inservice took place on 2-16-23. Activities included ELA curriculum work, school improvement team meetings, and various other team meetings.



FAST - SAEBRS Student By Grade



FAST - SAEBRS Teacher By Grade



## AGMS Board Report 2/20/23

### Staff Development/Improvement/Training/Leadership:

- On January 17th, nine middle school staff members virtually attended a workshop on successful middle school teaming strategies.
- Grade-level teams met on Thursday, February 16th to review winter classroom and screening data related to social-emotional and behavior supports for students.
- Mr. Jacobsen, Ms. Lindhorst, and I attended a meeting with the Saunders County Attorney regarding attendance.

### Student Achievement/Classroom/Assessment:

- AG Flex Day Activities: On Wednesday, February 15th we held our first Middle School Flex Day. The purpose was to provide students that need targeted small group or individual instruction the opportunity to meet with teachers. Students also were able to participate in a variety of extension activities related to STEM,
- Our middle school teachers continue to find ways to engage and motivate students. For example, Ms. Drudik (6th Grade ELA), has been implementing a series of “Fun Friday” reading activities like Flashlight Friday, Hats off to Reading, and more.

### Extracurricular Activities and Other Activities:

- Kindness Week was held February 13-16. The culmination at the Middle School included a Student Appreciation Day.
- The Middle School student council participated in an exchange day with Wahoo Middle School. During this day we hosted the WMS student council for ½ a day and spent the other ½ of the day at WMS.
- MS Girls Basketball and MS Wrestling are in full swing. Basketball hosts their final game of the season on Monday, February 27th. Our Middle School wrestlers will host 2 upcoming events. A triangular on Tuesday, February 21st, and their home meet on Friday, March 10th.





## Board of Education Meeting: MS/HS Principal's Report, Brad Jacobsen February 20, 2023

### Staff Development/Training:

- Mid-year review meetings with every staff member occurred in January (30-45 minutes per meeting). Formal observations continue in February & March. Walk-through observations continue on an ongoing basis.
- Will be taking part in ongoing training on 504 plans (students with health needs that interrupt a "life function")
- Offered staff development/led discussion reviewing our 'social emotional screener' that we use to identify students that may be struggling in some way. Students self rate and we have teachers rate to create additional data points. Then, staff teams up and we discuss how we may best support each and every student.

### Activities/Calendar update:

- Girls BB has concluded. Boys play in Wahoo tomorrow night as the #2 seed in our sub-district, #3 overall in powerpoints.
- State Wrestling: 4 qualifiers for 2023. Blaine Christo finished runner-up and Luke Lambert finished 4<sup>th</sup>.
- Spring sports can start Monday, 2/27.
- We have several students that won awards at the Scholastic Art Show hosted by Omaha Public Schools. Honorable Mention received by: Gracey Earnest, Dayna Wilson, Presley Harms, Paris Flores, Luca Hunt, and Erandy Morales-Rodriguez, Alivia Pike, and Kierra Stobbe. Silver Key awarded to: Luca Hunt (ceramics/pottery) and Riley Lichtas (painting).



**FFA week Feb. 20-24:** School-wide celebration of FFA with dress up days and promotions of the FFA program. The week is planned and carried out by our FFA officer team.



**RAISING THE BAR**  
ASHLAND - GREENWOOD

**Mr. Jason Libal - Superintendent**  
**February 20, 2023**

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1. **Legislative Updates:** Suzanne Sapp and Kylie Helfin will provide a legislative update, and a review of the legislative conference they attended.
2. **Primary Building Open House Dates:** Two Primary School Open House were held: Sunday, February 5th from 2:00 p.m. to 4:00 p.m., and Thursday, February 9th from 4:30 p.m. to 6:30 p.m. Both sessions were highly attended and there was a great deal of positive feedback provided by those that attended.
3. **Snow Day(s) Procedures:** I will walk the board through the process followed in making a snow day/no school call.
4. **Questions?**



**AIA**<sup>®</sup>

# Document G802™ – 2017

## Amendment to the Professional Services Agreement

**PROJECT:** *(name and address)*  
10-18135-00\_  
Ashland-Greenwood / 2020 Bond  
Referendum Projects  
Ashland, Nebraska

**AGREEMENT INFORMATION:**  
Date: November 13, 2020

**AMENDMENT INFORMATION:**  
Amendment Number: 013

Date: January 10, 2023

**OWNER:** *(name and address)*  
Ashland-Greenwood Public Schools  
a/k/a Saunders County School District  
78-001  
1842 Furnas Street  
Ashland, NE 68003

**ARCHITECT:** *(name and address)*  
DLR Group inc. (a Nebraska  
corporation)  
6457 Frances Street, Suite 200  
Omaha, NE 68106

The Owner and Architect amend the Agreement as follows:  
JEO Consulting Group - Amendment #5.

Ashland Greenwood PreK-2 and Middle School building design services scope of work:  
Work includes additional Civil Engineering consulting services from JEO Consulting Group per Amendment #4, regarding additional Public Improvements Services as follows:

- |  |           |
|--|-----------|
| 1. Additional Construction Administration effort (Hourly Not to Exceed): | \$ 7,500  |
| 2. Additional Construction Inspections Allowance (20hrs/week):           | \$ 8,000  |
| 3. Subdivision Agreement Assistance (Hourly Not to Exceed):              | \$ 25,000 |

The Architect's compensation and schedule shall be adjusted as follows:

Compensation Adjustment:  
Total: Forty Thousand Five Hundred Dollars (\$40,500)

Schedule Adjustment:  
Not determinable.

### SIGNATURES:

DLR Group inc. (a Nebraska  
corporation)

Ashland-Greenwood Public Schools

**ARCHITECT** *(Firm name)*

**OWNER** *(Firm name)*

**SIGNATURE**

**SIGNATURE**

Vanessa Schutte, Vice  
President

Jason Libal, Superintendent

**PRINTED NAME AND TITLE**

**PRINTED NAME AND TITLE**

January 10, 2023

**DATE**

**DATE**



**Members of the Board of Education**

Eric Beranek, Ashland, NE, Member

Kylie Heflin; Ashland, NE, Member

David Nygren; Ashland, NE, Member

Suzanne Sapp; Ashland, NE, President

Karen Stille; Ashland, NE, Vice President

Russ Westerhold; Ashland, NE, Secretary

**2023 Ashland-Greenwood Board Committees**

**Building, Grounds and Transportation Committee**

Eric Beranek

Dave Nygren

Suzanne Sapp

**Personnel Committee**

Kylie Heflin

Karen Stille

Russ Westerhold

**Finance Committee**

Dave Nygren

Suzanne Sapp

Russ Westerhold

**Curriculum and Americanism Committee**

Eric Beranek

Kylie Heflin

Karen Stille

**Non-Certified Salary Team**

Eric Beranek

**Dave Nygren** Change to Kylie Heflin

Suzanne Sapp

**Certified Staff Negotiations Team**

**Kylie Heflin** Change to Dave Nygren

Karen Stille

Russ Westerhold

**Safety and Security Committee**

**Eric Beranek** Change to Kylie Heflin

**Foundation Board of Directors**

Karen Stille

**Student Wellness Committee**

Russ Westerhold

**Board Officials**

Jill Finkey; Treasurer

Jill Finkey; Executive Secretary

KSB School Law; Legal Counsel



February 10, 2023

Dear School Board Members:

The Ashland-Greenwood FBLA would like to request permission to stay overnight at the State Leadership Conference (SLC) in Kearney, NE from Monday, April 3rd-Wednesday, April 5th. This stay is financed primarily through the FBLA organization's fundraising efforts.

We feel it is necessary for our students to stay overnight at the FBLA State Leadership Conference (SLC) in Kearney because:

- a. Registration for the event begins Monday at 11:00 a.m. and the competition ends at noon on Wednesday.
- b. Posting for call backs for individual events is approximately 10:30 p.m. Monday. Monday night is also the evening student teams complete last minute preparation for Tuesday events with the adviser.
- c. Tuesday night includes the student's social and networking activity, which ends at 11 p.m. More importantly, call backs for seniors for final job interviews are once again posted after 10:30 p.m. and final interviews begin at 7:00 a.m. Wednesday morning.

We would appreciate the opportunity to stay in Kearney, and value your support of FBLA.

Thank you for your consideration.

Sincerely,

Amber Dutcher, Adviser

Laura Gerdesl, President

**BOARD OF EDUCATION APPROVAL**  
**STATE LEADERSHIP CONFERENCE TRIP 2023**  
**Younes Conference Center, Kearney, NE**  
**April 3rd-5th (Monday-Wednesday)**

**A) Itinerary- See Attachment A**

**B) Summary of cost and funding source**

- a. Costs Include (est):
  - i. Registration (51 students \* \$71; 1 adviser \* \$71; 2 chaperones \* \$46 = \$3,784 )
  - ii. Hotel Rooms (14 rooms \* \$120/room (2 Nights) = \$3,360)
  - iii. Bus
- b. The trip is financed through FBLA's fundraising activities. Students must fundraise to attend.
  - i. 4 Season's Fundraising - Direct Sales \$4,000 (est)
  - ii. Booster Club Concessions \$600 (est)
  - iii. Chamber Breakfast (\$400)
  - iv. Oxbow Speech Meet Concessions \$400 (est)
  - v. Additional Donations - Amt Varies

**C) Mode of Transportation**

- a. Transportation will be by school bus to the hotel on Monday morning and from the hotel Wednesday at noon. No one will leave the hotel during the conference unless picked up by a parent for another excused activity.

**D) List of students traveling- See Attachment B**

**E) Sponsors-**

- a. Mrs. Dutcher, FBLA Adviser; Haley Guenther, Accounting Teacher, Claire Johnson, Speech Pathologist (upon approval)

**F) Plan for supervision- See Attachment C (Permission/Conduct Forms)**

- a. General-All sponsors will have a complete list of students and cell phone numbers. During the day, all students are competing in different rooms throughout the hotel in which we are staying. There are several general sessions and workshops where the supervisors will meet with the students throughout the day (As seen in the itinerary). While at the hotel, students will need to use the buddy system to complete simple tasks such as going to get ice, swimming, and going down to the front desk. Students will not be allowed to have students of the opposite gender in their rooms unless I am in my room, and the door MUST remain open to the hallway for the entire time of the visit.
- b. Nights- Students have a specific bed check time each night; it varies depending on activities done that day. Once each room is checked the doors will be shut. There will be random room checks throughout the night. Sneaking out of rooms is unacceptable and could result in a trip home at their cost.

**G) Eligibility**

- a. The district eligibility policy applies to all FBLA events and competitions.

First Name	Last Name
Paige	Alexander
Alyssa	Bigley
Kenzie	Bottorff
Holly	Campbell
Shawn	Carey
Isaac	Carson
Katelyn	Clark
Mira	Comstock
Paige	Comstock
Olivia	Craig
Kaia	Craig
Alyonna	Davis
Gracey	Earnest
Jaycee	Fangmeyer
Logan	Fangmeyer
Reese	Fisher
Rubi	Flamig
Houston	Fleck
Dallas	Fleck
Lauren	Gerdes
Megan	Gerdes
Elliot	Gossin
Joseph	Greise
Lexi	Hasse
Grady	Holtz
Malia	Howard
Abigail	Kasuske
Emma	Keith
Jadah	Laughlin
Cooper	Maack
Alexander	Marzouk
Gabriella	McAdams
Lauren	Mead
Breleigh	Mech
Ellie	Milburn
Kaitlin	Pfeiffer
Alivia	Pike
Hailee	Pleiss
Jaxon	Powell
Joslyn	Sargent
Ambrees	Schefdore
Candace	Spears
Thomas	Spears
Sarah	Spears
Ellie	Stein
Garett	Turner
Taylor	West
Audrey	Whitehead
Ellie	Whitehead
Paige	Williams
Jacob	Zalesky



## 3051

### **Opioid Overdose Prevention and Response**

The district will maintain an opioid antagonist in its schools, specifically naloxone, otherwise known by its brand name Narcan. Pursuant to Nebraska law and the Naloxone Standing Order issued by the Nebraska DHHS, Division of Public Health, the board will permit school nurses, trained school staff, or other individuals qualified by law to administer naloxone to any person at school or a school event displaying symptoms of an opioid overdose.

This policy shall not create a duty on the part of the school district and/or its personnel to administer naloxone. School representatives will not administer naloxone under the following circumstances:

- a. Naloxone is not available during the overdose emergency;
- b. There is no individual available who is qualified to administer naloxone; or
- c. School representatives are uncertain as to whether an opioid overdose is occurring.

Nothing in this policy is intended to regulate, restrict or otherwise deter a law enforcement officer, emergency medical technician, volunteer fire fighter, licensed medical professional or other authorized individual from administering his/her own supply of naloxone when responding in good faith to a suspected drug overdose occurring on school district property or at a school-sponsored event.

**Procurement and Storage.** The superintendent, in consultation with the school's nursing staff, will make the necessary arrangements to obtain naloxone. The naloxone will be stored unlocked in the nurses' office(s). The superintendent, in consultation with the school's nursing staff, will reorder naloxone.

Naloxone that is nearing its expiration date will be replaced. The school nurse shall maintain a log of naloxone supplies consistent with the district's practices for logging other medications.

**Training.** Licensed health care professionals and school resource officers employed on the high school and middle school levels shall all complete an approved naloxone training prior to carrying and/or administering naloxone. Other school staff members may be trained as determined by the administration. Once trained, staff members shall

review the DHHS standing order and applicable naloxone administration protocols as needed.

**Recordkeeping and Reporting.** Any individual who administers naloxone on behalf of the school district will promptly notify the building principal and superintendent of the facts and circumstances surrounding the drug overdose incident. The administration of naloxone to any student will be documented in his/her cumulative health record. The administration of naloxone to any staff member will be documented in his/her personnel file.

Adopted on:

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

The administration team has updated Policy 5022: Investigations, Arrests, and Other Student Contact by Law Enforcement and Health and Human Services

The proposed modifications are underlined in the draft below. The changes are additions to the current policy to add back previous policy language and clarify current practices.

The additions on page three clarify when a student may be interviewed at school and the language for why a staff member sits in with students.

The addition on page four outlines current practices for school principals to ensure parents/guardians are notified about the questioning.

## 5022

### **Investigations, Arrests, and Other Student Contact by Law Enforcement and Health and Human Services**

The school district and its administrators and staff desire to maintain a positive working relationship with law enforcement officers and other representatives of governmental bodies in the discharge of their duties. However, this desire must be balanced against other equally important factors such as a student's legal rights, ensuring that a student's time spent in school is for education, and acknowledging that the school stands in loco parentis to the students.

"Law enforcement officer" means police officers, county sheriffs, state patrolmen, Health and Human Service workers, Child Protective Services workers, Office of Juvenile Services workers, probation officers, U.S. Immigration and Customs Enforcement (ICE) agents, Federal Bureau of Investigations agents, or any other government investigatory workers.

"Parent" means the biological or adoptive mother or father, guardian, responsible relative, or any other person who has claimed legal or actual charge or control of the student pursuant to Nebraska law or Title 92 Nebraska Administrative Code Chapter 19.

Law enforcement officers are encouraged whenever possible to talk to a student away from the school before or after school hours so as to cause as little disruption as possible to the student's education.

Law enforcement officers may be called to the school at the request of school administration, or they may initiate contact with the school for their own purposes. Contact between the school and law enforcement officers on matters involving students shall be made through the office of the superintendent or building principal and the law enforcement officer. All reasonable attempts should be made to avoid embarrassing the student before his or her teachers and peers, and to avoid disrupting the student's and school's education program. Any questioning by law enforcement officers that is permitted should be conducted in a private room or area where confidentiality can be maintained. This should be an area removed from observation by or contact with other pupils and school personnel.

School staff shall promptly notify the superintendent when a student is questioned, arrested, or removed from school grounds by law enforcement officers.

## **School Related Criminal Activity**

This section applies to alleged or suspected criminal activity that occurs on school grounds; in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee; or at a school-sponsored activity or athletic event.

Law enforcement officers will be allowed to contact and question students at school regarding school related criminal activity as provided below.

The building principal must be notified before a student may be questioned in school or taken from a classroom by law enforcement. The building principal should request identification of the officers, their affiliation with the identified law enforcement agency, and whether their purpose is to interview, interrogate, or take custody of the student.

The building principal will make reasonable attempts to contact a student's parent for their consent and/or presence before the student is interviewed. In the event that a parent cannot be contacted after reasonable attempts, the student will be questioned only if the law enforcement officer identifies emergency circumstances requiring immediate questioning. A building principal or designee shall be present for such questioning. The student will be brought to a private room and the contact will be made out of sight of others as much as practicable.

If the student is suspected of criminal activity, it is the responsibility of the law enforcement officer to advise a student of his or her rights against self-incrimination.

If at any time the district's representative believes that the questioning is being conducted in an inappropriate manner and clearly contrary to the rights of the student, then the representative shall request that the law enforcement activities cease. The building principal will also make another attempt to contact the student's parent.

The building principal shall document steps taken to notify parents, summarize the law enforcement activities, identify the actions taken by the District on behalf of the student, and any further contacts with law enforcement officer.

## **Non-School Related Criminal Activity**

Law enforcement officials may not question students at school unless parental consent is obtained or the law enforcement authorities have a warrant or court order.

## **Taking a Student into Custody**

Law enforcement officers seeking custody of a student must contact the superintendent or building principal. The principal will request the arresting law enforcement officer to provide a copy of the arrest warrant, written parental consent, court order, or other document giving authority to take the student into legal custody. If there is no document presented, the principal should obtain the officer's name, badge number identifying the law enforcement agency, date, time, the reason for the arrest, and the place to which the student is reportedly being taken. Whenever practicable, the arrest or release of the student should be conducted in a location and in a manner that minimizes observation by others.

When a law enforcement officer removes a student from the school, the building principal will take immediate steps to notify the parent about the student's removal and the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse.

## **Child Abuse and Neglect**

When law enforcement officers seek to investigate reports of alleged child neglect or abuse regarding a student, the building principal shall obtain a proper identification from the authorities or officials. If the investigator represents that an interview is necessary to collect information concerning an allegation of child abuse or neglect or an offense involving a family relation and it is clear that obtaining parental consent for the interview would be impossible or counter-productive, the interview may be conducted without consent of the student's parent, guardian or custodian. In these situations, if a student interview is conducted on school grounds, the building principal or designee and such other school personnel as appropriate shall observe the interview to ensure the interview only relates to those matters.

If the law enforcement officer decides to remove the student from school, school officials shall provide the law enforcement authorities with the address and telephone number of the student's parent or guardian. The principal or other school official shall, as a condition of releasing the student to the law enforcement officer, require the officer to sign a statement certifying that the child is being removed from school premises because he or she is believed to be the victim of child abuse and that the officer understands and will comply with the legal requirements of NEB. REV. STAT. § 79-294.

## **Parent/Legan Guardian Notification**

If a parent or legal guardian has not been notified in advance, the building principal or his or her designee shall ensure law enforcement notifies the parent or legal guardian of any questioning or removal of their child immediately following the event unless the law enforcement officer assures the building principal or his or her designee that the officer will be making the contact prior to the time the child would normally return home unless the principal or his or her designee is not permitted to make contact by law enforcement.

## **Student Records**

Student records will be shared with law enforcement officers only as allowed by state and federal law.

Adopted on: 10/21/2019

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**TERMS AND CONDITIONS OF EMPLOYMENT  
2023-2024 SCHOOL YEAR  
ASHLAND-GREENWOOD BOARD OF EDUCATION  
AND  
ASHLAND-GREENWOOD EDUCATION ASSOCIATION**



**Awaken...Develop...Enhance**

The contents of these TERMS AND CONDITIONS OF EMPLOYMENT have been agreed upon by both parties February 16,2023 and formally approved February 20th, 2023.

Ashland-Greenwood Board of Education

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President

Ashland-Greenwood Education Association

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President

**Master Agreement for Certified Teaching Staff**  
**Ashland-Greenwood Public Schools**  
**2023-2024**

This agreement was made and entered into this 20<sup>th</sup> day of February 2023 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 –

**2023-24: The salary schedule for teachers of the district for the 2023-24 contract year shall be in accordance with Exhibit "C1" attached with a base of \$37,925 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 at 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 – All certified staff are required to work admissions at one athletic event. (2023) In the event a teacher either sells or takes tickets or assists with the supervision or running of an additional 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. This hourly pay for working an athletic event 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. Staff 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 an 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 reimbursements 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 2023-2024:

The School District will contract with the Nebraska Educators Health Alliance (EHA) to provide group health and dental insurance coverage for the 2023-2024 contract year, September 1, 2023 through August 31, 2024. The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, \$1200 deductible NetWork Blue (with the choice of selecting a corresponding Alternate Network) or the Health Savings Account (HSA) \$3800 deductible Network Blue (with the choice of selecting a corresponding Alternate Network) with 100% A, 75% B, 50% C dental insurance coverage. 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 2023-2024 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 2023-2024 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 of 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 PK-2, 3-5, 6-8, 9-12. 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 a 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 2023-2024 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 2023-2024 school year and 186 days for teachers employed for the first time during the 2023-2024 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 20<sup>th</sup> day of February, 2023.

ASHLAND-GREENWOOD EDUCATION  
ASSOCIATION

SAUNDERS COUNTY SCHOOL  
DISTRICT NUMBER ONE

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## EXHIBIT A

### Health, Accident and Dental Insurance Benefit

**Exhibit A:** The School District will contract with the Nebraska Educators Health Alliance (EHA) to provide group health and dental insurance coverage for the 2023-2024 contract year, September 1, 2023 through August 31, 2024. The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, \$1200 deductible NetWork Blue (with the choice of selecting a corresponding Alternate Network) or the Health Savings Account (HSA) \$3800 deductible Network Blue (with the choice of selecting a corresponding Alternate Network) with 100% A, 75% B, 50% C dental insurance coverage. 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 2023-2024 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 D Extra Curricular Schedule

Saunders County School District One – 2023-24 School Year

CATEGORY	INITIAL YEAR	3 <sup>rd</sup> YEAR	5 <sup>th</sup> YEAR	8 <sup>th</sup> YEAR	10 <sup>th</sup> 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	Elementary Choir, Flag Corps, Asst. One-Act Play Production, *Asst. All School Play, *Asst. School Musical, Skills USA, Spirit Squad Choreography, Middle School Team Leader
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
	*All School Play and School Musical alternate years

### DOLLAR VALUE – Percent of Base Salary