

Board of Education Regular Meeting
Monday, March 18, 2024 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 Consent Agenda Items.
 - 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. Fangmeyer
 - 7.2. Ms. Moon/Ms. Poell
 - 7.3. Mr. Jacobsen/Mr. Flynn
 - 7.4. Mr. Libal/Ms. Finkey
8. Board of Education Committee Reports
 - 8.1. Curriculum/Instruction/Technology and Americanism

- 8.2. Facility, Grounds, and Transportation
- 8.3. Finance
- 8.4. Negotiations and Personnel
- 8.5. Policy and Legislative Advocacy
- 8.6. Safety/Security and Student Wellness
- 9. Discussion/Information Items
 - 9.1. District athletic department update as provided by AGPS A.D. Dustin Deterding.
- 10. Action Items
 - 10.1. Discussion and action related to overnight request(s). (Attached)
 - 10.2. Discussion and action related to the approval of a new superintendent evaluation model as provided by NASB. (Attached)
 - 10.3. Discussion and action related to the hiring of certificated staff for the 2024/25 school year. (Attached)
 - 10.4. Certified and non-certified staff resignations.
 - 10.5. Discussion and action related to the 2024-25 certificated staff Master Agreement. (Attached)
- 11. Informational Items
- 12. Call for Next Meeting
 - 12.1. The next meeting is set for Monday, April 15th, 2024 at 6:00 p.m. All meetings are held in Ashland-Greenwood Middle/High School, Conference Room at 1842 Furnas Street, Ashland, NE 68003. Notice of the meetings are posted in advance in the District Office, 705 N 17th Ave., Ste3, 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 705 N 17th Ave., Ashland, NE 68003.
- 13. Adjournment.
 - 13.1. Board of Education 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.*

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK: *This is the portion of the meeting when members of the public may speak to the board about matters of public concern.*

- 13.2.
 - ***Getting Started:*** *When you have been recognized, please stand and state your name.*
 - ***Time Limit:*** *The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.*
- 13.3.
 - ***Personnel or Student Topic:*** *If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.*
- 13.4.
 - ***General Rules:*** *This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.*
- 13.5.
 - ***No Action by the Board:*** *The board will not act on any matter unless it is on the published agenda.*
- 13.6.
- 13.7.
- 13.8. ***REQUEST FOR CLOSED SESSIONS:***
- 13.9. *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.

13.10.

BOARD OF EDUCATION MEETING INFORMATION:

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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:

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**Ashland-Greenwood Public Schools
Board of Education Regular Meeting Minutes
Monday, February 19, 2024**

Opening

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened open and public session on Monday, February 19, 2024

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

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 the third Monday of the month by President Sapp.

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

3. Pledge of Allegiance.

All stood and recited the Pledge of Allegiance.

4. Recognition of public participation

5. Visitors and Communication from the public.

6. Approval of 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 Russ Westerhold, Passed.

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

Mrs. Finkey reviewed the February claims noting those that were higher than anticipated as well as those that represented one time/annual claims. She also provided an update on the General Fund Working Budget. A meeting will be scheduled with the Board Finance Committee upon completion of negotiations or sooner if needed.

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. Fangmeyer

Mrs. Fangmeyer shared the schedule of many upcoming Unified Events. Board Members noted how much they enjoyed the recent Unified BB game and are glad the district can provide these opportunities for students.

7.2. Ms. Moon/Ms. Poell

Ms. Moon and Ms. Poell highlighted some activities from Kindness Week. Ms. Moon spoke about the success of the preschool Baking Buddies event. Ms. Poell also expressed appreciation for the community for supporting their elementary fundraiser; it was very successful.

7.3. Mr. Jacobsen/Mr. Flynn

Mr. Jacobsen shared numbers for second semester dual credit; they are higher due to the addition of sophomores. He was appreciative of SCC's willingness to work with the district on scheduling esp. for 10th graders; studyhall time on days class not in session was able to be considerably reduced. Mr. Flynn reported on MS Kindness Week Activities. He also talked about the HAL cooperative with ESU 2; 15 of our MS students are participating. Ms. Beerbohm explained more about the HAL grant project including the number of teachers receiving additional training and resources.

7.4. Mr. Libal/Ms. Finkey

Mr. Libal gave an update on the districts efforts to work together with the city to fund an SRO in the future; he explained some different grant opportunities and possible funding resources. Ms.

Poell, district safety co-chair, also noted research being done for some funds to possibly support some safety film over windows. Mr. Libal encouraged board members to attend the upcoming NASB Finance WS.

8. Board of Education Committee Reports

8.1. Curriculum/Instruction/Technology and Americanism

8.2. Facility, Grounds, and Transportation

8.3. Finance

8.4. Negotiations and Personnel

Board member Westerhold, chair of the Negotiations committee, gave a brief overview of the status of Negotiations. The process has included several face to face meetings and various offers from both sides. No agreement has been reached yet.

8.5. Policy and Legislative Advocacy

Board Members Sapp, Stille, and Heflin attended the recent Legislative Conference hosted by NASB. Board Member Sapp, chair of the Policy and Legislative Advocacy Committee shared information on some of the topics: private school fund, possibility of a 3% cap to further advance Pillen's goal to reduce property taxes. Board Member Sapp encouraged those in attendance to contact Governor Pillen as well as our state senators to express concern regarding a 3% cap. Board Members Sapp and Stille also attended the Board President's Retreat; both commented on the value of the information as well as the networking opportunities with other board members.

8.6. Safety/Security and Student Wellness

9. New Business

9.1. Discussion and action related to the AGPS Highway N-66 Improvements.

Motion to approve the bid submitted by M.E. Collins, made by Russ Westerhold and seconded by Eric Beranek, Passed.

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

Mr. Libal briefly explained the scope of the work and noted that the cost of this project would be shared by the City and the IceHouse Ridge Development.

9.2. Discussion and action related to Wednesday night activity request.

Motion to approve the Wednesday Night Activity Request for the Booster Club Athletic Banquet to be followed by the Baccalaureate, made by Eric Beranek and seconded by Russ Westerhold, Passed.

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

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

Motion to approve overnight travel for the FB team for summer camp as well as for FBLA State Convention, made by Russ Westerhold and seconded by David Nygren, Passed.

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

9.4. Discussion and action related to the 2024-2025 District Calendar. (Attached)

Motion to approve the 2024-2025 District Calendar, made by David Nygren 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 and Ms. Beerbohm explained some of the changes from previous years. Many changes were based on staff feedback. Staff feedback was again solicited this year regarding the 24.25 calendar.

9.5. Discussion and action related to 2024-25 staffing needs.

Motion made to approve the addition of a primary elementary teacher for the 24.25 school year, made by Kylie Heflin and seconded by David Nygren, Passed.

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

Ms. Moon shared updated numbers for kindergarten enrollment - currently 89 this year (for first grade next year) and 88 confirmed planning to begin Kindergarten in 24.25. Administrators advocated for an additional primary elementary teacher. Discussion included the need as well as the impact on the budget.

9.6. Discussion and action to approve new certificated staff member(s) for the 2024-25 school year.

Motion to approve the hiring of Derek Dishman, Kenzie, Lambert, and Alexis Arens as SPED teachers for the 24.25 school year, made by David Nygren and seconded by Karen Stille, Passed.

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

Ms. Fangmeyer briefly spoke about the qualifications and experience of the new special education teacher hires.

9.7. Certified and non-certified staff resignations.

Motion made to accept the resignations of Laura Duff (retirement), Diane Starns (retirement), Janice Jacobs (retirement), and Tyler Cogswell, 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

9.8. Discussion and action related to the 2024-25 Master Agreement. (Attached)

Motion to enter Executive Session at 7:10 PM to discuss Negotiations, made by Russ Westerhold and seconded by Eric Beranek, Passed.

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

Motion to end Executive Session at 7:45 pm, made by Russ Westerhold and seconded by Eric Beranek, Passed.

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

10. Informational Items

11. Call for Next Meeting

11.1. The next meeting is set for March 18th, 2024 at 6:00 p.m. All meetings are held in Ashland-Greenwood High School, Conference Room at 1842 Furnas Street, Ashland, NE 68003. Notice of the meetings are posted in advance in the District Office, 705 N 17th Ave., Ste3, 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 705 N 17th Ave., Ashland, NE 68003.

12. Adjournment.

Motion to adjourn the meeting at 7:48 p.m., made by David Nygren and seconded by Karen Stille, Passed.

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

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FINANCIAL STATEMENT Activity Fund

FOR MONTH ENDING Feb-2024

Beginning Balance

\$ 83,716.65

Date	Check #	Payee	Description	Receipt	Disbursed	Balance
ATHLETICS						\$ (25,582.23)
16904		BSN SPORTS	Track Supplies/Baseball Hats		\$ 2,917.64	
16906		FORT CALHOUN COMMUNITY SCH	MS GBB Entry Fee		\$ 60.00	
16909		KENNETH MAR	Bball Official		\$ 85.00	
16911		ODEYS FIELD EXPERTS	Field Marking		\$ 429.35	
16912		JUSTIN PAVICH	Bball Official		\$ 85.00	
16914		Suples, Inc	Wrestling Supplies		\$ 5,445.00	
16915		MATT THERNES	Bball Official		\$ 85.00	
16916		VISA	Ipad Case		\$ 39.97	
16917		Jeremy Winn	Bball Official		\$ 85.00	
16919		BSN SPORTS	Spring/Fall Equipment		\$ 3,348.71	
16923		Lonnie Graver	Bball Official		\$ 170.00	
16924		Quinn Huppert	Bball Official		\$ 170.00	
16926		Mark McGuire	Timing System MS Track		\$ 600.00	
16927		Sandra McGuire	Timing System MS Track		\$ 500.00	
16928		Thomas Miller	Bball Official		\$ 170.00	
16931		PREMIER SPORTS OFFICIALS ASS	Winter Officials		\$ 5,095.00	
16933		Jacy Sparano	ATC Hours		\$ 542.50	
16934		ROBERT THIELEN	Bball Official		\$ 170.00	
16937		Jack Mar	Bball Official		\$ 170.00	
16938		No Frills	Hospitality Room		\$ 98.05	
16939		Harrison Pearse	Bball Official		\$ 170.00	
16941		Jeremy Strahan	Winter Event Hours		\$ 270.00	
16942		MARCUS ANDERSON	Wrestling Official		\$ 150.00	
16944		John Dostal	Sub District Official		\$ 77.00	
16945		JEFF KOPECKY	Sub District Official		\$ 147.00	
16946		KENNETH MAR	Sub District Official		\$ 77.00	
16947		VOID				
16949		PARKER'S SMOKEHOUSE LLC	Hospitality Room		\$ 738.10	
16950		SYLVO M. JOHNSON SR	Sub District Official		\$ 147.00	
16951		Jeremy Winn	Sub District Official		\$ 147.00	
16952		YORK PUBLIC SCHOOLS	JV Wrestling Fee		\$ 150.00	
16953		AGXC	BSN Store Kickback		\$ 205.00	
16954		Bishop Neumann Central High Schoc	Sub District Payout		\$ 406.95	
16955		Chris Eischeid	District Official		\$ 86.00	
16956		Bryce Kerkman	District Official		\$ 163.00	
16957		TROY LANHAM	District Official		\$ 86.00	
16958		LOUISVILLE PUBLIC SCHOOL DIST	Sub District Payout		\$ 391.65	
16960		MINDEN PUBLIC SCHOOLS	Sub District Payout		\$ 555.14	
16962		NEBRASKA SCHOOL ACTIVITIES A	District Financial Statement		\$ 4,638.69	
16963		RAYMOND CENTRAL PUBLIC SCHI	JV Wrestling Fee		\$ 100.00	
16966		WAHOO PUBLIC SCHOOL DISTRIC	District Payout		\$ 813.89	
		Gate	JV/VBball 2.2	\$1,991.00		
		Gate	Res G/Bball	\$206.00		
		BSN	XC Team Store Kickback	\$205.00		
		Gate	JV/Vbball Malcom	\$1,085.00		
		Gate	Res G/Bball	\$98.00		
		Standing Bear/Plattsmouth	Wrestling Entry Fee	\$350.00		
		Gate	MSGBball Platteview	\$143.00		
		Gate	JV/Vbball	\$729.00		
		Gate	MSGBball DC West	\$231.00		
		Gate	Bball Gate	\$461.00		
		Gate	MS Wrestling	\$361.00		
		Gate	Sub District Bball	\$4,334.00		
		Gate	Sub District Bball	\$4,599.00		
		Minden	Broadcast Fee	\$50.00		
		Gate	Sub District Bball	\$2,949.00		
		Various	Entry Fees	\$557.07		
TOTALS				\$ 18,349.07	\$ 29,785.64	\$ (37,018.80)
ALUMNI Projects						\$ 2,869.99
TOTALS				\$ -	\$ -	\$ 2,869.99

<i>Date</i>	<i>Check #</i>	<i>Payee</i>	<i>Description</i>	<i>Receipt</i>	<i>Disbursed</i>	<i>Balance</i>
BAND						\$ 30.00
TOTALS				\$ -	\$ -	\$ 30.00
BLUE TEAM						\$ 104.94
TOTALS				\$ -	\$ -	\$ 104.94
DRAMA						\$ 3,960.77
16930		PIONEER DRAMA SERVICE, INC.	Shipping Cost		\$ 23.00	
16936		Dramatic Publishing Company	Scripts		\$ 32.85	
16940		Dramatic Publishing Company	Shipping For 0632		\$ 9.62	
TOTALS				\$ -	\$ 65.47	\$ 3,895.30
ELEM BOOK FAIR						\$ 891.32
TOTALS				\$ -	\$ -	\$ 891.32
ELEM STAFF - INTERMEDIATE						\$ 873.38
16916	VISA		Ninja Foodie		\$ 128.38	
	PepsiCo		Vending Machine Earnings	\$14.16		
TOTALS				\$14.16	\$ 128.38	\$ 759.16
ELEM STAFF - PRIMARY						\$ 873.38
16916	VISA		Ninja Foodie		\$ 128.39	
	PepsiCo		Vending Machine Earnings	\$29.46		
TOTALS				\$29.46	\$ 128.39	\$ 774.45
ELEM STUDENT COUNCIL - INTERMEDIATE						\$ 17,938.54
16916	VISA		Subway		19.32	
16965	VISA		Health talk/Intervention Supplies		183.84	
	Choosebooster		ELE Dancathon Fundraiser	\$3,590.35		
TOTALS				\$ 3,590.35	\$ 203.16	\$ 21,325.73
ELEM STUDENT COUNCIL - PRIMARY						\$ 17,256.65
	Choosebooster		ELE Dancathon Fundraiser	\$ 3,590.36		
TOTALS				\$ 3,590.36	\$ -	\$ 20,847.01
FBLA						\$ 12,890.72
16938	No Frills		Pop That Shot Supplies		\$ 63.76	
16959	MARCH OF DIMES FOUNDATION		Donation		100.00	
16961	NEBRASKA FBLA FOUNDATION TF		Donation		100.00	
16965	VISA		Membership/Comm Service Supplies		834.07	
	Various		SLC Fees	\$2,813.20		
	Fundraising		Pop that Shot	\$572.00		
	Various		Hometown Hygiene	\$1,669.00		
TOTALS				\$ 5,054.20	\$ 1,097.83	\$ 16,847.09
FFA						\$ 16,866.61
16910	NATIONAL FFA ORGANIZATION		Jackets		170.00	
16916	VISA		Popcorn Bags		20.50	
16922	GRAFTON & ASSOCIATES		State Officer Visit		75.00	
16929	Newman Grove High School		Round 1 CDE meals		190.00	
16948	Newman Grove High School		CDE Meals		176.00	
TOTALS				\$ -	\$ 631.50	\$ 16,235.11
HONOR SOCIETY						\$ 175.46
	Fundraising		Bake Sale	\$534.00		
TOTALS				\$ 534.00	\$ -	\$ 709.46
HS STUDENT COUNCIL						\$ 1,299.68
	Shutterfly		School Picture Kickback	\$105.83		
TOTALS				\$ 105.83	\$ -	\$ 1,405.51
MS/HS STAFF						\$ 1,150.17
16916	VISA		Staff Lounge Supplies		28.75	
16916	VISA		Staff Lounge Supplies		54.50	
	PepsiCo		Vending Machine Earnings	\$22.31		
TOTALS				\$ 22.31	\$ 83.25	\$ 1,089.23
MS STUDENT COUNCIL						\$ 538.93
16921	JACQUELINE FUDGE		T Shirts		\$ 360.00	
	Shutterfly		School Picture Kickback	\$105.83		
TOTALS				\$105.83	\$ 360.00	\$ 284.76

<i>Date</i>	<i>Check #</i>	<i>Payee</i>	<i>Description</i>	<i>Receipt</i>	<i>Disbursed</i>	<i>Balance</i>
PROM ACCOUNT						\$ 4,281.15
	16943	ANDERSON'S/TAYMARK	Prom Decorations		\$ 2,266.40	
TOTALS				\$ -	\$ 2,266.40	\$ 2,014.75
SKILLS USA						\$ 1,139.67
	16964	SKILLSUSA, INC.	Conference Entry		800.00	
	16932	SKILLSUSA, INC.	Registration Fees		188.00	
		Booster Club	Consession Hours	\$250.00		
		Alter Metal	Metal Recycling	\$532.10		
		Various	Student Fees	\$360.00		
TOTALS				\$1,142.10	\$ 988.00	\$ 1,293.77
SPANISH CLUB						\$ 244.11
TOTALS				\$ -	\$ -	\$ 244.11
SPIRIT SQUAD - CHEER						\$ 4,426.29
TOTALS				\$ -	\$ -	\$ 4,426.29
SPIRIT SQUAD - DANCE						\$ 2,416.65
TOTALS				\$ -	\$ -	\$ 2,416.65
SPEECH						\$ 3,270.96
	16905	CONESTOGA PUBLIC SCHOOLS	Speech Entry Fee		112.00	
	16907	Tatum Gossin	Speech Judge		120.00	
	16908	RILEY HERRING	Speech Judge		60.00	
	16913	ANNALISE PTACEK	Speech Judge		60.00	
	16920	DAVID CITY PUBLIC SCHOOL	Speech Entry Fee		136.00	
	16925	MARIAN HIGH SCHOOL	Speech Entry Fee		56.00	
	16935	DAYNA WILSON	Speech Judge		120.00	
TOTALS				\$ -	\$ 664.00	\$ 2,606.96
TALENTED/GIFTED ACTIVITES						\$ (451.34)
TOTALS				\$ -	\$ -	\$ (451.34)
VOCAL MUSIC						\$ 6,452.64
TOTALS				\$ -	\$ -	\$ 6,452.64
YEARBOOK/ANNUAL Middle School						\$ 378.45
TOTALS				\$ -	\$ -	\$ 378.45
YEARBOOK/ANNUAL High School						\$ (1,626.17)
		Cubbys	Pizza Kickback	\$250.00		
		Norris	Yearbook Ad	\$50.00		
		VanLaningham	Yearbook Purchase	\$135.00		
TOTALS				\$ 435.00	\$ -	\$ (1,191.17)
INTEREST						\$ 632.95
		Interest	Interest	\$ 8.00		
TOTALS				\$ 8.00	\$ -	\$ 640.95
ACTIVITY FUND TOTALS ALL ACCOUNTS				\$ 32,980.67	\$ 36,402.02	\$ 80,295.30
Ending Balance						\$ 80,295.30
Plus: Outstanding Checks						\$ 18,672.23
Less: Outstanding Receipts						
Misdirected Deposit						
Equals: Bank Balance						\$ 98,967.53

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

Feb-2024

GENERAL FUND - FEBRUARY 2024

Beginning Balance \$ 387,450.04

RECEIPTS

Cass CO - MID JAN	\$ 37,475.32
IDEA 6406/4516 22.23 Reimbursement	\$ 1,589.00
PS Tuition	\$ 600.00
PS Tuition	\$ 50.00
Media Donation	\$ 25.00
PS Tuition	\$ 750.00
Saunders CO - END JAN	\$ 400,325.23
SPED SA FFR 22.23	\$ 222,774.00
CTE State Grant	\$ 7,500.00
Sarpy CO - JAN	\$ 248.19
PS Tuition	\$ 150.00
Media Donation	\$ 25.00
FEB HL PR	\$ 27,644.26
CASS CO - END JAN	\$ 140,506.96
Board Member Insurance Premium	\$ 778.72
PS Tuition	\$ 300.00
PS Tuition	\$ 1,200.00
Saunders CO - MID FEB	\$ 81,371.17
IDEA 6408/4518 22.23 Reimbursement	\$ 203,877.00
Patron - Purchased excess materials	\$ 300.00
Media Donation	\$ 298.00
State Aid	\$ 188,467.00
F&M Interest	\$ 36.65
NLAF Interest	\$ 301.08

\$ 1,316,592.58 \$ 1,704,042.62

DISBURSEMENTS

February Claims \$ 1,313,755.25

\$ 1,313,755.25 \$ 390,287.37

ENDING BALANCE

\$ 390,287.37

RECONCILIATION

NLAF Liquid Balance	\$ 11,686.28
Plus F& M Bank Balance	\$ 575,629.80
Less: Outstanding Claims	\$ 197,028.71
Plus: Outstanding Deposits	
Reconciled Balance	\$ 390,287.37

\$ 390,287.37

ADMINISTRATIVE OPERATIONS ACCOUNT - FEB 2024

Beginning Balance \$ 211.50

RECEIPTS

GF #44895 \$ 2,788.50

Total

\$ 3,000.00

DISBURSEMENTS

6328 ELL Parent mileage - JAN	\$ 546.72
6329 Staff - Law Conf./Meeting Mileage	\$ 86.46
6330 Staff- JAN Meeting/Supervision Mileage	\$ 187.33
6331 SPED transport mileage - JAN	\$ 487.76
6332 Staff- EC SLP mileage - JAN mileage	\$ 61.11
6333 Board Member - Conf. Lodging	\$ 161.45
6334 Staff - Mileage Law Conf.	\$ 47.16
6335 Sub Bus Driver - Activity Route	\$ 207.05
6336 Board Member - Conf. Mileage	\$ 207.70
6337 BluejayWrestling - State WR Admin. Tickets	\$ 54.00
6338 Parent - AG class supply reimbursement	\$ 89.02

Total

\$2,135.76 \$ 864.24

Ending Balance

\$ 864.24

RECONCILIATION

Bank Balance	\$ 1,007.26
Less: Claims Outstanding	\$ 143.02
Plus: Outstanding Deposits	
Reconciled Balance	\$ 864.24

\$ 864.24

EMPLOYEE BENEFIT (SECTION 125) ACCOUNT - FEB 2024

Beginning Balance		\$	57,230.21	
<u>RECEIPTS</u>				
Employee Payroll Deposit	\$	9,466.40		
I 3 Bank: Interest	\$	4.41		
Total			\$	9,470.81
			\$	66,701.02
<u>DISBURSEMENTS</u>				
Employee Benefits	\$	7,620.94		
Total			\$	7,620.94
			\$	59,080.08
Ending Balance				<u>\$ 59,080.08</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	59,080.08		
Claims Outstanding				
Reconciled Balance	\$	59,080.08		<u>\$ 59,080.08</u>

SPECIAL BUILDING ACCOUNT - FEB 2024

Beginning Balance		\$	3,815,296.93	
<u>RECEIPTS</u>				
Cass County				
Sarpy County				
Saunders County				
F & M Interest	\$	3,912.12		
NLAF Interest	\$	8,628.84		
Total			\$	12,540.96
			\$	3,827,837.89
<u>DISBURSEMENTS</u>				
1717	Firstwireless	Balance - MS Radio System	\$	11,747.55
1718	SteelCase Financial	MS Invoice - JAN	\$	1,912.87
1718	SteelCase Financial	PK-2 Furn paym - JAN	\$	26,992.45
1719	AQS/TERRACON	MS Site Work	\$	115.00
1720	Capital Business Systems	MS Printer	\$	8,655.00
1721	Blick Art	MS Kiln/Shelving	\$	1,003.00
1722	DLR	Fees - DEC - MS	\$	47,564.15
1722	DLR	Fees - DEC - MS Furn/Equip	\$	1,016.25
1722	DLR	Fees - MAR	\$	12,890.67
1723	Hausmann	MS #25	\$	777,132.22
1724	Kidwell	MS Video Intercoms	\$	4,345.00
1725	Menards	MS Vault/Safe/Storage	\$	675.01
1726	School Speciality	MS Training Room - Whirlpx	\$	11,826.41
1727	Sheppards Business Interiors	MS Furniture/Equip and Inst	\$	403,635.03
1728	DEMCO	MS Charging Towers	\$	556.96
1729	Egan Supply	MS Trash Cans	\$	1,756.51
1730	Quill	MS Step Stools/Media Holdr	\$	183.12
1731	Riverside Technologies	MS Monitors	\$	780.00
1732	S & L Hardware	MS Storage Carts	\$	29.99
1733	School Speciality	MS Mobile Carts/Storage	\$	1,222.39
1734	DLR	Fees - JAN - MS	\$	50,549.19
1734	DLR	Fees - JAN - MS Furn/Equip	\$	1,050.83
1735	Graham Construction	Public Street Improvements	\$	158,028.78
1736	Schmitt Music	Large Instruments - MS	\$	27,555.00
	NLAF Investment Fees	for JAN 24	\$	130.36
Total				\$1,551,353.74
			\$	2,276,484.15
Ending Balance				<u>\$ 2,276,484.15</u>
<u>RECONCILIATION</u>				
F&M Bank Balance	\$	1,338,294.55		
NLAF #9300590 Balance	\$	951,577.33		
Outstanding Checks	\$	13,387.73		
Reconciled Balance	\$	2,276,484.15		<u>\$ 2,276,484.15</u>

QUALIFIED CAPITAL PURPOSE FUND - FEB 2024

Beginning Balance			\$	69,790.27
<u>RECEIPTS</u>				
Interest	\$	2.77		
Total		<hr/>	\$	2.77
			\$	69,793.04
<u>DISBURSEMENTS</u>				
Total			\$	-
Ending Balance				<u>\$ 69,793.04</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	69,793.04		
Less: Outstanding Claims	\$	-		
Reconciled Balance	\$	<hr/> 69,793.04		<u>\$ 69,793.04</u>

DEPRECIATION FUND - FEB 2024

Beginning Balance			\$	1,765.94
<u>RECEIPTS</u>				
F&M Bank Interest	\$	0.02		
NLAF Interest	\$	3.08		
Total		<hr/>	\$	3.10
			\$	1,769.04
<u>DISBURSEMENTS</u>				
Total			\$	-
Ending Balance				<u>\$ 1,769.04</u>
<u>RECONCILIATION</u>				
F & M Bank Balance	\$	990.96		
NLAF Balance	\$	778.08		
Less: Outstanding Claims		<hr/>		
Reconciled Balance	\$	<hr/> 1,769.04		<u>\$ 1,769.04</u>

STUDENT FEE FUND - FEB 2024

Beginning Balance			\$	19,614.54
<u>RECEIPTS</u>				
College Tuition Payments	\$	2,162.30		
Participation Fees	\$	150.00		
Other	\$	16.50		
Interest I3 Bank	\$	<hr/> 1.65		
Total			\$	2,330.45
			\$	21,944.99
<u>DISBURSEMENTS</u>				
Disbursements				
Total			\$	-
Ending Balance				<u>\$ 21,944.99</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	21,944.99		
Claims Outstanding				
Deposits Outstanding				
Reconciled Balance	\$	<hr/> 21,944.99		<u>\$ 21,944.99</u>

HOT LUNCH ACCOUNT -FEB 2024

	Beginning Balance		\$	73,952.28
<u>RECEIPTS</u>				
Student and Staff Deposits	\$	6,810.10		
Online Student Deposits	\$	30,634.67		
Federal Reimbursement	\$	18,576.80		
PS Meals - AUG-DEC				
Other				
F&M Bank: Interest	\$	1.97		
			\$	56,023.54
			\$	129,975.82
<u>DISBURSEMENTS</u>				
Wages & Benefits	\$	27,644.26		
Food/ Supplies/ Contracted Services	\$	59,353.80		
Other	\$	104.43		
Lunch Refunds				
			\$	87,102.49
			\$	42,873.33
Ending Balance				
				<u>\$ 42,873.33</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	42,824.23		
Claims Outstanding				
Clerical error	\$	0.90		
	\$	42,823.33		
Receipts Outstanding	\$	50.00		
Reconciled Balance	\$	42,873.33		
				<u>\$ 42,873.33</u>

BOND FUND - FEB 2024

Beginning Balance			\$	342,057.20
<u>RECEIPTS</u>				
Cass County Taxes	\$	48,624.35		
Sarpy County Taxes	\$	85.59		
Saunders County Taxes	\$	135,513.32		
Interest	\$	26.22		
Total Deposits	\$	184,249.48		
			\$	526,306.68
<u>DISBURSEMENTS</u>				
Total			\$	-
			\$	<u>526,306.68</u>
<u>RECONCILIATION</u>				
F & M Bank Balance	\$	526,306.68		
Plus: Outstanding Deposits				
Less: Outstanding Claims				
Reconciled Balance	\$	526,306.68		
			\$	<u>526,306.68</u>

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

BANK OF ASHLAND

FDIC INSURANCE

Total Secured

\$	250,000.00
\$	<u>250,000.00</u>

FARMERS AND MERCHANTS BANK

FDIC INSURANCE

\$	250,000.00
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Pledged Safekeeping Security

Various pledged amounts at Agencies, Municipals, SBA, CD's etc, monitored by: Farmers Merchant Bank

Total Face Value

Actual Value	
\$	3,000,000.00
\$	<u>3,250,000.00</u>

Total Secured

Payee Type: Vendor Check Type: Check Checking Account ID: 1

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
45077	03/01/2024				ASHCOMED	ASHLAND COMMUNITY MEDICAL FUND	1,300.00
45078	03/01/2024		X	03/01/2024	AMSAN	THE HOME DEPOT PRO	580.22
45079	03/01/2024				VISA	VISA	5,424.10
45080	03/01/2024				VISA	VISA	580.22
45081	03/06/2024				ASHLAUTO	ASHLAND AUTO PARTS	112.29
45082	03/06/2024				AGACTIVITY	ASHLAND-GREENWOOD ACTIVITIES ACCT	94.50
45083	03/06/2024				BLAIRHS	BLAIR HIGH SCHOOL	100.00
45084	03/06/2024				EGANSUPP	EGAN SUPPLY CO.	321.04
45085	03/06/2024				FAMPHYSC	Family Physical Therapy & Sports Center	3,226.88
45086	03/06/2024				FIALATRU	TOM FIALA	479.15
45087	03/06/2024				FOLLCONT	FOLLETT CONTENT SOLUTIONS, LLC	3,200.11
45088	03/06/2024				INTERSTAL	INTERSTATE-ALL BATTERY CENTER	176.40
45089	03/06/2024				MATHESON	MATHESON TRI-GAS, INC/LINWELD	2,477.94
45090	03/06/2024				MENARDS	MENARD INC	52.10
45091	03/06/2024				TP3PEST	ANTHONY PETERSEN	320.00
45092	03/06/2024				PLATTVHS	PLATTEVIEW HIGH SCHOOL	242.00
45093	03/06/2024				RIVERMET	RIVERS METAL PRODUCTS INC	588.67
45094	03/06/2024				SCHMSPEE	SCHMIDT SPEECH LANGUAGE PATHOLOGY SERVICES LL	3,049.50
45095	03/06/2024				SYSCO	SYSCO LINCOLN, INC	546.72
45096	03/06/2024				TODDVAL2	TODD VALLEY PLBG. & HTG	196.04
45097	03/06/2024				WINDSTRE	WINDSTREAM	288.68
45098	03/06/2024				WOODDRIVR	WOODRIVER ENERGY LLC	11,255.41
45100	03/11/2024				LUSIGERA	GERARD LUSIENSKI DBA ACCU WRITE BUSINESS CHEC	91.75
45101	03/11/2024				GRETNHIG	GRETNA PUBLIC SCHOOLS	7,500.00
45102	03/11/2024				NASBWORK	NASB ALICAP	3,938.00
45103	03/11/2024				TMSINC	Time Management Systems	614.00
45104	03/11/2024				TSAINV	TSA CONSULTING GROUP INC	83.33
45105	03/14/2024				ACCOBRANDS	ACCO BRANDS CORP /GBC	2,266.13
45106	03/14/2024				ASHLAUTO	ASHLAND AUTO PARTS	95.92
45107	03/14/2024				ASHLDISP	ASHLAND DISPOSAL SERVICE	2,504.14
45108	03/14/2024				AMLEDUCA	ASSOCIATION FOR MIDDLE LEVEL EDUCATION	264.98
45109	03/14/2024				AMERICOM	AUDIO MARKETING SOLUTIONS	477.61
45110	03/14/2024				BAYLOTE	BAYLOR ENTERPRISES	7,500.00
45111	03/14/2024				BOYSTOWNYA	BOYS TOWN YOUTH ASSISTANCE	4,750.00
45112	03/14/2024				BSNSPOR	BSN SPORTS	47.84
45113	03/14/2024				CAPITBUS	CAPITAL BUSINESS SYSTEMS, INC.	1,784.24
45114	03/14/2024				CDWG	CDWG GOVERNMENT	134.76
45115	03/14/2024				CHARTCOMM	CHARTER COMMUNICATIONS	50.79
45116	03/14/2024				CHELBROOK	BROOKE CHELEEN	1,292.42
45117	03/14/2024				CITYASHL	CITY OF ASHLAND	2,589.50
45118	03/14/2024				CITYWIDE	City Wide Facility Solutions, Jeredith Brands LLC	36,572.30
45119	03/14/2024				DIETMUSI	DIETZ MUSIC HOUSE	207.04
45120	03/14/2024				DIVERDRUG	DIVERSIFIED DRUG TESTING	202.00
45121	03/14/2024				EDDILAWN	EDDIE LAWN SERVICE, LLC	1,731.25
45122	03/14/2024				FAIRFIELD	FAIRFIELD INN	134.95
45123	03/14/2024				FAMPHYSC	Family Physical Therapy & Sports Center	3,938.13
45124	03/14/2024				FOLLCONT	FOLLETT CONTENT SOLUTIONS, LLC	169.34
45125	03/14/2024				GOVCONNE	GOVCONNECTION INC.	2,044.78
45126	03/14/2024				GUMDBOOK	Gumdrop Books	3,057.75
45127	03/14/2024				HEARTLAN	HEARTLAND FOUNDATION/SCHOOL	3,520.00
45128	03/14/2024				HOFMCARE	CAREY HOFMEISTER	420.00
45129	03/14/2024				JWPEPPER	J. W. PEPPER & SON, INC	282.98
45130	03/14/2024				JOSTENS	JOSTENS INC	421.10
45131	03/14/2024				KJELITE	K&J Elite	3,750.00
45132	03/14/2024				KSBSCHLAW	KSB SCHOOL LAW PC LLO	4,500.48
45133	03/14/2024				LAMPAIR	LAMPE'S CLEAN AIR SPECIALISTS	1,533.15
45134	03/14/2024				LOFTPLUM	Loftus Plumbing	3,600.00

Payee Type: Vendor Check Type: Check Checking Account ID: 1

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>
45135	03/14/2024				MATHESON	MATHESON TRI-GAS, INC/LINWELD	918.93
45136	03/14/2024				MAXOTERR	TERRI MAXON	280.00
45137	03/14/2024				MENARDS	MENARD INC	333.58
45138	03/14/2024				NCSA	NEBRASKA COUNCIL OF SCHOOL ADMINISTRATORS	165.00
45139	03/14/2024				NEBRSCIE2	NEBRASKA SCIENTIFIC	87.30
45140	03/14/2024				NOFRIL	NO FRILLS/SPARTANNASH	292.13
45141	03/14/2024				OPPD	OMAHA PUBLIC POWER DISTRICT	17,226.43
45142	03/14/2024				ONESOURCE	ONE SOURCE, INC	410.00
45143	03/14/2024				PLATTVHS	PLATTEVIEW HIGH SCHOOL	129.00
45144	03/14/2024				QUILCORP	QUILL CORP	291.82
45145	03/14/2024				RIVERMET	RIVERS METAL PRODUCTS INC	143.70
45146	03/14/2024				RIVERTECH	RIVERSIDE TECHNOLOGIES INC. (RTI)	533.00
45147	03/14/2024				SLHARD	S & L HARDWARE	215.22
45148	03/14/2024				SACMUSEU	SAC MUSEUM	106.19
45149	03/14/2024				SCHOSPEC	SCHOOL SPECIALTY INC	387.57
45150	03/14/2024				SECUREQUIP	SECURITY EQUIPMENT INC	3,274.92
45151	03/14/2024				SOTETECH	SOTER TECHNOLOGIES	750.00
45152	03/14/2024				SUBURSCH	SUBURBAN SCHOOLS' PROGRAM	10,239.10
45153	03/14/2024				SUTTPAUL	PAUL SUTTON	100.00
45154	03/14/2024				THIMJAIM	Jaime Thimm	140.00
45155	03/14/2024				TODDVAL2	TODD VALLEY PLBG. & HTG	64.24
45156	03/14/2024				UNITEDELEC	UNITED ELECTRICAL SUPPLY CO INC.	241.77
45157	03/14/2024				USICLOCAT	USIC LOCATING SERVICES, LLC	336.48
45158	03/14/2024				VENTLEAR	Ventris Learning LLC	301.00
45159	03/14/2024				WILLVMAC	WILLIAM V MACGILL & CO	109.40
45160	03/14/2024				ZULTYSIN	ZULTYS INC	2,023.49

Checking Account ID: 1	Void Total:	580.22	Total without Voids:	175,202.68
Check Type Total: Check	Void Total:	580.22	Total without Voids:	175,202.68
Payee Type Total: Vendor	Void Total:	580.22	Total without Voids:	175,202.68
Grand Total:	Void Total:	580.22	Total without Voids:	175,202.68

Payee Type: Vendor Check Type: Check Checking Account ID: 5

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
16942	02/20/2024				ANDMARCS	MARCUS ANDERSON	150.00
16943	02/20/2024				ANDERSN	ANDERSON'S/TAYMARK	2,266.40
16944	02/20/2024				DOSTJOHN	John Dostal	77.00
16945	02/20/2024				KOPEJEFF	JEFF KOPECKY	147.00
16946	02/20/2024				MARKENN	KENNETH MAR	77.00
16947	02/20/2024		X	02/29/2024	MCNUBREN	Brent McNurlin	77.00
16948	02/20/2024				NEWGROVE	Newman Grove High School	176.00
16949	02/20/2024				PARKERS	PARKER'S SMOKEHOUSE LLC	738.10
16950	02/20/2024				JOHNSYLV	SYLVO M. JOHNSON SR	147.00
16951	02/20/2024				WINNJERE	Jeremy Winn	147.00
16952	02/20/2024				YORKPUB	YORK PUBLIC SCHOOLS	150.00
16953	02/28/2024				AGXC	AGXC	205.00
16954	02/28/2024				BISHNEUM	Bishop Neumann Central High School	406.95
16955	02/28/2024				EISCCHRI	Chris Eischeid	86.00
16956	02/28/2024				KERKBRYC	Bryce Kerkman	163.00
16957	02/28/2024				LANHTROY	TROY LANHAM	86.00
16958	02/28/2024				LOUISVILL	LOUISVILLE PUBLIC SCHOOL DIST CASS 32	391.65
16959	02/28/2024				MAROFDIMS	MARCH OF DIMES FOUNDATION	100.00
16960	02/28/2024				MINDENPS	MINDEN PUBLIC SCHOOLS	555.14
16961	02/28/2024				NEFBLAFOUN	NEBRASKA FBLA FOUNDATION TRUST	100.00
16962	02/28/2024				NSAA	NEBRASKA SCHOOL ACTIVITIES ASSN.	4,638.69
16963	02/28/2024				RAYCENTR	RAYMOND CENTRAL PUBLIC SCHOOL	100.00
16964	02/28/2024				SKILLSUSA	SKILLSUSA, INC.	800.00
16965	02/28/2024				VISA	VISA	1,017.91
16966	02/28/2024				WAHOPUBL	WAHOO PUBLIC SCHOOL DISTRICT #39	813.89
16967	03/14/2024				SPIRBOOS	AG SPIRT SQUAD BOOSTER	202.56
16968	03/14/2024				ANDMARCS	MARCUS ANDERSON	250.00
16969	03/14/2024				ANDERSN	ANDERSON'S/TAYMARK	96.37
16970	03/14/2024				AGBOOSTER	ASHLAND-GREENWOOD BOOSTER CLUB	1,042.50
16971	03/14/2024				BEATRHI	BEATRICE PUBLIC SCHOOLS	200.00
16972	03/14/2024				BEERLUCA	Lucas Beerbohm	142.50
16973	03/14/2024				BEETISTY	Ty Beetison	93.75
16974	03/14/2024				BLACSQR	BLACK SQUIRREL ENTERPRISES, LLC	1,156.90
16975	03/14/2024				BASHBREN	Brennen Brashus	250.00
16976	03/14/2024				BSNSPOR	BSN SPORTS	8,864.11
16977	03/14/2024				COOLSTEVE	Steven Cooley	250.00
16978	03/14/2024				ELMWOOD	Elmwood Murdock Public School	104.00
16979	03/14/2024				GOSSTATU	Tatum Gossin	180.00
16980	03/14/2024				GRETNHIG	GRETNA PUBLIC SCHOOLS	150.00
16981	03/14/2024				HERRRILE	RILEY HERRING	120.00
16982	03/14/2024				KIEWLUMI	Kiewit Luminarium, Omaha Discovery Trust	181.90
16983	03/14/2024				LIFETOUC	LIFETOUCH	1,008.43
16984	03/14/2024				LINCPUBS	LINCOLN PUBLIC SCHOOLS	112.00
16985	03/14/2024				MAACELIZ	ELIZABETH MAACK	60.00
16986	03/14/2024				NIEMDOUG	DOUGLAS NIEMIEC	800.00
16987	03/14/2024				PLATTSHS	PLATTSMOUTH HIGH SCHOOLS	130.00
16988	03/14/2024				PORTTODD	Todd Porter	250.00
16989	03/14/2024				PTACANNA	ANNALISE PTACEK	240.00
16990	03/14/2024				REUTOLIV	Olivia Reuter	60.00
16991	03/14/2024				SMRCZACH	Zachary Smrcina	260.00
16992	03/14/2024				SPARJACY	Jacy Sparano	910.00
16993	03/14/2024				STRAJERE	JEREMY STRAHAN	127.50
16994	03/14/2024				TRAIPLAZ	Trailblazer Conference	815.00
16995	03/14/2024				VAHLTUCK	TUCKER VAHLE	127.50
16996	03/14/2024				VANLKRIS	Kristen VanLaningham	386.25
16997	03/14/2024				WILSALAI	ALAINA WILSON	60.00
16998	03/14/2024				WILSDAYN	DAYNA WILSON	60.00
16999	03/14/2024				NOFRIL	NO FRILLS/SPARTANNASH	499.71

Checking Account ID: 5

Void Total: 77.00 Total without Voids: 32,730.71

Payee Type: Vendor

Check Type: Check

Checking Account ID: 5

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>		
Check Type Total:			Check			Void Total:	77.00	Total without Voids:	32,730.71
Payee Type Total:			Vendor			Void Total:	77.00	Total without Voids:	32,730.71
Grand Total:						Void Total:	77.00	Total without Voids:	32,730.71

Check Number	Check Date	Cleared	Void	Void Date	Entity Name	Check Amount
6336	02/25/2024				Board Member Conf. Mileage	207.70
6337	02/25/2024				Bluejay Wrestling - State Tickets	54.00
6338	02/25/2024				Student/Parent - AG Class Supply Reimb.	89.02
6339	03/06/2024				ELL Parent Mileage	482.40
6340	03/06/2024				Staff - Supervision/Conf. Mileage	206.36
6341	03/06/2024				ELL Parent Mileage	431.48
6342	03/11/2024				SPED Parent Mileage	712.88
Checking Account ID: 1					Void Total:	0.00
Check Type Total: Check					Void Total:	0.00
Payee Type Total: Vendor					Void Total:	0.00
Grand Total:					Void Total:	0.00
						2,183.84

Payee Type: Vendor Check Type: Check Checking Account ID: 6

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>
11691	03/13/2024				CASHWADIST	CASH-WA DISTRIBUTING CO.	16,453.33
11692	03/13/2024				GOODTUCK	GOODWIN TUCKER/MID IOWA REFRIGERATION, INC.	2,317.15
11693	03/13/2024				HILANDAIR	HILAND DAIRY	7,411.66
11694	03/13/2024				SYSCO	SYSCO LINCOLN, INC	12,506.25
11695	03/13/2024				USFOOD	U S FOODSERVICE	10,579.74
Checking Account ID: 6					Void Total:	0.00	Total without Voids: 49,268.13
Check Type Total: Check					Void Total:	0.00	Total without Voids: 49,268.13
Payee Type Total: Vendor					Void Total:	0.00	Total without Voids: 49,268.13
Grand Total:					Void Total:	0.00	Total without Voids: 49,268.13

Payee Type: Vendor Check Type: Check Checking Account ID: 8

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>	
1737	03/19/2024				DICKBLIC	DICK BLICK COMPANY	529.02	
1738	03/19/2024				EGANSUPP	EGAN SUPPLY CO.	1,036.77	
1739	03/19/2024				GOVCONNE	GOVCONNECTION INC.	27,702.54	
1740	03/19/2024				GRAHCONS	GRAHAM CONSTRUCTION INC	159,809.81	
1741	03/19/2024				STEFINSE	STEELCASE FINANCIAL SERVICES INC	28,905.32	
1742	03/19/2024				STERLCOMP	STERLING COMPUTERS CORPORATION	1,880.94	
1743	03/19/2024				SPEEDPRO	3FM, LLC	729.24	
1744	03/19/2024				SCHEHENR	Henry Schein, Inc	9,050.00	
1745	03/19/2024				NASCO	NASCO (ARISTOTLE CORPORATION)	878.19	
1746	03/19/2024				RESSPOPR	Resilite Sports Products, Inc	957.86	
1747	03/19/2024				SLHARD	S & L HARDWARE	112.46	
1748	03/19/2024				SCHSAFSOL	SCHOOL SAFETY SOLUTION LLC	358.42	
1749	03/19/2024				WENGCORP	WENGER CORPORATION	10,424.14	
1750	03/19/2024				DLRGROUP	DLR GROUP	31,778.30	
1751	03/19/2024				HAUSCONS	HAUSMANN CONSTRUCTION, INC	1,449,531.62	
Checking Account ID: 8					Void Total:	0.00	Total without Voids:	1,723,684.63
Check Type Total:			Check	Void Total:	0.00	Total without Voids:	1,723,684.63	
Payee Type Total:			Vendor	Void Total:	0.00	Total without Voids:	1,723,684.63	
Grand Total:					Void Total:	0.00	Total without Voids:	1,723,684.63

Payee Type: Vendor **Check Type: Check** **Checking Account ID: 12**

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>
1569	03/11/2024				SOUTHEAS	SOUTHEAST COMMUNITY COLLEGE	19,992.17
	Checking Account ID:		12			Void Total:	0.00 Total without Voids: 19,992.17
	Check Type Total:		Check			Void Total:	0.00 Total without Voids: 19,992.17
	Payee Type Total:		Vendor			Void Total:	0.00 Total without Voids: 19,992.17
			Grand Total:			Void Total:	0.00 Total without Voids: 19,992.17



District Mission Statement

Our school with family and community cooperation promotes life-long learning to awaken, develop, and enhance the individual potential

ASHLAND-GREENWOOD BOARD OF EDUCATION GOALS

Academic Engagement	Support the design and implementation of engaging learning experiences that challenge all students to reach their highest potential
Environment	Foster the creation and maintaining of a positive, collaborative culture within each building as well as across the district
Fiscal	Maximize and properly allocate fiscal resources to support the highest quality academics, activities, and facilities while also demonstrating transparent fiscal responsibility
Personnel	Attract, develop, and retain highly qualified staff for all positions
Pride	Cultivate connections within our schools and community to ensure all feel valued and engaged

ADMINISTRATORS REPORT: Dani Beerbohm & Kristin Fangmeyer	MEETING DATE: March 18, 2024
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Academic Engagement

- This time of year becomes busy with upcoming state assessments. The 3rd - 8th grade students will participate in ELA and Math. 5th and 8th grade will also take the state science assessment. This year the 9th grade students will get a chance to experience the PreACT 8/9. Sophomore students will take the PreACT and Juniors will participate in the statewide ACT assessment on April 9th. They are currently participating in John Baylor ACT Prep. I always like to remind teachers that state assessments are one snapshot of student growth and learning throughout the year. We want to see improvement, but also like to look at multiple pieces of data to get a better understanding of the student's learning journey.

Personnel

- We continue to work at recruiting and hiring full time paraeducators. The district is currently at 16 full time and 2 part time employees. A recent comparability study was started to look closer at salary, benefits, and overall numbers. One data piece to share is the student-to-para ratio. Districts were asked to share the total number of students served in the district and the total number of paras preK-21. Ashland-Greenwood's ratio was at 14.2 students. The average of ten other area districts was 8.6 students per paraeducator.

Environment

- The Special Education Team is already working on planning for the 24-25 school year. The addition of two buildings adds two new key transitions for students (and parents), which can be challenging. Our team is developing new ways to help the students and staff prepare for

these transitions, determine caseloads, staffing assignments, and course offerings that will meet the needs of all of our students to make these transitions as seamless as possible.

Pride

- Save the Dates:
 - Wednesday, May 1st: Unified Track and Field Invite
 - Tuesday, May 14th: Elementary Unified Handball



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ADMINISTRATORS REPORT: Amanda Moon & Megan Poell	MEETING DATE: March 18, 2024
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Academic Engagement

- Patrick Mencke, 4th Grade teacher, is participating in the second round of High Ability Learner (HAL) training through our Education Service Unit (ESU). The instructional coach for the project shared the following positive: "Your lesson over multiplying fractions was excellent, and your students were all actively engaged at their own levels of readiness. I don't see this very often, but I really appreciate the fact that when you teach a math lesson, you're teaching far more than math: presenting story problems in stages, asking kids to infer/predict how the problem will progress is brilliant, and the practice of having students write out the steps they took to solve a problem, as well as your allowance of multiple approaches at arriving at a solution rather than insisting on a "correct" method, is also effective." We look forward to our staff members continuing this partnership with the ESU and sharing the information they takeaway with all staff!
- Our kindergarten and first-grade teachers and Academic Interventionists are currently participating in LETRS (Language Essentials for Teachers of Reading and Spelling) training provided by the ESU. Our staff has engaged in this training as they are learning more about the Science of Reading and learning the most effective instructional strategies to help support our youngest learners in the area of literacy. They will have completed the LETRS Module 1 by the end of this school year, and will move into LETRS Module 2 in the 2024-2025 school year.

Environment

- February and March included events for Read Across America Week and Inclusion Week/Spread the Word Day. Many fun and inclusive activities were planned. Students participated in theme days and our staff shared many stories this week to help students develop a continued love for reading!

Fiscal

- We recently submitted a School Safety and Security grant application to NDE. This grant includes requests for funding of safety film for exterior doors at all buildings, security camera updates, security monitoring at our new buildings, and light up bus banners. We will know if we received this grant in April.

Personnel

- We interviewed and offered the job to three elementary teachers this past week for the 2024-2025 school year. We are excited for them to join our team and looking forward to the support they will bring to our students!

Pride

- The AG PTO planned a Hawaiian-themed Staff Appreciation week during the first full week in March. All staff enjoyed being spoiled with lots of fun games and yummy food!
- Parent-Teacher Conferences were held on March 12th and 13th. Teachers and families were able to collaborate and discuss progress in student learning. Preschool teachers conducted home visits along with their spring conferences.
- We continue to receive positive feedback about our electronic newsletter to families. This month, we had 460 views! With information changing constantly and a lot of upcoming events for families, we want to be sure families always have access to this information!
- Our Elementary students enjoyed the Color Your World-Fine Arts Festival hosted at the Primary by the Ashland Women's Club. This event offered so many hands-on art activities and this event was well-attended! Our Elementary students' artwork was on display throughout the festival. We are grateful for the collaboration with community partners to provide our students with this wonderful opportunity!



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ADMINISTRATORS REPORT: Matt Flynn & Brad Jacobsen	MEETING DATE: March 18, 2024
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Academic Engagement

- 6th grade students participated in the 2nd annual American Wax Museum. The project is an interdisciplinary unit of study between English-Language Arts, and Social Studies.
- 50 8th Grade students participated in the NAEP (National Assessment of Educational Progress). 25 students tested in Reading and 25 tested in math. The outside proctors were very complementary of our students.
- Making plans and collecting information for our annual High School Academic Awards & National Honor Society ceremony on April 24 (5-6 pm).
- Currently working on plans to adjust HS instructional offerings for 2024-2025 due to the new requirements of Computer Science that came from the state, and, due to not being able to find a fully qualified Science teacher. It will cost us programming...as I have shared...you cannot ADD something without needing to cut something when staffing levels stay the same. Ms. Beerbohm, Mr. Flynn, Mr. Richards and I will work with our impacted staff to come up with a plan that meets the most needs of our students with as little disruption as possible.

Environment

- We have held 2 instrumental music concerts in the new AGCPAC (Ashland-Greenwood Community Performing Arts Center) including the Trailblazer Conference Honor Band.
- Hausmann is finishing up some of the final painting and electrical in the AGCPAC.

- High School Bluejay Families/Houses are having a 2 week "food drive" for the local food pantry and the local Kids Cupboard sponsored by the AGHS Student Council.

Personnel

- Kristin Laughlin, Middle School Special Education Teacher, was recently selected to serve on a nationwide committee of middle-level teacher leaders. She is one of 15 teachers selected to serve on the committee.
- Mr. Wallman, Mr. Beranek, Ms. Dutcher will accompany Brad to a training in St. Louis on April 2 and 3. Grateful for the team's willingness to travel April 1. Training continues and supports our school improvement work with Standards Based instruction and assessment and these three are members of the SIP leadership team.

Pride

- Several AG Middle and High School students participated in the Trailblazer Conference Honor Band. They spent the day in small group and large group practice sessions with 2 different clinicians. The sound in the PAC for the concert was amazing!
- MS Quiz Bowl took home 3rd place in the Conference Tournament.
- At the MS & HS 3rd Quarter Bluejay Rallies (separate rallies) we recognized our Students of the Quarter, Raise the Bar Recipients, and groups with positive accomplishments during the 3rd quarter. Our guest speaker was MSG. Luke Smith from the Nebraska Army National Guard who spoke on grit and resilience.
- Our boys basketball team, while disappointed to not get back to the finals, took our community on another unbelievable run into March!
- Making plans for our traditional Senior Tribute Rally on April 24 (2:30 pm)



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ADMINISTRATORS REPORT: Jason Libal/Jill Finkey

MEETING DATE: March, 2024

Academic Engagement

- Finance Workshop: Jill and I had the opportunity to attend the amplified finance training, along with the board finance training on March 5th. A huge thank you to Suzanne, Kylie, and Karen for attending the board training. Jill and I found the workshop to be very beneficial.

Environment

- Safety Update: Our safety committee has submitted a \$342,000 safety and security grant application to the Nebraska Department of Education. The application included such items as; safety film for glass, additional security cameras, motion monitoring system, and additional bus safety features. I will keep you updated regarding the award process.

Fiscal

- Final Payments: We are working towards our final pay applications related to the middle school project. In addition, the city of Ashland has been provided invoicing related to the development agreement and infrastructure. Hausmann and DLR will be in attendance at our April meeting to give a final budget presentation.

Personnel

- 2024-24 Negotiations: I am happy to report that we have finally settled with the AGEA. They settled on a \$600 base increase and stayed at the current deductible.

Pride

- Thankful: I continued to be so impressed with the work of our administrative team. I truly feel blessed to have such a strong and unified team that is truly centered around what is best for our kiddos and district.

SkillsUSA
Board of Education Approval
SkillsUSA State Competition 2024
Grand Island, NE (Thursday, April 11 - Friday, April 12)

- A) Itinerary - Traveling by Van with 10 students
 - a) Draft attached
- B) Summary of Cost and Funding Source - Totals attached
 - a) Costs Include:
 - i) Student Registration - \$96
 - (1) Membership Fee - \$16
 - (2) Competition Fee - \$80
 - ii) Hotel Fare - \$90/student
 - iii) Adviser Costs and Chaperone Costs
 - (1) Ryan Keller - Registration = \$60, Hotel Fare = \$90, Food TBD
 - (2) Megan Wehling - Hotel Fare = \$90, Food TBD
 - b) The trip is being financed through SkillsUSA activity funds
- C) Mode of Transportation
 - a) Transportation will be by van
- D) List of Students traveling - 10 students
 - a) List of students attached
- E) Sponsors
 - a) Ryan Keller
 - b) Megan Wehling
- F) Plan for supervision
 - a) General - Sponsor will have a complete list of students and cell phone numbers. During the day, all students will check in regularly. There are separate competitions and workshops where the students will be competing in. If they are not actively competing they will be watching the others and checking in regularly with a supervisor. 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 to the front desk. Students will not be allowed to have students of the opposite gender in their rooms unless a sponsor is in the room with them.
 - b) Nights - Students have a specific bed check time at night. 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.
- G) Eligibility
 - a) The district eligibility policy applies to all SkillsUSA events and competitions.

Itinerary:

Thursday, April 11

10:00 am: Ryan Keller and Megan Wehling arrive in Grand Island for Chapter Registration/Tote pickup

Check into Hotel Rooms

3:00 pm: Pick up students and head for Grand Island

5:00 pm: Arrive at hotel drop stuff off before Reception/Dinner

6:30 pm: Contest Orientation Meetings (not all contests)

9:30 pm: Arrive back at hotel

11:00 pm: Room check

Friday, April 12

6:30 am: Breakfast

7:00 am: Check out

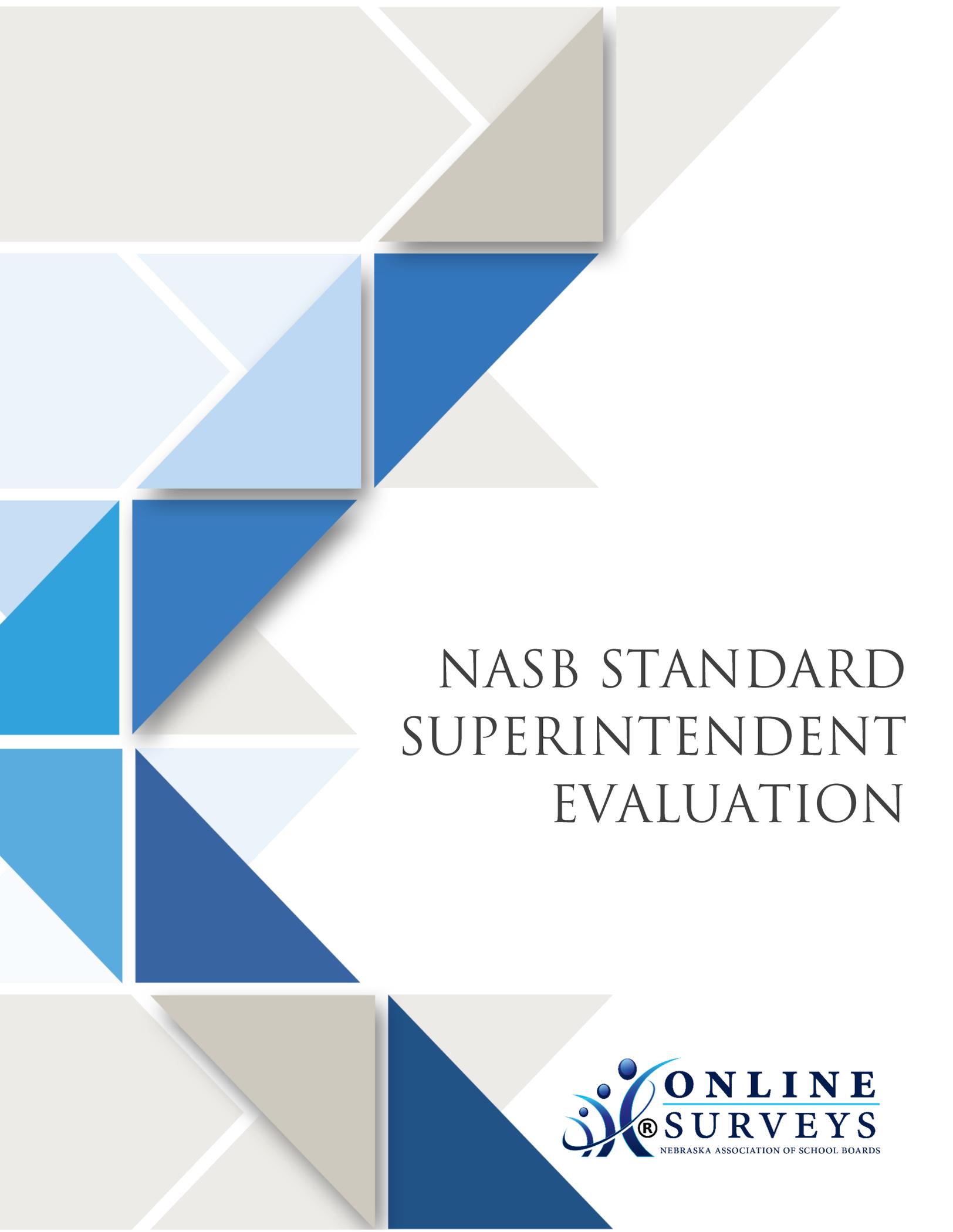
8:00 am: Session II: SkillsUSA Championships

5:00 pm: Head back to school

7:00 pm: Arrive at High School

Student List:

1. Senior - Catalina Zavala
2. Senior - Emma Williams
3. Senior - Sierra Riecken
4. Senior - Carter Alberico
5. Senior - Derek Buller
6. Senior - Tyler Cunningham
7. Senior - Hunter Hoefler
8. Senior - Clint Mumm
9. Senior - Treyton Tweton
10. Junior - Atley Robinson



NASB STANDARD SUPERINTENDENT EVALUATION





Standard I: Mission, Vision, & Goals

Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.						
I.b.	Assumes the key leadership role and responsibility for growth and improved student learning.						
I.c.	Seeks input from the board when appropriate.						
I.d.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals.						
I.e.	Effectively utilizes data to guide and monitor progress of district goals.						
I.f.	Implements and monitors progress of the district/strategic plan.						
I.g.	Identifies and proactively addresses potential barriers to ensure the success of the school district.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • District strategic plan/district goals • Plan for implementing, monitoring and reporting progress of strategic plan/district goals • School improvement plan (including updates/assessment of progress and modifications) • School improvement teams • Superintendent performance plan aligned with district priorities and indicators to measure progress and success • Student performance data • Engagement/communication plan • Meeting agendas/minutes 						
	If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be?						





Standard II: Policy

Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
II.a.	Works with the board to review, update and adopt effective and purposeful district policy.						
II.b.	Governs consistently through board policy and administrative protocol and procedures.						
II.c.	Provides public access to district policy.						
II.d.	Ensures all handbooks are aligned to district policy.						
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.						
II.f.	Ensures student discipline is implemented with integrity and consistency.						
II.g.	Personnel policies are clear and implemented consistently.						
II.h.	Monitors administrators' implementation of policy and procedures.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • District adopted policy review process/calendar • Progress/updates of the board's work with policy • Policy committee minutes • Curriculum review policy • Meeting agendas/minutes 						
	If you were to suggest one improvement to Policy for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard III: Budget Planning & Management

Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
III.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
III.g.	Ensures the maintenance and upkeep of facilities.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Budget strategic/district goals • Professional development plan • Monthly budget reports • Quarterly expenditure updates • District audit • Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.) • Five/Ten-year facility plan • Budget development calendar/board • Financial policies • Forecast financial data 						
	If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be?						





Standard IV: Educational Leadership

Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current/applicable curriculum and assessments to support student success.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
IV.a.	Advocates for the learning needs of all students.						
IV.b.	Promotes a student-centered culture.						
IV.c.	Advocates for the engagement of parents/families as partners in the education of students.						
IV.d.	Ensures curricular and instructional decision-making is based upon current research, data, and best practice.						
IV.e.	Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.						
IV.f.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
IV.g.	Ensures the district-adopted instructional framework is implemented consistently.						
IV.h.	Integrates the district-adopted instructional framework into certificated staff evaluations.						
IV.i.	Advocates for curriculum and instruction that challenges each student.						
IV.j.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
IV.k.	Provides integrated technology curriculum and resources.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • District strategic plan/district goals • School improvement plan (including assessment of progress and modifications) • School improvement teams • District calendar • Curriculum review cycle plan and updated policy for curriculum and assessment review • Curriculum review committee minutes • Student performance data and goals • Data to support instruction strategies and student-centered initiatives • Curriculum/programs additions/modifications • Instructional model 						
	If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard V: Organizational & Cultural Leadership

Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
V.a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
V.b.	Develops, implements, and sustains a responsive district crisis and safety plan.						
V.c.	Commits to developing a high-performing leadership team.						
V.d.	Ensures a purposeful and equitable recruiting and hiring process.						
V.e.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
V.f.	Promotes a culture of shared expectations and mutual accountability.						
V.g.	Provides leadership to support the health and well-being of staff and students.						
V.h.	Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Conflict resolution process • Leadership development plan • Professional development plan • Crisis and safety plan • Executive summary of the safety audit • Hiring protocols and procedures • Evidence to validate engagement of parents/families • Diversity, equity and inclusion initiatives • Personnel policies 						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						





Standard VI: Community Relations

Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VI.a.	Establishes a visible presence in the district and community.						
VI.b.	Regularly attends and participates in school activities, events, and programs.						
VI.c.	Interacts and expresses genuine interest in building a connection with students.						
VI.d.	Develops collaborative partnerships to foster support for the school district.						
VI.e.	Effectively communicates key public information in a timely manner.						
VI.f.	Promotes a positive image of the district.						
VI.g.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.h.	Seeks a positive relationship with parents and community members.						
VI.i.	Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Community engagement summary/report • District partnerships and initiatives established to provide resources and support • Partnership support received through the district foundation, scholarships, grant monies, etc. • Inter-local agreements • District annual report • Communications designed by and distributed to generate support of the district • Membership and participation with civic, community and state organizations • Meeting invitations/agendas 						
	If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?						





Standard VII: Professional Leadership

The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
VII.b.	Addresses concerns and opinions with respect and confidence.						
VII.c.	Provides professional development to fulfill responsibilities and grow in current position.						
VII.d.	Provides an effective evaluation process with constructive feedback.						
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.						
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
VII.g.	Establishes clear and consistent expectations for staff.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • Memberships • Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works) • Educational growth plan (professional goals and development) • Leadership team development plan • District staff professional development plan 						
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard VIII: Board-Superintendent Relations

The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VIII.a.	Maintains an appropriate and professional relationship with the board.						
VIII.b.	Keeps all board members informed with consistent and open communication.						
VIII.c.	Demonstrates support and respect for the board and refrains from public criticism of the board.						
VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Superintendent performance plan/goals • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						





Standard IX: Strategic Planning

The superintendent collaborates with the board to implement and monitor progress of the strategic plan.

Please provide evidence to support the superintendent’s leadership in strategic planning.

IX.a.	What evidence can the board identify to validate the superintendent is implementing and monitoring progress of the strategic plan priorities?	
IX.b.	When is the superintendent reviewing the progress/success of the strategic plan with the board?	
IX.c.	How and where is the superintendent documenting the progress and success of the strategic plan priorities?	
IX.d.	Is the superintendent aligning the budget and district resources to ensure the success of the strategic plan priorities?	
IX.e.	How has the implementation of the strategic plan altered the focus of the superintendent and his/her engagement with the board?	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Superintendent performance plan/goals • NASB Strategic Plan Progress Analysis Reports • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	





Superintendent Goals

This component of the evaluation tool may contain a changing list of annual goals from year to year for the board to provide feedback on.





Superintendent’s Response:

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent’s personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

(Signature of Superintendent)

(Date)

(Signature of Board President)

(Date)





DATE

Jason Libal – Superintendent
Ashland-Greenwood Public Schools
1842 Furnas St, Ashland, NE 68003

Dear Superintendent Libal,

This letter is to inform you that we have received the Superintendent Evaluation policies and procedures for Ashland-Greenwood Public Schools which include the Evaluation documents and Board Policy 4057 that you submitted to the Nebraska Department of Education.

The documents have been reviewed pursuant to NE REV STAT §79-318(5)(h) and 92 NAC Rule 10, Section 007.06 and are compliant with all the requirements regarding the approval of superintendent evaluation. The Ashland-Greenwood Public Schools Board of Education **minutes are dated Monday, March 18, 2024**, and will be included in this filing.

The Ashland-Greenwood Public Schools Superintendent Policy and Procedures prior to this date will be replaced with the updated documents. The superintendent evaluation policies and procedures for the district will remain approved until your Board revises them. Revised policies and procedures must be submitted to the Department of Education for approval at the time of adoption.

If you have any questions regarding this letter or any of the applicable requirements of Rule 10, please feel free to contact me at your convenience.

Sincerely,

Sandra M. Suiter, EdD
Accreditation Specialist
Office of Accreditation, Certification, and Approval

Ashland-Greenwood Public Schools Welcomes Dynamic Addition to High School English Department

Ashland-Greenwood Public Schools proudly welcomes Mr. Zachary Chromy as the newest member of the High School English Language Arts faculty. Mr. Chromy is a recent graduate of Wayne State College where he graduated with honors and received a degree in English Language Arts Education. He also received a supplemental endorsement in Theatre Education. Mr. Chromy's teaching journey began during his time at Wisner-Pilger Public Schools, where he served as a student teacher for 9th, 10th, and 11th-grade English classes. His hands-on experience extended beyond the classroom as he assumed the role of assistant director for the One-Act team, demonstrating his commitment to fostering both academic and extracurricular achievements.

During his time at Wayne State College, Mr. Chromy was active both on and off campus. He was a four-year member of the Drama Club where he served as a two-time treasurer and president his senior year. Mr. Chromy also participated as an actor, director, technician, and stagehand in over a dozen theatre productions at WSC. Outside of the theatre, Mr. Chromy was a founding member and treasurer of the shooting sports club. He also participated in a plethora of intermural sports including flag football, golf, basketball, and corn hole. Off-campus, Mr. Chromy was active in several community theatre projects in both Wayne and Wakefield, Nebraska.

Mr. Chromy is excited to share his love for language and literature with his students and with the Ashland-Greenwood community. What sets Mr. Chromy apart is his genuine passion for seeing his students develop as critical thinkers. He is committed to understanding and meeting the individual needs of each and every student. Mr. Chromy hopes to instill a love for learning in his classroom by connecting the curriculum to real-world applications and by fostering a sense of curiosity that extends beyond the classroom.

When asked about his goals for the upcoming academic year at Ashland-Greenwood, Mr. Chromy expressed enthusiasm for creating a dynamic and collaborative learning environment. "I am excited to work with the talented students at Ashland-Greenwood High School. My goal is to cultivate a love for literature, enhance critical thinking skills, and empower students to express themselves effectively through writing. I look forward to contributing to the vibrant academic community at Ashland-Greenwood and helping students achieve academic success while fostering a passion for lifelong learning."

-Zachary Chromy

BREAKING NEWS

WEDNESDAY, MARCH 6, 2024

IT'S OFFICIAL

Ashland-Greenwood Public Schools has just hired a brand new teacher! Ms. Laura Parrish will be graduating from the University of Nebraska-Lincoln in May, where she studied elementary education, was a 4-year member and senior leader of the Husker Scarlets Dance Team, and was a proud member of the sorority Kappa Kappa Gamma. In the midst of her busy schedule, Ms. Parrish also found the time to work as a local substitute teacher where she was determined to learn and practice being a great teacher. Currently, she is student-teaching and continuing to learn and improve her craft each day.

Ms. Parrish plans to create a safe classroom environment where students can become life-long learners and not only excel in academics but also as citizens of their communities. Her compassion and drive will ensure trusting relationships are built that will last long after her students have left her classroom and bring the lessons they have learned into each of their next chapters of life. She is very proud of a few key achievements to date, which include a 2 time Academic All Big Ten award, All Big Ten Second Team for dance, and over 300 hours of substitute teaching.



If Ms. Parrish isn't in the classroom or cheering on the Huskers, then you can probably find her reading a good book, playing pickleball, or spending time with family and friends. She stood out to us because of her positive spirit and optimistic attitude. Ashland-Greenwood Public Schools is so excited to welcome her to our family and we can't wait to see all of the great things she will accomplish as a teacher. With her encouraging outlook on life, Ms. Parrish not only strives to be an excellent teacher, but a proud member of the Ashland-Greenwood community.

Prompt: Put yourself in the *role of the reporter* and write a short article that provides information about you, your educational background and experiences, and what you hope to accomplish with students at AGPS.

Abbi Egenberger will be a new teacher in Ashland-Greenwood's Primary Building! Abbi is originally from Gretna Nebraska, and is excited to teach close to home. She graduated from Doane University in December with her degree in Elementary Education and an endorsement in Early Childhood.

She has been able to teach in rural and urban school districts. This past year, she was a student teacher at an elementary school in Omaha and here within Ashland's preschool. She also had the opportunity to sub in different grades and specialties throughout the Primary building. When talking with Abbi about her goals while working here she said, "I am excited to work within a community that is growing yet maintains a small-town feel. I hope that I can build strong relationships with my students and their families, as well as, be involved in the community." So far, Abbi has loved the experiences she has had in the district and she's eager to keep learning and growing within her first year at Ashland-Greenwood Primary School!



Webster Brings Experience to AGPS

AGPS is excited to welcome veteran teacher, Kim Webster, to the Blue Jay community. Webster is a Johnson-Brock graduate and is looking forward to getting back to her small-town roots. She spent the last 18 years teaching kindergarten and first grade in the Waverly school district.

Kim and her husband, Matt, have two children and an old, ornery cat. On most days you can find Mrs. Webster outside in her backyard tending to flowers or playing wiffle ball with her family. She enjoys getting coffee with friends, reading historical fiction, and watching any and every baseball game.

Mrs. Webster is looking forward to collaborating with teachers, parents, and community members to enhance the Blue Jay way. She is passionate about fostering both academic and life skills that will grow healthy, happy, productive, and responsible citizens. She anchors in genuine communication with both students and parents. Her driving force is cultivating and maintaining positive and productive relationships with students, parents, colleagues, and the community.

Writing Prompt: *You have just been hired as the new HIGH SCHOOL BUSINESS COMPUTER SCIENCE teacher for the Ashland-Greenwood Public Schools. The Ashland Gazette would like to run a story/press release about you. Put yourself in the role of the reporter and write a short article that provides information about you, your educational background and experiences and what you hope to accomplish with students at AGPS.*

Meet Eli Neitzel, Ashland-Greenwood's new High School Business/Computer Science Teacher

The Bluejay community may notice a new face in the school's halls this fall. Eli Neitzel of Weeping Water steps into a new role at AGPS. Neitzel earned his Bachelor of Arts degree in Secondary Education with a Business and Coaching endorsement from Midland University in Fremont in 2015. In 2020, he returned to Midland University, where he earned his Master of Education degree in Educational Leadership with a K-12 Principal endorsement.

Neitzel is coming to AGPS from West Point Public Schools, where he taught high school business and junior high computers while assisting with the football and wrestling teams and advising the Cadet's FBLA chapter. Before West Point, Neitzel spent two years at Omaha Benson High School, three years at Osmond High School, and a single year at Ravenna High School. Over his first six years of teaching, Mr. Neitzel has coached football, wrestling, and cross country. As well as lead three FBLA chapters, acted as concession stand coordinator, and served as class sponsor.

When asked why he chose education as a career field, Neitzel replied, "to help the next generation learn essential skills they will use in both their professional careers, but also their personal lives." Neitzel highlighted his goal of

helping serve others as another key reason. "I was lucky enough to have teachers and coaches who genuinely cared about me as a student and athlete. My goal is to pay that same opportunity forward to help inspire the next generation of leaders," said Mr. Neitzel.



When asked what he hopes to accomplish at Ashland-Greenwood, Mr. Neitzel stated, "I hope I get the opportunity to help build a computer curriculum that meets the new state requirement." Mr. Neitzel also looks forward to getting the opportunity to work with students outside of the classroom, either through coaching or other opportunities. When asked for a final comment, Mr. Neitzel replied, "I could not be more excited to continue my career in a growing district like Ashland-Greenwood Public Schools. The dedication that the district and community shows to its school is unbelievable, and I could not think of a better place to grow my family."

TERMS AND CONDITIONS OF EMPLOYMENT
2024-2025 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 **March 5th, 2024** and formally approved **March 18, 2024**.

Ashland-Greenwood Board of Education

President

Ashland-Greenwood Education Association

President

Master Agreement for Certified Teaching Staff

Ashland-Greenwood Public Schools

2024-2025

This agreement was made and entered into this 18th day of March 2024 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.

5. NEGOTIATIONS PROCEDURES - The two parties to the Agreement believe the following basic procedures are necessary for good faith bargaining to occur:

- Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.
- Either party may request bargaining be opened by contacting the President or spokesperson of the other party.
- Meeting dates and times will be scheduled by mutual consent of the two parties.
- Facts, opinions, proposals, and counter-proposals will be freely discussed in good faith during the meetings.
- All participants shall treat each other professionally and respectfully during discussions and shall give due consideration to all proposals.
- Final agreements shall be reduced to writing and signed by both parties.
- Minutes shall be recorded at each meeting and shared by both parties.
- No changes will be made to contract language that has not been discussed or agreed upon.
 - Proposed changes to the negotiated agreement will be distinguishable by varied text color or highlight. (2024)

Section II
Compensation

1. SALARY SCHEDULE –

2024-25: The salary schedule for teachers of the district for the 2024-25 contract year shall be in accordance with Exhibit "C1" attached with a base of \$38,525. 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 - Each certified staff employee will be required to sign up to work one activity per year, paid at an hourly rate or exchanged for a staff activity pass. The staff activity pass admits the teacher and the teacher's spouse and children under the age of 19 to home activity events at no charge.(2024) The 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. In the event a teacher works additional events, that teacher shall be paid at the determined hourly rate. (1976) Participation in supervising athletic events 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 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 three-fourths the current substitute teacher daily pay rate. (2024)

9. UNUSED SICK LEAVE PAY- Upon leaving the Ashland-Greenwood Public Schools after 15 or more years a teacher shall be paid three-fourths of the current substitute teacher's daily pay for each day of accumulated unused sick leave up to 45 days. (2024) 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 2024-2025:

The School District will contract with the Nebraska Educators Health Alliance (EHA) to provide group health and dental insurance coverage for the 2024-2025 contract year, September 1, 2024 through August 31, 2025. 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 2024-2025 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 2024-2025 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 2024-2025 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 2024-2025 school year and 186 days for teachers employed for the first time during the 2024-2025 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 18th Day of March, 2024.

ASHLAND-GREENWOOD EDUCATION
ASSOCIATION

SAUNDERS COUNTY SCHOOL
DISTRICT NUMBER ONE

EXHIBIT A

Health, Accident and Dental Insurance Benefit

Exhibit A: The School District will contract with the Nebraska Educators Health Alliance (EHA) to provide group health and dental insurance coverage for the **2024-2025 contract year, September 1, 2024 through August 31, 2025**. 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 **2024-2025** 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)

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EXHIBIT B
GRIEVANCE PROCEDURE

1.1 PURPOSE

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

1.2 DEFINITIONS

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

1.3 GENERAL CONDITIONS

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

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

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

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

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

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

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

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

h. Meetings - All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this article. Provided, that no meeting or hearing before the Board of Education shall be held in closed session if such a meeting or hearing would result in a violation of the public meetings law. The determination as to legality of a closed session shall be made by the Board of Education.

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

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

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

1.4 PROCEDURE

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

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

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

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

1.5 BYPASSING BUILDING LEVEL HEARINGS

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

EXHIBIT C - AGPS SALARY SCHEDULE

Saunders County School District One – 2024-2025 School Year

COLUMN STEP	BS	BS+9	BS+18	BS+27	MS/BA+36	MS+9	MS+18	MS+27	MA+36
BASE	\$38,525.00								
1,2,3	\$41,607.00 1.08	\$43,533.25 1.13	\$45,459.50 1.18	\$47,385.75 1.23	\$49,312.00 1.28	\$51,238.25 1.33	\$53,164.50 1.38	\$55,090.75 1.43	\$57,017.00 1.48
4	\$43,148.00 1.12	\$45,074.25 1.17	\$47,000.50 1.22	\$48,926.75 1.27	\$50,853.00 1.32	\$52,779.25 1.37	\$54,705.50 1.42	\$56,631.75 1.47	\$58,558.00 1.52
5	\$44,689.00 1.16	\$46,615.25 1.21	\$48,541.50 1.26	\$50,467.75 1.31	\$52,394.00 1.36	\$54,320.25 1.41	\$56,246.50 1.46	\$58,172.75 1.51	\$60,099.00 1.56
6	\$46,230.00 1.20	\$48,156.25 1.25	\$50,082.50 1.30	\$52,008.75 1.35	\$53,935.00 1.40	\$55,861.25 1.45	\$57,787.50 1.50	\$59,713.75 1.55	\$61,640.00 1.60
7	\$47,771.00 1.24	\$49,697.25 1.29	\$51,623.50 1.34	\$53,549.75 1.39	\$55,476.00 1.44	\$57,402.25 1.49	\$59,328.50 1.54	\$61,254.75 1.59	\$63,181.00 1.64
8		\$51,238.25 1.33	\$53,164.50 1.38	\$55,090.75 1.43	\$57,017.00 1.48	\$58,943.25 1.53	\$60,869.50 1.58	\$62,795.75 1.63	\$64,722.00 1.68
9		\$52,779.25 1.37	\$54,705.50 1.42	\$56,631.75 1.47	\$58,558.00 1.52	\$60,484.25 1.57	\$62,410.50 1.62	\$64,336.75 1.67	\$66,263.00 1.72
10			\$56,246.50 1.46	\$58,172.75 1.51	\$60,099.00 1.56	\$62,025.25 1.61	\$63,951.50 1.66	\$65,877.75 1.71	\$67,804.00 1.76
11			\$57,787.50 1.50	\$59,713.75 1.55	\$61,640.00 1.60	\$63,566.25 1.65	\$65,492.50 1.70	\$67,418.75 1.75	\$69,345.00 1.80
12				\$61,254.75 1.59	\$63,181.00 1.64	\$65,107.25 1.69	\$67,033.50 1.74	\$68,959.75 1.79	\$70,886.00 1.84
13					\$64,722.00 1.68	\$66,648.25 1.73	\$68,574.50 1.78	\$70,500.75 1.83	\$72,427.00 1.88
14					\$66,263.00 1.72	\$68,189.25 1.77	\$70,115.50 1.82	\$72,041.75 1.87	\$73,968.00 1.92
15							\$71,656.50 1.86	\$73,582.75 1.91	\$75,509.00 1.96
16								\$75,123.75 1.95	\$77,050.00 2.00

This salary schedule for 2024-2025 is calculated and agreed to in accordance with the Master Agreement for Certified Teaching Staff.

Exhibit D Extra Curricular Schedule

Saunders County School District One – 2024-2025 School Year

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

CATEGORY LIST

I	Head Football, Head Basketball (Boys & Girls), Head Wrestling, Head Volleyball, Head Softball, Head Baseball
IA	Head Track (Boys & Girls), Asst. Activities Director, Head Cross Country
II	Asst. Football, Asst. Basketball (Boys & Girls), Instrumental Music, Asst. Wrestling, Asst. Volleyball, Asst. Softball, Asst. Baseball
IIA	Head Cheerleading, Head Dance
IIB	Head Speech
III	Asst. Track (Boys & Girls)
IV	Head Middle School Coach, Golf (Boys & Girls), FFA, Asst. Cheerleading, Asst. Dance/Choreography
V	Asst. Cross Country Coach, Asst. Middle School Coach, Yearbook, Asst. Speech, One-Act Play Production, *All-School Play, Vocal Music, *School Musical, FBLA
VI	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