

Board of Education Regular Meeting
Monday, March 17, 2025 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. Public Comment - Agenda Specific Topics
5. Approval of Consent Agenda Items.
 - 5.1. Approval of Minutes of previous meetings
 - 5.2. Acceptance of Financial Reports
 - 5.3. Action on Claims
 - 5.4. Approval of Contracts
 - 5.5. Motion to excuse /approve the absence of board member(s)
6. Administrators' and Practitioners' Reports
 - 6.1. Ms. Beerbohm/Ms. Fangmeyer
 - 6.2. Ms. Moon/Ms. Poell
 - 6.3. Mr. Jacobsen/Mr. Flynn
 - 6.4. Mr. Libal/Ms. Finkey
7. Board of Education Committee Reports
 - 7.1. Curriculum/Instruction/Technology and Americanism
 - 7.2. Facility, Grounds, and Transportation

- 7.3. Finance
- 7.4. Negotiations and Personnel
- 7.5. Policy and Legislative Advocacy
- 7.6. Safety/Security and Student Wellness
- 8. Discussion/Information Items
 - 8.1. Kristi Bundy & After-School Science Club Presentation
- 9. Action Items
 - 9.1. Discussion and action related to overnight stay request(s). (Attached)
 - 9.2. Discussion and action related to the 2025-26 certificated Master Agreement. (Attached)
 - 9.3. Discussion and action related to the hiring of certificated staff for the 2025/26 school year. (Attached)
 - 9.4. Certified staff resignations.
- 10. Public Comment On Non-Agenda Specific Items
- 11. Informational Items
- 12. Call for Next Meeting
 - 12.1. The next meeting is set for April 21, 2025 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, 1842 Furnas Street - West Entrance, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and Bank of Ashland, 2433 Silver St., Ashland, NE. All meetings are open to the public. An agenda for the meeting shall be kept continuously current in the Office of the District Office at 1842 Furnas Street, 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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INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM:

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

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

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

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

REQUEST FOR CLOSED SESSIONS:

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ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

Feb-2025

GENERAL FUND - FEBRUARY 2025

Beginning Balance \$ 32,571.42

RECEIPTS

ALICAP - Insurance Claim Reimbursement-Storm Damage	\$5,514.00
NE FFA Foundation - Ag Classroom Supply Grant	\$2,298.00
Media donation	\$400.00
State Apportionment	\$537,787.28
SAUNDERS CO - END JAN	\$430,823.48
SARPY - JANUARY	\$1,019.70
PS Tuition	\$300.00
CASS CO - END JAN	\$371,912.37
South Central Economic Dev. - Kasuske sub reimb.	\$75.00
Board Member Insurance Premium	\$749.63
SPED SA FFR 23.24	\$235,829.00
Title I 6200/4505 - 24.25	\$3,845.00
Title II A - 6310/4509 - 24.25	\$10,913.00
Title I - 24.25	\$28,956.00
Title IV - 6969/4969 - 24.25	\$10,000.00
SAUNDERS CO - MID FEB	\$886,295.02
Village of Greenwood - Liquor Lic. Fee proceeds	\$350.00
PS Tuition	\$1,450.00
Media Donation	\$25.00
State Aid	\$191,346.00
AGPS Foundation - Teacher Grant Reimbursements	\$3,356.52
PS Tuition: On-Line	\$3,408.21
F&M INTEREST	\$73.83
NLAF INTEREST	\$10.19

\$ 2,726,737.23 \$ 2,759,308.65

DISBURSEMENTS

FEBRUARY Claims \$ 1,316,249.24

\$ 1,316,249.24 \$ 1,443,059.41

ENDING BALANCE \$ 1,443,059.41

RECONCILIATION

NLAF Liquid Balance	\$ 3,252.13
Plus F&M Bank Balance	\$ 1,327,809.13
Less: Outstanding Claims	\$ 82,729.37
Plus: Outstanding Deposits	\$ 194,727.52
Reconciled Balance	\$ 1,443,059.41

\$ 1,443,059.41

ADMINISTRATIVE OPERATIONS ACCOUNT - FEBRUARY 2025

Beginning Balance \$ 1,617.16

RECEIPTS

GF# 46140 \$ 3,000.00

\$ 3,000.00 \$ 4,617.16

Total

DISBURSEMENTS

6426 JAN ELL Parent Mileage	\$571.20
6427 SPED Parent Transport Mileage - JAN	\$756.00
6428 Staff - JAN SLP Mileage	\$37.38
6429 Staff - ECSE Jan Mileage	\$100.10
6430 AG Wrestling Club - gas state duals	\$105.80
6431 VISA - Staff Appreciation Supplies (paid by donations)	\$1,197.49
6432 Staff - Stae WR Duals lodging reimbursement	\$215.97
6433 Staff - Driver State Cheer - Meal reimbursement	\$40.61

Total

\$3,024.55 \$ 1,592.61

Ending Balance \$ 1,592.61

RECONCILIATION

Bank Balance	\$ 3,147.07
Less: Claims Outstanding	\$ 1,554.46
Plus: Outstanding Deposits	\$ 1,592.61
Reconciled Balance	\$ 1,592.61

\$ 1,592.61

EMPLOYEE BENEFIT (SECTION 125) ACCOUNT - FEBRUARY 2025

Beginning Balance			\$	59,481.39
<u>RECEIPTS</u>				
Employee Payroll Deposit	\$	8,102.25		
I 3 Bank: Interest	\$	<u>4.48</u>		
Total			\$	8,106.73
			\$	67,588.12
<u>DISBURSEMENTS</u>				
Employee Benefits	\$	<u>6,285.66</u>		
Total			\$	6,285.66
			\$	61,302.46
Ending Balance				<u>\$ 61,302.46</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	61,302.46		
Claims Outstanding				
Deposits Outstanding				
Reconciled Balance	\$	<u>61,302.46</u>		<u>\$ 61,302.46</u>

SPECIAL BUILDING ACCOUNT - FEBRUARY 2025

Beginning Balance			\$	701,061.84
<u>RECEIPTS</u>				
Cass County				
Sarpy County				
Saunders County				
Other - Payment refund				
F & M Interest	\$	1,398.28		
NLAF Interest	\$	<u>259.77</u>		
Total			\$	1,658.05
			\$	702,719.89
<u>DISBURSEMENTS</u>				
1838 Howdy Owl - Signage	\$300.00			
1839 Menards - PAC Storage	\$568.99			
1840 Sheppard's Business Int - Portable Stairs for PAC	\$7,633.91			
1840 Sheppard's Business Int - Mobile Gate Table	\$5,181.72			
1841 Sideline Power - Signage- Visitor/State Recognition	\$2,337.58			
Total			\$16,022.20	\$ 686,697.69
Ending Balance				<u>\$ 686,697.69</u>
<u>RECONCILIATION</u>				
F&M Bank Balance	\$	617,196.17		
NLAF #9300590 Balance	\$	69,501.52		
Claims Outstanding				
Reconciled Balance	\$	<u>686,697.69</u>		<u>\$ 686,697.69</u>

QUALIFIED CAPITAL PURPOSE FUND - FEBRUARY 2025

Beginning Balance			\$	5,082.63
<u>RECEIPTS</u>				
Cass County	\$	24,165.66		
Sarpy County	\$	54.52		
Saunders County	\$	65,941.81		
Interest	\$	0.84		
Total			\$	90,162.83
			\$	95,245.46
<u>DISBURSEMENTS</u>				
1045 RIDDELL - All American Sports - Helmets		\$7,291.95		
1046 NE State Fire Marshall - ELE Inspections		\$360.00		
1047 PowerSchool Support - School Messenger/PS update		\$864.00		
1048 School Safety Solutions - Safety Shades		\$1,172.46		
Total			\$9,688.41	\$ 85,557.05
Ending Balance				<u>\$ 85,557.05</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	93,209.00		
Less: Outstanding Claims	\$	7,651.95		
Reconciled Balance	\$	85,557.05		<u>\$ 85,557.05</u>

DEPRECIATION FUND - FEBRUARY 2025

Beginning Balance			\$	284.87
<u>RECEIPTS</u>				
F&M Bank Interest	\$	-		
NLAF Interest	\$	0.30		
Total			\$	0.30
			\$	285.17
<u>DISBURSEMENTS</u>				
Total			\$	-
			\$	285.17
Ending Balance				<u>\$ 285.17</u>
<u>RECONCILIATION</u>				
F & M Bank Balance	\$	190.08		
NLAF Balance	\$	95.09		
Less: Outstanding Claims				
Reconciled Balance	\$	285.17		<u>\$ 285.17</u>

STUDENT FEE FUND - FEBRUARY 2025

Beginning Balance			\$	8,999.53
<u>RECEIPTS</u>				
College Tuition Payments	\$	1,116.60		
Participation Fees				
Interest I3 Bank	\$	0.76		
Total			\$	1,117.36
			\$	10,116.89
<u>DISBURSEMENTS</u>				
Disbursements				
Online Fees				
Total			\$	-
			\$	10,116.89
Ending Balance				<u>\$ 10,116.89</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	10,116.89		
Claims Outstanding				
Deposits Outstanding				
Reconciled Balance	\$	10,116.89		<u>\$ 10,116.89</u>

HOT LUNCH ACCOUNT - FEBRUARY 2025

	Beginning Balance		\$	54,957.59
<u>RECEIPTS</u>				
Student and Staff Deposits	\$	4,135.75		
Online Student Deposits	\$	28,174.82		
Federal Reimbursement	\$	21,573.63		
Donation				
Other - PS Snacks - SEM 1	\$	2,840.12		
F&M Bank: Interest	\$	2.71		
			\$	56,727.03
Total			\$	111,684.62
<u>DISBURSEMENTS</u>				
Wages & Benefits				
Food/ Supplies/ Contracted Services	\$	52,250.58		
Other - MagicWrighter	\$	93.00		
Lunch Refunds				
			\$	52,343.58
Total			\$	59,341.04
Ending Balance				<u>\$ 59,341.04</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	75,562.76		
Claims Outstanding	\$	16,221.72		
Clerical error				
	\$	59,341.04		
Receipts Outstanding				
Reconciled Balance	\$	59,341.04		
			\$	<u>59,341.04</u>

BOND FUND - FEBRUARY 2025

	Beginning Balance		\$	368,421.31
<u>RECEIPTS</u>				
Cass County Taxes	\$	68,109.36		
Sarpy County Taxes	\$	115.22		
Saunders County Taxes	\$	172,429.75		
Interest	\$	58.25		
			\$	240,712.58
Total Deposits			\$	609,133.89
<u>DISBURSEMENTS</u>				
			\$	-
Total			\$	609,133.89
			\$	<u>609,133.89</u>
<u>RECONCILIATION</u>				
F & M Bank Balance	\$	609,133.89		
Plus: Outstanding Deposits				
Less: Outstanding Claims				
Reconciled Balance	\$	609,133.89		
			\$	<u>609,133.89</u>

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

BANK OF ASHLAND				
FDIC INSURANCE				
			\$	250,000.00
Total Secured			\$	250,000.00
FARMERS AND MERCHANTS BANK				
FDIC INSURANCE				
			\$	250,000.00
Pledged Safekeeping Security				
Various pledged amounts at Agencies, Municipals, SBA, CD's etc, monitored by: Farmers Merchant Bank			Total Face Value	Actual Value
			\$	3,000,000.00
Total Secured			\$	<u>3,250,000.00</u>

FINANCIAL STATEMENT Activity Fund

FOR MONTH ENDING Feb-2025

Beginning Balance

\$ 38,856.26

Date	Check # Payee	Description	Receipt	Disbursed	Balance
ATHLETICS					\$ (79,650.55)
	17387 BSN SPORTS	Apparel Embroidery		\$1,103.21	
	17389 DAVID CITY PUBLIC SCHOOL	Wrestling Entry		\$150.00	
	17390 Driveline Baseball Enterprises, LLC	Baseball Equipment		\$374.70	
	17395 Jaeger Sports, Inc	Supplies		\$175.88	
	17397 KEVIN MAR	Officials		\$100.00	
	17403 ZACHARY OSBORN	Officials		\$100.00	
	17405 TROY STEELE	Officials		\$100.00	
	17406 Trailblazer Conference	Financial Report		\$170.00	
	17408 WEEPING WATER	Wrestling Entry		\$90.00	
	17410 YORK PUBLIC SCHOOLS	Wrestling Entry		\$150.00	
	17412 Judah Caster Co	Casters for track carts		\$93.58	
	17413 No Frills/Spartan Nash	Wrestling Hospitality		\$107.83	
	17414 VISA	Wrestling Entry		\$110.21	
	17415 VISA	Wrestling Entry		\$58.55	
	17416 AMERICAN LIFT & SIGN SERVICE	Scoreboard Logo		\$1,133.88	
	17419 Bryce Kerkman	Basketball Official		\$79.00	
	17420 RYAN LEWIS	Basketball Official		\$150.00	
	17422 ZACHARY LUTZ	Basketball Official		\$79.00	
	17423 JACK MAR	Basketball Official		\$150.00	
	17424 KEVIN MAR	Basketball Official		\$150.00	
	17425 Chad Martinez	Wrestling Official		\$175.00	
	17427 Nathan Rodriguez	Wrestling Official		\$115.00	
	17428 JEFFREY WESTOVER	Basketball Official		\$79.00	
	Gate	MSGBB	\$81.00		
	Gate	ResBB	\$128.00		
	Gate	Wrestling Dual	\$335.00		
	Gate	ResBB	\$109.00		
	Gate	MSGBB	\$130.00		
	Gate	ResBB	\$155.00		
	Gate	MSGBB	\$246.00		
	Gate	MS Wrestling Ralston	\$242.00		
	Gate	JV/V BBall	\$706.00		
	Gate	Sub District BBall	\$926.00		
	Gate	Sub District BBall	\$2,416.00		
	Various	Entry Fees	\$283.19		
	Booster Club	Wrestling Hotels	\$1,490.00		
	TOTALS		\$ 7,247.19	\$ 4,994.84	\$ (77,398.20)
ALUMNI Projects					\$ 2,869.99
	TOTALS		\$ -	\$ -	\$ 2,869.99
BAND					\$ 134.45
	TOTALS		\$ -	\$0.00	\$ 134.45
BLUE TEAM					\$ 104.94
	TOTALS		\$ -	\$ -	\$ 104.94
DRAMA					\$ 4,788.14
	TOTALS		\$0.00	\$0.00	\$ 4,788.14
ELEM BOOK FAIR					\$ 901.45
	TOTALS		\$ -	\$ -	\$ 901.45

<i>Date</i>	<i>Check # Payee</i>	<i>Description</i>	<i>Receipt</i>	<i>Disbursed</i>	<i>Balance</i>
ELEM STAFF - INTERMEDIATE					\$ 866.44
TOTALS			\$0.00	\$	866.44
ELEM STAFF - PRIMARY					\$ 961.60
TOTALS			\$0.00	\$	961.60
ELEM STUDENT COUNCIL - INTERMEDIATE					\$ 21,455.55
	17414 VISA	Gift Cards		\$250.00	
	Runza	Donation	122.79		
TOTALS			\$122.79	\$ 250.00	\$ 21,328.34
ELEM STUDENT COUNCIL - PRIMARY					\$ 19,491.02
	17411 BSN Sports	Playground Balls		\$261.45	
	Runza	Donation	122.82		
TOTALS			\$ 122.82	\$ 261.45	\$ 19,352.39
FBLA					\$ 11,259.96
	17398 MARCH OF DIMES FOUNDATION	Donation		\$100.00	
	17401 NEBRASKA FBLA FOUNDTRUST	Donation		\$100.00	
	17413 No Frills/Spartan Nash	Pop that Shot Supplies		\$70.98	
	17415 VISA	Feb Meeting		\$47.75	
	17418 GRAFTON & ASSOCIATES	State Registration		\$3,827.00	
	17426 MIDLAND UNIVERSITY	Business Competition		\$255.00	
	Various	SLC Deposits	\$1,150.00		
TOTALS			\$1,150.00	\$ 4,400.73	\$ 8,009.23
FFA					\$ 17,282.88
	17391 East Butler Public Schools	CDE Fees		\$70.00	
	17400 NATIONAL FFA ORGANIZATION	Officer Jackets		\$1,162.00	
	17402 Newman Grove High School	CDE Meals		\$136.00	
	17414 VISA	Succulents		\$99.00	
TOTALS			\$0.00	\$1,467.00	\$ 15,815.88
HONOR SOCIETY					\$ 522.83
	Fundraising	Bake Sale	\$229.00		
TOTALS			\$229.00	\$ -	\$ 751.83
HS STUDENT COUNCIL					\$ 1,289.27
	Runza	Donation	\$122.79		
TOTALS			\$ 122.79	\$ -	\$ 1,412.06
MS/HS STAFF					\$ 1,305.35
TOTALS			\$ -	\$ -	\$ 1,305.35

Date	Check # Payee	Description	Receipt	Disbursed	Balance
MS AMBASSADORS					
	Fundraising	Candy Gram	\$1,018.15	\$	387.46
TOTALS			\$1,018.15	\$0.00	\$ 1,405.61
MS Nature Club					
TOTALS				\$0.00	\$ (312.77)
MS STUDENT COUNCIL					
	17394 JACQUELINE FUDGE	MS Shirts		\$165.00	1,130.62
	17413 No Frills/Spartan Nash	MS Dance Supplies		\$128.87	
	Runza	Donation	122.79		
TOTALS			\$122.79	\$293.87	959.54
PROM ACCOUNT					
TOTALS			\$0.00	\$ -	\$ 2,546.14
SHOP/CONSTRUCTION					
TOTALS			\$ -	\$0.00	\$ 6,601.45
SKILLS USA					
	17404 SKILLSUSA, INC.	Dues/Fees		140.00	2,448.42
	17414 VISA	Conference Hotels		\$ 1,128.60	
	Various	2025 Dues	\$330.00		
TOTALS			\$330.00	\$ 1,268.60	\$ 1,509.82
SPANISH CLUB					
TOTALS			\$ -	\$ -	\$ 244.11
SPIRIT SQUAD - CHEER					
	17386 AG SPIRIT SQUAD BOOSTER	State Cups/Bags-JJ winter Shirts		\$1,077.03	3,727.88
	17396 Limitless Branding, LLC	State Sweatshirts		\$502.18	
TOTALS			\$ -	\$ 1,579.21	\$ 2,148.67
SPIRIT SQUAD - DANCE					
	17386 AG SPIRIT SQUAD BOOSTER	JJ Winter Shirts		\$361.00	(850.26)
TOTALS			\$0.00	\$ 361.00	\$ (1,211.26)
SPEECH					
	17388 CONESTOGA PUBLIC SCHOOLS	Speech Entry		\$120.00	3,985.28
	17392 Elkhorn High School	Speech Entry		\$144.50	
	17393 Elmwood Murdock Public School	SPeech Entry		\$144.00	
	17409 Paige Williams	Officials		\$60.00	
	17414 VISA	Wood for Props		\$100.63	
	17421 LINCOLN PUBLIC SCHOOLS	Speech Entry		\$152.00	
TOTALS			\$0.00	\$ 721.13	\$ 3,264.15

<i>Date</i>	<i>Check #</i>	<i>Payee</i>	<i>Description</i>	<i>Receipt</i>	<i>Disbursed</i>	<i>Balance</i>
TALENTED/GIFTED ACTIVITIES						\$ -
TOTALS				\$ -	\$ -	\$ -
VOCAL MUSIC						\$ 3,356.64
	17399	MENARD INC	Musical Supplies		\$ 870.95	
	17417	Ashland-Greenwood Music Boosters	Dance Entry		\$ 149.00	
TOTALS				\$ 0.00	\$ 1,019.95	\$ 2,336.69
YEARBOOK/ANNUAL Middle School						\$ 267.52
		Student	Yearbook Sales	\$ 18.00		
TOTALS				\$ 18.00	\$ 0.00	\$ 285.52
YEARBOOK/ANNUAL High School						\$ 1,500.70
	17407	WALSWORTH PUBLISHING COMPANY	Deposit		\$ 2,210.13	
		Parent	Senior Ad	\$ 75.00		
		Parent	Senior Ad	\$ 50.00		
		Parents	Senior Ad	\$ 195.00		
		Country Drive	Business Ad	\$ 50.00		
		Various	Business Ad	\$ 558.85		
		Todd Valley	Business Ad	\$ 50.00		
TOTALS				\$ 978.85	\$ 2,210.13	\$ 269.42
INTEREST						\$ (173.02)
	i3		Interest	\$ 3.84		
TOTALS				\$ 3.84	\$ -	\$ (169.18)
ACTIVITY FUND TOTALS ALL ACCOUNTS				\$ 11,466.22	\$ 18,827.91	\$ 31,494.57
				Ending Balance		\$ 31,494.57
				Plus: Outstanding Checks		\$ 20,347.78
				Less: Outstanding Receipts		
				Misdirected Deposit		
				Equals: Bank Balance		\$ 51,842.35

Check Register by Type
 MARCH 2025 GENERAL FUND CLAIMS

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

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
46141	02/26/2025				FAMPHYS	Family Physical Therapy & Sports Center	3,658.84
46142	02/26/2025				MAXABILI	Max Ability Therapy Services	224.55
46143	02/26/2025				VOYAGER	VOYAGER FLEET SYSTEMS, INC.	5,586.65
46144	02/26/2025				WOODRIVR	WOODRIVER ENERGY LLC	11,576.51
46145	03/18/2025				COLECO	DANA F COLE & CO., LLP	7,429.81
46146	03/18/2025				GRETNHIG	GRETNA PUBLIC SCHOOLS	4,950.00
46147	03/18/2025				INSTRUCT	Instructure, Inc	2,456.00
46148	03/18/2025				PAYFLEX	PAYFLEX SYSTEMS USA INC	150.00
46149	03/18/2025				SARPCOUN	SARPY COUNTY ELECTION	151.52
46150	03/18/2025				SAUNCOUN	SAUNDERS COUNTY CLERK	874.81
46151	03/18/2025				SPARQDATA	SPARQ DATA SOLUTIONS, INC.	2,600.00
46152	03/18/2025				TSAINV	TSA CONSULTING GROUP INC	83.33
46153	03/12/2025				NOFRIL	NO FRILLS/SPARTANNASH	150.76
46154	03/12/2025				SLHARD	S & L HARDWARE	532.64
46155	03/18/2025				360COMSER	360 Community Service	8,944.56
46156	03/18/2025				ACCULOCK	ACCURATE LOCKSMITHS	41.50
46157	03/18/2025				ALLOCOMM	ALLO Communications, LLC	202.04
46158	03/18/2025				ASHLAUTO	ASHLAND AUTO PARTS	652.40
46159	03/18/2025				ASHLDISP	ASHLAND DISPOSAL SERVICE	1,864.70
46160	03/18/2025				AWARUNLI	AWARDS UNLIMITED, INC.	12.36
46161	03/18/2025				CAPITBUS	CAPITAL BUSINESS SYSTEMS, INC.	2,969.58
46162	03/18/2025				CDWG	CDWG GOVERNMENT	195.75
46163	03/18/2025				CHELBROOK	BROOKE CHELEEN	830.55
46164	03/18/2025				CITYASHL	CITY OF ASHLAND	2,601.50
46165	03/18/2025				CITYWIDE	City Wide Facility Solutions, Jeredith Brands LLC	51,835.25
46166	03/18/2025				CLASSINTER	CLASS INTERCOM, LLC	975.00
46167	03/18/2025				CORNINTE	CORNHUSKER INTERNATIONAL TRUCKS, INC.	373.83
46168	03/18/2025				DELTAELEC	DELTA ELECTRIC	2,463.04
46169	03/18/2025				DIETMUSI	DIETZ MUSIC HOUSE	155.30
46170	03/18/2025				EGANSUPP	EGAN SUPPLY CO.	5,539.78
46171	03/18/2025				ELECDIRE	ELECTRONIC DIRECTORY CORPORATION	399.00
46172	03/18/2025				ENGICONT	ENGINEERED CONTROLS, INC.	6,800.00
46173	03/18/2025				FIALATRU	TOM FIALA	3,898.11
46174	03/18/2025				GREPLAIN	GREAT PLAINS SERVICE INC.	527.00
46175	03/18/2025				HEARTLAN	HEARTLAND FOUNDATION/SCHOOL	4,427.00
46176	03/18/2025				HOFMCARE	CAREY HOFMEISTER	700.00
46177	03/18/2025				HOLIINN	HOLIDAY INN HOTEL & CONVENTION CENTER	299.90
46178	03/18/2025				INTEWOOD	INTERMOUNTAIN WOOD PRODUCTS	2,061.66
46179	03/18/2025				JOHNSUPP	JOHNSTONE SUPPLY	1,614.69
46180	03/18/2025				JOSTENS	JOSTENS INC	25.80
46181	03/18/2025				KSPOWSCH	KANSAS POWER SCHOOL USER GROUP	600.00
46182	03/18/2025				KSBSCHLAW	KSB SCHOOL LAW PC LLO	551.00
46183	03/18/2025				LEISPAIG	Paige Leising	5,133.48
46184	03/18/2025				LEXLEARN	Lexia Learning Systems LLC	399.00
46185	03/18/2025				MATHESON	MATHESON TRI-GAS, INC/LINWELD	2,122.60
46186	03/18/2025				MAXOTERR	TERRI MAXON	350.00
46187	03/18/2025				MENARDS	MENARD INC	682.98
46188	03/18/2025				MOHSTIFF	Tiffany Mohs	1,087.50
46189	03/18/2025				NASB	NASB	5,664.00
46190	03/18/2025				NEDOORWIND	NEBRASKA DOOR & WINDOW LLC	218.50
46191	03/18/2025				NISSSTAC	Stacy Nissen	462.50
46192	03/18/2025				OFFIDEPO	OFFICE DEPOT BUSINESS ACCOUNT	157.86
46193	03/18/2025				OPPD	OMAHA PUBLIC POWER DISTRICT	30,172.26
46194	03/18/2025				ONESOURCE	ONE SOURCE, INC	81.00
46195	03/18/2025				OTCBRAND	OTC Brands, Inc	140.88
46196	03/18/2025				OUTFENCOM	Outback Fence Co., LLC	6,014.00
46197	03/18/2025				OVERDRIVE	OverDrive Inc	1,500.00
46198	03/18/2025				TP3PEST	ANTHONY PETERSEN	320.00
46199	03/18/2025				PIERCEPS	PIERCE PUBLIC SCHOOLS	75.00

Check Register by Type
 MARCH 2025 GENERAL FUND CLAIMS

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>
46200	03/18/2025				PLATTVHS	PLATTEVIEW HIGH SCHOOL	280.00
46201	03/18/2025				PORTWIND	Jeffrey Porter	755.00
46202	03/18/2025				NEOPOST	QUADIENT	1,630.52
46203	03/18/2025				RIVERTECH	RIVERSIDE TECHNOLOGIES INC. (RTI)	241.00
46204	03/18/2025				SIDEPOWER	SIDELINE POWER, LLC	333.00
46205	03/18/2025				SYSCO	SYSCO LINCOLN, INC	546.72
46206	03/18/2025				TKEVELVAT	THYSSENKRUPP ELEVATOR CORPORATION	1,170.00
46207	03/18/2025				TODDVAL2	TODD VALLEY PLBG. & HTG	152.83
46208	03/18/2025				TYSOUTDO	TY'S OUTDOOR POWER & SERVICE INC	12.88
46209	03/18/2025				UNIVNEBR	UNIVERSITY OF NEBRASKA-LINCOLN	150.00
46210	03/18/2025				USMECH	US MECHANICAL SERVICE INC	2,142.80
46211	03/18/2025				VOYAGER	VOYAGER FLEET SYSTEMS, INC.	5,871.95
46212	03/18/2025				WILLOPOINT	WILLOW POINT GALLERY/MUSEUM	167.09
46213	03/18/2025				ZULTYSIN	ZULTYS INC	1,152.08
Checking Account ID: 1					Void Total:	0.00	Total without Voids: 211,174.15
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Payee Type Total: Vendor					Void Total:	0.00	Total without Voids: 211,174.15
Grand Total:					Void Total:	0.00	Total without Voids: 211,174.15

Check Register by Type
MARCH 2025 ACTIVITY FUND CLAIMS

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>
17429	03/11/2025				STRAJERE	JEREMY STRAHAN	442.50
17430	03/12/2025				ARVIBRIA	BRIAN ARVIN	81.00
17431	03/12/2025				AGBOOSTER	ASHLAND-GREENWOOD BOOSTER CLUB	663.75
17432	03/12/2025				AGHOTL	ASHLAND-GREENWOOD HOT LUNCH	389.60
17433	03/12/2025				BEETISTY	Ty Beetison	82.50
17434	03/12/2025				BISHNEUM	Bishop Neumann Central High School	221.41
17435	03/12/2025				BSNSPOR	BSN SPORTS	1,897.47
17436	03/12/2025				CANDSUIT	Candlewood Suites Kearney	1,490.00
17437	03/12/2025				BELLEVUE	County of Sarpy, School District City of Bellevue	306.00
17438	03/12/2025				CRANRIVE	Crane River Theater Company, Inc	1,085.00
17439	03/12/2025				EISCCHRI	Chris Eischeid	81.00
17440	03/12/2025				GRETNHIG	GRETNA PUBLIC SCHOOLS	175.00
17441	03/12/2025				HERRRILE	RILEY HERRING	60.00
17442	03/12/2025				JOCOPUBSCO	Johnson County Central Public Schools	149.80
17443	03/12/2025				LOUISVILL	LOUISVILLE PUBLIC SCHOOL DIST CASS 32	190.81
17444	03/12/2025				MARJACK	JACK MAR	79.00
17445	03/12/2025				NSAA	NEBRASKA SCHOOL ACTIVITIES ASSN.	3,283.18
17446	03/12/2025				NEWGROVE	Newman Grove High School	248.00
17447	03/12/2025				PALMSCHO	Palmyra Public School	112.40
17448	03/12/2025				PLATTSHS	PLATTSMOUTH HIGH SCHOOLS	160.00
17449	03/12/2025				JOHNSEAN	PREMIER SPORTS OFFICIALS ASSOCIATION	4,420.00
17450	03/12/2025				RAYCENTR	RAYMOND CENTRAL PUBLIC SCHOOL	100.00
17451	03/12/2025				SKILLSUSA	SKILLSUSA, INC.	560.00
17452	03/12/2025				SPEECHWIRE	SPEECHWIRE TOURNAMENT SERVICES	345.00
17453	03/12/2025				SPORBOAR	Steven Lambert	6.00
17454	03/12/2025				VANLKELD	Keldon VanLaningham	37.50
17455	03/12/2025				VANLKRIK	Kristen VanLaningham	120.00
17456	03/12/2025				WEEPWATE	WEEPING WATER PUBLIC SCHOOLS	48.00
17457	03/12/2025				WESTPNTPS	WEST POINT PUBLIC SCHOOLS	446.57
17458	03/12/2025				WILLPAIG	Paige Williams	240.00
17459	03/12/2025				WINNJERE	Jeremy Winn	81.00
17460	03/12/2025				NOFRIL	NO FRILLS/SPARTANNASH	238.36
17461	03/12/2025				SLHARD	S & L HARDWARE	511.55

Checking Account ID:	5	Void Total:	0.00	Total without Voids:	<u>18,352.40</u>
Check Type Total:	Check	Void Total:	0.00	Total without Voids:	<u>18,352.40</u>
Payee Type Total:	Vendor	Void Total:	0.00	Total without Voids:	<u>18,352.40</u>
Grand Total:		Void Total:	0.00	Total without Voids:	<u>18,352.40</u>

Check Register by Type
 MARCH 2025 ADMINISTRATIVE OPERATIONS CLAIMS

Payee Type: Vendor

Check Type: Check

Checking Account ID: 1

Check Number	Check Date	Cleared	Void	Void Date	Entity Name	Check Amount
6430	02/25/2025				AG Wrestling Club - State Tickets	105.80
6431	02/25/2025				VISA - Staff Appreciation	1,197.49
6432	02/25/2025				Staff - State Duals Lodging Reimbursement	215.97
6433	02/25/2025				Staff - Bus Driver Meal Reimbursement	40.61
6434	03/07/2025				FEB ELL Parent Mileage	537.60
6435	03/07/2025				Trainer - State Duals/GBB Subdistrict Mileage	233.80
6436	03/12/2025				FEB SPED Parent Mileage	588.00
6437	03/12/2025				Staff - FEB SLP mileage	46.06
Checking Account ID:					1	
Check Type Total:					Check	0.00
Payee Type Total:					Vendor	0.00
Grand Total:						0.00
					Total without Voids:	2,965.33
					Total without Voids:	2,965.33
					Total without Voids:	2,965.33

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>
11763	03/11/2025				ASHLETT	Ashland Lettuce Company	876.84
11764	03/11/2025				CASHWADIST	CASH-WA DISTRIBUTING CO.	15,234.80
11765	03/11/2025				NEFOODPG	Food Distribution Program Nebraska DHHS	725.00
11766	03/11/2025				GOODTUCK	GOODWIN TUCKER/MID IOWA REFRIGERATION, INC.	333.75
11767	03/11/2025				HILANDAIR	HILAND DAIRY	3,828.85
11768	03/11/2025				SYSCO	SYSCO LINCOLN, INC	12,559.26
11769	03/11/2025				USFOOD	U S FOODSERVICE	11,704.13
Checking Account ID: 6					Void Total:	0.00	Total without Voids: 45,262.63
Check Type Total:			Check	Void Total:	0.00	Total without Voids: 45,262.63	
Payee Type Total:			Vendor	Void Total:	0.00	Total without Voids: 45,262.63	
Grand Total:					Void Total:	0.00	Total without Voids: 45,262.63

Check Register by Type
 MARCH 2025 QCPUF CLAIMS

Payee Type: Vendor

Check Type: Check

Checking Account ID: 9

<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>
1049	03/18/2025				BLAKSTRP	BLACK STRAP INC	205.00
1050	03/18/2025				LINEWIZE	FAMILY ZONE, INC.	6,132.00
1051	03/18/2025				GAGGLNET	GAGGLE.NET, INC	12,218.75
1052	03/18/2025				MASTGRIND	MASTER GRINDING & SECURITY, LLC	109.00
1053	03/18/2025				MEININGER	MEININGER FIRE PROTECTION INC	1,157.50
1054	03/18/2025				SECUREQUIP	SECURITY EQUIPMENT INC	3,000.36
1055	03/18/2025				SOTETECH	SOTER TECHNOLOGIES	750.00
1056	03/18/2025				MEININGER	MEININGER FIRE PROTECTION INC	1,236.79
Checking Account ID: 9					Void Total:	0.00	Total without Voids: 24,809.40
Check Type Total: Check					Void Total:	0.00	Total without Voids: 24,809.40
Payee Type Total: Vendor					Void Total:	0.00	Total without Voids: 24,809.40
Grand Total:					Void Total:	0.00	Total without Voids: 24,809.40



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: Kristin Fangmeyer & Dani Beerbohm

MEETING DATE: March 17, 2025

Academic Engagement

- We are in the preparation stages of state assessment. The window opens at the end of March and requires 3-8th grade and 11th grade to complete the statewide assessment. English Language Arts and math are required for all 3rd-8th and science is required for 5th and 8th graders. Students in 11th grade take the ACT. Juniors are currently participating in John Baylor ACT Prep classes. I always like to remind teachers that state assessments are one snapshot of understanding a student's learning journey.
- Other upcoming assessments for high school students are PreACT 8/9 for our freshman and the PreACT for sophomores. Last year was our first experience providing freshmen with this experience. After this year we will be able to look at some data to see how our students scored from their freshman to sophomore year.

Environment

- Special Education teams will be preparing for transition meetings to start taking place over the course of the next month or so. This process helps to ensure that student needs are met and any changes are as seamless as possible. These meetings can, but do not always include SPED team members, general education staff and even parents, depending on the needs of each student.

Fiscal

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Personnel

- We are excited that we have found a great candidate for our 3-5 Special Education teaching position for next school year.
- Once high school scheduling for next year is complete, we will begin the advertising process for 3T paraeducators for the 2025-26 school year.

Pride

- Please keep the date of Friday, May 2nd on your radar. This day is now when we will likely hold our Unified Banner School celebration, as well as our annual Unified Track & Field Invite. It will be a busy but fun day of promoting inclusion!



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ADMINISTRATORS REPORT: Amanda Moon & Megan Poell	MEETING DATE: March 18, 2025
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Academic Engagement

- On Monday, March 17th, we are excited to welcome Mark Kistler for a "Dare to Draw!" interactive art assembly! This imagination-launching, creativity-igniting, pencil-powered drawing adventure will be a fantastic experience for students and staff. Kindergarten- 6th graders will attend this event in the Performing Arts Center. We are grateful to Cori Lightfoot and the AG Foundation for making this experience possible for our learners!

Environment

- Both elementary schools participated in a "GOLDEN HOUR" challenge during the last two weeks of the third quarter. Teachers selected an hour of the day to focus on a specific target behavior and positively recognized students for following the Bluejay Way with a golden ticket. At the end of the two weeks, teachers and students were rewarded for passing out and earning golden tickets. This was a fun and positive change in routine planned by our school's BLUE Team!
- AG Primary has been targeting practicing and reinforcing expectations in the cafeteria during this school year. Students have been working hard to show the Bluejay Way and participating in challenges to earn incentives for their classrooms with their hard work! We look forward to finishing the fourth quarter strong, continuing to practice and reinforce expectations with our students!

Personnel

- AG Intermediate completed interviews for our open resource teacher position. We are excited to share our recommendation for hiring at the board meeting.

- Mrs. Mink will be retiring at the end of the school year, we will miss her but are excited for her to enjoy retirement with her family and friends! We are grateful for all the support she has provided for students at Ashland-Greenwood during her career at Ashland-Greenwood! She has made a lasting impact on so many students' lives!

Pride

- Parent-Teacher Conferences were held on March 13th. Teachers and families were able to collaborate and discuss progress in student learning. Preschool teachers conducted home visits along with their spring conferences. The Scholastic Book Fair was available to families during conference week, another excellent opportunity to build a love of reading in our students!
- Our PTO sponsored a Cookies and Canvas Night on February 24th with approximately 20 families! This event is done with Theresa Rhodus from Turtle Creek Art Gallery.
- Our elementary students enjoyed the 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!
- After our January Staff Inservice Day Service Learning Project, Mrs. Cooper, Mrs. Lightfoot, and Mrs. LaVigne organized a canned food drive to help support Kids Cupboard in Ashland! Our goal was to collect over 500 canned goods, and our buildings quickly achieved this goal! Thank you to our staff members for taking the initiative to organize this drive and to our families for supporting our community.





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ADMINISTRATORS REPORT: Flynn & Jacobsen	MEETING DATE: March 17, 2025
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Academic Engagement

- Middle School NSCAS Testing preparations are in full swing. Middle School students will test starting in early April. All students will test in English-Language Arts and Math. Eighth grade students will also test in Science. Teachers are currently reviewing data with students and helping them set goals for the upcoming test.
- Early work on the 2025-2026 schedule continues:
 - We are nearing completion of data collection as it relates to math for seventh and eighth grade students. As a reminder 7th grade students may qualify for 8th grade math and eighth grade students may qualify for Algebra 1 (offered for High School Credit)
 - Soon students will be asked to decide on elective classes like Band and Choir
- Ms. Beerbohm and our HS Team are busy preparing for the STATE ACT assessment on March 25. 11th graders continue the opportunity to learn from John Baylor (On To College/ACT test Prep) and our entire STAFF was trained on the resources available and activities available to use for some classroom activities that align to their instruction and to support prep for the ACT. This also includes preparation materials for teachers to use with 9th graders and 10th graders who take a paired down version of the ACT.
- Our 29th Annual Academic Awards Night and National Honor Society induction ceremony will be held Wednesday, April 23 at 5pm.

- High School pre-registration started last week to gather enrollments and make decision about staffing and course offerings. We are also researching other options that we can partner with SCC to meet as many student needs as possible.

Environment

- Ms. Sheil and her Speech Team hosted 250 participants at the Oxbow Speech Competition. Several of our AG Speech members qualified for Finals. Many of the guests continue to compliment our building and instructional spaces.
- Mr. Libal, Ms. Gress, and I met with the Ashland Area Foundation to discuss school and community programming for the Performing Arts Center. We continue to explore opportunities for our students to benefit from their ability to utilize the Performing Arts Center.
- NEWSIES the Musical. March 28 and 29, 7:00 pm and March 30, 3:00 pm.
- May 16 and May 17 will be a performance of a STUDENT LED one act play, BEETLEJUICE! Tip of the cap to Andrew Milburn and Houston Fleck for making this happen.
- Annual Senior Tribute will be April 23.
- The High School, with guidance from the Student Ambassador Culture and Life committee asked me to share recordings and from the book, The ORANGE FROG by Shawn Achor. It is a parable about spreading positivity and happiness. [Linked here](#) is a sample (a chapter) that I recorded and emailed out.
- Homecoming in 2025 will be held on Saturday, October 4. Earlier this year, we asked for student feedback and laid out the options for Homecoming so all would understand that every Saturday may have a conflict for a team or group. We will go with the vote of the students, and, provided our volleyball tournament goes smoothly, they will be done in adequate time to get to an 8pm dance. Annually, we must take into account several factors, including the football schedule for which we cannot control and find a week/weekend that we are trying to reduce conflicts. The past few years, we have increasingly been questioned or told that we targeted certain teams or groups which is ridiculous. Me 'explaining' it in today's world does not seem adequate any longer, so, now we lay out all the options and let the students choose from the weeks/weekends that we believe would work (we gave them 3 options this year). In 2026, this weekend won't work because football will have an away game.

Fiscal

Pride

- Eighth grade student Quentin Stein first place in the Elks Lodge Americanism Essay Contest. His essay is headed for the state-wide competition and possibly to nationals.

- The AGMS Student Council participated in their annual Student Council Exchange with Plattsmouth. The group spent half the day at AGMS and the other half at Plattsmouth MS.
- State Boys Basketball: Our program continues to set a high bar of excellence. 2024-2025 was our 7th consecutive year in a District Championship game and the Bluejays have made the 'final four' at State 4 consecutive years!
- Wrestling had a STATE CHAMPION: Carver Konzem.
- Congratulations to Instructor Ashley Looper and the Ashland-Greenwood FFA State Qualifiers!!!
 - Cooperative Speaking - State Qualifier
 - Easton Roeber - 2nd Place
 - Creed Speaking - State Qualifiers
 - Evie Hofmeister - 1st Place; Mollie Lambert - 3rd Place
 - Ag Sales - State Qualifiers
 - Ella Miller - 2nd Purple; Ellie Stein - Blue; Ainsley Flynn - Red; Mollie Lambert
 - Welding GMAW
 - Atley Robinson - 1st; Grady Lawley - 13th;
 - Welding SMAW
 - Matthew Fortney - 1st; Grady Turner - 7th
 - Welding GTAW
 - Kade Brauckmuller - 1st; Derek Morales - 2nd
 - Welding O/A
 - Cordell Kelley - 6th; Jacob Zalesky - 7th
 - Team of Atley, Matthew, Kade, and Cordell are headed to State!
 - Meat Evaluation - State Qualifiers
 - Easton Roeber - 3rd Purple; Mollie Lambert - Purple; Nevaeh James - White; Layton Brauckmuller
- Skills USA state event and FBLA State event will be held in April. As always, we anticipate that we will have strong representation at both events.
- The students that got to stand 'in the front row' at the State tournament EARNED that privilege by providing the leadership to re-invigorate our Birdcage. If you notice who those kids are, please thank them! It is a mix of 9th grade-12th graders!





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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: Jason Libal/Jill Finkey

MEETING DATE: February 17, 2025

Academic Engagement

- **February BOE Retreat:** Thank you for the time and effort provided to our board retreat. Hopefully, you found the time spent with Stacie to be beneficial, along with the board self-evaluation. We look forward to continued work related to goal setting, etc...

Environment

- **Transportation & Maintenance:** A huge shout out to our maintenance and bus drivers related to their efforts battling the recent weather conditions. These folks have done a tremendous job in some tough conditions. We are fortunate to have them on our team.

Fiscal

- **Upcoming Finance Meeting & Work:** We will be meeting with the Finance Committee within the next week to continue work towards the ballot initiative. More information to come.

Personnel

- **J. Mink & G. Bremer:** We cannot thank Mrs. Julie Mink, and Mrs. Georgia Brener for the incredible years of service they provide our district. We were blessed to have them as part of our team, and wish them well in their future endeavors.

SkillsUSA
Board of Education Approval
SkillsUSA State Competition 2025
Grand Island, NE (Thursday, April 10 - Friday, April 11)

- A) Itinerary - Traveling by Van with 7 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 - 7 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 10

8:30 am: All students and advisors will load up equipment and leave for Grand Island.
10:00 am: Ryan Keller, Megan Wehling, and all students will arrive in Grand Island for Chapter Registration/Tote pickup
10:00 am: Check into Hotel Rooms and drop off stuff
11:00 - 12:00: Lunch TBD
3:00 - 4:00 pm: Opening Ceremonies
5:00 - 6:00 pm: Dinner
6:30 pm: Contest Orientation Meetings (not all contests)
9:30 pm: Arrive back at hotel
11:00 pm: Room check

Friday, April 11

6:30 am: Breakfast
7:00 am: Check out
8:00 am: Session II: SkillsUSA Championships (Below is where they will compete)

Atley Robinson - Central Community College
Cordell Kelley - Sheep Barn (Fonner Park)
Matthew Fortney - Sheep Barn (Fonner Park)
Kade Brauckmuller - Sheep Barn (Fonner Park)
Jacob Zalesky - Sheep Barn (Fonner Park)
Kierra Strobbe - Pinnacle Bank Expo Center (Fonner Park)
Aiden Rowley- Pinnacle Bank Expo Center (Fonner Park)

5:00 pm: Head back to school
7:00 pm: Arrive at High School

Advisors:

- 1: Ryan Keller
- 2: Megan Wehling

Student List:

1. Senior - Atley Robinson
2. Senior - Matthew Fourtney
3. Senior - Cordell Kelley
4. Junior - Kade Brauckmuller
5. Junior - Jacob Zalesky
6. Junior - Aiden Rowley
7. Senior - Kierra Strobbe

TERMS AND CONDITIONS OF EMPLOYMENT
2025-2026 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 11, 2025** and formally approved **March 17, 2025**.

Ashland-Greenwood Board of Education

President

Ashland-Greenwood Education Association

President

Master Agreement for Certified Teaching Staff

Ashland-Greenwood Public Schools

2025-2026

This agreement was made and entered into this 17th day of March 2025 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 –

2025-26: The salary schedule for teachers of the district for the 2025-2026 contract year shall be in accordance with Exhibit "C" attached with a base of \$39,425. 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 - One (1) unused personal day will be carried over to the next year. Staff shall be paid in July for personal leave days that are unused and that cannot be carried forward as sick leave or sick leave days above the forty-five (45) days of sick leave that cannot be carried forward at three-fourths (2024) the current substitute teacher daily pay rate. (2025)

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 \$3,500 (2025) 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 2025-2026:

The School District will contract with the Nebraska Educators Health Alliance (EHA) to provide group health and dental insurance coverage for the 2025-2026 contract year, September 1, 2025 through August 31, 2026. The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, \$1900 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 2025-2026 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 2025-2026 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 seven (7) sick leave days. (2025)

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. Sick leave may also be used should the employee's normal daycare be closed due to illness. (2011, 2012, 2025)

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 - Five (5) 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 six (6) personal leave days during a school year. Any additional unused personal days beyond the one (1) for carryover would become part of accrued sick leave. Sick days accumulate up to a total of forty-five (45) days. 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, 2025)

Personal leave can not be used during staff in-service days and/or during parent-teacher conferences. The Superintendent is given discretion to approve personal leave during staff-in-service or parent-teacher conference days. Staff wishing to use personal leave on a staff-in-service day and/or during parent teacher conferences may submit a written request to the Superintendent for consideration. This request is used when a life event that is out of the control of the certified staff member happens. For example, an immediate family member is getting married, graduating from college, or getting recognized for an achievement. (2025)

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 2025-2026 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 2025-2026 school year and 186 days for teachers employed for the first time during the 2025-2026 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 17th Day of March, 2025.

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 2025-2026 contract year, September 1, 2025 through August 31, 2026. The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, \$1900 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 2025-2026 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 2025-2026 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)

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.

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 2025/2026 SALARY SCHEDULE

EXHIBIT C 2025-2026 ASHLAND-GREENWOOD SALARY SCHEDULE									
COLUMN STEP	BS	BS+9	BS+18	BS+27	MS/BA+36	MS+9	MS+18	MS+27	MA+36
BASE	\$39,425.00								
1,2,3	\$42,579.00	\$44,550.25	\$46,521.50	\$48,492.75	\$50,464.00	\$52,435.25	\$54,406.50	\$56,377.75	\$58,349.00
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	\$44,156.00	\$46,127.25	\$48,098.50	\$50,069.75	\$52,041.00	\$54,012.25	\$55,983.50	\$57,954.75	\$59,926.00
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	\$45,733.00	\$47,704.25	\$49,675.50	\$51,646.75	\$53,618.00	\$55,589.25	\$57,560.50	\$59,531.75	\$61,503.00
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	\$47,310.00	\$49,281.25	\$51,252.50	\$53,223.75	\$55,195.00	\$57,166.25	\$59,137.50	\$61,108.75	\$63,080.00
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	\$48,887.00	\$50,858.25	\$52,829.50	\$54,800.75	\$56,772.00	\$58,743.25	\$60,714.50	\$62,685.75	\$64,657.00
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		\$52,435.25	\$54,406.50	\$56,377.75	\$58,349.00	\$60,320.25	\$62,291.50	\$64,262.75	\$66,234.00
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		\$54,012.25	\$55,983.50	\$57,954.75	\$59,926.00	\$61,897.25	\$63,868.50	\$65,839.75	\$67,811.00
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			\$57,560.50	\$59,531.75	\$61,503.00	\$63,474.25	\$65,445.50	\$67,416.75	\$69,388.00
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			\$59,137.50	\$61,108.75	\$63,080.00	\$65,051.25	\$67,022.50	\$68,993.75	\$70,965.00
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				\$62,685.75	\$64,657.00	\$66,628.25	\$68,599.50	\$70,570.75	\$72,542.00
				1.59	1.64	1.69	1.74	1.79	1.84
13					\$66,234.00	\$68,205.25	\$70,176.50	\$72,147.75	\$74,119.00
					1.68	1.73	1.78	1.83	1.88
14					\$67,811.00	\$69,782.25	\$71,753.50	\$73,724.75	\$75,696.00
					1.72	1.77	1.82	1.87	1.92
15							\$73,330.50	\$75,301.75	\$77,273.00
							1.86	1.91	1.96
16								\$76,878.75	\$78,850.00
								1.95	2.00

This salary schedule for 2025-2026 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 – 2025-2026 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%
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, Head Cheerleading, Head Dance
II	Asst. Football, Asst. Basketball (Boys & Girls), Instrumental Music, Asst. Wrestling, Asst. Volleyball, Asst. Softball, Asst. Baseball
IIB	Head Speech, FBLA
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,
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, Assistant FBLA
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, Unified Track
	*All School Play and School Musical alternate years

DOLLAR VALUE – Percent of Base Salary

Cody Buescher, a dedicated and enthusiastic educator, is excited to embark on a new journey in teaching. With a strong educational background and a passion for student success, Buescher is eager to inspire and support young learners.

Cody earned a Bachelor of Arts from Doane University, as a triple major, where he developed a deep understanding of Elementary Education, Special Education, and Spanish. Throughout his academic journey, he gained hands-on experience through practicum placements in elementary general education classrooms, various special education classrooms, and student teaching experiences in a second-grade classroom, a high school special education classroom, and an elementary special education classroom. Buescher was a first-year teacher last year at Crete Elementary serving as a K-2 English Learners teacher. All of these experiences helped shape his approach to education.

As a new teacher at Ashland-Greenwood, Buescher hopes to create an engaging and inclusive learning environment where all students feel valued and motivated to reach their full potential. His goal is to not only teach subject matter but also instill a love for learning, critical thinking, and confidence in his students.

"I believe every student can succeed with the right guidance and support," Buescher shared. "My goal is to foster a classroom culture where students feel encouraged to take risks, ask questions, and grow both academically and personally."

As Buescher steps into the classroom, he is committed to making a meaningful impact, one student at a time. With enthusiasm, dedication, and a student-centered mindset, he is ready to continue taking on the rewarding challenges of teaching.

Cortney Couch Accepts Principal Position at Ashland-Greenwood High School

Ashland, NE – Ashland-Greenwood is set to welcome Mr. Cortney Couch as its new high school principal. Mr. Couch has 29 years of experience in education, with the last 12 being in administration. He has officially accepted the position and will begin his new role at the start of the 2025-2026 school year.

Mr. Couch brings a wealth of knowledge and experience to the Bluejays. A graduate of Mead High School (1991) and Hastings College (1995), Mr. Couch began his career as an English teacher at David City High School. He taught English for 17 years before moving up to Assistant Principal in 2013. In 2014, Mr. Couch was promoted to 7-12 Principal for DCHS, a position in which he still serves. Along the way, Mr. Couch served as a One-Act Play sponsor, Yearbook advisor, and did a lot of coaching-- most notably, Head Boys Basketball for 8 years and Head Football for 10 years. Mr. Couch was an integral part of the implementation of Marzano instructional strategies at DCHS, as well as leading professional development in his building to help teachers identify priority standards, build proficiency scales, and plan lessons around those scales. Recently, he has helped to develop the MTSS guide for David City Public Schools, and is working with his School Improvement Team and NASB to develop goals for the school district's next five-year cycle. Mr. Couch is known as a relationship-builder, effective communicator, and an advocate for students, parents, and staff.

Mr. Couch and his wife, Heather, have been married for nearly 28 years, and have three daughters. Their oldest daughter lives in Overland Park, their middle daughter will graduate from Wayne State in May, and their youngest daughter will attend Midland University in the fall.

"I am obviously thrilled to have the opportunity to join the team at Ashland-Greenwood. Collaboration is my passion, and I can't wait to get to work with my administrative team, my teachers and staff, and my students. I'm a competitive person by nature, and I'm looking forward to the opportunity to take an already strong district and see how much we can grow," said Couch. "Heather and I are so excited to get out into the community and surrounding areas and start meeting some people. Building those relationships in our community and seeking opportunities for collaboration between our school and community will be one of my first priorities."