

David City Public School Board of Education
Regular Board Meeting
Wednesday, March 12, 2025 7:00 PM
Board Meeting Room at the High School
750 D St.
David City, NE 68632-1724

1. Call Meeting to Order
 - 1.1. Pledge of Allegiance
 - 1.2. Open Meetings Statement
 - 1.3. Attendance/Absence Approval
2. Student and Staff Involvement
3. Public Forum
4. Consent Agenda
 - 4.1. Approve Minutes of the Previous Meeting(s).
 - 4.2. Approve Claims Against the District
 - 4.3. Financial Reports
5. Board Committee Reports
6. Board Workshop/Conference Reports
7. Administrative Reports
 - 7.1. Dr. Denker
 - 7.2. Mr. Couch
 - 7.3. Mr. Lindsley
 - 7.4. Ms. Greenfield
 - 7.5. Ms. Romshek

7.6. Ms. Daniels

7.7. Mr. Hermelbracht

8. Discussion and Action Items

8.1. Discuss, consider, and take action on ESU 7 sped contracted services contract for the 2025-26 school year.

8.2. Discuss, consider, and take action on selling two school buses: one 14-passenger and one 71-passenger bus.

8.3. Discuss, consider, and take action on the Blue River Panther girls' wrestling co-op with Shelby-Rising City and East Butler for the next two-year cycle - 2025-26 and 2026-27 winter sports seasons.

8.4. Discuss, consider, and take action on updated policy 4256 twelve-month classified staff vacation leave.

8.5. Discuss, consider, and take action on broadcasting monthly school board meetings.

8.6. Discuss the long-range facility plan in response to the community engagement meetings.

9. Personnel

9.1. Discuss, consider, and take action on staff resignation(s).

9.2. Discuss, consider, and take action on new teacher contracts for the 2025-26 school year.

9.3. Discuss, consider, and take action on the new high school principal contract for the 2025-26 school year.

10. Future Discussion and Action Items

10.1. New Band Uniform Presentation - April

11. Adjournment

Spring sports (track and golf) have begun, starting last Monday.

Cheer and Dance had their banquet last Thursday, and tryouts for the two teams will be held on Tuesday of next week.

The girls' basketball banquet will be this Thursday, the 13th, and the boys' basketball banquet will be held on Monday, the 10th.

During the weekend of February 21 and 22, state wrestling took place and 3 of the 7 boys placed in their classes, with Brittin Valentine getting 5th, Case Schindler at 3rd, and Hayden Schmit taking the state champion title.

The speech meet that DCHS hosted this past weekend went well, with the majority of the students who competed in certain events all placing.

NHS announced the candidates with a fun surprise at the school assembly last Monday and will hold the induction for the new members on Friday, March 21st.

The Student Council's 'Sweetheart Dance' on February 28 was a success for many students who came and participated.

Quiz Bowl recently went to an invite at Bellevue University and went 1-2 for the day.

The next big event that Stay-U will hold is a Middle School Dance, co-joining with NHS as an RAOK for the month.

The State FFA Convention will be held during the first week of April, with a few of our teams from David City planning on participating in their respective events.

I want to write at least one good report a year and outline the good thing our school does instead of always talking about what needs to change. Although there are things that need changed at David City, there are lots of things that we do right.

First off, I think our school has really stepped up the rewards system. We tend to focus a lot on how to fix the “bad kids” but we don’t always do a good job of supporting the “good kids”. With “Scout of the Week,” it gives students a chance to see that being a good student is, well, good. A lot of times, the hard-working, respectful students get overlooked by bad behavior from other students. Although you can’t always fix the mess-arounds, you can reward the kids who are doing the right thing. It makes those kids feel like they’re doing the right thing. We also had a popcorn Friday once and kids really liked that. It would be awesome if we could do something like that again, because it gives kids something to show up to school for. Kids love food, so giving them free food is a good way to make at least some students try in school.

Another thing I’ve noticed at our school specifically is that the teachers and students are often very close. Being in a small school gives teachers and students the opportunity to bond over similarities and classes. Even other small schools don’t have quite the same (healthy) relationships as we have here.

DC Supt Monthly Board Report
March 2025
Chad Denker, Supt

NASB and Strategic Plan Timeline

Thurs Feb 13 – Board Survey
Mon Mar 24 – Student Survey
Thurs Mar 27 – Parent Survey
Thurs Apr 17 – Staff Survey
Tues Apr 22 – Needs Analysis
Wed May 14 – SOC Mtg (Present Data Summary and Top Priorities)
Mon May 19 – Admin and School Improvement Mtg (Present Analysis)

National Superintendent Conference

Thanks for letting me attend the conference in New Orleans. I attended sessions on A.I., chronic absenteeism, and communication plans. I will provide you some session notes once I get a chance to get caught up again.

NRCSA Conference - Kearney

Wed Mar 19 (pre-conf)
Thurs Mar 20 and Fri Mar 21 (half day)
I plan to attend so I am registered.
Anyone else interested?

Personnel

We are right in the middle of hiring season. We are currently looking for the following:

- Bellwood – Title I Reading
- DC Elem – 5th Grade and 6th Grade
- HS – Science (physical science, chemistry, physics)
- Admin – Principal
- Extra Duty – Head Boys' BB and Co-Head Boys' Wrestling

Teacher Contract Days

We will have teachers make up a contract day this spring due to the no school day last Wednesday. We will provide them some options so I think they will appreciate that.

Special Board Meeting

Can we have a second board meeting in March? Preferably, Wed Mar 26?

Board Report
Mr. Couch
March 10, 2025

As we cruise into the last week of the quarter, we begin our busiest time of year. You've heard me say this before, but trying to finish one year the right way while simultaneously trying to plan for the following year presents some challenges. I would like to share a couple of ideas that we've been working on that we may want to talk about at our April Board Meeting.

Code of Conduct

In recent years, it has bothered me that we don't have a comprehensive Code of Conduct for students. Yes, we have a handbook, but if a student, parent, or teacher was trying to find information related to behaviors or infractions, searching the handbooks can be frustrating. We have our District Handbook, our 7-12 Handbook, and we also have our Board Policies. I think it would be more useful for everybody involved if we had one spot we could all go to in order to find information about our behavioral expectations at DCHS.

The teachers and I have been working on our Code of Conduct for the last four months. We're at a point now where we're starting to fine tune some of it, and then we'll have a document that I could bring to the Board for input. My goal is to have one, searchable document that covers our behavior expectations and outlines the consequences for not meeting those behaviors. We have different levels of infractions based on severity or frequency of behaviors. The levels help to determine who is responsible for the enforcement of rules, what the consequences are, and how they will be documented. In general, I think it will be easier to talk about it and answer questions once you have a copy in front of you, so this is something that I'm hoping we can talk about at a future Board Meeting.

Alternative School

Mr. Fish and I have been working on a handbook for an Alternative School that we would house in our building. We have visited five different schools to see how they run their alternative schools. We have collected over ten different handbooks from other alternative schools as well. We've taken the information we've collected and put together something that we think will work for us. In the schools where the alternative schools are working well, students are able to get a competency-based education on a schedule that is separate from the regular bell schedule that governs the rest of the student body. Again, this is something that would probably make more sense in an in-person discussion, so I'm hopeful that it is an idea that we can discuss at a future Board Meeting. When / if we ever implement it will depend on feedback from the Board, and the opinion of the next 7-12 principal.

Pursuing My Next Opportunity

I'm not really sure how to start this, but I feel that it's important to publicly acknowledge the fact that I will be taking over as the 9-12 Principal at Ashland-Greenwood (pending our Board's acceptance of my resignation, and AGPS's Board's acceptance of my contract). There are so many feelings and memories running through my head right now, that even I can't get them all down on paper. But there are a couple of points that I'd like to make.

Very often, when there is a change like this, some people want to construct a narrative that explains why. This is the one thing that concerns me, so let me say this for all to hear: I am not leaving David City because I'm trying to get away from something. I have absolutely loved my time here. David City has been my home for my entire adult and professional life. The school system has educated my three daughters, and put them on paths toward success. I've been supported at every turn. I can't thank the Board enough for the support you have shown me time and time again. Students, parents, teachers, and staff have been wonderful, and I love working with them every day. And of course, Dr. Denker is the person who has been more instrumental in my success than any other single person. Like I told my teachers, he is the person who saw something in me that nobody else saw, took a chance on me and gave me an opportunity that nobody else would give me, and most importantly, saw it through to the end to turn me into the person that few ever thought I would be. I owe him everything, and I'm proud to call him my friend. So, please, don't let anybody suggest that I'm leaving here because I'm trying to get away from something negative. That's simply not true. I just want to see if I can be a part of a larger school district and experience some of the joy and success that I've experienced here.

For the record, I'm not worried about DCHS at all. If I've ever done anything of note here, it's because I'm surrounded by amazing people. Those same amazing people will always be associated with David City, and yes, at times, we will lose some great people to different opportunities. But the reason David City sometimes loses great people is because this district is filled with great people. We hire great people. We develop great people. And when openings happen, we fill those openings with more great people. Thank you all so much for allowing me to be a part of this district for nearly 30 years. I will always be a Scout! I will miss you all very much! But as I lean into finishing this year the right way, my heart is filled with gratitude, not sadness. Thanks for everything. Let's finish up strong!

DAVID CITY

SECONDARY

NEWSLETTER

Celebrating CTE Month: Empowering the Future through Career and Technical Education

February is a special month for Career and Technical Education (CTE) as we celebrate the impact of CTE Month! Throughout the entire month, students, educators, and communities come together to recognize the vital role that CTE plays in shaping the future of our workforce. This month serves as a reminder of the opportunities CTE provides to prepare students for success in a wide range of careers.

Why CTE Matters

CTE is more than just a path to a job—it's a pathway to personal growth, skill development, and hands-on experience that equips students for real-world success. Whether students are learning technical skills in fields like engineering, health sciences, information technology, or skilled trades, or discovering creative talents in areas like graphic design, culinary arts, and multimedia, CTE programs provide the practical education that prepares them for both postsecondary education and the workforce. As technology continues to evolve, the demand for skilled workers in industries like IT, healthcare, construction, and advanced manufacturing grows. CTE gives students the tools and training they need to meet these demands and thrive in careers that are both rewarding and essential to the economy. Many CTE programs also offer opportunities for industry certifications, internships, and apprenticeships, giving students hands-on learning experiences that make them competitive in the job market. We're proud to highlight the many programs we offer and the incredible students who work hard every day to hone their skills and pursue their passions. In addition to learning valuable job-specific skills, our students also develop important soft skills like communication, problem-solving, and teamwork—skills that are essential no matter where their careers take them.

CTE Departments at DCPS

- *Agriculture, taught by Mrs. Meusch*
- *Business, Marketing, and Management, taught by Mrs. Didier*
- *Human Sciences and Education, taught by Mr. Martinez*
- *Skilled and Technical Sciences, taught by Mr. Hanson*
- *Communication and Information Systems, taught by Ms. Styskal*

Looking Ahead

As we celebrate CTE Month, let's take a moment to reflect on the incredible potential of our students. CTE is not just about vocational training; it's about providing students with a wide range of opportunities, empowering them to choose their own paths and thrive in their careers. Whether they choose to go directly into the workforce, continue their education, or pursue entrepreneurial endeavors, the skills they gain through CTE programs will serve them for a lifetime. Let's continue to support and encourage the growth of CTE programs, ensuring that every student has the tools and resources they need to succeed. Let's work together to build a brighter future for our students, our communities, and our economy!



CELEBRATE TODAY.
OWN TOMORROW!



Important Dates

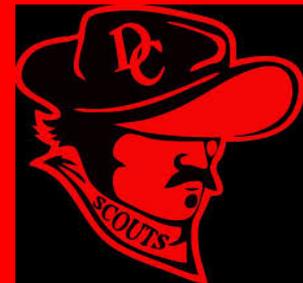
March 12
Board Meeting

March 13
End of 3rd Quarter

March 14 & 17
No School

March 27
Parent/Teacher
Conferences

March 28
No School



David City High School
750 D Street
David City, NE 68632-1724
Phone: 402-367-3187
Fax: 402-367-3479

Bringing Joy Across Generations: Study Skills Students Visit The Villa

Students from the 7th grade Study Skills classes continue to brighten the days of residents at The Villa through their visits. During a recent gathering, students and seniors enjoyed friendly competition with inflatable bowling, filling the room with laughter and smiles. The students have also brought residents Valentine's Day cards to brighten their days.

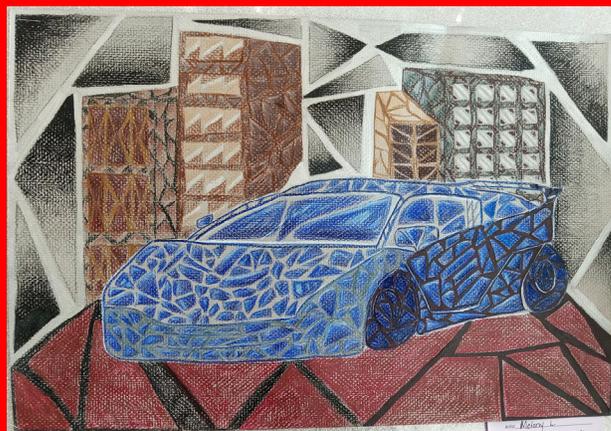
"The bowling activity was perfect and so fun for everyone to participate," shared Mrs. Bales, who coordinates the visits with activities director, Stacey Bykerk. "Our students are learning valuable social skills while forming meaningful connections with The Villa's residents."

These visits have become a highlight for both the students and seniors. While the activities may change, the genuine bonds being formed remain constant. The program is a great example of cross generational activities benefiting both young and old.



Artist of the Month

This month the artist of the month is Melony Lopez! Melony is a senior in advanced art. Her father is Manuel Lopez. Students in advanced art complete three projects of their choosing a quarter. Melony drew a car with colored pencils by dividing the spaces with triangles. This is what she had to say about her drawing, "It took longer than expected, but it turned out better than I thought."



Pop Quiz! This ancient Roman general crossed a famous river in 49 BCE, leading to a civil war and ultimately the end of the Roman Republic. Know the answer? Our Quiz Bowl teams certainly would!

Building Knowledge, One Buzz at a Time

Our Middle and High School Quiz Bowl teams have shown impressive growth and competitive spirit across multiple tournaments, both in-person and virtual. While championship trophies remain on the horizon, our students are demonstrating great progress and building valuable competition experience with each match. In the middle school division, the Scouts recently competed in the SNC Jr. High contest and earned 4th place out of 18 teams. Our middle school team will compete in our own contest on March 22nd, to finish out their season. Thus far, eighth-grader Jacob Hlavac has emerged as a standout performer for the middle school team, consistently delivering quick and accurate responses across a wide range of academic categories. Meanwhile, the high school team is approaching the most important part of their season. The district and conference meets, as well as our own tournament, will make for an exciting March! Stanley Allen's broad knowledge base, quick buzzing, and leadership has led to success for our high school team. If you'd like to see our students put their brain power on display, join us on Saturday, March 22nd for the David City Quiz Bowl Invite!



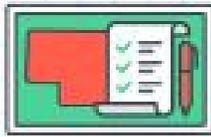
(And for those still wondering about that opening question - Julius Caesar's crossing of the Rubicon was the point of no return that changed Roman history forever, much like our Quiz Bowl teams' dedication to excellence continues to shape their academic journey!)

Cheer and Dance

The David City Cheer and Dance Team has been busy this year, not only bringing excitement to our athletic events but also playing a vital role in supporting our teams and fostering school spirit across the board. From the court to the field, our cheerleaders and dancers have been lifting up their fellow athletes and creating a supportive and positive atmosphere that resonates throughout the school. Throughout the school year, our cheer and dance teams have been an integral part of our homecoming celebration, pep rallies, and various athletic events. Whether it's through leading cheers, performing dynamic routines, or simply showing up with their unwavering enthusiasm, they've been supporting their peers throughout every season. As we continue to move through the year, we encourage all students and families to come out and support not only the athletes but also the cheer and dance team. Their positive energy and hard work make a big impact, and they couldn't do it without the incredible support of the DC Scouts community.



NEBRASKA EVERY DAY COUNTS!



INFORMATION FOR PARENTS

Why absenteeism matters:

- Absenteeism in the first month of school can predict poor attendance throughout the school year. Half the students who miss 2 to 4 days in September go on to miss nearly a month of school.
- Absenteeism and its ill effects start early. One in 10 kindergarten and first grade students are chronically absent.
- Poor attendance can influence whether children read proficiently by the end of third grade or are held back.
- By 6th grade, chronic absence becomes a leading indicator that a student will drop out of high school.
- Research shows that missing 10 percent of the school year, or about 18 days in most school districts, negatively affects a student's academic performance. That's just two days a month and that's known as chronic absence.
- Students who live in communities with high levels of poverty are four times more likely to be chronically absent than others, often for reasons beyond their control, such as unstable housing, unreliable transportation, and a lack of access to healthcare.
- When students improve their attendance rates, they improve their academic prospects and chances for graduating.
- Attendance improves when schools engage students and parents in positive ways and when schools provide mentors for chronically absent students.



Strategies for Parents:

- Set a regular bed time and morning routine.
- Lay out clothes and pack backpacks the night before.
- Find out what day school starts and make sure your child has the required shots.
- Introduce your child to her teachers and classmates before school starts to help her transition.
- Don't let your child stay home unless she is truly sick. Keep in mind complaints of a stomach ache or headache can be a sign of anxiety and not a reason to stay home.
- If your child seems anxious about going to school, talk to teachers, school counselors, or other parents for advice on how to make her feel comfortable and excited about learning.
- Develop back-up plans for getting to school if something comes up. Call on a family member, a neighbor, or another parent.
- Avoid medical appointments and extended trips when school is in session.

For more information, visit attendanceworks.org



Source: Attendance Works



Chad Lindsley
Board Report
3/12/2025

After a relatively calm winter weather wise, March came in and really disrupted our schedules. It has been a challenge with the multiple schedule changes due to hazardous weather. Fortunately, we have an outstanding staff that is flexible and will make any necessary adjustments. On the activity side, this particular time of year is a little less chaotic as we are between seasons and have a lot less activities.. With that being said, I have several things I would like to highlight in my report this month.

- I am excited that we are currently retaining most of our teachers next year as we have a great staff that will go the extra mile to help students succeed. Losing Mr. Couch will be a big loss for Scout nation but I am excited for him and his family. Most importantly, I am thankful for his mentorship and guidance. I am a better administrator today because of him.
- The February newsletter has been sent out and I have attached a copy for your reference to this report.
- I have almost finished all of my formal observations and my 3rd quarter walk-throughs. I have now started my last walk-throughs and will be completing the summative portion soon. I have truly enjoyed seeing the great things our teachers are doing in their classrooms.
- The speech team has had an outstanding season so far and won the conference championship again. We are fortunate to have the opportunity to host not only our district this month but also a class D district. Mr. Ockander always does a phenomenal job hosting these events.
- Thankful for the new cameras being installed outside the elementary entrance to the cafeteria. There have been times that I have needed to check on an issue in that area in the past and it was not an option.

David City Elementary March 2024-25 Board Report

Preschool Roundup

Roundup was held on Monday, February 10, 2025. There was a great turnout with thirty-four new families attending! Due to the amount of current preschool students returning and the new four year olds who attended roundup, we are anticipating all three year olds will be put on a waiting list. Due to Board policy, priority will be given first to four year olds, then three year olds, and finally to five year olds.

Kindergarten Roundup

Kindergarten Roundup is scheduled for Tuesday, April 15, 2025 from 5:30 – 6:30 pm at David City Elementary. Potential Kindergarten students are invited to attend with their parents. While parents are meeting in the gym, future Kindergarten students will be able to get their picture taken, explore the kindergarten classrooms and meet their future classmates. Parents are encouraged to bring a certified copy of their child's birth certificate and updated immunization records if completed.

Read Across America Week

Students celebrated Dr. Seuss's birthday all week with fun activities planned out by the Student Leadership Team. Each day students were allowed to dress up in different themes, do fun daily activities, and enjoy Dr. Seuss inspired snacks such as Green Eggs & Ham and Cat in Hat Cheese sticks. Students also competed in a Read-a-thon competition and the winners got to "Oobleck" Mrs. Greenfield during an assembly on Friday afternoon.

MTSS Grade Level Meetings

Considering all the late starts and cancellations due to the weather, we still managed to get in our K-6th grade level meetings where we look at students' progress monitoring data and teachers' formative classroom assessments. During this time, the team worked together to determine if students are receiving the correct amount of support in reading and math or if changes need to be made. It is great to see the growth students have been making and we will be sharing all that information during Parent Teacher Conferences on Thursday, March 27th. Parents can sign up for a conference time at this link:

<https://www.myconferencetime.com/dcps>

The Preschool teachers have been working hard to revise their report cards for next year which will assess more areas. They are developing ways to consistently gather data for the Gold Assessment utilizing different lessons out of the Frog Street Curriculum.

PBiS

Currently, the David City Elementary staff has handed out 4,631 positive tickets. We have also honored 29 students with Future World Changer Awards. Each day we will continue to look for students who can model safe, respectful, and responsible behaviors as well as be able to own their actions when a mistake occurs. Our next Scout Camp day is scheduled for Thursday, March 13, 2025 and students will participate in a schoolwide BINGO game with some fun activities and prizes planned in between.

March Madness Attendance Challenge

In honor of the NCAA March Madness Basketball tournament, we thought it would be fun to host our own *March Madness Attendance Tournament Challenge!* This school-wide competition hopefully will spark excitement and encourage students to show up, stay engaged, and support their classmates. Each grade level will compete in a bracket-style challenge based on weekly attendance rates. Each grade is "seeded" according to their attendance rates from February. Winners advance each week, leading to an ultimate attendance Champion! Second place finishers will be recognized. If a grade level loses their bracket, they will move to the second chance bracket to compete for a third place prize. Recognition will

be given each week to those grade levels who advance. The Champions will have their photo taken with a trophy and prizes will be given for 1st, 2nd and 3rd place winners!

March Newsletter [Link](#)

Mrs. Greenfield,
David City Elementary Principal

Bellwood Board of Education Report
March 2025

The past month has been just a tad crazy with the weather-related cancellations, late starts, and an early out. Despite all of that, we have had an overall good month.

Valentine's Day Parties

Valentine's Day is always a fun day in an elementary school that students look forward to. We had our traditional grade-level parties where students exchanged cards and treats. Also, this year the Student Leadership Team went around and delivered hot chocolate to all the classrooms as a special treat. We had extra hot chocolate left over from our December celebration, and since it was an exempt day from the healthy snack policy, it was a good opportunity to treat classes.



At Bellwood Elementary we have a great group of teachers who like to do fun things for the students. For Valentine's Day, Miss Lenz and Miss Meysenburg got blow up heart costumes that they wore at different times throughout the day. The students thought they were great, and they referred to them as "the hearts."



Triple C Meetings

As you know, the goal of our Triple C Meetings this year was to complete the Language Arts curriculum process and have moved onto math. All grade levels have started math. However, there are a few grade levels that need to finish up some assessments for Language Arts. Second grade, 2nd grade and 4th grade have all been given a full day to finish up Language Arts assessments as it has just taken more time at these grade levels. Meeting weekly for Triple C's is nice because it allows grade level teachers to touch base on a regular basis. However, there are some things that take longer and a full day is beneficial to get a lot knocked out at one time.

Preschool Curriculum Workday Update

Preschool teachers were also given a full day to work on curriculum. Because what the preschool teachers are doing during their time together is slightly different than the other grade levels, I wanted to explain that in a little more detail. The State of Nebraska requires all preschools to do the Teaching Strategies Gold Assessment at least two times per year. This assessment is extremely time consuming because it is a checklist that teachers fill out on each individual student in multiple areas of development (reading, math, social emotional, physical development, etc). Not only do they have to say where the child is currently at, they also have to provide evidence such as a picture or video of what the child is doing for many of the categories. It takes a lot of time to do this and give accurate levels on each student. Last year, the teachers developed a report card that they send to parents quarterly that counts as evidence on a lot of the indicators for the gold assessment.

Even though we have the report card, there are still a lot of indicators that the teachers need to collect data on and each teacher was doing it differently. Therefore, we decided as a preschool team that we needed more consistency in how we were doing this and to align it with the Frog Street curriculum. Therefore, we gave the preschool teachers a day to work on this. When they got together, they met in Bellwood, and I was there in the room assisting them for most of the day. They started out the day by revising the report card for next year to assess more areas and to tweak some things they felt needed adjusted. They then went into developing ways that they were going to consistently gather data for the Teaching Strategies Gold Assessment utilizing different lessons in Frog Street. They worked hard and were able to complete this task and come up with a way to make sure data is collected in all areas for both the fall and spring reporting periods. They far exceeded my expectations of what I thought they would be able to complete in one day, and I was extremely proud of them.

Preschool Transportation Unit

All preschool classrooms across the district did an "On the Move" unit in February and into March, during which the students studied different modes of transportation. During the last week in February, Frontier Coop brought several pieces of equipment for the students to look at, listen to an explanation of how they are used, and ask questions.



Visits from High School Students

The Bellwood Elementary Students always love it when students from the high school can visit.

- Although it was delayed a week because of the weather, the FFA students were able to come and teach ag lessons in honor of National FFA Week. In the past, these lessons have been for students in kindergarten and above. This year, they added lessons for preschool. They read a book to preschool and gave them a coloring sheet. They also left the book with the students to keep in the classroom about where food comes from.

- The Spanish 4 students from the high school are now halfway through their lessons with the elementary students. They give these lessons to 1st grade and above, and the students enjoy them.



Read Across America Week

The first week in March was Read Across America Week. Dr Seuss's birthday is on March 2nd, so it is in honor of this. It is a great way to celebrate reading at the elementary school. Bellwood Elementary celebrated in the following ways:

- Dress Up Days - Mrs Badstieber worked to designate each day of the week as a different dress-up day with a theme for reading. She tried to pick days that would not impact learning too much. Many of the students enjoy dressing up, and this makes the week fun

Monday - Dress Like Your Favorite Book Character

Tuesday - "Wild About Reading" Dress in Animal Print

Thursday - "Reading Makes You Bright" Wear Bright colors and sunglasses and Crazy Socks since school was cancelled on Wednesday

Friday - "Snuggle Up With a Good Book" Wear Pajamas

- March Madness Book Bracket - Miss Lenz and the Student Leadership Team created a March Madness book competition. This activity is a combination of March Madness and Read Across America. The SLT created 16 book titles for the students to vote on. Each class has to fill out a survey about their favorite books to pick the winner each week. Throughout March, students will narrow it down until a winning book title is chosen.
- Mystery Readers - One of the things that I asked each grade level to do for Read Across America Week was to line up at least one mystery reader to come into their classroom and read to the students. They then had to give the students clues to see if they could guess who was going to come and read to them. We had a variety of different people come in to read to classrooms. Some teachers had other staff members or parents come in and read. Miss Hein had her mom come and read to their class. A few of our readers who were lined up could not make it due to the snow day, but overall, this turned out to be a fun activity to promote reading.



Grade Level Meetings

On Thursday, March 6th, Bellwood Elementary had our data day, where we got together and looked at data on students and made changes to intervention groups as needed. As always, we had good discussions about students and how to best support their needs.

Student Teachers

On Thursday, March 6th, we said goodbye to two student teachers who have been with us for the past 8 weeks. Mrs. Emma Shane had been student teaching in 4th grade, and Miss Julia Baker had been student teaching in Elementary Art. We had food in the lounge in their honor and gave them some gifts to help with their teaching career. Both of these student teachers were from Concordia College.



March Newsletter

- Here is a link to the Bellwood Elementary March Newsletter: [Link](#)

Please let me know if you have any questions.

Peggy Romshek
Bellwood Elementary Principal

3-7-25

School Board Report: Special Education

Submitted by: Kari Daniels

I had the opportunity to attend an ILCD training at ESU 7 on Thursday. Two presenters from the NDE were there to help all of us to make sense of the Targeted Improvement Plan (TIP) requirements and what specifically they would be looking for in their reviews. It was truly one of the most helpful workshops on this topic that I have ever attended. The two presenters were able to break down every portion of the TIP and provide us with tips and tricks to actually make our lives and data gathering process easier. One of our resource teachers, who is new to the ILCD process, was able to attend with me and is excited to help tackle this project.

The NDE is requiring all districts to address literacy in their TIP. This is due, in part, to the information that was shared in the graph below.

4th Grade Performance on NSCAS

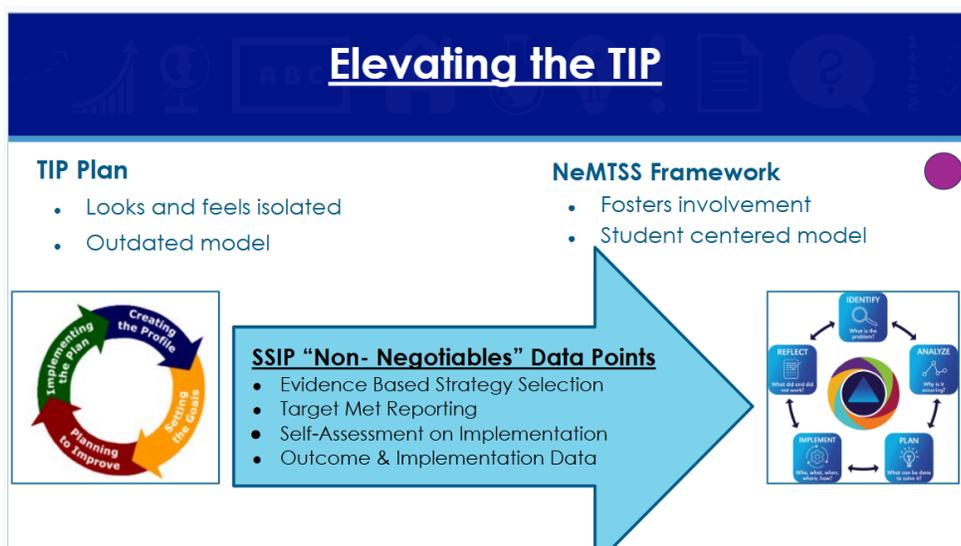
Disability Category	Percent Proficient (ELA) 2022	Percent Proficient (ELA) 2023	Percent Proficient (ELA) 2024
Specific Learning Disability (SLD)	12%	13.30%	14.5%
Other Health Impairment (OHI)	25%	24.68%	28.89%
Emotional Disturbance (ED)	27%	27.92%	32.37%
Autism	28%	31.73%	36.27%
Intellectual Disability (ID)	42%	37.50%	38.94%
Speech/Language Impairment (SLI)	43%	42.20%	53.27%
No Disability	57.79%	61.68%	66.0%



Students with disabilities are lagging far behind their typically developing peers in their performance in reading. The overall gains, in most disability categories, were smaller than the gains seen in the students without disabilities. Our goal, for at least the last 7 years, has focused on literacy skills. The current goal examines oral reading fluency (ORF) gains in

students kindergarten - third grade as measured from winter to winter utilizing DIBELS. Oral reading fluency is not just about how many words somebody can read in one minute, but in the early grades in particular, it is viewed as a bridge to comprehension and is recognized in the science of reading and our current reading curriculum as a critical area of focus.

The TIP trainers also told us that the TIP model was going to change to more closely encompass and replicate the MTSS model. As we know, strengthening our MTSS process was a recommendation from our external visit. The NDE also recommends that the TIP be housed under the school improvement/continuous improvement/MTSS umbrella. I informed the presenters that we just ended our last school improvement cycle and would be starting our next one in the fall. They suggested that I note that in this year's TIP, complete it as usual, and that the school improvement team work on including the TIP in our next cycle. The following is the graphic that was shared with us indicating the changes that will happen to the TIP this summer.



There is no time for analysis paralysis. The TIP is due May 1, 2025!

All Scouts Have Power

Activities Director Weekly Report 3/10/25

Celebrations

Boys Wrestling - Hayden Schmit - 132 Class C State Champion
Brittin Valentine - Class C 165 5th place
Case Schindler - Class C 106 3rd place
Boys Wrestling team finished 6th place overall

Ava Daro - Signed Letter of Intent to run track and College of Saint Mary's

Speech - SNC Champions for the 17th consecutive year in a row (Had 20/22 participants make finals)

Extemp Danica-5th Shelbea-1st Serious Hannah-3rd Duet acting: Hannah and Neil 3rd Entertainment:
Hayden- 2nd Ellie-1st HI: Paul -3rd Neil-2nd Inform: Madie- 3rd Shelbea -1st Persuasive: Hayden-3rd Kaylee-
1st Poetry: Benny 4th Abby -3rd POI: Hannah-1st Abby 3rd OID : Sherlock: Kaylee, Natalie, Tevin, Javier, Neil
1st Varsity Moon: Benny, Ellie, Madie, Neil, Hayden 4th

Esports - Rocket League Team 1 - 8-0
Rocket League Team 2 - 8-0
Valorant - 6-0

Upcoming Events:

David City Speech Meet - March 8th
District Quiz Bowl at CCC - March 10th
District Speech Meet- March 17th
- We are hosting 2 districts (C2-1, D2-1)
David City MS/ HS Quiz Bowl Meet - March 22
David City High School Track Triangular - March 25th
State Esports at Doane College April 12

Notable Items

Spring Sports parents meeting was held on March 6th

Boys Track Participation - 31
Girls Track Participation - 35
MS Track Participation - Handed equipment out to 41
Golf - 13

AGREEMENT

CONTRACTED LEVEL I, II, AND III SPECIAL EDUCATION SERVICES

THIS AGREEMENT, made and entered into this **5th** day of **March** by and between Educational Service Unit 7 of the State of Nebraska, hereinafter called “Servicing Agency” and **David City** hereinafter called “District.”

WITNESSETH:WITSSETH:

1. That the Servicing Agency does hereby agree that it will furnish to the District the following described Special Education services which meet the requirements of the State Department of Education. All rates are subject to the approval of the State Department of Education, and will be provided to the district prior to the district’s budget preparation.
2. That the Servicing Agency does hereby agree it will furnish to the District the following described special education services as follows:
3. Services shall be provided only to children who qualify for such services as specified in State Department of Education, Special Education Rules and Regulations (Rule 51).
4. The Servicing Agency shall supply recorded information on each child for whom services are contracted. The Servicing Agency agrees that it will confer with the School District personnel for purposes of evaluating each child’s progress.
5. The placing of a child in said program shall be made by joint decision of the Servicing Agency, the District, parents and/or guardians, and other members of the IEP team.
6. The Servicing Agency agrees to perform the services and the District agrees to pay in accordance with the Servicing Agency rate schedule as approved by the Nebraska State Board of Education. This schedule shall be in full force and effect during the school year of **25-26** commencing no earlier than August **1, 2025** and ending no later than July 31, **2026** .
7. The Servicing Agency retains the right to designate personnel to provide services. All personnel provided by the Servicing Agency shall be endorsed to provide their respective services.
8. Policies regarding sick leave, personal leave, and professional leave shall be determined by the negotiated agreement with the Servicing Agency for personnel providing services to the District.
9. In the event that school district’s programming requirements and needs change at any time subsequent to and during the term of this agreement, the costs to the school established by this agreement, shall in mutual agreement between ESU 7 and the school district be adjusted and prorated and the parties may agree. Nothing in this paragraph, however, shall be construed to entitle the school district to abrogate this contract or declare it void. The district shall be obligated to pay all sums specified by this contract as due and owing the ESU 7 regardless of changes in circumstances within the district during the course of this contract. The ESU 7 shall, however, be obligated to meet with the school district and discuss in good faith alternatives to mitigating expense, reallocating staff, and other resources within the bounds of the law and as the ESU 7 may

in its sole discretion determine to be in the best interest of ESU 7 and the school district. Any and all changes or expenses incurred by ESU 7 in the course of performing its obligations pursuant to this agreement, or in preparing to do so, shall become due and payable by school district to ESU 7 upon billing in a manner consistent with the billing provision of this agreement.

10. If, for any reason the District does not pay as agreed, the Servicing Agency may cancel this contract and forthwith, without notice, refuse further services, without notice, to said district, but the District shall not be relieved from paying for services rendered by the Servicing Agency to the said District to date of termination of service. The District hereby expressly agrees, acknowledges and affirms that its refusal to pay for services rendered will result in the Servicing Agency refusal to render services in the future and that, by refusing to pay, the District does not and will not expect the Servicing Agency to provide services of any kind to the District until payment has been made in full.

11. The School District agrees that its payments will be made upon receipt of billing from the Servicing Agency. If the District refuses to make payment within sixty(60) days upon its receipt of billing, the outstanding amounts owed shall accrue in interest of the 1.25% per month or the maximum permitted by law, whichever is less, plus the expenses of collection.

12. It is understood and agreed, that in the event of any reason this contract does not comply with the State's requirement, it will be changed in accordance therewith, upon written notice by the Servicing Agency to the District and advising the District of the required changes to meet State requirements.

13. It is agreed this contract between the Servicing Agency and district must be signed by the District Board or Representative and returned to the Servicing Agency by **March 31, 2025**. The Servicing Agency's Board will then sign and return a copy of the contract to the District.

This agreement shall be binding upon the parties hereto and their successors. The persons executing this Agreement on behalf of the respective parties specifically acknowledge and represent that they have value authority to bind the party to whose benefit this Agreement had been executed.

Signatures:

District Board Representative

Date

ESU 7 Servicing Agency Representative

Date

ESU 7 SPED Director

Date



David City

This document outlines the services your district has *projected* with ESU 7 for the 25-26 school year. Districts please return to Susan Olmer at ESU7 on or before March 31, 2025. If you have questions please contact Tami Clay.

	School Psychology	LMHP	Speech Lang. Pathologist	Deaf Education	Vision/TVI	O & M	Braille	Homebound Early Childhood	Transition	Resource Coach	Behavior Analyst	Cen7ter/LA Para	Cen7ter Student(s)	Bridges	Learning Academy Student(s)	Total Hours
Building	1002	4071	4001	4024	4030	4048	4050	4003	2012	2002	2013	8001	4012	4021	4021	
0-2 Home								207.20								207.20
								24864.00								24864.00
Preschool Home								222.00								222.00
								26640.00								26640.00
Bellwood Preschool								222.00								222.00
								26640.00								26640.00
D.C Preschool								1036.00								1036.00
								124320.00								124320.00
K-6 Bellwood Elem																0.00
																0.00
K-6 D.C. Elem				14.80	29.60					59.20	44.40	2960.00		2960.00	4440.00	10508.00
				1776.00	3256.00					5624.00	4218.00	74000.00		79920.00	119880.00	288674.00
7-8 MS Sec											59.20				1480.00	1539.20
											5624.00				39960.00	45584.00
9-12 HS Sec					14.80				44.40		44.40	1480.00	13320.00		2960.00	17863.60
					1628.00				3996.00		4218.00	37000.00	333000.00		79920.00	459762.00
Preschool Non-Pub				14.80				88.80								103.60
				1776.00				10656.00								12432.00
Elem Non-Pub				29.60												29.60
				3552.00												3552.00
Sec Non-Pub																
Regular Ed																
Total Hours	0.00	0.00	0.00	59.20	44.40	0.00	0.00	1776.00	44.40	59.20	148.00	4440.00	13320.00	2960.00	8880.00	1012468.00
FTE	0.00	0.00	0.00	0.04	0.03	0.00	0.00	1.20	0.03	0.04	0.10	3.00	9.00	2.00	6.00	21.4400
Rate	90.00	85.00	90.00	120.00	110.00	130.00	50.00	120.00	90.00	95.00	95.00	25.00	25.00	27.00	27.00	
Per ServiceTotal	0.00	0.00	0.00	7,104.00	4,884.00	0.00	0.00	213,120.00	3,996.00	5,624.00	14,060.00	111,000.00	333,000.00	79,920.00	239,760.00	\$1,012,468.00
										6 hrs month		1 1:1 Center	9 students	2 student	6 students	
											1/2 day wk	2 1:1 Bridges				

DCPS Bus Info Updated Monday, March 3, 2025				Feb 2025	Replacement	Replacement
Year	Make of Chassis	Make of Body	Route/Driver	Current Mileage	Year	Cost
B-2018-1	Blue Bird	Bus - 71 (47)	Linwood/Octavia/DC Route - Brian	78,129	2026-27	\$135,000
B-2020-1	Blue Bird	Bus - 65 (43)	Bellwood Route - ?????	65,281	2027-28	\$135,000
B-2021-1	Blue Bird	Bus - 65 (43)	Abie/Bruno/Octavia/BW - Jim	35,453	2028-29	\$135,000
B-2022-1	Blue Bird	Bus - 71 (47)	Spare Route Bus	22,567	2029-30	\$135,000
B-2022-2	Blue Bird	Bus - 71 (47)	Activity Trips	18,722	2030-31	\$135,000
B-2024-1	Blue Bird	Bus - 71 (47)	Activity Trips	8,309	2031-32	\$135,000
B-2026-1	Blue Bird - Gas	Bus - 71 (47)	Activity Trips	1,537	2032-33	\$135,000
C-2015	Chevy	14 passenger	Hanson - Ind Tech / Meusch - Voc Ag	41,286	????	\$107,000
C-2021*	Bluebird	14 passenger	Center 7 Sped Route - Columbus	53,919	????	\$107,000
*Purchased w/ Federal Funds						
C-2023	Bluebird	14 passenger	Rising City Route - Ken	4772	????	\$107,000
C-2025/6	Bluebird	14 passenger	Activities	0	????	\$107,000
Ordered; Expected Arrival Oct 2025						
For Sale Summer/Fall 2025						
C-2014	Chevy	14 passenger		92,386		
B-2017-1	Blue Bird	Bus - 71 (47)		61,745		

updated

Classified Personnel
Vacation Leave and Holidays

All Classified Employees who work a twelve-month schedule will be entitled to ten (10) days of vacation leave with full pay. **After each year of service, the twelve-month classified employee will be entitled to a half day of additional vacation leave up to a maximum combined total of twenty (20) days of vacation leave per year (not to run consecutively).** Unused vacation leave may not be carried over from one leave year to another so the Employee is instructed to use the entitled number of days of vacation leave.

Vacation leave is available on a proportionate basis throughout the year (for example, if twelve (12) days per year are available, one (1) day is available each month). The District may permit advance vacation leave to be taken at its discretion.

Vacation leave is typically provided based on the number of hours the Employee is scheduled to work on the day the leave is taken. For example, if an Employee is scheduled to work eight (8) hours on a day that vacation leave is used, that day constitutes the use of one (1) day of vacation leave. Vacation leave may not be used in increments of less than one-quarter day (2 hours).

All vacations are to be approved by the Superintendent in advance.

The following holidays are granted with full pay for twelve-month classified staff:

Labor Day; Thanksgiving Day; Friday After Thanksgiving, Christmas Eve, Christmas Day; New Years' Eve; New Years' Day; Good Friday; Memorial Day; Fourth of July; 2 Floating Holidays

Custodians and full-time secretaries will be expected to work during vacation periods during the school year unless told otherwise.

A floating holiday was approved by the Board of Education on April 9, 1984. A floating holiday may be used for any of the school year vacation periods or on the Employee's birthday. An Employee must request a floating holiday and get approval in advance from the Superintendent.

Requests must be submitted to and approved by the Superintendent when an Employee plans to be gone on vacation or other foreseen reasons. If an emergency arises it must be handled accordingly. If possible, please call the office before 8:00 a.m. in these cases. Failure to submit a request and receive approval of a planned absence ahead of time could result in loss of pay for that absence.

The following holidays are granted with full pay for nine-month and ten-month classified staff:

Labor Day; Thanksgiving Day; Friday After Thanksgiving, Christmas Eve, Christmas Day; New Years' Eve; New Years' Day; Good Friday; Memorial Day

Policy Adopted: April 9, 1984
Policy Reviewed/Revised: June 1, 2001; May 14, 2007; April 13, 2015; June 13, 2016;
Jan 9, 2020; March 13, 2023; March 12, 2025

Current

Policy 4256

Classified Personnel

Vacation Leave and Holidays

All Classified Employees who work a twelve month schedule will be entitled to 10 days of vacation leave with full pay. After ten years of service, the twelve-month classified employee will be entitled to 15 days of vacation leave (not to run consecutively). After fifteen years of service, one additional day of vacation leave will be granted each year, up to a maximum combined total of 20 days of vacation leave per year. Unused vacation leave may not be carried over from one leave year to another so the Employee is instructed to use the entitled number of days of vacation leave.

Vacation leave is available on a proportionate basis throughout the year (for example, if twelve (12) days per year are available, one (1) day is available each month). The District may permit advance vacation leave to be taken at its discretion.

Vacation leave is provided based on the number of hours the Employee is scheduled to work on the day the leave is taken. For example, if an Employee is scheduled to work eight (8) hours on a day that vacation leave is used, that day constitutes the use of one (1) day of vacation leave. Vacation leave may not be used in increments of less than one-quarter day (2 hours) unless otherwise specified or approved.

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The following holidays are granted with full pay for 9 and 10 month classified staff:

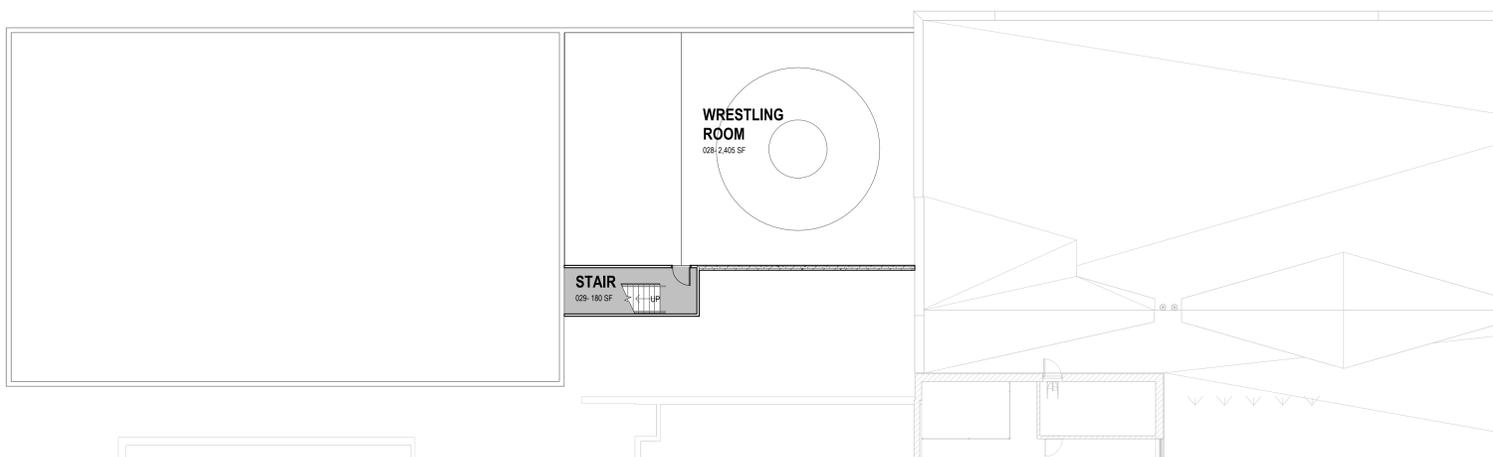
Labor Day; Thanksgiving Day; Friday After Thanksgiving, Christmas Eve, Christmas Day; New Years' Eve; New Years' Day; Good Friday; Memorial Day

Policy Adopted: April 9, 1984

Policy Reviewed/Revised: June 1, 2001; May 14, 2007; April 13, 2015; June 13, 2016;
Jan 9, 2020; March 13, 2023



1 FIRST FLOOR Presentation Plan
SCALE: 3/32" = 1'-0"



2 SECOND FLOOR Presentation Plan
SCALE: 3/32" = 1'-0"

David City GFCS

Project Address

CE No.: 058-021-25
Line for Owner Project #
Project Issue Date

DRAFT
PREPARED FOR PRELIMINARY
SUBMISSION AND REVIEW ONLY --
NOT FOR CONSTRUCTION

David City Concept Plans

A1



David City Middle/High School
750 D Street
David City, NE 68632-1724
402-367-3187 · 402-367-3479 fax

David City Elementary
826 E Street
David City, NE 68632-1724
402-367-3779 · 402-367-3783 fax

Bellwood Elementary
612 Park, P.O. Box 100
Bellwood, NE 68624-0100
402-538-4805 · 402-538-2041 fax

Superintendent's Office
750 D Street
David City, NE 68632-1724
402-367-4590 · 402-367-3479 fax

Dear Dr. Denker,

Please accept this letter as my official resignation from my position at David City High School, effective at the end of my current contract. My resignation from DCHS is contingent upon Ashland-Greenwood's approval of my contract at their March Board Meeting. It has been an incredible honor to serve this school and community for the past 29 years, and I am deeply grateful for the experiences, relationships, and growth I have gained during my time here.

David City High School has been more than just a workplace—it has been a home where I have had the privilege of working with outstanding students, dedicated colleagues, and a supportive community. The memories and lessons from my years here will always hold a special place in my heart.

While I am excited to embark on a new journey as the 9-12 principal at Ashland-Greenwood, leaving David City is bittersweet. I extend my sincerest appreciation to everyone who has been part of my career here, and I look forward to staying connected in the years to come. It goes without saying that your guidance and friendship are things that I will never be able to fully repay.

Thank you for the support and opportunities that have made my time at David City so meaningful. Please let me know how I can assist in making this transition as smooth as possible.

Sincerely,

Cortney M. Couch



Chad Denker <denker@dcscouts.org>

Resignation

2 messages

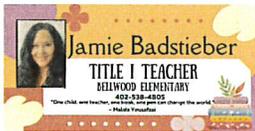
Jamie Badstieber <badstieberj@dcscouts.org>
To: Chad Denker <Denker@dcscouts.org>

Mon, Mar 3, 2025 at 5:19 PM

Good Afternoon,

I wanted to let you know that I am formally resigning from my Title I position. I am going to take the next year to explore growing my store business. I have loved my time at Bellwood and am deeply grateful for the wonderful memories I have from my time here. I have spent a lot of time considering this move and have finally decided to pursue this opportunity.

Thank you for the opportunity to be a part of your district.



Jamie Badstieber

Chad Denker <Denker@dcscouts.org>
To: Jamie Badstieber <badstieberj@dcscouts.org>

Mon, Mar 3, 2025 at 5:20 PM

Thanks for letting me know. Good luck to you.
[Quoted text hidden]

Dr. Chad Denker
Superintendent

David City Public Schools
750 D Street
David City, NE 68632

Phone: (402)367-4590
Fax: (402)367-3479
Cell: (402)641-0265
denker@dcscouts.org

www.davidcitypublicschools.org

Notice of Confidentiality:

This email message and its attachments (if any) are intended solely for the use of the persons or entities to which it is addressed. In addition, this message and any attachments may contain information that is confidential, privileged, and exempt from disclosure under applicable law. If you are not the intended recipient of this message, you are prohibited from reading, disclosing, reproducing, distributing, disseminating, or otherwise using this transmission. Delivery of this message to any person other than the intended recipient is not intended to waive any right or privilege. If you have received this message in error, please promptly notify the sender by reply email and immediately delete this message.



Chad Denker <denker@dcscouts.org>

Fwd: Resignation email

1 message

Cortney Couch <couch@dcscouts.org>
To: Denker <Denker@dcscouts.org>

Mon, Mar 3, 2025 at 8:11 AM

FYI

----- Forwarded message -----
From: **Jonah Reed** <reedj@dcscouts.org>
Date: Mon, Mar 3, 2025, 7:16 AM
Subject: Resignation email
To: Cortney Couch <couch@dcscouts.org>

I appreciate the time I've been able to spend here at David City but I don't think that this is the place for me at this time. I have enjoyed all of my students and the lessons that I have learned while at David City. Again thank you for giving me this opportunity to teach at such a wonderful school.

--
Jonah Reed
HS Science Teacher (Rm: 177)
David City Public Schools
750 D Street
David City NE 68632
(402) 367-3187 (Ext. 153)

Haden Richters
184 E Roberts St, Seward, NE 68434
(402) 803 4308
richtersh@dcscouts.org

2/25/2025

To whom it may concern
David City Public Schools
750 D St, David City, NE 68632

To whom it may concern,

This letter is being written to notify you of my resignation from David City Public Schools as 5th grade teacher and a coach effective at the end of the 2024-2025 school year. This is a decision with a great amount of thought behind it.

I will be proud to say that my career started here. There are amazing people on this staff and in this district whom I hope to maintain relationships with. Teaching and coaching at David City Public Schools assured me that I, in fact, chose the best profession for me. The administration offered me opportunities that many teachers and coaches do not get this early in their careers, and I am incredibly grateful for their belief in me.

A multitude of personalities, talents, and interests within the student body, and how David City Public Schools had an impact on each one of them, made teaching and coaching here an experience that I will long remember.

Again, thank you for all that you have done for me not only as a professional but as a person. I wish David City Public Schools nothing but continued growth and success.

Sincerely,



Haden Richters

February 25, 2025

I am writing this letter to confirm my resignation as sixth grade teacher, head wrestling coach, assistant junior high football coach, and assistant junior high wrestling coach at David City Public Schools effective at the end of this current school year.

Thank you,

Drew Lanman

TEACHER'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of Butler County School District 0056, a/k/a David City Public Schools ("District") and **Amy Williams** ("Teacher") and supersedes any prior contract between the parties. The Board of Education agrees to employ the Teacher and the Teacher accepts such employment as follows:

School Year: School Year begins on or about **August 4, 2025**, and ends on or about **May 22, 2026**, subject to Board modification.

Days of Service: Teacher shall be employed for 186 days of service, subject to terms of the negotiated agreement unless otherwise agreed in writing by both parties.

Full Time Equivalency: Teacher shall be employed for a full-time equivalency (FTE) of **1.00**.

Salary Schedule Placement: Teacher's salary schedule placement is subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the **2025-2026** contract year may be set forth on an Annual Supplemental Renewal Form to be executed subsequent to this Teacher's Contract.

FIRST: Salary. The salary of the Teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the **20th day of September, 2025**, and the remaining installments shall be payable on same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and Teacher Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SECOND: Duties. The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable in-person attendance is an essential function of the Teacher's position.

THIRD: Extra Duty Assignments. In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided, that the Teacher shall not unreasonably refuse to accept such assignments. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of this Teacher's Contract.

FOURTH: Contract Termination. To the extent this Contract is subject to the continuing contract statutes, this Contract may be amended, cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this Contract, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) failing to become qualified, or becoming legally disqualified, to teach in the State of Nebraska in Teacher's assigned area; (2) participation in any fraud; (3) causing any intentional damage to

property; (4) engaging in any unlawful act as may be outlined in Board Policy and the Teacher Handbook; (5) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law. This Contract and assignments, to the extent they are not subject to the continuing contract statutes, are terminable at will without cause or hearing.

FIFTH: Legal Requirements. The Teacher affirms that: (1) Teacher holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Teacher shall not be compensated for services performed prior to the date of registration of this certificate; (3) Teacher is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by Teacher from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Teachers Retirement Act. The Teacher further warrants and represents as follows: (1) all information set forth in the Teacher’s application for employment and other information provided by the Teacher in seeking employment are true and accurate, and if said information ceases to be true, Teacher will advise the Superintendent immediately; (2) Teacher has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Teacher has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent. If this is an initial contract with the District, it is conditional upon receipt of a satisfactory criminal background and child abuse registry check.

SIXTH: Renewal. Hereafter, this contract may be continued by a separate, annual written “Renewal Agreement” which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal Agreement shall not be required to be signed by the Teacher prior to March 15. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

Executed this 12th day of March, 2025	Executed this 12th day of March, 2025
<p style="text-align: center;">_____ Amy Williams</p>	<p>Board of Education of Butler County School District 0056, a/k/a David City Public Schools</p> <p>By: _____ Board President</p> <p>Attest: _____ Board Secretary</p>

BA+0 Step 4: \$46,434.00