

REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION - AGENDA

Alma Public Schools

Monday, April 8, 2019

A. Call to Order and announce location of Open Meetings Act Poster

1. Verification of Receipt of Notice
2. Approval of Consent Agenda
 - a. Minutes from Previous Meetings
 - b. General Financial Report
 - c. Activity Financial Report
3. Review monthly bills submitted

B. Request to address the Board

C. Action Items - Discuss, consider, and take all necessary action

1. to review and possibly approve working with Team Concepts of Kearney to provide variety of programs for students, teachers, coaches, and parents. Josh Ericson will be making a presentation.
2. to approve the contract for Jenni Guthrie for a Speech-Language Pathology position.
3. to review the Kindergarten Roundup numbers and decide whether there is a need to split the class into two sections.
4. to review the Graduation List and decide who will hand out diplomas at the Ceremony
5. to review and possibly approve a quote for repair/replacement of the library roof.
6. to review and possibly approve a quote for refinishing the gym floors.
7. to review and begin the non-certified and Administrators Negotiations - Executive Session.

D. Principal's Report:

1. Prom 2019
2. State FFA

3. ACT Testing

4. NSCAS Testing

E. Superintendent's Report: Legislative Happenings - American Civics Committee,
Transportation Needs, Insurance Cost, Summer Project, State Aid, NRCSA Convention,
Music Recital

F. Next Regular Meeting

G. Adjourn

MINUTES OF THE REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION OF ALMA PUBLIC SCHOOLS

The meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, March 11, 2019, at 7:00 PM at the Library at Alma Public Schools, 515 Jewell Street, Alma, NE 68920. The roll was called and the following Board members were present or absent: Scott Prickett, Jerry Kovarik, Allen Brugh, Brett Hammond, Nick Simonson, Janna Tripe. Present: 6.

Notice of the meeting was given in advance by publication and/or posted in accordance with the Board approved method for giving notice of meetings. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A motion was made by Jerry Kovarik and seconded by Janna Tripe to approve the consent agenda, which includes: February regular board meeting minutes; General Fund claims of \$523,629.56; Lunch Fund claims of \$21,092.03; and Activity Fund claims of \$12,934.56; and the Board Report. After discussion and on roll call vote the Board voted as follows: Brett Hammond: *Yea*, Jerry Kovarik: *Yea*, Scott Prickett: *Yea*, Nick Simonson: *Yea*, Janna Tripe: *Yea*, Allen Brugh: *Yea*. *Passed: 6.*

There was no one present who wished to address the board.

A motion was made by Jerry Kovarik and seconded by Janna Tripe to offer a contract to Jodie Schuller to fill the K-12 PE teacher and volleyball coach position(s) for the 2019-2020 school term. After discussion and on roll call vote the Board voted as follows: Scott Prickett: *Yea*, Nick Simonson: *Yea*, Janna Tripe: *Yea*, Allen Brugh: *Yea*, Brett Hammond: *Yea*, Jerry Kovarik: *Yea*. *Passed: 6.*

Discussion items included: Transportation needs for the 2019-2020 school term; summer projects (including replacing the water heater in the kitchen/cafeteria, replacing the commons doors, and flooring the science rooms upstairs); and staffing needs for the 2019-2020 school term.

Principal's Report included: District Speech results and State Testing.

Superintendent's Report included: State Aid calculations and certification; NRCSA Spring Conference in Kearney, March 21, 22; Apptegy; and expected revenue from the Harlan County Treasurer's office.

The next regular meeting will be at 7:00 PM on April 8, 2019.

At 8:03 PM President Allen Brugh adjourned the meeting.

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total
Beginning Balance 3/1/2019			\$573,356.07
Franklin County Treasurer	\$4.83		
Furnas County Treasurer	\$8,904.88		
Harlan County Treasurer	\$82,896.92		
NSEA-legisl. dinner (Ehrke, Johnsen)	\$200.00		
Drivers Education (student fees)	\$625.00		
State Aid	\$62,616.00		
BCBS self-pay (2)	\$2,870.96		
MAC Direct Services JJA 2018	\$4,120.59		
MAC JJA 2018	\$2,553.79		
Sp Ed FFR 17-18 reimb	\$50,241.00		
interest earned - Transaction Acct	\$0.57		
interest earned - MMA	\$69.93		
interest earned - Gen Fund	\$37.92		
TOTAL RECEIPTS	\$215,142.39		\$788,498.46
March expenses cleared		\$524,037.31	\$264,461.15
outstanding checks		\$50,286.88	\$214,174.27
<u>Certificates of Deposit</u>			\$405,886.18
Total			\$620,060.45
<u>Bldg/Sinking Fund</u>			
Beginning Balance 3/1/2019			\$115,647.84
Harlan County Treasurer	\$4,587.42		
Franklin County Treasurer	\$0.34		
Furnas County Treasurer	\$600.95		
interest earned	\$25.27		
Total Receipts	\$5,213.98		\$120,861.82
Balance 3/31/2019			\$120,861.82
<u>QCPU Fund</u>			
Beginning Balance 3/1/2019			\$39,584.00
Franklin County Treasurer	\$0.12		
Harlan County Treasurer	\$1,753.96		
Furnas County Treasurer	\$215.69		
interest earned	\$10.41		
Total Receipts	\$1,980.18		
Balance 3/31/2019			\$41,564.18
<u>Depreciation Fund</u>			

Beginning Balance 3/1/2019			\$39,118.22
interest earned	\$8.31		
Balance 3/31/2019			\$39,126.53

Lunch Fund

Beginning Balance 3/1/2019			\$14,490.68
Total Receipts	\$19,687.28		
cks cleared in March		\$21,407.06	\$12,770.90
outstanding checks/deposits		\$1,119.78	\$11,651.12
Balance 3/31/2019			\$11,651.12

Activity Fund

Beginning Balance 3/1/2019			\$130,680.37
Receipts	\$13,797.19		
cks cleared in March		\$12,539.92	\$131,937.64
outstanding checks		\$4,076.63	
Balance 3/31/2019			\$127,861.01

**Expenditure Report by Function/Object -
Summary- Board Report**

04/08/2019 01:36 PM

Regular; Processing Month 04/2019; Fund Number 01

User ID: DEM

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM
01	GENERAL FUND					
1100	REGULAR INSTRUCTIONAL PROGRAMS	5,463,800.00	210,172.01	1,663,278.87	30.48	3,800,521.13
1160	PROVERTY PROGRAMS	73,000.00	4,558.62	37,743.42	51.70	35,256.58
1200	SPECIAL EDUCATION INSTRUCTION	0.00	53,710.14	457,521.85	0.00	(457,521.85)
1233	DEVELOPMENTAL PRESCHOOL	0.00	82.55	20,283.61	0.00	(20,283.61)
1291	SP ED INSTRUCTION Age 3-5	0.00	0.00	9,310.06	0.00	(9,310.06)
1300	SUMMER SCHOOL (incl DR ED)	17,000.00	0.00	3,000.00	17.65	14,000.00
2120	GUIDANCE SERVICES	110,700.00	7,868.33	65,780.15	59.42	44,919.85
2130	HEALTH SERVICES	17,200.00	950.15	7,646.41	44.46	9,553.59
2150	SPEECH PATH/AUDIOLOGY SVCS	0.00	1,235.00	70,673.30	0.00	(70,673.30)
2162	OCCUPATIONAL THERAPY SPED Age 3-5	0.00	0.00	4,761.24	0.00	(4,761.24)
2220	LIBRARY/MEDIA SERVICES	53,200.00	0.00	1,641.39	5.78	51,558.61
2310	BOARD OF EDUCATION	0.00	744.98	12,762.60	0.00	(12,762.60)
2320	OFFICE OF THE SUPERINTENDENT	0.00	15,783.55	127,649.34	0.00	(127,649.34)
2410	OFFICE OF THE PRINCIPAL	0.00	16,561.42	137,287.28	0.00	(137,287.28)
2490	ACTIVITIES DIRECTOR	0.00	472.07	3,786.23	0.00	(3,786.23)
2510	GENERAL ADMIN-BUSINESS SERVICE	44,600.00	6,871.75	67,942.42	152.34	(23,342.42)
2515	BUILDINGS & SITES	0.00	0.00	2,473.08	0.00	(2,473.08)
2570	STAFF TRAINING, IN-SERVICE	0.00	0.00	25.00	0.00	(25.00)
2610	OPERATION OF BUILDINGS	587,900.00	61,883.71	371,136.07	63.13	216,763.93
2630	SNOW REMOVAL, GROUNDS MAINTENANCE	65,000.00	41.94	13,846.98	21.30	51,153.02
2710	STUDENT TRANSPORTATION (DRIVING)	238,750.00	9,256.73	182,992.45	76.65	55,757.55
2730	MAINT VEHICLES (STUDENT TRANS)	88,500.00	5,816.22	46,202.13	52.21	42,297.87
3100	FOOD SERVICES OPERATIONS	0.00	0.00	0.00	0.00	0.00
3535	HIGH ABILITY LEARNERS	0.00	909.80	3,017.80	0.00	(3,017.80)
4985	TITLE II, PART D NCLB TECHNOLOGY	0.00	0.00	595.00	0.00	(595.00)
5000	LONG TERM DEBT SERVICE	80,000.00	0.00	0.00	0.00	80,000.00
6210	TITLE1, PART A ESSA IMP BASIC PROG (LEA)	151,000.00	11,798.59	94,388.72	62.51	56,611.28
6310	TITLE 11, PART A ESSA TRAIN/RECRUIT	0.00	4,346.55	35,133.06	0.00	(35,133.06)
6410	IDEA ENROLL/POV SP ED TO AGE 21	0.00	0.00	66,334.78	0.00	(66,334.78)
6990	REAP	5,000.00	0.00	0.00	0.00	5,000.00
8000	TRANSFERS (OUTGOING)	10,000.00	0.00	6,615.43	66.15	3,384.57
9000	NON-PROGRAM EXPENDITURES	0.00	14.50	8,328.98	0.00	(8,328.98)
9999	PREPAY, SELFPAY, AUTO DEDUCT	0.00	2,870.96	14,797.44	0.00	(14,797.44)
01	GENERAL FUND	7,005,650.00	415,949.57	3,536,955.09	50.54	3,468,694.91
Grand Total:		7,005,650.00	415,949.57	3,536,955.09	50.54	3,468,694.91

Fund: 05 ACTIVITY FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Fund Balance					
05 704 0100	ART	2,480.98	0.00	0.00	2,480.98
05 704 0101	elementary students fund balance	248.40	0.00	0.00	248.40
05 704 0110	COMPUTERS	8,036.78	1,246.00	0.00	6,790.78
05 704 0120	MISCELLANEOUS	3,373.31	0.00	27.67	3,400.98
05 704 0130	MUSIC SUPPLIES	(4,063.87)	974.33	4,146.67	(891.53)
05 704 0131	ELEMENTARY CHOIR	1,622.66	0.00	0.00	1,622.66
05 704 0133	DISTRICT MUSIC	1,267.28	0.00	835.00	2,102.28
05 704 0134	BAND PROJECTS	15.72	0.00	0.00	15.72
05 704 0135	CASH BOXES	(500.00)	0.00	0.00	(500.00)
05 704 0140	COURTESY FUND	3,000.84	0.00	0.00	3,000.84
05 704 0141	WOW	3,779.57	0.00	0.00	3,779.57
05 704 0142	CIRCLE OF FRIENDS	2,033.24	0.00	0.00	2,033.24
05 704 0143	CHRISTMAS DONATION	(2,411.40)	0.00	0.00	(2,411.40)
05 704 0144	RESOURCE	400.67	100.76	257.00	556.91
05 704 0160	INDUSTRIAL ARTS	(675.19)	648.75	675.19	(648.75)
05 704 0161	FFA SCHOLARSHIP	6,152.43	0.00	0.00	6,152.43
05 704 0165	FUTURE FARMS OF AMERICA	16,830.64	5,556.09	2,318.37	13,592.92
05 704 0170	STUDENT COUNCIL	7,579.10	914.96	2,157.30	8,821.44
05 704 0180	FACULTY-STAFF	421.88	0.00	0.00	421.88
05 704 0190	DISTANCE LEARNING COURSES	18.00	0.00	0.00	18.00
05 704 0218	CLASS OF 2018	649.75	405.86	0.00	243.89
05 704 0219	CLASS OF 2019	3,111.45	61.62	0.00	3,049.83
05 704 0220	CLASS OF 2020	2,512.40	1,157.59	0.00	1,354.81
05 704 0221	CLASS OF 2021	3,758.02	0.00	0.00	3,758.02
05 704 0222	CLASS OF 2022	1,657.96	0.00	0.00	1,657.96
05 704 0240	PLATE FUND	251.19	0.00	0.00	251.19
05 704 0250	ANNUAL/YEARBOOK	4,436.13	75.97	0.00	4,360.16
05 704 0251	PICTURES	8,117.79	98.26	0.00	8,019.53
05 704 0260	HOME EC/CONS ED	2,786.70	0.00	0.00	2,786.70
05 704 0270	BOOK/SOFTWARE ORDERS	6,378.57	0.00	0.00	6,378.57
05 704 0271	GENERAL MILLS BOX TOPS	4,757.65	0.00	0.00	4,757.65
05 704 0280	FIELD TRIPS	1,203.68	0.00	0.00	1,203.68
05 704 0300	ATHLETICS	7,106.35	649.46	500.62	6,957.51
05 704 0301	FOOTBALL	5,612.30	0.00	0.00	5,612.30
05 704 0302	VOLLEYBALL	2,789.09	1,000.00	0.00	1,789.09
05 704 0303	BOYS BASKETBALL	1,381.20	0.00	105.00	1,486.20
05 704 0304	GIRLS BASKETBALL	4,978.36	293.85	0.00	4,684.51
05 704 0305	CROSS COUNTRY	659.24	0.00	0.00	659.24
05 704 0306	TRACK	690.50	0.00	0.00	690.50
05 704 0400	CHEERLEADERS	3,677.23	776.82	0.00	2,900.41
05 704 0500	NAT'L HONOR SOCIETY	541.72	0.00	0.00	541.72
05 704 0550	MILK MACHINE	3,797.08	412.68	498.00	3,882.40
05 704 0600	QUIZ BOWL	249.69	38.00	300.00	511.69
05 704 0940	SCHOOL CLIMATE COMMITTEE	621.75	0.00	0.00	621.75
05 704 0950	SCHOLARSHIP FUND	774.00	0.00	0.00	774.00
05 704 0970	WEIGHT ROOM	3,031.98	0.00	0.00	3,031.98
05 704 0971	DEPOSITS WEIGHT ROOM USE	4,265.00	0.00	100.00	4,365.00
05 704 0980	MATH/SCIENCE CLUB	21.00	0.00	0.00	21.00
05 704 0990	SPEECH	(1,876.37)	260.25	1,876.37	(260.25)
05 704 0991	DRAMA	1,182.62	0.00	0.00	1,182.62
Total: Fund Balance		128,735.07	14,671.25	13,797.19	127,861.01
Total: 05		128,735.07	14,671.25	13,797.19	127,861.01

Invoice Listing - Summary

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>Invoice Amount</u>
HESEMANN	B.H. HESEMANN SHOP	20190327	welding for ffa	02/07/2019	03/04/2019	5	17638	311.04
BERTRAND	BERTRAND PUBLIC SCHOOL	20190327	elem quiz bowl	03/11/2019	03/11/2019	5	17642	25.00
CAMBRIDGE	CAMBRIDGE HIGH SCHOOL	20190328	golf meet	03/20/2019	03/20/2019	5	17652	50.00
CAMBRIDGE	CAMBRIDGE HIGH SCHOOL	20190401	rpac art	03/22/2019	03/22/2019	5	17656	7.10
CASHWA	CASH-WA DISTRIBUTING	20190328	milk for vending machine	05/12/2019	03/12/2019	5	17647	114.83
CCC	CENTRAL COMMUNITY COLLEGE	1673876	ffa conference	03/21/2019	03/28/2019	5	17670	189.75
CHESTER	CHESTERMAN CO	20190327	pop	03/12/2019	03/12/2019	5	17644	870.00
COMPUTER	COMPUTER HARDWARE INC.	20190327	misc computer repairs	03/12/2019	03/12/2019	5	17645	1,246.00
EHRKES	Ehrke, Shelbea	20190402	cheer judge	03/25/2019	03/25/2019	5	17661	25.00
ELWOOD	ELWOOD PUBLIC SCHOOLS	20190402	track entry	03/28/2019	03/28/2019	5	17669	110.00
GILBERTJ	GILBERT, JAY	20190328	clinician for rpac instrumental	03/18/2019	03/18/2019	5	17648	479.80
GOLDMEDAL	GOLD MEDAL SQUARED	20190328	deposit vb camp	03/19/2019	03/19/2019	5	17649	1,000.00
HOGELAND	HOGELANDS MARKET	20190327	miscellaneous	03/01/2019	03/05/2019	5	17639	274.08
CHRISTENJ	JENNA CHRISTENSEN	20190402	cheer judge	03/25/2019	03/25/2019	5	17658	25.00
JOSTENS	JOSTENS, INC	030619	stoles	03/06/2019	03/21/2019	5	17654	405.86
LIBERTY	LIBERTY HARDWOODS, INC.	6333001	supplies for shop projects	02/26/2019	03/04/2019	5	17632	648.75
LOUS	LOU'S SPORTING GOODS	apc741909	golf polos	02/18/2019	03/05/2019	5	17641	418.68
LOUS	LOU'S SPORTING GOODS	apc7419092	golf polo	03/05/2019	03/12/2019	5	17643	63.68
LOUPCITY	LOUP CITY HIGH SCHOOL	20190402	district speech	03/25/2019	03/25/2019	5	17664	260.25
LOWE	LOWE, ANNETTE	20190402	cheer judge	03/25/2019	03/25/2019	5	17659	25.00
MELTON	MELTON, BROOKE	20190402	cheer judge	03/25/2019	03/25/2019	5	17662	25.00
MOLZAKRIS	MOLZAHN, KRISTIN	20190402	cheer judge	03/25/2019	03/25/2019	5	17663	25.00
NFFA	NATIONAL FUTURE FARMS OF AMERICA	160457	ffa ribbons	02/15/2019	03/19/2019	5	17651	46.60
NEFFA	NEBRASKA FFA ASSN.	20190402	state ffa convention	03/25/2019	03/26/2019	5	17667	920.00
NEFFA	NEBRASKA FFA ASSN.	20190402-0001	chapter visit program	03/21/2019	03/26/2019	5	17668	35.00
PROMNITE	PROM NITE	9377338	prom decorations	02/19/2019	03/05/2019	5	17640	957.59
UNK	UNIVERSITY OF NE @ KEARNEY	121418	honor band&choral clinic	12/14/2018	03/20/2019	5	17653	240.00
UNIVERSITY	UNL	20190402	ffa career development	03/25/2019	03/26/2019	5	17666	198.00
USB	US BANK	20190401	miscellanous	03/21/2019	03/21/2019	5	17655	1,435.72
WALKERR	WALKER, RICK	20190402	prom dance dj	03/25/2019	03/25/2019	5	17657	200.00
WILD	WILD ROOTS	65	greenhouse plants	03/16/2019	03/19/2019	5	17650	3,770.99
YANDAS	YANDA'S MUSIC	383533	repair valve & slide	01/24/2019	03/26/2019	5	17665	58.00
YANDAS	YANDA'S MUSIC	388210	clarinet mouth pieces	02/19/2019	03/26/2019	5	17665	149.55
YANDAS	YANDA'S MUSIC	389102	sax mouthpiece	02/25/2019	03/26/2019	5	17665	46.98
ZELIFF	ZELIFF CONTROL STYSTEMS	20190328	quiz bowl light repair	03/12/2019	03/12/2019	5	17646	13.00

Report Total: 14,671.25

Check List April 2019

Checking Account ID	01	
ALMA AUTO PARTS		16.25
BLUE CROSS BLUE SHIELD		2,870.96
BROKEN BOW HIGH SCHOOL		805.00
C H S / AGRI SERVICE CENTER		4,381.17
CHARTER BUSINESS		234.75
CITY OF ALMA		8,561.22
DANA F COLE & CO.		65.00
DAS STATE ACCTING - CENTRAL FINANCE		229.49
EAKES OFFICE PRODUCTS		523.88
ECOLAB PEST ELIM DIVISION		84.26
EDUCATIONAL SERVICE UNIT #11		412.00
EDUCATIONAL SERVICE UNIT 10		110.00
FIRST STATE BANK - ACH		35.00
FRONTIER		812.77
HARCO ATHLETIC RECONDITIONING, INC		1,546.00
HARLAN COUNTY JOURNAL		200.45
HEARTLAND FAMILY MEDICINE		75.00
HIRERIGHT LLC		31.40
HOGELANDS MARKET		288.36
HOLDREGE ELECTRIC		1,821.00
HOLDREGE SOFT WATER SERVICE		280.00
HOMETOWN LEASING		1,704.22
INSPIRE REHABILITATION, LLC		82.55
J.W. PEPPER & SON, INC		174.22
KAUK KONSTRUCTION		155.00
MADISON NATIONAL LIFE		14.50
MAIN STREET VARIETY		24.40
MENARDS STORE #3200		41.94
Mosyle Corporation		2,997.50
NATL ASSN OF SEC SCHOOL PRINCIPALS		385.00
NE RURAL COMM SCHOOLS ASSN		200.00
NEBRASKA ACADEMY OF SCIENCES		170.00
NEBRASKA PUBLIC POWER DISTRICT		4,049.15
OFFICE SOLUTIONS ASSOCIATES		29.82
PRAIRIE HILL LANDFILL - CITY OF HOLDREGE		7.50
PROTEX CENTRAL INC		1,211.27
QUALITY INN & CONF CTR		656.87
RASMUSSEN MECH SERVICE		6,396.00
S & W AUTO PARTS, INC		615.41
SCHOLASTIC INC		2,775.75
SCHOOL SPECIALTY INC		142.50
SPORT SAFE Testing Service, Inc.		275.00
STUDENT ASSURANCE SERVICES, INC		674.00
SUPPLYWORKS		1,579.97
THOSE BLASTED SIGNS		151.00
Titan Machinery Inc		1,278.34
TRIPE MOTOR CO		489.96
TRUSTWORTHY HARDWARE		0.93
US BANK		1,585.31
VOCABULARY SPELLING CITY		405.00
WAGGONER INSURANCE AGENCY		19,580.00
WOODWARD'S DISPOSAL SVC, INC		20.00
YANDA'S MUSIC		660.97
sub-total		<u>71,918.04</u>
PAYROLL		<u>344,031.53</u>

TOTAL GENERAL FUND

Check List April 2019 412,949.57

Checking Account ID	06	
CASH-WA DISTRIBUTING		2,468.73
DEAN FOODS		1,720.64
HOGELANDS MARKET		865.62
HOLMES PLBG & HTG SUPPLY CO		1,809.11
IDEAL LINEN SUPPLY		290.96
NEBRASKA FOOD DISTRIBUTION PROGRAM		2,467.91
SYSCO LINCOLN		1,538.25
US BANK		74.24
US Foods dba Thompson Co, The		2,324.74
sub-total		<u>13,560.20</u>
PAYROLL		<u>7,832.69</u>
TOTAL LUNCH FUND		<u><u>34,953.09</u></u>

Jenni Guthrie

404 Carlyle Street • Alma, NE 68920 • 308-991-0848 • lindstromjl@huskers.unl.edu

Professional Work Experience

- **Educational Service Unit #11** (August 2014-present) Elwood (1 year) & Alma (5 years)
 - **Public School System; Ages Birth through 21 years**
 - **Completed evaluations and implemented evidence-based treatment approaches**
 - **Family Physical Therapy** (May 2013-July 2014) Kearney and Lexington, NE
 - **Skilled Nursing Facilities and Outpatient Clinics**
-

Education

- **University of Nebraska-Lincoln**
Speech-Language Pathology, Master's Program (May 3, 2013)
 - **University of Nebraska-Kearney**
Communication Disorders, B.S.E., Magna Cum Laude (May 2011)
 - **Holdrege High School** (May 2007)
-

Licensure

- **Nebraska State Licensure in Speech-Language Pathology**
 - (#1644)
 - **Standard Nebraska Teaching Certificate: Speech-Language Pathology B-21**
 - (#2018006980)
 - **Certificate of Clinical Competence (CCC) in Speech-Language Pathology**
 - (#14037683)
-

Public School Externship

- **Student Teaching/Advanced Practicum**
Minden Public Schools (Birth-3, Pre K-12) Minden, NE August-October, 2012
 - Completed intervention and/or evaluations of Artic/Phonology, Language, Literacy, Cognitive, AAC, Fluency, Voice, Audiology, Aural Rehab, and Counseling
 - Jana Green, MS, CCC-SLP —East Elementary School, Minden, NE
-

Clinical Externship

- **Medical Externship/Advanced Practicum**
Family Physical Therapy (Birth-Adult) Kearney, NE January-March, 2013
- Involved in Outpatient Care, Nursing Home Facilities, Hospital, and Home Health Care
- Completed intervention and/or evaluations of Motor Speech, Artic/Phonology, Aphasia, Language, Cognitive, AAC, Dysphagia, Fluency, Voice, and Counseling
- Experience in city (Kearney, NE) and rural (Minden/Franklin, NE) settings
- Crystal Hinrichs, MS, CCC-SLP & Traci Ganser, MS, CCC-SLP

Personal Profile

- American Sign Language
- CPR Certification
- Honors Program--University of Nebraska at Kearney (2007-2011)
- Recipient of the UNK Chancellor's Scholarship (2007-2011); John Cochran Scholarship (2010-2011)
- Trained in Institutional Review Board (IRB) Research Procedures (2009)

Additional Experience

Work Experience

Kearney Family YMCA, Kearney, NE, 2007-2010

- After-school Teacher, Kindergarten through 5th grade
- Preschool Assistant

Nebrakaland Aviation, Holdrege, NE, summer employment, 2006-2011

- Office Management

Holdrege Day Camp, Holdrege Public Schools, 2006-2007

- After-school assistant, Kindergarten through 4th grade

Research Opportunities

Dr. Linda Crowe, CCC-SLP PhD, University of Nebraska at Kearney, 2009-2010

- Analyzed and classified utterances presented in a preschool/childcare setting.
- The data revealed the prevalence of particular types of adult communicative interaction with the children.
- This data was presented at the NSLHA and ASHA Conventions in the fall of 2011 in the poster session.

Tom Hansen, College of Education, University of Nebraska at Kearney, 2008

- Recorded elementary student's voices as they read short stories and poems.
- Assisted with technology and uploaded the recordings to the school's website.

Volunteer Opportunities

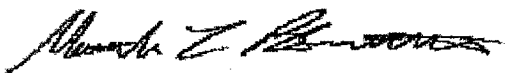
- PressOn Youth Center, Kearney NE, 2010
- Youth Rehabilitation and Treatment Center (YRTC) Kearney NE, 2008
- Goodwill Services, Kearney NE, 2008
- UNK Theatre Department: Costume Shop, 2009

Nebraska Educator's Certificate/Permit

The person listed below has met all the Nebraska requirements for a certificate/permit as specified hereon

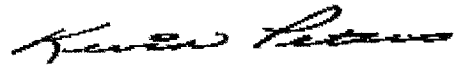
JENNI LENA E GUTHRIE
71855 RAGAN-HUNTLEY RD
ALMA, NE 68920

<u>Certificate/Permit Types and Related Endorsements</u>	<u>Effective Date</u>	<u>Expiration Date</u>	<u>Limitations</u>
<u>CERTIFICATE: 2018006980</u> STANDARD TEACHING CERTIFICATE SPEECH-LANGUAGE PATH B-21	05/16/2018 05/10/2013	08/31/2023	
<u>CERTIFICATE: 2013007056</u> INITIAL TEACHING CERTIFICATE SPEECH-LANGUAGE PATH B-21	05/15/2013 05/10/2013	08/31/2018



Amanda Z. Bennett

Commissioner Of Education



Kevin Peters

Director of Teacher Certification



Application for Certificated Personnel Alma Public Schools

An Equal Opportunity/Affirmative Action Employer

P.O. Box 170
Alma, NE 68920
Phone: 308-928-2131
Fax: 308-928-2763

Please type or print your responses in ink.

I. PERSONAL & CONTACT INFORMATION

Name Jenni Lenae Guthrie Lindstrom
First Middle Last (Maiden)
Present Address 404 Carlyle St., Alma, NE, 68920 Telephone 308-991-0848
Street City State Zip
Permanent Address _____ Telephone _____
(If different from present address.) Street City State Zip
Social Security Number 505-25-3441 E-mail address lindstromj@huskers.unl.edu/jenni.guthrie@esu11.org

Yes No. Are you a former Alma Public Schools employee? Date of separation _____
Date available to work with Alma Public Schools August 2019

II. CERTIFICATION

CERTIFICATION--Type of certificate now held

None Valid Nebraska teaching certificate.* Standard Expiration date 8/23 Type _____ Rank _____ Level _____

Areas of Specialization Speech-Language Pathologist B-21

Valid certificate--other state (specify) ASHA certified; NE state liscenced; NE teaching certificate (see attached)

* Attach photocopy of current teaching certificate if available. (Front and back)

III. POSITION DESIRED

If you are endorsed in more than one area, mark first choice 1, second choice 2, etc.:

Specialist _____ Elementary _____ Secondary _____

SPECIALIST--check below the specialist area in which you are certified and seek assignment:

___ Art Counselor ___ English Language Learners ___ Family Specialist (Social Worker) ___ Media Specialist

___ Music ___ Physical Education ___ School Psychologist Speech Pathologist ___ Other _____

Special Ed. (check): ___ Behaviorally Disordered ___ Early Childhood Special Education ___ Hearing Impaired

___ Learning Disabled ___ Mentally Handicapped: Mild ___ Mentally Handicapped: Moderate

___ Mentally Handicapped: Severe/Profound ___ Orthopedically Impaired ___ Visually Handicapped

Level preferred: Mark first choice 1, second choice 2, etc.

Elementary _____ Middle School _____ High School _____

ELEMENTARY TEACHER--complete the following:

Level preferred: Mark first choice 1, second choice 2, etc.

Kindergarten _____ Grade 1-2 _____ Grade 3-4 _____ Grade 5-6 _____

Check any of the following in which you have additional training or expertise for an elementary setting: ___ Art

___ Computer ___ Early Childhood ___ English Language Learners ___ Gifted ___ Headstart ___ Reading ___ Science

SECONDARY TEACHER--complete the following:

Level preferred: Mark first choice 1, second choice 2.

Middle School (6-8) _____ High School (9-12) _____

List in order of preference the subjects you are certified to teach:

1. _____ 2. _____ 3. _____

Activities: Check any of the following that you would be willing to sponsor, direct, coach or manage.

Basketball Cross Country Football Golf Softball Track Volleyball
 Cheerleader Speech Drama Newsletter Instrumental Music Vocal Music Yearbook
 Other _____

Describe Your Experiences/Success/Qualifications for marked activities:

IV. PROFESSIONAL TRAINING & EXPERIENCE

A. SECONDARY SCHOOL(S) ATTENDED

Name of School	Grades Attended	Special Honors or Recognition
Holdrege Public School	K-12	National Honor Society, Student Council, Honor Roll, Girls State, Summer Honors Program

B. STUDENT TEACHING

From	To	Cooperating Teacher:	School	Location City/State/State	Grade & Subject
8/2012	11/2012		Jana Green	Minden	Minden, NE
From	To	Cooperating Teacher:	School	Location City/State/State	Grade & Subject

C. COLLEGE or UNIVERSITIES ATTENDED

Name of Institution (City, State)	Major	Hrs	Minor	Hrs	Year Graduated	Degree	GPA (4.0 scale) & Special Honors or Recognition
University of Nebraska at Kearney	Communication Diso	125			2011	B.S.E.	3.848 Honors Program; Magna Cum Laude
University of Nebraska at Lincoln	Speech-Language P	49			2013	M.S.	

D. EDUCATIONAL WORK EXPERIENCE—Include at least the last five employers

Years Taught	No. of Mos.	Position (also state if full or part-time)	Grades and Subject Taught & Extracurricular Duties	Name and Mailing Address of School	Reason for Leaving
1		SLP full-time	Birth-Elem-Elderly	Family Physical Therapy, Kearney, NE	Wanted less of a commute and wanted school system
1		SLP full-time	Birth-21	ESU #11, Holdrege NE	Reduced to part-time for growing family
4		SLP part-time	Birth-21	ESU #11, Holdrege NE	Needed stability in job assignment

V. REFERENCES

List names and addresses of persons who are qualified to answer questions concerning your fitness for the position you seek. Include especially supervisors, principals and superintendents under whom you have taught in the past 15 years. If you have not taught previously, include the names of cooperating teachers, college or university supervisors and building principals who have been associated with your student teaching. Indicate with an (*) any reference which is included in your credentials.

Name	Position	Contact Info: Telephone & Complete Mailing Address
April Overholser	SLP Coordinator	308-995-6585, ESU #11, PO Box 858, Holdrege, NE 68949
Amy Donley	SLP Colleague	308-991-0168, 72353 W Rd., Wilcox, NE 68982
Traci Ganser	SLP Colleague	308-991-8227, Holdrege Public Schools, PO Box 2002, Holdrege, NE 68949

Please state where your current references may be secured (College or University Placement Office or Agency)

NOTE: Please have references sent. Be certain that they are up to date. It is important to include evaluations from principals, superintendents, or supervisors under whom you have taught or worked.

VI. QUESTIONS

Directions: Please answer each of the questions below as best you can. If more space is needed please attach additional pages. If you are typing your answers, please respond to at least one question in your own handwriting.

1. Eligibility for hire:

•Are you now under contract? Yes No.

If yes, with which school are you under contract & why do you wish to leave your current position? _____
 ESU #11; I wish to leave for more a more stable work assignment as I have recently moved

•Do you have any condition (physical, mental, or otherwise) which prevents you from performing the essential functions of any of the positions for which you have applied, with or without accommodation? (Note: regular, dependable attendance is an essential function of certificated positions at Alma Public Schools.)

Yes No. If yes, describe: _____

2. Interest in Alma Public Schools:

•Have you previously filed a written application for employment with Alma Public Schools? Yes No. If yes, give date: _____

•Why do you want to be employed at Alma Public Schools? This is where I live and where my children will attend school

•What experiences have you had with Alma Public Schools or the community of Alma? I have worked in Alma Public School through ESU #11 for 5 years. I am from Holdrege and have had a connection with Alma since I was young.

3. Prior History:

•Have you ever had failed or refused to fulfill a contract of employment with any school district? Yes No. If yes, describe: _____

•Have you ever had a diploma, credential, or certificate denied or revoked? Yes No. If yes, describe: _____

4. Educational & Multi-cultural Background:

•Are you familiar with the School Improvement Process? Yes No.

If yes, describe your familiarity/experience with that process I have been an active part in the TIP for special education; I have never been involved with SIP specifically

•What experiences do you have with computers/technology in the classroom?

If yes, describe your experiences with such instruction I use an iPad and laptop daily in the classroom for student involvement and for documentation

•How would you address different racial/ethnic, gender or culturally based attitudes of students and infuse a multicultural perspective into your classroom/subject area? My lesson plans are always tailored to the individual student based on his/her ability level, background, culture, and IEP goals.

5. **Personal and Professional Self Evaluation:**

● Describe an effective teacher: An effective teacher is student focused, data/results driven, and can manage her time wisely.

● Describe your professional strengths and abilities and personal characteristics that will apply to your position:

Overall, I am flexible with strong time-management skills, communication skills, and leadership qualities. This helps me to develop strong relationships with students, staff, and parents.

● Describe your weakness/areas in which you feel you need to improve: I feel that I can always improve on my goal writing and paperwork skills.

● Describe your future plans and goals in education & your plans for remaining at our school if hired: _____

I would like to establish more collaboration with classroom teachers and involve them with their students' goals. I do not foresee moving from the community as my husband farms locally and my children will attend school here.

VII. PERSONAL DISCLOSURE

Respond to EACH item. If there is no response to any item, or if the required attachments do not accompany your application, your application WILL BE REMOVED FROM CONSIDERATION. Information provided in this disclosure will not automatically bar you from employment but will be considered in view of all relevant circumstances.

1. Have you ever received a ticket, been charged with an offense, been arrested or been convicted for a criminal offense relating to sexual or physical abuse? Yes ___ No

2. If you answered "Yes" to Question #1 above, you must explain each situation including location(s), date(s), agency(ies) involved, and the outcome of the each ticket, charge, or arrest (use an attachment if needed):

3. Have you ever had any license, permit, or certificate terminated, revoked, suspended, received a private or public reprimand or admonishment from a licensing agency (e.g., Nebraska Department of Education) or been subject to a judicial restraining or contempt order? Yes ___ No

4. If you answered "Yes" to Question #3 above, you must attach an explanation of each situation including location(s), date(s), agency(ies) involved, and the outcome of the each situation (use an attachment if needed):

5. Have you ever been involuntarily terminated or asked to resign, or resigned in lieu of termination from employment? Yes ___ No

6. If you answered "Yes" to Question #5 above, you must explain each situation including the name of the employer(s), the date(s) and the reason(s) for the resignation or termination.

Note: School policy requires that a criminal history record information check be completed prior to employment

VIII. VERIFICATION

I certify that I have made true, correct and complete answers and statements on this application in the knowledge that they may be relied upon in considering my application. I understand it is my responsibility to immediately provide updated, correct information if any of the information changes at any time. I understand that any omission, falsification or misrepresentation made by me on this application or any supplement will be sufficient grounds for failure to employ me or for my discharge should I become employed with the school district. I understand that disclosure of social security number is optional. It will be used to conduct background checks for employment purposes and for personnel and payroll processing and required reporting if I am employed.

Jenni Guthrie Digitally signed by Jenni Guthrie
Date: 2019.03.29 21:37:13 -05'00'

Legal Signature of Applicant

Date: April 1, 2019

It is the policy of Alma Public Schools to not discriminate on the basis of sex, handicap or disability, race, color, religion, marital status, veteran status, or national or ethnic origin in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions with Alma Public Schools are asked to make their request to the Superintendent.

I understand that as a condition of my employment, that there will be a background check.

To the best of my knowledge, I do not have a conviction or prior history of adult or child abuse/neglect or maltreatment. Neither have I been convicted of a crime involving moral turpitude.

I hereby authorize a background check to be completed.

Signature of Applicant: <i>Jenni Guthrie</i>		Date: 4/1/2019
Printed or typed Name of Applicant/Employee: Jenni Lenae Guthrie		Social Security #: 505-25-3441
Home Address 404 Carlyle Street		Date of Birth: 06/04/1989
City Alma	State/Zip NE, 68920	

Please print or type other Names Used in the past twenty (20) years:

Jenni Lenae Lindstrom

Please print or type all addresses in the past twenty (20) years:

Address	City	State	Zip
71855 Ragan-Huntley Rd.	Alma	NE	68920
(college addresses)	Lincoln/Kearney		
2102 Brewster Rd	Holdrege	NE	68949

Please print or type Names of Children that have lived with you:

Brynn Guthrie
Jace Guthrie

Witness Signature:	Date Witnessed:

This release becomes void ninety (90) days after signature by Applicant/Employee.

**ALMA PUBLIC SCHOOL
TOTAL PACKAGE COST - 2019-2020 SCHOOL YEAR
CURRENT STAFF - 4 x 4.5**

\$1050/\$3500 Dual Choice		Ins. Inc. 0.00%		FAMILY/S-D		\$20,905.80	EMP/CHILD/S-D		\$13,835.52											
5% Discount		BASE \$34,900		EMP/SP/S-D		\$15,658.20	SINGLE/S-D		\$7,638.24	RATES		9.87%	7.65%		0.68%	\$31.20	0.440%			
				FAM/F-DEN		\$21,538.20	EMP/SP/F-DEN		\$16,290.60							per mg/Emp				
NAME	FTE	LANE	STEP	SALARY INDEX	Extra Days ktended contrat	EX DUTY	SALARY	EX DUTY SAL.	TOTAL SALARY	RETIRE	SOC. SEC	INSURANCE	WORKMAN	Life Insurance	DISAB	TOTAL PACKAGE				
1/2 time = 91 1/2 days																				
JENNI GUTHRIE	0.5	MA	STEP 7	0.7325		0.00%	\$25,564.25	\$0.00	\$25,564.25	\$2,523.19	\$1,955.67	\$10,452.90	\$173.84	\$31.20	\$112.48	\$40,813.53				
1/2 time + 11 1/2 days																				
JENNI GUTHRIE	0.5	MA	STEP 7	0.7325	11.50		\$25,564.25	\$3,212.99	\$28,777.24	\$2,840.31	\$2,308.33	\$11,766.66	\$195.69	\$31.20	\$126.62	\$46,046.05				
1/2 time + 16 1/2 days																				
JENNI GUTHRIE	0.5	MA	STEP 7	0.7325	16.50		\$25,564.25	\$4,609.95	\$30,174.20	\$2,978.19	\$2,308.33	\$12,337.86	\$205.18	\$31.20	\$132.77	\$48,167.73				
Full Time Costs																				
JENNI GUTHRIE	1.0	MA	STEP 7	1.4650		0.00%	\$51,128.50	\$0.00	\$51,128.50	\$5,046.38	\$3,911.33	\$20,905.80	\$347.67	\$31.20	\$224.97	\$81,595.85				
ESU Cost 2018-19 - 6 days																				
cost per day														\$49,500.00	\$99,000.00					
ESU Cost 2019-20 - 7 days																				
Cost per day @ 18-19 rates														\$57,759.00	\$115,499.00					
**Extra Hours																				
TOTALS				3.6625	28.0000	0.00%	\$127,821.25	\$7,822.94	\$135,644.19	\$13,388.08	\$10,483.65	\$55,463.22	\$922.38	\$107,383.80	\$596.83	\$432,038.82				

Non-Teacher Certificated Negotiated Salaries

Totals	3.6625	\$28.00	\$0.00	\$7,822.94	\$135,644.19	\$13,388.08	\$10,483.65	\$55,463.22	\$922.38	\$107,383.80	\$596.83	\$432,038.82							
\$ Extra contract per day	279.3907																		
\$ Extra insurance per day	114.24																		
	393.631																		
FT Index	1.465																		
# Days	11.5																		
	16.5																		

Enrollment Summary: Scheduling/Reporting Ethnicity as of 04/08/2019 (A)

Alma Elementary School

View: Scheduling/Reporting Ethnicity
 Students: All Active Enrollments Current Selection
 Date: 04/08/2019

Grade Level	Total in Grade	Asian	Black	Hispanic	American Indian	White	Unclassified
-1	6 4 / 2	0 0 / 0	0 0 / 0	0 0 / 0	0 0 / 0	6 4 / 2	0 0 / 0
0	27 15 / 12	0 0 / 0	0 0 / 0	0 0 / 0	0 0 / 0	27 15 / 12	0 0 / 0
1	28 11 / 17	0 0 / 0	0 0 / 0	0 0 / 0	0 0 / 0	28 11 / 17	0 0 / 0
2	30 16 / 14	1 1 / 0	0 0 / 0	0 0 / 0	0 0 / 0	29 15 / 14	0 0 / 0
3	36 15 / 21	0 0 / 0	0 0 / 0	0 0 / 0	0 0 / 0	36 15 / 21	0 0 / 0
4	23 12 / 11	0 0 / 0	0 0 / 0	1 1 / 0	0 0 / 0	22 11 / 11	0 0 / 0
5	23 12 / 11	0 0 / 0	0 0 / 0	1 0 / 1	0 0 / 0	22 12 / 10	0 0 / 0
6	23 16 / 7	0 0 / 0	0 0 / 0	1 1 / 0	0 0 / 0	22 15 / 7	0 0 / 0
Total	196 101 / 95	1 1 / 0	0 0 / 0	3 2 / 1	0 0 / 0	192 98 / 94	0 0 / 0

The Scheduling/Reporting Ethnicity view displays student ethnicity data that is used in scheduling and preconfigured reporting. See the help for more information.

Legend

Icons  - Date Entry

Enrollment Summary: Scheduling/Reporting Ethnicity as of 04/08/2019 (A)

Alma Secondary School

View: Scheduling/Reporting Ethnicity
 Students: All Active Enrollments Current Selection
 Date: 04/08/2019

Grade Level	Total in Grade	Asian	Black	Hispanic	American Indian	White	Unclassified
7	35 18 / 17	0 0 / 0	0 0 / 0	0 0 / 0	1 1 / 0	34 17 / 17	0 0 / 0
8	26 14 / 12	0 0 / 0	0 0 / 0	0 0 / 0	0 0 / 0	26 14 / 12	0 0 / 0
9	26 14 / 12	0 0 / 0	0 0 / 0	1 1 / 0	0 0 / 0	25 13 / 12	0 0 / 0
10	26 18 / 8	0 0 / 0	0 0 / 0	2 1 / 1	0 0 / 0	24 17 / 7	0 0 / 0
11	24 13 / 11	0 0 / 0	0 0 / 0	1 0 / 1	1 1 / 0	22 12 / 10	0 0 / 0
12	27 13 / 14	0 0 / 0	0 0 / 0	2 2 / 0	0 0 / 0	25 11 / 14	0 0 / 0
Total	164 90 / 74	0 0 / 0	0 0 / 0	6 4 / 2	2 2 / 0	156 84 / 72	0 0 / 0

The Scheduling/Reporting Ethnicity view displays student ethnicity data that is used in scheduling and preconfigured reporting. See the help for more information.

Legend

Icons  - Date Entry

Kindergarten Round-Up 2019-20

	Name	B/G	DOB	Parent/Guardian	Phone #	Mailing Address	AM/PM
1	Artz, Kason	B	09/17/2013	Payden & Brittany Artz	308-830-3519	201 Center Ave. Republican City 68971	AM
2	Christensen, Evangeline	G	07/14/2014	Eric & Katy Christensen	308-920-1683	PO Box 384 Alma	AM
3	Crooker, Ryker*	B	12/11/2013	Matthew & A:eece Crooker	308-991-4966	72153 P Road Alma	AM
4	Dubbs, John*	B	04/22/2014	James & Theresa Dubbs	308-380-2443	1013 Fourth St. Naponee 68960	PM
5	Gruhn, Hayleigh*	G	01/03/2014	Anthony & Sayleigh Gruhn	308-991-9111	101 West Cedar St. Orleans 68966	AM
6	Gulizia, Kortlyn	G	04/03/2014	Tony & Marisa Gulizia	402-750-0335	1103 5th St. Alma	AM
7	Holmberg, Jack	B	10/12/2013	Stacey Meisenbach	308-920-9554	408 Third St. Alma	PM
8	Koch, Brayden*	B	02/06/2014	Jesse & Shelly Koch	308-920-2523	72185 L Road Orleans, NE 68966	PM
9	Landon, Cord	B	10/01/2013	Jeff & Danielle Landon	308-991-1200	70907 O Road Alma	PM
10	Laux, Lane	B	04/23/2013	John & Samantha Laux	308-920-1081	11728 Corp Road B Alma	PM
11	McCarley, Macie*	G	10/24/2013	Tara Monahan	308-920-9705	PO Box 722 Alma (418 Pine St. Orleans)	PM
12	McConnell, Meritt	B	08/18/2013	Michael & Maggie McConnell	308-920-3245	212 Truman Ave. Republican City, NE 68971	AM
13	Meyer, Brystol	G	07/24/2013	Ben Meyer	308-824-2003	442 W Kent, PO Box 447 Stamford, NE 68977	
14	Platt, Jase	B	12/16/2013	Steven & Christina Platt	308-567-2426	71598 Regan-Huntley Road Republican City 68971	PM
15	Schmidt, Crayton*	B	01/22/2014	Jason & Ashley Schmidt	308-920-0270	302 North Orleans Avenue Orleans 68966	PM
16	Schmidt, Oliver*	B	12/03/2013	Tyler & Jill Schmidt	308-567-2293	11426 State Hwy. 4 Holdrege, NE 68949	AM
17	Shada, Sawyer	B	03/19/2014	Andrew & Lexy Shada	402-889-0742	312 Cumberland St. Alma	AM
18	Shaw, Amrik	B	10/07/2013	Michael & April Shaw	308-920-0479	PO Box 104 Alma	AM
19	Siebels, Sydney*	G	07/30/2013	Amanda Siebels/Troy Siebels	308-991-8022	PO Box 359 Orleans, NE 68966	AM
20	Simonson, Kelcee	G	04/22/2014	Nick & Melissa Simonson	785-737-3729	PO Box 492 Alma	AM
21	Taylor, Kalob	B	04/29/2014	Heather Muirhead	308-920-2607	PO Box 711 Alma	AM
22	Woetzel, Brody	B	05/06/2013	Nick & Corey Woetzel	308-920-2303	11096 State Hwy. 89 Alma	AM
23	Dunse, Kaydense	G	Hold Back	from this yr. Kdg			
24							

8 *-Option Kids

AM 9:00-11:00/PM 1:00-3:00

2019 Graduates

Hunter Grant Dahlgren
Carter Richard Davis
Joseph Mariano Felix
Mitchell Ryan Gehrig
Clarence Jerome Graf
Maloree Lynne Graf
Dakota Lynn Hughes
Tanner Riley Kauk
Kelsey Marie Kermmoade
Kayla Joann Kindler
Kortnie Mishell Lennemann
Cole Pruitt Lindsay
Emily Dawn Malone
Tyson Christopher McCurdy
Jackson Patrick McKenzie
Peyton Ann McQuay
Nova Brynn Monk
Samantha Renae Moulton
Marcus Anthony Piñeda
Sadie Grace Ritter
Dorothy Claire Sandoz
Coltin Lee Stephens
Alissa Lauren Vlach
Abigail Marie Waldo
Hunter Jack Webster
Tiffany Marie Wells
Rylee James Wing



Mid-West Roofing & Sheet Metal Co., Inc.

525 Avenue M • Kearney, NE 68847 • (308) 233-4310
 mid-westroofing.com

PROPOSAL

Date: April 4, 2019

Proposal Submitted To	Work To Be Performed At
Name: Alma Public Schoold	Alma Public School Library
Address: 515 Jewell Avenue	Address: 515 Jewell Avenue
City: Alma	City: Alma St: NE
State: Nebraska 68920	Date of Plans: 3 - 30 - 19
Telephone No: (308) 928-2131	Architect: Duro-Last Roofing, Inc.

We hereby propose to furnish materials and perform all the labor necessary for the installation of a complete roofing system by Duro-Last Roofing, Inc. on the library area at Alma Public Schools in Alam, Ne. approximately 7,345 square feet of total coverage, including lap joints and flashings and encapsulating all parapet walls. The new 50 mil thickness Duro-Last membrane is to be mechanically fastened to the primary steel deck over Duro-Lasts Duro-Weave polypropylene underlayment as per the enclosed drawings and specifications. The existing 26 ga. steel coping cap is to be removed, the membrane encapsulating the wall and the metal reinstalled.

All work is to be performed according to the exacting quality control standards set out by Duro-Last Roofing, Inc. A 15 year parts and labor, repair or replacement warranty is in effect. Also, a NDL (No Dollar Limit) Consequential Damages and Products Liability policy on the building and its contents is written by The Aetna Casualty and Surety Co. and The TransAmerica Corp. Final inspection and issuance of the warranty is performed by a Duro-Last Roofing, Inc. Quality Assurance Inspector.

All material is guaranteed to be as specified, and the above work to be performed in accordance with the drawings and specifications submitted for above work and completed in a substantial workmanlike manner for the sum of:
Twenty Seven Thousand Six Hundred Twenty and 00/100 Dollars... (\$27,620.00) with the payments to be made as follows:

Material Payment (\$19,320.00) on order of roof
 Balance (\$ 8,300.00) upon issuance of the warranty

Any alteration or deviation from above specifications involving extra costs, will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance upon above work. Workman's Compensation and Public Liability Insurance on above work to be taken out by Mid-West Roofing and Sheet Metal Co., Inc.

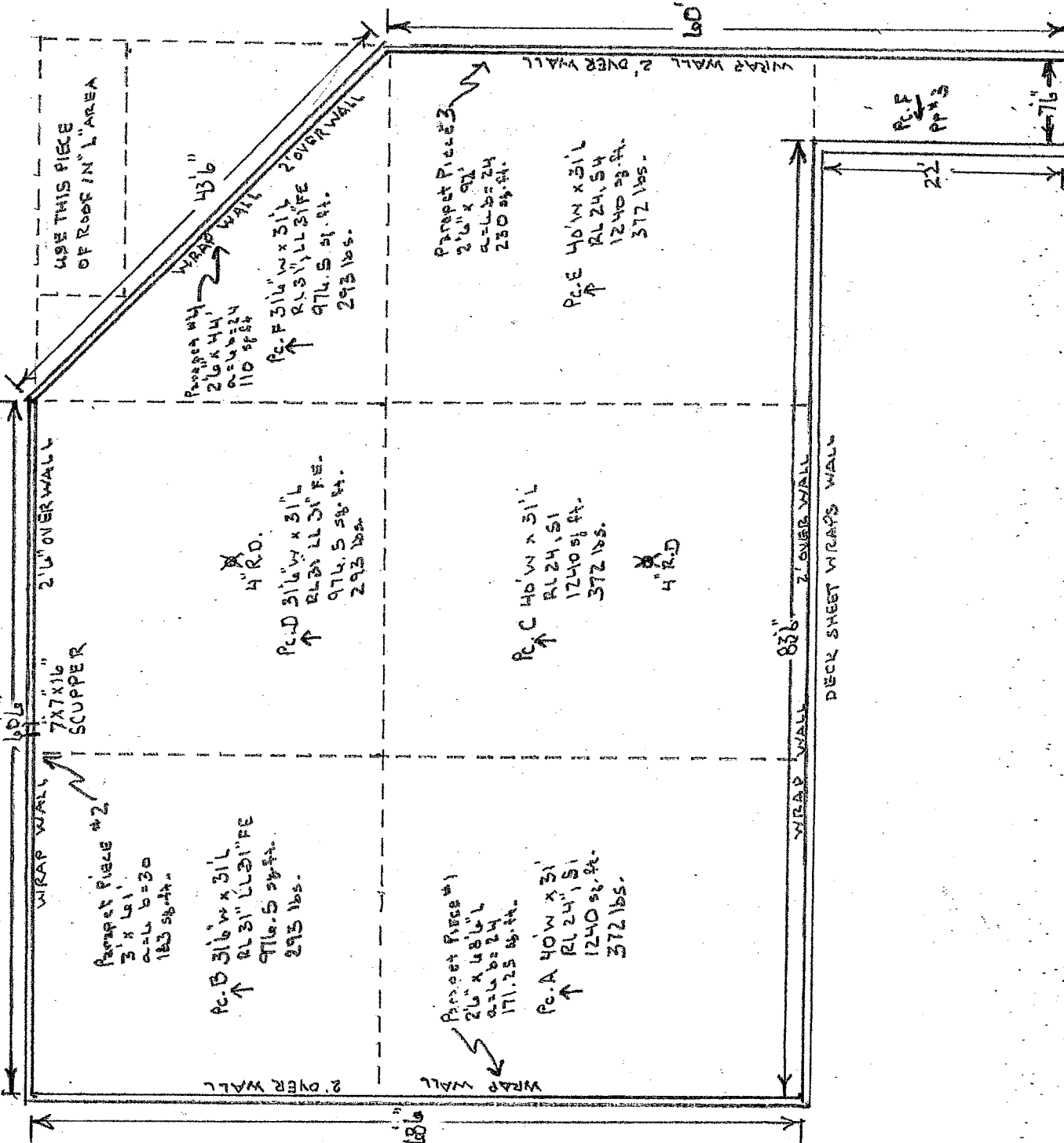
Respectfully Submitted

Accepted

By _____

By _____

Date _____



38

Date to Return April 3, 2019.
 Project ALMA SCHOOL
 Description MODIFIED BITUMEN
 Scale 3/32" x 1" = 1"
 Drawings are the sole property of
 Mid-West Roofing and Sheet Metal Co.,

Mid-West Roofing & Sheet Metal Co., Inc.

525 Avenue M • Kearney, NE 68847

MID WEST
 Roofing
 SHEET METAL CO. INC.

From: **Bruce Ring** bruce.ring@almacardinals.org 
Subject: Fwd: Library roof
Date: April 4, 2019 at 3:22 PM
To: Jon Davis jon.davis@almacardinals.org



----- Forwarded message -----

From: **Jed Dobberstein** <dobeywrestling@yahoo.com>
Date: Thu, Apr 4, 2019, 8:46 AM
Subject: Library roof
To: bruce.ring@almacardinals.org <bruce.ring@almacardinals.org>

Bruce

We hereby agree and propose to furnish all material labor and insurance to complete the following.

- 1) To clean any debris from roof. Remove metal cap flashing.
- 2) To mop down with hot asphalt 2 plies of fiberglass felt and 1 ply SBS modified cap sheet.
- 3) Install any required lead flashings for drains and soil stacks. Reinstall metal cap flashing.
- 4) Roof guarantee by our firm for 8 years. This is a 15 year specification using Johns Manville material.

FSO \$20,900.00

Respectfully

Jed Dobberstein

Dobberstein Roofing CO INC.

308-627-4368

Tillotson Enterprises
715 Huron Dr
Kearney, NE 68847
Office: 800-643-5731
Fax: 308-237-1006



Contract #15013 - 17372
Page 1 of 1
Date: 3/26/2019
6,139 square feet

To: Bruce Ring - Alma Public School
515 Jewel St
Alma, Nebraska 68920
Phone: 308-920-1057

Job: Library Roof
Location: 515 Jewel St
Alma, Nebraska 68920

Submit specifications & estimates for: installation Everest Systems over Mod Bit using Everest HT and Fabric.

1. Clean the specified surface using AF Cleaner concentrate at a 10:1 dilution then pressure washer to ensure proper bonding
2. Apply Everest HT base coat at a rate of 2 gallons per square and immediately embed the 40" wide fabric into the wet coating with a brush or roller.
3. After the application of Everest HT base coat and fabric, apply a second coat of Everest HT base coat at a rate of 1.2 gallon per square, for a total of 3.2 gallons per square.
4. Apply Evercaulk FG where necessary.
5. After the base coat applications have dried completely, apply a coat of Evercoat HT top coat at the rate of 2.0 gallons per square

Tillotson Enterprises, Inc. will follow OSHA guidelines for fall protection by either installing a temporary OSHA fence and will use an employee to serve as an OSHA monitor (personnel going beyond OSHA fence will be tied off) or if OSHA fence is not used, they will be tied off during all phases of work.

Finished color: White

**Total dry mils plus fabric over entire specified surface is 55 mils+
Elongation 410% Tensile Strength 410 psi**

WARRANTY: 10 year "leak free" material and 10 year "leak free" labor warranty (non pro-rated).

* This system has a fifteen year life expectancy

RENEWABLE WARRANTY: An additional warranty can be renewed at the end of the warranty period with an inspection and re-coat. If roof is re-coated on a regular basis, the roof may never need to be replaced again.

Any alteration or deviation from above specification involving extra costs, will be executed only upon written orders, and will become an extra charge over and above the estimate. Owner to carry fire, tornado, hail and other necessary insurance on above work. Workmen's compensation and public liability insurance on above work to be taken out by Tillotson Enterprises Inc. Tillotson Enterprises Inc is not responsible for any existing or future damage due to mold or mildew. In no event shall Tillotson Enterprises Inc. be liable to client or any third- party for incidental or consequential damages (Including, without limitation, clams for loss of business or lost profits) resulting from or arising out of the work.

We hereby propose to furnish material and labor - in accordance with the above specifications, for the sum of: Eighteen Thousand Three Hundred Twenty Five dollars \$18,325.00

Payment to be made as follows: 50% with signed contract, and 50% within 30 days of project completion. Delinquent payment, upon any work completed, shall bear interest at 1 1/2% per month from date of completion, and, if suit is filed to enforce payment, owner will pay reasonable attorney fees and court cost. I understand that any failure to pay as and when required by the contract, all Warranty/Guarantees contained herein can be reduced or voided. The prices, specification and conditions are satisfactory and are hereby accepted. The contractor is authorized to do the work specified. Tillotson Enterprises Inc reserves the right to charge client for expenses incurred for a warranty service call if it is determined the problem is not a warranty issue covered by material and/or labor.

1st Payment: \$9,162.50 dollars
Date Paid:

2nd Payment: \$9,162.50 dollars
Date Paid:

Von Lintel Refinishing & Flooring, Inc.

1015 Downing Ave.

Hays, KS 67601

www.vlrlnc.net

785-628-6032 office

785-628-6637 fax

3/29/19

Alma Public Schools
515 N Jewell
Alma, NE 68920

Bruce Ring

Re: Request for Floor Work

Base Bid Sanding and Refinishing Alma Schools Main Gym Floor:

The following price of **\$16,621.60** is our bid for work. This bid includes materials and labor. We will perform the following on approximately 5520 sq. ft. of existing maple flooring:

Sand floors to a level surface, removing existing finish, and leaving bare wood.

Vacuum edges and Tack entire floor to remove dust.

Apply 2 coats of Hillyard Basecoat II Primer/Sealer, allow to dry.

Tape and paint game lines to KSHSAA specifications, courts and Artwork as per existing.

Abrade paint, Vacuum, and Tack to remove dust.

Apply 1 coat of Hillyard Basecoat II and 1 coat of Hillyard 1907 Gym Finish.

Base Bid--Secondary Gym Floor Maintenance Coats--2 coats--Water Based

The following price of **\$2,480.00** is our bid for work. This bid includes materials and labor. We will perform the following work on approximately 6265 sq. ft. of existing flooring:

Prep Floor.

Tack and Vacuum to remove dust.

Apply 2 coats of Gym Floor Finish: 1 coat Hillyard Basecoat and 1 coat of Hillyard 1907.

Any other painting, artwork, stencil paint work, line work, repair work, or other work as well as sales taxes are not included in this proposal.

This proposal may be withdrawn by Von Lintel Refinishing, Inc., if not accepted within 30 days.

Please review this proposal, if you have any questions or comments please feel free to call (785-628-6032). Thank You for your consideration. We would be pleased to continue to serve and have you as one of our satisfied customers.

Respectfully Submitted
Von Lintel Refinishing, Inc.

A handwritten signature in cursive script, appearing to read "Jeffery J. Vahling".

Jeffery J. Vahling

E-mail--jeffv@vlrinc.net
Mobile--785-650-7040

From: **Greg Shepard** gregory.shepard@cpstrojans.org
Subject: Re: Gym Floor
Date: April 2, 2019 at 2:44 PM
To: Jon Davis jon.davis@almacardinals.org



Jon,

Thanks for the email. We only use oil base, over the years we've had too many complaints with slickness with water base finishes. Oil can go over water if you'd like to change. Our price for your 2 floors would be \$2450. They would be done in one day and need 3 additional days for curing time. Let me know if you want them done, no problem if not.

Greg

On Apr 2, 2019, at 2:29 PM, Jon Davis <jon.davis@almacardinals.org> wrote:

Greg,

Sorry that I am getting back to you late but I was waiting to get some numbers from the guy who has been doing the floor. We would like a quote from you. We usually do both of our gym floors each year. We normally don't get the floors done until toward the end of summer and have used a water based product. Sometime in the near future we will also need to sand and refinish our main gym floor as well and would like a bid for that. We thought about doing it this year, but I think a couple of other needs have come up and we probably will not get it done. Below is the the approximate size of the floors:

Main Gym: approximately 5520 sq. ft of maple flooring.
Second Gym: approximately 6256 sq. ft of flooring.

If you have questions please let me know.

Thanks,

Jon

Jon Davis, Superintendent
Alma Public School
PO Box 170
308-928-2131
jon.davis@almacardinals.org

On Feb 19, 2019, at 1:56 PM, Greg Shepard <gregory.shepard@cpstrojans.org> wrote:

Sounds great.

On Feb 19, 2019, at 1:22 PM, Jon Davis <jon.davis@almacardinals.org> wrote:

Greg,

Let me check with Bruce, the head custodian to see where we are at in the process and I will let you know.

Thanks for checking,

Jon

Jon Davis, Superintendent
Alma Public School
PO Box 170
308-928-2131
jon.davis@almacardinals.org

On Feb 19, 2019, at 12:35 PM, Greg Shepard <gregory.shepard@cpstrojans.org> wrote:

Jon,

Just checking to see if you need your gym floor refinished this summer. I've been refinishing for 35 years and my son for the past 10 years. We'd be able to do your high school floor for \$1700.00. If you are interested, let me know. We are currently scheduling and working to get everyone's preferred date on the calendar.

Base 2018-2019

School year: 2018-2019

	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
Base 2017-18	\$34,300	\$34,150	\$33,900	\$34,400	\$35,185	\$34,600	\$34,250	\$34,565	\$33,800	\$34,500	\$33,800	\$34,650	\$34,250	\$35,050	\$34,400
Index	4 X 4.5 Sal. Sch	4x4	4 x 4	4 x 4	4x4	4x4.5	4x4	4x4	4.5X4.5	4 X 4	4.15x4.25	4x5	4x4	4x4	4x5
Contract Days	183	184	183	185	186	186	185	184	183	184	183	184	183	183	184/186 new teachers
Health Ins. Deduct.	\$900/\$3500 DC	\$900/\$3500 DC	\$900	\$900/\$3500	900/\$3500	\$600	\$900	\$1,450.00	\$900/\$3100	\$600	\$600/\$3500 DC	\$1,150	\$900/\$3500 DC	\$600/\$3500 DC	\$600/\$3500 DC
Dental Insurance	PPO 80% A&B, 50% C	80% A&B, 50% C	PPO 80% A&B, 50% C	PPO 80% A&B, 50% C	80% A&B, 50% C	80% A&B, 50% C	PPO 80% A&B, 50% C	80% A&B, 50% C	80% A&B, 50% C	80% A&B, 50% C	80% A&B, 50% C	PPO 80% A&B, 50% C	PPO 80% A&B, 50% C	80% A&B, 50% C	80% A&B, 50% C
% Increase	3.00%		2.77%	2.13%	3.00%		2.40%	3.44%	2.21%	2.84%	2.90%	2.47%	2.48%	3.00%	2.88%
Base 2019-20	\$34,900		\$34,500	\$35,000	\$35,550		\$34,750	\$35,165		\$34,950	\$34,200	\$34,850	\$34,850		\$34,700
Insurance	1050/3500 DC	900/3500 DC	\$1,050	900/3500	1050/3500	\$600	\$1,050	\$1,450	900/3100	\$650	650/3500	\$1,200	1050/3500	900/3500	900/3100
Other			184 days								4.25 x 4.25				
% Increase	3.61%		3.34%		2.78%		3.09%	3.46%		1.99%	2.80%	2.47	2.90%		2.48%
Base 2020-21															

Superintendent

DISTRICT	ENROLL.	If Settled 2019-2020 SALARY	TOTAL SALARY	TOTAL BENEFITS per NDE	OTHER BENEFITS	TOTAL SALARY & BENEFITS	Actual FTE	ASSIGNMENT	CONTRACT Days/Months	CONTRACT LENGTH	TOTAL YEARS in Education / Dist	Notes
Alma	352		\$141,088.00	\$46,842.00	\$0.00	\$187,930.00	1.0	Supt/Asst. Princ	12	3 yr Rollover	33 / 27	
Arapahoe	330	\$122,000.00	\$111,000.00	\$35,407.00	\$0.00	\$146,407.00	1.0	Superintendent	12	2 years	22 / 3	
Bertrand	255		\$138,393.00	\$45,848.00	\$0.00	\$184,241.00	1.0	Superintendent	12	3 year contract	37 / 12	
Cambridge	334	\$131,000.00	\$128,500.00	\$35,893.00	\$9,400.00	\$173,793.00	1.0	Superintendent	12	2 year rollover	35/4	
Dundy/Stratton	365		\$135,650.00	\$43,663.00	\$0.00	\$179,313.00	1.0	Superintendent	12	2 year rollover	31 / 30	
Hayes Center	115	\$115,000.00	\$115,000.00	\$45,910.00	\$0.00	\$160,910.00	1.0	Superintendent	12	1	37 / 5	
Hitchcock County	281		\$120,950.00	\$22,410.00		\$143,360.00	1.0	Supt/Sec Prin	12 months	2 years	27 / 3	
Maxwell	300	\$117,000.00	\$135,974.00	\$46,465.00	\$0.00	\$182,439.00	1.0	Superintendent	12 months	2 years	26 / 6	
Maywood	153		\$115,676.00	\$20,771.00	\$676.00	\$137,123.00	1.0	Supt/K-6 Pr	12 month	2 years	14 / 4	
Medicine Valley	207		\$123,874.00	\$22,245.00	\$0.00	\$146,119.00	1.0	Superintendent	12	2 years	29 / 15	
Paxton	217		\$132,000.00	\$45,178.00	\$0.00	\$177,178.00	1.0	Superintendent	230 days	2 years	30 / 18	
Southern Valley	373	\$127,000.00	\$125,000.00	\$44,973.00	\$120.00	\$170,093.00	1.0	Superintendent	12	2yr	20 / 1	
Southwest	301	\$139,111.00	\$135,060.00	\$50,318.00	\$4,200.00	\$189,578.00	1.0	Superintendent	12 month	1	27 / 6	3% raise each yr.
Wallace	186	\$136,000.00	\$128,000.00	\$33,323.00		\$161,323.00	1.0	Supt/Elem Prin	12 month	1	43 / 6	2.5%/other adj
Wauneta-Palisade	235		\$123,000.00	\$39,154.00	\$8,294.00	\$170,448.00	1.0	Supt/Asst Princ	12	2 years	36 / 10	
Average -		\$126,730.14	\$127,277.67	\$38,560.00	\$1,745.38	\$167,350.33						
Minimum			\$111,000.00	\$0.00	\$0.00	\$137,123.00						
Maximum			\$141,088.00	\$50,318.00	\$9,400.00	\$189,578.00						

PRINCIPAL

DISTRICT	ENROLL.	If Settled 2019-2020 SALARY	TOTAL SALARY	TOTAL BENEFITS per NDE	OTHER BENEFITS	TOTAL SALARY & BENEFITS	Actual FTE	ASSIGNMENT	CONTRACT LENGTH	YEARS in Education/ Dist	Notes
Alma	352		\$92,000.00	\$37,692.00	\$0.00	\$129,692.00	1.00	K-12 Principal	210	15 / 1	
Arapahoe	330	\$84,000.00	\$101,280.00	\$33,575.00	\$420.00	\$135,275.00	1.00	K-12 Principal	200	25 / 0	
Bertrand	255		\$94,391.00	\$37,920.00	\$0.00	\$132,311.00	1.00	K-12 Principal	10.5	22 / 6	
Cambridge	328		\$100,608.00	\$38,705.00	\$0.00	\$139,313.00	1.00	K-12 Principal	210 days	14 / 6	

Dundy/Stratton	190	\$109,200.00	\$106,200.00	\$39,088.00	\$3,350.00	\$148,638.00	1.00	K-6 Principal/SD	215	32 / 17	
Dundy/Stratton	160	\$88,750.00	\$86,700.00	\$35,996.00	\$3,250.00	\$125,946.00	1.00	7-12 Principal	215	7 / 4	
Hayes Center	115		\$84,000.00	\$36,501.00	\$0.00	\$120,501.00	1.00	K-12 Principal	210 days	11 / 6	
Hitchcock County	176		\$72,000.00	\$33,128.00	\$0.00	\$105,128.00	1.00	Principal	210	21 / 21	
Maxwell	284		\$86,520.00	\$31,337.00	\$0.00	\$117,857.00	1.00	7-12 Principal	210	26 / 2	
Maxwell	284		\$108,374.00	\$18,954.00	\$0.00	\$127,328.00	1.00	K-6 Principal	210	26 / 22	
Maywood	153		\$80,000.00	\$20,771.00	\$676.00	\$101,447.00	1.00	7-12 Principal		7 / 1	
Medicine Valley	207		\$72,250.00	\$28,987.00	\$0.00	\$101,237.00	1.00	PK-12 Principal	205	30 / 1	
Paxton	217		\$103,500.00	\$26,794.00	\$0.00	\$130,294.00	1.00	IS Prin./Activities	220	37 / 37	
Paxton	217		\$94,140.00	\$39,220.00	\$0.00	\$133,360.00	0.75 / .25	Elementary/PSD	220	22 / 16	
Southern Valley	212	\$105,000.00	\$103,000.00	\$40,573.00	\$0.00	\$143,573.00	1.00	Elementary	220	26 / 11	
Southern Valley	225	\$87,000.00	\$85,000.00	\$36,973.00	\$0.00	\$208,973.00	1.00	IIS Prin.	220	12 / 1	
Southwest	146	\$106,816.00	\$98,361.00	\$38,311.00	\$5,345.00	\$142,017.00	1.00	7-12 Prinl/Transp	210	23 / 14	3% inc
Southwest	155	\$87,452.00	\$84,905.00	\$27,676.00	\$0.00	\$112,581.00	1.00	PK-6 Principal	200	34 / 5	3% inc
Wallace	186	\$98,230.00	\$94,000.00	\$18,954.00		\$112,954.00	1.00	7-12 Principal	10 months	7 / 1	
Wauneta-Palisade	235		\$88,000.00	\$39,779.00	\$15,432.00	\$143,211.00	1.00	Principal/A.D.	210	9 / 7	
Average			\$91,761.45	\$33,046.70	\$1,498.58	\$130,581.80					
Minimum	Full Time		\$72,000.00	\$18,954.00	\$0.00	\$101,237.00					
Maximum			\$108,374.00	\$40,573.00	\$15,432.00	\$208,973.00					

Report FTE for each of the following

SCHOOL	Cert. Staff	Tchr. Aides	Cooks	Custodians	Route drivers	Other Routes	Clerical	Nurse	Total
Alma	37.00	11.00	3.00	4.00	5.00		3.00	0.25	63.25
Arapahoe	28.00	10.00	3.25	3.50	5.00	2.00	3.00		54.75
Bertrand	26.50	9.25	3.00	3.00	8.00		2.00		51.75
Cambridge	34.00	9.00	3.00	3.00	9.00		3.00	0.00	61.00
Dundy/Stratton	38.00	8.00	4.29	3.75	7.00	1.00	3.50	0.40	65.94
Hayes Center	17.50	5.75	2.25	2.75	6.00	1.00	2.50		37.75
Hitchcock County	26.00	6.00	4.00	3.25	7.00		3.00	0.40	49.65
Maxwell	31.00	7.00	3.00	3.00	6.00		3.00	0.80	53.80
Maywood	20.81	3.75	2.00	2.50	5.00		1.25		35.31
Medicine Valley	24.63	5.00	3.00	3.00	0.25	0.25	3.00		39.13
Paxton	23.00	7.00	2.38	3.00	4.00		2.00		41.38
Southern Valley	43.00	8.00	5.00	5.00	11.00	5.00	4.00		81.00
Southwest	34.00	11.00	6.00	5.50	7.00	3.00			66.50
Wallace	23.50	5.50	2.50	2.50	6.00		2.00	0.06	42.06
Wauneta-Palisade	25.50	10.50	4.00	3.50	5.00	3.00	4.00		55.50

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2019-2020 SCHOOL YEAR

Table with columns for staff categories (Kitchen Staff, Office Staff, Teacher Aides, Custodial Staff, Bus Drivers), positions, salaries, benefits, and costs for 2018-19 and 2019-20. Includes sub-totals for non-cert costs and bonus pay for bus drivers.

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2019-2020 SCHOOL YEAR

Table with columns for staff categories (Kitchen Staff, Office Staff, Teacher Aides, Custodial Staff, Bus Drivers), current and proposed costs, and percentages. Includes sub-sections for non-certified costs and bonus pay for bus drivers.

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2019-2020
SCHOOL YEAR

5% INS Discount 900 Deductible	18-19		2.5%		CURRENT 2018-2019 TOTAL BENEFIT PACKAGE							19-20		9.87%		7.65%		0.57%		0.440%		PROPOSED 2019-2020 TOTAL BENEFIT PACKAGE						
	SALARY	PER HR	HRS	18-19	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	RATE	WRK	19-20	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	% INCREASE								
KITCHEN STAFF																												
KATHY WHEATSTONE	ASST. COOK	\$15.76	1500	\$23,640.00	\$2,333.27	\$1,808.46	\$134.75	\$104.02	\$6,003.00	\$34,023.49	\$16.15	1500	\$24,225.00	\$2,391.01	\$1,853.21	\$138.08	\$106.59	\$6,304.32	\$35,018.21	2.92%								
NANTA LUEKING	ASST. COOK	\$13.11	1300	\$17,043.00	\$1,682.14	\$1,303.79	\$97.15	\$74.99	\$6,003.00	\$26,204.07	\$13.44	1300	\$17,472.00	\$1,724.49	\$1,336.61	\$99.59	\$76.88	\$6,304.32	\$27,013.88	3.09%								
AMANDA DUNSE	ASST. COOK	\$11.85	1300	\$15,405.00	\$1,520.47	\$1,178.48	\$87.81	\$67.78	\$6,003.00	\$24,262.55	\$12.15	1300	\$15,795.00	\$1,558.97	\$1,208.32	\$90.03	\$69.50	\$6,304.32	\$25,026.13	3.15%								
Substitute		\$11.00	500	\$5,500.00	\$542.85	\$420.75	\$31.35	\$24.20	\$0.00	\$6,519.15	\$11.28	500	\$5,640.00	\$556.67	\$431.46	\$32.15	\$24.82	\$0.00	\$6,685.08									
TOTALS				\$61,588.00	\$6,078.74	\$4,711.48	\$351.05	\$270.99	\$18,009.00	\$91,009.26			\$63,132.00	\$6,231.13	\$4,829.60	\$359.85	\$277.78	\$0.00	\$93,743.32	3.00%								
OFFICE STAFF																												
DIANNA MELTON	BOOKKEEPER	\$24.08	1920	\$46,233.60	\$4,563.26	\$3,536.87	\$263.53	\$203.43	\$14,897.88	\$69,698.57	\$24.68	1920	\$47,385.60	\$4,676.96	\$3,625.00	\$270.10	\$208.50	\$15,658.20	\$71,824.38	3.05%								
JUDY DIETZ	RECEPT.	\$16.82	1840	\$30,948.80	\$3,054.65	\$2,367.58	\$176.41	\$136.17	\$13,656.39	\$50,340.50	\$17.24	1840	\$31,722.52	\$3,131.01	\$2,426.77	\$180.82	\$139.58	\$14,234.73	\$51,835.43	2.97%								
MELANIE FISCHER	REC. CLERK	\$15.79	1840	\$29,053.60	\$2,867.59	\$2,222.60	\$165.61	\$127.84	\$18,078.33	\$52,515.56	\$16.18	1840	\$29,771.20	\$2,938.42	\$2,277.50	\$169.70	\$130.99	\$19,005.27	\$54,293.08	3.38%								
TOTALS				\$106,236.00	\$10,485.49	\$8,127.05	\$608.55	\$467.44	\$46,632.60	\$172,554.13			\$108,879.32	\$10,746.39	\$8,329.27	\$620.61	\$479.07	\$48,898.20	\$177,952.86	3.13%								
TEACHER AIDES																												
Chris Albin	AIDE	\$12.73	1464	\$18,636.72	\$1,839.44	\$1,425.71	\$106.23	\$82.00	\$6,003.00	\$28,093.10	\$13.05	1464	\$19,105.20	\$1,885.68	\$1,461.55	\$108.90	\$84.06	\$6,304.32	\$28,949.71	3.05%								
Tristin Eddy	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.28	1464	\$16,513.92	\$1,629.92	\$1,263.31	\$94.13	\$72.66	\$6,304.32	\$25,878.27	3.14%								
Corinne Bell	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.28	1464	\$16,513.92	\$1,629.92	\$1,263.31	\$94.13	\$72.66	\$6,304.32	\$25,878.27	3.14%								
Jessica Coon	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.28	1464	\$16,513.92	\$1,629.92	\$1,263.31	\$94.13	\$72.66	\$6,304.32	\$25,878.27	3.14%								
Alice Crooker	AIDE	\$15.00	1464	\$21,960.00	\$2,167.45	\$1,357.39	\$125.17	\$96.62	\$6,003.00	\$31,709.64	\$15.38	1464	\$22,516.32	\$2,222.36	\$1,722.50	\$83.88	\$99.07	\$6,304.32	\$32,948.45	3.91%								
Shelbee Ehrke	AIDE	\$11.50	1464	\$16,836.00	\$1,661.71	\$1,097.93	\$95.97	\$74.08	\$6,003.00	\$25,768.68	\$11.79	1464	\$17,260.56	\$1,703.62	\$1,320.43	\$61.54	\$75.95	\$6,304.32	\$26,726.42	3.72%								
Rena Pool	AIDE	\$12.12	1464	\$17,743.68	\$1,751.30	\$1,097.93	\$101.14	\$78.07	\$6,003.00	\$26,775.12	\$12.42	1464	\$18,182.88	\$1,794.65	\$1,390.99	\$103.64	\$80.00	\$6,304.32	\$27,856.49	4.04%								
KeriLeigh Shriver	AIDE	\$11.54	1464	\$16,894.56	\$1,667.49	\$1,292.43	\$96.30	\$74.37	\$6,003.00	\$26,028.12	\$11.83	1464	\$17,319.12	\$1,709.40	\$1,324.91	\$98.72	\$76.20	\$6,304.32	\$26,832.67	3.09%								
Melissa Simonson	AIDE	\$13.00	1104	\$14,352.00	\$1,416.54	\$1,097.93	\$81.81	\$63.15	\$6,003.00	\$23,014.43	\$13.33	1104	\$14,716.32	\$1,452.50	\$1,125.80	\$83.88	\$64.75	\$6,304.32	\$23,747.57	3.19%								
Melissa Simonson	Nurse	\$29.26	360	\$10,533.60	\$1,039.67	\$805.82	\$60.04	\$46.35	\$0.00	\$12,815.48	\$29.99	360	\$10,796.40	\$1,065.60	\$825.92	\$61.54	\$47.50	\$0.00	\$12,796.97	2.49%								
Tammy Wells	AIDE	\$13.69	1464	\$20,042.16	\$1,978.16	\$1,533.23	\$114.24	\$88.19	\$6,003.00	\$29,758.97	\$14.03	1464	\$20,539.92	\$2,027.29	\$1,571.30	\$117.08	\$117.08	\$6,304.32	\$30,676.99	3.08%								
Teresa Whitney	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.28	1464	\$16,513.92	\$1,629.92	\$1,263.31	\$94.13	\$72.66	\$6,304.32	\$25,878.27	3.14%								
Tabitha Zywlec	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.28	1464	\$16,513.92	\$1,629.92	\$1,263.31	\$94.13	\$72.66	\$6,304.32	\$25,878.27	3.14%								
Substitute	AIDE	\$12.00	1464	\$17,568.00	\$1,733.95	\$1,343.95	\$100.14	\$77.30	\$6,003.00	\$28,826.35	\$12.30	1464	\$18,007.20	\$1,777.31	\$1,377.55	\$102.64	\$79.23	\$6,304.32	\$27,648.25	3.06%								
TOTALS				\$242,040.72	\$23,889.42	\$17,716.08	\$1,379.63	\$1,064.98	\$72,036.00	\$358,126.83			\$248,128.56	\$24,490.29	\$18,981.83	\$1,331.27	\$1,118.47	\$75,651.84	\$369,702.27	3.23%								
TOTAL NON-CERT COSTS				\$409,864.72	\$40,453.65	\$30,554.81	\$2,336.23	\$1,803.40	\$136,677.60	\$621,690.21			\$420,139.88	\$35,236.68	\$32,140.70	\$2,311.74	\$1,878.32	\$143,463.00	\$641,398.44	3.17%								
CUSTODIAL STAFF																												
BRUCE RING	HEAD CUST.	\$23.37	2230	\$52,115.10	\$5,143.76	\$3,986.81	\$297.06	\$229.31	\$20,905.80	\$82,677.83	\$23.95	2230	\$53,408.50	\$5,271.42	\$4,085.75	\$304.43	\$235.00	\$20,905.80	\$84,210.90	1.85%								
RICK WALKER	CUSTODIAN	\$16.88	2180	\$36,798.40	\$3,632.00	\$2,815.08	\$209.75	\$161.91	\$7,274.40	\$50,891.54	\$17.30	2180	\$37,714.00	\$3,722.37	\$2,885.12	\$214.97	\$165.94	\$7,638.24	\$52,340.64	2.85%								
JEFF LYNCH	CUSTODIAN	\$18.10	2180	\$39,458.00	\$3,894.50	\$3,018.54	\$224.91	\$173.62	\$20,905.80	\$67,675.37	\$18.55	2180	\$40,439.00	\$3,991.33	\$3,093.58	\$230.50	\$177.93	\$20,905.80	\$68,838.15	1.72%								
CINDY KING	CUSTODIAN	\$13.99	2180	\$30,498.20	\$3,010.17	\$2,333.11	\$173.84	\$134.19	\$7,274.40	\$43,423.92	\$14.34	2180	\$31,261.20	\$3,085.48	\$2,391.48	\$178.19	\$137.55	\$7,638.24	\$44,692.14	2.92%								
Summer Help	CUSTODIAN	\$11.00	1000	\$11,000.00	\$1,085.70	\$841.50	\$62.70	\$48.40	\$0.00	\$13,038.30	\$11.28	1000	\$11,280.00	\$1,113.34	\$862.92	\$64.30	\$49.63	\$0.00	\$13,370.18	2.55%								
TOTALS				\$169,869.70	\$16,766.14	\$12,995.03	\$968.26	\$747.43	\$56,360.40	\$257,706.96			\$174,102.70	\$17,183.94	\$13,318.86	\$992.39	\$766.05	\$57,088.08	\$263,452.01	2.23%								
TOTAL CUSTODIAL SALARY INCLUDING OVERTIME																												
			HRS	18-19	RETIRE	SOC. SEC	WORKMAN	DISAB	TOTAL	TOTAL	OVT RATE	HRS	19-20	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL	TOTAL	% INCREASE							
BRUCE RING	HEAD CUST.	\$35.06	150	\$5,259.00	\$519.06	\$402.31	\$29.98	\$23.14	\$6,233.49	\$88,911.32	\$35.93	150	\$5,389.50	\$531.94	\$412.30	\$30.72	\$23.71	\$0.00	\$6,388.17	\$90,599.07	1.90%							
RICK WALKER	CUSTODIAN	\$25.32	100	\$2,532.00	\$249.91	\$193.70	\$14.43	\$11.14	\$3,001.18	\$53,892.72	\$25.95	100	\$2,595.00	\$256.13	\$198.52	\$14.79	\$11.42	\$0.00	\$3,075.85	\$55,416.50	2.83%							
JEFF LYNCH	CUSTODIAN	\$27.15	100	\$2,715.00	\$267.97	\$207.70	\$15.48	\$11.95	\$3,218.09	\$70,893.46	\$27.83	100	\$2,781.00	\$274.68	\$212.90	\$15.86	\$12.25	\$0.00	\$3,298.69	\$72,136.84	1.75%							
CINDY KING	CUSTODIAN	\$20.99	100	\$2,099.00	\$207.17	\$160.57	\$11.96	\$9.24	\$2,487.94	\$45,911.86	\$21.51	100	\$2,153.00	\$212.60	\$164.55	\$12.26	\$9.46	\$0.00	\$2,549.58	\$47,241.72	2.90%							
Summer Help	CUSTODIAN	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,038.30	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,370.18	2.55%							
OVT Totals				\$12,605.00	\$1,244.11	\$964.28	\$71.85	\$55.46	\$14,940.71	\$272,647.66			\$12,918.50	\$1,275.06	\$988.27	\$73.64	\$56.84	\$0.00	\$15,312.30	\$278,764.31	2.24%							
Regular Wage Totals				\$169,869.70	\$16,766.14	\$12,995.03	\$968.26	\$747.43					\$174,102.70	\$17,183.94	\$13,318.86	\$992.39	\$766.05	\$0.00	\$263,452.01									
Custodial Staff Totals				\$182,474.70	\$18,010.25	\$13,959.31	\$1,040.11	\$802.89	\$14,940.71	\$272,647.66				\$187,021.20	\$18,458.99	\$14,307.12	\$1,066.02	\$822.89	\$0.00	\$278,764.31	\$278,764.31	2.24%						
TOTAL NON-CERT COSTS / WITH OVT				\$592,339.42	\$58,463.90	\$44,513.93	\$3,376.33	\$2,606.29	\$193,038.00	\$894,337.87				\$607,161.08	\$53,695.67	\$46,447.82	\$3,377.76	\$2,698.21	\$200,551.08	\$920,162.75	2.89%							
BUS DRIVERS																												
			DAYS	18-19	Other Incr.	2.5%	SOC. SEC	WORKMAN	DISAB	Per Route Total Cost	5 Routes Total Cost	per trip per hr	DAYS	19-20	RETIRE	SOC. SEC	WORKMAN	DISAB	Per Route Total Cost	5 Routes Total Cost	% INCREASE							
REGULAR		\$78.37	178	\$13,949.86	\$1,376.85	\$1,067.16	\$79.51	\$61.38	\$16,534.77	\$82,673.85	\$80.33	178	\$14,298.74	\$1,411.29	\$1,093.85	\$81.50	\$62.91	\$16,948.30	\$84,741.48	2.50%								
ACT. TRIP		\$13.50	700	\$9,450.00	\$927.715	\$722.9																						

ALMA PUBLIC SCHOOL
NON-CERTIFIED Salary COMPARSIONS

2019-2020

		<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
Whetstine	Kathy	1500	\$15.76	\$16.39	\$16.31	\$16.23	\$16.15
Lueking	Anita	1300	\$13.11	\$13.63	\$13.57	\$13.50	\$13.44
Dunse	Amanda	1300	\$11.85	\$12.32	\$12.26	\$12.21	\$12.15

		<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
Melton	Dianna	1920	\$24.08	\$25.04	\$24.92	\$24.80	\$24.68
Dietz	Judy	1840	\$16.82	\$17.49	\$17.41	\$17.32	\$17.24
Fisher	Mel	1840	\$15.79	\$16.42	\$16.34	\$16.26	\$16.18

		<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
Albin	Chris	1464	\$12.73	\$13.24	\$13.18	\$13.11	\$13.05
Beck	Katie	1464	\$11.00	\$11.44	\$11.39	\$11.33	\$11.28
Bell	Corinne	1464	\$15.75	\$16.38	\$16.30	\$16.22	\$16.14
Coon	Jessica	1464	\$11.00	\$11.44	\$11.39	\$11.33	\$11.28
Crooker	Allece	1464	\$15.00	\$15.60	\$15.53	\$15.45	\$15.38
Ehrke	Shelbea	1464	\$11.50	\$11.96	\$11.90	\$11.85	\$11.79
Pool	Renae	1464	\$12.12	\$12.60	\$12.54	\$12.48	\$12.42
Shriver	KeriLeigh	1464	\$11.54	\$12.00	\$11.94	\$11.89	\$11.83
Simonson	Melissa	1104	\$13.00	\$13.52	\$13.46	\$13.39	\$13.33
Simonson	Melissa	360	\$29.26	\$30.43	\$30.28	\$30.14	\$29.99
Wells	Tammy	1464	\$13.69	\$14.24	\$14.17	\$14.10	\$14.03
Whitney	Teresa	1464	\$11.00	\$11.44	\$11.39	\$11.33	\$11.28
Zywiec	Tabitha	1464	\$11.00	\$11.44	\$11.39	\$11.33	\$11.28

		<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
Ring	Bruce	2230	\$23.37	\$24.30	\$24.19	\$24.07	\$23.95
Walker	Rick	2180	\$16.88	\$17.56	\$17.47	\$17.39	\$17.30
Lynch	Jeff	2180	\$18.10	\$18.82	\$18.73	\$18.64	\$18.55
King	Cindy	2180	\$13.99	\$14.55	\$14.48	\$14.41	\$14.34

		<u>Ovt. Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
Ring	Bruce	150	\$35.06	\$36.46	\$36.29	\$36.11	\$35.94
Walker	Rick	100	\$25.32	\$26.33	\$26.21	\$26.08	\$25.95
Lynch	Jeff	100	\$27.15	\$28.24	\$28.10	\$27.96	\$27.83
King	Cindy	100	\$20.99	\$21.83	\$21.72	\$21.62	\$21.51

RPAC Support Staff FTE, Salary, & Benefit Survey (Yellow Highlight indicates a formula used to calculate the total) Please enter information only in the areas that are white.

9/1/18	updated 11/21/18	2/16/2015	Updated 9/26/17	updated 10/12/16	updated 6/26/17	updated 3/15/17	updated 03/27/17	updated 3/14/2017	updated 06/13/17	Updated 9/26/17	updated 3/9/16	9/1/2017	updated 9-27-17	updated 11/12/14	updated 10/19/17	
CLERICAL POSITION # 1 (Job Title)	Alma-3% Bkbp	Arapahoe-3% BM/Clerk	Bertrand-3.81% bkkp	Cambridge BKBP	Dundy/Stratton Business Mgr	Haves Center-4% Bkbp	Hitchcock County Bkbp	Maxwell Bookkeeper	Maxwood Admin Asst	Medicine Valley Bookkeeper	Paxton Bookkeeper	Southern Valley Bookkeeper	Southwest-1% Bookkeeper	Wallace-3.6% Bookkeeper	Wanneta-Palissade Secretary	Elwood Bookkeeper
F.T.E.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Amount of wage	\$24.08	\$23.72	\$23.85	\$24.37	\$26.74	\$22.82	\$19.76	\$27.00	\$26.09	\$20.19	\$20.10	\$22.61	19.64	28.25	\$13.76	16.46
Contract/ work agreement lenth in months	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
Hours worked per year	1920	2230	1784	2000	2080	2080	2100	2080	2080	2080	2080	2300	2080	2080	2000	2080
Cost of Health Ins.	\$14,898.00	\$18,107.34	\$7,639.20	\$17,525.64	\$12,821.00	\$19,753.92	\$13,790.00	\$7,727.00	\$7,431.00	\$21,289.44	\$14,961.00	\$20,518.00	\$20,570.64	\$0.00	\$0.00	\$7,295.00
# days sick leave	10	7	5	5	8	10	10	10	10	10	10	10	10	10	5	7
# of accumulated sick days	55	21	30	20	19	30	40	20	50	60	35	45	20	30	no limit	40
# paid vacation, holiday, personal days	21	1p/10v/10h	10	10	10+6	15v/7h	15	15	24	15 v:3p:7h	10v:3p:7h	10	22	36	10	20+6
# of years employed	25	3	17	22	12	18	20	35	28	18	30	3	34	30	12	12
Monthly salary & benefit @ 1.0 FTE:	\$5,094.30	\$5,916.91	\$4,182.30	\$5,522.14	\$5,703.35	\$1,648.06	\$4,607.17	\$5,323.92	\$5,141.52	\$5,273.72	\$4,730.75	\$6,043.42	\$5,118.49	\$4,550.00	\$2,293.33	\$3,460.98
Hourly wage including benefits @ 1.0 FTE:	\$31.84	\$31.84	\$28.13	\$33.13	\$32.90	\$32.32	\$26.33	\$30.71	\$29.66	\$30.43	\$27.29	\$31.53	\$29.53	\$26.25	\$13.76	\$19.97
Yearly Salary (wage x hours)	\$46,233.60	\$52,895.60	\$42,548.40	\$48,740.00	\$55,619.20	\$47,465.60	\$41,496.00	\$56,160.00	\$54,267.20	\$41,995.20	\$41,808.00	\$52,003.00	\$40,851.20	\$54,600.00	\$27,520.00	\$34,236.80

CLERICAL POSITION # 2 (Job Title)	Receptionist	Secondary	Sec	Sec	Dist/Purch/AD	HS Sec	HS Sec	HS Sec	Secretary	HS Sec	Sec	HS Sec	JH/HS Sec	HS Sec	Act Bookkeeper	HS Sec
F.T.E.	1	1	1	1	1	1	1	1	0.75	1	1	1	1	1	1	1
Amount of wage	\$16.82	\$14.35	\$18.03	\$17.00	\$16.15	\$13.85	\$16.06	\$15.00	\$13.50	\$12.48	\$17.00	\$17.60	15.93	\$26.80	\$12.35	\$13.37
Contract/ work agreement lenth in months	11	12	12	11	12	10	12	10	10	10	12	10	12	10	12	12
Hours worked per year	1840	1976	1784	1920	2080	1600	2100	0	1080	1500	1960	1840	2080	2080	2000	2080
Cost of Health Ins.	\$13,544.00	\$6,930.36	\$7,639.20	\$17,525.64	\$21,188.00	\$0.00	\$13,790.00	\$0.00	\$0.00	\$0.00	\$0.00	\$16,099.00	\$20,570.64	\$0.00	\$0.00	\$7,295.00
# days sick leave	10	7	5	5	8	10	10	0	10	10	10	10	10	10	5	7
# of accumulated sick days	45	21	30	20	19	25	40	0	20	60	35	10	20	30	40	40
# paid vacation, holiday, personal days	16	1P/10V/10H	10	10	10+6	5	15	0	7	No v:3p:6h	10v:3p:7h	21	36.00	10	10+6	
# of years employed	22	1	5	16	1	11	20	0	5	9	19	20	7	13	7	10
Monthly salary & benefit @ 1.0 FTE:	\$4,044.80	\$2,940.50	\$3,317.06	\$4,560.51	\$4,565.00	\$2,216.00	\$3,959.67	\$0.00	\$1,458.00	\$1,872.00	\$2,776.67	\$4,848.30	\$4,475.42	\$4,645.33	\$2,058.33	\$2,925.38
Hourly wage including benefits @ 1.0 FTE:	\$24.18	\$17.86	\$22.31	\$26.13	\$26.34	\$13.85	\$22.63	#DIV/0!	\$13.50	\$12.48	\$17.60	\$17.61	\$25.82	\$26.80	\$12.35	\$16.88
Yearly Salary (wage x hours)	\$30,948.80	\$28,355.60	\$32,165.52	\$32,640.00	\$33,592.00	\$22,160.00	\$33,726.00	\$0.00	\$14,580.00	\$18,720.00	\$33,320.00	\$32,384.00	\$33,134.40	\$55,744.00	\$24,700.00	\$27,809.60

CLERICAL POSITION # 3 (Job Title)	Record Clerk	Elem Sec	Principal Secretary	HS	Elem Sec	Elem Sec	Elem Sec	Secretary	Elem. Sec.	HS Lunch Sec	Elem Sec	Secretary			
F.T.E.	1	1	1	1	1	1	1	1	1	1	1	1			
Amount of wage	\$15.79	\$13.33	\$13.54	\$17.10	\$12.17	\$14.17	\$14.33	\$0.00	\$12.99	\$14.95	17.36	\$0.00	\$12.07		
Contract/ work agreement lenth in months	11	11	11	9.5	10	10	10	0	10	9	11	0	12		
Hours worked per year	1840	1976	1920	1680	1600	1950	0	0	1500	1500	1920	0	2000		
Cost of Health Ins.	\$18,078.00	\$6,930.36	\$0.00	\$0.00	\$0.00	\$669.00	\$0.00	\$0.00	\$0.00	\$6,099.00	\$0.00	\$0.00	\$0.00		
# days sick leave	10	7	5	4	10	10	0	0	10	10	9	0	5		
# of accumulated sick days	45	21	20	7	25	40	0	0	60	18	18	0	no limit		
# paid vacation, holiday, personal days	16	1P/7S/8H	10	0	5	14	0	0	No v:3p:6h	2	18	0	10		
# of years employed	32	7	11	15	5	14	0	0	10	2	29	0	6		
Monthly salary & benefit @ 1.0 FTE:	\$4,284.69	\$2,970.11	#DIV/0!	\$2,993.38	\$3,024.00	\$1,947.20	\$2,358.38	\$0.00	#DIV/0!	\$1,948.50	#DIV/0!	\$3,169.33	\$3,030.11	#DIV/0!	\$2,011.67
Hourly wage including benefits @ 1.0 FTE:	\$25.62	\$16.84	#DIV/0!	\$13.54	\$17.10	\$12.17	\$14.51	#DIV/0!	#DIV/0!	\$12.99	#DIV/0!	\$19.02	\$17.36	\$0.00	\$12.07
Yearly Salary (wage x hours)	\$29,053.60	\$26,340.08	\$0.00	\$25,996.80	\$28,728.00	\$19,472.00	\$27,631.50	\$0.00	\$0.00	\$19,485.00	\$0.00	\$22,425.00	\$33,331.20	\$0.00	\$24,140.00

CLERICAL POSITION # 4 (Job Title)	k-6 sec and nurse	Elem	Elem Sec	Bookkeeper
F.T.E.	1	1	0	0.5
Amount of wage	\$17.69	\$14.50	\$0.00	\$13.50
Contract/ work agreement lenth in months	10	9.5	10	12
Hours worked per year	1760	2080	0	900
Cost of Health Ins.	\$0.00	\$3,219.90	\$0.00	\$13,500.00
# days sick leave	5	4	0	0
# of accumulated sick days	20	7	0	0
# paid vacation, holiday, personal days	10	10+6	0	0
# of years employed	11	1	0	20
Monthly salary & benefit @ 1.0 FTE:	\$3,113.44	\$3,513.67	\$0.00	\$3,750.00
Hourly wage including benefits @ 1.0 FTE:	\$17.69	\$16.05	#DIV/0!	\$22.50
Yearly Salary (wage x hours)	\$0.00	\$0.00	\$0.00	\$13,500.00

CUSTODIAL POSITION # 1 (Job Title)	Alma Head	Arapahoe Head	Bertrand Head	Cambridge head	Dundy/Stratton HS/Supervisor	Haves Center Head	Hitchcock County Bldg/Grounds	Maxwell Head	Maxwood Head	Medicine Valley Head Cust.	Paxton Head Cust.	Southern Valley Head	Southwest Head	Wallace Head	Wanneta-Palissade Head
F.T.E.	1	1	1	1	1	1	1	1	0.5	1	1	1	1	1	1
Amount of wage	\$23.37	\$19.40	\$24.14	\$19.33	\$21.00	\$19.14	\$16.43	\$0.00	\$20.50	\$16.53	\$18.95	\$42.31	25.7	17.50	\$17.50
Contract/ work agreement lenth in months	12	12	12	12	12	12	12	0	12	12	12	12	12	12	12

20,667,777.8

Hours worked per year	2230	2280	2080	2340	2340	2480	2100	0	1040	2200	2080	2080	2080	2000	
Cost of Health Ins.	\$19,886.00	\$14,553.77	\$7,639.20	\$17,525.64	\$19,118.00	\$14,532.12	\$18,415.00	\$0.00	\$7,431.00	\$21,289.44	\$0.00	\$6,099.00	\$15,319.80	\$22,039.00	\$12,012.24
# days sick leave	10	7	5	5	8	10	10	8	10	10	10	10	10	10	5
# of accumulated sick days	55	21	30	20	19	30	40	19	50	60	35	35	20	30	40
# paid vacation, holiday, personal days	21	20	10	10	10+6	10v/7h	15	0	24	10v:7h:3p	10v:3p:7h	22	36	10	10
# of years employed	25	29	26	6	4	18	16	0	2	4	8	6	13	1	1
Monthly salary & benefit @ 1.0 FTE:	\$6,000.09	\$4,898.81	\$4,820.87	\$5,229.82	\$5,688.17	\$5,166.61	\$4,409.83	#DIV/0!	\$2,395.92	\$4,804.62	\$3,474.17	\$7,841.98	\$5,731.32	\$4,869.92	\$3,917.69
Hourly wage including benefits @ 1.0 FTE:	\$32.29	\$25.78	\$27.81	\$26.82	\$29.17	\$25.00	\$25.20	#DIV/0!	\$27.65	\$26.21	\$18.95	\$45.24	\$28.10	\$23.51	\$23.51
Yearly Salary (wage x hours)	\$52,115.10	\$44,232.00	\$50,211.20	\$45,232.20	\$49,140.00	\$47,467.20	\$34,503.00	\$0.00	\$21,320.00	\$36,366.00	\$41,690.00	\$88,004.80	\$51,456.00	\$36,400.00	\$35,000.00

CUSTODIAL POSITION # 2	Custodian	Maintenance	Cust	custodian	Cust #2	HS	Elem Head	Custodian	HS Cust.	HS Cust.	HS	Elem.	Asst. Cust.	Custodian	
F.T.E.	1	1	1	1	1	0.25	1	0	1	1	1	1	1	1	
Amount of wage	\$18.10	\$16.16	\$17.61	\$12.82	\$10.55	\$9.88	\$12.80	\$0.00	\$12.75	\$11.44	\$18.50	12.4	\$13.30	\$8.00	
Contract/work agreement length in months	12	12	12	12	12	12	12	0	12	12	12	12	12	12	
Hours worked per year	2180	2280	2080	2340	2340	450	2100	0	2080	2080	2080	2080	2080	2000	
Cost of Health Ins.	\$19,886.00	\$14,553.77	\$7,639.20	\$17,525.64	\$0.00	\$0.00	\$13,790.00	\$0.00	\$0.00	\$0.00	\$11,283.00	\$7,295.16	\$22,039.00	\$0.00	
# days sick leave	10	7	5	5	8	10	10	0	10	10	10	10	10	5	
# of accumulated sick days	55	21	30	20	3	30	40	0	50	60	35	14	30	40	
# paid vacation, holiday, personal days	16	1P/10V	10	10	10+6	10v/7h	10	0	24	15v:7h:3p	10v:3p:7h	17	24	0	
# of years employed	9	27	17	1	11	4	2	0	5	1	10	13	3	1	
Monthly salary & benefit @ 1.0 FTE:	\$4,945.33	\$4,283.21	\$3,689.00	\$1,960.37	\$2,057.25	\$370.50	\$3,389.17	#DIV/0!	\$2,210.00	\$1,982.93	\$2,522.00	\$4,146.92	\$2,757.26	\$4,141.92	\$1,333.33
Hourly wage including benefits @ 1.0 FTE:	\$27.22	\$22.54	\$21.28	\$20.31	\$10.55	\$9.88	\$19.37	#DIV/0!	\$12.75	\$11.44	\$14.55	\$23.92	\$15.91	\$23.90	\$8.00
Yearly Salary (wage x hours)	\$39,458.00	\$36,844.80	\$36,628.80	\$29,998.80	\$24,687.00	\$4,446.00	\$26,880.00	\$0.00	\$26,520.00	\$23,795.20	\$30,264.00	\$38,480.00	\$25,792.00	\$27,664.00	\$16,000.00

CUSTODIAL POSITION # 3	Custodian	Custodian	Maint	custodian	HS #2	Elem	Elem Cust	HS #2	Elem	Elem. Cust.	Elem. Cust.	Custodian	JH/HS	Custodian	
F.T.E.	1	1	1	1	1	1	1	0	1	1	1	1	1	1	
Amount of wage	\$16.88	\$12.64	\$17.82	\$15.24	\$11.71	\$10.54	\$16.53	\$0.00	\$13.00	\$12.41	\$15.00	\$14.05	12.56	\$8.00	
Contract/work agreement length in months	12	12	12	12	12	12	12	0	12	12	12	12	12	12	
Hours worked per year	2180	2080	2,080.00	2340	2080	2080	2100	0	2080	1920	2080	1960	2080	2000	
Cost of Health Ins.	\$7,274.00	\$6,930.36	\$7,639.20	\$0.00	\$0.00	\$0.00	\$13,790.00	\$0.00	\$7,431.00	\$21,289.44	\$0.00	\$13,023.00	\$7,295.16	\$0.00	
# days sick leave	10	7	5	5	4	10	10	0	10	10	10	10	7	5	
# of accumulated sick days	55	21	30	10	7	30	40	0	50	60	35	14	40	40	
# paid vacation, holiday, personal days	21	1P/10V/10H	10	10	10+6	10v/7h	15	0	7	15v:7h:3p	10v:3p:7h	17	0	0	
# of years employed	15	8	3	6	3	2	25	0	5	11	2	5	1	1	
Monthly salary & benefit @ 1.0 FTE:	\$3,672.70	\$2,768.46	\$3,725.40	\$2,971.80	\$2,029.73	\$1,826.93	\$4,041.92	#DIV/0!	\$2,872.58	\$3,759.72	\$2,600.00	\$3,380.08	\$2,785.00	#DIV/0!	\$1,333.33
Hourly wage including benefits @ 1.0 FTE:	\$20.22	\$15.97	\$21.49	\$15.24	\$11.71	\$10.54	\$23.10	#DIV/0!	\$16.57	\$23.50	\$15.00	\$20.69	\$16.07	#DIV/0!	\$8.00
Yearly Salary (wage x hours)	\$36,798.40	\$26,291.20	\$37,065.60	\$35,661.60	\$24,356.80	\$21,923.20	\$34,713.00	\$0.00	\$27,040.00	\$23,827.20	\$31,200.00	\$27,538.00	\$26,124.80	\$0.00	\$16,000.00

CUSTODIAL POSITION # 4	Custodian	Custodian		I	HS PT	HS	Elem # 2					Custodian	JH/HS			
F.T.E.	1	0.47		0	0.13	0.25	0					1	1			
Amount of wage	\$13.99	\$11.00		\$11.30	\$9.50	\$11.00	\$0.00					\$19.00	12.16			
Contract/work agreement length in months	12	12		12	9	9	0					12	12			
Hours worked per year	2180	978		1320	180	560	0					1960	2080			
Cost of Health Ins.	\$7,274.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00					\$13,023.00	\$7,295.16			
# days sick leave	10	3.5		4	0	0	0					7	7			
# of accumulated sick days	55	10.5		15	0	0	0					14	14			
# paid vacation, holiday, personal days	16	SP/SV/SH		10+6	0	0	0					17	0			
# of years employed	10	New		2	1	1	0					3	3			
Monthly salary & benefit @ 1.0 FTE:	\$3,147.68	\$896.50		#DIV/0!	#DIV/0!	\$1,243.00	\$190.00	\$684.44	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$4,188.58	\$2,715.66	#DIV/0!	#DIV/0!
Hourly wage including benefits @ 1.0 FTE:	\$17.33	\$11.00		#DIV/0!	#DIV/0!	\$11.30	\$9.50	\$11.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$25.64	\$15.67	#DIV/0!	#DIV/0!
Yearly Salary (wage x hours)	\$30,498.20	\$10,758.00	\$0.00	\$0.00	\$14,916.00	\$1,710.00	\$0.00	\$6,160.00	\$0.00	\$0.00	\$0.00	\$0.00	\$37,240.00	\$25,292.80	\$0.00	\$0.00

TEACHER AIDE PAY RATE # 1	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palmside
Total FTE of para's at this pay rate	1	1	1	1	1	1	1	2	1	1	2	1	1	3	1
Amount of wage	\$15.75	\$12.12	\$13.49	\$14.34	\$13.51	\$12.42	\$11.72	\$11.34	\$16.70	\$14.49	\$13.50	\$18.76	12.16	\$12.50	\$12.42
Hours worked per year	1464	1446	1464	1440	1288	1472	1440	1288	2080	1440	1440	1440	9	1500	1440
Contract/work agreement length in months	9	9	9	9	9.5	9	9	12	9	9	9	9	1440	9	9
Cost of Health Ins.	\$0.00	\$6,930.36	\$7,639.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,431.00	\$0.00	\$0.00	\$0.00	\$5,471.16	\$0.00	\$0.00
# days sick leave	10	7	5	5	4	10	8	4	10	10	10	5	4	7	5
# of accumulated sick days	55	21	30	0	7	20	36	7	50	60	35	10	8	20	no limit
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	24	5h:3p	5h:3p	0	0	13.00	0
# of years employed	x	10	0	12	18	18	28	28	21	21	4	4	4	4	4
Monthly salary & benefit @ 1.0 FTE:	\$2,862.00	\$2,717.32	\$3,043.17	\$2,294.40	\$1,831.67	\$2,031.36	\$1,875.20	\$1,537.47	\$3,513.92	\$2,318.40	\$2,160.00	\$3,001.60	\$3.88	\$2,083.33	\$1,987.20
Hourly wage including benefits @ 1.0 FTE:	\$15.75	\$16.91	\$18.71	\$14.34	\$13.51	\$12.42	\$11.72	\$11.34	\$20.27	\$14.49	\$13.50	\$18.76	\$620.07	\$12.50	\$12.42

Yearly Salary (wage x hours)	\$23,058.00	\$17,525.52	\$19,749.36	\$20,649.60	\$17,400.88	\$18,282.24	\$16,876.80	\$14,605.92	\$34,736.00	\$20,865.60	\$19,440.00	\$27,014.40	\$109.44	\$18,750.00	\$17,884.80
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TEACHER AIDE PAY RATE # 2				TA	Elem Sp Ed			Elem	Aide						
Total FTE of para's at this pay rate	1	2	1	1	1	1	1	0	1	4	1	1	2	1	
Amount of wage	\$15.00	\$11.86	\$12.25	\$9.79	\$12.01	\$11.65	\$11.00	\$0.00	\$11.75	\$12.99	\$12.50	\$17.68	12.16	\$11.65	\$11.68
Hours worked per year	1464	1460	1464	1440	1288	1440	1440	0	1440	1440	1440	1440	9	1500	1440
Contract/ work agreement lenh in months	9	9	9	0	9.5	9	9	0	9	9	9	1440	9	9	9
Cost of Health Ins. Or Annuity	\$6,003.00	\$6,930.36	\$7,639.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
# days sick leave	10	7	5	4	10	8	0	10	10	10	5	4	7	5	
# of accumulated sick days	55	21	30	0	7	20	36	0	20	60	35	10	8	20	no limit
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	7	5h:3p	5h:3p		0	13.00	0
# of years employed	x	5			9	24			1	21			4		
Monthly salary & benefit @ 1.0 FTE:	\$3,107.00	\$2,694.00	\$2,841.47	#DIV/0!	\$1,628.30	\$1,864.00	\$1,760.00	#DIV/0!	\$1,880.00	\$2,078.40	\$2,000.00	\$2,828.80	\$0.08	\$1,941.67	\$1,868.80
Hourly wage including benefits @ 1.0 FTE:	\$19.10	\$16.61	\$17.47	\$9.79	\$12.01	\$11.65	\$11.00	#DIV/0!	\$11.75	\$12.99	\$12.50	\$17.68	\$12.16	\$11.65	\$11.68
Yearly Salary (wage x hours)	\$21,960.00	\$17,315.60	\$17,934.00	\$14,097.60	\$15,468.88	\$16,776.00	\$15,840.00	\$0.00	\$16,920.00	\$18,705.60	\$18,000.00	\$25,459.20	\$109.44	\$17,475.00	\$16,819.20

TEACHER AIDE PAY RATE # 3				TA	Elem			Elem	Aide						
Total FTE of para's at this pay rate	1	1.0	1	1	2	1	2	0	1	1	1	1	1	0.5	1
Amount of wage	\$13.69	\$11.34	\$11.32	\$10.38	\$11.96	\$9.50	\$10.53	\$0.00	\$12.25	\$12.01	\$11.50	\$10.50	11.41	\$11.65	\$10.71
Hours worked per year	1464	1460	1464	1440	1304	1440	1440	0	1440	1440	1440	1440	1440	1500	1440
Contract/ work agreement lenh in months	9	9	9	9	9.5	9	9	0	9	9	9	9	9	9	9
Cost of Health Ins. Or Annuity	\$6,003.00	\$0.00	\$7,639.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,471.16	\$0.00	\$0.00
# days sick leave	10	7	5	4	4	10	8	0	10	10	10	5	4	7	5
# of accumulated sick days	55	21	30	7	7	20	36	0	20	60	35	10	8	20	no limit
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	7	5h:3p	5h:3p		0	13.00	0
# of years employed	x	4			6	1			4	10			2		
Monthly salary & benefit @ 1.0 FTE:	\$2,893.91	\$1,839.60	\$2,690.19	\$1,660.80	\$1,641.67	\$1,520.00	\$1,684.80	#DIV/0!	\$1,960.00	\$1,921.60	\$1,840.00	\$1,680.00	\$2,433.51	\$1,941.67	\$1,713.60
Hourly wage including benefits @ 1.0 FTE:	\$17.79	\$11.34	\$16.54	\$10.38	\$11.96	\$9.50	\$10.53	#DIV/0!	\$12.25	\$12.01	\$11.50	\$10.50	\$15.21	\$11.65	\$10.71
Yearly Salary (wage x hours)	\$20,042.16	\$16,556.40	\$16,572.48	\$14,947.20	\$15,595.84	\$13,680.00	\$15,163.20	\$0.00	\$17,640.00	\$17,294.40	\$16,560.00	\$15,120.00	\$16,430.40	\$17,475.00	\$15,422.40

TEACHER AIDE PAY RATE # 4				TA	HS										
Total FTE of para's at this pay rate	2	6.0	1	1	2	1	2	1	2	1	1	1	1	1	1
Amount of wage	\$12.73	\$10.91	\$12.25	\$9.50	\$11.25	\$9.50	\$10.00	\$0.00	\$10.31	\$11.00	\$10.00	\$10.00	11.41	\$11.65	\$10.37
Hours worked per year	1464	1480	1464	1440	1406	1440	1440	0	1440	1440	1440	1440	9	1440	1440
Contract/ work agreement lenh in months	9	9	9	9	9.5	9	9	0	9	9	9	9	9	1440	9
Cost of Health Ins. Or Annuity	\$6,003.00	\$6,930.36	\$7,639.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
# days sick leave	10	7	5	4	4	10	8	0	10	10	10	5	4	7	5
# of accumulated sick days	55	21	30	7	7	20	36	0	20	60	35	10	8	20	no limit
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	7	5h:3p	5h:3p		0	13.00	0
# of years employed	x				2	1			3				2		
Monthly salary & benefit @ 1.0 FTE:	\$2,737.75	\$2,564.13	\$2,841.47	\$1,520.00	\$1,665.00	\$1,520.00	\$1,600.00	#DIV/0!	#DIV/0!	\$1,649.60	\$1,760.00	\$1,600.00	\$0.07	#DIV/0!	\$1,659.20
Hourly wage including benefits @ 1.0 FTE:	\$16.83	\$15.59	\$17.47	\$9.50	\$11.25	\$9.50	\$10.00	#DIV/0!	#DIV/0!	\$10.31	\$11.00	\$10.00	\$11.41	#DIV/0!	\$10.37
Yearly Salary (wage x hours)	\$18,636.72	\$16,146.80	\$17,934.00	\$13,680.00	\$15,817.50	\$13,680.00	\$14,400.00	\$0.00	\$0.00	\$14,846.40	\$15,840.00	\$14,400.00	\$102.69	\$0.00	\$14,932.80

TEACHER AIDE PAY RATE # 5				TA	Elem(sped)					PreK					
Total FTE of para's at this pay rate	1		1	1	1	0.5	1	2	1	1	1	1	3		
Amount of wage	\$12.12		\$15.91	\$9.79	\$14.00	\$9.88	\$0.00	\$9.92	\$11.50	\$13.38	11.25	\$9.70			
Hours worked per year	1464		1464	1464	900	720	0	1440	1440	1440	9	1440			
Contract/ work agreement lenh in months	9		9	9	9.5	9	0	9	9	9	9	1440			
Cost of Health Ins. Or Annuity	\$0.00		\$7,639.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,471.16			
# days sick leave	10		5	4	4	10	0	10	10	10	5	4			
# of accumulated sick days	55		30	7	7	20	0	20	60	35	10	8			
# paid vacation, holiday, personal days	3		0	0	0	5h	0	0	7	5h:3p	5h:3p				
# of years employed	x				14	2		3			1				
Monthly salary & benefit @ 1.0 FTE:	\$1,971.52	#DIV/0!	\$3,436.83	\$1,592.51	\$1,326.32	\$790.40	#DIV/0!	#DIV/0!	#DIV/0!	#VAL/UE!	\$1,840.00	\$2,140.80	\$3.87	#DIV/0!	\$1,552.00
Hourly wage including benefits @ 1.0 FTE:	\$12.12	#DIV/0!	\$21.13	\$9.79	\$14.00	\$9.88	#DIV/0!	#DIV/0!	#DIV/0!	#VAL/UE!	\$11.50	\$13.38	\$619.16	#DIV/0!	\$9.70
Yearly Salary (wage x hours)	\$17,743.68	\$0.00	\$23,292.24	\$14,332.56	\$12,600.00	\$7,113.60	\$0.00	\$0.00	\$0.00	\$14,284.80	\$16,560.00	\$19,267.20	\$101.25	\$0.00	\$13,968.00

TEACHER AIDE PAY RATE # 6				TA	Elem #4(sped)										
Total FTE of para's at this pay rate	1		1	1	2			0	1			1			
Amount of wage	\$11.54		\$16.19	\$9.79	\$11.50			\$0.00				\$15.50			
Hours worked per year	1464		1464	1464	1250			0				1440			
Contract/ work agreement lenh in months	9		9	9	9.5			0				9			
Cost of Health Ins. Or Annuity	\$0.00		\$7,639.20	\$0.00	\$0.00			\$0.00				\$0.00			

# days sick leave	10		5	5	4								5		
# of accumulated sick days	45		30	10	7								10		
# paid vacation, holiday, personal days	4		0		0										
# of years employed	x				4										
Monthly salary & benefit @ 1.0 FTE:	\$1,877.17	#DIV/0!	\$3,482.37	\$1,592.51	\$1,513.16	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$2,480.00	#DIV/0!	#DIV/0!
Hourly wage including benefits @ 1.0 FTE:	\$11.54	#DIV/0!	\$21.41	\$9.79	\$11.50	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$15.50	#DIV/0!	#DIV/0!
Yearly Salary (wage x hours)	\$16,894.56	\$0.00	\$23,702.16	\$14,372.56	\$14,375.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$22,320.00	\$0.00	\$0.00

TEACHER AIDE PAY RATE # 7															
Total FTE of para's at this pay rate	4		1	1	HS(speed)								1		
Amount of wage	\$11.00		\$12.25	\$9.79	\$11.60								\$0.00	\$12.50	\$14.29
Hours worked per year	1464		1464	1260	1260								0	1440	
Contract/ work agreement length in months	9		9	9	9.5								0	9	
Cost of Health Ins.	\$6,003.00		\$7,639.20	\$0.00	\$0.00								\$0.00	\$0.00	\$0.00
# days sick leave	10		5	5	4								0	5	
# of accumulated sick days	55		30	10	7								0	10	
# paid vacation, holiday, personal days	3		0		0								0		
# of years employed	1				8										
Monthly salary & benefit @ 1.0 FTE:	\$2,456.33	#DIV/0!	\$2,841.47	\$1,592.51	\$1,538.53	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$2,000.00	#DIV/0!	#DIV/0!
Hourly wage including benefits @ 1.0 FTE:	\$15.10	#DIV/0!	\$17.47	\$9.79	\$11.60	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$12.50	#DIV/0!	#DIV/0!
Yearly Salary (wage x hours)	\$16,104.00	\$0.00	\$17,934.00	\$14,372.56	\$14,616.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,000.00	\$0.00	\$0.00

FOOD SERVICE POSITION # 1															
F.T.E.	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Haves Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauwata/Palisade
Amount of wage	\$15.76	\$14.18	\$17.44	\$18.95	\$17.40	\$15.23	\$15.75	\$0.00	\$16.75	\$16.23	\$16.15	\$13.25	15.98	\$14.00	\$12.07
Hours worked per year	1480	1440	1372	1372	1824	1260	1152	0	1176	1250	1456	1440	9	1500	1464
Contract/ work agreement length in months	9	9	9	9	9.5	9	9	0	9	9	9	9	1440	9	9
Cost of Health Ins.	\$0.00	\$6,930.36	\$7,639.20	\$0.00	\$6,755.00	\$7,086.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,295.16	\$0.00	\$6,629.88
# days sick leave	10	7	5	5	4	10	8	0	10	10	10	10	5	7	5
# of accumulated sick days	55	21	30	20	7	20	36	0	20	60	35	10	10	20	40
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	7	5h,3p	5h,3p	0	5	13	0
# of years employed	19		7	1	1	14	19	0	27	13	3		24	14	6
Monthly salary & benefit @ 1.0 FTE:	\$2,591.64	\$3,038.84	\$3,507.43	\$2,888.82	\$4,051.85	\$2,919.63	\$2,016.00	#DIV/0!	\$2,188.67	\$2,254.17	\$2,612.71	\$2,120.00	\$5.17	\$2,333.33	\$2,700.04
Hourly wage including benefits @ 1.0 FTE:	\$15.76	\$18.99	\$23.01	\$18.95	\$21.10	\$20.85	\$15.75	#DIV/0!	\$16.75	\$16.23	\$16.15	\$13.25	\$826.55	\$14.00	\$16.60
Yearly Salary (wage x hours)	\$23,324.80	\$20,419.20	\$23,927.68	\$25,999.40	\$31,737.60	\$19,189.80	\$18,144.00	\$0.00	\$19,698.00	\$20,287.50	\$23,514.40	\$19,080.00	\$143.82	\$21,000.00	\$17,670.48

FOOD SERVICE POSITION # 2															
F.T.E.	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1
Amount of wage	\$13.11	\$11.34	\$14.68	\$9.50	\$17.00	\$11.72	\$12.50	\$0.00	\$12.50	\$9.48	\$12.50	\$11.50	13.35	\$13.10	\$11.28
Hours worked per year	1295	1440	1372	1372	1680	1150	1152	0	1176	1250	1440	9	9	1500	1464
Contract/ work agreement length in months	9	9	9	9	9.5	9	9	0	9	9	9	9	1260	9	9
Cost of Health Ins.	\$6,003.00	\$0.00	\$7,639.20	\$6,215.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,295.16	\$0.00	\$0.00
# days sick leave	10	7	5	5	4	10	8	0	10	10	10	10	5	7	5
# of accumulated sick days	55	21	30	0	7	20	36	0	20	60	35	10	10	20	40
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	7	5h,3p	5h,3p	0	0	13	0
# of years employed	4		10	2	1	9	5	0	5	6	6		18	20	5
Monthly salary & benefit @ 1.0 FTE:	\$2,553.38	\$1,814.40	\$3,086.68	\$2,138.80	\$3,006.32	\$1,497.56	\$1,600.00	#DIV/0!	\$1,633.33	\$1,316.67	\$2,000.00	#DIV/0!	\$5.89	\$2,183.33	\$1,834.88
Hourly wage including benefits @ 1.0 FTE:	\$17.75	\$11.34	\$20.25	\$14.03	\$17.00	\$11.72	\$12.50	#DIV/0!	\$12.50	\$9.18	\$12.50	#DIV/0!	\$823.92	\$13.10	\$11.28
Yearly Salary (wage x hours)	\$16,977.45	\$16,329.60	\$20,140.96	\$13,074.00	\$28,360.00	\$13,478.00	\$14,400.00	\$0.00	\$14,700.00	\$11,850.00	\$18,000.00	\$0.00	\$120.15	\$19,650.00	\$16,513.92

FOOD SERVICE POSITION # 3															
F.T.E.	1	1	1	1	1	0.25	1	1	1	0	1	1	1	0.5	1
Amount of wage	\$11.85	\$11.34	\$15.27	\$9.50	\$13.54	\$9.50	\$11.50	\$0.00	\$0.00	\$0.00	\$11.00	\$11.50	12.16	\$11.75	\$9.22
Hours worked per year	1295	368	1372	1372	1200	352	1152	0	0	0	1440	1260	1500	1500	1464
Contract/ work agreement length in months	9	9	9	9	9.5	9	9	0	0	0	9	9	9	9	9
Cost of Health Ins.	\$0.00	\$0.00	\$7,639.20	\$6,215.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
# days sick leave	10	7	5	5	3	0	8	0	0	0	10	10	4	7	5
# of accumulated sick days	55	21	30	0	7	0	36	0	0	0	35	10	8	20	40
# paid vacation, holiday, personal days	3	1p	0	0	0	0	0	0	0	0	5h,3p	0	0	13	0
# of years employed	2		4	1	0.5	1	4	0	0	0	1		7	5	3
Monthly salary & benefit @ 1.0 FTE:	\$1,705.08	\$463.68	\$3,176.63	\$2,138.80	\$1,710.32	\$371.56	\$1,472.00	#DIV/0!	#DIV/0!	#DIV/0!	\$1,750.00	#DIV/0!	\$1,702.40	\$1,958.33	\$1,499.79
Hourly wage including benefits @ 1.0 FTE:	\$11.85	\$11.34	\$20.84	\$14.03	\$13.54	\$9.50	\$11.50	#DIV/0!	#DIV/0!	#DIV/0!	\$11.00	#DIV/0!	\$12.16	\$11.75	\$9.22
Yearly Salary (wage x hours)	\$15,345.75	\$4,193.12	\$20,950.44	\$13,074.00	\$16,248.00	\$3,344.00	\$13,248.00	\$0.00	\$0.00	\$0.00	\$15,840.00	\$0.00	\$15,321.60	\$17,625.00	\$13,498.08

FOOD SERVICE POSITION # 4																
F.T.E.		1		1		1		1		1		1		1		
Amount of wage		\$11.00		\$0.00		\$11.66		\$10.50		\$0.00		\$9.75		11.75		\$8.00
Hours worked per year		368		0		1330		1152		0		1260		1281		1281
Contract/ work agreement length in months		9		9		9.5		9		0		9		9		9
Cost of Health Ins.		\$0.00		\$0.00		\$0.00		\$0.00		\$0.00		\$5,471.16		\$0.00		\$0.00
# days sick leave		0		0		4		8		0		4		5		5
# of accumulated sick days		0		0		7		36		0		8		40		40
# paid vacation, holiday, personal days		0		0		0		0		0		0		0		0
# of years employed		1		0		3		2		0		6		1		1
Monthly salary & benefit @ 1.0 FTE:	#DIV/0!	\$449.78	#DIV/0!	\$0.00	#DIV/0!	\$1,632.40	#DIV/0!	\$1,344.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$2,292.91	#DIV/0!	\$1,388.67
Hourly wage including benefits @ 1.0 FTE:	#DIV/0!	\$11.00	#DIV/0!	\$0.00	#DIV/0!	\$11.66	#DIV/0!	\$10.50	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$16.09	#DIV/0!	\$8.00
Yearly Salary (wage x hours)	\$0.00	\$4,048.00	\$0.00	\$0.00	\$15,507.80	\$0.00	\$12,096.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,808.00	\$0.00	\$10,248.00

Head of Transportation	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
F.T.E.	Superintendent	0.24	SUPT		1	1		0	0.5	Head Custodian				JII/HS Prin	Assistant Principal
Amount of wage		\$12.87			\$21.93	\$23.08		\$0.00	\$20.50			\$64,255.00			\$12,000.00
Hours worked per year		480			2280	1200		0	1040						
Contract/ work agreement length in months		12			12	10		0	12						
Cost of Health Ins.		\$0.00			\$19,118.00	\$0.00		\$0.00	\$0.00						
# days sick leave		7			8	10		0	10						
# of accumulated sick days		15			19	25		0	50						
# paid vacation, holiday, personal days		0			10+6	5h		0	24						
# of years employed					18	12		0	2						
Monthly salary & benefit @ 1.0 FTE:	#DIV/0!	\$514.90	#DIV/0!	#DIV/0!	\$5,759.87	\$2,769.60	#DIV/0!	#DIV/0!	\$1,776.67	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Hourly wage including benefits @ 1.0 FTE:	#DIV/0!	\$12.87	#DIV/0!	#DIV/0!	\$30.32	\$23.08	#DIV/0!	#DIV/0!	\$20.50	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Yearly Salary (wage x hours)	\$0.00	\$6,177.60	\$0.00	\$0.00	\$50,000.40	\$27,696.00	\$0.00	\$0.00	\$21,320.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Bus Routes	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
Per Route	\$78.37	\$36.96	\$50.11	\$36.50	29.99 per hour average	67.18/day avg or 33.59/rtc	\$33.60	\$0.00	50.75 to 76.75 per day	\$8.21-109.43 per day	\$24.00/trip plus \$.34/mile \$30.00 min.	\$88.76	\$43.62	\$26.15 per route plus .28 per mile	\$23.00
Pre-School	0	27.95			11.09			0		NA			NA		\$18/hr
Bus Activity Trips	\$13.50 p/hr	\$11.00/hr	\$0.11	\$13.00	13.25	16.88 Driving	12.7	0	\$9.43/hour	11.93 per hr.	13.25/hr	\$13.52	12.56/hr.	13.00	\$11/hr first 3 hrs, \$8/hr after
Van Activity Trips	\$25.63	\$11.00/hr	18.01	\$13.00					\$9.43/hour	11.93 per hr.					\$11/hr first 3 hrs, \$8/hr after
Bus Per Hour				\$13.00											
Suburban/Van Per Hour				\$13.00		\$11.96									
Wait Time	\$13.50	\$11.00/hr		\$13.00		\$8.83		\$0.00	\$9.43/hour	11.93 per hr.			12.56/hr.		

Board Secretary	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
F.T.E.	BKKP	DM/Clerk	BKKP		bkkp	BKKP	bkkp			Non-paid	NA		BKKP		
Amount of wage or salary															
Hours worked per year															
Contract/ work agreement length in months															
Cost of Health Ins.															
# days sick leave															
# of accumulated sick days															
# paid vacation, holiday, personal days															
# of years employed					11										

Activity Director	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
F.T.E.	0.2	0.5	0.25		Principal	Principal			0	14% of base	11% of base			0.13	1
Amount of wage or salary	14% of Base	24% of Base	\$2,500.00		\$1,300.00		\$4,489.00		\$0.00	\$4,704.00	\$3,685.00		\$9,500.00	\$4,368.00	\$54,658.25
Hours worked per year															2000
Contract/ work agreement length in months															12
Cost of Health Ins.															\$18,152.40
# days sick leave															10
# of accumulated sick days															40
# paid vacation, holiday, personal days															0
# of years employed					1								2	5	3

Nurse	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
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RPAC Superintendent Compensation comparison

Source: 2018-19 School District Budget Schedule D

Prepared by Tom Sandberg on: 11/30/18

* Fixed costs:
 FICA/Medicare 0.0765
Retirement 0.0988
 Percent total: 0.1753

School	Base Salary	Insurance	Fixed Costs	** Other	Total Cost to District	Rank	Total Years in: Education/District
Bertrand	138,393	21,000	24,260.29	8,700	192,353	1	37/12
Alma	141,088	20,512	24,732.73	4,400	190,733	2	33/27
Southwest	135,060	21,334	23,676.02	4,635	184,705	3	27/6
Maxwell	135,974	21,789	23,836.24	850	182,449	4	26/6
Dundy Co/Stratton	135,650	21,188	23,779.45	1,400	182,017	5	31/30
Paxton	132,000	22,039	23,139.60		177,179	6	30/18
Cambridge	128,500	13,457	22,526.05	7,600	172,083	7	35/3
Southern Valley	125,000	19,300	21,912.50	1,000	167,213	8	20/1
Wauneta-Palisade	123,000	16,071	21,561.90		160,633	9	36/10
Hayes Center	115,000	21,458	20,159.50	3,535	160,153	10	37/5
Medicine Valley	123,874	569	21,715.11	12,913	159,071	11	29/15
Wallace	128,000	6,865	22,438.40	350	157,653	12	43/6
Hitchcock County	120,950	7,606	21,202.54	1,200	150,959	13	27/3
Arapahoe	111,000	15,782	19,458.30	1,010	147,250	14	22/3
Maywood	115,676		20,278.00	615	136,569	15	14/4

* Fixed costs: I computed fixed costs for all schools because only 8 schools used 17.53%. The other 7 schools used anywhere from 9.83% to 21.67% for fixed costs.

** Other: Includes all other dollar amounts shown on Schedule D.



Nebraska Council
of School Administrators

NCSA Legislative News



March 29, 2019

American Civics Education Bill, LB 399

Signed into Law

In 1949 the Nebraska Legislature passed legislation to incorporate curriculum relating to patriotism and Americanism within our public schools. School boards were required to have a committee on Americanism to ensure compliance with the curriculum requirement. The Legislature even included a penalty provision for any person violating this law (a Class III misdemeanor).

In recent years, one legislative proposal after another was introduced to modify the Americanism law and reinforce the original intent. Former Senators Lautenbaugh, Larson, and Brasch, among others, were strong proponents of this legislative effort. Senator Brasch succeeded in advancing her version of the bill in 2018 through a floor motion to “pull” the bill from committee. The bill received one hour of discussion and advanced no further.

The Education Committee itself never advanced any of these proposals until 2019 when Senator Julie Slama introduced LB 399. The bill received an early hearing date and ultimately advanced from committee by a unanimous 8-0 vote. LB 399 withstood hours of filibuster through each stage of debate but ultimately survived motions for cloture and, in fact, advanced by wide margins of support. The bill passed on March 21st by a 44-2 vote.

Governor Ricketts signed the bill into law on March 27th. LB 399 did not contain a specific operative date nor did it contain an emergency (“E”) clause nor did it specify for the school year for which the new provisions were to be implemented. Legislation with no operative date and no emergency clause are considered operative 90 days after the Legislature adjourns Sine Die. If the Legislature adjourns as scheduled, on June 6th, then the operative date of LB 399 would be September 7th. However, if the Legislature adjourns earlier than June 6th, then the operative date would correspondingly adjust. *The school year for public schools begins in August.*

LB 399 is applicable to all schools in Nebraska, public and private, presumably beginning with the 2019-20 school year.

Objectives and Intent

Under LB 399, as passed and signed into law, the objectives and intent of the legislation are as follows:

- It is the responsibility of society to ensure that youth are given the opportunity to become competent, responsible, patriotic, and civil citizens to ensure a strong, stable, just, and prosperous America;

- Such a citizenry necessitates that every member thereof be knowledgeable of our fully acquainted with the nation's history, government, geography, and economic system;
- The youth in our state should be committed to the ideals and values of our country's democracy and the constitutional republic established by the people;
- Schools should help prepare our youth to make informed and reasoned decisions for the public good;
- Civic competence is necessary to sustain and improve our democratic way of life and must be taught in all public and private schools;
- A central role of schools is to impart civic knowledge and skills that help our youth to see the relevance of a civic dimension for their lives;
- Students should be made fully aware of the liberties, opportunities, and advantages we possess and the sacrifices and struggles of those through whose efforts these benefits were gained; and
- Since young people are most susceptible to the acceptance of principles and doctrines that will influence them throughout their lives, it is one of the first duties of our educational system to conduct its activities, choose its textbooks, and arrange its curriculum in such a way that the youth of our state have the opportunity to become competent, responsible, patriotic, and civil American citizens.

Committee on American Civics

Under LB 399, each school board must, at the beginning of each calendar year, appoint from its members a committee of three, to be known as the committee on American civics. The committee on American civics must:

- (a) Hold no fewer than two public meetings annually, at least one where public testimony is accepted;
- (b) Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
- (c) Carefully examine and ensure that the social studies curriculum used in the district is aligned to the social studies standards and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
- (d) Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who achieved our national independence, established our constitutional government, and preserved our union and is so written to include the incorporation of multicultural education so as to develop a pride and respect for our institutions and not be a mere recital of events and dates;
- (e) Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to "section 79-724";
- (f) Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards;

- ** (g) Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
- (i) Administration of a written test that is identical to the entire civics portion of the naturalization test used by U.S. Citizenship and Immigration Services prior to the completion of 8th grade and again prior to the completion of 12th grade with the individual score from each test for each student made available to a parent or guardian of the student; or
 - (ii) Attendance or participation between the commencement of 8th grade and completion of 12th grade in a meeting of a public body as defined by section 84-1409 (*see below, page 5*) followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
 - (iii) Completion of a project or paper and a class presentation between the commencement of 8th grade and the completion of 12th grade on a person or persons or an event commemorated by a holiday (*see below, page 4*) or on a topic related to such person or persons or event; and
- (h) Take all such other steps as will assure the carrying out of the provisions contained in LB 399 and provide a report to the school board regarding the committee's findings and recommendations.

Curriculum

LB 399 requires that all social studies courses approved for grade levels as noted below must include and adequately stress contributions of all ethnic groups:

- (1) to the development and growth of America into a great nation,
- (2) to art, music, education, medicine, literature, science, politics, and government, and
- (3) to the war services in all wars of this nation.

All grades of all public and private schools, below the 6th grade, must devote at least one hour per week to exercises or teaching periods for the following purpose:

- (a) The discussion of stories having to do with American history or the deeds and exploits of American heroes;
- (b) The historical background, memorization, and singing of patriotic songs such as the Star-Spangled Banner and America the Beautiful;
- (c) The development of respect for the American flag as a symbol of freedom and the sacrifices of those who secured that freedom; and
- (d) Instruction as to proper conduct in the presentation of the American flag.

In at least two of the three grades from the 5th grade to the 8th grade in all public and private schools, time must be set aside for the teaching of American history from the social studies curriculum, which must be taught in such a way that all students are given the opportunity to:

- (a) become competent, responsible, patriotic, and civil citizens who possess a deep understanding of and respect for the U.S. Constitution and the Constitution of Nebraska and
- (b) prepare to preserve, protect, and defend freedom and democracy in our nation and our world.

In at least two courses in every high school, time must be devoted to the teaching of civics and American history as outlined in the social studies standards during which specific attention must be given to the following matters:

- (a) The Declaration of Independence, the U.S. Constitution, the Constitution of Nebraska, and the structure and function of local government in this state;
- (b) The benefits and advantages of our form of government, the rights and responsibilities of citizenship in our government, and the dangers and fallacies of forms of government that restrict individual freedoms or possess antidemocratic ideals such as, but not limited to, Nazism and communism;
- (c) The duties of citizenship, including active participation in the improvement of a citizen's community, state, country, and world and the value and practice of civil discourse between opposing interests; and
- (d) The application of knowledge in civics, history, economics, financial literacy, and geography in order to address meaningful issues within our society.

Appropriate patriotic exercises suitable to the occasion must be held under the direction of the superintendent in every public and private school on:

George Washington's birthday,
Abraham Lincoln's birthday,
Dr. Martin Luther King, Jr.'s birthday,
Native American Heritage Day,
Constitution Day,
Memorial Day,
Veterans Day, and
Thanksgiving Day.

...or on the day or week preceding or following such holiday, if the school is in session.

Responsible Parties / Employee Dismissal

- ** Every school board, the State Board of Education, and the superintendent of each school district will be held *directly responsible* in the order named for carrying out the new law. *Neglect by any employee may be considered a cause for dismissal.*

Rules and Regulations

LB 399 also amends existing law (section 79-727) requiring the State Board of Education to adopt and promulgate rules and regulations to carry out the provisions of LB 399. The State Department of Education must ensure that all requirements of the legislation and such rules and regulations are carried out by each school district. The penalty provision (Class III misdemeanor) was removed.

Open Meetings Act

§ 84-1409. Terms, defined.

“Public body” means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to above, and (vi) instrumentalities exercising essentially public functions.

Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, ..., and (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders;

“Meeting” means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body.