

REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION - AGENDA

Alma Public Schools

Monday, February 8, 2021

- A. Call to Order and announce location of Open Meetings Act Poster
 - 1. Verification of Receipt of Notice, which was published in the Harlan County Journal
 - 2. Roll of Board Members - Excuse absent board members
 - 3. Approval of Consent Agenda
 - a. Minutes from Previous Meetings
 - b. General Financial Report
 - c. Activity Financial Report
 - 4. Review monthly bills submitted
- B. Request to address the Board: We will have a couple of people addressing the Board. One involves a plan to update the weight room and it will be presented by a couple of Mrs. Schuller's PE students. The School Improvement Committee will also make a presentation.
- C. Action Items - Discuss, consider, and take all necessary action
 - 1. whether to continue our Nebraska Association of School Boards membership of \$3,755 (\$3831 after 4/1/20) for the 2020-21 school year.
 - 2. to begin negotiations with the classified staff – Possible Executive session.
 - 3. to begin negotiations with the administration – Possible Executive session.
 - 4. to approve the bid from Apple Inc. for new computers for secondary students and staff.
- D. Principal's Report
- E. Superintendent's Report: Legislative Happenings, NRCSA Spring Conference, Huddle Camera System,
- F. Next Regular Meeting
- G. Adjourn

THE BOARD OF EDUCATION OF THE ALMA SCHOOL DISTRICT NO. 2 WILL
DISCUSS, CONSIDER, OR TAKE ACTION ON ALL ISSUES MENTIONED IN THIS
AGENDA.

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

The regular meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, January 11, 2021, at 7:06 PM in the library at Alma Public Schools. Roll was called and the following Board members were present: Allen Brugh, Brett Hammond, Randy Heckenlively, Kate Hopkins, Nick Simonson, Samantha Stuhmer.

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. 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 Nick Simonson and seconded by Randy Heckenlively to open the floor for nominations for School Board President. N Simonson nominated Allen Brugh. No other nominations were received. Roll call vote was as follows: B Hammond, R Heckenlively, K Hopkins, N Simonson, S Stuhmer, and A Brugh. Allen Brugh accepted the position.

A motion was made by Brett Hammond and seconded by Randy Heckenlively to open the floor to nominations for Vice-President of the Alma School Board. B Hammond nominated Nick Simonson. No other nominations were received. Roll call vote was as follows: B Hammond, N Simonson, K Hopkins, A Brugh, S Stuhmer, R Heckenlively. Nick Simonson accepted the position.

A motion was made by Nick Simonson and seconded by Brett Hammond to open the floor to nominations for School Board Treasurer. N Simonson nominated Samantha Stuhmer. No other nominations were received. Roll call vote was as follows: N Simonson, B Hammond, R Heckenlively, S Stuhmer, A Brugh, K Hopkins. Samantha accepted the position.

A motion was made by Allen Brugh and seconded by Nick Simonson to appoint Dianna Melton as School Board Secretary. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea.

A motion was made by Brett Hammond and seconded by Randy Heckenlively to approve consent agenda items, which include: minutes of December 2020 school board meeting, General Fund Financial Report, and Activity Fund Financial report. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea.

A motion was made by Randy Heckenlively and seconded by Nick Simonson to approve the receipts, expenditures, and payment of claims from the General Fund \$425,104.57, Lunch Fund \$9,037.26, and Activity Fund \$23,854.97. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea.

A motion was made by Randy Heckenlively and seconded by Brett Hammond to discuss and appoint the following committee members:

Negotiations (Policy 8152) B Hammond, N Simonson, R Heckenlively.

Curriculum, Americanism, Staff Relations (Policy 8153) N Simonson, K Hopkins, S Stuhmer.

Transportation/Facilities R Heckenlively, B Hammond, A Brugh.

Humpert Scholarship Advisory Committee K Hopkins.

After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea.

A motion was made by Nick Simonson and seconded by Randy Heckenlively to adopt all school board policies and regulations. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea.

A motion was made by Nick Simonson and seconded by Kate Hopkins to hire an additional elementary teacher and to split Grades 1 through 6 for the 2021-2022 school term. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea.

A motion was made by Brett Hammond and seconded by Nick Simonson to increase base pay by \$700 (to \$36,050) and to increase the pay for unused sick leave to \$40/day (maximum of 10 days after accumulating 55 days). After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea.

A motion was made by Randy Heckenlively and seconded by Kate Hopkins to approve the Master Service Agreement with ESU#11, for services listed and implied, for the 2021-2022 school term. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea.

A motion was made by Samantha Stuhmer and seconded by Randy Heckenlively to approve the 2021-2022 school calendar, as presented. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea.

Discussion items included: short and long term projects, completed projects, Superintendent's Evaluation, student enrollment figures, transportation needs, benefits, and COVID updates.

DATED Monday, January 11, 2021

HARLAN COUNTY SCHOOL DISTRICT #2, ALMA PUBLIC SCHOOLS

President _____

Secretary _____

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total
01/01/2021 General			\$119,056.83
01/01/2021 Money Market			\$356,819.61
01/01/2021 Transaction			\$12,445.79
Franklin County Treasurer	\$0.09		
Furnas County Treasurer	\$6,782.30		
Harlan County Treasurer	\$607,276.62		
City of Alma	\$60.00		
Houghton Mifflin	\$1,114.01		
Essential Education Corporation	\$296.00		
BCBS - self pay	\$2,379.84		
State Aid	\$140,890.00		
SpEd SA FFR 19-20	\$43,992.00		
interest earned - Transaction Acct	\$1.03		
interest earned - MMA	\$49.00		
interest earned - Gen Fund	\$27.49		
TOTAL RECEIPTS	\$802,868.38		\$1,291,190.61
January cks cleared		\$426,501.73	\$864,688.88
outstanding checks		\$373.50	\$864,315.38
<u>Certificates of Deposit</u>			\$413,855.67
Balance 01/31/2021			\$1,278,171.05
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<u>Bldg/Sinking Fund</u>			
Balance 01/01/2021			\$18,581.57
Franklin County Treasurer	\$0.01		
Furnas County Treasurer	\$555.78		
Harlan County Treasurer	\$47,955.95		
interest earned	\$4.66		
Total Receipts	\$48,516.40		
loan payment auto-deduct		\$1,743.45	
Balance 01/31/2021			\$65,354.52
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<u>QCPU Fund</u>			
Balance 01/01/2021			\$8,016.10
Furnas County Treasurer	\$185.54		
Harlan County Treasurer	\$16,360.92		
interest earned	\$0.88		
Total Receipts	\$16,547.34		
Balance 01/31/2021			\$24,563.44
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<u>Depreciation Fund</u>			
Balance 01/01/2021			\$39,616.93
interest earned	\$3.36		

Balance 01/31/2021			\$39,620.29
Lunch Fund			
Balance 01/01/2021			\$25,719.08
Total Receipts	\$414.70		
January expenses		\$15,404.36	\$10,729.42
outstanding checks		\$0.00	
Balance 01/31/2021			\$10,729.42
Activity Fund			
Balance 01/01/2021			\$151,303.41
Receipts	\$5,928.65		
cks cleared in January		\$10,168.04	\$147,064.02
outstanding checks		\$1,993.38	
Balance 01/31/2021			\$145,070.64

Regular; Beginning Month 01/2021; Processing Month 01/2021; Account Type 7; Fund Number 05

Fund: 05 ACTIVITY FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Fund Balance					
05 704 0100	ART	2,980.98	0.00	0.00	2,980.98
05 704 0101	elementary students fund balance	248.40	0.00	0.00	248.40
05 704 0110	COMPUTERS	15,541.97	150.00	45.00	15,436.97
05 704 0113	eSports Club	50.02	0.00	0.00	50.02
05 704 0120	MISCELLANEOUS	(396.78)	0.00	12.73	(384.05)
05 704 0130	MUSIC SUPPLIES	(364.41)	0.00	98.00	(266.41)
05 704 0131	ELEMENTARY CHOIR	1,125.23	0.00	0.00	1,125.23
05 704 0133	DISTRICT MUSIC	2,170.29	0.00	0.00	2,170.29
05 704 0134	BAND PROJECTS	0.00	0.00	0.00	0.00
05 704 0135	CASH BOXES	(500.00)	0.00	0.00	(500.00)
05 704 0140	COURTESY FUND	3,457.31	50.00	0.00	3,407.31
05 704 0141	WOW	670.17	0.00	0.00	670.17
05 704 0142	CIRCLE OF FRIENDS	1,181.23	447.22	0.00	734.01
05 704 0143	CHRISTMAS DONATION	(834.35)	0.00	0.00	(834.35)
05 704 0144	RESOURCE	928.02	0.00	0.00	928.02
05 704 0145	LUEDKE MEMORIAL	2,841.73	0.00	0.00	2,841.73
05 704 0160	INDUSTRIAL ARTS	167.15	0.00	0.00	167.15
05 704 0161	FFA SCHOLARSHIP	7,292.43	2,500.00	0.00	4,792.43
05 704 0165	FUTURE FARMS OF AMERICA	34,186.99	0.00	0.00	34,186.99
05 704 0170	STUDENT COUNCIL	7,551.78	965.41	2,589.74	9,176.11
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	243.89	0.00	0.00	243.89
05 704 0219	CLASS OF 2019	119.35	0.00	0.00	119.35
05 704 0220	CLASS OF 2020	1,247.28	1,247.28	0.00	0.00
05 704 0221	CLASS OF 2021	2,829.58	0.00	0.00	2,829.58
05 704 0222	CLASS OF 2022	2,361.18	0.00	0.00	2,361.18
05 704 0223	CLASS OF 2023	3,187.31	0.00	0.00	3,187.31
05 704 0224	CLASS OF 2024	2,406.90	0.00	0.00	2,406.90
05 704 0240	PLATE FUND	251.19	0.00	0.00	251.19
05 704 0250	ANNUAL/YEARBOOK	3,503.37	979.90	0.00	2,523.47
05 704 0251	PICTURES	5,643.80	173.05	295.00	5,765.75
05 704 0260	HOME EC/CONS ED	1,991.14	0.00	0.00	1,991.14
05 704 0265	COOKIE SALES	2,612.55	4.17	66.00	2,674.38
05 704 0270	BOOK/SOFTWARE ORDERS	6,526.65	0.00	0.00	6,526.65
05 704 0271	GENERAL MILLS BOX TOPS	4,903.61	0.00	91.00	4,994.61
05 704 0280	FIELD TRIPS	329.82	0.00	13.60	343.42
05 704 0300	ATHLETICS	5,880.97	2,399.03	1,438.25	4,920.19
05 704 0301	FOOTBALL	2,139.88	0.00	0.00	2,139.88
05 704 0302	VOLLEYBALL	5,259.47	0.00	0.00	5,259.47
05 704 0303	BOYS BASKETBALL	267.13	0.00	0.00	267.13
05 704 0304	GIRLS BASKETBALL	4,262.96	0.00	0.00	4,262.96
05 704 0305	CROSS COUNTRY	266.48	0.00	0.00	266.48
05 704 0306	TRACK	730.87	0.00	0.00	730.87
05 704 0307	WRESTLING	183.28	0.00	0.00	183.28
05 704 0308	GOLF	(407.97)	0.00	0.00	(407.97)
05 704 0309	JR. HIGH SPORTS	(720.00)	0.00	0.00	(720.00)
05 704 0400	CHEERLEADERS	4,144.52	1,560.00	163.37	2,747.89
05 704 0500	NAT'L HONOR SOCIETY	475.80	0.00	0.00	475.80
05 704 0550	MILK MACHINE	2,633.74	201.85	387.00	2,818.89
05 704 0600	QUIZ BOWL	1,009.32	25.00	0.00	984.32
05 704 0940	SCHOOL CLIMATE COMMITTEE	481.58	76.99	0.00	404.59

Regular; Beginning Month 01/2021; Processing Month 01/2021; Account Type 7; Fund Number 05

Fund: 05	ACTIVITY FUND	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 704 0950	SCHOLARSHIP FUND	1,211.50	0.00	0.00	1,211.50
05 704 0970	WEIGHT ROOM	535.11	0.00	0.00	535.11
05 704 0971	DEPOSITS WEIGHT ROOM USE	4,545.00	0.00	0.00	4,545.00
05 704 0980	MATH/SCIENCE CLUB	15.00	0.00	0.00	15.00
05 704 0990	SPEECH	(1,038.62)	275.00	0.00	(1,313.62)
05 704 0991	DRAMA	1,614.78	0.00	739.39	2,354.17
Total:	Fund Balance	150,386.46	11,054.90	5,939.08	145,270.64
Total:	05	150,386.46	11,054.90	5,939.08	145,270.64

FEBRUARY 2021 EXPENDITURES

General Fund

<u>Check Number</u>	<u>Entity Name</u>	<u>Amount</u>
30864	ALMA SCHOOL LUNCH FUND	31.30
30865	APPLE INC.	104.94
30866	Hillary Bentley	61.60
30867	Blue Cross and Blue Shield of Nebraska	2,553.26
30868	C H S / AGRI SERVICE CENTER	1,957.54
30869	Centura Public School	125.00
30870	CITY OF ALMA	8,941.05
30871	DANA F COLE & CO.	65.00
30872	DAS STATE ACCTING - CENTRAL FINANCE	232.49
30873	EAKES OFFICE PRODUCTS	315.00
30874	ECOLAB PEST ELIM DIVISION	84.26
30875	EDUCATIONAL SERVICE UNIT #11	14.04
30876	FRANKLIN COUNTY CLERK	248.81
30877	HARLAN COUNTY HEALTH SYSTEM	75.00
30878	HARLAN COUNTY JOURNAL	218.03
30879	HOGELANDS MARKET	296.46
30880	HOLDREGE SOFT WATER SERVICE	427.50
30881	The Home Depot Pro	1,580.75
30882	HOMETOWN LEASING	2,473.04
30883	INSPIRE REHABILITATION, LLC	2,112.00
30884	J.W. PEPPER & SON, INC	365.83
30885	JUNIOR LIBRARY GUILD	606.20
30886	LIBERTY HARDWOODS, INC.	1,549.95
30887	LOU'S SPORTING GOODS	117.50
30888	MADISON NATIONAL LIFE	11.60
30889	MAIN STREET VARIETY	10.58
30890	MCGRAW-HILL SCHOOL EDUCATION, LLC	41.37
30891	Jeralynn Moser	40.32
30892	Dorothy Moss	44.80
30893	NE ASSN OF SCHOOL BOARDS	2,872.00
30894	NEBRASKA PUBLIC POWER DISTRICT	3,928.60
30895	RASMUSSEN MECHANICAL SERVICES	614.96
30896	Theresa Ritta-Olson	61.60
30897	S & W AUTO PARTS, INC	69.96
30898	SCHOOLOGY	1,135.00
30899	SPARQ DATA SOLUTIONS, INC	4,160.00
30900	SPORTZCAST, INC.	329.00
30901	U.S.CELLULAR	159.78
30902	UPTOWN ALLEY, LLC	2,158.00
30903	US BANK	543.27
30904	WAGGONER INSURANCE AGENCY	100.00
30905	NATHAN WILLIAMS	48.72
sub-total		<u>40,886.11</u>
	payroll	<u>379,597.66</u>
TOTAL		<u>420,483.77</u>

Nutrition Services

<u>Check Number</u>	<u>Entity Name</u>	<u>Amount</u>
1944	CASH-WA DISTRIBUTING	2,454.33
1945	DEAN DAIRY LeMars	1,622.38
1946	IDEAL LINEN SUPPLY	109.40
1947	MAIN STREET VARIETY	5.53
1948	MENARDS STORE #3200	18.99
1949	SYSCO LINCOLN	1,792.90
1950	US Foods, Inc.	3,290.67
sub-total		<u>9,294.20</u>
	payroll	<u>7,345.62</u>
TOTAL		16,639.82

Invoice Listing - Summary

Posted - All; Batch Description JANUARY 2021 ACTIVITY FUND EXPENSES

<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>CC:</u>	<u>Invoice Amount</u>
ARAPAHOE	ARAPAHOE PUBLIC SCHOOL	012821	all district football awards	01/28/2021	01/28/2021	5	18431		13.05
AWARDS	AWARDS UNLIMITED	40664	extra1 act RPAC medals	01/08/2021	01/20/2021	5	18419		28.65
BAKERE	Baker, Ethan	011321	FFA scholarship	01/13/2021	01/13/2021	5	18409		1,000.00
BALLOU	BALLOU, BRAD	010721	var basketball-Franklin	01/07/2021	01/07/2021	5	18394		125.00
BALLOU	BALLOU, BRAD	011112	jv basketball-Holdrege	01/11/2012	01/11/2021	5	18401		55.00
BELL	BELL, NATHAN	010721	jv basketball-Franklin	01/07/2021	01/07/2021	5	18392		110.00
BELL	BELL, NATHAN	012121	jv basketball-Loomis	01/21/2021	01/21/2021	5	18422		55.00
CARLSONI	Carlson, Isaac	012121	var basketball-Loomis	01/21/2021	01/21/2021	5	18424		125.00
BLUMC	CARSON, BLUM	012121	var basketball-Loomis	01/21/2021	01/21/2021	5	18423		125.00
CWD	CASH-WA DISTRIBUTING	12758919	napkins, nacho trays-concessions	01/08/2021	01/11/2021	5	18400		128.42
CWD	CASH-WA DISTRIBUTING	P12767811	candy, nacho trays for concessions	01/14/2021	01/19/2021	5	18418		182.10
CHAMPION	CHAMPION TEAMWEAR	101242660	cheerleader uniforms	12/23/2020	01/07/2021	5	18391		1,560.00
CHESNEY	Chesney, Kennedy	011321	FFA scholarship	01/13/2021	01/13/2021	5	18410		500.00
CHESTER	CHESTERMAN CO	2652466	pop for concessions	12/02/2020	01/17/2021	5	18397		207.00
CHESTER	CHESTERMAN CO	2652467	pop for vending machine	12/02/2020	01/17/2021	5	18397		172.50
CHESTER	CHESTERMAN CO	2664640	pop for concessions	12/16/2020	01/17/2021	5	18397		101.20
CNFL	CNFL-SPEECH	110620	CNFL speech membership	01/05/2021	01/05/2021	5	18387		125.00
CNFL	CNFL-SPEECH	405150	speech meet judging fee	01/16/2021	01/21/2021	5	18426		150.00
COMPHARD	COMPUTER HARDWARE, INC	137340	computer repair	12/23/2020	01/06/2021	5	18389		50.00
COMPHARD	COMPUTER HARDWARE, INC	137699	computer repair	12/23/2020	01/06/2021	5	18389		100.00
DIBBLE	DIBBLE, JASON	010721	jv basketball-Franklin	01/07/2021	01/07/2021	5	18393		110.00
DIBBLE	DIBBLE, JASON	011112	jv basketball-Holdrege	01/11/2021	01/11/2021	5	18402		55.00
DIBBLE	DIBBLE, JASON	012121	jv basketball-Loomis	01/21/2021	01/21/2021	5	18421		55.00
DUELAND	DUELAND, JAYCE	011521	var basketball-Hitchcock Cnty	01/15/2021	01/15/2021	5	18415		125.00
EBERLY	EBERLY, JIM	011121	jv basketball-Holdrege	01/11/2021	01/11/2021	5	18404		55.00
EMAL	EMAL, COLBY	011521	var basketball-Hitchcock Cnty	01/15/2021	01/15/2021	5	18416		125.00
ENTOURAGE	ENTOURAGE YEARBOOKS	1044697002	printing for yearbooks	06/20/2020	01/12/2021	5	18406		979.90
EUSTIS	EUSTIS FARNAM PUBLIC SCHOOL	010521	elementary quiz bowl	01/05/2021	01/06/2021	5	18388		25.00
FRANKLIN	FRANKLIN PUBLIC SCHOOL	010921	var wrestling entry	01/09/2021	01/07/2021	5	18390		100.00
FRITMEAT	FRITZ'S MEAT	27096	hot dogs for concessions	01/04/2021	01/05/2021	5	18386		158.00
HAMEL	HAMEL, TYLER	010721	var basketball-Franklin	01/07/2021	01/07/2021	5	18396		125.00
HAMMOROGE	HAMMOND, ROGER	011521	jv basketball-Hitchcock Cnty	01/15/2021	01/15/2021	5	18414		55.00
HOGELAND	HOGELANDS MARKET	1078	buns for concessions	12/17/2020	01/11/2021	5	18399		14.90
HOGELAND	HOGELANDS MARKET	4404	return buns-concessions	12/21/2020	01/11/2021	5	18399		(10.43)
HOGELAND	HOGELANDS MARKET	5892	home-ec cookie sales	12/04/2020	01/11/2021	5	18399		4.17
HOGELAND	HOGELANDS MARKET	8501	elementary end of semester pop	12/16/2020	01/11/2021	5	18399		76.99
HOGELAND	HOGELANDS MARKET	9836	concessions	12/04/2020	01/11/2021	5	18399		1.29

Invoice Listing - Summary

Posted - All; Batch Description JANUARY 2021 ACTIVITY FUND EXPENSES

<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>CC:</u>	<u>Invoice Amount</u>
GEBHARD	MARVIN, GEBHARD	011521	jv basketball-Hitchcock Cnty	01/15/2021	01/15/2021	5	18412		55.00
MAXWELL	MAXWELL PUBLIC SCHOOL	011321	RPAC quiz bowl	01/13/2021	01/21/2021	5	18428		7.33
MCLAIN	McLain, Jake	012115	var basketball-Hitchcock Cnty	01/15/2021	01/15/2021	5	18417		125.00
MEMORIALS	MEMORIALS	012821	Damrow memorial	01/28/2021	01/28/2021	5	18430		50.00
POLSTON	POLSTON, TERRY	011121	jv basketball-Holdrege	01/11/2021	01/11/2021	5	18403		55.00
REDCLOUD	RED CLOUD PUBLIC SCHOOL	012821	var wrestling entry	01/28/2021	01/28/2021	5	18429		100.00
ROSKOP	ROSKOP, DENNIS	010721	var basketball-Franklin	01/07/2021	01/07/2021	5	18395		125.00
ROY	Roy, Cory	011521	jv basketball-Hitchcock Cnty	01/15/2021	01/15/2021	5	18413		55.00
SCHONE	SCHONEMAN, SCOTT	012121	jv basketball-Loomis	01/21/2021	01/21/2021	5	18420		110.00
SHELTON	SHELTON PUBLIC SCHOOL	011221	var wrestling entry	01/12/2021	01/12/2021	5	18408		100.00
SITORIUS	SITORIUS, GREG	012121	var basketball-Loomis	01/21/2021	01/21/2021	5	18425		125.00
SOUTHVAL	SOUTHERN VALLEY SCHOOL	012021	RPAC quiz bowl	01/20/2021	01/21/2021	5	18427		25.00
STONEM	Stone, Maddie	011321	FFA scholarship	01/13/2021	01/14/2021	5	18411		1,000.00
SUPERIOR	SUPERIOR SCHOOL	011221	varsity wrestling entry	01/12/2021	01/12/2021	5	18407		75.00
USB	US BANK	133843	sams club-vending machine snacks	11/19/2020	01/08/2021	5	18398		201.85
USB	US BANK	144319	class of 2020 donation to childrens hosp	12/18/2020	01/08/2021	5	18398		600.00
USB	US BANK	21808	heat vinyl rolls-yearbook shirts	11/25/2020	01/08/2021	5	18398		39.83
USB	US BANK	24250	scholastic books-howsden	11/17/2020	01/08/2021	5	18398		200.98
USB	US BANK	36086	class of 2020 donation-open door mission	12/18/2020	01/08/2021	5	18398		647.28
USB	US BANK	61801	face bandanas - Howsden	12/09/2020	01/08/2021	5	18398		11.08
USB	US BANK	66650	red vinyl rolls-yearbook shirts	11/25/2020	01/08/2021	5	18398		13.79
USB	US BANK	93023	scented pens, math posters, etc-Howsden	12/08/2020	01/08/2021	5	18398		224.17
USB	US BANK	93832	assorted bookmarks-Howsden	12/07/2020	01/08/2021	5	18398		10.99
USB	US BANK	Y754415	millers imaging-pictures	11/23/2020	01/08/2021	5	18398		96.68
USB	US BANK	Y755277	photo button-schemper reimbursed	12/01/2020	01/08/2021	5	18398		22.75

Report Total: 11,044.47

Invoice Listing - Summary

Posted - All; Batch Description 4 Records Selected; Processing Month 02/2021

Vendor Name	Invoice Number	Description	Invoice Date	Check Date	Check Number	
ALMA SCHOOL LUNCH FUND	Jan 2021	Jan Friday mornings	02/02/2021	02/08/2021	30864	31.30
APPLE INC.	AE22695494	Speech - J Guthrie - SCIP App	02/02/2021	02/08/2021	30865	59.99
APPLE INC.	D6701Z/A	Apps for (Wesleyan Honor \$) Ipad	01/15/2021	02/08/2021	30865	44.95
Bentley, Hillary	External Visit - HB	Alma Frameworks External Visit	02/10/2021	02/08/2021	30866	61.60
Blue Cross and Blue Shield of Nebraska	1116681	Feb self-pay	02/08/2021	02/08/2021	30867	2,553.26
Bosselmann Pump & Pantry	Bosselmann Companies	Dec, Jan fuel charges Bosselman	01/31/2021	02/08/2021	69916506	1,062.99
C H S / AGRI SERVICE CENTER	Dec stmt	Dec charges	12/31/2020	02/08/2021	30868	1,257.54
C H S / AGRI SERVICE CENTER	Jan 21 chgs	fuel and incidentals	02/03/2021	02/08/2021	30868	700.00
Centura Public School	External Visit sub	Alma Frameworks External Visit	02/10/2021	02/08/2021	30869	125.00
CITY OF ALMA	1394	compost key rental	01/06/2021	02/08/2021	30870	100.00
CITY OF ALMA	utilities - athl fld	3-3850-0385	01/25/2021	02/08/2021	30870	16.50
CITY OF ALMA	utilities - bldg new	2-2320-0232	01/25/2021	02/08/2021	30870	5,273.09
CITY OF ALMA	utilities - bus barn	3-4070-0407	01/25/2021	02/08/2021	30870	295.20
CITY OF ALMA	utilities - conc out	3-3860-0386	01/25/2021	02/08/2021	30870	16.50
CITY OF ALMA	utilities - greenhou	2-2350-0001	01/25/2021	02/08/2021	30870	1,075.25
CITY OF ALMA	utilities - main bld	2-2310-0231	01/25/2021	02/08/2021	30870	2,164.51
DANA F COLE & CO.	3332460	caf plan admin fee	01/21/2021	02/08/2021	30871	65.00
DAS STATE ACCTING - CENTRAL	1250617	Dec 20 interagency billing	01/11/2021	02/08/2021	30872	232.49
EAKES OFFICE PRODUCTS	DocMGT Jan 2021	contract document management pmt	01/19/2021	02/08/2021	30873	315.00
ECOLAB PEST ELIM DIVISION	3769962	rodent/pest control	01/22/2021	02/08/2021	30874	84.26
EDUCATIONAL SERVICE UNIT #11	3873	D Schemper-Premium Genetics	01/28/2021	02/08/2021	30875	14.04
FIRST STATE BANK - ACH	020421ach	monthly ACH fee	02/04/2021	02/08/2021	20421	35.00
FRANKLIN COUNTY CLERK	Election 2020	conducting gen/prim elections	01/31/2021	02/08/2021	30876	248.81
HARLAN COUNTY HEALTH SYSTEM	99429 - D Ritter	bus driver physical	11/12/2020	02/08/2021	30877	75.00
HARLAN COUNTY JOURNAL	Jan 2021	Jan 2021 mins, claims, notice	01/29/2021	02/08/2021	30878	87.25
HARLAN COUNTY JOURNAL	Jan mtg/claims	publishing mins/claims	01/21/2021	02/08/2021	30878	130.78
HOGELANDS MARKET	#4 Jan2021	monthly charges	01/29/2021	02/08/2021	30879	296.46
HOLDREGE SOFT WATER SERVICE	123120-372	45 40# bags of salt	01/15/2021	02/08/2021	30880	427.50
Home Depot Pro, The	591705124	disinfecting wipes	01/22/2021	02/08/2021	30881	105.60
Home Depot Pro, The	595800392	dispenser purell	01/20/2021	02/08/2021	30881	48.64
Home Depot Pro, The	596878439	custodial supplies	01/26/2021	02/08/2021	30881	1,426.51
HOMETOWN LEASING	12796128-006	copier lease pmt	02/01/2021	02/08/2021	30882	2,473.04
INSPIRE REHABILITATION, LLC	123120-OT	32 hrs @ \$66 PT	12/31/2020	02/08/2021	30883	2,112.00
J.W. PEPPER & SON, INC	Fritz Spring music	elem music (order acknowledgement ?)	01/18/2021	02/08/2021	30884	105.98
J.W. PEPPER & SON, INC	Ritter Jan 2021	Ritter (incl \$29.97 s&h)	01/07/2021	02/08/2021	30884	259.85
JUNIOR LIBRARY GUILD	546751	reader program renewal	02/01/2021	02/08/2021	30885	606.20
LIBERTY HARDWOODS, INC.	18968-001	classroom assignments (woods)	01/29/2021	02/08/2021	30886	1,549.95
LOU'S SPORTING GOODS	APC743481-AX01	jr hi practice jerseys (10)	01/06/2021	02/08/2021	30887	117.50
MADISON NATIONAL LIFE	self paid Feb life	prepaid retiree life	02/01/2021	02/08/2021	30888	11.60
MAIN STREET VARIETY	009500 - Sp Ed	AA batteries	01/28/2021	02/08/2021	30889	10.58
MCGRAW-HILL SCHOOL EDUCATION,	115975644001	Donald Bear Reading Wonders	01/13/2021	02/08/2021	30890	41.37
Moser, Jeralynn	External Visit - JM	Alma Frameworks External Visit	02/10/2021	02/08/2021	30891	40.32
Moss, Dorothy	External Visit - DM	Alma Frameworks External Visit	02/10/2021	02/08/2021	30892	44.80
NE ASSN OF SCHOOL BOARDS	annual dues 21-22	annual dues less credit	01/29/2021	02/08/2021	30893	2,872.00
NEBRASKA PUBLIC POWER DISTRICT	211010052391-Jan21	main bldg	01/22/2021	02/08/2021	30894	3,413.12
NEBRASKA PUBLIC POWER DISTRICT	211010052393-Jan21	field lights	01/22/2021	02/08/2021	30894	247.59
NEBRASKA PUBLIC POWER DISTRICT	211010052396-Jan21	xing light	01/20/2021	02/08/2021	30894	34.21
NEBRASKA PUBLIC POWER DISTRICT	211010052399-Jan21	bus barn	01/20/2021	02/08/2021	30894	82.26
NEBRASKA PUBLIC POWER DISTRICT	211010052402-Jan21	booster pump	01/20/2021	02/08/2021	30894	34.21
NEBRASKA PUBLIC POWER DISTRICT	211010052405-Jan21	greenhouse	01/20/2021	02/08/2021	30894	33.60
NEBRASKA PUBLIC POWER DISTRICT	211010053668-Jan21	511 John Street	01/20/2021	02/08/2021	30894	83.61
RASMUSSEN MECHANICAL SERVICES	SRV079870	shop tube heaters	01/28/2021	02/08/2021	30895	614.96
Ritta-Olson, Theresa	External Visit - TR	Alma Frameworks External Visit	02/10/2021	02/08/2021	30896	61.60
S & W AUTO PARTS, INC	584691	wiper blades '18 van	01/15/2021	02/08/2021	30897	38.98
S & W AUTO PARTS, INC	584930	22" exact fit blade x2	01/29/2021	02/08/2021	30897	30.98
SCHOLOGY	23689-2	subscription	01/01/2021	02/08/2021	30898	1,135.00
SPARQ DATA SOLUTIONS, INC	4/1/21-3/31/22 renew	subscription renewal	12/18/2020	02/08/2021	30899	4,160.00
SPORTZCAST, INC.	1718	renew scoreboard program	02/01/2021	02/08/2021	30900	329.00
U.S.CELLULAR	0417913852	Bruce's cell phone 2 mos	01/18/2021	02/08/2021	30901	159.78
UPTOWN ALLEY, LLC	351477	bowling 1st Semester	12/31/2020	02/08/2021	30902	2,158.00
US BANK	01202021	Jan charges	01/20/2021	02/08/2021	30903	94.34
US BANK	Dec chgs GenFd	Dec CrCard charges	12/20/2020	02/08/2021	30903	448.93
WAGGONER INSURANCE AGENCY	72334947	Treas Bond (S Stuhmer)	01/25/2021	02/08/2021	30904	100.00
WILLIAMS, NATHAN	External Visit - TW	Alma Frameworks External Visit	02/10/2021	02/08/2021	30905	48.72
WILLIAMS, NATHAN	V*External Visit - T	Alma Frameworks External Visit	02/08/2021	02/08/2021	30905	(48.72)
Williams, Terah	External Visit - TW	87 miles @ .56	02/10/2021	02/08/2021	30906	48.72

payroll

41,984.10
379,562.66
421,546.76



January 26, 2021

Jon Davis
Alma Public Schools
P.O. Box 170
Alma, NE 68920

Dear Jon,

As we begin 2021, we find ourselves in the middle of several challenges. This includes (but is not limited to) a global pandemic, great political tension, and a fragile economy. In addition to these global threats, we are facing looming attacks to public education by our very own Legislature. While it is easy to feel anxious, we remain very hopeful.

Hopeful because we have seen school board members and education professionals respond to these challenges in ways that inspire. Stepping up to help manage situations we never imagined. Working with public health officials, local and state government officials, community partners and many others to meet the needs of our communities and districts. Finding ways to provide meals and technology, care for an uncertain staff, and act as community leaders that provide calm to our public.

The success of communities is reliant upon its community leaders to build and represent the community character. As the saying goes "challenges don't build character, they reveal it."

The character of school boards, ESU boards, administrators, teachers, custodians, bus drivers, and the entire education community has been revealed during this crisis. This gives us hope. The character of Nebraskans to step-up and lead, to care for our neighbors, to support our families, to invest in our future, and lead our communities. We live here!

The NASB board and staff will be here for you in 2021. We are looking forward to getting back out in our communities to see you and others in our education community, to provide you the money-saving programs and information-sharing services and events you need to thrive.

Membership renewal notices are going out now to your district/ESU and we look forward to working for and with you and your board again this year. If you have any questions about NASB's programs, services, advocacy efforts, or any other item, please give us a call at 800-422-4572, or email schoolboards@NASBonline.org. **Once again, we are offering a 2% discount for all annual dues received prior to April 1.**

Thank you for the work you are doing. Please let us know how we can be helpful as you continue to lead your communities.

Sincerely,

A handwritten signature in black ink that reads "John C. Spatz".

John C. Spatz
Executive Director

A handwritten signature in black ink that reads "Sandy Noffsinger".

Sandy Noffsinger
Region #14 Director

Enclosure

MEMBERSHIP DUES INVOICE

in account with

Nebraska Association of School Boards

1311 Stockwell, Lincoln, NE 68502 (402) 423-4951 or 1-(800) 422-4572

Name: Alma Public Schools

County: Harlan

NASB Region: 14

DATE	DESCRIPTION	AMOUNT DUE
January 29, 2021	Annual Membership Dues for NASB Fiscal Year 4/1/2021 to 3/31/2022	\$3,992
	Pay by 4/1/2021 to receive a 2% discount.	\$80
	TOTAL AMOUNT DUE IF PAID BY APRIL 1, 2021	<u>\$3,912</u>

Thank you for your support and participation in NASB.

**ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2021-2022 SCHOOL YEAR**

1/19/21

5% INS Discount \$1050/\$3500	CURRENT 2020-2021 TOTAL BENEFIT PACKAGE								PROPOSED 2021-2022 TOTAL BENEFIT PACKAGE								21-22 Total \$
	Total	9.87%	7.65%	0.57%	0.440%					9.87%	7.65%	0.57%	0.440%				
# of Employees	20-21 SALARY	TOTAL RETIRE	TOTAL SOC. SEC	TOTAL WORKMAN	TOTAL DISAB	TOTAL INSURANCE	TOTAL PACKAGE	Difference Salary	21-22 SALARY	TOTAL RETIRE	TOTAL SOC. SEC	TOTAL WORKMAN	TOTAL DISAB	TOTAL INSURANCE	TOTAL PACKAGE	% INCREASE	Total \$
Kitchen Staff 3/4																	
4% Raise Cost	\$65,083.00	\$6,423.69	\$4,978.85	\$370.97	\$286.37	\$7,038.63	\$84,181.51	\$2,603.32	\$67,686.32	\$6,680.64	\$5,178.00	\$385.81	\$297.82	\$7,245.90	\$87,474.50	3.91%	\$3,292.99
3.5% Raise Cost	\$65,083.00	\$6,423.69	\$4,978.85	\$370.97	\$286.37	\$7,038.63	\$84,181.51	\$2,277.91	\$67,360.91	\$6,648.52	\$5,153.11	\$383.96	\$296.39	\$7,245.90	\$87,088.78	3.45%	\$2,907.27
3% Raise Cost	\$65,083.00	\$6,423.69	\$4,978.85	\$370.97	\$286.37	\$7,038.63	\$84,181.51	\$1,952.49	\$67,035.49	\$6,616.40	\$5,128.21	\$382.10	\$294.96	\$7,245.90	\$86,703.07	3.00%	\$2,521.56
2.5% Raise Cost	\$65,083.00	\$6,423.69	\$4,978.85	\$370.97	\$286.37	\$7,038.63	\$84,181.51	\$1,627.08	\$66,710.08	\$6,584.28	\$5,103.32	\$380.25	\$293.52	\$7,245.90	\$86,317.35	2.54%	\$2,135.84
3.8% Raise Cost	\$65,083.00	\$6,423.69	\$4,978.85	\$370.97	\$286.37	\$7,038.63	\$84,181.51	\$2,978.15	\$67,656.55	\$6,657.70	\$5,168.05	\$385.07	\$297.25	\$7,245.90	\$87,320.21	3.73%	\$3,138.70
Office Staff 3																	
4% Raise Cost	\$117,507.20	\$11,597.96	\$8,989.30	\$669.79	\$517.03	\$47,408.24	\$186,689.52	\$4,700.29	\$122,207.49	\$12,061.88	\$9,348.87	\$696.58	\$537.71	\$48,566.97	\$193,419.51	3.60%	\$6,729.98
3.5% Raise Cost	\$117,507.20	\$11,597.96	\$8,989.30	\$669.79	\$517.03	\$47,408.24	\$186,689.52	\$4,112.75	\$121,619.95	\$12,003.89	\$9,303.93	\$693.23	\$535.13	\$48,566.97	\$192,723.10	3.23%	\$6,033.57
3% Raise Cost	\$117,507.20	\$11,597.96	\$8,989.30	\$669.79	\$517.03	\$47,408.24	\$186,689.52	\$3,525.22	\$121,032.42	\$11,945.90	\$9,258.98	\$689.88	\$532.54	\$48,566.97	\$192,026.69	2.86%	\$5,337.17
2.5% Raise Cost	\$117,507.20	\$11,597.96	\$8,989.30	\$669.79	\$517.03	\$47,408.24	\$186,689.52	\$2,937.68	\$120,444.88	\$11,887.91	\$9,214.03	\$686.54	\$529.96	\$48,566.97	\$191,330.29	2.49%	\$4,640.76
3.8% Raise Cost	\$117,507.20	\$11,597.96	\$8,989.30	\$669.79	\$517.03	\$47,408.24	\$186,689.52	\$4,465.27	\$121,972.47	\$12,038.68	\$9,330.89	\$695.24	\$536.68	\$48,566.97	\$193,140.94	3.46%	\$6,451.41
Teacher Aides 10/11																	
4% Raise Cost	\$275,334.48	\$27,175.51	\$21,063.09	\$1,569.41	\$1,211.47	\$70,386.30	\$396,740.26	\$11,013.38	\$286,347.86	\$28,262.53	\$21,905.61	\$1,632.18	\$1,259.93	\$72,459.00	\$411,867.12	3.81%	\$15,126.86
3.5% Raise Cost	\$275,334.48	\$27,175.51	\$21,063.09	\$1,569.41	\$1,211.47	\$70,386.30	\$396,740.26	\$9,636.71	\$284,971.19	\$28,126.66	\$21,800.30	\$1,624.34	\$1,253.87	\$72,459.00	\$410,235.35	3.40%	\$13,495.09
3% Raise Cost	\$275,334.48	\$27,175.51	\$21,063.09	\$1,569.41	\$1,211.47	\$70,386.30	\$396,740.26	\$8,260.03	\$283,594.51	\$27,990.78	\$21,694.98	\$1,616.49	\$1,247.82	\$72,459.00	\$408,603.58	2.99%	\$11,863.32
2.5% Raise Cost	\$275,334.48	\$27,175.51	\$21,063.09	\$1,569.41	\$1,211.47	\$70,386.30	\$396,740.26	\$6,883.36	\$282,217.84	\$27,854.90	\$21,589.66	\$1,608.64	\$1,241.76	\$72,459.00	\$406,971.81	2.58%	\$10,231.55
3.8% Raise Cost	\$275,334.48	\$27,175.51	\$21,063.09	\$1,569.41	\$1,211.47	\$70,386.30	\$396,740.26	\$10,461.10	\$285,797.10	\$28,088.18	\$21,888.88	\$1,627.05	\$1,257.91	\$72,459.00	\$411,334.11	3.65%	\$15,176.18
Custodial Staff 4/5-6																	
4% Raise Cost	\$194,922.80	\$19,238.88	\$14,911.59	\$1,111.06	\$857.66	\$55,384.80	\$286,426.79	\$7,795.35	\$202,718.15	\$20,008.28	\$15,507.94	\$1,155.49	\$891.96	\$57,036.24	\$297,318.07	3.80%	\$10,891.27
3.5% Raise Cost	\$194,922.80	\$19,238.88	\$14,911.59	\$1,111.06	\$857.66	\$55,384.80	\$286,426.79	\$6,820.75	\$201,743.55	\$19,912.09	\$15,433.38	\$1,149.94	\$887.67	\$57,036.24	\$296,162.86	3.40%	\$9,736.07
3% Raise Cost	\$194,922.80	\$19,238.88	\$14,911.59	\$1,111.06	\$857.66	\$55,384.80	\$286,426.79	\$5,846.14	\$200,768.94	\$19,815.89	\$15,358.82	\$1,144.38	\$883.38	\$57,036.24	\$295,007.66	3.00%	\$8,580.87
2.5% Raise Cost	\$194,922.80	\$19,238.88	\$14,911.59	\$1,111.06	\$857.66	\$55,384.80	\$286,426.79	\$4,871.53	\$199,794.33	\$19,719.70	\$15,284.27	\$1,138.83	\$879.10	\$57,036.24	\$293,852.46	2.59%	\$7,425.67
3.8% Raise Cost	\$194,922.80	\$19,238.88	\$14,911.59	\$1,111.06	\$857.66	\$55,384.80	\$286,426.79	\$7,405.51	\$202,328.31	\$19,969.80	\$15,478.12	\$1,153.27	\$890.24	\$57,036.24	\$296,855.99	3.64%	\$10,429.19
All Driver Trans \$ 5/10																	
4% Raise Cost	\$97,338.62	\$9,607.32	\$7,446.40	\$554.83	\$428.29	\$0.00	\$115,375.47	\$4,002.46	\$101,346.08	\$10,002.86	\$7,752.98	\$577.67	\$445.92	\$0.00	\$120,125.51	4.12%	\$4,750.05
3.5% Raise Cost	\$97,338.62	\$9,607.32	\$7,446.40	\$554.83	\$428.29	\$0.00	\$115,375.47	\$3,528.78	\$100,867.40	\$9,955.61	\$7,716.36	\$574.94	\$443.82	\$0.00	\$119,558.13	3.63%	\$4,182.66
3% Raise Cost	\$97,338.62	\$9,607.32	\$7,446.40	\$554.83	\$428.29	\$0.00	\$115,375.47	\$3,050.10	\$100,388.72	\$9,908.37	\$7,679.74	\$572.22	\$441.71	\$0.00	\$118,990.75	3.13%	\$3,615.28
2.5% Raise Cost	\$97,338.62	\$9,607.32	\$7,446.40	\$554.83	\$428.29	\$0.00	\$115,375.47	\$2,571.42	\$99,910.04	\$9,861.12	\$7,643.12	\$569.49	\$439.60	\$0.00	\$118,423.37	2.64%	\$3,047.90
3.8% Raise Cost	\$97,338.62	\$9,607.32	\$7,446.40	\$554.83	\$428.29	\$0.00	\$115,375.47	\$3,815.99	\$101,154.61	\$9,983.96	\$7,738.33	\$576.58	\$445.08	\$0.00	\$119,898.56	3.92%	\$4,523.09
Total Non-Cert Cost 25/34																	
4% Raise Cost	\$750,186.10	\$74,043.37	\$57,389.24	\$4,276.06	\$3,300.82	\$180,217.97	\$1,069,413.55	\$30,119.80	\$780,305.90	\$77,016.19	\$59,693.40	\$4,447.74	\$3,433.35	\$185,308.11	\$1,110,204.70	3.81%	\$40,791.14
3.5% Raise Cost	\$750,186.10	\$74,043.37	\$57,389.24	\$4,276.06	\$3,300.82	\$180,217.97	\$1,069,413.55	\$26,376.89	\$776,562.99	\$76,646.77	\$59,407.07	\$4,426.41	\$3,416.88	\$185,308.11	\$1,105,768.22	3.40%	\$36,354.67
3% Raise Cost	\$750,186.10	\$74,043.37	\$57,389.24	\$4,276.06	\$3,300.82	\$180,217.97	\$1,069,413.55	\$22,633.98	\$772,820.08	\$76,277.34	\$59,120.74	\$4,405.07	\$3,400.41	\$185,308.11	\$1,101,331.75	2.98%	\$31,918.19
2.5% Raise Cost	\$750,186.10	\$74,043.37	\$57,389.24	\$4,276.06	\$3,300.82	\$180,217.97	\$1,069,413.55	\$18,891.07	\$769,077.17	\$75,907.92	\$58,834.40	\$4,383.74	\$3,383.94	\$185,308.11	\$1,096,895.27	2.57%	\$27,481.72
3.8% Raise Cost	\$750,186.10	\$74,043.37	\$57,389.24	\$4,276.06	\$3,300.82	\$180,217.97	\$1,069,413.55	\$28,622.64	\$778,808.74	\$76,868.42	\$59,578.87	\$4,439.21	\$3,426.76	\$185,308.11	\$1,108,430.10	3.65%	\$39,016.55

4% Wage Increase

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2021-2022 SCHOOL YEAR

5% INS Discount \$1050/\$3500		% INC 4.0%		CURRENT 2020-2021 TOTAL BENEFIT PACKAGE							21-22 Salary		PROPOSED 2021-2022 TOTAL BENEFIT PACKAGE								
		20-21 PER HRS	20-21 HRS	9.87%	7.65%	0.57%	0.440%				21-22 PER HRS	21-22 HRS	9.87%	7.65%	0.57%	0.440%					
NAME	POSITION	RATE	WRK	SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	RATE	WRK	SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	% INCREASE	
KITCHEN STAFF																					
KATHY WHETSTONE	HEAD COOK	\$16.80	1500	\$25,200.00	\$2,487.24	\$1,927.80	\$143.64	\$110.88	\$0.00	\$28,869.56	\$17.47	1500	\$26,208.00	\$2,586.73	\$2,004.91	\$149.39	\$115.32	\$0.00	\$31,064.34	4.00%	
ANITA LUEKING	ASST. COOK	\$13.98	1300	\$18,174.00	\$1,793.77	\$1,390.31	\$103.59	\$79.97	\$7,038.63	\$28,580.27	\$14.54	1300	\$18,900.96	\$1,865.52	\$1,445.92	\$107.74	\$83.16	\$0.00	\$21,245.90	3.74%	
AMANDA DUNSE	ASST. COOK	\$12.63	1300	\$16,419.00	\$1,620.56	\$1,256.05	\$93.59	\$72.24	\$0.00	\$19,461.44	\$13.14	1300	\$17,075.76	\$1,685.38	\$1,306.30	\$97.33	\$75.13	\$0.00	\$20,239.90	4.00%	
Substitute		\$10.58	500	\$5,290.00	\$522.12	\$404.69	\$30.15	\$23.28	\$0.00	\$6,270.24	\$11.00	500	\$5,501.60	\$543.01	\$420.87	\$31.36	\$24.21	\$0.00	\$6,521.05	4.00%	
TOTALS				\$65,083.00	\$6,423.69	\$4,978.85	\$370.97	\$286.37	\$7,038.63	\$84,181.51			\$67,686.32	\$6,680.64	\$5,178.00	\$385.81	\$297.82	\$7,245.90	\$87,474.50	3.91%	
OFFICE STAFF																					
DIANNA MELTON	BOOKKEEPER	\$27.89	1920	\$53,548.80	\$5,285.27	\$4,096.48	\$305.23	\$235.61	\$16,732.32	\$80,203.71	\$29.01	1920	\$55,690.75	\$5,496.68	\$4,260.34	\$317.44	\$245.04	\$17,233.44	\$83,243.69	3.79%	
JUDY DIETZ	RECEPT.	\$17.93	1840	\$32,991.20	\$3,256.23	\$2,523.83	\$188.05	\$145.16	\$15,337.96	\$54,442.33	\$18.65	1840	\$34,310.85	\$3,386.48	\$2,624.78	\$195.57	\$150.97	\$15,666.76	\$56,335.41	3.48%	
MELANIE FISCHER	REC. CLERK	\$16.83	1840	\$30,967.20	\$3,056.46	\$2,368.99	\$176.51	\$136.26	\$15,337.96	\$52,043.38	\$17.50	1840	\$32,205.89	\$3,178.72	\$2,463.75	\$183.57	\$141.71	\$15,666.76	\$53,840.40	3.45%	
TOTALS				\$117,507.20	\$11,597.96	\$8,989.30	\$669.79	\$517.03	\$47,408.24	\$186,689.52			\$122,207.49	\$12,061.88	\$9,348.87	\$696.58	\$537.71	\$48,566.97	\$193,419.50	3.60%	
TEACHER AIDES																					
Chris Albin	AIDE	\$13.58	1464	\$19,881.12	\$1,962.27	\$1,520.91	\$113.32	\$87.48	\$7,038.63	\$30,603.72	\$14.12	1464	\$20,676.36	\$2,040.76	\$1,581.74	\$117.86	\$90.98	\$7,245.90	\$31,753.60	3.76%	
Corinne Bell	AIDE	\$14.42	1464	\$21,110.88	\$2,083.64	\$1,614.98	\$120.33	\$92.89	\$7,038.63	\$32,061.36	\$15.00	1464	\$21,955.32	\$2,166.99	\$1,679.58	\$125.15	\$96.70	\$7,245.90	\$33,269.54	3.77%	
Teri Bruhl	AIDE	\$13.39	1464	\$19,607.96	\$1,934.63	\$1,499.63	\$111.74	\$86.25	\$7,038.63	\$30,274.02	\$13.93	1464	\$20,387.08	\$2,012.20	\$1,559.61	\$116.21	\$89.60	\$7,245.90	\$31,410.70	3.75%	
Heather Crawford	AIDE	\$12.68	1464	\$18,856.32	\$1,861.12	\$1,442.51	\$107.48	\$82.97	\$7,038.63	\$29,389.03	\$13.40	1464	\$19,610.57	\$1,935.56	\$1,500.21	\$111.78	\$86.29	\$7,245.90	\$30,490.31	3.75%	
Alice Crooker	AIDE	\$12.92	1464	\$18,914.88	\$1,866.90	\$1,446.99	\$107.81	\$83.23	\$7,038.63	\$29,458.44	\$13.44	1464	\$19,671.48	\$1,941.57	\$1,504.87	\$112.13	\$86.55	\$7,245.90	\$30,562.50	3.75%	
Toria Dreifurst	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.85	1464	\$18,818.84	\$1,857.42	\$1,439.64	\$107.27	\$82.80	\$7,245.90	\$29,551.87	3.74%	
Kami Fraiser	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.85	1464	\$18,818.84	\$1,857.42	\$1,439.64	\$107.27	\$82.80	\$7,245.90	\$29,551.87	3.74%	
Charlotte Mroczek	AIDE	\$13.00	1464	\$19,032.00	\$1,878.46	\$1,455.95	\$108.48	\$83.74	\$0.00	\$22,558.63	\$13.52	1464	\$19,793.28	\$1,953.60	\$1,514.19	\$112.82	\$87.09	\$0.00	\$23,460.97	4.00%	
Melissa Simonson	Nurse	\$31.34	1464	\$45,881.76	\$4,528.53	\$3,509.95	\$261.53	\$201.88	\$0.00	\$54,383.65	\$32.59	1464	\$47,717.03	\$4,709.67	\$3,650.35	\$271.99	\$209.95	\$0.00	\$56,559.00	4.00%	
Missy Waldo	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.85	1464	\$18,818.84	\$1,857.42	\$1,439.64	\$107.27	\$82.80	\$7,245.90	\$29,551.87	3.74%	
Tammy Wells	AIDE	\$14.60	1464	\$21,374.40	\$2,109.65	\$1,635.14	\$121.83	\$94.05	\$7,038.63	\$32,373.71	\$15.18	1464	\$22,229.38	\$2,194.04	\$1,700.55	\$126.71	\$97.81	\$7,245.90	\$33,594.38	3.77%	
Teresa Whitney	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.85	1464	\$18,818.84	\$1,857.42	\$1,439.64	\$107.27	\$82.80	\$7,245.90	\$29,551.87	3.74%	
New Para	AIDE	\$12.50	1464	\$18,300.00	\$1,806.21	\$1,399.95	\$104.31	\$80.52	\$0.00	\$21,680.90	\$13.00	1464	\$19,032.00	\$1,878.46	\$1,455.95	\$108.48	\$83.74	\$0.00	\$22,558.63	4.00%	
TOTALS				\$276,334.48	\$27,175.51	\$21,063.09	\$1,569.41	\$1,211.47	\$70,386.30	\$396,790.26			\$286,347.86	\$28,262.53	\$21,905.61	\$1,632.18	\$1,259.93	\$72,459.00	\$411,867.12	3.81%	
TOTAL NON-CERT COSTS				\$457,924.68	\$45,197.17	\$35,031.24	\$2,610.17	\$2,014.87	\$124,833.17	\$667,611.29			\$476,241.67	\$40,324.41	\$36,432.49	\$2,714.58	\$2,095.46	\$128,271.87	\$692,761.12	3.77%	
CUSTODIAL STAFF																					
BRUCE RING	HEAD CUST.	\$24.92	2230	\$55,571.60	\$5,484.92	\$4,251.23	\$316.76	\$244.52	\$16,732.32	\$82,601.34	\$25.92	2230	\$57,794.46	\$5,704.31	\$4,421.28	\$329.43	\$254.30	\$17,233.44	\$85,737.22	3.80%	
RICK WALKER	CUSTODIAN	\$17.99	2180	\$39,218.20	\$3,870.84	\$3,000.19	\$223.54	\$172.56	\$8,153.40	\$54,638.73	\$18.71	2180	\$40,786.93	\$4,025.67	\$3,120.20	\$232.49	\$179.46	\$8,392.08	\$56,736.83	3.84%	
JEFF LYNCH	CUSTODIAN	\$19.29	2180	\$42,052.20	\$4,150.55	\$3,216.99	\$239.70	\$185.03	\$22,345.68	\$72,190.15	\$20.06	2180	\$43,734.29	\$4,316.57	\$3,345.67	\$249.29	\$192.43	\$23,018.64	\$74,856.89	3.69%	
CINDY KING	CUSTODIAN	\$14.91	2180	\$32,503.80	\$3,208.13	\$2,486.54	\$185.27	\$143.02	\$8,153.40	\$46,680.15	\$15.51	2180	\$33,803.95	\$3,336.45	\$2,586.00	\$192.68	\$148.74	\$8,392.08	\$48,459.90	3.81%	
Summer Help	CUSTODIAN	\$12.14	1000	\$12,140.00	\$1,198.22	\$928.71	\$69.20	\$53.42	\$0.00	\$14,389.54	\$12.63	1000	\$12,625.60	\$1,246.15	\$955.86	\$71.97	\$55.55	\$0.00	\$14,951.12	4.00%	
TOTALS				\$181,495.80	\$17,912.65	\$13,883.66	\$1,034.47	\$798.54	\$55,384.80	\$270,499.92			\$188,745.23	\$18,629.15	\$14,439.01	\$1,075.85	\$830.48	\$57,036.24	\$280,755.96	3.79%	
TOTAL CUSTODIAL SALARY INCLUDING OVERTIME																					
			HRS	20-21 OVT SALARY	20-21 RETIRE	20-21 SOC. SEC	20-21 WORKMAN	20-21 DISAB	20-21 TOTAL OVT BENEFITS	20-21 TOTAL PACKAGE	OVT RATE	HRS	21-22 OVT SALARY	21-22 RETIRE	21-22 SOC. SEC	21-22 WORKMAN	21-22 DISAB	21-22 INSURANCE	21-22 TOTAL OVT BENEFITS	21-22 TOTAL PACKAGE	% INCREASE
BRUCE RING	HEAD CUST.	\$37.38	150	\$5,607.00	\$553.41	\$428.94	\$31.96	\$24.67	\$6,645.98	\$89,247.31	\$38.88	150	\$5,831.28	\$575.55	\$446.09	\$33.24	\$25.66	\$0.00	\$6,911.82	\$92,649.03	3.81%
RICK WALKER	CUSTODIAN	\$26.99	100	\$2,699.00	\$266.39	\$206.47	\$15.38	\$11.88	\$3,199.12	\$57,837.86	\$28.06	100	\$2,806.44	\$277.00	\$214.69	\$16.00	\$12.35	\$0.00	\$3,326.47	\$60,063.30	3.85%
JEFF LYNCH	CUSTODIAN	\$28.94	100	\$2,894.00	\$285.64	\$221.39	\$16.50	\$12.73	\$3,430.26	\$57,620.41	\$30.09	100	\$3,009.24	\$297.01	\$230.21	\$17.15	\$13.24	\$0.00	\$3,566.85	\$78,423.74	3.71%
CINDY KING	CUSTODIAN	\$22.37	100	\$2,237.00	\$220.79	\$171.13	\$12.75	\$9.84	\$2,651.52	\$49,331.67	\$23.26	100	\$2,325.96	\$229.57	\$177.94	\$13.26	\$10.23	\$0.00	\$2,756.96	\$51,216.86	3.82%
Summer Help	CUSTODIAN	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,389.54	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,389.54	4.00%
OVT Totals				\$13,437.00	\$1,326.23	\$1,027.93	\$76.59	\$59.12	\$15,926.88	\$286,426.79			\$13,972.92	\$1,379.13	\$1,068.93	\$79.65	\$61.48	\$0.00	\$16,562.10	\$297,318.07	
Regular Wage Totals				\$181,485.80	\$17,912.65	\$13,883.66	\$1,034.47	\$798.54					\$188,745.23	\$18,629.15	\$14,439.01	\$1,075.85	\$830.48	\$57,036.24	\$280,755.96		
Custodial Staff Totals				\$194,922.80	\$19,238.88	\$14,911.59	\$1,111.06	\$857.66	\$15,926.88	\$286,426.79			\$202,718.15	\$20,008.28	\$15,507.94	\$1,155.49	\$891.96	\$0.00	\$297,318.07	\$297,318.07	3.80%
TOTAL NON-CERT COSTS / WITH OVT																					
				\$652,847.48	\$64,436.05	\$49,942.83	\$3,721.23	\$2,872.53	\$180,217.97	\$954,038.09			\$678,959.82	\$60,332.69	\$51,940.43	\$3,870.07	\$2,987.42	\$185,308.11	\$297,318.07	\$990,079.18	3.78%
BUS DRIVERS ROUTES																					
			DAYS	20-21 PER RT COST	20-21 RETIRE	20-21 SOC. SEC	20-21 WORKMAN	20-21 DISAB	20-21 Per Route Total Cost	20-21 5 Routes Total Cost	per trip per hr	DAYS	21-22 PER RT COST	21-22 RETIRE	21-22 SOC. SEC	21-22 WORKMAN	21-22 DISAB	21-22 Per Route Total Cost	21-22 5 Routes Total Cost	% INCREASE	
REGULAR		\$83.54	178	\$14,870.12	\$1,467.68	\$1,137.56	\$84.76	\$65.43	\$17,625.55	\$88,127.77	\$86.88	178	\$15,464.92	\$1,526.39	\$1,183.07	\$88.15	\$68.05	\$18,330.58	\$91,652.88	4.00%	
ACT. TRIP																					

3.8% Wage Increase

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2021-2022 SCHOOL YEAR

5% INS Discount		% INC		CURRENT 2020-2021 TOTAL BENEFIT PACKAGE							PROPOSED 2021-2022 TOTAL BENEFIT PACKAGE										
\$1050/\$3500		20-21	3.8%	9.87%	7.65%	0.57%	0.440%			21-22		9.87%	7.65%	0.57%	0.440%						
NAME	POSITION	PER HR	HRK	20-21 SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	PER HR	HRK	21-22 SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	% INCREASE	
KITCHEN STAFF																					
KATHY WHETSTONE	HEAD COOK	\$16.80	1500	\$25,200.00	\$2,487.24	\$1,927.80	\$143.64	\$110.88	\$0.00	\$28,869.56	\$17.44	1500	\$26,157.60	\$2,581.76	\$2,001.06	\$149.10	\$115.09	\$0.00	\$31,004.60	3.80%	
ANITA LUEKING	ASST. COOK	\$13.98	1300	\$18,174.00	\$1,793.77	\$1,320.31	\$103.59	\$79.97	\$7,038.63	\$28,580.27	\$14.51	1300	\$18,864.61	\$1,861.94	\$1,443.14	\$107.53	\$83.00	\$0.00	\$22,259.66	3.59%	
AMANDA DUNSE	ASST. COOK	\$12.63	1300	\$16,419.00	\$1,620.56	\$1,256.05	\$93.59	\$72.24	\$0.00	\$19,461.44	\$13.11	1300	\$17,042.92	\$1,682.14	\$1,303.78	\$97.14	\$74.99	\$0.00	\$20,200.98	3.80%	
Substitute		\$10.58	500	\$5,290.00	\$522.12	\$404.69	\$30.15	\$23.28	\$0.00	\$6,046.24	\$10.98	500	\$5,491.02	\$541.96	\$420.06	\$31.30	\$24.16	\$0.00	\$6,508.51	3.80%	
TOTALS				\$65,083.00	\$6,423.69	\$4,978.85	\$370.97	\$286.37	\$7,038.63	\$84,181.51			\$67,556.15	\$6,667.79	\$5,168.05	\$385.07	\$297.25	\$7,245.90	\$87,320.21	3.73%	
OFFICE STAFF																					
DIANNA MELTON	BOOKKEEPER	\$27.89	1920	\$53,548.80	\$5,285.27	\$4,096.48	\$305.23	\$235.61	\$16,732.32	\$80,203.71	\$28.95	1920	\$55,583.65	\$5,486.11	\$4,252.15	\$316.83	\$244.57	\$17,233.44	\$83,116.75	3.63%	
JUDY DIETZ	RECEPT.	\$17.93	1840	\$32,991.20	\$3,256.23	\$2,523.83	\$188.05	\$145.16	\$15,337.96	\$54,442.43	\$18.61	1840	\$34,244.87	\$3,379.97	\$2,619.73	\$195.20	\$150.68	\$15,666.76	\$56,257.20	3.33%	
MELANIE FISCHER	REC. CLERK	\$16.83	1840	\$30,967.20	\$3,056.46	\$2,368.99	\$176.51	\$136.26	\$15,337.96	\$52,043.38	\$17.47	1840	\$32,143.95	\$3,172.61	\$2,459.01	\$183.22	\$141.43	\$15,666.76	\$53,766.99	3.31%	
TOTALS				\$117,507.20	\$11,597.96	\$8,989.30	\$669.79	\$517.03	\$47,408.24	\$186,689.52			\$121,972.47	\$12,038.68	\$9,330.89	\$695.24	\$536.68	\$48,566.97	\$193,140.94	3.46%	
TEACHER AIDES																					
Chris Albin	AIDE	\$13.58	1464	\$19,881.12	\$1,962.27	\$1,520.91	\$113.32	\$87.48	\$7,038.63	\$30,603.72	\$14.10	1464	\$20,636.60	\$2,036.83	\$1,578.70	\$117.63	\$90.80	\$7,245.90	\$31,706.47	3.60%	
Corinne Bell	AIDE	\$14.42	1464	\$21,110.88	\$2,083.64	\$1,614.96	\$120.33	\$92.89	\$7,038.63	\$32,061.36	\$14.97	1464	\$21,913.09	\$2,162.82	\$1,676.35	\$124.90	\$96.42	\$7,245.90	\$33,218.49	3.61%	
Tert Bruhl	AIDE	\$13.39	1464	\$19,602.96	\$1,934.81	\$1,459.63	\$111.74	\$86.25	\$7,038.63	\$30,274.02	\$13.90	1464	\$20,347.87	\$2,008.34	\$1,556.61	\$115.98	\$89.53	\$7,245.90	\$31,364.23	3.60%	
Heather Crawford	AIDE	\$12.88	1464	\$18,856.32	\$1,861.12	\$1,442.51	\$107.48	\$82.97	\$7,038.63	\$29,389.03	\$13.37	1464	\$19,572.86	\$1,931.84	\$1,497.32	\$111.57	\$86.12	\$7,245.90	\$30,445.61	3.60%	
Allace Crooker	AIDE	\$12.92	1464	\$18,914.88	\$1,866.90	\$1,446.99	\$107.81	\$83.23	\$7,038.63	\$29,458.44	\$13.41	1464	\$19,633.65	\$1,937.84	\$1,501.97	\$111.91	\$86.39	\$7,245.90	\$30,517.66	3.60%	
Torja Dreifurst	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.83	1464	\$18,782.65	\$1,853.85	\$1,436.87	\$107.06	\$82.64	\$7,245.90	\$29,508.98	3.59%	
Kami Fraiser	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.83	1464	\$18,782.65	\$1,853.85	\$1,436.87	\$107.06	\$82.64	\$7,245.90	\$29,508.98	3.59%	
Charlotte Mroczek	AIDE	\$13.00	1464	\$19,032.00	\$1,878.46	\$1,455.95	\$108.48	\$83.74	\$0.00	\$32,558.63	\$13.49	1464	\$19,755.22	\$1,949.84	\$1,511.27	\$112.60	\$86.92	\$0.00	\$32,415.86	3.80%	
Melissa Simonson	Nurse	\$31.34	1464	\$45,881.76	\$4,528.53	\$3,509.95	\$261.53	\$201.88	\$0.00	\$54,383.65	\$32.53	1464	\$47,625.27	\$4,700.61	\$3,643.33	\$271.46	\$209.55	\$0.00	\$56,450.23	3.80%	
Missy Waldo	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.83	1464	\$18,782.65	\$1,853.85	\$1,436.87	\$107.06	\$82.64	\$7,245.90	\$29,508.98	3.59%	
Tammy Wells	AIDE	\$14.60	1464	\$21,374.40	\$2,109.65	\$1,635.14	\$121.83	\$94.05	\$7,038.63	\$32,373.71	\$15.15	1464	\$22,186.63	\$2,189.82	\$1,697.28	\$126.46	\$97.62	\$7,245.90	\$33,543.71	3.61%	
Teresa Whitney	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.83	1464	\$18,782.65	\$1,853.85	\$1,436.87	\$107.06	\$82.64	\$7,245.90	\$29,508.98	3.59%	
New Para	AIDE	\$12.50	1464	\$18,300.00	\$1,806.21	\$1,399.95	\$104.31	\$80.52	\$0.00	\$32,160.99	\$12.98	1464	\$18,995.40	\$1,874.85	\$1,453.15	\$108.27	\$83.58	\$0.00	\$32,515.25	3.80%	
TOTALS				\$276,334.48	\$27,176.51	\$21,063.09	\$1,569.41	\$1,211.47	\$70,386.00	\$396,740.26			\$285,797.19	\$28,208.18	\$21,863.49	\$1,629.04	\$1,257.51	\$72,459.00	\$411,214.41	3.65%	
TOTAL NON-CERT COSTS				\$457,924.68	\$45,197.17	\$35,031.24	\$2,610.17	\$2,014.87	\$124,833.17	\$667,611.29			\$475,325.82	\$40,246.87	\$36,362.43	\$2,709.36	\$2,091.43	\$128,271.87	\$691,675.56	3.60%	
CUSTODIAL STAFF																					
BRUCE RING	HEAD CUST.	\$24.92	2230	\$55,571.60	\$5,484.92	\$4,251.23	\$316.76	\$244.52	\$16,732.32	\$82,601.34	\$25.87	2230	\$57,683.32	\$5,693.34	\$4,412.77	\$328.79	\$253.81	\$17,233.44	\$85,605.48	3.64%	
RICK WALKER	CUSTODIAN	\$17.99	2180	\$39,218.20	\$3,870.84	\$3,000.19	\$223.54	\$172.56	\$8,153.40	\$54,538.73	\$18.67	2180	\$40,708.49	\$4,017.93	\$3,114.20	\$232.04	\$179.12	\$8,392.08	\$56,643.86	3.67%	
JEFF LYNCH	CUSTODIAN	\$19.29	2180	\$42,052.20	\$4,150.55	\$3,216.99	\$239.70	\$185.03	\$22,345.68	\$72,190.15	\$20.02	2180	\$43,650.18	\$4,308.27	\$3,339.24	\$248.81	\$192.06	\$23,018.64	\$74,257.20	3.55%	
CINDY KING	CUSTODIAN	\$14.91	2180	\$32,503.80	\$3,208.13	\$2,486.54	\$185.27	\$143.02	\$8,153.40	\$46,680.15	\$15.48	2180	\$33,738.94	\$3,330.03	\$2,581.03	\$192.31	\$148.45	\$8,392.08	\$48,382.85	3.65%	
Summer Help	CUSTODIAN	\$12.14	1000	\$12,140.00	\$1,198.22	\$928.71	\$69.20	\$53.42	\$0.00	\$14,389.54	\$12.60	1000	\$12,601.32	\$1,243.75	\$964.00	\$71.83	\$55.45	\$0.00	\$14,936.34	3.82%	
TOTALS				\$181,485.80	\$17,912.65	\$13,863.66	\$1,034.47	\$798.54	\$55,384.80	\$270,499.92			\$188,362.26	\$18,593.33	\$14,411.24	\$1,073.78	\$828.88	\$57,036.24	\$280,325.73	3.63%	
TOTAL CUSTODIAL SALARY INCLUDING OVERTIME																					
			HRS	20-21	RETIRE	SOC. SEC	WORKMAN	DISAB	TOTAL	TOTAL	OVT RATE	HRS	21-22	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL	% INCREASE	
				OVT SALARY			Comp		OVT BENEFITS	PACKAGE			OVT SALARY			Comp		INSURANCE	OVT BENEFITS	PACKAGE	
BRUCE RING	HEAD CUST.	\$37.38	150	\$5,607.00	\$553.41	\$428.94	\$31.96	\$24.67	\$6,645.98	\$9,247.31	\$38.80	150	\$5,820.07	\$574.44	\$445.24	\$33.17	\$25.61	\$0.00	\$6,898.52	\$9,504.00	3.65%
RICK WALKER	CUSTODIAN	\$26.99	100	\$2,699.00	\$266.39	\$206.47	\$15.38	\$11.88	\$3,199.12	\$5,737.86	\$28.01	100	\$2,801.04	\$276.46	\$214.28	\$15.97	\$12.32	\$0.00	\$3,320.08	\$5,963.93	3.68%
JEFF LYNCH	CUSTODIAN	\$28.94	100	\$2,894.00	\$285.64	\$221.39	\$16.50	\$12.73	\$3,430.26	\$75,620.41	\$30.03	100	\$3,003.45	\$296.44	\$229.76	\$17.12	\$13.22	\$0.00	\$3,559.99	\$78,317.20	3.57%
CINDY KING	CUSTODIAN	\$22.37	100	\$2,237.00	\$220.79	\$171.13	\$12.75	\$9.84	\$2,651.52	\$49,331.67	\$23.21	100	\$2,321.49	\$229.13	\$177.59	\$13.23	\$10.21	\$0.00	\$2,751.66	\$51,134.51	3.65%
Summer Help	CUSTODIAN	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,389.54	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,936.34	3.80%
OVT Totals				\$13,437.00	\$1,326.23	\$1,027.93	\$76.59	\$59.12	\$15,926.88	\$286,426.79			\$13,946.05	\$1,376.48	\$1,066.87	\$79.49	\$61.36	\$0.00	\$16,530.25	\$296,855.99	
Regular Wage Totals				\$181,485.80	\$17,912.65	\$13,883.66	\$1,034.47	\$798.54	\$55,384.80	\$270,499.92			\$188,362.26	\$18,593.33	\$14,411.24	\$1,073.78	\$828.88	\$0.00	\$280,325.73		
Custodial Staff Totals				\$184,922.80	\$19,238.88	\$14,911.59	\$1,111.06	\$857.66	\$15,926.88	\$286,426.79			\$202,328.31	\$19,969.80	\$15,478.12	\$1,153.27	\$890.24	\$0.00	\$296,855.99	\$296,855.99	3.64%
TOTAL NON-CERT COSTS / WITH OVT																					
				\$652,847.48	\$64,436.05	\$49,942.83	\$3,721.23	\$2,872.53	\$180,217.97	\$954,038.09			\$677,654.13	\$60,216.67	\$51,840.54	\$3,862.63	\$2,981.68	\$185,308.11	\$988,531.54	3.62%	
BUS DRIVERS ROUTES																					
			DAYS	20-21	Other Incr.	3.8%						DAYS	21-22								
			or HR	PER RT COST	RETIRE	SOC. SEC	WORKMAN	DISAB	Per Route Total Cost	5 Routes Total Cost	per trip per hr		PER RT COST	RETIRE	SOC. SEC	WORKMAN	DISAB	Per Route Total Cost	5 Routes Total Cost	% INCREASE	
REGULAR		\$83.54	178	\$14,870.12	\$1,467.68	\$1,137.56	\$84.76	\$65.43	\$17,625.55	\$88,127.77	\$86.71	178	\$15,435.18	\$1,523.45	\$1,180.79	\$87.98	\$67.91	\$18,295.32	\$91,476.62	3.80%	
ACT. TRIP		\$14.39	700	\$10,073.00	\$994.21	\$770.58	\$57.42	\$44.32	\$11,939.53	\$11,939.53	\$14.94	700	\$10,455.77	\$1,031.98	\$799.87	\$59.60	\$46.01	\$12,393.23	\$12,393.23	3.80%	
ACT. TRIP VAN		\$27.33	50	\$1,366.50	\$134.87	\$104.54	\$7.79	\$6.01	\$1,619.71	\$1,619.71	\$28.37	50	\$1,418.43	\$140.00	\$108.51	\$8.09	\$6.24	\$1,681.26	\$1		

3.5% Wage Increase

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2021-2022 SCHOOL YEAR

5% INS Discount \$1050/\$3500		20-21 % INC 3.5%		CURRENT 2020-2021 TOTAL BENEFIT PACKAGE							21-22		PROPOSED 2021-2022 TOTAL BENEFIT PACKAGE								
		Salary	HRS	9.87%	7.65%	0.57%	0.440%				Salary	HRS	9.87%	7.65%	0.57%	0.440%				%	
NAME	POSITION	PER HR	WRK	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	PER HR	WRK	SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	%		
KITCHEN STAFF																					
KATHY WHEISTINE	HEAD COOK	\$16.80	1500	\$25,200.00	\$2,487.24	\$1,927.80	\$143.64	\$110.88	\$0.00	\$29,869.56	\$17.39	1500	\$26,082.00	\$2,574.29	\$1,995.27	\$148.67	\$114.76	\$0.00	\$30,914.99	3.50%	
ANITA LUEKING	ASST. COOK	\$13.98	1300	\$18,174.00	\$1,793.77	\$1,390.31	\$103.59	\$79.97	\$7,038.63	\$28,580.27	\$14.47	1300	\$18,810.09	\$1,856.56	\$1,438.97	\$107.22	\$82.76	\$7,245.90	\$29,541.50	3.50%	
AMANDA DUNSE	ASST. COOK	\$12.63	1300	\$16,419.00	\$1,620.56	\$1,256.05	\$93.59	\$72.24	\$0.00	\$19,461.44	\$13.07	1300	\$16,993.67	\$1,677.27	\$1,300.02	\$96.86	\$74.77	\$0.00	\$20,142.59	3.50%	
Substitute		\$10.58	500	\$5,290.00	\$522.12	\$404.69	\$30.15	\$23.28	\$0.00	\$6,261.24	\$10.95	500	\$5,475.15	\$540.40	\$418.85	\$31.21	\$24.09	\$0.00	\$6,489.20	3.50%	
TOTALS				\$65,083.00	\$6,423.69	\$4,978.85	\$370.97	\$286.37	\$7,038.63	\$84,181.51			\$67,360.91	\$6,648.52	\$5,153.11	\$383.96	\$296.39	\$7,245.90	\$87,088.78	3.45%	
OFFICE STAFF																					
DIANNA MELTON	BOOKKEEPER	\$27.89	1920	\$53,548.80	\$5,285.27	\$4,096.48	\$305.23	\$235.61	\$16,732.32	\$80,203.71	\$28.87	1920	\$55,423.01	\$5,470.25	\$4,239.86	\$315.91	\$243.86	\$17,233.44	\$82,926.33	3.39%	
JUDY DIETZ	RECEPT.	\$17.93	1840	\$32,991.20	\$3,256.23	\$2,523.83	\$188.05	\$145.16	\$15,337.96	\$54,442.43	\$18.56	1840	\$34,145.89	\$3,370.20	\$2,612.16	\$194.63	\$150.24	\$15,666.76	\$56,139.89	3.12%	
MELANIE FISCHER	REC. CLERK	\$16.83	1840	\$30,967.20	\$3,056.46	\$2,368.99	\$176.51	\$136.26	\$15,337.96	\$52,043.38	\$17.42	1840	\$32,051.05	\$3,163.44	\$2,451.91	\$182.69	\$141.02	\$15,666.76	\$53,656.88	3.10%	
TOTALS				\$117,507.20	\$11,597.96	\$8,989.30	\$669.79	\$517.03	\$47,408.24	\$186,689.52			\$121,619.95	\$12,003.89	\$9,303.93	\$693.23	\$535.13	\$48,566.97	\$192,723.10	3.23%	
TEACHER AIDES																					
Chris Albin	AIDE	\$13.58	1464	\$19,881.12	\$1,962.27	\$1,520.91	\$113.32	\$87.48	\$7,038.63	\$30,603.72	\$14.06	1464	\$20,576.96	\$2,030.95	\$1,574.14	\$117.29	\$90.54	\$7,245.90	\$31,635.77	3.37%	
Corinne Bell	AIDE	\$14.42	1464	\$21,110.88	\$2,083.64	\$1,614.98	\$120.33	\$92.89	\$7,038.63	\$32,061.36	\$14.92	1464	\$21,849.76	\$2,156.57	\$1,671.51	\$124.54	\$96.14	\$7,245.90	\$33,144.42	3.37%	
Teri Bruh	AIDE	\$13.39	1464	\$19,602.96	\$1,934.81	\$1,499.63	\$111.74	\$86.25	\$7,038.63	\$30,274.02	\$13.86	1464	\$20,289.06	\$2,002.53	\$1,552.11	\$115.65	\$89.27	\$7,245.90	\$31,294.53	3.37%	
Heather Crawford	AIDE	\$12.88	1464	\$18,856.32	\$1,861.12	\$1,442.51	\$107.48	\$82.97	\$7,038.63	\$29,389.03	\$13.33	1464	\$19,516.39	\$1,925.26	\$1,493.00	\$111.24	\$85.87	\$7,245.90	\$30,378.56	3.37%	
Alice Crocker	AIDE	\$12.92	1464	\$18,914.88	\$1,866.90	\$1,446.99	\$107.81	\$83.23	\$7,038.63	\$29,458.44	\$13.37	1464	\$19,576.90	\$1,932.24	\$1,497.63	\$111.59	\$86.14	\$7,245.90	\$30,450.40	3.37%	
Torri Dreifurst	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.79	1464	\$18,728.37	\$1,848.49	\$1,432.72	\$106.75	\$82.40	\$7,245.90	\$29,444.63	3.36%	
Kami Fraiser	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.79	1464	\$18,728.37	\$1,848.49	\$1,432.72	\$106.75	\$82.40	\$7,245.90	\$29,444.63	3.36%	
Charlotte Mroczek	AIDE	\$13.00	1464	\$19,032.00	\$1,878.46	\$1,455.95	\$108.48	\$83.74	\$0.00	\$22,558.63	\$13.46	1464	\$19,698.12	\$1,944.20	\$1,506.91	\$112.28	\$86.67	\$0.00	\$23,348.18	3.50%	
Melissa Simonsen	Nurse	\$31.34	1464	\$45,881.76	\$4,528.53	\$3,509.95	\$261.53	\$201.88	\$0.00	\$54,383.65	\$32.44	1464	\$47,487.62	\$4,687.03	\$3,632.80	\$270.68	\$208.95	\$0.00	\$56,287.08	3.50%	
Missy Waldo	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.79	1464	\$18,728.37	\$1,848.49	\$1,432.72	\$106.75	\$82.40	\$7,245.90	\$29,444.63	3.36%	
Tammy Wells	AIDE	\$14.60	1464	\$21,374.40	\$2,109.65	\$1,635.14	\$121.83	\$94.05	\$7,038.63	\$32,373.71	\$15.11	1464	\$22,122.50	\$2,183.49	\$1,692.37	\$126.10	\$97.34	\$7,245.90	\$33,467.70	3.36%	
Teresa Whitney	AIDE	\$18.05	1464	\$26,395.04	\$2,619.98	\$1,874.27	\$103.14	\$79.62	\$7,038.63	\$38,486.68	\$12.79	1464	\$18,728.37	\$1,848.49	\$1,432.72	\$106.75	\$82.40	\$7,245.90	\$29,444.63	3.36%	
New Para	AIDE	\$12.50	1464	\$18,300.00	\$1,806.21	\$1,399.95	\$104.31	\$80.52	\$0.00	\$21,690.99	\$12.94	1464	\$18,940.50	\$1,869.43	\$1,448.95	\$107.96	\$83.34	\$0.00	\$22,540.17	3.50%	
TOTALS				\$275,334.48	\$27,175.51	\$21,063.09	\$1,569.41	\$1,211.47	\$70,386.30	\$396,740.26			\$284,971.19	\$28,126.66	\$21,800.30	\$1,624.34	\$1,253.87	\$72,459.00	\$410,235.35	3.40%	
TOTAL NON-CERT COSTS				\$457,924.68	\$45,197.17	\$35,031.24	\$2,610.17	\$2,014.87	\$124,833.17	\$667,611.29			\$473,952.04	\$40,130.55	\$36,257.33	\$2,701.53	\$2,085.39	\$128,271.87	\$690,047.22	3.36%	
CUSTODIAL STAFF																					
BRUCE RING	HEAD CUST.	\$24.92	2230	\$55,571.60	\$5,484.92	\$4,251.23	\$316.76	\$244.52	\$16,732.32	\$82,601.34	\$25.79	2230	\$57,516.61	\$5,676.89	\$4,400.02	\$327.84	\$253.07	\$17,233.44	\$85,407.87	3.40%	
RICK WALKER	CUSTODIAN	\$17.99	2180	\$39,218.20	\$3,870.84	\$3,000.19	\$223.54	\$172.56	\$8,153.40	\$54,638.73	\$18.62	2180	\$40,590.84	\$4,006.32	\$3,105.20	\$231.37	\$178.60	\$8,392.08	\$56,504.63	3.41%	
JEFF LYNCH	CUSTODIAN	\$19.29	2180	\$42,052.20	\$4,150.55	\$3,216.99	\$239.70	\$185.03	\$22,345.68	\$72,190.15	\$19.97	2180	\$43,524.03	\$4,295.82	\$3,329.59	\$248.09	\$191.51	\$23,018.64	\$74,607.67	3.35%	
CINDY KING	CUSTODIAN	\$14.91	2180	\$32,503.80	\$3,208.13	\$2,486.54	\$185.27	\$143.02	\$8,153.40	\$46,680.15	\$15.43	2180	\$33,641.43	\$3,320.41	\$2,573.57	\$191.76	\$148.02	\$8,392.08	\$48,267.27	3.40%	
Summer Help	CUSTODIAN	\$12.14	1000	\$12,140.00	\$1,198.22	\$928.71	\$69.20	\$53.42	\$0.00	\$14,389.54	\$12.56	1000	\$12,564.90	\$1,240.16	\$961.21	\$71.62	\$55.29	\$0.00	\$14,893.18	3.32%	
TOTALS				\$181,485.80	\$17,912.65	\$13,883.66	\$1,034.47	\$798.54	\$55,384.80	\$270,499.92			\$187,837.80	\$18,539.59	\$14,369.59	\$1,070.68	\$826.49	\$57,036.24	\$279,680.39	3.39%	
TOTAL CUSTODIAL SALARY INCLUDING OVERTIME																					
			HRS	20-21	RETIRE	SOC. SEC	WORKMAN	DISAB	TOTAL	TOTAL	OVT	HRS	21-22	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL	TOTAL	%
				OVT SALARY			Comp		OVT BENEFITS	PACKAGE	RATE		OVT SALARY			Comp		INSURANCE	OVT BENEFITS	PACKAGE	INCREASE
BRUCE RING	HEAD CUST.	\$37.38	150	\$5,607.00	\$553.41	\$428.94	\$31.96	\$24.67	\$6,645.98	\$89,247.31	\$38.69	150	\$5,803.25	\$572.78	\$443.95	\$33.08	\$25.53	\$0.00	\$6,878.59	\$92,286.46	3.41%
RICK WALKER	CUSTODIAN	\$26.99	100	\$2,699.00	\$266.39	\$206.47	\$15.38	\$11.88	\$3,199.12	\$57,837.86	\$27.93	100	\$2,792.95	\$275.66	\$213.66	\$15.92	\$12.29	\$0.00	\$3,310.48	\$59,814.88	3.42%
JEFF LYNCH	CUSTODIAN	\$28.94	100	\$2,894.00	\$285.64	\$221.39	\$16.50	\$12.73	\$3,430.26	\$75,620.41	\$29.95	100	\$3,094.77	\$295.58	\$229.16	\$17.07	\$13.18	\$0.00	\$3,549.70	\$76,157.37	3.35%
CINDY KING	CUSTODIAN	\$22.37	100	\$2,237.00	\$220.79	\$171.13	\$12.75	\$9.84	\$2,651.52	\$49,331.67	\$23.15	100	\$2,314.78	\$228.47	\$177.08	\$13.19	\$10.19	\$0.00	\$2,743.71	\$51,010.98	3.40%
Summer Help	CUSTODIAN	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,389.54	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,893.18	3.50%
OVT Totals				\$13,437.00	\$1,326.23	\$1,027.93	\$76.59	\$59.12	\$15,926.88	\$286,426.79			\$13,905.74	\$1,372.50	\$1,063.79	\$79.26	\$61.19	\$0.00	\$16,482.48	\$296,162.86	
Regular Wage Totals				\$181,485.80	\$17,912.65	\$13,883.66	\$1,034.47	\$798.54					\$187,837.80	\$18,539.59	\$14,369.59	\$1,070.68	\$826.49	\$0.00	\$279,680.39		
Custodial Staff Totals				\$194,922.80	\$19,238.88	\$14,911.59	\$1,111.06	\$857.66	\$15,926.88	\$286,426.79			\$201,743.55	\$19,912.09	\$15,433.38	\$1,149.94	\$887.67	\$0.00	\$296,162.86	\$296,162.86	3.40%
TOTAL NON-CERT COSTS / WITH OVT																					
				\$652,847.48	\$64,436.05	\$49,942.83	\$3,721.23	\$2,872.53	\$180,217.97	\$954,038.09			\$675,695.59	\$60,042.63	\$51,690.71	\$3,851.46	\$2,973.06	\$185,308.11	\$296,162.86	\$986,210.09	3.37%
BUS DRIVERS																					
			DAYS	20-21	RETIRE	SOC. SEC	WORKMAN	DISAB	Per Route	5 Routes	per trip	DAYS	21-22	RETIRE	SOC. SEC	WORKMAN	DISAB	Per Route	5 Routes	%	

3.0% Wage Increase

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2021-2022 SCHOOL YEAR

5% INS Discount \$1050/\$3500		20-21 Salary PER HR		% INC 3.0%		CURRENT 2020-2021 TOTAL BENEFIT PACKAGE							21-22 Salary		PROPOSED 2021-2022 TOTAL BENEFIT PACKAGE								
		20-21		3.0%		9.87%		7.65%		0.57%		0.440%				9.87%		7.65%		0.57%		0.440%	
NAME	POSITION	PER HR	HRS	20-21 SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	PER HR	HRS	21-22 SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	% INCREASE			
KITCHEN STAFF																							
KATHY WHEATSTONE	HEAD COOK	\$16.80	1500	\$25,200.00	\$2,487.24	\$1,927.80	\$143.64	\$110.88	\$0.00	\$29,869.56	\$17.40	1500	\$25,956.00	\$2,561.86	\$1,985.63	\$147.95	\$114.21	\$0.00	\$30,765.65	3.00%			
ANITA LUEKING	ASST. COOK	\$13.98	1300	\$18,174.00	\$1,793.77	\$1,390.31	\$103.59	\$79.97	\$7,038.63	\$28,580.27	\$14.40	1300	\$18,719.22	\$1,847.59	\$1,432.02	\$106.70	\$82.36	\$0.00	\$29,433.79	2.99%			
AMANDA DUNSE	ASST. COOK	\$12.63	1300	\$16,419.00	\$1,620.56	\$1,256.05	\$93.59	\$72.24	\$0.00	\$19,461.44	\$13.01	1300	\$16,911.57	\$1,669.17	\$1,293.74	\$96.40	\$74.41	\$0.00	\$20,045.28	3.00%			
Substitute		\$10.58	500	\$5,290.00	\$522.12	\$404.69	\$30.15	\$23.28	\$0.00	\$6,270.24	\$10.90	500	\$5,448.70	\$537.79	\$416.83	\$31.06	\$23.92	\$0.00	\$6,458.34	3.00%			
TOTALS				\$65,083.00	\$6,423.69	\$4,978.85	\$370.97	\$286.37	\$7,038.63	\$84,181.51			\$67,035.49	\$6,616.40	\$5,128.21	\$382.10	\$294.96	\$7,245.90	\$86,703.07	3.00%			
OFFICE STAFF																							
DIANNA MELTON	BOOKKEEPER	\$27.89	1920	\$53,548.80	\$5,285.27	\$4,096.48	\$305.23	\$235.61	\$16,732.32	\$80,203.71	\$28.73	1920	\$55,155.26	\$5,443.82	\$4,219.38	\$314.39	\$242.68	\$17,233.44	\$82,608.97	3.00%			
JUDY DIETZ	RECEPT.	\$17.93	1840	\$32,991.20	\$3,256.23	\$2,523.83	\$188.05	\$145.16	\$15,337.96	\$54,442.43	\$18.47	1840	\$33,980.94	\$3,353.92	\$2,599.54	\$193.69	\$149.52	\$15,666.76	\$55,944.37	2.76%			
MELANIE FISCHER	REC. CLERK	\$16.83	1840	\$30,967.20	\$3,056.46	\$2,368.99	\$176.51	\$136.26	\$15,337.96	\$52,043.38	\$17.33	1840	\$31,896.22	\$3,148.16	\$2,440.06	\$181.81	\$140.34	\$15,666.76	\$53,473.35	2.25%			
TOTALS				\$117,507.20	\$11,597.96	\$8,989.30	\$669.79	\$517.03	\$47,408.24	\$186,689.52			\$121,032.42	\$11,945.90	\$9,258.98	\$689.88	\$532.54	\$48,566.97	\$192,026.69	2.86%			
TEACHER AIDES																							
Chris Albin	AIDE	\$13.58	1464	\$19,881.12	\$1,962.27	\$1,520.91	\$113.32	\$87.48	\$7,038.63	\$30,603.72	\$13.99	1464	\$20,477.55	\$2,021.13	\$1,566.53	\$116.72	\$90.10	\$7,245.90	\$31,517.94	2.99%			
Corinne Bell	AIDE	\$14.42	1464	\$21,110.88	\$2,083.64	\$1,614.98	\$120.33	\$92.89	\$7,038.63	\$32,061.36	\$14.85	1464	\$21,744.21	\$2,146.15	\$1,663.43	\$123.94	\$95.67	\$7,245.90	\$33,019.31	2.92%			
Tori Bruhl	AIDE	\$13.39	1464	\$19,602.96	\$1,934.81	\$1,499.63	\$111.74	\$86.25	\$7,038.63	\$30,274.02	\$13.79	1464	\$20,191.05	\$1,992.86	\$1,544.62	\$115.09	\$88.84	\$7,245.90	\$31,178.25	2.99%			
Heather Crawford	AIDE	\$12.88	1464	\$18,856.32	\$1,861.12	\$1,442.51	\$107.48	\$82.97	\$7,038.63	\$29,389.03	\$13.27	1464	\$19,422.01	\$1,916.95	\$1,485.78	\$110.71	\$85.46	\$7,245.90	\$30,266.81	2.99%			
Alliece Crooker	AIDE	\$12.92	1464	\$18,914.88	\$1,866.90	\$1,446.99	\$107.81	\$83.23	\$7,038.63	\$29,458.44	\$13.31	1464	\$19,482.33	\$1,922.91	\$1,490.40	\$111.05	\$85.72	\$7,245.90	\$30,338.30	2.99%			
Toria Dreifurst	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.73	1464	\$18,637.89	\$1,839.56	\$1,425.80	\$106.24	\$82.01	\$7,245.90	\$29,337.39	2.99%			
Kami Fraiser	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.73	1464	\$18,637.89	\$1,839.56	\$1,425.80	\$106.24	\$82.01	\$7,245.90	\$29,337.39	2.99%			
Charlotte Mroczek	AIDE	\$13.00	1464	\$19,032.00	\$1,878.46	\$1,455.95	\$108.48	\$83.74	\$0.00	\$22,558.63	\$13.99	1464	\$19,602.96	\$1,934.81	\$1,499.63	\$111.74	\$86.25	\$0.00	\$23,235.39	3.00%			
Melissa Simonson	Nurse	\$31.34	1464	\$45,881.76	\$4,528.53	\$3,509.95	\$261.53	\$201.88	\$0.00	\$54,383.65	\$32.28	1464	\$47,258.21	\$4,634.39	\$3,615.25	\$269.37	\$207.94	\$0.00	\$56,015.16	3.00%			
Missy Waldo	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.73	1464	\$18,637.89	\$1,839.56	\$1,425.80	\$106.24	\$82.01	\$7,245.90	\$29,337.39	2.99%			
Tammy Wells	AIDE	\$14.60	1464	\$21,374.40	\$2,109.65	\$1,635.14	\$121.83	\$94.05	\$7,038.63	\$32,373.71	\$15.04	1464	\$22,015.63	\$2,172.94	\$1,684.20	\$125.49	\$96.87	\$7,245.90	\$33,341.03	2.99%			
Teresa Whitney	AIDE	\$12.36	1464	\$18,095.04	\$1,785.98	\$1,384.27	\$103.14	\$79.62	\$7,038.63	\$28,486.68	\$12.73	1464	\$18,637.89	\$1,839.56	\$1,425.80	\$106.24	\$82.01	\$7,245.90	\$29,337.39	2.99%			
New Para	AIDE	\$12.50	1464	\$18,300.00	\$1,806.21	\$1,339.95	\$104.31	\$80.52	\$0.00	\$21,690.99	\$12.88	1464	\$18,849.00	\$1,860.40	\$1,441.95	\$107.44	\$82.94	\$0.00	\$22,341.72	2.00%			
TOTALS				\$275,334.48	\$27,175.51	\$21,063.09	\$1,569.41	\$1,211.47	\$70,386.30	\$396,740.26			\$283,594.51	\$27,990.78	\$21,694.98	\$1,616.49	\$1,247.82	\$72,459.00	\$408,603.58	2.99%			
TOTAL NON-CERT COSTS				\$457,924.68	\$45,197.17	\$35,031.24	\$2,610.17	\$2,014.87	\$124,833.17	\$667,611.29			\$471,662.42	\$39,936.68	\$36,082.15	\$2,688.48	\$2,075.31	\$128,271.87	\$687,333.33	2.95%			
CUSTODIAL STAFF																							
BRUCE RING	HEAD CUST.	\$24.92	2230	\$55,571.60	\$5,484.92	\$4,251.23	\$316.76	\$244.52	\$16,732.32	\$82,601.34	\$25.67	2230	\$57,238.75	\$5,649.46	\$4,378.76	\$326.26	\$251.85	\$17,233.44	\$85,078.53	3.00%			
RICK WALKER	CUSTODIAN	\$17.99	2180	\$39,218.20	\$3,870.84	\$3,000.19	\$223.54	\$172.56	\$8,153.40	\$54,638.73	\$18.53	2180	\$40,394.75	\$3,986.96	\$3,090.20	\$230.25	\$177.74	\$8,392.08	\$56,271.97	2.99%			
JEFF LYNCH	CUSTODIAN	\$19.29	2180	\$42,052.20	\$4,150.55	\$3,216.99	\$239.70	\$185.03	\$22,345.68	\$72,190.15	\$19.87	2180	\$43,313.77	\$4,275.07	\$3,313.50	\$246.89	\$190.58	\$23,018.64	\$74,358.45	3.00%			
CINDY KING	CUSTODIAN	\$14.91	2180	\$32,503.80	\$3,208.13	\$2,486.54	\$185.27	\$143.02	\$8,153.40	\$44,680.15	\$15.36	2180	\$33,478.91	\$3,304.37	\$2,561.14	\$190.83	\$147.31	\$8,392.08	\$48,074.64	2.99%			
Summer Help	CUSTODIAN	\$12.14	1000	\$12,140.00	\$1,198.22	\$928.71	\$69.20	\$53.42	\$0.00	\$14,389.54	\$12.50	1000	\$12,504.20	\$1,234.16	\$956.57	\$71.27	\$55.02	\$0.00	\$14,821.23	3.00%			
TOTALS				\$181,485.80	\$17,912.65	\$13,883.66	\$1,034.47	\$798.84	\$55,384.80	\$270,499.92			\$186,930.37	\$18,450.03	\$14,300.17	\$1,065.50	\$822.49	\$57,036.24	\$278,604.81	3.00%			
TOTAL CUSTODIAL SALARY INCLUDING OVERTIME																							
		HRS	20-21	RETIRE	SOC. SEC	WORKMAN	DISAB	TOTAL	TOTAL	OVT RATE	HRS	21-22	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL	TOTAL	%			
		OVT SALARY						OVT BENEFITS			OVT SALARY							OVT BENEFITS					
BRUCE RING	HEAD CUST.	\$37.38	150	\$5,607.00	\$553.41	\$428.94	\$31.96	\$24.67	\$6,645.98	\$9,247.31	\$38.50	150	\$5,775.21	\$570.01	\$441.80	\$32.92	\$25.41	\$0.00	\$6,845.36	\$91,923.88	3.00%		
RICK WALKER	CUSTODIAN	\$26.99	100	\$2,699.00	\$266.39	\$206.47	\$15.38	\$11.88	\$3,199.12	\$57,837.86	\$27.79	100	\$2,779.46	\$274.33	\$212.63	\$15.84	\$12.23	\$0.00	\$3,294.49	\$59,566.46	2.99%		
JEFF LYNCH	CUSTODIAN	\$28.94	100	\$2,894.00	\$285.64	\$221.39	\$16.50	\$12.73	\$3,430.26	\$75,620.41	\$29.80	100	\$2,980.31	\$294.16	\$222.99	\$16.99	\$13.11	\$0.00	\$3,532.56	\$77,891.00	3.00%		
CINDY KING	CUSTODIAN	\$22.37	100	\$2,237.00	\$220.79	\$171.13	\$12.75	\$9.84	\$2,651.52	\$49,331.67	\$23.04	100	\$2,303.60	\$227.36	\$176.23	\$13.13	\$10.14	\$0.00	\$2,730.45	\$50,805.09	2.99%		
Summer Help	CUSTODIAN	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,821.23	3.00%		
OVT Totals				\$13,437.00	\$1,326.23	\$1,027.93	\$76.59	\$59.12	\$15,926.88	\$286,426.79			\$13,838.57	\$1,365.87	\$1,058.65	\$78.88	\$60.89	\$0.00	\$16,402.85	\$295,007.66			
Regular Wage Totals				\$181,485.80	\$17,912.65	\$13,883.66	\$1,034.47	\$798.84					\$186,930.37	\$18,450.03	\$14,300.17	\$1,065.50	\$822.49	\$0.00	\$278,604.81				
Custodial Staff Totals				\$194,922.80	\$19,238.88	\$14,911.59	\$1,111.06	\$857.66	\$15,926.88	\$286,426.79			\$200,768.94	\$19,815.89	\$15,358.82	\$1,144.38	\$883.38	\$0.00	\$295,007.66	\$295,007.66	3.00%		
TOTAL NON-CERT COSTS / WITH OVT				\$652,847.48	\$64,436.05	\$49,942.83	\$3,721.23	\$2,872.53	\$180,217.97	\$954,038.09			\$672,431.36	\$59,752.57	\$51,441.00	\$3,832.86	\$2,958.70	\$185,308.11	\$295,007.66	\$982,341.00	2.97%		
BUS DRIVERS																							
		DAYS	20-21	RETIRE	SOC. SEC	WORKMAN	DISAB	Per Route	5 Routes	per trip	DAYS	21-22	RETIRE	SOC. SEC	WORKMAN	DISAB	Per Route	5 Routes	per trip	%			
		OR HRS	PER RT COST					Total Cost	Total Cost	per hr	PER RT COST						Total Cost	Total Cost	Total Cost				

Superintendent Salaries 2020-2021

RPAC Superintendents			Total	System	2020-2021	Other	Total	20-21	2021-2022	Other	Total	21-22
Name	School	Position	Years	Expr.	Salary	Benefits	Package	% Inc.	Salary	Benefits	Package	% Inc.
Greg Shephard	Cambridge	Superintendent	37	5	\$156,620	\$27,452	\$184,072					
Jon Davis	Alma	Supt/Asst. Principal	35	29 / 13	\$150,407	\$43,291	\$193,698					
Todd Porter	Southwest	Superintendent	29	8	\$143,284	\$47,670	\$190,954		\$147,582			3.0%
Del Dack	Paxton	Superintendent	32	19	\$138,800	\$49,012	\$187,812					
Tom Sandberg	Wallace	Supt/Elem Principal	45	8	\$137,104	\$24,744	\$161,848		\$140,000	new/1st yr		
Rick Haney (interm)	Dundy County	Superintendent	35	1	\$136,650	\$29,695	\$166,345		\$134,000	new/1st yr		
Jason Brown	Bertrand	Superintendent	16	1	\$136,000	\$48,007	\$184,007					
Randy Geir	Wauneta-Palisade	Supt/Principal	38	12	\$133,000	\$53,194	\$186,194					
Bryce Jorgenson	Southern Valley	Superintendent	22	3	\$132,500	\$47,808	\$180,308		\$137,500			
Robert Statler	Hitchcock Co.	Supt/7-12 Principal	30	8	\$128,800	\$30,814	\$159,614		\$131,800			
Alan Garey	Med Valley	Superintendent	31	17	\$126,989	\$23,293	\$150,282					
George Griffith	Arapahoe	Superintendent	24	5	\$124,000	\$29,873	\$153,873					
Daniel McMutry	Maxwell	Superintendent	8	2	\$120,510	\$45,460	\$165,970					
Mark Bejot	Maywood	Superintendent	27	1	\$120,000	\$27,222	\$147,222					
Tony Primavera	Hayes Center	Superintendent	39	7	\$117,923	\$43,529	\$161,452					
Superintendents - Salaries as reported by NDE Education Support Services												
Name	School	Position	Total	System	2020-2021	Other	Total	20-21	2021-2022	Other	Total	21-22
			Years	Expr	Salary	Benefits	Package	% Inc.	Salary	Benefits	Package	% Inc.
Greg Barnes	ESU 11	Chief Administrator	34	4	\$203,840	\$35,728	\$239,568					
Todd Rhodes	Gothenburg	Superintendent	28	2	\$173,500	\$27,310	\$200,810					
Curtis Cogswell	McCool Junction	Superintendent	37	19	\$172,000	\$30,671	\$202,671					
Chuck Lambert	Bridgeport	Superintendent	29	7	\$168,893	\$35,192	\$204,085					
Darren Tobey	Broken Bow	Superintendent	15	3	\$166,000	\$43,200	\$209,200		\$172,000			
Michael Apple	Ogallala	Superintendent	34	5	\$164,000	\$53,878	\$217,878					
Tood Hilyard	Holdrege	Superintendent	27	10	\$158,027	\$48,604	\$206,631					
Vernon Fisher	Gibbon	Superintendent	34	2	\$154,570	\$47,969	\$202,539					
Jane Davis	Hershey	Superintendent	36	36	\$151,200	\$49,273	\$200,473					
Dana Wiseman	Sutton	Superintendent	29	18	\$151,000	\$42,769	\$193,769					
Adam Lambert	Chase County	Superintendent	12	1	\$150,000	\$50,547	\$200,547					
Allen Ehlers	Madison	Superintendent	27	9	\$149,006	\$48,786	\$197,792					
Brent Hollinger	Cross County	Superintendent	28	12	\$146,500	\$49,758	\$196,258					
Dan Keyser	Sutherland	Superintendent	41	11	\$146,050	\$18,575	\$164,625					
Stanford Hendricks	Doniphan-Trumbull	Superintendent	35	3	\$144,200	\$49,123	\$193,323					
Steve Sampy	Eustis-Farnam	Superintendent	38	13	\$143,265	\$42,351	\$185,616					
James Widdifield	Minden	Superintendent	25	3	\$138,000	\$38,300	\$176,300					
Mark Aten	Overton	Superintendent	32	32	\$137,900	\$40,885	\$178,785					
Rob Gregory	Axtell	Superintendent	36	4	\$135,198	\$40,820	\$176,018					
Ken Schroeder	Ravenna	Superintendent	24	6	\$134,785	\$48,366	\$183,151					
Richard Masters	Kenesaw	Superintendent	27	4	\$130,000	\$24,386	\$154,386					
Bret Schroder	Elm Creek	Superintendent	25	1	\$128,000	\$30,368	\$158,368					
Joel Ruybalid	Blue Hill	Supt/Principal	28	11	\$126,444	\$55,854	\$182,298					
Darren Hatch	Elwood	Supt./Elem Principal	26	6	\$125,500	\$17,712	\$143,212					
Candace Conradt	Franklin	Superintendent	45	6	\$123,914	\$40,518	\$164,432					
Kevin Finkey	SEM	Supt/Principal	34	6	\$122,785	\$42,592	\$165,377					
Tom Moore	Amherst	Supt./Elem Principal	37	13	\$121,700	\$45,153	\$166,853					
Brian Hof	Red Cloud	Supt/Principal	20	10	\$121,525	\$37,199	\$158,724					
Jeffrey Vetter	Pleasanton	Superintendent	23	5	\$121,500	\$26,790	\$148,290					
Justin Patterson	Wilcox/Hildreth	Supt/MS Principal	15	15	\$118,000	\$43,842	\$161,842					
Shanna Gannon	Shelton	Superintendent	20	1	\$115,000	\$43,943	\$158,943					
Terry Bauer	Silver Lake	Superintendent	14	14	\$110,000	\$44,447	\$154,447					
Sam Dunn	Loomis	Superintendent	34	8	\$105,560	\$41,438	\$146,998					

Superintendent Salaries 2020-2021

			Total	System	2020-2021	Other	Total	20-21	2021-2022	Other	Total	21-22	
	Name	School	Position	Years	Experience	Salary	Benefits	Package	% Inc.	Salary	Benefits	Package	% Inc.
	Greg Barnes	ESU 11	Chief Administrator	34	4	\$203,840	\$35,728	\$239,568					
	Todd Rhodes	Gothenburg	Superintendent	28	2	\$173,500	\$27,310	\$200,810					
	Curtis Cogswell	McCool Junction	Superintendent	37	19	\$172,000	\$30,671	\$202,671					
	Chuck Lambert	Bridgeport	Superintendent	29	7	\$168,893	\$35,192	\$204,085					
	Darren Tobey	Broken Bow	Superintendent	15	3	\$166,000	\$43,200	\$209,200		\$172,000			
	Michael Apple	Ogallala	Superintendent	34	5	\$164,000	\$53,878	\$217,878					
	Tood Hilyard	Holdrege	Superintendent	27	10	\$158,027	\$48,604	\$206,631					
	Greg Shephard	Cambridge	Superintendent	37	5	\$157,620	\$27,452	\$185,072					
	Vernon Fisher	Gibbon	Superintendent	34	2	\$154,570	\$47,969	\$202,539					
	Jane Davis	Hershey	Superintendent	36	36	\$151,200	\$49,273	\$200,473					
	Dana Wiseman	Sutton	Superintendent	29	18	\$151,000	\$42,769	\$193,769					
	Jon Davis	Alma	Supt/Asst. Principal	35	29 / 13	\$150,407	\$43,291	\$193,698					
	Adam Lambert	Chase County	Superintendent	12	1	\$150,000	\$50,547	\$200,547					
	Allen Ehlers	Madison	Superintendent	27	9	\$149,006	\$48,786	\$197,792					
	Brent Hollinger	Cross County	Superintendent	28	12	\$146,500	\$49,758	\$196,258					
	Dan Keyser	Sutherland	Superintendent	41	11	\$146,050	\$18,575	\$164,625					
	Stanford Hendricks	Doniphan-Trumbull	Superintendent	35	3	\$144,200	\$49,123	\$193,323					
	Todd Porter	Southwest	Superintendent	29	8	\$143,284	\$47,670	\$190,954		\$147,582	3.0%		
	Steve Sampy	Eustis-Farnam	Superintendent	38	13	\$143,265	\$42,351	\$185,616					
	Del Dack	Paxton	Superintendent	32	19	\$138,300	\$49,012	\$187,312					
	James Widdifield	Minden	Superintendent	25	3	\$138,000	\$38,300	\$176,300					
	Mark Aten	Overton	Superintendent	32	32	\$137,900	\$40,885	\$178,785					
	Tom Sandberg	Wallace	Supt/Elem Principal	45	8	\$137,104	\$24,744	\$161,848		\$140,000	New		
	Rick Haney (interm)	Dundy County	Superintendent	35	1	\$136,650	\$29,695	\$166,345		\$134,000	New		
	Jason Brown	Bertrand	Superintendent	16	1	\$136,000	\$48,007	\$184,007					
	Rob Gregory	Axtell	Superintendent	36	4	\$135,198	\$40,820	\$176,018					
	Bryce Jorgenson	Southern Valley	Superintendent	22	3	\$135,000	\$47,808	\$182,808					
	Ken Schroeder	Ravenna	Superintendent	24	6	\$134,785	\$48,366	\$183,151					
	Randy Geir	Wauneta-Palisade	Supt/Principal	38	12	\$133,000	\$53,194	\$186,194		\$133,000			
	Richard Masters	Kenesaw	Superintendent	27	4	\$130,000	\$24,386	\$154,386					
	Robert Statler	Hitchcock Co.	Supt/7-12 Principal	30	8	\$128,800	\$30,814	\$159,614		\$131,800			
	Bret Schroder	Elm Creek	Superintendent	25	1	\$128,000	\$30,368	\$158,368					
	Alan Garey	Med Valley	Superintendent	31	17	\$126,989	\$23,293	\$150,282					
	Joel Ruybalid	Blue Hill	Supt/Principal	28	11	\$126,444	\$55,854	\$182,298					
	Darren Hatch	Elwood	Supt./Elem Principal	26	6	\$125,500	\$17,712	\$143,212					
	George Griffith	Arapahoe	Superintendent	24	5	\$124,000	\$29,873	\$153,873					
	Candace Conratt	Franklin	Superintendent	45	6	\$123,914	\$40,518	\$164,432					
	Kevin Finkey	SEM	Supt/Principal	34	6	\$122,785	\$42,592	\$165,377					
	Tom Moore	Amherst	Supt./Elem Principal	37	13	\$121,700	\$45,153	\$166,853					
	Brian Hof	Red Cloud	Supt/Principal	20	10	\$121,525	\$37,199	\$158,724					
	Jeffrey Vetter	Pleasanton	Superintendent	23	5	\$121,500	\$26,790	\$148,290					
	Daniel McMutry	Maxwell	Superintendent	8	2	\$120,510	\$45,460	\$165,970					
	Mark Bejot	Maywood	Superintendent	27	1	\$120,000	\$27,222	\$147,222					
	Justin Patterson	Wilcox/Hildreth	Supt/MS Principal	15	15	\$118,000	\$43,842	\$161,842					
	Tony Primvera	Hayes Center	Superintendent	39	7	\$117,923	\$43,529	\$161,452					
	Shanna Gannon	Shelton	Superintendent	20	1	\$115,000	\$43,943	\$158,943					
	Terry Bauer	Silver Lake	Superintendent	14	14	\$110,000	\$44,447	\$154,447					
	Sam Dunn	Loomis	Superintendent	34	8	\$105,560	\$41,438	\$146,998					

Principals Salaries 2020-2021

RPAC - Principals	School	Position	Total	System	2020-2021	Other	Total	20-21	2021-2022	Other	Total	21-22
Name			Years	Experience	Salary	Benefits	Package	% Inc.	Salary	Benefits	Package	% Inc.
Melissa Friend	Maxwell	K-6	23	19	\$114,060	\$18,844	\$132,904					
Michael Rotherham	DCS - Elementary	K-6	34	19	\$111,144	\$42,414	\$153,558					
Jared Albers	Cambridge	K-12/AD	16	8	\$108,796	\$43,292	\$152,088					
Sheri Chittenden	Paxton	7-12/AD	39	39	\$108,300	\$28,642	\$136,942					
Joel Ferguson	Wallace	7-12	9	3	\$106,962	\$41,976	\$148,938					
Mark Grove	Southern Valley	K-6	28	13	\$105,500	\$42,408	\$147,908					
Matt Springer	Southwest	7-12	24	15	\$104,350	\$47,558	\$151,908					
Shaun Kinder	Bertrand	K-12	24	8	\$100,450	\$41,601	\$142,051					
Melissa States	Paxton	K-6	24	18	\$98,700	\$42,749	\$141,449					
Stephanie Brandyberry	Alma	K-12	17	3	\$98,077	\$41,976	\$140,053					
Daniel Jensen	Maxwell	7-12	28	4	\$91,790	\$34,213	\$126,003					
Joseph Frecks	Wauneta-Palisade	7-12	11	9	\$91,000	\$56,869	\$147,869					
Jeff Linden	Southern Valley	7-12	14	2	\$90,000	\$39,308	\$129,308					
Rodney Gaston	Wauneta-Palisade	K-8	15	6	\$90,000	\$44,357	\$134,357					
Megan Soundyos	Hayes Center	K-12	13	8	\$88,618	\$38,408	\$127,026					
Rudy Perez	Arapahoe	K-12	21	2	\$86,000	\$38,538	\$124,538					
Ethan Sullivan	Dundy County Str - HS	7-12	6	1	\$85,000	\$39,744	\$124,744					
Lucas McCain	Maywood	K-12	9	3	\$84,460	\$40,049	\$124,509					
Mike Tines	Hitchcock Co.	K-6	23	23	\$80,000	\$37,013	\$117,013					
Tara Fries	Southwest	K-6	21	1	\$78,000	\$36,278	\$114,278					
Stephen Osborn	Med Valley	K-12	32	3	\$74,323	\$33,391	\$107,714					
Other Area Principals	School	Position	Total	System	2020-2021	Total	Total	20-21	2021-2022	Other	Total	21-22
Name			Years	Experience	Salary	Package	Package	% Inc.	Salary	Benefits	Package	% Inc.
Jeff Steinbeck	Hershey	7-12	23	15	\$121,600	\$44,144	\$44,144					
Robert Drews	Holdrege	7-12	25	10	\$114,713	\$42,392	\$42,392					
Seth Ryker	Gothenburg	7-12	19	16	\$113,300	\$42,198	\$42,198					
Brian Fleischman	Overton	K-12	21	12	\$107,000	\$51,642	\$51,642					
Don Hosick	Minden	9-12	26	13	\$106,800	\$38,300	\$38,300					
Brad Kjar	Ravenna	7-12	18	5	\$106,170	\$19,563	\$19,563					
Kyle Hemerling	Elwood	K-12	26	5	\$104,000	\$39,136	\$39,136					
Bobby Kelley	Gibbon	7-12	3	1	\$102,500	\$37,947	\$37,947					
Jeff Kenton	Shelton	K-12	20	6	\$100,600	\$42,365	\$42,365					
Jay Vance	Sutton	7-12	20	1	\$100,000	\$41,704	\$41,704					
Adam Boettcher	Franklin	7-12	20	8	\$99,212	\$42,209	\$42,209					
Roger Thomsen	Amherst	K-12	25	25	\$99,200	\$41,194	\$41,194					
Nicholas Hodge	Eustis-Farnam	K-12	26	6	\$99,035	\$40,507	\$40,507					
Patrick Moore	Blue Hill	7-12	15	6	\$96,448	\$37,690	\$37,690					
Jeff Schwartz	Axtell	K-12	10	3	\$96,286	\$40,008	\$40,008					
Paul Anderson	Ravenna	K-6	29	29	\$96,056	\$41,876	\$41,876					
Lora Toepfer	Blue Hill	K-6	21	6	\$95,246	\$47,407	\$47,407					
William Schmidt	SEM	7-12	20	9	\$95,080	\$37,682	\$37,682					
Sandra Pohl	Minden	K-5	12	6	\$95,000	\$38,300	\$38,300					
Shannon Lovin	Wilcox/Hildreth	K-12	29	5	\$95,000	\$16,662	\$16,662					
Duane Amtt	Silver Lake	Elem	33	13	\$94,500	\$33,578	\$33,578					
Tina Godfrey	Gibbon	K-6	1	1	\$93,150	\$37,947	\$37,947					
Shelly Khars	Franklin	K-6	23	23	\$92,674	\$41,017	\$41,017					
James Westland	Pleasanton	K-12	25	25	\$91,500	\$26,325	\$26,325					
Cory Spontanski	Elm Creek	7-12	18	4	\$91,000	\$40,584	\$40,584					
Jared Thomsen	Hershey	K-6	11	6	\$88,200	\$38,292	\$38,292					
Jason Heldt	Red Cloud	7-12/AD	18	18	\$86,190	\$30,299	\$30,299					
Trisha Nichelson	Elm Creek	K-12	21	2	\$85,200	\$43,531	\$43,531					
Chelsey Jensen	Minden	6-8	7	1	\$85,000	\$38,300	\$38,300					
Nathan Weaver	Loomis	7-12	15	3	\$80,600	\$36,918	\$36,918					
Nicole LeClaire	Kenesaw	7-12	15	1	\$80,000	\$37,868	\$37,868					
Josh Drake	Silver Lake	7-12	12	10	\$80,000	\$36,861	\$36,861					
Amy Dallman	Red Cloud	K-6	25	8	\$76,050	\$36,497	\$36,497					
Joseph Wiechman	Kenesaw	K-12	10	2	\$75,000	\$36,992	\$36,992					

School year: 2020-2021

School year: 2020-21

	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
Base 2020-21	\$35,350	\$35,400	\$35,300	\$35,900	\$37,700	\$35,650	\$35,100	\$35,165	\$34,700	\$35,300	\$34,600	\$35,400	\$35,425	\$35,800	\$35,200
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	4.25x4.25	4x5	4x4	4x4	4x5
Contract Days	183	184	184	185	186	186	185	184	183	184	183	184	183	183	84/186 new teachers
Health Ins. Deduct.	1050/3500 DC	900/3500 DC	\$1,050	1050/3500	\$900/\$3600	\$850/\$3600	\$1,050	\$1,450	1050/3500	\$650	650/3500	\$1,150	1050/3500	1050/3500	600/3500
Dental Insurance	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%
% Increase	3.46%	0.00%	4.08%	2.54%	4.10%	0.00%	3.12%	0.00%	4.34%	2.03%	2.90%	4.13%	3.11%	0.00%	0.00%
2021-22	\$36,050	\$36,100	\$35,900	\$37,000	\$40,100	\$35,850	\$35,700	\$36,165	\$35,000	\$36,050	\$35,400	\$36,000	\$36,125	\$36,450	\$35,750
Insurance	Same	Same	Same	Same	Same	Same	Same	Same	1200/3600	\$650	Same	Same	Same	Same	Same
\$ Increase	\$700	\$700	\$600	\$1,100	\$2,400	\$200	\$600	\$1,000	\$300	\$750	\$800	\$600	\$700	\$650	\$550.00
% Increase	3.80%		3.40%	5.25%	3.90%		2.85%	2.84%			3.05%		3.10%	3.08%	
2022-23															

Superintendent

DISTRICT	ENROLL.	If Settled 2021-2022 SALARY	Current yr. 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
Arapahoe	330		\$124,000.00	\$29,873.00	\$0.00	\$153,873.00	1.0	Superintendent	12	1	23 / 4	
Bertrand	255		\$136,000.00	\$48,007.00	\$0.00	\$184,007.00	1.0	Superintendent	12	3 year contract	38 / 13	
Cambridge	334		\$157,620.00	\$30,852.00	\$0.00	\$188,472.00	1.0	Superintendent	12	2 year rollover	37/5	
Dundy/Stratton	365	\$134,000.00	\$136,650.00	\$49,500.00	\$0.00	\$186,150.00	1.0	Superintendent	12	3 year	32/1	
Hayes Center	127		\$117,923.00	\$43,529.00	\$0.00	\$161,452.00	1.0	Superintendent	12	2 years	38/6	
Hitchcock County	272	\$131,800.00	\$128,800.00	\$30,814.00	\$0.00	\$159,614.00	1.0	Supt/Sec Prin	12 months	2 years	29/5	
Maxwell	300		\$120,510.00	\$45,460.00	\$0.00	\$165,970.00	1.0	Superintendent	12 months	2 years	11/1	
Maywood	153		\$120,000.00	\$27,222.00	\$0.00	\$147,222.00	1.0	Superintendent	12 month	2 years	27/1	
Medicine Valley	224		\$126,989.56	\$22,904.00	\$0.00	\$149,893.56	1.0	Superintendent	12	1 year	31/17	
Paxton	217		\$138,300.00	\$49,012.00	\$0.00	\$187,312.00	1.0	Superintendent	230 days	2 years	32 / 19	
Southern Valley	356	\$137,500.00	\$135,000.00	\$47,808.00	\$0.00	\$182,808.00	1.0	Superintendent	12	3	21 / 3	
Southwest	301	\$147,582.00	\$143,284.00	\$47,670.00	\$0.00	\$190,954.00	1.0	Superintendent	12 month	1	29 / 8	3% raise each yr.
Wallace	186	\$140,000.00	\$137,104.00	\$24,744.00	\$0.00	\$161,848.00	1.0	Supt/Elem Prin	12 month	1	44 / 7	1st yr - 2yr cont
Wauneta-Palisade	235	\$133,000.00	\$133,000.00	\$43,158.00	\$10,036.00	\$186,194.00	1.0	Supt/Asst. Princ	12 month	2 years	38/12	2 year contract
Average -		\$137,313.67	\$133,705.84	\$38,922.93	\$669.07	\$173,297.84						
Minimum		\$117,923.00	\$22,579.00	\$0.00	\$147,222.00							
Maximum		\$157,620.00	\$49,500.00	\$10,036.00	\$193,698.00							

PRINCIPAL

DISTRICT	ENROLL.	If Settled 2021-2022 SALARY	TOTAL SALARY	TOTAL BENEFITS per NDE	OTHER BENEFITS	TOTAL SALARY & BENEFITS	Actual FTE	ASSIGNMENT	CONTRACT LENGTH	YEARS in Education/ Dist	Notes
Arapahoe	330		\$84,000.00	\$38,538.00	\$420.00	\$122,958.00	1.00	K-12 Principal	200	21 / 2	
Bertrand	255		\$97,012.00	\$40,214.00	\$4,399.00	\$141,625.00	1.00	K-12 Principal	10.5	23/7	
Cambridge	300		\$103,627.00	\$43,292.00	\$7,026.00	\$153,945.00	1.00	K-12 Principal/AD	210 days	15 / 7	
Dundy/Stratton	190		\$109,200.00	\$40,528.00	\$3,350.00	\$153,078.00	1.00	K-6 Principal/SD	215	33/18	
Dundy/Stratton	160		\$85,000.00	\$36,926.00	\$3,250.00	\$125,176.00	1.00	7-12 Principal	215	8/5	
Hayes Center	115		\$86,000.00	\$37,903.00	\$0.00	\$123,903.00	1.00	K-12 Principal	210 days	12/7	
Hitchcock County	176		\$80,000.00	\$37,135.00	\$0.00	\$117,135.00	1.00	Principal	210	22 / 22	
Maxwell	150		\$91,790.00	\$25,874.00	\$0.00	\$117,664.00	1.00	7-12 Principal	210	27/ 3	
Maxwell	150		\$99,060.00	\$17,853.00	\$15,000.00	\$131,913.00	1.00	K-6 Principal	210	27 / 23	
Maywood	153		\$84,460.00	\$37,442.00	\$819.00	\$122,721.00	1.00	PK-12 Principal	210	8/2	
Medicine Valley	224		\$74,323.38	\$31,694.96	\$0.00	\$106,018.34	1.00	PK-12 Principal	205	32/3	1.0% increase
Paxton	217		\$108,300.00	\$28,642.00	\$0.00	\$136,942.00	1.00	HS Prin./Activities	203	39 / 39	
Paxton	217		\$98,700.00	\$42,749.00	\$0.00	\$141,449.00	0.85 / .15	Elementary/PSD	203	24 / 18	
Southern Valley	190		\$105,500.00	\$42,408.00	\$0.00	\$147,908.00	1.00	Elementary	220	27/12	
Southern Valley	180		\$90,000.00	\$38,808.00	\$0.00	\$128,808.00	1.00	HS Prin.	220	13/2	
Southwest	146		\$101,311.00	\$40,478.00	\$5,505.00	\$45,983.00	1.00	6-12 Prinl/Transp	210	24/15	
Southwest	155		\$87,452.00	\$31,609.00	\$0.00	\$119,061.00	1.00	PK-5 Principal	200	35 / 6	

Wallace	186		\$99,028.00	\$17,710.00		\$116,738.00	1.00	7-12 Principal	10 months	8/2	
Wauneta-Palisade	235		\$88,000.00	\$40,608.00	\$13,992.00	\$142,600.00	1.00	Principal/A.D.	210	10/8	
Average			\$93,399.17	\$35,456.00	\$2,829.53	\$121,716.67					
Minimum	Full Time		\$74,323.38	\$17,710.00	\$0.00	\$38,708.00					
Maximum			\$108,300.00	\$42,749.00	\$15,000.00	\$153,945.00					

Report FTE for each of the following

SCHOOL	Cert. Staff	Tchr. Aides	Cooks	Custodians	Route drivers	Other Routes	Clerical	Nurse	Total
Alma	37.00	10.00	3.00	4.00	5.00		3.00	1.00	63.00
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	33.00	7.00	2.00	2.25	5.00		3.00	0.05	52.30
Dundy/Stratton	37.00	8.00	4.29	3.75	7.00	1.00	3.50	0.40	64.94
Hayes Center	18.00	5.25	2.25	2.50	5.00		2.75		35.75
Hitchcock County	26.00	6.00	4.00	3.25	7.00		3.00	0.40	49.65
Maxwell	32.00	7.00	3.00	5.00	6.00		3.00	0.80	56.80
Maywood	21.00	4.00	2.00	3.00	5.00		2.00		37.00
Medicine Valley	24.63	9.00	3.00	3.00	0.25		3.00	0.50	43.38
Paxton	24.63	6.00	2.75	3.00	3.00		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	13.00	6.00	4.50	7.00	3.00	3.00	0.66	71.16
Wallace	24.00	5.50	2.50	2.50	6.00		2.00	0.06	42.56
Wauneta-Palisade	25.50	10.50	4.00	3.50	5.00	3.00	3.00	0.20	54.70

Superintendent Salaries 2020-2021

RPAC Superintendents			Total	System	2020-2021	Other	Total	20-21	2021-2022	Other	Total	21-22
Name	School	Position	Years	Expr.	Salary	Benefits	Package	% Inc.	Salary	Benefits	Package	% Inc.
Greg Shephard	Cambridge	Superintendent	37	5	\$156,620	\$27,452	\$184,072					
Jon Davis	Alma	Supt/Asst. Principal	35	29 / 13	\$150,407	\$43,291	\$193,698					
Todd Porter	Southwest	Superintendent	29	8	\$143,284	\$47,670	\$190,954		\$147,582			3.0%
Del Dack	Paxton	Superintendent	32	19	\$138,800	\$49,012	\$187,812					
Tom Sandberg	Wallace	Supt/Elem Principal	45	8	\$137,104	\$24,744	\$161,848		\$140,000	new/1st yr		
Rick Haney (interm)	Dundy County	Superintendent	35	1	\$136,650	\$29,695	\$166,345		\$134,000	new/1st yr		
Jason Brown	Bertrand	Superintendent	16	1	\$136,000	\$48,007	\$184,007					
Randy Geir	Wauneta-Palisade	Supt/Principal	38	12	\$133,000	\$53,194	\$186,194					
Bryce Jorgenson	Southern Valley	Superintendent	22	3	\$132,500	\$47,808	\$180,308		\$137,500			
Robert Statler	Hitchcock Co.	Supt/7-12 Principal	30	8	\$128,800	\$30,814	\$159,614		\$131,800			
Alan Garey	Med Valley	Superintendent	31	17	\$126,989	\$23,293	\$150,282					
George Griffith	Arapahoe	Superintendent	24	5	\$124,000	\$29,873	\$153,873					
Daniel McMutry	Maxwell	Superintendent	8	2	\$120,510	\$45,460	\$165,970					
Mark Bejot	Maywood	Superintendent	27	1	\$120,000	\$27,222	\$147,222					
Tony Primavera	Hayes Center	Superintendent	39	7	\$117,923	\$43,529	\$161,452					
Superintendents - Salaries as reported by NDE Education Support Services												
Name	School	Position	Total	System	2020-2021	Other	Total	20-21	2021-2022	Other	Total	21-22
			Years	Expr	Salary	Benefits	Package	% Inc.	Salary	Benefits	Package	% Inc.
Greg Barnes	ESU 11	Chief Administrator	34	4	\$203,840	\$35,728	\$239,568					
Todd Rhodes	Gothenburg	Superintendent	28	2	\$173,500	\$27,310	\$200,810					
Curtis Cogswell	McCool Junction	Superintendent	37	19	\$172,000	\$30,671	\$202,671					
Chuck Lambert	Bridgeport	Superintendent	29	7	\$168,893	\$35,192	\$204,085					
Darren Tobey	Broken Bow	Superintendent	15	3	\$166,000	\$43,200	\$209,200		\$172,000			
Michael Apple	Ogallala	Superintendent	34	5	\$164,000	\$53,878	\$217,878					
Tood Hilyard	Holdrege	Superintendent	27	10	\$158,027	\$48,604	\$206,631					
Vernon Fisher	Gibbon	Superintendent	34	2	\$154,570	\$47,969	\$202,539					
Jane Davis	Hershey	Superintendent	36	36	\$151,200	\$49,273	\$200,473					
Dana Wiseman	Sutton	Superintendent	29	18	\$151,000	\$42,769	\$193,769					
Adam Lambert	Chase County	Superintendent	12	1	\$150,000	\$50,547	\$200,547					
Allen Ehlers	Madison	Superintendent	27	9	\$149,006	\$48,786	\$197,792					
Brent Hollinger	Cross County	Superintendent	28	12	\$146,500	\$49,758	\$196,258					
Dan Keyser	Sutherland	Superintendent	41	11	\$146,050	\$18,575	\$164,625					
Stanford Hendricks	Doniphan-Trumbull	Superintendent	35	3	\$144,200	\$49,123	\$193,323					
Steve Sampy	Eustis-Farnam	Superintendent	38	13	\$143,265	\$42,351	\$185,616					
James Widdifield	Minden	Superintendent	25	3	\$138,000	\$38,300	\$176,300					
Mark Aten	Overton	Superintendent	32	32	\$137,900	\$40,885	\$178,785					
Rob Gregory	Axtell	Superintendent	36	4	\$135,198	\$40,820	\$176,018					
Ken Schroeder	Ravenna	Superintendent	24	6	\$134,785	\$48,366	\$183,151					
Richard Masters	Kenesaw	Superintendent	27	4	\$130,000	\$24,386	\$154,386					
Bret Schroder	Elm Creek	Superintendent	25	1	\$128,000	\$30,368	\$158,368					
Joel Ruybalid	Blue Hill	Supt/Principal	28	11	\$126,444	\$55,854	\$182,298					
Darren Hatch	Elwood	Supt./Elem Principal	26	6	\$125,500	\$17,712	\$143,212					
Candace Conradt	Franklin	Superintendent	45	6	\$123,914	\$40,518	\$164,432					
Kevin Finkey	SEM	Supt/Principal	34	6	\$122,785	\$42,592	\$165,377					
Tom Moore	Amherst	Supt./Elem Principal	37	13	\$121,700	\$45,153	\$166,853					
Brian Hof	Red Cloud	Supt/Principal	20	10	\$121,525	\$37,199	\$158,724					
Jeffrey Vetter	Pleasanton	Superintendent	23	5	\$121,500	\$26,790	\$148,290					
Justin Patterson	Wilcox/Hildreth	Supt/MS Principal	15	15	\$118,000	\$43,842	\$161,842					
Shanna Gannon	Shelton	Superintendent	20	1	\$115,000	\$43,943	\$158,943					
Terry Bauer	Silver Lake	Superintendent	14	14	\$110,000	\$44,447	\$154,447					
Sam Dunn	Loomis	Superintendent	34	8	\$105,560	\$41,438	\$146,998					

Superintendent Salaries 2020-2021

			Total	System	2020-2021	Other	Total	20-21	2021-2022	Other	Total	21-22
Name	School	Position	Years	Experience	Salary	Benefits	Package	% Inc.	Salary	Benefits	Package	% Inc.
Greg Barnes	ESU 11	Chief Administrator	34	4	\$203,840	\$35,728	\$239,568					
Todd Rhodes	Gothenburg	Superintendent	28	2	\$173,500	\$27,310	\$200,810					
Curtis Cogswell	McCool Junction	Superintendent	37	19	\$172,000	\$30,671	\$202,671					
Chuck Lambert	Bridgeport	Superintendent	29	7	\$168,893	\$35,192	\$204,085					
Darren Tobey	Broken Bow	Superintendent	15	3	\$166,000	\$43,200	\$209,200		\$172,000			
Michael Apple	Ogallala	Superintendent	34	5	\$164,000	\$53,878	\$217,878					
Tood Hilyard	Holdrege	Superintendent	27	10	\$158,027	\$48,604	\$206,631					
Greg Shephard	Cambridge	Superintendent	37	5	\$157,620	\$27,452	\$185,072					
Vernon Fisher	Gibbon	Superintendent	34	2	\$154,570	\$47,969	\$202,539					
Jane Davis	Hershey	Superintendent	36	36	\$151,200	\$49,273	\$200,473					
Dana Wiseman	Sutton	Superintendent	29	18	\$151,000	\$42,769	\$193,769					
Jon Davis	Alma	Supt/Asst. Principal	35	29 / 13	\$150,407	\$43,291	\$193,698					
Adam Lambert	Chase County	Superintendent	12	1	\$150,000	\$50,547	\$200,547					
Allen Ehlers	Madison	Superintendent	27	9	\$149,006	\$48,786	\$197,792					
Brent Hollinger	Cross County	Superintendent	28	12	\$146,500	\$49,758	\$196,258					
Dan Keyser	Sutherland	Superintendent	41	11	\$146,050	\$18,575	\$164,625					
Stanford Hendricks	Doniphan-Trumbull	Superintendent	35	3	\$144,200	\$49,123	\$193,323					
Todd Porter	Southwest	Superintendent	29	8	\$143,284	\$47,670	\$190,954		\$147,582	3.0%		
Steve Sampy	Eustis-Farnam	Superintendent	38	13	\$143,265	\$42,351	\$185,616					
Del Dack	Paxton	Superintendent	32	19	\$138,300	\$49,012	\$187,312					
James Widdifield	Minden	Superintendent	25	3	\$138,000	\$38,300	\$176,300					
Mark Aten	Overton	Superintendent	32	32	\$137,900	\$40,885	\$178,785					
Tom Sandberg	Wallace	Supt/Elem Principal	45	8	\$137,104	\$24,744	\$161,848		\$140,000	New		
Rick Haney (interm)	Dundy County	Superintendent	35	1	\$136,650	\$29,695	\$166,345		\$134,000	New		
Jason Brown	Bertrand	Superintendent	16	1	\$136,000	\$48,007	\$184,007					
Rob Gregory	Axtell	Superintendent	36	4	\$135,198	\$40,820	\$176,018					
Bryce Jorgenson	Southern Valley	Superintendent	22	3	\$135,000	\$47,808	\$182,808					
Ken Schroeder	Ravenna	Superintendent	24	6	\$134,785	\$48,366	\$183,151					
Randy Geir	Wauneta-Palisade	Supt/Principal	38	12	\$133,000	\$53,194	\$186,194		\$133,000			
Richard Masters	Kenesaw	Superintendent	27	4	\$130,000	\$24,386	\$154,386					
Robert Statler	Hitchcock Co.	Supt/7-12 Principal	30	8	\$128,800	\$30,814	\$159,614		\$131,800			
Bret Schroder	Elm Creek	Superintendent	25	1	\$128,000	\$30,368	\$158,368					
Alan Garey	Med Valley	Superintendent	31	17	\$126,989	\$23,293	\$150,282					
Joel Ruybalid	Blue Hill	Supt/Principal	28	11	\$126,444	\$55,854	\$182,298					
Darren Hatch	Elwood	Supt./Elem Principal	26	6	\$125,500	\$17,712	\$143,212					
George Griffith	Arapahoe	Superintendent	24	5	\$124,000	\$29,873	\$153,873					
Candace Conratt	Franklin	Superintendent	45	6	\$123,914	\$40,518	\$164,432					
Kevin Finkey	SEM	Supt/Principal	34	6	\$122,785	\$42,592	\$165,377					
Tom Moore	Amherst	Supt./Elem Principal	37	13	\$121,700	\$45,153	\$166,853					
Brian Hof	Red Cloud	Supt/Principal	20	10	\$121,525	\$37,199	\$158,724					
Jeffrey Vetter	Pleasanton	Superintendent	23	5	\$121,500	\$26,790	\$148,290					
Daniel McMutry	Maxwell	Superintendent	8	2	\$120,510	\$45,460	\$165,970					
Mark Bejot	Maywood	Superintendent	27	1	\$120,000	\$27,222	\$147,222					
Justin Patterson	Wilcox/Hildreth	Supt/MS Principal	15	15	\$118,000	\$43,842	\$161,842					
Tony Primvera	Hayes Center	Superintendent	39	7	\$117,923	\$43,529	\$161,452					
Shanna Gannon	Shelton	Superintendent	20	1	\$115,000	\$43,943	\$158,943					
Terry Bauer	Silver Lake	Superintendent	14	14	\$110,000	\$44,447	\$154,447					
Sam Dunn	Loomis	Superintendent	34	8	\$105,560	\$41,438	\$146,998					

Principals Salaries 2020-2021

RPAC - Principals	School	Position	Total	System	2020-2021	Other	Total	20-21	2021-2022	Other	Total	21-22
Name			Years	Experience	Salary	Benefits	Package	% Inc.	Salary	Benefits	Package	% Inc.
Melissa Friend	Maxwell	K-6	23	19	\$114,060	\$18,844	\$132,904					
Michael Rotherham	DCS - Elementary	K-6	34	19	\$111,144	\$42,414	\$153,558					
Jared Albers	Cambridge	K-12/AD	16	8	\$108,796	\$43,292	\$152,088					
Sheri Chittenden	Paxton	7-12/AD	39	39	\$108,300	\$28,642	\$136,942					
Joel Ferguson	Wallace	7-12	9	3	\$106,962	\$41,976	\$148,938					
Mark Grove	Southern Valley	K-6	28	13	\$105,500	\$42,408	\$147,908					
Matt Springer	Southwest	7-12	24	15	\$104,350	\$47,558	\$151,908					
Shaun Kinder	Bertrand	K-12	24	8	\$100,450	\$41,601	\$142,051					
Melissa States	Paxton	K-6	24	18	\$98,700	\$42,749	\$141,449					
Stephanie Brandyberry	Alma	K-12	17	3	\$98,077	\$41,976	\$140,053					
Daniel Jensen	Maxwell	7-12	28	4	\$91,790	\$34,213	\$126,003					
Joseph Frecks	Wauneta-Palisade	7-12	11	9	\$91,000	\$56,869	\$147,869					
Jeff Linden	Southern Valley	7-12	14	2	\$90,000	\$39,308	\$129,308					
Rodney Gaston	Wauneta-Palisade	K-8	15	6	\$90,000	\$44,357	\$134,357					
Megan Soundyos	Hayes Center	K-12	13	8	\$88,618	\$38,408	\$127,026					
Rudy Perez	Arapahoe	K-12	21	2	\$86,000	\$38,538	\$124,538					
Ethan Sullivan	Dundy County Str - HS	7-12	6	1	\$85,000	\$39,744	\$124,744					
Lucas McCain	Maywood	K-12	9	3	\$84,460	\$40,049	\$124,509					
Mike Tines	Hitchcock Co.	K-6	23	23	\$80,000	\$37,013	\$117,013					
Tara Fries	Southwest	K-6	21	1	\$78,000	\$36,278	\$114,278					
Stephen Osborn	Med Valley	K-12	32	3	\$74,323	\$33,391	\$107,714					
Other Area Principals	School	Position	Total	System	2020-2021	Total	Total	20-21	2021-2022	Other	Total	21-22
Name			Years	Experience	Salary	Package	Package	% Inc.	Salary	Benefits	Package	% Inc.
Jeff Steinbeck	Hershey	7-12	23	15	\$121,600	\$44,144	\$44,144					
Robert Dreus	Holdrege	7-12	25	10	\$114,713	\$42,392	\$42,392					
Seth Ryker	Gothenburg	7-12	19	16	\$113,300	\$42,198	\$42,198					
Brian Fleischman	Overton	K-12	21	12	\$107,000	\$51,642	\$51,642					
Don Hosick	Minden	9-12	26	13	\$106,800	\$38,300	\$38,300					
Brad Kjar	Ravenna	7-12	18	5	\$106,170	\$19,563	\$19,563					
Kyle Hemerling	Elwood	K-12	26	5	\$104,000	\$39,136	\$39,136					
Bobby Kelley	Gibbon	7-12	3	1	\$102,500	\$37,947	\$37,947					
Jeff Kenton	Shelton	K-12	20	6	\$100,600	\$42,365	\$42,365					
Jay Vance	Sutton	7-12	20	1	\$100,000	\$41,704	\$41,704					
Adam Boettcher	Franklin	7-12	20	8	\$99,212	\$42,209	\$42,209					
Roger Thomsen	Amherst	K-12	25	25	\$99,200	\$41,194	\$41,194					
Nicholas Hodge	Eustis-Farnam	K-12	26	6	\$99,035	\$40,507	\$40,507					
Patrick Moore	Blue Hill	7-12	15	6	\$96,448	\$37,690	\$37,690					
Jeff Schwartz	Axtell	K-12	10	3	\$96,286	\$40,008	\$40,008					
Paul Anderson	Ravenna	K-6	29	29	\$96,056	\$41,876	\$41,876					
Lora Toepfer	Blue Hill	K-6	21	6	\$95,246	\$47,407	\$47,407					
William Schmidt	SEM	7-12	20	9	\$95,080	\$37,682	\$37,682					
Sandra Pohl	Minden	K-5	12	6	\$95,000	\$38,300	\$38,300					
Shannon Lovin	Wilcox/Hildreth	K-12	29	5	\$95,000	\$16,662	\$16,662					
Duane Amtt	Silver Lake	Elem	33	13	\$94,500	\$33,578	\$33,578					
Tina Godfrey	Gibbon	K-6	1	1	\$93,150	\$37,947	\$37,947					
Shelly Khars	Franklin	K-6	23	23	\$92,674	\$41,017	\$41,017					
James Westland	Pleasanton	K-12	25	25	\$91,500	\$26,325	\$26,325					
Cory Spontanski	Elm Creek	7-12	18	4	\$91,000	\$40,584	\$40,584					
Jared Thomsen	Hershey	K-6	11	6	\$88,200	\$38,292	\$38,292					
Jason Heldt	Red Cloud	7-12/AD	18	18	\$86,190	\$30,299	\$30,299					
Trisha Nichelson	Elm Creek	K-12	21	2	\$85,200	\$43,531	\$43,531					
Chelsey Jensen	Minden	6-8	7	1	\$85,000	\$38,300	\$38,300					
Nathan Weaver	Loomis	7-12	15	3	\$80,600	\$36,918	\$36,918					
Nicole LeClaire	Kenesaw	7-12	15	1	\$80,000	\$37,868	\$37,868					
Josh Drake	Silver Lake	7-12	12	10	\$80,000	\$36,861	\$36,861					
Amy Dallman	Red Cloud	K-6	25	8	\$76,050	\$36,497	\$36,497					
Joseph Wiechman	Kenesaw	K-12	10	2	\$75,000	\$36,992	\$36,992					

School year: 2020-2021

School year: 2020-21

	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
Base 2020-21	\$35,350	\$35,400	\$35,300	\$35,900	\$37,700	\$35,650	\$35,100	\$35,165	\$34,700	\$35,300	\$34,600	\$35,400	\$35,425	\$35,800	\$35,200
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	4.25x4.25	4x5	4x4	4x4	4x5
Contract Days	183	184	184	185	186	186	185	184	183	184	183	184	183	183	84/186 new teachers
Health Ins. Deduct.	1050/3500 DC	900/3500 DC	\$1,050	1050/3500	\$900/\$3600	\$850/\$3600	\$1,050	\$1,450	1050/3500	\$650	650/3500	\$1,150	1050/3500	1050/3500	600/3500
Dental Insurance	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%	80% A&B, 50%
% Increase	3.46%	0.00%	4.08%	2.54%	4.10%	0.00%	3.12%	0.00%	4.34%	2.03%	2.90%	4.13%	3.11%	0.00%	0.00%
2021-22	\$36,050	\$36,100	\$35,900	\$37,000	\$40,100	\$35,850	\$35,700	\$36,165	\$35,000	\$36,050	\$35,400	\$36,000	\$36,125	\$36,450	\$35,750
Insurance	Same	Same	Same	Same	Same	Same	Same	Same	1200/3600	\$650	Same	Same	Same	Same	Same
\$ Increase	\$700	\$700	\$600	\$1,100	\$2,400	\$200	\$600	\$1,000	\$300	\$750	\$800	\$600	\$700	\$650	\$550.00
% Increase	3.80%		3.40%	5.25%	3.90%		2.85%	2.84%			3.05%		3.10%	3.08%	
2022-23															

Superintendent

DISTRICT	ENROLL.	If Settled 2021-2022 SALARY	Current yr. 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
Arapahoe	330		\$124,000.00	\$29,873.00	\$0.00	\$153,873.00	1.0	Superintendent	12	1	23 / 4	
Bertrand	255		\$136,000.00	\$48,007.00	\$0.00	\$184,007.00	1.0	Superintendent	12	3 year contract	38 / 13	
Cambridge	334		\$157,620.00	\$30,852.00	\$0.00	\$188,472.00	1.0	Superintendent	12	2 year rollover	37/5	
Dundy/Stratton	365	\$134,000.00	\$136,650.00	\$49,500.00	\$0.00	\$186,150.00	1.0	Superintendent	12	3 year	32/1	
Hayes Center	127		\$117,923.00	\$43,529.00	\$0.00	\$161,452.00	1.0	Superintendent	12	2 years	38/6	
Hitchcock County	272	\$131,800.00	\$128,800.00	\$30,814.00	\$0.00	\$159,614.00	1.0	Supt/Sec Prin	12 months	2 years	29/5	
Maxwell	300		\$120,510.00	\$45,460.00	\$0.00	\$165,970.00	1.0	Superintendent	12 months	2 years	11/1	
Maywood	153		\$120,000.00	\$27,222.00	\$0.00	\$147,222.00	1.0	Superintendent	12 month	2 years	27/1	
Medicine Valley	224		\$126,989.56	\$22,904.00	\$0.00	\$149,893.56	1.0	Superintendent	12	1 year	31/17	
Paxton	217		\$138,300.00	\$49,012.00	\$0.00	\$187,312.00	1.0	Superintendent	230 days	2 years	32 / 19	
Southern Valley	356	\$137,500.00	\$135,000.00	\$47,808.00	\$0.00	\$182,808.00	1.0	Superintendent	12	3	21 / 3	
Southwest	301	\$147,582.00	\$143,284.00	\$47,670.00	\$0.00	\$190,954.00	1.0	Superintendent	12 month	1	29 / 8	3% raise each yr.
Wallace	186	\$140,000.00	\$137,104.00	\$24,744.00	\$0.00	\$161,848.00	1.0	Supt/Elem Prin	12 month	1	44 / 7	1st yr - 2yr cont
Wauneta-Palisade	235	\$133,000.00	\$133,000.00	\$43,158.00	\$10,036.00	\$186,194.00	1.0	Supt/Asst. Princ	12 month	2 years	38/12	2 year contract
Average -		\$137,313.67	\$133,705.84	\$38,922.93	\$669.07	\$173,297.84						
Minimum		\$117,923.00	\$22,579.00	\$0.00	\$147,222.00							
Maximum		\$157,620.00	\$49,500.00	\$10,036.00	\$193,698.00							

PRINCIPAL

DISTRICT	ENROLL.	If Settled 2021-2022 SALARY	TOTAL SALARY	TOTAL BENEFITS per NDE	OTHER BENEFITS	TOTAL SALARY & BENEFITS	Actual FTE	ASSIGNMENT	CONTRACT LENGTH	YEARS in Education/ Dist	Notes
Arapahoe	330		\$84,000.00	\$38,538.00	\$420.00	\$122,958.00	1.00	K-12 Principal	200	21 / 2	
Bertrand	255		\$97,012.00	\$40,214.00	\$4,399.00	\$141,625.00	1.00	K-12 Principal	10.5	23/7	
Cambridge	300		\$103,627.00	\$43,292.00	\$7,026.00	\$153,945.00	1.00	K-12 Principal/AD	210 days	15 / 7	
Dundy/Stratton	190		\$109,200.00	\$40,528.00	\$3,350.00	\$153,078.00	1.00	K-6 Principal/SD	215	33/18	
Dundy/Stratton	160		\$85,000.00	\$36,926.00	\$3,250.00	\$125,176.00	1.00	7-12 Principal	215	8/5	
Hayes Center	115		\$86,000.00	\$37,903.00	\$0.00	\$123,903.00	1.00	K-12 Principal	210 days	12/7	
Hitchcock County	176		\$80,000.00	\$37,135.00	\$0.00	\$117,135.00	1.00	Principal	210	22 / 22	
Maxwell	150		\$91,790.00	\$25,874.00	\$0.00	\$117,664.00	1.00	7-12 Principal	210	27/ 3	
Maxwell	150		\$99,060.00	\$17,853.00	\$15,000.00	\$131,913.00	1.00	K-6 Principal	210	27 / 23	
Maywood	153		\$84,460.00	\$37,442.00	\$819.00	\$122,721.00	1.00	PK-12 Principal	210	8/2	
Medicine Valley	224		\$74,323.38	\$31,694.96	\$0.00	\$106,018.34	1.00	PK-12 Principal	205	32/3	1.0% increase
Paxton	217		\$108,300.00	\$28,642.00	\$0.00	\$136,942.00	1.00	HS Prin./Activities	203	39 / 39	
Paxton	217		\$98,700.00	\$42,749.00	\$0.00	\$141,449.00	0.85 / .15	Elementary/PSD	203	24 / 18	
Southern Valley	190		\$105,500.00	\$42,408.00	\$0.00	\$147,908.00	1.00	Elementary	220	27/12	
Southern Valley	180		\$90,000.00	\$38,808.00	\$0.00	\$128,808.00	1.00	HS Prin.	220	13/2	
Southwest	146		\$101,311.00	\$40,478.00	\$5,505.00	\$45,983.00	1.00	6-12 Prinl/Transp	210	24/15	
Southwest	155		\$87,452.00	\$31,609.00	\$0.00	\$119,061.00	1.00	PK-5 Principal	200	35 / 6	

Wallace	186		\$99,028.00	\$17,710.00		\$116,738.00	1.00	7-12 Principal	10 months	8/2
Wauneta-Palisade	235		\$88,000.00	\$40,608.00	\$13,992.00	\$142,600.00	1.00	Principal/A.D.	210	10/8
Average			\$93,399.17	\$35,456.00	\$2,829.53	\$121,716.67				
Minimum	Full Time		\$74,323.38	\$17,710.00	\$0.00	\$38,708.00				
Maximum			\$108,300.00	\$42,749.00	\$15,000.00	\$153,945.00				

Report FTE for each of the following

SCHOOL	Cert. Staff	Tchr. Aides	Cooks	Custodians	Route drivers	Other Routes	Clerical	Nurse	Total
Alma	37.00	10.00	3.00	4.00	5.00		3.00	1.00	63.00
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	33.00	7.00	2.00	2.25	5.00		3.00	0.05	52.30
Dundy/Stratton	37.00	8.00	4.29	3.75	7.00	1.00	3.50	0.40	64.94
Hayes Center	18.00	5.25	2.25	2.50	5.00		2.75		35.75
Hitchcock County	26.00	6.00	4.00	3.25	7.00		3.00	0.40	49.65
Maxwell	32.00	7.00	3.00	5.00	6.00		3.00	0.80	56.80
Maywood	21.00	4.00	2.00	3.00	5.00		2.00		37.00
Medicine Valley	24.63	9.00	3.00	3.00	0.25		3.00	0.50	43.38
Paxton	24.63	6.00	2.75	3.00	3.00		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	13.00	6.00	4.50	7.00	3.00	3.00	0.66	71.16
Wallace	24.00	5.50	2.50	2.50	6.00		2.00	0.06	42.56
Wauneta-Palisade	25.50	10.50	4.00	3.50	5.00	3.00	3.00	0.20	54.70

Apple Inc. Education Price Quote

Customer:	Dawn Schemper ALMA PUBLIC SCHOOLS Phone: 3089282131 email: dawn.schemper@almacardinals.org	Apple Inc:	Ryan Meyer One Apple Park Way Cupertino, CA 95014 email: meyer@apple.com
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Apple Quote: 2206921604

Quote Date: Thursday, February 04, 2021

Quote Valid Until: Friday, February 12, 2021

Quote Comments:

Please reference Apple Quote number on your Purchase Order.

Budgetary estimate.

#	Product Description	Qty	Unit List Price	Discount per Unit	Unit Discounted Price	Extended Discounted Price
1	Mac mini: Apple M1 chip with 8-core CPU and 8-core GPU, 512GB SSD Part Number MGNT3LL/A Configuration: <ul style="list-style-type: none"> 065-C9DX Apple M1 chip with 8-core CPU and 8-core GPU 065-C9DY 8GB unified memory 065-C9F2 512GB SSD storage 065-C9F5 16-core Neural Engine 065-C9F6 Gigabit Ethernet 065-C9G5 Accessory Kit 	1	\$879.00	\$0.00	\$879.00	\$879.00
2	21.5-inch iMac Part Number Z145 Configuration: <ul style="list-style-type: none"> 065-C4YV 2.3GHz dual-core Intel Core i5, Turbo Boost up to 3.6GHz 065-C4YX 8GB 2133MHz DDR4 065-C508 256GB SSD 065-C4YW Intel Iris Plus Graphics 640 065-C50H Apple Magic Mouse 2 065-C5PD Magic Keyboard with numeric keypad (English) / User's Guide (English) 	3	\$1,079.00	\$0.00	\$1,079.00	\$3,237.00

3	AppleCare Help Desk Support (3 Years) Part Number D8084LL/A	1	\$1,197.00	\$1,197.00	\$0.00	\$0.00
4	10.9-inch iPad Air Wi-Fi 256GB – Silver Part Number MYFW2LL/A	1	\$699.00	\$0.00	\$699.00	\$699.00
5	Apple Pencil (2nd Generation) Part Number MU8F2AM/A	1	\$119.00	\$0.00	\$119.00	\$119.00
6	Brenthaven Tred DROP Sleeve (13-inch) Black (with pouch) – Special 5-Pack Pricing Part Number BN312LL/A	34	\$124.75	\$0.00	\$124.75	\$4,241.50
	Brenthaven Tred DROP Sleeve 13-inch (with pouch) – Black Part Number: HL322LL/A Quantity: 170					
7	13-inch MacBook Air: Apple M1 chip with 8-core CPU and 7-core GPU, 256GB – Space Gray (5-Pack) Part Number MGNG3LL/A Configuration: <ul style="list-style-type: none"> • 065-C99J 16-core Neural Engine • 065-C99K Apple M1 chip with 8-core CPU and 7-core GPU • 065-C99M 8GB unified memory • 065-C99Q 256GB SSD storage • 065-C9CK Touch ID • 065-C9CJ Two Thunderbolt / USB 4 ports • 065-C9CH Force Touch trackpad • 065-C9CL Retina display with True Tone • 065-C9DG Backlit Magic Keyboard – US English • 065-C9DN Accessory Kit 	40	\$879.00	\$0.00	\$879.00	\$35,160.00
8	13-inch MacBook Air: Apple M1 chip with 8-core CPU and 7-core GPU, 128GB – Silver (5-Pack) Part Number MGNJ3LL/A Configuration: <ul style="list-style-type: none"> • 065-C99J 16-core Neural Engine • 065-C99K Apple M1 chip with 8-core CPU and 7-core GPU • 065-C99M 8GB unified memory • 065-C99P 128GB SSD storage • 065-C9CK Touch ID • 065-C9CJ Two Thunderbolt / USB 4 ports • 065-C9CH Force Touch trackpad • 065-C9CL Retina display with True Tone • 065-C9DH Backlit Magic Keyboard – US English • 065-C9DP Accessory Kit 	170	\$779.00	\$0.00	\$779.00	\$132,430.00
9	16-inch MacBook Pro with Touch Bar – Space Gray Part Number Z0Y0 Configuration: <ul style="list-style-type: none"> • 065-C87C 2.3GHz 8-core 9th-generation Intel Core i9 processor, Turbo Boost up to 4.8GHz • 065-C87H AMD Radeon Pro 5500M with 8GB of 	2	\$2,689.00	\$100.00	\$2,589.00	\$5,178.00

GDDR6 memory

- 065-C87J 16GB 2666MHz DDR4 memory
- 065-C87N 1TB SSD storage
- 065-C87V Retina display with True Tone
- 065-C87W Four Thunderbolt 3 ports
- 065-C87X Touch Bar and Touch ID
- 065-C8F6 Backlit Keyboard – US English

10	16-inch MacBook Pro with Touch Bar: 2.6GHz 6-core 9th-generation Intel Core i7 processor, 512GB – Silver Part Number MVVL2LL/A Configuration:	1	\$2,199.00	\$100.00	\$2,099.00	\$2,099.00
	<ul style="list-style-type: none"> • 065-C879 2.6GHz 6-core Intel Core i7, Turbo Boost up to 4.5GHz • 065-C87F AMD Radeon Pro 5300M with 4GB of GDDR6 memory • 065-C87J 16GB 2666MHz DDR4 memory • 065-C87M 512GB SSD storage • 065-C87V Retina display with True Tone • 065-C87W Four Thunderbolt 3 ports • 065-C87X Touch Bar and Touch ID • 065-C8F7 Backlit Keyboard – US English 					

Extended EDU List Price Total **\$185,539.50**

Total Discount **\$1,497.00**

Extended Discounted Price Subtotal **\$184,042.50**

– Additional Tax **\$0.00**

– Estimated Tax **\$0.00**

Extended Discounted Total Price* **\$184,042.50**

*In most cases Extended discounted Total price does not include Sales Tax

*If applicable, eWaste/Recycling Fees are included.
Standard shipping is complimentary

Complete your order by one of the following:

- This document has been created for you as Apple Quote ID 2206921604. Please contact your institution's Authorized Purchaser to submit the above quote online. For account access or new account registration, go to <https://ecommerce.apple.com>. Simply go to the Quote area of your Apple Education Online Store, click on it and convert to an order.
 - For registration assistance, call 1.800.800.2775
- If you are unable to submit your order online, please send a copy of this Quote with your Purchase Order via email to institutionorders@apple.com. **Be sure to reference the Apple Quote number on the PO to ensure expedited processing of your order.**
 - For more information, go to provision C below, for details.

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A. A. ANY ORDER THAT YOU PLACE IN RESPONSE TO THIS QUOTE WILL BE GOVERNED BY (1) ANY CONTRACT IN EFFECT BETWEEN APPLE INC.

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Document rev 10.6.1

Date of last revision – June 20th, 2016

\$1 Purchase Option

Thank you for considering Apple Financial Services to fund your technology plan. Please find your \$1 Purchase Option financing proposal below.

Financed Amount	Annual Payments in Advance	Lease Term
\$184,042.50	\$61,347.50	3 Years

First payment due 09/15/2021

What is a \$1 Purchase Option?

This is a financing option designed for equipment ownership at the end of the financed term. The \$1 Purchase Option creates predictable payments while enabling universities and schools to deploy years' worth of equipment today using budgeted funds.

Why use a \$1 Purchase Option?

This option is usually recommended for educational institutions that know they want to own equipment at the end of term. Once the financed term ends, ownership will enable flexibility: continue using the equipment or trade it in to recover value toward new gear.

What are my options at the end of the financed term?

End of term options will be detailed in the final documents. The options include:

1. Purchase the equipment at end of term for \$1.
2. Trade in equipment for value toward a new purchase or financed term.

Overall, the \$1 Purchase Option enables administrators to buy more equipment today, while providing the flexibility that ownership allows.

Please do not hesitate to call or email me at the contact information below with any questions.

Bobby Dickerson

Education Financing Manager—Central/West US | Apple Financial Services

T: 512-674-2387 | E: rdickerson@apple.com

Pricing Notes and Conditions

This proposal is for informational purposes and does not constitute a legally binding obligation of either party. Subject to the satisfactory completion of the Lessor's standard credit approval process and the completion of documentation acceptable to the Lessor. Apple Financial Services is not a financial advisor and does not have a fiduciary duty to you under federal securities laws. Consult with your financial advisor regarding the options offered.

Lease Discount Disclosure Statement: Apple Inc. through the Apple Financial Services program may provide an equipment discount to certain third-party investors. The discount may be applied to facilitate a lease rate discount. The actual interest rate paid on any resulting lease may be reflected in an amortization table provided with lease documents. The quoted payment amount does not include amounts that may be due for taxes or fees, if applicable.

The lease charge portion of the payments can be determined by applying to the total adjusted cost the rate which will amortize the total adjusted cost down to the purchase option amount. The lease charge rate may be higher than the actual annual interest rate because of the amortization of certain costs and fees incurred by the third-party investor. Rates may be subject to verification that the Lessee is a state or political subdivision as defined in Sec. 103 of the IRS Code, 1986.

BILLS OF INTEREST

- **LB 2 (Briese)**
 - Based on Sen. Briese's LB 183 from two years ago
 - Drop ag land valuations for bond elections to 30% of actual valuation
 - Ag land already valued at 75%

- **LB 5 (Blood)**
 - Purple Star Schools Act
 - Districts can opt in—not required
 - Recognize districts for efforts on helping children of service men/women

- **LB 36 (Erdman)**
 - Require schools to display national motto in all classrooms

- **LB 83 (Flood)**
 - Change Open Meetings Act to provide for virtual conferencing
 - We have been told the intent is for school districts to be allowed to hold virtual conferencing in an emergency.
 - It is not totally clear that it is allowed for school districts
 - Districts would be required to post their board agendas and minutes on the school website.

- **LB 87 (Morfeld)**
 - Mental Health First Aid training for school personnel.
 - NDE would be required to establish the program
 - Funded through reallocation of lottery funds.

- **LB 88 (Morfeld)**
 - Student journalists would have freedom of speech/press in school-sponsored media
 - Does not protect libel/slander, unwarranted invasion of privacy, violation of state or federal law.
 - Advisors may not be punished for trying to protect student freedom of expression or refusing to inhibit student freedom of expression.

- **LB 112 (Albrecht)**
 - Require members of the public to be allowed to speak at every public meeting.
 - Currently you are required to provide that opportunity, but not at every meeting.

- **LB 117 (M. Cavanaugh)**
 - Hunger Free Schools Act
 - To qualify, the school must:

- Offer breakfast and lunch at no cost to students
- Submit number of eligible meals served to NDE
- Maximize federal reimbursement for eligible breakfasts and lunches
- NDE would be required to reimburse eligible schools for the difference between federal reimbursement and total costs of eligible breakfasts and lunches.
- Includes intent language to fund the program.

- **LB 132 (DeBoer)**

- Create the School Financing Review Commission
- One of the items proposed by the Education Coalition
- Report to the Legislature in each even numbered year on the adequacy of school funding sources.

- **LB 135 (Wishart)**

- Raise state reimbursement for allowable SPED costs up to 80%
 - Phased in until 2026-27
- Fiscal note shows increase of \$250 million by the 2026-27 full implementation
- One of the items proposed by the Education Coalition

- **LB 136 (Vargas)**

- Student who has received multiple short-term suspensions in the same semester would be subject to the procedures of a long-term suspension.

- **LB 139 (Briese)**

- COVID-19 Liability Protection Act
- NASB worked with Sen. Briese on the bill
- Suit pertaining to COVID cannot be brought unless gross negligence or willful misconduct can be proven.

- **LB 143 (Kolterman)**

- Brad Best
- Require DHHS to communicate with a school before the placement of a student

- **LB 153 (Wayne)**

- Include virtual students in TEEOSA

- **LB 154 (Wayne)**

- Require NDE to develop a statewide system to track student discipline issues by type of issue and demographics of students.
 - Includes from in-school suspension up to expulsions and law enforcement involved issues.
- Districts must appoint at least one discipline data coordinator who would compile and report discipline issues

- **LB 198 (Vargas)**
 - Comprehensive modifications to the Student Discipline Act
 - Among the changes:
 - Any student who is suspended must be give opportunity to keep up on work
 - Student may not be compelled to attend alternative school during suspension
 - At end of an expulsion the district must accept credits earned from a state or regionally accredited entity
 - Decision to use long-term suspension, expulsion, or mandatory reassignment must be made within two days of finding out about the incident.
 - For a hearing the Superintendent must tell the parents who the hearing officer is. If the parents object the Superintendent must provide an alternative choice.

- **LB 200 (Vargas)**
 - Requires high school seniors to complete FAFSA prior to graduation
 - Parents can opt out

- **LB 210 (Murman)**
 - Requires districts to accept students in classes on a part time basis who are private school students or home school schools but reside in the district.
 - Requires districts to set policies to allow for participation by home school students without requiring them to be involved in any classes.
 - Home school sets the standard for satisfactory academic progress.
 - NSAA is opposed to the bill
 - J Cerny/J Moles testified in opposition

- **LB 281 (Albrecht)**
 - Requires districts to adopt an age-appropriate sexual abuse prevention instruction program for students in grades K-5.
 - Also requires a training component for staff.
 - Also provides a parental involvement component.
 - Funding would come from ESSA funds

- **LB 322 (Williams)**
 - School Safety and Security Reporting System Act
 - NDE would be required to develop a statewide anonymous reporting system
 - Suspected threats could be reported via phone, text, website or email
 - Would be staffed 24/7 by professionals trained in threat assessment and management
 - NDE to provide training for members of school threat assessment teams.

- **LB 327 (Slama)**
 - Require personal finance or financial literacy course for graduation requirement
 - At least ½ credit hour

- **LB 359 (Pansing-Brooks)**
 - Update Multicultural Education requirements
 - Includes all races and ethnicities in Nebraska
 - Require private schools to also follow the requirements

- **LB 361 (Dorn)**
 - Increase core service funding for ESUs
 - \$3 million for Year 1, 3% increase in Year 2
 - One of the items proposed by the Education Coalition

- **LB 364 (Linehan)**
 - Opportunity Scholarships Act
 - Income tax credit to individuals or corporations who contribute to scholarship-granting organizations
 - Cannot exceed 50% of income tax liability to the state.
 - Starts at \$10 million, increases incrementally
 - JMoles testified in opposition

- **LB 396 (Brandt)**
 - Nebraska Farm-to-School Program Act
 - Several co-sponsors from both parties
 - Provide for purchase of locally or regionally produced food in order to improve child nutrition and to strengthen local and regional farm economies
 - Program would provide for educational activities involving agriculture and nutrition
 - NDE would be required to hire a coordinator for the program

- **LB 408 (Briese)**
 - Political subdivision (i.e. school district) property tax request may not exceed the request from the prior year by more than 3%
 - Would not apply to bond payments or real growth value for the political subdivision
 - Override election is allowable annually.

- **LB 452 (McKinney)**
 - Create the Financial Literacy Act
 - Schools required to include financial literacy in all aspects of the curriculum in grades K-12

- Schools that do not provide evidence of inclusion in the curriculum would stand to lose accreditation

- **LB 454 (Friesen)**

- Adopt the School Property Tax Stabilization Act
- Eligible school districts
 - property tax requirement exceeds seventy percent of the formula need calculated
 - The school property tax stabilization base for an eligible school district shall equal the amount by which the school district property tax requirement exceeds the difference of seventy percent of the formula need minus the sum of the amount to be distributed pursuant to the Tax Equity and Educational Opportunities Support Act and other actual receipts for such school district.
 - The total school property tax stabilization payment to be paid to an eligible school district shall equal the school property tax stabilization base for such school district multiplied by fifty percent.
- Ag land valued at 65% for 2022 and 55% after that.

- **LB 473 (DeBoer)**

- Extraordinary Increase in Special Education Cost Act
- School could apply if the current year SPED budget of expenditures exceeds the previous year by 7% or more
- State would provide funding. If enough funding was not provided, funds would be split on a prorated basis

- **LB 480 (McKinney)**

- Set minimum wage at \$10 in 2022, then increase by \$1 per year until 2032, making the minimum wage \$20

- **LB 518 (Morfeld)**

- Adds “surreptitious electronic surveillance on any property of a public school or during remote learning occurring on a school district-approved platform, without the knowledge of the person or persons being observed” as grounds for long-term suspension, expulsion, or mandatory reassignment.

- **LB 524 (Brandt)**

- Clean-up of LB 1107 passed last session.
- Dave Welsch
- For purposes of calculating the credit for taxable years 27 beginning or deemed to begin during calendar year 2020, any 2019 school 28 district taxes that were both levied and paid during calendar year 2019 29 shall be deemed to have been paid in calendar year 2020.

- **LB 527 (Walz)**
 - Would lower the age for students to receive transition services from 16 to 14.

- **LB 550 (Wayne)**
 - Changes the number of times a student may option enroll to a non-resident district from one time to five times.
 - Schools would be required to establish policies to allow part-time enrollment in the school and in private schools, home schools or other public schools.

- **LB 558 (Vargas)**
 - Adopt the Alternative Certification of Quality Teachers Act
 - Require that certificate to teach in the public schools shall be granted by the State Board of Education to any person in good standing who possesses a valid teaching certificate from another state and who annually completes the requirements to maintain certification pursuant to rules and regulations of the board
 - Applicant would still be subject to a background check.

- **LB 623 (Vargas)**
 - Remote Instruction Act
 - On or before Aug. 1, 2022, Boards of Education must adopt a remote learning plan.
 - Must include consultation with stakeholder groups including the teachers' bargaining unit, administrators, students with limited English proficiency, under-resourced families and students with disabilities. Each group is to choose a representative to meet with the Board.
 - Board must have a public hearing on the proposed plan and adopt the plan on a day other than the day on which the hearing is held.
 - Must file plan with Commissioner for approval
 - Plan must be posted on the district website.
 - List of what must be included in the plan is included

- **LB 630 (Bostar)**
 - Provides for the state to have a pilot program to study the effects of using commercial air filters in classrooms on academic and behavioral performance.
 - Pilot program will be in 50 volunteer schools, with six classrooms in each district being part of the study.

- **LB 639 (Day)**
 - Adopt Seizure Safe Schools Act
 - Each school would be required to have a staff member trained to administer or assist in the self-administration of seizure medication.
 - Identifies rules and regulations that must be addressed in the plan.

- **LB 640 (Day)**

- Changes the calculation of qualified early childhood education membership for purposes of TEEOSA from 60% to 80% of the early childhood membership.
 - Does provide for non-equalized districts to receive 50% of the calculated amount.
- **LB 641 (Day)**
 - Would require “education support professionals” be paid in the event that school is shut down due to a pandemic.
 - Teachers already required.
- **LB 642 (Day)**
 - Provide funding to schools and ESUs for Mental Health expenditures
 - On a pro rata basis from entire pool
 - School would need to submit allowable expenditures
 - Bill defines allowable expenditures
 - NDE required to develop rules/regulations
- **LB 651 (Wayne)**
 - Would terminate the Enrollment Option Program on July 1, 2022
- **LB 673 (Murman)**
 - Education Behavioral Awareness and Support Act
 - Ensure that annually school personnel shall have received behavioral awareness and intervention training.
 - Funding would be through lottery funds.
 - Each school would designate a behavioral awareness and intervention point of contact (may be more than one person)
- **LB 600 (Brandt)**
 - **LB 565 (Wayne)**
 - **LB 388 (Friesen, on behalf of Gov. Ricketts)**
 - **LB 498 (DeBoer)**
 - **LB 398 (Bostelman)**
 - Broadband bills. We are hearing that some of them may be bundled together.
- **LR 13CA (Brewer)**
 - No more than 33% of funding of public schools can come from property taxes.
- **LR 21CA (Briese)**
 - Require state to pay all classroom expenses in public schools.
- **LR22CA (Linehan)**

- Total amount of “property tax revenue” raised by a political subdivision in any fiscal year may not be more than 3% greater than the amount raised in the prior fiscal year
- Many of the same provisions of LB 408 (Briese)