

REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION - AGENDA

Alma Public Schools

Monday, December 11, 2023

- A. Call to Order and announce location of Open Meetings Act Poster
 - A.1. Verification of Receipt of Notice, which was published in the Harlan County Journal
 - A.2. Roll of Board Members - Excuse absent board members
 - A.3. Approval of Consent Agenda
 - A.3.a. Minutes from Previous Meetings
 - A.3.b. General Financial Report
 - A.3.c. Activity Financial Report
 - A.4. Review monthly bills submitted
- B. Request to address the Board
- C. Action Items - Discuss, consider, and take all necessary action
 - C.1. **to accept the resignation of Mrs. Melanie (Mel) Fischer (37 years) as secretary/records clerk upon the completion of her contract in June, 2024.**
 - C.2. **to discuss teacher's negotiation for the 2024-2025 school year.**
 - C.3. on the consideration of the administrators' contracts renewals.
 - C.4. **to review the Superintendent's evaluation.**
- D. Principal's Report
- E. Superintendent's Report: School Board Convention recap, Board Reorganization @ January Meeting, Hot Topics for Board Members - ESU #11 KSB– Wednesday, January 31st @ 5:30, Legislative News (60 day session, School Budgets, Hard Caps, Superintendent Pay, vouchers and charter/Scholarship/tax, Epic Tax), Nutrition Services, Insurance.
- 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

A meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, November 13, 2023, at 7:00 PM at The Library at Alma Public Schools 515 Jewell Street Alma, NE 68920. The roll was called and the following Board members were present or absent: **Present:** Allen Brugh, Randy Heckenlively, Kate Hopkins, Nick Simonson, Mike Stemper, 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. Notice of this meeting was given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A motion was made by Mike Stemper and seconded by Kate Hopkins to approve the consent agenda items which include October regular minutes, General Financial Report and the Activity Financial Report. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Mike Stemper: Yea, Samantha Stuhmer: Yea

A motion was made by Nick Simonson and seconded by Randy Heckenlively to approve the receipts, expenditures, and payment of claims. General Fund \$586,304.94. Building Fund \$1,743.45 and Lunch Fund \$23,005.15. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Mike Stemper: Yea, Samantha Stuhmer: Yea

The board briefly spoke about the teacher's negotiations for the 2024-2025 school year. Mr. Davis and Ms. Miller discussed the Audit that has been ongoing for the month of November. Transportation needs were discussed with the board as well. No action was taken on any of the mentioned discussions at this time.

A motion was made by Mike Stemper and seconded by Kate Hopkins to go into executive session at 7:48pm to discuss and possibly negotiate a new purchase. A motion was made by Nick Simonson and seconded by Mike Stemper to exit executive session at 8:00pm.

Principal Brandyberry informed the board that the Veteran's Day program went very well this past week and that winter sports have started practice.

Superintendent Davis reminded the board members of the upcoming School Board Convention that will be this coming weekend. He also talked about the football classification, HVAC/Air quality project, fixing and or replacing the stage lights, Teacher Recruitment Incentives and the schools CD balances.

The next regular schedule board meeting will be December 11th at 7pm in The Library. The meeting adjourned at 8:22pm

DATED Monday, November 13, 2023

HARLAN COUNTY SCHOOL DISTRICT #2,

a/k/a ALMA PUBLIC SCHOOLS

President, Allen Brugh

Secretary, Jessica Miller

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total	1
11/01/2023 General			\$34,079.26	
11/01/2023 Money Market			\$183,152.16	
11/01/2023 Transaction			\$14,157.98	
Franklin County Treasurer				
Furnas County Treasurer	\$31.36			
Harlan County Treasurer	\$49,399.01			
BCBS self-pay	\$4,422.68			
State Aid	\$137,082.00			
City of Alma	\$1,800.00			
Impact Aid	\$153,809.00			
NE Wesleyan	\$800.00			
Transfer from QCPU & Bldg	\$330,000.00			
interest earned - Transaction Acct	\$8.14			
interest earned - MMA	\$139.19			
interest earned - Gen Fund	\$66.71			
November receipts	\$677,558.09		\$908,947.49	
cks cleared/reimb made in November		\$596,549.05	\$312,398.44	
outstanding checks			\$312,398.44	
<u>Certificates of Deposit</u>			\$426,607.06	
Balance 11/30/2023			\$739,005.50	
<u>Bldg/Sinking Fund</u>				8
11/01/2023 Building Fd			\$442,045.66	
Franklin County Treasurer				
Furnas County Treasurer	\$3.35			
Harlan County Treasurer	\$3,524.19			
interest earned	\$169.20			
November receipts	\$3,696.74			
November expenses		\$232,172.28		
Balance 11/30/2023			\$213,570.12	
outstanding checks		\$9,068.00	\$204,502.12	
<u>QCPU Fund</u>				9
11/01/2023 QCPU Fd			\$114,728.47	
Harlan County Treasurer	\$15.90			
interest earned	\$86.47			
November receipts	\$102.37			
November expenses		\$100,000.00		
Balance 11/30/2023			\$14,830.84	

<u>Depreciation Fund</u>			2
11/01/2023 Depreciation Fd			\$26,903.06
interest earned	\$16.58		
Balance 11/30/2023			\$26,919.64
<u>Lunch Fund</u>			6
11/01/2023 Lunch Fd			\$113,476.20
November receipts	\$22,598.13		
cks cleared in November		\$17,355.56	
outstanding checks/deposits		\$9.80	
Balance 11/30/2023			\$118,708.97
<u>Activity Fund</u>			5
11/01/2023 Activity			\$229,142.88
November receipts	\$17,695.59		
November expenses		\$17,872.16	\$228,966.31
outstanding checks/deposits		\$5,798.92	
Balance 11/30/2023			\$223,167.39

Regular; Beginning Month 11/2023; Processing Month 11/2023; 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	3,737.78	0.00	0.00	3,737.78
05 704 0110	COMPUTERS	16,351.37	0.00	0.00	16,351.37
05 704 0113	eSports Club	740.57	0.00	0.00	740.57
05 704 0120	MISCELLANEOUS	1,419.03	0.00	142.10	1,561.13
05 704 0130	MUSIC SUPPLIES	(1,139.36)	267.61	69.00	(1,337.97)
05 704 0131	ELEMENTARY CHOIR	748.56	612.00	0.00	136.56
05 704 0133	DISTRICT MUSIC	1,116.41	0.00	0.00	1,116.41
05 704 0134	BAND PROJECTS	120.00	0.00	0.00	120.00
05 704 0135	CASH BOXES	(2,500.00)	0.00	0.00	(2,500.00)
05 704 0140	COURTESY FUND	2,670.06	0.00	0.00	2,670.06
05 704 0141	WOW	670.17	0.00	0.00	670.17
05 704 0142	CIRCLE OF FRIENDS	498.58	0.00	0.00	498.58
05 704 0143	Concession Money/ Donations	(1,061.83)	0.00	0.00	(1,061.83)
05 704 0144	RESOURCE	928.02	0.00	0.00	928.02
05 704 0145	LUEDKE MEMORIAL	1,742.41	0.00	0.00	1,742.41
05 704 0160	INDUSTRIAL ARTS	2,181.98	0.00	0.00	2,181.98
05 704 0161	FFA SCHOLARSHIP	28,501.10	0.00	0.00	28,501.10
05 704 0165	FUTURE FARMS OF AMERICA	49,508.43	697.46	213.00	49,023.97
05 704 0170	STUDENT COUNCIL	3,487.75	1,213.06	1,784.70	4,059.39
05 704 0223	CLASS OF 2023	2,216.41	0.00	0.00	2,216.41
05 704 0224	CLASS OF 2024	4,610.81	2,880.00	4,174.00	5,904.81
05 704 0225	CLASS OF 2025	5,286.23	0.00	0.00	5,286.23
05 704 0226	CLASS OF 2026	6,744.53	0.00	0.00	6,744.53
05 704 0227	CLASS OF 2027	2,687.00	0.00	0.00	2,687.00
05 704 0240	PLATE FUND	251.19	0.00	0.00	251.19
05 704 0251	PICTURES/ANNUAL/YEARBOOK	1,649.82	250.00	3,883.00	5,282.82
05 704 0260	HOME EC/CONS ED	1,314.84	0.00	0.00	1,314.84
05 704 0265	COOKIE SALES	4,615.02	677.11	369.00	4,306.91
05 704 0270	BOOK/SOFTWARE ORDERS	7,304.48	0.00	0.00	7,304.48
05 704 0271	GENERAL MILLS BOX TOPS	3,922.11	0.00	0.00	3,922.11
05 704 0280	FIELD TRIPS	342.51	0.00	100.00	442.51
05 704 0300	ALL ACTIVITIES (entry fees, etc)	8,488.03	4,044.10	2,864.39	7,308.32
05 704 0301	FOOTBALL	1,930.03	585.26	830.00	2,174.77
05 704 0302	VOLLEYBALL	5,862.31	0.00	0.00	5,862.31
05 704 0303	BOYS BASKETBALL	4,454.45	2,809.16	0.00	1,645.29
05 704 0304	GIRLS BASKETBALL	2,622.75	301.00	1,706.00	4,027.75
05 704 0305	CROSS COUNTRY	1,394.17	0.00	0.00	1,394.17
05 704 0306	TRACK	1,371.91	0.00	0.00	1,371.91
05 704 0307	WRESTLING	1,100.13	0.00	0.00	1,100.13
05 704 0308	GOLF	(115.70)	0.00	0.00	(115.70)
05 704 0400	CHEERLEADERS	5,836.92	0.00	98.68	5,935.60
05 704 0500	moved	(19.13)	0.00	0.00	(19.13)
05 704 0550	VENDING MACH/NHS	1,985.60	242.00	1,058.05	2,801.65
05 704 0600	QUIZ BOWL	1,057.42	165.00	0.00	892.42
05 704 0940	moved	(39.07)	0.00	0.00	(39.07)
05 704 0950	SCHOLARSHIP FUND	1,811.50	0.00	0.00	1,811.50
05 704 0970	WEIGHT ROOM	6,707.52	0.00	0.00	6,707.52
05 704 0971	DEPOSITS WEIGHT ROOM USE	1,698.95	0.00	50.00	1,748.95
05 704 0985	PROJECTOR ADVERTISING	19,605.00	0.00	400.00	20,005.00
05 704 0990	SPEECH	(3,197.86)	0.00	0.00	(3,197.86)
05 704 0991	DRAMA	5,593.79	420.97	0.00	5,172.82
05 704 0992	PK-4	1,770.50	0.00	0.00	1,770.50

Regular; Beginning Month 11/2023; Processing Month 11/2023; Account Type 7; Fund
Number 05

Fund: 05 ACTIVITY FUND

	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Total: Fund Balance	220,585.20	15,164.73	17,741.92	223,162.39
Total: 05	220,585.20	15,164.73	17,741.92	223,162.39

Nov 23 Activity Fund Invoice Listing - Summary

<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Invoice Amount</u>
Albrecht, Marty	19791	11/30 JV B BBall v. Bertrand Ref	11/28/2023	135.00
ALMA SCHOOL LUNCH FUND	19796	JH Wrest Invite Cookies	11/29/2023	22.10
ARAPAHOE PUBLIC SCHOOL	19798	12/5 JH Wrest Entry Fee	11/29/2023	50.00
AXTELL COMMUNITY SCHOOL	19757	Quiz Bowl Entry Fees x3	11/06/2023	90.00
BALLOU, BRAD	19786	11/28 JH GBBall v. Bertrand Ref	11/28/2023	90.00
BERTRAND COMMUNITY SCHOOL	19781	RPAC Play Prod Fee	11/16/2023	154.00
BSN SPORTS, Ilc	19801	Boys Basketball Supplies	11/29/2023	2,502.16
BUSCHOW, ALEX	19763	11/9 JH Wrest Ref	11/09/2023	200.00
BUSCHOW, ALEX	19773	11/14 JH Wrest Tour Ref	11/14/2023	225.00
CAMBRIDGE PUBLIC SCHOOL	19778	Quiz Bowl Entry Fee x3	11/15/2023	75.00
CASH-WA DISTRIBUTING	19759	Alma Activity Fund Supplies	11/07/2023	535.30
CHESTERMAN CO	19758	Student Council Concession Supplies	11/07/2023	370.50
DUELAND, JAYCE	19789	11/30 JV B BBall v. Bertrand Ref	11/28/2023	135.00
Fearless Ink Custom Apparel Inc	19769	Alma Football Clothing	11/13/2023	320.00
FIRST STATE BANK	19771	NMEA/ All State Convention meals & park	11/13/2023	116.00
FIRST STATE BANK	197770	Charge Back from Check/ SR Pizza Fund	11/17/2023	36.00
FIRST STATE BANK	19780	State eSports Meal Money	11/16/2023	200.00
FIRST STATE BANK	19795	Yearbook Raffle Start Up Cash	11/29/2023	250.00
FloSports, Inc.	19770	JH 5 Team Invite	11/13/2023	54.00
FloSports, Inc.	19783	APS JH Wrest Invite	11/20/2023	90.00
FLOWER PATCH	19792	FFA Practice Flowers	11/28/2023	60.50
HARLAN COUNTY MEAT PROCESSORS	19766	APS Concession Supplies	11/13/2023	396.00
HARVARD PUBLIC SCHOOL	19800	12/2 Wrest Tour Entry Fee	11/29/2023	125.00
HOGELANDS MARKET	19755	Activity Fund Oct 23 Charges	11/02/2023	798.00
Keli, Frecks	19752	VBall Line Judge	11/01/2023	75.00
KLINGELHOEFER, TREVOR	19775	11/14 JH Wrest Tour Ref	11/14/2023	225.00
LUETH, TORI	19751	VBall Line Judge	11/01/2023	195.00
MAXWELL PUBLIC SCHOOL	19799	11/30 Wrest Dual Entry Fee	11/29/2023	100.00
MEDICINE VALLEY PUBLIC SCHOOL	19762	JH Wrest Entry Fee	11/09/2023	75.00
MELTON, BROOKE	19753	VBall Line Judge	11/01/2023	45.00
MISKO SPORTS	19772	APS GBBall Clothes	11/13/2023	256.00
MOONLIGHT EMBROIDERY & SCREENPRINT	19761	Alma Lady Cardinals Shirts	11/08/2023	45.00
MOONLIGHT EMBROIDERY & SCREENPRINT	19782	Boys BBall Clothing	11/17/2023	307.00
MROCZEK, CHRIS	19754	VBall Line Judge	11/01/2023	30.00
NAEA DISTRICT 6 AGRICULTURE EDUCATION	19793	Entry Fees and Lunches	11/28/2023	623.00
Nautical Rose, The	19777	Senior Pizza Fundraiser	11/14/2023	2,844.00
NE CHORAL DIRECTORS ASSN	19794	12 Registration Fees	11/28/2023	612.00
NEMFCA	19768	Annual Dues 23-24	11/13/2023	75.00
PFEIFFER, KALEN	19765	11/9 JH Wrest Ref	11/09/2023	300.00
PFEIFFER, KALEN	19776	11/14 JH Wrest Tour Ref	11/14/2023	225.00
RETHORST, JUSTIN	19784	23-24 Wrest Certification	11/21/2023	77.00
SHIFFLET, CHASE	19764	11/9 JH Wrest Ref	11/09/2023	200.00
SHIFFLET, CHASE	19774	11/14 JH Wrest Tour Ref	11/14/2023	500.00
SOUTHERN VALLEY SCHOOL	19785	One Act Meals 15 Students x \$9 a meal	11/27/2023	135.00
SOUTHERN VALLEY SCHOOL	19797	11/28 JH Wrest & 12/8 Wrest Entry Fee	11/29/2023	150.00
TRUSTWORTHY HARDWARE	19756	One Act Paint Supplies	11/03/2023	131.97
VACURA, THOMAS (TJ)	19779	11/16 JH GBBall Ref v Cambridge	11/16/2023	90.00
VOLK, MATT	19788	11/30 JV B BBall v. Bertrand Ref	11/28/2023	90.00
Volunteer Collectibles	19767	Football Awards	11/13/2023	190.26
WATSON, TODD	19787	11/28 JH GBBall v. Bertrand Ref	11/28/2023	90.00
Wetovick, Nolan	19790	11/30 JV B BBall v. Bertrand Ref	11/28/2023	135.00
YANDAS MUSIC	19760	Student Instrument Repairs	11/07/2023	267.61
			Report Total:	15,118.40

ALMA LUNCH FUND	Teacher breakfast	35.96
APPLIED COMMUNICATIONS TECH	Phones @ PreK	789.80
AXTELL SCHOOL	Instructional services	14,000.00
C H S	Fuel Charges	2,277.00
CEI SECURITY & SOUND	South door repair	284.80
CITY OF ALMA	Utilities	5,357.51
CORNHUSKER INT'L TRUCKS	Repairs	918.00
DANA F COLE & CO.	Admin fee	95.00
DAS STATE ACCTING - CENTRAL FINANCE	Oct charges	267.63
DECKER INC SCHOOL FIX	Table, cam assembly	806.52
EAKES OFFICE PRODUCTS	Prek supplies	3,009.36
ECOLAB PEST ELIM DIVISION	Pest control	91.00
EDUCATIONAL SERVICE UNIT #11	1st Qtr inservice, meetings	8,507.32
EMBASSY SUITES - LINCOLN	Annual meeting	1,054.00
ESU #9	Vision services	531.25
HARLAN COUNTY JOURNAL	postings	112.28
HOGELANDS MARKET	FCS supplies	356.52
HOLIDAY INN - KEARNEY	AD convention	114.95
Home Depot Supply	Custodial supplies	238.85
HOMETOWN LEASING	Copier leases	2,655.62
INSPIRE REHABILITATION, LLC	PT & OT, mileage	5,528.03
J.W. PEPPER & SON, INC	Music	65.00
Lee BHM Corp	postings	4.70
MAIN STREET VARIETY	hangers	11.99
MATHESON TRI-GAS, INC.	welding supplies	269.65
MENARDS STORE #3200	shelving	87.86
MISKO SPORTS	backboard padding, anti whip net	640.80
NATIONAL ART & SCHOOL SUPPLIES INC	crayons, markers	432.46
NE COUNCIL OF SCHOOL ADMIN	Dues	620.00
NPPD	Utilities	4,468.41
PINPOINT	Utilities	560.07
PRAIRIE HILL LANDFILL - CITY OF HOLDREGE	household waste	34.04
RASMUSSEN MECHANICAL SERVICES	HVAC-PreK	19,257.00
S & W AUTO PARTS, INC	washer fluid, antifreeze, battery	152.13
TIME MANAGEMENT SYSTEMS	annual fee	1,480.38
TRIBE MOTOR CO	Repairs	18.52
TRUSTWORTHY HARDWARE	Custodial supplies	72.34
TWIN VALLEY AUTOMOTIVE LLC	Bus repair	383.75
U.S.CELLULAR	custodian cell phone	71.04
YANDAS MUSIC	Instrument repairs	215.00
	Total General	<u>75,876.54</u>
BANNER CAPITAL BANK	Auto payment	1,743.45
Eddy Construction	PreK materials & labor	9,068.00
FIRST STATE BANK	interest on loan	428.83
APS	loan to General fund	230,000.00
	Total Building Fund	<u>241,240.28</u>
QCPU Fund		
APS	loan to general fund	100,000.00
aramark	LAUNDRY SERVICES	249.08
CASH-WA DISTRIBUTING	FOOD SUPPLIES	6,379.84
Hiland Dairy Foods	DAIRY FOODS	1,839.57
HOGELANDS MARKET	FOOD SUPPLIES	1,182.65
NATIONAL ART & SCHOOL SUPPLIES INC	GENERAL SUPPLIES	7.04
SYSCO LINCOLN	FOOD SUPPLIES	1,157.54
US Foods, Inc.	FOOD SUPPLIES	2,194.27
	Payroll & benefits	10,272.87
	Lunch fund total	23,282.86

December 4, 2024

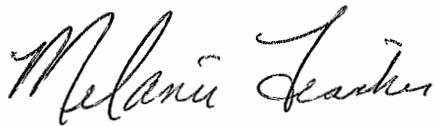
Dear Jon Davis, Superintendent, and the Alma School Board of Education,

This letter serves as a notice of my retirement at the end of my contract in June of 2024. I have enjoyed my 37 years with Alma Public Schools. All but a few years of my career have been here at APS. It has been an incredible journey with the friendships made and support from what we call our "second family".

Though I have mixed emotions about retiring, I look forward to family adventures and many hours spent as a grandma.

Again, thank you for the opportunity to be a part of the APS family,

Sincerely,

A handwritten signature in black ink that reads "Melanie Fischer". The signature is written in a cursive style with a large, stylized initial 'M'.

Melanie Fischer

**Array Schools 2023-2024
Base and Percentile Comparison**

November/13/2023

Sorted by base		Change From 23-24				Health			Contract
School District	23-24 Base	24-25 Base	to 24-25 Base	% Inc.	Percentile	SS VxH	Insurance Deductible	Dental Plan	Days
Array Schools									
Wilcox-Hildreth	\$38,200				100.08%	4 x 4	750	PPO 80% AB, 50% C	184
Axtell	\$38,000				98.91	4 x 4.5	1050/3800	100% A 75%B 50%C	184
Loomis	\$37,850				99.35%	4 x 4	1050/3600	PPO 100% A,75% B, 50% C	183
Bertrand	\$37,800				101.32%	4 x 4	1050	PPO 80% A&B, 50% C	184
Arapahoe	\$37,750				100.77%	4 x 4	1050/3500	80% A&B, 50% C	184
Southern Valley	\$37,250				101.77%	4 x 5	1200	PPO 80% AB, 50% C	184
Franklin	\$37,225				97.36	4 x 5	1050/3500	80% AB, 50% C	185
Alma	\$37,100				101.12%	4 x 4.5	1050/3500	PPO 80% AB, 50% C	183
Elm Creek	\$35,250				100.02%	4 x 4	1050/3500		184
Sorted by Percentile									
School District	23-24 Base	24-25 Base	to 24-25 Base	% Inc.	Percentile	SS VxH	Insurance Deductible	Dental Plan	Contract Days
Array Schools									
Southern Valley	\$37,250				101.77%	4 x 5	1200	PPO 80% AB, 50% C	184
Bertrand	\$37,800				101.32%	4 x 4	1050	PPO 80% A&B, 50% C	184
Alma	\$37,100				101.12%	4 x 4.5	1050/3500	PPO 80% AB, 50% C	183
Arapahoe	\$37,750				100.77%	4 x 4	1050/3500	80% A&B, 50% C	184
Wilcox-Hildreth	\$38,200				100.08%	4 x 4	750	PPO 80% AB, 50% C	184
Elm Creek	\$35,250				100.02%	4 x 4	1050/3500		184
Loomis	\$37,850				99.35%	4 x 4	1050/3600	PPO 100% A,75% B, 50% C	183
Axtell	\$38,000				98.91%	4 x 4.5	1050/3800	100% A 75%B 50%C	184
Franklin	\$37,225				97.36%	4 x 5	1050/3500	80% AB, 50% C	185

RPAC Schools - Sorted by Base									
School District	23-24 Base	24-25 Base	Difference	% Inc.	Percentile	SS VxH	HI Deductible	Dental Plan	Con. Days
Dundy County Stratton	\$40,900				99.84%	4 x 4	1050/3500	80% A&B, 50% C	185
Cambridge	\$38,200				99.07%	4 x 4	900/3500	80% A&B, 50% C	185
Wallace	\$38,200				98.70%	4 x 4	1050/3600	PPO 80% A&B, 50% C	183
Southwest	\$37,925				100.94%	4 x 4	900/3500	PPO 80% A&B, 50% C	183
Bertrand	\$37,800				100.67%	4 x 4	1050	PPO 80% A&B, 50% C	184
Arapahoe	\$37,750				100.12%	4 x 4	1050/3500	80% A&B, 50% C	184
Hayes Center	\$37,672				98.01%	4 x 4.5	850/3600	80% A&B, 50% C	184
Paxton	\$37,600				101.99%	4.25 x 4.25	1050/3800	PPO 100% ABC	183
Hitchcock County	\$37,600				97.66%	4 x 4	900	PPO 80% A&B, 50% C	185
Elwood	\$37,400				99.99%	4 x 4.5	1050/3800	100% ABC	184
Wauneta-Palisade	\$37,350				98.29%	4 x 5	650/3800	80% A&B, 50% C	184
Maywood	\$37,300				97.15%	4.5 x 4.5	1050	PPO 100% A, 75% B, 50% C	184
Southern Valley	\$37,250				101.11%	4 x 5	1200	PPO 80% AB, 50% C	184
Alma	\$37,100				100.46%	4 x 4.5	1050/3500	PPO 80% AB, 50% C	183
Medicine Valley	\$36,750				97.27%	4 x 4	600	80% A&B, 50% C	184
Maxwell	\$36,665				109.67%	4 x 4	1150	80% A&B, 50% C	184
Sutherland	\$35,200				100.81%	compressed	1050/3800	80% A&B, 50% C	184
RPAC Schools - Sorted by Percentile									
School District	23-24 Base	24-25 Base	Inc. to 24-25 Bas	% Inc.	Percentile	SS VxH	HI Deductible	Dental Plan	Con. Days
Maxwell	\$36,665				109.67%	4 x 4	1150	80% A&B, 50% C	184
Paxton	\$37,600				101.99%	4.25 x 4.25	1050/3800	PPO 100% ABC	183
Southern Valley	\$37,250				101.11%	4 x 5	1200	PPO 80% AB, 50% C	184
Southwest	\$37,925				100.94%	4 x 4	900/3500	PPO 80% A&B, 50% C	183
Sutherland	\$35,200				100.81%	compressed	1050/3800	80% A&B, 50% C	184
Bertrand	\$37,800				100.67%	4 x 4	1050	PPO 80% A&B, 50% C	184
Alma	\$37,100				100.46%	4 x 4.5	1050/3500	PPO 80% AB, 50% C	183
Arapahoe	\$37,750				100.12%	4 x 4	1050/3500	80% A&B, 50% C	184
Elwood	\$37,400				99.99%	4 x 4.5	1050/3800	100% ABC	184
Dundy County Stratton	\$40,900				99.84%	4 x 4	1050/3500	80% A&B, 50% C	185
Cambridge	\$38,200				99.07%	4 x 4	900/3500	80% A&B, 50% C	185
Wallace	\$38,200				98.70%	4 x 4	1050/3600	PPO 80% A&B, 50% C	183
Wauneta-Palisade	\$37,350				98.29%	4 x 5	650/3800	80% A&B, 50% C	184
Hayes Center	\$37,672				98.01%	4 x 4.5	850/3600	80% A&B, 50% C	184
Hitchcock County	\$37,600				97.66%	4 x 4	900	PPO 80% A&B, 50% C	185
Medicine Valley	\$36,750				97.27%	4 x 4	600	80% A&B, 50% C	184

RPAC and Area Schools

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Maywood	\$37,300			97.15%	4.5 x 4.5	1050	PPO 100% A,75% B, 50% C	184
Sorted by Base - RPAC & Areas Schools								
Dundy County Stratton	\$40,900				4 x 4	1050/3500	80% A&B, 50% C	185
Minden	\$39,550				4 x 5	1200/3500	PPO 100% A,75% B, 50% C	185
Gibbon	\$39,000				4 x 5	1900/3800	100% A 75%B 50%C	185
Wood River	\$38,600				4 x 5	1200	PPO 100% A,75% B, 50% C	185
Blue Hill	\$38,550				4 x 4	1050/3500		185
Silver Lake	\$38,550				4 x 4	1050	100% A, 80% BC, 50% D	184
Holdrege	\$38,450				4.5 x 4.5	1050/3800	100% A 75%B 50%C	185
Cambridge	\$38,200				4 x 4	900/3500	80% A&B, 50% C	185
Wallace	\$38,200				4 x 4	1050/3600	PPO 80% A&B, 50% C	183
Kenesaw	\$38,200				4 x 4.5	1050		184
Wilcox-Hildreth	\$38,200				4 x 4	750	PPO 80% AB, 50% C	184
Pleasanton	\$38,200				4 x 4.5	1050/3800	100% A 75%B 50%C	182
Axtell	\$38,000				4 x 4.5	1050/3800	100% A 75%B 50%C	184
Superior	\$38,000				4 x 4.5	1050/3800	100% A 75%B 50%C	185
Red Cloud	\$37,931				4 x 4	1200/3800	PPO 80% AB, 50% C	183
Southwest	\$37,925				4 x 4	900/3500	PPO 80% A&B, 50% C	183
Loomis	\$37,850				4 x 4	1050/3600	PPO 100% A,75% B, 50% C	183
Amherst	\$37,850				4 x 4.5	1050	PPO 100% A,75% B, 50% C	182
Bertrand	\$37,800				4 x 4	1050	PPO 80% A&B, 50% C	184
Arapahoe	\$37,750				4 x 4	1050/3500	80% A&B, 50% C	184
Hayes Center	\$37,672				4 x 4.5	850/3600	80% A&B, 50% C	184
Paxton	\$37,600				4.25 x 4.25	1050/3800	PPO 100% ABC	183
Hitchcock County	\$37,600				4 x 4	900	PPO 80% A&B, 50% C	185
Overton	\$37,600				4 x 4.5	1200/3800	80% AB, 50% C	183
Elwood	\$37,400				4 x 4.5	1050/3800	100% ABC	184
Wauneta-Palisade	\$37,350				4 x 5	650/3800	80% A&B, 50% C	184
Maywood	\$37,300				4.5 x 4.5	1050	PPO 100% A,75% B, 50% C	184
Southern Valley	\$37,250				4 x 5	1200	PPO 80% AB, 50% C	184
Franklin	\$37,225				4 x 5	1050/3500	80% AB, 50% C	185
Alma	\$37,100				4 x 4.5	1050/3500	PPO 80% AB, 50% C	183
Medicine Valley	\$36,750				4 x 4	600	80% A&B, 50% C	184
Maxwell	\$36,665				4 x 4	1150	80% A&B, 50% C	184
Ravenna	\$36,500				4 x 5	1050/3800	100% ABC	182
Shelton	\$35,675				4 x 5	1050/3800	PPO 100% A,75% B, 50% C	185
Elm Creek	\$35,250				4 x 4	1050/3500		184
Sutherland	\$35,200				compressed	1050/3800	80% A&B, 50% C	184

RPAC and Area Schools

11/13/23

Summer-Eddyville-Miller	\$35,075				4 x 4	900	80% ABC, 50% D	184
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4 x 4 Salary Schedules - 2023-24									
School District	23-24 Base	24-25 Base	Change		Percentile	SS VxH	Health		Contract Days
			From 23-24	to 24-25 Base			% Inc.	Insurance Deductible	
RPAC Schools									
Dundy County Stratton	\$40,900				99.84%	4 x 4	900/3500	80% A&B, 50% C	186
Cambridge	\$38,200				99.07%	4 x 4	900/3500	80% A&B, 50% C	185
Wallace	\$38,200				98.70%	4 x 4	1050/3600	PPO 100% A, 75% B, 50% C	183
Southwest	\$37,925				100.95%	4 x 4	1050/3800	PPO 100% A, 75% B, 50% C	183
Bertrand	\$37,800				100.67%	4 x 4	1050	PPO 100% A, 75% B, 50% C	184
Arapahoe	\$37,750				100.12%	4 x 4	1050/3800	80% A&B, 50% C	184
Hitchcock County	\$37,600				97.68%	4 x 4	900	PPO 80% A&B, 50% C	185
Maxwell	\$36,665				109.67%	4 x 4	1450	80% A&B, 50% C	184
Sutherland	\$35,200				100.81%	compressed	1050/3800	80% ABC, 50% C	184
Area Schools									
Blue Hill	\$38,550					4 x 4	900/3500		185
Elm Creek	\$38,191					4 x 4	1050/3500		184
Loomis	\$37,850					4 x 4	1050/3600	PPO 100% A, 75% B, 50% C	183
Red Cloud	\$37,931					4 x 4	1200/3800	PPO 80% AB, 50% C	183
Silver Lake	\$38,550					4 x 4	1050	100% A, 80% BC, 50% D	184
Summer-Eddyville-Miller	\$35,075					4 x 4	900	80% ABC, 50% D	184
Wilcox-Hildreth	\$38,200					4 x 4	750	PPO 80% AB, 50% C	184
4 x 4.25 Salary Schedules - 2023-24									
RPAC Schools									
Paxton	\$37,600				101.99%	4.25 x 4.25	1050/3800	PPO 100% ABC	183
Eustis-Farnam	\$37,700					4 x 4.25	1050		182
Area Schools									
School District	18-19 Base	24-25 Base	Change		Percentile	SS VxH	Health		Contract Days
			From 23-24	to 24-25Base			% Inc.	Insurance Deductible	
4 x 4.5 Salary Schedules - 2023-24									
RPAC Schools									
Alma	\$37,100				101.12	4 x 4.5	1050/3500	PPO 80% AB, 50% C	183
Hayes Center	\$37,672				98.01%	4 x 4.5	850/3600	80% AB, 50% C	184
Wauneta-Palisade	\$37,350				98.29%	4 x 5	650/3800	80% A&B, 50% C	184

Salary Schedule V x H Comparison
 RPAC and Area Schools 2023-2024

11/13/23

School District	18-19 Base	24-25 Base	Change From 23-24 to 24-25Base	% Inc.	SS VxH	Health Insurance Deductible	Dental Plan	Contract Days	
Elwood	\$37,400				99.99%	4 x 4.5	1050/3800	100% ABC	184
Area Schools									
Amherst	\$37,850					4 x 4.5	1050	PPO 100% A, 75% B, 50% C	182
Axtell	\$38,000					4 x 4.5	1050/3800	100% A 75%B 50%C	184
Pleasanton	\$38,200					4 x 4.5	1050/3800	100% A 75%B 50%C	182
Superior	\$38,000					4 x 4.5	1050/3800	100% A 75%B 50%C	185
Overton						4 x 4.5	1200/3800	80% AB, 50% C	183
Kenesaw	\$38,200					4 v 4.5	1050		184
4.5 x 4 Salary Schedules - 2023-24									
RPAC Schools									
Medicine Valley	\$36,750				97.27%	4.5 x 4	650	80% A&B, 50% C	184
4 x 5 Salary Schedules - 2023-24									
RPAC Schools									
Southern Valley	\$37,250				101.11%	4 x 5	1200	PPO 80% AB, 50% C	184
Area Schools									
Franklin	\$37,225					4 x 5	1050/3500	80% AB, 50% C	185
Gibbon	\$39,000					4 x 5	1900/3800	100% A 75%B 50%C	185
Minden	\$39,550					4 x 5	1200/3500	PPO 100% A, 75% B, 50% C	185
Ravenna	\$36,500					4 x 5	1050/3800	100% ABC	182
Shelton	\$35,675					4 x 5	1050/3800	PPO 100% A, 75% B, 50% C	185
Wood River	\$38,600					4 x 5	1200	PPO 100% A, 75% B, 50% C	185
4.5 x 4.5 Salary Schedules - 2023-24									
RPAC Schools									
Maywood	\$37,300				97.15%	4.5 x 4.5	1050	PPO 100% A, 75% B, 50% C	184
Area Schools									
Holdrege	\$38,450					4.5 x 4.5	1050/3800	100% A 75%B 50%C	185

Large Array of Area Schools
2023-2024

Sorted by Base							Health Ins.	Contract	
School District	23-24 Base	24-25 Base	Difference	% Inc.	Percentile	SS VxH	Deductible	Dental Plan	Days
Gibbon	\$39,000				99.74%	4 x 5	1900/3800	100% A 75%B 50%C	185
Blue Hill	\$38,550				101.10%	4 x 4	1050/3500		185
Silver Lake	\$38,550				99.23%	4 x 4	1050	100% A, 80% BC, 50% D	184
Kenesaw	\$38,200				100.38%	4 x 4.5	1050		184
Wilcox-Hildreth	\$38,200				100.20%	4 x 4	750	PPO 80% AB, 50% C	184
Cambridge	\$38,200				99.84%	4 x 4	900/3500	80% A&B, 50% C	185
Axtell	\$38,000				99.03%	4 x 4.5	1050/3800	100% A 75%B 50%C	184
Red Cloud	\$37,931				96.17%	4 x 4	1200/3800	PPO 80% AB, 50% C	183
Southwest	\$37,925				101.73%	4 x 4	900/3500	PPO 80% A&B, 50% C	183
Amherst	\$37,850				100.30%	4 x 4.5	1050	PPO 100% A,75% B, 50% C	182
Loomis	\$37,850				99.48%	4 x 4	1050/3600	PPO 100% A,75% B, 50% C	183
Bertrand	\$37,800				101.45%	4 x 4	1050	PPO 80% A&B, 50% C	184
Arapahoe	\$37,750				100.89%	4 x 4	1050/3500	80% A&B, 50% C	184
Eustis-Farnam	\$37,700				100.87%	4 x 4.25	1050		182
Overton	\$37,600				98.15%	4 x 4.5	1200/3800	80% AB, 50% C	183
Elwood	\$37,400				100.77%	4 x 4.5	1050/3800	100% ABC	184
Southern Valley	\$37,250				101.89%	4 x 5	1200	PPO 80% AB, 50% C	184
Franklin	\$37,225				97.48%	4 x 5	1050/3500	80% AB, 50% C	185
Alma	\$37,100				101.24%	4 x 4.5	1050/3500	PPO 80% AB, 50% C	183
Shelton	\$35,675				98.46%	4 x 5	1050/3800	PPO 100% A,75% B, 50% C	185
Elm Creek	\$35,250				100.14%	4 x 4	1050/3500		184
Summer-Eddyville-Miller	\$35,075				99.69%	4 x 4	900	80% ABC, 50% D	184
Sorted by Percentile							Health Ins.	Contract	
School District	23-24 Base	24-25 Base	Difference	% Inc.	Percentile	SS VxH	Deductible	Dental Plan	Days
Southern Valley	\$37,250				101.89%	4 x 5	1200	PPO 80% AB, 50% C	184
Southwest	\$37,925				101.73%	4 x 4	900/3500	PPO 80% A&B, 50% C	183
Bertrand	\$37,800				101.45%	4 x 4	1050	PPO 80% A&B, 50% C	184
Alma	\$37,100				101.24%	4 x 4.5	1050/3500	PPO 80% AB, 50% C	183
Blue Hill	\$38,550				101.10%	4 x 4	1050/3500		185
Arapahoe	\$37,750				100.89%	4 x 4	1050/3500	80% A&B, 50% C	184
Eustis-Farnam	\$37,700				100.87%	4 x 4.25	1050		182
Elwood	\$37,400				100.77%	4 x 4.5	1050/3800	100% ABC	184
Kenesaw	\$38,200				100.38%	4 x 4.5	1050		184
Amherst	\$37,850				100.30%	4 x 4.5	1050	PPO 100% A,75% B, 50% C	182
Wilcox-Hildreth	\$38,200				100.20%	4 x 4	750	PPO 80% AB, 50% C	184
Elm Creek	\$35,250				100.14%	4 x 4	1050/3500		184
Cambridge	\$38,200				99.84%	4 x 4	900/3500	80% A&B, 50% C	185
Gibbon	\$39,000				99.74%	4 x 5	1900/3800	100% A 75%B 50%C	185
Summer-Eddyville-Miller	\$35,075				99.69%	4 x 4	900	80% ABC, 50% D	184
Loomis	\$37,850				99.48%	4 x 4	1050/3600	PPO 100% A,75% B, 50% C	183
Silver Lake	\$38,550				99.23%	4 x 4	1050	100% A, 80% BC, 50% D	184
Axtell	\$38,000				99.03%	4 x 4.5	1050/3800	100% A 75%B 50%C	184
Shelton	\$35,675				98.46%	4 x 5	1050/3800	PPO 100% A,75% B, 50% C	185
Overton	\$37,600				98.15%	4 x 4.5	1200/3800	80% AB, 50% C	183
Franklin	\$37,225				97.48%	4 x 5	1050/3500	80% AB, 50% C	185
Red Cloud	\$37,931				96.17%	4 x 4	1200/3800	PPO 80% AB, 50% C	183