

HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

AGENDA

1. **Preliminary Procedures**

1.1. **Call to Order**

1.2. **Recognize Notice of Meeting**

1.3. **Recognize Open Meetings Act Posting**

1.4. **Roll Call**

2. **Public Comments On Agenda Items**

Public comment will be limited to items on the current agenda. Public comment may be limited to a total of 30 minutes, individuals will be limited to 5 minutes each.

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

3. **Reports**

3.1. **Superintendent's Report**

3.2. **Principals' Reports**

4. **Discussion Items**

4.1. **Policy Review: Sections 508 & 509**

4.2. **Building / Construction Update**

4.3. **Superintendent Evaluation**

4.4. **Discuss Settlement Of 26-27 HEA Negotiations**

4.5. **Discuss Purchase Of Two-Way Radios**

4.6. **26-27 Staffing**

5. **Action Items**

5.1. **Approve Negotiated Agreement With HEA For 26-27**

5.2. **Authorize Purchase Of Two-Way Radios**

6. **Future Agenda Items**

6.1. **American Civics Committee: Monday, December 8th @ 6 PM**

6.2. **Regular Meeting: Monday, December 8th @ 7 PM**

7. **Consent Agenda**

7.1. **Approval of Minutes**

7.1.1. *Regular Meeting: Monday, October 13, 2025*

7.2. **Approval of Claims**

7.3. **Financial Reports**

8. **Adjournment**

HEARTLAND

COMMUNITY SCHOOLS

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Henderson, Nebraska 68371**

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November 10, 2025

TO: Heartland Community Schools Board of Education
FROM: Jeremy Klein, Superintendent
RE: Board Report (November 2025)

Regular November Board Meeting Reminder

Our regular November board meeting is scheduled for Monday, November 10, 2025, at 7 PM in the Conference Room.

There currently are no committee meetings scheduled prior to the board meeting.

Please let Tyler or I know if you need to be absent.

Board Meeting Reminders

- Monday, November 10th – Regular November Meeting @ 7 PM
- Monday, December 8th – Regular December Meeting @ 7 PM
- Monday, January 12th – Regular January Meeting @ 7 PM

Committee Meeting Reminders

- Monday, December 8th: American Civics Committee @ 6 PM

Consent Agenda: Minutes

Approval of the consent agenda will include approval of the minutes from the following meetings:

- Regular Meeting (October 13, 2025)

Consent Agenda: Claims

Approval of the month's claims are included in the consent agenda. Let me know if you have any questions on any claims prior to the meeting - I can either answer your question or bring an answer to the meeting.

Consent Agenda: Bond Fund Payment

Our December 15th principal and interest payments are included in the Consent Agenda claims for this month. This claim includes the principal and interest payments for both of our bonds (Bond22 and Bond24). Principal and interest payments towards repayment of our bond issuances are paid out of the Bond Fund.

Consent Agenda: Construction Claims

Note: there are no certified construction claims presented for payment this month.

Veterans' Day Program

Our annual Veterans' Day Program will take place on Veterans' Day – Tuesday, November 11th @ 9 AM in the Theater.

SECC Advisory Committee Meeting

Mr. Carr and I attended SCC York Learning Center annual advisory committee meeting on Thursday, November 6th. There was good information shared about the future of the health sciences program envisioned for the York learning center. There was some information shared on the new regional center envisioned to be built in York. Information on the new regional center is still limited as they are still in the capital campaign process, but we're enthusiastic about the potential of such a resource in our immediate area. I attached an agenda of the advisory committee meeting to this report for your information.

Also attached to this report is a summary of our 24-25 (last year) SECC dual-enrollment engagement with SECC.

National FFA Convention

We had 7 students recently attend the National FFA Convention in Indianapolis. The group departed on Tuesday, October 28th and returned on Saturday, November 1st. A group of those students will share their experience with the Board next month at our regular December 8th board meeting.

NASB State Education Conference

A reminder that the NASB State Education Conference is Wednesday, November 21 – 23. Let me know if you need me to send you any of your registration and/or hotel information.

H&H Bearcats Co-op

The fall season concluded in late October. I'm very proud of our student-athletes and coaches for this first Fall season of the co-op. I'll provide some summary information on the Fall seasons next month.

JH girls basketball has begun their season. HS basketball will begin their seasons next Monday, November 17th.

The Winter Season Tipoff (similar to the Fall Season Kickoff) will take place on Monday, December 1st @ 7 PM. This year's fall event took place at Hampton, this year's winter event will take place at Heartland.

On Monday, November 17th the admin teams from each district will be meeting with the coaches who coached cooperatively sponsored programs this past Fall (both HS and JH). We'll meet in the evening to have a meeting over supper to discuss various aspects of how things went from the coaches' perspectives looking for ways to improve general organization, logistics, communication, etc.

We are still looking for a 3rd assistant boys basketball coach.

On Friday, November 7th we posted internally for applications for HS football coaches (head and assistant) for next Fall. The current application deadline is set for Monday, November 17th. We anticipate beginning head coach interviews on Monday, November 24th. Our interview process for head coach will be similar to how we've done it with the other programs so far. The interview team will consist of administrators from both districts along with 3 athletes from each district. Assistant coaches will be selected after a head coach is selected. I'll keep you informed along these lines.

Dates / Events Of Note

November 10: Regular November board meeting @ 7 PM

November 17: Winter Sports Season Begins

November 19-21: NASB State Education Conference

November 26-28: No School – Thanksgiving Break

December 1: Winter Season Tipoff (location: Heartland) @ 7 PM

December 8: Regular December Board Meeting @ 7 PM

December 19: Last Day 1st Semester

December 24-28: NSAA Moratorium

January 5 & 6: Teacher In-service Days

January 7: Classes Resume - 2nd Semester begins

January 12: Regular January board meeting @ 7 PM

EMPOWERING EXCELLENCE - Every Student, Every Day



Select High School
Heartland Community School

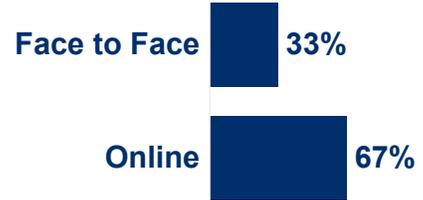
Select Dual Credit Type
SENCAP

SENCAP at Heartland Community School

Overview of 2024-2025 Academic Year
(Last Updated 6/20/2025 9:58:12 AM)

The Southeast Community College Dual Credit partnerships are designed to provide students with the opportunity to explore career and education opportunities and/or enroll in general education courses to earn college credit hours while still in high school. These courses get students one-step closer towards earning a post-secondary credential in a program of study at significantly reduced cost. The two programs are the Southeast Nebraska Career Academy Partnership (SENCAP) and The Career Academy (TCA).

Matriculation Academic Year Academic Year
2024-2025 2024-2025

<p>Participants</p> <p>45</p>	<p>Students Enrolled By Grade</p>  <table border="1"> <tr><td>Senior</td><td>21</td></tr> <tr><td>Junior</td><td>19</td></tr> <tr><td>Sophomore</td><td>5</td></tr> </table>	Senior	21	Junior	19	Sophomore	5	<p>Courses completed (Received A-D or P Grade)</p> <p>132</p>
Senior	21							
Junior	19							
Sophomore	5							
<p>Average GPA</p> <p>3.74</p>	<p>Pass rate (C or Above)</p> <p>95%</p>	<p>Delivery Mode</p>  <table border="1"> <tr><td>Face to Face</td><td>33%</td></tr> <tr><td>Online</td><td>67%</td></tr> </table>	Face to Face	33%	Online	67%		
Face to Face	33%							
Online	67%							
<p>Matriculation to SCC (2024-2025 Dual Credit Students Who Enrolled In 2025-2026)</p> <p>2</p>	<p>Credit Hours Completed</p> <p>407</p>	<p>Estimated Tuition Savings (Based on 65% of \$104 per credit hour)</p> <p>\$27,513</p>						

**Advisory Committee Meeting
SCC Learning Center at York
November 6, 2025 11:30 AM- 1:00 PM**

Agenda

Welcome & Introductions

Learning Center Updates

SCC Health Sciences

Workforce Development/Learning Center

Advisory Discussion and Recommendations

Wrap-up

Today's Hosts:

Diane Houdek

SCC Learning Center at York Coordinator

Melinda Roth, Minnie Vickery

SCC Learning Center at York Admin Assistant

Cinda Konken

Dean of Extended Learning

Dan Gross

Associate Dean of Community Services and
Extended Learning

Thank you for your time and support!

Principal's Report

1. Student Performance:

- Congratulations to Braden Janzen for being selected to All State Music and to Jagger Regier for being selected as an alternate.
- Congratulations to Mia Hiebner for placing 3rd at State!
- Congratulations to the following students that qualified for state land judging on October 22. The team placed 2nd and qualified for Nationals. National Land Judging will be in Oklahoma May 5, 6, 7.
 - Lane Farrall
 - Faith Hiebner
 - Maddie Janzen
 - Riley Quiring
 - David Hiebner (Alternate)
- One Act Performances-
 - @ Cross County, November 8
 - @ Kearney High School, November 15
 - SNC- November 18, @ Fillmore Central, Geneva
 - Community Performance, Heartland Theater, November 21 at 7:00pm
 - Districts- December 3, @ Cross County

4. [Multicultural Report](#)

Upcoming Events:

November 25 Fall Band Concert, grades 6-12, 7:30PM

Beginning December 8 NHS/FFA/FBLA Food Drive begins

Elementary Principal's Report November, 2025

DARE Graduation

On October 30th, the Fifth Grade class graduated from a ten week D.A.R.E (Drug Abuse Resistance Education) program. The program was taught by Captain Joshua Gillespie from the York County Sheriff's Department. Captain Gillespie does a wonderful job building relationships with the students and teaching the important life skills throughout the program.



Veterans Day Essay Contest

Topic "Why it is Important to Celebrate Veterans Day?"

Program - 9:00am / Tuesday, November 11, 2025 - Reception following program for Veterans and families in the cafeteria

4th - 6th Division

First Place - James Janzen (6th Grade)

Second Place - Levi Haidle (4th Grade)

Third Place - Mckinley Hiebner (6th Grade)

7th - 12th Division

First Place - Tori Thieszen (8th Grade)

Second Place - Ryker Stebbing (8th Grade)

Third Place - Maylie Friesen (8th Grade)

Thanks to Henderson State Bank for sponsoring the contest with monetary prizes.

Heartland Community Elementary School
Multicultural Report
Updated 2025 - 2026 School Year

Multicultural Education Mission:

To create and support programs, services, and resources, dedicated to fostering an environment of exploration and raising empowerment, as well as collaboration and celebration of many diverse cultural people, places, celebrations, and the like.

Multicultural Education Goals:

To create an inclusive learning community by emphasizing and exploring diverse identities, areas of the world, music, history, cultures, races, ethnicities, etc.

To create, sustain, and nurture a lifelong respect for diversity.

The following information represents some of the multicultural activities and concepts being carried out in the elementary school. Guides, frameworks, and standards are covered within each grade level curriculum guides.

Preschool

At Heartland Preschool, we use the “Creative Curriculum System for Preschool” by Teaching Strategies. This is the same curriculum adopted by the Head Start programs across the country. The curriculum has a strong emphasis on multicultural awareness and English and dual language learners. There is a Home Language survey that gathers information about the language use in an ELL child’s home. Children meeting the criteria of ELL are then assessed using the “Teaching Strategies GOLD” in the additional area of English Language Acquisition, both listening/understanding English as well as speaking English. The “Creative Curriculum” provides informational letters to parents in both English and Spanish. If other letters are sent home to parents from Heartland Preschool, they are translated using Google Translate, which has many languages available for translation. The Nebraska Department of Education also has available translated forms for parents if their child is receiving special education services.

Heartland Preschool has many multicultural materials available to children. Each “study” or unit in the curriculum has multicultural books that connect the concepts and vocabulary to the unit of study. Some of the books are written in both English and Spanish. There is also a portion of each study that emphasizes “partnering with families”, connecting the culture and customs of families to the curriculum.

The play centers in the Heartland Preschool classroom contain materials that incorporate different cultural perspectives. For example, the “kitchen and dress-up” center has dolls of different races, dress-up clothing representing different customs, and pretend food items from different cultures. The music center has musical instruments and songs on the iPod from different cultures. Toys show people of different races as part of the doll house and “mainstreet” play sets.

The Heartland Preschool is evaluated through the Early Childhood Environmental Rating Scale (ECERS) as required by the Nebraska State Department of Education. Through this program evaluation, multicultural awareness and sensitivity is monitored through the subscale item of “promoting acceptance of diversity.”

Kindergarten

Students and teachers read a variety of books throughout the year that show racial and ethnic diversity.

Through CKLA unit studies, students learn about Native Americans, Christmas in other countries, and Martin Luther King Jr. Students learn the impact that MLK had on American history and discuss what segregation means and looked like. The treatment of African American individuals is tied to the study of money when the students learn about President Lincoln and slavery.

First Grade

Through the use of the CKLA ELA curriculum, first grades integrate literature into their study of other cultures. Through read-alouds, whole group reading, as well as independent reading, students learn about the historical events and cultures and traditions of various world cultures.

First graders are exposed to a variety of multicultural lessons through literature and supplemental resources, both in reading and social studies. Topics covered include the exploration events of Christopher Columbus, the development of the Thanksgiving tradition, Christmas customs and traditions in various countries, the equality movement of Martin Luther King, the civil rights movement of Abraham Lincoln and the contributions of various individuals during Black History Month (Rosa Parks, Ruby Bridges, etc.). First graders also discuss American symbols, landmarks, and monuments with the important history behind them, all the way back to understanding where our country began. Students discover the way of life for American people in the past to include the American Indians, those who have migrated and the culture they bring with them. Students then read about the diversity of the American people from sports, dances, customs, and traditions. Students also discuss resources, goods, and services important for different cultures around the globe.

Second Grade

Second grade students will learn to appreciate different communities (rural and urban) in the story "The Twin Club," explore the culture and traditions of cowboys in the story "Cowboys" and "A Cowboy's Life," read and discuss the important contributions of famous African Americans George Washington Carver, Harriet Tubman and Martin Luther King Jr., study traditions and celebrations that involve our country's flag in the story "Red, White, and Blue: The Story of the American Flag," and they will also learn that the colors and pictures on the flags of different countries send a message and that people hang flags to show support of their country (patriotism).

Second grade students explore different family traditions and celebrations (birthdays, Thanksgiving, Hanukkah, Kwanzaa, Fourth of July and family reunions) in the story "Celebrations and Family Traditions," learn about family birthday celebrations in different countries in the story "A World of Birthdays," read words in another language (Spanish) while reading the stories "Rosa and Blanca", "A Birthday Basket for Tia", and "The First Tortilla," learn that family celebrations and traditions are important to all cultures and to family groups too in the story "Magda's Tortillas," explore the value of family ties in the story "Rosa and Blanca," learn about food from other countries in the story "The International Food Fair," and read and rewrite the story "An Early American Christmas" and discuss the customs and traditions of a family that celebrates Christmas in the early 1800's.

Third Grade

Through the use of the CKLA ELA curriculum, third graders integrate literature into their study of other cultures. Through read-alouds, whole group reading, as well as independent reading, students learn about the historical events and culture of the Ancient Roman civilization as well as Native Americans (Greater Mississippi River areas, Southwest, Northeast, Southeast, and Arctic/Subarctic). They also explore in great detail European exploration in North America and acquire factual information about the Vikings and Norse mythology.

Students also discover a variety of cultures through the use of Houghton Mifflin Harcourt G3 Kids Discover Communities, Near and Far.

Fourth Grade

In our CKLA reading program the poetry unit has a strong emphasis on African American authors and how their race impacts their writing. The inventions unit focuses on inventors from a variety of backgrounds. We also read a story about an author who grew up in Puerto Rico.

Through read-alouds, students listen to several books that teach about people from other cultures.

During Nebraska Studies, a lot of time is spent discussing the history of the Native Americans in Nebraska and the changes that came as the result of white settlers. Fourth grade also discusses important Native American leaders and learns about Native American reservations and their lifestyle today.

Fifth Grade

Fifth graders study Martin Luther King Day and observe the importance of the contributions of the Civil Rights movement. They study the Civil War and the Revolutionary War and pay particular attention to the contributions made by African Americans and Native Americans. One of the more interesting studies done by fifth graders includes Christmas customs and traditions that have found their way to the United States and are now part of our culture. Another focus is holidays around the world during the Christmas season. Several stories focus on Hispanic culture and language. Folktales and fables are a part of literature at this level, and this lends itself to learning about the variations we find in this type of literature in many lands and cultures. We study the Maya, Inca, and Aztec civilizations. We also read personal narratives written by people of many cultures and how their names, customs, and traditions were carried over from their native culture, and also changed as they adapted to a new culture. Also in the science curriculum, students study the different solar technologies that other cultures have available and their history.

Sixth Grade

The social studies curriculum includes the study of the Greeks, Romans, and ancient Egypt. These studies lend themselves to helping students learn about the cultures of Egyptians, Jews, and Arabs. This means more than the study of languages and customs as students learn about ancient and present day ideologies that concern this region of the world. Sixth graders spend time studying world religions and learn about these religions as they are practiced today. Language writing activities at certain times of the year are centered on specific multicultural related topics such as Martin Luther King Day and Cinco de Mayo. 6th grade students also read about the following topics: Taj Mahal, Rosetta Stone, and Mayan/Aztec Culture. Other units studied are WWI and WWII.

In addition to the specific activities listed above, we keep the concept of accepting diversity in people amongst our staff. Other methods include discussions, news articles, books, and staff participation on multiculturalism committees and committees for students with special needs.

Art

- Students study artwork from various cultures around the world.
- Each student is given the opportunity to create works of art inspired by different artists, cultures, and techniques used.

- Students learn about the elements of art and the principles of design, as well as how to use the color wheel to put together different color combinations.
- Each semester famous artists from the past and emerging artists of the present are chosen to study and relate to projects for K-6 students.

Library Media Center

- The Media Center supports Heartland's curriculum by providing multicultural materials for students and teachers.
- It is our policy to select literature which reflects the contributions, lifestyles, and values of different ethnic groups.
- The literature promotes a global outlook and understanding that we have more similarities than differences.
- In addition, these guidelines (from Booklist, Kirkus Reviews, School Library Journal, and Common Sense Media) are also considered when selecting materials for the library media centers.
 - Cultural details need to be represented accurately in literature.
 - The material attempts to amend historical errors and omissions by providing accurate information about people from the group portrayed who have made contributions to the United States and the world.
 - Present a positive and reassuring representation of the reader's own cultural group. The material contains illustrations and/or photos that provide a true reflection of the way of life of the group.

Heartland 7-12 Multicultural Report 2025-2026

Social Studies

- 7th grade Social Studies, 8th grade Social Studies, 9th grade World History, 11th grade American History, 12th grade American Government, Psychology, Sociology, Contemporary World Issues
 - All the Social Studies classes listed above incorporate the use of current events where applicable to the lessons. Current events are present day history in the making and also used to show past historical events similar in context. Current events are used to show an understanding of all the social science classes.
 - In American Government, current events involving politics and the United States are used to give "real life" meaning to what is being taught in that class.
 - In 8th grade social studies, 9th grade world history, and 11th grade American History current events are used to show how lessons learned from the past are affecting our country and the world in the present day.
 - Students in 7th grade Geography and Contemporary World Issues, will use current events as well as historically significant moments to learn and recognize that the world was built upon and strengthened by the contributions of all peoples, including those of varying ethnic and cultural backgrounds. Students will learn about different cultures as they study the news of the world and why certain events take place from each cultural point of view (global awareness). Specifically, the Contemporary World Issues class will complete projects that highlight contributions of ethnic minorities to politics in America. In 7th grade Geography, students will complete a multitude of assignments that illustrate how cultural diffusion has changed and contributed to human progress. For example, students will complete projects by unit that compare cultural regions of the World to America.
 - Contemporary World Issues incorporates various problems such as climate change, civics understanding, and human rights to understand how events today have impacts on the world around them. Students study and research the history of current topics to gain understanding of how various groups have dealt with issues while examining successes and failures that have influenced the issue.
 - In 8th grade American History I and 11th grade American History II, the topic of slavery, the displacement of numerous Native American tribes, and the overall struggles faced by a multitude of ethnic groups will be introduced and discussed. The overarching goal is to educate and enlighten students about past events and perspectives, and how throughout the settlement and formation of our nation and its government we have sought to remedy the errors of our past.

- All the Social Studies classes listed above teach, where applicable, information about various culture groups, ethnic groups, racial groups, religious groups, gender groups, age groups, etc. and their contributions to history and/or society (U.S./regional/world).
 - In American Government, the US political and economic systems are contrasted and compared to other political and economic systems found throughout the world.

Students in Government use two culturally informed narrative voices---“Voices on Government” and “Spotlight on Multiculturalism” that highlight the contributions to government by Americans from different backgrounds.

- In 7th grade social studies, 8th grade social studies, and 11th grade American History, information from history is studied and taught to show similarities and differences among various countries, as well as contributions to both American and world history from other cultural, ethnic, racial, religious, and gender groups.
- Students in geography will learn that every group of people has a special way of doing things. Groups have a particular set of beliefs and values. All of these things are affected by geography. Students will learn that culture can unite people, and it can separate them. Students will study culture in each unit as it is one of the seven strands in geography.
- Students in World History will learn how human beings create, learn, and adapt culture. Human cultures are dynamic systems of beliefs, values, and traditions that exhibit both commonalities and differences. Understanding culture helps us understand ourselves and others. Students will use the “Human Experience” section in their textbooks to incorporate culture.
- Students in American History will learn about culture in many different ways, America a Melting Pot. Students will learn how each culture helped influence and build America through the decades. One example the students will study in depth is the Native Americans fight to survive then and now. Another example is to celebrate Black History Month.
- In Contemporary World Problems students examine and analyze current issues affecting societies around the world. Using reliable and factual sources, students will gain an understanding and perspective of situations from various cultures and attempt to solve them through writings and discussions.

Agriculture (Grades 8-12)

- Multiculturalism in the Heartland Agricultural Education/FFA Program
 - When it comes to addressing multiculturalism in the classroom, there are some topics that we discuss to make sure that every student understands that diversity is important.
 - In class we:
 - Discuss Nebraska's economy and compare and contrast it to third world country economies. We talk about the need for a country to feed itself and explain how appropriate production can be easily accomplished in the United States and not as easily in third world countries.
 - Explain how agriculture is more than farming and production agriculture. It encompasses agribusiness, floriculture, hydroponics, agro tourism, companion animals and non-traditional crops. These topics lead us into discussion about careers and non-traditional careers in agriculture.
 - Compare rural Nebraska FFA Chapters to metro based FFA Chapters and explain how all people can be a part of FFA. It is important to note this because local students begin to understand the differences in populations, FFA chapters and careers in agriculture.
 - Converse about the importance of women in the agricultural world. We discuss how women can play a vital role in many agricultural fields and have played a large role in the development and updating of agriculture over the years. We also note that many State and National FFA Officers are and have been female.

Family and Consumer Science

- 7th, 8th & FCS I
 - Local Low-German recipes reflecting family favorites will be prepared in lab settings.
 - Recipe lab: prepare food fitting with ethnic (ex. Hispanic, French, English) origins and analyze cultural similarities and differences.
- Culinary foods
 - Holiday Cookies & Cakes around the World Unit: A small collection of recipes gathered together from fourteen different countries. Students will study the various baking traditions and bring the recipe to life in the lab.

English

- 7th Grade
 - 7th graders will be reading material -both fiction and non-fiction- that focuses on cultural differences

- Red Scarf Girl by Jiang Ji Li (Chinese Cultural Revolution)
 - Writings by Edgar Allan Poe- “Tell-Tale Heart”, “The Cask of Amontillado”
 - *A Raisin in the Sun* by Lorraine Hansberry (1950s African American story)
 - 7th graders read excerpts and poems (from a poetry unit) that cover many cultures and authors and work on formal responses to the readings and will also have the opportunity to write their own poems.
 - Students will also read through a fairy tale/folk tale unit from a wide variety of cultures and places and complete activities in that unit.
 - Novel Studies- variety of different perspectives and narratives from diverse authors
- 8th Grade
 - 8th graders will be discussing different cultures:
 - *Frankenstein* (the graphic novel) by Mary Shelly
 - Stories from the Holocaust
 - Collection of writings about the Space Race
 - Stories about liberty and equality- *The Narrative of the Life of Frederick Douglass*
 - Short Stories are used and feature point of view and/or activities that offer a variety of cultural viewpoints and/or activities.
 - “The Lottery” by Shirley Jackson
 - “All Summer in a Day” by Ray Bradbury
 - *A Christmas Carol* by Charles Dickens
 - Novel studies- variety of different perspectives and narratives
- English 9
 - Students will read literature from a variety of cultures and by authors from various cultures.
 - American Voices
 - This discusses immigration related to a variety of different ethnic groups who immigrated to the United States.
 - Japan
 - “The Seventh Man” by Haruki Murakami
 - African American
 - “I Have a Dream” by Martin Luther King Jr.
 - “Letter from Birmingham Jail” by Martin Luther King Jr.
 - European
 - “The Tragedy of Romeo and Juliet” by William Shakespeare
 - Greek
 - From the *Odyssey* by Homer translated by Robert Fitzgerald

- English 10
 - Students will read literature from a variety of cultures by authors from various cultures.
 - Argentina
 - “House Taken Over” by Julio Cortazar
 - European
 - From “How to Tell You’re Reading a Gothic Novel- In Pictures” by Adam Frost and Zhenia Vasiliev
 - German
 - “The Metamorphosis” by Franz Kafka
 - France
 - “The Necklace” by Guy de Maupassant
 - Nigeria
 - “Civil Peace” by Chinua Achebe
 - Egypt
 - “Fit for a King: Treasures of Tutankhamun”
 - England
 - “The Tempest” by William Shakespeare
 - Greek
 - “Oedipus the King, Part 1” by Sophocles
- American Literature (11th Grade)
 - Students will read literature from a variety of cultures and by authors from various cultures.
 - Native Americans
 - “An American Identity” discusses Native American History.
 - African Americans
 - “Civil War and Social Change”
 - “What to the Slave Is the Fourth of July by Frederick Douglass
 - “Everyday Use” by Alice Walker
- Lit Comp. (12th Grade)
 - Students will read literature from a variety of cultures and by authors from various cultures.
 - Anglo Saxon
 - “Beowulf” by unknown author
 - “To Lucasta, on Going to the Wars” by Richard Lovelace
 - “To Charge of the Light Brigade” by Alfred Lord Tennyson
 - “Dulce et Decorum Est” by Wilfred Own
 - “The Prologue from The Canterbury Tales” by Geoffrey Chaucer
 - “Macbeth” by William Shakespeare

- “A Valediction: Forbidding Mourning” and “Holy Sonnet 10” by John Donne
- “Gulliver’s Travels” by Johnathan Swift
- “Lines Composed a Few Miles Above Tintern Abbey” from “The Prelude” by William Wordsworth
- “Ode to a Nightingale” by John Keats
- “Ode to the West Wind” by Percy Shelley
- “Frankenstein” by Mary Shelley
- “Back to My Own Country: An essay” by Andrea Levy
- Shooting an Elephant” by George Orwell
- Composition I/(12th Grade)
 - Students will read literature from a variety of cultures and by authors from various cultures.
 - Becoming An American Girl by Rea Karim
 - Reading, Writing, and Riding: A Literacy Narrative by Karla Marianan Herrera Gutierrez
 - Automotive Literacy by Ana-Jamiley Kassfy
 - The Architecture of Inequality on Bon Joon-ho’s Parasite by Pat Finn
 - Talking with Granddad by Brian Diehl
 - Rare Earth by Todd Jones
 - Mother Tongue by Amy Tan
 - Formation of a Caribbean Illustrator by Nicole Miles
 - Se Habla Espanol by Tanya Maria Barrientos
 - Black Mamas’ Lives Matter: The Severe Racial Disparity in Maternal Mortality Rates by Jada Jones
 - Who is Malala? By Malala Yousafzai

Instrumental Music (Grades 7-12)

- Perform expressively on a varied repertoire of music representing diverse genres, styles, and cultures.
- Analyze aural examples of a varied repertoire of music, representing diverse genres and cultures, by describing the uses of elements of music and expressive devices.
- Describe what makes certain music unique, interesting, and expressive.
- Compare characteristics of two or more arts within a particular historical period or style and cite examples from various cultures.

Examples of Repertoire

· Cultural Expression

Korean Folk Song, Japanese Song, Scottish Ballade, Irish Aire, African Noel, Native American Song, Spanish March, Arabian Dance, Caribbean Carnival, Canadian Folk Song, English March, French March, Australian Folk Song, West Indies Song, Asian Folk Rhapsody, Images of Ireland, Russian Sailor Dance

· National Expression

Karl L. King March, John Phillip Sousa March, Henry Fillmore March, Service Song, National Anthem, National Emblem March, Patriotic Medley, America, Taps

· Classical Expression

Pictures at an Exhibition, The Four Seasons, Sabre Dance, Hornpipe from "Water Music Suite," Music for the Royal Fireworks, Surprise Symphony, Cantate Domino, Ave Maria, Divertimento, St. Anthony's Chorale, Gypsy Dance, March Militaire, Turkish March, Jubilate, Academic Festival, Marche Slav, The Can Can, Ode to Joy, In the Hall of the Mountain King, Handel, Mozart, Haydn, Beethoven, Dvorak, Brahms, Vivaldi, Tchaikovsky, Grieg, Wagner, Holst

· Folk Heritage Expression

A Childhood Hymn, Austrian Hymn, Old One Hundredth, Crusader's Hymn, Be Still My Soul, Shenandoah, Stephen Foster, Scott Joplin, The Water is Wide, Amazing Grace, Wayfaring Stranger, Lincolnshire Posy, The Planets, Dvorak's New World Symphony, Swing Low Sweet Chariot, Red River Valley, Carnival of Venice, Home on the Range, The Ash Grove, All Through the Night

· Jazz Expression

The Perfect Storm, Ain't Misbehavin', In the Mood, Night Train, Down By the Riverside, Harlem Nocturne, Dixieland USA, Blue Skies, Sweet Georgia Brown, Caravan, It Don't Mean a Thing, Fly Me to the Moon, Take Five, Birdland, Moonlight Serenade, Swing, Rock, Blues, Latin Jazz

K-12 Vocal Music

- Music, through use of the widely varied literature, is naturally multicultural. As music is prepared for performance, the pieces being prepared offer students the chance to step inside the lives of the artist or culture where these works were originated. Following are examples of choral works of various grade levels where students have opportunity to gain insight into other cultures

- Grades 9-12
 - Mi Yitneni Of (Israeli Song), Ahri-rang (Korean Folk Song), Sheep in the Meadow (Northumbrian Lullabye), O Sifuni Mungu (African Chorus), Rattle on the Stovepipe (Canadian Folksong)
- Grades 7-8
 - Elijah Rock (African-American Spiritual), Psalm 103 (Russian Aire), I'se the B'ye (Traditional Canadian)
- K-6
 - Burn Little Candles (Chanukah Song), Haida (Israeli Folk) Kang-ding Flower Song (Chinese Folk), Didn't My Lord Deliver Daniel (African-American Spiritual), Hi-Ho the Rattlin' Bog (Irish Variant), Bashana Haba-a (Israel)

Industrial Technology Grade (7-12)

- In our Woods class we have been learning and using different methods of joining for our woods projects. Some of the joining methods that we have used are methods that are used in different cultures. We have also been discussing the different species of trees that produce the exotic woods that we utilize in the shop and the countries they are native to.
- In the Architectural area we will spend time viewing and discussing the impact and influence of different cultures around the world on Architecture in the United States. We will do this by studying different construction methods by other cultures and how they differ from methods used in the U.S.

Art (Grades 7-12)

- Students study artwork of artists from various cultures around the world and throughout history.
 - Painting: Mandala's from the Buddhist and Hindu Cultures
 - Pottery: Mexican Talavera Pottery Making/Design
 - Sculpture: Aboriginal Art and Culture, Pacific Northwest Native American Art and Culture.
- Students use art techniques and materials developed from all around the world.
- Students have the opportunity to view different works inspired by other cultures, religions, and personal views.
- Each student is given the opportunity to develop their own individual style through inspiration of techniques used in art throughout history.
- Each semester famous artists from the past and emerging artists from the present are chosen to study and relate to projects for 7-12 students.

Math (Grades 7-12)

*Some topics can be applied in two or more classes besides those listed

- 7th & 8th Grade, Algebra, Math Standards
 - Use fractions and percentages to express what part each ethnic group is of the total population of Nebraska and/or U.S.
 - Discuss the contributions of Pythagoras and other mathematicians as they relate to different concepts in mathematics
 - Use foreign currency to determine the value in relation to the United States dollar. Also use exchange rates to determine the value of money between other countries.
 - Use the enrollment statistics of the University of Nebraska to find the fraction and percent each ethnic group is of the total enrollment. Discuss why having a variety of ethnic groups is valuable to all students.
- Geometry
 - Find flags of foreign countries that display rotational and/or reflectional symmetry.
 - When talking about the history of Geometry we relate how the Greeks viewed mathematics as shapes and areas - and although some of the symbols look different, mathematics is constant between cultures
- Pre-calculus & Calculus
 - Discuss some famous mathematicians from France, Greece, and Rome and how they devised the theorems we have and use today. And, many of the same symbols they used are still used today.

Science (Grades 7-12)

- Multiculturalism can be easily ignored within the Science curriculum due to the impersonal aspect of this discipline. Though there is one class, Biology, that contains several areas where it may be infused. The principles covered in Biology about Ecology lend to concepts that are universal to the interaction of humans with nature. These universals of Nature and man's interrelationship are not restricted to a time scale. They have occurred throughout history and will continue to take place. It is because of the interaction that enables multiculturalism to be initiated into the curriculum.
- Topics are:
 - The carrying capacity of the plains of Africa and the limiting factors of the man and the best have imposed onto it due to cultural and tribal customs.
 - The instability and imbalance of homeostasis within Russia's Northland, Siberia and how deforestation is now affecting the people and their culture.
 - Students will investigate the effects of migratory birds and their value within certain cultures (Japan, American Indian, African, South American, and American).
 - Students will investigate their own cultures and it's influences upon the land they live from aspect of the past and project potentials for the future.
 - The stability of energy and the effects of declining producer population with in

Ethiopia.

- Study the effects of an imbalance ecosystem due to the introduction of a new species into the habitat of Hawaii and Australia.
- Students will investigate genetic pressures of Sickle Cell Anemia in Africa in relation to other pressures created from this genetic disorder in different regions of the world.
- Other Classes:
 - Students will investigate German societal influences on discoveries in Physics and the atom (Chemistry) during the early 1900's.
 - Students will research the lives of scientists involved in the study of cells, genes and gene technology, and genetics and determine what impact their discoveries had on society.
 - Students will investigate the effects of natural disasters (earthquakes, tsunamis, volcanic eruptions) on different cultures/societies.

Library Media Center

- The Media Center supports Heartland's curriculum by providing multicultural materials for students and teachers.
- It is our policy to select literature which reflects the contributions, lifestyles, and values of different ethnic groups.
- The literature promotes a global outlook and understanding that we have more similarities than differences.
- In addition, these guidelines (from Booklist, Kirkus Reviews, School Library Journal, and Common Sense Media) are also considered when selecting materials for the library media centers.
 - Cultural details need to be represented accurately in literature.
 - The material attempts to amend historical errors and omissions by providing accurate information about people from the group portrayed who have made contributions to the United States and the world.
 - Present a positive and reassuring representation of the reader's own cultural group. The material contains illustrations and/or photos that provide a true reflection of the way of life of the group.

Spanish

- **SPANISH LEARNER TARGETS**
 - I can imitate patterns of behavior such as greetings or gestures used in formal and informal settings in the target cultures.
 - I can understand diversity and recognize the impact of stereotyping other

cultures.

- I can recognize differences and similarities between the target cultures and my own.
- I can identify Spanish speaking countries along with their capitals.
- I can recognize that acquiring a second language is a long process and going to a country of the target language will improve fluency in addition to class.
- Spanish speaking countries along with capitals and provinces.
- I can process language through the present, preterite, imperfect, present progressive and near future tenses along with vocabulary learned in class.

Physical Education

- TLW use games played by children in other countries as a means to gain a better understanding of that particular country's culture.
- TLW choose a professional player from another country to report on. Explaining the avenues that individual took in order to make it into professional sports. (Training program, schools attended, diet, etc.)

Health Education

- Time is spent on exploring the cultural differences and similarities, and how they affect our students at HCS.
- Material is covered on prejudice and how it affects those students involved.
- "Cultural-Bias" is discussed to help students understand the ramifications.
- TLW use the Olympics as a means to understand and appreciate cultural differences.

Business Department

- Accounting, Business Law, Economics, Intro. to Business, Marketing, Personal Finance
 - Incorporate self-reflection activities that prompt participants to think about their own cultural backgrounds, values, and how these factors might influence their interactions with others
 - Research business etiquette (acceptable social behavior and manners in business) in other countries compared to the U.S.
 - Learning about Target Market Segmentation within US Demographics
 - Explore how cultural differences affect international trade
 - Describe how currency exchange works.
 - State of advantages of protectionism and free trade.
 - Name types of trade barriers
 - Identify the various professional accounting organizations that exist to serve the needs of ethnic groups.
 - Learning how cultural backgrounds influence entrepreneurship and explore how diversity leads to innovation entrepreneurs with a variety of cultural backgrounds.

- 7th Grade Keyboarding & Computer Applications
 - Explain that keyboarding skills are essential not only for efficient communication but also for collaborating with diverse teams in a globalized world.
 - Emphasize the importance of cultural etiquette in written communication, including email and messaging.
 - Discuss how different cultures may have varying expectations regarding formality, politeness, and structure in written communication.
 - Integrate real-world examples and case studies of multicultural business communication. Discuss challenges and best practices for effective cross-cultural written communication in professional contexts.
 - Use or recommend typing software that supports multiple languages. This can help participants practice typing in languages other than their native one.
 - Foster an inclusive learning environment where participants feel comfortable discussing cultural differences and asking questions about unfamiliar practices.

Heartland Community Schools

5 Year School Improvement External Visitation Update

Dates: March 17 & 18, 2026

EMPOWERING EXCELLENCE - Every Student, Every Day

Continuous Improvement Team Members

Jeremy Klein - Superintendent

Tim Carr - Secondary Principal

Dana Reinke - Elementary Principal

Stephanie Buzek - Technology Coordinator / High School Math Teacher

Marc Regier - High School Science Teacher

Katie Waegli - 5th/6th Science Teacher / Elementary Math Intervention Teacher

April Kelley - ESU6 Professional Development Director

Overview of External Visit

- All Nebraska accredited schools must have an external team visit at least once each five years.
- This visit is only a piece of school accreditation.
- Guiding principle behind visits are to provide an outside, objective view of the continuous improvement process.
- External team is composed of four to five professional peers from Nebraska who will conduct the visit.
- Peer reviews are a common strategy for supporting school improvement.
- Review teams engage in stakeholder interviews, classroom visits, and learn about unique characteristics of our communities.
- At the conclusion of visit, the team prepares an exit report which is submitted within four weeks of the visit.
- This report can help provide direction for the next five-year cycle.

Schedule Components During Visit

- External Team Orientation
 - Introduction slideshow / video
- School tour (*High School Students*)
- Stakeholder Interviews:
 - Teacher groups (Elementary / Middle / High School)
 - Student groups (Elementary / Middle / High School)
 - Continuous Improvement Team
 - Parent
 - Administration
 - Board of Education
- Classroom visits
- Meals
- External Team Collaboration Time
- Exit Presentation (End of day - March 18th)

Possible Data Components During Visit

Demographics	Perceptions	Student Performance	Programs
Enrollment	Students	Norm	Special Education
Socio-economics	Non-Instr. Staff	Referenced	High-Ability
Race/Ethnicity	Teaching Staff	State Standards	ELL
Gender	Parents Graduate	Criterion	Extra-curricular
Attendance	Surveys	Reference	Early Childhood
Mobility	Technology	College	After School
Language	Surveys	Readiness	Nutrition
Proficiency	Other locally	Growth	Wellness
Graduation Rates	administered surveys	Measures Screening tools	

HEARTLAND COMMUNITY SCHOOLS

MISSION: EMPOWERING EXCELLENCE- Every Student, Every Day



1

Increase Awareness and Support for Student Mental Health and Behavioral Needs.

- Support staff with mental health resources.
- Engage students, families and community members in mental health awareness.



2

Improve Student Learning through High-Quality Instructional Materials and Consistent Curriculum Processes.

- Develop a formal, written process for adopting high-quality instructional materials.
- Develop a consistent curriculum process across all subject areas.



3

Expand the Integration of Technology in the Classroom.

- Provide professional development opportunities focused on instructional technology.
- Expand opportunities for students to utilize technology.

Construction Update (11-10-25)

1. Most recent OAC meetings:
 - a. Wednesday, October 29th (Zoom)
 - b. Monday, November 3rd (onsite)
 - c. We have not yet scheduled our next OAC
 - d. We are looking at June for 11-month warranty walk/inspection

2. There are no certified construction claims being presented this month for payment.
 - a. According to my records, there are currently 11 outstanding PCO's yet to be fully processed and paid that are approximately \$92,870.03.
 - b. We currently have \$50,000 being held as retainage for work already processed and paid.
 - c. Approximate balance to finish the Hausmann contract at this time is \$142,870.03.

3. Hausmann is going to attempt to have the playground installation corrected over Thanksgiving break. If corrections cannot be adequately made – removal will be the next option. I'll have someone from ALICAP inspect it after the corrections are made to help verify whether or not it is satisfactory.

4. We started with right at 1,046 punch list items. Hausmann's records indicate that list is now down to 4 items. A list of those open items is attached.
 - 1) #1025: Area A Walk Off Carpet (main lobby)
 - 2) #1026: Moving sprinkler lines up in Ag Shop
 - 3) #1033: Verify Seal Behind Expansion Joint (Area C Shop Annex)
 - 4) #1039: Extending Gutter To Drain (front)

5. We have currently logged 112 Warranty Items. Hausmann indicates that 11 of those items are still open. A list of all warranty items is attached with the open items being highlighted.

Project Budget(E): Starting June 20, 2024				
	Budgeted	Expended	Category	Expended
Comprehensive Project:	\$12,307,364.00	\$11,762,300.01		
Construction: General Contractor	\$10,700,500.00	\$10,748,462.50	Hausmann PC	\$10,748,462.50
			Contingency & Change Orders	\$659,832.53
Owner Direct:	\$1,026,000.00	\$670,113.70	Weight Room	\$354,741.32
			Training Room	\$16,797.10
			^Cameras	\$38,817.33
			^PA & Bells	\$14,727.86
			Doors & Security	\$17,392.48
			IT Server	\$32,732.28
			^Classroom Phones	\$2,625.00
			Classroom Furn. & Equip.	\$10,630.44
			Office Furn. & Equip.	\$10,486.65
			Other Furn. & Equip.	\$10,149.64
			PK Outdoor	\$3,173.00
			PK Furn. & Equip.	\$17,645.66
			Displays & Sound	\$4,263.08
			Misc.	\$458.51
			Supplemental	\$135,473.35
			Overage	
Related Services:	\$492,464.00	\$257,613.90	Architectural & Engineering	\$218,790.90
			Legal	\$0.00
			Insurance	\$8,917.00
			Other	\$0.00
			Asbestos Abatement	\$29,906.00
Borrowing Costs:	\$88,400.00	\$86,109.91	Rating Agency	\$20,000.00
			Bond Counsel	\$13,700.00
			Paying Agent	\$750.00
			Underwriters Discount	\$47,950.00
			Election	\$3,709.91

\$11,762,300.01

\$10,841,332.53

\$50,000.00

	General Contract
	PC \$10,231,500.00
	Gross PCCO \$659,832.53
	Adjusted Gross Amount \$10,891,332.53
<hr/>	
Adjusted Gross Amount Paid minus retainage	\$10,748,462.50
Remaining Adjusted Gross Amount minus retainage	\$92,870.03
Adjusted Gross Retainage	\$50,000.00
<hr/>	
Balance To Finish	\$142,870.03
Balance To Finish	\$142,870.03

Change Order	Owner's Contingency
59	8
\$659,832.53	\$75,000.00

Project Budget(O): Starting June 20, 2024

	Budgeted	Obligated	Category	Obligated
Comprehensive Project:	\$12,307,364.00	\$12,237,913.59		
Construction: General Contractor	\$10,700,500.00	\$10,891,332.53	Hausmann PC	\$10,891,332.53
			Contingency & Change Orders	\$659,832.53
Supplemental Work: Owner Contracted		\$135,433.35	Painting: North Gym 1	\$24,933.00
			Painting: Gym Floors	\$23,800.00
			Exterior Lighting	\$4,667.35
			Soffit Replacement (Green)	\$44,300.00
			Painting: Exterior 1	\$37,733.00
Owner Direct:	\$1,026,000.00	\$708,862.80	Weight Room	\$353,179.74
			Training Room	\$16,797.10
			^Cameras	\$77,634.67
			^PA & Bells	\$17,578.66
			Doors & Security	\$34,784.97
			IT Server	\$64,412.00
			^Classroom Phones	\$2,625.00
			Classroom Furn. & Equip.	\$82,613.40
			Office Furn. & Equip.	\$10,149.64
			Other Furn. & Equip.	\$9,623.00
			PK Outdoor	\$3,173.00
			PK Furn. & Equip.	\$19,680.51
			Displays & Sound	\$16,152.60
			Misc.	\$458.51
			Overage	
Related Services:	\$492,464.00	\$416,175.00	Architectural & Engineering	\$377,352.00
			Legal	\$0.00
			Insurance	\$8,917.00
			Other	\$0.00
			Asbestos Abatement	\$29,906.00
Borrowing Costs:	\$88,400.00	\$86,109.91	Rating Agency	\$20,000.00
			Bond Counsel	\$13,700.00
			Paying Agent	\$750.00
			Underwriters Discount	\$47,950.00
			Election	\$3,709.91

\$12,237,913.59



Hausmann Construction, Inc.
8885 Executive Woods Drive
Lincoln, Nebraska 68512
United States
(402) 438-3230

Job #: 24-026 Heartland Community Schools - Additions / Renovations
1501 Front St
Henderson Nebraska. 68371

Punch Items for 24-026 - Heartland Community Schools - Additions / Renovations

4 Items

#1025: area A entry walk off carpet seams coming up

Type: Location:
AREA A>100 - RECEPTION

Date Created: Due Date:
10/06/2025 10/11/2025

Status:
Work Required

Creator: Reference:
Nick Tripe

Punch Item Manager: Final Approver:
Nick Tripe Nick Tripe

Ball in Court: Assignee Name:
Ryan Smith (Kelly's Carpet LTD - Omaha) Smith, Ryan (Kelly's Carpet LTD - Omaha)
Work Required

Description:
need to look at the rework of the walk off carpet in the main entry

#1026: Sprinkler lines in the shop are installed too low. Need installed as tight to the ceiling as possible.

Type: Location:
Architectural Punch List - Area C Concessions AREA C

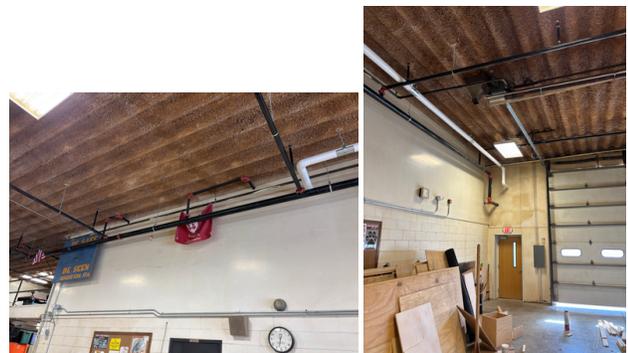
Date Created: Due Date:
10/13/2025 10/13/2025

Status:
Work Required

Creator: Reference:
Lucas Sullivan

Punch Item Manager: Final Approver:
Nick Tripe Nick Tripe

Ball in Court: Assignee Name:
Casey Baldwin (Rapid Fire) Baldwin, Casey (Rapid Fire)



Protection, Inc.)

Protection, Inc.)
Work Required

Description:



#1033: Verify it is sealed behind this expansion joint

Type:
Architectural Punch List - Area C Concessions

Location:
AREA C

Date Created:
10/23/2025

Due Date:
10/28/2025

Status:
Work Required

Creator:
Lucas Sullivan

Reference:

Punch Item Manager:
Nick Tripe

Final Approver:
Nick Tripe

Ball in Court:
Nick Tripe (Hausmann Construction, Inc.)

Assignee Name:
Tripe, Nick (Hausmann Construction, Inc.)
Work Required

Description:



#1039: Make gutter longer so it reaches the drain.

Type:
Architectural Punch List - Area C Concessions

Location:
AREA C

Date Created:
10/23/2025

Due Date:
10/28/2025

Status:
Work Required

Creator:

Reference:



Lucas Sullivan

Punch Item Manager:

Nick Tripe

Final Approver:

Nick Tripe

Ball in Court:

Assignee Name:

Sotnikov, Nick (Stonebrook Exterior)

Work Required

Nick Sotnikov (Stonebrook Exterior)

Kalisek, Ken (Stonebrook Exterior)

Work Required

Ken Kalisek (Stonebrook Exterior)

Jason Tauer (Stonebrook Exterior)

Tauer, Jason (Stonebrook Exterior)

Work Required

Nick Tripe (Hausmann Construction, Inc.)

Tripe, Nick (Hausmann Construction, Inc.)

Work Required

Description:



Hausmann Construction, Inc.

Job #: 24-026 Heartland Community Schools - Additions / Renovations
 1501 Front St
 Henderson, Nebraska 68371

Correspondence

Number	Subject	Last Activity	Assignees	Created By	Issued On	Due Date	Status	Location
Warranty Request								
WN-1	Lights not reinstalled	09/10/25 at 01:40 pm	Brandon Hansen, Zach Adams, Dillon Dumler	Matt Quiring	08/22/25 at 07:24 am		Closed	
WN-2	Block blowouts from drilling	09/02/25 at 12:41 pm		Matt Quiring	08/22/25 at 10:47 am		Closed	
WN-3	Cover plate	09/02/25 at 12:39 pm	Dillon Dumler	Matt Quiring	08/22/25 at 10:49 am		Closed	
WN-4	Cove base/clean up	09/15/25 at 01:19 pm		Matt Quiring	08/22/25 at 10:51 am		Closed	
WN-5	Cove base, paint	09/12/25 at 06:56 am	Ryan Smith	Matt Quiring	08/22/25 at 10:56 am		Closed	
WN-6	ADA shower seat	09/08/25 at 12:26 pm		Matt Quiring	08/22/25 at 11:00 am		Closed	
WN-7	Magnetic door holders	09/02/25 at 12:43 pm	Chris Aguilera, Dillon Dumler	Matt Quiring	08/22/25 at 11:02 am		Closed	
WN-8	Landscape repair	09/11/25 at 12:19 pm		Matt Quiring	08/22/25 at 11:23 am		Closed	
WN-9	Trim	09/02/25 at 11:25 am		Matt Quiring	08/22/25 at 01:54 pm		Closed	
WN-10	Wallpaper in front trophy case	10/05/25 at 01:13 pm		Matt Quiring	08/22/25 at 06:50 pm		Closed	
WN-11	Carpet, Activity entrance	09/05/25 at 10:23 am		Matt Quiring	08/22/25 at 07:00 pm		Closed	
WN-12	Drywall, Theater light booth	09/05/25 at 09:41 am		Matt Quiring	08/22/25 at 07:05 pm		Closed	
WN-13	Carpet in north hall	09/29/25 at 12:57 pm		Matt Quiring	08/22/25 at 07:34 pm		Closed	
WN-14	Tile stains, Locker rooms	09/10/25 at 01:44 pm		Matt Quiring	08/22/25 at 07:35 pm		Closed	
WN-15	Tile, boys locker rooms	09/08/25 at 01:02 pm		Matt Quiring	08/22/25 at 07:39 pm		Closed	
WN-16	Custodial closet	09/09/25 at 07:19 am		Matt Quiring	08/22/25 at 07:49 pm		Closed	
WN-17	Cove base-daycare	09/04/25 at 07:02 am		Matt Quiring	08/22/25 at 08:33 pm		Closed	
WN-18	Light fixture-daycare	09/10/25 at 01:41 pm	Brandon Hansen, Zach Adams, Dillon Dumler	Matt Quiring	08/22/25 at 08:33 pm		Closed	
WN-19	Brick-daycare	08/27/25 at		Matt	08/22/25 at		Closed	



Hausmann Construction, Inc.

Job #: 24-026 Heartland Community Schools - Additions / Renovations
 1501 Front St
 Henderson, Nebraska 68371

Number	Subject	Last Activity	Assignees	Created By	Issued On	Due Date	Status	Location
		11:59 am		Quiring	08:35 pm			
WN-20	Carpet-front lobby	09/08/25 at 01:10 pm	Chris Aguilera, Ryan Smith	Matt Quiring	08/22/25 at 08:46 pm		Closed	
WN-21	Exterior lights	09/10/25 at 01:41 pm	Brandon Hansen, Zach Adams, Dillon Dumler	Matt Quiring	08/22/25 at 09:14 pm		Closed	
WN-22	Curb stop west of fb concessions	09/12/25 at 06:59 am	Ethan Grabast	Matt Quiring	08/22/25 at 09:20 pm		Closed	
WN-23	Exterior lights-front entrance	09/10/25 at 01:43 pm	Brandon Hansen, Zach Adams, Dillon Dumler	Matt Quiring	08/22/25 at 09:28 pm		Closed	
WN-24	Exterior lights	09/10/25 at 01:39 pm	Brandon Hansen, Zach Adams, Dillon Dumler	Matt Quiring	08/22/25 at 09:33 pm		Closed	
WN-25	Drywall-ag, concessions	09/09/25 at 12:57 pm	Chris Aguilera	Matt Quiring	08/22/25 at 10:28 pm		Closed	
WN-26	Doors - Ag Shop Classroom	10/28/25 at 11:10 am	Dave Nielsen, Jonathan Cyriacks	Matt Quiring	08/22/25 at 10:29 pm		Closed	
WN-27	General Note - All Doors	09/15/25 at 12:59 pm		Matt Quiring	08/22/25 at 10:44 pm		Closed	
WN-28	Doors-SE new classroom	11/07/25 at 01:16 pm	Trevor Fisher	Matt Quiring	08/22/25 at 11:07 pm		Closed	
WN-29	Expansion joint-new classrooms	08/27/25 at 11:46 am		Matt Quiring	08/22/25 at 10:51 pm		Closed	
WN-30	Clean up-exterior	09/09/25 at 11:51 am		Matt Quiring	08/22/25 at 10:56 pm		Closed	
WN-31	A/C repair-pre k room	09/11/25 at 12:15 pm	Ryan Rutt, Tony Peters	Matt Quiring	08/22/25 at 10:59 pm		Closed	
WN-32	Sewer clean outs	09/11/25 at 12:17 pm		Matt Quiring	08/22/25 at 11:33 pm		Closed	
WN-33	Exit lights	08/27/25 at 10:44 am	Dillon Dumler	Matt Quiring	08/22/25 at 11:02 pm		Closed	
WN-34	Fire Sprinklers-N gym old boys locker room	09/15/25 at 01:03 pm	Casey Baldwin	Matt Quiring	08/22/25 at 11:05 pm		Closed	
WN-35	Clean up-roof	09/02/25 at 11:13 am		Matt Quiring	08/22/25 at 11:10 pm		Closed	
WN-36	Electrical-N gym mezzanine mech rooms	08/27/25 at 10:45 am	Dillon Dumler	Matt Quiring	08/22/25 at 11:31 pm		Closed	
WN-37	HVAC-controls	08/27/25 at 11:30 am	Ryan Rutt, Tony Peters	Matt Quiring	08/22/25 at 11:15 pm		Open	
WN-38	Concrete-front entrance	09/23/25 at 08:57 am		Matt Quiring	08/24/25 at 05:13 pm		Closed	
WN-39	Concrete-PreK doorway	09/02/25 at 02:42 pm		Matt Quiring	08/24/25 at 05:14 pm		Closed	
WN-40	Windows-everywhere	08/27/25 at		Matt	08/24/25 at		Closed	



Hausmann Construction, Inc.

Job #: 24-026 Heartland Community Schools - Additions / Renovations
 1501 Front St
 Henderson, Nebraska 68371

Number	Subject	Last Activity	Assignees	Created By	Issued On	Due Date	Status	Location
		11:26 am		Quiring	05:16 pm			
WN-41	Holes in wall	08/27/25 at 11:27 am		Matt Quiring	08/24/25 at 05:18 pm		Closed	
WN-42	Wall-new classroom connections	09/04/25 at 06:50 am	Chris Aguilera	Matt Quiring	08/25/25 at 11:10 am		Closed	
WN-43	Fire Alarm-sprinklers	09/02/25 at 11:08 am	Brandon Hansen, Casey Baldwin	Matt Quiring	08/26/25 at 07:54 am		Closed	
WN-44	PK Room 1 - East Door	09/08/25 at 12:57 pm	Trevor Fisher	Dana Reinke	08/27/25 at 11:57 am	08/27/25	Closed	
WN-45	Area B - Corridor Door	09/08/25 at 12:58 pm	Trevor Fisher	Dana Reinke	08/27/25 at 12:00 pm	08/27/25	Closed	
WN-46	Area B - East Entrance	09/04/25 at 06:50 am		Dana Reinke	08/27/25 at 12:03 pm	08/27/25	Closed	
WN-47	Dirty Walls - Existing Elementary Hallway	09/02/25 at 03:13 pm		Dana Reinke	08/27/25 at 04:47 pm	08/27/25	Closed	
WN-48	Leaking Toilet / Stained Tile & Grout- Area B - Room B4 (Thiesen)	09/10/25 at 07:05 am	Ethan Grabast	Dana Reinke	08/28/25 at 08:51 am	08/28/25	Closed	
WN-49	Paint stains on LVT - Area B - All 4 Rooms	09/11/25 at 12:13 pm		Dana Reinke	08/28/25 at 09:37 am	08/28/25	Closed	
WN-50	Emergency Door Doesn't Latch - Area B - Room B4	09/15/25 at 12:54 pm		Dana Reinke	08/28/25 at 09:39 am	08/28/25	Closed	
WN-51	Classroom Door - Area B - Room B4	09/04/25 at 06:47 am		Dana Reinke	08/28/25 at 09:41 am		Closed	
WN-52	Classroom Door - Area B - Room B1	09/04/25 at 06:46 am		Dana Reinke	08/28/25 at 09:41 am	08/28/25	Closed	
WN-53	Classroom Door - Area B - Room B1	09/04/25 at 06:51 am		Dana Reinke	08/28/25 at 09:43 am	08/28/25	Closed	
WN-54	Paint Touch Up - Area B - Room B3	09/09/25 at 07:36 am	Rick Kucera	Dana Reinke	08/28/25 at 09:58 am	08/28/25	Closed	
WN-55	Metal Door Joint Holes - Area B - All 4 Rooms	09/02/25 at 03:13 pm	Rick Kucera	Dana Reinke	08/28/25 at 10:04 am	08/28/25	Closed	
WN-56	Door Frame Repainted - Area B - Room B2	09/09/25 at 08:03 am	Rick Kucera	Dana Reinke	08/28/25 at 10:07 am	08/28/25	Closed	
WN-57	Carpet Stained / Dirty - Area B - Room B2	09/04/25 at 06:41 am		Dana Reinke	08/28/25 at 03:26 pm	08/28/25	Closed	
WN-58	Restrooms - Area B - Rooms B2 & B4	09/10/25 at 07:08 am		Dana Reinke	08/28/25 at 07:13 pm	08/28/25	Closed	
WN-59	Carpet transition-daycare	09/12/25 at 07:09 am	Ryan Smith	Matt Quiring	09/02/25 at 01:45 pm		Closed	
WN-60	Card Reader - Area B - Northeast Door	09/04/25 at 12:48 pm		Dana Reinke	09/02/25 at 01:50 pm	09/02/25	Closed	
WN-61	Door Handles - South Gym	09/15/25 at	Jonathan Cyriacks	Dana	09/02/25 at	09/02/	Closed	



Hausmann Construction, Inc.

Job #: 24-026 Heartland Community Schools - Additions / Renovations
 1501 Front St
 Henderson, Nebraska 68371

Number	Subject	Last Activity	Assignees	Created By	Issued On	Due Date	Status	Location
		01:00 pm		Reinke	02:11 pm	25		
WN-62	Mortar-exterior new conc	09/11/25 at 01:07 pm		Matt Quiring	09/03/25 at 09:44 am		Closed	
WN-63	Window missing - Existing Room 11	09/15/25 at 12:53 pm		Dana Reinke	09/12/25 at 12:08 pm	09/12/25	Closed	
WN-64	Paint on LVT - Area B - Room B4	09/15/25 at 12:52 pm		Dana Reinke	09/12/25 at 12:11 pm	09/12/25	Closed	
WN-65	Hole in Grout - Area B - Room B4	09/15/25 at 12:51 pm		Dana Reinke	09/12/25 at 12:13 pm	09/12/25	Closed	
WN-66	Grout Stains on Carpet - Area B - Room B4	09/15/25 at 01:44 pm		Dana Reinke	09/12/25 at 12:15 pm	09/12/25	Closed	
WN-67	Paint Issues - Area B - Room B4	09/15/25 at 12:50 pm		Dana Reinke	09/12/25 at 12:20 pm	09/12/25	Closed	
WN-68	Emergency Exit Door Doesn't Latch - Area B - Room B4	09/15/25 at 12:49 pm		Dana Reinke	09/12/25 at 12:21 pm	09/12/25	Closed	
WN-69	Window and external door Gunk / Cleaning - Area B - All 4 Rooms	09/24/25 at 07:34 am	Trevor Fisher	Dana Reinke	09/12/25 at 12:22 pm	09/12/25	Closed	
WN-70	South Gym - New Doors Need	09/23/25 at 08:59 am		Dana Reinke	09/16/25 at 10:06 am	09/16/25	Closed	
WN-71	Door hold open-near new locker rooms	09/23/25 at 07:07 am		Matt Quiring	09/18/25 at 11:19 am		Closed	
WN-72	Roof leak-shop connection	09/24/25 at 12:51 pm		Matt Quiring	09/18/25 at 11:21 am		Closed	
WN-73	Door closer-daycare	09/26/25 at 06:52 am		Matt Quiring	09/18/25 at 12:24 pm		Closed	
WN-74	Missing Carpet - Room 1 - Existing Elementary	10/22/25 at 11:43 am		Dana Reinke	09/19/25 at 01:18 pm	09/19/25	Closed	
WN-75	Breaker-Panel L13	09/23/25 at 08:30 am	Brandon Hansen, Zach Adams, Dillon Dumler	Matt Quiring	09/22/25 at 09:34 am		Closed	
WN-76	Bleachers	10/17/25 at 10:05 am	Meryl Medoff, Mark Clark, Kathy Peterson	Matt Quiring	09/22/25 at 09:47 am		Closed	
WN-77	Door Hardware-old gym	09/29/25 at 12:54 pm	Jonathan Cyriacks	Matt Quiring	09/22/25 at 07:23 pm		Closed	
WN-78	South Gym - Base Board w/ Concrete	09/26/25 at 06:50 am		Dana Reinke	09/25/25 at 10:43 am		Closed	
WN-79	Bulletin Board - Area B - Room B4	09/29/25 at 12:55 pm	Jonathan Cyriacks	Dana Reinke	09/25/25 at 10:47 am	09/25/25	Closed	
WN-80	Front Entrance - Perimeter Edge Metal Piece	09/29/25 at 12:57 pm		Dana Reinke	09/28/25 at 04:07 pm	09/28/25	Closed	
WN-81	Restroom Keys - Area B - Rooms B2 & B4	10/27/25 at 10:01 am	Lucas Sullivan	Dana Reinke	10/01/25 at 04:59 pm	10/01/25	Closed	
WN-82	Door 509.1 lite kit isn't installed properly. It falls out when the door is closed.	10/29/25 at	Zack Adamson, Trevor Fisher	Lucas	10/08/25 at	10/11/	Closed	



Hausmann Construction, Inc.

Job #: 24-026 Heartland Community Schools - Additions / Renovations
 1501 Front St
 Henderson, Nebraska 68371

Number	Subject	Last Activity	Assignees	Created By	Issued On	Due Date	Status	Location
		10:54 am		Sullivan	11:39 am	25		
WN-83	Electrical, Activity Entrance	10/23/25 at 09:42 am	Brandon Hansen, Dillon Dumler	Matt Quiring	10/09/25 at 08:30 am		Closed	
WN-84	Caulk joint, Activity entrance	10/22/25 at 11:36 am	Jake Rothwell, Ken Kalisek, Jason Tauer	Matt Quiring	10/10/25 at 09:02 am		Closed	
WN-85	Door Lock-Activities entrance	11/03/25 at 03:32 pm	Trevor Fisher, Zack Adamson	Matt Quiring	10/10/25 at 09:04 am		Closed	
WN-86	Aluminum door closing issues	10/22/25 at 11:41 am	Zack Adamson, Trevor Fisher	Lucas Sullivan	10/13/25 at 08:03 am		Closed	
WN-87	Classroom 403 reheat	10/22/25 at 10:58 am		Matt Quiring	10/21/25 at 07:30 am		Open	
WN-88	door 127.1	11/07/25 at 01:44 pm	Trevor Fisher, Zack Adamson	Nick Tripe	10/27/25 at 12:51 pm		Closed	
WN-89	doors 362 and 359 do not lock	10/29/25 at 12:56 pm	Dave Nielsen, Jonathan Cyriacks	Nick Tripe	10/27/25 at 12:54 pm		Closed	
WN-90	Area B - Door Not Closing - Room B1	10/29/25 at 02:28 pm		Dana Reinke	10/27/25 at 03:18 pm	10/27/25	Closed	
WN-91	Ceiling, room off south side of old stage	11/07/25 at 11:50 am	Chris Aguilera	Matt Quiring	10/29/25 at 02:13 pm		Closed	
WN-92	Faucet-Room 405	10/29/25 at 04:32 pm	Justin Esch, Ethan Grabast	Matt Quiring	10/29/25 at 02:15 pm		Open	
WN-93	Electrical-basement	11/03/25 at 10:48 am	Dillon Dumler, Brandon Hansen, Zach Adams	Matt Quiring	10/31/25 at 10:39 am		Open	
WN-94	Lite kit going into main office is falling out similar to daycare.	11/07/25 at 07:38 am	Zack Adamson, Trevor Fisher	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Closed	
WN-95	Door needs adjusted	11/07/25 at 12:30 pm	Jonathan Cyriacks	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Closed	
WN-96	Install missing strike	11/07/25 at 10:23 am	Jonathan Cyriacks	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Closed	
WN-97	Rid gets stuck down on gym doors	11/07/25 at 10:33 am	Jonathan Cyriacks	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Closed	
WN-98	Left door is looser than right door	11/07/25 at 01:27 pm	Zack Adamson, Trevor Fisher	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Closed	
WN-99	Replace grey caulk with the black caulk on windows	11/04/25 at 08:31 am	Zack Adamson, Trevor Fisher	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Open	
WN-100	Install transition piece for expansion joint	11/04/25 at 08:31 am	Scott Stattler	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Open	
WN-101	Stoops are cracking area c concessions entrances	11/04/25 at 08:31 am	Heath Yeackley	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Open	
WN-102	Tile is cracking in corner and broken in other shower all corner joints need to be caulked joints and not grouted joints. Please pull all grout out and install caulk.	11/07/25 at 11:53 am	Ryan Smith	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Closed	
WN-103	Drywall is cracked in girls LR shower	11/04/25 at	Chris Aguilera	Lucas	11/04/25 at	11/07/	Open	



Hausmann Construction, Inc.

Number	Subject	Last Activity	Assignees	Created By	Issued On	Due Date	Status	Location
		08:31 am		Sullivan	08:31 am	25		
WN-104	Install cover on light pole.	11/07/25 at 08:25 am	Brandon Hansen, Dillon Dumler	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Closed	
WN-105	Gate needs powered up do it closes on its own	11/07/25 at 01:01 pm	Ruben Reyes	Lucas Sullivan	11/04/25 at 08:31 am	11/07/25	Closed	
WN-106	Vestibule heater drywall	11/07/25 at 07:59 am	Chris Aguilera	Nick Tripe	11/06/25 at 08:16 am		Closed	
WN-107	Touch up paint in Area A	11/06/25 at 08:32 am	Rick Kucera	Lucas Sullivan	11/06/25 at 08:32 am		Open	
WN-108	Replace damaged/stained ceiling pads	11/07/25 at 12:15 pm	Nick Tripe	Lucas Sullivan	11/06/25 at 09:08 am		Closed	
WN-109	Door-Ag Shop classroom	11/06/25 at 10:50 am		Matt Quiring	11/06/25 at 10:50 am		Open	
WN-110	Paint patch in electrical room	11/07/25 at 10:48 am		Nick Tripe	11/07/25 at 10:48 am		Closed	
WN-111	Paint Head of door 305.1	11/07/25 at 01:08 pm	Rick Kucera	Lucas Sullivan	11/07/25 at 01:08 pm		Closed	
WN-112	Paint rusted spots in weight room on joist.	11/07/25 at 01:09 pm	Rick Kucera	Lucas Sullivan	11/07/25 at 01:09 pm		Open	

HEARTLAND COMMUNITY SCHOOLS

**1501 Front Street
Henderson, Nebraska 68371**

**Phone: (402) 723-4434
Fax: (402) 723-4431**

November 11, 2025

TO: Heartland Community Schools Board of Education
FROM: Jeremy Klein, Superintendent
RE: Negotiations Settlement Summary

Tentative Settlement Reached

A tentative settlement was reached between the Board’s negotiations committee and Heartland Education Association (HEA) representatives following our most recent negotiations meeting on Thursday, November 6th. The agreement will be presented at the regular November board meeting for Board approval. HEA has already approved the agreement, pending Board approval, at a meeting of their membership on Friday, November 7th.

Base Salary Increase

	26-27	25-26	24-25
Base	\$42,013	\$41,513	\$40,913
Base Increase:	\$500	\$600	\$903

Health Insurance

The Committee and the HEA agreed to the Committee’s proposal to reduce insurance costs by raising the deductible for the Health Coverage plan from \$1,050 to \$1,200. The plan will continue to provide the dual-option 3800 HSA option. There was no change in the tier of Dental Coverage. Average rate increases for next year came in at 7.25%. The agreed upon change in the deductible lowers that rate of increase for us from 7.25% to 5.50% - this lowers the year-over-year increase in insurance benefits by approximately \$16,000.

26-27 (raised ded)	26-27 (plan for plan)	25-26	24-25
5.50%	7.25%	5.49%	1.99%

Cost Increases

	26-27	25-26	24-25
Comparability-Only Increase:	\$135,991 (4.06%)	\$100,812 (3.08%)	\$96,220 (3.05%)
Per FTE:	\$3,885	\$2,880	\$2,749
Total Cost Increase:	\$142,563. (4.08%)	\$110,889 (3.203%)	\$105,118 (3.150%)

EMPOWERING EXCELLENCE - Every Student, Every Day

Midpoint Comparability

26-27 Projected	25-26 Final-Actual	24-25 Final-Actual
100.87%	100.73%	100.92%

Schedule Changes

The Committee proposed some significant changes to the salary schedule with the aim of increasing our return to comparability rate while hitting some specific parts of our salary schedule structure.

Basic Summary

We added 2 points to each placement in the MA and MA+ columns. We combined the BA+36 and BA+42 columns, eliminating the BA+42 column and replacing it with the newly formed BA+36 column. We added one 4-point step the BA+9, BA+18, and BA+27 columns.

Language Changes

The Committee proposed a number of language changes/additions as a part of the settlement offer. – most substantial were the Horizontal Movement changes in tandem with the schedule changes.

Other changes included the agreement relate to personal days and professional days.

Professional days were lowered from 2+2 to just 2.

No changes to sick leave.

Some minor technical cleanup was done on a few items.

The Committee offered raising planning period coverage (internal subbing) from \$29 to \$40. The Committee also offered to raise sub coaching from \$25 to \$40.

Extra Duty – The Committee offered to add 1 point to co-op head coaches and .5 point to co-op assistant coaches starting in 2 years (27-28).

Summary

In the long-term, this settlement is very positive for all stakeholders. The language changes are positive in that they provide more of a one-to-one relationship between horizontal movement and value created for the district. Other language changes improve the administration of the contract, as well. The salary schedule changes improve the long-term return to comparability in relationship to annual cost increases. The settlement supports the Board's and District's goals in direct support of several aspects of our strategic plan – most specifically Outcome 3.

Outcome 3: Recruit, develop, and retain high-quality educators & staff, and support the district's capacity to continuously do so.

Strategy 3.1: Structuring & staffing each school and each department in full support of both the academic development and the physical-mental-social-emotional wellbeing of all students while ensuring that the district's operations are safe, efficient, and effective.

Strategy 3.2: Cultivating a positive culture of learning for teachers, support staff, and administrators that includes purposeful professional development intended to build the knowledge, skills, and dispositions for sustained improvement and collective efficacy.

Strategy 3.3: Identifying and implementing effective efforts towards maintaining working environments and working relationships that promote employee engagement, fulfillment, and renewal.

The cost increase is a bit larger for this next year compared to most years. The schedule changes do come with some additional upfront cost, however, it's more of an investment than an expense as we treat comparability as an asset rather than a liability. We'll be able to steadily revert to the mean over the next several years shooting for our target window and maintaining desired comparability with managed and predictable budgetary increases over the next few years.

A copy of the tentative 26-27 agreement is attached. Also attached is a copy of the current (25-26) agreement.

Thank you.
Jeremy

**HEARTLAND COMMUNITY SCHOOLS
HENDERSON/BRADSHAW**

**DRAFT NEGOTIATED AGREEMENT
2026-2027**

A. SALARY SCHEDULE INFORMATION

SALARY BASE: \$42,013

VERTICAL INCREMENT: 4%

PREDOMINANT HORIZONTAL INCREMENT: 4%

1. SALARY SCHEDULE INITIAL PLACEMENT:

- 1.1. Credit for previous experience, up to a maximum of eight (8) years, will be granted for each year of experience obtained in accredited schools prior to employment by the district. In instances where the years of previous experience obtained in accredited schools exceeds eight (8) years, credit for additional years of relevant, previous experience obtained in accredited schools beyond eight (8) years may be granted for up to each year of actual experience obtained prior to employment. The number of years of credit allowed beyond eight (8) years will be determined by and at the discretion of the Superintendent of Schools. The number of years of experience a that teacher is allowed upon signing their first contract shall be the base figure for all future contracts. **Initial, horizontal placement shall be made according to the criteria in Section A, Item 4.**

2. SALARY SCHEDULE ADVANCEMENT:

- 2.1. Staff members must have the recommendation of the administrative staff before they can advance on the salary schedule. A teacher may be rehired without advancement on the salary schedule, but in no instances shall a teacher be held two consecutive years due to lack of administrative recommendation. If a teacher is not recommended for advancement on the schedule for a second consecutive year, they shall not be rehired.

3. VERTICAL ADVANCEMENT:

- 3.1. In no case can a teacher move vertically more than one step per year.

4. COLUMNS & STEPS:

- 4.1. Effective for the 26-27 contract year, the salary schedule will contain 8 columns
- 4.2. Each downward advancement within a column shall reflect an index increase of .04.
- 4.3. The BA column shall consist of 6 steps with the first step in the column being equal to 1.00.
- 4.4. The BA+9 column shall consist of 8 steps with the first step in the column being equal to 1.04.
- 4.5. The BA+18 column shall consist of 9 steps with the first step in the column being equal to 1.08.
- 4.6. The BA+27 column shall consist of 12 steps with the first step in the column being equal to 1.12.
- 4.7. The BA+36 column shall consist of 13 steps with the first step in the column being equal to 1.16.
- 4.8. The MA column shall consist of 13 steps with the first step in the column being equal to 1.18.
- 4.9. The MA+9 column shall consist of 14 steps with the first step in the column being equal to 1.22.
- 4.10. The MA+18 column shall consist of 15 steps with the first step in the column being equal to 1.26.

5. HORIZONTAL ADVANCEMENT:

- 4.1. Post B.A. advancement. A teacher wishing to move horizontally to the right of the B.A. column on the salary schedule must meet the following criteria.
 - 4.1.1. All hours credited for horizontal movement to the right of the B.A. column must be graduate level hours from a fully accredited institution. All such hours must be earned after the date for which the B.A. was earned/conferred as posted on official transcripts.
 - 4.1.2. All hours credited for horizontal movement to the right of the B.A. column must be approved in advance by the Superintendent by such date as stipulated in this agreement.
 - 4.1.3. All hours approved for horizontal movement to the right of the B.A. column must meet one of the following criteria:

4.1.3.1. Hours must be earned towards the completion of an advanced, instructionally-focused, education degree directly related to the teacher's current teaching area/assignment. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval.

4.1.3.2. Hours must be earned towards the completion of an advanced degree, in an immediately relevant education field, that results in a certified Teaching Endorsement that is recognized by Rule 24 of the Nebraska Department of Education for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by Rule 24 of the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.

4.1.3.3. Hours must be earned towards the completion of an advanced degree, in an immediately relevant education field, that results in a certified Administrative Endorsement that is recognized by Rule 24 of the Nebraska Department of Education, other than Superintendent, for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by Rule 24 of the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.

4.1.3.4. Hours must be earned towards the completion of an advanced degree in the area of curriculum and instruction. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval.

4.1.3.5. Hours must be earned towards the completion of an endorsement-bearing program which upon completion qualifies the teacher for a certified Teaching Endorsement that is recognized by Rule 24 of the Nebraska Department of Education for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.

4.1.3.6. Hours must be earned towards the completion of a specific program of study that immediately upon completion allows the teacher to provide dual-credit instruction through an accredited, in-state, post-secondary institution. Such course of study must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence in advance from the post-secondary institution that the completion of said hours will immediately qualify them to provide said dual-credit instruction upon completion of the identified program of study.

4.1.4. Effective beginning for the 2026-2027 school year, a maximum of nine (9) B.A.-plus hours beyond a teacher's current, or initial, horizontal placement can be approved by the Superintendent for such cases that do not meet the criteria listed in Section 4.1.3.

4.2. Post M.A. advancement. A teacher wishing to move horizontally to the right of the M.A. column on the salary schedule must meet the following criteria.

4.2.1. All hours credited for horizontal movement to the right of the M.A. column must be graduate level or post-graduate level hours from a fully accredited institution. All such hours must be earned after the date for which the M.A. was earned/conferred as posted on official transcripts.

4.2.2. All hours credited for horizontal movement to the right of the M.A. column must be approved in advance by the Superintendent by such date as stipulated in this agreement.

4.2.3. All hours approved for horizontal movement to the right of the M.A. column must meet one of the following criteria:

4.2.3.1. Hours must be earned towards the completion of an advanced, instructionally-focused, education degree directly related to the teacher's current teaching area/assignment. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval.

4.2.3.2. Hours must be earned towards the completion of an advanced degree, in an immediately relevant education field, that results in a certified Teaching Endorsement that is recognized by Rule 24 of the Nebraska Department of Education for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by Rule 24 of the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.

4.2.3.3. Hours must be earned towards the completion of an advanced degree, in an immediately relevant education field, that results in a certified Administrative Endorsement that is recognized by Rule 24 of the Nebraska Department of Education, other than Superintendent, for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by Rule 24 of the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.

4.2.3.4. Hours must be earned towards the completion of an advanced degree in the area of curriculum and instruction. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval.

4.2.3.5. Hours must be earned towards the completion of an endorsement-bearing program which upon completion qualifies the teacher for a certified Teaching Endorsement that is recognized by Rule 24 of the Nebraska Department of Education for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.

- 4.2.3.6. Hours must be earned towards the completion of a specific program of study that immediately upon completion allows the teacher to provide dual-credit instruction through an accredited, in-state, post-secondary institution. Such course of study must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence in advance from the post-secondary institution that the completion of said hours will immediately qualify them to provide said dual-credit instruction upon completion of the identified program of study.
- 4.2.4. Effective beginning for the 2026-2027 school year, no M.A.-plus hours beyond a teacher's current, or initial, horizontal placement can be approved by the Superintendent for any such case that does not meet the criteria listed under Item 4.2.3.
- 4.3. Hours to be credited for horizontal movement for a specific contract year must be completed prior to September 1st of that contract year. An official transcript must be provided to the Superintendent on or before September 1st for any eligible hours to be credited for that specific contract year.
- 4.4. Effective beginning for the 2026-2027 contract year, the column previously identified in Appendix A as "BA+42" shall entirely subsume the column previously identified as "BA+36". Upon such subsummation, the indexes, and number of steps, in the remaining column shall match those of the column previously identified as "BA+42" in Appendix A. The resulting, single column shall henceforth be identified as "BA+36".
- 4.5. Teachers may move horizontally without limitation, except that teachers may carry no more than (6) six hours of course work during any given semester of the Heartland Community Schools school year.
- 4.6. Teachers having reached the maximum on a preparation increment shall be frozen at that step until such time that academic preparations qualify the teacher for the next column. At all times a teacher will be limited to a maximum of one (1) vertical advancement per year.
- 4.7. Teachers must make application to the Superintendent on or before June 5th with their request to move horizontally on the schedule for the coming school term.
- 4.8. It is the teacher's responsibility to provide a complete and official transcript of all college credits to the Superintendent's office on or before September 1st.

B. ADMINISTRATION OF SALARY SCHEDULE POLICIES

Judgments or interpretations necessary to administer these policies shall be made by the Superintendent of Schools.

1. NON-SCHEDULE PERSONNEL:
 - 1.1. Administrative personnel are not considered to be on this schedule.
2. AUTHORITY TO VARY SCHEDULE:
 - 2.1. The Board of Education and/or its Superintendent have the right to vary from this schedule in cases of extreme need when hiring new personnel as they feel is essential to the welfare of the system.
3. TEACHER CONTRACT LENGTH:
 - 3.1. The length of a normal contract year will be 185 days of employment.
 - 3.2. The board and/or superintendent may exercise the option of increasing the length of the contract year to a maximum of 187 days within a proposed calendar for the following school year. Teachers will be compensated at a rate of 1/185th of their contracted salary for each additional day beyond 185 days.
 - 3.3. Un-excused absences will be deducted from an employee's pay at a rate of 1/185th of their contracted salary.
4. TEACHER DUTY HOURS:
 - 4.1. A normal teaching day is from 8:00AM to 4:00PM.
5. GUARANTEED DUTY-FREE LUNCH PERIOD:
 - 5.1. Elementary teachers are to be free of lunchroom duties through the use of an aide who will supervise students in grades one (1) through six (6) during the time at which they are eating lunch.
6. EXTENDED CONTRACTS:
 - 6.1. Extended contracts may be assigned by the Superintendent to the staff members whose jobs require extended contract time.
 - 6.2. Duty during extended contract time shall be considered to be an 8-hour day. Extended contract work will be paid at the rate of 0.075% of the base salary (0.00075 x base salary) per hour.
 - 6.3. Summer curriculum work will always remain at \$2.00 per hour less than the extended contract rate.

7. SALARY PAYMENTS:

7.1. All salaries shall be paid in 12 equal payments with the first check payable on, or before, the 20th of September then on, or before, the 20th of each month thereafter.

8. CERTIFICATE REGISTRATION:

8.1. Teachers must have a current certificate registered in the Superintendent's office and on file in the school office before salary will be paid.

9. TAX SHELTERED ANNUITIES:

9.1. Tax sheltered plans are available to those teachers who wish to take advantage of opportunities to defer their income until a later date.

10. JURY DUTY:

10.1. Teachers who serve on court juries shall receive their full salary less per diem from the courts.

11. SUBSTITUTE RATES FOR IN-HOUSE SUBSTITUTES:

11.1. High School teachers will be paid \$40 per planning period when substituting in-house.

11.2. Elementary teachers will be paid \$40 per planning period when substituting in-house.

11.3. Teachers will be paid \$40 per day when substituting for an athletic or activity practice outside of their assigned coaching/sponsorship duties if the absence is for allowable leave as identified in the negotiated agreement.

12. IN-SERVICE – PART TIME TEACHER:

12.1. Part-time teachers are required to attend in-service meetings beyond their normal workday, and shall be reimbursed at the rate of summer curriculum work, when requested to stay an hour or portion thereof before or after normal working hours.

12.2. Part-time teachers are expected to attend the meetings unless the superintendent has approved other arrangements with the part-time staff member.

C. FRINGE BENEFITS

1. Health Insurance:

- 1.1. The Board shall pay the full premium for health insurance for the Educators Health Alliance
 - 1.1.1. \$1,200 Deductible Blue Preferred Health Coverage **OR**
\$3,800 Deductible HSA Eligible Dual Choice
 - 1.1.2. Single dental for the PPO – 100% A, 80% B, 80% C with 50% D dental coverage.
- 1.2. There are 4 tiers of coverage available for the employee to select from:
 - 1.2.1. Employee,
 - 1.2.2. Employee and Children,
 - 1.2.3. Employee and Spouse, and
 - 1.2.4. Employee, Spouse, and Children.
- 1.3. No cash payments (cash in lieu) will be made to employees who do not choose to participate in either plan. For employees choosing the \$3,500 deductible, the difference in premium between the \$1050 deductible and \$3,500 deductible will be placed in an employee's health savings account to be used for medical expenses. The timeline for deposits will be determined by the superintendent.

2. Long Term Disability:

- 2.1. Each full-time certificated employee who works 20 hours or more per week shall be required to participate in and pay the premium cost for a group long-term disability insurance program.
- 2.2. The school district will select a long-term disability insurance carrier which provides coverage that begins immediately upon the expiration of a teacher's accumulated sick leave, without a waiting period, and which provides a disability payment of 66-2/3 percent of the disabled teacher's monthly pay and health/dental insurance premium.

3. Sick Leave:

- 3.1. Ten (10) days per year, cumulative to fifty (50).
- 3.2. This sick leave will be awarded on the first day of the contract year and may be for personal illness or illness in the immediate family.
- 3.3. Immediate family shall be defined as the teacher's: spouse, child, father, mother, sister, brother, grandparent, or grandchild. Immediate family of the spouse is included.
- 3.4. In case of absence beyond allowable, paid sick leave, the employee shall be charged with the use of personal leave.
- 3.5. The district will reimburse the employee for unused sick leave above 40 days at the rate of \$50.00 per day. This shall be paid in July.
- 3.6. The superintendent has the right to require a physician's written evidence regarding the illness of a teacher if it is deemed necessary.

4. Shared Sick Leave Bank:

- 4.1. Teachers who have a need for leave due to personal illness or injury, or illness or injury to the employee's spouse, children, or parent, can apply for up to 50 extra days of sick leave from the district's shared sick leave bank. (maternity leave is not included)
- 4.2. All accumulated sick leave and personal leave must be exhausted before the teacher may utilize this borrowing option.
- 4.3. Teachers must make a written request for extended leave directly to the superintendent containing the number of days requested and the reason for the request. The Superintendent will notify the HEA President of the request. The Superintendent and HEA President will determine whether the request meets the criteria for which the board and teachers established the plan.
- 4.4. At the beginning of the school year, to be eligible for the shared sick leave bank, a staff member must donate one day at the beginning of each contract year by September 1st. Staff members that choose not to donate a day are not eligible to use days from the shared sick leave bank that year. Staff members are eligible to apply for and to utilize extended sick leave from this bank without the requirement of donating a day, as previously described, after making said donation for a period of 15 consecutive years.

- 4.5. The number of days that may be utilized from the shared sick leave bank may not exceed 150 days in any consecutive, 3-year period.
- 4.6. At the end of each year, the superintendent will present a written report to the HEA President concerning the following:
 - 4.6.1. the names of staff who were eligible for the applying for extended sick leave from the shared sick leave bank that year;
 - 4.6.2. the names of the staff members that borrowed days from the shared sick leave bank that year;
 - 4.6.3. the number of days borrowed from the shared sick leave bank that year;
 - 4.6.4. the number of days borrowed from the shared sick leave bank in each of the prior two years.

5. **Bereavement Leave:**

- 5.1. Up to five (5) days shall be granted, if requested, in the event of death of child, spouse, or parent, which shall not be charged against any sick leave accumulation.
 - 5.1.1. Up to five (5) additional days may be granted which shall be charged against accumulated sick leave. Full pay deduction shall be made after ten (10) days.
- 5.2. Up to three (3) days shall be granted, if requested, in the event of death of other relative or close family friend that shall not be charged against accumulated sick leave.
 - 5.2.1. Up to two (2) additional days may be granted, if requested, which shall be charged against accumulated sick leave.

6. **Personal Leave or Business Leave:**

- 6.1. Three (3) days of fully paid personal leave will be accrued to each teacher at the beginning of each contract year.
- 6.2. A maximum of (1) day of unpaid (salary deduction) personal leave may be approved for a teacher during any contract year. All paid personal leave must be exhausted prior to using unpaid leave. Salary deductions for a day, or fraction thereof, will be calculated based on the number of duty days in the current calendar.
- 6.3. Any personal leave beyond the aggregate limits of 6.1 and 6.2 above will be charged as unpaid leave and will carry a further deduction of the daily substitute teacher pay rate, or fraction thereof.
- 6.4. Personal leave of any type shall be charged in half-day or whole-day increments.

6.5. The district will reimburse the employee for unused paid personnel days after the conclusion of the school year with such reimbursement being paid in July. Said reimbursement will be made in the following manner:

3 unused personal days: \$225

2 unused personal day: \$150

1 unused personal day: \$75

- 6.6. Requests for any personal leave must be made at least two (2) days in advance to the superintendent or their designee.
- 6.7. When any request for personal leave is submitted more than ten (10) days in advance, the response will be within five (5) days of the initial request.
- 6.8. In all instances, no more than three (3) employees may take either personal leave on the same day. Approval will be granted on a first-come, first-served basis.
- 6.9. Personal leave may be used to extend a scheduled break under the following conditions:
- 6.9.1. Teachers may not use more than three (3) personal leave days to extend a scheduled school vacation period.
- 6.9.2. Personal leave may not be used on a day of scheduled professional development, except in rare circumstances approved by the superintendent prior to the leave.

7. Professional Leave:

- 7.1. Employees are encouraged to participate in professional and educational organizations, and are encouraged to assume responsibilities at the regional, state, or national levels. The Superintendent shall establish criteria needed for teachers to be eligible to use this leave.
- 7.2. A maximum of (2) days will be allowed for professional leave.
- 7.3. In all instances, no more than three (3) employees may take professional leave on the same day. Approval will be granted on a first-come, first-served basis.
- 7.4. Sponsors or coaches may utilize one (1) professional leave day, if available, to attend state championships in the event in which they are actively coaching.

7.5. Professional Leave shall not be deemed to include those meetings, workshops, etc., which the school administration or supervisors require a teacher to attend.

8. Activity Passes:

8.1. Full time employees will be granted family passes, which will provide free admittance to all local school activities for the employee, the employee’s spouse, and the employee’s school-aged (PK-12) children.

9. Extra Duty Schedule For 2027-2028:

9.1. It is agreed upon that the extra duty schedule to be used for the 2027-2028 contract year is hereby attached as Appendix C to this agreement.

This agreement is hereby ratified by the representatives of the School Board and Heartland Education Associated by their signatures below:

_____ Board President Date: _____

_____ H.E.A. President Date: _____

HEARTLAND COMMUNITY SCHOOLS HENDERSON/BRADSHAW

NEGOTIATED AGREEMENT 2025-2026

A. SALARY SCHEDULE INFORMATION

SALARY BASE: \$41,513

VERTICAL INCREMENT: 4%

HORIZONTAL INCREMENT: 4%

1. SALARY SCHEDULE INITIAL PLACEMENT:

1.1. Credit for previous experience, up to a maximum of eight (8) years, will be granted for each year of experience obtained in accredited schools prior to employment by the district. In instances where the years of previous experience obtained in accredited schools exceeds eight (8) years, credit for additional years of relevant, previous experience obtained in accredited schools beyond eight (8) years may be granted for up to each year of actual experience obtained prior to employment. The number of years of credit allowed beyond eight (8) years will be determined by and at the discretion of the Superintendent of Schools. The number of years of experience a that teacher is allowed upon signing their first contract shall be the base figure for all future contracts.

2. SALARY SCHEDULE ADVANCEMENT:

2.1. Staff members must have the recommendation of the administrative staff before they can advance on the salary schedule. A teacher may be rehired without advancement on the salary schedule, but in no instances shall a teacher be held two consecutive years due to lack of administrative recommendation. If a teacher is not recommended for advancement on the schedule for a second consecutive year, they shall not be rehired.

3. VERTICAL ADVANCEMENT:

3.1. In no case can a teacher move vertically more than one step per year.

4. HORIZONTAL ADVANCEMENT:

- 4.1. A teacher wishing to move horizontally on the salary schedule must meet the following criteria:
 - 4.1.1. All hours beyond the B.A. must be graduate hours.
 - 4.1.2. Additional courses must be in the teacher's assignment area, or be a part of an approved program working toward an advanced degree in education.
 - 4.1.3. Teachers wishing to take courses not meeting criteria in A and B of this section, but wishing to count them toward advancement on the salary schedule, may provide the Superintendent of Schools with such a written notice in advance for consideration. The request may or may not be approved.
 - 4.1.4. Credits earned after the opening day of school will not be counted toward the salary schedule until the next contract year.
 - 4.1.5. Teachers may move horizontally without limitation, except that teachers may carry no more than (6) six hours of course work during any given semester of the Heartland Community Schools school year.
 - 4.1.6. Teachers having reached the maximum on a preparation increment shall be frozen at that step until such time that academic preparations qualify the teacher for the next column. At that time only one (1) vertical advancement may be used.
 - 4.1.7. Teachers must indicate to the Superintendent of Schools before June 5th of their intention to move horizontally on the schedule for the coming school term.
 - 4.1.8. It is the teacher's responsibility to provide a complete transcript of all college credits to the school office files.

B. ADMINISTRATION OF SALARY SCHEDULE POLICIES

Judgments or interpretations necessary to administer these policies shall be made by the Superintendent of Schools.

1. NON-SCHEDULE PERSONNEL:
 - 1.1. Administrative personnel are not considered to be on this schedule.
2. AUTHORITY TO VARY SCHEDULE:
 - 2.1. The Board of Education and/or its Superintendent have the right to vary from this schedule in cases of extreme need when hiring new personnel as they feel is essential to the welfare of the system.
3. TEACHER CONTRACT LENGTH:
 - 3.1. The length of a normal contract year will be 185 days of employment.
 - 3.2. The board and/or superintendent may exercise the option of increasing the length of the contract year to a maximum of 187 days within a proposed calendar for the following school year. Teachers will be compensated at a rate of 1/185th of their contracted salary for each additional day beyond 185 days.
 - 3.3. Un-excused absences will be deducted from an employee's pay at a rate of 1/185th of their contracted salary.
4. TEACHER DUTY HOURS:
 - 4.1. A normal teaching day is from 8:00AM to 4:00PM.
5. GUARANTEED DUTY-FREE LUNCH PERIOD:
 - 5.1. Elementary teachers are to be free of lunchroom duties through the use of an aide who will supervise students in grades one (1) through six (6) during the time at which they are eating lunch.
6. EXTENDED CONTRACTS:
 - 6.1. Extended contracts may be assigned by the Superintendent to the staff members whose jobs require extended contract time.
 - 6.2. Duty during extended contract time shall be considered to be an 8-hour day. Extended contract work will be paid at the rate of 0.075% of the base salary (0.00075 x base salary) per hour.
 - 6.3. Summer curriculum work will always remain at \$2.00 per hour less than the extended contract rate.

7. SALARY PAYMENTS:

- 7.1. All salaries shall be paid in 12 equal payments with the first check payable on the 20th of the first month of service then on the 20th of each month thereafter.

8. CERTIFICATE REGISTRATION:

- 8.1. Teachers must have a current certificate registered in the Superintendent's office and on file in the school office before salary will be paid.

9. TAX SHELTERED ANNUITIES:

- 9.1. Tax sheltered plans are available to those teachers who wish to take advantage of opportunities to defer their income until a later date.

10. JURY DUTY:

- 10.1. Teachers who serve on court juries shall receive their full salary less per diem from the courts.

11. SUBSTITUTE RATES FOR IN-HOUSE SUBSTITUTES:

- 11.1. High School teachers will be paid 0.0007 (0.07%) of the base salary per planning period when substituting in-house.
- 11.2. Elementary teachers will be paid 0.0007 (0.07%) of the base salary per planning period when substituting in-house.
- 11.3. Teachers will be paid \$25 per day when substituting for an athletic or activity practice outside of their assigned coaching/sponsorship duties if the absence is for allowable leave as identified in the negotiated agreement.

12. IN-SERVICE – PART TIME TEACHER:

- 12.1. Part-time teachers are required to attend in-service meetings beyond their normal workday, and shall be reimbursed at the rate of summer curriculum work, when requested to stay an hour or portion thereof before or after normal working hours.
- 12.2. Part-time teachers are expected to attend the meetings unless the superintendent has approved other arrangements with the part-time staff member.

C. FRINGE BENEFITS

1. Health Insurance:

- 1.1. The Board shall pay the full premium for health insurance for the Educators Health Alliance
 - 1.1.1. \$1050 Deductible Blue Preferred Health Coverage **OR**
\$3,800 Deductible HSA Eligible Dual Choice
 - 1.1.2. Single dental for the PPO – 100% A, 80% B, 80% C with 50% D dental coverage.
- 1.2. There are 4 tiers of coverage available for the employee to select from:
 - 1.2.1. Employee,
 - 1.2.2. Employee and Children,
 - 1.2.3. Employee and Spouse, and
 - 1.2.4. Employee, Spouse, and Children.
- 1.3. No cash payments (cash in lieu) will be made to employees who do not choose to participate in either plan. For employees choosing the \$3,500 deductible, the difference in premium between the \$1050 deductible and \$3,500 deductible will be placed in an employee's health savings account to be used for medical expenses. The timeline for deposits will be determined by the superintendent.

2. Long Term Disability:

- 2.1. Each full-time certificated employee who works 20 hours or more per week shall be required to participate in and pay the premium cost for a group long-term disability insurance program.
- 2.2. The school district will select a long-term disability insurance carrier which provides coverage that begins immediately upon the expiration of a teacher's accumulated sick leave, without a waiting period, and which provides a disability payment of 66-2/3 percent of the disabled teacher's monthly pay and health/dental insurance premium.

3. Sick Leave:

- 3.1. Ten (10) days per year, cumulative to fifty (50).
- 3.2. This sick leave will be awarded on the first day of the contract year and may be for personal illness or illness in the immediate family.
- 3.3. Immediate family shall be defined as the teacher's: spouse, child, father, mother, sister, brother, grandparent, or grandchild. Immediate family of the spouse is included.
- 3.4. In case of absence beyond sick leave, the employee shall forfeit salary, based on number of duty days in the current calendar.
- 3.5. The district will reimburse the employee for unused sick leave above 40 days at the rate of \$50.00 per day. This shall be paid in July.
- 3.6. The superintendent has the right to require a physician's written evidence regarding the illness of a teacher if it is deemed necessary.

4. Shared Sick Leave Bank:

- 4.1. Teachers who have a need for leave due to personal illness or injury, or illness or injury to the employee's spouse, children, or parent, can apply for up to 50 extra days of sick leave from the district's shared sick leave bank. (maternity leave is not included)
- 4.2. All accumulated sick leave and personal leave must be exhausted before the teacher may utilize this borrowing option.
- 4.3. Teachers must make a written request for extended leave directly to the superintendent containing the number of days requested and the reason for the request. The Superintendent will notify the HEA President of the request. The Superintendent and HEA President will determine whether the request meets the criteria for which the board and teachers established the plan.
- 4.4. At the beginning of the school year, to be eligible for the shared sick leave bank, a staff member must donate one day at the beginning of each contract year by September 1st. Staff members that choose not to donate a day are not eligible to use days from the shared sick leave bank that year. Staff members are eligible to apply for and to utilize extended sick leave from this bank without the requirement of donating a day, as previously described, after making said donation for a period of 15 consecutive years.
- 4.5. The number of days that may be utilized from the shared sick leave bank may not exceed 150 days in any consecutive, 3-year period.

- 4.6. At the end of each year, the superintendent will present a written report to the HEA President concerning the following:
 - 4.6.1. the names of staff who were eligible for the applying for extended sick leave from the shared sick leave bank that year;
 - 4.6.2. the names of the staff members that borrowed days from the shared sick leave bank that year;
 - 4.6.3. the number of days borrowed from the shared sick leave bank that year;
 - 4.6.4. the number of days borrowed from the shared sick leave bank in each of the prior two years.

5. Bereavement Leave:

- 5.1. Up to five (5) days shall be granted, if requested, in the event of death of child, spouse, or parent, which shall not be charged against any sick leave accumulation.
 - 5.1.1. Up to five (5) additional days may be granted which shall be charged against accumulated sick leave. Full pay deduction shall be made after ten (10) days.
- 5.2. Up to three (3) days shall be granted, if requested, in the event of death of other relative or close family friend that shall not be charged against accumulated sick leave.
 - 5.2.1. Up to two (2) additional days may be granted, if requested, which shall be charged against accumulated sick leave.

6. Personal Leave or Business Leave:

- 6.1. Two (2) days of personal leave will be awarded at the beginning of each contract year, cumulative up to four (4) days.
- 6.2. Requests for any personal leave must be made at least two (2) days in advance to the superintendent or their designee.
- 6.3. When any request for personal leave is submitted more than ten (10) days in advance, the response will be within five (5) days of the initial request.
- 6.4. In all instances, no more than three (3) employees may take either personal leave on the same day. Approval will be granted on a first-come, first-served basis.
- 6.5. Personal leave may be used to extend a scheduled break under the following conditions:
 - 6.5.1. Teachers may not use more than three (3) personal leave days to extend a scheduled school vacation period.
 - 6.5.2. Personal leave may not be used on a day of scheduled professional development, except in rare circumstances approved by the superintendent prior to the leave.

MIDLAND TELECOM INC.

Estimate

GRAND ISLAND, NE 68802-2151
(308)381-8434 www.midlandtelecom.net
3239 W 2ND STREET

Date	Estimate #
11/4/2025	2207

Name / Address
HEARTLAND COMMUNITY SCHOOLS 1501 FRONT STREET HENDERSON, NE 68371

			Project
Description	Qty	Rate	Total
POC MOBILE	13	399.00	5,187.00T
POC PORTABLE	47	235.00	11,045.00T
<i>PNC 360S</i> <i>MNC 360</i>			
		Subtotal	\$16,232.00
		Sales Tax (0.0%)	\$0.00
		Total	\$16,232.00

HORIZON



Push-to-Talk over Cellular and Wi-Fi Devices, Services, and Systems

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Communicate. Coordinate. Facilitate.

Communicate instantly with nationwide groups of remote workers using a variety of PoC devices

Coordinate worker locations and jobs with centralized dispatching and GPS location tracking

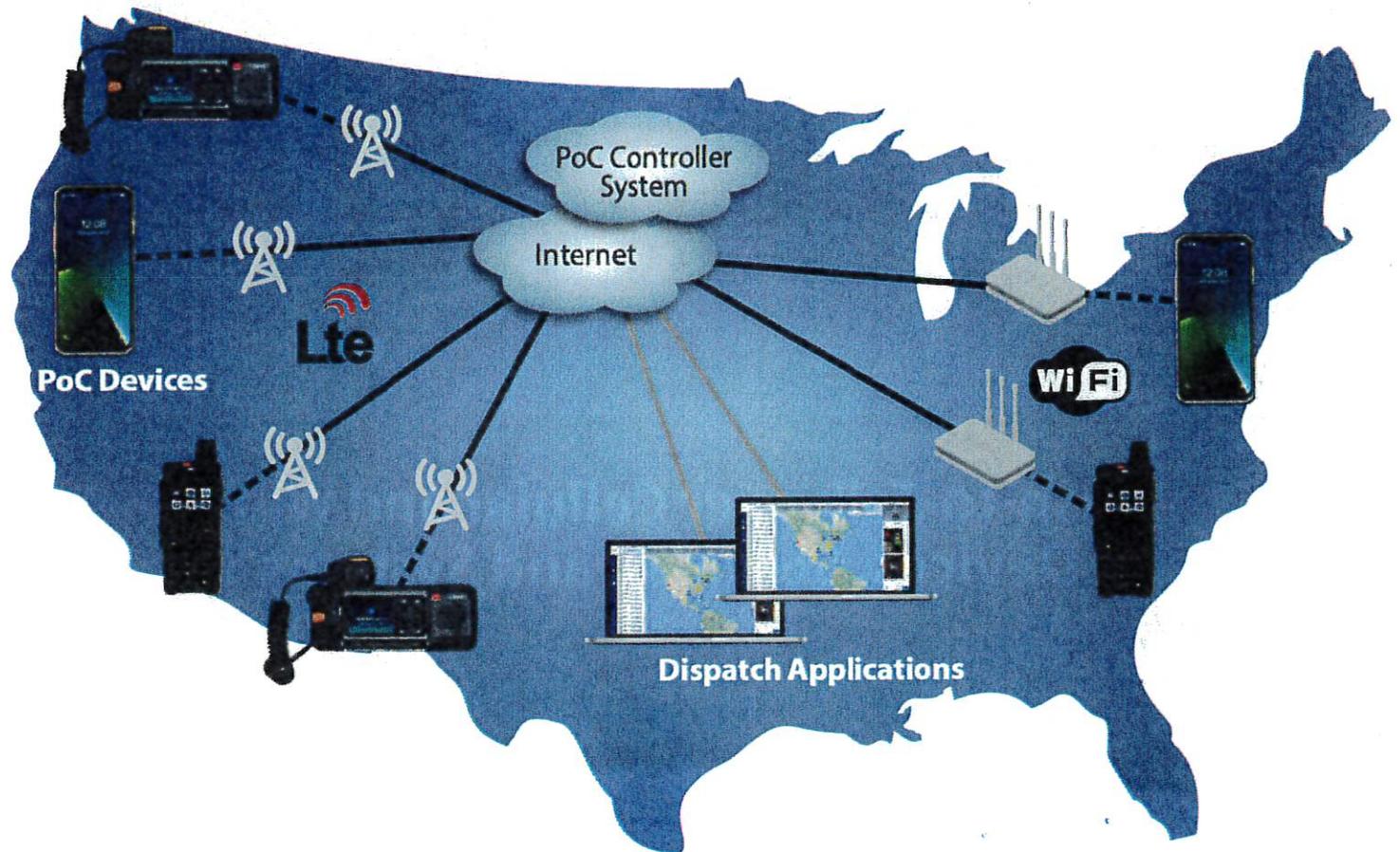
Facilitate cost reductions by improving operational efficiencies and quickly solving problems

What is PoC and How Does it Work?

PoC is also referred to as Radio over IP (RoIP). Similar to Voice over IP (VoIP), RoIP devices are handheld two-way radios that access cloud-based PoC services via the internet for voice calling. A data plan SIM card (similar to those used in cell phones) is installed in the PoC device to enable access to the internet using the 4G/5G/LTE cellular infrastructure of Mobile Network Operators. Hytera PoC devices access the HORIZON Nationwide PoC cloud controller through the internet using 4G/5G/LTE cellular networks and Wi-Fi networks for wide-area radio communications.

HORIZON subscription-based PoC services are hosted on the cloud using Hytera US Inc HORIZON PoC controllers (network appliances). Third party gateway routers provide connectivity between the 4G/5G/LTE network and the cloud hosted PoC controller.

The result is access to reliable cloud-based services using existing cellular and Wi-Fi networks that require no maintenance or operational expenses. HORIZON Dispatch web browser applications also connect to the PoC cloud server through the internet.



Who Uses Push-to-Talk over Cellular?

- Transportation, Shipping, and Logistics
- K12, Colleges, and Universities
- Security Services
- Taxi, Shuttle, and Towing Services
- Construction, Plumbing, and Electrical
- Manufacturing and Industry
- Agriculture
- Hotels, Resorts, and Casinos
- Healthcare, Ambulances, and EMTs
- Any Small to Large Business



HORIZON Key Features

NATIONWIDE COVERAGE

- PoC leverages 4G/5G/LTE and Wi-Fi networks to provide secure and instant nationwide radio communications
- No need to purchase, operate, and maintain traditional radio network infrastructure

INDUSTRY LEADING VOICE QUALITY

- AI-based digital noise suppression that learns human voice and extracts it from background noise in real time, and high-volume speakers for excellent voice quality in loud environments

RAPID DEPLOYMENTS

- Since the cellular LTE and Wi-Fi radio network infrastructure already exist, PoC systems can be deployed very quickly
- PoC radios work out-of-the-box with SIM cards pre-installed
- No expenses related to owning traditional radio repeater and antenna systems or FCC frequency licenses

INSTANT INDIVIDUAL AND GROUP CALLING

- Hytera PoC devices support instant individual (one-to-one) and group calls (one-to-many) with the press of a Push to Talk (PTT) button on a radio or from a dispatching application
- Call groups can be set up based All Call Broadcast and Emergency calls, or select teams of radio users based on types of employees, mobile service fleets, employee locations, and type of projects, etc.
- Using groups minimizes distractions by ensuring that only the relevant parties are involved in the conversation

UNLIMITED CHANNELS

- The HORIZON PoC platform allows any number of virtual channels and as many call groups as required

INSTANT INDIVIDUAL AND GROUP CALLING

- Supports instant individual (one-to-one) and group calls (one-to-many) with the press of a Push to Talk (PTT) button on a radio or from a dispatching application

TEXT MESSAGING

- Users can communicate with each other and dispatch with free-form or pre-programmed text messages

SHARING IMAGES AND VIDEOS

- PoC devices with cameras can share pictures and videos with other PoC devices and Hytera Dispatch applications

GPS LOCATION TRACKING

- All Hytera PoC devices feature integrated GPS to enable location tracking with Hytera Dispatch applications
- Enables tracking of driver locations and travel routes with time stamps and geofence boundaries

SAFETY FEATURES

- Emergency buttons on PoC devices enable sending and receiving Emergency Alarms for enhanced worker safety
- Dispatcher can remotely monitor audio during emergency situations
- Dispatch can stun (disable) and revive (turn on) remote radios that are lost or stolen, or used maliciously

SECURITY AND PRIVACY

- Optional ARC4 and AES 128/256 encryption provides secure and private end-to-end calling

CALL LOGGING AND RECORDING

- Supports recording group calls as .wav files on the devices
- Capture call content and playback on PC to monitor performance, compliance and legal protection requirements, and enhance customer service

ANDROID OPERATING SYSTEM

- Hytera PoC devices are powered by the Android platform

Hytera PoC Devices

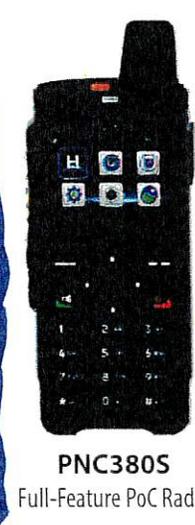
- Nationwide Coverage with 4G/5G/LTE Networks
- Industry Leading Voice Quality with Digital Noise Suppression
- Supports Instant Group and Individual Calling
- Compact and Rugged Radios that are Easy to Use
- GPS Location Tracking for the Web-based Dispatching App



MNC360
PoC Mobile Radio



PNC360S
Compact PoC Radio



PNC380S
Full-Feature PoC Radio



PNC560
Smart Device with Scanner

HORIZON

HORIZON is a subscription-based Push-to-Talk Over Cellular (PoC) service that provides instant individual and group calling over the most advanced and reliable cloud-based communications network.

HORIZON utilizes the 4G/5G/LTE cellular infrastructure of Mobile Network Operators and Wi-Fi networks to access the cloud-based PoC servers.

4G/5G/LTE cellular networks enable unlimited coverage area so radio users are untethered by the range of repeaters and base stations used in traditional radio networks.

HORIZON supports all of the rugged and feature-rich Hytera PoC devices and includes HORIZON Dispatch, a web-based dispatching application that enables centralized group calling and GPS location tracking.

HORIZON is a simple and cost-effective communications solution for small and medium sized businesses, and is scalable to large enterprises with thousands of users.

PoC Subscription Service

The Most Reliable PoC System Available: The most dependable PoC services available through high-capacity cloud servers with geographically diverse hot-standby redundancy for the highest level of service availability.

Instant Group Communication: Nationwide group calling enables swift decision-making and response times.

Efficient Collaboration: Enhance teamwork and collaboration by providing a seamless platform for real-time communication among remote and dispersed teams.

Increased Productivity: Boost productivity with instant voice calling, share images and videos, and run Android business apps.

Cost-Efficiency: Reduce communication costs significantly compared to traditional smart phones and calling plans, leading to substantial savings for businesses and individuals.

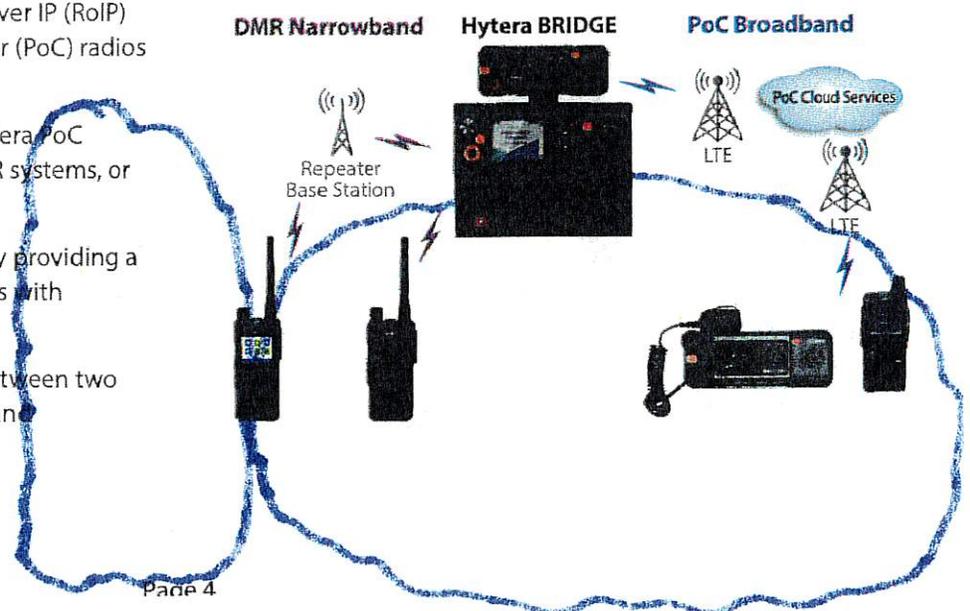
Scalable: Easily add a limitless number of radios, and HORIZON is the only PoC system designed for the large enterprise with complete customer operational control.

Hytera BRIDGE PoC System Interconnect Solution

Hytera BRIDGE is a compact hardware system configuration that provides a reliable, and cost-effective Radio over IP (RoIP) gateway between Hytera Push-to-Talk over Cellular (PoC) radios and a variety of DMR and analog radio systems.

- Enables group radio connectivity between Hytera PoC radios and analog radios, Tier II and Tier III DMR systems, or Hytera XPT systems.
- Preserves investments in DMR radio systems by providing a cost-effective method to add Hytera PoC radios with nationwide range to an existing DMR system.
- Hytera Bridge can also provide connectivity between two remote DMR radio systems over a PoC Broadband connection.

Hytera BRIDGE DMR/PoC Gateway Application



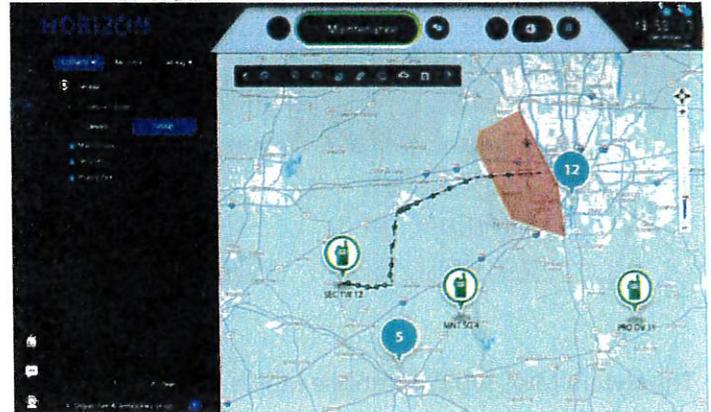
HORIZON Dispatch Application

HORIZON Dispatch is a web-based dispatching and location tracking application that runs on a standard Chrome web browser and supports an unlimited number of simultaneous users with separate dispatcher accounts. There is no need to install and upgrade client software and key dongles, simply sign into the application. The dispatch application supports instant group calling, texting, sharing images and audio recordings. Worker safety features include sending and receiving emergency alarms, and the dispatcher can activate remote ambient monitoring of audio during emergency situations. Dispatchers can also remotely stun (temporarily disable) and revive (turn on) or kill (permanently disable) remote radios that are lost, stolen, or used maliciously. HORIZON dispatch supports a customizable login screen, logo, and app icon to provide a unique, branded look and feel for the app.



GROUP AND INDIVIDUAL CALLING

- HORIZON Dispatch leverages 4G/5G/LTE and Wi-Fi networks to provide secure and instant nationwide radio communications
- Instant nationwide group calling with a customized calling area where the dispatcher can create commonly used groups for dispatch operations
- Quickly and easily put individuals into a special impromptu call group when needed
- Supports full-duplex calls where users can speak any at any time, like on a cell phone



MAP WITH GPS FLEET LOCATION TRACKING

- Enables tracking of driver locations and travel routes with finely selectable time stamp rates
- See real-time GPS tracks and play back historical routes
- Speed and direction with customizable speeding alarm
- Configurable default map zoom level
- Define a virtual geographic boundary based GPS location tracking and receive alarms when workers enter or leave geofence areas



CALL RECORD STORAGE AND REPORTING OPTIONS

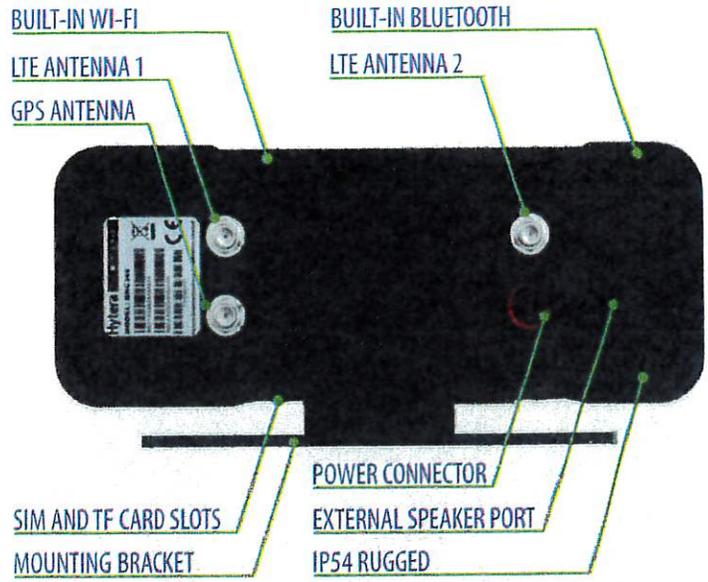
- Instantly review, play, search, and export logs for calls, messages, emergency alarms, geofencing alarms, and overspeed alarms
- Export reports to create tables, statistics, and graphs for individual and group call counts



MULTIMEDIA CAPABILITIES

- Dispatcher can share texts, images, and videos with workers in the field for fast decision making and solving problems

MNC360 PoC Mobile Radio



The Hytera MNC360 PoC mobile radios are professional-grade PoC devices that provide clear nationwide push-to-talk communication, instant group calling, and built in GPS for fleet tracking and dispatching with the HORIZON Dispatch application. Unlike cell-phones, tablets, and handheld devices, the MNC360 is a legal and DOT compliant device for safe communications while driving.

RELIABLE NATIONWIDE COVERAGE

- Cellular SIM card enables mobile network access for nationwide coverage with cellular LTE connectivity
- Dual LTE paddle antennas improve RX sensitivity by 3dB for excellent reception in weak signal areas

INDUSTRY LEADING AUDIO QUALITY

- AI-Based digital noise cancellation technology
- Distortion and howling suppression
- Exclusive patented acoustic speaker cavity and forward facing 4 Watt high-volume speaker
- Delivers excellent voice quality in loud environments

GPS POSITIONING

- Highly accurate external GPS antenna enables speed monitoring and real-time location tracking with breadcrumbs and geofencing with the Hytera Dispatch applications

COMPACT AND EASY TO INSTALL

- Weighing only 10.6 ounces, the MNC360 is compact and narrow for flexible installations
- Rotating mounting bracket for attaching the MNC360 on top of the dashboard or on a vertical surface in the vehicle
- Highly-sensitive, dual LTE antennas reduce the need to install an external antenna (depending on where the MNC360 is installed inside the vehicle)

DESIGNED FOR SAFETY

- Eyes stay on the road with raised tactile buttons, piano style keys, and lightweight handheld microphone for safe and simple push-to-call operation
- Emergency call button enables instant one-touch emergency calls to dispatcher and other PoC devices
- Speeding and driver fatigue notifications

CLEAR AND BRIGHT DISPLAY

- The LCD display screen is easily visible even in bright sunlight

FLEXIBLE INTEGRATION

- With the standard API and SDK, the MNC360 communications capabilities can be integrated into mobile fleet management and telematics applications

RICH WITH ACCESSORIES

- 3.5mm audio jack for wired earpiece accessories
- Micro USB 2.0 port for connecting and powering a variety of external devices
- Built-in Bluetooth for hands-free microphones and other wireless accessories
- 2-pin port for an external loudspeaker
- See page 13 for MNC360 Accessories



Hytera Handheld PoC Devices

NATIONWIDE COVERAGE

- National workforce communication with mobile 4G/5G/LTE cellular network connectivity using SIM cards

BUILT-IN WI-FI

- Built-in Wi-Fi supports in-building communications with seamless switching to cellular LTE networks when outside Wi-Fi range

GROUP CALLING

- Supports one-to-one individual calls, and group calls, and broadcast calls to all users for efficient communication

GPS POSITIONING

- GPS enables real-time tracking and positioning for the HORIZON Dispatch application

HIGH-QUALITY AUDIO

- AI-based digital noise suppression that learns human voice and extracts it from background noise in real time, and high-volume speakers for excellent voice quality in loud environments

BUILT-IN BLUETOOTH

- Built-in Bluetooth enables connectivity to earpieces, handheld Push-to-Talk microphones, and other wireless accessories

RELIABLE AND DURABLE

- Compliant with MIL-STD-810-H for shock and vibration
- IP67 or IP68 rated for water submersion and dust resistance

LONG-LIFE BATTERY

- Powerful Lithium Polymer battery delivers several days of operation on a single charge.
- Over 24 hours operation (over 40 hours with PNC360S)

TEXT MESSAGING

- Receive and view text messages sent from the Hytera dispatch app and other Hytera PoC devices

STUN AND REVIVE

- Dispatcher can remotely stun (disable) or revive (return to service) if the radio is lost or stolen

SAFETY FEATURES

- Emergency Alarms can be sent to other radios via the one touch programmable button
- Improves worker safety and emergency response time



PNC380S



PNC360S



PNC560

Connectivity	LTE (FDD-LTE, TDD-LTE, WCDMA, GSM) and Wi-Fi (2.4GHz 802.11) connectivity		+ 5GHz Wi-Fi
Standard Features	GPS, Bluetooth, AI-Based Digital Noise Cancellation, High-Power Speakers, Android Operating System, Long Life Batteries		
Keypad	Full Keypad	Partial Keypad	Touch Screen
Display	2.0" 320 x 240 TFT	1.75" 160 x 128 TFT LCD	6.3" Gorilla Glass, FHD+
Camera	8MP Rear Facing Camera	None	8 MP Front Wide-Angle Camera, 8 MP and 48 MP Rear Cameras
Compliance	MIL-STD-810 G, IP67, ESD IEC 61000-4-2, -4F to +140F Operating Temp.	MIL-STD-810 H, IP67, ESD IEC 61000-4-2, -4F to +140F Operating Temp.	MIL-STD-810 G, IP68, ESD IEC 61000-4-2, -4 to +140F Operating Temp.
Texting	Receive and send text messages	Receive texts and send preprogrammed messages	Receive and send text messages
Safety	Emergency button, Dispatcher Stun and Revive, Flashlight	Emergency (programmable) button, Dispatcher Stun and Revive	Dispatcher Stun and Revive, Flashlight
Battery	4,000mAh Li-ion Polymer, ≥24 hours	4,000mAh Li-ion Polymer, ≥45 hours	5,040mAh Li-Ion Polymer, ≥24 hours
Network SIM	Nano-SIM (8.8mm x 12.3mm)	Nano-SIM (8.8mm x 12.3mm)	2x Nano-SIM, 1x Micro SD
Ports	USB Type C Charging port, 3.5mm Audio	Micro USB 2.0, 3.5mm Audio, Dock Charger interface, Car Kit interface	USB Type-C Charging port, QC3.0 Fast Charging, 3.5mm Audio
Memory	1GB RAM, 8GB ROM, Micro SD/TF card, Expandable up to 32GB	1GB RAM, 8GB ROM	4GB RAM, up to 64GB ROM, Expandable up to 128GB, Micro SD card

PNC380S PoC Radio



The Hytera PNC380S PoC device is a feature-rich, and easy-to-operate handheld PoC radio designed for reliable business communications. Like all Hytera PoC devices, the PNC380S supports cellular LTE and Wi-Fi network connectivity, and features AI-based digital noise suppression, built in Bluetooth for wireless accessories, and GPS location tracking for use with the HORIZON Dispatch application. The PNC380S is rugged built to the IP67 standard for water and dust resistance, and the MIL-STD 810G for impact and vibration. It features a powerful 4000mAh Lithium-Ion Polymer battery that delivers up to 24 hours of operation.

CERTIFIED NATIONWIDE COVERAGE

- PTCRB Certified
- AT&T and T-Mobile approved device fully tested by for reliable nationwide connectivity

HIGH-DEFINITION CAMERA

- Equipped with a rear-facing 8 megapixel rear camera, the PNC380S enables sharing pictures and videos with the HORIZON Dispatch application and other PoC devices

ERGONOMIC DESIGN

- Compact and ergonomic design with easy-access buttons enables comfortable one-hand operation
- Reversible belt clip for carrying with screen facing in or out

TFT LCD DISPLAY

- Display provides high-resolution visibility even in bright daylight
- Easy-to-use menu system with clean and simple navigation

CAR KIT

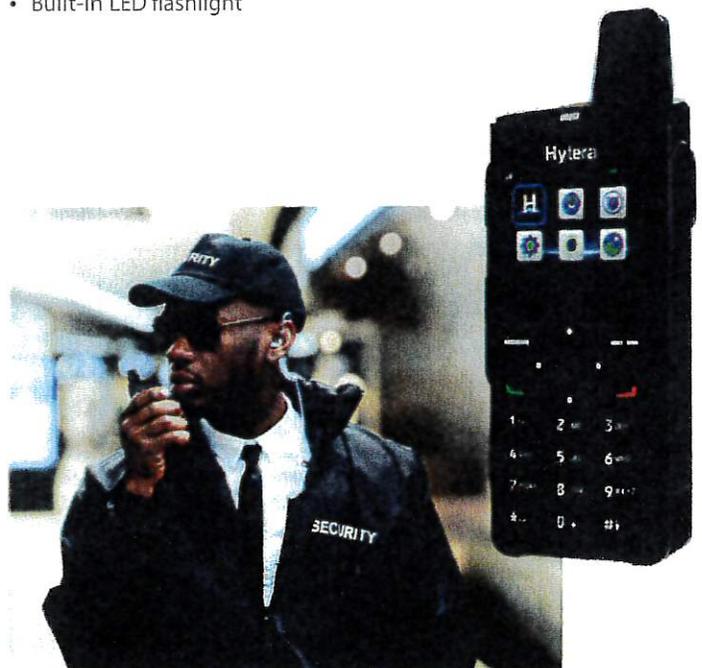
- Dash-mount car kit available for safe in-vehicle calling (see page 12)
- Features optional external speaker, palm microphone, visor microphone, and both wired and Bluetooth Push-to-Talk buttons

TEXT MESSAGING

- Send, receive, and view text messages between dispatcher and other Hytera PoC devices
- Also supports sending recorded audio messages

SAFETY FEATURES

- One-touch Emergency button enables emergency calls to dispatcher and sending alarms to other radios
- Dispatcher can remotely stun (disable) or revive (return to service) if the radio is lost or stolen
- Built-in LED flashlight



PNC360S Compact PoC Radio

BUILT-IN GPS

EMERGENCY BUTTON

PUSH-TO-TALK

VOLUME CONTROL

LONG-LIFE BATTERY

COMPACT AND LIGHTWEIGHT



HIGH-PERFORMANCE ANTENNA

LED INDICATOR

160 X 128 TFT LCD DISPLAY

MIL-STD AND IP67 RATED



BUILT-IN WI-FI AND BLUETOOTH

ACCESSORY PORT

USB DATA/CHARGING PORT

MENU NAVIGATION

BEST IN CLASS AUDIO QUALITY

The Hytera PNC360S PoC device is a compact and easy-to-operate handheld PoC radio that is surprisingly feature rich for the price. Like all Hytera PoC devices, the PNC360S supports cellular LTE and Wi-Fi network connectivity, and features AI-based digital noise suppression, built in Bluetooth for wireless accessories, and GPS location tracking for use with the HORIZON Dispatch application. The PNC360S is rugged built to the IP67 standard for water and dust resistance, and the MIL-STD 810H for impact and vibration. It features a powerful and fast charging 4000mAh Lithium-Ion Polymer battery that delivers over 40 hours of operation on a single charge.

EMERGENCY AND SAFETY FEATURES

- Emergency Alarms can be sent to other radios via the one touch programmable button
- Safety Alert function provides alerts to the user using a pre-recorded voice message sent at predefined time intervals to remind remote users to check in or that a regular task is due
- Dispatcher can remotely stun (disable) or revive (return to service) if the radio is lost or stolen
- Improves worker safety and emergency response time

HIGH-QUALITY AUDIO

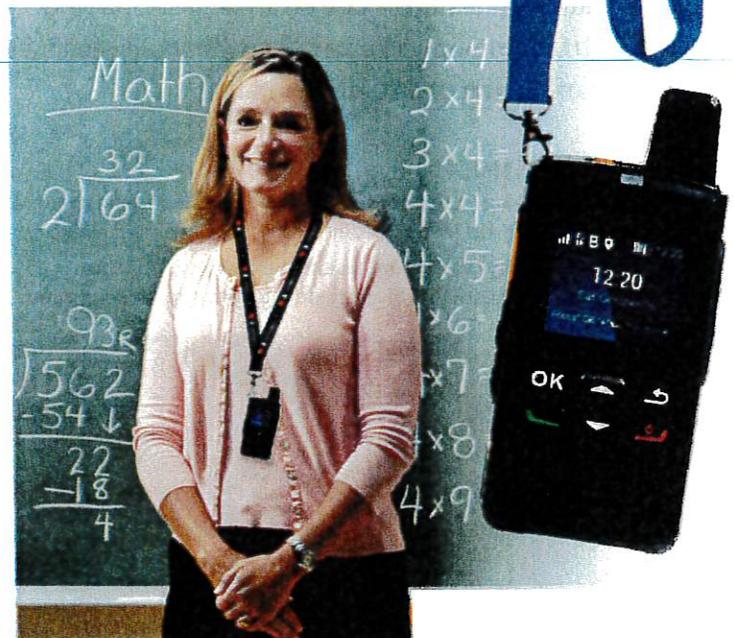
- Digital noise suppression and high-volume speakers for excellent voice quality in loud environments
- Adjustable microphone gain sensitivity feature allows users to adjust the radio settings so that they don't have to speak directly into the microphone, for example, when the radio is being worn on a vest like a remote speaker microphone

TFT LCD DISPLAY

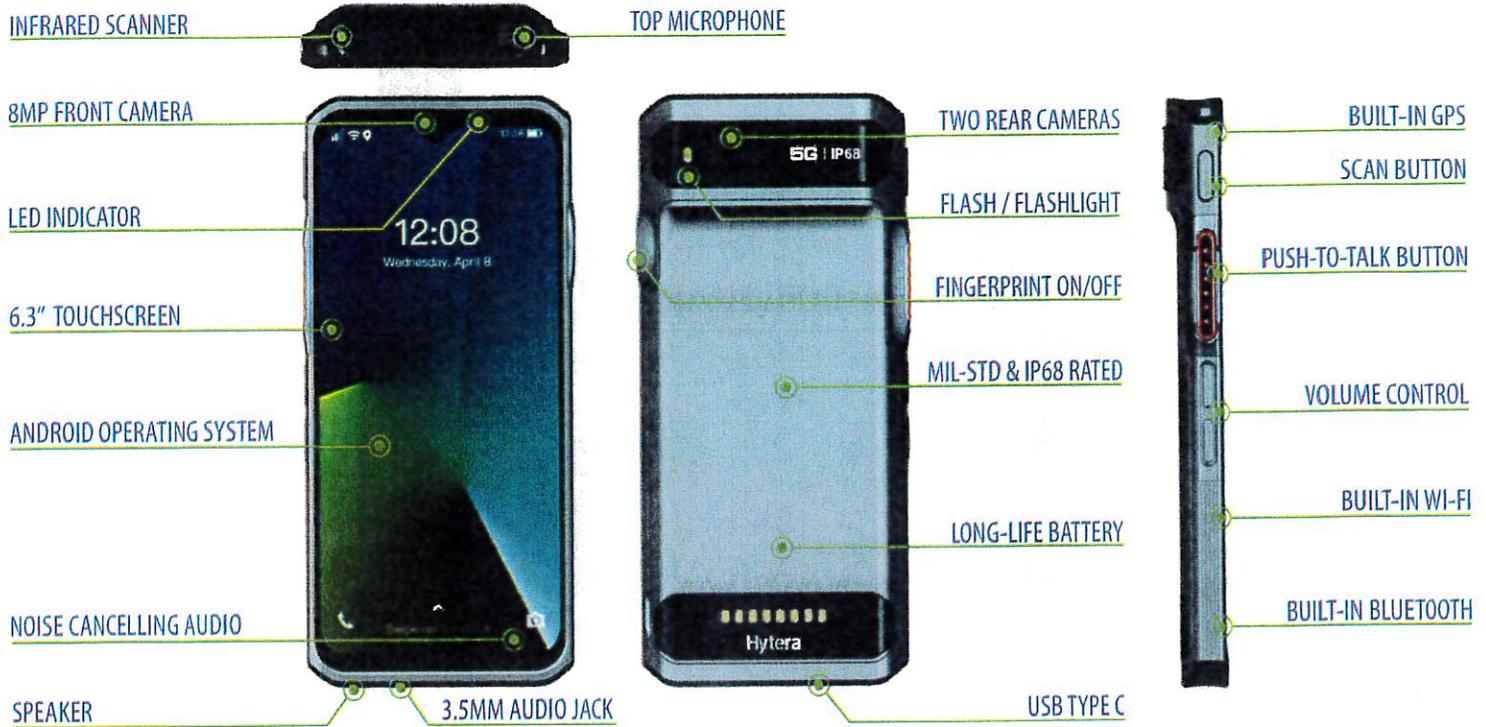
- The TFT LCD display provides high-resolution visibility even under bright daylight
- Supports an easy-to-use GUI menu system with clean and simple navigation

TEXT MESSAGING

- Receive and view text messages sent from dispatcher and other Hytera PoC devices



PNC560 PoC Smart Device with Scanner



The PNC560 is unified PoC communications device, a mobile Android computer, and scanner for all-in-one ease of use in warehouse, delivery, inventory, and medical applications. Like all Hytera PoC devices, the PNC560 supports cellular LTE and Wi-Fi network connectivity, and features AI-based digital noise suppression, built in Bluetooth, and GPS location tracking for use with the HORIZON Dispatch application. The PNC560 is rugged built to the IP68 standard for water and dust resistance, and the MIL-STD 810G for impact and vibration. It features a powerful and fast charging 5040mAh Lithium-Ion Polymer battery that delivers over 24 hours of operation on a single charge.

BUILT-IN SCANNER

- The PNC560 features an integrated infra-red scanner head that reads 1D and 2D barcodes in milliseconds from up to two feet away
- Supports a variety of Android-based inventory and logistics applications, and an API is available for custom app development



RUNS ANDROID APPS

- Unified communications device that runs Android 12 business apps

6.3 INCH TOUCHSCREEN DISPLAY

- Large screen displays more information for multiple operations

THREE HIGH-DEFINITION CAMERAS

- The PNC560 features three separate high resolution cameras, including an 8MP screen-facing, wide-angle camera, and 8MP telephoto and 48MP wide-angle rear-facing lenses
- Low-light photography and lens stabilization algorithm to reduce motion blurring
- Enables sharing high-resolution images and videos with the HORIZON Dispatch application and other PoC devices
- Reads QR codes and supports QR applications

DUAL SIM

- Dual SIM cards provide flexibility for two network data plans

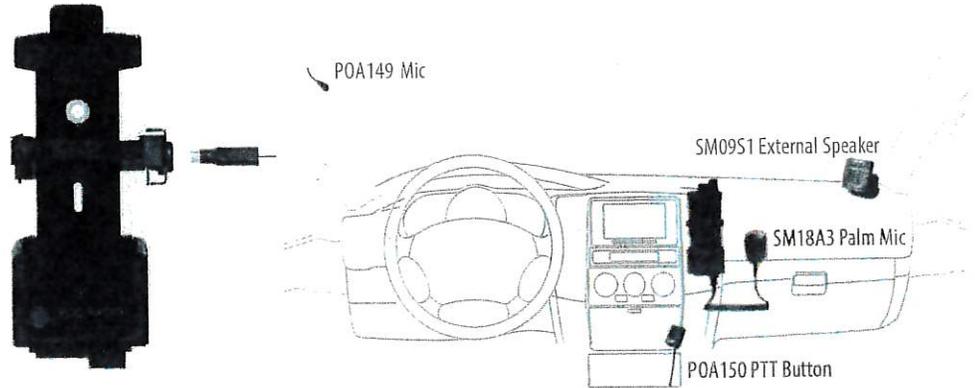
SECURITY PROTECTION

- The PNC560 features fingerprint unlock integrated with side power button and biometric face authentication unlock.
- Android secure boot, file-based encryption and safebox file storage

Optional CK10 CAR KIT for the PNC380S PoC Radio

The CK10 CAR KIT is a rugged vehicle mounting assembly that enables the PNC380S to be installed on a vehicle dashboard and comply with DOT requirements. The Car Kit allows the PNC380S to be easily removed for handheld job-site communications. The Car Kit includes a locking bracket, an on/off power button, and ports for external speakers, microphones, and push-to-talk buttons. The CAR KIT also functions as a docking charger for the PNC380S.

WIRED ACCESSORIES FOR THE CK10 CAR KIT



MNC360 PoC Mobile Device Accessories



Standard
Optional

 <p>SM16A1 Handheld Microphone with Mounting Bracket</p>	 <p>PWC34 Power Cord</p>	 <p>AN1700W01 Two LTE Paddle Antennas</p>	 <p>GPS04 External GPS Antenna</p>	 <p>BRK33 Radio Mounting Bracket and Screws</p>
 <p>SM09C1 External Amplified Speaker</p>	 <p>SM10A1 Desktop Microphone</p>	 <p>SM27W2 Bluetooth Handheld Speaker Microphone with Mounting Bracket</p>	 <p>EHW08 Bluetooth Earpiece with Microphone</p>	 <p>SEC1223 External Power Supply for Desktop Operation</p>

Hytera PoC Protection Plan

The optional Hytera PoC Protection Plan covers repairs for one accidental damage instance within two years of purchase. Must be purchased at the time of initial purchase of the PoC device.



Hytera PoC Handheld Device Accessories



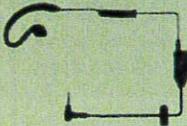
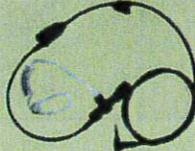
PNC380S



PNC360S



PNC560

Standard			
Optional			
Lithium-Ion Polymer Battery	 BP4006 4000mAh	 BP4008 4000mAh	 BP4003 4000mAh
Power Adapter	 PS2023 Power Adapter		 PS3006 Power Adapter
Charging and Programming Cable	 PC80 USB Micro	 PC143 USB Type C Cable	 PC158 USB Type C Cable
Belt Clips and Cases	 BC50 Radio Reversible	 BC51	 POA207 / BRK37/ BC37**
Wrist Strap	 R003		N/A
Desktop Charger	 MCL23 6-Unit Dual Pocket*	N/A	 CHL20L19 Single Unit
Wired Earpieces	 EH530 Earpiece with in-Line PTT & C-Earset	 EAS07 Transparent Tube 3.5mm Wired Earpiece with PTT Mic	
Bluetooth Wireless Accessories	 EHW08 C-Style Earpiece with Boom Microphone	 SM27W2 Handheld Speaker Microphone (IP67) with Mounting Bracket	 POA121 PTT Ring

*Dual Pocket chargers have charging slots for both a radio and a battery. **The PNC560 carrying case is available with a handheld strap (POA207), a surface mounting bracket (BRK37), and a belt clip (BCR37 for the PNC560)

HORIZON



Push-to-Talk over Cellular and Wi-Fi Devices, Services, and Systems



Learn more about Hytera PoC Solutions

Visit www.hytera.us/push-to-talk-over-cellular

Hytera US Inc

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(954) 846-1011

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Hytera retains right to change the product design and specification.

HEARTLAND COMMUNITY SCHOOLS

JOB TITLE: SCHOOL NURSE

JOB DESCRIPTION: 8.01

ESSENTIAL FUNCTION:

Ensures the health, safety, and well-being of students and staff by providing health services, and related guidance, to building principals, teachers, staff, students, parents, and families.

CLASS: CLASSIFIED / SUPPORT STAFF

ANNUAL TERM OF SERVICE: AUGUST 1ST TO MAY 31ST

DUTY REQUIREMENT: Shall be on duty on all days that school is in session. Shall be on duty during parent-engagement events that are scheduled at either the district or the building level (i.e. parent-teacher conferences, orientation, back-to-school, etc.). Shall be on duty during in-service days as assigned by the Superintendent. Shall be on duty during pre-service and post-service days as assigned by the Superintendent.

REGULAR DAILY HOURS: 7:45 AM - 3:45 PM

REPORTS TO: Superintendent or Designee

RECEIVES EVALUATION FROM: Superintendent or Designee

RECEIVES GUIDANCE FROM: Superintendent and Building Principals

MINIMUM REQUIREMENTS:

- A. Professional: RN is preferred; LPN is acceptable.
- B. Education: LPN Certificate or higher.
- C. Certification: NCLEX and Nebraska or NLC licensure.
Possesses or is willing to obtain CPR/AED Training Certification.
- D. Experience: Prior experience is preferred but not required.
- E. Attendance: Minimum 95% attendance.
- F. Computer / Data: Ability to effectively use Doc, Excel, and cloud-based data interfaces.
- G. Relations: Demonstrates effective interpersonal and human-relations skills.
Demonstrates adaptability, flexibility, teamwork, and stress management in a fast-paced environment.
- H. Communication: Demonstrates effective and professional verbal and written communication skills.
- I. Other Requirements: As may be determined by the Superintendent.

SERVICES:

1. Upholds ethical and professional standards regarding the level and quality of care.
2. Assumes authority for the care of students, staff members, or visitors in the event of an injury or illness.
3. Administers medication to students and staff per appropriate schedules and protocols.
4. Communicates with parents, school personnel, physicians, clinics, and other agencies on student health matters, accidents, illnesses, or injuries.
5. Observes students as needed to detect, monitor, or assess health needs.
6. Assists school personnel in maintaining sanitary standards in schools.
7. Assists teachers in health curriculum used in the classroom when appropriate and approved by the principal.
8. Other such duties as may be assigned by the Superintendent or designee.

COORDINATION:

1. Coordinates with families, the building principal, relevant staff, and medical professionals to ensure proper awareness and execution of both acute and chronic student health plans (e.g. diabetes management plan, asthma plan, allergy plan, food-allergy plan, dietary-restriction plan, seizure-disorder plan, life-altering injury/illness, related IEP services, etc.).
2. Coordinates with families, the building principal, relevant staff, medical professionals, and outside agencies to effectively manage exclusion and re-admission of students in connection with infectious and contagious diseases.
3. Oversees and coordinates the training, response, and functions of the Asthma/Anaphylaxis Protocol Team.
4. Coordinates with families, the building principal, and relevant staff to effectively carry out the return to learn, head-injury protocol.
5. Coordinates with families, the building principal, relevant staff, and medical professionals to help students successfully transition back to a positive learning environment during or following a serious illness or injury.
6. Coordinates and oversees the completion of annual, student health screenings.
7. Acts as a leading participant in the work of the health and wellness committee.
8. Participates in the work of various committees as assigned by the superintendent (e.g. crisis, emergency response, threat assessment, safety, 504, etc.).
9. Other such duties as may be assigned by the Superintendent or designee.

TRAINING:

1. Engages in professional development for the purposes of staying current with best practice, staying current with relevant rules and regulations, and maintaining professional licensure.
2. Coordinates and/or provides the training of team members and general staff in the asthma and anaphylaxis protocol.
3. Coordinates and/or provides staff training in the administration of CPR.
4. Coordinates and/or provides staff training in the use of AEDs.
5. Coordinates and/or provides staff training in seizure response.
6. Coordinates and/or provides staff training in asthma and anaphylaxis response.
7. Coordinates and/or provides staff training in the administration of epinephrine and albuterol.
8. Advises the Superintendent on staff training programs.
9. Other such duties as may be assigned by the Superintendent or designee.

RECORD KEEPING:

1. Upholds ethical and professional standards regarding confidentiality.
2. Maintains up-to-date cumulative health records on all students.
3. Maintains and oversees record keeping of required immunization information, required physical examinations, required sight and hearing testing, and birth certificates.
4. Maintains and oversees the creation of accurate and up to date records related to illness, accidents, and injury of students, staff, and visitors.
5. Maintains, updates, disseminates, and oversees retention of all student health management plans.
6. Maintains accurate and up to date medical intervention and medication distribution records.
7. Other such duties as may be assigned by the Superintendent or designee.

MAINTENANCE & SECURITY:

1. Maintains and keeps secure a proper inventory of all required and necessary medications.
2. Maintains up to date access to and orders for approved interventionary measures (e.g. EpiPens, Narcan, etc.).
3. Maintains and carries out a schedule for the proper disposal and replacement of medication.
4. Maintains and carries out a schedule of AED and battery disposal and replacement.
5. Other such duties as may be assigned by the Superintendent or designee.

PHYSICAL REQUIREMENTS:

	Never 0%	Occasional 1-32%	Frequent 33-66%	Constant 67%+
A. Standing			A	
B. Walking			B	
C. Sitting			C	
D. Bending/ Stooping			D	
E. Reaching/ Pushing		E		
F. Climbing		F		
G. Driving		G		
H. Lifting 20# Minimum		H		
I. Carrying 20 Ft. Minimum		I		
J. Manual Dexterity Tasks			J	
Specify:				
1. Computer/Printer				
2. Copier				
3. Filing				
4. Handwriting				
5. Opening/Closing Small Containers				
6. Manipulating Medical/Diagnostic Instruments & Equipment				

PREDOMINANT WORKING CONDITIONS:

- A. Inside: **X** Outside: Both:
- B. Climatic Environment: 99% of indoor facilities climate controlled
- C. Hazards: Biohazards, Contamination Hazards, Pathogenic Exposure, Bodily Fluid Exposure, Sharps Punctures, Lifting

I have carefully reviewed this job description and affirm the following (indicate the appropriate answer):

_____ To the best of my knowledge, I can fulfill all the requirements, responsibilities, and activities, including attendance and training aspects, set out in this job description.

_____ To the best of my knowledge, I cannot fulfill all the requirements, responsibilities, and activities, including attendance and training aspects, set out in this job description.

Appointee
Signature: _____

Date: _____

Heartland Community Schools Health Needs Summary

A Enrollment Physicals & Vaccination Records

1	Incoming K (3-year average)	17.3 : year
2	Incoming 7th (3-year average)	23.0 : year

B Incident Rates (3-year average)

1	Moderate to Serious Student Injury / Incident Rate	1 : 6-10 days
2	Moderate to Significant Staff Injury / Incident Rate	2.3 : year
3	Serious Staff Injury / Incident Rate	1 : year
4	Student Transport To Treatment Rate	2.6 : year
5	Staff Transport To Treatment Rate	1 : year
6	PK-6 Return To Learn (Concussion) Protocol	0.0 : year
7	7-12 Return To Learn (Concussion) Protocol	6.3 : year

C PK (25-26)

1	Students with Asthma Plan	0
2	Students with Food Allergy Plan	2
3	Students with Siezure Disorder	0
4	Students with Any Other Health Plan	0
5	Students with MAJOR Health Issues (temporary)	0
6	Students with MAJOR Health Issues (permanent)	1
7	Diabetic Students	0
8	Diabetic Students requiring daily management at school	0
9	Students Taking Rx Meds Daily	0
10	Students Taking Rx Meds Intermittent / As Needed	0

D K-6 (25-26)

1	Students with Asthma Plan	7
2	Students with Food Allergy Plan	8
3	Students with Siezure Disorder	0
4	Students with Any Other Health Plan	2
5	Students with MAJOR Health Issues (temporary)	0
6	Students with MAJOR Health Issues (permanent)	2
7	Diabetic Students	0
8	Diabetic Students requiring daily management at school	0
9	Students Taking Rx Meds Daily	5
10	Students Taking Rx Meds Intermittent / As Needed	15
11	Annual Health Screening (vision, hearing, dental)	Grades K-4

E 7-12 (25-26)

1	Students with Asthma Plan	6
2	Students with Food Allergy Plan	4
3	Students with Siezure Disorder	1
4	Students with Any Other Health Plan	0
5	Students with MAJOR Health Issues (temporary)	0
6	Students with MAJOR Health Issues (permanent)	0
7	Diabetic Students	1
8	Diabetic Students requiring daily management at school	1
9	Students Taking Rx Meds Daily	7
10	Students Taking Rx Meds Intermittent / As Needed	14
11	Annual Health Screening (vision, hearing, dental)	Grades 7 & 10

F PK-12 Total (25-26)

1	Students with Asthma Plan	13
2	Students with Food Allergy Plan	14
3	Students with Siezure Disorder	1
4	Students with Any Other Health Plan	2
5	Students with MAJOR Health Issues (temporary)	0
6	Students with MAJOR Health Issues (permanent)	3
7	Diabetic Students	1
8	Diabetic Students requiring management at school	1
9	Students Taking Rx Meds Daily	12
10	Students Taking Rx Meds Intermittent / As Needed	29

G PK-12 MISC. (historical)

1	Temperature checks	2 - 3 : day
2	Itch cream / antibiotic cream / chapstick	3 : day
3	Band-aids / Cuts / Abrasions	3 : day
4	Parent contact / coordination illness or injury	2 - 3 : day
5	Ice packs to students	4 - 5 : day
6	Lice checks	6 : quarter

Southern Nebraska Conference -- School Nurse FTE (October 2025)

District	K-12 Enrollment (24-25)	PK-12 Enrollment (24-25)	Nurse FTE	Employed Nurse FTE	Contracted Nurse FTE	RN FTE	LPN FTE	# Employed Full-time	# Employed Part-time	# Contracted Full-time	# Contracted Part-time	District
Centennial	462	515	1.00	1.00	0.00	1.00	0.00	1	0	0	0	Centennial
David City	623	700	2.00	2.00	0.00	1.00	1.00	2	0	0	0	David City
Fairbury	806	906	1.00	1.00	0.00	0.00	1.00	1	0	0	0	Fairbury
Fillmore Central	548	597	0.00	0.00	0.00	0.00	0.00	0	0	0	0	Fillmore Central
Heartland	290	324	0.00	0.00	0.00	0.00	0.00	0	0	0	0	Heartland
Milford	766	809	1.50	1.50	0.00	1.00	0.50	1	1	0	0	Milford
Sandy Creek	421	484	1.00	1.00	0.00	1.00	0.00	1	0	0	0	Sandy Creek
Superior	390	428	0.20	0.20	0.00	0.20	0.00	0	1	0	0	Superior
Sutton	377	399	1.00	1.00	0.00	0.00	1.00	1	0	0	0	Sutton
Thayer Central	397	447	0.80	0.80	0.00	0.80	0.00	0	1	0	0	Thayer Central
Tri-County	389	421	0.40	0.40	0.00	0.40	0.00	0	1	0	0	Tri-County
Wilber-Clatonia	572	601	1.00	1.00	0.00	0.00	1.00	1	0	0	0	Wilber-Clatonia

HEARTLAND COMMUNITY SCHOOLS HENDERSON/BRADSHAW

DRAFT NEGOTIATED AGREEMENT 2026-2027

A. SALARY SCHEDULE INFORMATION

SALARY BASE: \$42,013

VERTICAL INCREMENT: 4%

PREDOMINANT HORIZONTAL INCREMENT: 4%

1. SALARY SCHEDULE INITIAL PLACEMENT:

- 1.1. Credit for previous experience, up to a maximum of eight (8) years, will be granted for each year of experience obtained in accredited schools prior to employment by the district. In instances where the years of previous experience obtained in accredited schools exceeds eight (8) years, credit for additional years of relevant, previous experience obtained in accredited schools beyond eight (8) years may be granted for up to each year of actual experience obtained prior to employment. The number of years of credit allowed beyond eight (8) years will be determined by and at the discretion of the Superintendent of Schools. The number of years of experience a that teacher is allowed upon signing their first contract shall be the base figure for all future contracts. Initial, horizontal placement shall be made according to the criteria in Section A, Item 4.

2. SALARY SCHEDULE ADVANCEMENT:

- 2.1. Staff members must have the recommendation of the administrative staff before they can advance on the salary schedule. A teacher may be rehired without advancement on the salary schedule, but in no instances shall a teacher be held two consecutive years due to lack of administrative recommendation. If a teacher is not recommended for advancement on the schedule for a second consecutive year, they shall not be rehired.

3. VERTICAL ADVANCEMENT:

- 3.1. In no case can a teacher move vertically more than one step per year.

4. COLUMNS & STEPS:

- 4.1. Effective for the 26-27 contract year, the salary schedule will contain 8 columns
- 4.2. Each downward advancement within a column shall reflect an index increase of .04.
- 4.3. The BA column shall consist of 6 steps with the first step in the column being equal to 1.00.
- 4.4. The BA+9 column shall consist of 8 steps with the first step in the column being equal to 1.04.
- 4.5. The BA+18 column shall consist of 9 steps with the first step in the column being equal to 1.08.
- 4.6. The BA+27 column shall consist of 12 steps with the first step in the column being equal to 1.12.
- 4.7. The BA+36 column shall consist of 13 steps with the first step in the column being equal to 1.16.
- 4.8. The MA column shall consist of 13 steps with the first step in the column being equal to 1.18.
- 4.9. The MA+9 column shall consist of 14 steps with the first step in the column being equal to 1.22.
- 4.10. The MA+18 column shall consist of 15 steps with the first step in the column being equal to 1.26.

5. HORIZONTAL ADVANCEMENT:

- 4.1. Post B.A. advancement. A teacher wishing to move horizontally to the right of the B.A. column on the salary schedule must meet the following criteria.
 - 4.1.1. All hours credited for horizontal movement to the right of the B.A. column must be graduate level hours from a fully accredited institution. All such hours must be earned after the date for which the B.A. was earned/conferred as posted on official transcripts.
 - 4.1.2. All hours credited for horizontal movement to the right of the B.A. column must be approved in advance by the Superintendent by such date as stipulated in this agreement.
 - 4.1.3. All hours approved for horizontal movement to the right of the B.A. column must meet one of the following criteria:

- 4.1.3.1. Hours must be earned towards the completion of an advanced, instructionally-focused, education degree directly related to the teacher's current teaching area/assignment. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval.
- 4.1.3.2. Hours must be earned towards the completion of an advanced degree, in an immediately relevant education field, that results in a certified Teaching Endorsement that is recognized by Rule 24 of the Nebraska Department of Education for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by Rule 24 of the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.
- 4.1.3.3. Hours must be earned towards the completion of an advanced degree, in an immediately relevant education field, that results in a certified Administrative Endorsement that is recognized by Rule 24 of the Nebraska Department of Education, other than Superintendent, for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by Rule 24 of the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.

- 4.1.3.4. Hours must be earned towards the completion of an advanced degree in the area of curriculum and instruction. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval.
- 4.1.3.5. Hours must be earned towards the completion of an endorsement-bearing program which upon completion qualifies the teacher for a certified Teaching Endorsement that is recognized by Rule 24 of the Nebraska Department of Education for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.
- 4.1.3.6. Hours must be earned towards the completion of a specific program of study that immediately upon completion allows the teacher to provide dual-credit instruction through an accredited, in-state, post-secondary institution. Such course of study must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence in advance from the post-secondary institution that the completion of said hours will immediately qualify them to provide said dual-credit instruction upon completion of the identified program of study.
- 4.1.4. Effective beginning for the 2026-2027 school year, a maximum of nine (9) B.A.-plus hours beyond a teacher's current, or initial, horizontal placement can be approved by the Superintendent for such cases that do not meet the criteria listed in Section 4.1.3.

4.2. Post M.A. advancement. A teacher wishing to move horizontally to the right of the M.A. column on the salary schedule must meet the following criteria.

4.2.1. All hours credited for horizontal movement to the right of the M.A. column must be graduate level or post-graduate level hours from a fully accredited institution. All such hours must be earned after the date for which the M.A. was earned/conferred as posted on official transcripts.

4.2.2. All hours credited for horizontal movement to the right of the M.A. column must be approved in advance by the Superintendent by such date as stipulated in this agreement.

4.2.3. All hours approved for horizontal movement to the right of the M.A. column must meet one of the following criteria:

4.2.3.1. Hours must be earned towards the completion of an advanced, instructionally-focused, education degree directly related to the teacher's current teaching area/assignment. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval.

4.2.3.2. Hours must be earned towards the completion of an advanced degree, in an immediately relevant education field, that results in a certified Teaching Endorsement that is recognized by Rule 24 of the Nebraska Department of Education for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by Rule 24 of the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.

- 4.2.3.3. Hours must be earned towards the completion of an advanced degree, in an immediately relevant education field, that results in a certified Administrative Endorsement that is recognized by Rule 24 of the Nebraska Department of Education, other than Superintendent, for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by Rule 24 of the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.
- 4.2.3.4. Hours must be earned towards the completion of an advanced degree in the area of curriculum and instruction. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval.
- 4.2.3.5. Hours must be earned towards the completion of an endorsement-bearing program which upon completion qualifies the teacher for a certified Teaching Endorsement that is recognized by Rule 24 of the Nebraska Department of Education for which the teacher does not currently possess or qualify for. Such certified endorsement must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence of admittance to an institution's graduate-degree program and evidence that the hours meet requirements of said program completion prior to approval. In such cases, the teacher must provide evidence that completion of the program results in qualification for a certified endorsement recognized by the Nebraska Department of Education. In such cases, the teacher is obligated to make application to the Nebraska Department of Education for the addition of the endorsement within six months of the completion of said program of study.

- 4.2.3.6. Hours must be earned towards the completion of a specific program of study that immediately upon completion allows the teacher to provide dual-credit instruction through an accredited, in-state, post-secondary institution. Such course of study must be deemed beneficial to the district and approved in advance by the Superintendent. In such cases, the teacher must provide evidence in advance from the post-secondary institution that the completion of said hours will immediately qualify them to provide said dual-credit instruction upon completion of the identified program of study.
- 4.2.4. Effective beginning for the 2026-2027 school year, no M.A.-plus hours beyond a teacher's current, or initial, horizontal placement can be approved by the Superintendent for any such case that does not meet the criteria listed under Item 4.2.3.
- 4.3. Hours to be credited for horizontal movement for a specific contract year must be completed prior to September 1st of that contract year. An official transcript must be provided to the Superintendent on or before September 1st for any eligible hours to be credited for that specific contract year.
- 4.4. Effective beginning for the 2026-2027 contract year, the column previously identified in Appendix A as "BA+42" shall entirely subsume the column previously identified as "BA+36". Upon such subsummation, the indexes, and number of steps, in the remaining column shall match those of the column previously identified as "BA+42" in Appendix A. The resulting, single column shall henceforth be identified as "BA+36".
- 4.5. Teachers may move horizontally without limitation, except that teachers may carry no more than (6) six hours of course work during any given semester of the Heartland Community Schools school year.
- 4.6. Teachers having reached the maximum on a preparation increment shall be frozen at that step until such time that academic preparations qualify the teacher for the next column. At all times a teacher will be limited to a maximum of one (1) vertical advancement per year.
- 4.7. Teachers must make application to the Superintendent on or before June 5th with their request to move horizontally on the schedule for the coming school term.
- 4.8. It is the teacher's responsibility to provide a complete and official transcript of all college credits to the Superintendent's office on or before September 1st.

B. ADMINISTRATION OF SALARY SCHEDULE POLICIES

Judgments or interpretations necessary to administer these policies shall be made by the Superintendent of Schools.

1. NON-SCHEDULE PERSONNEL:
 - 1.1. Administrative personnel are not considered to be on this schedule.
2. AUTHORITY TO VARY SCHEDULE:
 - 2.1. The Board of Education and/or its Superintendent have the right to vary from this schedule in cases of extreme need when hiring new personnel as they feel is essential to the welfare of the system.
3. TEACHER CONTRACT LENGTH:
 - 3.1. The length of a normal contract year will be 185 days of employment.
 - 3.2. The board and/or superintendent may exercise the option of increasing the length of the contract year to a maximum of 187 days within a proposed calendar for the following school year. Teachers will be compensated at a rate of 1/185th of their contracted salary for each additional day beyond 185 days.
 - 3.3. Un-excused absences will be deducted from an employee's pay at a rate of 1/185th of their contracted salary.
4. TEACHER DUTY HOURS:
 - 4.1. A normal teaching day is from 8:00AM to 4:00PM.
5. GUARANTEED DUTY-FREE LUNCH PERIOD:
 - 5.1. Elementary teachers are to be free of lunchroom duties through the use of an aide who will supervise students in grades one (1) through six (6) during the time at which they are eating lunch.
6. EXTENDED CONTRACTS:
 - 6.1. Extended contracts may be assigned by the Superintendent to the staff members whose jobs require extended contract time.
 - 6.2. Duty during extended contract time shall be considered to be an 8-hour day. Extended contract work will be paid at the rate of 0.075% of the base salary (0.00075 x base salary) per hour.
 - 6.3. Summer curriculum work will always remain at \$2.00 per hour less than the extended contract rate.

7. SALARY PAYMENTS:

- 7.1. All salaries shall be paid in 12 equal payments with the first check payable on, or before, the 20th of September then on, or before, the 20th of each month thereafter.

8. CERTIFICATE REGISTRATION:

- 8.1. Teachers must have a current certificate registered in the Superintendent's office and on file in the school office before salary will be paid.

9. TAX SHELTERED ANNUITIES:

- 9.1. Tax sheltered plans are available to those teachers who wish to take advantage of opportunities to defer their income until a later date.

10. JURY DUTY:

- 10.1. Teachers who serve on court juries shall receive their full salary less per diem from the courts.

11. SUBSTITUTE RATES FOR IN-HOUSE SUBSTITUTES:

- 11.1. High School teachers will be paid \$40 per planning period when substituting in-house.
- 11.2. Elementary teachers will be paid \$40 per planning period when substituting in-house.
- 11.3. Teachers will be paid \$40 per day when substituting for an athletic or activity practice outside of their assigned coaching/sponsorship duties if the absence is for allowable leave as identified in the negotiated agreement.

12. IN-SERVICE – PART TIME TEACHER:

- 12.1. Part-time teachers are required to attend in-service meetings beyond their normal workday, and shall be reimbursed at the rate of summer curriculum work, when requested to stay an hour or portion thereof before or after normal working hours.
- 12.2. Part-time teachers are expected to attend the meetings unless the superintendent has approved other arrangements with the part-time staff member.

C. FRINGE BENEFITS

1. Health Insurance:

- 1.1. The Board shall pay the full premium for health insurance for the Educators Health Alliance
 - 1.1.1. \$1,200 Deductible Blue Preferred Health Coverage **OR**
\$3,800 Deductible HSA Eligible Dual Choice
 - 1.1.2. Single dental for the PPO – 100% A, 80% B, 80% C with 50% D dental coverage.
- 1.2. There are 4 tiers of coverage available for the employee to select from:
 - 1.2.1. Employee,
 - 1.2.2. Employee and Children,
 - 1.2.3. Employee and Spouse, and
 - 1.2.4. Employee, Spouse, and Children.
- 1.3. No cash payments (cash in lieu) will be made to employees who do not choose to participate in either plan. For employees choosing the \$3,500 deductible, the difference in premium between the \$1050 deductible and \$3,500 deductible will be placed in an employee's health savings account to be used for medical expenses. The timeline for deposits will be determined by the superintendent.

2. Long Term Disability:

- 2.1. Each full-time certificated employee who works 20 hours or more per week shall be required to participate in and pay the premium cost for a group long-term disability insurance program.
- 2.2. The school district will select a long-term disability insurance carrier which provides coverage that begins immediately upon the expiration of a teacher's accumulated sick leave, without a waiting period, and which provides a disability payment of 66-2/3 percent of the disabled teacher's monthly pay and health/dental insurance premium.

3. Sick Leave:

- 3.1. Ten (10) days per year, cumulative to fifty (50).
- 3.2. This sick leave will be awarded on the first day of the contract year and may be for personal illness or illness in the immediate family.
- 3.3. Immediate family shall be defined as the teacher's: spouse, child, father, mother, sister, brother, grandparent, or grandchild. Immediate family of the spouse is included.
- 3.4. In case of absence beyond allowable, paid sick leave, the employee shall be charged with the use of personal leave.
- 3.5. The district will reimburse the employee for unused sick leave above 40 days at the rate of \$50.00 per day. This shall be paid in July.
- 3.6. The superintendent has the right to require a physician's written evidence regarding the illness of a teacher if it is deemed necessary.

4. Shared Sick Leave Bank:

- 4.1. Teachers who have a need for leave due to personal illness or injury, or illness or injury to the employee's spouse, children, or parent, can apply for up to 50 extra days of sick leave from the district's shared sick leave bank. (maternity leave is not included).
- 4.2. All accumulated sick leave and personal leave must be exhausted before the teacher may utilize this borrowing option.
- 4.3. Teachers must make a written request for extended leave directly to the superintendent containing the number of days requested and the reason for the request. The Superintendent will notify the HEA President of the request. The Superintendent and HEA President will determine whether the request meets the criteria for which the board and teachers established the plan.
- 4.4. At the beginning of the school year, to be eligible for the shared sick leave bank, a staff member must donate one day at the beginning of each contract year by September 1st. Staff members that choose not to donate a day are not eligible to use days from the shared sick leave bank that year. Staff members are eligible to apply for and to utilize extended sick leave from this bank without the requirement of donating a day, as previously described, after making said donation for a period of 15 consecutive years.

- 4.5. The number of days that may be utilized from the shared sick leave bank may not exceed 150 days in any consecutive, 3-year period.
- 4.6. At the end of each year, the superintendent will present a written report to the HEA President concerning the following:
 - 4.6.1. the names of staff who were eligible for the applying for extended sick leave from the shared sick leave bank that year;
 - 4.6.2. the names of the staff members that borrowed days from the shared sick leave bank that year;
 - 4.6.3. the number of days borrowed from the shared sick leave bank that year;
 - 4.6.4. the number of days borrowed from the shared sick leave bank in each of the prior two years.

5. Bereavement Leave:

- 5.1. Up to five (5) days shall be granted, if requested, in the event of death of child, spouse, or parent, which shall not be charged against any sick leave accumulation.
 - 5.1.1. Up to five (5) additional days may be granted which shall be charged against accumulated sick leave. Full pay deduction shall be made after ten (10) days.
- 5.2. Up to three (3) days shall be granted, if requested, in the event of death of other relative or close family friend that shall not be charged against accumulated sick leave.
 - 5.2.1. Up to two (2) additional days may be granted, if requested, which shall be charged against accumulated sick leave.

6. Personal Leave or Business Leave:

- 6.1. Three (3) days of fully paid personal leave will be accrued to each teacher at the beginning of each contract year.
- 6.2. A maximum of (1) day of unpaid (salary deduction) personal leave may be approved for a teacher during any contract year. All paid personal leave must be exhausted prior to using unpaid leave. Salary deductions for a day, or fraction thereof, will be calculated based on the number of duty days in the current calendar.
- 6.3. Any personal leave beyond the aggregate limits of 6.1 and 6.2 above will be charged as unpaid leave and will carry a further deduction of the daily substitute teacher pay rate, or fraction thereof.
- 6.4. Personal leave of any type shall be charged in half-day or whole-day increments.

- 6.5. The district will reimburse the employee for unused paid personnel days after the conclusion of the school year with such reimbursement being paid in July. Said reimbursement will be made in the following manner:
- 3 unused personal days: \$225
 - 2 unused personal day: \$150
 - 1 unused personal day: \$75
- 6.6. Requests for any personal leave must be made at least two (2) days in advance to the superintendent or their designee.
- 6.7. When any request for personal leave is submitted more than ten (10) days in advance, the response will be within five (5) days of the initial request.
- 6.8. In all instances, no more than three (3) employees may take either personal leave on the same day. Approval will be granted on a first-come, first-served basis.
- 6.9. Personal leave may be used to extend a scheduled break under the following conditions:
- 6.9.1. Teachers may not use more than three (3) personal leave days to extend a scheduled school vacation period.
 - 6.9.2. Personal leave may not be used on a day of scheduled professional development, except in rare circumstances approved by the superintendent prior to the leave.

7. Professional Leave:

- 7.1. Employees are encouraged to participate in professional and educational organizations, and are encouraged to assume responsibilities at the regional, state, or national levels. The Superintendent shall establish criteria needed for teachers to be eligible to use this leave.
- 7.2. A maximum of (2) days will be allowed for professional leave.
- 7.3. In all instances, no more than three (3) employees may take professional leave on the same day. Approval will be granted on a first-come, first-served basis.
- 7.4. Sponsors or coaches may utilize one (1) professional leave day, if available, to attend state championships in the event in which they are actively coaching.

7.5. Professional Leave shall not be deemed to include those meetings, workshops, etc., which the school administration or supervisors require a teacher to attend.

8. Activity Passes:

8.1. Full time employees will be granted family passes, which will provide free admittance to all local school activities for the employee, the employee’s spouse, and the employee’s school-aged (PK-12) children.

9. Extra Duty Schedule For 2027-2028:

9.1. It is agreed upon that the extra duty schedule to be used for the 2027-2028 contract year is hereby attached as Appendix C to this agreement.

This agreement is hereby ratified by the representatives of the School Board and Heartland Education Associated by their signatures below:

_____ Board President Date: _____

_____ H.E.A. President Date: _____

MIDLAND TELECOM INC.

Estimate

GRAND ISLAND, NE 68802-2151
(308)381-8434 www.midlandtelecom.net
3239 W 2ND STREET

Date	Estimate #
11/4/2025	2207

Name / Address
HEARTLAND COMMUNITY SCHOOLS 1501 FRONT STREET HENDERSON, NE 68371

			Project
Description	Qty	Rate	Total
POC MOBILE	13	399.00	5,187.00T
POC PORTABLE	47	235.00	11,045.00T
<i>PNC 360S</i> <i>MNC 360</i>			
		Subtotal	\$16,232.00
		Sales Tax (0.0%)	\$0.00
		Total	\$16,232.00

HORIZON



Push-to-Talk over Cellular and Wi-Fi Devices, Services, and Systems

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Communicate. Coordinate. Facilitate.

Communicate instantly with nationwide groups of remote workers using a variety of PoC devices

Coordinate worker locations and jobs with centralized dispatching and GPS location tracking

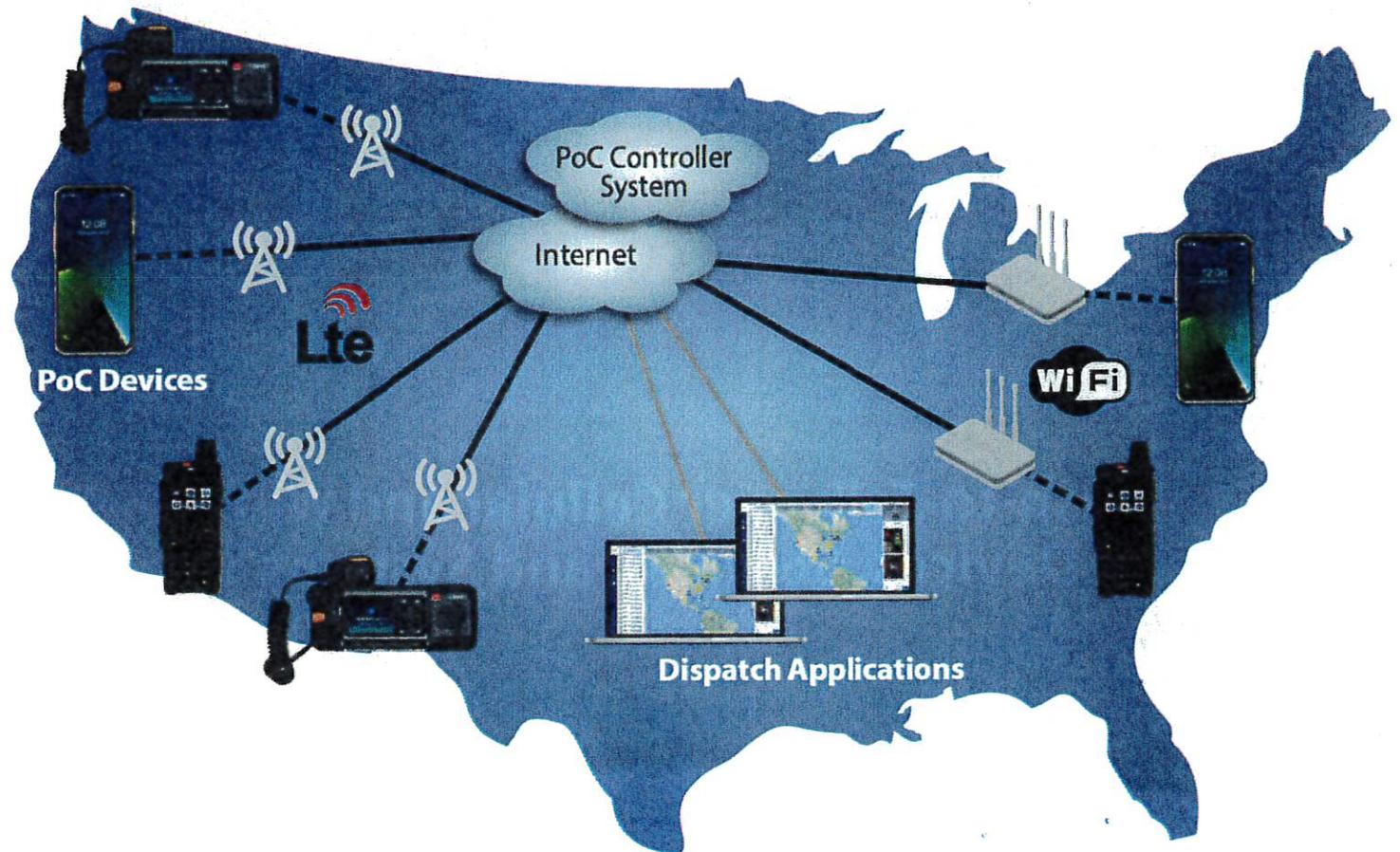
Facilitate cost reductions by improving operational efficiencies and quickly solving problems

What is PoC and How Does it Work?

PoC is also referred to as Radio over IP (RoIP). Similar to Voice over IP (VoIP), RoIP devices are handheld two-way radios that access cloud-based PoC services via the internet for voice calling. A data plan SIM card (similar to those used in cell phones) is installed in the PoC device to enable access to the internet using the 4G/5G/LTE cellular infrastructure of Mobile Network Operators. Hytera PoC devices access the HORIZON Nationwide PoC cloud controller through the internet using 4G/5G/LTE cellular networks and Wi-Fi networks for wide-area radio communications.

HORIZON subscription-based PoC services are hosted on the cloud using Hytera US Inc HORIZON PoC controllers (network appliances). Third party gateway routers provide connectivity between the 4G/5G/LTE network and the cloud hosted PoC controller.

The result is access to reliable cloud-based services using existing cellular and Wi-Fi networks that require no maintenance or operational expenses. HORIZON Dispatch web browser applications also connect to the PoC cloud server through the internet.



Who Uses Push-to-Talk over Cellular?

- Transportation, Shipping, and Logistics
- K12, Colleges, and Universities
- Security Services
- Taxi, Shuttle, and Towing Services
- Construction, Plumbing, and Electrical
- Manufacturing and Industry
- Agriculture
- Hotels, Resorts, and Casinos
- Healthcare, Ambulances, and EMTs
- Any Small to Large Business



HORIZON Key Features

NATIONWIDE COVERAGE

- PoC leverages 4G/5G/LTE and Wi-Fi networks to provide secure and instant nationwide radio communications
- No need to purchase, operate, and maintain traditional radio network infrastructure

INDUSTRY LEADING VOICE QUALITY

- AI-based digital noise suppression that learns human voice and extracts it from background noise in real time, and high-volume speakers for excellent voice quality in loud environments

RAPID DEPLOYMENTS

- Since the cellular LTE and Wi-Fi radio network infrastructure already exist, PoC systems can be deployed very quickly
- PoC radios work out-of-the-box with SIM cards pre-installed
- No expenses related to owning traditional radio repeater and antenna systems or FCC frequency licenses

INSTANT INDIVIDUAL AND GROUP CALLING

- Hytera PoC devices support instant individual (one-to-one) and group calls (one-to-many) with the press of a Push to Talk (PTT) button on a radio or from a dispatching application
- Call groups can be set up based All Call Broadcast and Emergency calls, or select teams of radio users based on types of employees, mobile service fleets, employee locations, and type of projects, etc.
- Using groups minimizes distractions by ensuring that only the relevant parties are involved in the conversation

UNLIMITED CHANNELS

- The HORIZON PoC platform allows any number of virtual channels and as many call groups as required

INSTANT INDIVIDUAL AND GROUP CALLING

- Supports instant individual (one-to-one) and group calls (one-to-many) with the press of a Push to Talk (PTT) button on a radio or from a dispatching application

TEXT MESSAGING

- Users can communicate with each other and dispatch with free-form or pre-programmed text messages

SHARING IMAGES AND VIDEOS

- PoC devices with cameras can share pictures and videos with other PoC devices and Hytera Dispatch applications

GPS LOCATION TRACKING

- All Hytera PoC devices feature integrated GPS to enable location tracking with Hytera Dispatch applications
- Enables tracking of driver locations and travel routes with time stamps and geofence boundaries

SAFETY FEATURES

- Emergency buttons on PoC devices enable sending and receiving Emergency Alarms for enhanced worker safety
- Dispatcher can remotely monitor audio during emergency situations
- Dispatch can stun (disable) and revive (turn on) remote radios that are lost or stolen, or used maliciously

SECURITY AND PRIVACY

- Optional ARC4 and AES 128/256 encryption provides secure and private end-to-end calling

CALL LOGGING AND RECORDING

- Supports recording group calls as .wav files on the devices
- Capture call content and playback on PC to monitor performance, compliance and legal protection requirements, and enhance customer service

ANDROID OPERATING SYSTEM

- Hytera PoC devices are powered by the Android platform

Hytera PoC Devices

- Nationwide Coverage with 4G/5G/LTE Networks
- Industry Leading Voice Quality with Digital Noise Suppression
- Supports Instant Group and Individual Calling
- Compact and Rugged Radios that are Easy to Use
- GPS Location Tracking for the Web-based Dispatching App



MNC360
PoC Mobile Radio



PNC360S
Compact PoC Radio



PNC380S
Full-Feature PoC Radio



PNC560
Smart Device with Scanner

HORIZON

HORIZON is a subscription-based Push-to-Talk Over Cellular (PoC) service that provides instant individual and group calling over the most advanced and reliable cloud-based communications network.

HORIZON utilizes the 4G/5G/LTE cellular infrastructure of Mobile Network Operators and Wi-Fi networks to access the cloud-based PoC servers.

4G/5G/LTE cellular networks enable unlimited coverage area so radio users are untethered by the range of repeaters and base stations used in traditional radio networks.

HORIZON supports all of the rugged and feature-rich Hytera PoC devices and includes HORIZON Dispatch, a web-based dispatching application that enables centralized group calling and GPS location tracking.

HORIZON is a simple and cost-effective communications solution for small and medium sized businesses, and is scalable to large enterprises with thousands of users.

PoC Subscription Service

The Most Reliable PoC System Available: The most dependable PoC services available through high-capacity cloud servers with geographically diverse hot-standby redundancy for the highest level of service availability.

Instant Group Communication: Nationwide group calling enables swift decision-making and response times.

Efficient Collaboration: Enhance teamwork and collaboration by providing a seamless platform for real-time communication among remote and dispersed teams.

Increased Productivity: Boost productivity with instant voice calling, share images and videos, and run Android business apps.

Cost-Efficiency: Reduce communication costs significantly compared to traditional smart phones and calling plans, leading to substantial savings for businesses and individuals.

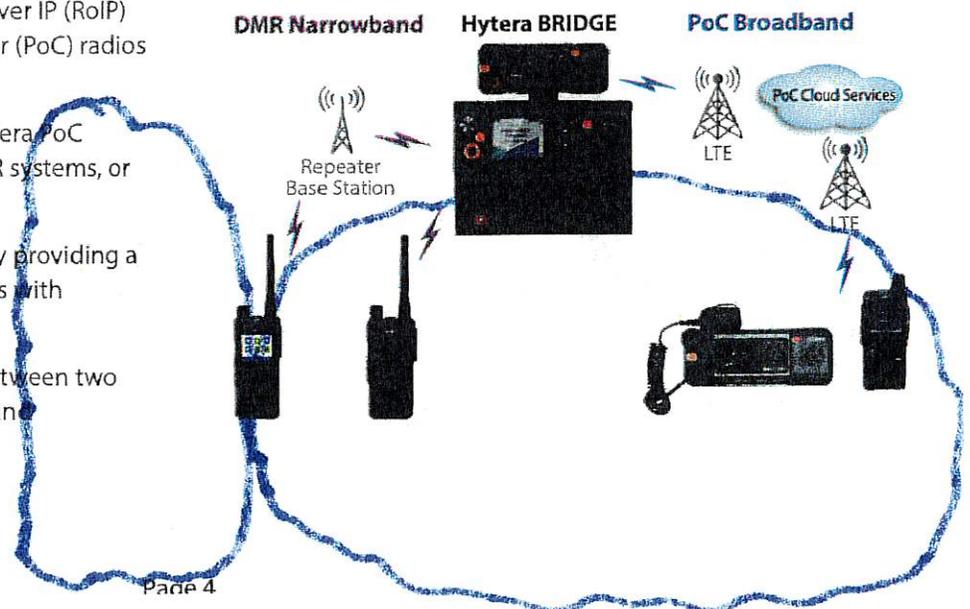
Scalable: Easily add a limitless number of radios, and HORIZON is the only PoC system designed for the large enterprise with complete customer operational control.

Hytera BRIDGE PoC System Interconnect Solution

Hytera BRIDGE is a compact hardware system configuration that provides a reliable, and cost-effective Radio over IP (RoIP) gateway between Hytera Push-to-Talk over Cellular (PoC) radios and a variety of DMR and analog radio systems.

- Enables group radio connectivity between Hytera PoC radios and analog radios, Tier II and Tier III DMR systems, or Hytera XPT systems.
- Preserves investments in DMR radio systems by providing a cost-effective method to add Hytera PoC radios with nationwide range to an existing DMR system.
- Hytera Bridge can also provide connectivity between two remote DMR radio systems over a PoC Broadband connection.

Hytera BRIDGE DMR/PoC Gateway Application



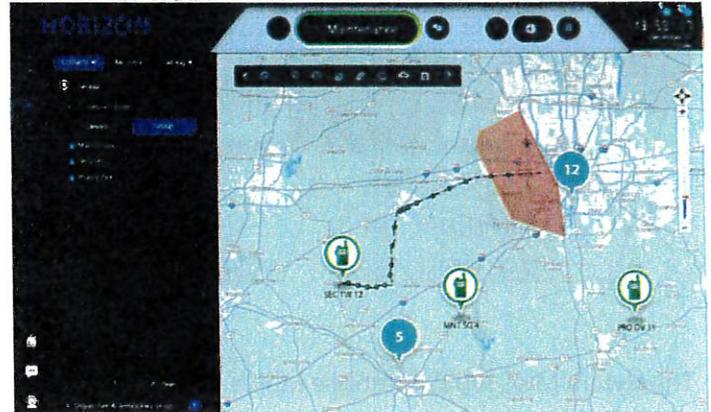
HORIZON Dispatch Application

HORIZON Dispatch is a web-based dispatching and location tracking application that runs on a standard Chrome web browser and supports an unlimited number of simultaneous users with separate dispatcher accounts. There is no need to install and upgrade client software and key dongles, simply sign into the application. The dispatch application supports instant group calling, texting, sharing images and audio recordings. Worker safety features include sending and receiving emergency alarms, and the dispatcher can activate remote ambient monitoring of audio during emergency situations. Dispatchers can also remotely stun (temporarily disable) and revive (turn on) or kill (permanently disable) remote radios that are lost, stolen, or used maliciously. HORIZON dispatch supports a customizable login screen, logo, and app icon to provide a unique, branded look and feel for the app.



GROUP AND INDIVIDUAL CALLING

- HORIZON Dispatch leverages 4G/5G/LTE and Wi-Fi networks to provide secure and instant nationwide radio communications
- Instant nationwide group calling with a customized calling area where the dispatcher can create commonly used groups for dispatch operations
- Quickly and easily put individuals into a special impromptu call group when needed
- Supports full-duplex calls where users can speak any at any time, like on a cell phone



MAP WITH GPS FLEET LOCATION TRACKING

- Enables tracking of driver locations and travel routes with finely selectable time stamp rates
- See real-time GPS tracks and play back historical routes
- Speed and direction with customizable speeding alarm
- Configurable default map zoom level
- Define a virtual geographic boundary based GPS location tracking and receive alarms when workers enter or leave geofence areas



CALL RECORD STORAGE AND REPORTING OPTIONS

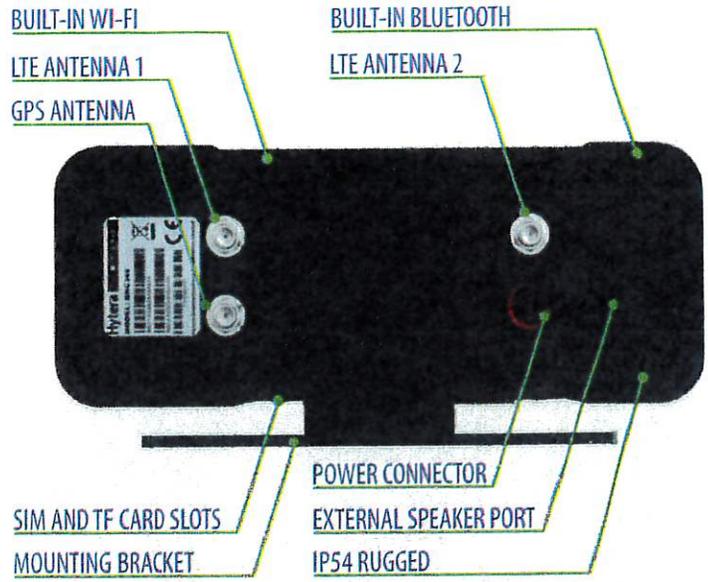
- Instantly review, play, search, and export logs for calls, messages, emergency alarms, geofencing alarms, and overspeed alarms
- Export reports to create tables, statistics, and graphs for individual and group call counts



MULTIMEDIA CAPABILITIES

- Dispatcher can share texts, images, and videos with workers in the field for fast decision making and solving problems

MNC360 PoC Mobile Radio



The Hytera MNC360 PoC mobile radios are professional-grade PoC devices that provide clear nationwide push-to-talk communication, instant group calling, and built in GPS for fleet tracking and dispatching with the HORIZON Dispatch application. Unlike cell-phones, tablets, and handheld devices, the MNC360 is a legal and DOT compliant device for safe communications while driving.

RELIABLE NATIONWIDE COVERAGE

- Cellular SIM card enables mobile network access for nationwide coverage with cellular LTE connectivity
- Dual LTE paddle antennas improve RX sensitivity by 3dB for excellent reception in weak signal areas

INDUSTRY LEADING AUDIO QUALITY

- AI-Based digital noise cancellation technology
- Distortion and howling suppression
- Exclusive patented acoustic speaker cavity and forward facing 4 Watt high-volume speaker
- Delivers excellent voice quality in loud environments

GPS POSITIONING

- Highly accurate external GPS antenna enables speed monitoring and real-time location tracking with breadcrumbs and geofencing with the Hytera Dispatch applications

COMPACT AND EASY TO INSTALL

- Weighing only 10.6 ounces, the MNC360 is compact and narrow for flexible installations
- Rotating mounting bracket for attaching the MNC360 on top of the dashboard or on a vertical surface in the vehicle
- Highly-sensitive, dual LTE antennas reduce the need to install an external antenna (depending on where the MNC360 is installed inside the vehicle)

DESIGNED FOR SAFETY

- Eyes stay on the road with raised tactile buttons, piano style keys, and lightweight handheld microphone for safe and simple push-to-call operation
- Emergency call button enables instant one-touch emergency calls to dispatcher and other PoC devices
- Speeding and driver fatigue notifications

CLEAR AND BRIGHT DISPLAY

- The LCD display screen is easily visible even in bright sunlight

FLEXIBLE INTEGRATION

- With the standard API and SDK, the MNC360 communications capabilities can be integrated into mobile fleet management and telematics applications

RICH WITH ACCESSORIES

- 3.5mm audio jack for wired earpiece accessories
- Micro USB 2.0 port for connecting and powering a variety of external devices
- Built-in Bluetooth for hands-free microphones and other wireless accessories
- 2-pin port for an external loudspeaker
- See page 13 for MNC360 Accessories



Hytera Handheld PoC Devices

NATIONWIDE COVERAGE

- National workforce communication with mobile 4G/5G/LTE cellular network connectivity using SIM cards

BUILT-IN WI-FI

- Built-in Wi-Fi supports in-building communications with seamless switching to cellular LTE networks when outside Wi-Fi range

GROUP CALLING

- Supports one-to-one individual calls, and group calls, and broadcast calls to all users for efficient communication

GPS POSITIONING

- GPS enables real-time tracking and positioning for the HORIZON Dispatch application

HIGH-QUALITY AUDIO

- AI-based digital noise suppression that learns human voice and extracts it from background noise in real time, and high-volume speakers for excellent voice quality in loud environments

BUILT-IN BLUETOOTH

- Built-in Bluetooth enables connectivity to earpieces, handheld Push-to-Talk microphones, and other wireless accessories

RELIABLE AND DURABLE

- Compliant with MIL-STD-810-H for shock and vibration
- IP67 or IP68 rated for water submersion and dust resistance

LONG-LIFE BATTERY

- Powerful Lithium Polymer battery delivers several days of operation on a single charge.
- Over 24 hours operation (over 40 hours with PNC360S)

TEXT MESSAGING

- Receive and view text messages sent from the Hytera dispatch app and other Hytera PoC devices

STUN AND REVIVE

- Dispatcher can remotely stun (disable) or revive (return to service) if the radio is lost or stolen

SAFETY FEATURES

- Emergency Alarms can be sent to other radios via the one touch programmable button
- Improves worker safety and emergency response time



PNC380S



PNC360S



PNC560

Connectivity	LTE (FDD-LTE, TDD-LTE, WCDMA, GSM) and Wi-Fi (2.4GHz 802.11) connectivity		+ 5GHz Wi-Fi
Standard Features	GPS, Bluetooth, AI-Based Digital Noise Cancellation, High-Power Speakers, Android Operating System, Long Life Batteries		
Keypad	Full Keypad	Partial Keypad	Touch Screen
Display	2.0" 320 x 240 TFT	1.75" 160 x 128 TFT LCD	6.3" Gorilla Glass, FHD+
Camera	8MP Rear Facing Camera	None	8 MP Front Wide-Angle Camera, 8 MP and 48 MP Rear Cameras
Compliance	MIL-STD-810 G, IP67, ESD IEC 61000-4-2, -4F to +140F Operating Temp.	MIL-STD-810 H, IP67, ESD IEC 61000-4-2, -4F to +140F Operating Temp.	MIL-STD-810 G, IP68, ESD IEC 61000-4-2, -4 to +140F Operating Temp.
Texting	Receive and send text messages	Receive texts and send preprogrammed messages	Receive and send text messages
Safety	Emergency button, Dispatcher Stun and Revive, Flashlight	Emergency (programmable) button, Dispatcher Stun and Revive	Dispatcher Stun and Revive, Flashlight
Battery	4,000mAh Li-ion Polymer, ≥24 hours	4,000mAh Li-ion Polymer, ≥45 hours	5,040mAh Li-Ion Polymer, ≥24 hours
Network SIM	Nano-SIM (8.8mm x 12.3mm)	Nano-SIM (8.8mm x 12.3mm)	2x Nano-SIM, 1x Micro SD
Ports	USB Type C Charging port, 3.5mm Audio	Micro USB 2.0, 3.5mm Audio, Dock Charger interface, Car Kit interface	USB Type-C Charging port, QC3.0 Fast Charging, 3.5mm Audio
Memory	1GB RAM, 8GB ROM, Micro SD/TF card, Expandable up to 32GB	1GB RAM, 8GB ROM	4GB RAM, up to 64GB ROM, Expandable up to 128GB, Micro SD card

PNC380S PoC Radio



The Hytera PNC380S PoC device is a feature-rich, and easy-to-operate handheld PoC radio designed for reliable business communications. Like all Hytera PoC devices, the PNC380S supports cellular LTE and Wi-Fi network connectivity, and features AI-based digital noise suppression, built in Bluetooth for wireless accessories, and GPS location tracking for use with the HORIZON Dispatch application. The PNC380S is rugged built to the IP67 standard for water and dust resistance, and the MIL-STD 810G for impact and vibration. It features a powerful 4000mAh Lithium-Ion Polymer battery that delivers up to 24 hours of operation.

CERTIFIED NATIONWIDE COVERAGE

- PTCRB Certified
- AT&T and T-Mobile approved device fully tested by for reliable nationwide connectivity

HIGH-DEFINITION CAMERA

- Equipped with a rear-facing 8 megapixel rear camera, the PNC380S enables sharing pictures and videos with the HORIZON Dispatch application and other PoC devices

ERGONOMIC DESIGN

- Compact and ergonomic design with easy-access buttons enables comfortable one-hand operation
- Reversible belt clip for carrying with screen facing in or out

TFT LCD DISPLAY

- Display provides high-resolution visibility even in bright daylight
- Easy-to-use menu system with clean and simple navigation

CAR KIT

- Dash-mount car kit available for safe in-vehicle calling (see page 12)
- Features optional external speaker, palm microphone, visor microphone, and both wired and Bluetooth Push-to-Talk buttons

TEXT MESSAGING

- Send, receive, and view text messages between dispatcher and other Hytera PoC devices
- Also supports sending recorded audio messages

SAFETY FEATURES

- One-touch Emergency button enables emergency calls to dispatcher and sending alarms to other radios
- Dispatcher can remotely stun (disable) or revive (return to service) if the radio is lost or stolen
- Built-in LED flashlight



PNC360S Compact PoC Radio

BUILT-IN GPS

EMERGENCY BUTTON

PUSH-TO-TALK

VOLUME CONTROL

LONG-LIFE BATTERY

COMPACT AND LIGHTWEIGHT



HIGH-PERFORMANCE ANTENNA

LED INDICATOR

160 X 128 TFT LCD DISPLAY

MIL-STD AND IP67 RATED



BUILT-IN WI-FI AND BLUETOOTH

ACCESSORY PORT

USB DATA/CHARGING PORT

MENU NAVIGATION

BEST IN CLASS AUDIO QUALITY

The Hytera PNC360S PoC device is a compact and easy-to-operate handheld PoC radio that is surprisingly feature rich for the price. Like all Hytera PoC devices, the PNC360S supports cellular LTE and Wi-Fi network connectivity, and features AI-based digital noise suppression, built in Bluetooth for wireless accessories, and GPS location tracking for use with the HORIZON Dispatch application. The PNC360S is rugged built to the IP67 standard for water and dust resistance, and the MIL-STD 810H for impact and vibration. It features a powerful and fast charging 4000mAh Lithium-Ion Polymer battery that delivers over 40 hours of operation on a single charge.

EMERGENCY AND SAFETY FEATURES

- Emergency Alarms can be sent to other radios via the one touch programmable button
- Safety Alert function provides alerts to the user using a pre-recorded voice message sent at predefined time intervals to remind remote users to check in or that a regular task is due
- Dispatcher can remotely stun (disable) or revive (return to service) if the radio is lost or stolen
- Improves worker safety and emergency response time

HIGH-QUALITY AUDIO

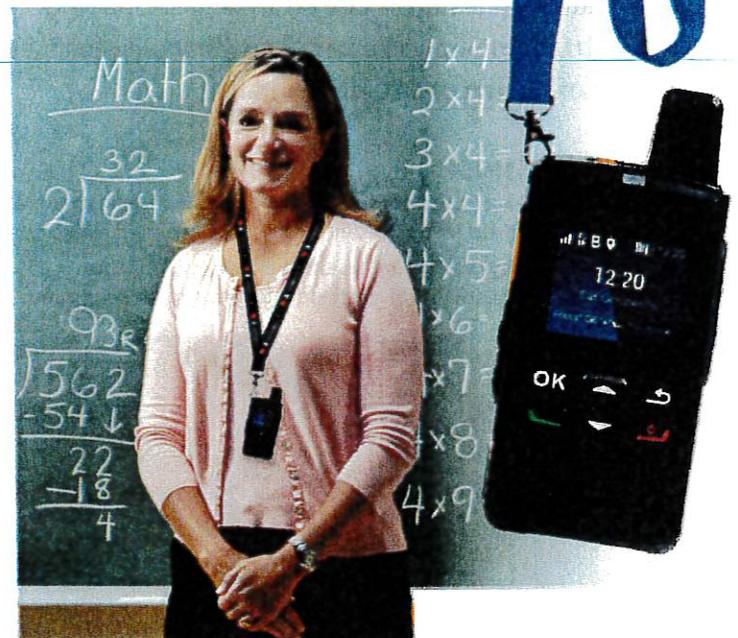
- Digital noise suppression and high-volume speakers for excellent voice quality in loud environments
- Adjustable microphone gain sensitivity feature allows users to adjust the radio settings so that they don't have to speak directly into the microphone, for example, when the radio is being worn on a vest like a remote speaker microphone

TFT LCD DISPLAY

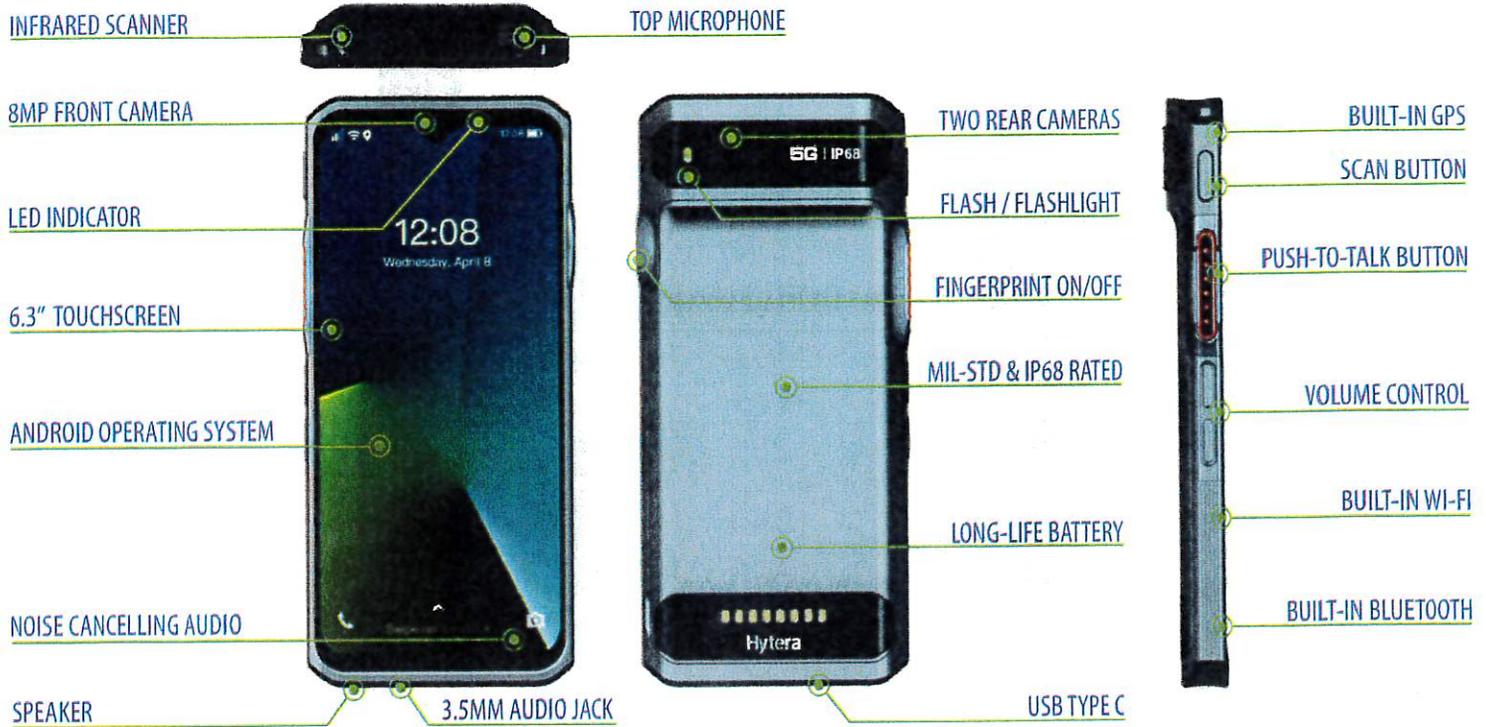
- The TFT LCD display provides high-resolution visibility even under bright daylight
- Supports an easy-to-use GUI menu system with clean and simple navigation

TEXT MESSAGING

- Receive and view text messages sent from dispatcher and other Hytera PoC devices



PNC560 PoC Smart Device with Scanner



The PNC560 is unified PoC communications device, a mobile Android computer, and scanner for all-in-one ease of use in warehouse, delivery, inventory, and medical applications. Like all Hytera PoC devices, the PNC560 supports cellular LTE and Wi-Fi network connectivity, and features AI-based digital noise suppression, built in Bluetooth, and GPS location tracking for use with the HORIZON Dispatch application. The PNC560 is rugged built to the IP68 standard for water and dust resistance, and the MIL-STD 810G for impact and vibration. It features a powerful and fast charging 5040mAh Lithium-Ion Polymer battery that delivers over 24 hours of operation on a single charge.

BUILT-IN SCANNER

- The PNC560 features an integrated infra-red scanner head that reads 1D and 2D barcodes in milliseconds from up to two feet away
- Supports a variety of Android-based inventory and logistics applications, and an API is available for custom app development



RUNS ANDROID APPS

- Unified communications device that runs Android 12 business apps

6.3 INCH TOUCHSCREEN DISPLAY

- Large screen displays more information for multiple operations

THREE HIGH-DEFINITION CAMERAS

- The PNC560 features three separate high resolution cameras, including an 8MP screen-facing, wide-angle camera, and 8MP telephoto and 48MP wide-angle rear-facing lenses
- Low-light photography and lens stabilization algorithm to reduce motion blurring
- Enables sharing high-resolution images and videos with the HORIZON Dispatch application and other PoC devices
- Reads QR codes and supports QR applications

DUAL SIM

- Dual SIM cards provide flexibility for two network data plans

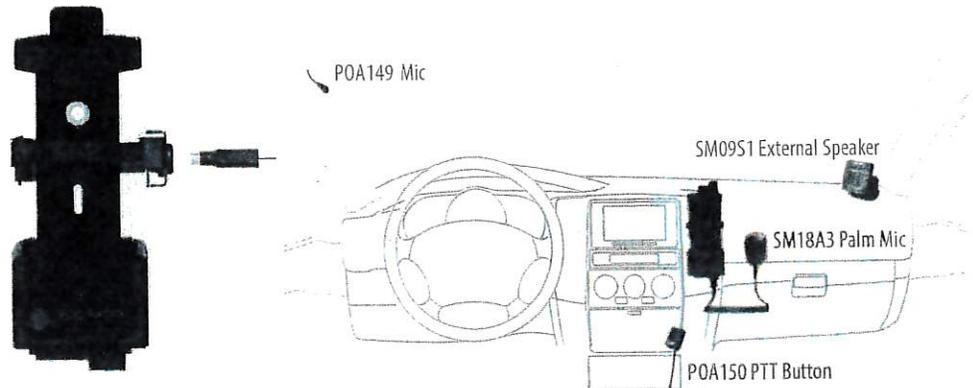
SECURITY PROTECTION

- The PNC560 features fingerprint unlock integrated with side power button and biometric face authentication unlock.
- Android secure boot, file-based encryption and safebox file storage

Optional CK10 CAR KIT for the PNC380S PoC Radio

The CK10 CAR KIT is a rugged vehicle mounting assembly that enables the PNC380S to be installed on a vehicle dashboard and comply with DOT requirements. The Car Kit allows the PNC380S to be easily removed for handheld job-site communications. The Car Kit includes a locking bracket, an on/off power button, and ports for external speakers, microphones, and push-to-talk buttons. The CAR KIT also functions as a docking charger for the PNC380S.

WIRED ACCESSORIES FOR THE CK10 CAR KIT



MNC360 PoC Mobile Device Accessories



Standard
Optional

 <p>SM16A1 Handheld Microphone with Mounting Bracket</p>	 <p>PWC34 Power Cord</p>	 <p>AN1700W01 Two LTE Paddle Antennas</p>	 <p>GPS04 External GPS Antenna</p>	 <p>BRK33 Radio Mounting Bracket and Screws</p>
 <p>SM09C1 External Amplified Speaker</p>	 <p>SM10A1 Desktop Microphone</p>	 <p>SM27W2 Bluetooth Handheld Speaker Microphone with Mounting Bracket</p>	 <p>EHW08 Bluetooth Earpiece with Microphone</p>	 <p>SEC1223 External Power Supply for Desktop Operation</p>

Hytera PoC Protection Plan

The optional Hytera PoC Protection Plan covers repairs for one accidental damage instance within two years of purchase. Must be purchased at the time of initial purchase of the PoC device.



Hytera PoC Handheld Device Accessories



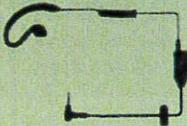
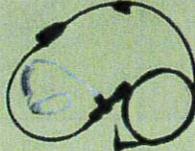
PNC380S



PNC360S



PNC560

Standard			
Optional			
Lithium-Ion Polymer Battery	 BP4006 4000mAh	 BP4008 4000mAh	 BP4003 4000mAh
Power Adapter	 PS2023 Power Adapter		 PS3006 Power Adapter
Charging and Programming Cable	 PC80 USB Micro	 PC143 USB Type C Cable	 PC158 USB Type C Cable
Belt Clips and Cases	 BC50 Radio Reversible	 BC51	 POA207 / BRK37/ BC37**
Wrist Strap	 R003		N/A
Desktop Charger	 MCL23 6-Unit Dual Pocket*	N/A	 CHL20L19 Single Unit
Wired Earpieces	 EH530 Earpiece with in-Line PTT & C-Earset	 EAS07 Transparent Tube 3.5mm Wired Earpiece with PTT Mic	
Bluetooth Wireless Accessories	 EHW08 C-Style Earpiece with Boom Microphone	 SM27W2 Handheld Speaker Microphone (IP67) with Mounting Bracket	 POA121 PTT Ring

*Dual Pocket chargers have charging slots for both a radio and a battery. **The PNC560 carrying case is available with a handheld strap (POA207), a surface mounting bracket (BRK37), and a belt clip (BCR37 for the PNC560)

HORIZON



Push-to-Talk over Cellular and Wi-Fi Devices, Services, and Systems



Learn more about Hytera PoC Solutions

Visit www.hytera.us/push-to-talk-over-cellular

Hytera US Inc

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Hytera retains right to change the product design and specification.

HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

Minutes for
Board of Education Regular Meeting

Monday, October 13, 2025 7:00 PM
Conference Room
1501 Front St
Henderson, NE 68371-8929

Notice of the meeting was posted in the Henderson News on October 9, 2025.

Attendance

Lacey Gloystein: Present
Ryan Goertzen: Present
Jen Hiebner: Present
Jeb Mierau: Present
Tyler Newton: Present
Tammy Ott: Absent

1. Preliminary Procedures

1.1. Call to Order

Meeting called to order 7:04pm

1.2. Recognize Notice of Meeting

Henderson News October 9th

1.3. Recognize Open Meetings Act Posting

1.4. Roll Call

Excuse absence of Tammy Ott Passed with a motion by Jen Hiebner and a second by Ryan Goertzen.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

2. Public Comments On Agenda Items

Public comment will be limited to items on the current agenda. Public comment may be limited to a total of 30 minutes, individuals will be limited to 5 minutes each.

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

3. Reports

3.1. Superintendent's Report

3.2. Principals' Reports

4. Discussion Items

4.1. Policy Review: Sections 506 & 507

4.2. Building / Construction Update

4.3. Henderson & Bradshaw Banners

Board gives approval to create and place banners

4.4. Discuss Combi Oven Replacement Purchase

4.5. 502.02R1 26-27 Option Enrollment Limits

4.6. 26-27 Staffing

5. **Action Items**

5.1. Approve Certificated Resignations

5.1.1. Lynn Hall

Accept the resignation of Mr. Lynn Hall effective at the end of the 25-26 contract year with great thanks and appreciation for his 28 years of dedicated service to the district and our students. Passed with a motion by Ryan Goertzen and a second by Jeb Mierau.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

5.2. Approve Combi Oven Replacement Purchase

Approve the purchase of a replacement combi oven from Supplies on the Fly for \$25,037.43. Passed with a motion by Ryan Goertzen and a second by Jeb Mierau.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

5.3. Approve 502.02R1 26-27 Option Enrollment Limits

Approve resolution 502.02R1 2026-2027 setting option enrollment limits for the 26-27 school year as presented. Passed with a motion by Lacey Gloystein and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

6. **Future Agenda Items**

6.1. Regular Meeting: Monday, November 10th @ 7 PM

7. **Consent Agenda**

Motion to pull Item 7.4 from the consent agenda for the purposes of acting upon it separately. Passed with a motion by Jeb Mierau and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

Motion to approve consent agenda without item 7.4. Passed with a motion by Ryan Goertzen and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

7.1. Approval of Minutes

7.1.1. *Regular Meeting (September 8, 2025)*

7.1.2. *Budget Hearing (September 18, 2025)*

7.1.3. *Tax Request Hearing (September 18, 2025)*

7.1.4. *Special Meeting (September 18, 2025)*

7.2. Approval of Claims

7.3. Financial Reports

7.4. Approval Of Construction Claims

Approve payment from the Special Building Fund to Hausmann Construction of certified construction claims in the amount of \$66,943.54. Passed with a motion by Lacey Gloystein and a second by Ryan Goertzen.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

7.5. Out Of State Travel

8. **Closed Session**

The Board entered closed session at 8:26 PM.

Ryan Goertzen left closed session at 8:41 PM and was absent for the remainder of the meeting.
The Board exited closed session at 9:21pm.

8.1. 26-27 Collective Bargaining

Enter into Closed Session for the purpose of discussing upcoming collective bargaining with the Heartland Education Association for the 26-27 contract year. Passed with a motion by Ryan Goertzen and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

9. Adjournment

Motion to adjourn Passed with a motion by Tyler Newton and a second by Jeb Mierau.

Lacey Gloystein: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

Board President

Board Secretary

NEW BOARD REPORT

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
Checking	1		
Checking	1	Fund: 01 GENERAL FUND	
32522	A-MAY-ZING CONSTRUCTION & PLUMBING SERVICES LLC		600.00
32467	AMAZON CAPITAL SERVICES	SUPPLIES	1,238.62
32468	ATS, LLC	JANITORIAL SERVICES	12,288.00
32469	BLACK HILLS ENERGY	NATURAL GAS	742.15
32507	BLUE CROSS BLUE SHIELD OF NEBRASKA		9,581.03
32470	BURTON ENTERPRISES	TRASH REMOVAL	220.00
32471	CHEMSEARCH	SUPPLIES	188.75
32508	CITY OF HENDERSON	WATER/SEWER	595.14
32472	CLAUSEN, TAMALA	Services	2,022.75
32473	CRITEL ENTERPRISES, LLC	SERVICES	3,910.48
32474	DECKER INC SCHOOL FIX	SUPPLIES	629.84
32475	DIETZE MUSIC HOUSE	SUPPLIES	345.96
32510	EAKES OFFICE SOLUTIONS	SUPPLIES	783.54
32476	ESU 5	SERVICES	1,900.00
32477	ESU 6	SERVICES	1,217.40
32478	ESU 9	SERVICES	427.50
32479	FIBER PLATFORM LLC	SERVICES	429.58
32511	FILLMORE COUNTY HOSPITAL	SERVICES	6,124.99
32512	FIVE STAR TRUCK CENTER	BUS WASH	97.00
32481	FRIESEN, KEVIN		61.49
32482	GO PHYSICAL THERAPY	SERVICES	9,174.54
32483	HD SUPPLY	SUPPLIES	518.92
32513	HEARTLAND ACTIVITY FUND	FUND TRANSFER	296.00
32514	HENDERSON FOOD MART	SUPPLIES	10.74
32484	HENDERSON MEAT PROCESSOR	SUPPLIES	23.51
32515	HENDERSON MOTORS	SERVICES	460.50
32485	INSPIRA FINANCIAL	CAFETERIA 125 PLAN	150.00
32523	J.W. PEPPER & SON	SUPPLIES	590.97
32487	KROEKER GRAIN & LUMBER	SUPPLIES	23.35
32488	KSB SCHOOL LAW	LEGAL SERVICES	33.50
32489	MAINSTAY COMMUNICATIONS	TELEPHONE	373.65
32490	MATHESON TRI GAS INC	SUPPLIES	89.05
32491	MCCOOL JUNCTION PUBLIC SCHOOLS	ENTRY FEE	868.90
32492	MCI	TELEPHONE	169.69
32493	MENARDS	SUPPLIES	0.00
32494	NCSA	REGISTRATION	694.00
32516	NEBRASKA COUNCIL ON ECONOMIC EDUCATION		36.00
32517	NRCSA	SERVICES	850.00
32495	PAPER TIGER SHREDDING	SERVICES	70.00
32496	PERENNIAL PUBLIC POWER DISTRICT	ELECTRICITY	8,160.06
32497	QUILL	SUPPLIES	365.18
32498	SCHOLASTIC MAGAZINES	RENEWAL/SUBSCRIPTION	29.97
32499	SCHOOL SPECIALTY	SUPPLIES	17.90
32500	SERVICE PRESS	SERVICES	90.84
32501	SOUTHEAST COMMUNITY COLLEGE	TUITION	9,428.11

NEW BOARD REPORT

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>	
32502	TIME MANAGEMENT SYSTEMS	SERVICES	127.72	
32503	TRI COUNTY AUTO	SERVICES	685.79	
32504	U.S. BANK	SUPPLIES	2,466.38	
2135	UNITED STATES POSTAL SERVICE	NEWSLETTER	225.19	
32520	UNIVERSITY OF NEBRASKA	REGISTRATION	130.00	
32505	VERIZON WIRELESS	TELEPHONE	195.99	
32521	YORK COUNTY CLERK	SERVICES	1,102.36	
32506	YORK EQUIPMENT INC	SUPPLIES	3,500.00	
			Fund Total:	84,363.03
			Checking Account Total:	84,363.03

<u>Checking</u>	<u>2</u>			
Checking	2	Fund: 02	DEPRECIATION RESERVE FUND	
1160	BSN SPORTS	SUPPLIES	697.68	
1161	CRITEL ENTERPRISES, LLC	SERVICES	3,421.25	
1164	EAKES OFFICE SOLUTIONS	SUPPLIES	20,311.00	
			Fund Total:	24,429.93
			Checking Account Total:	24,429.93

<u>Checking</u>	<u>6</u>			
Checking	6	Fund: 06	SCHOOL LUNCH/MILK FUND	
4360	AMAZON CAPITAL SERVICES	SUPPLIES	180.13	
4361	HENDERSON FOOD MART	SUPPLIES	8.97	
4362	HENDERSON MEAT PROCESSOR	SUPPLIES	1,273.75	
4363	HENDERSON PHARMACY	SUPPLIES	20.80	
4364	HILAND DAIRY	SUPPLIES	1,334.28	
4365	SYSKO	SYSKO	10,623.66	
4367	U.S. BANK	SUPPLIES	17.56	
4366	US FOODS	SUPPLIES	3,742.39	
			Fund Total:	17,201.54
			Checking Account Total:	17,201.54

<u>Checking</u>	<u>7</u>			
Checking	7	Fund: 07	BOND FUND	
1008	CORNERSTONE BANK	SERVICES	632,191.25	
			Fund Total:	632,191.25
			Checking Account Total:	632,191.25

<u>Checking</u>	<u>8</u>			
Checking	8	Fund: 08	SPECIAL BUILDING FUND	
1168	AMAZON CAPITAL SERVICES	SUPPLIES	1,895.27	
1169	CLARK & ENERSEN	SERVICES	12,682.70	
1167	EAKES OFFICE SOLUTIONS	SUPPLIES	3,689.14	
1166	PRELLWITZ EXTERIRORS LLC		18,300.00	
			Fund Total:	36,567.11
			Checking Account Total:	36,567.11

FUND BALANCE REPORT

as of October 31, 2025

Fund: 01	GENERAL FUND	Beginning Balance	Debits	Credits	Ending Balance
		2,839,277.20	902,354.16	549,102.15	2,486,025.19
Fund: 02	DEPRECIATION RESERVE FUND	Beginning Balance	Debits	Credits	Ending Balance
		1,164,001.73	5,566.57	19,199.89	1,158,435.16
Fund: 03	UNEMPLOYMENT FUND	Beginning Balance	Debits	Credits	Ending Balance
		3,153.01	0.00	0.00	3,153.01
Fund: 06	SCHOOL LUNCH/MILK FUND	Beginning Balance	Debits	Credits	Ending Balance
		97,236.08	28,914.62	25,623.38	93,944.84
Fund: 07	BOND FUND	Beginning Balance	Debits	Credits	Ending Balance
		669,156.23	0.00	58,149.95	727,306.18
Fund: 08	SPECIAL BUILDING FUND	Beginning Balance	Debits	Credits	Ending Balance
		3,641,553.61	132,898.50	68.05	3,508,723.16

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2025 - 11/2025

Regular; Beginning Month 11/2025; Processing Month 11/2025; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0101	Football	641.00	0.00	0.00	0.00	641.00
05 704 0102	Volleyball	(1,164.00)	0.00	0.00	0.00	(1,164.00)
05 704 0104	Girls Basketball	605.75	0.00	0.00	0.00	605.75
05 704 0107	General Athletics	(3,230.58)	0.00	0.00	0.00	(3,230.58)
05 704 0110	Jh Football	(203.93)	0.00	0.00	0.00	(203.93)
05 704 0111	Jh Volleyball	(1,450.00)	0.00	0.00	0.00	(1,450.00)
05 704 0114	Jh Track	394.22	0.00	0.00	0.00	394.22
05 704 0116	Season Pass	2,590.00	0.00	0.00	0.00	2,590.00
05 704 0117	Girls Golf	(934.78)	911.72	0.00	0.00	(1,846.50)
05 704 0129	Coach - Fb	209.37	0.00	0.00	0.00	209.37
05 704 0130	Coach - Vb	94.87	0.00	0.00	0.00	94.87
05 704 0131	Coach - Girls Bb	4,511.88	566.40	0.00	0.00	3,945.48
05 704 0132	Coach - Boys Bb	996.08	0.00	0.00	0.00	996.08
05 704 0133	Coach - Jh Bb	555.00	0.00	0.00	0.00	555.00
05 704 0135	Coach - Girls Golf	456.91	0.00	0.00	0.00	456.91
05 704 0136	Coach - Boys Golf	981.36	0.00	0.00	0.00	981.36
05 704 0137	Coach - Track	1,349.16	0.00	0.00	0.00	1,349.16
05 704 0138	Coach - Jh Vb	723.92	0.00	0.00	0.00	723.92
05 704 0200	Band Uniforms	262.11	0.00	0.00	0.00	262.11
05 704 0201	Band	1,748.28	105.00	0.00	0.00	1,643.28
05 704 0202	Chorus	2,119.64	0.00	0.00	0.00	2,119.64
05 704 0203	Marching Shoes	(747.96)	0.00	0.00	0.00	(747.96)
05 704 0204	Vocal Clinic	2,438.47	0.00	0.00	0.00	2,438.47
05 704 0207	District Music	4,287.09	0.00	0.00	0.00	4,287.09
05 704 0301	Art	2,617.83	155.00	0.00	0.00	2,462.83
05 704 0304	All School Play	6,162.23	0.00	0.00	0.00	6,162.23
05 704 0305	One Act	137.02	1,233.36	0.00	0.00	(1,096.34)
05 704 0403	Fbla	(1,326.02)	0.00	0.00	0.00	(1,326.02)
05 704 0404	Ind Tech/ag Projects	(93.15)	0.00	0.00	0.00	(93.15)
05 704 0405	Ffa	(3,015.21)	610.72	0.00	0.00	(3,625.93)
05 704 0407	Science Club	1,229.12	0.00	0.00	0.00	1,229.12
05 704 0408	Biology/english Trip	367.20	0.00	0.00	0.00	367.20
05 704 0409	Quiz Bowl/math Club	(101.61)	100.00	0.00	0.00	(201.61)
05 704 0410	Coach - Jh Robotics	983.23	0.00	0.00	0.00	983.23
05 704 0411	Coach - Hs Robotics	702.15	0.00	0.00	0.00	702.15
05 704 0450	Jh Robotics	1,957.59	0.00	0.00	0.00	1,957.59

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2025 - 11/2025

Regular; Beginning Month 11/2025; Processing Month 11/2025; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0503	Class Of 2023	40.53	0.00	0.00	0.00	40.53
05 704 0506	Class Of 2026	2,085.04	1,498.50	0.00	0.00	586.54
05 704 0507	Class Of 2027	4,764.86	0.00	0.00	0.00	4,764.86
05 704 0508	Class Of 2028	7,372.11	0.00	0.00	0.00	7,372.11
05 704 0509	Class Of 2029	521.12	0.00	0.00	0.00	521.12
05 704 0601	National Honor Society	1,391.23	74.51	0.00	0.00	1,316.72
05 704 0701	Hcs Customs	591.84	858.63	0.00	0.00	(266.79)
05 704 0709	Yearbook	5,103.92	3,587.62	0.00	0.00	1,516.30
05 704 0801	Student Council	285.43	0.00	0.00	0.00	285.43
05 704 0802	Concessions	3,527.84	382.66	0.00	0.00	3,145.18
05 704 0804	Interest On Act Acct	478.06	0.00	0.00	0.00	478.06
05 704 0806	Elem Student Council	3,225.68	0.00	0.00	0.00	3,225.68
05 704 0913	Revolving - Secondary	(224.58)	0.00	0.00	0.00	(224.58)
05 704 0914	Revolving - Elementary	2,726.06	0.00	0.00	0.00	2,726.06
05 704 0915	Student Supplies	689.58	0.00	0.00	0.00	689.58
05 704 0918	John Baylor Test Prep	2,200.00	0.00	0.00	0.00	2,200.00
05 704 0924	Ott Scholarship	27,096.21	0.00	0.00	0.00	27,096.21
05 704 0936	Field Trip Grant	4,273.89	0.00	0.00	0.00	4,273.89
05 704 0937	Circle Of Friends Autism Grant	828.84	0.00	0.00	0.00	828.84
05 704 0938	If Kids Could Cure Grant	6,518.63	0.00	0.00	0.00	6,518.63
05 704 0939	Girls On The Run	584.58	0.00	0.00	0.00	584.58
05 704 0941	Early Intervention	121.64	0.00	0.00	0.00	121.64
05 704 0950	Computer Deposits	26,559.65	0.00	0.00	0.00	26,559.65
05 704 0951	Staff Lounge Account	118.17	0.00	0.00	0.00	118.17
05 704 0952	Eha Elevate Program	4,791.27	0.00	0.00	0.00	4,791.27
05 704 0953	Stuhr	142,225.54	0.00	0.00	0.00	142,225.54
Fund Total: 05		274,751.38	10,084.12	0.00	0.00	264,667.26

11/07/2025 02:37 PM

Regular; Processing Month 11/2025; Fund Number 01

User ID: JMAY

Function Part 3		Revised Budget	Activity During Month	Activity to Date	Balance at EOM	% of Budget
9	Expenditure					
01	GENERAL FUND					
1100	REGULAR INSTRUCTION	0.00	14,585.34	503,208.61	(503,208.61)	0.00
1200	SPED - SA	0.00	29.97	118,749.47	(118,749.47)	0.00
1290	1290	0.00	0.00	11,216.14	(11,216.14)	0.00
2110	ATTENDANCE & SOCIAL WORK SVCS	0.00	1,900.00	1,900.00	(1,900.00)	0.00
2120	GUIDANCE SERVICES	0.00	483.58	16,056.24	(16,056.24)	0.00
2130	HEALTH SERVICES - GEN ED	0.00	0.00	12.28	(12.28)	0.00
2140	PSYCHOLOGICAL SVCS - GEN ED	0.00	6,124.99	18,374.99	(18,374.99)	0.00
2150	SPEECH PATH & AUDIOLOGY SVCS - GEN ED	0.00	658.50	22,242.28	(22,242.28)	0.00
2160	OCCUPATIONAL THERAPY SVCS - GEN ED	0.00	7,006.94	9,543.80	(9,543.80)	0.00
2170	PHYSICAL THERAPY SVCS - GEN ED	0.00	1,509.10	2,735.20	(2,735.20)	0.00
2180	VISION SERVICES - GEN ED	0.00	427.50	838.61	(838.61)	0.00
2210	2210	0.00	95.64	1,163.86	(1,163.86)	0.00
2220	LIBRARY/MEDIA SERVICES	0.00	426.68	27,809.75	(27,809.75)	0.00
2230	INSTRUCTION-RELATED TECHNOLOGY	0.00	0.00	10,767.51	(10,767.51)	0.00
2310	BOARD OF EDUCATION	0.00	2,339.20	3,712.50	(3,712.50)	0.00
2320	EXECUTIVE ADMINISTRATION	0.00	0.00	68,772.43	(68,772.43)	0.00
2330	DISTRICT LEGAL SERVICES	0.00	33.50	765.00	(765.00)	0.00
2410	OFFICE OF THE PRINCIPAL	0.00	773.18	70,614.30	(70,614.30)	0.00
2490	SCHOOL ADMINISTRATION - OTHER	0.00	0.00	4,169.50	(4,169.50)	0.00
2510	FISCAL SERVICES	0.00	2,360.47	17,592.79	(17,592.79)	0.00
2560	PUBLIC INFORMATION SERVICES	0.00	1,824.87	15,072.06	(15,072.06)	0.00
2580	ADMINISTRATIVE TECHNOLOGY SERVICES	0.00	320.72	8,739.94	(8,739.94)	0.00
2610	OPERATION OF BUILDINGS	0.00	32,293.27	272,887.24	(272,887.24)	0.00
2620	MAINTENANCE OF BUILDINGS	0.00	149.97	339.26	(339.26)	0.00
2710	VEHICLE OPERATION & PURCH - GEN ED	0.00	61.49	43,307.65	(43,307.65)	0.00
2730	VEHICLE SERVICING & MAINT - GEN ED	0.00	1,400.01	7,343.95	(7,343.95)	0.00
3530	3530	0.00	9,558.11	10,456.11	(10,456.11)	0.00
6200	TITLE IA	0.00	0.00	12,425.27	(12,425.27)	0.00
6400	6400	0.00	0.00	18,553.04	(18,553.04)	0.00
01	GENERAL FUND	0.00	84,363.03	1,299,369.78	(1,299,369.78)	0.00
9	Expenditure	0.00	84,363.03	1,299,369.78	(1,299,369.78)	0.00