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1. Call the meeting to order

2. Open Meetings Law

3. Roll Call

4. Consent Agenda

4.1. Approval of Minutes

4.2. Approval of General Fund Bills

4.3. Approval of Board Member Absence

5. Treasurer's report

6. Recognition of Students and Staff

7. Recognition of Visitors/Public Comment

8. ACTION ITEMS

8.1. Discuss, consider, and take all action regarding the approval of an architectural firm for future school district building projects

8.2. Approve Margaret Braniff as a substitute teacher

9. DISCUSSION ITEMS

10. Principal Reports

10.1. Elementary Principal

10.2. Secondary Principal

11. Board Reports

11.1. Buildings, Grounds, and Transportation Committee Report

11.2. Negotiations Committee

12. Superintendent Report

13. Possible Executive Session: for the purpose of protecting the superintendent's reputation, evaluation, and contract. The scope of the discussion will be limited to these topics only.
14. Next meeting date and time: Monday, January 13th, 2024, at 5:30 pm
15. Adjournment

Americanism Committee Meeting

Monday, November 11, 2024 Immediately Following Regular Meeting
Tekamah-Herman Public Schools, 112 N 13th St, Tekamah, NE 68061

Chris Booth: Present
Abby Mathistad: Absent
Mandyn Pruess: Absent
Burt Rogers: Present
Bill Skinner: Absent
Sheryl Stansberry: Absent

1. CALL THE MEETING TO ORDER

2. ROLL CALL

3. OPEN MEETING LAW

4. Recognition of Visitors/Public Comment

5. DISCUSSION ITEMS

5.1. Presentation from Secondary Social Studies staff members

Discussion: Mr. Burnett and Mr. Vrbka gave a presentation about LB79-724 and covered all aspects of how Tekamah-Herman schools covers each topic. Presentation is attached.

6. NEXT MEETING DATE/TIME: Monday, December 9th, 2024 at 5:30 pm

7. ADJOURNMENT

Action(s):

7:12 pm Passed with a motion by Burt Rogers and a second by Chris Booth.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Absent
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Absent

Voting Summary: Yea: 2, Nay: 0, Absent: 4

Board Secretary

Board of Education Regular Meeting

Monday, November 11, 2024 5:30 PM

Tekamah-Herman Public Schools, 112 N 13th St, Tekamah, NE 68061

Chris Booth: Present
Abby Mathistad: Present
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Absent
Sheryl Stansberry: Present
Bill Skinner: Present

1. **Call the meeting to order** **Speaker(s):** Board President
2. **Open Meetings Law** **Speaker(s):** Board President
3. **Roll Call** **Speaker(s):** Board President
4. **Consent Agenda**
Action(s):
Motion to approve the Consent Agenda as presented
Passed with a motion by Burt Rogers and a second by Sheryl Stansberry.
Voting Detail:
Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea
Voting Summary: Yea: 5, Nay: 0, Absent: 1
- 4.1. Approval of Minutes
- 4.2. Approval of General Fund Bills
- 4.3. Approval of Board Member Absence
5. **Treasurer's report**
Discussion: Mr. Kjar reviewed the October 2024 Treasurer's report with the Board.
6. **Recognition of Students and Staff**
Discussion: Mrs. Beck recognized the October students of the month, and Mr. Heitz reported the success of the Verteran's Day program, introduced the JAG State Vice President, All-State Choir, and East Husker Choir recipients.
7. **Recognition of Visitors/Public Comment**
8. **ACTION ITEMS**
 - 8.1. Closed Session for the purpose of presentations from architectural firms. Closed session for the

purpose of protection of the reputation of the board and firms presenting.

Action(s):

The motion to go into executive session at 5:36pm for the purpose of presentations from architectural firms for the protection of the reputation of the board and firms presenting Passed with a motion by Sheryl Stansberry and a second by Bill Skinner.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

At 6:31pm the motion to return to regular session Passed with a motion by Abby Mathistad and a second by Bill Skinner.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

8.2. Approval of items as surplus for immediate sale or disposal

Action(s):

The motion to approve items as presented as surplus for sale or disposal Passed with a motion by Abby Mathistad and a second by Chris Booth.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

8.3. Approve the school district audit for 2023-2024 fiscal year

Action(s):

The motion to approve the district audit for the 2023-2024 fiscal year as presented Passed with a motion by Chris Booth and a second by Abby Mathistad.

Voting Detail:

Chris Booth: Yea

Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

9. DISCUSSION ITEMS

9.1. Discuss administrator evaluations and timelines

Discussion: Mr. Kjar reviewed the timelines for the Superintendent and Principal evaluations.

10. Principal and Activities Director Reports

10.1. Elementary Principal

Discussion: Mrs. Beck reported her Prek-6th enrollment is at 288 students. Her staff continues to be trained in OG training, with grades K-3 fully certified.

10.2. Secondary Principal

Discussion: Mr. Heitz informed the Board that it is One-Act season. Cast includes 20 students. It is also District FFA Leadership contest time. Shout out to Ms. Nuss and Jason Heitz for promoting the CDL training and grant opportunities available to our students.

10.3. Activities Director Report

Discussion: Mr. Klein gave a complete wrap up of all the spring sports.

11. Board Reports

11.1. Negotiations Committee

Discussion: The negotiation's committee has been meeting. The full update was emailed to the Board.

11.2. Building and Grounds Committee

Discussion: The Building and Grounds committee interviewed architect architects and formed a list of priority items they would like to address.

12. Superintendent Report

13. **Next meeting date and time: Americanism**

Meeting starting immediately

14. Adjournment

Action(s):

The motion to adjourn meeting 6:58pm Passed with a motion by Bill Skinner and a second by Chris Booth.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea

Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

Board Secretary

ABRAHAM, BRIDGET	MILEAGE	207.43
AJ'S SERVICE AND REPAIR	REPAIR	1,034.47
AMAZON CAPITAL SERVICES, INC	SUPPLIES	1,027.92
AUL Special Pay Trust	Service	19,762.65
AYER, TANNER	MILEAGE	98.89
BELFRAGE, MANNI	MILEAGE	48.24
BOMGAARS SUPPLY INC	SUPPLIES	121.15
BRAND, VANESSA	MILEAGE	182.24
BRANIFF SERVICE	SERVICE	1,842.35
BRANIFF, CARRIE	MILEAGE	53.06
BRAYMEN, BRIDGETTE	MILEAGE	156.78
Bridges, Abra	MILEAGE	168.84
BRODERSEN, CARI	MILEAGE	168.84
BROMM, ANDREA	Mileage	96.48
BRUMMOND DISPOSAL LLC	Service	415.00
BRUMMOND, JAMIE	MILEAGE	120.60
BRUSEGAARD, SARAH	MILEAGE	197.78
BUDDIES	FUEL	671.19
BURT COUNTY CLERK	Election Costs	440.40
BURT, WES OR LISA	Mileage	120.60
CAMERON, SABINA	MILEAGE	120.60
Cannon	LEASE	628.46
CASS PLUMBING	Repairs	5,797.61
CENTURYLINK	SERVICE	516.08
CITY OF TEKAMAH	WATER	874.00
CITY WIDE FACILITY SOLUTIONS	CUSTODIAL SERVICE	11,200.00
CONNELLY, JILL	MILEAGE	168.84
CRAIG RESOURCES INC, DBA CRAIG	1:1 NURSE	6,491.94
DEVNEY, ERIC OR CLARITY	MILEAGE	206.36
DIETZ MUSIC HOUSE, INC	MUSIC SUPPLIES	80.17
DORN, KENDAL	MILEAGE	45.83
ERICKSON & BROOKS	SERVICE	22,920.00
ESU #2	Service	99,653.59
EVASIC, ROBERT & BREANNE	MILEAGE	127.84
FIRST NATIONAL BANK OMAHA	SUPPLIES	1,977.02
FISHER, ASHLEY	MILEAGE	136.68
General Reimbursement Fund	REIMBURSEMENT	200.00
GLASS HOUSE	WINDOW REPLACEMENT	1,216.40
GOODWILL INDUSTRIES INC	WORK EXPERIENCE	700.00
GOODWIN, DEANNA	MILEAGE	217.08
GOT TRASH	DISPOSAL	361.60
HAMAN, JOEL	MILEAGE	200.20
HANSEN, AMANDA	MILEAGE	84.42
HANSEN, BRI	MILEAGE	113.36
HANSEN, CHELSEA	MILEAGE	113.36
HANSEN, JON	MILEAGE	123.01
HANSEN, LINDSEY	MILEAGE	96.48
HD SUPPLY	SUPPLIES	2,778.43
HIRERIGHT, LLC	Supplies	82.88
HOIER, BUCK OR ALLIE	MILEAGE	84.42
Houghton Mifflin Co.	Textbooks	1,560.00
HUBBELL EQUIPMENT RENTAL LLC	SUPPLIES	700.00
HUESER, KATHY	MILEAGE	185.72
INSPIRA FINANCIAL	Fees	100.00
JACOBS, ANNEBELLE OR FRANCOIS	MILEAGE	77.18
JARZYNSKA, CONNIE	MILEAGE	113.90
Jaymar Business Forms Inc.	Supplies	265.42
KAHLANDT, MACKENZIE	MILEAGE	226.73
KAZEMBA, BRETT	MILEAGE	125.42
KELLY, JAMES	MILEAGE	168.84

KJAR, BRAD	MILEAGE	180.90
KNAUSS, PAIGE	MILEAGE	289.44
KSB SCHOOL LAW, PC LLO	LEGAL	476.00
LANDSPERGER, TIMOTHY OR GINA	MILEAGE	67.54
LEARN 2 MOVE	SERVICE	839.40
LEE ENTERPRISES ADVERTISING	Printing	1,289.54
LEICHLITER, KATIE	MILEAGE	289.44
LOFFLER	Maintenance	1,539.58
LOFTIS, HOLLY	MILEAGE	192.96
MANN, MICHAELA	MILEAGE	113.90
MARQUARDT, TIFFANY	MILEAGE	130.25
MATHESON TRI-GAS, INC	SUPPLIES	228.49
MCELMURAY, LAURA	Mileage	89.24
Menards	Supplies	1,260.22
NEBRASKA PUBLIC POWER	ELECTRICITY	6,900.00
Nuss, Nishja	Reimbursement	52.37
OLIGMUELLER, CARISSA OR ANDY	MILEAGE	33.77
OneSource	Service	155.00
PAGELS, RYANN	MILEAGE REIMBURSEMENT	361.80
PAUL, BRAD	REIMBURSEMENT	58.63
PETERSEN, CHRIS	MILEAGE	40.20
PETTIT, JACOB OR TIFFANY	MILEAGE	217.08
Pump Shop	Materials	285.00
RANSIAR, HALEY	REIMBURSEMENT	84.36
ROOTS TO WINGS	SERVICE	600.00
SAVEMORE MARKET	SUPPLIES	351.74
Schmader Electric Const.	Service	1,714.00
SCHUETT, JODIE	MILEAGE	159.19
Security Equipment Inc.	Service Call	552.15
SELF, SHAUNA	MILEAGE	335.27
SHAMBURG AUTO SUPPLY, INC	SUPPLIES	786.11
SHEETS, TRISHA	MILEAGE	144.72
SILVER CREEK NURSERY AND TREE	TREE REMOVAL	3,500.00
SMUTNY, CHRIS	MILEAGE	120.60
SNOW, AARON	MILEAGE	96.48
SPENNER, JILL	Mileage	192.96
STARK, MICHELLE	Mileage	52.40
TELEVENTt DTN INC	SERVICE	475.65
TOBIN, MICHELLE	MILEAGE	224.32
TRUCK CENTER COMPANIES	PARTS	3,131.68
TYSON, ASHLEY	MILEAGE	192.96
ULINE	SUPPLIES	582.58
VERIZON WIRELESS	CELLULAR	90.30
VESTIS	RUG SERVICE	282.48
WALTER LYDICK	Service	4,950.00
Washington County Clerk	Election Costs	100.00
WAYNE STATE COLLEGE	VISIT	50.00
WIMER, ASHLEY	MILEAGE	139.36
WOLF, HAILEY	MILEAGE	306.32
WORLEY, KILEY	MILEAGE	289.44
	TOTAL	\$ 222,370.60

GENERAL FUND		
Oct-24		
CASH ON HAND	\$ 2,091,159.31	
GENERAL REIMBURSEMENT FUND		
CASH BALANCE		\$ 2,091,159.31
BURT COUNTY TAXES	\$ 72,004.40	
WASHINGTON COUNTY TAXES	\$ 10,026.89	
MECCA	\$ 1,463.17	
COUNTY FINES AND FEES	\$ 5,350.01	
OTHER LOCAL RECEIPTS	\$ 11,883.11	
STATE AID	\$ 83,973.00	
INTEREST	\$ 852.10	
	T. REVENUE	\$ 185,552.68
		\$2,276,711.99
PAYROLL	\$ 609,371.65	
EXPENDITURES	\$ 213,802.13	
	T. EXPENDITURES	\$ 823,173.78
Ending Balance 10/31/2024		\$1,453,538.21
DEPRECIATION FUND		
Oct-24		
CASH ON HAND	\$ 307,808.13	
CASH BALANCE		\$ 307,808.13
TRANSFER		
INTEREST	\$ 636.80	\$ 636.80
	TOTAL REVENUE	\$308,444.93
EXPENDITURES	\$ 120,641.70	
	TOTAL EXPENDITURES	\$ 120,641.70
Ending Balance 10/31/2024		\$187,803.23
EMPLOYEE BENEFIT FUND		
Oct-24		
CASH ON HAND	\$ 53,649.63	
CASH BALANCE		\$ 53,649.63
INTEREST	\$ 113.91	
NON-REVENUE RECEIPTS (REFUND)		
		\$ 113.91
	TOTAL REVENUE	\$ 53,763.54
EXPENDITURES	\$ -	

	TOTAL EXPENDITURE	\$	-
ENDING BALANCE 10/31/2024			\$53,763.54
ACTIVITY FUND			
Oct-24			
CASH ON HAND	\$	215,896.08	
CASH BALANCE			\$ 215,896.08
DEPOSITS	\$	25,305.91	
TRANSFER IN			
INTEREST	\$	457.74	
			\$ 25,763.65
TOTAL REVENUE			\$241,659.73
EXPENDITURES	\$	47,016.43	
		TOTAL EXPENDITURE	\$ 47,016.43
Ending Balance 10/31/2024			\$194,643.30
LUNCH FUND			
Oct-24			
CASH ON HAND	\$	147,052.19	
CASH BALANCE			\$ 147,052.19
DEPOSITS	\$	13,900.75	
TRANSFER IN			
INTEREST	\$	301.97	
			\$ 14,202.72
		TOTAL REVENUE	\$ 161,254.91
PAYROLL	\$	12,150.28	
EXPENDITURES	\$	33,289.26	
			\$ 45,439.54
Ending Balance 10/31/2024			\$115,815.37
BOND FUND			
Oct-24			
CASH ON HAND	\$	898,572.85	
CASH BALANCE			\$ 898,572.85
BURT COUNTY TAXES	\$	6,874.25	
WASHINGTON COUNTY TAXES	\$	426.41	
INTEREST	\$	1,870.03	

		\$ 9,170.69
	TOTAL REVENUE	\$907,743.54
EXPENDITURES		
	TOTAL EXPENDITURES	\$ -
Ending Balance 10/31/2024		\$907,743.54
BUILDING FUND		
Oct-24		
CASH ON HAND	\$ 1,997,237.74	
CASH BALANCE		\$ 1,997,237.74
BURT COUNTY TAXES	\$ 6,844.44	
WASHINGTON COUNTY TAXES	\$ 425.73	
INTEREST	\$ 3,123.01	
		\$ 10,393.18
	TOTAL REVENUE	\$ 2,007,630.92
EXPENDITURES	\$ 857.98	
		\$ 857.98
Ending Balance 10/31/2024		\$ 2,006,772.94

Tekamah-Herman Board Meeting
Secondary Report

12/10/24

Staff and Student Recognition

- Fall Sports post-season honors
 - Volleyball
 - EHC All-Conference: 3rd team–Emily Stansberry; Honorable Mention–Taryn Sheets

- Fine Arts honors
 - Choir
 - All-State Choir: LilyAnn Willing & Brock Paul
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 - FFA
 - Qualified for State Land Judging: Daisy Cameron, Isabelle Evasic, Lindsey Hueser, Owen Larsen

Principal's Report

- “Give it all you got” awards
- Hosting EHC events
- Tier I and Tier II team meetings
- State Principals Conference

Tekamah-Herman Board Meeting Elementary Report

12/10/24

Staff and Student Recognition

- Students of the month for November were: Liam Knauss, Jacob Petit, Macy Santiago, Wyatt Hansen, Aspen Dorn, Finnley Hoult, Arliss Hodson, Bryleigh Tyson, Sophia Gould, Olivia Stansberry, Ava Langley, Kinley Burt, Carter Woodcock, Teagan Allison, Max Jones.
- While Stacey Keys is not a staff member of THS, she is a vital part of our community through the classroom enrichment she provides through the UNL Extension in Burt County. She visits so many classrooms, and interacts with several students and staff. We are grateful for this partnership.



Principal's Report

- Our enrollment for November was 292 students PK-6. We had new enrollments in preschool, kindergarten, and first grade.
- Expanding our preschool program continues to be at the forefront of my vision for our students, staff and community. The recent closing of an in-home community daycare is a catalyst to continue this discussion with both our board of education and our

administrative team. I am interested in moving forward with the change to an all-day program with the addition of a staff member.

This comes with several considerations including:

- Adding a staff member, preferably a teacher with an Early Childhood Special Education endorsement
- Moving 6th grade students to rooms on the secondary side of the building
- Working with Mrs. Palmer and a new hire to create the best all-day schedule for our PK kiddos, hopefully including PE and music

I'm including community and parent responses to a survey I sent earlier this year about the potential for an all-day program.

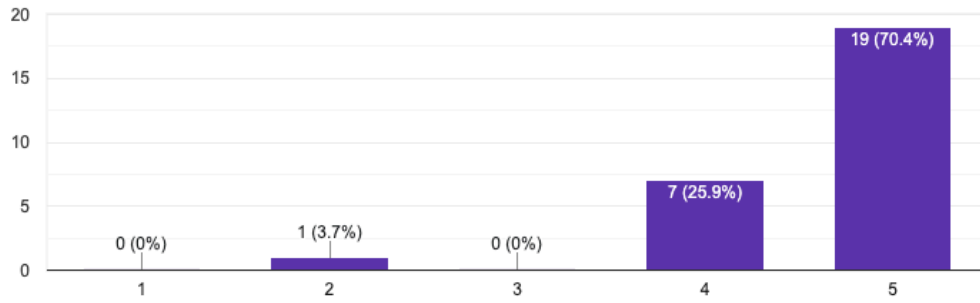
Preschool Daily Schedule Full Day

7:50-8:00	Arrival Routine	Students enter the classroom and choose how they would like to be greeted. Then, they put away their belongings, find their name card to sign in, and choose an activity.
8:00-8:15	Morning Tubs	Students self-select a tub. The tubs include hands-on activities such as puzzles, play dough, Lego Duplo, Potato Heads and more. They may work with a friend if they choose.
8:15-8:25	Circle Time	Students will engage in a read-aloud, music and movement using songs, rhymes and fingerplays, and a quick review of the Linear Calendar and Daily Picture Schedule.
8:25-9:25	Literacy Centers	Students will self-select areas in the classroom they wish to explore. Literacy centers include art, dramatic play, listening, alphabet, reading, storytelling and writing. The teacher may work with small groups on specific literacy skills during this time.
9:30-10:00	Recess	Students will self-select areas on the playground or in the gym that they wish to explore. During this time, students are exercising their gross motor skills by running, jumping, hopping, climbing, crawling, sliding, balancing and more.
10:10-10:50	Math	Students will engage in a read-aloud, followed by independent practice (small groups). During independent practice, students will use manipulatives such as cubes, counters, etc. to practice the math skill exemplified in the read aloud. The teacher may work with small groups on specific math skills during this time.
11:00-11:30	Lunch	
11:45-12:45	Nap	
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1:30-2:00	Recess	
2:00-2:15	Snack	
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2:50-3:00	Closing Circle	Students will gather together with the teacher to discuss and reflect on the day. Students will be invited to participate in the closing song and activity.

Given this sample all-day schedule, please rate how well this would meet the needs of your student.

[Copy chart](#)

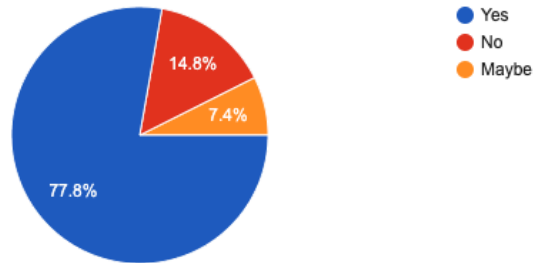
27 responses



If we were able to invite 3 year olds to our program, would you be interested in enrolling your student?

[Copy chart](#)

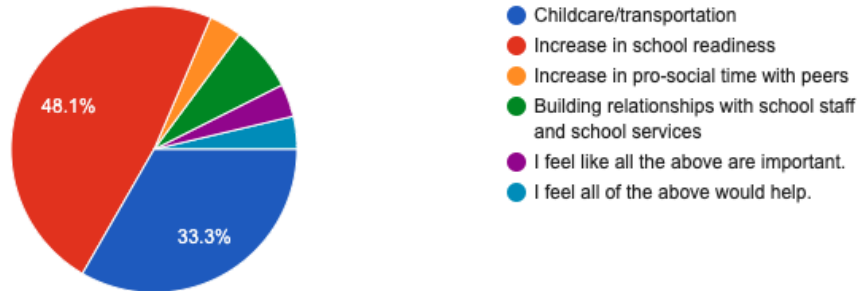
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Based on the following options, what do you see as a benefit to a full-day 4 year old pre-school program?

 [Copy chart](#)

27 responses



Please share any additional feedback you have regarding the pre-school programming at Tekamah-Herman Schools.

13 responses

Although I think the main benefit is school readiness but the transportation/childcare is also huge. Not all the kids come to preschool and it is because the logistics of half day preschool are not realistic for all families.

3 year pre school could help increase social time with peers also, especially in my case being stay at home my kids don't interact with other children as much as a school would.

Day care and preschool is on short supply in town. I think this would be great, I would have jumped on board if I still had children this age.

Awesome learning atmosphere!

I believe this would benefit children in their readiness for school and learning. I also believe this helps meet a need in our community for childcare.

This would benefit the staff who have no options for childcare when the current pre-k closes and staff have to call out.

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4 year olds do not need a nap but perhaps a rest time!

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Tekamah-Herman Board Meeting Elementary Report

12/10/24

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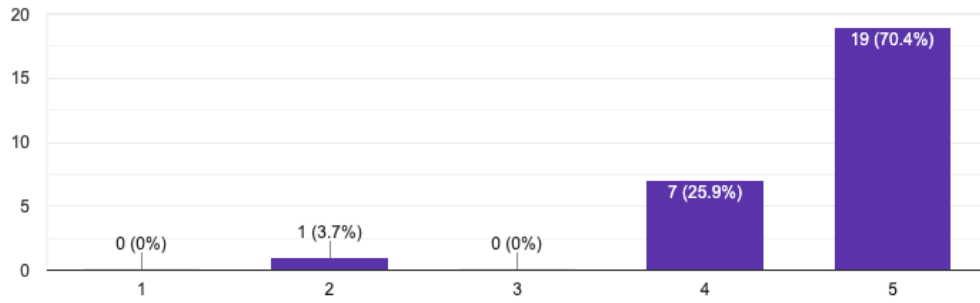
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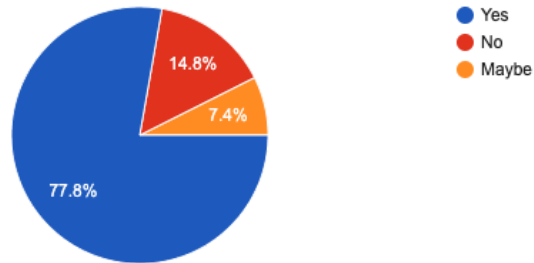
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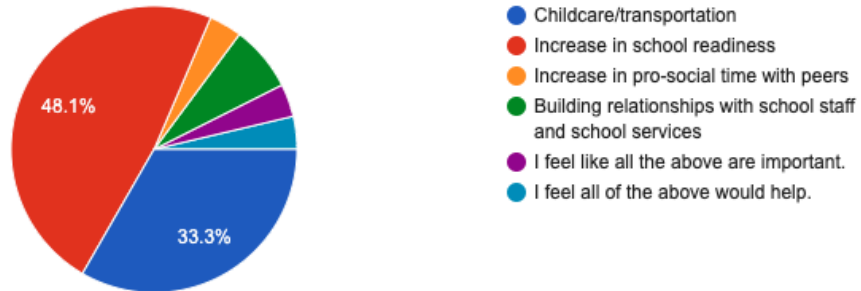
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Tekamah-Herman Board Meeting
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Preview Order 1122 - K1G 4x4 XL Max: Order Summary Time of Preview: 12/04/2024 17:09:37 Receipt: 11/22/2024

Dealership Name: Diers Ford

Sales Code : F53506

Dealer Rep. Gordy Bryant	Type Fleet	Vehicle Line Expedition	Order Code 1122
Customer Name Tekamah Herma	Priority Code B1	Model Year 2025	Price Level 515

DESCRIPTION	MSRP	DESCRIPTION	MSRP
K1G0 EXPEDITION XL MAX 4X4	\$61150	18" DARK ALLOY PNTD ALUM WHL	\$0
TOTAL BASE VEHICLE	\$61150	CONNECT PKG: 1YR INCL.	\$0
SPACE SILVER METALLIC	\$0	PRICE CONCESSION INDICATOR	\$0
XL CLOTH CAPT CHAIR SEATS	\$0	REMARKS TRAILER	\$0
DARK GRAY	\$0	FRONT LICENSE PLATE BRACKET	\$0
EQUIPMENT GROUP 102A	\$0	SPECIAL DEALER ACCOUNT ADJUSTM	\$0
.3.5L ECOBOOST V6 ENGINE	\$0	SPECIAL FLEET ACCOUNT CREDIT	\$0
.10SPD AUTO TRANS W/SLCTSHFT	\$0	FUEL CHARGE	\$0
P265/70R18E A/T BSW TIRES	\$0	NET INVOICE FLEET OPTION (B4A)	\$0
.3.73 RATIO REGULAR AXLE	\$0	ADVERTISING ASSESSMENT	\$0
PRICED DORA REQUESTED	\$0	DESTINATION & DELIVERY	\$1995
FORD FLEET SPECIAL ADJUSTMENT	\$0		
			MSRP
TOTAL BASE AND OPTIONS			\$63145
DISCOUNTS			NA
TOTAL			\$63145

ORDERING FIN: QE713 **END USER FIN:** QE713

INCENTIVES DISCOUNTS:
 Acc. Code ID :10 Contract/Ref # :17-219S Bid Date :09/27/24State : NE \$-4100.00

Customer Name: Customer Address:	Customer Email: Customer Phone:
_____ Customer Signature Date	
<p><i>This order has not been submitted to the order bank.</i></p> <p><i>This is not an invoice.</i></p>	

2024 - 2025 Superintendent Total Compensation Array											
School	Base Salary	Additional Compensation	Benefits	Experience	Education Level	NEP Enrollment	Teachers	Total Compensation	Rank	Average Base Salary Increase	
Cedar Bluffs	\$168,000.00		\$66,351.00	25	EDS	469	38	\$234,351.00	1	23-24	24-25
Arlington	\$165,547.00		\$58,788.00	10	PHD	709	59	\$224,335.00	2	\$150,833.20	\$157,188.00
Bancroft-Rosalie	\$171,300.00	\$531.00	\$51,096.00	43	PHD	294	29	\$222,927.00	3		4.21%
Pender	\$156,000.00	\$5,743.00	\$58,704.00	22	PHD	423	35	\$220,447.00	4		
West Point	\$154,577.00		\$55,734.00	31	EDS	722	64	\$210,311.00	5		
Oakland Craig	\$149,890.00		\$53,605.00	16	EDS	405	37	\$203,495.00	6		
Lyons-Decatur	\$163,155.00		\$39,340.00	19	EDS	305	27	\$202,495.00	7		
Logan View	\$148,129.00		\$53,583.00	25	EDS	609	46	\$201,712.00	8		
Tekamah-Herman	\$145,000.00		\$53,196.00	22	EDS	518	48	\$198,196.00	9		
Ft. Calhoun	\$150,282.00		\$47,882.00	58	MA+	848	50	\$198,164.00	10		
				27		530	43				
Array Average:	\$157,188.00	\$3,137.00	\$53,827.90			Array Average		\$211,643.30			
102%	\$160,331.76					102% of Midpoint		\$215,876.17			
100%	\$157,188.00					100% of Midpoint		\$211,643.30			
98%	\$154,044.24					98% of Midpoint		\$207,410.43			

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

It is hereby agreed by and between the Board of Education of the Tekamah-Herman School District No. 1, located in Burt County in the State of Nebraska, hereinafter referred to as "The Board", and Bradley Kjar, hereinafter referred to as "The Superintendent".

WITNESSETH: That the Board in accordance with its action as found in the minutes of the meeting held on the **8th** day of **January, 2024**, has and does employ as Superintendent and the Superintendent hereby agrees to accept such employment subject to the following terms and conditions.

Section 1. TERM OF CONTRACT. The Superintendent shall be employed for a period of two years, beginning on the first day of July, **2024**, and expiring on the 30th day of June, **2026**. References to "contract year" shall mean the period from July 1st through June 30th. The Superintendent's generally expected working days shall consist of all days Monday through Friday, but generally not Saturdays and Sundays and any holidays or leave days listed in Section 11. However, the Superintendent will work all days necessary to complete the Superintendent's duties, even if those are weekend days or holidays. The Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days on a monthly basis as part of the Superintendent's Report to the Board.

Section 2. SALARY. The annual salary for the position shall be **\$145,000.00** during the first school year of employment under this Contract and shall be payable in 12 equal installments. The annual salary in the second year of employment under this Contract shall be that amount, as adopted by the Board, and that salary shall be payable in the second year of the Contract in the same number of equal payments. These salaries shall not be reduced during the term of this Contract, except for just and sufficient cause as authorized by law. The salary check will be issued on the 19th of the month.

Section 3. DEDUCTIONS. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Superintendent and Board may agree.

Section 4. PROFESSIONAL STATUS. The Superintendent hereby affirms that he is not under contract with another School Board or Board of Education covering any part of or all of the same term provided in this Contract. The Superintendent further affirms that throughout the term of this Contract he will hold a valid Nebraska Administrative and Supervisory Certificate with Superintendent endorsement to act as a Superintendent of Schools in the State of Nebraska, which certificate shall be registered in the office of the Superintendent of Schools in Burt County, Tekamah, NE as required by law.

Section 5. SUPERINTENDENT'S DUTIES. The duties of the Superintendent shall be as prescribed in the BOARD OF EDUCATION POLICY MANUAL which duties are incorporated by

reference into this Contract as if set forth verbatim herein. The Superintendent agrees to devote his time, skill, labor and attention to his duties as Superintendent of Schools throughout the term of this Contract; provided, however, the Superintendent, by agreement with the Board, may act as a consultant, may accept speaking engagements, undertake writing, lecturing, or other professional duties and obligations.

Section 6. BOARD-SUPERINTENDENT RELATIONSHIP. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The parties agree, individually and collectively, not to interfere with or usurp the duties or responsibility of the other party. The Board, individually and collectively, will promptly refer all criticisms, complaints and suggestions called to its attention, to the Superintendent for action, study and/or recommendation, as appropriate.

Section 7. DISCHARGE. During the term of the Contract, in the event the Superintendent violates any provisions of this agreement, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to, (a) becoming legally disqualified to administer in the state of Nebraska; (b) participation in any fraud; (c) causing any intentional damage to property; (d) conviction of a felony; (e) becoming physically or mentally disabled; (f) insubordination; (g) neglect of duty; (h) immorality; (i) incompetency; (j) chemical dependency; or (k) unprofessional conduct and other conduct which interferes substantially with the continued performance of duties, then the Superintendent may be discharged, provided that the Superintendent has been given the cause or causes for discharge in writing and has been given an opportunity for and due notice of a hearing before the Board prior to official action taken. Nothing contained herein shall prevent the suspension of the Superintendent, with pay, from his/her duties during the pendency of such proceedings.

Section 8. DISABILITY. Should the Superintendent be unable to perform his duties by reason of illness, accident or other disability beyond his control, and such disability shall continue for more than six (6) months, or if such disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may in its discretion terminate this Contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 9. TRANSPORTATION. The Board shall provide the Superintendent with transportation required in the performance of his official duties or shall reimburse him for such transportation at the State established rate.

Section 10. EXPENSE REIMBURSEMENT. The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$500.00 or more.

Section 11. ANNUAL VACATION AND SICK LEAVE. The Superintendent shall have twenty (20) vacation days for the initial contract year which the Superintendent may use at times the

Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to twenty (20) days. For example, if the Superintendent uses 12 days of vacation one year, the Board will provide the Superintendent with 12 days the following year to bring the total vacation days back to 20. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent for unused vacation days upon the conclusion of employment at a rate of \$100.00 per day. The Superintendent shall be entitled to 10 working days of sick leave during each year accumulative to 45 days. Any days accumulated above this amount and not used during any contract year will be paid at the rate of \$25.00 per day and added to the June check. For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or legal and school holidays.

Section 12. HOLIDAYS. The Superintendent shall receive the following holidays off without loss of pay or having to take a paid leave day: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. The Superintendent shall receive annually two additional "floating" paid holidays to be used at the Superintendent's discretion.

Section 13. RESIDENCE/DOMICILE IN THE DISTRICT. The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist on the first duty day under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this Contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the District as a legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent in contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which the Superintendent is the educational leader.

Section 14. PROFESSIONAL DEVELOPMENT. The Board may require the Superintendent to continue his/her professional development and to participate in relevant learning experiences. The Superintendent may, therefore, with the approval of the Board, attend appropriate professional meetings at local, state, regional, and national levels. Valid expenses of such required attendance shall be borne by the District.

Section 15. FRINGE BENEFITS. The Superintendent shall receive personal benefits that may be determined by the Board, as follows: Full Family Blue Cross Blue Shield Health Insurance and Dental, Income Protection to cover health insurance and salary, monthly travel expenses, NCSA/Professional Dues, Life Insurance - \$75,000 Term Life, Expense Account of \$599.00.

Section 16. COMPENSATION UPON TERMINATION. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, shall be refunded by the Superintendent. He shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

Section 17. RENEWAL OF CONTRACT AFTER CONTRACT EXPIRATION DATE. The Secretary of the Board shall, not later than the 15th day of January, notify the Superintendent in writing of the Board's intention not to renew this two-year contract. Failure to so notify the Superintendent shall result in an automatic renewal of this Contract for a period of one year from and after the Contract expiration date provided in Section 1 of this Contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the district has complied with the Superintendent Pay Transparency Act.

Section 18. EVALUATION. The Board shall evaluate the Superintendent twice during his first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make his evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 19. LEGAL ACTIONS. The Board will support the Superintendent if there is a legal dispute caused by him carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

Section 20. GOVERNING LAWS. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

Section 21. AMENDMENTS TO BE IN WRITING. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 22. SEVERABILITY. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates indicated below.

Executed by the Board this **8th** day of **January, 2024**.

Mandy Pines

President, Board of Education

Heidi Lindberg

Secretary, Board of Education

Executed by the Superintendent this 8th day of **January, 2024**.

B. S. J.

Superintendent

Copies: (1) Original, school file
(2) Carbon, Administrator