

MINUTES OF THE REGULAR MEETING OF THE BOARD OF  
EDUCATION, SCHOOL DISTRICT #22, CASS COUNTY,  
WEEPING WATER, NEBRASKA  
January 19, 2026

President Adam DeMike called the meeting to order at 6:00 PM in the Weeping Water Public School Conference Room.

Board members attendance at roll call were **Present:** Haley Dehne, Adam DeMike, Betty Harms, Neil Huskey, Doug Meyer, Brandon Nash, Mark Rathe.

{{Name: Agenda Item Name}}

1. AGENDA

**Present:** Haley Dehne, Adam DeMike, Betty Harms, Neil Huskey, Doug Meyer, Brandon Nash, Mark Rathe.

1.a. Call the meeting to order

1.b. Roll Call

Also present were Superintendent Adrian Allen, Secondary Principal, Scott Rezac, Elementary Principal Mary Mozena, and Asst. Principal/AD Michelle Heath.

1.c. Acknowledgement of Nebraska Open Meetings Act posted

The BOE President acknowledged the posting of the Nebraska Meetings Act.

1.d. Excuse absent board members

1.e. Approval of consent agenda

Mark Rathe moved to approve the consent agenda, which includes the minutes of the last regular meeting, Notification of meeting publication site, date, and time, financial report and payment of general funds bills, and the next regular meeting date Neil Huskey seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0

1.e.a. Approval of previous meetings minutes

1.e.b. Notification of meeting publication site, date, and time

The meeting date, time, and location was published in the Southeast Nebraska Voice

1.e.c. Financial Reports and Payment of Bills

1.e.d. Next regular meeting date - Monday, February 16, 2026

2. Board Member Conflict of Interest Statement (Policy 2005)

Neil Huskey moved to moved to acknowledge Board Policy 2005, Board Member Conflict of Interest. Statement Brandon Nash seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0

3. Organizational Meeting of the Board of Education (Policy 2002)  
Betty Harms moved to acknowledge Board Policy 2002, Organizational Meeting of the Board of Education and leave officers same as last year. Adam DeMike-President, Hayley Dehne-Vice President Mark Rathe seconded the motion. Motion Passed  
Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0A. Election of Officers  
B. Appointments to Committees
4. Review of Board Ethics/Code of Conduct (Policy 2012)  
Haley Dehne moved to review Board Policy 2012, Review of Board Ethics/Code of Conduct. Betty Harms seconded the motion. Motion Passed  
Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0
5. Designate Legal Counsel, Depository Bank(s), District Newspaper of record (Policy 2008, 2014 & 3002)  
Haley Dehne moved to Disignate Legal Counsel, Depository Banks, District Newspaper of record, Policy 2008, 2014, 3002. Neil Huskey seconded the motion. Motion Passed  
Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0
6. Visitors/Open Forum and staff and program presentations  
Visitors may address the board during this portion of the meeting. Each speaker is limited to 5 minutes. Multiple speakers for the same subject should appoint a single spokesperson to address the board for a maximum of 5 minutes.
7. Action Items
  - 7.a. Discuss, consider, and take all necessary action to give approval on the proposed proclamations  
Haley Dehne moved to approve proposed proclamations-Board of Education month. Neil Huskey seconded the motion. Motion Passed  
Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0
  - 7.b. Discuss, consider, and take all necessary action to give approval on staying a member of the Nebraska Association of School Boards (NASB).  
Mark Rathe moved to approve staying a member of the Nebraska Association of School Board. Betty Harms seconded the motion. Motion Passed  
Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0The invoice is for \$3,895 if paid by April 1, 2026
  - 7.c. Discuss, consider, and take all necessary action to approve the 2026-2027 Weeping Water Negotiated Agreement as presented.  
Haley Dehne moved to approve proposed 2026-27 Weeping Water Negotiated Agreement as presented, approving a \$500 increase to base salary & using Sick Bank days for school

activities for family members instead of PTO days. Betty Harms seconded the motion.

Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0

7.d. Discuss, consider, and take all necessary action to approve the 2024-25 Annual Report as presented.

Neil Huskey moved to approve 2024-25 annual report as presented. Brandon Nash seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0

8. Discussion

8.a. Discuss, consider, and take all necessary action to give approval to policies to be reviewed

Haley Dehne moved to give approval to review policies. Brandon Nash seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0 The following policies meet KSB's recommendations: Policy 5048 & 5053.

These policies are required by law to be included in our policies.

8.b. Review Annual Covid-19 Plan

Brandon Nash moved to review Annual Covid-19 plan. Betty Harms seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0

9. Reports

9.a. Administration Reports

**Activities Director / Asst. Principal**

**Elementary Principal**

**Secondary Principal**

**Superintendent**

9.b. Board Reports

10. Personnel

11. Closed/Executive Session

12. Adjournment

Respectfully submitted,

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Board Secretary

MINUTES OF THE REGULAR MEETING OF THE BOARD OF  
EDUCATION, SCHOOL DISTRICT #22, CASS COUNTY,  
WEEPING WATER, NEBRASKA  
December 15, 2025

President Adam DeMike called the meeting to order at 6:30 PM in the Weeping Water Public School Conference Room.

Board members attendance at roll call were **Present:** Haley Dehne, Adam DeMike, Betty Harms, Neil Huskey, Doug Meyer, Mark Rathe, **Absent:** Brandon Nash.

1. AGENDA

**Present:** Haley Dehne, Adam DeMike, Betty Harms, Neil Huskey, Doug Meyer, Mark Rathe, **Absent:** Brandon Nash.

1.a. Call the meeting to order

1.b. Roll Call

Also present were Superintendent Adrian Allen, Secondary Principal, Scott Rezac, Elementary Principal Mary Mozena, and Asst. Principal/AD Michelle Heath.

1.c. Acknowledgement of Nebraska Open Meetings Act posted

The BOE President acknowledged the posting of the Nebraska Meetings Act.

1.d. Excuse absent board members

Haley Dehne moved to approve the absence of board member Brandon Nash Neil Huskey seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Yea

Yea: 6, Nay: 0, Absent: 1

1.e. Approval of consent agenda

Haley Dehne moved to approve the consent agenda, which includes the minutes of the last regular meeting, Notification of meeting publication site, date, and time, financial report and payment of general funds bills, and the next regular meeting date-January 19, 2026 Betty Harms seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Yea

Yea: 6, Nay: 0, Absent: 1

1.e.a. Approval of previous meetings minutes

1.e.b. Notification of meeting publication site, date, and time

The meeting date, time, and location was published in the Southeast Nebraska Voice

1.e.c. Financial Reports and Payment of Bills

1.e.d. Next regular meeting date - January 19, 2026 at 6:00pm in the Conference Room.

2. Communications

### 3. Visitors/Open Forum and staff and program presentations

Visitors may address the board during this portion of the meeting. Each speaker is limited to 5 minutes. Multiple speakers for the same subject should appoint a single spokesperson to address the board for a maximum of 5 minutes.

### 4. Action Items

4.a. Discuss, consider, and take all necessary action to approve the 2024/25 annual report.

4.b. Discuss, consider, and take all necessary action to approve the 2025/26 Multi Cultural report.

Neil Huskey moved to moved to approve 2025-26 Multi Cultural report Haley Dehne seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Yea  
Yea: 6, Nay: 0, Absent: 1

4.c. Discuss, consider, and take all necessary action to approve the 2025/26 Financial Literacy Report

Haley Dehne moved to move to approve 2025-26 Financial Literacy report Betty Harms seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Yea  
Yea: 6, Nay: 0, Absent: 1

4.d. Discuss, consider and take all necessary action to have school on February 2, 2026 and take Friday, February 6, 2026 off for hosting Girl's District Wrestling.

Mark Rathe moved to moved to approve change in 2025-26 school calendar to have school on February 2, 2026 and take Friday, February 6, 2026 off to host Girl's District Wrestling Haley Dehne seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Yea  
Yea: 6, Nay: 0, Absent: 1

4.e. Discuss, consider, and take all necessary action to approve Pest Control Service.

Mark Rathe moved to approve Pest Control Service Betty Harms seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Yea  
Yea: 6, Nay: 0, Absent: 1

4.f. Discuss, consider, and take all necessary action to give approval to policies to be reviewed

Neil Huskey moved to give approval to review policies 4030, 4031, 4032, 6020 Haley Dehne seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Yea  
Yea: 6, Nay: 0, Absent: 1 The following policies meet KSB's recommendations:

4.g. Discuss, consider, and take all necessary action to give approval to policies to be revised  
Haley Dehne moved to to give approval to revise Policies Mark Rathe seconded the motion.

Motion Passed

Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer:  
Yea, Brandon Nash: Absent, Mark Rathe: Yea

Yea: 6, Nay: 0, Absent: 1 The following policies need to be revised to meet KSB  
recommendations:

5. Reports

5.a. Administration Reports

**Activities Director / Asst. Principal**

**Elementary Principal**

**Secondary Principal**

**Superintendent**

5.b. Board Reports

6. Adjournment

Respectfully submitted,

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Board Secretary



**Weeping Water Public School  
Financial Report for Board  
January 2026**

FISCAL BUDGET USE PER MONTH

2025-2026 UPDATED: 1/15/2026

MONTH END	FISCAL 24	General/Food Service	FISCAL 25	General/Food Service	FISCAL 26	General/Food Service
	% USED 24 Budget =	FISCAL 24 \$ USED	% USED 25 Budget =	FISCAL 25 \$ USED	% USED 26 Budget =	FISCAL 26 \$ USED
September	8.12%	\$ 511,449.49	8.99%	\$ 571,200.15	8.40%	\$ 616,887.08
October	7.91%	\$ 498,609.88	8.74%	\$ 555,398.19	7.93%	\$ 582,891.24
November	8.16%	\$ 514,462.24	7.94%	\$ 504,353.13	7.37%	\$ 541,282.24
December	8.96%	\$ 564,744.90	8.77%	\$ 557,212.46	7.87%	\$ 577,849.28
January	7.87%	\$ 496,131.19	8.33%	\$ 529,401.56	0.00%	\$ -
February	8.66%	\$ 545,845.39	8.37%	\$ 532,055.60	0.00%	\$ -
March	7.95%	\$ 501,182.62	9.19%	\$ 583,995.02	0.00%	\$ -
April	8.58%	\$ 540,623.33	9.03%	\$ 573,447.06	0.00%	\$ -
May	9.01%	\$ 567,500.40	9.20%	\$ 584,223.92	0.00%	\$ -
June	7.92%	\$ 499,229.48	8.02%	\$ 509,307.71	0.00%	\$ -
July	7.50%	\$ 472,429.00	8.26%	\$ 524,490.07	0.00%	\$ -
August	10.44%	\$ 657,714.61	10.53%	\$ 669,109.62	0.00%	\$ -
<b>Cumulative</b>	<b>101.09%</b>	<b>\$6,369,922.53</b>	<b>105.37%</b>	<b>\$6,694,194.49</b>	<b>31.57%</b>	<b>\$2,318,909.84</b>

	2024		2025		2026
OPERATING BUDGET	\$5,948,300.00	OPERATING BUDGET	\$6,000,000.00	OPERATING BUDGET	\$6,993,458.00
W/ SIXPENCE	\$6,301,300.00	W/ SIXPENCE	\$6,353,000.00	W/ SIXPENCE	\$7,346,458.00

# Weeping Water Public School

## Claims for Payment

Signed off by:

Adam DeMike, President of the Board

Date

Account Code	Payment Vendor	Invoice Total	Invoice Description
Multiple	Adrian Allen	\$100.00	Mileage/Cell Phone Reimb
01-2-03300-610-000	Amazon E-Commerce	\$63.98	Childcare Supplies
06-2-03100-610-000	Amazon E-Commerce	\$20.97	Kitchen Supplies
01-2-02620-610-000	Amazon E-Commerce	\$12.99	Maintenance Supplies
01-2-01200-610-002	Amazon E-Commerce	\$358.73	SPED Elementary Supplies
01-2-02130-610-000	Amazon E-Commerce	\$104.96	Nursing Supplies
06-2-03100-630-000	Bernard Food Industries, Inc.	\$1,195.80	Food
06-2-03100-630-000	Bernard Food Industries, Inc.	\$163.68	Food
06-2-03100-630-000	Bernard Food Industries, Inc.	\$114.00	Food
01-2-02510-443-000	Capital Business Systems, Inc. (Lease)	\$2,454.37	Copier Lease: 0271825924-001
01-2-02510-643-000	Capital Business Systems, Inc. (Subscription)	\$58.13	Posler Printer Subscription: CONT18251-01; ACCT WW07
01-2-02510-443-000	Capital Business Systems, Inc. (Subscription)	\$107.74	MPSCONT14908-01
01-2-02130-610-000	Cardio Partners	\$499.00	CS Battery for Powerheart
01-2-02620-431-000	Cerris Systems North Central, Inc.	\$13,753.05	HP 3 Down
01-2-02610-410-000	City Of Weeping Water	\$971.77	Monthly Water/Sewer/Trash
Multiple	Community Memorial Hospital DBA Syracuse Area Health	\$3,006.40	OT/PT Services
06-2-03100-630-000	CWD	\$606.12	Kitchen Food
06-2-03100-630-000	CWD	\$246.60	Kitchen Food
06-2-03100-630-000	CWD	\$410.63	Kitchen Food
06-2-03100-630-000	CWD	\$66.10	Kitchen Food
06-2-03100-630-000	CWD	\$457.70	Kitchen Food
06-2-03100-630-000	CWD	\$967.33	Kitchen Food
01-2-01100-610-001	Dietze Music House - Lincoln	\$6.30	Music
01-2-02610-610-000	Eakes Office Solutions	\$169.90	Flexpro Bags
01-2-02610-610-000	Eakes Office Solutions	\$194.91	Frame/Mop
Multiple	Educational Service Unit 3	\$225.00	UDL
01-2-01200-330-000	Educational Service Unit 3	\$50.00	SPED - Girls on Autism Spectrum
Multiple	Educational Service Unit 3	\$14,756.60	Psych Services + SPED Coord (Nov)
01-2-01200-330-000	Educational Service Unit 3	\$135.00	SPED Early Childhood
01-2-01200-330-000	Educational Service Unit 3	\$50.00	SPED IEP's w/ Heart
01-2-01200-330-000	Educational Service Unit 3	\$50.00	SPED ASD One Day Verbal Behavior
01-2-01200-330-000	Educational Service Unit 3	\$300.00	SPED Engaged,OnTask,Verbal Behavior 2
01-2-02610-610-000	Egan Supply Company,Inc	\$116.92	Hard as Nails for Floors
01-2-02610-610-000	Egan Supply Company,Inc	\$124.24	Floor Polishing Supplies
01-2-01100-382-000	Fiber Platform, LLC	\$558.68	ACCT:WEE3254_2255 (Network)
01-2-02510-610-000	Futuramic's Clean Water Center	\$37.50	Drinking Water
01-2-02610-340-000	Genie Pest Control	\$160.00	Acct 111192 - Monthly Pest Control
01-2-02610-340-000	Genie Pest Control	\$160.00	Acct 111192 - Monthly Pest Control
06-2-03100-630-000	Hiland Dairy	\$2,918.75	Milk (2 Months)
01-2-02630-340-000	Hoss's Lawn Care & Snow Removal	\$2,040.00	Snow Removal
01-2-03300-610-000	Katie Nash	\$80.00	Bright Arrows Tees
01-2-02510-530-000	Kinelic Business by Windstream	\$653.82	ACCT: 090073839
01-2-02330-317-000	KSB School Law	\$485.50	Legal
01-2-02330-317-000	KSB School Law	\$1,340.00	Legal
01-2-02310-610-000	Leaf + Petal	\$55.00	VFlanagan - Mother (Karen F) Funeral
01-2-02710-350-000	LH Repair, LLC	\$227.50	Power Steering Leak & Brakes - Thomas School Bus
Multiple	Mary Mozena	\$53.54	Cell Phone/Mileage Reimbursement
01-2-01100-626-001	Matheson Tri-Gas Inc	\$70.79	ACCT: 46263 - Gas Fill
01-2-01100-626-001	Matheson Tri-Gas Inc	\$232.49	ACCT: 46263 - Gas Fill
Multiple	Meeske Hardware Inc	\$326.69	District Supplies
Multiple	Michelle Heath	\$219.48	Cell Phone/Mileage Reimbursement
Multiple	National Insurance Services	\$1,207.80	Monthly LTD Premiums
01-2-01200-610-002	NCS Pearson, Inc.	\$234.68	Assessment Supplies
01-2-01200-330-000	NDE Early Childhood Traing Center	\$20.00	SBaker Intro to Gold for Teachers
01-2-02230-340-000	Niobrara Visions LLC	\$632.00	Avaya System Support
01-2-02610-621-000	Omaha Public Power District	\$9,543.03	ACCT: 1333000080
Multiple	One Source, Inc.	\$174.50	Background Checks
01-2-02510-810-000	Retirement Plan Consultants, LLC	\$400.00	Restatement Fees
01-2-02230-432-000	Riverside Technologies, Inc (RTI)	\$116.00	Break Fix
01-2-02230-432-000	Riverside Technologies, Inc (RTI)	\$369.00	Break Fix
01-2-02230-432-000	Riverside Technologies, Inc (RTI)	\$181.00	Break Fix
01-2-02230-432-000	Riverside Technologies, Inc (RTI)	\$163.00	Break Fix

01-2-02230-432-000	Riverside Technologies, Inc (RTI)	\$116.00	Break Fix
Multiple	Scott Rezac	\$127.67	Cell Phone/Mileage Reimbursement
01-2-02310-810-000	Sparqdata Solutions	\$4,100.00	Annual Subscription 26/27
06-2-03100-350-000	Summit Fire Protection	\$292.00	Semi Annual Inspection - Kitchen Hood
06-2-03100-630-000	Sysco	\$5,873.99	Kitchen Food
06-2-03100-350-000	Tech Masters, Inc.	\$587.00	Refrigerator Repair
01-2-02310-540-000	The Voice News	\$209.11	Public Record Ads
Multiple	US BANK	\$977.53	
01-2-01100-530-000	Verizon Wireless LLC	\$60.08	Cell Acct: 342439595-0001
01-2-01100-530-000	Verizon Wireless LLC	\$79.88	Cell Acct: 942359001-00001
Multiple	Weeping Water Chamber Of Commerce	\$50.00	Annual Membership Dues
01-1-09000-000	Weeping Water Public Schools - Activity Fund	\$285.00	Amt Due Activity Fund from General Fund
01-1-01990-000	Weeping Water Public Schools - Activity Fund	\$24.46	Vending Machine CC Sales Due Activity Fund (POS 422104642)
01-2-02610-621-000	WoodRiver Energy, LLC	\$1,430.56	Customer #: 13005
<b>January 2026 Claims for Payment</b>		<b>\$78,792.95</b>	
<b>January 2026 Payroll</b>		<b>\$499,056.33</b>	
<b>January 2026 (General Fund/Food Service Fund)</b>		<b>\$577,849.28</b>	

**Plus Claims for Building Fund**

Account Code	Payment Vendor	Invoice Total	Invoice Description
08-2-02610-720-000	Clark & Enersen, Inc.	\$7,697.68	Professional Services - Construction Administration Phase + Reimb Expenses - HVAC

**Total January 2026 Claims for Payment** \$585,546.96

CASH ASSETS

CASH ASSET REPORT

DATE: 01/15/2026

FUND	ACCOUNT TYPE	INFORMATION	HOLDER	CURRENT BALANCE	BALANCE 01/16/2025
GENERAL FUND/KITCHEN FUND	CHECKING	300380832	Farmers & Merchants	\$ 332,078.13	\$ 549,706.44
	CLOSED ACCOUNT	300382812	Farmers & Merchants	\$ -	\$ -
<b>TOTAL GENERAL FUND</b>				<b>\$ 332,078.13</b>	<b>\$ 549,706.44</b>
ACTIVITY FUND	CHANGE			\$ 1,140.00	\$ 1,140.00
ACTIVITY FUND	PETTY CASH			\$ 100.00	\$ 100.00
ACTIVITY FUND	CHECKING	300444190	Farmers & Merchants	\$ 63,860.92	\$ 99,383.02
OUTSIDE OF ACTIVITY FUND	ELEMENTARY SAVINGS PROGRAM	XXX7959	First Nebraska Bank	\$ 5,522.74	\$ 2,686.09
OUTSIDE OF ACTIVITY FUND	LIMESTONE COFFEE	300474478	Farmers & Merchants	\$ 20,144.51	\$ 9,706.47
<b>TOTAL ACTIVITY FUND</b>				<b>\$ 90,768.17</b>	<b>\$ 113,015.58</b>
BOND FUND	MONEY MARKET	95010505	First Nebraska Bank	\$ 212,877.53	\$ 414,651.04
<b>TOTAL BOND FUND</b>				<b>\$ 212,877.53</b>	<b>\$ 414,651.04</b>
QCPU FUND	CHECKING	86483570	First Nebraska Bank	\$ 59,487.66	\$ 19,283.78
<b>TOTAL QCPU FUND</b>				<b>\$ 59,487.66</b>	<b>\$ 19,283.78</b>
BUILDING FUND	CHECKING	300381079	Farmers & Merchants	\$ 5,435,363.14	\$ 22,189.13
<b>TOTAL BUILDING FUND</b>				<b>\$ 5,435,363.14</b>	<b>\$ 22,189.13</b>
DEPRECIATION FUND	CHECKING	300446542	Farmers & Merchants	\$ 83,899.55	\$ 83,899.55
<b>TOTAL DEPRECIATION FUND</b>				<b>\$ 83,899.55</b>	<b>\$ 83,899.55</b>
EMPLOYEE BENEFIT FUND	CHECKING/RETIREMENT	300381061	Farmers & Merchants	\$ 8,971.65	\$ 9,213.32
<b>TOTAL EMPLOYEE BENEFITS FUND</b>				<b>\$ 8,971.65</b>	<b>\$ 9,213.32</b>
STUDENT FEES FUND	CHECKING	85834670	First Nebraska Bank	\$ 19,913.88	\$ 25,474.83
<b>TOTAL STUDENT FEES FUND</b>				<b>\$ 19,913.88</b>	<b>\$ 25,474.83</b>
<b>TOTAL</b>				<b>\$ 6,243,359.71</b>	<b>\$ 1,237,433.67</b>



**Weeping Water Public School**

**January 2026**

**Activity Checks 12/13/2025-01/14/2026**

# Check Detail

Sorted by Check Number, Site ID.  
From 12/13/2025 to 01/14/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
011986 Void	12/15/2025 12/15/2025	Larry Bleach WWPS 1000 1000	Yes BB121525-1 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	110.00 -110.00 <hr/> 0.00
011987 Void	12/15/2025 12/15/2025	James Garner WWPS 1000 1000	Yes BB121525-2 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	-110.00 110.00 <hr/> 0.00
011988 Void	12/15/2025 12/15/2025	Larry Bleach WWPS 1000 1000	Yes BB121625-1 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	110.00 -110.00 <hr/> 0.00
011989 Void	12/15/2025 12/15/2025	Larry Walls WWPS 1000 1000	No BB121625-2 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	-110.00 110.00 <hr/> 0.00
011990 Printed	12/15/2025 12/15/2025	Meridian Public Schools WWPS 1000	No WR121325 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	150.00
011991 Printed	12/15/2025 12/15/2025	Fairbury High School WWPS 1000	No WR121825 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	175.00
011992 Printed	12/15/2025 12/15/2025	Johnson County Central WWPS 1000	No WR121925 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	175.00
011993 Printed	12/15/2025 12/15/2025	USBANK WWPS 1000 2000 2600 3100 4000 4200 7300 7600	No 11/25/2025 GENERAL ATHLETICS FOOTBALL TEAM FUND GIRLS WRESTLING TEAM FUND CONCESSIONS HONOR CHOIR (SELECT) ONE ACT FFA FCCLA	Sherri Monthly CC Purchases	Sherri	Sherri	346.62 309.84 206.40 138.56 286.57 183.66 1,885.23 195.00 <hr/> 3,551.88
011994 Printed	12/15/2025 12/15/2025	Pepsi Beverage Company WWPS 3100	No 37249303 CONCESSIONS	Sherri Concessions	Sherri	Sherri	487.13
011994 Printed	12/15/2025 12/15/2025	Pepsi Beverage Company WWPS 3100	No 35134804 CONCESSIONS	Sherri Concessions	Sherri	Sherri	386.67
011995 Printed	12/15/2025 12/15/2025	Sysco Lincoln WWPS 3100	No 661653898 CONCESSIONS	Sherri Concessions	Sherri	Sherri	388.48

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Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
011996 Printed	12/15/2025 12/15/2025	NEMFCA WWPS 2000	No 25/26 FOOTBALL TEAM FUND	Sherri 8 Man FB Assoc Dues	Sherri	Sherri	75.00
011997 Printed	12/15/2025 12/15/2025	Barnes Apparel WWPS 2900	No 0000122 WWPS CHEERLEADERS	Sherri Winter Youth Cheer Camp	Sherri	Sherri	500.00
011998 Void	12/15/2025 12/15/2025	Rustic Dry Goods WWPS 2600 2600	No 12064 GIRLS WRESTLING TEAM FUND GIRLS WRESTLING TEAM FUND	Sherri GRWR Apparel	Sherri	Sherri	114.00 -114.00 <hr/> 0.00
011999 Printed	12/15/2025 12/15/2025	DIETZE MUSIC - Omaha WWPS 4000	Yes R69517-1 HONOR CHOIR (SELECT)	Sherri Music	Sherri	Sherri	6.30
012000 Printed	12/15/2025 12/15/2025	Uribe Refuse Services WWPS 1000	No 1435716 GENERAL ATHLETICS	Sherri Track Portable Restroom	Sherri	Sherri	34.50
012000 Printed	12/15/2025 12/15/2025	Uribe Refuse Services WWPS 1000	No 1437867 GENERAL ATHLETICS	Sherri FB Field Portable Restrooms	Sherri	Sherri	72.00
012001 Printed	12/15/2025 12/15/2025	Amazon Capital Services WWPS 2900 4200	No 1PDL-X1Y6-49LR WWPS CHEERLEADERS ONE ACT	Sherri Monthly Amazon Purchases	Sherri	Sherri	42.99 48.81 <hr/> 91.80
012001 Printed	12/15/2025 12/15/2025	Amazon Capital Services WWPS 7300	No 1FLT-Y4TK-3CXG FFA	Sherri Crock Pot Replacement	Sherri	Sherri	35.99
012001 Printed	12/15/2025 12/15/2025	Amazon Capital Services WWPS 9400	No 1LK3-FNJQ-YNW4 SENSORY ROOM	Sherri Sensory Room Supplies	Sherri	Sherri	313.23
012002 Printed	12/15/2025 12/15/2025	MEESEKE ACE HARDWARE INC WWPS 4200	No 11/30/2025 ONE ACT	Sherri Supplies	Sherri	Sherri	23.23
012003 Printed	12/15/2025 12/15/2025	Midwest Sound & Lighting WWPS 1000	No 233932 GENERAL ATHLETICS	Sherri Troubleshoot Sound/Lighting	Sherri	Sherri	500.00
012004 Printed	12/15/2025 12/15/2025	Weeping Water Education Association WWPS 9200	No Dec2025 WWEA (75%) SECRETARY VENDING (25%)-LOUNGE	Sherri Move WWEA Funds out of District	Sherri	Sherri	2,799.76
012005 Printed	12/18/2025 12/18/2025	Kwabi (Kwabena) Reid WWPS 1000	Yes BB122925-1 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00

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012006 Printed	12/18/2025 12/18/2025	Steve Hughes WWPS 1000	Yes BB122925-2 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012007 Printed	12/18/2025 12/18/2025	Christopher McCormack III WWPS 1000	Yes BB122925-3 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012008 Printed	12/18/2025 12/18/2025	John Hodges WWPS 1000	No BB122925-4 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012009 Printed	12/18/2025 12/18/2025	Alan Wirth WWPS 1000	Yes BB122925-5 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012010 Printed	12/18/2025 12/18/2025	Darin Johnson WWPS 1000	Yes BB122925-6 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012011 Printed	12/18/2025 12/18/2025	Felix Mitchell WWPS 1000	Yes BB122925-7 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012012 Printed	12/18/2025 12/18/2025	Joe Giesick WWPS 1000	Yes BB122925-8 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012013 Printed	12/18/2025 12/18/2025	Troy Steele WWPS 1000	Yes BB122925-9 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012014 Printed	12/18/2025 12/18/2025	Kelvin Nesbit WWPS 1000	Yes BB122925-10 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012015 Printed	12/18/2025 12/18/2025	John Robinson WWPS 1000	Yes BB122925-11 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012016 Printed	12/18/2025 12/18/2025	Brian Kindley WWPS 1000	No BB122925-12 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012017 Printed	12/18/2025 12/18/2025	Ryan Wolf WWPS 1000	Yes BB123025-1 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012018 Printed	12/18/2025 12/18/2025	Brian Kottich WWPS 1000	Yes BB123025-2 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00

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Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012019 Printed	12/18/2025 12/18/2025	Gary Heywood WWPS 1000	Yes BB123025-3 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012020 Printed	12/18/2025 12/18/2025	Caden McCormack WWPS 1000	No BB123025-4 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012021 Printed	12/18/2025 12/18/2025	Steve Hughes WWPS 1000	Yes BB123025-5 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012022 Printed	12/18/2025 12/18/2025	Christopher McCormack III WWPS 1000	Yes BB123025-6 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012023 Printed	12/18/2025 12/18/2025	Kelvin Nesbit WWPS 1000	Yes BB123025-7 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012024 Printed	12/18/2025 12/18/2025	John Robinson WWPS 1000	Yes BB123025-8 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012025 Printed	12/18/2025 12/18/2025	Alan Wirth WWPS 1000	Yes BB123025-9 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012026 Printed	12/18/2025 12/18/2025	Felix Mitchell WWPS 1000	Yes BB123025-10 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012027 Printed	12/18/2025 12/18/2025	Joe Giesick WWPS 1000	Yes BB123025-11 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012028 Printed	12/18/2025 12/18/2025	Troy Steele WWPS 1000	Yes BB123025-12 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	82.50
012029 Printed	12/18/2025 12/18/2025	James Garner WWPS 1000	Yes BB123025-13 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	82.50
012030 Printed	12/18/2025 12/18/2025	Larry Bleach WWPS 1000	Yes BBHolidayTourney 2025 GENERAL ATHLETICS	Assigning Fee	Sherri	Sherri	250.00
012031 Void	12/18/2025 12/19/2025	Larry Bleach WWPS 1000 1000	Yes BB121925-1 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	70.00 -70.00 <hr/> 0.00

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Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012032 Void	12/18/2025 12/19/2025	Doug Mitteis WWPS 1000 1000	Yes BB121925-2 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	-70.00 70.00 <hr/> 0.00
012033 Printed	12/18/2025 12/18/2025	Michael Herz WWPS 1000	No BB121925-3 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012034 Printed	12/18/2025 12/18/2025	Michael Ferguson WWPS 1000	Yes BB121925-4 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012035 Printed	12/18/2025 12/18/2025	SHANE SMITH WWPS 1000	Yes BB121925-5 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012036 Void	12/18/2025 01/06/2026	Larry Bleach WWPS 1000 1000	Yes BB122325-1 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	120.00 -120.00 <hr/> 0.00
012037 Printed	12/18/2025 12/18/2025	Aaron Swartzendruber WWPS 1000	Yes BB122325-3 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012038 Printed	12/18/2025 12/18/2025	ISAAK RUSSEL WWPS 1000	Yes BB122325-4 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012039 Printed	12/18/2025 12/18/2025	Devan Meyer WWPS 1000	Yes BB122325-5 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012040 Printed	12/18/2025 12/18/2025	Winnebago Public School WWPS 1000	No WR010226 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	150.00
012041 Printed	12/18/2025 12/18/2025	Malcolm Public Schools WWPS 1000	No WR010926 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	150.00
012042 Void	12/18/2025 01/06/2026	Zach Meyers WWPS 1000 1000	Yes BB122325-2 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	120.00 -120.00 <hr/> 0.00
012043 Void	12/18/2025 01/06/2026	Chuck Scheer WWPS 1000 1000	No WR122225-1 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	-300.00 300.00 <hr/> 0.00
012044 Printed	12/18/2025 12/18/2025	Steven Cooley WWPS	Yes WR122225-2	Sherri WR Official	Sherri	Sherri	

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Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
		1000	GENERAL ATHLETICS				300.00
012045 Printed	12/18/2025 12/18/2025	Neal Stepanek WWPS 1000	Yes WR122225-3 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	300.00
012046 Printed	12/18/2025 12/18/2025	Russel Aken WWPS 1000	Yes WR122225-4 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	300.00
012047 Printed	12/18/2025 12/18/2025	Chris Sidzyik WWPS 1000	Yes WR010226-1 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	200.00
012048 Printed	12/18/2025 12/18/2025	Neal Stepanek WWPS 1000	Yes WR010226-2 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	200.00
012049 Printed	12/18/2025 12/18/2025	Pepsi Beverage Company WWPS 3100	No 39537302 CONCESSIONS	Sherri Concessions	Sherri	Sherri	768.51
012050 Printed	12/18/2025 12/18/2025	Sysco Lincoln WWPS 1000	No 661712434 GENERAL ATHLETICS	Sherri Concessions	Sherri	Sherri	765.27
012051 Printed	12/18/2025 12/18/2025	DOANE COLLEGE WWPS 4000	No HSChoir011126 HONOR CHOIR (SELECT)	Sherri Participation Fees	Sherri	Sherri	300.00
012052 Printed	12/18/2025 12/18/2025	FloSports, Inc. WWPS 1000	No 369546132 GENERAL ATHLETICS	Sherri Track Wrestling	Sherri	Sherri	74.00
012053 Printed	12/18/2025 12/18/2025	CONESTOGA PUBLIC SCHOOLS WWPS 1000	No XCDist101625 GENERAL ATHLETICS	Sherri Timing Fee	Sherri	Sherri	406.50
012054 Printed	12/18/2025 12/18/2025	Valentino's Pizza WWPS 7300	No Sales Invoice 1112 LDE Pizza FFA	Sherri	Sherri	Sherri	1,360.00
012055 Printed	12/18/2025 12/18/2025	NCDA WWPS 4000	No Jan 2026 HONOR CHOIR (SELECT)	Sherri NCDA 4th-6th	Sherri	Sherri	914.00
012056 Printed	12/18/2025 12/18/2025	Wyhe's Choice Fundraising WWPS 4000	No 125120412 R2 HONOR CHOIR (SELECT)	Sherri Butterbraid Fundraiser	Sherri	Sherri	2,553.50
012057 Printed	01/06/2026 01/06/2026	Larry Bleach WWPS 1000	Yes BB010626-1 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	70.00

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Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012058 Void	01/06/2026 01/06/2026	Zach Meyers WWPS 1000 1000	Yes BB010626-2 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	70.00 -70.00 <hr/> 0.00
012059 Printed	01/06/2026 01/06/2026	Mike Peitzmeier WWPS 1000	Yes BB010626-3 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012060 Printed	01/06/2026 01/06/2026	Greg Lovette WWPS 1000	Yes BB010626-4 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012061 Printed	01/06/2026 01/06/2026	Todd Gill WWPS 1000	Yes BB010626-5 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012062 Printed	01/06/2026 01/06/2026	WINSIDE PUBLIC SCHOOLS WWPS 1000	No WR010926a GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	150.00
012063 Printed	01/06/2026 01/06/2026	Gerald Daniel Feser WWPS 1000	Yes WR122225-1a GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	300.00
012064 Printed	01/08/2026 01/08/2026	MRG Hauff WWPS 2300	No 187950 BOYS BASKETBALL TEAM FUND	Sherri BBB Apparel	Sherri	Sherri	546.44
012064 Printed	01/08/2026 01/08/2026	MRG Hauff WWPS 2400	No 188648 GIRLS BASKETBALL TEAM FUND	Sherri GBB	Sherri	Sherri	648.20
012065 Printed	01/08/2026 01/08/2026	Weeping Water Community Boosters WWPS 3100	No Dec2025 CONCESSIONS	Sherri Concessions Booster CC Receipts	Sherri	Sherri	441.00
012066 Printed	01/08/2026 01/08/2026	Jerry Smith WWPS 1000	Yes JSmith - Dec2025 GENERAL ATHLETICS	Sherri Clock/Scoreboard	Sherri	Sherri	645.00
012067 Printed	01/08/2026 01/08/2026	Susan Smith WWPS 1000	Yes SSmith-Dec2025 GENERAL ATHLETICS	Sherri BB Book	Sherri	Sherri	680.00
012068 Printed	01/08/2026 01/08/2026	Scholastic Book Fairs WWPS 9600	No W6044991BF LIBRARY	Sherri Fair ID 6044991	Sherri	Sherri	1,916.77
012069 Printed	01/08/2026 01/08/2026	Revitalization Association of Weeping WWPS 1000	No Jan2025 GENERAL ATHLETICS	Sherri City Calendar Ad	Sherri	Sherri	185.00

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Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012070 Printed	01/08/2026 01/08/2026	Leslie Seger WWPS 1000	Yes LSeeger - Dec2025 GENERAL ATHLETICS	Sherri Shot Clock	Sherri	Sherri	130.00
012071 Printed	01/08/2026 01/08/2026	Chad Heath WWPS 1000	Yes CHeath - Dec2025 GENERAL ATHLETICS	Sherri Clock/Announce	Sherri	Sherri	620.00
012072 Printed	01/08/2026 01/08/2026	Brennan DeMike WWPS 1000	No BDeMike - Dec2025 GENERAL ATHLETICS	Sherri Clock/Wrestling	Sherri	Sherri	130.00
012073 Printed	01/08/2026 01/08/2026	Jacob Meyer WWPS 1000	Yes JMeyer - Dec25 GENERAL ATHLETICS	Sherri Track Wrestling	Sherri	Sherri	220.00
012074 Printed	01/08/2026 01/08/2026	Haylee Stackpole WWPS 1000	No HStackpole - Dec2025 GENERAL ATHLETICS	Sherri Shot Clock	Sherri	Sherri	185.00
012075 Printed	01/08/2026 01/08/2026	Shelly Dieter WWPS 1000	Yes SDieter - Dec2025 GENERAL ATHLETICS	Sherri Gate	Sherri	Sherri	355.00
012076 Printed	01/08/2026 01/08/2026	Caelen Wipf WWPS 1000	No CWipf - Dec2025 GENERAL ATHLETICS	Sherri Quad Clock	Sherri	Sherri	20.00
012077 Printed	01/08/2026 01/08/2026	Concord Theatricals Corp. WWPS 4100	Yes 2688502 ANNUAL MUSICAL	Sherri Musical Rental Fee	Sherri	Sherri	875.00
012078 Printed	01/08/2026 01/08/2026	Weeping Water Public School WWPS 1000	No MHauschild- Dec2025 GENERAL ATHLETICS	Sherri Hrs Worked Toward Childcare Exp	Sherri	Sherri	245.00

Grand Total : 32,565.16

## **2005 Conflict of Interest**

Any member of the board of education who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For purposes of this policy:
  - a. Business with which a board member is associated shall include the following:
    - i. A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
    - ii. A business in which the board member or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the board member or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the board member reports the name and address of the company and stockbroker.
  - b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.
  - c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.
2. Contracts with the School District.
  - a. No board member or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in any one year, with this school district unless the contract is

awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.

- b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.
- c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her parent, spouse, or child has a business association with the business involved in the contract or will receive a payment, fee, or commission as a result of the contract.
- d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
  - i. Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
  - ii. Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
  - iii. Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.

### 3. Contracts with Board Member's Immediate Family.

- a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:

- i. All district employees.
- ii. All employees within a specific classification but which does not single out the member of his or her immediate family.

#### 4. Employing Members of the Immediate Family.

a. A board member may recommend for employment or supervise the employment of an immediate family member if:

- i. The board member does not abuse his or her position.

Abuse of official position shall include, but not be limited to, employing an immediate family member:

- 1. who is not qualified for and able to perform the duties of the position;
  - 2. for any unreasonably high salary;
  - 3. who is not required to perform the duties of the position.
- ii. The board makes a reasonable solicitation and consideration of applications for employment.
  - iii. The board member makes a full disclosure on the record to the governing body of the school district and to the secretary of the board. If the secretary of the board of education would be the individual filing the disclosure statement, the statement shall be filed with the president of the board of education.
  - iv. The board approves the employment or supervisory position.
  - v. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

#### 5. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment

- a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:
  - i. a public official, public employee, or candidate.
  - ii. a member of the immediate family of an individual listed in Subparagraph "a" above.
  - iii. a business with which an individual listed in Subparagraph (i) or (ii) above is associated.
- b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.
- c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.
- d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

## 6. Conflict of Interest Relating to Campaigning or Political Issues

- a. Except as provided below, the board shall not authorize the use of personnel, property, resources, or funds under its jurisdiction for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.
- b. This does not prohibit the board from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.

- c. This does not prohibit the board from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit the board, while legally seated as a body, from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
  - i. The board may designate one or more members of its body, or one or more of its school administrators, to speak on behalf of the board on specific occasions such as public meetings or legislative hearings.
  - ii. Any member of the board may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the board. However, this shall not be done during a time that the individual is engaged in his or her official duties.

## 7. Conflict of Interest Statement

- a. Any board member who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:
  - i. Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
  - ii. Deliver a copy of the statement to the school board secretary who shall enter the statement onto the school district's public records; and
  - iii. Abstain from participating or voting on the matter in which he or she has a conflict of interest.

- b. If the board member would like a formal opinion from the NADC as to whether there is an actual conflict of interest, he/she shall deliver a copy of the statement to the NADC.

## 8. Recordkeeping

- a. The board secretary shall maintain a separate record of the following information for every contract entered into by the school board in which a board member has an interest and for which disclosure was made pursuant to section 2d of this policy:
  - i. The names of the contracting parties.
  - ii. The nature of the interest of the board member in question.
  - iii. The date that the contract was approved.
  - iv. The amount of the contract.
  - v. The basic terms of the contract.
- b. The information supplied relative to the contract shall be provided no later than ten (10) days after the contract has been signed by both parties. The ledger kept by the board secretary shall be available for public inspection during normal working hours of the office in which it is kept.

- 9. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: April 9, 2014

Revised on: July 12, 2017; 9/16/19

Reviewed on: 11/15/21; 11/21/22; 11/20/23; 1/19/26

**2002**  
**Organization of the Board, Board Officers, Check Signing and**  
**Committees**

1. Membership, Term and Election

- a. The Board of Education shall be comprised of six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

2. Internal Organization and Officers

a. President

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

b. Vice President

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

c. Secretary

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.

- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Treasurer

- i. At the regular January meeting, the board shall elect, employ, or appoint a treasurer who need not be a member of the board if permitted by law. The treasurer shall serve in that capacity for one year, unless the board designates a longer term for the treasurer.
- ii. The treasurer may be designated to sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized.

3. Signing and Authorizing Checks, Warrants, and other Instruments.

- a. Unless otherwise delegated by the board, the president and secretary of the board shall sign checks, warrants, and other instruments of the district.
- b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
- c. The board delegates that the vice president or treasurer may sign any warrant in the absence of either the president or the secretary.

#### 4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:
  - i. If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.
  - ii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
  - iii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

#### 5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
  - i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;

- ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
- iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
- iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
- v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
- vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
- vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
  - 1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
  - 2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined

by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or

3. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event;

viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

## 6. Vacancies

a. A vacancy on the board of education shall exist when any one of the following occurs:

i. A member submits his or her formal resignation from the board.

ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.

iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.

iv. Such other reasons as are set forth in Nebraska statutes.

b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.

c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: April 9, 2014

Revised on: December 16, 2020

Reviewed on: 10/18/21; 1/16/23; 1/15/24

## **2012 Board Code of Ethics**

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;

10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: April 9, 2014

Revised on: December 20, 2021

Reviewed on: 10/21/19; 1/16/23; 1/15/24;

**2014**  
**Relationship with District Legal Counsel**

The board will engage legal counsel to assist it and the administration in dealing with legal issues. When the district faces circumstances in which legal counsel may be needed between board meetings, the board president or superintendent may engage legal counsel on the board's behalf.

The superintendent and the board president shall have the authority to contact the school's legal counsel on behalf of the district. The superintendent may give other members of the administration permission to contact the district's legal counsel on an as-needed basis. Individual board members other than the president may not contact the district's legal counsel on behalf of the board without the approval of the board president or a majority of the board.

Any board member who contacts the district's legal counsel without board approval may be personally responsible for any legal fees incurred as a result of the unapproved contact.

The superintendent will, to the extent permitted by law, keep the board informed of matters in which the district's legal counsel is involved.

Adopted on: April 9, 2014

Revised on: July 10, 2019

Reviewed on: 1/17/22; 1/16/23; 1/15/24

## **3002 Deposits**

The board of education shall designate the depository or depositories for all school funds. All funds received by the district shall be deposited promptly in the proper account of each such depository. All funds shall be insured by the Federal Deposit Insurance Corporation or a surety bond approved by the board on securities of the United States government pledged by joint custody receipt.

Funds collected by district representatives shall be receipted, accounted for, and directed without delay to the proper depository. Funds exceeding \$250.00 shall not be left overnight in school buildings, except in safes provided for the safekeeping of valuables.

Adopted on: May 14, 2014

Revised on: \_\_\_\_\_

Reviewed on: 11/18/19; 1/17/22; 1/15/24

## **2008 Meetings**

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

### 1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

### 2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public.

**Publication Procedure if the Newspaper Will Be Finalized for Printing Prior to the Time and Date of the Meeting.** Notice of regular and special meetings shall be (1) published in a newspaper of general circulation within the district that is finalized for printing prior to the time and date of the meeting, (2) posting on the newspaper's website, if available, and (3) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers.

**Publication Procedure if the Newspaper Will Not Be Finalized for Printing Prior to the Time and Date of the Meeting.** Notice of regular and special meetings shall be (1) posting on the newspaper's website, if available, and (2) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the school district's jurisdiction is to be finalized for printing prior to the time and date of the meeting.

Newspapers of general circulation in the district include the **Voice News of Southeast Nebraska**. Such notice shall contain a statement that the agenda

shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the school district will (1) post the notice on its website, if available, (2) request the newspaper submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) post the notice in a conspicuous public place in the school district's jurisdiction. The school district will keep a written record of the posting and the written request to the newspaper.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

### 3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

### 4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.

- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
  
- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and shall be published on the school district's website within ten working days of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

Adopted on: May 14, 2014

Revised on: 11/16/20; 6/20/22; 2/20/23; 4/17/23; 6/17/24; 6/17/25

Reviewed on: 10/21/19; 11/15/21; 1/16/23; 1/15/24

# Weeping Water School Board Recognition Week Proclamation

WHEREAS, it shall be the mission of the Weeping Water School District to provide all students with the best possible education; and

WHEREAS, the school board sets the direction for our community's public school by envisioning the community's education future; and

WHEREAS, the school board sets policies and procedures to govern all aspects of school district operation; and

WHEREAS, the school board keeps attention focused on progress toward the school district's goals and maintains a two-way communications loop with all segments of the community; and

WHEREAS, serving on a school board requires an unselfish devotion of time and service to carry on the mission and business of the school district; and

WHEREAS, the school board must respond on behalf of the community to the educational needs of students; and

WHEREAS, the school board voluntarily accepts the above-mentioned responsibilities;

NOW, THEREFORE, BE IT RESOLVED that I, Adrian Allen, Weeping Water Superintendent, do hereby proclaim February 1 to February 7, 2026 as School Board Recognition Week in Weeping Water Public Schools. I encourage all citizens to publicly and privately thank the school board members serving this community for their dedicated service to our children.

---

Adrian Allen, Superintendent

---

Date



**Weeping Water  
Public Schools**

**Annual Report  
2025-2026**

# Weeping Water Public Schools

*We are a Tribe that: accepts, inspires, and empowers our students, families, and community!*

## Dossier Sections



### Profile

Information about the our "Why," the students of Weeping Water Public Schools and the community of stakeholders we serve.



### Action Plan

Our Action Plan including our timeline and process for Continuous Improvement



### Data Charts

Program, perceptual, and achievement data charts and analysis used in our Continuous Improvement Process.





# Profile

# Weeping Water Public Schools



District Mission:

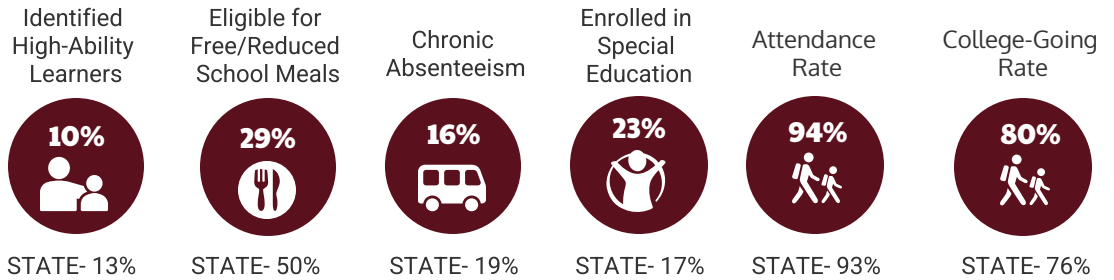
**We are a Tribe that: accepts, inspires, and empowers our students, families, and community!**

## 298

Total PK-12 Students in 2024-2025

- 2023/24 - 306 Students
- 2022/23 - 310 Students
- 2021/22 - 299 Students
- 2020/21 - 293 Students

### Student Population Characteristics



### PK-12 Enrollment 24/25

Pre-school	53
Kindergarten	23
1st Grade	8
2nd Grade	15
3rd Grade	15
4th Grade	21
5th Grade	23
6th Grade	22
7th Grade	10
8th Grade	22
9th Grade	17
10th Grade	20
11th Grade	23
12th Grade	26
<b>Total PK-12</b>	<b>298</b>

### Graduation Rate



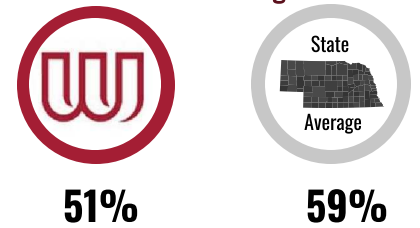
### District State Classifications 2025

- District - Great ★★★★★
- High School- Great ★★★★★
- Middle School - Great ★★★★★
- Elementary School- Great ★★★★★

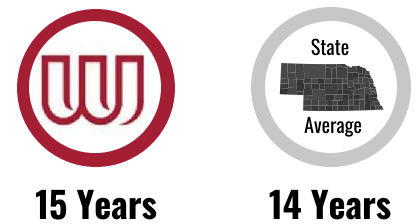
### Highly-Qualified Educators

34 FTE

Percent of Teachers with a Masters Degree



Average Years of Teaching Experience



### Student Engagement

## 95%



Percent of Students participating in at least one activities

### Extracurriculars Offered

Track & Field, Wrestling, Basketball, Volleyball, Football, Softball, Cheer, Band, Choir, FBLA, FCCLA, FFA, Hope Squad, HOSA, Journalism, Life of an Athlete, Musical, National Honor Society, Quiz Bowl, Speech, Student Council, Drama

### Teacher:Student Ratio



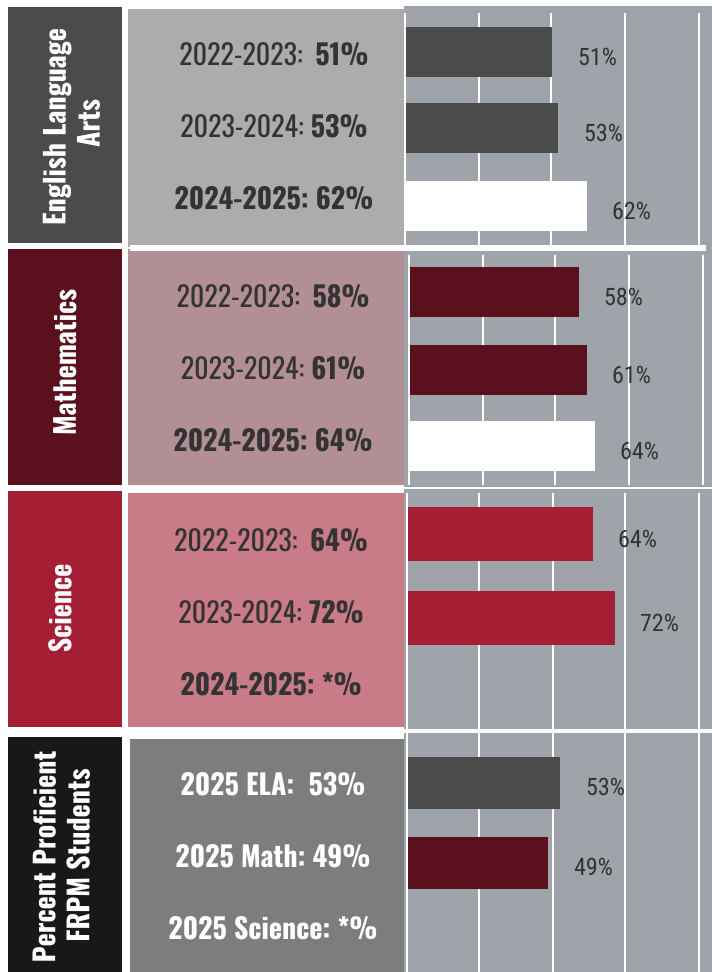
## 1:11



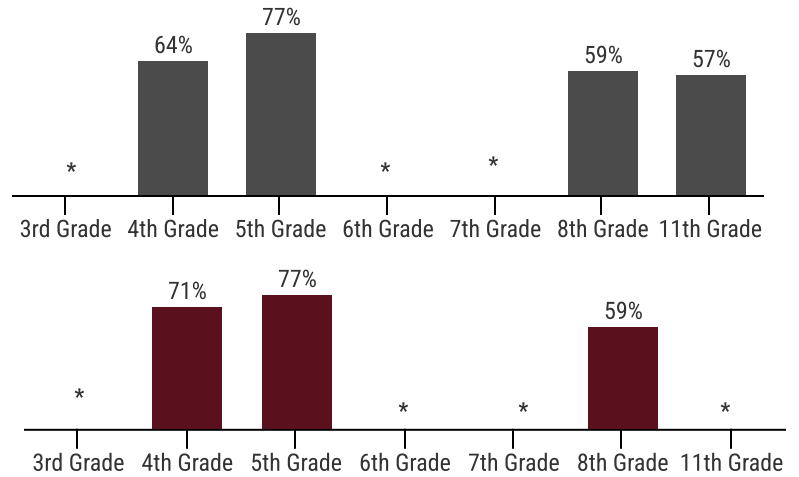
# Weeping Water Public Schools

## Assessment

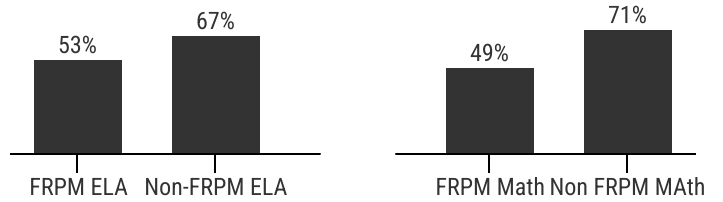
NSCAS Combined Results 2022-2025: 3rd-8th



NSCAS Grade Level Results 2025 % Proficient: 3rd-11th (ACT)



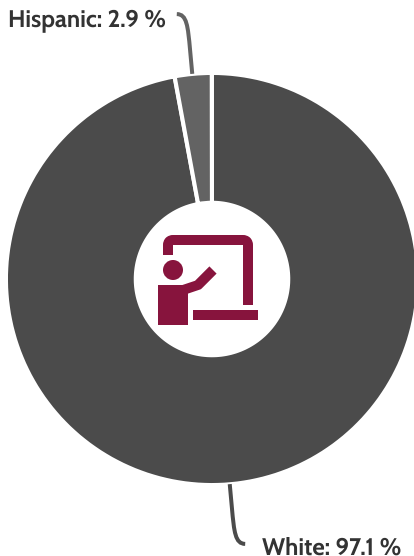
Percent Proficient FRPM Students vs Non FRPM



### 2025 ACT Average Scores



## Educator Demographics

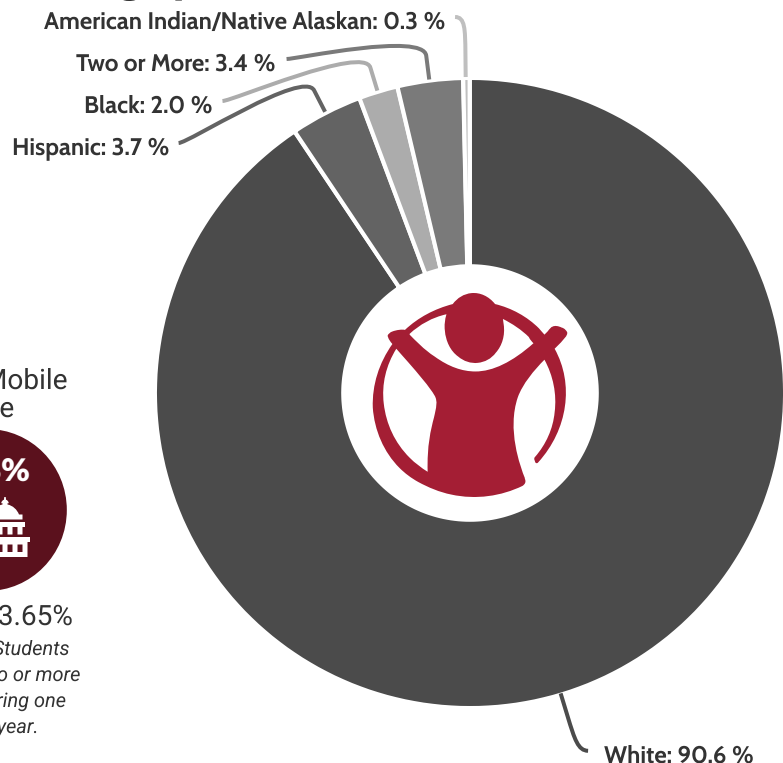


Teachers: **35 FTE**

Teaching Out of Field: **2 Teachers**

Inexperienced Teachers (<4 Years): **8 Teachers**

## Student Demographics



Highly Mobile Rate



STATE- 3.65%

Percent of Students Attending two or more schools during one school year.

## District History and Profile



"In June, 1729, Pierre and Paul Mallet reached the mouth of a wide and shallow river which they named the Platte, an Indian word meaning "flat." Meriwether Lewis and William Clark reached the Platte on July 21, 1804, having sighted the mouth of Weeping Water Creek just one day earlier: "We passed, at about three miles distance, a small willow Island to the north of a creek on the south, about twenty-five yards wide, by the French called L'eau qui pleure', or the Weeping Water." The first public school, housed in a log cabin, was started in 1859. The school continued to grow and develop in the years that followed. In 1939, a new facility was built, but by 1952, a number of schools consolidated, and eventually a proposal was passed to expand the original building in 1965. The next addition was made to the high school in 1991. A 13.8 million dollar bond was passed in 2013 for the latest addition. The bond included an industrial tech area, media center, gymnasium, wrestling room, and additional elementary and high school classrooms, including updated science and family and consumer science facilities.

The Weeping Water Public School is accredited by the Nebraska Department of Education. School district boundaries extend 12 miles north and south and 14 miles east and west. Approximately 225 square miles are contained within school district boundaries, including Avoca and Manley. The district is made up of one elementary school, one middle school, and one high school. We offer a wide range of curriculum including college courses (dual-credit, SCC Career Academy and career technical education) as well as a 1-to-1 technology program integrated in the classrooms. Weeping Water offers both a childcare and early childhood program. The childcare, Bright Arrows, is grant-funded through Sixpence & Department of Health and Human Services. The early childhood program serves ages 6 weeks to 4 years old. (WWPS is a diaper to diploma campus!) The district strives to meet all state and federal student performance accountability standards through a Multi-Tiered System of Support. Academically, Weeping Water Public Schools have been steadily improving over the past several years. Our graduation rate has been consistently higher than the state average, and we have a skilled and dedicated staff with average years of teaching experience equivalent to that of the state and nearly so for masters degrees. WWPS is committed to providing an environment in which all students have the opportunity to experience success.

# Our Mission and Community



*We are a Tribe that: accepts, inspires, and empowers our students, families, and community!*

## Our Vision

*Weeping Water Public Schools is a community where all children feel loved, respected, and encouraged to develop to their fullest potential.*



## Our Core Beliefs

- **I**nstructing with Purpose
- **N**urturing the Individual
- **D**edicated to Achievement
- **I**nstill a Sense of Community
- **A**ppreciating Diversity
- **N**ext Generation Oriented
- **S**triving for Excellence

## Local Business and Industry



Automotive Service  
Building Rentals  
City Offices  
Child Care  
Churches  
Contracting, Hardware, Electrical  
Convenience/Grocery Stores  
Food Services/Liquor Establishments

Funeral Services  
Health Care Service  
Industrial  
Legal/Financial/Investments/Insurance  
Museums, Theatre, Entertainment  
Personal Care  
Realtors  
Retail Stores & Specialty Shops  
Miscellaneous Services





# Action Plan

## Strategic Plan Snapshot: 2022–2026 Focused on Continuous Improvement for Every Student

### Academic Excellence (Focus: Writing)

Goal: Ensure every student can write clearly and effectively across all subjects.

### Student Well-Being (Focus: Life Skills)

Goal: Build responsibility, self-advocacy, coping skills, and strong relationships

We are a Tribe that:  
accepts, inspires, and  
empowers our  
students, families,  
and community!

### Consistent Teaching Methods

- **What:** We are adopting a single, district-wide writing model (like 6 Traits or Writer's Workshop).
- **Why:** So students hear the same instructions and use the same strategies from Kindergarten through 12th grade.
- **Who:** Teachers & Instructional Coaches.

### Daily Skill Building

- **What:** "Tribe Time" and Positive Action lessons implemented weekly.
- **Why:** To explicitly teach students how to manage emotions, set goals, and advocate for themselves.
- **Who:** Counselors & Classroom Teachers.

### Implementation Timeline

#### 2022-2024:

- Started "Tribe Time" & Student Goal Setting.
- Launched writing assessments 3x/year.

#### 2024-2025:

- Implemented "Circle of Friends" small groups.
- Staff training on new writing frameworks.

#### 2025-2026:

- Full rollout of "Positive Action" groups.
- Analyzing Nurse Data to reduce absenteeism.
- District-wide writing celebrations.

### Identifying Needs Early

- **What:** We use screening tools (SAEBRS) and nurse visit data to spot students who are struggling with anxiety or conflict.
- **Why:** Creating small support groups like "Circle of Friends" for students who need a boost.
- **Who:** Nurse, Counselors & Admin.

### Regular Progress Checks

- **What:** Writing assessments happen 3 times a year (Fall, Winter, Spring).
- **Action:** Teachers meet regularly in teams (PLCs) to grade fairly and adjust teaching based on the results.
- **Who:** Assessment Coordinators & Teaching Teams.

### Leadership & Engagement

- **What:** Encouraging older students to mentor younger ones (e.g., Big Pal program).
- **Family Role:** Hosting events like Family Literacy Night to keep parents involved.

### Real-World Application

- **What:** Writing isn't just for English class. Students will practice writing in Science, History, and elective classes.
- **Fun Factor:** We will host "Writing Celebrations" and publish student work in newsletters and digital portfolios.

## The Foundation: Measuring Success

### How we know it's working (2026 Targets):

- **Academic Growth:** Improved proficiency on district writing assessments from baseline to end-of-year.
- **Better Engagement:** Higher attendance rates and fewer missing assignments.
- **Emotional Health:** Reduction in non-medical nurse visits and increased student self-confidence.

### Responsible Teams

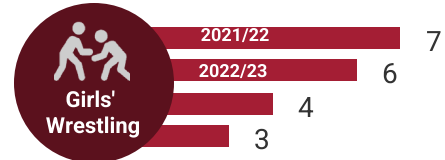
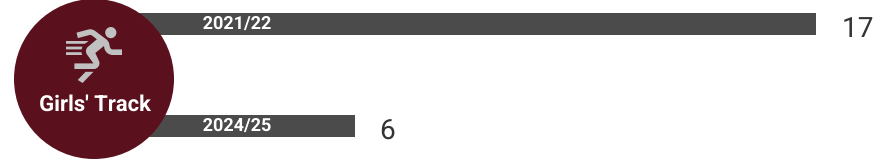
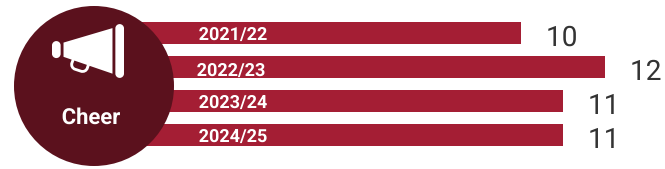
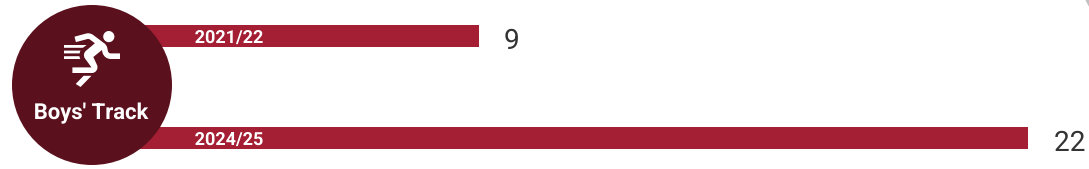
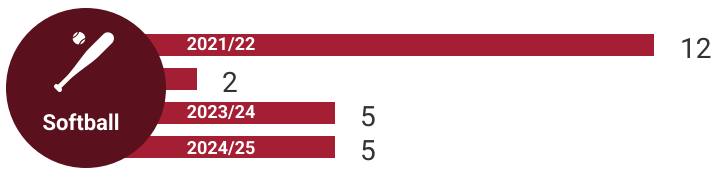
- **Admin/Board:** Strategic oversight & resources.
- **Teachers/PLCs:** Daily instruction & progress monitoring.
- **Support Staff (Nurse/Counselors):** Health & emotional data tracking.
- **Families:** Engagement & home support.



# Data Charts

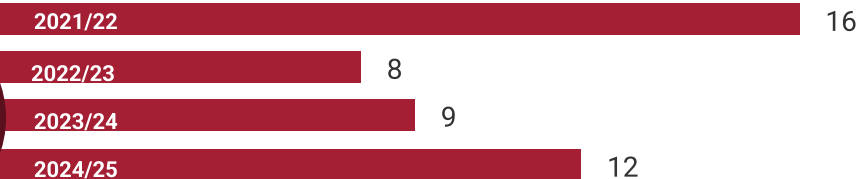
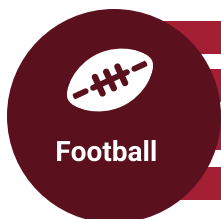
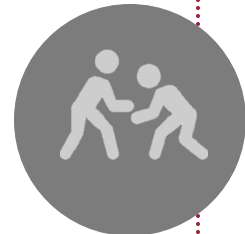


### Athletic Participation: High School Students 9th-12th





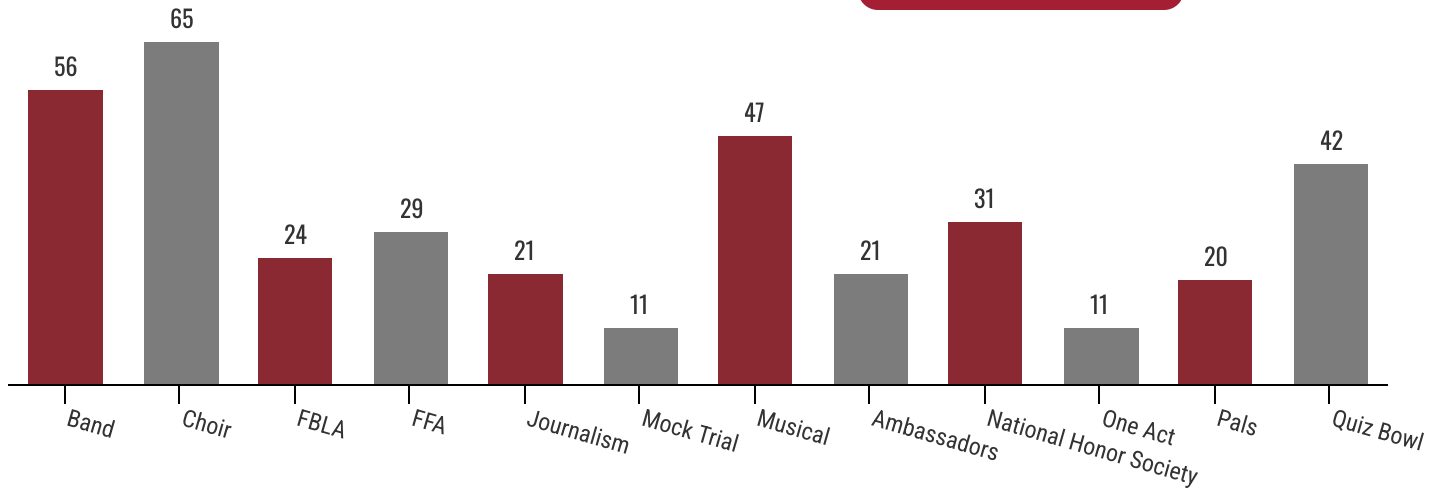
### Athletic Participation: Middle School 6th-8th



**Activity Participation by Year**

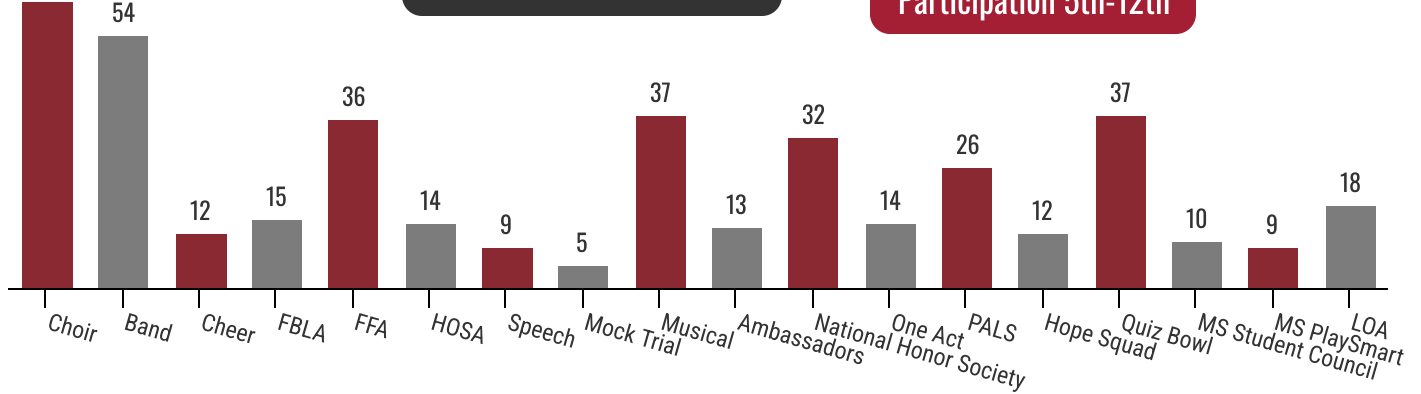
**2022-2023 School Year**

**88% Activity Participation 5th-12th**



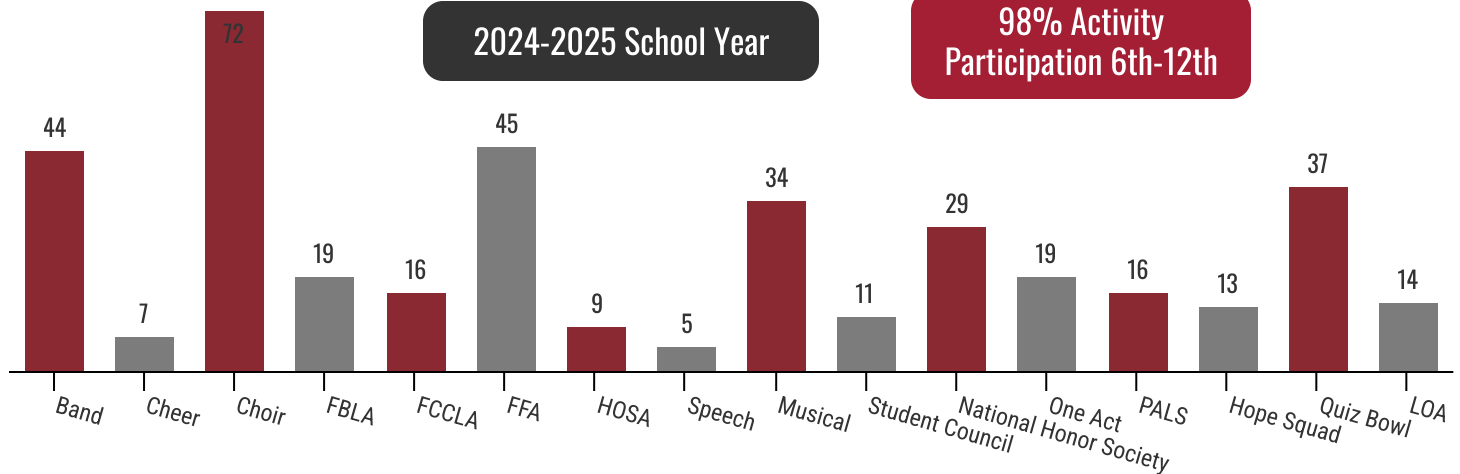
**2023-2024 School Year**

**80% Activity Participation 5th-12th**

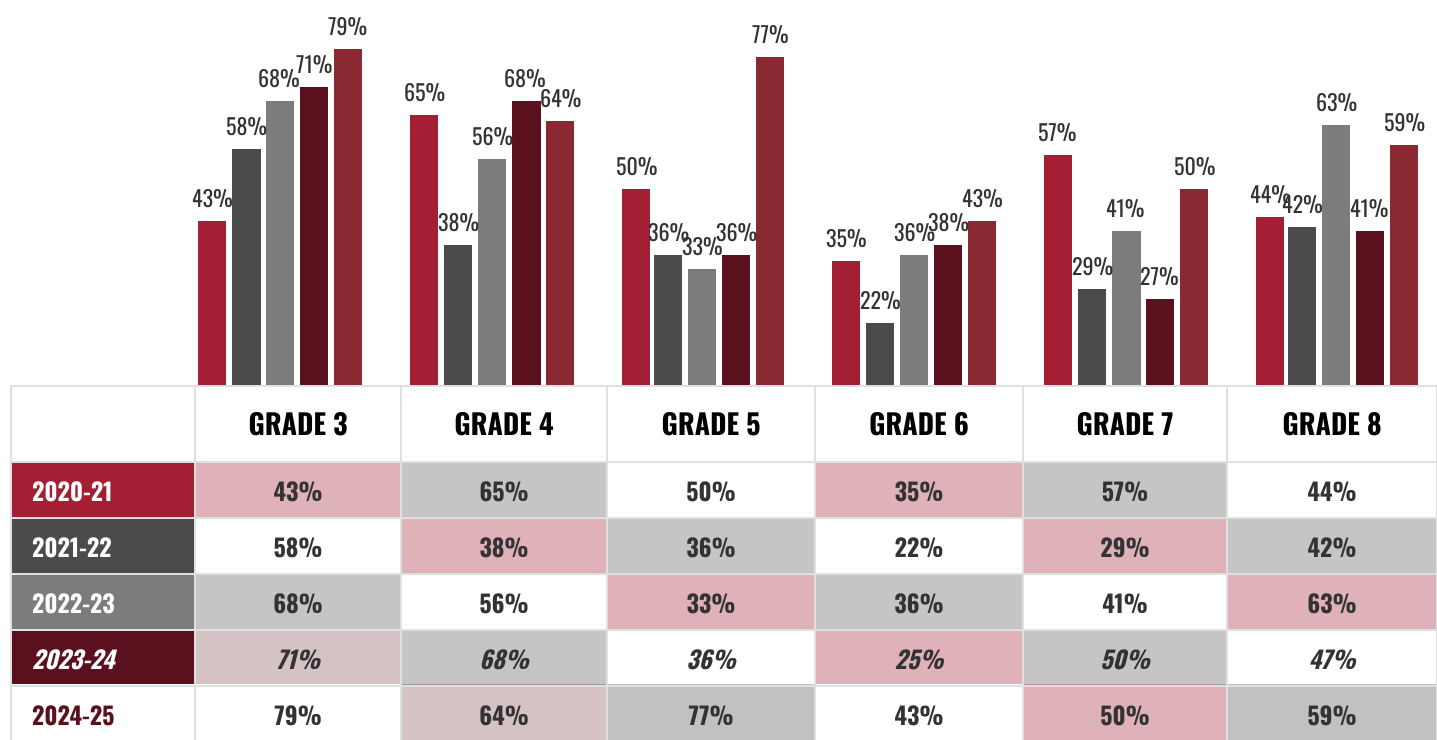


**2024-2025 School Year**

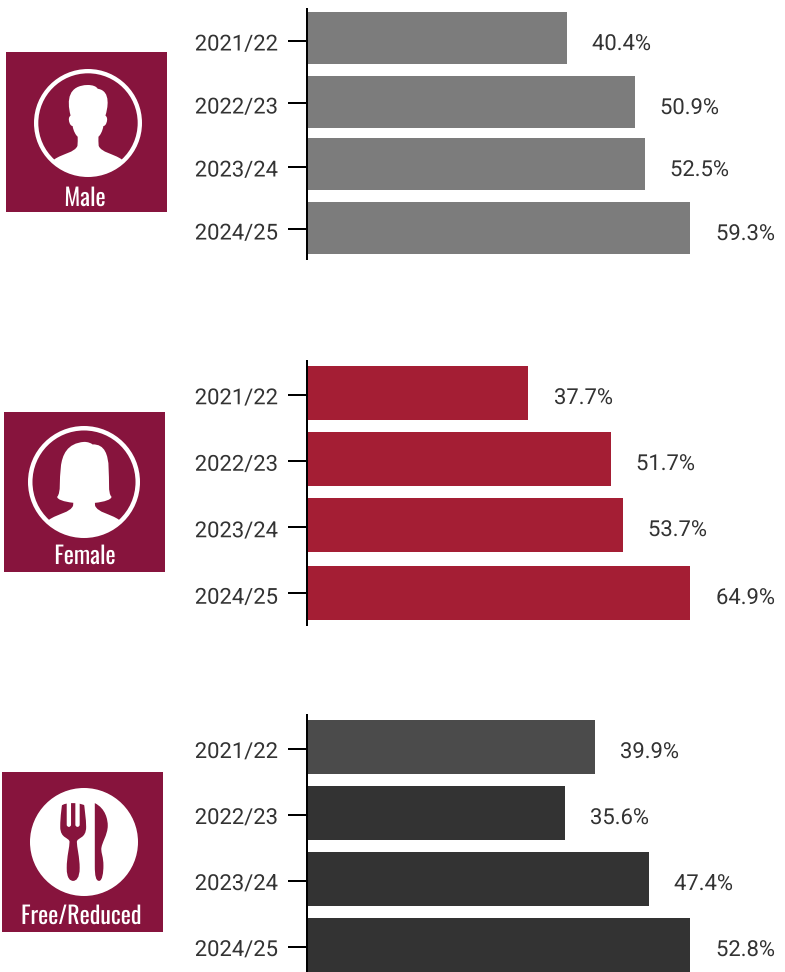
**98% Activity Participation 6th-12th**



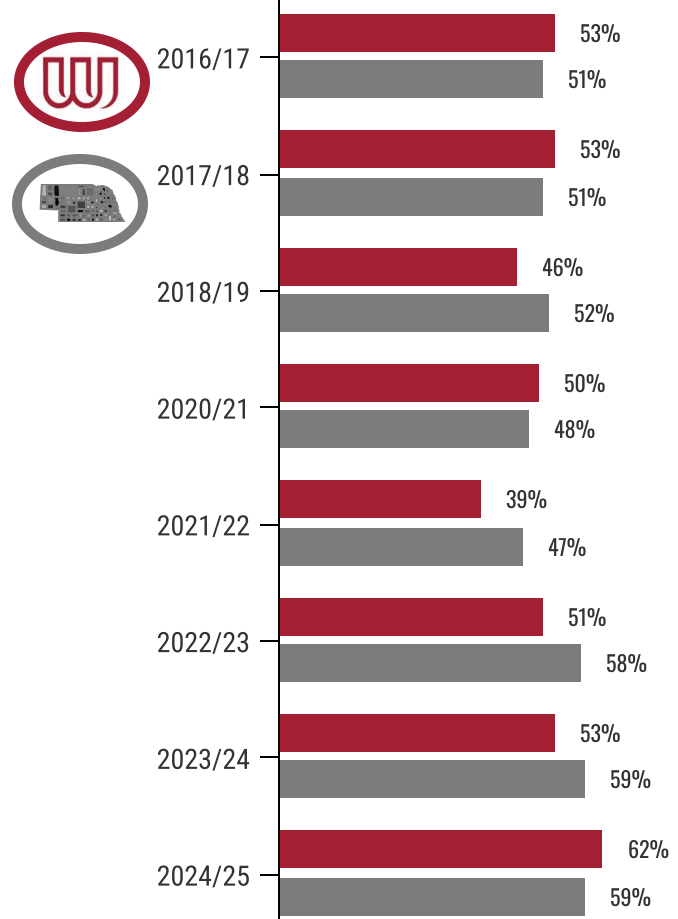
**English Language Arts - % of Students On track and Above (Spring)**



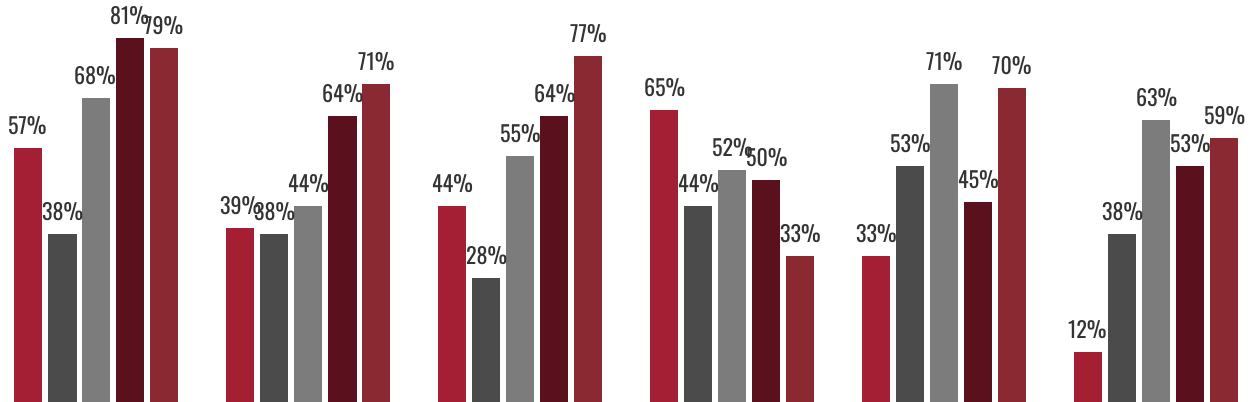
**Percent of Students Scoring "On Track or Above 2024/25"**



**District and State Overall Proficiency**

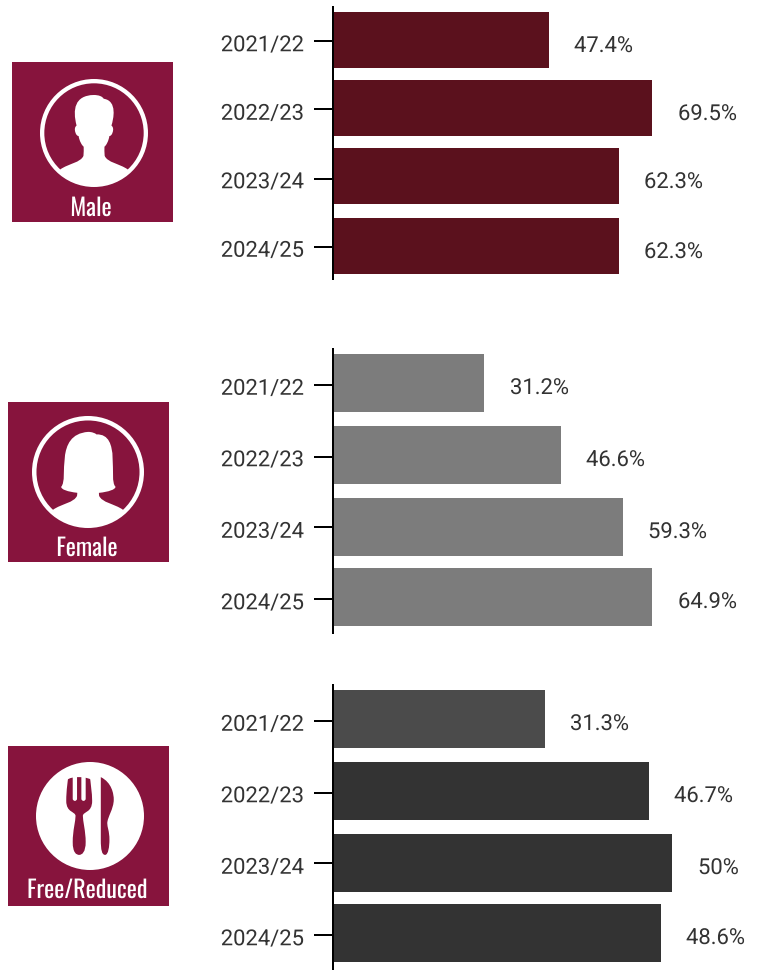


**Mathematics - % of Students On track and Above (Spring)**

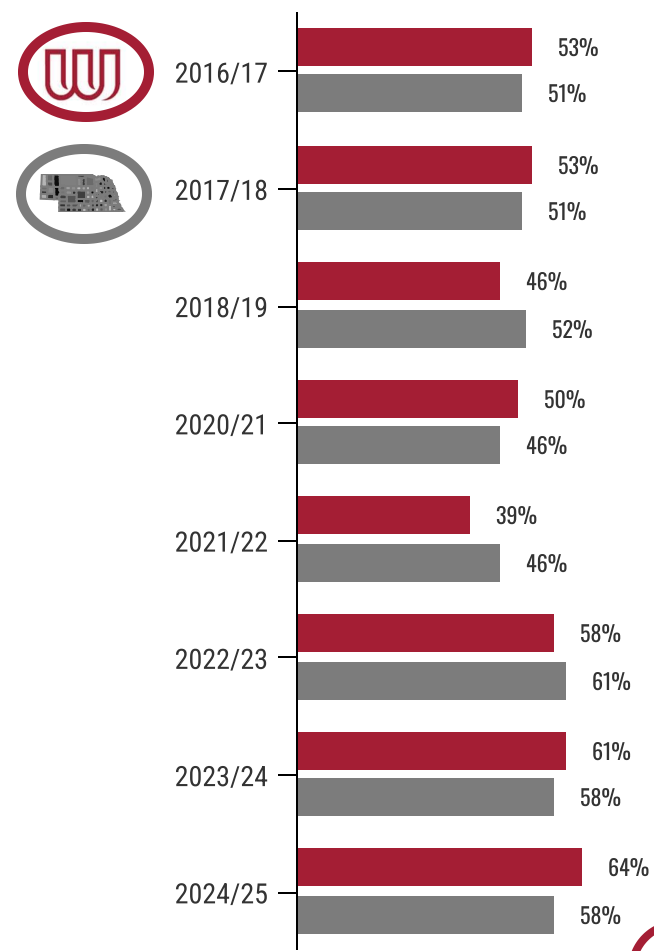


	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8
<b>2020-21</b>	57%	39%	44%	65%	33%	12%
<b>2021-22</b>	38%	38%	28%	44%	53%	38%
<b>2022-23</b>	68%	44%	55%	52%	71%	63%
<b>2023-24</b>	81%	64%	64%	50%	45%	53%
<b>2024-25</b>	79%	71%	77%	33%	70%	59%

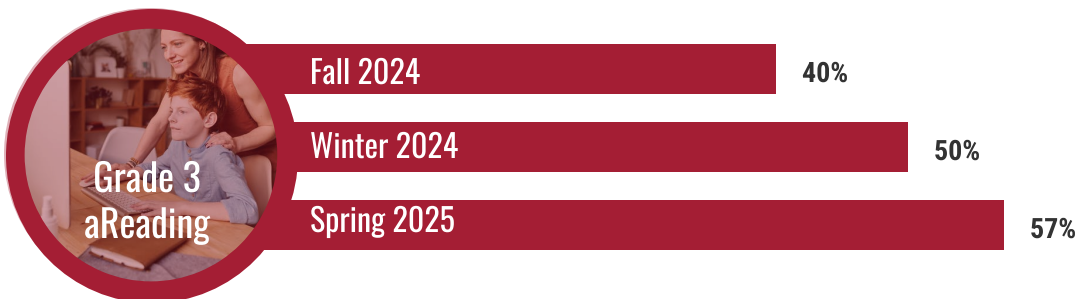
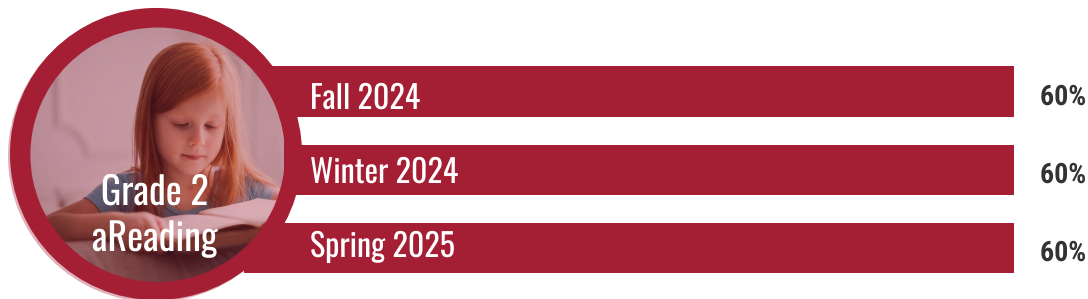
**Percent of Students Scoring "On Track or Above 2024/25"**



**District and State Overall Proficiency**



**Reading - Percent of Students "On Track"**





Comparisons from **Fall 2023** to **Fall 2025** for each level of students informs us about student growth and how well students retained information. The charts below represent the percent of students "On Track" in each area of Reading assessed.

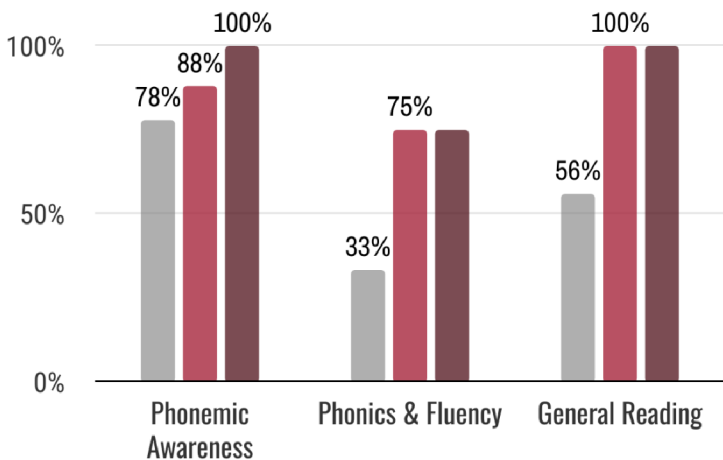
## Elementary Cohorts

Fall 2023

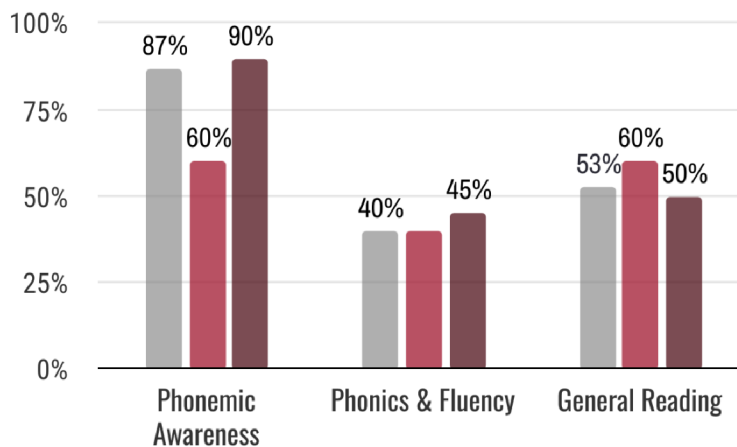
Fall 2024

Fall 2025

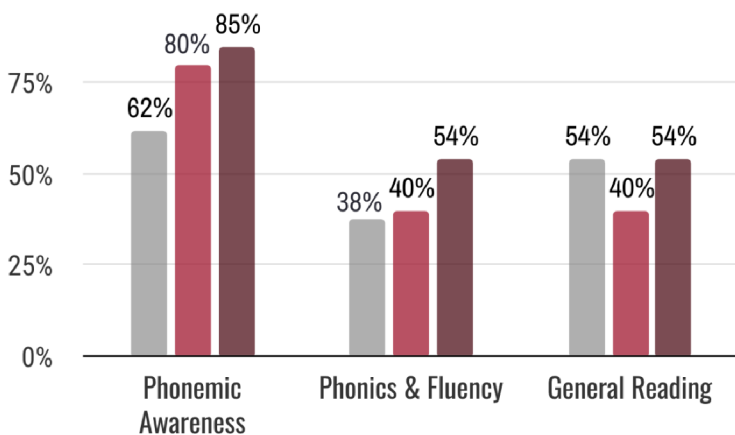
### Kindergarten 2023 to First Grade 2024 to Second Grade 2025



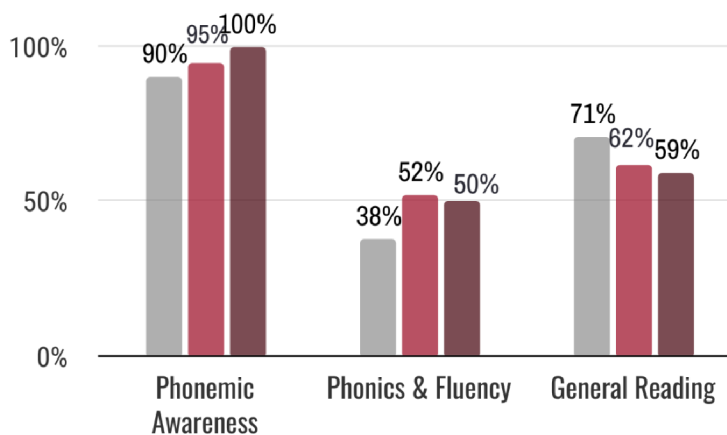
### First Grade 2023 to Second Grade 2024 to Third Grade 2025



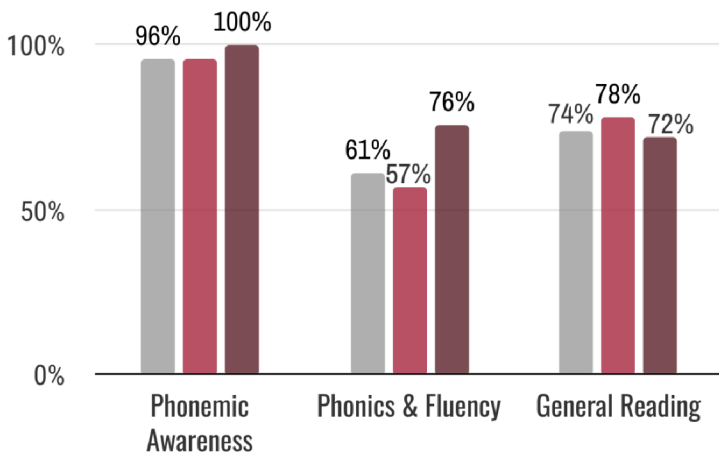
### Second Grade 2023 to Third Grade 2024 to Fourth Grade 2025



### Third Grade 2023 to Fourth Grade 2024 to Fifth Grade 2025



### Fourth Grade 2023 to Fifth Grade 2024 to Sixth Grade 2025

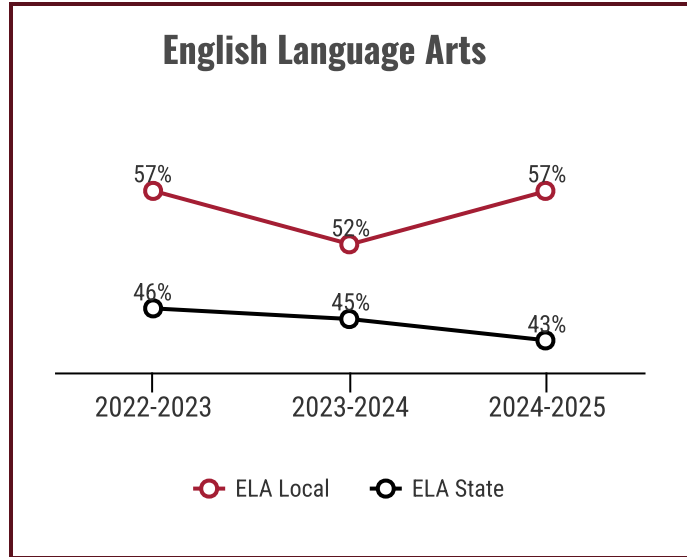


## Longitudinal Reading Achievement (2023–2025): Tracking Student Retention and Growth in Foundational Literacy

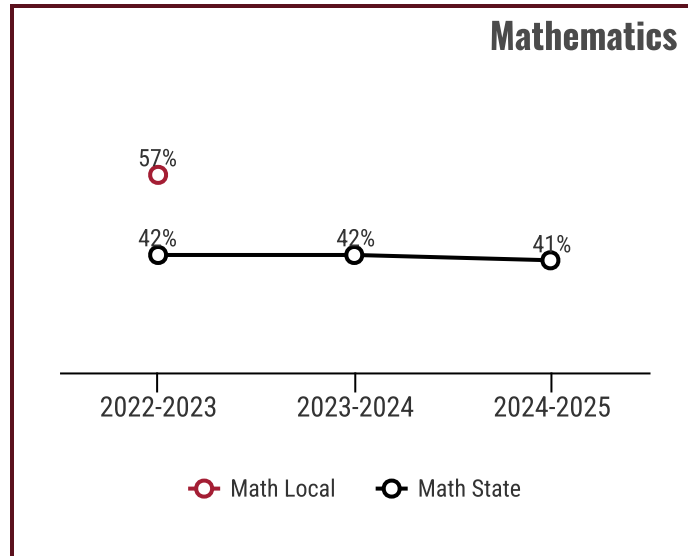
This report tracks the longitudinal progress of Weeping Water elementary cohorts from Fall 2023 through Fall 2025, measuring how effectively students retain information and grow as they advance in grade level. By analyzing the percent of students "On Track" across three consecutive years, the data reveals significant district-wide strengths in foundational skills. Notably, the results demonstrate exceptional mastery in Phonemic Awareness, with multiple cohorts—including the youngest learners—advancing to near or full 100% proficiency as they progress through the grades.

**NSCAS ACT - Percent of Students "On Track or Exceeds"**

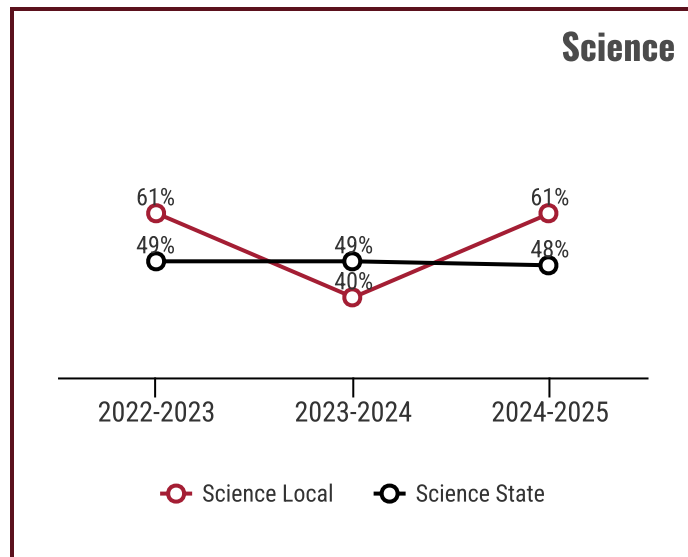
<b>W</b>	<b>ELA Local</b>	<b>ELA State</b>
2022-2023	57%	46%
2023-2024	52%	45%
2024-2025	57%	43%



<b>W</b>	<b>Math Local</b>	<b>Math State</b>
2022-2023	57%	42%
2023-2024	*	42%
2024-2025	*	41%

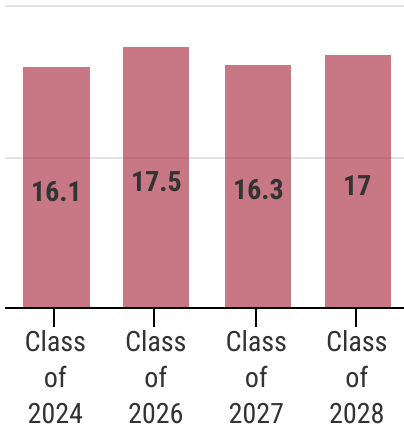


<b>W</b>	<b>Science Local</b>	<b>Science State</b>
2022-2023	61%	49%
2023-2024	40%	49%
2024-2025	61%	48%

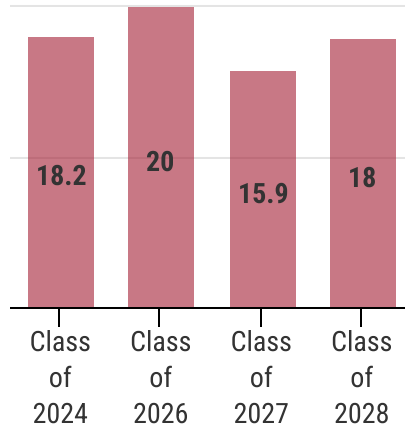


**Average Local Score by Subtest**

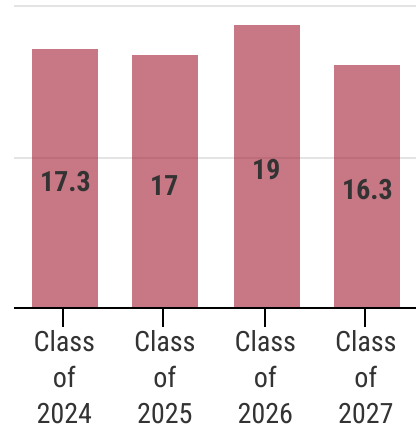
**Mathematics**



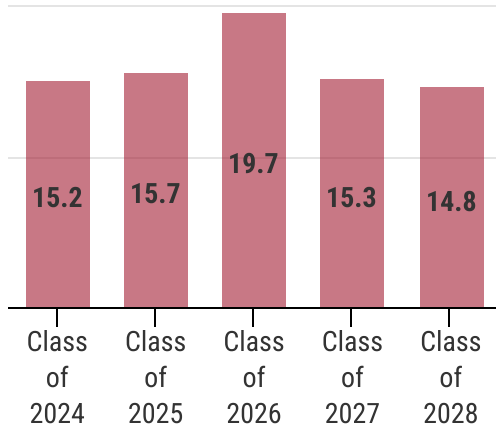
**Science**



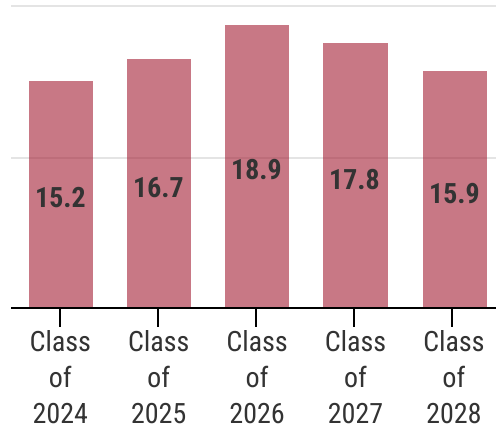
**STEM**



**English**

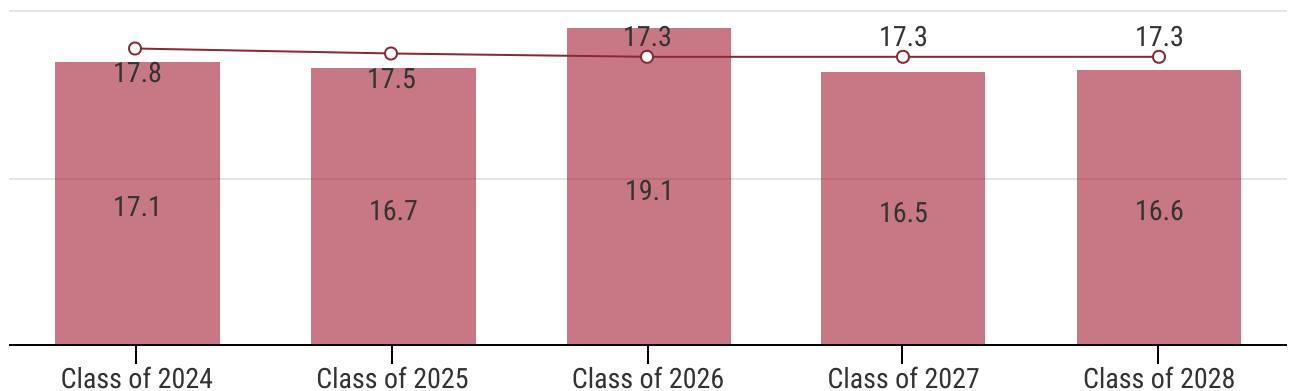


**Reading**



**Composite**

● Local Average Composite ○ National Average





**Weeping Water  
Public Schools**

**5048**  
**Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (ANAPHYLAXIS)**

School employees will comply with the requirements of "Protocol: Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis)". The district shall procure and maintain the equipment and medication necessary to implement the protocol.

The superintendent shall obtain the required signature(s) of one or more physicians licensed to practice medicine in Nebraska on the form entitled "Protocol: Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis)" ("Protocol"). The superintendent shall publish this policy and Protocol in each employee handbook.

The superintendent shall arrange to have a qualified medical person train employees, and for training updates as necessary.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 5053

### **Self-Management of Diabetes or Asthma/Anaphylaxis**

Upon receiving the written request of a student's parent or guardian and the written medical authorization described in the applicable provisions below, , the school district will work with the parent or guardian in consultation with appropriate medical professionals to develop a medical management plan for a student with diabetes, asthma, or anaphylaxis (referred to herein as "medical condition").

A student with diabetes must obtain written authorization to self-manage from the student's physician. The plan for a student with diabetes will (a) identify the health care services the student may receive at school, (b) evaluate the student's understanding of and ability to self-manage his or her medical condition, (c) permit regular monitoring of the student's self-management by an appropriately credentialed health care professional, and (d) be signed by the student's parent or guardian and the physician responsible for the student's medical condition.

A student with asthma or anaphylaxis must obtain written authorization to self-manage from the student's physician or from the health care professional who prescribed the medication for treatment of the student's condition. The plan for a student with asthma or anaphylaxis will (a) identify the health care services the student may receive at school, (b) evaluate the student's understanding of and ability to self-manage his or her medical condition, (c) permit regular monitoring of the student's self-management by an appropriately credentialed health care professional, (d) include the name, purpose, and dosage of the prescription asthma or anaphylaxis medication prescribed for such student, (e) include procedures for storage and access to backup supplies of such prescription asthma or anaphylaxis medication, and (f) be signed by the student's parent or guardian and the physician or other health care professional responsible for the student's medical condition.

The plan will permit the students to self-manage his or her medical condition in any part of the school or on school grounds during any school-related activity, or in a private location. The parent or guardian of a student for whom such a medical management plan has been developed shall sign a statement acknowledging that (a) the school and its employees and agents are not liable for any injury or death arising from a student's self-management of his or her medical condition and (b) the parent or guardian will indemnify and hold harmless the school district and its employees and agents against any claim arising from a student's self-management of his or her medical condition. The student's parent or guardian will be personally responsible for any and all costs associated with

any injury to school personnel or another student resulting from the a student's misuse of necessary medical supplies.

The district may prohibit a student who is self-managing his or her diabetic condition from possessing medical supplies for self-management and may establish other necessary and appropriate restrictions or conditions when the district determines that the student has endangered himself, herself, or others through misuse or threatened misuse of such medical supplies. The district will promptly notify the parent or guardian of any such prohibition, restriction, or condition.

The district may impose disciplinary consequences on a student with asthma or anaphylaxis who uses his or her prescription asthma or anaphylaxis medication other than prescribed. These disciplinary consequences shall not include limitations on the student's access to necessary medication. The district will promptly notify the parent or guardian of any disciplinary action imposed.

Adopted on: June 11, 2014

Revised on: 1/18/21

Reviewed on: 7/15/24

## **4900**

### **Early Retirement Incentive Program Policy**

#### **PURPOSE**

The Early Retirement Incentive Program (Program) is intended to benefit qualified certificated employees who are considering retirement. The Program's objectives include, but are not limited to, the following:

- Offering financial incentives which will assist long-term employees who are considering retirement;
- Reducing costs to the school district by replacing maximum salaried employees with lesser salaried employees; and
- Providing a balance of employee experience.

#### **QUALIFICATIONS**

**1. Certificated Employee.** To participate in the Program, a person must be a teacher or administrator certificated by the Nebraska Department of Education, and employed by the School District in a capacity which requires such certification.

**2. Full-Time Equivalency.** Certificated employees who are employed 1.0 full-time equivalency (FTE) in an employment position that requires a certificate from the Nebraska Department of Education may participate in the Program, provided that the part-time employee's benefits under such a plan shall be pro-rated based on their FTE as of December 1<sup>st</sup> of the employee's final contract year.

**3. Minimum Age and Years of Service.** To be eligible for this Program, a certificated employee must: (a) Been offered the early retirement package in 2019 OR (a) be 55 years of age on or before August 31<sup>st</sup> after the school year of application (i.e. August 31, 2020 of the 2019-20 school year) (b) have completed 13 total years of continuous, credited service in the employment of the School District, and (c) meet any other criteria established by the board of education at the regular November meeting (such as department or building eligibility). Credited service shall be defined as continuous employment with the school district as a 1.0 FTE certificated employee through the employee's last year of service in an employment position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for

a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the district for the purpose of meeting the eligibility requirement of 25 total years of service, less than full-time employment would reduce the employee's full-time equivalent employment for a school year. For example, an employee employed on a half-time (.5 FTE) basis would be credited with half a year (.5) of full-time equivalent employment.

## **ENROLLMENT REQUIREMENTS**

**1. Resignation.** Participants in the Program will resign their positions with the school district effective at the close of the school year in consideration for the benefits outlined in Section D below.

### **2. Application.**

2026/2027 school year - An employee must submit a signed Application and Agreement form to the board of education on or before April 4, 2026 of the employee's last intended school year of employment. The superintendent shall review the employee's record to determine whether the employee is eligible for the Program. The Board will notify the applicant on or before April 11, 2026 of its action on his or her application.

2027/2028 school year - An employee must submit a signed Application and Agreement form to the board of education on or before January 6, 2027 of the employee's last intended school year of employment. The superintendent shall review the employee's record to determine whether the employee is eligible for the Program. The Board will notify the applicant on or before January 14, 2027 of its action on his or her application.

**3. Employee's Ineligibility.** An employee who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration or (2), after a hearing before the board of education, the board determines that said employee's employment should not be canceled or terminated.

## **BENEFITS**

**1. Calculation of Benefits:** The benefit to be paid under this Program shall be \$1,000 multiplied by the number of years of service of continuous service at the School District.

**2. Payment of Benefit.** The benefit shall be paid to the teacher in three (3) equal payments. The first payment shall be made in September of the calendar year of the teacher's resignation, with the remaining payments made in September of the following two calendar years.

**3. Limitation on Payment.** The board of education shall, in its sole and unfettered discretion, determine whether to budget and fund any Early Retirement Incentive Program payments in a particular year, and shall determine the total amount of such payments, if any, that will be made available for such payments.

**4. Source of Funds.** The school district shall pay the entire cost of the plan.

**5. Administration.** This Program shall be administered by the board of education by and through the administration of the school district.

**6. Beneficiary Designation.** In order for the application to be considered complete, a beneficiary must be designated.

**7. Income Tax Consequences.** Payments pursuant to this plan have been determined to be taxable income for state and federal income tax purposes, and will be treated as such. The school district will withhold such sums as are required by law, and payments will be reported as a taxable income.

**8. COBRA Rights.** A separating employee will have the opportunity to continue health insurance benefits as may be permitted by the provisions of the Comprehensive Omnibus Budget Reconciliation Act or other applicable law. The employee shall be responsible for any payments required to participate in the COBRA program.

## **ADMINISTRATION**

**Application and Waiver.** An employee who elects to participate in the Program, and the school district (through its board of education), shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the employee that the Voluntary Separation Program is totally voluntary in nature and provides each employee at least 45 days to consider the ramifications of participation in the Program before making a decision. An employee may waive the 45 day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, Neb.

Rev. Stat. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and regulations that relate to the validity of the Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after both the employee and the Board have signed the contract, and advises the employee to consult with an attorney before signing the Application and Agreement.

An employee who submits an application to participate in the Program may withdraw the application within 7 days after it is approved by both parties, but not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole discretion, determine the number of applications to be approved in any given year. If the Board receives more applications for voluntary separation than it approves, the Board shall approve the applications as follows:

The Board will approve the application of the employee whose salary is higher, as determined by the employee's placement on the salary schedule index (excluding all unit pay).

If the salaries of those involved are exactly the same, the Board will approve the application of the employee who first signed and returned his or her employment contract for the then current contract year.

If the salaries and signing dates of those involved are exactly the same, the Board will approve the application of the employee which was submitted earlier.

An employee's application to participate in the Program is in itself not a resignation of a contract with the School District. However, the Board's approval of an employee's application will be considered the approval of the employee's voluntary resignation and termination of the employee's continuing contract. If the Board does not approve an employee's application, the employee's contract will continue in effect, and the employee will remain an employee by the School District unless he or she otherwise resigns or his or her contract is terminated for just cause.

## **F. TERM OF PROGRAM**

This policy will also be offered for the 20\_\_/20\_\_ school year. Those employees who were eligible during the 20\_\_/20\_\_ school year but chose not to enroll in the program will be eligible in 20\_\_/20\_\_. During the 20\_\_/20\_\_ school year, the Board reserves the right, but is not required to,

expand the number of early retirement applications that will be accepted in the 20\_\_/20\_\_ school year and any other eligibility limitations or requirements (such as building or department requirements).

After the 20\_\_/20\_\_ school year, this policy shall be reviewed annually, and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its regular November meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). This Program shall be offered only to eligible employees as defined herein, who satisfy the Program requirements prior to the applicable deadline, and who submit an ERIP Application and Agreement prior to the applicable deadline.

## **G. LIMITATIONS OF APPLICATIONS**

The Board reserves the right to limit the number of voluntary separation applications granted during any single school year if the number of requests results in separation payments that exceed budget constraints and/or if multiple requests from employees within a single department could, in the opinion of the school administration, result in the excessive loss of continuity of instruction and effectiveness of that department. If multiple employees from the same department submit requests in the same school year, the priority of applicants granted will be determined in accordance with paragraph E.

Adopted: March 13, 2019

Revised: November 18, 2019

Reviewed: October 19, 2020; 10/18/2021; 10/17/22;10/16/23; 1/19/26

## **3052 Leasing Personal Property**

### **I. Leases of Personal Property by the District**

#### **A. Applicability of this policy.**

Leases of personal property using any federal funds, whether those funds are derived directly from the federal government (e.g. award of a federal grant) or are derived by pass-through awards from the Nebraska Department of Education (e.g. special education funds, school lunch funds, Title I funds) are subject to the policy on Purchasing and Procurement with Federal Funds, which is found elsewhere in this section.

This policy applies to all other leases of personal property made by the school district other than construction, remodeling, repair and site improvements.

#### **B. General Leasing Policy**

1. The school district's budget shall be the guide for all leases of personal property. Any leases of personal property must be approved by the board or superintendent.
2. The board intends to lease competitively, whenever possible, without prejudice and to seek maximum educational value for every dollar expended.
3. The leasing of equipment and other goods shall be centralized in the administration office under the supervision of the superintendent of schools, who shall be responsible for developing and administering the leasing program of the school district.
4. Leases of personal property or commitments of district funds that are not authorized by this policy will be the responsibility of the person making the commitment.
5. No board member, employee, volunteer, parent-teacher organization, or other individual or entity may use a school district account, its tax identification number, or its tax exemption to make personal leases of any kind or for any reason.

### **C. Leasing Procedures**

1. School personnel must secure the approval of the board or superintendent before entering into a lease for personal property.
2. For lease of more than **\$10,000**, the district will secure written quotes and/or estimates from a reasonable number of vendors. The district will lease from a responsible vendor with the lowest price unless the board approves the lease from the more expensive vendor.

### **D. Relations with Vendors**

1. The board wishes to maintain good working relations with vendors who lease equipment, goods, and other personal property to the school system. The school shall not extend favoritism to any vendors. Each lease shall be entered into on the basis of quality, price and delivery, with past experiences being a factor if all other considerations are equal.
2. No lease shall be made that violates any conflict of interest policy or law.
3. The board believes in patronizing local businesses. Consequently, when proposals are judged to be equal in terms of quality, price, and/or service, the lease will be awarded to the firm that is located within the district. However, the board will not sacrifice either quality or economy to patronize local businesses.

## **II. Lease of District-Owned Personal Property to Others**

### **A. Personal Property Valued at No More Than **\$1,000****

If the Superintendent determines that any personal property that is owned by the school district and has a fair market value of no more than **\$1000** is not needed for school district use, the Superintendent may enter into a lease agreement for a period no longer than the period of time during which such property is not needed for school purposes and in no event longer than **60** days. The Superintendent is authorized to determine the terms and conditions of the lease of this district-owned personal property,

provided however that Superintendent will avoid leasing such personal property at a rate that is significantly lower than the fair market value for comparable rentals of similar personal property. At Superintendent's discretion, Superintendent may require lessors of this district-owned personal property to furnish property and liability insurance covering lessors use of such property.

**B. Personal Property Valued in Excess of \$1000**

If the board of education determines that any personal property that is owned by the school district and has a fair market value of at least \$1000 is not needed for school district use, the board may lease such property, or portion thereof, upon such terms and conditions as it determines.

Adopted on: July 10, 2019

Revised on: November 14, 2021

Reviewed on: 2/20/23; 1/19/26

## **3054 Law Enforcement Unit**

The board is committed to providing a safe environment conducive to learning for members of the school community. In furtherance of this commitment, the board designates Cass County Sheriff's Office to act as the district's Law Enforcement Unit.

**Authority of the Law Enforcement Unit.** The law enforcement unit is officially authorized to:

- Enforce any local, State, or Federal law, or refer to appropriate authorities a matter for enforcement of any local, State, or Federal law against; *and*
- Maintain the physical security and safety of the district

In maintaining the physical security and safety of the district, the law enforcement unit may employ surveillance or other safety or security equipment in compliance with state and federal law. The law enforcement unit is responsible for the maintenance and security of any such equipment.

**Records of the Law Enforcement Unit.** All records created and maintained by the law enforcement unit for a law enforcement purpose are considered law enforcement unit records. This would include any records produced by surveillance or other safety or security equipment employed by the law enforcement unit to maintain the physical security and safety of the district.

Law enforcement unit records must be maintained by the law enforcement unit until the unit determines the records may be destroyed. The law enforcement unit is responsible for maintaining law enforcement unit records separate and apart from the student records maintained by the district pursuant to the board's policy regarding student records.

Law enforcement unit records may only be disclosed with the authorization of the Superintendent or his/her designee. Only copies of law enforcement unit records may be disclosed, and the original must be retained by the law enforcement unit and will continue to be considered a law enforcement unit record.

Adopted on: August 14, 2019

Revised on: \_\_\_\_\_

Reviewed on: 2/20/23; 1/19/26

## **4002 Drug Free Workplace**

It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy, and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

An employee must notify his/her supervisor of any conviction of a criminal drug statute for a violation occurring in the workplace within five days. The failure to report such a conviction will be grounds for dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction.

Adopted on: May 14, 2014  
Revised on: March 16, 2020  
Reviewed on: 2/20/23; 1/19/26

## **4004 Employment of Relatives, Domestic Partners and Significant Others**

It is in the school district's best interest to hire the best qualified candidate for employment. However, the district must use sound judgment in hiring and placing employees who are closely related, reside together as domestic partners, or are involved in close relationships for the following reasons: avoiding conflict of interest and the appearance of a conflict of interest; avoiding favoritism and the appearance of favoritism; promoting collegiality among employees; minimizing lost productivity; easing the task of managing employees; avoiding friction and conflict when marriages or relationships break down; and avoiding claims of sexual harassment.

For the purposes of this policy, the term "relative" refers to a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or corresponding in-law or "step" relation. "Domestic partner" refers to individuals who reside in the same household and are involved in a relationship, who may hold themselves out to the public as marital partners, but who are not legally married. "Significant others" refers to individuals who are dating or engaged to be married but may or may not reside together. This policy applies to all categories of employment including regular, temporary, and part-time classifications.

Generally, an employee's relative, domestic partner, or significant other should not be hired to work in the same department as the employee or in any other position in which the district believes a conflict or the appearance of a conflict may exist. Relatives, domestic partners, and significant others are permitted to work at the district provided one does not report directly to, supervise, or manage the other. The superintendent and/or board may make exceptions to this general rule.

Employees in a supervisory-subordinate relationship or employed in the same department who marry, become domestic partners, or become significant others while employed will be treated in accordance with these guidelines, and one of the employees will be transferred at the earliest practicable time. The transfer will be voluntary when possible. When a voluntary transfer is not possible, the superintendent will make the decision based upon the importance of each job, the needs of the district, and the availability of candidates to fill either position. The district shall endeavor to place the transferred

employee in a position which is similar in terms of pay and benefits. The superintendent and/or board may make exceptions to this general rule.

Adopted on: May 14, 2014

Revised on: \_\_\_\_\_

Reviewed on: 3/16/20; 3/20/23; 1/19/26

## January Board Notes

### PreK-5 Principal/CIP Coordinator

- Attendance Hero for November
  - K-2nd-33 of 52= 63% Riley Finigan, Easton Claussen, Asher Smith
  - 3rd-5th 35 of 54 = 65% Xavior O'Hara, Zach Fiala, Sam Sahs
  - Perfect attendance Aug. through Dec. we had 15 of 107 =14%
- Half of our Mid Year Professional Growth Conferences complete
  - Plans to have all complete by the end of the week
- Starting 2nd Semester Formals beginning of February
- PTO purchased 6 noise cancelling headphones for each classroom
- Started our Winter MAP testing for 3-8 last week will complete them next week
- PreDSP meeting with ESU3 leaders Scott Blum/Cecilia Wilken
- Added 2 new afternoon PreK students

### AD / Childcare

- Football schedules will be released on February 11..
  - Official rates are going up dramatically the next 2 years
- Holiday Basketball Tournament was well attended
- Parents Nights are all taking place this month for sports
- Baseball meeting was held last week; 5 students signed up
- Mrs. Hammer has taken students of all grade levels to honor choirs
- Speech competitions will be starting soon
- Childcare has a new staff member starting today; Still need to hire one additional person
- ITERS evaluation is scheduled for the February 5

### MS/HS Principal

- Mid Year Professional Growth Goal Meetings with teachers.
- Planning next year and beyond class offerings. Updated any Syllabus changes.
- Met with Student Council members to go through items in their suggestion box.
- Created Guest Speaker permission form & Developed Attendance Improvement Plan Form.
- February will begin Formal Evaluations and begin registering students for next year.
- Added 1 new 10th grader. New 8th grader will start on Monday.
- Staff will spend most of Monday working on their curriculum maps.

### Honor Roll

- Seniors - 74%

- Juniors- 32%
- Sophomores- 24%
- Freshman- 50%
- 8th Grade- 33%
- 7th Grade- 68%
- 6th Grade- 52%

### **Superintendent**

- The Coach bus was purchased and removed.
- Discussed SPED Director position with ESU
- JAG Program - the cost continues to increase. 2028-29 it will cost \$6,250 and will go up to \$11,250 which is 25% of the teachers' pay.
- Working on 9 & 10 Heat Pumps. Working on getting the system to communicate with the heat pumps.
- Pioneer Conference has invited me to their meeting on January 21st at the NSAA building.
- Legislative Bills Summary
  - LB 862 - Curriculum, Assessment
  - LB 814 - Property Tax
  - LB 742 - School Participation
  - LB 841 - Special Education
  - LB 1038 - School Budget and Finance