

MINUTES OF THE REGULAR MEETING OF THE BOARD OF
EDUCATION, SCHOOL DISTRICT #22, CASS COUNTY,
WEEPING WATER, NEBRASKA
February 16, 2026

President Adam DeMike called the meeting to order at 5:00 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

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

Present: Haley Dehne, Adam DeMike, Betty Harms, Neil Huskey, Doug Meyer, Brandon Nash, Mark Rathe. Brandon Nash 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 Monday, March 16, 2026 at 6:00 pm. Haley Dehne 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

No bills that are out of the ordinary.

1.e.d. Next regular meeting date - Monday, March 16, 2026 at 6:00 pm.

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 give approval to policies to be reviewed.

Haley Dehne moved to give approval to review policies 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 following policies meet KSB's recommendations:

4.b. Discuss, consider, and take all necessary action to give approval to policy 5048:

Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions.

Neil Huskey moved to to give approval to revise Policies 5048: Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions effective July 1, 2026. Haley Dehne 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 following policies need to be revised to meet KSB recommendations:

4.c. Discuss, consider, and take all necessary action to approve the 2026-2027 School Calendar.

Haley Dehne moved to take all necessary action to approve the 2026-27 school calendar as presented. 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

5. Personnel

Neil Huskey moved to take all necessary action to approve the resignation of Kristie Hicks at the end of the 2025-26 school year. Haley Dehne 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: 0Discus, consider, and take all necessary action to approve the resignation of a current staff member.

6. Reports

6.a. Administration Reports

Activities Director / Asst. Principal

Elementary Principal

Secondary Principal

Superintendent

6.b. Board Reports

7. Adjournment

Respectfully submitted,

Board Secretary

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.

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,

Board Secretary



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

FISCAL BUDGET USE PER MONTH

2025-2026 UPDATED: 2/11/2026

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	7.35%	\$ 539,729.58
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%	\$ -
Cumulative	101.09%	\$6,369,922.53	105.37%	\$6,694,194.49	38.91%	\$2,858,639.42

	2024	2025	2026
OPERATING BUDGET	\$5,948,300.00	\$6,000,000.00	\$6,993,458.00
W/ SIXPENCE	\$6,301,300.00	\$6,353,000.00	\$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
01-2-02620-610-000	Amazon E-Commerce	\$88.49	Maintenance Supplies
01-2-01100-610-001	Amazon E-Commerce	\$64.98	Secondary Supplies
01-2-02130-610-000	Amazon E-Commerce	\$76.86	Nursing Supplies
01-2-03300-610-000	Amazon E-Commerce	\$133.89	Childcare Supplies
01-2-02510-610-000	Amazon E-Commerce	\$166.59	Office Supplies
01-2-02510-443-000	Capital Business Systems, Inc. (Lease)	\$1,277.51	Copier Lease: 0271825924-001
01-2-02510-643-000	Capital Business Systems, Inc. (Subscription)	\$58.17	Poster Printer Subscription: CONT18251-01; ACCT WW07
01-2-03300-540-000	Cassgram c/o Stephen C Wurga	\$78.00	Childcare Advertising
01-2-01100-640-001	Cavendish Square	\$186.03	Cultures of the World
01-2-02620-431-000	Cerris Systems North Central, Inc.	\$6,615.46	Heat Pump #10 Low Refrigerant
01-2-02620-431-000	Cerris Systems North Central, Inc.	\$4,115.60	HP 9 Refrigerant Leak
01-2-02610-410-000	City Of Weeping Water	\$971.77	Monthly Water/Sewer/Trash
Multiple	Community Memorial Hospital DBA Syracuse Area Health	\$4,426.28	OT/PT Services
06-2-03100-630-000	CWD	\$550.35	Kitchen Food
06-2-03100-630-000	CWD	\$1,110.20	Kitchen Food
06-2-03100-630-000	CWD	\$167.20	Kitchen Food
06-2-03100-630-000	CWD	\$45.30	Kitchen Food
06-2-03100-630-000	CWD	\$768.39	Kitchen Food
06-2-03100-630-000	CWD	(\$243.25)	Kitchen Food CM
01-2-02710-431-000	Dawn Bickford	\$40.32	Mileage
01-2-01100-610-001	Dietze Music House - Lincoln	\$115.65	Repairs and Parts
01-2-01100-610-001	Dietze Music House - Lincoln	\$18.00	Music
01-2-01100-610-001	Dietze Music House - Lincoln	\$6.80	Repairs and Parts
01-2-02610-733-000	Eakes Office Solutions	\$348.20	Trash Bags/Cleaner
Multiple	Educational Service Unit 3	\$14,601.20	Psych Services + SPED Coord (Dec)
01-2-01200-330-000	Educational Service Unit 3	\$75.00	SPED - Behavior Programming
06-2-03100-610-000	Egan Supply Company, Inc	\$492.96	Kitchen Supplies
01-2-02620-610-000	Egan Supply Company, Inc	\$140.25	20" Polishing Floor Pads
01-2-02610-610-000	Egan Supply Company, Inc	\$73.85	14x24 White Polish Pad
01-2-01100-382-000	Fiber Platform, LLC	\$558.68	ACCT:WEE3254_2255 (Network)
01-2-02510-610-000	Futuramic's Clean Water Center	\$27.00	Drinking Water
01-2-02610-340-000	Genie Pest Control	\$160.00	Acct 111192 - Monthly Pest Control
06-2-03100-630-000	Hiland Dairy	\$1,807.70	Milk
01-2-02710-350-000	Keckler Oil Co Inc	\$120.00	23 Microbus Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	09 Fusion Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	11 Ford Van Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	19 Ford Transit Inspection
01-2-02710-350-000	Keckler Oil Co Inc	\$65.00	17 Ford Van Inspection
01-2-02510-530-000	Kinetic Business by Windstream	\$648.20	ACCT: 090073839
Multiple	Mary Mozena	\$184.04	Cell Phone/Mileage Reimbursement
01-2-01100-626-001	Matheson Tri-Gas Inc	\$239.84	ACCT: 46263 - Gas Fill
01-2-02710-610-000	Meeske Auto Parts	\$24.99	Transportation Supplies
Multiple	Meeske Hardware Inc	\$1,043.91	District Supplies
Multiple	Michelle Heath	\$180.15	Cell Phone/Mileage Reimbursement
01-2-02310-810-000	NASB	\$1,115.32	Board Leadership Retreat
01-2-02310-810-000	NASB	\$3,895.00	Annual Dues
Multiple	National Insurance Services	\$1,230.21	Monthly LTD Premiums
01-2-02710-626-000	Nebraska Iowa Supply Co., Inc.	\$2,287.38	Fuel - Unleaded
01-2-02610-621-000	Omaha Public Power District	\$10,000.00	ACCT: 1333000080
Multiple	One Source, Inc.	\$185.60	Background Checks
01-2-01100-610-001	Popplers Music Inc	\$35.35	Music
01-2-01100-610-001	Popplers Music Inc	\$17.50	Music
01-2-01100-610-001	Popplers Music Inc	\$18.55	Music
01-2-01100-610-001	Popplers Music Inc	\$8.60	Music
01-2-01100-610-001	Popplers Music Inc	\$18.65	Music
Multiple	PowerSchool Corporation	\$1,654.84	Applicant Tracking Feb 26/27
01-2-02510-610-000	Prime Secured	\$635.00	FOB Order
01-2-02510-440-000	Quadiant, Inc.	\$95.97	Postage Machine Rental
Multiple	Ralston Public Schools	\$2,286.11	Deaf/Hard of Hearing Services

Multiple	Scott Rezac	\$197.98	Cell Phone/Mileage Reimbursement
01-2-02510-340-000	Stericycle, Inc./Shred It	\$79.55	ACCT: 1000464396 - Shredding Services
01-2-02710-810-000	Surnali LLC DBA Diversified Safety & Compliance	\$116.00	KBerdolt - Drug Testing
01-2-02710-810-000	Surnali LLC DBA Diversified Safety & Compliance	\$123.00	VFlanagan - Drug Testing
06-2-03100-630-000	Sysco	\$7,535.52	Kitchen Food
01-2-02310-540-000	The Voice News	\$201.62	Public Record Ads
01-2-02620-340-000	TK Elevator Corporation	\$1,035.00	Elevator Main, Cust #:8002131-US238279
Multiple	US BANK	\$564.80	Monthly CC Expenses
01-2-01100-530-000	Verizon Wireless LLC	\$79.88	Cell Acct: 942359001-00001
01-2-01100-530-000	Verizon Wireless LLC	\$60.08	Cell Acct: 342439595-0001
01-1-01990-000	Weeping Water Public Schools - Activity Fund	\$100.72	Vending Machine CC Sales Due Activity Fund (POS 422104642)
01-2-02710-626-000	WEX Bank	\$24.00	ACCT: 0464-00-633620-0 (Fuel)
01-2-02610-621-000	WoodRiver Energy, LLC	\$1,500.00	Customer #: 13005

February 2026 Claims for Payment **\$77,026.79**

February 2026 Payroll **\$462,702.79**

February 2026 (General Fund/Food Service Fund) **\$539,729.58**

Plus Claims for Building Fund

Account Code	Payment Vendor	Invoice Total	Invoice Description
08-2-02610-720-000	Clark & Enersen, Inc.	\$2,554.40	Professional Services - Construction Administration Phase + Reimb Expenses - HVAC

Total February 2026 Claims for Payment **\$542,283.98**

CASH ASSETS

CASH ASSET REPORT

DATE: 02/11/2026

FUND	ACCOUNT TYPE	INFORMATION	HOLDER	CURRENT BALANCE	BALANCE 02/14/2025
GENERAL FUND/KITCHEN FUND	CHECKING	300380832	Farmers & Merchants	\$ 450,522.31	\$ 392,551.40
TOTAL GENERAL FUND				\$ 450,522.31	\$ 392,551.40
ACTIVITY FUND	CHANGE			\$ 1,140.00	\$ 1,140.00
ACTIVITY FUND	PETTY CASH			\$ 100.00	\$ 100.00
ACTIVITY FUND	CHECKING	300444190	Farmers & Merchants	\$ 76,721.17	\$ 92,559.32
OUTSIDE OF ACTIVITY FUND	ELEMENTARY SAVINGS PROGRAM	XXX7959	First Nebraska Bank	\$ 5,953.19	\$ 2,994.66
CLOSING ACCOUNT	LIMESTONE COFFEE (Moved to 4190)	300474478	Farmers & Merchants	\$ -	\$ 9,943.12
TOTAL ACTIVITY FUND				\$ 83,914.36	\$ 106,737.10
BOND FUND	MONEY MARKET	95010505	First Nebraska Bank	\$ 312,669.14	\$ 440,098.19
TOTAL BOND FUND				\$ 312,669.14	\$ 440,098.19
QCPU FUND	CHECKING	86483570	First Nebraska Bank	\$ 68,670.43	\$ 20,714.24
TOTAL QCPU FUND				\$ 68,670.43	\$ 20,714.24
BUILDING FUND	CHECKING	300381079	Farmers & Merchants	\$ 5,428,437.02	\$ 23,930.45
TOTAL BUILDING FUND				\$ 5,428,437.02	\$ 23,930.45
DEPRECIATION FUND	CHECKING	300446542	Farmers & Merchants	\$ 83,899.55	\$ 83,899.55
TOTAL DEPRECIATION FUND				\$ 83,899.55	\$ 83,899.55
EMPLOYEE BENEFIT FUND	CHECKING/RETIREMENT	300381061	Farmers & Merchants	\$ 8,971.65	\$ 9,213.32
TOTAL EMPLOYEE BENEFITS FUND				\$ 8,971.65	\$ 9,213.32
STUDENT FEES FUND	CHECKING	85834670	First Nebraska Bank	\$ 20,144.51	\$ 25,474.83
TOTAL STUDENT FEES FUND				\$ 20,144.51	\$ 25,474.83
TOTAL				\$ 6,457,228.97	\$ 1,102,619.08



Weeping Water Public School

February 2026

Activity Checks 01/15/2026 - 02/11/2026

Check Detail

Sorted by Check Number, Site ID.
From 01/15/2026 to 02/11/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Activity Name	Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
011904 Void	10/21/2025 02/03/2026	Nimco WWPS 9000	No PBIS	211238	Sherri Red Ribbon Week Supplies	Sherri	Sherri	-46.53
012084 Cleared	01/15/2026 01/31/2026	CASH WWPS 1000	No GENERAL ATHLETICS	01/15/2026	Sherri Cash for Additional Activity Bag	Sherri	Sherri	600.00
012099 Cleared	01/19/2026 01/31/2026	Matt Cover WWPS 1000	Yes GENERAL ATHLETICS	MCover - Jan26	Sherri Clock	Sherri	Sherri	35.00
012100 Printed	01/19/2026 01/19/2026	Jason Burch WWPS 1000	No GENERAL ATHLETICS	JBurch-Dec25	Sherri Track Wrestling	Sherri	Sherri	210.00
012101 Printed	01/19/2026 01/19/2026	Larry Bleach WWPS 1000	Yes GENERAL ATHLETICS	2025 Fee	Sherri VB Assigning Fee	Sherri	Sherri	200.00
012102 Cleared	01/19/2026 01/31/2026	SignPro WWPS 2900	No WWPS CHEERLEADERS	5025639	Sherri Signs for State	Sherri	Sherri	59.00
012103 Cleared	01/19/2026 01/31/2026	Amazon Capital Services WWPS 2900	No WWPS CHEERLEADERS	14CF-P76K-F4GD	Sherri Cheer Bows	Sherri	Sherri	17.99
012104 Cleared	01/19/2026 01/31/2026	Sysco Lincoln WWPS 3100	No CONCESSIONS	661744229	Sherri Concessions	Sherri	Sherri	1,008.47
012105 Cleared	01/19/2026 01/31/2026 000048	G-SPORTS WRESTLING WWPS 1000	No GENERAL ATHLETICS	1390	Sherri Tournament Wall Charts	Sherri	Sherri	505.00
012106 Printed	01/19/2026 01/19/2026	Pepsi Beverage Company WWPS 3100	No CONCESSIONS	45782903	Sherri Concessions	Sherri	Sherri	767.69
012107 Printed	01/19/2026 01/19/2026	Nebraska Council for Economic WWPS 7000	No FBLA	Reg 94230	Sherri UNL Husker Invite 2026	Sherri	Sherri	120.00
012108 Cleared	01/19/2026 01/31/2026	Body Basics Fitness Equipment WWPS 3000	No COMMUNITY FITNESS/FOB/WEIGHTROOM	6-002786	Sherri Quarterly Preventative Maint	Sherri	Sherri	1,000.00
012109 Cleared	01/19/2026 01/31/2026	Merz Ink WWPS 2500	No BOYS WRESTLING TEAM FUND	003302	Sherri Wrestling Jackets	Sherri	Sherri	648.90
012110 Cleared	01/19/2026 01/31/2026	MEESEKE ACE HARDWARE INC WWPS	No	2512-150567	Sherri Honor Choir Supplies	Sherri	Sherri	

Check Detail

Sorted by Check Number, Site ID.
From 01/15/2026 to 02/11/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
		4000	HONOR CHOIR (SELECT)				11.83
012111 Cleared	01/19/2026 01/31/2026	4N6 Fanatics WWPS 7500	Yes 3242-R-2026 SPEECH	Sherri Script Data Base	Sherri	Sherri	200.00
012112 Printed	01/19/2026 01/19/2026	Chris Erickson WWPS 1000	Yes 2026-2027 GENERAL ATHLETICS	Sherri FB Assigning Fee	Sherri	Sherri	200.00
012113 Printed	01/19/2026 01/19/2026	USBANK WWPS 1000 2600 2900 3100 4000 7300 7350 9000	No 12/26/2025 GENERAL ATHLETICS GIRLS WRESTLING TEAM FUND WWPS CHEERLEADERS CONCESSIONS HONOR CHOIR (SELECT) FFA LIMESTONE COFFEE PBIS	Sherri Monthly CC Purchases	Sherri	Sherri	20.45 114.00 386.00 547.84 8.56 607.60 204.80 70.68 <hr/> 1,959.93
012114 Printed	01/19/2026 01/19/2026	Nebraska FFA Association (% Grafton & WWPS 7300	No 811928 FFA	Sherri Membership Dues	Sherri	Sherri	126.00
012115 Cleared	01/19/2026 01/31/2026	Caelen Wipf WWPS 1000	No CWipf - Jan2026 GENERAL ATHLETICS	Sherri Track Wrestling	Sherri	Sherri	110.00
012116 Printed	01/19/2026 01/19/2026	Louisville Varsity Cheer WWPS 2900	No Entry Fee WWPS CHEERLEADERS	Sherri 2026 LHS Cheer Competition	Sherri	Sherri	90.00
012117 Cleared	01/20/2026 01/31/2026	Keegan McDonald WWPS 1000	No KMcDonald - Jan26 GENERAL ATHLETICS	Sherri Track Wrestling	Sherri	Sherri	110.00
012118 Cleared	01/20/2026 01/31/2026	Zach Myers WWPS 1000	Yes BB011726-3b GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	110.00
012119 Cleared	01/20/2026 01/31/2026	James Garner WWPS 1000	Yes BB011726-3a GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	110.00
012119 Cleared	01/22/2026 01/31/2026	James Garner WWPS 1000	Yes BB012626-2 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	125.00
012120 Void	01/22/2026 01/22/2026	Larry Bleach WWPS 1000 1000	Yes BB012626-1 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	125.00 -125.00

Check Detail

Sorted by Check Number, Site ID.
From 01/15/2026 to 02/11/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012121 Cleared	01/22/2026 01/31/2026	Neal Stepanek WWPS 1000	Yes WR012426-1 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	0.00 400.00
012122 Cleared	01/22/2026 01/31/2026	Chuck Scheer WWPS 1000	Yes WR012426-2 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	400.00
012123 Cleared	01/22/2026 01/31/2026	Pernell Gatson WWPS 1000	Yes WR012426-3 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	400.00
012124 Printed	01/22/2026 01/22/2026	Dan Radicia WWPS 1000	No WR012426-4 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	400.00
012125 Cleared	01/22/2026 01/31/2026	Russel Aken WWPS 1000	Yes WR012426-5 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	400.00
012126 Cleared	01/22/2026 01/31/2026	Neal Stepanek WWPS 1000	Yes WR012626-1 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	300.00
012127 Cleared	01/22/2026 01/31/2026	Chris Sidzyik WWPS 1000	Yes WR012626-2 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	300.00
012128 Cleared	01/22/2026 01/31/2026	Gerald Daniel Feser WWPS 1000	Yes WR012626-3 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	300.00
012129 Cleared	01/22/2026 01/31/2026	Brennen Bashus WWPS 1000	Yes WR012626-4 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	300.00
012130 Cleared	01/22/2026 01/31/2026	Russel Aken WWPS 1000	Yes WR012626-5 GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	300.00
012131 Printed	01/22/2026 01/22/2026	Louisville Public School WWPS 1000	No WR012326 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	350.00
012132 Printed	01/29/2026 01/29/2026	Kevin Andel WWPS 1000	Yes BB012926-1 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012133 Printed	01/29/2026 01/29/2026	Scott Bandars WWPS 1000	Yes BB012926-2 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00

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From 01/15/2026 to 02/11/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012134 Printed	01/29/2026 01/29/2026	Brandon Dinslage WWPS 1000	Yes BB012926-3 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	165.00
012135 Printed	01/29/2026 01/29/2026	Johnson County Central WWPS 1000	No BB013126 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	80.00
012136 Printed	01/29/2026 01/29/2026	Norfolk Catholic School WWPS 1000	No WR013126 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	125.00
012137 Printed	01/29/2026 01/29/2026	Arapahoe Public Schools WWPS 1000	No WR013126- Arapahoe GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	150.00
012138 Printed	01/29/2026 01/29/2026	Zach Myers WWPS 1000	Yes BB012626-1a GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	125.00
012142 Printed	02/03/2026 02/03/2026	Michael Davis WWPS 1000	Yes ECNCBB020326-1 GENERAL ATHLETICS	Sherri ECNC BB Official	Sherri	Sherri	100.00
012143 Printed	02/03/2026 02/03/2026	Brian Wiles WWPS 1000	Yes ECNCBB020326-2 GENERAL ATHLETICS	Sherri ECNC BB Official	Sherri	Sherri	100.00
012144 Printed	02/03/2026 02/03/2026	Kevin Mowery WWPS 1000	Yes ECNCBB020326-3 GENERAL ATHLETICS	Sherri ECNC BB Official	Sherri	Sherri	100.00
012145 Printed	02/03/2026 02/03/2026	Pepsi Beverage Company WWPS 3100	No 50591304 CONCESSIONS	Sherri Concessions	Sherri	Sherri	1,019.16
012146 Printed	02/03/2026 02/03/2026	FCSTN WWPS 7600	No 2026 FCCLA	Sherri Legislative Day	Sherri	Sherri	125.00
012147 Printed	02/03/2026 02/03/2026	National FFA Organization WWPS 7300	No CNR90768 FFA	Sherri National Conv Registration	Sherri	Sherri	770.00
012147 Printed	02/03/2026 02/03/2026	National FFA Organization WWPS 7300	No MDS368519 FFA	Sherri Jackets	Sherri	Sherri	396.00
012147 Printed	02/03/2026 02/03/2026	National FFA Organization WWPS 7300	No MDS368720 FFA	Sherri Logos/Jackets	Sherri	Sherri	226.00

Check Detail

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From 01/15/2026 to 02/11/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012148 Printed	02/03/2026 02/03/2026	RMH SYSTEMS WWPS 1000	No 7081117 GENERAL ATHLETICS	Sherri WR Scale Calibration	Sherri	Sherri	155.40
012149 Printed	02/03/2026 02/03/2026	NE HS Hall of Fame WWPS 1000	No 2025 Financial Report GENERAL ATHLETICS	Sherri BB Jamboree - Weeping Water	Sherri	Sherri	140.00
012150 Printed	02/03/2026 02/03/2026	Nebraska Wesleyan University WWPS 4000	No 2026 HONOR CHOIR (SELECT)	Sherri Wesleyan Honor Choir	Sherri	Sherri	200.00
012151 Printed	02/03/2026 02/03/2026	MRG Hauff WWPS 1000	No 190597 GENERAL ATHLETICS	Sherri Mat Tape	Sherri	Sherri	559.00
012152 Printed	02/03/2026 02/03/2026	Jacob Meyer WWPS 1000	Yes JMeyer - Jan26 GENERAL ATHLETICS	Sherri Track Wrestling	Sherri	Sherri	145.00
012153 Printed	02/03/2026 02/03/2026	Weeping Water Public School WWPS 1000	No JCover - Jan26 GENERAL ATHLETICS	Sherri Donation to Honor Choir for Help with GWR	Sherri	Sherri	100.00
012153 Printed	02/03/2026 02/03/2026	Weeping Water Public School WWPS 1000	No BWR Team - Jan26 GENERAL ATHLETICS	Sherri Donation to BWR for Help with GWR	Sherri	Sherri	100.00
012154 Printed	02/03/2026 02/03/2026	Jason Burch WWPS 1000	No JBurch - Jan26 GENERAL ATHLETICS	Sherri Track Wrestling	Sherri	Sherri	255.00
012155 Printed	02/03/2026 02/03/2026	Matt Cover WWPS 1000	Yes MCover - Jan26a GENERAL ATHLETICS	Sherri Clock	Sherri	Sherri	100.00
012156 Printed	02/03/2026 02/03/2026	Shelly Dieter WWPS 1000	Yes SDieter - Jan26 GENERAL ATHLETICS	Sherri Gate	Sherri	Sherri	245.00
012157 Printed	02/03/2026 02/03/2026	Jerry Smith WWPS 1000	Yes JSmith - Jan2026 GENERAL ATHLETICS	Sherri Scoreboard/Clock	Sherri	Sherri	467.50
012158 Printed	02/04/2026 02/04/2026	Weeping Water Education Association WWPS 3200	No 25/26 Final A/P PAYABLES	Sherri Final Amount Due to Transfer WWEA Acct	Sherri	Sherri	196.65
012159 Printed	02/04/2026 02/04/2026	Susan Smith WWPS 1000	Yes SSmith-Jan2026 GENERAL ATHLETICS	Sherri BB Book	Sherri	Sherri	680.00

Check Detail

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From 01/15/2026 to 02/11/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
012160 Void	02/06/2026 02/06/2026	Russel Aken WWPS 1000 1000	Yes WR02(06-07)26-1 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	806.00 -806.00 <hr/> 0.00
012161 Void	02/06/2026 02/06/2026	Gerald Daniel Feser WWPS 1000 1000	Yes WR02(06-07)26-2 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	-813.00 813.00 <hr/> 0.00
012162 Void	02/06/2026 02/06/2026	Douglas S Hampton WWPS 1000 1000	No WR02(06-07)26-3 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	828.00 -828.00 <hr/> 0.00
012163 Void	02/06/2026 02/06/2026	Stone M Sindelar WWPS 1000 1000	No WR02(06-07)26-4 GENERAL ATHLETICS GENERAL ATHLETICS	Sherri WR Official	Sherri	Sherri	-798.00 798.00 <hr/> 0.00
012164 Printed	02/06/2026 02/06/2026	Doug Mitteis WWPS 1000	Yes BB020726-1 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	120.00
012165 Printed	02/06/2026 02/06/2026	Larry Walls WWPS 1000	No BB020726-2 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	120.00
012166 Printed	02/06/2026 02/06/2026	Larry Bleach WWPS 1000	Yes BB020726-3 GENERAL ATHLETICS	Sherri BB Official	Sherri	Sherri	240.00
012167 Printed	02/06/2026 02/06/2026	Sysco Lincoln WWPS 1000	No 661700744 GENERAL ATHLETICS	Sherri Concessions	Sherri	Sherri	577.71
012167 Printed	02/06/2026 02/06/2026	Sysco Lincoln WWPS 1000	No 661766916 GENERAL ATHLETICS	Sherri Concessions	Sherri	Sherri	777.55
012167 Printed	02/06/2026 02/06/2026	Sysco Lincoln WWPS 3100	No 661689607 CONCESSIONS	Sherri Concessions	Sherri	Sherri	486.82
012168 Printed	02/06/2026 02/06/2026	Pepsi Beverage Company WWPS 1000	No 54638105 GENERAL ATHLETICS	Sherri Concessions	Sherri	Sherri	1,381.45
012169 Printed	02/06/2026 02/06/2026	Bishop Neumann Speech Team WWPS 1000	No SPEECH020726 GENERAL ATHLETICS	Sherri Entry Fee	Sherri	Sherri	24.00
012170 Printed	02/06/2026 02/06/2026	Elmwood Murdock Public School WWPS No	SPEECH013126	Sherri Entry Fee	Sherri	Sherri	

Check Detail

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From 01/15/2026 to 02/11/2026.

Check # Status	Issue Date Status Date PO Number	Vendor Name Site ID Activity ID	1099? Invoice Number Activity Name	Creator Description	Approver	Printer	Amount
		1000	GENERAL ATHLETICS				16.00
012171 Printed	02/06/2026 02/06/2026	Leslie Seger WWPS 1000	Yes LSeeger - Jan2026 GENERAL ATHLETICS	Sherri Shot Clock	Sherri	Sherri	110.00
Grand Total :							23,136.52

4005

Communication Between the Board and District Employees

Employees have the same right to communicate with the board about matters of public concern as other patrons of the district. Regarding employment-related issues, employees must follow the applicable board policies and/or contractual procedures regarding the administrative chain of command, complaints, grievances and other applicable processes.

When appropriate, the superintendent shall inform employees of official board policies, directives, actions and concerns.

Adopted on: May 14, 2014

Revised on: March 16, 2020

Reviewed on: 3/20/23; 2/16/26

4006
Workers' Compensation Insurance

The school district shall provide workers' compensation insurance for the protection of the district and its employees, and such other insurance as the board deems appropriate or has agreed to provide pursuant to a contract or collective bargaining agreement.

Adopted on: May 14, 2014

Revised on: April 20, 2020

Reviewed on: 3/20/23; 2/16/26

4007 Personnel Records

The district shall maintain a personnel file regarding each employee. All materials in a personnel file, except for employment references and information that was gathered in the process of assessing an applicant for hiring, shall be available to the employee for review within a reasonable period of time of the employee's request. Employees (or individuals to whom employees have given written authorization) may inspect the contents of their personnel files only in the presence of an administrator or a person designated by the administration.

An employee may respond to any document(s) in his or her personnel file by submitting a written response to the person responsible for keeping the file, who shall attach the response to file copies of the disputed document.

No person other than school officials engaged in their professional duties shall be granted access to employees' personnel files, and the contents of such files shall not be divulged in any manner to any unauthorized person. An attorney acting on behalf of the board of education or administration is deemed to be a school official.

Adopted on: May 14, 2014
Revised on: April 20, 2020
Reviewed on: 3/20/23; 2/16/26

4008
Outside Employment

1. An employee's responsibilities to the district take precedence over personal responsibilities during school hours. Employees may not engage in other employment business activity during assigned duty hours.
2. Tutoring
 - a. Teachers are expected to assist students who are having learning problems as part of the teachers' employment. Such assistance is expected both in the classroom and at other times during the school day.
 - b. A teacher shall not solicit a student or parent to retain the teacher as a tutor and shall not act as a tutor for pay or other remuneration for any student who is then enrolled in any class taught by that teacher.
 - c. In all other cases during the school year, a teacher may act as a tutor for pay or other remuneration upon prior approval of the building principal and superintendent or designee.
3. Employees shall attend to personal matters outside their assigned duty hours with the district whenever possible.
4. Employees may conduct business on behalf of the district during assigned duty hours, but at times that do not disrupt or interfere with teaching responsibilities or student activities.
5. Employees shall not misrepresent, either expressly or by implication, that any activity, solicitation, or other endeavor is sponsored, sanctioned, or endorsed by the district.
6. In any written or verbal presentation by an employee that might be perceived as being sanctioned, sponsored, or endorsed by the district, other than district-related instruction or presentation to district students or personnel, the employee shall communicate to the audience or recipients that the views expressed are those of the employee and not necessarily those of the district or board.

7. Sale of goods or services by employees.
 - a. Employees shall not sell, solicit or promote the sale of goods or services to students.
 - b. Employees shall not sell, solicit or promote the sale of goods or services to parents of students when the employee's relationship with the district is used to influence any sale or may be reasonably perceived by parents as attempting to influence any sale.
 - c. Employees with supervisory or managerial responsibilities shall not sell, solicit or promote the sale of goods or services to employees over whom they have such responsibilities in any manner that could reasonably be perceived as coercive by the subordinate employee(s).
 - d. Employees shall not use employee, student, or parent directories in connection with the solicitation, sale, or promotion of goods or services and shall not provide any such directory to any person or entity for any purpose without the prior knowledge or approval of the building principal.
8. No school board member, administrator, teacher, or other employee shall use the personnel, facilities, resources, equipment, property, or funds of the district for personal financial gain or business activities.
9. All written or artistic works, instructional materials, inventions, procedures, ideas, innovations, systems, programs, or other work product created or developed by any employee in the course and scope of performance of his or her employment duties on behalf of the district, whether published or not, shall be the exclusive property of the district; and the district has the sole right to sell, license, assign, or transfer any and all right, title, or interest in and to such property.
10. Staff may not exploit their professional relationships for personal gain.

Adopted on: May 14, 2014
Revised on: April 20, 2020
Reviewed on: 3/20/23; 2/16/26

4009
Restrictions on Employees Receiving Gratuities

An employee who, because of his or her employment by the school district, receives any bonus merchandise or gift with a value over \$ 50.00 must disclose the receipt of such gift to the superintendent, who will then report that gift to the board. The superintendent, at his or her discretion, may require that the gift become the property of the district. No certificated staff member may accept any gift which will impair the professional judgment of the recipient.

Employees are directed to discourage merchants from offering bonus paraphernalia in exchange for the school's patronage.

Adopted on: May 14, 2014

Revised on: April 20, 2020

Reviewed on: 3/17/23; 2/16/26

4010
Inclement Weather

Unless the superintendent directs otherwise, staff shall not be required to report when school is canceled due to inclement weather.

If school is canceled during the day because of inclement weather, classified and certified personnel may be released after students have been excused. Classified and certified personnel who miss work due to inclement weather when school is in session will not be paid for time missed or will be charged an applicable leave day.

Adopted on: May 14, 2014

Revised on: April 20, 2020

Reviewed on: 3/17/23; 2/16/26

4011.1

Employee Leave Under the Nebraska Family Military Leave Act

The school district shall provide leave to its employees in accordance with the Nebraska Family Military Leave Act (NFMLA). The terms used herein shall have the meaning ascribed to them under the NFMLA. Employees may also qualify for leave under the Family and Medical Leave Act (FMLA), which is detailed in the district's FMLA policy. If an employee qualifies for leave under both the FMLA and NFMLA, any leave taken by the employee will count concurrently toward the leave limits of both.

I. Qualifying for Leave

A. Qualified Employees

To be eligible for unpaid leave under the NFMLA, an employee must:

1. Have been working for the school district for at least 12 months prior to the request; and
2. Have worked a minimum of 1,250 hours during the 12-month period immediately preceding the commencement of the leave.

B. Qualified Circumstances for Requesting Leave

The school district will grant a qualified employee up to a total of 30 days of unpaid leave if:

1. The employee is the spouse or parent of a person called to military service lasting 179 days or longer with the state or United States pursuant to orders of the Governor or the President of the United States and;
2. The leave is scheduled to be taken during the time federal or state deployment orders are in effect.

C. Qualifying Notice and Certification

Employees seeking to use the NFMLA will be required to provide:

- a. A consultation with the District to schedule leave so as not to unduly disrupt the operations of the school.
- b. Certification from the proper military authority to verify the employee's eligibility for the family military leave requested.
- c. 14-day advance notice of the intended date upon which the leave will begin, if leave will consist of five or more work days.
- d. As much advance notice as possible of the intended date upon which the leave will commence, if leave will consist of less than five work days.

II. Relationship with District During Leave

A. Leave to Be Unpaid

All leave provided to employees under the provisions of the NFMLA and this policy shall be unpaid leave.

B. Benefits

1. Taking leave under the NFMLA shall not result in the loss of any employee benefit accrued before the date on which the leave commenced.
2. Any employee who takes leave under the NFMLA will be permitted to continue their benefits at their own expense.
3. Payment for benefits must be made to the district in advance of the date on which they are due. For example, if health insurance premiums are paid to the carrier by the district on the 1st of the month, the employee taking leave under the NFMLA must

provide the full cost of the premium to the district prior to that date. Failure to provide the full costs for all benefits the employee wishes to continue in advance of their due date may result in cancellation of benefits as permitted by law.

III. Return from Leave

A. Restoration to Position

1. Any employee who exercises the right to leave under the NFMLA shall be restored by the district to the position held by the employee when the leave commenced or to a position with equivalent seniority status, employee benefits, pay, and other terms and conditions of employment.
2. This section does not apply if the district proves that the employee was not restored because of conditions unrelated to the employee's exercise of rights under the NFMLA.

B. Failure to Return

If an employee fails to return after the period of leave to which the employee is entitled has expired, and no additional qualifications for leave exist, the employee will be subject to the district's policies governing unexcused absences up to and including termination of employment.

Adopted on: August 16, 2017

Revised on: April 20, 2020

Reviewed on: 4/17/23; 2/16/26

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 health care practitioners 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: February 16, 2026

Revised on: _____

Reviewed on: _____

February 6, 2026

Dear Mr. Allen and the Board of Education,

Please accept this letter as formal notice of my resignation from my position at Weeping Water Public Schools, effective at the end of the current school year.

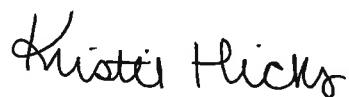
I am deeply grateful for the opportunity to have served this school and community for the past five years. When my family and I needed it most, we were welcomed with kindness, support, and a true sense of belonging. That generosity and care will always stay with me.

Working alongside dedicated colleagues and serving the students and families of this community has been a meaningful and rewarding experience. I appreciate the trust, collaboration, and professional growth I have experienced during my time here.

At the end of the year, I will be transitioning to a teaching position at another school. While this decision was not made lightly, I am confident it is the right next step for me professionally. I leave with sincere appreciation for the school, the community, and all the relationships built over the years.

Thank you again for the opportunity to be part of the Weeping Water Tribe. I wish the school continued success in the years ahead.

Sincerely,

A handwritten signature in black ink that reads "Kristie Hicks". The signature is written in a cursive, flowing style.

Kristie Hicks

February Board Notes

PreK-5 Principal/CIP Coordinator

- Attendance Hero for November
 - K-2nd-26 of 52= 50% Henry Linhard, Lennon Strong, Imogene Kingery, Lance Huston
 - 3rd-5th 23 of 54 = 43% Max Ramer, Mack Clausen, Russell Hicks, Matthew Leutik
 - Perfect attendance Aug. through Jan. we had 12 of 106 =11%
- 2nd Semester Formals are started
- We completed our first wave of IPG walkthroughs for this semester with the ESU partners
 - We will complete the rest of them tomorrow
- Met with ESU3 to complete our Expectation of Use document for our curriculum usage
- Met at the ESU3 with our Continuous Improvement Team for a UDL workshop
 - Teacher leaders along with administration worked on a plan to implement UDL practices beginning next year
- Met with ESU School Mental Health Team about additional resources they will be providing for the district in 2026-27

AD / Childcare

- Wrapping up winter sports seasons with the exception of JH wrestling which will just be starting the end of the month
- Speech has started competitions
- Cheer has State Competition on Feb. 20th
- Celebrating FCCLA, FFA, and FBLA Weeks in February
- Spring sports practices begin March 2
- Bright Arrows received a \$3600 grant from the Trailblazer Community Investment Fund; It's renewable for 5 years. Funds will be used to complete the new playground
- ITERS Evaluation last week for Bright Arrows; still waiting on results

MS/HS Principal

- Attended UDL workshop at ESU 3.
- Attended PDL meeting at ESU 3.
- Met with ESU 3 members for The School Mental Health Coaching Model.

- 19 MS had perfect attendance in January
- 19 HS had perfect attendance in January
- Mary and I met with Dr. Blum from ESU 3 (Covered what services we are currently using)

Superintendent

- Dean Helmick - running for Legislative District 2.
- The piping is run through the majority of the elementary rooms.
- Removing asbestos from pipes, boiler, and janitor's closet on the 1st floor.
- Quarterly Legal Update:
 - LB 824: Retirement Bill (advanced) - This is the hard 120 day no work for retirement.
 - LB1038 - TEEOSA Formula
 - LB 653 - Provisions in option enrollment and short term suspension