

## Board of Education Regular Meeting Template

School District of Seward

410 South Street

Seward, NE 68434

Wednesday, January 10, 2024 7:00 PM

Attendance Taken at 7:05 PM.

Paul Duer: Present

Matt Hastings: Present

Jill Hochstein: Present

Ryne Seaman: Present

Danielle Shipley: Absent

Shawn Svoboda: Present

### 1. Preliminary Procedures

1.1. Call meeting to order & announce Open Meetings Act is Posted

1.2. Public Notice as publicized per board policy

The public notice was publicized in the Seward County Independent and posted at city hall, library and courthouse. The public notice was dated January 3, 2024. Due to inclement weather, the meeting was changed to January 10, 2024, and a new notice was posted at city hall, library, courthouse, our website and the Seward County Independents website.

### 1.3. Roll Call

#### 1.3.1. Action to excuse board members if necessary

Motion to excuse Danielle Shipley from tonight's meeting Passed with a motion by Jill Hochstein and a second by Matt Hastings.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

### 1.4. Pledge of Allegiance

#### 1.5. **1.5 Mission** The school district of Seward--where every student, every day is a success--affirms that all students will have the skills to become productive and contributing members of a global community. In cooperation with family and community members, the district is committed to the development of each student academically, emotionally, socially, and physically.

### 1.6. Approval of Agenda

Motion to approve the agenda as presented Passed with a motion by Paul Duer and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

## 2. Recognition of Classified Staff Member with Bluejay Award

Jamie Gunsolley-Fields was presented with the District Bluejay Award for classified staff. Jamie is a Special Education para at the Elementary School.

## 3. Election of Board Officers

### 3.1. President

Matt Hastings nominated Ryne Seaman as President and all members agreed.

### 3.2. Vice President

Jill Hochstein nominated Paul Duer as Vice President and all members agreed.

### 3.3. Secretary

Paul Duer nominated Jill Hochstein for Secretary and all members agreed.

### 3.4. Treasurer

Ryne Seaman nominated and Paul Duer seconded Heidi Covert as Treasurer and all members agreed.

4. Public Forum: (The Board President reserves the right to place time limits on individuals and topics.)

4.1. Public Forum on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.

There was none.

4.2. Public Forum on Any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.

There was none.

## 5. Reports

### 5.1. Administrator Reports

Written reports were received from the administrators.

### 5.2. Student Board Report

Rachel Kuss provided her written report.

### 5.3. Superintendent's Report

The STANCE Meeting is January 11, 2024 with the Governor and freshman senators. The Governor's press release on school spending can be found at <https://governor.nebraska.gov/press/state-investment-public-education-needs-be-repaid-property-tax-relief>. Incumbents running for the school board must file by February 15, 2024 and non-incumbents have until March 1, 2024. The district is trying to fill openings as soon as possible and trying many ways to attract employees. The Lincoln NASB legislative issues meeting will be held on January 21-22, 2024 at the Cornhusker Marriott.

### 5.4. Board Committees

The board committees will stay the same.

## 6. Discussion Items

## 7. Action Items

### 7.1. Certified Staff Resignations

Motion to accept the resignation of Jill Olson at the end of the 2023-2024 school year. Passed with a motion by Shawn Svoboda and a second by Paul Duer.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

#### 7.2. Superintendent's Contract Extension

Motion to extend the superintendent's contract to 2026. Passed with a motion by Jill Hochstein and a second by Matt Hastings.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

#### 7.3. 2024-2025 Teacher Negotiated Agreement

Motion to accept the 2024-2025 teacher-negotiated agreement. Passed with a motion by Paul Duer and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

#### 7.4. Special Education Teacher

Motion to approve the teaching contract of Lindsay Hotovy for the 2024-2025 school year. Passed with a motion by Paul Duer and a second by Jill Hochstein.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

#### 7.5. Speech Teacher

Motion to offer teaching contract to Spencer Jakub for the 2024-2025 school year. Passed with a motion by Matt Hastings and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

#### 7.6. 2024-2025 Seward Public Schools Calendar

Motion to approve the 24 -25 Seward Public Schools Calendar with the change of moving graduation to May 18. Passed with a motion by Jill Hochstein and a second by Matt Hastings.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

#### 8. Future Agenda Items

Carpet/Flooring Bids  
Baseball Project

#### 9. Consent Agenda

##### 9.1. Approval of Minutes

## 9.2. Approval of Financial Reports

9.2.1. Treasurer

9.2.2. Budget

9.2.3. Activities

9.2.4. Athletic

## 9.3. Approval of Claims

9.3.1. General Fund

## 9.4. Approval of Consent Agenda

Motion to approve the consent agenda as presented Passed with a motion by Paul Duer and a second by Jill Hochstein.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

## 10. Adjournment

Motion to adjourn the meeting at 7:50 PM with the next study session and regular board meeting scheduled for February 12 at 5:30 and 7:00 PM Passed with a motion by Paul Duer and a second by Matt Hastings.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

Please publish the following legal notice in the January 3, 2024 edition of the Seward County Independent. Thank you.

### NOTICE OF SCHOOL BOARD MEETING

The board of education of the School District of Seward will meet in regular session on Monday, January 8, 2024 at 5:30 p.m. for a board study session to be followed by the 7:00 p.m. regular business meeting. The meeting will be held at the Administrative Offices located at 410 South St., Seward, Nebraska. An agenda for the meeting which shall be kept continually current is readily available for public inspection at the Superintendent's Office during normal business hours.

To view the agenda go to <http://SewardPublicSchools.org/> and find the eMeeting link.

## **2002 Organization of the Board**

### **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:

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.

- i. 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.
- ii. 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; and
- 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: June 12, 2010

Revised on: July 11, 2001, August 11, 2014, August 12, 2019, August 10, 2020

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

# SCHOOL DISTRICT OF SEWARD BOARD REPORT

January 8, 2024

Jessica Dominy, Principal  
Seward Elementary School

## ENROLLMENT AS OF December 22, 2023:

- Preschool – 70
- Kindergarten – 79
- Grade 1 – 92
- Grade 2 – 92
- Grade 3 – 101
- Grade 4 – 92
- TOTAL: 526

## UPCOMING SEWARD ELEMENTARY ACTIVITIES

- January 3rd: No School - Professional Development Day
- January 4th: School Resumes
- January 19th: No School - Elementary Only
- January 23rd: Strategic Planning All Day
- January 29th: PTO Meeting @ 5:30 PM

## Midyear Data Meetings:

Before winter break, we were able to meet with grade level teams, including special education and Title I teachers, to analyze first semester data. These meetings were very beneficial in determining how our interventions and instructional practices are working together, and we had many opportunities to celebrate the accomplishments of our students. We are excited to share that we dismissed 36 students from reading intervention, and only added four. We are proud of our intervention program this year and we can see that the changes we've made have been helping our students improve their literacy skills.

## 2024-2025 Kindergarten:

We will soon begin the process of seeking out children who will come to Kindergarten next year. Kindergarten Round Up will take place on Friday, March 15th this year.

Thank you,

Jessica Dominy

**Board of Education Report**  
**Seward Middle School - Kirk J. Gottschalk**  
*8 January, 2024*

**1. Middle School Activities:**

- 18 January - 5-8 Band Concert, 1900 hrs. (7 pm)
- 23 January - 7 BBB vs Columbus (Home), 1615 hrs., (4:15 pm)
- 23 January - 8 BBB @ Columbus 1615 hrs., (4:15 pm)
- 25 January - 7/8 BBB @ Columbus Lakeview, 1630 hrs., (4:30 pm)
- 27 January - 8<sup>th</sup> Choir to Heartland Music Festival in Henderson, 1900 (7 pm) Concert
- 27 January - County Spelling contest @ Seward Civic Center, 5-6 grade starts at 1045, 7-8 grade starts at 1245 (1 p.m.)
- 29 Jan. - 7 BBB, C, B teams only @ Barr MS, Grand Island, 1615 hrs. (4:15 pm)
- 29 Jan. - 8 BBB, C, B teams only vs Barr MS, (Home), 1615 hrs. (4:15 pm)
- 29 Jan - 7/8 A Teams vs Columbus Scotus 1600 hrs. (4:00 pm)
- 30 Jan. - 7 BBB @ York MS., 1630 hrs. (4:30 pm).
- 30 Jan. - 8 BBB vs York (Home), 1600 hrs. (4:00 pm).
- 3 Feb. - SMS Quiz Bowl Competition, Concordia, 0900 hrs.
- 6 Feb. - 7/8 BBB @ Schuyler MS (B & C), 1630 hrs. (4:30 pm).
- 6 Feb. - 7/8 BBB Seward Tournament, 4 Games, 1600 hrs. (4:00 p.m.)
- 8 Feb. - 7/8 BBB Seward Tournament, 4 Games, 1600 hrs. (4:00 p.m.)
- 8 Feb. - 7/8 BBB @ Crete MS (B & C), 1600 hrs. (4:00 pm)
- 12 Feb. - 7 BBB @ Aurora MS, 1600 hrs. (4:00 pm)
- 13 Feb. - 8 BBB vs Aurora (Home), 1600 hrs. (4:00 pm)

**2. Middle School Sports:**

The 7<sup>th</sup> and 8<sup>th</sup> grade boys basketball practices will both begin on Monday, 8 Jan. The first game is on Tuesday, 23 January.

**3. Enrollment:**

<u>Jan. 2024</u>	<u>Jan. 2023</u>	<u>Jan. 2022</u>	<u>Jan. 2021</u>	<u>Jan. 2020</u>
8 <sup>th</sup> Grade - 115	8 <sup>th</sup> Grade - 104	8 <sup>th</sup> Grade - 112	8 <sup>th</sup> Grade - 109	8 <sup>th</sup> Grade - 104
7 <sup>th</sup> Grade - 114	7 <sup>th</sup> Grade - 114	7 <sup>th</sup> Grade - 104	7 <sup>th</sup> Grade - 108	7 <sup>th</sup> Grade - 106
6 <sup>th</sup> Grade - 90	6 <sup>th</sup> Grade - 110	6 <sup>th</sup> Grade - 109	6 <sup>th</sup> Grade - 100	6 <sup>th</sup> Grade - 108
5 <sup>th</sup> Grade - 113	5 <sup>th</sup> Grade - 91	5 <sup>th</sup> Grade - 114	5 <sup>th</sup> Grade - 105	5 <sup>th</sup> Grade - 99
TOTAL 432	TOTAL 419	TOTAL 439	TOTAL 422	TOTAL 417

**4. Donations.**

SMS continued to provide donations to those locals in need this time of year. Our middle school staff donated \$500 and the 5<sup>th</sup> graders donated an additional \$217.64 to Blue Valley Community Action. Our 8<sup>th</sup> grade students and staff collected \$674 and gave that amount to a family in need. Therefore, a total of 1391.64 was collected from SMS to help those needing a little extra this Holiday Season.

5. A genuine and appreciative, Thank You, for the local gift card to our staff at Christmas.



**Board of Education Report  
January 2024  
Seward High School  
Scott Axt    Rich Eber    John Moody**



We had a strong 1st semester and are very proud of the students and staff. We had some tremendous successes in the classroom and several extracurricular activities. Below are some examples of those accomplishments:

- Football team qualified for State Playoffs
- The volleyball team qualified for the State Tournament.
- Boys Cross Country Teams qualified for the State Meet
- Marching Band Superior ratings at all competitions
- Great performances at the State Fair in multiple categories.
- The Show Choir had an excellent opening night performance and great attendance from the community.

**Staffing:**

In the next couple of weeks, we will be looking to fill the teaching positions of Becky Snyder and Kelley Limback. We are moving Erica Crouch to English 10 so we are looking for a new Speech Teacher and Speech Coach. On the other hand, our best-case scenario is to find a candidate who can teach both Spanish and Social Studies as we have significant needs in both areas. The odds are not great to find that person so we will have to find the best candidate to help us fill the most needs possible.

**Honors Breakfast:**

The Term 2 Honors Breakfast will be held on Friday, January 26th from 7:30 to 8:15 a.m. The honors breakfast aims to recognize and celebrate students who have made the term 2 Honor Roll. Please stop by to join us if you can for a roll and coffee or juice.

**Parent/Teacher Conferences:**

The third round of parent/teacher conferences is scheduled from 5:30-7:30 p.m. on Wednesday, February 7th. We have an optional sophomore parent session with school counselors from 6:00-6:45 in the school theater.

**Mid-Year Graduates:**

Seward High School had 27 seniors finish their coursework and graduate at the end of the first semester. A meeting was held with these students before the end of the semester to discuss the expectations for mid-year graduates and offer advice and support as they transition into the next phase of their lives. Students also completed a brief mid-year graduate survey.

## **2024-2025 Course Registration Process/Timeline for Current SHS Students**

The course selection and pre-registration process for the 2024-2025 school year will begin in January. The purpose of the pre-registration meetings is to share important information regarding the course registration process such as available courses, recommendations, timelines, and graduation requirements. This will also link the course registration process to post-secondary planning.

### **Activities:**

Girls basketball is 5-4 (runner-up in the holiday tournament), boys basketball is 3-6.

Boys bowling is 12-3 (Hastings Invite champions & Pius Invite runner-up) and currently 3rd in wild card points, girls bowling is 5-5.

Boys wrestling continues to make progress and girls wrestling won the Fillmore Central Invite championship.

The Speech team will kick off their competition season on January 15th.

The Show Choir begins their competition on January 20th.

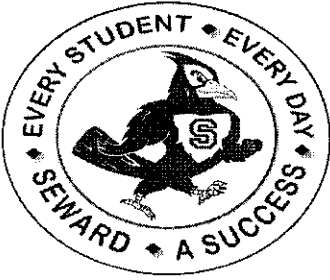
Participation numbers are strong for the E-sport winter season.

The dance team continues to provide half-time entertainment at home basketball games.

### **Enrollment:**

<b>Grade Level</b>	<b>Enrollment</b>
<b>Grade 9</b>	120
<b>Grade 10</b>	126
<b>Grade 11</b>	120
<b>Grade 12</b>	117*

**\*Includes Mid-Term grads**



School District of Seward  
Board Report  
Shannon Hall-Schmeckpeper, Director of Special Services  
January 8th, 2024

The start of the new year is a great time to reflect on where we have been and start planning for the year ahead.

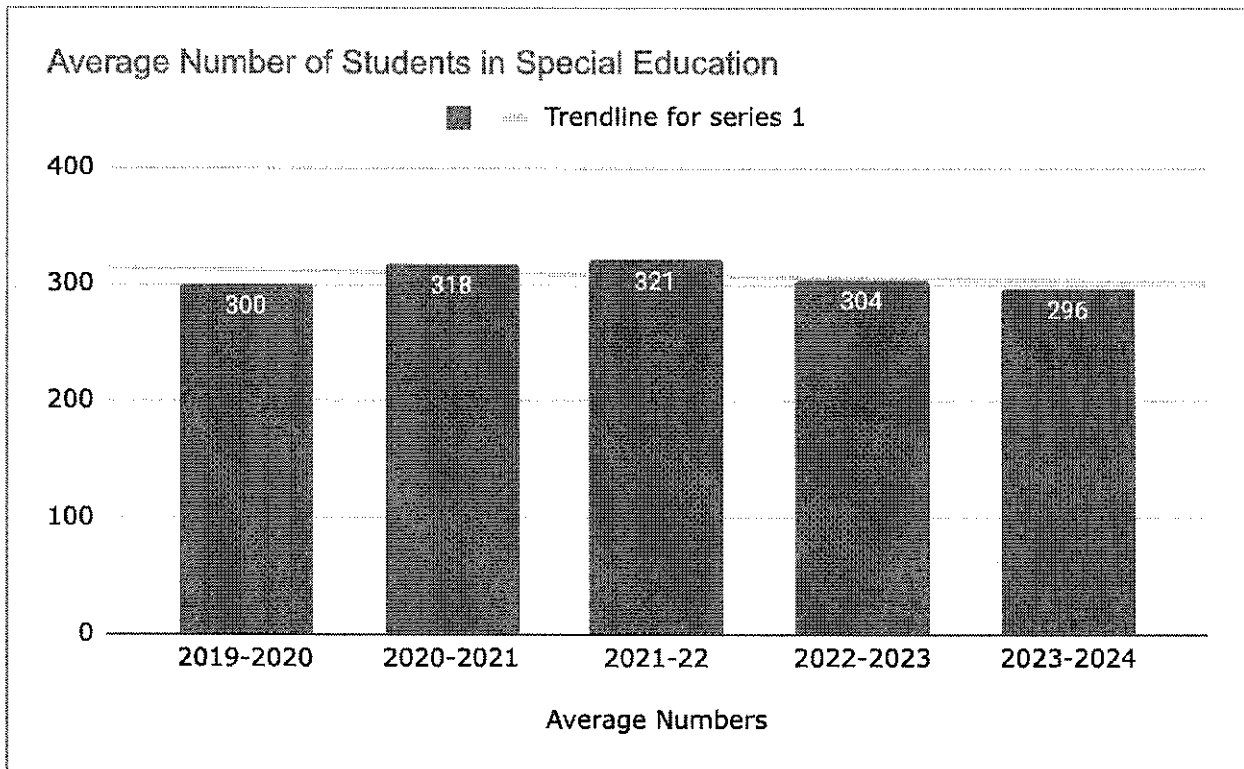
This year we changed the preschool schedule to be more in line with the elementary school schedule. The changes have been positive. Teachers have planning time every day which has given them the opportunity to meet with each other, para staff, and parents for IEP meetings during this time. We currently have 28 students in the two classes in the morning session and 36 students in the afternoon. There are 10 students on IEPs in the morning and 16 students on IEPs in the afternoon session. We will add five more students on IEPs to the morning session starting in January. These are students who have recently transitioned from an IFSP (Birth to 3 services) or are newly identified.

We are appreciate to the staff at the National Guard Museum and Herpolsheimers' for their willingness for our students to work at these locations during the first semester as part of our job skills class. Students will be working with Seward Public School Maintenance Department and the Greene Place, starting second semester.

I am looking forward to January 23rd when we will come back together to work on our action plan for our Strategic Plan. The work that we do will impact many students who are served through student services.

The usual special services program count report is not attached this month but will be provided next month. Waiting until February will allow mid-term graduates to be finalized and newly enrolled students to be added. Below is a table that looks at the average number of students that we have in special education from the 2019-2020 school year until present. You can see we had an increase post-pandemic but are starting to see this level off.





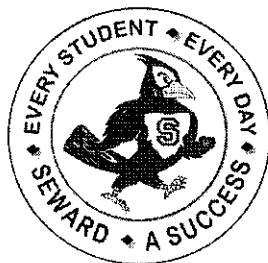
Finally, as we start the second semester, I will be looking at caseloads, student needs and staff needs over the next few months to start planning for the next school year.

Thanks for all you do!

***Shannon Hall-Schmeckpeper***

Shannon Hall-Schmeckpeper Ph.D.  
 Director of Special Services

SCHOOL DISTRICT OF SEWARD  
410 South Street  
Seward, NE 68434



Dr. Matt Dominy  
Director of Curriculum and Staff  
Development  
Phone: (402) 643-2941  
FAX: (402) 643-4986

## January 2024 Board Report for Curriculum and Staff Development

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Board Members,

I hope you had a wonderful holiday season! I am looking forward to the second semester of our school year. We will be fully engaged with the Social Studies and art curriculum cycle as well as preparing for administration of the assessments that start in March.

### **Curriculum**

As mentioned above, we will be in our final stages of the curriculum review cycle for social studies and art. In the area of social studies, our teachers will be reviewing materials that we have requested that align with our purpose, belief, and Nebraska standards. After our review, we will select publishers to present their materials at the February staff development day and then we will share the selected materials with parents and solicit their feedback. The materials will be shared with all of you for your feedback in the March meeting and we will ask for your approval during the April board meeting.

### **Instruction**

Our strategic planning process pointed to a few areas for instructional growth, the strategy that was written follows:

We will create and implement a multi-tiered system of support that empowers educators to use a data-driven approach to support all students academically.

Areas of focus include gifted education, the MTSS process, and instructional strategies.

### **Staff Development**

As of this writing, we have not completed our January staff development day, however, we have a great day planned. We have been working with Milford, Centennial, and David City to provide an experience that is motivating and engaging for our staff to celebrate the start of the second semester. We will start the day by having the Waffleman available to our staff for a Waffle and sausage breakfast. Following breakfast, principal/comedian/ inspirational speaker Gerry Brooks will be speaking to our staff and celebrating the profession of education. Please note that we have also invited St. John's, Our Redeemer, and St. Vincent's to join us for the morning. Later in the morning we will have our annual safety meeting.

**Assessment**

Several of our grade levels completed winter NWEA before the break, and the other grade levels will complete NWEA shortly after we get back. We will be generating reports regarding students who met their growth goal from Fall to Winter. This can help inform us regarding how students are doing in reading, math, and science to monitor their future success on the NSCAS Growth assessment.

Thank you for your support!

Dr. Matt Dominy

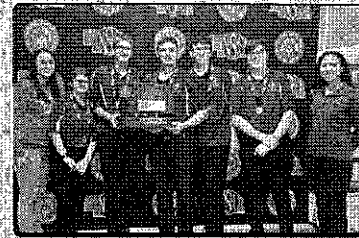
# January Staff Development News

A newsletter for the Seward Staff by Dr. Dominy

1-1-2024

## A note from Matt

Thank you so much for your dedication and engagement as a staff member. Your focus on what is best for our students is truly commendable. As we embrace the start of a new year, I am grateful for the opportunities and new beginnings it brings. Your collaboration, interactions, and positive attitude have made a significant impact on our school community. Thank you for all that you do!



I deeply appreciate your commitment to our students and your proactive approach to creating a supportive learning environment. Your willingness to go above and beyond for the well-being and success of our students does not go unnoticed. Your collaborative spirit has contributed to a positive and inclusive atmosphere, fostering a sense of belonging for both students and staff. Your dedication to fostering a culture of growth and encouragement is truly invaluable. It is through your efforts and positive mindset that we are able to create an environment where students can thrive and excel. Thank you for your support and for always keeping the best interests of our students at the forefront. Here's to a year filled with continued collaboration, growth, and positivity.

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## One Word- by Jon Gordon

9 out of 10 people will fail with their resolutions.  
50% of resolution makers will fail by the end of January.  
But *One Word* sticks!

That's why 13 years I ago I stopped making New Year's resolutions and started picking One Word for the upcoming year. No resolutions, no goals... just One Word that gives meaning, mission, passion and purpose. One Word that will help me be my best

My friends Dan Britton and Jimmy Page have been doing this for over 20 years. They told me how every New Year's Eve they gathered with their children, and each came up with a word. Then they made paintings of their words that hung in their houses to remind them to live their word for the year.

I was inspired and started doing it with my family and shared it with everyone.

My words over the years have been PURPOSE, SURRENDER, SERVE, PRAY, RISE, FORGIVE, STILL, CONNECTED, EXPAND, HEART, ABIDE, POWER and WHOLE.

Each word has molded and shaped me to become a better person, father, husband, writer, communicator and leader. Looking back, I know my One Word chose me more often than I chose it.

Dan, Jimmy and I wrote a book *One Word that Will Change Your Life* a few years ago and we've heard incredible stories of impact from countless people, schools, sports teams and companies that have discovered the power of One Word. Several college teams put their One Words on their lockers and practice shirts. NFL and NBA teams chose their words for the season and talked about them before games. Schools made t-shirts with all their teacher's One Words. Hendrick BMW even made a One Word car!

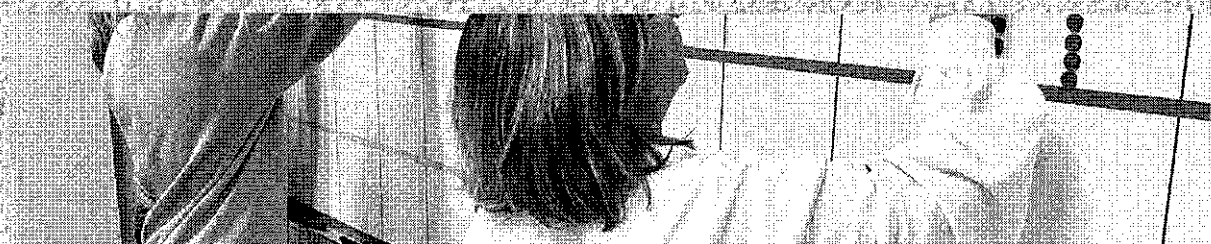
This is a great exercise to do with your kids and students too, which is why we also wrote *One Word for Kids*.

And now we also have a *One Word Journal* to help you harness the power of your One Word with intention each week.

You may not have any idea what your word is yet. That's okay. We have some time to figure it out. As part of this process, I want to invite you to join me and thousands of people who will choose a word for the year in 2024.

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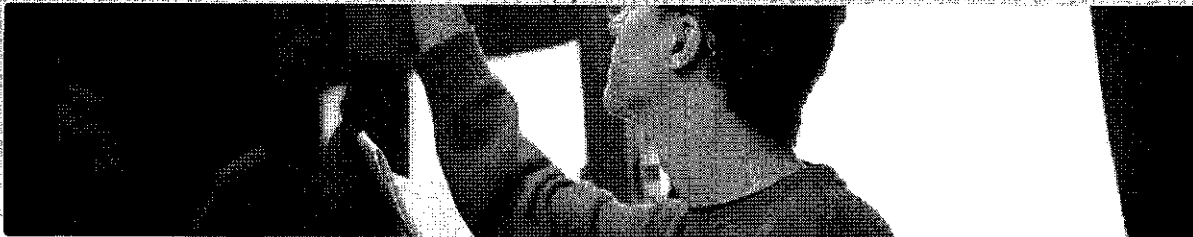
## *A MTSS Success Story*



### **Daviess County honing in on Kentucky's Multi-Tiered System of Supports**

Staff in Daviess County have been working on implementing a multi-tiered system of supports (MTSS) for the last three years. Submitted photo Editor's note: This story is part of a series on Kentucky's Multi-Tiered System of Supports (MTSS) and

## Artificial Intelligence Trends in Education



### 7 Artificial Intelligence Trends That Could Reshape Education in 2024

The revolutionary role of AI in education has a major impact on teaching and learning. Here's what to watch next year.

📄 [the74million.org](https://the74million.org)

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### Patriotic Holidays

Nebraska Revised Statute 79-724 requires the following:

Appropriate patriotic exercises suitable to the occasion shall be held under the direction of the superintendent in every public, private, denominational, and parochial school on George Washington's birthday, Abraham Lincoln's birthday, **Dr. Martin Luther King Jr's birthday**, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session.

Dr. Martin Luther King Jr's Birthday is January 15th.



**Seward Public Schools**

<https://www.sewardpublicschools.org/>

## Student Board Report

- This year we are focusing on the Bluejay Store. The blankets came in over winter break and will be out to customers very soon.
  - The team has talked about creating yard signs for various sports and clubs. This will expand spirit throughout our community.
- At our upcoming meeting, we will debrief about the plans for this semester. Members will join various committees or give new ideas to the group.
- Basketball Student sections have been a decent size, but we continue building spirit throughout all activities.

Cheer (Layla Sugden): We ended the year last year with a fun Christmas Party. We exchanged gifts and then played games as a team. We took a break to rest and recover and start the new year fresh. We are starting the year with a few basketball games.

FFA (Braeden Dey): We wrapped up the year with our Christmas Party with snacks, a gift exchange, and fun games. Some FFA members also competed in the Leadership Development Events. In the upcoming months, we will practice for Career Development Events and State FFA in Lincoln!

FBLA (Eastyn Oberhauser): FBLA is kicking off the year with a few competitions at UNK and Wayne State to start getting prepared for State FBLA in April. We will continue having monthly meetings, and group work nights to work on state projects. We are so excited to interact and compete with others at State FBLA, and hope to bring home a few trophies!

Show Choir (Kretyn Roth): For show choir, we are getting ready for our first competition on the 20th. We are restarting morning practices so that we can have the upper edge during the competition. We are so excited to compete this year. Our new members are nervous but they are excited to try something new.

FCCLA (Julya Metschke): FCCLA finished the first semester by partnering with Key Club to decorate cookies with the residents at Ridgewood during the holiday season. While our community service opportunities wind down, our competition season will start this January with our district leadership contest. This is an opportunity for members to showcase their community service work in a presentation. We are looking forward to DLC and cannot wait to see how our members perform.

Key Club (Taylor Ball): Key Club wrapped up the year with cookie decorating with residents at the nursing home. As well as packaging up our Operation Christmas Child shoe boxes. We talked about our

plans and service projects for the new year and are excited!

Speech (Taylor Hostert): Our first competition is on the 15th at Waverly. At the first competition, it's so interesting to see where all our competitors are at memorization and organization-wise. I find it interesting to compare my first performance to my last so I'm looking forward to that at the end of the season.

Boy's Wrestling (Kaydon Muellerl): We had our first meet on Nov 30 against York and Norris, it went well and since then we have improved greatly and had a lot of time to work together as a team. we challenge each other every day and striv to get better are next meet is on Jan 6th at Beatrice I am excited to continue our season and ready to see some state placers.

Girl's Bowling (Kendall Gardiner): Bowling is fun the season is going pretty well. We improved greatly and had fun bowling as a team. We do different things every day like yesterday we worked on getting strikes.

Boy's Bowling (Josh Ringler): The Boys' Bowling team started the season hot at the GINW double duel taking down Lexington and Ogallala. The Jays have also beaten Waverly in a duel. The bowling team this year is looking great with a strong chance at taking state this year. The whole team is excited to take on the season.

Girl's Basketball (Ona Stutzman): The girl's basketball team is currently 5-4. Our next game is on Friday, January 5 against Beatrice. That should be a good game and if we play together, pick each other up, and communicate that will give us a good chance at winning. We are excited to continue our season with each other and finish it out strong.

Boy's Basketball ( Kameron Dyer): The boy's basketball team is currently 3-6. This is not where we want to be but we are determined to get the season turned around. We play Beatrice on Friday and we are planning on getting a win. We are working on our togetherness as a team and hopefully, that will lead to more wins in the future.

Dance Team (Dalaney Anderson): The dance team is doing well so far. We have our annual kids' camp dance this Friday and then we have a week's break to prepare for our next performance on the 16th. Our girls are working hard and we have been very pleased with all of our dances so far. We have 3 performances left and are very excited for the rest of our season.





**SCHOOL DISTRICT OF SEWARD**  
**Board of Education Committees**  
**2023**

**Standing Committees:**

Facilities/Transportation	Whole board
Curriculum/Americanism	Whole Board
Negotiations	Shawn – Ryne- Danielle
Budget	Ryne – Paul – Jill
Policy Review	Whole Board
Personnel/Staff-Relations	Paul - Danielle - Jill
District Wellness	Jill

**Board Representative – Community and State:**

Foundations	Matt– Ryne
Legislation	Ryne – Jill-Shawn
Seward Wellness Center	Jill, Shawn

Jill Olson  
6039 Meridian Drive #421  
Lincoln, NE 68504  
jill.olson@sewardschools.org  
4026420201

January 2, 2024

Jessica Dominy,

I am writing to resign from my position as a 1st grade teacher at Seward Elementary School at the end of the 23-24 school year. I appreciate the opportunities and experiences Seward has given me.

Thank you for your support.

Sincerely,

Jill Olson

## **SUPERINTENDENT'S CONTRACT OF EMPLOYMENT SEWARD PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Seward Public Schools**, legally known as **Seward County School District No. 80-0009**, and referred to as "the Board" and "the School District" respectively, and Dr. Joshua P. Fields, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Superintendent shall be employed for a period of 2 year(s) beginning on July 1, **2024**, and expiring on June 30, **2026**. References to "contract year" shall mean the period from July 1<sup>st</sup> through June 30<sup>th</sup> and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11.

**Section 2. Renewal of Contract.** If a Board representative does not inform the Superintendent in writing on or before **January 15** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular December meeting** of each year of this contract and shall make the renewal of his employment contract an agenda item for the regular **January** board meeting during each year of this contract, unless the Board's regular January meeting occurs after January 15, in which case the Superintendent shall remind the Board in writing of this provision no later than **its regular December meeting** and shall make the renewal of his employment contract an agenda item for the regular **December** board meeting. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the district has complied with the Superintendent Pay Transparency Act.

**Section 3. Salary.** The Superintendent's salary for the contract year shall be \$179,900 which shall be paid in 12 equal monthly installments beginning in the month of July **2024**. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

**Section 4. Deductions.** This contract shall conform to the statutes and regulations governing deductions from compensation. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Superintendent and Board may agree.

**Section 5. Professional Status.** The Superintendent affirms that he is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, he will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that he registers his certificate. The Superintendent represents that: (1) all information he provided in connection with his application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he will advise the Board immediately; (2) he has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he has not had any professional licenses or certificates suspended or revoked.

**Section 6. Superintendent's Duties.** The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote his time, skill, labor and attention to his duties throughout the contract term. He shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns to him. With prior consent from the Board, he may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his duties and obligations to the school district.

**Section 7. Board-Superintendent Relationship.** The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. He shall organize the administrative and

supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. He is responsible for administering the instruction of students and the business affairs of the school district. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

**Section 8. Cancellation or Mid-Term Amendment.** The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with his duties under Section 2 (Renewal of Contract) or Section 15 (Evaluation) shall constitute a material breach of this contract.

**Section 9. Disability.** If the Superintendent is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for a period of more than 60 calendar days or if the disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the district.

**Section 10. Transportation.** The Board shall provide the Superintendent with transportation or reimburse him for mileage required in the performance of his official duties at the rate approved per Board policy.

**Section 11. Fringe Benefits.** The Board shall provide the Superintendent with the following fringe benefits:

- a. Health Insurance.** Family health insurance that is provided to certificated staff through the District's health insurance carrier.
- b. Dental Insurance.** Family dental insurance that is available to certificated staff through the District's health insurance carrier.
- c. Life Insurance.** Term life insurance with a total death benefit of Ten Thousand Dollars (\$10,000) of coverage.
- d. Sick Leave.** The Superintendent shall be entitled to 10 days of sick leave per year which may accumulate to a total of 50 days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, he shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of his sick days and shall provide the Board of Education with a report of his accumulated sick days at least quarterly. The Superintendent shall not be compensated for unused days of sick leave upon the ending of his employment with the District.
- e. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the school district's carrier at his own expense which shall be taken out of his regular pay consistent with the premium amounts for such coverage.
- f. Vacation.** The Superintendent shall have 20 vacation days for the 2024-2025 contract year which he may use at times he chooses so long as his absence does not interfere with the proper performance of his duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will

cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the 2018-19 contract year, the Board shall give the Superintendent the number of days necessary to restore his total to 20 days. For example, if he uses 12 days of vacation one year, the board will provide him with 12 days the following year to bring his total to 20 days. The Superintendent shall develop a system for recording his use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of his vacation days and shall provide the Board of Education with a report of his accumulated vacation days at least quarterly. The Board may require him to use his vacation days and shall compensate him for unused vacation days upon the conclusion of his employment.

**g. Personal Leave.** The Superintendent shall have 2 personal leave days for the 2018-19 contract year which he may use at times he chooses so long as his absence does not interfere with the proper performance of his duties. After the 2018-19 contract year, the Board shall give the Superintendent the number of days necessary to restore his total to 2 days. The Superintendent shall develop a system for recording his use of personal days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of his personal days and shall provide the Board of Education with a report of his accumulated personal days at least quarterly. The Board may require him to use his personal days and shall compensate him for unused personal days upon the conclusion of his employment.

**h. Professional Development.** The Superintendent is expected to continue his professional development and to participate in relevant learning experiences. With the approval of the Board, he may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.



- i. Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in the following organizations: Nebraska Council of School Administrators (NCSA), The School Superintendents Association (AASA), and any other membership dues requested by the Superintendent and approved by the Board.
- j. Physical Examination.** The Superintendent may voluntarily undergo a physical examination. The Superintendent agrees that he will authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$100 of the cost of such physical examination and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.
- k. Holidays.** The Superintendent shall receive the following paid holidays: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve and Christmas Day.
- l. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that he can be reached at all times for work-related emergencies or while away from school grounds during the work day. The School District will reimburse the Superintendent up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.
- m. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1,000.00 or more.

**Section 12. Residence/Domicile in School District.** The Superintendent shall have his domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain his domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent is in his first year of employment with the District and does not have his domicile and principal place of residence within the District at the time of his employment, the Superintendent shall move his domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain his domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the district as a legal voter of the school district; (3) to be involved in school and community activities bringing him in contact with parents and community leaders and be committed to the future of the district and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which he is the educational leader.

**Section 13. No Penalty for Release or Resignation.** There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

**Section 14. Compensation Upon Termination and Credit for Accrued Vacation.** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary he was paid but had not earned prior to the date of termination of this contract. He shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

**Section 15. Evaluation.** The Board shall evaluate the Superintendent twice during his first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make his evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education.

**Section 16. Legal Actions.** The Board will support the Superintendent if there is a legal dispute caused by him carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

**Section 17. Physical or Mental Examination.** The Superintendent agrees that, at the request of the Board, he will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of his position.

**Section 18. Disciplinary Action.** The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the school district to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising him of the alleged reasons for the proposed action and provided the opportunity to present his version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a formal due process hearing under section 79-832. If such a

request is not delivered within such time, the action of the Board shall become final.

**Section 19. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

**Section 20. Amendments to be in Writing.** This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

**Section 21. Severability.** If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

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

**Executed by the Board this 8<sup>th</sup> day of January, 2024.**

Ryne Seaman, President  
Board of Education

**Executed by Josh Fields this 8<sup>th</sup> day of January, 2024.**

Josh Fields, Superintendent  
School District of Seward

**School District  
Of Seward  
District No. 9  
2024-2025**

**Negotiations  
Agreement**

# NEGOTIATIONS AGREEMENT

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# School District of Seward

## District No. 9

2024-2025

### Negotiations Agreement

This agreement is made and entered into by and between the Seward Education Association, and the Board of Education for the School District of Seward, Seward, Nebraska.

WHEREAS, representatives of the parties have conducted negotiations pursuant to the Nebraska Public Employee Act, and

WHEREAS, a mutual agreement has been reached between the parties such agreement shall be reduced to written form and signed by each of the parties to the negotiations.

NOW, THEREFORE, the parties do hereby stipulate and agree that the following items have been agreed upon between the parties and shall be adopted as a part of all teachers' contracts signed for the 2024-2025 school year.

#### I.

#### INDEX SALARY SCHEDULE

The base salary for a bachelor degree teacher with no prior experience shall be \$37,750 for 2024-2025. **All new hires will be placed on Step 3, not Step 1. They will remain on Step 3, but may move horizontally until successful completion of their 3<sup>rd</sup> year at which point they will advance to Step 4. All current teachers who would be at Step 2 will advance to Step 3.**

The vertical index shall be a 5% increment and the horizontal index shall be a 4%. The number of steps, horizontal and vertical, are shown on the Salary Schedule attached hereto, and made a part hereof.

Salary increment for additional duties shall be shown on the Extra Duty increment schedule attached hereto, and made a part of the salary schedule.

#### I. Salary and Related Items

##### A. Salary Package

1. \$37,750 base, 5 x 4 increments
2. Extra Duty Schedule (Item II)
3. Income Protection Insurance (66-2/3% of salary)
4. Each certified full time staff member shall be entitled to health insurance as specified with full family and dental coverage where needed to be paid by the district. (Specifications of Coverage are on file at the District Office and with the SEA President. Coverage matches BCBS \$1050 deductible plan with family dental.) Eligible employees may choose the BCBS EHA \$3800 high deductible HSA plan instead of the \$1050 deductible plan. On September 1, 2024 the district will contribute the 4 months difference in premiums (Sept-Dec. of 2024) and on January 1, 2025 the district will contribute the 8 months difference in premiums (Jan-Aug of 2025) into the employees' HSA accounts. The "difference" in premiums will be calculated using the discounted amounts for the \$1050 deductible plan. Employees who do not fulfill their contractual obligations would be required to return the prorated portion to the district upon their resignation or cancellation/termination of their contract. Any fees associated with the employees HSA account are the responsibility of the employee.
5. Each certificated contract staff member shall be entitled to participate in a Choices 125 flexible benefit plan to be paid by the district.
6. **All first year teachers** in the school district, regardless of previous experience, shall have a 192 day contract the first year of employment. First year teachers shall be paid \$200.00 per day for each of the six extra contract days. The six extended contract days for the first year shall be paid as soon as possible after September 1st.  
The extra contract days shall be accounted for outside of the regular 186 contract days, and those work days and activities shall be determined by the administration. Upon completion of the first year of employment the extended contracts shall no longer be offered.
7. Upon initial hire, teachers new to the school district may be credited with all years of prior acceptable teaching service (vertical placement), and given credit for pertinent graduate hours earned from accredited institutions (horizontal placement).

Every effort will be made to hire quality teachers using the above initial placement guidelines. However, in order to provide the school district with the means to hire quality teachers endorsed in areas of limited availability, the district may initially pay a

qualified new hire the equivalent of their initial placement on the salary schedule plus 10% of that year's base. He/She shall remain at that salary until his/her placement on future salary schedules exceeds their first year's pay. (For example, if teacher A is hired and base pay is \$30,000, and teacher A's initial placement on the salary schedule is BA+27 Step 4 or \$38,100, then the superintendent could increase his/her salary by 10% of the base or \$3,000 for a starting salary of \$41,100. In subsequent years, teacher A will remain at \$41,100 until the combination of base pay increases, or horizontal or vertical movement on the salary schedule in future years pushes teacher A's salary over \$41,100.)

The additional 10% of the base may only be given in instances where there are 3, or fewer, total qualified applicants for the open position. The SEA will be notified, and the applications will be available for the SEA president to view whenever this deviation process is offered.

8. Seward Public Schools has VSP vision insurance as a benefit at the employee's cost. Seward Public Schools would manage the payroll deductions for any certified staff member who elects to participate in the vision insurance.

9. Retention Bonus: "New Hire" employees will receive \$1000 for each year of successful completion for up to three years. A "new hire" employee is one who has not worked as a certified staff member for more than three years of service from any school district. Essentially a new hire or employee qualifies for the retention bonus for their first three years of experience. Retention bonus will be paid in July of each year.



2024-2025								
37,750								
STEP	BA	BA+9	BA+18	BA+27	BA+45/MA	MA+9	MA+18	MA+27
1	1.00 37,750	1.04 39,260	1.08 40,770	1.12 42,280	1.16 43,790	1.20 45,300	1.24 46,810	1.28 48,320
2	1.05 39,638	1.09 41,148	1.13 42,658	1.17 44,168	1.21 45,678	1.25 47,188	1.29 48,698	1.33 50,208
3	1.10 41,525	1.14 43,035	1.18 44,545	1.22 46,055	1.26 47,565	1.30 49,075	1.34 50,585	1.38 52,095
4	1.15 43,413	1.19 44,923	1.23 46,433	1.27 47,943	1.31 49,453	1.35 50,963	1.39 52,473	1.43 53,983
5	1.20 45,300	1.24 46,810	1.28 48,320	1.32 49,830	1.36 51,340	1.40 52,850	1.44 54,360	1.48 55,870
6	1.25 47,188	1.29 48,698	1.33 50,208	1.37 51,718	1.41 53,228	1.45 54,738	1.49 56,248	1.53 57,758
7	1.30 49,075	1.34 50,585	1.38 52,095	1.42 53,605	1.46 55,115	1.50 56,625	1.54 58,135	1.58 59,645
8		1.39 52,473	1.43 53,983	1.47 55,493	1.51 57,003	1.55 58,513	1.59 60,023	1.63 61,533
9			1.48 55,870	1.52 57,380	1.56 58,890	1.6 60,400	1.64 61,910	1.68 63,420
10				1.57 59,268	1.61 60,778	1.65 62,288	1.69 63,798	1.73 65,308
11					1.66 62,665	1.70 64,175	1.74 65,685	1.78 67,195
12					1.71 64,553	1.75 66,063	1.79 67,573	1.83 69,083
13						1.80 67,950	1.84 69,460	1.88 70,970
14							1.89 71,348	1.93 72,858
15								1.98 74,745
16								2.03 76,633

**II.**  
**EXTRA DUTY SCHEDULE**

**Category I:** Head Varsity Coaches: Football, Softball, Basketball, Track, Wrestling, Volleyball, Soccer, Baseball, Cross Country, High School Band, High School Vocal Music, FFA, Middle School Activities Director.

**Category II:** Head Varsity Coaches: Golf, Bowling, Head Middle School Coach in Track and Assistant Varsity Coaches: Football, Basketball, Baseball, Softball, Track, Wrestling, Volleyball, Soccer, Cross Country, High School Associate Band Director, Cheerleading Sponsor, FCCLA, Key Club, Speech Contests, Skills USA, FBLA.

**Category III:** Head Middle School Coaches in Football, Basketball, Volleyball, Cross Country (boys/girls combined), and Wrestling; Middle School Band, Middle School Vocal Music, Assistant Varsity Bowling, One Act Plays, High School Student Council.

**Category IV:** Middle School Assistant Coaches in Football, Volleyball, Basketball, Track, Wrestling, Associate High School Musical Director, High School E-Sports Head Coach, Unified Head Bowling Coach.

**Category V:** Dance Team, Quiz Bowl, Middle School Bully Response Sponsor, Middle School Builders Club Sponsor, Assistant Speech, Assistant One Act Plays, FCCLA Middle School Sponsor, Unified Assistant Bowling Coach.

**Category VI:** High School Class Sponsors, Middle School Student Council, Elementary Music, National Honor Society.

**Category VII:** Summer curriculum committees will be paid at the rate of \$20.00 per hour.

**Category VIII:** Clock Operators, Ticket Sellers, Monitors and Scorekeepers will be paid .0009 of the base salary, per activity. The rate will be rounded down to the nearest \$5.00 increment. Payment will not be made if persons receive remuneration for those responsibilities as part of an extra duty assignment.

**Category IX:** Teachers who are asked to cover another teacher's class during his or her prep time, may submit a time card for pay at current substitute teacher pay rates. The certified staff member must cover a minimum of 30 consecutive minutes before such compensation will be made.

Teachers who teach college credit courses to Seward High School students during the school day, will be paid the amount given to Seward Public Schools by the hosting college/university—not to exceed \$1,500 per course per semester.

The Board has the right to adjust a job assignment from one category to another either up or down for reasons of changes in job responsibility, changes in work load or schedule, or changes in numbers of students or other extenuating circumstances.

Board initiated changes in category placement shall be based upon the criteria present in the job description and will be undertaken only after a thorough investigation by the activities director, the administrator and the coach or person involved.

Vertical movement on the extra duty schedule Categories I-V shall be limited to one step in any one fiscal year unless otherwise authorized by the Board of Education.

**Category X:** New Teacher Mentors will be paid \$400.

**Category XI:** Weight Room Supervision: .0007 times the base salary per hour. Hours must be approved in advance by the Superintendent of Schools or his or her representative. A log and documentation of hours will be required.

Extra Duty Salary Schedule On Base of				
		\$ 37,750		
	STEP		PERCENT	DOLLAR AMOUNT
CATEGORY I	1		0.100	\$3,775
	2		0.110	\$4,153
	3		0.120	\$4,530
	4		0.130	\$4,908
	5		0.140	\$5,285
	6		0.150	\$5,663
	7		0.160	\$6,040
	8		0.170	\$6,418
	9		0.180	\$6,795
	10		0.190	\$7,173
	11		0.200	\$7,550
	12		0.210	\$7,928
	13		0.220	\$8,305
CATEGORY II	1		0.060	\$2,265
	2		0.066	\$2,492
	3		0.072	\$2,718
	4		0.078	\$2,945
	5		0.084	\$3,171
	6		0.090	\$3,398
	7		0.096	\$3,624
	8		0.102	\$3,851
	9		0.108	\$4,077
	10		0.114	\$4,304
	11		0.120	\$4,530
	12		0.126	\$4,757
	13		0.132	\$4,983
CATEGORY III	1		0.040	\$1,510
	2		0.044	\$1,661
	3		0.048	\$1,812
	4		0.052	\$1,963
	5		0.056	\$2,114
	6		0.060	\$2,265
	7		0.064	\$2,416
	8		0.068	\$2,567
	9		0.072	\$2,718
	10		0.076	\$2,869
	11		0.080	\$3,020
	12		0.084	\$3,171
	13		0.088	\$3,322
CATEGORY IV	1		0.036	\$1,359
	2		0.039	\$1,472
	3		0.042	\$1,586
	4		0.045	\$1,699
	5		0.048	\$1,812
	6		0.051	\$1,925
	7		0.054	\$2,039
	8		0.057	\$2,152
	9		0.060	\$2,265
	10		0.063	\$2,378
	11		0.066	\$2,492
	12		0.069	\$2,605
	13		0.072	\$2,718
CATEGORY V	1		0.020	\$755
	2		0.022	\$831
	3		0.024	\$906
	4		0.026	\$982
	5		0.028	\$1,057
	6		0.030	\$1,133
	7		0.032	\$1,208
	8		0.034	\$1,284
	9		0.036	\$1,359
	10		0.038	\$1,435
	11		0.040	\$1,510
	12		0.042	\$1,586
	13		0.044	\$1,661
CATEGORY VI			0.006	\$227

### **III. INCOME PROTECTION**

In the event of temporary or total disability resulting in the inability of a teacher to perform the teaching contract, the teacher shall receive 66 2/3% of gross salary commencing on the 46th day after the occurrence of disability, which shall continue so long as the teacher is disabled or until age 70, as provided by the district's Income Protection Policy of Insurance, which is incorporated herein by reference, and Social Security. The district shall have no liability for income protection over and above that provided by the insurance and social security. The district shall continue paying the amount of health, dental, income protection, and life insurance through the school year (September to August) of a contracted teacher who goes on disability any time during the year.

### **IV. HORIZONTAL AND VERTICAL ADVANCEMENT**

A teacher wishing to move horizontally on the salary schedule must meet the following criteria:

All approved credit hours beyond BA must be:

1. graduate hours; AND
  2. in part of an approved program working toward an advanced degree in education, in the teachers assignment area, or other approved course; AND
  3. be approved by the Superintendent. Such courses may include methods, educational psychology, and other related courses.
- B. Credits earned after the opening day of school will not be counted toward the salary schedule until the next contract year.
- C. Teachers shall report and document intention of summer graduate hours to the Superintendent in May – prior to the beginning of classes. Graduate hours taken during the teaching year shall be documented prior to the beginning of such classes. Transcripts verifying successful completion of such hours will be sent to the Superintendent before September 5 of the following year. Failure on the part of the teacher to document hours may result in the non-approval of such hours by the Superintendent.
- D. Horizontal and vertical movement on the salary schedule shall be limited to one horizontal and one vertical step in any contract year.
- E. It is the responsibility of the teacher to see that complete transcripts of all college credit earned by each teacher which are pertinent to the teacher's placement on salary schedule or pertinent to meeting the state accreditation standards shall be on file in the school's administration office. If they are not on file, no credit will be given.
- F. In the event a teacher is erroneously placed on the salary schedule, such placement shall be corrected at such time as the error is determined, and the Board shall have the right to seek reimbursement of overpayments or make appropriate salary adjustments relative thereto.
- G. If disagreement occurs, that person may file through the grievance procedure as provided by board policy.

### **V. CONTRACT YEAR**

There will be 186 contract days. Elementary teachers will have three less student contact days than teachers in grades 5-12. The in-service day hours will count toward each teacher's professional growth points. In the event weather conditions necessitate closing school, the superintendent may call an in-service day for those teachers who can safely get to school.

### **VI. COMMUNICATIONS**

The Board of Education and/or board committees will meet with the SEA negotiators on a year around basis in order to improve communications between the Board and teachers on any items in this agreement.

The Superintendent, as the representative of the Board will meet with SEA representatives on a quarterly basis to improve communications between the board, teachers, and administration.

### **VII. LEAVE POLICIES**

Full time certified staff shall be entitled to ten (10) days of unspecified leave per school year. This shall include sick leave, personal leave, bereavement leave, and professional leave requests that are not made at the direction of the administration:

1. Any of the leave (10 days per year) which is not utilized by the employee shall accumulate to a maximum of fifty (50) days of accumulated leave.
2. When an employee has accumulated the maximum leave (50) days, any of the annual unspecified leave not utilized will be reimbursed to the employee at the rate of \$50 per day of such unused leave. (paid in July payroll)

3. Once leave is accumulated, the leave can only be used for accident, illness, medical emergencies or bereavement (after the current year's days are exhausted) of the immediate family\*.
4. Leave for professional and school reasons, at the request of the administration, shall not be counted against the annual leave allotment.
5. No accumulated leave (sick days) can be used until all 10 unspecified leave days from the current school year are expended. Scheduling and pre-approval of unspecified days for personal use does not constitute an expended day.
6. Certified contracted staff serving as a volunteer coach for high school activities will be allotted one day professional leave for state participation.

Leave requests are subject to 1) availability of substitute teachers; 2) adequate notice to employer; 3) restriction of use of leave on professional and plan days; 4) providing enough non substitute teachers in the building to maintain an orderly environment.

Adequate notice: employees must submit a leave request form a minimum of five (5) working days in advance of the leave date for professional and personal leave, as well as for other types of leave whenever possible. In the case of an emergency, the employee should contact building principals directly. The general reason for leave must be specified on the notice (personal, professional, etc.), as the district is required to report types of teacher leave to the Nebraska Department of Education.

Teachers will not be allowed to use personal leave during professional development days and elementary planning days (exceptions that are beyond the control of the employee will be determined by the superintendent).

High School head coaches shall be allotted 2 days for professional development per NSAA activity they coach. Assistant coaches (9<sup>th</sup> grade included) will be allotted 1 day. These days may be used to attend the NSAA state tournament, conferences or clinics directly related to their sport.

\* Immediate family defined: employee's spouse, the employee's or spouse's father, mother, children, grandparents, grandchildren, brothers, sisters, or their spouses and children.

Personal leave days must be taken in full day increments, except two days of the ten days for that year may be taken in half-day increments. Previous leave requests may cause newly requested leave days to be denied due to the availability of substitutes. In these instances, personal leave will be granted on a first come, first served basis. Approval from the principals to leave the building for short periods of time (longer than 15 minutes) shall accrue toward used leave time. An employee may take up to a maximum of five (5) consecutive days of personal leave.

An employee who is absent from work beyond the amount of his/her annual unspecified leave plus his/her accumulated leave days shall have one day of his/her annual salary deducted for each day that the employee is absent beyond total leave days available at their daily rate of pay. The Superintendent also has the authority to grant additional leave at full salary pay deduction (1/186<sup>th</sup> of contracted salary amount, if contract calls for 186 days) if he/she feels a need warrants it.

Abuse of the District's leave policy shall be considered insubordination on the part of the staff member. The Superintendent may request a doctor's statement after five (5) consecutive sick days.

No accumulated leave benefits accrue as severance pay upon termination of services for any cause or when an employee retires (except if the employee is retiring under the Separation Incentive Program).

Teachers contracted to teach a minimum of .5 F.T.E. (Full Time Equivalency) will receive a prorated leave benefit. Temporary employees and part time employees (less than one-half time) shall not be entitled to leave privileges unless specifically stated.

All leave days shall be expended in the order in which they were accrued.

#### **ADOPTION LEAVE**

- a. Reporting: Any teacher who is actively pursuing adoption is asked to notify the building principal in advance.
- b. Upon placement of the child under a certificated staff member's care, the certificated staff member may use up to six consecutive weeks of leave beginning when the child is placed under the staff member's care. Certificated staff members may use unspecified leave and accumulated sick leave up to the six weeks allowed. Should the certificated staff member not have enough accumulated leave to account for all days missed, the staff member shall be docked 1/186 of salary for each day of work missed beyond accumulated leave.
- c. There will be no loss of seniority or tenure for time the certificated staff member is absent on adoption leave.

## **ASSOCIATION LEAVE**

The President of the Seward Education Association or his/ her designee(s) shall be granted three leave days total per year for association work or meetings pertinent to the association at the local, state, or national level. The SEA will reimburse the Seward School District at equivalent substitute pay for any leave taken.

## **EXTENDED LEAVE POLICY**

### **1. Care of family member.**

A leave of absence without pay for up to one (1) year may be granted for the purpose of caring for an ill member of the teacher's immediate family. Additional leave may be granted at the discretion of the Board.

### **2. Professional study.**

A leave of absence without pay of up to one (1) year may be granted for any teacher requesting said leave subject to the following stipulations and regulations:

a. Professional study leave shall be for the purpose of enhancing professional competence by attendance at an accredited college or university.

b. The teacher shall have completed at least four (4) years of service to the School District before being considered eligible for said service.

c. Any teacher requesting study leave shall submit in writing the proposed program of studies indicating desired goals and outcome. The written proposal shall be submitted at least 90 days before desired commencement of said study leave. The Board of Education shall review said proposal and shall have the sole responsibility for granting or denying said request.

d. Any teacher granted study leave shall be restored at request to his/her former teaching position at the completion of said leave.

### **3. Extended maternity leave.**

a. Reporting: Any teacher who becomes pregnant shall notify her principal in writing as soon as pregnancy has been definitely determined.

b. Maternity shall be regarded the same as any other illness. The teacher shall continue active service until her physician certifies leave of absence should commence, and she shall return to active service when her physician certifies she is able to perform the duties of her employment.

c. There will be no loss of seniority or tenure for time the teacher is absent on maternity leave.

### **4. Personal extended leave.**

a. A one time leave of absence without pay for a specified period of time up to one year may be granted for reasons of a personal nature subject to Board of Education approval.

b. The teacher shall have completed ten years of service to the Seward School District before being considered eligible for said leave.

### **5. Family and Medical/Military Leave.**

The District will provide eligible employees unpaid leaves of absence to attend to family or medical needs in compliance with the Family and Medical Leave Act and for family military leave in compliance with the Family Military Leave Act.

## **LEAVE NOT COVERED IN POLICY**

If it cannot be determined that an employee's absence is covered in the foregoing policy, the absence shall be considered a full pay deduction (e.g. 1/186th of contractual salary amount if contract calls for 186 days).

## **SICK LEAVE BANK**

The purpose of the voluntary Sick Leave Bank is to provide additional paid leave for employees who have exhausted their accumulated sick leave and their annual unspecified leave as the result of a catastrophic illness or injury. The Sick Leave Bank does not provide unlimited paid sick leave for any medical reason, and it is intended to alleviate the hardship caused when employees lose compensation as the result of a catastrophic illness or injury for a limited time.

The Sick Leave Bank serves as a depository into which participating employees may voluntarily contribute leave for allocation to other participating employees.

### **Establishment of the Bank**

The Sick Leave Bank will be established through the voluntary contribution of one leave day by eligible employees during an initial enrollment period. Contributing a leave day establishes membership in the Sick Leave Bank and eligibility to apply for withdrawal from the Bank within the limitations outlined in the Agreement.

To establish the Sick Leave Bank, an initial enrollment period will be held during the first five contractual days of the 2019-2020 contract year. After the initial enrollment period to establish the Sick Leave Bank, there will be an annual enrollment period consistent of the first five (5) contractual days of each contract year. During each annual enrollment period, any eligible employee may join the bank by contributing one unspecified leave day. Any employee who wishes to donate a day of leave to join the bank must sign a statement indicating the donation is voluntary. Donation forms must be submitted to the district office within the five-day window during the initial enrollment period and each annual enrollment period. Failure to submit the required form to the district office will result in denial of membership in the Sick Leave Bank.

Anytime in which the Sick Leave Bank reaches a balance of ten (10) or fewer available days, a special contribution period will be opened. It will last five days from the date of notice to the employees that the Sick Leave Bank balance has reached ten or fewer days. All current members who wish to remain eligible must donate another unspecified leave day at that time by submitting the voluntary participation statement and returning it to the district office within the five-day window. New members are not able to join during special contribution periods.

No other days may be contributed outside of the initial enrollment period, annual enrollment periods, and special contribution periods. Employees may not contribute more than one day during any enrollment periods, and no employee can make one-time contributions outside of enrollment periods defined in this Agreement.

The Sick Leave Bank may only roll over one hundred (100) days to the next school year. All others days will be expunged.

#### Membership Eligibility, Obligations, and Limitations

Once enrolled, membership is automatically continued until the balance of the Sick Leave Bank reaches ten or fewer days. Eligibility is discontinued upon termination of employment, ceasing to be a member of the bargaining unit, retirement, death, or failure to donate a leave day during the special contribution period. By contributing days to become eligible, members waive all claims to leave voluntarily donated to the Sick Leave Bank, including any monetary or retirement-related value the days may hold, and no payment of benefits will be made to the employee or any survivors once the employee ceases to be a Sick Leave Bank member for any reason.

The Sick Leave Bank is available to eligible employees who have a catastrophic illness or injury or have an immediate family member with a catastrophic illness or injury, as defined in this Agreement, and have completely exhausted all personal banked sick days, annual unspecified days, and who are not eligible to receive disability (LTD) or any other paid leave provided by insurance, contract, or law. Sick Leave Bank leave used during any period of FMLA leave or leave provided as a reasonable accommodation under the ADA or other applicable law will be used consistent with district policy and practices.

An employee who has fewer than 20 days of accumulated sick leave will not be able to access the Sick Leave Bank until day 21, regardless of the number of days below 20 the employee has in their personal accumulated sick leave. No member may receive more than fifty (50) Sick Leave Bank days in any contract year, and no member may receive more than ninety-three (93) total sick leave days in any contract year unless otherwise required by law, combining the employee's personal sick leave days and days from the Sick Leave Bank (capped at 50). Neither cap described in this paragraph is a guarantee, and any employee requesting days from the Sick Leave Bank must have exhausted all other eligible leave and be ineligible for any other type of paid leave as discussed in this Agreement. For example, an employee who is eligible at any point for LTD is not eligible for days from the Sick Leave Bank even if they have not taken 93 total sick leave days.

#### Administration of the Bank

The Sick Leave Bank will be administered by the superintendent and a representative from SEA (the "Committee"). This Committee will be responsible for reviewing requests, approving/denying claims, recording usage, monitoring the balance, and for reviewing the policies and operations of the Sick Leave Bank on an annual basis. The superintendent and/or SEA representative may recommend changes or modifications to the BOE and SEA as needed.

The Committee will prepare a written notification to the requesting member approving or denying the application for paid sick leave. An application shall be denied if it is incomplete, lacks supporting statements from a licensed health care provider, or if the member fails to provide any requested documentation. If denied, an application may be resubmitted only if the resubmission is for purposes of correcting an error in the application or based on failure to submit required documentation. Employees cannot resubmit applications due to disagreements with the decision made by the Committee.

The Committee may not grant paid sick leave days to members when the Sick Leave Bank does not have available days. There are no advances from the bank in anticipation that other employees will participate in either an annual or special contribution period.

In recognition that the Sick Leave Bank is a benefit provided by the board which is not otherwise a prevalent practice within the district's array, any disagreements between the members of the Committee will be resolved by the Superintendent's decision. The district is the entity which risks claims based on operation of the Sick Leave Bank, so in the event the Committee is not unanimous in granting or denying a request, the Superintendent will make the decision and issue the written notification to the requesting employee. The Superintendent's decision will then be deemed the decision of the Committee.

#### Withdrawals from the Bank

Leave may be used for catastrophic illness or injury of the employee or to care for an immediate family member (parents, spouse, and children) who is under the employee's direct care if that immediate family member has suffered a catastrophic illness or injury. A member or his/her designee must complete an application for leave and submit it to the Superintendent at the District Office.

All applications must be accompanied by a statement from a licensed health care provider that includes the following: (1) the beginning date of the condition; (2) a statement that the employee's or immediate family member's illness or injury meets the definition of a "catastrophic illness or injury" defined in this Agreement; and a prognosis for recovery. The purpose of the prognosis for recovery will be used to engage the employee in the interactive process in the event the employee's catastrophic illness or injury entitles the employee to reasonable accommodations under the ADA or any other applicable law.

For the same reason, requests must indicate the estimated number of Sick Leave Bank days requested and any other information related to any

pending or anticipated requests for accommodations or other disability claims. Application for withdrawal must be made by the member or his/her designee no later than five (5) working days after their personal unspecified day and sick leave time has been exhausted. The Committee will render a written decision to the employee within five (5) working days after receipt of the request. Any request which is granted will be applied as of the first day the employee was eligible for Sick Leave Bank leave, even though the determination could be made as late as ten (10) days after the first eligibility date.

Any leave granted may be used only for the purpose requested on the application. Any unused portion of leave otherwise granted when the employee made the application and anticipated the amount needed will be returned to the Sick Leave Bank.

#### Definitions

“Catastrophic Illness or Injury” means illness or injury which has totally incapacitated an employee's ability to work; a severe medical condition which requires an employee's absence from work for a prolonged period of time. A qualifying illness or injury might include, but is not limited to, cancer, major non-elective surgery, serious accident, heart attack, debilitating mental illness, or complications of pregnancy. In order to be defined as catastrophic, an illness or injury must be seriously incapacitating, of extended duration, and require the services of a licensed health care provider.

“Licensed Health Care Provider” means a trained, licensed, and/or board-certified health care provider practicing within the scope of his/her license and treating the affected employee or the employee’s immediate family member within the scope of his/her specific area of expertise and ability to prescribe treatment/medication and make the certifications required by this Agreement. Licensed Health Care Provider excludes chiropractors.

“Immediate Family Member” means a parent (biological or in-law), spouse (must be legally married), or child (biological, adopted, or step-children) who is under the employee's direct care if that immediate family member has suffered a catastrophic illness or injury.

“Sick Leave Bank Committee” means the review and decision-making body that receives and acts upon all applications for paid sick leave from the Sick Leave Bank. The Committee is comprised of the Superintendent and a representative from SEA.

## VIII. GRIEVANCE PROCEDURE

This agreement made and entered into by and between the Board of Education and the School District of Seward, in the County of Seward in the State of Nebraska, hereinafter referred to as “Board,” and the Seward Education Association, herein after referred to as “Association,” witnesseth:

Whereas, the Court of Industrial Relations to the State of Nebraska has determined that grievance procedures fall within the scope of the phrase “terms and conditions of employment” under Chapter 8, Article 8 of the Nebraska Statutes and has ordered the parties to undertake good faith negotiations in regard to the determination of grievance procedures, and

Whereas, pursuant to such orders the parties have so negotiated and have arrived at an agreement in the premises.

Now, therefore, the parties do hereby stipulate and agree that the following procedure has been agreed upon between the parties and shall be adopted for use during the 1971-1972 school year and subsequent years.

### (A) DEFINITION OF TERMS

1. **Grievance** - claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of a teacher, or group of teachers, and/or the interpretation, meaning, or application of the terms of this agreement.

2. **Aggrieved Person** - person or persons making the claim, and any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

### (B)PURPOSE

1. Unobstructed communication with respect to alleged grievances without fear of reprisal.

2. Reduction of the potential areas of conflict among staff members and administrators and Board of Education.

3. Two-way communication through recognized channels among administrators, staff members, local professional associations, and Boards of Education.

4. Development of improved morale and effectiveness of staff members.

5. Encouragement of teacher expression regarding conditions that affect him/her.

### (C) SUGGESTED PROCEDURES

If an employee has a grievance, he/she should first discuss the matter with his/her immediate superior within 15 calendar days from the occurrence in an effort to resolve the problem informally. At the building level, the immediate superior is the Principal.

If the immediate superior does not have power or authority to resolve the problem, he/she shall immediately report it to the Superintendent to be handled as hereinafter provided.



If the grievance is one within the power and authority of immediate superior to resolve, he/she shall do as quickly and diplomatically as possible within seven working days of receipt of the grievance.

If the grievance is not resolved by the immediate superior in a manner satisfactory to the aggrieved party within seven working days, he/she shall have authority to report the grievance to the Superintendent within seven working days from the immediate superior action. This report shall be in writing, and may be privileged and confidential as the aggrieved party may elect. Upon receipt of such grievance the Superintendent shall conduct a personal investigation and undertake to resolve the problem within seven working days of receipt of grievance.

If the Superintendent is unable to resolve the problem, or if the aggrieved party is dissatisfied with the determination of the Superintendent, the aggrieved party shall then submit his/her grievance in writing directed to the President of the Board of Education within seven working days of the Superintendent's action. The Board of Education shall make an investigation, either as Board or by committee, and shall give the aggrieved party an opportunity to appear before the full Board in person, either privately, or accompanied by the PRR committee on the Teacher's Association and/or legal counsel, with the right to present facts and witnesses in full hearing within 30 working days of receipt of the grievance. ALL OTHER PERSONS INVOLVED SHALL HAVE EQUAL RIGHTS. NOTICE OF AT LEAST 10 DAYS SHALL BE GIVEN AS TO THE TIME AND PLACE OF HEARING. NOTICE SHALL BE GIVEN TO ALL PRINCIPAL PARTIES CONCERNED AS TO THE REASON FOR SUCH HEARING. DOCUMENTATION IN WRITING OF THE HEARING AND ALL EVIDENCE AND FACTS PRESENTED SHALL BE THE RESPONSIBILITY OF THE BOARD OF EDUCATION.

At the conclusion of such hearing, the Board of Education shall, within 30 calendar days, render its determination in writing.

The elimination of grievances is for the best interests of the educational system, and no reprisals of any kind, implied, direct or indirect, shall be invoked against any person or persons involved in grievance procedures, BY ANY PARTY – TEACHER, ADMINISTRATOR OR BOARD OF EDUCATION.

## **IX. RESIDENCY OF CERTIFICATED PERSONNEL**

It is agreed that there shall be no Board of Education policy restricting the location of any teacher's personal residence.

## **X. Establishment of District Safety Committee**

The Seward Staff shall participate and accept the establishment of a district safety committee as established by the Board of Education.

## **XI. MASTER CONTRACT MODIFICATION**

All portions of the master contract agreed to will remain in effect until replaced by a successor agreement or as amended by a final order of the Commission of Industrial Relations except for those provisions herein set forth.

Dated in Seward, Nebraska, this \_\_\_ day of January, 2024.

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SEWARD EDUCATION ASSOCIATION  
By Laura Goracke

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SCHOOL DISTRICT OF SEWARD  
By Ryne Seaman, President Board of Education

# 2024-2025 CALENDAR

## SEWARD PUBLIC SCHOOLS

### AUGUST

- 7 New Teacher Orientation
- 8 New Teacher Work Day
- 1-8 Teacher Workday (floating)
- 9,12,13 Professional Development Days
- 12 Student Orientation/Open House: Elementary 5:00-6:30, Middle 6:00-7:30 & High School 7:00-8:30 PM
- 14 First Student Day - Dismiss 1:30

### SEPTEMBER

- 2 No School - Labor Day
- 16 Professional Development Day - No Students

### OCTOBER

- 11 Elementary Planning Day--No Elem. Students
- 16 End of 1st Quarter - 44 Days
- 17 Professional Development Day - No Students
- 18 No School--Fall Break

### NOVEMBER

- 27-29 Thanksgiving Vacation

### DECEMBER

- 20 End 2nd Quarter - 42 Days -- 1:30 Dismissal  
NSAA Competition Moratorium
- 23-31 Winter Vacation

### JANUARY

- 1-6 Winter Vacation
- 6 Professional Development Day - No Students
- 7 School Resumes
- 24 No Elementary School

### FEBRUARY

- 14 No School
- 17 Professional Development Day - No Students

### MARCH

- 10 Elementary Planning Day - No Elem. Students
- 13 End of 3rd Quarter - 46 Days
- 14 No School
- 17 Professional Development Day - No Students

### APRIL

- 18,21 No School--Spring Break

### MAY

- 2 Elementary Planning Day - No Elem. Students
- 11 Graduation
- 22 Last Day Scheduled (subject to change) - 11:30 Dismissal
- 22 End of 4th Quarter - 43 Days
- 23 Professional Development Day
- 26 Memorial Day

### PARENTS - PLEASE READ BELOW

\* Three snow days are built into the school calendar. If we have less than three snow days the last day of school will be moved to an earlier date by the number of days not used (Example- we use 2 snow days our last day of school will be 1 day earlier).

AUGUST 2024							SEPTEMBER 2024							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
					1	2	3	1	2	3	4	5	6	7
4	5	6	7	8	9	10	8	9	10	11	12	13	14	
11	12	13	14	15	16	17	15	16	17	18	19	20	21	
18	19	20	21	22	23	24	22	23	24	25	26	27	28	
25	26	27	28	29	30	31	29	30						

OCTOBER 2024							NOVEMBER 2024								
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
			1	2	3	4	5							1	2
6	7	8	9	10	11	12	3	4	5	6	7	8	9		
13	14	15	16	17	18	19	10	11	12	13	14	15	16		
20	21	22	23	24	25	26	17	18	19	20	21	22	23		
27	28	29	30	31			24	25	26	27	28	29	30		

DECEMBER 2024							JANUARY 2025							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
1	2	3	4	5	6	7					1	2	3	4
8	9	10	11	12	13	14	5	6	7	8	9	10	11	
15	16	17	18	19	20	21	12	13	14	15	16	17	18	
22	23	24	25	26	27	28	19	20	21	22	23	24	25	
29	30	31					26	27	28	29	30	31		

FEBRUARY 2025							MARCH 2025						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1							1
2	3	4	5	6	7	8	2	3	4	5	6	7	8
9	10	11	12	13	14	15	9	10	11	12	13	14	15
16	17	18	19	20	21	22	16	17	18	19	20	21	22
23	24	25	26	27	28		23	24	25	26	27	28	29
							30	31					

APRIL 2025							MAY 2025									
S	M	T	W	T	F	S	S	M	T	W	T	F	S			
			1	2	3	4	5							1	2	3
6	7	8	9	10	11	12	4	5	6	7	8	9	10			
13	14	15	16	17	18	19	11	12	13	14	15	16	17			
20	21	22	23	24	25	26	18	19	20	21	22	23	24			
27	28	29	30				25	26	27	28	29	30	31			

- End of Quarter
- ◆ Professional Development - No Students
- No School/No Students
- No Elementary School



Visit the school district website for calendar event information at: [www.sewardpublicschools.org](http://www.sewardpublicschools.org)

**Parent-Teacher Conferences**

**High School - 5:30 to 7:30 PM**

**Wed., Sept. 18      Wed., Nov. 13**

**Wed., Feb. 5      Wed., April 9**

**Middle School - 4:00 to 8:00 PM**

**Wed., Oct. 23      - Grade 5 Only**

**Thurs., Oct. 24      - Grades 5-8**

**Thurs., Feb. 20      - Grades 5-8**

**Elementary School - 4:00 to 8:00 PM**

**Mon., Oct. 14      Tues., Oct. 15**

**Mon., March 10      Tues., March 11**

## **Board of Education Study Session**

School District of Seward

410 South Street

Seward, NE 68434

Monday, December 11, 2023 5:30 PM

Attendance Taken at 5:30 PM.

Paul Duer: Present  
Matt Hastings: Present  
Jill Hochstein: Present  
Ryne Seaman: Present  
Danielle Shipley: Present  
Shawn Svoboda: Present

### 1. Preliminary Procedures

1.1. Call meeting to order & announce Open Meetings Act is Posted

1.2. Public Notice as publicized per board policy

The public notice was publicized in the Seward County Independent and posted at city hall, library and courthouse. The public notice was dated December 6, 2023

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

### 2. Possible Discussion Items

2.1. Superintendent Evaluation

The board discussed Dr. Fields evaluation.

3. Adjournment

President Seaman adjourned the meeting at 6:38 p.m.

Prepared by:

Heidi Covert

Jill Hochstein

Secretary

## Board of Education Regular Meeting

School District of Seward

410 South Street

Seward, NE 68434

Monday, December 11, 2023 7:00 PM

Attendance Taken at 7:00 PM.

Paul Duer: Present  
Matt Hastings: Present  
Jill Hochstein: Present  
Ryne Seaman: Present  
Danielle Shipley: Present  
Shawn Svoboda: Present

### 1. Preliminary Procedures

1.1. Call meeting to order & announce Open Meetings Act is Posted

1.2. Public Notice as publicized per board policy

The public notice was publicized in the Seward County Independent and posted at city hall, library and courthouse. The public notice was dated December 6, 2023

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

1.4. Pledge of Allegiance

**1.5. 1.5 Mission The school district of Seward--where every student, every day is a success--affirms that all students will have the skills to become productive and contributing members of a global community. In cooperation with family and community members, the district is committed to the development of each student academically, emotionally, socially, and physically.**

1.6. Approval of Agenda

Motion to approve the agenda as presented Passed with a motion by Paul Duer and a second by Jill Hochstein.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

2. Public Forum: (The Board President reserves the right to place time limits on individuals and topics.)

2.1. Public Forum on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.

There was none.

2.2. Public Forum on Any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.

There was none.

### 3. Reports

#### 3.1. Administrator Reports

Written reports were received from the administrators.

#### 3.2. Student Board Report

Rachel Kuss presented her report to the board.

#### 3.3. Superintendent's Report

Dr. Fields updated the board on legislative issues from the NCSA Conference. The Bluejay Bash was very successful and a great event. The Governor's Press Conference was last week, the State Board Election is coming up and there will be four new board members. Dr. Fields gave a Commissioner Update and what they are working towards in the near future which consists of assessments, strategic plan, and NDE staff returning to work. The NASB meeting will be January 21 & 22, 2024

#### 3.4. NASB State Conference Report

The board members that attended the NASB state convention discussed what sessions they attended.

### 4. Discussion Items

#### 4.1. EPIC Student Presentation

Dr. Dominy, Coral Collins and Delaney Anderson discussed the DOANE EPIC Program and the classes they have taken and will be taking.

#### 4.2. AQUESTT /NSCAS Results /Annual Report

Dr. Dominy discussed the AQUESTT/NSCAS results and provided the board a rough draft of the annual report.

### 5. Action Items

#### 5.1. 2022-2023 Audit

Motion to approve the 2022-2023 audit Passed with a motion by Paul Duer and a second by Matt Hastings.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

#### 5.2. Certified Staff Resignations

Motion to accept the resignations of Kim Turnwall, Lynette Petersen, Becky Snyder, and Kelley Limback at the end of the 2023-2024 school year. Passed with a motion by Paul Duer and a second by Danielle Shipley.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

### 6. Future Agenda Items

There was none.

### 7. Consent Agenda

#### 7.1. Approval of Minutes

#### 7.2. Approval of Financial Reports

##### 7.2.1. Treasurer

##### 7.2.2. Budget

##### 7.2.3. Activities

##### 7.2.4. Athletic

#### 7.3. Approval of Claims

7.3.1. General Fund - \$1,759,026.65

7.3.2. Special Building Fund - \$103,310.00

7.3.3. Bond Fund - \$1,501,895.00

7.3.4. Qualified Capital Purpose Undertaking Fund - \$141,680.00

7.3.5. Gifts & Donations Fund - \$146.10

7.4. Approval of Consent Agenda

Motion to approve the consent agenda as presented Passed with a motion by Paul Duer and a second by Jill Hochstein.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

8. Enter into Executive Session to discuss collective bargaining

Motion to enter into executive session at 8:58 p.m. to discuss teacher negotiations for the 2024-2025 school year Passed with a motion by Danielle Shipley and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

8.1. Restate the reason for entering into an executive session

9. Adjournment

Motion to adjourn the meeting at 9:11 PM with the next study session and regular board meeting scheduled for January 8 at 5:30 and 7:00 PM Passed with a motion by Matt Hastings and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

Prepared by:

Jill Hochstein

Heidi Covert

Secretary



**SCHOOL DISTRICT OF SEWARD  
TREASURER'S REPORT  
FOR THE MONTH  
ENDED DECEMBER 31, 2023**

**GENERAL FUND (ACCOUNT NUMBER 100-172)**

Bank Balance		1,072,904.69
Seward County Treasurer--Local Taxes	154,398.91	
Butler County Treasurer--Local Taxes	3,371.42	
Seward Hot Lunch--Reimbursement	97,056.31	
Natasha Hibbert--3Q Preschool Pymt	225.00	
Stephanie Luebbe--3Q Preschool Pymt	375.00	
Anothney Bennett--3Q Preschool Pymt	375.00	
Devon Luebbe--3Q Preschool Pymt	375.00	
Lydie Nieveen--3Q Preschool Pymt	225.00	
Kelli Fleek--3Q Preschool Pymt	375.00	
Ann Koch--3Q Preschool Pymt	375.00	
Katherine Rohren--3Q Preschool Pymt	225.00	
Sharon Regnier--3Q Preschool Pymt	225.00	
Andrea Carr--3Q Preschool Pymt	225.00	
Sasha Szarafinski--3Q Preschool Pymt	225.00	
Fehlhafer's--Sale of Junk	114.00	
NE Wesleyan--Dual Credit	1,000.00	
SCC--Dual Credit Courses	1,192.80	
Jays Club--Rent	800.00	
Blackbaud Giving Fund--Farm Credit Grant	5,000.00	
City of Seward--Licenses	1,200.00	
City of Seward--Fines	28.33	
City of Seward--Licenses	720.00	
City of Seward--Fines	92.64	
Willow Path--Transportation	750.00	
St John's--Transportation	750.00	
Methodist Church--Transportation	750.00	
Farmer's Cooperative--Equity Payback	91.50	
Nixon Seegebarth--Door	450.00	
Dalton--Drivers Ed	90.00	
ESU 6--Educator Rising Stipend	750.00	
State of Nebraska--State Aid	246,065.00	
State of Nebraska--SPED	325,868.00	
State of Nebraska--Mental Health Grant	32,093.67	
Jones Bank - Interest	343.21	
		<u>876,200.79</u>
		1,949,105.48
Disbursements for the Month -----		1,785,516.84
Bank Balance -----		163,588.64
Less Outstanding Checks -----		361,501.61
Outstanding Tranfer from CD -----		<u>300,000.00</u>
Available Balance -----		<u>102,087.03</u>

**SCHOOL DISTRICT OF SEWARD  
TREASURER'S REPORT  
FOR THE MONTH  
ENDED DECEMBER 31, 2023**

**GENERAL RESERVE FUND (ACCOUNT NUMBER 461-170)**

Beginning Balance -----	1,104,219.27
Transfer to General Fund for Cash Flow Purposes -----	0.00
Interest -----	<u>2,023.90</u>
Bank Balance -----	<u>1,106,243.17</u>

CD #70002714 JNB--Interest Rate: 5.57%-Maturity Date 1/26/2024	1,500,000.00
CD #45871-CNB-Interest Rate: 5.36%--Maturity Date 3/26/2024	<u>700,771.44</u>
	2,200,771.44
 <b>TOTAL IN GENERAL RESERVE FUND</b>	 <b><u>3,307,014.61</u></b>

**DEPRECIATION FUND (ACCOUNT NUMBER 154--006)**

Beginning Account Balance -----	197,863.91
Deposit: Cattle Bank-----	0.00
Disbursements: -----	<u>0.00</u>
Interest-----	<u>75.89</u>
Bank Balance -----	<u>197,939.80</u>

CD#49403--CB--5.59% DATE DUE 2/02/2024-----	545,150.76
CD#45872-CNB--5.36% DATE DUE 3/26/2024-----	<u>300,000.00</u>
 <b>TOTAL CD'S</b>	 <b><u>845,150.76</u></b>

**TOTAL IN DEPRECIATION FUND ACCOUNTS** **1,043,090.56**

**SPECIAL BUILDING FUND (ACCOUNT NUMBER 10-074-9)**

Beginning Balance -----	512,377.94
Deposits: Seward County Treasurer--Local Taxes-----	671.18
Butler County Treasurer--Local Taxes-----	21.71
Disbursements -----	<u>0.00</u>
Interest-----	<u>305.66</u>
Bank Balance -----	<u>513,376.49</u>

**TOTAL IN SPECIAL BUILDING FUND ACCOUNTS** **513,376.49**

**SCHOOL DISTRICT OF SEWARD  
TREASURER'S REPORT  
FOR THE MONTH  
ENDED DECEMBER 31, 2023**

**UNEMPLOYMENT FUND ACCOUNT (ACCT # 473-633)**

Beginning Balance -----	22,090.71
Interest -----	16.03
Disbursements -----	<u>440.95</u>
Bank Balance -----	<u>21,665.79</u>

**GIFTS AND DONATIONS (ACCT # 162036)**

Beginning Balance -----	25,243.61
Interest -----	9.67
Disbursements -----	<u>146.10</u>
Bank Balance -----	<u>25,107.18</u>

**QUALITY CAPITAL PURPOSE UNDERTAKING FUND (ACCT #640-822)**

Beginning Balance -----	181,136.57
Seward County Treasurer & Butler County Treasurer --Local Taxes -----	529.46
Interest -----	50.19
Disbursements -----	<u>141,680.00</u>
Bank Balance -----	<u>40,036.22</u>

**BOARD REVOLVING FUND (ACCOUNT NUMBER 159-913)**

Beginning Balance -----	6,256.69
Interest -----	2.86
Disbursements -----	<u>300.00</u>
Deposit: SHS -----	<u>4,855.72</u>
Bank Balance -----	<u>10,815.27</u>

**HOT LUNCH FUND (ACCOUNT # 10 353 5)**

Beginning Balance -----	691,992.08
Interest -----	399.39
State of NE Payments -----	27,639.76
Other Receipts -----	60,239.31
Disbursements -----	<u>97,113.51</u>
Bank Balance -----	683,157.03
Amount Due District -----	<u>101,640.07</u>
Available Balance -----	<u>581,516.96</u>

**SCHOOL DISTRICT OF SEWARD  
TREASURER'S REPORT  
FOR THE MONTH  
ENDED DECEMBER 31, 2023**

**STUDENT FEE FUND (ACCOUNT #668-157)**

Beginning Balance -----	1,291.26
Receipts: Seward High School Activity Fund -----	0.00
Interest -----	0.00
Disbursements-----	<u>0.00</u>
Bank Balance -----	<u>1,291.26</u>

**BOND FUND (ACCOUNT #60000586)**

Beginning Balance -----	1,381,123.98
Seward County Treasurer - Local Taxes -----	5,363.02
Butler County Treasurer - Local Taxes -----	166.26
Deposit--from CD -----	130,000.00
Deposit - Jones -----	8,900.55
Interest -----	373.04
Disbursements -----	<u>1,501,895.00</u>
Bank Balance -----	<u>24,031.85</u>

CD#49101--CNB RATE OF 5.52% DATE DUE 5/27/2024 ----- 220,000.00

**TOTAL IN BOND FUND ACCOUNT 244,031.85**

**Heidi Covert, Treasurer**

**BUDGET PRINTOUT  
RECAPITULATION  
DECEMBER 31, 2023**

**RECEIPTS PORTION OF THE 2023-2024 BUDGET**

	AMOUNT BUDGETED	AMOUNT RECEIVED	AMOUNT REMAINING	% RECEIVED TO DATE
RECEIPTS	23,210,000.00	6,167,310.41	17,042,689.59	26.57%
HOT LUNCH		<u>213,478.25</u>		
TOTAL RECEIPTS		6,380,788.66	16,829,211.34	

**EXPENDITURES PORTION OF THE 2023-2024 BUDGET**

CATEGORY	BUDGET	SPENT	REMAINING	% EXPENDED
REG INSTRUCTION	10,800,000.00	3,298,159.88	7,501,840.12	30.54%
SPECIAL ED	3,200,000.00	937,038.03	2,262,961.97	29.28%
SS--PUPILS	1,770,000.00	371,196.46	1,398,803.54	20.97%
SS-INSTRUCTION	670,000.00	186,492.80	483,507.20	27.83%
GENERAL ADM	465,000.00	114,276.42	350,723.58	24.58%
PRIN ADMIN	1,350,000.00	389,306.95	960,693.05	28.84%
GEN BUSINESS	400,000.00	97,075.94	302,924.06	24.27%
OPER/MAINT	2,380,000.00	561,583.81	1,818,416.19	23.60%
TRANSPORTATION	1,050,000.00	294,042.65	755,957.35	28.00%
FOUNDATION	0.00	0.00	0.00	0.00%
TRANSFERS	40,000.00	0.00	40,000.00	0.00%
GEN FUND TOTALS	22,125,000.00	6,249,172.94	15,875,827.06	28.24%
FEDERAL FUNDS	1,085,000.00	189,329.61	895,670.39	17.45%
SIXPENCE		60,499.37		
GRAND TOTAL	23,210,000.00	6,499,001.92	16,710,998.08	28.00%
HOT LUNCH	1,090,720.00	286,920.50		
TOTAL	24,300,720.00	6,785,922.42		

Seward Elementary  
 Activities Account Report  
 As of December 31, 2023

Line Item:	Date:	Number:	Name:	Receipts:	Debits:	Balance:
<b>Total of All Line Items Included: Beginning Balance:</b>						
						\$13,127.40
<b>Activities Account Beginning Balance: (Not including Library balance.)</b>						
	12/11/23	2201	Ideal Pure Water		\$120.00	\$8,845.30
	12/11/23	2202	Walmart-Christmas supplies		\$675.71	\$8,725.30
	12/12/23	2204	Warren-Christmas supplies		\$18.91	\$8,049.59
	12/12/23	2198	Telecky Memorial		\$35.00	\$8,030.68
	12/14/23		Deposit-Pop machine	\$139.25		\$7,995.68
	12/15/23	2205	Schademann-Christmas supplies		\$18.01	\$8,134.93
	12/18/23	2203	Pac N Save		\$167.76	\$8,116.92
	12/18/23	2206	Herrold-Christmas supplies		\$32.71	\$7,949.16
	12/20/23	2207	Scooters gift cards		\$200.00	\$7,716.45
	12/21/23	2208	Jimmy Johns gift cards		\$100.00	\$7,616.45
	12/22/23		Deposit-Digital Solutions/PacNSave.	\$1,315.18		\$8,931.63
	12/22/23	2210	Luebbe-Christmas supplies		\$105.45	\$8,826.18
	12/26/23	2211	Walmart		\$316.10	\$8,510.08
<b>Total Of Activities Account: Ending Balance:</b>						<b>\$8510.08</b>
<b>Lunch Donation: (Money set aside within the activities account for lunch donations.)</b>						
(Not to be added to the total again.)						\$1000.00
<b>Compounded Interest included in the total balance:</b>						\$4.99 total = \$345.86

**Library**

Line Item:	Date:	Number:	Name:	Receipts:	Debits:	Balance:
Elementary Library Line Item: Beginning Balance:						
	12/01/23		Deposit for yearbooks	\$27.00		\$4,282.10
	12/05/23		Flemings-library supplies		\$52.48	\$4,309.10
	12/12/23		Birthday book deposit	\$91.00		\$4,256.62
	12/19/23		Deposit for yearbooks	\$68.00		\$4,347.62
	12/21/23	2209	Flemings-library supplies		\$357.18	\$4,415.62
Total of Elementary Library Line Item: Ending Balance:						
						\$4,058.44
Total of All Line Items Included: Ending Balance:						
						\$12,573.51

Principal: Jessica Dorn Date: 1/3/24

Bookkeeper: Aria Kott Date: 1/3/24

01/03/24

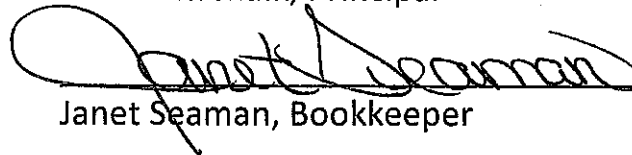
Seward Middle School  
Balance Sheet Standard  
As of December 31, 2023

Dec 31, '23

ASSETS	
Current Assets	
Checking/Savings	
Skills USA	515.43
Gaming	704.59
Special Olympics	1,379.78
Posters	1,717.26
FCCLA	888.18
Book Fair	820.22
Art	177.10
PTO	15,688.93
Sports Buttons	2,192.32
Music	1,628.80
Athletics	27,900.88
Band	82.89
Builders Club	1,533.83
Bully Response Team	1,771.31
Courtesy Fund	799.43
FCS	0.16
Industrial Arts	512.87
Interest	1,449.26
Library	1,746.76
Milk	0.94
MS Computer	3.10
Outdoor Ed	13,343.35
PE	501.27
Sales Tax	7.61
Student Council	2,929.06
Wellness	462.50
Yearbook	9,346.03
Total Checking/Savings	<u>88,103.86</u>
Total Current Assets	<u>88,103.86</u>
TOTAL ASSETS	<u>88,103.86</u>
LIABILITIES & EQUITY	
Equity	
Opening Bal Equity	88,103.86
Total Equity	<u>88,103.86</u>
TOTAL LIABILITIES & EQU...	<u>88,103.86</u>



Kirk Gottschalk, Principal



Janet Seaman, Bookkeeper



Seward Middle School  
**Balance Sheet Detail**  
 As of December 31, 2023

01/03/24

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
<b>ASSETS</b>									
Current Assets									84,897.71
Checking/Savings									84,897.71
Skills USA									515.43
<b>Total Skills USA</b>									<b>515.43</b>
Gaming									704.59
<b>Total Gaming</b>									<b>704.59</b>
Special Olympics									1,379.78
<b>Total Special Olympics</b>									<b>1,379.78</b>
Posters									1,717.26
<b>Total Posters</b>									<b>1,717.26</b>
FCCLA									888.18
<b>Total FCCLA</b>									<b>888.18</b>
Book Fair									820.22
<b>Total Book Fair</b>									<b>820.22</b>
Art									177.10
<b>Total Art</b>									<b>177.10</b>
PTO									15,345.53
General Journal	12/04/23						419.00		15,764.53
General Journal	12/21/23	10225	Fastmart	Concession				75.60	15,688.93
<b>Total PTO</b>							419.00	75.60	<b>15,688.93</b>
Sports Buttons									2,192.32
<b>Total Sports Buttons</b>									<b>2,192.32</b>
Music									1,508.80
General Journal	12/04/23						40.00		1,548.80
General Journal	12/07/23						15.00		1,563.80
General Journal	12/14/23						65.00		1,628.80

Seward Middle School  
**Balance Sheet Detail**  
 As of December 31, 2023

01/03/24

Type	Date	Num	Name	Memo	Cir	Split	Debit	Credit	Balance
Total Music							120.00	0.00	1,928.80
Athletics									24,550.18
General Journal	12/04/23	10204	Pepsi					1,090.65	23,459.48
General Journal	12/04/23						1,110.00		24,569.48
General Journal	12/05/23	10205	Amazon Capital Servi...					86.49	24,482.99
General Journal	12/06/23	10207	Pac 'N Save	Concessions				112.00	24,370.99
General Journal	12/07/23	10208	Shane Baack					125.00	24,245.99
General Journal	12/07/23						176.80		24,422.79
General Journal	12/12/23	10209	April Roth					106.45	24,316.34
General Journal	12/12/23	10210	Shane Baack					100.00	24,216.34
General Journal	12/12/23	10211	Justin Hartman					100.00	24,116.34
General Journal	12/14/23	10213	Cash-Wa Distributing	Concession				906.84	23,209.50
General Journal	12/14/23						136.00		23,345.50
General Journal	12/16/23	10214	Fastmart	Concession				88.20	23,257.30
General Journal	12/16/23	10215	Valentino's					392.00	22,865.30
General Journal	12/16/23	10216	Todd Berner					220.00	22,645.30
General Journal	12/16/23	10217	Bob Core					220.00	22,425.30
General Journal	12/16/23	10218	Ryan Pankoke					220.00	22,205.30
General Journal	12/16/23	10219	Wyatt Schoepf					220.00	21,985.30
General Journal	12/16/23	10220	Jeff Zimmerman					220.00	21,765.30
General Journal	12/18/23	10221	Laurie Morse	Concession				48.31	21,716.99
General Journal	12/18/23	10222	Brad Vancura					17.97	21,699.02
General Journal	12/18/23						6,012.00		27,711.02
General Journal	12/19/23	10223	FloSports	Wrestling meet				102.10	27,608.92
General Journal	12/19/23	10224	Amazon Capital Servi...					108.04	27,500.88
General Journal	12/20/23						400.00		27,900.88
Total Athletics							7,834.80	4,484.05	27,900.88
Band									46.89
General Journal	12/04/23	10203	Dietze Music					12.00	34.89
General Journal	12/04/23						40.00		74.89
General Journal	12/14/23						8.00		82.89
Total Band							48.00	12.00	82.89
Builders Club									1,533.83
Total Builders Club									1,533.83
Bully Response Team									1,771.31

Seward Middle School  
Balance Sheet Detail  
As of December 31, 2023

01/03/24

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
<b>Total Bully Response Team</b>									
Courtesy Fund									1,771.31
General Journal	12/04/23	10202	Pizza Kitchen	Christmas Party		Opening Bal Eq...		530.26	1,390.24
General Journal	12/04/23	10204	Pepsi			Opening Bal Eq...		97.80	799.98
General Journal	12/05/23	10206	Culligan Water	water		Opening Bal Eq...		60.00	702.18
General Journal	12/07/23					Opening Bal Eq...	236.25		642.18
General Journal	12/12/23	10212	Garland Legion	Christmas Party		Opening Bal Eq...		150.00	878.43
General Journal	12/20/23					Opening Bal Eq...	71.00		728.43
<b>Total Courtesy Fund</b>							<b>307.25</b>	<b>838.06</b>	<b>799.43</b>
FCS									0.16
<b>Total FCS</b>									<b>0.16</b>
Industrial Arts									512.87
<b>Total Industrial Arts</b>									<b>512.87</b>
Interest									1,562.45
General Journal	12/12/23		Check Order			Opening Bal Eq...		104.00	1,458.45
General Journal	12/14/23					Opening Bal Eq...	288.00		1,746.45
General Journal	12/20/23					Opening Bal Eq...	150.00		1,896.45
General Journal	12/22/23	10226	Blue Valley Communit...	Donation		Opening Bal Eq...		500.00	1,396.45
General Journal	12/31/23					Opening Bal Eq...	52.81		1,449.26
<b>Total Interest</b>							<b>490.81</b>	<b>604.00</b>	<b>1,449.26</b>
Jay Mart									0.00
<b>Total Jay Mart</b>									<b>0.00</b>
Library									1,746.76
<b>Total Library</b>									<b>1,746.76</b>
Milk									0.94
<b>Total Milk</b>									<b>0.94</b>
MS Computer									3.10
<b>Total MS Computer</b>									<b>3.10</b>
Outdoor Ed									13,343.35

Seward Middle School  
**Balance Sheet Detail**  
 As of December 31, 2023

01/03/24

Type	Date	Num	Name	Memo	Cir	Split	Debit	Credit	Balance
Total Outdoor:Ed									13,346.35
PE									501.27
Total PE									501.27
Project Citizen									0.00
Total Project Citizen									0.00
Sales Tax									7.61
Total Sales Tax									7.61
Student Council									2,929.06
Total Student Council									2,929.06
Wellness									462.50
Total Wellness									462.50
Yearbook									9,346.03
Total Yearbook									9,346.03
Total Checking/Savings							9,219.86	6,013.71	88,103.86
Accounts Receivable									0.00
Accounts Receivable									0.00
Total Accounts Receivable									0.00
Total Accounts Receivable									0.00
Other Current Assets									0.00
Undeposited Funds									0.00
Total Undeposited Funds									0.00
Total Other Current Assets									0.00
Total Current Assets							9,219.86	6,013.71	88,103.86

Seward Middle School  
**Balance Sheet Detail**  
 As of December 31, 2023

01/03/24

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Fixed Assets									0.00
Total Fixed Assets									0.00
Other Assets									0.00
Total Other Assets									0.00
<b>TOTAL ASSETS</b>							<b>9,219.86</b>	<b>6,013.71</b>	<b>88,103.86</b>
<b>LIABILITIES &amp; EQUITY</b>									
Liabilities									84,897.71
Current Liabilities									0.00
Accounts Payable									0.00
Accounts Payable									0.00
Total Accounts Payable									0.00
Total Accounts Payable									0.00
Total Accounts Payable									0.00
Credit Cards									0.00
Total Credit Cards									0.00
Other Current Liabilities									0.00
Sales Tax Payable									0.00
Total Sales Tax Payable									0.00
Total Other Current Liabilities									0.00
Total Current Liabilities									0.00
Long Term Liabilities									0.00
Total Long Term Liabilities									0.00
Total Liabilities									0.00
Equity									84,897.71
Opening Bal Equity									84,897.71
General Journal	12/04/23	10202	Pizza Kitchen	Christmas Party	X	Courtesy Fund	530.26		84,367.45

Seward Middle School  
**Balance Sheet Detail**  
 As of December 31, 2023

01/03/24

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
General Journal	12/04/23	10203	Dietze Music		X	Band	12.00		84,355.45
General Journal	12/04/23	10204	Pepsi		X	-SPLIT-	1,188.45		83,167.00
General Journal	12/04/23				X	-SPLIT-		1,609.00	84,776.00
General Journal	12/05/23	10205	Amazon Capital Servi...	water	X	Athletics	86.49		84,689.51
General Journal	12/05/23	10206	Culligan Water		X	Courtesy Fund	60.00		84,629.51
General Journal	12/06/23	10207	Pac 'N Save		X	Athletics	112.00		84,517.51
General Journal	12/07/23	10208	Shane Baack		X	Athletics	125.00		84,392.51
General Journal	12/07/23				X	-SPLIT-		428.05	84,820.56
General Journal	12/12/23	10209	April Roth		X	Athletics	106.45		84,714.11
General Journal	12/12/23	10210	Shane Baack		X	Athletics	100.00		84,614.11
General Journal	12/12/23	10211	Justin Hartman		X	Athletics	100.00		84,514.11
General Journal	12/12/23	10212	Garland Legion	Christmas Party	X	Courtesy Fund	150.00		84,364.11
General Journal	12/12/23		Check Order		X	Interest	104.00		84,260.11
General Journal	12/14/23	10213	Cash-Wa Distributing	Concession	X	Athletics	906.84		83,353.27
General Journal	12/14/23				X	-SPLIT-		497.00	83,850.27
General Journal	12/16/23	10214	Fastmart	Concession	X	Athletics	88.20		83,762.07
General Journal	12/16/23	10215	Valentino's		X	Athletics	392.00		83,370.07
General Journal	12/16/23	10216	Todd Berner		X	Athletics	220.00		83,150.07
General Journal	12/16/23	10217	Bob Core		X	Athletics	220.00		82,930.07
General Journal	12/16/23	10218	Ryan Pankoke		X	Athletics	220.00		82,710.07
General Journal	12/16/23	10219	Wyatt Schoepf		X	Athletics	220.00		82,490.07
General Journal	12/16/23	10220	Jeff Zimmerman		X	Athletics	220.00		82,270.07
General Journal	12/18/23	10221	Laurie Morse	Concession	X	Athletics	48.31		82,221.76
General Journal	12/18/23	10222	Brad Vancura		X	Athletics	17.97		82,203.79
General Journal	12/19/23	10223	FloSports	Wrestling meet	X	Athletics	102.10	6,012.00	88,215.79
General Journal	12/19/23	10224	Amazon Capital Servi...		X	Athletics	108.04		88,113.69
General Journal	12/20/23				X	-SPLIT-		621.00	88,005.65
General Journal	12/21/23	10225	Fastmart	Concession	X	PTO	75.60		88,626.65
General Journal	12/22/23	10226	Blue Valley Communiti...	Donation	X	Interest	500.00		88,551.05
General Journal	12/31/23				X	Interest		52.81	88,051.05
Total Opening Bal Equity							6,013.71	9,219.86	88,103.86
Retained Earnings									0.00
Total Retained Earnings									0.00
Net Income									0.00
Total Net Income									0.00
Total Equity							6,013.71	9,219.86	88,103.86

Seward Middle School  
**Balance Sheet Detail**  
As of December 31, 2023

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
<b>TOTAL LIABILITIES &amp; EQUITY</b>									
							<u>6,013.71</u>	<u>9,219.86</u>	<u>88,103.86</u>

**SCHOOL DISTRICT OF SEWARD  
PROPOSED WARRANTS  
JANUARY 8, 2024**

Salaries for December	Salaries	712,797.07
NIC Nebraska	Transportation	7.50
Jones Bank	FIT/FICA	25,674.70
Tennessee Child Support	Garnishment	9.99
Jones Bank	FIT/FICA	173,051.47
Nebraska Child Support	Garnishment	1,160.00
ASPIRE	403b	8,000.00
Jones Bank	FIT/FICA	23,064.53
Tennessee Child Support	Garnishment	9.99
NPERS	Retirement	185,347.27
NE Dept. of Revenue	State Tax	34,169.28
Pay Flex	Section 125	8,763.83
After Hours Grafix, LLC	Transportation	8,298.33
Amazon Capital Services	Supplies	1,578.29
Ameritas	Vision Insurance	1,095.36
ASCD	Dues & Fees	89.00
Beierle, Summer	Mileage	332.64
BEST	Pupil Services	17,667.84
Bishop Business	Supplies	237.48
BlueCross BlueShield	Health Insurance	242,591.49
Brandenburgh, Celeste	Supplies	70.00
Campbells Cleaning	Services	16,750.00
Central Nebraska Rehabilitation Services	Pupil Services	7,130.81
City of Seward Utility Dept	Utilities	33,027.29
Class Intercom	Software	975.00
Classen Land & Cattle LLC	Food	1,160.00
Concordia University	HAL	300.00
Cornhusker International Trucks	Transportation	346.14
Crete Glass	Maintenance	450.00
Culligan	Maintenance	40.00
DAS	Distance Learning	267.63
Eber, Rich	Supplies	408.04
Elan Financial Services	Travel/Mileage	2,608.56
Engineered Controls, Inc	Maintenance	9,990.00
ESU 5	Services	11,145.75
ESU 6	ESU Expense	109,625.54
Farmers Coop	Transportation	3,327.72
Grainger	Maintenance	632.60
Hall-Schmeckpeper, Shannon	Phone	150.00
Heather Guarantee LLC	Garnishment	290.22
Hire Right	Transportation	115.65
Home Depot Pro	Maintenance	174.22
Interstate All Battery Center	Maintenance	23.40
JWPepper	Supplies	467.28
KSB School Law	Legal Fees	250.00
Lee's Refrigeration	Maintenance	42.96
LessonPix, Inc	Subscription	144.00
Levrack	Maintenance	1,058.05
Madison National Life	LTD Ins.	2,835.50
Matheson	Supplies	504.87
Mattice Lock & Safe	Maintenance	138.40
Meehl, Jan	Pupil Services	2,391.60
Memorial Health Care Systems	Transportation	170.00
Menards	Maintenance	273.96



**SCHOOL DISTRICT OF SEWARD  
PROPOSED WARRANTS  
JANUARY 8, 2024**

Midwest Auto Parts	Maintenance	44.41
My Central Supply	Maintenance	173.17
Nebraska/Central Equipment, Inc	Transportation	572.65
Nebraska Council of School Admin	Dues & Fees	190.00
Nebraska Department of Revenue	Garnishment	230.34
Nebraska Landscape Solutions	Grounds	2,587.59
Nebraska Library Commission	Subscription	360.38
Nebraska Science Olympiad	HAL	100.00
Nebraska Snow Equipment	Maint. Of Equip.	687.97
One Source	Admin. Expense	214.00
Oriental Trading	Supplies	53.94
Pac N Save	Supplies	633.74
Paper Tiger	Business Support	35.00
Pay Flex	Section 125	112.20
Pfeiffer, Angela	Supplies	80.00
Precision Alignment LLC	Maintenance	4,038.20
Providence	Services	175.00
Realityworks	Books	5,676.28
Sack Lumber	Maintenance	11.29
School Dist. Of Seward-SHS Activity Fund	Reimbursement	13,334.57
Seaman, Ryne	Travel	72.35
Seward County Independent	Advertising	822.57
Seward Lumber	Maintenance	263.97
Sodexo	Services	87,288.98
Sparq Data Solutions	Communications	5,570.00
Techmaster's	Hot Lunch Repairs	664.13
Theatrical Rights Worldwide	Supplies	735.00
Truck Center Companies	Transportation	389.75
Unite Private Networks, LLC	Distance Learning	1,476.28
University of Nebraska-Lincoln	HAL	107.00
UNUM	Life Ins.	532.80
Uribe	Services	2,277.00
US Bank	Lease	2,240.56
Verizon	Telephone	199.52
Vex Robotics	Foundations	7,998.00
Visa	Transportation	125.00
Waterlink	Maintenance	225.00
WHC NE LLC	Services	3,770.90
Windstream	Phone	370.46
WoodRiver Energy	Utilities	10,941.29
Zultys	Phone	2,307.47
<b>TOTAL GENERAL FUND CLAIMS</b>		<b>1,808,920.01</b>