

MINUTES OF THE REGULAR MONTHLY MEETING OF THE BOARD OF
EDUCATION OF ALMA PUBLIC SCHOOLS

A meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, February 10, 2020, at 7:00 PM at The Library at Alma Public Schools 515 Jewell Street

Alma, NE 68920. The roll was called and the following Board members were present or absent: **Absent:** Brett Hammond, Scott Prickett, **Present:** Allen Brugh, Jerry Kovarik, Nick Simonson, Janna Tripe. Present: 4, Absent: 2. **Present:** Scott Prickett. Present: 5, Absent: 1..

Notice of the meeting was given in advance by publication and/or posted in accordance with the Board approved method for giving notice of meetings. Notice of this meeting and hearing were given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A motion was made by Jerry Kovarik and seconded by Janna Tripe to approve the consent agenda items which include the minutes, board report, and. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Allen Brugh: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 5, Nay: 0, Absent: 1

A motion was made by Nick Simonson and seconded by Jerry Kovarik to approve the receipts, expenditures, and payment of claims from the General Fund for \$400,073.19, the Lunch Fund for \$20,336.29, and Activity Fund for \$19263.99. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Allen Brugh: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 5, Nay: 0, Absent: 1

A motion was made by Nick Simonson and seconded by Janna Tripe to approve annual renewal with NASB for 2020-2021. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Allen Brugh: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick

Simonson: Yea, Janna Tripe: Yea
Yea: 5, Nay: 0, Absent: 1

A motion was made by Jerry Kovarik and seconded by Nick Simonson to approve the school calendar for 2020-2021. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Scott Prickett: Nay, Allen Brugh: Yea, Jerry Kovarik: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 4, Nay: 1, Absent: 1

A motion was made by Allen Brugh and seconded by Nick Simonson to increasing base to \$35,350. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Jerry Kovarik: Nay, Allen Brugh: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 4, Nay: 1, Absent: 1

A motion was made by Jerry Kovarik and seconded by Scott Prickett to increase classified salaries by 3.0 percent for the 2020-2021 fiscal year. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Allen Brugh: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 5, Nay: 0, Absent: 1

A motion was made by Nick Simonson and seconded by Jerry Kovarik to go into executive session (8:03 p.m.) to discuss personnel. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Allen Brugh: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 5, Nay: 0, Absent: 1

A motion was made by Scott Prickett and seconded by Nick Simonson to end executive session (8:15 p.m.) No action was taken. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Allen Brugh: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 5, Nay: 0, Absent: 1

A motion was made by Janna Tripe and seconded by Jerry Kovarik to offer a 3% increase for principal and superintendent with two year roll over for Jon's contract. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Allen Brugh: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 5, Nay: 0, Absent: 1

A motion was made by Nick Simonson and seconded by Scott Prickett to approve changes as amended for policy #5306 Drug Testing Policy. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Allen Brugh: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick

Simonson: Yea, Janna Tripe: Yea
Yea: 5, Nay: 0, Absent: 1

DATED Monday, February 10, 2020

HARLAN COUNTY SCHOOL DISTRICT #2,

a/k/a ALMA PUBLIC SCHOOLS

MINUTES OF THE REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION OF ALMA PUBLIC SCHOOLS

A meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, January 13, 2020, at 7:13 PM in the library at Alma Public Schools. The roll was called and the following Board members were present: Allen Brugh, Brett Hammond, Jerry Kovarik, Nick Simonson, Janna Tripe, and Scott Prickett.

Notice of the meeting was given in advance by publication and/or posted in accordance with the Board approved method for giving notice of meetings. Notice of this meeting and hearing were given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A motion was made by Jerry Kovarik and seconded by Brett Hammond to approve consent agenda items. After discussion and on roll call vote the Board voted as follows: Scott Prickett: Yea, Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Nick Simonson: Yea, Janna Tripe: Yea

A motion was made by Janna Tripe and seconded by Nick Simonson to approve the receipts, expenditures, and payment of claims from the General Fund for \$393,302.16, from the Lunch Fund for \$13,583.03, and from Activity Fund for \$29,685.12. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

A motion was made by Scott Prickett and seconded by Janna Tripe to leave all officers in their current positions: Allen Brugh - President; Nick Simonson - Vice President; Janna Tripe - Treasurer. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

A motion was made by Jerry Kovarik and seconded by Scott Prickett to re-appoint Dianna Melton as Secretary of the School Board. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

A motion was made by Nick Simonson and seconded by Scott Prickett to leave committee members as they currently are: Negotiations - B Hammond, J Tripe, S Prickett; Curriculum/Americanism Civics - N Simonson, J Kovarik, S Prickett; Transportation/Facilities - J Kovarik, B Hammond, A Brugh; Humpert Scholarship Committee - J Tripe. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

A motion was made by Scott Prickett and seconded by Jerry Kovarik to adopt all board policies and regulations (there are no changes). After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

A motion was made by Brett Hammond and seconded by Nick Simonson to make an offer to ATA to settle negotiations for the 2020-21 school term. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

A motion was made by Janna Tripe and seconded by Nick Simonson to approve the Master Service Agreement with ESU#11. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

Discussion items included: Holiday basketball tournaments; school lunch program; the 2020-2021 school calendar; future projects; Legislative Updates; a board member workshop in Holdrege on February 5, 2020; Legislative Issues Conference in Lincoln on February 9-10; and the need for incumbent board members to file by February 18, 2020.

President Allen Brugh declared the meeting adjourned at 8:15 PM..

The next regular meeting of the Alma Board of Education will be held February 10, 2020, in the library at Alma Public Schools.

DATED Monday, January 13, 2020
HARLAN COUNTY SCHOOL DISTRICT #2,
a/k/a ALMA PUBLIC SCHOOLS

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total
1/31/2020 General			\$92,186.33
1/31/2020 Money Market			\$339,075.09
1/31/2020 Transaction			\$2,716.88
Furnas County Treasurer	\$5,220.59		
Harlan County Treasurer	\$525,532.24		
IDEA	\$29,132.00		
City of Alma - tobacco license	\$70.00		
BCBS self-pay	\$3,016.86		
Sp Ed SA FFR 18-19	\$50,245.00		
ST of NE (State Aid)	\$113,746.00		
Refund overpayment - Pearson/Virco	\$1,303.17		
interest earned - Transaction Acct	\$0.58		
interest earned - MMA	\$159.57		
interest earned - Gen Fund	\$55.21		
TOTAL RECEIPTS	\$728,481.22		\$1,162,459.52
cks cleared in January		\$399,228.86	\$763,230.66
outstanding checks		\$48,870.71	\$714,359.95
<u>Certificates of Deposit</u>			\$410,096.82
Balance 1/31/2020			\$1,124,456.77
<u>Bldg/Sinking Fund</u>			
Balance 1/1/2020			\$58,750.06
Furnas County Treasurer	\$414.12		
Harlan County Treasurer	\$39,563.51		
interest earned	\$18.98		
Total Receipts	\$39,996.61		\$98,746.67
Balance 1/31/2020			\$98,746.67
<u>QCPU Fund</u>			
Balance 1/1/2020			\$61,052.22
Furnas County Treasurer	\$165.59		
Harlan County Treasurer	\$15,705.38		
interest earned	\$28.71		
Total Receipts	\$15,899.68		
Balance 1/31/2020			\$76,951.90
<u>Depreciation Fund</u>			
Balance 1/1/2020			\$39,321.61
interest earned	\$8.33		
Balance 1/31/2020			\$39,329.94
<u>Lunch Fund</u>			

January 2020

Balance 1/1/2020			\$15,795.44
Total Receipts	\$17,347.21		
cks cleared in January		\$13,684.53	
Balance 1/31/2020			\$19,458.12

Activity Fund

Balance 1/1/2020			\$151,991.71
Receipts	\$14,777.93		
cks cleared in January		\$25,733.86	\$141,035.78
outstanding checks		\$9,402.02	
Balance 1/31/2020			\$131,633.76

**Expenditure Report by Function/Object -
Summary- Board Report**

02/10/2020 09:02 AM

Regular; Processing Month 02/2020; Fund Number 01

User ID: DEM

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM
01	GENERAL FUND					
1100	REGULAR INSTRUCTIONAL PROGRAMS	2,806,500.00	203,180.37	1,281,136.65	46.71	1,525,363.35
1160	PROVERTY PROGRAMS	186,675.00	4,882.52	29,735.58	15.93	156,939.42
1200	SPED INSTRUCTION SCHOOL AGE	766,580.00	60,304.52	348,121.90	46.28	418,458.10
1291	SP ED INSTRUCTION Age 3-5	16,000.00	0.00	2,732.00	17.08	13,268.00
1292	SP ED INSTRUCTION Age 0-2	0.00	0.00	1,115.89	0.00	(1,115.89)
1300	SUMMER SCHOOL (incl DR ED)	23,750.00	0.00	1,000.00	4.21	22,750.00
2110	STUDENT INVOLV/PROB SOLVING	0.00	0.00	9,192.54	0.00	(9,192.54)
2120	GUIDANCE SERVICES	112,600.00	6,977.01	44,425.27	39.45	68,174.73
2130	HEALTH SERVICES	16,100.00	1,132.14	8,064.32	50.09	8,035.68
2150	SPEECH PATH/AUDIOLOGY SVCS	49,100.00	4,168.46	24,802.42	50.51	24,297.58
2151	SPEECH PATH/AUDIOLOGY SVCS SpEd SA	19,000.00	0.00	17,949.22	94.47	1,050.78
2152	SPEECH PATH/AUDIOLOGY SVCS Age 3-5	1,700.00	0.00	552.04	32.47	1,147.96
2153	SPEECH PATH/AUDIOLOGY SVCS Age 0-2	200.00	0.00	0.00	0.00	200.00
2161	OCCUPATIONAL THERAPY SA	34,000.00	0.00	11,160.96	32.83	22,839.04
2162	OCCUPATIONAL THERAPY SPED Age 3-5	500.00	0.00	1,240.11	248.02	(740.11)
2163	OCCUPATIONAL THERAPY Age 0-2	500.00	0.00	0.00	0.00	500.00
2171	PHYSICAL THERAPY SA	15,000.00	0.00	0.00	0.00	15,000.00
2172	PHYSICAL THERAPY Age 3-5	5,000.00	0.00	0.00	0.00	5,000.00
2173	PHYSICAL THERAPY Age 0-2	5,000.00	0.00	103.85	2.08	4,896.15
2220	LIBRARY/MEDIA SERVICES	92,200.00	606.20	2,548.64	8.77	89,651.36
2224	ED SVCS - CONTRACTED (DIST ED)	0.00	229.32	2,046.60	0.00	(2,046.60)
2230	TECH RELATED INSTRUCTION	0.00	0.00	1,287.50	0.00	(1,287.50)
2310	BOARD OF EDUCATION	27,500.00	4,220.00	7,252.61	29.84	20,247.39
2320	OFFICE OF THE SUPERINTENDENT	215,800.00	16,839.60	101,757.08	47.42	114,042.92
2410	OFFICE OF THE PRINCIPAL	189,500.00	16,043.54	100,986.17	53.47	88,513.83
2490	ACTIVITIES DIRECTOR	5,000.00	479.32	2,877.92	57.56	2,122.08
2510	GENERAL ADMIN-BUSINESS SERVICE	105,050.00	6,095.09	93,099.72	88.62	11,950.28
2570	STAFF TRAINING, IN-SERVICE	0.00	0.00	31.64	0.00	(31.64)
2610	OPERATION OF BUILDINGS	717,500.00	43,117.28	302,774.07	45.86	414,725.93
2630	SNOW REMOVAL, GROUNDS MAINTENANCE	22,500.00	0.00	8,962.89	39.84	13,537.11
2670	SAFETY OF STUDENTS/STAFF	10,000.00	506.34	8,210.84	82.11	1,789.16
2710	STUDENT TRANSPORTATION (DRIVING)	233,600.00	8,156.10	48,926.42	20.94	184,673.58
2730	MAINT VEHICLES (STUDENT TRANS)	70,000.00	4,676.67	38,534.87	55.05	31,465.13
3500	STATE CATEGORICAL PROGRAMS	564,624.00	0.00	2,900.82	0.51	561,723.18
3535	HIGH ABILITY LEARNERS	8,000.00	251.90	2,560.90	32.01	5,439.10
4400	ARCH & ENG BLUE PRINT DEVELOP	3,000.00	0.00	0.00	0.00	3,000.00
5000	LONG TERM DEBT SERVICE	0.00	0.00	49,828.73	0.00	(49,828.73)
6210	TITLE1, PART A ESSA IMP BASIC PROG (LEA)	94,671.00	12,216.20	73,384.62	77.52	21,286.38
6310	TITLE 2A TEACHER RECRUIT	0.00	5,579.61	33,493.74	0.00	(33,493.74)
6404	IDEA PART B BASE ALL 0 TO AGE 4	80,600.00	0.00	0.00	0.00	80,600.00
6411	IDEA PART B EARLY INTERVENTION	570.00	0.00	0.00	0.00	570.00
6412	IDEA Part B non-public students 3-21	3,745.00	0.00	0.00	0.00	3,745.00

Expenditure Report by Function/Object -
Summary- Board Report

02/10/2020 09:02 AM

Regular; Processing Month 02/2020; Fund Number 01

User ID: DEM

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM
6990	OTHER FED NONCAT RECEIPTS	22,000.00	0.00	0.00	0.00	22,000.00
8000	TRANSFERS (OUTGOING)	25,000.00	0.00	0.00	0.00	25,000.00
9000	NON-PROGRAM EXPENDITURES	0.00	14.50	6,254.13	0.00	(6,254.13)
01	GENERAL FUND	6,549,065.00	399,676.69	2,669,052.66	41.83	3,880,012.34
Grand Total:		6,549,065.00	399,676.69	2,669,052.66	41.83	3,880,012.34

Monthly Expenditure Report by Function

Regular; Processing Month 02/2020; Fund Number 01

Function		<u>09/01/2019</u>	<u>10/01/2019</u>	<u>11/01/2019</u>	<u>12/01/2019</u>	<u>01/01/2020</u>	<u>02/01/2020</u>	<u>Total</u>
Fund	01 GENERAL FUND							
1100	REGULAR INSTRUCTIONAL PROGRAMS	251,286.95	224,204.17	213,359.59	219,171.06	209,934.51	203,180.37	1,281,136.65
1160	PROVERTY PROGRAMS	5,002.56	5,082.40	5,004.87	4,854.65	4,908.58	4,882.52	29,735.58
1200	SPED INSTRUCTION SCHOOL AGE	49,169.50	55,833.31	66,374.45	61,350.41	55,089.71	60,304.52	348,121.90
1291	SP ED INSTRUCTION Age 3-5	0.00	0.00	0.00	2,732.00	0.00	0.00	2,732.00
1292	SP ED INSTRUCTION Age 0-2	0.00	0.00	0.00	1,115.89	0.00	0.00	1,115.89
1300	SUMMER SCHOOL (incl DR ED)	1,000.00	0.00	0.00	0.00	0.00	0.00	1,000.00
2110	STUDENT INVOLV/PROB SOLVING	0.00	9,192.54	0.00	0.00	0.00	0.00	9,192.54
2120	GUIDANCE SERVICES	8,064.03	6,988.81	8,155.47	8,155.47	6,084.48	6,977.01	44,425.27
2130	HEALTH SERVICES	1,724.43	1,325.18	1,882.90	1,221.73	777.94	1,132.14	8,064.32
2150	SPEECH PATH/AUDIOLOGY SVCS	4,064.29	4,064.29	4,168.46	4,168.46	4,168.46	4,168.46	24,802.42
2151	SPEECH PATH/AUDIOLOGY SVCS SpEd SA	0.00	99.99	0.00	17,849.23	0.00	0.00	17,949.22
2152	SPEECH PATH/AUDIOLOGY SVCS Age 3-5	0.00	0.00	0.00	552.04	0.00	0.00	552.04
2153	SPEECH PATH/AUDIOLOGY SVCS Age 0-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2161	OCCUPATIONAL THERAPY SA	0.00	0.00	0.00	11,160.96	0.00	0.00	11,160.96
2162	OCCUPATIONAL THERAPY SPED Age 3-5	0.00	0.00	0.00	1,240.11	0.00	0.00	1,240.11
2163	OCCUPATIONAL THERAPY Age 0-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2171	PHYSICAL THERAPY SA	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2172	PHYSICAL THERAPY Age 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2173	PHYSICAL THERAPY Age 0-2	103.85	0.00	0.00	0.00	0.00	0.00	103.85
2220	LIBRARY/MEDIA SERVICES	0.00	1,354.00	220.72	367.72	0.00	606.20	2,548.64
2224	ED SVCS - CONTRACTED (DIST ED)	0.00	1,129.32	229.32	229.32	229.32	229.32	2,046.60
2230	TECH RELATED INSTRUCTION	0.00	787.50	0.00	0.00	500.00	0.00	1,287.50
2310	BOARD OF EDUCATION	0.00	900.00	90.00	65.00	1,977.61	4,220.00	7,252.61
2320	OFFICE OF THE SUPERINTENDENT	16,981.32	17,618.34	16,159.06	17,293.40	16,865.36	16,839.60	101,757.08
2410	OFFICE OF THE PRINCIPAL	18,835.67	16,895.83	16,515.04	17,216.53	15,479.56	16,043.54	100,986.17
2490	ACTIVITIES DIRECTOR	480.32	480.32	479.32	479.32	479.32	479.32	2,877.92
2510	GENERAL ADMIN-BUSINESS SERVICE	6,448.96	5,824.10	7,242.13	62,376.93	5,112.51	6,095.09	93,099.72
2570	STAFF TRAINING, IN-SERVICE	0.00	31.64	0.00	0.00	0.00	0.00	31.64
2610	OPERATION OF BUILDINGS	82,177.85	39,569.26	45,291.11	53,723.14	38,895.43	43,117.28	302,774.07
2630	SNOW REMOVAL, GROUNDS MAINTENANCE	3,791.18	629.71	4,332.00	0.00	210.00	0.00	8,962.89
2670	SAFETY OF STUDENTS/STAFF	5,535.00	2,169.50	0.00	0.00	0.00	506.34	8,210.84
2710	STUDENT TRANSPORTATION (DRIVING)	5,890.74	10,342.34	10,630.20	6,583.75	7,323.29	8,156.10	48,926.42
2730	MAINT VEHICLES (STUDENT TRANS)	19,759.38	3,471.51	1,421.66	4,457.12	4,748.53	4,676.67	38,534.87
3500	STATE CATEGORICAL PROGRAMS	0.00	2,900.82	0.00	0.00	0.00	0.00	2,900.82
3535	HIGH ABILITY LEARNERS	0.00	0.00	0.00	2,309.00	0.00	251.90	2,560.90
4400	ARCH & ENG BLUE PRINT DEVELOP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5000	LONG TERM DEBT SERVICE	0.00	49,828.73	0.00	0.00	0.00	0.00	49,828.73
6210	TITLE1, PART A ESSA IMP BASIC PROG (LEA)	12,234.91	12,284.91	12,216.20	12,216.20	12,216.20	12,216.20	73,384.62
6310	TITLE 2A TEACHER RECRUIT	5,587.65	5,587.65	5,579.61	5,579.61	5,579.61	5,579.61	33,493.74
6404	IDEA PART B BASE ALL 0 TO AGE 4	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6411	IDEA PART B EARLY INTERVENTION	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6412	IDEA Part B non-public students 3-21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6990	OTHER FED NONCAT RECEIPTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000	TRANSFERS (OUTGOING)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9000	NON-PROGRAM EXPENDITURES	3,286.83	(299.16)	26.10	3,031.36	194.50	14.50	6,254.13
01	GENERAL FUND	461,425.42	478,297.01	419,378.21	519,500.41	390,774.92	399,676.69	2,669,052.66

Regular; Beginning Month 01/2020; Processing Month 01/2020; Account Type 8, 9; Fund Number 05

Fund: 05 ACTIVITY FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Revenue					
05 1710 0220	CLASS OF 2020	511.34	0.00	153.75	665.09
05 1710 0222	CLASS OF 2022	1,394.22	0.00	0.00	1,394.22
05 1710 0223	CLASS OF 2023	2,503.00	0.00	0.00	2,503.00
05 1710 0300	ATHLETICS	17,441.87	0.00	10,708.74	28,150.61
05 1710 0301	FOOTBALL	2,782.00	0.00	0.00	2,782.00
05 1710 0302	VOLLEYBALL	2,131.38	0.00	27.34	2,158.72
05 1710 0304	GIRLS BASKETBALL	1,255.00	0.00	0.00	1,255.00
05 1710 0305	CROSS COUNTRY	3,915.72	0.00	0.00	3,915.72
05 1710 0550	MILK MACHINE	2,505.00	0.00	544.00	3,049.00
05 1741 0100	ART	250.00	0.00	0.00	250.00
05 1741 0110	COMPUTERS	140.00	0.00	0.00	140.00
05 1741 0120	MISCELLANEOUS	(2,508.64)	0.00	31.19	(2,477.45)
05 1741 0130	MUSIC SUPPLIES	613.63	0.00	50.00	663.63
05 1741 0131	ELEMENTARY CHOIR	120.00	0.00	315.00	435.00
05 1741 0140	COURTESY FUND	20.00	0.00	0.00	20.00
05 1741 0143	CHRISTMAS DONATION	312.62	0.00	0.00	312.62
05 1741 0144	RESOURCE	557.00	0.00	0.00	557.00
05 1741 0145	LUEDKE MEMORIAL	3,205.21	0.00	0.00	3,205.21
05 1741 0165	FUTURE FARMS OF AMERICA	16,232.11	0.00	0.00	16,232.11
05 1741 0170	STUDENT COUNCIL	10,420.96	0.00	1,552.19	11,973.15
05 1741 0250	ANNUAL/YEARBOOK	60.00	0.00	33.52	93.52
05 1741 0251	PICTURES	4,279.02	0.00	0.00	4,279.02
05 1741 0260	HOME EC/CONS ED	(1,223.16)	0.00	0.00	(1,223.16)
05 1741 0265	COOKIE SALES	2,739.16	0.00	0.00	2,739.16
05 1741 0270	BOOK/SOFTWARE ORDERS	27.99	0.00	0.00	27.99
05 1741 0271	GENERAL MILLS BOX TOPS	0.00	0.00	165.20	165.20
05 1741 0280	FIELD TRIPS	213.00	0.00	0.00	213.00
05 1741 0400	CHEERLEADERS	2,198.83	0.00	1,037.00	3,235.83
05 1741 0600	QUIZ BOWL	256.09	0.00	0.00	256.09
05 1741 0971	DEPOSITS WEIGHT ROOM USE	140.00	0.00	160.00	300.00
05 1741 0991	DRAMA	2,079.50	0.00	0.00	2,079.50
Total: Revenue		74,572.85	0.00	14,777.93	89,350.78
Expenditure					
05 2900 890 000 110	COMPUTERS	1,164.90	0.00	0.00	1,164.90
05 2900 890 000 120	MISCELLANEOUS	1,827.06	0.00	0.00	1,827.06
05 2900 890 000 130	MUSIC SUPPLIES	175.00	113.60	0.00	288.60
05 2900 890 000 131	ELEMENTARY CHOIR	334.09	113.63	0.00	447.72
05 2900 890 000 135	CASH BOXES	500.00	0.00	0.00	500.00
05 2900 890 000 140	COURTESY FUND	137.45	0.00	0.00	137.45
05 2900 890 000 141	WOW	200.00	0.00	0.00	200.00
05 2900 890 000 142	CIRCLE OF FRIENDS	400.00	0.00	0.00	400.00
05 2900 890 000 143	CHRISTMAS DONATION	1,659.06	0.00	0.00	1,659.06
05 2900 890 000 144	RESOURCE	239.28	98.60	0.00	337.88
05 2900 890 000 160	INDUSTRIAL ARTS	43.49	0.00	0.00	43.49
05 2900 890 000 161	FFA SCHOLARSHIP	0.00	5,650.00	0.00	5,650.00
05 2900 890 000 165	FUTURE FARMS OF AMERICA	18,437.79	3,399.13	0.00	21,836.92
05 2900 890 000 170	STUDENT COUNCIL	11,401.26	2,145.64	19.37	13,527.53
05 2900 890 000 220	CLASS OF 2020	79.92	0.00	0.00	79.92
05 2900 890 000 223	CLASS OF 2023	654.45	0.00	0.00	654.45
05 2900 890 000 250	ANNUAL/YEARBOOK	445.30	554.50	0.00	999.80
05 2900 890 000 251	PICTURES	1,320.40	87.27	0.00	1,407.67
05 2900 890 000 260	HOME EC/CONS ED	35.28	16.15	0.00	51.43

Regular; Beginning Month 01/2020; Processing Month 01/2020; Account Type 8, 9; Fund
Number 05

Fund: 05 ACTIVITY FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 2900 890 000 265	COOKIE SALES	900.52	100.36	0.00	1,000.88
05 2900 890 000 280	FIELD TRIPS	213.00	0.00	0.00	213.00
05 2900 890 000 300	ATHLETICS	14,198.14	5,797.17	0.00	19,995.31
05 2900 890 000 301	FOOTBALL	3,423.00	13.49	0.00	3,436.49
05 2900 890 000 302	VOLLEYBALL	786.63	13.49	0.00	800.12
05 2900 890 000 303	BOYS BASKETBALL	0.00	303.62	0.00	303.62
05 2900 890 000 304	GIRLS BASKETBALL	2,323.00	63.62	0.00	2,386.62
05 2900 890 000 305	CROSS COUNTRY	3,274.00	13.48	0.00	3,287.48
05 2900 890 000 307	WRESTLING	0.00	80.00	0.00	80.00
05 2900 890 000 400	CHEERLEADERS	1,690.41	16.62	0.00	1,707.03
05 2900 890 000 500	NAT'L HONOR SOCIETY	9.95	0.00	0.00	9.95
05 2900 890 000 550	MILK MACHINE	2,328.06	452.99	0.00	2,781.05
05 2900 890 000 600	QUIZ BOWL	240.99	25.00	0.00	265.99
05 2900 890 000 940	SCHOOL CLIMATE COMMITTEE	0.00	65.00	0.00	65.00
05 2900 890 000 970	WEIGHT ROOM	586.87	0.00	0.00	586.87
05 2900 890 000 990	SPEECH	125.00	160.00	0.00	285.00
05 2900 890 000 991	DRAMA	1,269.26	0.00	0.00	1,269.26
Total:	Expenditure	70,423.56	19,283.36	19.37	89,687.55
Total:	05	144,996.41	19,283.36	14,797.30	179,038.33

Checking Account ID: 5

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
18029	01/06/2020	X			VACURA	T.J. VACURA	55.00
18030	01/06/2020	X			BELL	NATE BELL	55.00
18031	01/06/2020	X			GRABILL	BRENT GRABILL	375.00
18032	01/06/2020	X			SHIFFLETC	CHASE SHIFFLET	105.00
18033	01/10/2020	X			VACURA	T.J. VACURA	55.00
18034	01/10/2020	X			HAGEMAN	MATTHEW HAGEMAN	55.00
18035	01/10/2020	X			WATSON	TODD WATSON	115.00
18036	01/10/2020	X			BALLOU	BRAD BALLOU	115.00
18037	01/10/2020	X			JOHNSSTEV	STEVE JOHNSON	120.00
18038	01/10/2020	X			GUALKE	BOBBY GUALKE	120.00
18039	01/10/2020	X			FRITMEAT	FRITZ'S MEAT	210.00
18040	01/10/2020	X			CHESTER	CHESTERMAN CO	1,546.80
18041	01/10/2020	X			MOONLIGHT	MOONLIGHT EMBROIDERY & SCREENPRINT	30.00
18042	01/13/2020	X			BLUMC	BLUM CARSON	360.00
18043	01/13/2020	X			AWARDS	AWARDS UNLIMITED	1,024.75
18044	01/13/2020				BERTRAND	BERTRAND PUBLIC SCHOOL	25.00
18045	01/13/2020	X			SCHOLAR	SCHOLARSHIP COORDINATOR	850.00
18046	02/07/2020	X			SCHOLAR	SCHOLARSHIP COORDINATOR	650.00
18047	01/13/2020	X			SCHOLAR	SCHOLARSHIP COORDINATOR	750.00
18048	01/13/2020				SCHOLAR	SCHOLARSHIP COORDINATOR	1,000.00
18049	01/13/2020	X			SCHOLAR	SCHOLARSHIP COORDINATOR	750.00
18050	01/13/2020	X			SCHOLAR	SCHOLARSHIP COORDINATOR	650.00
18051	01/14/2020	X			ALMAPO	ALMA POST OFFICE	24.55
18052	01/14/2020	X			HOLDREGE	HOLDREGE PUBLIC SCHOOL	20.00
18053	01/06/2020	X			HAGEMAN	MATTHEW HAGEMAN	110.00
18054	01/16/2020				BELL	NATE BELL	110.00
18055	01/16/2020	X			ONEILL	Pat O'Neill	120.00
18056	01/16/2020	X			BARTELS	Kurt Bartels	120.00
18057	01/16/2020	X			EVERITTK	KEITH EVERETT	120.00
18058	01/16/2020	X			CWD	CASH-WA DISTRIBUTING	121.40
18059	01/16/2020				CNFL	CNFL-SPEECH	150.00
18060	01/16/2020				GISH	GRAND ISLAND SENIOR HIGH SCHOOL	10.00
18061	01/17/2020	X			HOGELAND	HOGELANDS MARKET	247.66
18062	01/20/2020	X			FRANKLIN	FRANKLIN PUBLIC SCHOOL	100.00
18064	01/20/2020	X			USB	US BANK	1,315.04
18065	01/21/2020	X			GEBHARD	GEBHARD MARVIN	55.00
18066	01/21/2020				WEVERKA	CADEN WEVERKA	105.00
18067	01/21/2020	X			VACURA	T.J. VACURA	295.00
18068	01/21/2020	X			LANSMAN	WILL LANSMAN	120.00
18069	01/21/2020	X			HOLECK	COREY HOLECK	120.00
18070	01/21/2020	X			LEAD	LEADERSHIP CENTER	283.50
18071	01/23/2020	X			VACURA	T.J. VACURA	55.00
18072	01/23/2020				BELL	NATE BELL	55.00
18073	01/23/2020				CAMBRIDGE	CAMBRIDGE PUBLIC SCHOOL	52.38
18074	01/23/2020	X			MOONLIGHT	MOONLIGHT EMBROIDERY & SCREENPRINT	287.00
18075	01/23/2020				SOUTHVAL	SOUTHERN VALLEY SCHOOL	80.71
18076	01/24/2020	X			ESU11	EDUCATIONAL SERVICE UNIT #11	136.71
18077	01/24/2020	X			WILD	WILD ROOTS GREENHOUSE & MARKET LLC	3,014.59
18078	01/24/2020	X			LOUS	LOU'S SPORTING GOODS	349.90
18079	01/24/2020				MULLEN	MULLEN PUBLIC SCHOOL	80.00
18080	01/24/2020	X			FRITMEAT	FRITZ'S MEAT	280.00
18081	01/27/2020	X			JOHNSONS	SCOTT JOHNSON	206.00
18082	01/27/2020	X			DIXON	TAYLOR DIXON	206.00
18083	01/27/2020	X			ANDERSONB	BEN ANDERSON	206.00
18084	01/27/2020				BLUMC	BLUM CARSON	197.00
18085	01/27/2020	X			SITORIUS	GREG SITORIUS	197.00
18086	01/27/2020				BLUMDALE	DALE BLUM	197.00
18087	01/28/2020				SCHOLAR	SCHOLARSHIP COORDINATOR	1,000.00

Checking Account ID: 5

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
18088	01/31/2020				REDCLOUD	RED CLOUD HIGH SCHOOL	100.00
Check Type Total:			Check			Void Total: 0.00	Total without Voids: 19,263.99
Checking Account Total:		5				Void Total: 0.00	Total without Voids: 19,263.99
			Grand Total:			Void Total: 0.00	Total without Voids: 19,263.99

FEBRUARY 2020 GENERAL FUND CHECKS

<u>CK #</u>	<u>Entity Name</u>	<u>Amount</u>
30109	ALMA CHAMBER OF COMMERCE	chamber dues 75.00
30110	Bosselmann Pump & Pantry	auto payment fuel charges 1,251.13
30111	C H S / AGRI SERVICE CENTER	fuel charges & custodial supplies 3,127.62
30112	CITY OF ALMA	gas, water, sewer, trash 7,306.47
30113	DAKTRONICS	clock in locker room 620.00
30114	DANA F COLE & CO.	monthly cafeteria plan admin fee 65.00
30115	DAS STATE ACCTING - CENTRAL FINANCE	distance learning line 229.32
30116	ECOLAB PEST ELIM DIVISION	pest control 84.26
30117	EDUCATIONAL SERVICE UNIT 10	hearing test administered 70.00
30118	FRONTIER	land lines 1,654.84
30119	HARLAN COUNTY HEALTH SYSTEM	bus driver physical 75.00
30120	HARLAN COUNTY JOURNAL	printing/publications 145.33
30121	HAYS PHARMACY	albuterol 29.89
30122	HOGELANDS MARKET	Jan charges 301.05
30123	HOMETOWN LEASING	copier lease 1,603.67
30151	HOME DEPOT PRO	custodial supplies 381.99
30125	J.W. PEPPER & SON, INC	secondary music 931.93
30126	JOSTENS, INC	heritage medals (honors program) 131.90
30127	JUNIOR LIBRARY GUILD	AP Category Ap, B, E 606.20
30128	KAUK KONSTRUCTION	Jan 17 snow removal 75.00
30129	LOCKMOBILE (THE)	12 master keys 39.79
30130	LOU'S SPORTING GOODS	hoodies not on previous invoice 61.00
30131	MADISON NATIONAL LIFE	prepaid life ins 14.50
30132	NE ASSN OF SCHOOL BOARDS	annual membership dues 4,025.00
30133	NEBRASKA PUBLIC POWER DISTRICT	electricity 4,323.15
30134	PERRY GUTHERY, HAASE & GESSFORD	contract questions 300.00
30135	RASMUSSEN MECHANICAL SERVICES	ignitor, gas valve, labor, mileage 1,778.00
30136	S & W AUTO PARTS, INC	RainX, vehicle service supplies 165.26
30137	SIGN SOLUTIONS	100 atheletic schedules printed 295.21
30138	SportsGraphics	wall panels on wrestling deck 3,385.00
30139	SPORTZCAST, INC.	scoreboard streaming 329.00
30140	SQUARE 9 SOFTWARES, INC	digital imaging program (scanning, retrieving) 1,006.79
30141	Swiftreach Network, LLC	automated messaging 506.34
30142	TRIPE MOTOR CO	12 Impala speed sensor harness (wheel) 223.77
30152	TRUSTWORTHY	nuts, bolts, fuses 14.51
30144	US BANK	Natl Geo Bee, Autism Conf, monitors(2), trave 1,673.53
30145	WAGGONER INSURANCE AGENCY	Western Surety - Treas Bond 100.00
30146	WOODWARD'S DISPOSAL SVC, INC	document shredding 20.00
30147	YANDAS MUSIC	music 357.97
	subtotal	37,384.42
PAYROLL		362,292.27

TOTAL

399,676.69

FEBRUARY 2020 LUNCH FUND

<u>CK #</u>	<u>Entity Name</u>	<u>Amount</u>
1800	DEAN FOODS	1,919.94
1801	HOGELANDS MARKET	916.18
1802	IDEAL LINEN SUPPLY	431.41
1803	SONYA MOLZAHN - REFUND	68.95
1804	SYSCO LINCOLN	2,503.47
1805	US Foods, Inc.	3,813.01
1806	CASH-WA DISTRIBUTING	2,312.05
	subtotal	<u>11,965.01</u>
PAYROLL		<u>8,371.28</u>
	TOTAL	<u><u>20,336.29</u></u>

ALMA PUBLIC SCHOOL 2019-2020 SCHOOL

Aug 12 –13 Teacher Workday
Aug 14 – 1st Day of School – 2:00 dismissal.
Aug 15 – Regular dismissal
Aug 16 – 2:00 dismissal

13/13

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

SEPTEMBER 19

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

Sep 2 – Labor Day
Sep 11 – Late Start – 10:00
Sep 19 – 1:00 Dismissal PT Conf (2:30-7:30)

20/33

Oct 7– ESU Teacher Conference
Oct 7 – No School
Oct 11 - End of Quarter 41 Days
Oct 14– Start of 2nd QTR
Oct 16 – 10:00 Late Start
Oct 31 – 2:00 Dismissal

22/55

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

NOVEMBER 19

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

Nov 1 – Fall Break – No School
Nov 13 - Late Start – 10:00
Nov 27 - Thanksgiving Vacation
Nov 28 – Thanksgiving Vacation
Nov 29 – Thanksgiving Vacation

17/72

Dec 11 – Late Start – 10:00
Dec 19-20 Semester Test – 2:00 out
Dec 20 First Semester Ends
First Semester 87 Days
End of 2nd Qtr. 46 Days
Dec 22-26 Moratorium
Dec 21-Jan 6 Christmas Vacation

15/87

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

JANUARY 20

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

Jan 7 – School Resumes
Start of 2nd Semester
Jan 15 – Late Start – 10:00

19/19/106

Feb 13– 1:00 Dismissal - PTC (2:30 to 7:30 PM)
Feb 20 – 2:00 Dismissal
Feb 21 – No School -Winter Break

19/38/125

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

MARCH 20

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

March 5 – 2:00 Dismissal
March 6 – No School -Spring Break – State Girls BB
March 12–End 3rd Qtr. 46 days
March 12 - 2:00 Dismissal
March 13 – No School -Spring Break – State Boys BB
March 16 – Start of 3rd Qtr.

20/58/145

April 9 – 2:00 Dismissal
April 10 – Easter Vacation
April 13 – Easter Vacation

20/78/165

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

MAY 20

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

May 7 –Track Invite – 1:00 Dismissal
May 8 – Seniors Last Day
May 9 – Graduation
May 18-19 Semester Test – 2:00 out
May 19 – Last Day for students.
End of 4th Qtr. – 45 Days
End of Semester – 91 Days
End of School year – 178 Days
May 20 – Teacher Workday
May 26– June 12 – HS-Summer school
13/91/178

May 26 -June 12 – HS Summer School
June 8 – July 10 – Elementary Summer School

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

JULY 20

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

June 8 – July 10 – Elementary Summer School

MEMBERSHIP DUES INVOICE

in account with

Nebraska Association of School Boards

1311 Stockwell, Lincoln, NE 68502 (402) 423-4951 or 1-(800) 422-4572

Name: Alma Public Schools

County: Harlan

NASB Region: 14

DATE	DESCRIPTION	AMOUNT DUE
January 29, 2020	Annual Membership Dues for NASB Fiscal Year 4/1/2020 to 3/31/2021	\$3,831
	Pay by 4/1/2020 to receive a 2% discount.	\$77
TOTAL AMOUNT DUE IF PAID BY APRIL 1, 2020		<u>\$3,755</u>

Thank you for your support and participation in NASB.



February 3, 2020

Jon Davis
Alma Public Schools
515 Jewell Street
Alma, NE 68920

Dear Jon,

Twenty-Twenty. A new year. A new decade. A new start for us all. So, what's next?

How NASB, and the school boards we represent conduct their day to day business is transforming daily. School board members know that no mission is more challenging, satisfying, or essential to the future of our state than preparing the next generation to be successful adults.

As an association we are tasked with representing urban and rural districts, the new US citizen and the 5th generation rancher, the town with the recently closed factory and the community with a population boom. School boards have a vital role in supporting those efforts, and NASB is here, committed to supporting all of Nebraska's 1,700 locally elected school board members serving our state, in whatever they may need.

We are working daily to provide boards the money-saving programs and information-sharing services needed to thrive, creating the tools and building the partnerships necessary for local school boards to be the educational leaders in their community. Many school board associations in other states have seen their dues increase in recent years. While working to increase the benefits of membership, NASB is pleased to continue offering the same dues percentage because of the success of our subsidiary programs.

For the past few years, you've seen the data on the dollars we invest into our schools, and the over-reliance on our property taxes to fund education. You've seen the focus NASB has put on the property tax issue engaging leaders inside and outside of education circles to bring property tax relief and to protect our schools.

Membership renewal notices are going out now to your district/ESU and we look forward to working for and with you and your board again this year. If you have any questions about NASB's programs, services, advocacy efforts, or any other item, please give us a call at 800-422-4572, or email schoolboards@NASBonline.org. **Once again, we are offering a 2% discount for all annual dues received prior to April 1.**

So, what's next? For school boards across Nebraska to be viewed as state leaders. Leaders with a strong voice who will continue to find ways to collect data to learn how we can best help our most vulnerable students, help our boards implement the strategic plans they are adopting, and never shy away from the call to make our voices heard at the State Capitol. Leaders who know it takes all 1,700 of us pitching in to make it happen.

Sincerely,


John C. Spatz
Executive Director


Sandy Noffsinger
Region #14 Director

Enclosure

ALMA PUBLIC SCHOOL 2020-2021 SCHOOL CALENDAR

Aug 11 –12 Teacher Workday
Aug 13 – 1st Day of School –
2:00 dismissal.
Aug 14 – 2:00 dismissal
Aug 17 – Regular dismissal

13/13

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

SEPTEMBER 20

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

Sep 7 – Labor Day
Sep 16– Late Start – 10:00
Sep 24 – 1:00 Dismissal PT Conf
(2:30-7:30)

21/34

Oct 9 – End of Quarter 41 Days
Oct 12– Start of 2nd QTR
Oct 14 – Late Start - 10:00
Oct 22 – 2:00 Dismissal
Oct 23– No School Fall Break

21/55

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

NOVEMBER 20

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

Nov 11– 10:00 AM Late Start
Nov 24 – Regular 3:32/3:39 Dismissal
Nov 25 – Thanksgiving Vacation
Nov 26 – Thanksgiving Vacation
Nov 27 – Thanksgiving Vacation

18/73

Dec 9– Late Start – 10:00
Dec 17-18 Semester Test
Dec 18 – 1st Sem. Ends 87 Days
End of 2nd Qtr. 46 Days
Dec 23-27 Moratorium
Dec 21-Jan 4 Christmas Vacation

14/87

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

JANUARY 21

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

Jan 5 – Teacher Workday
Jan 6 – School Resumes
Start of 2nd Semester
Jan 13 – Late Start – 10:00

18/18/105

Feb 11– 1:00 Dismissal - PTC (2:30 to 7:30 PM)
Feb 18 – 2:00 Dismissal
Feb 19 –No School -Winter Break

19/37/124

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

MARCH 21

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

March 4 – 2:00 Dismissal
March 5 – No School -Spring Break
March 11–End 3rd Qtr. 45 days
March 11 - 2:00 Dismissal
March 12 – No School -Spring Break
March 15 – Start of 4th Qtr.

21/58/145

April 1– 2:00 Dismissal
April 2 – Easter Vacation
April 5 – Easter Vacation
April 14 – Late Start – 10:00

20/78/165

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

MAY 21

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

May 6 –Track Invite – 1:00 Dismissal
May 7 – Seniors Last Day
May 8 – Graduation
May 18-19 Semester Test
May 19 – Last Day for students.
End of 4th Qtr. – 46 Days
End of Semester – 91 Days
End of School year – 178 Days
May 20– Teacher Workday
May 24– June 11 – HS-Summer school
13/91/178

May 24-June 11 – HS Summer School
June 7 – July 8 – Elementary Summer School

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

JULY 201

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

June 7 – July 8 – Elementary Summer School

ALMA PUBLIC SCHOOL 2020-2021 SCHOOL CALENDAR

Aug 11 -12 Teacher Workday
Aug 13 - 1st Day of School -
2:00 dismissal.
Aug 14 - 2:00 dismissal
Aug 17 - Regular dismissal

13/13

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

SEPTEMBER 20

S	M	T	W	T	F	S
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

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Sep 16- Late Start - 10:00
Sep 24 - 1:00 Dismissal PT Conf
(2:30-7:30)

21/34

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21/55

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

NOVEMBER 20

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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

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18/73

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14/87

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

JANUARY 21

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

Jan 5 - Teacher Workday
Jan 6 - School Resumes
Start of 2nd Semester
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18/18/105

Feb 11- 1:00 Dismissal - PTC (2:30
to 7:30 PM)
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19/37/124

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

MARCH 21

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

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March 11-End 3rd Qtr. 45 days
March 11 - 2:00 Dismissal
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March 15 - Start of 4th Qtr.

21/58/145

April 1- 2:00 Dismissal
April 2 - Easter Vacation
April 5 - Easter Vacation
April 14 - Late Start - 10:00

20/78/165

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

MAY 21

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

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May 24- June 11 - HS-Summer school
13/91/178

May 24-June 11 - HS Summer
School
June 7 - July 8 - Elementary
Summer School

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

JULY 201

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

June 7 - July 8 - Elementary Summer
School

Array Schools

2020-21 Negotiations Information

2/4/20

School District	E S U	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	1920 base	2021 base	Increase	Health Insurance deductible	Dental Plan	% Ins. Prem. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Bertrand	11	Dennis Shipp	dennis.shipp@bertrandvikings.org		\$34,500	\$35,300	\$800	\$1,050	PPO 80%A&B 50%C	100%	4,0800	4 x 4	184
Arapahoe	11	George Griffith	george.griffith@arapahoewarriors.org	yes	\$35,150	\$35,400	\$250	\$900/\$3500	80% A & B, 50% C	100%		4 x 4	184
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@sveagles.org	yes	\$34,850	\$35,400	\$550	\$1,150	PPO 80%A&B 50%C	100%	4,1300	4 x 4.75	184
Wilcox-Hildreth	11	Justin Patterson	justin.patterson@whfalcons.org	yes	\$35,400	\$35,800	\$400	\$1,050	PPO 80%A&B 50%C	100%	3,9900	4 x 4	183
Elm Creek	10	Bret Schroder		yes	\$35,400	\$35,850	\$450	\$1050/\$3500		100%	3,7500	4 x 4	182
Alma	11	Jon Davis	jon.davis@almacardinals.org		\$34,900			\$1050/\$3500	PPO 100% A 75% B 50% C	100%		4 x 4.5	183
Axtell	11	Rob Gregory	rob.gregory@axtellwildcats.org		\$35,300			\$1050/\$3500	100% A 75% B 50% C	100%		4 x 4.5	184
Cambridge	11	Greg Shepard	gregory.shepard@cambridgehojans.org		\$35,000			\$1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Franklin	11	Candace Conradi	candace.conradi@fnsflyers.org		\$34,650			\$1050/\$3500	80% A & B, 50% C	100%		4 x 5	185
Loomis	11	Sam Dunn	sam.dunn@loomiswolves.org		\$0			\$600/\$3500		100%		4 x 4	183

Conference Schools

2020-21 Negotiations Information

2/4/20

School District	E S U	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	1920 base	2021 base	Increase	Health Insurance deductible	Dental Plan	% Ins. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Maywood School	15	Jason Brown	jason.brown@maywoodtigers.org	yes	\$34,200	\$34,700	\$500	\$900/\$3100	PPO 80%A&B 50%C	100%	4,3400	4.5 x 4.5	183
Hitchcock County	15	Robert Sattler	rsattler@hcfalcon.org	yes	\$34,750	\$35,100	\$350	\$1,050	PPO 80%A&B 50%C	100%	3,1200	4 x 4	185
Maxwell	16	Danny McMurtry	dmcumrtry@maxwellschools.org	yes	\$35,165	\$35,165	\$0	\$1,450	80% A & B, 50% C			4 x 4	184
Wauneta-Palisade	15	Randy Geier	rgeier@wphrconcs.org	yes	\$34,700	\$35,200	\$500	\$600/\$3600	80% A & B, 50% C	100%		4 x 5	184
Bertrand	11	Dennis Shipp	dennis.shipp@bertrandvikings.org		\$34,500	\$35,300	\$800	\$1,050	PPO 80%A&B 50%C	100%	4,0800	4 x 4	184
Medicine Valley	15	Alan Garey	agarey@medvalley.org	yes	\$34,950	\$35,300	\$350	\$650	80% A & B, 50% C	100%		4 x 4	184
Arapahoe	11	George Griffith	george.griffith@arapahoevarriors.org	yes	\$35,150	\$35,400	\$250	\$900/\$3500	80% A & B, 50% C	100%		4 x 4	184
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@sv eagles.org	yes	\$34,850	\$35,400	\$550	\$1,150	PPO 80%A&B 50%C	100%	4,1300	4 x 4.75	184
Dundy County Stratton	15	Jim Kent	jim@dsttigers.org	yes	\$35,550	\$37,700	\$2,150	\$900/\$3500	80% A & B, 50% C	100%	4,0000	4 x 4	186
Alma	11	Jon Davis	jon.davis@almacardinals.org		\$34,900			\$1050/\$3500	PPO 100% A 75% B 50% C	100%		4 x 4.5	183
Cambridge	11	Greg Shepard	gregory.shepard@cambridgetrojans.org		\$35,000			\$1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Hayes Center	15	Tony Primavera	tprimavera@hccardinals.org		\$34,850				80% A & B, 50% C	100%		4 x 4.5	184
Paxton	16	Del Daek	del.daek@paxtonschools.org		\$34,200			\$650/\$3500	80% A & B, 50% C	100%		4.25x4.25	183
Southwest	15	Todd Porter	todd.porter@swschools.org		\$34,850			\$1050/\$3500	PPO 80%A&B 50%C	100%		4 x 4	183
Wallace	16	Tom Sandberg	thsandberg@whscats.org		\$35,400			\$1050/\$3500	PPO 100%A 75%B 50%C	100%		4 x 4	183

ESU 11 Schools

2020-21 Negotiations Information

2/4/20

School District	E S U	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	1920 base	2021 base	Increase	Health Insurance deductible	Dental Plan	% Ins. Prem. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Elwood	11	Daren Hatch	daren.hatch@elwoodpirates.org	yes	\$34,850	\$35,050	\$200	\$1050/\$3600	100% ABC	100%	3.2500	4 x 4.5	184
Bertrand	11	Dennis Shipp	dennis.shipp@bertrandvikings.org	yes	\$34,500	\$35,300	\$800	\$1,050	PPO 80%A&B 50%C	100%	4.0800	4 x 4	184
Arapahoe	11	George Griffith	george.griffith@arapahoevillagers.org	yes	\$35,150	\$35,400	\$250	\$900/\$3500	80% A & B, 50% C	100%		4 x 4	184
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@sveagles.org	yes	\$34,850	\$35,400	\$550	\$1,150	PPO 80%A&B 50%C	100%	4.1300	4 x 4.75	184
Eustis-Farnam	11	Steve Sampy	steve.sampy@efknights.org	yes	\$35,200	\$35,600	\$400	\$1,050		100%	3.1000	4 x 4	183
Wilcox-Hildreth	11	Justin Patterson	justin.patterson@whfalcon.org	yes	\$35,400	\$35,800	\$400	\$1,050	PPO 80%A&B 50%C	100%	3.9900	4 x 4	183
Holdrege	11	Todd Hillyard	todd.hillyard@dusters.org	yes	\$36,150	\$36,550	\$400	\$900/\$3500	80% A & B, 50% C	100%	3.7000	4.5 x 4.5	185
Minden	11	James Widdifield	james.widdifield@mindenwhippet.org	yes	\$36,850	\$37,250	\$400	\$1050/\$3600	PPO 100% A 75% B 50% C	100%	3.5000	4 x 5	185
Alma	11	Jon Davis	jon.davis@almacardinals.org		\$34,900			\$1050/\$3500	PPO 100% A 75% B 50% C	100%		4 x 4.5	183
Axtell	11	Rob Gregory	rob.gregory@axtellwildcats.org		\$35,300			\$1050/\$3500	100% A 75% B 50% C	100%		4 x 4.5	184
Cambridge	11	Greg Shepard	gregory.shepard@cambridgetrojans.org		\$35,000			\$1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Franklin	11	Candace Conrath	candace.conrath@fsflyers.org		\$34,650			\$1050/\$3500	80% A & B, 50% C	100%		4 x 5	185
Loomis	11	Sam Dunn	sam.dunn@loomiswolves.org		\$0			\$600/\$3500		100%		4 x 4	183

Schools that have Settled

2020-21 Negotiations Information

2/4/20

School District	E S U	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	1920 base	2021 base	Increase	Health Insurance deductible	Dental Plan	% Ins. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Sutherland	16	Dan Keyser	dkeyser@esu16.org	yes	\$32,850	\$33,150	\$300	\$900	80% A & B, 50% D	100%	3,2900	compressed	184
Deshter	05	Al Meier	al.meier@deshterdrngons.org	yes	\$34,250	\$34,400	\$150	\$1,050	PPO 80%A&B 50%C	100%	3,5360	4.5 x 4	182
Maywood School	15	Jason Brown	jason.brown@maywoodtigers.org	yes	\$34,200	\$34,700	\$500	\$900/\$3100	PPO 80%A&B 50%C	100%	4,3400	4.5 x 4.5	183
Alliance	13	Troy Unzicker	troy.unzicker@alliancebulldogs.org	yes	\$33,850	\$34,800	\$950	\$1450/\$3500	80% A & B, C	stipend	3,3000	4.5 x 4.5	185
Arcadia	10	Mike Williams	mike.williams@apshuskies.org	yes	\$34,100	\$34,800	\$700	\$750/\$1500	80% A & B, 50% C	100%	3,6900	4 x 5	185
Arnold	10	Mark Stevering	mark.stevering@arnoldpublicschs.org	yes	\$34,500	\$34,800	\$300	\$600/\$3500	80% A & B, 50% C	100%	2,3000	4 x 5	182
Verdige Public Schools	08	Chuck Kucera	ckucera24@gmail.com	yes	\$34,700	\$34,950	\$250						
Elwood	11	Daren Hatch	daren.hatch@elwoodpirates.org	yes	\$34,850	\$35,050	\$200	\$1050/\$3600	100% ABC	100%	3,2500	4 x 4.5	184
Hitchcock County	15	Robert Sattler	rsattler@hcfalecons.org	yes	\$34,750	\$35,100	\$350	\$1,050	PPO 80%A&B 50%C	100%	3,1200	4 x 4	185
Minatone	13	Tim Cody	suptimcody@gmail.com	yes	\$35,000	\$35,150	\$150	\$600	80% A&B	100%		4 x 5	185
Maxwell	16	Danny McMurtry	dmmcmurtry@maxwellschools.org	yes	\$35,165	\$35,165	\$0	\$1,450	80% A & B, 50% C			4 x 4	184
Cody-Kilgore	17	Adam Lambert	alambert@cody-kilgore.com	yes	\$34,700	\$35,200	\$500	\$1050/\$3600	80% A & B, 50% C	100%		4 x 5	166
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org	yes	\$34,680	\$35,200	\$520	\$1050/\$3500	PPO 100%A 75%B 50%C	100%	4,0300	4.25 x 4.25	185
Wahoo	02	Brandon Lavaley	blavaley@wahoowarriors.org	yes	\$34,900	\$35,200	\$300	\$1050/\$3600	80% A & B, 50% C	100%	4,1000	4 x 5	186
Wauwata-Palissade	15	Randy Geier	rgier@wphroncos.org	yes	\$34,700	\$35,200	\$500	\$600/\$3600	80% A & B, 50% C	100%		4 x 5	184
Wheeler Central	08	Rodney Olson	rodolson78@gmail.com	yes	\$34,750	\$35,200	\$450	\$1050/\$3500	PPO 100%A 75%B 50%C	100%		4.5 x 4.5	185
ESU 02	02	Ted DeTurk	tedturk@esu2.org	yes	\$34,560	\$35,235	\$675	\$1,050	80% A & B, 50% C	100%	3,4000	4.5 x 4.5	185
Creek Valley	13	Patrick Ningen	patrick.ningen@cvstorm.com	yes	\$35,000	\$35,250	\$250	\$900/\$3500	80% A & B, 50% C	100%	5,7000	4.5 x 4.5	185
Central City	07	Jeff Jensen	ljensen@centralcityps.org	yes	\$34,850	\$35,275	\$425	\$1050/\$3500	PPO 80%A&B 50%C	100%		4 X 5	185
Bertrand	11	Dennis Shipp	dennis.shipp@bertrandvikings.org	yes	\$34,500	\$35,300	\$800	\$1,050	PPO 80%A&B 50%C	100%	4,0800	4 x 4	184
Gibson	10	Vern Fischer	vern.fischer@gibsonpublic.org	yes	\$35,050	\$35,300	\$250	\$900	80% A & B, 50% C	100%		4 x 5	185
Medicine Valley	15	Alan Garey	agarey@medvalley.org	yes	\$34,950	\$35,300	\$350	\$650	80% A & B, 50% C	100%		4 x 4	184
Rock County	17	Tom Becker	tbecker@rockcountyschools.org	yes	\$34,900	\$35,300	\$400	\$1,900	80% A & B, 50% C	100%	4,2000	4.25 x 4.25	184
Seward	06	Josh Fields	josh.fields@sewardschools.org	yes	\$35,050	\$35,300	\$250	\$1050/\$3500	80% A & B, 50% C	100%	3,4300	4 x 5	186
Loup City	10	Simpson, Angela	angela.simpson@lcpubli.org	yes	\$34,940	\$35,340	\$400	\$1,200	100%A 80%B 70%C	100%	3,9700	4 x 5	185
Leyton	13	Chris Geary	chris.geary@leytonwarriors.org	yes	\$34,600	\$35,350	\$750	\$850	80% A & B, 50% C	100%		4.5 x 4.5	186
North Bend Central	02	Dan Endorf	dendorf@nsu2.org	yes	\$35,150	\$35,400	\$250		PPO 80%A&B 50%C	100%	3,2700	4 x 5 mod.	185
Atarahoe	11	George Griffith	george.griffith@arahoeawarriors.org	yes	\$35,150	\$35,400	\$250	\$900/\$3500	80% A & B, 50% C	100%		4 x 4	184
Hemington	13	Charles Isom	cisom@guh.org	yes	\$35,000	\$35,400	\$400	\$850	100% ABC	100%	3,0100	4.5 x 4.5	185
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@svagles.org	yes	\$34,850	\$35,400	\$550	\$1,150	PPO 80%A&B 50%C	100%	4,1300	4 x 4.75	184
Lakeview	07	Pias, Aaron	apias@lakeview.esu7.org	yes	\$35,050	\$35,450	\$400	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Mullen	16	Chris Kuncel	chris.kuncel@mullenpublicschools.org	yes	\$34,800	\$35,500	\$700	\$850	80% A & B, 50% C	100%	4,6600	4 x 5	183
Elkhorn	03	Bary Habrook	bhabrook@epsne.org	yes	\$34,765	\$35,515	\$750		100% A 75% B 50% C	100%	4,0000		190
Oakland-Craig	02	Jeff Smith	jsmith@oakknights.org	yes	\$35,065	\$35,515	\$450	\$600	80% A & B, 50% C	100%		4 x 5	185
Bennington	03	Terry Haack	thaack@bennps.org	yes	\$35,150	\$35,550	\$400	\$1050/\$3600	100% ABC	100%	3,8000	4 x 5	186
Boyd County Schools	08	Michael Brown	mbrown@boydcounty.org	yes	\$35,300	\$35,550	\$250	\$1,050	80% A & B, 50% C	100%		4.25 x 4.25	185
Banner County	13	Evelyn Browne	evelyn.browne@bswildcats.org	yes	\$35,100	\$35,600	\$500	\$650/\$3500	PPO 80%A&B 50%C	100%	2,8800	4.5 x 4.5	183
Ensis-Farnam	11	Steve Sampy	steve.sampy@efknights.org	yes	\$35,200	\$35,600	\$400	\$1,050		100%	3,1000	4 x 4	183
O'Neill	08	Amy Shane	amyschane@oneillschools.org	yes	\$34,900	\$35,600	\$700	\$1450/\$3500	100%A 75%B 50%C	100%	3,8200	4.5 x 4.5	185
Sargent	10	Rusty Ruppert	wruppert@esu10.org	yes	\$34,850	\$35,650	\$800	\$1400/\$3600	100%A 75%B 50%C	100%	3,4700	4 x 5	185
Broken Bow Schools	10	Darren Tobey	darren.tobey@bbps.org	yes	\$34,950	\$35,700	\$750	\$1,050	ABC, 50% D	100%		4.5 x 4.5	185
Winer-Pilger	02	Chad Boyer	choyer@igators.org	yes	\$35,050	\$35,700	\$650	\$1050/\$3600	PPO 80%A&B 50%C	100%	3,8600	4 x 5	185

All Schools who have Settled

2020-21 Negotiations Information

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School District	E S U	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	1920 base	2021 base	Increase	Health Insurance deductible	Dental Plan	% Ins. Prem. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Sutherland	16	Dan Keyser	dkeyser@esu16.org	yes	\$32,850	\$33,150	\$300	\$900	80% A & B, 50% D	100%	3,2900	compressed	184
Deshler	05	Al Meier	al.meier@deschlerdragons.org	yes	\$34,250	\$34,400	\$150	\$1,050	PPO 80%A&B 50%C	100%	3,5360	4.5 x 4	182
Maywood School	15	Jason Brown	jason.brown@maywoodtigers.org	yes	\$34,200	\$34,700	\$500	\$900/\$3100	PPO 80%A&B 50%C	100%	4,3400	4.5 x 4.5	183
Alliance	13	Troy Unzicker	troy.unzicker@alliancebulldogs.org	yes	\$33,850	\$34,800	\$950	\$1450/\$3500	80% A & B, C	stipend	3,3000	4.5 x 4.5	185
Arcadia	10	Mike Williams	mike.williams@apshuskies.org	yes	\$34,100	\$34,800	\$700	\$750/\$1500	80% A & B, 50% C	100%	3,6900	4 x 5	185
Arnold	10	Mark Stevering	mark.stevering@arnoldpublicschools.org	yes	\$34,500	\$34,800	\$300	\$600/\$3500	80% A & B, 50% C	100%	2,3000	4 x 5	182
Verdige Public Schools	08	Chuck Kuera	ckkuera24@gmail.com	yes	\$34,700	\$34,950	\$250						
Elwood	11	Daren Hatch	daren.hatch@elwoodpirates.org	yes	\$34,850	\$35,050	\$200	\$1050/\$3600	100% ABC	100%	3,2500	4 x 4.5	184
Hitchcock County	15	Robert Sattler	rsattler@hcfalcon.org	yes	\$34,750	\$35,100	\$350	\$1,050	PPO 80%A&B 50%C	100%	3,1200	4 x 4	185
Minatare	13	Tim Cody	suprtimcody@gmail.com	yes	\$35,000	\$35,150	\$150	\$600	80% A&B	100%		4 x 5	185
Maxwell	16	Danny McMurtry	dmmurtry@maxwellschools.org	yes	\$35,165	\$35,165	\$0	\$1,450	80% A & B, 50% C	100%		4 x 4	184
Cody-Kilgore	17	Adam Lambert	alambert@cody-kilgore.com	yes	\$34,700	\$35,200	\$500	\$1050/\$3600	80% A & B, 50% C	100%		4 x 5	166
Stuart	08	Robert Hanzlik	rhanzik@esu8.org	yes	\$34,680	\$35,200	\$520	\$1050/\$3500	PPO 100%A 75%B 50%C	100%	4,0300	4.25 x 4.25	185
Wahoo	02	Brandon Lavaley	blavaley@wahoowarriors.org	yes	\$34,900	\$35,200	\$300	\$1050/\$3600	80% A & B, 50% C	100%	4,1000	4 x 5	186
Wauweta-Palisade	15	Randy Geier	rgeier@wphroncos.org	yes	\$34,700	\$35,200	\$500	\$600/\$3600	80% A & B, 50% C	100%		4 x 5	184
Wheeler Central	08	Rodney Olson	rodolson78@gmail.com	yes	\$34,750	\$35,200	\$450	\$1050/\$3500	PPO 100%A 75%B 50%C	100%		4.5 x 4.5	185
ESU 02	02	Ted DeTurk	tdeturk@esu2.org	yes	\$34,560	\$35,235	\$675	\$1,050	80% A & B, 50% C	100%	3,4000	4.5 x 4.5	185
Creek Valley	13	Patrick Ningen	patrick.ningen@cvsschools.com	yes	\$35,000	\$35,250	\$250	\$900/\$3500	80% A & B, 50% C	100%	5,7000	4.5 x 4.5	185
Central City	07	Jeff Jensen	jjensen@centralcityps.org	yes	\$34,850	\$35,275	\$425	\$1050/\$3500	PPO 80%A&B 50%C	100%		4 X 5	185
Bertrand	11	Dennis Shipp	dennis.shipp@bertrandvikings.org	yes	\$34,500	\$35,300	\$800	\$1,050	PPO 80%A&B 50%C	100%	4,0800	4 x 4	184
Gibson	10	Vern Fischer	vern.fischer@gibsonpublic.org	yes	\$35,050	\$35,300	\$250	\$900	80% A & B, 50% C	100%		4 x 5	185
Medicine Valley	15	Alan Garry	agarry@medvalley.org	yes	\$34,950	\$35,300	\$350	\$650	80% A & B, 50% C	100%		4 x 4	184
Rock County	17	Tom Becker	tbecker@rockcountyschools.org	yes	\$34,900	\$35,300	\$400	\$1,900	80% A & B, 50% C	100%	4,2000	4.25 x 4.25	184
Seward	06	Josh Fields	josh.fields@sewardschools.org	yes	\$35,050	\$35,300	\$250	\$1050/\$3500	80% A & B, 50% C	100%	3,4300	4 x 5	186
Loup City	10	Simpson, Angela	angela.simpson@lcpbpublic.org	yes	\$34,940	\$35,340	\$400	\$1,200	100%A 80%B 70%C	100%	3,9700	4 x 5	185
Leyton	13	Chris Geary	chris.geary@leytonwarriors.org	yes	\$34,600	\$35,350	\$750	\$850	80% A & B, 50% C	100%		4.5 x 4.5	186
North Bend Central	02	Dan Endorf	dendorf@esu2.org	yes	\$34,900	\$35,350	\$450		PPO 80%A&B 50%C	100%	3,2700	4 x 5 mod.	185
Atarahoe	11	George Griffith	george.griffith@arahoevarriors.org	yes	\$35,150	\$35,400	\$250	\$900/\$3500	80% A & B, 50% C	100%		4 x 4	184
Hemingford	13	Charles Isom	cisom@gubn.org	yes	\$35,000	\$35,400	\$400	\$850	100% ABC	100%	3,0100	4.5 x 4.5	185
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@svagles.org	yes	\$34,850	\$35,400	\$550	\$1,150	PPO 80%A&B 50%C	100%	4,1300	4 x 4.75	184
Lakeview	07	Pias, Aaron	apias@lakeview.esu7.org	yes	\$35,050	\$35,450	\$400	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Mullen	16	Chris Kuncel	chris.kuncel@mullenpublicschools.org	yes	\$34,800	\$35,500	\$700	\$850	80% A & B, 50% C	100%	4,6600	4 x 5	183
Elkhorn	03	Bary Habrook	bhabrook@epsne.org	yes	\$34,765	\$35,515	\$750		100% A775% B/50% C	100%	4,0000		190
Oakland-Craig	02	Jeff Smith	jsmith@oocknights.org	yes	\$35,065	\$35,515	\$450	\$600	80% A & B, 50% C	100%		4 x 5	185
Bemington	03	Terry Haack	thaack@benpps.org	yes	\$35,150	\$35,550	\$400	\$1050/\$3600	100% ABC	100%	3,8000	4 x 5	186
Boyd County Schools	08	Michael Brown	mbrown@boydcounty.org	yes	\$35,300	\$35,550	\$250	\$1,050	80% A & B, 50% C	100%		4.25 x 4.25	185
Banner County	13	Evelyn Browne	evelyn.browne@bswildcats.org	yes	\$35,100	\$35,600	\$500	\$650/\$3500	PPO 80%A&B 50%C	100%	2,8800	4.5 x 4.5	183
Eustis-Farnam	11	Steve Sampy	steve.sampy@efknights.org	yes	\$35,200	\$35,600	\$400	\$1,050		100%	3,1000	4 x 4	183
O'Neill	08	Amy Shane	amyschane@oneillschools.org	yes	\$34,900	\$35,600	\$700	\$1450/\$3300	100%A 75%B 50%C	100%	3,8200	4.5 x 4.5	185
Sargent	10	Rusty Ruppert	wruppert@esu10.org	yes	\$34,850	\$35,650	\$800	\$1400/\$3600	100%A 75%B 50%C	100%	3,4700	4 x 5	185
Broken Bow Schools	10	Darren Tobey	darren.tobey@bbps.org	yes	\$34,950	\$35,700	\$750	\$1,050	ABC, 50% D	100%		4.5 x 4.5	185
Wisner-Piager	02	Chad Boyer	choyer@igators.org	yes	\$35,050	\$35,700	\$650	\$1050/\$3600	PPO 80%A&B 50%C	100%	3,8600	4 x 5	185

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Fort Calhoun	03	Don Johnson	djohnson@esu3.org	yes	\$35,350	\$35,750	\$400	\$750	80% A & B, 50% C	100%		4 x 5	187
Kinball	13	Harold Farrar	hfarrar@kpslonghorn.org	yes	\$35,300	\$35,750	\$450	\$1050/\$3600	100%A 75%B 50%C	100%	2,5966	4 x 5	184
Loup County	10	Rusty Ruppert	wruppert@esu10.org	yes	\$35,000	\$35,750	\$750	\$1050/\$3600	80% A & B, 50% C	100%	3,7600	4 x 5	185
Southern (Wymore)	05	Chris Prosser	cprosser@southernschools.org	yes	\$35,207	\$35,757	\$550	\$1050/\$3600	PPO 100%A 75%B 50%C	100%	4,0000	4 x 4	182
Aurora	09	Damon McDonald	dmcDonald@4thnukes.org	yes	\$35,300	\$35,800	\$500	\$1,050	80% A & B, 50% C	100%		5 x 5	185
Wilcox-Hildreth	11	Justin Patterson	justin.patterson@whfalcon.org	yes	\$35,400	\$35,800	\$400	\$1,050	PPO 80%A&B 50%C	100%	3,9900	4 x 4	183
Theftord	16	Blake Dahlberg	blake.dahlberg@theftordschools.org	yes	\$35,330	\$35,850	\$500	\$1,050	80% A & B, 50% C	100%	2,0200	4 x 5	184
Ravenna	10	Ken Schroeder	ken.schroeder@ravennabluejays.org	yes	\$35,089	\$35,859	\$750	\$1050/\$3600		100%	4,9700	4 x 5	185
Elm Creek	10	Bret Schroeder		yes	\$35,400	\$35,850	\$450	\$1050/\$3500		100%	3,7500	4 x 4	182
Riverside (CairRap/Spald)	10	Stephanie Kaczor	stephanie.kaczor@riversideps.org	yes	\$35,500	\$35,850	\$350	\$1,050	80% AB	100%		4 x 4.5	184
Superior	09	Martin Kobza	mkbkz@superiorwildcats.org	yes	\$35,350	\$35,850	\$500	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Blair	03	Randy Gilson	randy.gilson@blairschools.org	yes	\$34,975	\$35,875	\$900	\$1450/\$3600	80% A & B, 50% C	100%	4,3100	4 x 5	186
McPherson County	16	Dana Jeppson	djeppson@mcstyon.org	yes	\$35,190	\$35,894	\$704	\$1,900		100%		4 x 5	177
Brady Public School	16	James McGown	jmcgowm@bradyschools.org	yes	\$35,200	\$35,900	\$700	\$1,050	100% ABC	100%		4 x 4	182
Ogallala	16	Mike Apple	mikeapple@opsd.org	yes	\$35,400	\$35,950	\$550	\$1050/\$3500	PPO 100% A,B,C	100%	3,8000	5 x 4	185
Crawford	13	Kirk Hughes	kirk.hughes@cpsrams.org	yes	\$35,300	\$36,000	\$700			stipend		4.5 x 4.5	183
Michell	13	Kathy Urbanek	kurbanek@nichelligers.org	yes	\$35,300	\$36,000	\$700			Flat salary		4.5 x 4.5	184
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$35,500	\$36,000	\$500	\$900	80% A & B, 50% C	100%		4.5 x 4.5	185
South Central USD #5	09	Julie Otero	jotero@southcentralusd.us	yes	\$35,500	\$36,000	\$500	\$1050/\$3500	PPO 80%A&B 50%C	100%	4,3400	4 x 5	185
West Holt	08	Paul Pistulka	paupistulka@westholt.org	yes	\$35,450	\$36,000	\$550	\$1,050		100%		4.25x4.25	184
Wynot	01	Jeff Messersmith	jeff.messersmith@wynotpublicsch	yes	\$35,525	\$36,000	\$475	\$1150/\$3600	80% A & B, 50% C	100%	3,9008	4 x 5	170
Friend	06	David Kraus	d.kraus@friendschool.org	yes	\$35,400	\$36,100	\$700	\$1050/\$3600	80% A & B, 50% C	100%	4,7700	4.5 x 4	185
ESU 11	11	Greg Barnes	greg.barnes@esu11.org	yes	\$35,420	\$36,120	\$700	no insurance, flat salary		100%	3,6000	4 x 4	185
Cozad	10	Ron Wymore	ron.wymore@cozadschools.net	yes	\$35,000	\$36,150	\$1,150	\$1450/\$3600	PPO 80%A&B 50%C	100%	5,1000	4.75 x 4.25	185
Osmond	08	Dave Hamm	dhamm@osu8.org	yes	\$35,800	\$36,150	\$350	\$900	80% A & B, 50% C	100%	3,7100	4 x 4	185
Shickley	06	Sadie Coffey	scoffey@longhornpower.org	yes	\$35,750	\$36,175	\$425	\$900/\$3500		100%		4 x 4	185
Centura	10	Ryan Ruhl	ryan.ruhl@centuraps.org	yes	\$35,600	\$36,200	\$600	\$1,050	80% A & B, 50% C	100%	3,3000	4 x 5	185
St. Paul	10	John Poppert	jpopper8@gmail.com	yes	\$35,600	\$36,200	\$600	\$900	PPO 80%A&B 50%C	100%	3,5000	4 x 5	185
Wausa	01	Brad Hoising	bradhoising@wausschools.org	yes	\$35,500	\$36,200	\$700	\$1,450		100%	4,3000	4 x 4.25	185
West Point-Beemer	02	Bill McAllister	wmcallister@wpcadets.org	yes	\$35,700	\$36,200	\$500	\$900	80% A & B, 50% C	100%		4 x 5	184
Stanton Community	08	Michael Stieh	mstieh@esu8.org	yes	\$35,600	\$36,250	\$650	\$105/\$3500	PPO 80%A&B 50%C	100%		4 x 5	186
Creighton	01	Rob Thompson	robthompson@chsbulldogs.org	yes	\$35,550	\$36,300	\$750	\$1,050		100%		4.5 x 4.5	185
Newman Grove	08	Mikal Shalikow	mikal.shalikow@ngpublicschools	yes	\$35,600	\$36,300	\$700	\$1450/\$3600	80% A&B, 50% C	100%		4 x 5	185
Ainsworth	17	Dale Harter	dharter@ainsworthschools.org	yes	\$35,650	\$36,350	\$700	\$1050/\$3500	80% A & B, 50% C	100%	3,0000	4.5 x 4.5	185
Yutan	02	Mitch Hofer	hofer@esu2.org	yes	\$36,020	\$36,370	\$350	\$1050/\$3500	PPO 100%A 75%B 50%C	100%		4 x 4	185
Harvard	09	Michael Derr	mderr@harvardcardinals.org	yes	\$35,000	\$36,400	\$1,400	\$850		100%	5,3700	4 x 4	185
Valentine Community	17	Jamie S Isom	jisom@vesbadger.net	yes	\$35,650	\$36,400	\$750	\$1450/\$3500	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
David City	07	Chad Denker	denker@descouts.org	yes	\$35,850	\$36,450	\$600	\$1050/\$3600	PPO 80%A&B 50%C	100%	4,4500	4 x 5	187
McCook	15	John Brazell	jbrazell@mccookkison.org	yes	\$35,850	\$36,450	\$600	\$1050/\$3600	PPO 80%A&B 50%C	100%	3,7800	4.5x4.5/4.9	185
Ord	10	Heather Nebesniak	hnebesniak@orps.org	yes	\$35,650	\$36,450	\$800	\$1050/\$3600	PPO 100% A,B,C	100%		5 x 4	185
Bloomfield	01	Shane Alexander	salexander@blfdbces.org	yes	\$36,000	\$36,500	\$500	\$1,450	80% A & B, 50% C	100%	5,6000	4 x 4	185
Chadron	13	Caroline Winchester	caroline.winchester@chadronsch	yes	\$35,500	\$36,500	\$1,000	\$1150/\$3500	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Falls City	04	Tim Heckenlively	theckenlively@faliscityps.org	yes	\$35,900	\$36,500	\$600	\$1050/\$3600	PPO 80%A&B 50%C	100%	3,3700	4 x 5	186
Gering	13	Bob Hastings	bhastings@geringschools.net	yes	\$35,800	\$36,500	\$700	\$1050/\$3500		50%	3,5000	4.5 x 4.5	186
Hyannis Dist 11	16	Troy Unzicker	tunzicker@apachschools.org	yes	\$35,500	\$36,500	\$1,000	\$1,050	80% A & B, 50% C	100%		4 x 4	184
Madison	08	Alan Ehlers	aelhlers@esu8.org	yes	\$35,800	\$36,500	\$700	\$1,150	PPO 80%A&B 50%C	100%	2,6600	4 x 5	185

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Wood River Schools	10	James Haley	jhaley@wrrsd.org	yes	\$35,900	\$36,500	\$600	\$900	80% A & B, 50% C	100%	3,9100	4 x 5	185
Holdrege	11	Todd Hilyard	todd.hilyard@dusters.org	yes	\$36,150	\$36,550	\$400	\$900/\$3,500	80% A & B, 50% C	100%	3,7000	4.5 x 4.5	185
Palmer	07	Joel Bohken	jbohken@palmer.esu7.org	yes	\$35,650	\$36,550	\$900	\$650	80% A & B, 50% C	100%		4 x 4.5	185
Doniphan-Trumbull	09	Stan Hendricks	shendricks@diacardinals.org	yes	\$36,150	\$36,625	\$475	\$1,050	PPO 80%A&B 50%C	100%	3,5800	4 x 5	185
Randolph	01	Jeff Hoensing	jeff.hoensing@rcards.org	yes	\$36,000	\$36,635	\$635	\$1,900	PPO 80%A&B 50%C	100%	2,9600	4 x 4	172
Allen Consolidated	01	Mike Pattee	mpattee@allenschools.org	yes	\$36,250	\$36,650	\$400	\$1,050	80% A & B, 50% C	96%	4,0000	4 x 4	185
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net	yes	\$35,950	\$36,700	\$750		80% A & B, 50% C	100%		4 x 4	185
Harrington-Newcastle	01	A.J. Johnson	adrian@hncsats.org	yes	\$36,100	\$36,800	\$700	\$1,450		see rpt.	4,0000	4 x 4	185
Pawnee City	04	Brian Rottinghaus	brotinghaus@pawneecityschool.n	yes	\$36,000	\$36,800	\$800	\$1050/\$3600	PPO 100%A 75%B 50%C	100%		4 x 4	185
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.org	yes	\$35,950	\$36,850	\$1,050	\$900	PPO 80%A&B 50%C	100%		4 X 4	185
Mead	02	Dale Rawson	drawson@esu2.org	yes	\$36,250	\$36,950	\$700	\$1,050	80% A & B, 50% C	100%	3,8900	4 x 4	185
Cross County	07	Brent Hollinger	bhollinger@crosscounty.esu7.org	yes	\$36,600	\$37,000	\$400	\$1050/\$3600	80% A & B, 50% C	100%	4,5000	4.5 x 4	185
Dorchester	06	Daryl Schtrunk	dschtrunk@dorchesterschool.org	yes	\$36,375	\$37,000	\$625	\$1050/\$3500	PPO 100% A 75% B 50% C	100%	3,8400	4 x 4.5	185
Twin River	07	John Weidner	jweidner@twriver.esu7.org	yes	\$36,300	\$37,000	\$700	\$1,050	80% A & B, 50% C	100%	3,2000	4 x 5	185
Johnson County Central	04	Jon Rother	jon.rother@jccentral.org	yes	\$36,355	\$37,005	\$650	\$1500/\$3500	100% ABC	100%	3,8000	4 x 5	185
Wayne	01	Mark Lenihan	malenih1@waynebluedevils.org	yes	\$36,700	\$37,025	\$325	\$3,500		90%	1,9300	4 x 5	186
Waverly	06	Cory Worrell	cory.worrell@district145.org	yes	\$36,475	\$37,075	\$600	\$900/\$3500	80% A & B, 50% C	100%	3,5000	4 x 5	186
Cedar Bluffs	02	Hartan Plomey	hpomey@esu2.org	yes	\$36,300	\$37,100	\$800	\$1050/\$3500	PPO 80%A&B 50%C	100%	5,2900	4 x 4	185
Niobrara	01	Margaret Sandoz	msandoz@niobraraschools.org	yes	\$36,000	\$37,100	\$1,100	\$2,100		100%	5,2000	4 x 4	185
Oseola	07	Steve Rinehart	srinehart@oseola.esu7.org	yes	\$36,000	\$37,100	\$1,100	\$1200/\$3600	PPO 80%A&B 50%C	100%	3,1000	4 x 4.5	185
Meridian	05	Randall Kort	rkort@meridianmustangs.org	yes	\$36,600	\$37,150	\$550	\$1050/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185
Plainview	08	Darron Artl	darl@plainviewschools.org	yes	\$36,375	\$37,150	\$775	\$1,050	80% A & B, 50% C	100%	2,1300	4.25 x 4.25	185
Fullerton	07	Jeff Anderson	janderson@fullerton.esu7.org	yes	\$36,400	\$37,200	\$800	\$1200/\$3600	PPO 80%A&B 50%C	100%	4,1000	4 x 5	185
Johnson-Brook	04	Jeff Koehler	jeff.koehler@johnsonbrook.org	yes	\$36,300	\$37,200	\$900	\$900		100%	4,1300	4 x 4	185
Norfolk	08	Bill Robinson	billrobinson@npse.org	yes	\$36,972	\$37,232	\$260		80% A & B, 50% C	see rpt.	3,3200	4.5 x 4.5	186
Humphrey Public	07	Greg Siuts	gregsiuts@humpfrey.esu7.org	yes	\$36,550	\$37,250	\$700	\$1,050	100%A 75%B 50%C	100%	4,2000	4 x 4	185
Minden	11	James Widdifield	james.widdifield@mindenwhippet	yes	\$36,850	\$37,250	\$400	\$1050/\$3600	PPO 100% A 75% B 50% C	100%	3,5000	4 x 5	185
Syracuse-Dunbar-Avoca	04	Brad Buller	bbuller@esu6.org	yes	\$36,650	\$37,250	\$600			see rpt.	3,1600	5 x 5	185
Conestoga	03	Rich Johnson	bjohnsen@conestogaps.org	yes	\$36,500	\$37,300	\$800	\$900	80% A & B, 50% C	100%		4 x 4	185
Gretna	03	Rich Beran	rberan@gpsne.org	yes	\$37,050	\$37,300	\$250	\$1050/\$3600		100%	3,3700		189
Humboldt-Table Rock-Stein	04	Sherri Edmundson	sherriEdmundson@hustitians.org	yes	\$36,350	\$37,373	\$1,023	\$1900/\$3600	80% A & B, 50% C	100%		4 x 4	185
Scotter-Snyder	02	Ginger Meyer	gingermeyer@esu2.org	yes	\$36,550	\$37,400	\$850	\$1,200	80% A & B, 50% C	100%	3,2000	4 x 5	185
South Sioux City	01	Erin Heineman	erin.heineman@sscards.org	yes	\$36,575	\$37,400	\$825	\$1050/\$3600	see rpt.	\$5700 CIL	4,5200	4 x 5	186
North Platte	16	Stuart Simpson	ssimpson@nppsds.org	yes	\$37,395	\$37,595	\$200	\$2,500	PPO 100%A 75%B 50%C	hybrid	2,5000	5 x 4	187
Dundy County Stratton	15	Jim Kent	jim@destigers.org	yes	\$35,550	\$37,700	\$2,150	\$900/\$3500	80% A & B, 50% C	100%	4,0000	4 x 4	186
Papillion-La Vista	03	Kait Settles	ksettles@dapl.vorg	yes	\$37,365	\$37,755	\$400	\$1900/\$3500		see rpt.	3,1000	4.5 x 4	190
High Plains	07	Brian Tommiges	btommiges@npesctorm.org	yes	\$37,450	\$37,950	\$500	\$1050/\$3500	80%AB	100%	3,3400	4 x 4.5	185
Heartland	06	Brad Best	bbest@heartlandschools.net	yes	\$37,633	\$38,033	\$400	\$1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
ESU 09	09	Emily Burr	emily.burr@esu9.us	yes	\$37,135	\$38,035	\$900	\$1200/\$3500	PPO 80%A&B 50%C	100%	3,0300	4 x 4.5	185
Malcolm	06	Ryan Terwilliger	rterwill@esu6.org	yes	\$37,400	\$38,400	\$1,000		PPO 80%A&B 50%C	see rpt.		4 x 4	185
Palmyra	03	Mike Hart		yes	\$38,100	\$38,800	\$700	\$900	PPO 80%A&B 50%C	100%	3,0000	4 x 4	185
Arlington	04	Dawn Lewis	dawn.lewis@apeagles.org	yes	\$38,430	\$38,950	\$500	\$1050/\$3600	80% A & B, 50% C	100%		4 x 5	186
Homer	01	Gregg Cruickshank	gcrucikshank@homerknights.org	yes	\$38,800	\$39,100	\$300	\$1,150	80% A & B, 50% C	EE only	2,5900	4 x 4	185
Sioux County	13	Brett Gies	bgies@siouxcountyschools.org	yes	\$37,950	\$39,100	\$1,150	\$650	PPO 80%A&B 50%C	100%	3,0300	4x4	175
Walthill	01	Kirk Ahrends	kahrends@walthillschool.org	yes	\$39,906	\$40,704	\$798	\$650	80% A & B, 50% C	100%	3,3700	4 x 4	185
Winnemago	01	Dan Fehringner	dfehningner@winnebago.k12.org	yes	\$41,106	\$42,134	\$1,028	\$600	80% A & B, 50% C	100%	2,5000	4 x 4.5	185

2020-21 Negotiations Information

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Omaha Public Schools	Megan Neiles-Brasch	megan.neiles-brasch@ops.org	yes	\$41,500	\$42,500	\$1,000		80% A&B, 50% C	see rpl.	3,1800	188
Lincoln Public Schools	Robbie Seybert	rseibert@lps.org	yes	\$45,956	\$46,756	\$800	\$1050/\$3500	80% A & B, 50% C	90%	2,6900	191

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ALMA PUBLIC SCHOOL
NON-CERTIFIED Salary COMPARSIONS

2020-2021

Whetstone	Kathy	<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
		1500	\$16.31	\$16.96	\$16.88	\$16.80	\$16.72
		1300	\$13.57	\$14.11	\$14.04	\$13.98	\$13.91
		1300	\$12.26	\$12.75	\$12.69	\$12.63	\$12.57
Lueking	Anita						
Dunse	Amanda						
Melton	Dianna	<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
		1920	\$27.08	\$28.16	\$28.03	\$27.89	\$27.76
		1840	\$17.41	\$18.11	\$18.02	\$17.93	\$17.85
		1840	\$16.34	\$16.99	\$16.91	\$16.83	\$16.75
Fisher	Mel						
Albin	Chris	<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
		1464	\$13.18	\$13.71	\$13.64	\$13.58	\$13.51
		1464	\$14.00	\$14.56	\$14.49	\$14.42	\$14.35
		1464	\$12.00	\$12.48	\$12.42	\$12.36	\$12.30
Collins	Emma						
Coon	Jessica						
Crawford	Heather						
Crooker	Allece						
Dreifurst	Tori						
Ehrke	Shelbea						
Simonson	Melissa						
Simonson	Melissa						
Wells	Tammy						
Whitney	Teresa						
Ring	Bruce	<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
		2230	\$24.19	\$25.16	\$25.04	\$24.92	\$24.79
		2180	\$17.47	\$18.17	\$18.08	\$17.99	\$17.91
		2180	\$18.73	\$19.48	\$19.39	\$19.29	\$19.20
Walker	Rick						
Lynch	Jeff						
King	Cindy						
Ring	Bruce	<u>Ovt. Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
		150	\$36.29	\$37.74	\$37.55	\$37.37	\$37.19
		100	\$26.21	\$27.25	\$27.12	\$26.99	\$26.86
		100	\$28.10	\$29.22	\$29.08	\$28.94	\$28.80
Walker	Rick						
Lynch	Jeff						
King	Cindy						

4% Wage Increase

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2020-2021 SCHOOL YEAR

5% INS Discount	19-20	% INC	CURRENT 2019-2020 TOTAL BENEFIT PACKAGE	20-21	PROPOSED 2020-2021 TOTAL BENEFIT PACKAGE	%	Difference
\$1050/35300	Salary	4.0%	9.87%	7.65%	0.57%	0.440%	
	PER HR						
	WKR						
	RATE						
	SALARY						
	RETIRE						
	SOC. SEC						
	WORKMAN						
	DISAB						
	INSURANCE						
	PACKAGE						
	TOTAL						
	PER HR						
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	PACKAGE						
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2/7/20

5% INS Discount		5% INC		CURRENT 2019-2020 TOTAL BENEFIT PACKAGE		PROPOSED 2020-2021 TOTAL BENEFIT PACKAGE		2021		2021		9.87%		7.65%		0.57%		0.440%		TOTAL		TOTAL		%	
5% INS Discount	19-20	5% INC	19-20	9.87%	7.65%	0.57%	0.440%	SALARY	HRS	PER HR	SALARY	HRS	PER HR	SALARY	HRS	PER HR	SALARY	HRS	PER HR	SALARY	HRS	PER HR	SALARY	HRS	PER HR
\$1050/\$3500	\$17,411.88	\$17,411.88	\$17,411.88	\$17,411.88	\$17,411.88	\$17,411.88	\$17,411.88	\$17,411.88	19.20	\$906.40	\$17,411.88	19.20	\$906.40	\$17,411.88	19.20	\$906.40	\$17,411.88	19.20	\$906.40	\$17,411.88	19.20	\$906.40	\$17,411.88	19.20	\$906.40
				</																					

2/7/20

5% NIS Discount		19-20		N/C		9.97%		CURRENT 2019-2020 TOTAL BENEFIT PACKAGE		0.57%		0.440%			
NAME	POSITION	RATE	WORK	SALARY	RETIRE	SOC. SEC.	WORKMAN	DISAB	INSURANCE	PACKAGE	TOTAL	PER HR	HRS	SALARY	RETIRE
KITCHEN STAFF															
ADRIAN WHELAN	HEAD COOK	\$16.31	1500	\$2,445.00	\$2,414.70	\$1,821.57	\$139.45	\$107.65	\$0.00	\$29,998.36	\$16.80	1500	\$25,000.00	\$2,487.24	\$1,937.80
ADRIAN WHELAN	ASST. COOK	\$13.57	1300	\$1,724.10	\$1,741.50	\$1,100.55	\$27.62	\$6,304.32	\$13.98	\$13,889.130	\$13.98	1300	\$13,980.00	\$2,793.77	\$1,360.33
ANANDA DINSE	ASST. COOK	\$12.76	1300	\$1,573.08	\$1,219.26	\$1,299.56	\$80.85	\$0.00	\$20.13	\$18,991.31	\$12.63	1300	\$16,619.00	\$1,620.56	\$1,755.05
Supervisor	Head Cook	\$12.00	500	\$6,000.00	\$502.20	\$459.00	\$34.20	\$26.40	\$5,665.00	\$2,711.80	\$11.33	500	\$5,665.00	\$559.14	\$32.28
TOTALS				\$64,044.00	\$6,331.14	\$4,899.37	\$365.05	\$6,304.32	\$82,215.67					\$65,458.00	\$6,460.70
OFFICE STAFF															
JUDY DIANNA	BOOKKEEPER	\$27.08	1920	\$5,199.36	\$5,131.77	\$3,977.51	\$228.77	\$15,658.20	\$27,286.21	\$27.89	1920	\$53,548.80	\$5,285.27	\$4,096.48	\$305.23
DIANNA HELLTON	RECEIPT.	\$17.41	1840	\$3,034.40	\$3,161.80	\$2,450.63	\$140.95	\$14,553.35	\$52,323.72	\$17.93	1840	\$32,995.43	\$3,256.45	\$2,524.15	\$145.18
MEALIE FISCHER	REC. CLERK	\$16.34	1840	\$2,805.60	\$2,967.42	\$2,300.02	\$121.32	\$13,221.91	\$44,553.35	\$16.83	1840	\$30,967.20	\$3,056.46	\$2,368.99	\$176.51
TOTALS				\$114,095.60	\$11,261.04	\$8,728.16	\$650.33	\$44,564.90	\$179,600.04					\$117,511.43	\$11,598.38
TEACHER AIDES															
Chris Albin	AIDE	\$13.18	1464	\$1,795.52	\$1,904.47	\$1,476.11	\$109.98	\$84.90	\$6,304.32	\$20,175.30	\$13.58	1464	\$19,881.12	\$1,967.22	\$1,520.91
Conne Bell	AIDE	\$14.00	1464	\$2,046.00	\$2,022.96	\$1,567.94	\$90.18	\$6,304.32	\$30,598.23	\$14.42	1464	\$21,101.88	\$2,083.64	\$1,614.98	\$120.33
Emma Collins	AIDE	\$12.00	1464	\$1,756.00	\$1,733.96	\$1,343.95	\$100.14	\$72.30	\$0.00	\$20,823.35	\$12.56	1464	\$18,095.04	\$1,785.98	\$1,384.27
Jessica Coon	AIDE	\$12.00	1464	\$1,756.00	\$1,733.96	\$1,343.95	\$100.14	\$72.30	\$0.00	\$20,823.35	\$12.56	1464	\$18,095.04	\$1,785.98	\$1,384.27
Heather Crawford	AIDE	\$12.50	1464	\$1,880.00	\$1,806.21	\$1,399.95	\$104.64	\$80.32	\$6,304.32	\$22,995.31	\$12.88	1464	\$18,856.32	\$1,861.12	\$1,446.91
Alice Crocker	AIDE	\$12.50	1464	\$1,880.00	\$1,806.21	\$1,399.95	\$104.64	\$80.32	\$6,304.32	\$22,995.31	\$12.88	1464	\$18,856.32	\$1,861.12	\$1,446.91
Tricia Dvalst	AIDE	\$12.00	1464	\$1,756.00	\$1,733.96	\$1,343.95	\$100.14	\$72.30	\$0.00	\$20,823.35	\$12.56	1464	\$18,095.04	\$1,785.98	\$1,384.27
Shelba Drake	AIDE	\$16.38	1464	\$1,858.56	\$1,811.99	\$1,404.43	\$100.64	\$80.78	\$6,304.32	\$28,064.72	\$16.87	1464	\$19,624.48	\$1,838.24	\$1,424.77
Heather Simonson	AIDE	\$12.50	1464	\$1,880.00	\$1,806.21	\$1,399.95	\$104.64	\$80.32	\$6,304.32	\$22,995.31	\$12.88	1464	\$18,856.32	\$1,861.12	\$1,446.91
Teressa Whitley	AIDE	\$14.00	1464	\$2,046.00	\$2,022.96	\$1,567.94	\$90.18	\$6,304.32	\$30,598.23	\$14.60	1464	\$21,246.40	\$2,109.65	\$1,633.14	
Nancy Papp	AIDE	\$12.47	1464	\$1,828.88	\$1,794.99	\$1,390.99	\$103.64	\$80.00	\$6,304.32	\$23,955.49	\$12.79	1464	\$18,729.56	\$1,808.38	\$1,392.42
TOTALS				\$20,614.72	\$24,735.95	\$19,122.03	\$1,428.50	\$6,304.32	\$27,127.67	\$12.00	1464	\$17,568.00	\$1,723.96	\$1,343.95	\$100.14
TOTAL NON-CERT COSTS															
				\$428,753.32	\$423,317.85	\$32,799.55	\$244.89	\$1,886.51	\$110,712.42	\$62,912.54				\$430,601.51	\$37,026.66
CUSTODIAL STAFF															
BRUCE RING	HEAD CUST.	\$24.19	2230	\$53,943.70	\$5,324.24	\$4,126.67	\$237.08	\$273.35	\$20,905.80	\$84,845.27	\$24.92	2230	\$55,557.60	\$5,484.92	\$4,251.23
BRUCE RING	CUSTODIAN	\$17.47	2180	\$3,758.95	\$3,758.95	\$2,946.60	\$167.57	\$7,538.24	\$17.99	\$24,992.2180	\$33,218.20	\$3,870.84	\$3,216.56	\$2,454.52	\$2,234.58
RICK WALKER	CUSTODIAN	\$18.73	2180	\$4,081.40	\$4,030.06	\$3,123.60	\$232.74	\$19.66	\$20,905.80	\$69,303.26	\$19.29	2180	\$42,052.80	\$4,150.55	\$3,216.99
JEFF LYNCH	CUSTODIAN	\$14.48	2180	\$3,556.40	\$3,115.60	\$2,414.83	\$179.93	\$138.89	\$7,538.24	\$51,881.00	\$14.91	2180	\$37,003.20	\$3,208.13	\$2,486.54
CINDY KING	CUSTODIAN	\$11.29	1000	\$1,290.00	\$1,163.62	\$901.94	\$62.20	\$51.88	\$0.00	\$13,924.69	\$12.14	1000	\$12,140.00	\$1,198.22	\$928.21
Summer Haid	CUSTODIAN	\$17.39	2180	\$3,739.23	\$3,480.53	\$1,004.43	\$775.35	\$57,988.08	\$65,957.02					\$181,458.80	\$17,912.65
TOTALS				\$176,216.10	\$17,392.53	\$13,480.53	\$1,004.43	\$775.35	\$57,988.08	\$26,997.02				\$181,458.80	\$17,912.65
TOTAL CUSTODIAL SALARY INCLUDING OVERTIME															
				\$428,753.32	\$423,317.85	\$32,799.55	\$244.89	\$1,886.51	\$110,712.42	\$62,912.54				\$430,601.51	\$37,026.66
TOTAL NON-CERT COSTS / WITH OVI															
				\$618,013.17	\$609,927.90	\$47,278.01	\$352.68	\$2,719.26	\$170,800.50	\$90,331.51				\$635,424.31	\$56,265.54
TOTAL NON-CERT COSTS / WITH OVI															
				\$618,013.17	\$609,927.90	\$47,278.01	\$352.68	\$2,719.26	\$170,800.50	\$90,331.51				\$635,424.31	\$56,265.54
TOTAL NON-CERT COSTS / WITH OVI															
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TOTAL NON-CERT COSTS / WITH OVI															
				\$618,013.17											

2.5% - Wage Increase

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2020-2021 SCHOOL YEAR

% INS Discount		% INC		CURRENT 2019-2020 TOTAL BENEFIT PACKAGE		PROPOSED 2020-2021 TOTAL BENEFIT PACKAGE			
\$1050/35300		19-20		9.87%		7.65%		0.57%	
		2.5%							

Base 2019-2020

School year: 2019-2020

	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southern Valley
Base 2019-20	\$34,900	\$35,150	\$34,500	\$35,000	\$35,550	\$34,850	\$34,750	\$35,165	\$34,200	\$34,950	\$34,200	\$34,850	\$3
Index	4 X 4.5 Sal. Sch	4x4	4 x 4	4 x 4	4x4	4x4.5	4x4	4x4	4.5X4.5	4 X 4	4.15x4.25	4x5	
Contract Days	183	184	183	185	186	186	185	184	183	184	183	184	
Health Ins. Deduct	1050/3500 DC	900/3500 DC	\$1,050	1050/3500	1050/3500	\$650	\$1,050	\$1,450	900/3100	\$650	650/3500	\$1,200	105
Dental Insurance	80% A&B, 50% DC	80% A&B, 50% DC	80% A&B, 50% DC	80% A&B, 50% DC	80% A&B, 50% DC	80% A&B, 50% DC	80% A&B, 50% DC	80% A&B, 50% DC	80% A&B, 50% DC	80% A&B, 50% DC	80% A&B, 50% DC	80% A&B, 50% DC	80%
% Increase	3.01%	4.50%	3.34%	0.00%	2.78%	0.00%	3.09%	1.73%	0.00%	1.99%	2.80%	2.47	2
Base 2020-21	\$0	\$35,400	\$35,300	\$0	\$37,700	\$0	\$35,100	\$35,165	\$34,700	\$35,300	\$0	\$35,400	
Insurance	1050/3500 DC	900/3500 DC	\$1,050	1050/3500	900/3500	\$650	\$1,050	\$1,450	900/3100	\$650	650/3500	\$1,150	105
Other	4 x 4	4 x 4	184 days	4 x 4 / 185 days							4.25 x 4.25		
% Increase	0.00%	0.00%	4.08%	0.00%	0.00%	0.00%	3.12%	0.00%	4.34%	0.00%	0.00%	4.13%	0
Base 2021-22													

Superintendent

DISTRICT	ENROLL.	If Settled 2020-2021 SALARY	TOTAL SALARY	TOTAL BENEFITS per NDE	OTHER BENEFITS	TOTAL SALARY & BENEFITS	Actual FTE	ASSIGNMENT	CONTRACT Days/Months	CONTRACT LENGTH	TOTAL YEARS in Education / Dist	Notes
Alma	352	\$0.00	\$146,026.00	\$47,823.00	\$0.00	\$193,849.00	1.0	Supr/Asst. Princ	12	3 yr Rollover	34 / 28	
Arapahoe	330	\$0.00	\$122,000.00	\$38,096.00	\$0.00	\$160,096.00	1.0	Superintendent	12	2 years	23 / 4	
Bertrand	255	\$0.00	\$142,236.00	\$47,615.00	\$0.00	\$189,851.00	1.0	Superintendent	12	3 year contract	38 / 13	
Cambridge	334	\$0.00	\$153,620.00	\$26,926.00	\$9,400.00	\$189,946.00	1.0	Superintendent	12	2 year rollover	36/4	
Dundy/Stratton	365	\$0.00	\$135,650.00	\$44,577.00	\$0.00	\$180,227.00	1.0	Superintendent	12	2 year rollover	32/31	
Hayes Center	115	\$0.00	\$115,000.00	\$43,278.00	\$2,212.00	\$160,490.00	1.0	Superintendent	12	2 years	38/6	
Hitchcock County	281	\$0.00	\$125,950.00	\$22,677.00		\$148,627.00	1.0	Supr/Sec Prin	12 months	2 years	28 / 4	
Maxwell	300	\$0.00	\$117,000.00	\$34,459.00	\$0.00	\$151,459.00	1.0	Superintendent	12 months	2 years	17/1	
Maywood	153	\$0.00	\$118,450.00	\$43,761.00	\$676.00	\$162,887.00	1.0	Supr/K-6 Pr	12 month	2 years	15 / 5	
Medicine Valley	224	\$0.00	\$125,732.24	\$22,579.00	\$0.00	\$148,311.24	1.0	Superintendent	12	2 years	30/16	
Paxton	217	\$0.00	\$134,700.00	\$23,802.00	\$0.00	\$158,502.00	1.0	Superintendent	230 days	2 yrs	21 / 2	
Southern Valley	356	\$132,500.00	\$127,000.00	\$46,808.00	\$120.00	\$173,928.00	1.0	Superintendent	12	1	28 / 7	3% raise each yr.
Southwest	301	\$0.00	\$139,111.00	\$54,595.00	\$4,200.00	\$197,906.00	1.0	Superintendent	12 month	1	44 / 7	
Wallace	186	\$0.00	\$137,104.00	\$24,744.00		\$161,848.00	1.0	Supr/Elem Prin	12 month	2 years	37 / 11	
Waurieeta-Palissade	235	\$0.00	\$123,000.00	\$40,625.00	\$8,294.00	\$171,919.00	1.0	Supr/Asst Princ	12	2 years		
Average -		\$8,833.33	\$130,838.62	\$37,491.00	\$1,915.54	\$169,989.75						
Minimum			\$115,000.00	\$22,579.00	\$0.00	\$148,311.24						
Maximum			\$153,620.00	\$54,595.00	\$9,400.00	\$197,906.00						

PRINCIPAL

DISTRICT	ENROLL.	If Settled 2020-2021 SALARY	TOTAL SALARY	TOTAL BENEFITS per NDE	OTHER BENEFITS	TOTAL SALARY & BENEFITS	Actual FTE	ASSIGNMENT	CONTRACT LENGTH	YEARS in Education/ Dist	Notes
Alma	352	\$0.00	\$95,220.00	\$37,692.00	\$0.00	\$132,912.00	1.00	K-12 Principal	210	16/2	
Arapahoe	330	\$0.00	\$84,000.00	\$36,724.00	\$420.00	\$121,144.00	1.00	K-12 Principal	200	20 / 1	
Bertrand	255	\$0.00	\$97,012.00	\$40,214.00	\$4,399.00	\$141,625.00	1.00	K-12 Principal	10.5	23/7	
Cambridge	328	\$0.00	\$103,627.00	\$39,915.00	\$2,000.00	\$145,542.00	1.00	K-12 Principal/AD	210 days	15/ 7	
Dundy/Stratton	190	\$0.00	\$109,200.00	\$40,528.00	\$3,350.00	\$153,078.00	1.00	K-6 Principal/SD	215	33/18	
Dundy/Stratton	160	\$0.00	\$88,750.00	\$36,926.00	\$3,250.00	\$128,926.00	1.00	7-12 Principal	215	8/5	
Hayes Center	115	\$0.00	\$86,000.00	\$37,903.00	\$0.00	\$123,903.00	1.00	K-12 Principal	210 days	12/7	

Hitchcock County	176	\$0.00	\$72,000.00	\$33,128.00	\$0.00	\$105,128.00	1.00	Principal	210	21 / 21	
Maxwell	150	\$0.00	\$88,116.00	\$25,874.00	\$0.00	\$113,990.00	1.00	7-12 Principal	210	27 / 3	
Maxwell	150	\$0.00	\$96,175.00	\$17,853.00	\$15,000.00	\$129,028.00	1.00	K-6 Principal	210	27 / 23	
Maywood	153	\$0.00	\$82,400.00	\$37,442.00	\$819.00	\$120,661.00	1.00	7-12 Principal		8 / 2	
Medicine Valley	224	\$0.00	\$73,588.00	\$30,800.00	\$0.00	\$104,987.96	1.00	PK-12 Principal	205	31 / 2	
Paxton	217	\$0.00	\$105,500.00	\$27,571.00	\$0.00	\$133,071.00	1.00	HS Prin./Activities	220	38 / 38	
Paxton	212	\$0.00	\$96,125.00	\$40,715.00	\$0.00	\$136,840.00	0.75 / .25	Elementary/ESD	220	23 / 17	
Southern Valley	225	\$0.00	\$105,500.00	\$42,408.00	\$0.00	\$147,908.00	1.00	Elementary	220	27 / 12	
Southern Valley	225	\$0.00	\$87,500.00	\$38,808.00	\$0.00	\$126,308.00	1.00	HS Prin.	220	13 / 2	
Southwest	146	\$0.00	\$101,311.00	\$5,505.00	\$40,478.00	\$147,294.00	1.00	7-12 Prin./Transp	210	23 / 14	
Southwest	155	\$0.00	\$87,452.00	\$31,609.00	\$0.00	\$119,061.00	1.00	PK-6 Principal	200	35 / 6	
Wallace	186	\$0.00	\$99,028.00	\$17,710.00		\$116,738.00	1.00	7-12 Principal	10 months	8 / 2	
Wauneta-Palisade	235	\$0.00	\$88,000.00	\$40,608.00	\$13,992.00	\$142,600.00	1.00	Principal/A.D.	210	10 / 8	
Average			\$97,325.20	\$32,996.65	\$4,405.68	\$129,537.25					
Minimum	Full Time		\$72,000.00	\$5,505.00	\$0.00	\$104,987.96					
Maximum			\$105,500.00	\$42,408.00	\$40,478.00	\$153,078.00					

Report FTE for each of the following

SCHOOL	Cert. Staff	Tchr. Aides	Cooks	Custodians	Route drivers	Other Routes	Clerical	Nurse	Total		
Alma	37.00	10.25	3.00	4.00	5.00		3.00	0.25	62.50		
Arapahoe	28.00	10.00	3.25	3.50	5.00	2.00	3.00		54.75		
Bertland	26.50	9.25	3.00	3.00	8.00		2.00		51.75		
Cambridge	33.00	7.00	3.00	3.00	6.00		3.00	0.05	55.05		
Dundy/Stratton	37.00	8.00	4.29	3.75	7.00	1.00	3.50	0.40	64.94		
Hayes Center	18.00	5.25	2.25	2.50	5.00		2.75		35.75		
Hitchcock County	26.00	6.00	4.00	3.25	7.00		3.00	0.40	49.65		
Maxwell	32.00	7.00	3.00	5.00	6.00		3.00	0.80	56.80		
Maywood	20.81	3.75	2.00	2.50	5.00		1.25		35.31		
Medicine Valley	24.63	7.00	3.00	3.00	0.25		3.00	0.50	41.38		
Paxton	23.00	7.00	2.38	3.00	4.00		2.00		41.38		
Southern Valley	43.00	8.00	5.00	5.00	11.00	5.00	4.00		81.00		
Southwest	34.00	11.00	6.00	5.50	7.00	3.00			66.50		
Wallace	23.50	5.50	2.50	2.50	6.00		2.00	0.06	42.06		
Wauneta-Palisade	25.50	10.50	4.00	3.50	5.00	3.00	4.00		55.50		

StudentsDrug and Alcohol Testing1. Need for Random Testing.

The Board of Education is responsible for maintaining discipline, health and safety. The Board recognizes that student substance abuse presents a continuing challenge and a danger to the student population as a whole. The Board is committed to maintaining school sponsored activity programs in a safe, healthy and secure environment. The Board is further committed to being proactive in ensuring that students who participate in extracurricular activities represent the District in a positive manner.

2. Eligibility for Random Testing.

Students who participate in school sponsored competitive extracurricular activities at the high school (Grades 7-12) level are eligible for random testing. School sponsored competitive extracurricular activities are activities which are sponsored or approved by the Board, but are not offered for credit towards graduation, and which involve competition, comparison, or judging of the individuals or groups with other individuals or groups as part of selection or participation. School sponsored competitive extracurricular activities include, but are not limited to, all athletic programs (football, softball, volleyball, wrestling, basketball, golf, track, bowling and any other athletic programs approved by the Board of Education), cheerleading, dance team, band, choir, Student Council, National Honor Society, FFA, academic teams, One-Act, all school plays, Quiz Bowl, Speech Team and school sponsored dances/banquets including but not limited to homecoming and prom.

To participate in a school sponsored competitive extracurricular activity, students must submit a completed Consent to Test Form on or before the first practice or on or before the first event or meeting, whichever is applicable. The form must be signed by the student and the student's parent or guardian.

Failure to submit a completed Consent to Test Form will result in ineligibility for participation in school sponsored competitive extracurricular activities until the form is submitted.

Students remain eligible for testing from the date the Consent to Test Form is turned in until a Drop Form is completed, or until the student graduates or is otherwise no longer enrolled in the District. A student for whom a Drop Form has been submitted shall be ineligible for participation in school sponsored competitive extracurricular activities for twelve months from the date the Drop Form is submitted. Students have a fifteen (15) day grace period for reconsideration of a Drop Form.

Students who are not participants in a school sponsored competitive extracurricular activity may volunteer for participation in the testing program by submitting a completed Consent to Test Form.

3. Testing Procedure.

a. Random Testing.

A confidential testing schedule will be created by the Superintendent or designee to ensure that the testing of eligible students is conducted in a manner that is random. To maintain confidentiality and to maintain the integrity of the randomness of this program, the students eligible for testing will be identified by a unique personal identifier that does not make the student known to persons other than the school officials who are directly involved in the testing program.

No less than twenty percent (20%) of the pool of eligible students will be tested each school year. The Superintendent shall have the authority to determine the percentage to test, subject to the minimum 20% level, dependent on the nature and extent of the prevailing problem with drug usage in the school community from time to time. In addition to random drug testing, a student is subject to drug testing at any time when it is determined there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a drug. The administration will notify the student and take the necessary steps to schedule a test as soon as practicable. Testing will take place throughout the school year (August to May). **Students suspension days will carry over into the following school year.**

b. Collection.

The testing collection process will be conducted in a manner that protects student privacy, will also guard against tampered specimens and ensuring an accurate chain of custody of the specimen. To the extent the testing involves the collection of urine, an adult monitor is to wait outside a closed restroom stall and listen for the normal sounds of urination.

The specific testing procedures and mechanism are to be created by the Superintendent or designee. It is intended that the procedures be modeled on those applicable to the testing of CDL employees, which include the testing of specimens for alcohol, **(nicotine,)** and unlawful substances. The tests are to be designed to detect only the use of illegal drugs, including but not limited to amphetamines, marijuana, cocaine, steroids, opiates, and barbiturates, not medical conditions or the presence of authorized prescription medications.

4. Confidentiality.

All activities related to the testing policy will be carried out in accordance with the requirements of the Family Educational Rights and Privacy Act (FERPA), the Protection of Pupil Rights Amendment (PPRA), and any other applicable confidentiality laws.

Test results will be shared only with staff who have a legitimate educational interest in having access to the information, on a "need to know" basis. Test results will not be turned over to any law enforcement authority in the absence of a court order, subpoena, or other legal process requiring such.

Test results will be kept in confidential files separate from the students' other records. The test results will be destroyed when no longer needed for individual student situations or for the overall testing program.

5. Consequences for Positive Tests.

Any of the following shall be considered to be a positive test result:

- A confirmed positive alcohol or drug test; (nicotine)
- Refusal to participate in testing when selected, including the submission of a Drop Form upon being requested to be tested; and/or
- Tampering with the specimen collection process.

The following shall result from a positive test result:

- The student's parents or guardians will be contacted and a meeting will be held to discuss the positive test result, with the object of collaborating on a plan to assist the student in avoiding future substance abuse.
- The student's privilege of participating in extracurricular activities will be restricted as follows:
 - For a first positive test, the student is ineligible to participate in any extracurricular activities for twenty (20) school/activity days. The student may continue to participate in extracurricular activities if within ten (10) school days of the meeting with the parents or guardians the student shows proof that the student is receiving substance abuse counseling with a qualified professional and submits to a second drug test within two (2) weeks.
 - For a second and subsequent positive test (during the current school year), the student is ineligible to participate in any extracurricular activity for one (1) calendar year (45 school/activity days). To return to participation, the student must complete substance abuse counseling as and to the extent determined appropriate by a qualified professional, and in any event for no less than four (4) hours and must submit to five (5) follow up drug tests during the next twelve (12) month period. (To return to participation, the student must complete substance abuse counseling as and to the extent determined appropriate by a qualified professional, and in any event for no less than four (4) hours; submit to two (2) follow up drug tests; and be subject during the next twelve (12) month period to follow up drug tests.
 - For a third and subsequent positive test during the current school year, the student is ineligible to participate in any extracurricular activity for ninety (90) school/activity days. To return to participation, the student must complete substance abuse counseling as and to the extent determined

appropriate by a qualified professional, and in any event for no less than four (4) hours, and must submit to two (2) follow up test and test negative to become eligible to participate in any extracurricular activity. The student will be subject to follow up drug tests during the next twelve (12) month period.

The parents or guardians are responsible for the costs of the rehabilitation program, which includes the substance abuse counseling and follow-up testing described above.

Positive results will not lead to the imposition of any academic consequence or disciplinary action, other than the above described limitations on the privilege to participate in extracurricular activities.

6. Appeal Procedures.

A student or the student's parents or guardians may request a retest of his/her specimen at their own expense at a laboratory approved by the Superintendent or designee and which follows federal Substance Abuse and Mental Health Services Administration (SAMHSA) standards concerning drug testing protocols and procedures. Requests must be made within twenty-four (24) hours of receiving the results of their drug test. The specimen previously submitted will be forwarded to the approved lab in cooperation with the District approved outside agency responsible for confirmatory testing.

Results of the re-test will be provided to the Superintendent or designee by the approved laboratory. During the appeal period the student may not participate in school sponsored competitive extracurricular activities.

In the event a student or the student's parents or guardians wish to challenge a positive test result on a basis other than the veracity of the test result, an appeal may be made in accordance with the policy on extracurricular activity discipline.

7. Prescription Drug Error:

A student that is determined to have used a prescription drug without a legal prescription in their name will be given a positive test result by the MRO. If in meeting with the Parent/Guardian it is determined that this is the result of a parent/guardian error and not an intended abuse of the substance, the following will occur: The parent will submit, in writing to the designated official, an explanation of the error and recognition of the law in regards to prescription drugs. Upon receipt of this document and recognition as a reasonable explanation by the Designated Official, the suspension from activities will be lifted and no assessment or intervention will be required. The student will undergo a follow-up drug screen at the parent's expense to ensure the banned substance(s) are gone or in decay. Upon completion of these requirements, this positive test will be removed from the student's record. This rule may only be applied one time in a student's enrollment within the school district. Further errors ruled positive by the MRO will constitute the actions listed above.

Date of Adoption: [August 13th, 2018]

Consent to Test Form

I understand fully that my performance as a student and the reputation of my school are dependent, in part, on my conduct as an individual. I hereby agree to accept and abide by the standards, rules and regulations set forth by the Board of Education of Alma Public Schools, the administration, and the coaches and sponsors for the activities in which I participate.

I consent to and authorize Alma Public Schools to conduct a drug and alcohol test if my number is drawn from the random pool. I also authorize the release of information concerning the results of such tests to designated District personnel.

I understand that this form remains in effect until the submission of an Activity Drop Form or graduation and/or withdrawal from the District.

_____ Student Name (print)	_____ Parent or Guardian Name (print)
_____ Student Signature	_____ Parent or Guardian Signature
_____ Date	_____ Date

I plan to participate in one or more of the following school sponsored competitive extracurricular activit(ies):

_____ I am volunteering to be placed in the testing pool.

Activity Drop Form

I, _____ wish to withdraw from _____

I will submit this form to the Athletic Director. My name will be withdrawn from the testing pool on the date this is received by the Athletic Director.

Completing this form will pertain to all school sponsored competitive extracurricular activities. I understand, by withdrawing, I can no longer participate in any school sponsored competitive extracurricular activities, and I may not receive recognition as a member of these activities or athletic programs. I may re-enter the testing pool after a period of one (1) calendar year by filling out a new Consent to Test form.

I UNDERSTAND THAT I HAVE 15 DAYS TO RECONSIDER THE DECISION AND RE-ENTER THE POOL.

_____ Student Name (print)	_____ Parent or Guardian Name (print)
_____ Student Signature	_____ Parent or Guardian Signature
_____ Date	_____ Date

Administrator/Athletic Director

Date of Receipt

Prescription Drug Error Appeal Form

Prescription Drug Error: A student that is determined to have used a prescription drug without a legal prescription in their name will be given a positive test result by the MRO. If in meeting with the Parent/Guardian it is determined that this is the result of a parent/guardian error and not an intended abuse of the substance, the following will occur: The parent will submit, in writing to the designated official, an explanation of the error and recognition of the law in regards to prescription drugs. Upon receipt of this document and recognition as a reasonable explanation by the Designated Official, the suspension from activities will be lifted and no assessment or intervention will be required. The student will undergo a follow-up drug screen at the parent's expense to ensure the banned substance(s) are gone or in decay. Upon completion of these requirements, this positive test will be removed from the student's record. This rule may only be applied one time in a student's enrollment within the school district. Further errors ruled positive by the MRO will constitute the actions listed above.

Parent Explanation of the Prescription Drug error and recognition of the law:

The signatures below by the student and parent/guardian acknowledges that any future positive test for prescription drugs by the MRO will result in the consequences outlined in this policy.

_____ Student Name (print)	_____ Parent or Guardian Name (print)
_____ Student Signature	_____ Parent or Guardian Signature
_____ Date	_____ Date

The signature by the Superintendent shall acknowledge the acceptance of the parent/guardian explanation of the prescription drug error and the students positive test will be removed.

Superintendent Signature_____
Date