

## **Agenda**

1. Osceola Public Schools Board of Education Information
2. Opening Procedures
  - 2.1. Call the Meeting to Order
  - 2.2. Roll Call
  - 2.3. Excuse Board Members Who Are Absent
3. Approval of Agenda
4. Recognition of Visitors/Communications from the Public
5. Reports
  - 5.1. Principals Reports
    - 5.1.1. MS/HS Report
    - 5.1.2. Elementary Report
  - 5.2. Superintendent's Report
  - 5.3. Board Reports
6. Action Items
  - 6.1. Consent Agenda
    - 6.1.1. Approval of the Previous Meeting's Minutes
    - 6.1.2. Treasurer's Report
    - 6.1.3. Payment of general fund claims in the amount of \$388,148.30
  - 6.2. Consider, discuss and take all necessary action on
    - 6.2.1. Consider, discuss, and take all necessary action to approve Hannah Kohl as a local substitute at Osceola Public Schools.
    - 6.2.2. Consider, discuss and take all necessary action on renewing membership to NASB for 2023-24.
    - 6.2.3. Consider, discuss, and take all necessary action on a bid to repair the track.
    - 6.2.4. Consider, discuss, and take all necessary action on a resolution to adopt updated numbers for accepting option enrollment students in Board Policy 5004 Appendix 1.
    - 6.2.5. Consider, discuss and take all necessary action on Principals' contracts for the 2023-2024 school year.
    - 6.2.6. Consider, discuss and take all necessary action on adopting the school calendar for 2023-2024 school year
7. Next Meeting Dates and Times
  - 7.1. Regular meeting, Monday, March 13, 2023, 6:00 PM at the Osceola Middle/High School Media Center.
8. Adjournment

**Board of Education Regular Meeting**  
Middle School/High School Media Center  
565 Kimmel Street  
Osceola, NE 68651  
January 9, 2023 @ 6:00 PM

1. Osceola Public Schools Board of Education Information

Notice of this meeting was posted at the Jeffrey Elementary School, Osceola Middle School/High School, Pinnacle Bank of Osceola, and the Osceola Post Office on January 5, 2023. This notice was also published in *The Polk County News* on the same date. A copy of the agenda items is tentative and may be changed by the Board if necessary.

2. Opening Procedures

2.1. Call the Meeting to Order

Superintendent Jason Lavaley called the regular meeting to order at 6:04 PM and informed those in attendance that a current copy of the Open Meetings Act is posted in the meeting room, then directed the public to its location.

2.2. Roll Call

Jennifer Boruch:	Present	Michael Neujahr:	Present
Anthony Mestl:	Present	Jena Ockander:	Present
Daisy Naber:	Present	Eric Yungdahl:	Present

Also present were Superintendent Jason Lavaley; Principal Brent Breckner, Principal Brett Webster, Activities Director Evan Feezell; and Debra Berry.

2.3. Excuse Board Members Who Are Absent

There were no board members absent.

3. Annual Reorganization of the Board of Education

3.1. Election of Officers as per Board Policy #2002

3.1.1. Election of President

To nominate Michael Neujahr for Board President and to cease nominations passed with a motion by Jennifer Boruch and a second by Anthony Mestl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

To elect Michael Neujahr as Board President for the 2023 year passed with a motion by Anthony Mestl and a second by Eric Yungdahl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

3.1.2. Election of Vice President

To nominate Anthony Mestl as Board Vice President and to cease nominations passed with a motion by Daisy Naber and a second by Eric Yungdahl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

To elect Anthony Mestl as Board Vice President for the 2023 year passed with a motion by Jennifer Boruch and a second by Eric Yungdahl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

### 3.1.3. Election of Treasurer

To nominate Daisy Naber as Board Treasurer and to cease nominations passed with a motion by Anthony Mestl and a second by Jennifer Boruch.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

To elect Daisy Naber as Board Treasurer for the 2023 year passed with a motion by Jennifer Boruch and a second by Anthony Mestl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

### 3.1.4. Election/Appointment of Secretary

To nominate Debra Berry as Appointed Board Secretary and to cease nominations passed with a motion by Jena Ockander and a second by Anthony Mestl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

## 3.2. Approval of designations, positions, and committees as per Board Policy #2002

### 3.2.1. Consider, discuss and take action to select legal counsel

To approve KSB School Law as the district legal counsel for the 2023 year passed with a motion by Jennifer Boruch and a second by Jena Ockander.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

### 3.2.2. Consider, discuss and take action to select depository bank

To approve Pinnacle Bank of Osceola as the district depository for the 2023 year passed with a motion by Anthony Mestl and a second by Jennifer Boruch.

Daisy Naber: Abstain (With Conflict), Jennifer Boruch: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

### 3.2.3. Consider, discuss and take action to select district newspaper of record

To approve "The Polk County News" as the districts newspaper of record for the 2023 year passed with a motion by Jena Ockander and a second by Daisy Naber.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

3.2.4. Appointment of committees as per Board Policy #2002: Negotiations; Curriculum; Americanism Committee and Staff Relations; Transportation; Facilities; Budget; Policy; Technology; Rule 10 Safety; LB 757 Safety; School Improvement  
To approve the appointments to the Negotiations; Curriculum; Americanism; Staff Relations; Transportation; Facilities; Budget; Policy; Technology; Rule 10 Safety; LB 757 Safety; and School Improvement Committees as discussed from the proposed list for the 2023 year passed with a motion by Daisy Naber and a second by Jennifer Boruch.  
Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

3.3. Approval of current Board policies and regulations.  
To approve all current Board policies and regulations passed with a motion by Anthony Mestl and a second by Eric Yungdahl.  
Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

3.4. Designate date for the annual review of BOE Policies.  
To designate June and July board meetings as the months to review policies passed with a motion by Anthony Mestl and a second by Daisy Naber.  
Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

3.5. Disseminate conflict of interest statutes  
No action needed to be taken on agenda item "3.5. Disseminate conflict of interest statutes".

4. Approval of Agenda  
To approve the agenda as written passed with a motion by Jennifer Boruch and a second by Anthony Mestl.  
Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

5. Recognition of Visitors/Communications from the Public  
There were no patrons attending the meeting.

## 6. Reports

6.1. Activities Director Report  
Activities Director Evan Feezell gave his written and oral report about: Boys Basketball's record so far this season is 8-2; Isaiah Zelasney is 4 points from the all-time scoring record for basketball; Girls Basketball's record so far this season is 5-4; the Dazzlers finished 2nd and 3rd in regionals in Minneapolis; Speech's first meet is Saturday, January 14th, at High Plains; and OHS Speech Invite is Saturday, January 28th.

## 6.2. Principals Reports

6.2.1. Elementary Report  
Elementary Principal Brett Webster gave his written and oral report about: Donuts with grown-ups went really well in December; Teammates meeting with DeMoine Adams on Friday, January 13th, at 2:00 PM; the AR Party was "Christmas Around the World"; January 23rd is the 100th

day of school: Dr. Seuss week will be February 27th through March 3rd; and Kindergarten Roundup is scheduled for April 14th;

#### 6.2.2. MS/HS Report

Middle/High School Principal Brent Breckner gave his oral and written report about: common expectations and routines for students; MTSS work; behavior management and skill development; common instructional strategies; engagement walkthroughs (teacher-student relationships); and NSCAS and NWEA testing will start in January.

#### 6.3. Superintendent's Report

Superintendent Jason Lavaley gave his written and oral report about: 2 bids were received for resurfacing the track but still waiting for one more bid; NASB updates about legislative dates; ALICAP safety walkthrough recommendations; and the Superintendent's calendar.

#### 6.4. Board Reports

There were no board reports.

#### 7. Action Items

##### 7.1. Consider, discuss and take all necessary action on approval of the consent agenda

To approve the consent agenda passed with a motion by Jennifer Boruch and a second by Jena Ockander.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

##### 7.1.1. Approval of the Previous Meeting's Minutes

##### 7.1.2. Treasurer's Report

##### 7.1.3. Payment of general fund claims in the amount of \$357,531.23

##### 7.2. Consider, Discuss and Take All Necessary Action On

##### 7.2.1. Consider, discuss and take all necessary action on the appointment of Superintendent Jason Lavaley to be the District's representative for all local, State, and Federal programs.

To approve the appointment of Superintendent Jason Lavaley to be the District's representative for all local, State, and Federal programs passed with a motion by Jena Ockander and a second by Daisy Naber.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

##### 7.2.2. Consider, discuss and take all necessary action to approve Designation of Authority to Superintendent Jason Lavaley, and to authorize Superintendent Jason Lavaley as the Designee to use board approved signature stamps on monthly claims/payroll.

To approve Designation of Authority to Superintendent Jason Lavaley, and to authorize Superintendent Jason Lavaley as the Designee to use board approved signature stamps on monthly claims/payroll passed with a motion by Anthony Mestl and a second by Jena Ockander.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

7.2.3. Consider, discuss and take all necessary action on approval of the final negotiated agreement for the 2023-2024 school year with Osceola Education Association representing teachers in the district.

To approve the final negotiated agreement for the 2023-2024 school year with Osceola Education Association representing teachers in the district passed with a motion by Daisy Naber and a second by Anthony Mestl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

7.2.4. Consider, discuss, and take all necessary action to approve renewal of Allie Ray's local substitute certificate at Osceola Public Schools

To approve renewal of Allie Ray's local substitute certificate at Osceola Public Schools passed with a motion by Jennifer Boruch and a second by Jena Ockander.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

7.2.5. Consider, discuss, and take all necessary action to approve renewal of Laura Lavaley's local substitute certificate at Osceola Public Schools.

To approve renewal of Laura Lavaley's local substitute certificate at Osceola Public Schools. passed with a motion by Jennifer Boruch and a second by Eric Yungdahl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

7.2.6. Consider, discuss and take all necessary action to approve updating the Superintendent's contract for the 2023-2024 school year.

To approve updating Superintendent Jason Lavaley's contract for the 2023-2024 school year passed with a motion by Daisy Naber and a second by Anthony Mestl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

## 8. Discussion Items

### 8.1. Review Return to Learn Plan.

Superintendent Jason Lavaley reviewed with the Board Osceola Public Schools' "Return to School Plan" which has to be done every 6 months. The quarantine and isolation rules were updated based on CDC recommendations. Also included in this plan, is the intentions for the use of ESSERS money on the website.

## 9. Next Meeting Dates and Times

9.1. Regular meeting, February 13, 2023, 6:00 PM at the Osceola Middle/High School Media Center.

## 10. Adjournment

To adjourn meeting at 6:55 PM passed with a motion by Eric Yungdahl and a second by Anthony Mestl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

Respectfully submitted,

  
Debra D. Berry, Board Secretary Appointed

**Board Report – Monthly**  
**GENERAL FUND**

Posted - During Check Cycle; Fund Number 01; Processing Month 02/2023

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
34562	BLICK ART MATERIALS	TAG BOARD	69.90
34563	CENGAGE LEARNING, INC.	TEXTBOOKS	1,115.40
34564	CENTRAL NEBRASKA REHABILITATION SERVICES	OT-RELATED SERVICES -SA SPED	2,540.75
34565	CITY OF OSCEOLA	WATER AND SEWER	2,024.58
34566	COMPUTER HARDWARE	COMPUTER REPAIRS	496.00
34567	CONTROL SERVICES, INC.	SERVICE CONTRACT	3,520.17
34568	DECKER EQUIPMENT	SUPPLIES	484.84
34569	DIETZE MUSIC HOUSE	MUSIC SUPPLIES	21.60
34570	EAKES OFFICE PLUS	SUPPLIES	1,397.32
34571	ENGEL, RONNIE	REIMB. FOR COMPUTER PARTS	1,228.48
34572	ESSENTIAL SCREENS	BACKGROUND CHECKS	140.61
34573	ESTECH SYSTEMS, INC.	PHONE SERVICES	107.80
34574	ESU #7	COMPUTER MAINTENANCE	1,391.59
34575	ESU #7 SPECIAL EDUCATION DEPT	SPED TRAINING/SPED SERVICES	7,752.94
34576	FOLLETT CONTENT SOLUTIONS, LLC	LIBRARY BOOKS	1,072.72
34577	FOLLETT SCHOOL SOLUTIONS, INC.	LIBRARY BOOKS	693.55
34578	FRONTIER COOPERATIVE COMPANY	FUEL	2,719.39
34579	GARRATT CALLAHAN COMPANY	WATER TREATMENT SUPPLIES	750.00
34580	GARY'S PLUMBING, LLC	SUPPLIES	49.27
34581	GLUNZ, BRENDA	PSYCHOLOGIST SERVICES	1,957.50
34582	GREAT MINDS	ONLINE MATH	1,111.80
34583	HOME DEPOT PRO, THE	SUPPLIES	740.07
34584	J.W. PEPPER & SON, INC.	MUSIC	60.00
34585	JACKSON SERVICES, INC.	RUG SERVICE	647.38
34586	LAVALEY, JASON	REIMB OF ROOMS FOR STATE CONVENTION	2,479.29
34587	LIBRARYWORLD, INC.	ONLINE SERVICES	495.00
34588	MATHESON TRI-GAS, INC.	SUPPLIES	80.24
34589	MENARDS	PIPE COVERS/SUPPLIES	212.41
34590	N.E.T.A.	CONFERENCE REGISTRATION	189.00
34592	NE ASSOCIATION OF SCHOOL BOARDS	2023-2024 MEMBERSHIP DUES	3,496.00
34593	NEBRASKA AIR FILTER, INC.	AIR FILTERS	1,115.44
34594	OPTUM	FLEX PLAN FUNDING	450.00
34595	OSCEOLA PUBLIC SCHOOLS	PRESCHOOL MILK	603.35
34596	OSCEOLA TIRE AND SERVICE, LLC	FUEL/PARTS/LABOR/REPAIRS	1,040.52
34597	POLK COUNTY HEALTH DEPARTMENT	NURSING SERVICES	1,695.00
34598	POLK COUNTY RPPD	ELECTRICITY	18,272.44
34599	QUADIENT FINANCE USA, INC.	POSTAGE	750.50

**Board Report - Monthly**

Posted - During Check Cycle; Fund Number 01; Processing Month 02/2023

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
34600	SCHMIDT SPEECH LANGUAGE PATHOLOGY SERVICES, LLC	SPEECH SERVICES	5,461.65
34601	SHELBY LUMBER CO., INC,	LOCKS & SUPPLIES	730.00
34602	SIEMENS INDUSTRY, INC.	REPAIRS	1,210.00
34603	SPARROW PUBLICATIONS, LLC	PRINTING	570.89
34604	SPORT SAFE TESTING SERVICE, INC.	RANDOM DRUG TESTING	496.00
34605	TONNIGES CHEVROLET, INC.	PARTS/LABOR/REPAIRS	2,108.01
34606	WELLS FARGO VENDOR FINANCIAL SERVICES, LLC	COPIER LEASE	162.66
34607	WINDSTREAM	STATE INTERNET CONTRACT	36.64
34608	WOODRIVER ENERGY LLC	NATURAL GAS	<u>16,642.24</u>
<b>Checking Account Total:</b>			<b>90,390.94</b>
<u>Checking</u>	1		
566	PLIC - SBD GRAND ISLAND	LTD INSURANCE	<u>1,957.26</u>
<b>Checking Account Total:</b>			<b>1,957.26</b>
<u>Checking</u>	4		
2229	N.E.T.A.	CONFERENCE REGISTRATION FEE	378.00
2228	WAYNE STATE COLLEGE	MS MUSIC FESTIVAL	<u>90.00</u>
<b>Checking Account Total:</b>			<b><u>279.00</u></b>
<b>TOTAL CHECKS &amp; PREPAIDS</b>			<b>92,627.20</b>
<b>TOTAL PAYROLL</b>			<b><u>295,521.10</u></b>
<b>GRAND TOTAL</b>			<b><u>388,148.30</u></b>



# OSCEOLA PUBLIC SCHOOLS

*P.O. Box 198*

*565 S. Kimmel Street*

*Osceola, NE 68651-0198*

*Phone (402) 747-3121 Fax (402) 747-3041*

<https://osceolaschools.org>

**Dr. Jason Lavaley**

*Superintendent*

**Brent Breckner**

*Secondary Principal*

**Brett Webster**

*Elementary Principal*

February 13, 2023

Teacher Certification

PO Box 94987

Lincoln, NE 68509-4987

Dear Teacher Certification

Please consider this an official request on the part of the Osceola Public School District to the NDE Teacher Certification office to issue a Local Substitute Teaching Certificate to Hannah Kohl for the Osceola Public School District #19, Polk County. Ms. Kohl is currently a certified local sub for a neighboring school district and wishes to help us in our need for substitute teachers as well.

The School Board of District #19 approved the use of Local Substitute Teaching Certificates in our district several years ago and reaffirmed this at its February 13, 2023 meeting with a specific motion to allow Ms. Kohl this certificate based upon approval from the Nebraska Department of Education.

I appreciate your time and efforts. If you have any questions, please feel free to contact me.

Educationally yours,

A handwritten signature in black ink that reads 'Dr. Jason Lavaley'.

Dr. Jason Lavaley, Superintendent  
Osceola Public Schools

**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:** Osceola Public Schools**County:** Polk**NASB Region:** 16

<b>DATE</b>	<b>DESCRIPTION</b>	<b>AMOUNT DUE</b>
January 27, 2023	<b>Annual Membership Dues</b> for NASB Fiscal Year 4/1/23 to 3/31/24	\$3,368.95
	All districts/ESU's who pay dues by 4/1/23 may subtract 2% from their total dues.	\$67
	<b>TOTAL AMOUNT DUE IF PAID BY APRIL 1, 2023</b>	<b>\$3,301.57</b>

Thank you for your support and participation in NASB.



## BID PROPOSAL

**DATE:** January 19, 2023

**TO:** Osceola Public Schools, Osceola, Nebraska

**PROJECT:** Osceola Track Refurbishment

### BID INCLUDES:

Cleaning the track with a walk-behind air blower.

Filling any cracks as necessary.

Making minor repairs to the track surface as necessary.

Priming the track with a polyurethane primer in order to assure proper adhesion of the new structural spray wearing course to the existing track surface.

Application of a **Structural Spray** – a polyurethane structural spray coating applied as a single-component, MDI based binder mixed with a polyurethane base colored paste.

The entire base mat shall receive two structural spray layers consisting of 60% pigmented polyurethane structural spray binder and 40% EPDM colored rubber granulate graded to .5 to 1.5 mm in size. Each spray layer shall be applied uniformly at a rate of not less than 1.6 lbs per square yard for total spray coverage of not less than 3.2 lbs per square yard. The two layers shall be sprayed in opposite directions in order to achieve a uniform application.

Materials, equipment and installation by Fisher Tracks, Inc.

Price includes the application of the Black Structural Spray to the track and all event areas.

Price includes the color-coded metric striping per National Federation of State High School Associations.

**STRUCTURAL SPRAY PRICE: ----- \$81,205.00**



Fisher Tracks, Inc.  
1192 235th Street • Boone, IA 50036  
800-432-3191 • 515-432-3191 • FAX 515-432-3193  
[www.fishertracks.com](http://www.fishertracks.com)



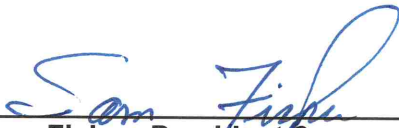


**Notes:**

1. Fisher Tracks, Inc. guarantees the installation to be free from defects in material and workmanship for a period of five (5) years from completion of the installation.
2. Add 1% if Fisher Tracks, Inc. is to provide a performance bond.
3. Price is valid for a period of 60 days.
4. Price does not include prevailing wage rates, if applicable.
5. Price does not include any sales, use or excise tax, if applicable.
6. All payments are due within 30 days of invoice.
7. Fisher Tracks, Inc. is a member of the American Sports Builders Association (ASBA) and has 3 Certified Track Builders (CTB) on staff. Sam Fisher is a Certified Track Builder.

**BY:**

**ACCEPTED BY:**

  
\_\_\_\_\_  
Sam Fisher, President &  
Certified Track Builder

11/19/23  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



Fisher Tracks, Inc.  
1192 235th Street • Boone, IA 50036  
800-432-3191 • 515-432-3191 • FAX 515-432-3193  
[www.fishertracks.com](http://www.fishertracks.com)



7409 N. 160<sup>th</sup> Street  
Bennington, NE 68007  
PH 402.238.2900  
PH 800.498.4395  
FX 402.238.2987  
[www.protrackandtennis.com](http://www.protrackandtennis.com)

# PRO TRACK AND TENNIS, INC.

Structural Spray – Track Proposal



INNOVATIVE  
EXPERIENCED  
PROFESSIONAL

**We Proudly Present This Proposal To**

Dr. Jason Lavaley  
Superintendent  
Osceola High School  
565 S. Kimmel St.  
Osceola, NE 68651  
Cell: 402-984-4589  
[jlavaley@osceola.esu7.org](mailto:jlavaley@osceola.esu7.org)

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## PROPOSED SYSTEM

### SINGLE COMPONENT STRUCTURAL SPRAY SYSTEM IN BLACK

Pro Track and Tennis, Inc. proposes to install the following per the following specifications:

1. **OPTION #1:** Install a new BLACK Poly Structural Spray over the track and field events. Includes patchwork and striping.
2. **OPTION #2:** Install 46 LF of Armor Crack Repair System on track surface before structural spray is applied. 5-year warranty.



## **PART 1: GENERAL**

### **1.01 RELATED DOCUMENTS:**

- A. If Architectural or Engineering specifications and or drawings are involved those specifications will take precedence over the following where noted and determined suitable for the project.

### **1.02 SUMMARY:**

- A. Pro Track and Tennis, Inc. shall furnish all materials, labor, tools, and equipment necessary for the installation of the polyurethane single component structural spray synthetic track surface.
- B. The track will be laid out for line striping and event markings.

### **1.03 GOVERNING BODIES:**

- A. Codes and standards will follow the current guidelines set forth by the National Federation of State High School Associations (NFHS), the National Collegiate Athletic Association (NCAA) and the International Association of Athletics Association (IAAF). The NFHS rules shall be enforced where differences between the three associations are noted.
- B. The American Sports Builders Association (ASBA) track construction manual will be the reference source for all guidelines for construction.

### **1.04 SUBMITTALS:**

- A. One copy of the polyurethane binder manufacturer's product specification sheet. See attached in the appendix.
- B. One synthetic surface sample. See attached with this proposal.
- C. One copy of the Material Safety Data Sheets (MSDS) for each product to be used. See attached in the appendix.



- D. One copy of the certificate that Pro Track and Tennis, Inc. is a member of the American Sports Builders Association in good standing. See attached in the appendix.



Pro Track and Tennis, Inc. | 800.498.4395 | [www.protrackandtennis.com](http://www.protrackandtennis.com)



## PART 2: OWNER'S PRECONSTRUCTION RESPONSIBILITIES

### 2.01 APPARATUS REMOVAL:

- A. All athletic equipment should be removed and or moved out of the way of the areas to be worked on. Items such as hurdles, high jump standards, landing pits etc.
- B. Portable objects such as benches, starting/observation decks etc should be removed.
- C. Rolled out crossing mats, carpets, plywood should be picked up and stored.
- D. Rolled out runway mats should be rolled up and stored if the respective runway surface is going to be worked on.

### 2.02 GROUNDSKEEPING:

- A. All edges of surface areas to be worked on should be treated as needed to kill all weeds. This should include weeds in cracks in the surface also. Applications should be repeated as needed to assure that the vegetation is killed off.
- B. Drainage issues should be addressed. If there are visible drainage problems where dirt and debris are deposited onto the track surface during a rain this should be addressed prior to the work starting.
- C. Severe leaching of weeds and sod/soil encroachment should be cut back and removed prior to Pro Track and Tennis beginning work. It sometimes takes days for the surface to dry out prior to being able to work on the surface.
- D. Any deposits of caked on dirt must be removed and cleaned. Built up dirt can trap moisture and may take days to completely dry out after cleaning and washing of the surface area.
- E. Sprinklers should be shut off four days prior to Pro Track and Tennis's arrival. The sprinklers can be run as long as the heads are adjusted not to spray water onto the track. Wind blowing water onto the track should be taken into consideration.



- F. We recommend that the football field interior area be mowed prior to our arrival. We will accommodate, if possible, mowing during construction if there is a critical need.
- G. Fertilizing turf adjacent to the track surface is strictly prohibited. Fertilizer will damage and discolor the track surface.

### **2.03 SECURITY:**

- A. We recommend that the staff at the school be notified of the dates the track will be closed. Especially gym classes that may use the track and field during the renovation period.
- B. The community should be notified if feasible to deter community walkers and joggers from attempting to enter the work area during installation.
- C. The work area should be secured as best as possible by locking all gates that will not be used and placing signage warning of the track being closed while during renovation.

*The successful and timely completion of your track renovation project relies on your cooperation. We thank you in advance for your commitment to the important items listed above.*



## PART 3: PRODUCTS

### 3.01 SYNTHETIC SURFACING:

- A. The synthetic surface shall be a Red/Black Aromatic One Component Polyurethane Structural Spray synthetic track surface, permeable, spray applied. The coatings will be applied in two coats to achieve the total lbs specified. The rubber shall be EPDM virgin granulates .5-1.5mm in gradation.

### 3.02 SYSTEM COMPONENTS:

- A. VEGETATION STERILANT: (Roundup or equal) shall be used to control vegetation along edges and in cracks as needed.
- B. ASPHALT EMULSION CRACK SEALANT: Asphalt Emulsion crack sealer shall be used for cracks in the substrate and existing rubber system as determined by the lead technician.
- C. LATEX BASED CRACK SEALANT: 100% latex Crack Flex shall be used on the existing rubber surface only as determined by the lead technician.
- D. POLYURETHANE CRACK SEALANT: single component pure polyurethane shall be used on cracks as determined by the lead technician.
- E. Note: The above crack sealers will be used as determined by the lead technician. All or just one may be used per job surface conditions, weather and temperatures.
- F. PATCHING MATERIAL: Track binder shall be mixed with 1-3 mm rubber granulates. The mixture shall be used to full depth patch areas where the existing synthetic surface is missing or is to be cut out and replaced.
- G. PRIMER: Primer shall be used to prime all substrates to receive the synthetic surface system. This will include cured asphalt, cured concrete.
- H. POLYURETHANE BINDER: Polyurethane binder shall be used in conjunction with SBR rubber granulates to build the synthetic surface system to the desired depth. This material is batched, mixed and paved into place.
- I. POLYURETHANE STRUCTURAL SPRAY- Red Aromatic one component Polyurethane Structural Spray shall be used in conjunction with EPDM rubber granulates. This material is batched, mixed and sprayed into place to achieve the total specified pounds.
- J. LINE PAINT: Wilko Paint No. 721-22 Track, Urethane Gloss White plus desired event colors marking paint or equal shall be used to stripe all lines and events or



## PART 4: SYSTEM INSTALLATION PROCESS

equal.

### 4.01 QUALITY ASSURANCE:

- A. The owner should have one designated person who all communication will go through during the course of the project.
- B. Pre-construction meeting. A meeting will be held on the track prior to any work beginning. The lead technician will go over the scope of work with the owner and answer any questions. The owner will be required to sign off on a production sheet attesting to the fact that this meeting took place.
- C. Material check off. The material will be inventoried with the owner to determine that the right amount of material has been shipped or brought to the job site.
- D. The owner's representative will be contacted daily by the lead technician to give a progress report.
- E. Post-construction meeting. A meeting will be held after the synthetic surface has been installed to ok the surface prior to painting the lines and events. A production sign off sheet will be reviewed with the owner at which time the owner will approve the project by signing off on the production sheet and evaluating our performance.
- F. Striping the track. The track may be striped at a later date from the completion of the surface. The striper will review the striping details with the owner, Athletic Director or Track Coach prior to painting of the lines and eve.

### 4.02 VEGETATION:

- A. Vegetation will be trimmed if needed on all edges to receive the synthetic surfacing.
- B. Please refer to PART 2 item 2.2



#### **4.03 CLEANING:**

- A. The entire surface areas to be coated will be blown off using high-pressure wind machines.
- B. Any areas that need additional attention will be wire brushed as needed.
- C. Heavily soiled areas may be power washed if deemed necessary.

#### **4.04 CRACK SEALING:**

- A. Cracks will be cleaned as needed using high-pressure air.
- B. Major cracks will be filled with a combination of products as determined by the field technician.
- C. Please see PART 3, 3.2, B, C and D for clarification of the different crack sealers. Poly based sealants will be used on this project.

#### **4.05 SYNTHETIC SURFACE INSTALLATION:**

##### **A. STRUCTURAL SPRAY:**

- 1) The polyurethane shall be single component structural spray. Aromatic color to be black or red. Other colors are available.
- 2) Rubber granules shall be EPDM not less than 0.5 mm and no more than 1.5 mm.
- 3) All containers shall be completely empty to ensure the proper ratio of mixture.
- 4) No solvents or emulsified agents shall be used in the building to extend the curing of the mixture.
- 5) The spray will be applied in two coats, in opposite directions to achieve the desired pounds per square yard coverage.



**B. PHYSICAL PROPERTIES OF FINISHED SURFACE:**

Thickness: 1-3 mm average or as specified by the architect, engineer or owner.

Color: Black, Red, Beige, Green, Blue or as specified by owner.

NOTE: This proposal is for red.

Test	Specs	Results
Weight (lbs/gal)	ASTM D 1475	9 + or - 0.5
VOC	ASTM D 3960	0 lbs/gal
Solids by Volume	Calculated	100%
Flash Point	Pansky Martens Closed cup	150° F
Storage Stability	59°F-77°F	6 months
Viscosity	Brookfield	2400 CPS
Tensile Strength (psi)	ASTM 412	1000
Elongation	ASTM 412	100%

**4.06 LINES AND EVENT MARKINGS:**

- A. The track will be laid out as a 400 meter track
- B. The National Federation of State High Schools Association (NFHS) rules will apply.
- C. All painting will be reviewed with the proper school representative prior to painting.
- D. See attached diagram for events to be marked.
- E. Hurdles will be one direction.
- F. Three sets of numbers.



G. Extra painting could be subject to a negotiated change order.

#### **4.07 JOB SITE CLEAN-UP:**

A. The job site and all adjacent areas occupied during construction will be left clean.

B. All job related debris will be cleaned up and disposed of properly off site.

C. All unused material will be removed from the job site and recycled.



## PART 5: WARRANTY

Pro Track and Tennis, Inc. warrants its labor and materials for a period of five (5) years from the date of completion of work on any track. There is a five (5) year warranty on Armor Crack Repair. All work performed by Pro Track and Tennis, Inc. is warranted against peeling, chipping and flaking under normal use. Pro Track and Tennis, Inc. further warrants that any paint applied during the striping or resurfacing of any track or tennis court will not flake or peel for a period of two (2) years from the date application is completed.

Customer acknowledges that they are aware that Pro Track and Tennis, Inc. is not responsible for defects, cracks, patches or uneven surfaces in the substrate which is being resurfaced by Pro Track and Tennis, Inc. Pro Track and Tennis, Inc. does not warrant that existing cracks or patches in existing substrate surfaces will not open or continue to increase in size. Pro Track and Tennis, Inc. shall not warrant nor be in anyway be responsible for peeling of paint or damage to any surface caused by failure of customer to keep the surface free of debris, vegetation or dirt and shall further not be responsible for damage to painted surfaces or any other actions caused by the customer. Pro Track and Tennis, Inc. does not warrant separation of the coatings from the concrete base where the base lacks a vapor barrier. Lack of a vapor barrier can cause moisture to be retained under the coating, which will eventually result in lack of adhesion to the surface. Pro Track and Tennis, Inc. does not warrant separation of the coating or bubbling of the coating when moisture is present due to passing from below an asphalt or concrete base.

In the event of any claims arising under this Warranty, damages incurred by the customer shall be limited to such repairs to be performed by Pro Track and Tennis, Inc. as are necessary to remedy any defects. Pro Track and Tennis, Inc. hereby agrees to perform any such repairs (weather permitting) promptly, after written notification of such claim from customer. Pro Track and Tennis, Inc. shall not be liable for any breach of any express or implied warranty except where expressly prohibited by applicable law.



# ACCEPTANCE OF PROPOSAL

This proposal is valid for 60 days from September 6, 2022.

Pro Track and Tennis, Inc. proposes to furnish labor and material and equipment complete in accordance with the specifications in this proposal for the sum of:

*Please initial the appropriate boxes below to designate acceptance of the following options.*

<input type="checkbox"/>	<b>BLACK Structural Spray over existing track</b>	<b>\$86,000.00</b>
	<b>Includes patch work and striping</b>	
	<small>Eighty-six thousand dollars</small>	

<input type="checkbox"/>	<b>Add to Structural Spray Option</b>	<b>\$5,520.00</b>
	<b>Armor Crack Repair-46 LF</b>	
	<small>Five thousand, five hundred twenty dollars</small>	

**Due to current market conditions, all prices are subject to a surcharge before date of install.**

**Payment to be made as follows:**

*A 33% down payment is due upon acceptance of proposal. Another 33% is due when project is 50% complete. Remainder is due the day the job is complete and accepted by the owner. In the event that line/event striping is done at a later date \$4,000 may be withheld and is then due upon completion of striping. Any applicable taxes will be added to the total cost.*

**Acceptance**

*The above price, specifications and conditions found in this proposal are satisfactory and are hereby accepted. Pro Track and Tennis, Inc. is authorized to do the work as specified. Payment will be made as outlined.*

_____ Signature	_____ Signature
_____ Print Osceola High School-Osceola, NE	_____ Print Pro Track and Tennis, Inc.
_____ Date	_____ Date

After signing, please return to Pro Track and Tennis, Inc.



Pro Track and Tennis, Inc. | 800.498.4395 | [www.protrackandtennis.com](http://www.protrackandtennis.com)



DATE: December 15, 2022

SUBMITTED TO: Dr. Jason Lavaley, Superintendent

ORGANIZATION: Osceola Public Schools  
ADDRESS: 565 Kimmel Street | Osceola, NE 68651

PROJECT NAME: Osceola High School Athletic Track Resurfacing  
ADDRESS: 565 Kimmel Street | Osceola, NE 68651

### REVOLUTION™ BASE MAT TRACK SYSTEM

#### SCOPE OF SERVICES

AREA: 5,816\_SY (track, high jump, long jump, pole vault)

#### PROCEDURES:

- A. Removal and disposal of existing surface
- B. Clean and prepare the asphalt base
- C. Locate and fill all cracks
- D. Application of polyurethane primer coat
- E. Application of ½" black Revolution™ polyurethane surfacing
- F. Layout and paint all lane lines and event markings as per NFSHSA and State standards.  
Shot put and discus pad line painting not included

WE HEREBY PROPOSE TO FURNISH MATERIALS AND LABOR IN ACCORDANCE WITH THE ABOVE SPECIFICATIONS FOR THE SUM OF:

One Hundred Thirty-three Thousand Seven Hundred Twenty Dollars and Zero Cents (\$133,720.00)

Approximate amount of crack sealing included 100 L.F.

Unit price per pound for labor and two-component polyurethane leveling materials: \$6.75/lb.

#### FIVE YEAR WARRANTY

#### NOTES/EXCLUSIONS:

- Material pricing valid for 30 days from date of this proposal.
- Proposal does not include sales tax. Owner shall provide appropriate sales tax exemption certificates upon return of signed proposal.
- MTT Co. will utilize light-duty equipment (12,000 lb max) to remove the existing track surfacing. If it is found during the removal operations that the existing asphalt base is unsuitable, MTT Co. will immediately stop operations and alert the Owner. If required,

replacement of the unsuitable/unstable asphalt base is not included within the proposal and shall be added to the contract price upon written approval of Owner.

- If additional asphalt cracks are found upon removal of the existing surface, the total amount of crack sealing shall be used/added to the contract price upon written approval of the Owner and shall be based upon the price/lineal foot listed within the proposal. Price for application of single component polyurethane sealant for additional crack repair shall be \$6.25/LF; price for application of 12" wide Mirafi MTK for additional crack repair shall be \$8.25/LF.
- The price to repair water pockets (birdbaths) within the existing asphalt/concrete base is not included. It is unknown if water pockets are present within the existing track and/or high jump areas.
- All chain link fencing must be installed and the site secured prior to resilient surfacing application. A 6' high (minimum) temporary fence may be used to secure site. All fencing shall be installed by Owner and is not included within proposal.
- Owner must provide proper staging/access to construction area.
- The site shall be restricted from the public and athletes during construction. Only authorized personnel from MTT Co. and the Owner shall be allowed on site.
- MTT Co. is not responsible for damage to existing substandard or damaged surfaces at staging area. No surface restoration has been included.
- Performance bonding has not been included.

#### **INCREASES IN MATERIAL PRICING:**

If notification of an impending price increase is received from the manufacturer prior to installation and placement of material order, MTT Co. will in turn provide prompt notification to the Owner. The Owner shall have the option to either incur the impending price increase through execution of a written change order, terminate signed proposal agreement, or provide written approval for MTT Co. to place an order and take early delivery of the materials at no additional cost to Owner.

#### **EARLY DELIVERY OF MATERIALS:**

Upon written approval from Owner, MTT Co. shall place an order with the manufacturer and take early delivery of materials. Proof of insurance and off-site storage agreement for materials shall be provided to Owner upon request. Upon receipt of invoice for materials, Owner shall be responsible for payment in accordance with terms specified herein.

#### **TERMS:**

Progress payments for materials and work completed; balance due 30 days upon completion of project.

All material is guaranteed to be as specified. All work to be completed in a workmanlike manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders and will become an extra charge over and above the estimate. All agreements are contingent upon accidents or delays beyond our control. Owner is to carry fire, tornado, and other necessary insurance. Our workers are fully covered by Workmen's Compensation Insurance.

MIDWEST TENNIS & TRACK COMPANY



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Authorized Signature

Corey Curnyn, VP of Sales & Operations  
Printed Signature, Title

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**ACCEPTANCE OF PROPOSAL:**

The above prices, specifications, and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

---

Authorized Signature

---

Printed Signature, Title

---

School/Organization Name

---

Date of Acceptance

**NOW, THEREFORE BE IT RESOLVED** that the board adopts the following standards for acceptance or rejection of option enrollment applications:

**Numeric Capacity.** The capacity in the following grade levels, programs, classes, and/or school buildings is as follows:

PROGRAM	PROGRAM CAPACITY	PROJECTED ENROLLMENT	NO. OF OPTION STUDENTS
Kindergarten	24	15	9
First	24	16	8
Second	24	14	10
Third	24	14	10
Fourth	24	25	0
Fifth	24	14	10
<b>Building Capacity, Elementary</b>	<b>144</b>	<b>98</b>	<b>47</b>
Level I Elem. Special Education	15	30	0
Level II Elem. Special Education	4	4	0
Level III Elem. Special Education	0	0	0
Sixth	28	12	16
Seventh	28	15	13
Eighth	28	16	12
<b>Building Capacity, Middle School</b>	<b>84</b>	<b>43</b>	<b>41</b>
Level I MS Special Education	5	5	0
Level II MS Special Education	4	4	0
Level III MS Special Education	0	0	0
Ninth	28	27	1
Tenth	28	19	9
Eleventh	28	24	4
Twelfth	28	15	13
<b>Building Capacity, High School</b>	<b>112</b>	<b>85</b>	<b>27</b>
Level I HS Special Education	6	6	0
Level II HS Special Education	3	3	0
Level III HS Special Education	1	1	0
Alternative Education	1	1	0

**Programmatic Capacity.** The board declares the following grade levels, programs, classes, and school buildings to be at capacity such that no option applications into any of the following will be accepted: **Elementary, Middle School Special Education, and High School Special Education**

**Other Standards.** The school district shall not accept an option student when acceptance of the student:

- A. Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
- B. Would require the procurement of new equipment, technology, or furnishings;
- C. Would cause or require the rearrangement of caseloads for staff and contracted professionals;
- D. Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
- E. May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.

After the above resolution was read, board member \_\_\_\_\_ moved for passage of the motion. Board member \_\_\_\_\_ seconded the motion. After discussion, and on roll call vote, the following members voted in favor of the motion:  
\_\_\_\_\_

The following members voted against the motion: \_\_\_\_\_

The following members did not vote: **All members voted.**

Having been consented to by a majority of the voting members, the board president declared the motion to have been passed and adopted.

Dated this **13th** day of February, **2023**.

\_\_\_\_\_ President, Board of Education

# OSCEOLA PUBLIC SCHOOLS

## CONTRACT OF EMPLOYMENT WITH PRINCIPAL

THIS CONTRACT is made by and between the Board of Education of the **Polk County School District 0019, a/k/a Osceola Public Schools**, hereinafter referred to as “the Board,” and Brett Webster, hereinafter referred to as “the Principal.” This contract supersedes all previous contracts of employment between the Board and the Principal.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 13th day of February, 2023, the Board hereby agrees to employ the Principal, and the Principal hereby agrees to accept such employment, subject to the following terms and conditions:

**1. Term of Contract.** This Contract is for a term of one year beginning on the 1st day of August, 2023, and expiring on the 31st day of July, 2024. A “contract year” for purposes of this Contract shall be from August 1 to July 31. Each year of this agreement shall consist of 210 days of service per year.

**2. Salary.** The annual salary shall be: Ninety-Three Thousand One Hundred Fifty dollars (\$95,150). Said annual salary shall be paid in twelve equal installments commencing on August 15, 2023.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees’ Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

**3. Benefits.** As further consideration for the services to be performed by the Principal, it is agreed as follows:

A. Leave Benefits. Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day Principal would otherwise be expected to be at work.

1. Personal Leave. The Principal shall be allowed 5 working days of paid personal leave each contract year to attend to personal matters that require the Principal’s absence from work. Use of such leave must be approved by the Superintendent in advance. Personal leave days are non-cumulative. There shall be no pay for unused personal leave upon separation of employment.

2. Sick Leave. The Principal shall be allowed 10 working days of paid sick leave each contract year. Sick days are available for use when the Principal is unable to perform assigned duties due to the illness or temporary disability of the Principal or due to the Principal needing to care for a member of the Principal's immediate family who is ill or has a serious health condition. Immediate family for purposes of sick leave means the Principal's spouse, child, parent, grandparent, sibling, and the Principal's spouse's parent. The Principal is to use sick leave when unable to work. Activities other than caring for the Principal's own health or that of an immediate family member reflect an abuse of sick leave. When the Principal is absent for any period of time because of injury requiring care from a physician or health care provider, or for a period of 10 days or more due to a personal health condition, the Principal must present a written statement from the Principal's physician or health care provider to the Superintendent establishing that the Principal is physically and mentally able to perform the essential functions of the Principal's position, with or without reasonable accommodations.
  3. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 45 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 45, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 45 days. Should the Principal, as of the last day of their contract, accumulate more than thirty-five (35) unused sick leave days, the Principal will be entitled to, on August 15th immediately following the end of contract, turn back to the school district any unused sick days in excess of thirty-five (35) days, and shall be paid by the School district twenty-five dollars (\$25.00) for each day the Principal is entitled to. Such payment will be made with the September paycheck. There shall be no pay for unused sick leave upon separation of employment.
  4. Bereavement Leave. Bereavement leave of up to 3 days will be granted for a death in the employee's immediate family, i.e. any grandparents, any parents, any children, spouse, siblings and their immediate family, and aunts or uncles and their immediate family.
  5. Staff Bereavement. The Superintendent, in collaboration with the Principal, will assign administration to attend funeral services of staff members or attend funerals to provide emotional support for staff members as an extension of their school duties as principal. The absence will not be considered use of the Principal's personal leave or sick leave.
  6. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
  7. Log. The Principal shall maintain a current log of used leave days with the secretary for the Superintendent.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with health and dental insurance for which the Principal is qualified under the District's group insurance plan.

- C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.
- D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a 403(b) plan to the extent such is offered by the District.
- E. Meetings and Dues. The Principal shall attend appropriate professional meetings provided that such attendance does not interfere with the proper performance of Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. The District will pay the Principal's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Principal's position upon the Principal's request and approval by the Superintendent.
- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Other Benefits. The Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Principal meets the conditions and eligibility requirements for such benefits.

**4. Duties.** The Principal is employed as the Elementary Principal (Grades PK-5). The Principal shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Principal shall be governed by the policies, regulations and directions of the Board of Education. The Principal shall in all respects to diligently and faithfully perform the assigned duties to the best of the Principal's professional ability. Regular dependable attendance is an essential function of the Principal's position.

**5. Contract Termination.** In the event the Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or Secondary Principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**6. Representations and Legal Requirements.** The Principal affirms that: (1) the Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Principal further warrants and represents as follows: (1) all information set forth in the Principal’s application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal will advise the Board of Education immediately; (2) Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Principal has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees’ Retirement Act.

**9. Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

**10. Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before March 15, 2023 shall constitute a rejection by the Principal of the offer of employment.

<p>Executed this ___ day of _____, 2023.</p> <p>_____</p> <p>Principal</p>	<p>Executed this 13th day of February, 2023.</p> <p>Board of Education of Polk County School District 0019, a/k/a Osceola Public Schools</p> <p>By: _____</p> <p>President</p> <p>Attest: _____</p> <p>Other Authorized Officer</p>
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# OSCEOLA PUBLIC SCHOOLS

## CONTRACT OF EMPLOYMENT WITH PRINCIPAL

THIS CONTRACT is made by and between the Board of Education of the **Polk County School District 0019, a/k/a Osceola Public Schools**, hereinafter referred to as “the Board,” and Brent Breckner, hereinafter referred to as “the Principal.” This contract supersedes all previous contracts of employment between the Board and the Principal.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 13th day of February, 2023, the Board hereby agrees to employ the Principal, and the Principal hereby agrees to accept such employment, subject to the following terms and conditions:

**1. Term of Contract.** This Contract is for a term of one year beginning on the 1st day of August, 2023, and expiring on the 31st day of July, 2024. A “contract year” for purposes of this Contract shall be from August 1 to July 31. Each year of this agreement shall consist of 210 days of service per year.

**2. Salary.** The annual salary shall be: Ninety-Three Thousand dollars (\$95,000). Said annual salary shall be paid in twelve equal installments commencing on August 15, 2023.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees’ Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

**3. Benefits.** As further consideration for the services to be performed by the Principal, it is agreed as follows:

A. Leave Benefits. Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day Principal would otherwise be expected to be at work.

1. Personal Leave. The Principal shall be allowed 5 working days of paid personal leave each contract year to attend to personal matters that require the Principal’s absence from work. Use of such leave must be approved by the Superintendent in advance. Personal leave days are non-cumulative. There shall be no pay for unused personal leave upon separation of employment.

2. Sick Leave. The Principal shall be allowed 10 working days of paid sick leave each contract year. Sick days are available for use when the Principal is unable to perform assigned duties due to the illness or temporary disability of the Principal or due to the Principal needing to care for a member of the Principal's immediate family who is ill or has a serious health condition. Immediate family for purposes of sick leave means the Principal's spouse, child, parent, grandparent, sibling, and the Principal's spouse's parent. The Principal is to use sick leave when unable to work. Activities other than caring for the Principal's own health or that of an immediate family member reflect an abuse of sick leave. When the Principal is absent for any period of time because of injury requiring care from a physician or health care provider, or for a period of 10 days or more due to a personal health condition, the Principal must present a written statement from the Principal's physician or health care provider to the Superintendent establishing that the Principal is physically and mentally able to perform the essential functions of the Principal's position, with or without reasonable accommodations.
  3. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 45 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 45, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 45 days. Should the Principal, as of the last day of their contract, accumulate more than thirty-five (35) unused sick leave days, the Principal will be entitled to, on August 15th immediately following the end of contract, turn back to the school district any unused sick days in excess of thirty-five (35) days, and shall be paid by the School district twenty-five dollars (\$25.00) for each day the Principal is entitled to. Such payment will be made with the September paycheck. There shall be no pay for unused sick leave upon separation of employment.
  4. Bereavement Leave. Bereavement leave of up to 3 days will be granted for a death in the employee's immediate family, i.e. any grandparents, any parents, any children, spouse, siblings and their immediate family, and aunts or uncles and their immediate family.
  5. Staff Bereavement. The Superintendent, in collaboration with the Principal, will assign administration to attend funeral services of staff members or attend funerals to provide emotional support for staff members as an extension of their school duties as principal. The absence will not be considered use of the Principal's personal leave or sick leave.
  6. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
  7. Log. The Principal shall maintain a current log of used leave days with the secretary for the Superintendent.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with health and dental insurance for which the Principal is qualified under the District's group insurance plan.

- C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.
- D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a 403(b) plan to the extent such is offered by the District.
- E. Meetings and Dues. The Principal shall attend appropriate professional meetings provided that such attendance does not interfere with the proper performance of Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. The District will pay the Principal's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Principal's position upon the Principal's request and approval by the Superintendent.
- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Other Benefits. The Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Principal meets the conditions and eligibility requirements for such benefits.

**4. Duties.** The Principal is employed as the Secondary Principal (Grades 6-12). The Principal shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Principal shall be governed by the policies, regulations and directions of the Board of Education. The Principal shall in all respects to diligently and faithfully perform the assigned duties to the best of the Principal's professional ability. Regular dependable attendance is an essential function of the Principal's position.

**5. Contract Termination.** In the event the Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or Secondary Principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**6. Representations and Legal Requirements.** The Principal affirms that: (1) the Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Principal further warrants and represents as follows: (1) all information set forth in the Principal’s application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal will advise the Board of Education immediately; (2) Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Principal has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees’ Retirement Act.

**9. Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

**10. Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before March 15, 2023 shall constitute a rejection by the Principal of the offer of employment.

<p>Executed this ___ day of _____, 2023.</p>  <p>_____</p> <p>Principal</p>	<p>Executed this 13th day of February, 2023.</p> <p>Board of Education of Polk County School District 0019, a/k/a Osceola Public Schools</p> <p>By: _____</p> <p>President</p> <p>Attest: _____</p> <p>Other Authorized Officer</p>
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# OSCEOLA PUBLIC SCHOOLS 2023-2024 CALENDAR



AUGUST						
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		
Stu 12			Tchr 15			

AUGUST	
7	1st Day of Fall Activities
11-15	Teacher Inservice/Workdays
16	First Day for Students

JANUARY						
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			
Stu 20			Tchr 21			

JANUARY	
1-2	Holiday Break
3	Teacher Inservice No School
4	First Day, 2nd Semester
17	Teacher Inservice Dismiss @ 1:30

SEPTEMBER						
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
Stu 20			Tchr 20			

SEPTEMBER	
4	Labor Day, No School
6	Teacher Inservice Dismiss @ 1:30
20	Teacher Inservice Dismiss @ 1:30

FEBRUARY						
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		
Stu 19			Tchr 19			

FEBRUARY	
7	Teacher Inservice Dismiss @ 1:30
12	Dismiss @ 1:30
12, 14	P-T Conferences, 4-8pm
16	No School
26	1st Day of Spring Activities
29	No School, Winter Break
21	Teacher Inservice Dismiss @ 1:30

OCTOBER						
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				
Stu 21			Tchr 22			
1st qrt 47						

OCTOBER	
4	Teacher Inservice Dismiss @ 1:30
18	P-T Conferences, 3-8pm Dismiss @ 1:30
20	End of Quarter
20	P-T Conferences, 2:30-5pm Dismiss @ 1:30
23	No School Fall Break
25	Teacher Inservice Dismiss @ 1:30

MARCH						
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						
Stu 19			Tchr 19			
3rd qrt 43						

MARCH	
1	No School, Winter Break
6	Teacher Inservice Dismiss @ 1:30
8	End of Quarter
20	Teacher Inservice Dismiss @ 1:30
29-31	Spring Break, Easter

NOVEMBER						
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		
Stu 19			Tchr 19			

NOVEMBER	
8	Teacher Inservice Dismiss @ 1:30
10	Veteran's Day
13	First Day of Winter Activities
22-24	Thanksgiving Break
29	Teacher Inservice Dismiss @ 1:30

APRIL						
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				
Stu 21			Tchr 21			

APRIL	
1	Spring Break, Easter
10	Teacher Inservice Dismiss @ 1:30
24	Teacher Inservice Dismiss @ 1:30

DECEMBER						
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						
Stu 16			Tchr 16			
2nd qrt 41 Sem 88 Tchr 92						

DECEMBER	
21-22	Semester Tests Dismiss @ 1:30
22	End of Semester
23-31	Holiday Break
23-27	Moratorium Facilities Closed

MAY						
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	
Stu 12			Tchr 13			
4th qrt 48			Sem 91 Tchr 93			
Year			stu 179 Tchr 185			

MAY	
11	Graduation, 2:00
15-16	Semester Tests Dismiss @ 1:30
16	End of Semester
17	Teacher Inservice/Workday
27	Memorial Day

<span style="background-color: #ADD8E6; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span> No School Holiday/Breaks	<span style="background-color: #FFA07A; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span> Parent-Teacher Conferences
<span style="background-color: #D3D3D3; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span> No School Teacher In-service	<span style="background-color: #32CD32; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span> End Qtr./Sem.
<span style="background-color: #FFFF00; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span> 1:30 Dismissal Possible Teacher In-service	<span style="background-color: #DDA0DD; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span> Semester Tests Dismiss 1:30

\*\*Potential make-up days due to weather would be April 1, Feb 16, May 17