

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. AD Report
 - 5.2. Principals Reports
 - 5.2.1. Elementary Report
 - 5.2.2. MS/HS Report
 - 5.3. Superintendent's Report
 - 5.4. 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 \$361,018.71
 - 6.2. Consider, discuss and take all necessary action on
 - 6.2.1. Renew Contract with ECC for complete care and layered solutions for service, updates, and software to run the equipment.
 - 6.2.2. Adopt Amplify CKLA resources for K-5 Reading and Amplify Science for 3-5 Science resources.
 - 6.2.3. Accept a letter of resignation from Kiley Nielsen as an Elementary teacher at the conclusion of the 2022-2023 school year.
 - 6.2.4. Consider, discuss, and take all necessary action on offering staff contracts for the 2023-2024 school year.
 - 6.2.5. Consider, discuss, and take all necessary action to accept Mr. Fiedler as the K-12 Music Teacher for the 2023-2024 school year.
 - 6.2.6. Consider, discuss, and take all necessary action to accept Ms. Ray as a 7-12 English Teacher for the 2023-2024 school year.
 - 6.2.7. Consider, discuss, and take all necessary action to accept Mrs. Kaup as an Elementary Teacher for the 2023-2024 school year.
 - 6.2.8. Consider, discuss, and take all necessary action to accept Mr. Kaup as the 7-12 Spanish Teacher for the 2023-2024 school year.
7. Next Meeting Dates and Times
 - 7.1. Regular meeting, May 8, 2023, 6:00 PM at the Osceola Middle/High School Media Center.

8. Adjournment

Jeffrey Elementary

April 10, 2023

Brett Webster

- NSCAS (state testing) testing will start tomorrow.
- Read-A-Thon raised a little more than 1600 dollars for PAC. Thank you to everyone who helped with this.
- Daddy/Daughter Dance will be April Sunday April 23rd..
- Kindergarten Round-UP and Preschool Registration is Friday of this week.
- Spring music concert is Thursday April 13th at 7:00 PM. Also, the Art show is this night.
- Field Trips will be finishing up between April 21st and May 17th.
- Track and Field Day is set for April 21st starting at 1 PM.
- AR party is May 16th going to the Lincoln Zoo.
- Wax museum was a good success.
- Preschool Promotion will be the 16th of May at 2:00 PM
- Last Day of School is the 18th of May

Board of Education Regular Meeting
Middle School/High School Media Center
565 Kimmel Street
Osceola, NE 68651
March 13, 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 March 9, 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

President Michael Neujahr called the regular meeting to order at 6:00 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, Student Council President Creighton Sterup, Debra Berry and 3 faculty members.

2.3. Excuse Board Members Who Are Absent

No board members were absent.

3. Approval of Agenda

To approve the agenda as written 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

4. Recognition of Visitors/Communications from the Public

There were no patrons at the board meeting.

5. Discussion Items

5.1. Elementary Teachers will present on CKLA as new curriculum resources at the Elementary. Mrs. Stephanie Sterup, Miss Jenna Johansen, and Mrs. Kiley Nielsen presented on a new curriculum resource named Core Knowledge and Language Arts (CKLA) at the Elementary School. This new curriculum resource is more equipped with resources, and addresses the critical thinking areas of students.

5.2. Annual Report to the Community

Superintendent Jason Lavaley addressed the Board about the Annual Report to the Community for the 2021-2022 school year. Overall the District is doing very well. The Nebraska Department of Education classified Osceola Public Schools as "Great".

6. Reports

6.1. Student Body President Report

Student Council President, Mr. Creighton Sterup, reported about the achievements of winter sports, FFA, and Speech. He also reported that spring sports are starting.

6.2. Principals Reports

6.2.1. Elementary Report

Elementary Principal Brett Webster gave his oral and written report about: the State testing window opens this month; MAPs testing will start at at end of April; 11 girls are participating in "Girls on the Run"; Kindergarten Roundup and Preschool Registration is scheduled for April 14th; Parents Teacher Conferences were well attended; the "Read-A-Thon" is ending this week; \$900.00 has been made through fundraisers for the Elementary; more money is needed for the Book Club; Nicki Carlson is working hard to improve Teammates; and more male mentors are needed for Teammates.

6.2.2. MS/HS Report

Middle School/High School Principal Brent Breckner gave his oral and written report about: Juniors are working with Mrs. White on ACT prep; Parent Teacher Conferences had approximately a 45% participation; planning for next year's staff, schedules and course offerings; developing behavior management and skill development; the NHS Blood Drive is March 23rd; the Sophomore Pancake Feed is March 25th; and Mrs. Kendra Gustafson is helping to develop priority standards and ELA assessments.

6.3. Superintendent's Report

Superintendent Jason Lavaley gave his written and oral report about: Girls Basketball finished District Runner-Up; Boys Basketball went to State; Speech placed 3rd in Districts as a team; 7 students qualified for State Speech; 27 students are participating in Track and 6 are participating in Baseball; legislative bills; the water heater in the new (north) gym is having trouble keeping up during post-game showers; sewer problems are occurring in the high school (may need root removal); low water pressure is causing problems with the new kitchen; NASB updates; and the Superintendent's calendar.

Activities Director Evan Feezell joined the meeting after baseball practice and added more comments about the ongoing activities.

6.4. Board Reports

There were no board reports.

7. Action Items

7.1. Consent Agenda

To approve the consent agenda 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

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 \$382,293.82

7.2. Consider, discuss and take all necessary action on

7.2.1. Consider, discuss and take all necessary action on bid for speech services for 2023-24.

To table Therapy Works (Schmidt Speech and Language) from Columbus for speech services for 2023-2024 school year 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

7.2.2. Consider, discuss and take all necessary action on renewing Control Services HVAC maintenance contract for 2023-24.

To renew the HVAC maintenance services contract with Control Services for the 2023-2024 school year in the amount of \$15,362.00 which has increased about \$1,500.00 from the 2022-2023 school 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

7.2.3. Consider, discuss and take all necessary action on Garrett/Callahan Boiler treatment contract.

To renew the Garratt/Callahan Boiler treatment contract for 2023-2024 school 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

7.2.4. Consider, discuss and take all necessary action on ESU 7 Services contract for 2023-24.

To approve the ESU #7 service contract for the 2023-2024 school 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

7.2.5. Accept letter of resignation from Jeremy Struckman as the 7-12 Spanish Teacher at the conclusion of the 2022-2023 school year.

To accept the resignation of Jeremy Struckman as a Spanish Teacher at the end of the 2022-2023 school year 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

Thank you, Mr. Struckman, for your efforts and service at Osceola Public Schools. You are wished well at your next school.

7.2.6. Accept letter of resignation from Taylor Wusk as a 7-12 Science teacher at the conclusion of the 2022-2023 school year.

To accept the resignation of Taylor Wusk as a Science Teacher at the end of the 2022-2023 school year passed with a motion by Eric Yungdahl and a second by Jena Ockander.

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

Thank you, Mrs. Wusk, for your dedication and service to Osceola Public Schools. You are wished the best at your next school.

7.2.7. Accept a letter of resignation from Nick Besse as the K-12 Music teacher at the conclusion of the 2022-2023 school year.

To accept the resignation of Nicholas Besse as a K-12 Music Teacher at the end of the 2022-2023 school 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

Thank you, Mr. Besse, for your time at Osceola Public Schools. You are wished well on your next adventure.

7.2.8. Accept a letter of resignation from Sean Johnson as the K-12 Art teacher at the conclusion of the 2022-2023 school year.

To accept the resignation of Sean Johnson as the K-12 Art Teacher at the end of the 2022-2023 school year 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

Thank you, Mr. Johnson, for your service and dedication to Osceola Public Schools. You are wished success at your next school.

7.2.9. Consider, discuss, and take all necessary action to accept Ms. Olson as the K-12 Art Teacher for the 2023-2024 school year.

To hire Abigail Olson as the K-12 Art Teacher, pending a background check, for the 2023-2024 school 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

Welcome to Osceola Public Schools, Miss Olson!

7.2.10. Consider, discuss, and take all necessary action on changing driving wages from per occurrence to an hourly rate.

To approve changing the driving wages from "per occurrence" to a hourly wage for the 2023-2024 school year passed with a motion by Jennifer Boruch and a second by Daisy Naber.

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

7.2.11. Consider, discuss, and take all necessary action to review and approve classified staff wages for the 2023-2024 school year.

To approve the proposed wages, which is a 3.25% increase over the 2022-2023 school year wages, for the classified staff for the 2023-2024 school year passed with a motion by Anthony Mestl and a second by Eric Yungdahl.

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

8. Next Meeting Dates and Times

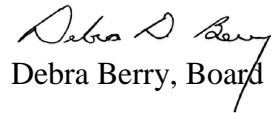
8.1. Regular meeting, April 10, 2023, 6:00 PM at the Osceola Middle/High School Media Center.

9. Adjournment

To adjourn meeting at 7:30 PM passed with a motion by Eric Yungdahl and a second by Jennifer Boruch.

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

Respectfully submitted,



Debra Berry, Board Secretary Appointed

Board Report – Monthly**GENERAL FUND**

Posted - During Check Cycle; Processing Month 04/2023

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
34683	CENTRAL NEBRASKA REHABILITATION SERVICES	PT/OT SERVICES	2,326.96
34684	CITY OF OSCEOLA	WATER/SEWER/COMPACTOR	2,356.53
34685	CONTROL SERVICES, INC.	SERVICE CONTRACT FEE/REPAIRS	1,242.83
34686	EAKES OFFICE PLUS	SUPPLIES/BATHROOM STALLS	4,318.30
34687	EKART, JAMES	BOARD OF EDUCATION STAMPS	66.63
34688	ENGEL, RONNIE	REIMB. OF COMPUTER PARTS	921.36
34689	ESSENTIAL SCREENS	BACKGROUND CHECKS	100.01
34690	ESTECH SYSTEMS, INC.	PHONE SERVICES	110.46
34691	ESU #7 SPECIAL EDUCATION DEPT	SPED SERVICES	9,646.58
34692	FOLLETT CONTENT SOLUTIONS, LLC	LIBRARY BOOKS	86.73
34693	FRONTIER COOPERATIVE COMPANY	FUEL	3,244.81
34694	GARY'S PLUMBING, LLC	SUPPLIES	238.66
34695	GLUNZ, BRENDA	PSYCHOLOGIST SERVICES	2,722.50
34696	HOBART SALES & SERVICE	DISHWASHER GASKET	187.94
34697	HOME DEPOT PRO, THE	SUPPLIES	500.55
34699	HOMETOWN LEASING	FLOOR SCRUBBER LEASES	518.97
34700	IMAGINE LEARNING, LLC	DIGITAL LIBRARY SOFTWARE	672.00
34701	J. F. AHERN COMPANY	SPRINKLER INSPECTION	204.00
34702	J.W. PEPPER & SON, INC.	MUSIC	76.00
34703	JACKSON SERVICES, INC.	RUG SERVICE	484.38
34704	JOURNEYED.COM, INC.	TECHNICAL SERVICES	60.93
34705	KAMI	SOFTWARE LICENSES	198.00
34706	LAVALEY, JASON	REIMB. OF FUEL FOR VAN	29.68
34707	MATHESON TRI-GAS, INC.	SUPPLIES	37.44
34708	NEBRASKA SAFETY CENTER	BUS DRIVER TRAINING	500.00
34709	NSAA - DISTRICT II	DISTRICT MUSIC FEES	175.00
34710	OPTUM	FLEX PLAN FUNDING	150.00
34711	OSCEOLA PUBLIC SCHOOLS	PRESCHOOL MILK	307.45
34712	OSCEOLA TIRE AND SERVICE, LLC	PARTS/LABOR/REPAIRS	967.23
34713	POLK COUNTY RPPD	ELECTRICITY	15,132.96
34714	POWERSCHOOL GROUP LLC	GRADE AND ATTENDANCE SOFTWARE	4,162.12
34715	PRESTO-X, A RENTOKIL COMPANY	PEST CONTROL	159.24
34716	SCHMIDT SPEECH LANGUAGE PATHOLOGY SERVICES, LLC	SPEECH SERVICES	7,781.55
34717	SOFTWARE UNLIMITED, INC	PRORATED FEE FOR CLOUD SERVICES	289.00
34718	SPARQ DATA SOLUTIONS, INC.	SOFTWARE	3,920.00
34719	SPARROW PUBLICATIONS, LLC	PRINTING	266.37
34720	TONNIGES CHEVROLET, INC.	PARTS/LABOR/REPAIRS	355.47

Board Report - Monthly

Posted - During Check Cycle; Processing Month 04/2023

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
34721	TRI CITY SIGN COMPANY	LABOR FOR SIGN	500.00
34722	TRIPLE "S" SERVICE, LLC	GARBAGE SERVICE	1,150.00
34723	WELLS FARGO VENDOR FINANCIAL SERVICES, LLC	COPIER LEASE	104.40
34724	WINDSTREAM	STATE INTERNET CONTRACT	<u>135.83</u>
Checking Account Total:			66,408.87

<u>Checking</u>	<u>1</u>		
569	FARM BUREAU FINANCIAL SERVICES	TERM LIFE INSURANCE	55.24
570	MG TRUST COMPANY	TSA PAYABLE	3,628.00
567	PLIC - SBD GRAND ISLAND	LTD INSURANCE	2,814.66
568	PRESTO-X, A RENTOKIL COMPANY	PEST CONTROL	159.24
571	QUADIENT LEASING USA, INC.	POSTAGE METER LEASE	<u>276.00</u>
Checking Account Total:			<u>6,933.14</u>

TOTAL CHECKS & PREPAIDS	73,342.01
TOTAL MARCH 2023 EXTRA PAYROLL	842.21
TOTAL APRIL 2023 PAYROLL	<u>286,834.49</u>
GRNAD TOTAL	<u>361,018.71</u>



ECC

Electronic Contracting Company Inc.
6501 N 70th St.
Lincoln, NE 68507
PO Box 29195
Lincoln, NE 68529

SERVICE CONTRACT

17012

BILL TO SHIP TO

Company: OSCEOLA PUBLIC SCHOOLS
Address: 565 S KIMMEL ST
PO BOX 198
OSCEOLA, NE 68651
Contact:
Phone:

Company: OSCEOLA ELEMENTARY SCHOOL
Address: 341 SOUTH KIMMELL ST
PO BOX 198
OSCEOLA, NE 68651
Contact:
Phone:

Date: 2023-06-01 to 2024-05-31
Customer No.: LOSP01
Sales Rep: DTHROENER
Terms: NET 30
Bill Cycle: ANNUAL

PART NUMBER	DESCRIPTION	QTY	UNIT PRICE	TOTAL PRICE
3YCC-PLUS	Shooter Detection and AC System Complete Care Support Plus Option - 1 Year Renewal	1.00	4,500.00	\$4,500.00

COMMENTS	BILLING TOTAL:	TOTAL PRICE
Quote #42920 for Layered Solutions & Genetec must be accepted for Complete Care renewal to be active.	\$4,500.00	\$4,500.00
	ANNUAL TOTAL:	\$4,500.00

CUSTOMER ACCEPTS ORDER AS INDICATED

Name (Please Print): _____

Authorized Signature: _____

Date: _____

QUOTATION: 42920

Electronic Contracting Company Inc.
6501 N 70th St.
Lincoln, NE 68507

PO Box 29195
Lincoln, NE 68529

BILL TO	JOB LOCATION	
Company: OSCEOLA PUBLIC SCHOOLS Address: 565 S KIMMEL ST PO BOX 198 OSCEOLA, NE 68651 Contact: Dr Jason Lavaley Phone: (402)747-3121	Company: OSCEOLA PUBLIC SCHOOLS Address: 565 S KIMMEL ST PO BOX 198 OSCEOLA, NE 68651 Contact: Dr Jason Lavaley Phone: (402)747-3121	Date: 2023-03-22 Sales Rep: Heather Dwinell Phone: 4024656924 Email: hdwinell@eccoinc.com Expiration Date: 2023-04-21

TITLE
Layered Solutions & Genetec 1 Year Renewal

SCOPE OF WORK

Layered Solutions & Genetec Advantage renewal

Electronic Contracting Company is the first point of contact for Layered Solutions software support. The Agreement is for a period of 12 months beginning 9/1/2023. This renewal is for Layered Solutions Annual Software Support only. Any fees for services provided by Electronic Contracting Company will be invoiced separately.

Electronic Contracting Company will provide Genetec Renewal Advantage for a period of 12 months beginning 9/1/2023.

Terms & Conditions

THESE BUSINESS TERMS (these Terms) are the general terms and conditions under which ECC will provide services to Client (the Services) under the Proposal to which they are attached (the Agreement). To the extent any purchase order contains any terms that are inconsistent with these Terms, those inconsistent terms are rejected by ECC.

- 1) Independent Contractors.** ECC's relationship with Client will be that of an independent contractor, and nothing in the Agreement should be construed as creating a partnership, joint venture, or employer-employee relationship. ECC will have sole discretion to determine the manner, method, and means of performing the Services.
- 2) Payment.** ECC shall receive payment for the Services as provided in the Agreement. Unless otherwise provided in the Agreement, invoices will be issued upon completion of the Services. All amounts payable under the Agreement are exclusive of sales, use, VAT, customs duties, excise, and any other applicable transaction taxes unless otherwise stated in the proposal. Except as otherwise required by the Agreement, Client shall make payment on invoices within thirty (30) days after issuance. If payment of any amount due under the Agreement is not received when due, interest shall begin to accrue and be payable at the lesser of the maximum rate permitted under applicable law or at the rate of six percent (6.0%) per month from the date due until paid in full. Client's obligation to pay all amounts due under the Agreement is absolute and unconditional, and Client is not entitled to any setoffs to such amounts.
- 3) Warranties.** ECC MAKES NO WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. THE WARRANTIES MADE IN THESE TERMS ARE EXPRESSLY IN LIEU OF ANY OTHER WARRANTIES, EXPRESSED OR IMPLIED, AND ANY OTHER OBLIGATIONS OR LIABILITIES ON THE PART OF ECC, WHICH NEITHER ASSUMES NOR AUTHORIZES ANY OTHER PERSON TO ASSUME FOR IT ANY OTHER LIABILITY IN CONNECTION WITH THE SERVICES.
- 4) Intellectual Property Rights.** Client acknowledges and agrees that ECC is the owner of, or holds license to, all right, title, and interest, including copyright and all other intellectual property rights, in and to any and all written materials, documents, flow charts, logic diagrams, source code, test materials, or other information relating to any intellectual property generated in providing the Services (collectively the "Work Product"). No transfer of ownership of any Work Product is intended by the Agreement, and Client agrees that it may not, and may not encourage any third party to, attempt to derive the source code or reverse engineer the Work Product.
- 5) Non-Solicitation.** Client acknowledges that ECC has invested in the training and development of ECC's employees and that ECC's employees are one of its most valuable assets. Accordingly, during the term of providing Services and for one (1) year thereafter, Client shall not solicit for employment any employees of ECC or its affiliates who: (a) directly performed under the Agreement, (b) had substantial contact with Client in relation to the Agreement, or (c) Client became aware of due to, or derived from information learned through the performance of, the Agreement. For this purpose, "solicitation" does not include contact resulting from indirect means such as public advertisement, placement firm searches, or similar means not directed specifically at the employee to which the employee responds on his or her own initiative.
- 6) Allocation of Risk.**
 - a) **Indemnification.** Client will indemnify and hold harmless ECC from all claims, liabilities, or expenses for damage to real property or tangible personal property, bodily injury, including death, and any other losses or damages arising out of the conduct of Client or its employees or agents.
 - b) **Limitation of Liability.** ECC'S LIABILITY FOR DAMAGES ARISING OUT OF OR RELATING TO THE AGREEMENT IS LIMITED TO THE FEES PAID BY CLIENT FOR THE SERVICES PROVIDED UNDER THE AGREEMENT FOR THE PERIOD OF ONE (1) YEAR PRIOR TO THE EVENT GIVING RISE TO LIABILITY. ECC SHALL NOT HAVE ANY LIABILITY WHATSOEVER TO CLIENT OR TO ANY THIRD PARTY FOR ANY LOSS OF PROFITS, OTHER CONSEQUENTIAL DAMAGES OR INCONVENIENCE DUE TO EARLY TERMINATION OF THE AGREEMENT, OR ANY THEFT, DAMAGE, LOSS OF DATA, OR DELAY, EVEN IF CLIENT HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.
 - c) **Attorney Fees.** Client agrees to reimburse ECC and any of its owners, employees, and agents for any attorney fees, costs, and expenses incurred: (a) successfully enforcing any part of the Agreement; or (b) successfully defending all or part of any state or federal court lawsuit that Client may file against ECC and/or any individual in their capacity as an owner, employee, or agent of ECC.
- 7) Termination.** The Agreement may be terminated by either party if the other party has materially breached the Agreement and has failed to cure such breach within thirty (30) days after receipt of written notice thereof. Upon termination of the Agreement as set forth above, ECC may terminate any and all licenses granted to Client under the Agreement. Furthermore, upon termination of the Agreement for any reason, Client shall pay to ECC within five (5) days of receipt of a final invoice all fees due under the Agreement.
- 8) Miscellaneous.**
 - a) **Enforceability.** The invalidity or unenforceability of any particular provision of these Terms will not affect the Agreement's other provisions, which are then to be applied as if the invalid or unenforceable provision were omitted.
 - b) **Integrated Agreement.** Except for any purchase orders issued hereunder, there are no agreements, understandings, restrictions, warranties, or representations on which Client may rely relating to providing the Services. Furthermore, no future agreements, understandings, restrictions, warranties or representations may be relied upon by Client unless they are set forth in writing by an authorized representative of ECC.
 - c) **Assignment.** Client may not assign or transfer any of its rights or obligations under the Agreement without the prior written consent of ECC. Any permitted assignee, successor, or purchaser shall expressly assume in writing the obligation to perform in accordance with the terms and conditions of the Agreement, and no assignment or transfer shall relieve ECC or Client of its previously accrued obligations under the Agreement.
- 9) Acceptance of Agreement** - This agreement includes equipment and services that are required to satisfy the project scope of Section 1.0
- 10) Scope of Work/Responsibilities.** ECC will begin work on this project upon receipt of a copy of this agreement duly signed and executed by an agent of the Customer, specifically authorized to bind the Customer to the terms and conditions of this agreement.

Due to global semiconductor chip shortages, Integrator is experiencing longer than normal lead times on equipment. As a result, Integrator cannot guarantee lead times on equipment and will not be liable for any delays in equipment delivery to the extent caused by such shortages. However, Integrator is working with its global suppliers on a daily basis to understand the impact of this chip shortage on delivery timelines and will use reasonable efforts to keep Buyer apprised of anticipated delivery timelines and delays.

This Electronic Contracting Company (ECC) proposal is subject to a Force Majeure clause for a pandemic (e.g. Covid-19) as declared by the World Health Organization (WHO) and the corresponding governmental orders and/or regulations. This clause applies as it relates to ECC's inability to perform its contract obligations based on the unforeseeable events that may have a future impact on our labor force, the timely delivery of materials, and the escalation of the cost of said materials. ECC will keep you apprised if this situation develops and all parties to this proposal will be contacted. ECC does welcome the opportunity to work together to develop risk avoidance and mitigation strategies with you and all other parties involved (e.g. Owner, General Contractor, Architects, Engineers, etc.)

QUOTATION: 42920

Subtotal:	\$2,773.26
Tax:	0.00
Total:	\$2,773.26

IF YOU WISH TO ACCEPT THIS PROPOSAL AND RELATED STATEMENT OF WORK, PLEASE SIGN AND RETURN

BUYER:

(Print Name)

BUYER SIGNATURE: _____

DATE: _____

SALES REP: Heather Dwinell
(Print Name)

SALES REP SIGNATURE: Heather Dwinell

DATE: _____

As acknowledgement that each page of the quotation was reviewed, please initial the bottom of each page.



COMPLETE CARE SUPPORT

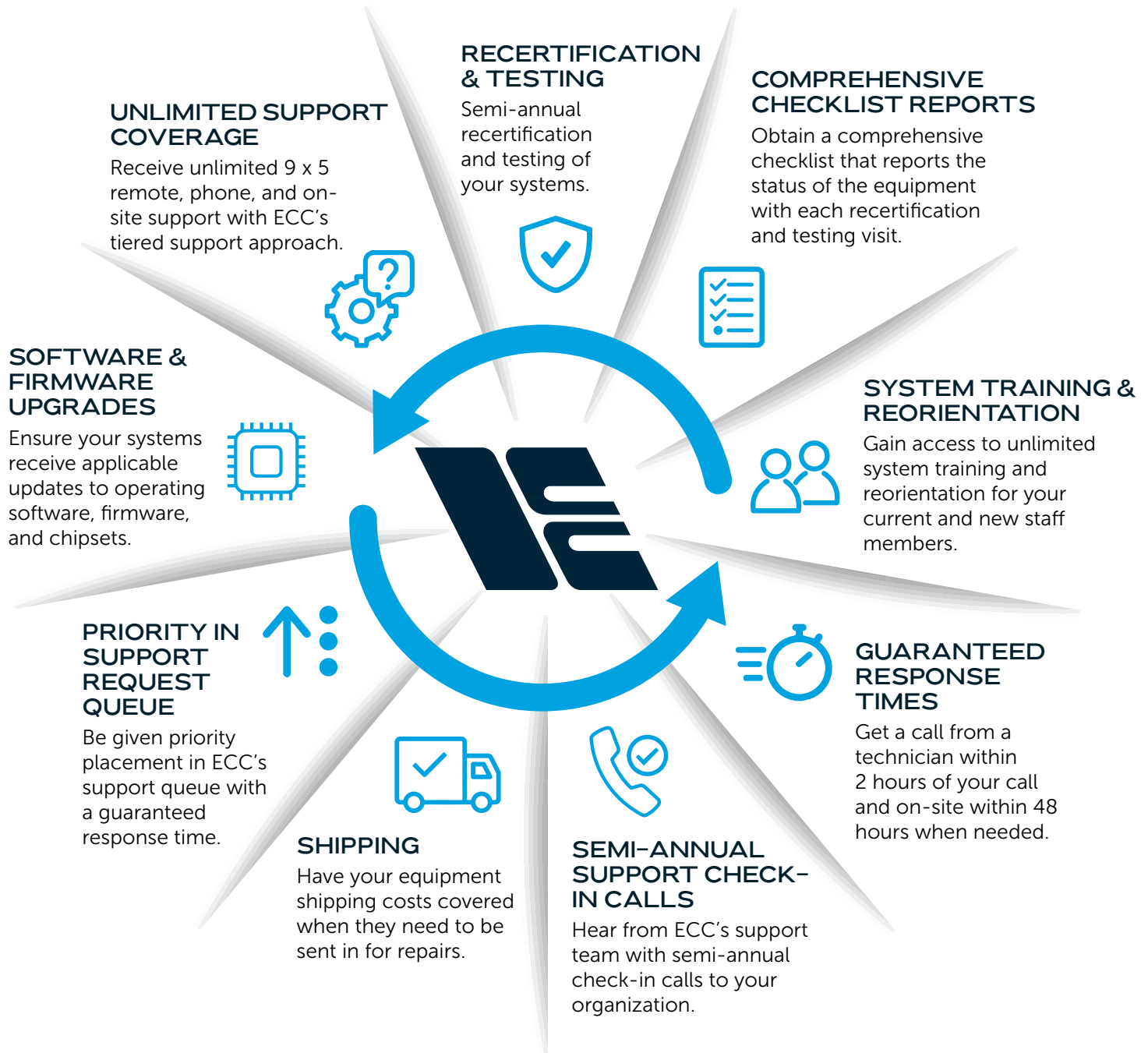


- ✔ Maximize your technology
- ✔ Manage your budgets
- ✔ Receive unlimited support
- ✔ Continuously train your team
- ✔ Utilize technology to reach your goals



COMPLETE CARE SUPPORT

Complete Care is a comprehensive support program designed specifically to maximize and support each technology system, allowing you to focus on your overall business goals.



COMPLETE CARE + OPTIONS

LICENSING SUBSCRIPTION PLANS: Keep your technology up to date with new releases, security equipment, and additional levels of technical assistance.

REMOTE DEVICE MONITORING: Ensure your technology devices are operational with 24/7 monitoring services.

SPARE EQUIPMENT MANAGEMENT: Make sure spare equipment is available for those technologies that are critical to your system and business.

24/7 SUPPORT: Receive guaranteed response time and technical support for your organization 24/7/365.

EVENT SUPPORT: Schedule onsite remote and technical support for any events that you may be hosting.



Fire Alarm Testing and Inspection Services have their own special offerings. Call 844-445-8600 for details.



HOW IT WORKS

TIERED APPROACH TO SUPPORT



Customer Support



Remote Technical Support



Onsite Support



Onsite Support Plus Manufacturer

WHAT'S INCLUDED

	STANDARD WARRANTY	COMPLETE CARE	+ OPTIONS
ECC's One-Year Workmanship	✓	✓	
Manufacturer Warranty	✓	✓	
Unlimited Support Coverage (during ECC business hours)		✓	
Semi-Annual Recertification & Testing		✓	
Comprehensive Checklist Reports		✓	
Unlimited System Training & Reorientation		✓	
Guaranteed Call and Onsite Response Times		✓	
Software and Firmware Upgrades (as required)		✓	
Priority in Support Request Queue		✓	
Semi-Annual Check-in Call		✓	
Shipping		✓	
Licensing Subscription Plan			✓
Remote Device Monitoring			✓
24/7 Support			✓
Event Support			✓
Spare Equipment Management			✓



COMPLETE CARE SUPPORT

GET THE LATEST TECHNOLOGY NOW AND IN THE FUTURE

- Simplify and streamline your technology budgets
- Have options to bring in leading edge technologies
- Keep your technology up-to-date with new updates
- Grow and change with your business
- Expand your staff and technology resources

COMPLETE COVERAGE

ECC's Complete Coverage program is technology managed for you. It eliminates technology's unpredictable budget stressors and allows you to get the technology you need, with our Complete Care Support included, all in an easy monthly payment. Make technology easy for your organization, and let us manage it for you with Complete Coverage. Learn more at: eccoinc.com/complete-coverage

MANAGE TECHNOLOGY TO WORK FOR YOUR ORGANIZATION

- **Maximize the life cycle** of your technology systems
- **Keep systems current** with the latest updates, software maintenance, and licensing changes
- **Ensure support coverage** that meets the individual needs of your organization
- **Manage your budgets** for technology systems and service now and in the future
- Train and reorient your staff to **efficiently utilize your systems**
- Create a **technology road map** for your organization
- Monitoring available to **support your systems 24 hours a day**
- Certify and test your systems to **achieve optimal performance**
- **Maximize your staff's time** and tasks

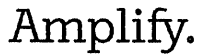
ABOUT ECC

ECC has built a foundation on bringing dynamic solutions to organizations throughout the Midwest. We connect businesses to better experiences using Audio/Visual/Lighting, Communication, Electronic Security, Fire Safety, and Healthcare Technology Solutions.

Technology is our passion and our goal is to use its innovations to empower organizations for years to come. We're integrators — Empowering through technology.

support@eccoinc.com | 844-445-8600 | eccoinc.com/complete-care





Price Quote

Amplify

55 Washington Street, Suite 800
 Brooklyn, NY 11201
 Phone: (800) 823-1969
 Fax: (646) 403-4700

Quote #: Q-214050-1
 Date: 2/23/2023
 Expires On: 3/25/2023

Customer Contact Information

Brett Webster
 Osceola School District 19
 402-747-2091
 bwebster@osceolaesu7.org

Amplify Contact Information

Laina Armbruster
 Inside Sales Representative
 (602) 359-1477
 larmbruster@amplify.com

Grade K

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
CKLA 2nd Ed GK Complete Classroom Kit_NS - 5yr (2023-2028)	\$2,999.00	0	1	\$2,999.00
CKLA 2nd Edition GK Skills & Knowledge Activity Books, Classroom Pack (1 of each)_NS Total Qty over 5yrs (2023-2028)	\$38.00	0	90	\$2,907.00
CKLA 2nd Ed GK Dig Exp Teacher License _NS - 5yr (2023-2028)	\$460.00	1	0	\$0.00
CKLA GK Dig Exp Student License - 1yr (2023-2024)	\$0.00	0	18	\$0.00
CKLA Trade Book Collection: Grade K	\$85.00	0	1	\$85.00
TOTAL				\$5,991.00

Grade 1

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
CKLA 2nd Ed G1 Complete Classroom Kit_NS - 5yr (2023-2028)	\$2,499.00	0	1	\$2,499.00
CKLA 2nd Edition G1 Skills & Knowledge Activity Books, All Units and Domains (1 of each)_NS Total Qty over 5yrs (2023-2028)	\$38.00	0	85	\$2,745.50
CKLA 2nd Ed G1 Dig Exp Teacher License _NS - 5yr (2023-2028)	\$460.00	1	0	\$0.00
CKLA G1 Dig Exp Student License - 1yr (2023-2024)	\$0.00	0	17	\$0.00
CKLA Trade Book Collection: Grade 1	\$85.00	0	1	\$85.00
TOTAL				\$5,329.50

Grade 2

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
CKLA 2nd Ed G2 Complete Classroom Kit_NS - 5yr (2023-2028)	\$2,899.00	0	1	\$2,899.00
CKLA 2nd Edition G2 Skills & Knowledge Activity Books, All Units and Domains (1 of each)_NS Total Qty over 5yrs (2023-2028)	\$38.00	0	70	\$2,261.00
CKLA 2nd Ed G2 Dig Exp Teacher License _NS - 5yr (2023-2028)	\$460.00	1	0	\$0.00
CKLA G2 Dig Exp Student License - 1yr (2023-2024)	\$0.00	0	14	\$0.00
CKLA Trade Book Collection: Grade 2	\$95.00	0	1	\$95.00
TOTAL				\$5,255.00

Grade 3

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
CKLA 2nd Edition G3 Complete Classroom Kit_NS - 5yr (2023-2028)	\$1,999.00	0	1	\$1,999.00
CKLA 2nd Edition G3 Activity Books, All Units (1 of each)_NS Total Qty over 5yrs (2023-2028)	\$38.00	0	70	\$2,261.00
CKLA 2nd Ed G3 Dig Exp Teacher License _NS - 5yr (2023-2028)	\$460.00	1	0	\$0.00
CKLA G3 Dig Exp Student License - 1yr (2023-2024)	\$0.00	0	14	\$0.00
TOTAL				\$4,260.00

Grade 4

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
CKLA 2nd Edition G4 Complete Classroom Kit_NS - 5yr (2023-2028)	\$1,499.00	0	1	\$1,499.00
CKLA 2nd Edition G4 Activity Books, All Units (1 of each)_TotalQty over 5yrs (2023-2028)	\$38.00	0	125	\$4,037.50
CKLA 2nd Ed G4 Dig Exp Teacher License _NS - 5yr (2023-2028)	\$460.00	1	0	\$0.00
CKLA G4 Dig Exp Student License - 1yr (2023-2024)	\$0.00	0	25	\$0.00
TOTAL				\$5,536.50

Grade 5

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
CKLA 2nd Edition G5 Complete Classroom Kit_NS - 5yr (2023-2028)	\$1,699.00	0	1	\$1,699.00
CKLA 2nd Edition G5 Activity Books, All Units (1 of each)_NS Total Qty over 5yrs (2023-2028)	\$38.00	0	70	\$2,261.00
CKLA 2nd Ed G5 Dig Exp Teacher License _NS - 5yr (2023-2028)	\$460.00	1	0	\$0.00
CKLA G5 Dig Exp Student License - 1yr (2023-2024)	\$0.00	0	14	\$0.00
TOTAL				\$3,960.00

Professional Development

PROFESSIONAL DEVELOPMENT	QUANTITY	PRICE	TOTAL PRICE
Amplify CKLA 2nd Ed GK-2 Initial Training for Teachers (1 Day Onsite)	1.00	\$3,200.00	\$3,200.00
Amplify CKLA 2nd Ed GK-2 Enhancing Planning & Practice (1/2 Day Onsite)	1.00	\$2,500.00	\$2,500.00
Amplify CKLA 2nd Ed GK-5 Coaching (1 Day Onsite)	1.00	\$3,200.00	\$3,200.00
Amplify CKLA 2nd Ed G3-5 Enhancing Planning & Practice (1/2 Day Onsite)	1.00	\$2,500.00	\$2,500.00
Amplify CKLA 2nd Ed G3-5 Initial Training for Teachers (1 Day Onsite)	1.00	\$3,200.00	\$3,200.00
TOTAL		\$14,600.00	\$14,600.00

Shipping and Handling

SHIPPING AND HANDLING	SHIPPING COST	TOTAL PRICE
Amplify Shipping and Handling	\$2,659.12	\$2,659.12

GRAND TOTAL**\$47,591.12****Scope and Duration****Payment Terms:**

- This Price Quote (including all pricing and other terms) is valid through Quote Expiration Date stated above.
- Payment terms: net 30 days.
- Prices do not include sales tax, if applicable.
- Pricing terms in the Price Quote are based on the scope of purchase and other terms herein.
- The Federal Tax ID # for Amplify Education, Inc. is 13-4125483. A copy of Amplify's W-9 can be found at: <http://www.amplify.com/w-9.pdf>

License and Services Term:

- Licenses: 07/01/2023 until 06/30/2028.
- Services: 18 months from order date. Unless otherwise stated above, all training and other services purchased must be scheduled and delivered within such term or will be forfeited.

Special Terms:

- **FOR SHIPPED MATERIALS:**
 - Expedited shipping is available at extra charge.
 - Print materials and kits are non-returnable and non-refundable, except in the case of defective or missing materials reported by Customer within 60 days of receipt.
- **FOR SERVICES:**
 - Training and professional development sessions cancelled with less than one week notice will be deemed delivered.

How to Order Our Products

Amplify would like to process your order as quickly as possible. Please visit amplify.com/ordering-support to find all the information you need for submitting your order. We accept the following forms of payment: purchase orders, checks, and credit card payments (Visa, MasterCard, Discover and American Express). In order for us to assist you, please help us by following these instructions:

Please include these three documents with your order:

- Authorized purchase order or check
- A copy of your Price Quote
- A copy of your Tax-Exemption Certificate

If submitting a purchase order:

To expedite your order, please visit amplify.com/ordering-support where you can submit your signed purchase order. You can also email a purchase order to IncomingPO@amplify.com or fax it to (646) 403-4700. Purchase Orders can also be mailed to our Order Management Department at the address below.

If submitting your order via credit card:

- Please email Accountsreceivable@amplify.com to request a secure credit card payment link

If submitting your order via sending a check:

- Please mail your documents directly to our Order Management Department and notify your sales representative of the check number and check amount.
- Please note that mailing a check can add up to two weeks of processing time for your order. For faster processing of your order, please submit your order via Purchase Order or Credit Card Authorization Form.

The information requested above is essential to ensure the smooth completion of your order with Amplify. Failure to submit documents will prevent your order from processing.

Our Order Management Department is located at 55 Washington Street, Suite 800, Brooklyn, NY 11201. Please note that mailing any documents can result in delays of up to two weeks. **For faster processing of your order, we recommend you submit a purchase order via our website: amplify.com/ordering-support.**

This Price Quote is subject to the Customer Terms & Conditions of Amplify Education, Inc. attached and available at amplify.com/customer-terms. Issuance of a purchase order or payment pursuant to this Price Quote, or usage of the products specified herein, shall be deemed acceptance of such Terms & Conditions.

Terms & Conditions

1. Scope. Amplify Education, Inc. ("Amplify") and Customer wish to enter into the agreement created by the price quote, proposal, renewal letter, or other ordering document containing the details of this purchase (the "Quote") and these Customer Terms & Conditions, including any addendums hereto (this "Agreement") pursuant to which Amplify will deliver one or more of the products or services specified on the Quote (collectively, the "Products").
2. License. Subject to the terms and conditions of this Agreement, Amplify grants to Customer a non-exclusive, non-transferable, non-sublicenseable license to access and use, and permit Authorized Users to access and use the Products solely in the U.S. during the Term for the number of Authorized Users specified in the Quote for whom Customer has paid the applicable fees to Amplify. "Authorized User" means an individual teacher or other personnel employed by Customer, or an individual student registered for instruction at Customer's school, whom Customer permits to access and use the Products subject to the terms and conditions of this Agreement, and solely while such individual is so employed or so registered. Each Authorized User's access and use of the Products shall be subject to Amplify's Terms of Use available through the Products, in addition to the terms and conditions of this Agreement, and violations of such terms may result in suspension or termination of the applicable account.
3. Restrictions. Customer shall access and use the Products solely for non-commercial instructional and administrative purposes of Customer's school. Further, Customer shall not, except as expressly authorized or directed by Amplify: (a) copy, modify, translate, distribute, disclose or create derivative works based on the contents of, or sell, the Products, or any part thereof; (b) decompile, disassemble or otherwise reverse engineer the Products or otherwise use the Products to develop functionally similar products or services; (c) modify, alter or delete any of the copyright, trademark, or other proprietary notices in or on the Products; (d) rent, lease or lend the Products or use the Products for the benefit of any third party; (e) avoid, circumvent or disable any security or digital rights



Price Quote

Amplify

55 Washington Street, Suite 800
 Brooklyn, NY 11201
 Phone: (800) 823-1969
 Fax: (646) 403-4700

Quote #:
 Date:
 Expires On:

Q-215851-1
 3/2/2023
 4/1/2023

Customer Contact Information

Brett Webster
 Osceola School District 19
 402-747-2091
 bwebster@osceolaesu7.org

Amplify Contact Information

Laina Armbruster
 Inside Sales Representative
 (602) 359-1477
 larmbruster@amplify.com

Grade 3

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
Amplify Science G3 Dig Exp Teacher License - 5yr (2023-2028)	\$460.00	1	0	\$0.00
Amplify Science G3 Dig Exp Student License - 1yr (2023-2024)	\$0.00	0	13	\$0.00
Amplify Science Elementary School: Grade 3 Kits	\$4,175.00	0	1	\$4,175.00
Amplify Science Grade 3 Investigation Notebook Bundle (1 qty per unit)	\$59.80	0	13	\$660.40
Amplify Science Elementary School: Grade 3 Print Teacher Guides (1 qty per unit)	\$180.00	1	0	\$0.00
TOTAL				\$4,835.40

Grade 4

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
Amplify Science G4 Dig Exp Teacher License - 5yr (2023-2028)	\$460.00	1	0	\$0.00
Amplify Science G4 Dig Exp Student License - 1yr (2023-2024)	\$0.00	0	25	\$0.00
Amplify Science Elementary School: Grade 4 Kits	\$3,440.00	0	1	\$3,440.00
Amplify Science Grade 4 Investigation Notebook Bundle (1 qty per unit)	\$59.80	0	25	\$1,270.00
Amplify Science Elementary School: Grade 4 Print Teacher Guides (1 qty per unit)	\$180.00	1	0	\$0.00
TOTAL				\$4,710.00

Grade 5

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
Amplify Science G5 Dig Exp Teacher License - 5yr (2023-2028)	\$460.00	1	0	\$0.00
Amplify Science G5 Dig Exp Student License - 1yr (2023-2024)	\$0.00	0	14	\$0.00
Amplify Science Elementary School: Grade 5 Kits	\$3,115.00	0	1	\$3,115.00
Amplify Science Grade 5 Investigation Notebook Bundle (1 qty per unit)	\$59.80	0	14	\$711.20
Amplify Science Elementary School: Grade 5 Print Teacher Guides (1 qty per unit)	\$180.00	1	0	\$0.00
TOTAL				\$3,826.20

Shipping and Handling

SHIPPING AND HANDLING	SHIPPING COST	TOTAL PRICE
Amplify Shipping and Handling	\$1,850.35	\$1,850.35

GRAND TOTAL

\$15,221.95

Scope and Duration

Payment Terms:

- This Price Quote (including all pricing and other terms) is valid through Quote Expiration Date stated above.
- Payment terms: net 30 days.
- Prices do not include sales tax, if applicable.
- Pricing terms in the Price Quote are based on the scope of purchase and other terms herein.
- The Federal Tax ID # for Amplify Education, Inc. is 13-4125483. A copy of Amplify's W-9 can be found at: <http://www.amplify.com/w-9.pdf>

License and Services Term:

- Licenses: 07/01/2023 until 06/30/2028.
- Services: 18 months from order date. Unless otherwise stated above, all training and other services purchased must be scheduled and delivered within such term or will be forfeited.

Special Terms:

- FOR SHIPPED MATERIALS:
 - Expedited shipping is available at extra charge.
 - Print materials and kits are non-returnable and non-refundable, except in the case of defective or missing materials reported by Customer within 60 days of receipt.
- FOR SERVICES:
 - Training and professional development sessions cancelled with less than one week notice will be deemed delivered.

How to Order Our Products

3/30/23

Osceola Public Schools
Dr. Jason Lavaley
565 Kimmel St, PO Box 198
Osceola, NE 68651

Dear Dr. Jason Laveley,

Please accept this as my formal notice of resignation from my 5th grade teaching position at Osceola Public Schools. I will fulfill my current contract. My last day will be at the end of the 2022-2023 school year.

With much consideration, I have decided to pursue a new opportunity and have accepted the 5th grade teaching position at Cross County Community Schools in Stromsburg.

I started my journey at Osceola Public Schools eight years ago as a Paraprofessional. From there, I advanced to student teacher, substitute teacher, and have enjoyed the last five years teaching 5th grade. My years of teaching at Osceola Public Schools have been a great privilege, as well as an invaluable learning experience. I truly am thankful for the opportunities and relationships I made, both with colleagues and students. I am excited to continue to watch the success of Osceola Public Schools in the many years to come. As always, Go Bulldogs!

Sincerely,

Kiley Nielsen

TEACHER'S CONTRACT
For Class II, III, & VI Schools & Class I Schools with a Superintendent

THIS CONTRACT made by and between the School District of Osceola Public Schools, No. 19 in the county of Polk, in the State of Nebraska, hereinafter referred to as "District" and Kason Fiedler, a legally qualified teacher, hereinafter referred to as "Teacher."

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about August 11, 2023, and end on or about June 30, 2024, and shall consist of 185 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of \$ * and under the following conditions.

VIZ: * Salary schedule placement does not reflect additional educational advancement on the salary schedule which the employee may be eligible to receive. Terms and conditions of employment shall be per the 2023-24 negotiated agreement. Extra duty assignments to be assigned as available.

Education Placement: BA + 0

Experience Placement: 1

FIRST: The salary of the Teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 15th day of September, 2023, and the remaining installments shall be payable on the 15th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-827, R.R.S.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the district and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the county superintendent of schools in this county and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

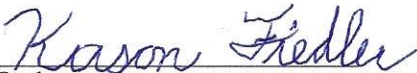
NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-829 through 79-831 R.R.S. and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District by April 7, 2023, shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed _____, 2023


Teacher

Executed April 10, 2023

School District of Osceola Public Schools No. 19
County of Polk

Attest:

By _____
President, Board of Education

Secretary, Board of Education

TEACHER'S CONTRACT
For Class II, III, & VI Schools & Class I Schools with a Superintendent

THIS CONTRACT made by and between the School District of Osceola Public Schools, No. 19 in the county of Polk, in the State of Nebraska, hereinafter referred to as "District" and Allie Ray, a legally qualified teacher, hereinafter referred to as "Teacher."

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about August 11, 2023, and end on or about June 30, 2024, and shall consist of 185 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of \$ * and under the following conditions.

VIZ: * Salary schedule placement does not reflect additional educational advancement on the salary schedule which the employee may be eligible to receive. Terms and conditions of employment shall be per the 2023-2024 negotiated agreement. Extra duty assignments to be assigned as available.

Education Placement: MA + 0

Experience Placement: 1

FIRST: The salary of the Teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 15th day of September, 2023, and the remaining installments shall be payable on the 15th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-827, R.R.S.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the district and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the county superintendent of schools in this county and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-829 through 79-831 R.R.S. and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District by April 1, 2023, shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed 3/15/ 2023


Teacher

Executed April 10, 2023

School District of Osceola Public Schools No. 19
County of Polk

Attest:

By _____
President, Board of Education


Secretary, Board of Education

TEACHER'S CONTRACT
For Class II, III, & VI Schools & Class I Schools with a Superintendent

THIS CONTRACT made by and between the School District of Osceola Public Schools, No. 19 in the county of Polk, in the State of Nebraska, hereinafter referred to as "District" and Hayley Kaup, a legally qualified teacher, hereinafter referred to as "Teacher."

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about August 11, 2023, and end on or about June 30, 2024, and shall consist of 185 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of \$ * and under the following conditions.

VIZ: * Salary schedule placement does not reflect additional educational advancement on the salary schedule which the employee may be eligible to receive. Terms and conditions of employment shall be per the 2023-2024 negotiated agreement. Extra duty assignments to be assigned as available.

Education Placement: BA + 9

Experience Placement: 3

FIRST: The salary of the Teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 15th day of September, 2023, and the remaining installments shall be payable on the 15th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-827, R.R.S.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the district and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the county superintendent of schools in this county and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-829 through 79-831 R.R.S. and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District by April 10, 2023, shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed April 10th, 2023

Teacher

Hayley Kaup

Executed April 10, 2023

School District of Osceola Public Schools No. 19
County of Polk

Attest:

By _____
President, Board of Education

Secretary, Board of Education

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VIZ: * Salary schedule placement does not reflect additional educational advancement on the salary schedule which the employee may be eligible to receive. Terms and conditions of employment shall be per the 2023-2024 negotiated agreement. Extra duty assignments to be assigned as available.

Education Placement: BA + 18

Experience Placement: 3

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Executed April 10th, 2023


Teacher

Executed April 10, 2023

School District of Osceola Public Schools No. 19
County of Polk

Attest:

By _____
President, Board of Education

Secretary, Board of Education