

Board of Education Regular Meeting  
Monday, December 11, 2023 5:30 PM  
HS Computer Lab - Room 213  
802 Highland Street  
Wakefield, NE 68784

1. Opening Procedures
  - 1.1. Call to Order
  - 1.2. Open Meetings Act
  - 1.3. Pledge of Allegiance  
Brown
  - 1.4. School District Mission Statement  
Brown
  - 1.5. Roll Call
2. Approval of Agenda
3. Awards and Special Recognition
4. Reports
  - 4.1. Administrators
    - 4.1.1. Elementary Principal Report  
Mr. Sindelar
    - 4.1.2. Secondary Principal Report  
Mr. Brenn
    - 4.1.3. District Program Director Report  
Mrs. Zach
    - 4.1.4. Superintendent Report  
Mr. Farup
  - 4.2. Board Committee Reports

- 4.2.1. Board Policy  
Lundahl
- 4.2.2. Building, Sites & Transportation  
Litchfield
- 4.2.3. Business & Finance  
Dorcey
- 4.2.4. American Civics, Curriculum & Technology  
Brown
- 4.2.5. Negotiations & Public Relations  
Keagele
- 4.2.6. Strategic Planning  
Riewer

5. Recognition of Visitors/Communication from the Public

5.1. WEA

6. Discussion and Action Items

6.1. Consent Agenda

6.1.1. Minutes of the previous meeting

6.1.2. Financial Reports

6.2. Discuss and take appropriate action on a letter of resignation from certified teacher Lucas Munter.

Mr. Farup

6.3. Discuss and take appropriate action on the Negotiated Agreement for the 2024-2025 school year as negotiated and offered to the WEA.  
Chairperson Keagle, Supt. Farup

6.4. Hold for discussion and take appropriate action on the Superintendent and Director of Transportation's recommendation to purchase a new mower.  
Farup

6.5. Hold for discussion and take appropriate action on a recommendation by the administration to use SPORT SAFE Testing Service, Inc. as the Drug Program Administrator (DPA) as prescribed in the district's drug-testing program.

Farup

- 6.6. Hold a discussion regarding the recent bond election and potential future bond election and construction project(s).

Farup, Brown, Keagle, Riewer, Lundahl, Litchfield, and Dorsey

- 6.7. Hold for discussion and take appropriate action on the contract between the district and First National Capital Markets for services regarding any future bond election.  
Farup

- 6.8. Hold for discussion of Superintendent contract.  
Brown

7. Upcoming Dates and Times

- 7.1. Set the date and time for the next regular meeting

8. Adjournment

**December Board Meeting  
Elementary Report  
Mr. Sindelar**

Total Enrollment - 349

PreK (3): 28 Students

Mrs. Kaufman            Morning: 14                            Afternoon: 14

PreK (4): 27                Mrs. Schumer - 13                    Mrs. Kotas - 14

Kindergarten: 37        Mrs. Steinman - 19                    Mrs. Jech - 18

1st Grade: 46              Mrs. Hoffart - 23                      Ms. Langley - 23

2nd Grade: 44              Mrs. Valenzuela - 22                    Mrs. Loberg - 22

3rd Grade: 51              Mrs. Hight - 17                    Mrs. Eisenmann - 17                    Mrs. Gallegos - 17

4th Grade: 45              Ms. Bellows - 23                      Mr. Johnson - 22

5th Grade: 40              Ms. Rooney - 20                      Mrs Haisch - 20

6th Grade: 32              Mrs. Dather - 15                      Mr. Galles - 16

**Guiding Principle I: Infrastructure and Shared Leadership**

**Objective:** Establish a vision for achieving educational equity through core beliefs and norms, team structures and routines, clarity of roles and data-based decision-making process, professional learning, and system alignment.

All formal evaluations for the first semester have been finished. Non-tenured teachers will again be evaluated during the second semester. Walk-throughs will continue to be conducted.

Aimsweb testing will take place Monday, December 11th - Friday December 15th.

**Guiding Principle II: Layered Continuum of Supports**

**Objective:** Provide tiered supports to meet the social, emotional, behavioral, physical, environmental, and academic needs of the whole child to ensure student growth.

On Thursday, December 7th, the Wakefield Elementary Christmas concert took place. The 5th grade band and the 6th grade band both played Christmas songs. After that, the elementary classes sang many Christmas songs. Mrs. Trenhaile and Mrs. Lamprecht did a great job of

preparing the students for the program. There was a very good turnout, and I heard nothing but positive comments.

On Wednesday, December 6th and Thursday, December 7th, I attended the State Principal Conference in Lincoln. There were some very good topics that were discussed during the conference. There was a Legislature update by Dr. Mike Dulaney, NSCA Executive Director and Kyle McGowan, NCSA Lobbyist. The biggest amount of the time was spent on updating LB 343. It was a bill that was not passed in 2019, but they think it is getting more and more backing. This is something to watch in the future. This could be brought back to the floor.

Next, they had a participant driven session where it gave the principals to pick a topic they were interested in and sit down and discuss it with their peers. The first session I went to gave different ideas on how to spread positive responses throughout your school. Many schools use ticket systems, others use badges, etc., that recognize the students for using good character. This deals along the lines with the PBIS process that we are implementing into Wakefield. It was good to listen to all the things other schools were doing.

Another group I was in discussed the ways that other principals are supporting their teachers as instructional coaches. Many ideas were thrown around. It was clear that every school does something a little different. I shared that I asked my teachers to reflect on the past semester. Using the reflections, hopefully, I can get some ideas of what they need to continue to grow as professionals.

We listened to KSB talk mainly about school law updates. Much of the time was spent discussing the process of short and long term suspensions. Most of what I got out of this was, it is better to be proactive than reactive. When going through the process, make sure you are doing the steps correctly.

The second day was really focused on making sure that we as educators take the time to take care of ourselves. Speaker Lasada Pippen really focused on creating and supporting a positive culture in your school. Much of what he talked about was a mindset.

I really enjoyed the sessions that I went to. There was quite a bit of information for me to digest. This conference gave me an opportunity to reflect on this first semester. It has gone fast. I am learning tons. This was a good refresher that I am on the right track and have many supports in place if I or the school needs them.

#### **Guiding Principle IV: Communication and Collaboration**

**Objective:** Enhance student, family, and community engagement with learning experiences that are culturally inclusive and relevant for each student. Student success and engagement rely on

positive partnerships and relationships to fundamentally improve the outcomes for each student, school, district, and community.

On Friday, December 1st, the elementary school had their monthly birthday assembly. Students and staff were recognized for their November birthdays.

Tokens of appreciation (tokens for book vending machine) were given out to students who have gone above and beyond while helping out in the lunchroom. The lunch staff nominated the students. The students that were recognized were:

Lunchroom Helpers: Jariely Fuentes-Juarez (3rd Eisenmann)  
Daleyza Rivera Vivanco (4th Johnson)  
Maggie Sievers (4th Johnson)  
Ruby Jech (4th Bellows)  
Henry Craig (5th Rooney)  
Gideon Nelson (5th Haisch)  
Ethan Boeckenhauer (6th Dather)  
Candy Santoyo Sanchez (6th Dather)  
Natalie Briones (6th Galles)

After the recognition of lunchroom helpers, the November Super Trojans were announced. Super Trojans were:

PreKindergarten (3 yr olds): Allie Jaeger - Mrs. Kaufman (Morning)  
PreKindergarten (4 yr olds): Axl Ramirez Tello - Mrs. Schumer  
Kindergarten: Yasmine Salas-Hoagland - Mrs. Jech  
1st Grade: Hallie Rose - Miss. Langley  
2nd Grade: Genesis Ruiz-Arana - Mrs. Valenzuela  
3rd Grade: Aubree Hansen - Mrs. Gallegos  
4th Grade: Emily Prado-Lopez - Miss Bellows  
5th Grade: Cinch Hampl - Ms. Rooney  
6th Grade: Evelyn Smith - Mr. Galles

Finally, Mrs. Lamprecht led the students with the singing of some songs. It was a great time to celebrate the accomplishments of the students in the month of November.

**Board of Education Report  
HS Principal/AD Report  
12-11-23**

**1. All-District Football Honors:**

**Timothy Kaufman  
Isaac Walsh  
Jesse Lundahl**

**2. Volleyball Postseason Honors**

**Daveigh Munter-McAfee- 2nd Team All-State OWH  
Jordan Metzler- HM OWH  
Katie Borg- HM OWH  
Alli Brown- HM OWH**

**3. End of the 1st Semester is December 22, 2023**

**\*Grades should be finalized by December 21, 2023 and ready to be sent home.**

Guiding Principle IV:

\*Enhance student, family, and community engagement with learning experiences that are culturally inclusive and relevant for each student. Student success and engagement rely on positive partnerships and relationships to fundamentally improve the outcomes for each student, school, district, and community.

**4. HS Play Production competed in the L & C Conference Competition and placed 3rd. They also competed in the C1-3 District Play Production Contest in Ponca and placed 7th. Outstanding Actor Awards were given to: Jackson Pommer, Ashlyn Vazquez Catalan, Miguel Ibarra, Sawyer Brudigam and Nate Johnson.**

**5. Wakefield High School Course Catalog is completed.**

Guiding Principle IV:

\*Enhance student, family, and community engagement with learning experiences that are culturally inclusive and relevant for each student. Student success and engagement rely on positive partnerships and relationships to fundamentally improve the outcomes for each student, school, district, and community.

**6. AIMS Web Testing is completed. English and Reading staff members are going to discuss the results and determine if any adjustments are needed in terms of moving students. This took place on December 6, 2023.**

\*Guiding Principle III: Data-Based Decision Making

Community, caregivers, district, school, collaborative and student support teams use a variety of data points to identify student needs and support planning. This includes a balanced assessment system to generate data, data-based decision-making to reinforce student support, and data-based decision-making to support continuous improvement of systems.

**7. Winter Sports Participation Numbers:**

**Boys Basketball: 15  
Girls Basketball: 11  
Girls Wrestling: 10  
Boys Wrestling: 11**

**JH Girls Basketball: 18**

**JH Boys Basketball: 22**

**8. State Principal's Conference in Lincoln on December 6 & 7.**

\*This was a day and a half Conference. I attended discussions about student SEL support, P/T Conference & Attendance format, Homework Grading and a KSB Law presentation dealing with the requirements that come with Emergency Exclusions, Short Term Suspensions, and Long Term Suspensions.

**9. South Sioux City HS visit with SRO on Tuesday, December 12, 2023.**

\*This meeting was set up for the administration as well as the SRO. Our SRO will spend two hours with SSC's SRO and collaborate. The administration will spend time with the SSC administration to collaborate and ask questions regarding the position of the SRO since it is new to our district.

**Angie Zach**  
**District Programs Coordinator**  
**December, 2023-2024 School Year**

### **Guiding Principle I: Infrastructure and Shared Leadership**

**Objective:** Establish a vision for achieving educational equity through core beliefs and norms, team structures and routines, clarity of roles and data-based decision-making process, professional learning, and system alignment.

- I completed a special education report for NDE that examines our practices when determining what students will participate in the state alternate assessment. Our district is over the targeted 1% threshold. This report requires justification for exceeding the threshold. NDE has a statewide concern about the alternate assessment because the state of Nebraska is over the 1% threshold, causing the federal government to raise an eyebrow. One area I learned more about and I believe our district can improve is staff training. NDE provides technical assistance documents, but does not provide guidance on staff training. The advice I was given was to simply share the TA documents. I reviewed previous year's reports, and I didn't have a clear picture of what training should be or how training has been provided in our district. Moving forward, I believe training should not only consist of sharing the TA documents, but also practicing the process. A video from the NASES webinar series does a great job of explaining the process. I think our best effort at training and improving our practices is to share the informational video and TA documents with all staff.
- Our teacher mentee/mentor group engaged in a "Tour of Homes" activity. We toured each new teacher's classroom looking for evidence of that teacher's core beliefs. This activity was a good reminder of the influence the classroom setting has on students and how that setting communicates our values. It reminds us to look at the classroom walls and check our message.
- I participated in a state NeMTSS focus group. The topic of the group was the use of the MTSS self-assessment. I learned that we may be the only district using the assessment and analyzing the data. It was shared during the focus group that the assessment will most likely be phased out and replaced by the Comprehensive Needs Assessment that is aligned with AQuESTT tenets.

### **Guiding Principle II: Layered Continuum of Supports**

**Objective:** Provide tiered supports to meet the social, emotional, behavioral, physical, environmental, and academic needs of the whole child to ensure student growth.

- We have recently dismissed 3 students from special education. This is a celebration not just because these students have grown and acquired needed skills, but also because of the layered supports we provide to all students. The supports these three students need are supports that any student can access. One support all three students access is the Achievement Center. We are so fortunate to have a resource that truly aligns with our school's mission. Logan McPhillips deserves so much credit for executing the true meaning of layered supports, advocating it, and providing the space for students to access what they need to be successful.

### **Guiding Principle III: Data-Based Decision-Making**

**Objective:** Community, caregivers, district, school, collaborative and student support teams use a variety of data points to identify student needs and support planning. This includes a balanced assessment system to generate data, data-based decision-making to reinforce student support, and data-based decision-making to support continuous improvement of systems.

- During the November District Leadership Team meeting, we began the process of choosing a school improvement goal. The team reviewed data and prioritized these three areas: ELA/Math proficiency, SEBL/PBIS, and HAL. From these three areas, the team voted and majority chose to begin with ELA/Math proficiency. We will continue this process, using our district problem solving model to determine a root cause, when we meet again in January.
- Our guidance department along with our school psychologist intern met to review the SEBL screener data. Meg Rose and Brittany Vinchattle plan to present this data to the board at the January board meeting. We have created a plan of response to the data to address areas of concern. Meg and Brittany will share about the plan when they share the data at the next board meeting. Kyra Lunde, our school psychologist intern, did a fantastic job of organizing the data and placing it within a tiered model.

### **Guiding Principle IV: Communication and Collaboration**

**Objective:** Enhance student, family, and community engagement with learning experiences that are culturally inclusive and relevant for each student. Student success and engagement rely on positive partnerships and relationships to fundamentally improve the outcomes for each student, school, district, and community.

- We have the unique opportunity to collaborate with our service providers from the ESU to develop an educational plan for a new student to our district. Everyone on this team has already gone above and beyond to pool resources, assess needs, and take on additional responsibilities (some requiring training), to meet the needs of the student. It is requiring ongoing communication and coordination, but we embracing the challenge and learning so much at the same time. I am proud to be a part of this team and grateful for the relationship we have with our contracted ESU service providers. This is a great example of student-centered teamwork. Our ESU service providers on this team are Blythe Reinert, OT, Sam Sachau, PT, and Caitlin Smith, SLP.
- We have put our new process for enrolling newcomer students to the test. We have found it to be especially helpful for our newly enrolled high school students. The process has made creating schedules much smoother and has helped us to create long-term plans for students. Meg Rose has said she loves the new process and it has made scheduling much easier. We are also able to find out right away if a student has needs such as school supplies, clothing, or medical concerns.
- I have sent out an invitation to all staff to complete a “wish list” as the first step for writing easy grants.

# ALICAP Inspection Report

Member School District: Wakefield Public Schools  
Date of Inspection: December 1, 2023  
NASB Loss Prevention Consultant: Ken Navratil  
Key person(s) met with: Matt Farup, Superintendent  
Phone Number: 402-287-2012  
Email: mfarup@wakefieldschools.org

## “Experience Modifier” and worker injury history:

Your 2022-2023 “Experience Modifier” is 0.72. Last year it was 0.72 and the year before that it was 0.73.

## Regular Administration:

ALICAP reminds members to continue to work with your IT Director and/or ESU to implement the controls necessary to qualify for Ransomware coverage.

If you need more information concerning cyber security you can contact:

Daniel Shonka  
402-884-3751 Ext 2  
daniel.shonka@prmne.com

Employee and student orientation efforts address sexual abuse, sexual harassment, and appropriate communication via social media for staff and students.

Job descriptions are reviewed annually and define ‘lifting requirements’ where appropriate.

The school district conducts and documents all required drills:

- (1) Fire drills are conducted once a month with one additional drill the first 30 days of school;
- (2) Tornado drills are conducted during the first two weeks of school and once in March; and
- (3) Bus evacuation drills are conducted once during the first month of school and once in January.

The school district has adopted the “I Love You Guys” standard response protocol recommended by the Nebraska Department of Education.

Local law enforcement and fire department are familiar with the school building(s).

The school fire alarm system is connected to the local fire department.

We recommend that school personnel conduct WEEKLY inspections of the playground(s) and document each inspection. In particular, maintain the manufacturer’s recommended depth of surface material under the playground equipment.

We recommend that school administrators and maintenance personnel conduct regular monthly inspections of the buildings and grounds. Document each inspection.

Cables and belts supporting the basketball baskets in the gym should be inspected every year. (The warranty is probably guaranteed for 10 years.)

Does your district still utilize MSDS sheets? If you do, are they placed in a common known location, accessible in an emergency situation and organized in a manner which allows for quick reference? Has your district considered the 'Safety Data Sheets' program, where these previous MSDS documents can be housed online? It is FREE to all ALICAP members. If interested, call Megan Boldt (1-800-422-4572).

Is your school district participating in 'High-Risk Activities'?

## **Safety Committee(s) & Safety Training:**

The Wakefield School District has a safety committee that meets quarterly. There are two sets of regulations that guide your safety committee(s). We recommend that your safety committee has separate agendas for each meeting.

- (1) The Nebraska Department of Education Rule 10 requires school districts to have a 'Safety and Security Committee'. This committee is composed of administrators, teachers, staff, parents, and students. The committee is required to meet at least once a year. The focus of this committee is to develop a 'Safety and Security Plan' for their school district to properly respond to a crisis or emergency. Rule 10 also requires a school district to bring in an outside person to conduct an annual safety review and submit a written report to the superintendent.
- (2) The state and federal worker safety laws are codified in Nebraska Statute 48-443. This law requires school districts to have a 'Labor Committee' that has representatives from each work department and meets quarterly. Keep documentation of the meetings for at least three years. The focus of this committee is on the 'day-to-day safety' of the workers and students.

All school employees that have contact with students have taken the Nebraska Department of Education required suicide awareness/prevention training.

All coaches and extra-duty sponsors have taken the 'concussion protocol' and 'heat acclimation' training prior to the start of the fall sports season.

Monthly 'Risk Alerts' from ALICAP are forwarded to all school employees.

We recommend utilizing the "SafeSchools" online safety training videos from ALICAP. We recommend including "Slips, Trips, and Falls" and "Lifting: Back and Shoulder Injuries" to your rotation of safety trainings. We also recommend the trainings on "Cyber Security."

## **Exterior Grounds:**

- (1) Football Field/Athletic Field
  - a. The football field/athletic field appears in good condition.
  - b. Press box appears in good condition.
- (2) Playground(s)
  - a. The playground equipment appears in good condition.
  - b. The rubber square pads under the playground equipment are older and starting to curl.
  - c. The fencing around the playground appears in good condition.
  - d. A program for weekly inspection of the playground site should be in place.

### **(3) Sidewalks**

- a. The area in front of the main doors appears to have a drainage problem. Ice and 'slipping hazards' appear to be a potential problem in the winter. Remove as much snow as possible from this area and get the snow away from the building.
- b. We recommend that each year you replace portions of sidewalks that are deteriorating in order to stay ahead of any problem areas.

### **General Interior of the School Building:**

The school building has a controlled entry system (buzz-in with camera ID).

The school building has multiple surveillance cameras and recording equipment.

The exterior doors are numbered.

The fire alarm system is inspected twice a year.

The fire alarm system is connected to the local fire department.

All fire extinguishers are inspected annually by a qualified person.

Monthly operational checks of the fire extinguishers are performed by in-house personnel (tags are initialed and dated – fire code – good job).

The exits and hallways were not blocked or obstructed.

All exit lights appear to be in working condition.

Emergency lights appear to be in working condition and should be tested monthly (fire code).

### **Classrooms & Offices:**

The classrooms were well organized. Seating arrangement allows for all students to exit easily.

The fire exit routes and the route to the tornado shelter(s) are posted in the classrooms and offices.

Tornado shelters are identified with proper signage.

There were no electrical cords on the classroom floors or in the offices that would be considered a tripping hazard.

The gym, weight room, and P.E. areas appear free of unnecessary hazards.

The concession stand has a fire extinguisher. The electrical outlets do not appear to be GFI – something to consider.

On the stage in the cafeteria, you might consider installing railing along the stage if you are going to use the stage for student seating.

Art classroom – OK. The Art classroom was well organized with materials and projects properly stored. The kiln is in a separate room and properly vented (fire code) – however, we recommend removing all paper products from the kiln room.

Band/Vocal Music room – OK. Materials and instruments were stored in shelves or around the perimeter.

Family and Consumer Science – OK.

In the high school Science classroom, there is an eye-wash station, fire extinguisher, fire blanket, and first aid kit. There is an easily located gas shut-off valve. The electrical outlets are properly grounded. The corrosive acids are stored in an approved lockable composite material cabinet and identified with proper signage. Flammable chemicals are stored in a lockable metal cabinet and identified with proper signage.

In the Woods/Metals work area, the power tools are properly grounded and the electrical cords are not frayed. The manufacturer's guards are in place. There is a fire extinguisher and eye-wash station. The ventilation system above the welders is in working condition. In the paint room, the fire exit door is partially blocked.

### **Mechanical/Storage/Kitchen:**

The boiler system has been inspected and the current inspection certificate is posted in the boiler room. The boiler system has an emergency shut-off. There is a fire extinguisher in the boiler room. There is emergency lighting.

The storage rooms are well organized. Try to add more 'shelving' whenever possible to keep things off the floor. Items on the floor become tripping hazards.

The kitchen is a large, well-organized area. There is an approved hood system and hood extinguishing system that is inspected annually. I did not see any standing water or tripping hazards. The food storage area is well-organized.

### **Recommendations:**

1. The area in front of the main doors appears to have a drainage problem. Ice and a 'slipping hazard' appear to be a potential problem in the winter. Remove as much snow as possible from this area and get the snow away from the building.
2. If your district still utilizes the MSDS Sheets, you should consider the 'Safety Data Sheets' program, where these previous MSDS documents can be housed online. It is FREE to all ALICAP members. If interested, call Megan Boldt at 1-800-422-4572.
3. I recommend that all coaches and extra-duty sponsors know where the main water shut-off valve is located. If a water leak is found by the coach/sponsor at an after-school practice or weekend practice when no one else is available, the coach/sponsor can shut off the water and save the building from a lot of water damage.

4. I recommend utilizing the “SafeSchools” safety training videos from ALICAP. In particular, the trainings on “Slips, Trips, and Falls” and “Lifting: Back and Shoulder Injuries” are very good. We also recommend the trainings on “Cyber Security.”
5. The surface material under the playground equipment (rubber mats) is older and starting to curl. They will become ‘tripping hazards.’
6. You may want to consider installing a ‘railing’ along the stage in the cafeteria if you use the stage for student seating.
7. In the concession stand, the electrical outlets are not GFI. Something to consider.
8. We recommend that each year you replace deteriorating concrete sidewalks – stay ahead of any problems
9. We recommend that you add shelving to your storage areas whenever possible to keep things off the floor. Items on the floor become tripping hazards.

**Reminders:**

- (1) ALICAP’s website/portal/platform has your district’s Coverage Memo, Auto ID Cards, SafeSchools Training Status, Claims counts/dollars all in one site.
- (2) ALICAP is providing a Work Comp Claims Nurse’s Line. If any employee gets hurt at work, he or she (along with their supervisor) can call the nurse’s line for assistance. The phone number is 1-855-364-9865.
- (3) Are you aware that Homeland Security offers Cyber screening, vulnerability assessments, and penetration testing for schools for FREE? If you are interested, you can cotact Nic Brand at [Nicholas.brand@cisa.dhs.gov](mailto:Nicholas.brand@cisa.dhs.gov)

**Reporting a Claim:**

Worker’s Compensation Claims	Jennifer Cheever	402-963-2804
Sexual Harassment/Assault Claims	Michelle Bock	402-963-3813
Auto, Property, Liability Claims	Sarah Loftus	402-963-2861

**Phone Numbers:**

Megan Boldt	402-422-4572 (office)	402-450-1487 (cell)
Sherri Shonka	877-649-4612 (office)	402-630-2460 (cell)
Maurice Anderson		402-955-9903 (cell)
Jay Martin	402-471-2944 (office)	402-471-2944 (cell)

Because it is solely your responsibility to make safety and health inspections and take whatever actions may be necessary to prevent losses, enforce safety procedures, detect and eliminate hazardous conditions and comply with any federal, state or local law, annual NDE Rule 10 review or any other rule or regulation concerning safety or health, we must advise you that by conduction of surveys and issuing recommendations or reports, ALICAP does not undertake to render services or assume a duty to you or for your benefit or to any third person or for that person’s benefit. ALICAP’s surveys, recommendations and reports are made solely for the purpose of aiding us in reducing our losses and are not intended to detect or point out all the hazardous conditions on your property or in your operations. There may be hazardous conditions on your property or in your operations which have not been either detected or pointed out to you. You must not rely solely on ALICAP’s surveys, recommendations or reports to discover any hazardous conditions as it is your responsibility to do so.

**WAKEFIELD EDUCATION ASSOCIATION  
AND  
The WAKEFIELD BOARD OF EDUCATION  
2024-2025**

The following terms and conditions of employment are hereby agreed upon by the members of the Wakefield Education Association and the Wakefield board of Education as attested to by their duly appointed representatives.

1. The base salary for the 2024-2025 year for certified staff members, applicable to the 1.000 index as indicated by the appropriate schedule in "EXHIBIT B" shall be \$40,600 for a 185-day regular contract plus the option of two (2) additional per diem professional development days. The computation of salaries shall be for the period September 1, 2024 through August 31, 2025.
2. EHA \$1,050/\$3,800 (HSA) health insurance benefits as outlined in Article V of this Agreement.
3. BC/BS Dental coverage at "single" or "employee" rate. Coverage is PPO - 100% A, 75% B with 50% C.
4. Cash-in-lieu of health insurance is \$5,300 annually.
5. The district will provide every certified employee with a \$50,000 term life policy with accidental death and dismemberment with continued insurability to age 70. Seniors at age 70 will have a guaranteed life option conversion at a higher rate.
6. Change to Article VII - Temporary Leaves of Absence: Section B - Authorized Leaves; Subsection 3 - Personal Leave:
  - a. ~~Two (2)~~ Three (3) days of personal leave will be granted to each employee per year.
  - b. An additional day of personal leave will be granted to each employee per year for staff who achieve twenty-five years of service or more.
  - c. Allows the banking of two personal days to a maximum of ~~four (4)~~ five (5) personal days in one year. This leave may not be taken immediately preceding or following a regularly scheduled vacation period unless granted by the Superintendent due to extenuating circumstances.
  - d. Staff may exchange two (2) sick leave days for one (1) additional personal day once per school year.
7. Increase High School Student Council extra duty pay to the same level as NHS, Art Club and NTHA - 3% starting rate increasing to 5% rate over a seven-year time frame.
8. Addition of Educators Rising sponsor to the Extra Duty Schedule beginning at 5% of the base and increasing 0.33% per year to a maximum of 7%.
9. Addition of One World Club sponsor beginning at 3% of the base and increasing 0.33% per year to a maximum of 5%.
10. Addition of the District will pay a \$15.00-an-hour stipend to a certified employee for a set number of hours for training/work needed for curriculum implementation deemed necessary by the district outside of the 185-day contract time. Requests may be made by staff to receive this \$15.00 stipend for other implementation training/work based upon administrative approval.
11. Addition of district translator and interpreter stipend begins at 5% of base and increases 0.33% per year to a maximum of 7%.

NEBRASKA DEPARTMENT OF EDUCATION  
SCHOOL FINANCE & ORGANIZATION SERVICES  
**2023/24 STATE AID CERTIFICATION**

**WAKEFIELD PUBLIC SCHOOLS ( 90-0560-000 )**

*FORMULA STUDENTS CALCULATION*

( Fall Membership	x	ADM/FM Ratio	)	+	Contracted Out	=	Formula Students
( 510	x	0.9965317409	)	+	0	=	508.23
KDG Adjustment		( 0 students	x .5 )		times ADM Factor	=	0.00
Early Childhood (002)		( 36 students	x 1,032.0 hours / 1,032 hours		x .6 )	=	21.60
<b>Total Formula Students</b>							<b>529.83</b>

*FORMULA NEEDS CALCULATION*

Basic Funding	7,267,963.00
Poverty Allowance	284,024.00
Limited English Proficiency Allowance	260,930.00
Focus School & Program Allowance	0.00
Summer School Allowance	6,461.00
Special Receipts Allowance	313,484.00
Transportation Allowance	117,475.00
Elementary Site Allowance	0.00
Distance Education & Telecommunications Allowance	13,356.00
Averaging Adjustment	0.00
New School Adjustment	0.00
Student Growth Adjustment	651,582.00
Community Achievement Plan Adjustment	0.00
Limited English Proficiency Allowance Correction	0.00
Student Growth Adjustment Correction	0.00
Poverty Allowance Correction	0.00
Non Qualified LEP Adjustment	0.00
<b>Total Calculated Formula Needs</b>	<b>8,915,275.00</b>
Formula Needs Stabilization	0.00
<b>Total Formula Needs</b>	<b>8,915,275.00</b>

*FORMULA RESOURCES CALCULATION*

Yield From Local Effort Rate	$538,027,677 / 100 \times 1.0000000000$	5,380,277.00
Net Option Funding		0.00
Allocated Income Tax Funds		41,425.00
Other Actual Receipts		837,959.00
Community Achievement Plan Aid		0.00
Foundation Aid		794,747.00
<b>Total Formula Resources</b>		<b>7,054,408.00</b>

Some numbers may be rounded for presentation. For further information, see the "Tax Equity and Educational Opportunities Support Act" document available on the FOS/State Aid website. For questions, contact (402) 450-1418 or (402) 471-4320.

Note: Due to missing Federal Poverty data for the 2022/23 school year, State Aid was calculated using 2021/22 numbers.

NEBRASKA DEPARTMENT OF EDUCATION  
SCHOOL FINANCE & ORGANIZATION SERVICES  
**2023/24 STATE AID CERTIFICATION**

**WAKEFIELD PUBLIC SCHOOLS ( 90-0560-000 )**

*STATE AID CALCULATION*

Equalization Aid	1,860,867.00
Net Option Funding	0.00
Allocated Income Tax Funds	41,425.00
Community Achievement Plan Aid	0.00
Foundation Aid	794,747.00
Total State Aid Calculated	2,697,039.00
Prior Year (2022/23) State Aid Correction	2,425.00
<b>Total State Aid</b>	<b>2,699,464.00</b>
Carryover Adjustment from years prior to 2023/24	0.00

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Some numbers may be rounded for presentation. For further information, see the "Tax Equity and Educational Opportunities Support Act" document available on the FOS/State Aid website. For questions, contact (402) 450-1418 or (402) 471-4320.

Note: Due to missing Federal Poverty data for the 2022/23 school year, State Aid was calculated using 2021/22 numbers.

NEBRASKA DEPARTMENT OF EDUCATION  
SCHOOL FINANCE & ORGANIZATION SERVICES  
**2022/23 STATE AID CERTIFICATION**

**WAKEFIELD PUBLIC SCHOOLS ( 90-0560-000 )**

*FORMULA STUDENTS CALCULATION*

( Fall Membership	x	ADM/FM Ratio	)	+	Contracted Out	=	Formula Students
( 476	x	0.9980782989	)	+	0	=	475.09
KDG Adjustment		( 0 students	x .5 )		times ADM Factor	=	0.00
Early Childhood (002)	( 38 students	x 1,032.0 hours	/ 1,032 hours	x .6 )		=	22.80
<i>Total Formula Students</i>							<b>497.89</b>

*FORMULA NEEDS CALCULATION*

Basic Funding	6,378,583.00
Poverty Allowance	287,070.00
Limited English Proficiency Allowance	243,839.00
Focus School & Program Allowance	0.00
Summer School Allowance	0.00
Special Receipts Allowance	383,343.00
Transportation Allowance	104,561.00
Elementary Site Allowance	0.00
Distance Education & Telecommunications Allowance	12,105.00
Averaging Adjustment	0.00
New School Adjustment	0.00
Student Growth Adjustment	0.00
Community Achievement Plan Adjustment	0.00
Limited English Proficiency Allowance Correction	0.00
Student Growth Adjustment Correction	(33,153.00)
Poverty Allowance Correction	0.00
Non Qualified LEP Adjustment	0.00
Total Calculated Formula Needs	7,376,348.00
Formula Needs Stabilization	88,293.00
<b>Total Formula Needs</b>	<b>7,464,641.00</b>

*FORMULA RESOURCES CALCULATION*

Yield From Local Effort Rate	512,510,178 / 100 x 1.0000000000	5,125,102.00
Net Option Funding		53,126.00
Allocated Income Tax Funds		36,498.00
Other Actual Receipts		899,553.00
Community Achievement Plan Aid		0.00
<b>Total Formula Resources</b>		<b>6,114,279.00</b>

NEBRASKA DEPARTMENT OF EDUCATION  
SCHOOL FINANCE & ORGANIZATION SERVICES  
**2022/23 STATE AID CERTIFICATION**

**WAKEFIELD PUBLIC SCHOOLS ( 90-0560-000 )**

*STATE AID CALCULATION*

Equalization Aid	1,350,362.00
Net Option Funding	53,126.00
Allocated Income Tax Funds	36,498.00
Community Achievement Plan Aid	0.00
Total State Aid Calculated	1,439,986.00
Prior Year (2021/22) State Aid Correction	(1,966.00)
<b>Total State Aid</b>	<b>1,438,020.00</b>
Carryover Adjustment from years prior to 2022/23	0.00

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	<b>2023-24</b>	<b>2024-25</b>	<b>\$ Difference</b>	<b>% Difference</b>
Salary	\$3,053,636.40	\$3,142,440.00	\$88,803.60	2.91%
Extra Duty Pay	\$154,142.27	\$162,262.00	\$8,119.73	5.27%
Benefits (Insurance)	\$919,866.00	\$938,172.22	\$18,306.22	1.99%
FICA/FICM	\$250,233.35	\$257,017.22	\$6,783.87	2.71%
Retirement	\$316,857.96	\$325,618.10	\$8,760.14	2.76%
Life Insurance	\$6,084.00	\$6,084.00	\$0.00	0.00%
Cash Option	\$63,245.52	\$63,238.44	-\$7.08	-0.01%
<b>Total</b>	<b>\$4,764,065.50</b>	<b>\$4,894,831.98</b>	<b>\$130,766.48</b>	<b>2.74%</b>

<b>Year</b>	<b>24-25</b>	<b>23-24</b>	<b>22-23</b>
Formula Students	554.80	529.83	497.89
Total Formula Needs		\$8,915,275	\$7,464,641
Student Growth Adjustment		\$651,582	\$0
Local Effort*	\$6,195,565	\$5,380,277	\$5,125,102
Total Formula Resources		\$7,054,408	\$6,114,279
Equalization Aid		\$1,860,867	\$1,350,362
Foundation Aid	\$832,200	\$794,747	\$0
Total State Aid		\$2,699,464	\$1,438,020

**Superintendent Report**  
**Mr. Farup**  
**December 11, 2023**

**Guiding Principle II: Layered Continuum of Supports**

**Objective:** Provide tiered supports to meet the social, emotional, behavioral, physical, environmental, and academic needs of the whole child to ensure student growth.

- Our ALICAP Insurance Inspection was conducted on December 1st. The report is attached to the agenda.
- Our “Experience Multiplier” is 0.72, a good score that saves us on premiums. This will likely go up next year because two workman’s comp claims are going against us towards that number.

**Guiding Principle III: Data-Based Decision-Making**

**Objective:** Community, caregivers, district, school, collaborative, and student support teams use a variety of data points to identify student needs and support planning. This includes a balanced assessment system to generate data, data-based decision-making to reinforce student support, and data-based decision-making to support the continuous improvement of systems.

- Our AQuESTT Report was made publicly available on November 22nd.
- We have produced remarkable growth in just about every indicator. Our entire staff deserves high praise and recognition. It is evidence we are going in the right direction.
- Our profile site is <https://nep.education.ne.gov/snapshot.html#90-0560-000>
- We have negotiated with the WEA on an agreement you will vote on in the Action Items. The agreement calls for a \$610 increase in the base salary for certified non-administrative employees. This would increase certified non-administrative employment costs by 2.74%. This moves everyone one step on the pay scale and keeps insurance benefits the same. This also factors in the additional extra-duty assignments.
- Data used to determine our 2024-2025 State Aid was reviewed and verified. I’ve attached some documents that might be helpful in determining next year’s state aid.
- We received our approval for Student Growth Adjustment for state aid for 2024-2025. This is good news.

**Guiding Principle IV: Communication and Collaboration**

**Objective:** Enhance student, family, and community engagement with learning experiences that are culturally inclusive and relevant for each student. Student success and engagement rely on positive partnerships and relationships to fundamentally improve the outcomes for each student, school, district, and community.

- I have had the opportunity to talk with multiple community members about the bond election and the school's needs. Suggestions and comments:
  - The total amount was too big to bite off at once. Even though it would cost less in the long run to do it all at once, we just can't afford that amount.
  - A phased-in plan would be better and more likely to pass an election.
  - Could the same plan be scaled down more and still include the gym/athletic spaces for less money?
  - Start a phased-in project from the high school.
  - Parking, kitchen/Cafeteria are needed no matter where you start.
  - The school has needs. That's not the disagreement.
- I had the privilege of meeting with Senator Walz to discuss the issue of school construction funding. During our conversation, I was invited to join a task force dedicated to researching and crafting a bill to address these challenges. This bill, slated for presentation to the education committee in Fall 2024, could potentially reach the legislative floor in 2025. Senator Walz expressed interest in understanding the specific challenges faced by Wakefield schools. I highlighted our district's rapid growth and the strain it places on our existing building. Despite our thriving student population, our ability to raise funds for construction projects is limited. I emphasized the contradiction in the state's funding formula. While the state acknowledges our district's inadequate valuation for day-to-day operations, it expects us to rely on the same valuation for construction projects. This creates an insurmountable obstacle for our district. Even if our voters would vote to carry this burden, I think it would have an overall negative economic impact.

**Wakefield Community School  
Board of Education Special Meeting  
Tuesday, November 28, 2023 5:30 PM**

Posted Locations:

- Wakefield Post Office • BankFirst • Wakefield Republican • School Main Entrance

Posted Date: 11/22/2023

The Board of Education Special Meeting convened in open and public session on Tuesday, November 28, 2023 at 5:30 PM in the HS Computer Lab - Room 213 at 802 Highland Street, Wakefield, NE 68784.

President Brown informed the group of the Open Meetings Act posted in the room and accessible to all members of the public as required by law. All board members had received notice of the meeting and the meeting notice had been published/posted in a timely manner prior to the meeting date.

### **Opening Procedures**

Call to Order  
Open Meetings Act  
Pledge of Allegiance  
School District Mission Statement  
Roll Call

### **Attendance Taken at 5:31 PM:**

**Present:** Bree Brown, Josh Dorcey, Jeffrey Keagle, Jim Litchfield, Sherri Lundahl, Eric Riewer.

Present: 6.

### **Recognition of Visitors/Communication from the Public**

- 10 community members were in attendance
- Ernesto Medina, Brad Nuernberger and Deborah Lundahl addressed the board regarding the recent bond election.

### **Discussion and Action Items**

**Strategy session and discussion regarding the recent bond election and potential future construction project(s), including a discussion regarding the architect, construction manager, municipal advisor, and other service providers related to the bond election and construction project(s)**

The board discussed the outcome of the recent failed bond election and what they felt contributed to the failure. They also discussed the districts relationship with the architect, construction manager and municipal advisor. All three firms fulfilled their contractual obligations and have expressed their willing to continue working with the district. CMBA (architect) and Hausmann Construction (construction manager) have both offered to redesign and reprice any future designs the board may develop. First National Capital Markets (municipal advisor) has been apologetic for the incorrect information that was given and will understand if the board chooses to go another route. The board will need to decide if they wish to continue those relationships or look for alternative firms.

If the board chooses to do another bond election, according to state statue, the earliest it could be done would be July 2024.

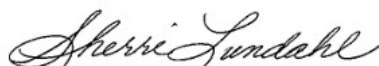
Mr. Farup intends to send out a survey to all registered voters in the very near future. The intent of this survey is to gather information for the board as to why voters voted how they did, and what they would like to see done differently.

### **Adjournment**

Motion to adjourn the meeting at 6:51pm passed with a motion by Riewer and second by Litchfield.

Yea: Brown, Dorcey, Keagle, Litchfield, Lundahl, Riewer

Yea: 6, Nay: 0

  
Sherri Lundahl, Secretary

  
Becky Gothier, Recording Secretary

**Wakefield Community School  
Board of Education Regular Meeting  
Monday, November 13, 2023  
Immediately following American Civics Hearing**

Posted Locations:

- Wakefield Post Office • BankFirst • Wakefield Republican • School Main Entrance
- Posted Date: 11/09/2023

The Board of Education Regular Meeting convened in open and public session on Monday, November 13, 2023 immediately following American Civics Hearing at 5:30pm in High School Computer Lab - Room 213 at 802 Highland Street, Wakefield, NE 68784.

President Brown informed the group of the Open Meetings Act posted in the room and accessible to all members of the public as required by law. All board members had received notice of the meeting and the meeting notice had been published/posted in a timely manner prior to the meeting date.

### **Opening Procedures**

- Call to Order
- Open Meetings Act
- Pledge of Allegiance
- School District Mission Statement
- Roll Call

### **Attendance taken at 5:42pm:**

**Present:** Bree Brown, Josh Dorcey, Jeffrey Keagle, Jim Litchfield, Sherri Lundahl, Eric Riewer. Present: 6; Absent: 0

### **Approval of Agenda**

Motion to approve the agenda passed with a motion by Keagle and second by Dorcey.

Yea: Brown, Dorcey, Keagle, Litchfield, Lundahl, Riewer

Yea: 6, Nay: 0

### **Awards and Special Recognition**

- All-Conference Lewis & Clark VB Recipients: Jordan Metzler, Daveigh Munter-McAfee and Katie Borg. Honorable Mention: Alli Brown
- NCPA Academic All-State Award Winners for Wakefield High School
  - Play Production: Ashlyn Catalan Vazquez, Bianca Castillo
  - Volleyball: Jordan Metzler, Katie Borg
  - Football: Timothy Kaufman, Jesse Lundahl

### **Reports**

#### **Elementary Principal Report**

- To wrap up Parent/Teacher conferences, all the parents/guardians of students in the elementary have been contacted. Having this contact is very important.
- Mid-Quarter grades will be going out on Friday, November 17th.
- On Tuesday, October 31st, PreK - 3rd grade students dressed up in their Halloween costumes and headed to the Wakefield Senior Citizen Center. They paraded through the senior center as the residents handed out candy to them. Community businesses came up to school and handed out treats as the students paraded through the gym. It was great to have the community of Wakefield celebration with the elementary students.
- On Thursday, November 2nd, the elementary school had their monthly birthday assembly. Students and staff were recognized for their October birthdays. Once this was done, Officer Sands, our new SRO officer introduced himself to the students. Officer Sands has been visible at the beginning of the day and after school. He has also been in the elementary throughout the day trying to get to know the students at Wakefield.

### **Secondary/AD Principal Report**

- Conference Volleyball Tournament Results: The Wakefield girls finish as Conference Runner-up. Also, the Girls Volleyball team finished runner-up in the Sub-district to Oakland-Craig who went on to place 4th at the State VB Tournament.
- Attended the Wayne State College Student Teacher Fair on Wednesday, October 18, 2023. We had a table set up with a Wakefield banner along with computers at the table showing the school website as well as the video that Mr. Farup and Mr. Pieper created. We talked with a lot of students, some upperclassmen and some younger.
- The Winter sports practice season started today for both high school boys and girls basketball and wrestling. JH boys and girls wrestling is in full swing with practices and tournaments.
- Attended the Leadership Cadre with other area principals on Tuesday, October 17, 2023 at ESU1 in Wakefield. We spent time reviewing our involvement in IEP meetings, completed a couple group activities, and participated in whole group discussions with the ESU1 staff and other area principals.

### **District Program Director Report**

- The PBIS focus group has participated in 2 training webinars. The group has met weekly to plan for a staff professional development event during our next in-service day. Focus group members will be offering several breakout sessions for a variety of topics related to PBIS.
- Sherri Lundahl, Josh Dorsey, and I presented our NeMTSS policy at the MTSS Summit. Four teachers also attended the summit.
- I attended the Tri-State Sped Law conference. The main focus this year at the conference was 504 plans. KSB Law offered many breakout sessions. I would advocate that our special education teachers attend the conference. Hearing about litigation makes the rules and regulations we have to follow more meaningful.
- During a Sped department meeting, we examined specific parts of the IEP in which we need to improve continuity and fluency.
- The EL department met and extended an invitation to Mr. Pieper to help us create our orientation video. We will be meeting with him again to finalize our design and set a date for filming.
- I (along with Mr. Farup and Mr. Sindelar) attended an overview presentation of the preschool Pyramid Model. Meagan Hernandez and Brooke Gebers, Region 3 NeMTSS facilitators, were the presenters. I have scheduled a follow-up meeting with Brooke and Meagan to discuss next steps.

### **Superintendent Report**

- I attended a Standard Response Protocol and Standard Reunification Method training on October 25th. This method is being utilized by most schools (and in communities) in Nebraska.
- We will schedule a reunification drill with staff only in the spring.
- Our AQUESTT Report will be made publicly available on November 22nd. We have produced remarkable growth in just about every indicator. Our entire staff deserves high praise and recognition. It is evidence we are going in the right direction.
  - Our profile site is <https://nep.education.ne.gov/snapshot.html#90-0560-000>
- We hosted our annual Veteran's Day assembly on Friday, November 10th. There were 17 Veterans awarded the Quilt of Honor.
- We have held 4 community events regarding the bond election, and I was invited to another event. There was great dialogue and questions during all events. My faith in the people of Wakefield was reinforced by the decorum of all participants. No matter the outcome, I know our community will continue to work together for the good of our students, district, and community.

**Jeff Keagle left at 6:18pm**

### **Board Committee Reports**

#### **Board Policy**

- Committee met to review the 4000 series. Later in action items, the committee is asking the board to approve policy series review with recommended changes.

## **Business & Finance**

- Committee needs to schedule a meeting to review the 2022-23 Audit.
- Jon McQuistan has suggested the district put funds in a money market to earn more interest. Mr. Farup will schedule a meeting with Jon and the committee to decide best action.

## **American Civics, Curriculum & Technology**

- American Civics hearing was held prior to tonight's meeting.

## **Negotiations & Public Relations**

- The initial negotiation meeting with WEA was held on November 1. Both sides agreed to the school array. The next meeting is scheduled for November 20 when initial proposals will be exchanged.

## **Discussion and Action Items**

### **Consent Agenda**

Motion to approve the Consent Agenda passed with a motion by Dorsey and a second by Litchfield.

Yea: Brown, Dorsey, Litchfield, Lundahl, Riewer

Yea: 5, Nay: 0

Bills were reviewed by the Finance Committee and approved as follow: General: \$432,864.97; Lunch: \$71,228.07; Bond: \$2,153.72; Payroll: \$297,560.26; Activities: \$10,523.32.

### **Discuss and take appropriate action approving the Policy Committee's review of policy series 4000.**

Policy 1003 states, "The board shall review all policies at least once every three years. Nebraska statutes require an annual review of specific policies, and such policies shall be so identified." This is an official acknowledgment of the Policy Committee and Board's review of the 4000-policy series.

Motion to approve the review of the 4000 series of Board policies by the Policy Committee passed with a motion by Dorsey and a second by Riewer.

Yea: Brown, Dorsey, Litchfield, Lundahl, Riewer

Yea: 5, Nay: 0

### **Hold for discussion and take appropriate action on the revision of Board Policy 4047: Student Assistance Team or Comparable Student-Problem Solving Team.**

The policy committee wants to change how this policy is written to reflect current practice. This revision complies with Rule 51.

Motion to approve the revision of Board Policy 4047 as presented passed with a motion by Lundahl and a second by Riewer.

Yea: Brown, Dorsey, Litchfield, Lundahl, Riewer

Yea: 5, Nay: 0

### **Hold for discussion and take appropriate action on the revision of Board Policy 4032: Professional Growth.**

The policy committee wants to change how this policy is written to reflect current practice.

Motion to approve the revision of Board Policy 4032 as presented passed with a motion by Dorsey and a second by Riewer.

Yea: Brown, Dorsey, Litchfield, Lundahl, Riewer

Yea: 5, Nay: 0

### **Hold for discussion and take appropriate action on the updating of the Professional Growth section of the 23-24 Staff Handbook.**

The handbook states, "The provisions in this handbook are subject to change at the sole discretion of the Superintendent and the Board of Education. From time to time, you may receive updated information concerning changes in the handbook. These updates should be kept within the handbook so that all procedures can be kept up to day." This revision will reflect the revision of Policy 4032

Motion to approve the revision of the Professional Growth section of the 2023-2024 Staff Handbook passed with a motion by Riewer and a second by Dorcey.

Yea: Brown, Dorcey, Litchfield, Lundahl, Riewer

Yea: 5, Nay: 0

**Discuss and take appropriate action on the Superintendent and Director of Transportation's recommendation to declare the school's John Deere mower as surplus.**

The current mower is a 2008 model and needs replaced. We will hold a silent auction to see if anyone would be interested in purchasing it.

2008 John Deere 997 ZTRAC

72" Deck With 3 blade cutting

3 CYL Yanmar Diesel Engine

Hours 2,287.2

Motion to declare the school district mower as surplus passed with a motion by Dorcey and a second by Riewer.

Yea: Brown, Dorcey, Litchfield, Lundahl, Riewer

Yea: 5, Nay: 0

**Discuss and give feedback on the Superintendent Evaluation.**

The evaluation was approved in the November Board Meeting. This was a discussion and feedback of the Superintendent's performance in open session.

**Upcoming Dates and Times**— *all times and dates are tentative and may change*


- Negotiations & Public Relations – November 20<sup>th</sup> at 5:00pm
- Business & Finance – TBD
- Regular Board Meeting – December 11 at 5:30pm

**Adjournment**

Motion to adjourn the meeting at 7:58pm passed with a motion by Dorcey and a second by Riewer.

Yea: Brown, Dorcey, Litchfield, Lundahl, Riewer

Yea: 5, Nay: 0

  
Sherri Lundahl, Secretary

  
Becky Gothier, Recording Secretary

**Wakefield Community School  
American Civics Hearing Agenda  
Monday, November 13, 2023 5:30 PM**

Posted Locations:

- Wakefield Post Office • BankFirst • Wakefield Republican • School Main Entrance  
Posted Date: 11/09/2023

The Board of Education American Civics Hearing convened in open and public session on Monday, November 13, 2023 at 5:30 PM in High School Computer Lab - Room 213 at 802 Highland Street, Wakefield, NE 68784.

President Brown informed the group of the Open Meetings Act posted in the room and accessible to all members of the public as required by law. All board members had received notice of the hearing and the hearing notice had been published/posted in a timely manner prior to the meeting date.


President Brown called the hearing to order at 5:31pm

**Hearing Agenda**

**Entertain administrative reports, accept public testimony, and otherwise verify and confirm compliance with LB399: the Americanism Bill**

1. Each calendar year, the Board must appoint three board members to the "Committee on American Civics."
  - a. The Committee on American Civics must meet at least twice per year. One meeting must include public testimony. The Committee is to keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed.
  - b. During the meetings, the Committee is to review the social studies curriculum to ensure that it aligns with NDE standards and LB 399's requirements.
2. Students between eighth grade and twelfth grade must complete one of the following:
  - a. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
  - b. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body . . . followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
  - c. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed below.
3. For grade levels below sixth grade, at least one hour per week is to be devoted to exercises or teaching American history topics (including those listed in LB 399).
4. For grade levels between fifth grade and eighth grade, there must be time "set aside" for the teaching of American history (including those topics listed in LB 399).
5. In at least two courses in every high school, time shall be devoted to the teaching of civics and American history (as outlined in LB 399).
6. "Appropriate patriotic exercises" are to be held on George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session.

President Brown adjourned the hearing at 5:42pm

  
Sherri Lundahl, Secretary

  
Becky Gothier, Recording Secretary

# Wakefield Community School

## Cash Summary Report

Accounting Cycle: FY23-24; Beginning Period: Period 03 (11/01/2023 - 11/30/2023) ; Ending Period: Period 03 (11/01/2023 - 11/30/2023) ; Show Prior Year Expense/Encumbrance: No; Prior Year Ending Balance for Beginning Balance: No; Include Transactions after the Last Period: None; Exclude Closing Entries: No; Include Unposted Transactions: No; Created On: 12/8/2023 4:52:17 PM

Fund	Description	Beginning Balance	Revenue	Expenditure	Other	Ending Balance	Encumbrances	Liabilities	Available
01	General Fund	\$1,440,968.71	\$302,766.64	(\$689,705.62)	\$0.00	\$1,054,029.73	(\$129,267.83)	\$0.00	\$924,761.90
02	Depreciation Fund	\$377,047.06	\$427.66	\$0.00	\$0.00	\$377,474.72	\$0.00	\$0.00	\$377,474.72
03	Employee Benefit Fund	\$69,349.55	\$61.56	\$0.00	\$0.00	\$69,411.11	\$0.00	\$0.00	\$69,411.11
05	Activity Fund	\$75,713.23	\$0.00	\$0.00	\$0.00	\$75,713.23	\$0.00	\$0.00	\$75,713.23
06	School Nutrition Fund	\$41,368.27	\$57,742.50	(\$59,421.41)	\$0.00	\$39,689.36	\$0.00	(\$500.14)	\$39,189.22
07	Bond Fund	\$39,984.22	\$34.79	(\$2,153.72)	\$0.00	\$37,865.29	\$0.00	\$0.00	\$37,865.29
08	Special Building Fund	\$946,264.64	\$2,594.83	\$0.00	\$0.00	\$948,859.47	\$0.00	\$0.00	\$948,859.47
09	QCPUF Fund	\$104,034.18	\$403.06	\$0.00	\$0.00	\$104,437.24	\$0.00	\$0.00	\$104,437.24
11	Interim Fund	\$1,876.78	\$3,278.27	(\$1,000.60)	\$0.00	\$4,154.45	\$0.00	\$0.00	\$4,154.45
<b>Sub Total</b>		<b>\$3,096,606.64</b>	<b>\$367,309.31</b>	<b>(\$752,281.35)</b>	<b>\$0.00</b>	<b>\$2,711,634.60</b>	<b>(\$129,267.83)</b>	<b>(\$500.14)</b>	<b>\$2,581,866.63</b>

# Wakefield Community School

## Budget Report - November 20, 2023

**\*\* Have not allocated district budget to line items\*\***

FUNCTION	November Expenses	Current Budget	Actuals (YTD)	Encumbrances (YTD)	Available	% of Budget Used
01100 - Regular Instruction	\$296,331.91	\$0.00	\$1,009,527.64	\$6,680.15		
01150 - Limited English Proficiency Programs	\$29,162.10	\$0.00	\$88,624.55	\$554.85		
01160 - Poverty Programs	\$31,960.16	\$0.00	\$92,441.55	\$0.00		
01190 - Early Childhood Educational Programs	\$21,592.63	\$0.00	\$59,792.23	\$1,000.00		
01200 - Special Education Instructional Programs - School Age	\$57,770.69	\$0.00	\$170,833.71	\$1,133.74		
01291 - Special Education Instructional Programs - Ages 3-5	\$6,311.14	\$0.00	\$21,287.30	\$0.00		
01300 - Summer School	\$0.00	\$0.00	\$58.52	\$0.00		
02120 - Guidance Services	\$14,545.65	\$0.00	\$42,834.95	\$584.34		
02130 - Health Services	\$13,227.89	\$0.00	\$25,485.39	\$0.00		
02190 - Support Services - Student - Other	\$115.00	\$0.00	\$291.00	\$0.00		
02220 - Library or Media Services	\$0.00	\$0.00	\$284.11	\$286.90		
02290 - Other Support Services - Instructional Staff	\$1,200.00	\$0.00	\$1,478.36	\$0.00		
02310 - Board of Education	\$2,318.63	\$0.00	\$25,842.41	\$2,873.00		
02320 - Executive Administration	\$17,309.20	\$0.00	\$51,734.98	\$507.00		
02330 - District Legal Services	\$35.00	\$0.00	\$35.00	\$0.00		
02410 - Office of the Principal	\$33,736.13	\$0.00	\$103,255.71	\$0.00		
02490 - School Administration Other	\$8,725.46	\$0.00	\$13,793.25	\$0.00		
02510 - Fiscal Services	\$23,691.87	\$0.00	\$45,492.62	\$1,848.00		
02570 - Personnel Services	\$158.00	\$0.00	\$158.00	\$0.00		
02580 - Administrative Technology Service	\$9,419.81	\$0.00	\$33,129.22	\$110,857.48		
02610 - Operation of Buildings	\$35,638.86	\$0.00	\$123,503.80	\$378.40		
02630 - Care and Upkeep of Grounds	\$2,482.13	\$0.00	\$5,061.68	\$0.00		
02670 - Safety	\$470.00	\$0.00	\$11,089.55	\$0.00		
02710 - Vehicle Operation and Purchasing - Regular Education	\$18,870.17	\$0.00	\$54,710.48	\$0.00		
02712 - Vehicle Operation and Purchasing - School Age SPED	\$227.69	\$0.00	\$44,756.69	\$0.00		
02730 - Vehicle Servicing and Maintenance - Regular Education	\$2,071.92	\$0.00	\$10,003.07	\$0.00		
03100 - Food Services Operations	\$7,066.01	\$0.00	\$21,198.03	\$0.00		
06200 - Federal Services - Title I, Part A ESSA Improving Basic Programs Operated by Local Educational Agencies	\$11,273.72	\$0.00	\$34,288.13	\$306.76		
06700 - Federal Services - Federal Vocational and Applied Technology Education (Carl Perkins)	\$5,774.17	\$0.00	\$17,328.16	\$0.00		
06925 - Federal Services - Title III ESSA - ELL	\$0.00	\$0.00	\$100.00	\$0.00		
06988 - Expanded Learning Collaborative Afterschool - ARP ESSER III	\$12,257.80	\$0.00	\$27,120.16	\$2,257.21		
06989 - Expanded Learning Collaborative Summer - ARP ESSER III	\$0.00	\$0.00	\$2,367.97	\$0.00		
06992 - Federal Services - REAP	\$0.00	\$0.00	\$6,811.56	\$0.00		
06998 - Emergency Relief - ESSER III	\$5,961.88	\$0.00	\$16,619.13	\$0.00		
08000 - Transfers (Outgoing)	\$20,000.00	\$0.00	\$70,000.00	\$0.00		
<b>General Fund Grand Total</b>	<b>\$689,705.62</b>	<b>\$10,639,500.00</b>	<b>\$2,231,338.91</b>	<b>\$129,267.83</b>	<b>\$8,278,893.26</b>	<b>77.81</b>
<b>General Fund Grand Total Prior Year</b>	<b>\$725,888.00</b>	<b>\$9,771,000.00</b>	<b>\$1,971,964.25</b>	<b>\$179,766.39</b>	<b>\$7,619,269.36</b>	<b>77.98</b>

**GENERAL FUND - #195103**  
**TREASURER'S REPORT AS OF NOVEMBER 30, 2023**

<b>BALANCE AS OF NOVEMBER 1, 2023</b>		<b>\$1,440,968.71</b>
<b>REVENUE</b>		
Various Summer Insurance Premium Reimb.	181.12	
Retiree Premiums	431.76	
ipad Deposit	80.00	
Activity Fund - Homecoming DJ Services	300.00	
PowerSchool Duplicate Payment	7,212.57	
C NA Textbooks	80.00	
iPad Sales	950.00	
SON - State Aid	269,946.00	
Dixon County - Proceeds	17,819.18	
Thurston County - Proceeds	64.26	
Wayne County- Proceeds	12,640.07	
Bank - Interest	1,267.13	
<b>TOTAL REVENUE</b>		<b><u><u>\$310,972.09</u></u></b>
<b>EXPENSES</b>		
November Payables	408,220.10	
November Payroll	289,690.97	
<b>TOTAL EXPENDITURES</b>		<b><u><u>\$697,911.07</u></u></b>
<b>TOTAL</b>		<b><u><u>\$1,054,029.73</u></u></b>
 <b>GENERAL FUND AS OF NOVEMBER 30, 2023</b>		 <b>\$1,054,029.73</b>

**SPECIAL BUILDING FUND  
TREASURER'S REPORT AS OF NOVEMBER 30, 2023**

**BALANCE AS OF NOVEMBER 1, 2023** **\$946,264.64**

**REVENUE**

GiveCampus Online Donations	60.00	
Dixon County - Proceeds	807.57	
Wayne County- Proceeds	648.72	
Bank - Interest	1,078.54	
<b>TOTAL REVENUE</b>		<b><u><u>\$2,594.83</u></u></b>

**TOTAL EXPENDITURES** **\$0.00**

**TOTAL** **\$948,859.47**

**SPECIAL BUILDING FUND AS OF NOVEMBER 30, 2023** **\$948,859.47**

# Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.  
From 09/01/2022 to 08/31/2023.

Site ID	Site Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
Group ID	Group Name					
Activity ID	Activity Name					
<b>WCS</b>	<b>Wakefield Community School</b>					
<b>A</b>	<b>ATHLETICS</b>					
100	FOOTBALL	2,531.80	2,676.00	1,585.54	0.00	3,622.26
110	VOLLEYBALL	1,949.71	2,750.95	3,307.51	0.00	1,393.15
125	BOYS BASKETBALL	4,444.84	5,668.00	6,176.20	0.00	3,936.64
130	GIRLS BASKETBALL	1,319.86	2,146.00	1,344.05	0.00	2,121.81
145	TRACK	0.00	970.00	702.00	300.00	568.00
160	NEW UNIFORMS	0.00	0.00	4,055.90	0.00	-4,055.90
170	WRESTLING	2,318.25	1,245.00	2,172.81	0.00	1,390.44
175	GEN ATHLETICS	-17,120.73	93,382.01	120,805.95	5,241.46	-39,303.21
580	GOLF	300.00	0.00	0.00	0.00	300.00
GIRLSW	GIRLS WRESTLING	0.00	200.00	0.00	0.00	200.00
<b>A Totals:</b>		<b>-4,256.27</b>	<b>109,037.96</b>	<b>140,149.96</b>	<b>5,541.46</b>	<b>-29,826.81</b>
<b>B</b>	<b>CLASSES</b>					
215	CLASS OF 2024	1,010.18	6,355.01	4,278.31	140.02	3,226.90
216	CLASS OF 2025	1,023.61	373.81	0.00	0.00	1,397.42
582	CLASS OF 2026	455.76	549.94	0.00	0.00	1,005.70
584	CLASS OF 2027	411.54	0.00	0.00	0.00	411.54
CLASS28	Class of 2028	0.00	100.98	0.00	0.00	100.98
<b>B Totals:</b>		<b>2,901.09</b>	<b>7,379.74</b>	<b>4,278.31</b>	<b>140.02</b>	<b>6,142.54</b>

# Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.  
From 09/01/2022 to 08/31/2023.

Site ID Group ID	Site Name Group Name Activity ID    Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
<b>C</b>	<b>ORGANIZATIONS</b>					
	301    POWER DRIVE	0.00	0.00	0.00	0.00	0.00
	302    FFA	625.42	0.00	0.00	-625.42	0.00
	303    SPEECH	2,398.67	328.00	1,184.01	0.00	1,542.66
	305    DISTRICT 7 FCCLA	6,437.37	624.00	1,597.10	32.00	5,496.27
	306    MUSIC BOOSTERS	0.00	0.00	0.00	0.00	0.00
	310    NATIONAL HONOR SOCIETY	2,428.72	776.56	105.32	0.00	3,099.96
	315    FBLA	6,672.13	5,161.24	6,093.67	0.00	5,739.70
	320    ANNUAL	1,185.94	8,905.41	11,064.47	-41.00	-1,014.12
	330    FCCLA	4,360.78	9,592.30	10,472.18	-32.00	3,448.90
	335    STUCO	3,219.46	0.00	938.35	0.00	2,281.11
	345    ONE ACT	-57.60	1,761.50	1,863.29	0.00	-159.39
	346    ART CLUB	1,713.68	1,887.88	2,672.79	0.00	928.77
	355    TROJAN ZONE	2,862.88	5,533.50	2,924.01	0.00	5,472.37
	385    LIBRARY	1,809.85	1,741.79	1,633.79	0.00	1,917.85
	395    HOMECOMING	-284.10	2,405.00	1,257.17	0.00	863.73
	501    COLOR GUARD	608.46	310.00	576.00	0.00	342.46
	553    ELEMENTARY STUCO	84.68	480.20	199.64	0.00	365.24
	578    SKILLS USA	1,433.56	3,403.26	5,453.42	0.00	-616.60
	581    FCA	416.53	0.00	85.54	0.00	330.99
	CHEER    CHEER GROUP	0.00	7,581.72	5,310.86	0.00	2,270.86
	EDURIS    EDUCATORS RISING	500.00	802.69	560.49	0.00	742.20
	OWORLD    ONE WORLD CLUB	500.00	3,373.72	2,221.38	0.00	1,652.34
	SNACK    SNACK SHACK	0.00	0.00	0.00	0.00	0.00
	<b>C Totals:</b>	<b>36,916.43</b>	<b>54,668.77</b>	<b>56,213.48</b>	<b>-666.42</b>	<b>34,705.30</b>
<b>D</b>	<b>CONCESSIONS</b>					
	400    CONCESSIONS	-558.57	22,876.74	23,226.92	908.75	0.00
	<b>D Totals:</b>	<b>-558.57</b>	<b>22,876.74</b>	<b>23,226.92</b>	<b>908.75</b>	<b>0.00</b>

# Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.  
From 09/01/2022 to 06/31/2023.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
E	MISC							
		190	ACTIVITY PASSES	2,130.00	2,170.00	0.00	-2,580.00	1,720.00
		350	SCHOLARSHIPS	1,000.00	0.00	0.00	-1,000.00	0.00
		390	STUDENT ASSISTANCE	2,720.65	863.00	736.37	0.00	2,847.28
		503	LOUNGE	-66.27	2,555.40	2,876.72	0.00	-387.59
		505	CHECKING INTEREST	247.62	343.90	0.00	0.00	591.52
		510	CD Plus Interest	2,701.60	0.00	0.00	0.00	2,701.60
		520	ELEMENTARY	2,295.19	3,958.30	2,760.53	0.00	3,492.96
		540	POP FUND	4,012.63	3,113.38	1,780.87	0.00	5,345.14
		550	STUDENT FEES	240.00	0.00	0.00	-240.00	0.00
		555	WAKEFIELD PLAYGROUND FUND	500.00	0.00	0.00	-500.00	0.00
		560	MEMORIALS	200.00	0.00	0.00	0.00	200.00
		576	PE UNIFORMS	0.00	0.00	0.00	0.00	0.00
		577	STATE TOURNAMENTS	-170.11	1,000.00	14,639.11	0.00	-13,809.22
		901	D-Day Band Trip	396.43	0.00	0.00	0.00	396.43
		903	MUSIC TOUR	2,400.00	19,630.47	25,253.15	0.00	-3,222.68
	BETTERB		BETTER BLENDED	0.00	4,639.50	3,139.31	0.00	1,500.19
<b>E Totals:</b>				<b>18,607.74</b>	<b>38,273.95</b>	<b>51,186.06</b>	<b>-4,320.00</b>	<b>1,375.63</b>

# Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.  
From 09/01/2022 to 08/31/2023.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
Z	Inactive							
	105		JH FOOTBALL	0.00	0.00	0.00	0.00	0.00
	115		JH VOLLEYBALL	0.00	0.00	0.00	0.00	0.00
	120		GIRLS GOLF	0.00	0.00	0.00	0.00	0.00
	135		JH BOYS BASKETBALL	0.00	0.00	0.00	0.00	0.00
	140		JH GIRLS BASKETBALL	0.00	0.00	0.00	0.00	0.00
	150		JH TRACK	0.00	0.00	0.00	0.00	0.00
	155		BOYS GOLF	0.00	0.00	0.00	0.00	0.00
	180		JH WRESTLING	0.00	0.00	0.00	0.00	0.00
	212		CLASS OF 2023	448.99	265.00	573.97	-140.02	0.00
	226		CLASS OF 2008	0.00	0.00	0.00	0.00	0.00
	227		CLASS OF 2009	0.00	0.00	0.00	0.00	0.00
	228		CLASS OF 2010	0.00	0.00	0.00	0.00	0.00
	229		CLASS OF 2011	0.00	0.00	0.00	0.00	0.00
	230		CLASS OF 2012	0.00	0.00	0.00	0.00	0.00
	231		CLASS OF 2013	0.00	0.00	0.00	0.00	0.00
	232		CLASS OF 2014	0.00	0.00	0.00	0.00	0.00
	233		CLASS OF 2015	0.00	0.00	0.00	0.00	0.00
	234		CLASS OF 2016	0.00	0.00	0.00	0.00	0.00
	235		CLASS OF 2017	0.00	0.00	0.00	0.00	0.00
	236		CLASS OF 2018	0.00	0.00	0.00	0.00	0.00
	300		VOCAL/INSTRUMENTAL CONTESTS	0.00	0.00	0.00	0.00	0.00
	325		TOTAD	0.00	0.00	0.00	0.00	0.00
	340		SPEECH & DRAMA	0.00	0.00	0.00	0.00	0.00
	360		CINCO DE MAYO	0.00	0.00	0.00	0.00	0.00
	365		VICA	0.00	0.00	0.00	0.00	0.00
	370		EMBROIDERY	0.00	0.00	0.00	0.00	0.00
	405		CONSTRUCTION	0.00	0.00	0.00	0.00	0.00
	502		YOUTH FOUNDATION	750.00	0.00	0.00	-750.00	0.00
	551		5TH BUSINESS FAIR	0.00	0.00	0.00	0.00	0.00
	552		TITLE I CARNIVAL	0.00	0.00	0.00	0.00	0.00
	575		WAKEFIELD VB	0.00	0.00	0.00	0.00	0.00
	579		STUDENTS TRACK ACCOUNT	300.00	0.00	0.00	-300.00	0.00
	583		CLASS OF 2007	0.00	0.00	0.00	0.00	0.00
	902		EDUCATION CLUB	464.04	0.00	0.00	-464.04	0.00
			Z Totals:	1,963.03	265.00	573.97	-1,654.06	0.00
			WCS Activity Totals:	55,573.45	232,502.16	275,628.70	-50.25	12,396.66

	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
WCS Checking:	55,573.45	0.00	232,502.16	275,628.70	-50.25	12,396.66
WCS Investment:	0.00	0.00			0.00	0.00
WCS Bank Balances:	55,573.45		232,502.16	275,628.70	-50.25	12,396.66

Report Activity Totals:	<u>55,573.45</u>	<u>232,502.16</u>	<u>275,628.70</u>	<u>-50.25</u>	<u>12,396.66</u>
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# Receipt History

Detail report. Sorted by Site, Receipt Number.  
From 11/01/2023 to 11/30/2023.

Receipt Number	Receipt Date	Void Date	Deposit Number	Check Number	Received From	Receipt Description	Amount	Sales Tax	Amount
Activity ID	Activity Name		Fee Name & Student ID				Tax Amount		
Tax Name	Tax Activity				Tax Rate %				
<b>WCS Wakefield Community School</b>									
001336	11/01/2023				Yearbook	Yearbook Ads			
320	ANNUAL						1,025.00	0.00	1,025.00
						Total For 001336:			1,025.00
001337	11/01/2023			23544	Oakland Craig Public	Volleyball Subdistrict			
175	GEN ATHLETICS						263.59	0.00	263.59
						Total For 001337:			263.59
001388	11/01/2023				FCCLA	FCCLA Conf. Registration			
305	DISTRICT 7 FCCLA						586.00	0.00	586.00
						Total For 001388:			586.00
001339	11/01/2023			223023	Cubby's Inc.	Discount Paid Amount			
390	STUDENT ASSISTANCE						665.00	0.00	665.00
						Total For 001339:			665.00
001340	11/03/2023				Israel Perez	Activity Fob Replacement			
175	GEN ATHLETICS						10.00	0.00	10.00
						Total For 001340:			10.00
001341	11/03/2023				One Act Students	Black Shirt Day			
345	ONE ACT						180.00	0.00	180.00
						Total For 001341:			180.00
001344	11/08/2023				One Act	Dinner & A Show Fees			
345	ONE ACT						1,072.00	0.00	1,072.00
						Total For 001344:			1,072.00
001345	11/08/2023				Trojan Zone	Trojan Zone Sales			
355	TROJAN ZONE						849.50	0.00	849.50
						Total For 001345:			849.50
001346	11/09/2023	11/15/2023			Elem STUCO	Elementary Fun Night			
553	ELEMENTARY STUCO						145.00	0.00	145.00
						Total For 001346:			145.00
001346	11/09/2023	11/15/2023			Elem STUCO	Elementary Fun Night			
553	ELEMENTARY STUCO						-145.00	0.00	-145.00
						Total For 001346:			-145.00
001347	11/09/2023				Pop Machine HS	Pop-HighSchool			
540	POP FUND						401.25	0.00	401.25
						Total For 001347:			401.25
001348	11/09/2023				Elementary Pop	Elementary Pop			
520	ELEMENTARY						206.50	0.00	206.50
						Total For 001348:			206.50
001349	11/10/2023				Better Blended	Better Blended Sales			
BETTERB	BETTER BLENDED						331.00	0.00	331.00
						Total For 001349:			331.00
001350	11/13/2023				Boys Basketball	Boys Basketball Cookie Dough			
125	BOYS BASKETBALL						3,390.00	0.00	3,390.00

# Receipt History

Detail report. Sorted by Site, Receipt Number.  
From 11/01/2023 to 11/30/2023.

Receipt Number	Receipt Date	Void Date	Deposit Number	Check Number	Received From	Receipt Description	Amount	Sales Tax	Amount
Activity ID	Activity Name		Fee Name & Student ID				Tax Amount		
Tax Name	Tax Activity								
							Total For 001350:		3,390.00
001351	11/13/2023				One Act	One Act-Dinner			
345	ONE ACT						100.00	0.00	100.00
							Total For 001351:		100.00
001352	11/15/2023			25857907	State of Nebraska	UNMC			
520	ELEMENTARY						250.00	0.00	250.00
							Total For 001352:		250.00
001353	11/09/2023				Elem STUCO	Elem STUCO Fun Night			
553	ELEMENTARY STUCO						143.00	0.00	143.00
							Total For 001353:		143.00
001354	11/16/2023				Skills USA	Skills USA Dues			
578	SKILLS USA						140.00	0.00	140.00
							Total For 001354:		140.00
001355	11/16/2023				One World Club	One World T-shirt			
OWORLDDC	ONE WORLD CLUB						300.00	0.00	300.00
							Total For 001355:		300.00
001356	11/16/2023				One World Club	One World Club Dues			
OWORLDDC	ONE WORLD CLUB						20.00	0.00	20.00
							Total For 001356:		20.00
001357	11/16/2023				Edu. Rising	Educators Rising Fall Expo Riem.			
EDURIS	EDUCATORS RISING						20.00	0.00	20.00
							Total For 001357:		20.00
001358	11/17/2023				Pop Lounge	Pop-Lounge			
503	LOUNGE						92.85	0.00	92.85
							Total For 001358:		92.85
001359	11/20/2023			4453	Julie Thomsen	Donation			
345	ONE ACT						20.00	0.00	20.00
							Total For 001359:		20.00
001360	11/20/2023	11/21/2023			Hartington Newcastle	Riemb. FB Medals 22/23			
175	GEN ATHLETICS						16.82	0.00	16.82
							Total For 001360:		16.82
001360	11/20/2023	11/21/2023			Hartington Newcastle	Riemb. FB Medals 22/23			
175	GEN ATHLETICS						-16.82	0.00	-16.82
							Total For 001360:		-16.82
001361	11/20/2023				Fall Expo Riemb.	Educators Rising Riemb.			
EDURIS	EDUCATORS RISING						20.00	0.00	20.00
							Total For 001361:		20.00
001362	11/22/2023				Trojan Zone	Trojan Zone Sales			
355	TROJAN ZONE						917.50	0.00	917.50
							Total For 001362:		917.50
001363	11/22/2023				Yearbook	Yearbook Ad Sales			
320	ANNUAL						650.00	0.00	650.00

# Receipt History

Detail report. Sorted by Site, Receipt Number.  
From 11/01/2023 to 11/30/2023.

Receipt Number	Receipt Date	Void Date	Deposit Number	Check Number	Received From	Amount	Sales Tax	Amount
Activity ID	Activity Name		Fee Name & Student ID			Tax Amount		
Tax Name	Tax Activity			Tax Rate %				
						Total For 001363:		650.00
001364	11/22/2023				Better Blended			
	BETTERB	BETTER BLENDED				166.00	0.00	166.00
						Total For 001364:		166.00
001365	11/22/2023				Girls Basketball			
	130	GIRLS BASKETBALL				250.00	0.00	250.00
						Total For 001365:		250.00
001366	11/22/2023				One Act Students			
	345	ONE ACT				548.00	0.00	548.00
						Total For 001366:		548.00
001367	11/22/2023			2734	Nicks Wood Shop			
	345	ONE ACT			Donation	25.00	0.00	25.00
						Total For 001367:		25.00
001368	11/22/2023				Concessions 11.20.23 Girls Concessions			
	400	CONCESSIONS			Girls Wrestling	103.00	0.00	103.00
						Total For 001368:		103.00
001369	11/27/2023				FBLA			
	315	FBLA			FBLA Pink Out	635.00	0.00	635.00
						Total For 001369:		635.00
001370	11/29/2023			012115	Wakefield Schools			
	315	FBLA			FBLA Pink Out Sales	320.00	0.00	320.00
						Total For 001370:		320.00
001380	11/30/2023				Bank Interest			
	505	CHECKING INTEREST			INTEREST	44.15	0.00	44.15
						Total For 001380:		44.15
						Site Total		13,744.34
						Report Total		13,744.34

# Check Summary

Sorted by Activity ID, Site ID.  
From 11/01/2023 to 11/30/2023.

Activity ID Site ID			Activity Name Site Name				
Check Number	Status	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	Amount
100			FOOTBALL				
WCS			Wakefield Community School				
012098	Cleared	11/09/2023	VISA			Activities Payments	70.00
<b>Total:</b>							<b>\$ 70.00</b>
125			BOYS BASKETBALL				
WCS			Wakefield Community School				
012102	Cleared	11/13/2023	Branded Custom Sportswear Inc.	520832		Boys Basketball	376.12
012103	Cleared	11/15/2023	Line Drive Inc.	4004		Boys Basketball Cookie Dough	2,035.00
012121	Cleared	11/22/2023	VISA	11.02.23		Dollar General One Act Makeup	247.08
012133	Printed	11/29/2023	Amazon	1XRY-LPN9- QX7M		Tripod/Case	75.96
<b>Total:</b>							<b>\$ 2,734.16</b>

# Check Summary

Sorted by Activity ID, Site ID.  
From 11/01/2023 to 11/30/2023.

Activity ID Site ID	Activity Name Site Name						
Check Number	Status	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	Amount
<b>175 GEN ATHLETICS</b>							
<b>WCS Wakefield Community School</b>							
012063	Cleared	11/01/2023	Pac N Save		10.16.23	L & C Conf. Hospitality	84.33
012065	Cleared	11/01/2023	Hartington-Newcastle Public School			District FB Medals 23/24	34.93
012071	Cleared	11/01/2023	BSN Sports		923480340	Gym Mat Tape	263.80
012073	Cleared	11/01/2023	Ben Donner			FB Announcer-4 Games	140.00
012074	Cleared	11/01/2023	Joey Borg			Football Clock 4 games	140.00
012075	Cleared	11/01/2023	Joe Brown			Chain Gang 4 Games	140.00
012076	Cleared	11/01/2023	Mark Johnson			Chain Gang 4 Games	140.00
012077	Cleared	11/01/2023	Cody McAfee			JH Chain Gang-1 Game	175.00
012078	Cleared	11/01/2023	Joel McAfee			Chain Gang 1 Game	35.00
012080	Cleared	11/01/2023	Zach Johnson			JH Chain Gang-2 Games	70.00
012088	Printed	11/08/2023	Makenna Decker			Line Judge- 4 Games	80.00
012089	Cleared	11/08/2023	Aishah Valenzuela			Line Judge-6 Games	120.00
012090	Cleared	11/08/2023	Olivia Donner			Line Judge -03 Games	60.00
012091	Printed	11/08/2023	Alex Arenas			Line Judge- 4 Games	80.00
012092	Cleared	11/08/2023	Breanna Chase			Line Judge - 8 Games	160.00
012093	Cleared	11/08/2023	Megan Borg			Line Judge - 2 Games	40.00
012094	Cleared	11/08/2023	VISA		9.20.23	Hyvee-Homecoming	24.75
012100	Cleared	11/13/2023	Wayne High School			JH Wrestling Invite 11/4/23	125.00
012101	Cleared	11/13/2023	Plainview High School			JH Wrestling Tourn. 11/16/23	100.00
012104	Printed	11/15/2023	Randolph High School			JH Wrestling Meet 11/13/23	80.00
012105	Cleared	11/15/2023	BSN Sports		923709529	Jordan jacket/pant	672.41
012110	Cleared	11/15/2023	Sawyer Brudigam			JH Vball Scoreboard-17 games	425.00
012112	Cleared	11/20/2023	Steve Cooley			JH Wrestling Quad 11.20.23	165.00
012113	Cleared	11/20/2023	Jimmy Buell			JH Wrestling Quad 11.20.23	165.00
012114	Printed	11/20/2023	Winside High School			JH Wrestling Invite	100.00
012115	Cleared	11/22/2023	FBLA			PINK OUT Shirts-Volleyball 2023	320.00
012117	Printed	11/22/2023	Allen "A" Club			Freshman/Sophmore Tourn.	100.00
012118	Printed	11/22/2023	Howells-Dodge Consolidated Schools			Varsity Wrestling Tournament 12.2.23	125.00
012122	Printed	11/27/2023	Brett Greenfield			JV Ref vs Pender 11.30.23	150.00
012123	Printed	11/27/2023	Jason Sjuts			JV Ref vs Pender 11.30.23	150.00
012124	Printed	11/27/2023	Austin Coufal			V Wrestling Ref vs Pender 11.30.23	200.00
012125	Printed	11/27/2023	Brad Hoffmann			V BB Ref vs Pender 11.30.23	150.00
012126	Printed	11/27/2023	Aaron Kruger			V BB Ref vs Pender 11.30.23	150.00
012127	Printed	11/27/2023	Todd Heier				150.00
012128	Printed	11/27/2023	Brad Wieland			Announcer 9 VB Games	315.00
012129	Printed	11/27/2023	Rachel Brudigam			Line Judge 17 Games	340.00
012130	Printed	11/29/2023	Howells-Dodge Consolidated Schools			JH Wrestling Tourn 11.18.23	90.00
<b>Total:</b>							<b>\$ 5,860.22</b>
<b>215 CLASS OF 2024</b>							
<b>WCS Wakefield Community School</b>							
012094	Cleared	11/08/2023	VISA		9.20.23	Hyvee-Homecoming	4,292.70
<b>Total:</b>							<b>\$ 4,292.70</b>

# Check Summary

Sorted by Activity ID, Site ID.  
From 11/01/2023 to 11/30/2023.

Activity ID Site ID			Activity Name Site Name				
Check Number	Status	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	Amount
<b>305</b>		<b>DISTRICT 7 FCCLA</b>					
WCS		Wakefield Community School					
012086	Cleared	11/08/2023	Chartwells Dining Services		316513912	FCCLA Lunch	147.20
012094	Cleared	11/08/2023	VISA		9.20.23	Hyvee-Homecoming	50.00
012098	Cleared	11/09/2023	VISA			Activities Payments	25.00
<b>Total:</b>							<b>\$ 222.20</b>
<b>315</b>		<b>FBLA</b>					
WCS		Wakefield Community School					
012061	Cleared	11/01/2023	Cubbys		10.12.23	Pizza	1,000.00
012066	Cleared	11/01/2023	Timarie Hansen			Walmart FBLA Supplies	66.97
012068	Printed	11/01/2023	Hometown Chic Boutique		000228	Pink Tumblers	63.90
012079	Cleared	11/01/2023	A to Z Designs			Shirts	838.92
012085	Cleared	11/08/2023	Amazon		1W6C-QC4X-LPNR	Trojan Zone	-3.74
012106	Cleared	11/15/2023	VISA		16493	FBLA	810.00
<b>Total:</b>							<b>\$ 2,776.05</b>
<b>330</b>		<b>FCCLA</b>					
WCS		Wakefield Community School					
012081	Cleared	11/01/2023	TROJAN ZONE		127	FCCLA Shirts	315.00
012082	Cleared	11/01/2023	Chartwells Dining Services		316513909	FCCLA Lunch	469.20
012094	Cleared	11/08/2023	VISA		9.20.23	Hyvee-Homecoming	92.83
012098	Cleared	11/09/2023	VISA			Activities Payments	950.00
012109	Cleared	11/15/2023	4 Seasons Fund Raising		10054170.1	FCCLA Pie Fundraising	1,665.00
012116	Printed	11/22/2023	Pac N Save		11.16.23	STUCO Hot chocolate	108.89
<b>Total:</b>							<b>\$ 3,600.92</b>
<b>335</b>		<b>STUCO</b>					
WCS		Wakefield Community School					
012116	Printed	11/22/2023	Pac N Save		11.16.23	STUCO Hot chocolate	10.95
012133	Printed	11/29/2023	Amazon		1XRY-LPN9-QX7M	Tripod/Case	71.98
<b>Total:</b>							<b>\$ 82.93</b>
<b>345</b>		<b>ONE ACT</b>					
WCS		Wakefield Community School					
012083	Cleared	11/03/2023	Wynot Public Schools		PO 23-24 0090	One Act Festival	150.00
012107	Cleared	11/15/2023	Wakefield Community School			One Act Dinner	159.35
012120	Cleared	11/22/2023	Donna Johnson		11.07.23	Dollar General One Act Supplies	36.44
012121	Cleared	11/22/2023	VISA		11.02.23	Dollar General One Act Makeup	678.76
012133	Printed	11/29/2023	Amazon		1XRY-LPN9-QX7M	Tripod/Case	245.80
<b>Total:</b>							<b>\$ 1,270.35</b>

# Check Summary

Sorted by Activity ID, Site ID.  
From 11/01/2023 to 11/30/2023.

Activity ID Site ID	Activity Name Site Name	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	Amount
<b>346</b>		<b>ART CLUB</b>					
WCS		Wakefield Community School					
012094	Cleared	11/08/2023	VISA		9.20.23	Hyvee-Homecoming	416.63
<b>Total:</b>							<b>\$ 416.63</b>
<b>355</b>		<b>TROJAN ZONE</b>					
WCS		Wakefield Community School					
012062	Cleared	11/01/2023	Amazon		14YC-TXDW- V1LW	Silicone Beads ect.	119.66
012079	Cleared	11/01/2023	A to Z Designs			Shirts	975.48
012085	Cleared	11/08/2023	Amazon		1W6C-QC4X- LPNR	Trojan Zone	90.06
012131	Printed	11/29/2023	Hype Socks, LLC Dept #1106		9212	Trojan Socks	286.89
<b>Total:</b>							<b>\$ 1,472.09</b>
<b>385</b>		<b>LIBRARY</b>					
WCS		Wakefield Community School					
012064	Cleared	11/01/2023	Scholastic Book Fairs		W5396699BF	2023 School Book Fair	2,739.90
<b>Total:</b>							<b>\$ 2,739.90</b>
<b>390</b>		<b>STUDENT ASSISTANCE</b>					
WCS		Wakefield Community School					
012111	Cleared	11/15/2023	One World Club			Student T-Shirt Fee	15.00
<b>Total:</b>							<b>\$ 15.00</b>
<b>395</b>		<b>HOMECOMING</b>					
WCS		Wakefield Community School					
012069	Cleared	11/01/2023	City of Wakefield		00073	Civic Center Rental-HOCO 23	195.00
012094	Cleared	11/08/2023	VISA		9.20.23	Hyvee-Homecoming	282.67
012098	Cleared	11/09/2023	VISA			Activities Payments	-929.53
012099	Cleared	11/10/2023	Anderson's		4435435	HOCO 2023	929.53
<b>Total:</b>							<b>\$ 477.67</b>
<b>400</b>		<b>CONCESSIONS</b>					
WCS		Wakefield Community School					
012061	Cleared	11/01/2023	Cubbys		10.12.23	Pizza	459.54
012067	Cleared	11/01/2023	Pepsi-Cola of Siouxland		2100191435	Pop	273.10
012132	Printed	11/29/2023	Pepsi-Cola of Siouxland		2100195173	Concessions	596.30
<b>Total:</b>							<b>\$ 1,328.94</b>
<b>503</b>		<b>LOUNGE</b>					
WCS		Wakefield Community School					
012087	Cleared	11/08/2023	Pepsi-Cola of Siouxland		2100192886	HS Vending Machine	139.15
<b>Total:</b>							<b>\$ 139.15</b>

# Check Summary

Sorted by Activity ID, Site ID.  
From 11/01/2023 to 11/30/2023.

Activity ID Site ID	Activity Name Site Name	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	Amount
<b>520</b>		<b>ELEMENTARY</b>					
WCS		Wakefield Community School					
012119	Printed	11/22/2023	Pepsi-Cola of Siouxland		2100194474	Elementary Pop	88.55
<b>Total:</b>							<b>\$ 88.55</b>
<b>540</b>		<b>POP FUND</b>					
WCS		Wakefield Community School					
012087	Cleared	11/08/2023	Pepsi-Cola of Siouxland		2100192886	HS Vending Machine	290.60
<b>Total:</b>							<b>\$ 290.60</b>
<b>553</b>		<b>ELEMENTARY STUCO</b>					
WCS		Wakefield Community School					
012062	Cleared	11/01/2023	Amazon		14YC-TXDW-V1LW	Silicone Beads ect.	56.30
012084	Cleared	11/08/2023	Wal-Mart Community		10/29/23	Gatorade	66.92
<b>Total:</b>							<b>\$ 123.22</b>
<b>578</b>		<b>SKILLS USA</b>					
WCS		Wakefield Community School					
012072	Cleared	11/01/2023	SkillsUSA		M391274S	Member Dues	408.00
<b>Total:</b>							<b>\$ 408.00</b>
<b>581</b>		<b>FCA</b>					
WCS		Wakefield Community School					
012094	Cleared	11/08/2023	VISA		9.20.23	Hyvee-Homecoming	268.43
<b>Total:</b>							<b>\$ 268.43</b>
<b>CHEER</b>		<b>CHEER GROUP</b>					
WCS		Wakefield Community School					
012070	Cleared	11/01/2023	FBLA			Cheer Pink out shirts	60.00
012108	Cleared	11/15/2023	TROJAN ZONE		118	Cheer Bows	48.00
<b>Total:</b>							<b>\$ 108.00</b>
<b>EDURIS</b>		<b>EDUCATORS RISING</b>					
WCS		Wakefield Community School					
012081	Cleared	11/01/2023	TROJAN ZONE		127	FCCLA Shirts	67.50
012094	Cleared	11/08/2023	VISA		9.20.23	Hyvee-Homecoming	570.00
<b>Total:</b>							<b>\$ 637.50</b>
<b>Report Total :</b>							<b>29,423.21</b>

# Wakefield Community School

## Check Payments By Fund Report

Accounting Cycle: FY23-24; Begin Date: 11/28/2023; End Date: 12/08/2023; Display Element Description: BUILDING; Check Type: Warrants; Sort By Element: FUND; Account Expression: [ALL]; Created On: 12/8/2023 2:42:06 PM

Sorted By	Value	Description		
FUND	01	General Fund		
Check Number	Check Date	Payee	Reason	Amount
	11/28/2023	Century Link	Phone Service	\$416.40
	11/28/2023	Century Link	BB Phone/Internet	\$117.82
		<b>Century Link Total</b>		<b>\$534.22</b>
53747	11/28/2023	Wakefield Lunch Fund	Transfer to Lunch Fund	\$20,000.00
		<b>Wakefield Lunch Fund Total</b>		<b>\$20,000.00</b>
53753	12/8/2023	ACE Hardware & Home	Screws, Stringline	\$24.57
53753	12/8/2023	ACE Hardware & Home	Varnish	\$37.98
53753	12/8/2023	ACE Hardware & Home	Coping Blade	\$42.97
		<b>ACE Hardware &amp; Home Total</b>		<b>\$105.52</b>
	12/8/2023	Amazon	Desk Chair - Clay	\$161.19
	12/8/2023	Amazon	Amazon Basics Stainless Steel Wire Whisk Set - 3-Piece	\$42.08
	12/8/2023	Amazon	Ticonderoga Wood-Cased Pencils, Pre-Sharpended, 2 HB Soft, Yellow, 72 Count	\$16.45
	12/8/2023	Amazon	Shipping	\$6.99
	12/8/2023	Amazon	Victor M156 Metal Pedal Sustainably Sourced FSC Wood Snap Mouse Trap - 64 Traps	\$30.99
	12/8/2023	Amazon	Amazon Basics Woodcased #2 Pencils, Pre-sharpened, HB Lead Bulk Box, 150 Count, Yellow	\$15.63
	12/8/2023	Amazon	Madisi Washable Markers	(\$9.41)
	12/8/2023	Amazon	Mr. Pen Erasers for Pencils	(\$1.22)
	12/8/2023	Amazon	Shipping	\$3.69
	12/8/2023	Amazon	Woodcased #2 Pencils	(\$3.40)
	12/8/2023	Amazon	Madisi Washable Markers, Super Tips Markers, Assorted Colors, Classroom Bulk Pack, 288 Count	\$36.98
	12/8/2023	Amazon	Mr. Pen Erasers for Pencils, 120 Pack, Pencil Top Erasers, Eraser Caps, Kids, Cap Tops, Topper Erasers. Ereaser	\$6.84
	12/8/2023	Amazon	Shipping	\$10.34
	12/8/2023	Amazon	De Ratones a Hombres (Spanish Edition)	\$54.75
	12/8/2023	Amazon	Fun and Function SensaSoft Compression Canoe - Deluxe, Adjustable, Foam Core Sensory Peapod - Provides Calming Pressure for Kids with Special Needs - for Ages 4	\$979.00
	12/8/2023	Amazon	Shipping	\$99.99
	12/8/2023	Amazon	Discount	(\$3.80)
	12/8/2023	Amazon	Shipping	\$36.69
	12/8/2023	Amazon	Spanish edition Word To Word Bilingual Dictionary	\$232.51
	12/8/2023	Amazon	Proximity Cards	\$90.46
	12/8/2023	Amazon	BM 2-Pack of LP-E6N Batteries and Dual Battery Charger for Canon EOS R, EOS 90D, EOS 60D, EOS 70D, EOS 80D, EOS 5D II, 5D III, 5D IV, EOS 6D, EOS 6D Mark II, EOS 7D, EOS 7D Mark II, XC10, XC15 Cameras	\$34.95
	12/8/2023	Amazon	Heart Bones: A Novel	\$175.68
	12/8/2023	Amazon	Pretend You're Mine	(\$25.77)
	12/8/2023	Amazon	Sabeeney 360 Photo Booth Machine 39.4" Glass Bottom, 360 Camera Booth with Flight Case, 360 Degree Automatic Rotating Photobooth, 3-5 People Stand on for Rentals	\$1,899.00
	12/8/2023	Amazon	Shipping	\$6.99
	12/8/2023	Amazon	Discount	(\$23.07)

Check Number	Check Date	Payee	Reason	Amount
	12/8/2023	Amazon	PlayCoach Junior Football with Route Tree for Kids 10 to 12	\$449.85
	12/8/2023	Amazon	PlayCoach Peewee Football with Route Tree for Kids 6 to 9	\$299.90
	12/8/2023	Amazon	Shipping	\$11.07
	12/8/2023	Amazon	Shipping	\$11.61
	12/8/2023	Amazon	Wipex Natural Fitness Equipment Wipes, 75 Lavender & Vinegar Wipes, Use as a Yoga Mat Cleaner, Peloton Cleaner, Gym Wipes for Equipment at Home or Club, Bulk Gym Wipes for Everyday Use (300 Gym Wipes)	\$38.59
	12/8/2023	Amazon	3-Axis Phone Gimbal with Magnetic AI Active Tracker,Gimbal Stabilizer for Smartphone,Phone Stabilizer for Video Recording,Gimbal for Android&iPhone,TikTok YouTube Vlogging Kit,JCROBOT iSleeky Plus	\$99.00
		<b>Amazon Total</b>		<b>\$4,784.55</b>
53754	12/8/2023	Anytime Lock & Key, LLC	Lock Changes/Keys	\$125.00
		<b>Anytime Lock &amp; Key, LLC Total</b>		<b>\$125.00</b>
53755	12/8/2023	Appearra	Shop Coats/ Towels	\$38.72
53755	12/8/2023	Appearra	Mops, Towels & Uniforms	\$325.90
53755	12/8/2023	Appearra	BB Towels & Uniforms	\$79.95
53755	12/8/2023	Appearra	BB Towels & Uniforms	\$80.00
		<b>Appearra Total</b>		<b>\$524.57</b>
53756	12/8/2023	Awards Unlimited, Inc.	Record Board Plate	\$38.02
		<b>Awards Unlimited, Inc. Total</b>		<b>\$38.02</b>
53757	12/8/2023	Brenn, Matthew P	Cell Phone Stipend	\$240.00
		<b>Brenn, Matthew P Total</b>		<b>\$240.00</b>
53758	12/8/2023	Carhart Lumber Company	Plywood	\$72.25
53758	12/8/2023	Carhart Lumber Company	Stinger Staplepac	\$64.99
		<b>Carhart Lumber Company Total</b>		<b>\$137.24</b>
	12/8/2023	Century Link	Phone Service	\$421.96
	12/8/2023	Century Link	BB Phone/Internet Services	\$117.82
		<b>Century Link Total</b>		<b>\$539.78</b>
53759	12/8/2023	Chartwells	8th Grade College Visit Lunch	\$272.00
		<b>Chartwells Total</b>		<b>\$272.00</b>
53760	12/8/2023	City of Wakefield	BB Utilities	\$45.50
53760	12/8/2023	City of Wakefield	Utilities	\$428.50
53760	12/8/2023	City of Wakefield	BB Utilities	\$132.03
53760	12/8/2023	City of Wakefield	PF Utilities	\$64.68
53760	12/8/2023	City of Wakefield	Stadium Utilities	\$727.47
53760	12/8/2023	City of Wakefield	Utilities	\$4,388.29
		<b>City of Wakefield Total</b>		<b>\$5,786.47</b>
53761	12/8/2023	City of Wakefield - Civic Center	ACT - 3/26/2024	\$95.00
53761	12/8/2023	City of Wakefield - Civic Center	Practice ACT Exam - 2/28/24	\$95.00
53761	12/8/2023	City of Wakefield - Civic Center	Pre-ACT - 3/6/24	\$95.00
		<b>City of Wakefield - Civic Center Total</b>		<b>\$285.00</b>
53762	12/8/2023	Cubby's Inc.	Bus Diesel	\$2,449.72
53762	12/8/2023	Cubby's Inc.	Skidloader Diesel	\$39.03
53762	12/8/2023	Cubby's Inc.	Suburban Fuel	\$97.79
53762	12/8/2023	Cubby's Inc.	Van Fuel	\$322.29
		<b>Cubby's Inc. Total</b>		<b>\$2,908.83</b>

Check Number	Check Date	Payee	Reason	Amount
53763	12/8/2023	Dana F Cole & Company LLP	Auditing Services	\$6,500.00
		<b>Dana F Cole &amp; Company LLP Total</b>		<b>\$6,500.00</b>
53764	12/8/2023	Does, Kristine K	FCS Supplies Reimb	\$14.97
		<b>Does, Kristine K Total</b>		<b>\$14.97</b>
53765	12/8/2023	Dollar General	PK Supplies	\$11.00
53765	12/8/2023	Dollar General	Kids Connect Supplies	\$35.50
		<b>Dollar General Total</b>		<b>\$46.50</b>
53766	12/8/2023	Egan Supply Co.	Supplies	\$1,983.90
		<b>Egan Supply Co. Total</b>		<b>\$1,983.90</b>
53767	12/8/2023	Ekberg Auto Parts, Inc.	Trailer Ball/Mount	\$72.47
53767	12/8/2023	Ekberg Auto Parts, Inc.	Bolts/Clips	\$13.82
53767	12/8/2023	Ekberg Auto Parts, Inc.	Drill Bit	\$22.48
53767	12/8/2023	Ekberg Auto Parts, Inc.	Shop Supplies	\$34.99
		<b>Ekberg Auto Parts, Inc. Total</b>		<b>\$143.76</b>
53768	12/8/2023	Erb Auto Glass	Bus Windshield Replacement	\$355.00
		<b>Erb Auto Glass Total</b>		<b>\$355.00</b>
53769	12/8/2023	Essential Screens	DOT Screening/Background Checks	\$272.90
53769	12/8/2023	Essential Screens	DOT Screening/Background Checks	\$38.52
		<b>Essential Screens Total</b>		<b>\$311.42</b>
53770	12/8/2023	ESU #1	First Quarter Billing	\$20,171.97
53770	12/8/2023	ESU #1	First Quarter Billing	\$14,140.62
53770	12/8/2023	ESU #1	First Quarter Billing	\$29,951.87
53770	12/8/2023	ESU #1	First Quarter Billing	\$4,136.68
53770	12/8/2023	ESU #1	First Quarter Billing	\$599.25
53770	12/8/2023	ESU #1	Zoom Licenses	\$36.00
53770	12/8/2023	ESU #1	First Quarter Billing	\$14,770.50
		<b>ESU #1 Total</b>		<b>\$83,806.89</b>
53771	12/8/2023	Faith Regional Health Services	DOT Lab - MK	\$30.00
53771	12/8/2023	Faith Regional Health Services	DOT Physical - PN	\$100.00
		<b>Faith Regional Health Services Total</b>		<b>\$130.00</b>
53772	12/8/2023	Follett Content Solutions LLC	Library Books	\$383.70
		<b>Follett Content Solutions LLC Total</b>		<b>\$383.70</b>
53773	12/8/2023	Grainger Inc.	Speakers	\$74.38
		<b>Grainger Inc. Total</b>		<b>\$74.38</b>
53774	12/8/2023	Harris School Solutions	Census	\$969.96
		<b>Harris School Solutions Total</b>		<b>\$969.96</b>
53775	12/8/2023	Heartland Scenic Studio	DMX-5Pin-Female-Turn (1' 3 Pin (M) to 5-Pin (F) Turnaround DMX Cable)	\$25.98
		<b>Heartland Scenic Studio Total</b>		<b>\$25.98</b>
53776	12/8/2023	Imagine Learning	Online Spanish - 1 Semester	\$1,100.00
		<b>Imagine Learning Total</b>		<b>\$1,100.00</b>
53777	12/8/2023	Inland Truck Parts Co.	Replace Center Brg	\$262.00
		<b>Inland Truck Parts Co. Total</b>		<b>\$262.00</b>
53778	12/8/2023	Josten's Inc.	Diploma Covers	\$313.45
		<b>Josten's Inc. Total</b>		<b>\$313.45</b>
53779	12/8/2023	KSB School Law, PC LLO	Legal Services	\$385.00
		<b>KSB School Law, PC LLO Total</b>		<b>\$385.00</b>

Check Number	Check Date	Payee	Reason	Amount
53780	12/8/2023	Matheson Tri-Gas Inc	ITE Gases	\$983.16
		<b>Matheson Tri-Gas Inc Total</b>		<b>\$983.16</b>
53781	12/8/2023	Menards-Norfolk	ITE Supplies	\$147.14
53781	12/8/2023	Menards-Norfolk	Wood Putty, Filler, Lumber	\$44.29
		<b>Menards-Norfolk Total</b>		<b>\$191.43</b>
53782	12/8/2023	Miller Building Supply	Antifreeze	\$23.98
53782	12/8/2023	Miller Building Supply	Speaker Wire	\$17.99
53782	12/8/2023	Miller Building Supply	Wax Ring	\$2.99
53782	12/8/2023	Miller Building Supply	Battery	\$8.99
53782	12/8/2023	Miller Building Supply	BB Supplies	\$17.19
53782	12/8/2023	Miller Building Supply	Sealant	\$69.52
		<b>Miller Building Supply Total</b>		<b>\$140.66</b>
53783	12/8/2023	Nebraska Air Filters Inc	Air Filters	\$282.12
		<b>Nebraska Air Filters Inc Total</b>		<b>\$282.12</b>
53784	12/8/2023	Northeast Nebraska Tire & Trailer Sales	Tires	\$746.50
		<b>Northeast Nebraska Tire &amp; Trailer Sales Total</b>		<b>\$746.50</b>
53785	12/8/2023	Olson's Pest Technicians	Pest Control	\$120.00
		<b>Olson's Pest Technicians Total</b>		<b>\$120.00</b>
53786	12/8/2023	Omaha Marriott	Bree Brown State Ed Conf Lodging - Reg#821750	\$507.00
53786	12/8/2023	Omaha Marriott	Eric Riewer State Ed Conf Lodging - Reg#821749	\$507.00
53786	12/8/2023	Omaha Marriott	Jeffrey Keagle State Ed Conf Lodging - Reg#821783	\$507.00
53786	12/8/2023	Omaha Marriott	Josh Dorcey State Ed Conf Lodging - Reg#821894	\$338.00
53786	12/8/2023	Omaha Marriott	Sherri Lundahl State Ed Conf Lodging - Reg# 821751	\$507.00
53786	12/8/2023	Omaha Marriott	State Ed Conf Parking - 8 charges at \$14	\$112.00
53786	12/8/2023	Omaha Marriott	Matt Farup State Ed Conf Lodging - Reg#821752	\$507.00
		<b>Omaha Marriott Total</b>		<b>\$2,985.00</b>
53787	12/8/2023	Pac N Save, Inc.	FCS Supplies	\$490.91
53787	12/8/2023	Pac N Save, Inc.	FCS Supplies	\$20.77
		<b>Pac N Save, Inc. Total</b>		<b>\$511.68</b>
	12/8/2023	Pitney Bowes, Inc.	Postage Machine Ink	\$117.59
		<b>Pitney Bowes, Inc. Total</b>		<b>\$117.59</b>
53788	12/8/2023	Ponca State Park	Afterschool Outreach Program	\$50.00
		<b>Ponca State Park Total</b>		<b>\$50.00</b>
53789	12/8/2023	Quality Foods	Items for on and off brand project	\$60.90
53789	12/8/2023	Quality Foods	Classroom Supplies	\$72.00
		<b>Quality Foods Total</b>		<b>\$132.90</b>
53790	12/8/2023	Rasmussen Mechanical Service, Inc.	AC/Heating Repair	\$8,595.81
		<b>Rasmussen Mechanical Service, Inc. Total</b>		<b>\$8,595.81</b>
53791	12/8/2023	Ray's Mid-Bell Music, Inc.	Clarinet repair (see attached po)	\$299.32
		<b>Ray's Mid-Bell Music, Inc. Total</b>		<b>\$299.32</b>
53792	12/8/2023	Sindelar, Darren K	Cell Phone Stipend	\$240.00
53792	12/8/2023	Sindelar, Darren K	Moving Expense Reimb	\$430.91
		<b>Sindelar, Darren K Total</b>		<b>\$670.91</b>
53793	12/8/2023	Staples - Business	Construction Paper/Stikki Clips/Heavy Duty Staples	\$172.82
53793	12/8/2023	Staples - Business	Construction Paper/Stikki Clips/Heavy Duty Staples	\$172.83
		<b>Staples - Business Total</b>		<b>\$345.65</b>

Check Number	Check Date	Payee	Reason	Amount
53794	12/8/2023	Susi Epperson Consulting LLC	Grants 4 Schools Conf	\$350.00
		<b>Susi Epperson Consulting LLC Total</b>		<b>\$350.00</b>
	12/8/2023	Verizon	Mobile Hot Spots	\$201.54
		<b>Verizon Total</b>		<b>\$201.54</b>
	12/8/2023	VISA	Young Adult Literature Webinar	\$590.00
	12/8/2023	VISA	Honor Choir Parking	\$20.46
	12/8/2023	VISA	Hotpoint 9.7-cu ft Top-Freezer Refrigerator (Black) - Health Snack Store	\$379.00
	12/8/2023	VISA	Shipping	\$24.64
	12/8/2023	VISA	Supplies	\$49.85
	12/8/2023	VISA	Dragster Basswood Blank 12" x 1-5/8" x 2-3/4"	\$548.00
	12/8/2023	VISA	National Hardware® 3/4" x 1/2" Zinc Corner Brace	\$55.50
	12/8/2023	VISA	Shipping	\$163.94
	12/8/2023	VISA	Classroom Supplies	\$3.75
	12/8/2023	VISA	Coffee K-Cups	\$28.96
	12/8/2023	VISA	Shipping	\$18.20
	12/8/2023	VISA	Student Cumulative Folders	\$67.98
	12/8/2023	VISA	Supplies	\$49.85
	12/8/2023	VISA	1 year subscription	\$15.00
	12/8/2023	VISA	Brownies Books & Buddies Supplies	\$20.03
	12/8/2023	VISA	Sped Law Conf Lodging - AZ	\$346.00
	12/8/2023	VISA	Sped Law Conf Lodging - KS	\$808.00
	12/8/2023	VISA	SPED Law Conf Meal	\$61.38
	12/8/2023	VISA	SPED Records Filing Cabinet	\$277.95
	12/8/2023	VISA	Instructional Supplies for Student	\$77.58
	12/8/2023	VISA	Qdoba - School Counselor Conf Meal	\$12.73
	12/8/2023	VISA	School Counselor Conf Lodging	\$249.90
	12/8/2023	VISA	School Counselor Conf Meal	\$13.64
	12/8/2023	VISA	Otoscope	\$386.50
	12/8/2023	VISA	Otoscope Replacement Bulb	\$46.50
	12/8/2023	VISA	Agility Clinic Lodging	\$180.18
	12/8/2023	VISA	Agility Conf Meal	\$35.99
	12/8/2023	VISA	Staff PD Supplies	\$15.60
	12/8/2023	VISA	Staff PD Supplies	\$15.60
	12/8/2023	VISA	State Ed Conf Meal - Mio Italiano	\$287.62
	12/8/2023	VISA	State Ed Conf Meal - Sullivan's	\$581.26
	12/8/2023	VISA	Conf Mtg Meal - 4th Jug	\$18.76
	12/8/2023	VISA	Internet Charges	\$16.23
	12/8/2023	VISA	State Ed Conf Meal	\$203.04
	12/8/2023	VISA	Conf Mtg Meal - 4th Jug	\$18.76
	12/8/2023	VISA	Postage	\$7.85
	12/8/2023	VISA	Time Clock Subscription	\$96.24
	12/8/2023	VISA	Membership Renewal	\$110.00
	12/8/2023	VISA	Van Fuel	\$97.98
	12/8/2023	VISA	Cover, Door w/Prop	\$253.98
	12/8/2023	VISA	Theater Tickets - One World Afterschool Club	\$121.00
	12/8/2023	VISA	Kids Connect Supplies	\$60.16
		<b>VISA Total</b>		<b>\$6,435.59</b>

Check Number	Check Date	Payee	Reason	Amount
53795	12/8/2023	Wakefield Family Medicine	Athletic Trainer Services	\$3,600.00
		<b>Wakefield Family Medicine Total</b>		<b>\$3,600.00</b>
53796	12/8/2023	Wakefield Republican, The	Mtg Proceedings/Envelopes	\$707.82
53796	12/8/2023	Wakefield Republican, The	Mtg Proceedings/Envelopes	\$395.27
53796	12/8/2023	Wakefield Republican, The	Meeting Notice	\$10.91
		<b>Wakefield Republican, The Total</b>		<b>\$1,114.00</b>
53797	12/8/2023	Wakefield School-Interim	JH Music Festival	\$30.00
53797	12/8/2023	Wakefield School-Interim	Audition Fee	\$10.00
53797	12/8/2023	Wakefield School-Interim	Honor Band Registration	\$330.00
53797	12/8/2023	Wakefield School-Interim	Speed/Agility Clinic	\$200.00
53797	12/8/2023	Wakefield School-Interim	Postage	\$400.00
		<b>Wakefield School-Interim Total</b>		<b>\$970.00</b>
	12/8/2023	Walmart Community	Kids Connect Supplies	\$83.46
		<b>Walmart Community Total</b>		<b>\$83.46</b>
53798	12/8/2023	Waste Connections of Nebraska Inc	Garbage Service	\$799.50
53798	12/8/2023	Waste Connections of Nebraska Inc	Rolloff Service	\$60.00
		<b>Waste Connections of Nebraska Inc Total</b>		<b>\$859.50</b>
53799	12/8/2023	Wayne County Clerk	Processing Fee	\$1.25
		<b>Wayne County Clerk Total</b>		<b>\$1.25</b>
53800	12/8/2023	Wayne Herald	Sports Calendar	\$50.00
		<b>Wayne Herald Total</b>		<b>\$50.00</b>
	12/8/2023	WoodRiver Energy LLC	Nov Natural Gas - BHE195185	\$648.93
	12/8/2023	WoodRiver Energy LLC	Nov Natural Gas - BHE231582	\$1,560.69
	12/8/2023	WoodRiver Energy LLC	Nov Natural Gas - NGM811131	\$125.64
	12/8/2023	WoodRiver Energy LLC	Nov Natural Gas - NGM829096	\$118.29
		<b>WoodRiver Energy LLC Total</b>		<b>\$2,453.55</b>
53801	12/8/2023	Zach, Angela C	Cell Phone Stipend	\$240.00
		<b>Zach, Angela C Total</b>		<b>\$240.00</b>
53802	12/5/2023	CMBA Architects	Master Planning Professional Services	\$211.88
		<b>CMBA Architects Total</b>		<b>\$211.88</b>
<b>Sub Total</b>				<b>\$165,831.61</b>

Sorted By	Value	Description
FUND	06	School Nutrition Fund

Check Number	Check Date	Payee	Reason	Amount
5785	12/8/2023	Appeara	Aprons, Mops & Towels	\$190.07
		<b>Appeara Total</b>		<b>\$190.07</b>
	12/8/2023	Cash-Wa Distributing	Food/Supplies	\$466.76
	12/8/2023	Cash-Wa Distributing	Food	\$13,564.56
	12/8/2023	Cash-Wa Distributing	Food/Supplies	\$15,265.98
	12/8/2023	Cash-Wa Distributing	Shortage	(\$253.49)
	12/8/2023	Cash-Wa Distributing	Food	\$189.84
	12/8/2023	Cash-Wa Distributing	Food/Supplies	\$101.95
		<b>Cash-Wa Distributing Total</b>		<b>\$29,335.60</b>
5786	12/8/2023	Dollar General	Plates	\$48.85
		<b>Dollar General Total</b>		<b>\$48.85</b>

Check Number	Check Date	Payee	Reason	Amount
5787	12/8/2023	Floor Maintenance & Paper Supply	Cleaning Supplies	\$64.92
5787	12/8/2023	Floor Maintenance & Paper Supply	Damp Mop	\$50.96
		<b>Floor Maintenance &amp; Paper Supply Total</b>		<b>\$115.88</b>
5788	12/8/2023	Hiland Dairy	Milk/Juice	\$4,602.93
		<b>Hiland Dairy Total</b>		<b>\$4,602.93</b>
5789	12/8/2023	Pac N Save, Inc.	Groceries	\$55.69
		<b>Pac N Save, Inc. Total</b>		<b>\$55.69</b>
5790	12/8/2023	Quality Foods	Groceries	\$59.70
		<b>Quality Foods Total</b>		<b>\$59.70</b>
	12/8/2023	Sysco Lincoln	Food/Supplies	\$1,593.71
	12/8/2023	Sysco Lincoln	Shortage	(\$180.87)
	12/8/2023	Sysco Lincoln	Food/Supplies	\$1,514.50
		<b>Sysco Lincoln Total</b>		<b>\$2,927.34</b>
5791	12/8/2023	Wakefield School-Interim	Lunch Account Balance Refund	\$15.60
		<b>Wakefield School-Interim Total</b>		<b>\$15.60</b>
	12/8/2023	Walmart Community	Fruit	\$184.86
		<b>Walmart Community Total</b>		<b>\$184.86</b>
<b>Sub Total</b>				<b>\$37,536.52</b>
<b>Sorted By</b>	<b>Value</b>	<b>Description</b>		
FUND	07	Bond Fund		
Check Number	Check Date	Payee	Reason	Amount
1056	12/8/2023	Dixon County Clerks Office	Special Bond Election Expenses	\$7,585.33
		<b>Dixon County Clerks Office Total</b>		<b>\$7,585.33</b>
<b>Sub Total</b>				<b>\$7,585.33</b>
<b>Sorted By</b>	<b>Value</b>	<b>Description</b>		
FUND	08	Special Building Fund		
Check Number	Check Date	Payee	Reason	Amount
1244	12/8/2023	JEO Consulting Group	Topographic Survey	\$10,050.00
		<b>JEO Consulting Group Total</b>		<b>\$10,050.00</b>
<b>Sub Total</b>				<b>\$10,050.00</b>
<b>Grand Total</b>				<b>\$221,003.46</b>

# Wakefield Community School

## Payroll Voucher By Vendor Report

Accounting Cycle: FY23-24; Voucher: 120723,120723 HSA; Vendor: [All]; Order By: Vendor; Account Type: Liability; Created On: 12/7/2023 5:10:15 PM

Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723	BankFirst	195103		Aflac	\$88.66
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	Aflac - Short Term Disability		\$88.66
<b>Sub Total</b>					<b>\$88.66</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723	BankFirst	195103		American Fidelity	\$7,373.86
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	Amer Fidelity - Accident 125		\$705.26
121423	12/14/2023	01-00941-000	Amer Fidelity - Cancer		\$97.50
121423	12/14/2023	01-00941-000	Amer Fidelity - Cancer 125		\$360.40
121423	12/14/2023	01-00941-000	Amer Fidelity - Critical Illness		\$82.34
121423	12/14/2023	01-00941-000	Amer Fidelity - Disability		\$147.91
121423	12/14/2023	01-00941-000	Amer Fidelity - Hospital Indemnity		\$234.82
121423	12/14/2023	01-00941-000	Amer Fidelity - Term Life		\$308.27
121423	12/14/2023	01-00941-000	Amer Fidelity - Whole Life		\$32.90
121423	12/14/2023	01-00941-000	Child Care 125		\$1,556.33
121423	12/14/2023	01-00941-000	Med Reimb 125		\$3,848.13
<b>Sub Total</b>					<b>\$7,373.86</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723 HSA	BankFirst	195103		Ann Knust - HSA	\$553.51
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	HSA Ann Knust		\$553.51
<b>Sub Total</b>					<b>\$553.51</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723	BankFirst	195103		BankFirst	\$91,192.97
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	Federal Withholding		\$26,070.73
121423	12/14/2023	01-00941-000	FICA		\$51,237.20
121423	12/14/2023	01-00941-000	Medicare		\$11,983.02
121423	12/14/2023	06-00941-000	Federal Withholding		\$356.94
121423	12/14/2023	06-00941-000	FICA		\$1,252.22
121423	12/14/2023	06-00941-000	Medicare		\$292.86
<b>Sub Total</b>					<b>\$91,192.97</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723	BankFirst	195103		Blue Cross and Blue Shield of NE	\$103,699.33
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	BCBS Empl Dental 125		\$1,804.87
121423	12/14/2023	01-00941-000	BCBS Empl Health 125		\$3,664.28
121423	12/14/2023	01-00941-000	BCBS Employer Dental		\$1,928.32
121423	12/14/2023	01-00941-000	BCBS Employer Hlth		\$94,889.10
121423	12/14/2023	06-00941-000	BCBS Employer Dental		\$59.08
121423	12/14/2023	06-00941-000	BCBS Employer Hlth		\$1,353.68
<b>Sub Total</b>					<b>\$103,699.33</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723 HSA	BankFirst	195103		Brandy Langley - HSA	\$125.38
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	HSA Brandy Langley		\$125.38
<b>Sub Total</b>					<b>\$125.38</b>

Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723 HSA	BankFirst	195103		Brittany Vinchattle - HSA	\$353.51
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	HSA Brittany Vinchattle		\$353.51
<b>Sub Total</b>					<b>\$353.51</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723 HSA	BankFirst	195103		Chris Pieper - HSA	\$125.38
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	HSA Chris Pieper		\$125.38
<b>Sub Total</b>					<b>\$125.38</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723 HSA	BankFirst	195103		Colton McCreary - HSA	\$125.38
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	HSA Colton McCreary		\$125.38
<b>Sub Total</b>					<b>\$125.38</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723 HSA	BankFirst	195103		Connie Wageman - HSA	\$263.27
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	HSA Connie Wageman		\$263.27
<b>Sub Total</b>					<b>\$263.27</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723 HSA	BankFirst	195103		Darren Sindelar - HSA	\$635.84
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	HSA Darren Sindelar		\$635.84
<b>Sub Total</b>					<b>\$635.84</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723	BankFirst	195103		Federal Reserve KC	\$294,902.83
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	Direct Deposit		\$287,156.28
121423	12/14/2023	06-00941-000	Direct Deposit		\$7,746.55
<b>Sub Total</b>					<b>\$294,902.83</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723 HSA	BankFirst	195103		Kim Barge - HSA	\$175.38
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00941-000	HSA Kim Barge		\$175.38
<b>Sub Total</b>					<b>\$175.38</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
120723	BankFirst	195103	53750	Madison National Life	\$2,925.00
Register	Register Paid Date	Account Code	Deduction		Amount
121423	12/14/2023	01-00901-000	Life Ins Employer		\$89.50
121423	12/14/2023	01-00941-000	Addtl Life Ins		\$237.65
121423	12/14/2023	01-00941-000	Dependent Life Ins		\$2.10
121423	12/14/2023	01-00941-000	Life Ins Employer		\$799.50
121423	12/14/2023	01-00941-000	Long Term Disability		\$1,740.77
121423	12/14/2023	06-00941-000	Life Ins Employer		\$39.00
121423	12/14/2023	06-00941-000	Long Term Disability		\$16.48
<b>Sub Total</b>					<b>\$2,925.00</b>

<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723 HSA	BankFirst	195103		Megan Virgil - HSA	\$353.51
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	HSA Megan Virgil		\$353.51
<b>Sub Total</b>					<b>\$353.51</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723	BankFirst	195103		MG Trust Company	\$9,328.14
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	403b Plan		\$175.00
121423	12/14/2023	01-00941-000	403b Plan ROTH		\$8,485.00
121423	12/14/2023	01-00941-000	403b Plan ROTH - 10%		\$471.02
121423	12/14/2023	01-00941-000	403b Plan ROTH - 5%		\$197.12
<b>Sub Total</b>					<b>\$9,328.14</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723 HSA	BankFirst	195103		Michelle Galles - HSA	\$453.51
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	HSA Michelle Galles		\$453.51
<b>Sub Total</b>					<b>\$453.51</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723	BankFirst	195103		Nebraska Department of Revenue	\$14,223.96
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	State Withholding - NE		\$13,976.47
121423	12/14/2023	06-00941-000	State Withholding - NE		\$247.49
<b>Sub Total</b>					<b>\$14,223.96</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723	BankFirst	207276		Nebraska Retirement System	\$78,623.72
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	NPERS		\$76,808.21
121423	12/14/2023	06-00941-000	NPERS		\$1,815.51
<b>Sub Total</b>					<b>\$78,623.72</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723 HSA	BankFirst	195103		Patricia Wurdeman - HSA	\$125.38
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	HSA Patricia Wurdeman		\$125.38
<b>Sub Total</b>					<b>\$125.38</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723 HSA	BankFirst	207276		Richard Chavanu - HSA	\$125.38
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	06-00941-000	HSA Richard Chavanu		\$125.38
<b>Sub Total</b>					<b>\$125.38</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723 HSA	BankFirst	207276		Rosa Morelos - HSA	\$125.38
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	06-00941-000	HSA Rosa Morelos		\$125.38
<b>Sub Total</b>					<b>\$125.38</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723 HSA	BankFirst	195103		Shannon Carroll - HSA	\$763.27
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	HSA Shannon Carroll		\$763.27
<b>Sub Total</b>					<b>\$763.27</b>

<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723 HSA	BankFirst	195103		Tara Valenzuela - HSA	\$353.51
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	HSA Tara Valenzuela		\$353.51
<b>Sub Total</b>					<b>\$353.51</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723 HSA	BankFirst	195103		Teresa Soderberg - HSA	\$125.38
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	HSA Teresa Soderberg		\$125.38
<b>Sub Total</b>					<b>\$125.38</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723	BankFirst	195103		Texas Life Insurance Company	\$446.25
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	Amer Fidelity - TX Life		\$446.25
<b>Sub Total</b>					<b>\$446.25</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723	BankFirst	207276	5783	Vakulskas Law Firm, P.C.	\$55.35
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	06-00941-000	Morelos Garnishment		\$55.35
<b>Sub Total</b>					<b>\$55.35</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723	BankFirst	195103		Vision Service Plan	\$1,057.90
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00901-000	Vision 125		\$56.71
<b>Sub Total</b>					<b>\$56.71</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723	BankFirst	207276		Vision Service Plan	\$1,057.90
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	Vision 125		\$982.75
121423	12/14/2023	06-00941-000	Vision 125		\$18.44
<b>Sub Total</b>					<b>\$1,001.19</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723	BankFirst	195103	53751	Washington National Insurance Co	\$60.90
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	WA Natl - Cancer Ins 125		\$60.90
<b>Sub Total</b>					<b>\$60.90</b>
<b>Voucher Number</b>	<b>Bank Name</b>	<b>Account Number</b>	<b>Check Number</b>	<b>Vendor</b>	<b>Amount</b>
120723	BankFirst	207276	5784	WCS-General Fund	\$182.96
<b>Register</b>	<b>Register Paid Date</b>	<b>Account Code</b>	<b>Deduction</b>		<b>Amount</b>
121423	12/14/2023	01-00941-000	Summer Ins 125		\$181.12
121423	12/14/2023	06-00941-000	Summer Ins 125		\$1.84
<b>Sub Total</b>					<b>\$182.96</b>
<b>Grand Total</b>					<b>\$608,944.80</b>

**WAKEFIELD EDUCATION ASSOCIATION  
AND  
The WAKEFIELD BOARD OF EDUCATION  
2024-2025**

The following terms and conditions of employment are hereby agreed upon by the members of the Wakefield Education Association and the Wakefield board of Education as attested to by their duly appointed representatives.

1. The base salary for the 2024-2025 year for certified staff members, applicable to the 1.000 index as indicated by the appropriate schedule in "EXHIBIT B" shall be \$40,600 for a 185-day regular contract plus the option of two (2) additional per diem professional development days. The computation of salaries shall be for the period September 1, 2024 through August 31, 2025.
2. EHA \$1,050/\$3,800 (HSA) health insurance benefits as outlined in Article V of this Agreement.
3. BC/BS Dental coverage at "single" or "employee" rate. Coverage is PPO - 100% A, 75% B with 50% C.
4. Cash-in-lieu of health insurance is \$5,300 annually.
5. The district will provide every certified employee with a \$50,000 term life policy with accidental death and dismemberment with continued insurability to age 70. Seniors at age 70 will have a guaranteed life option conversion at a higher rate.
6. Change to Article VII - Temporary Leaves of Absence: Section B - Authorized Leaves; Subsection 3 - Personal Leave:
  - a. ~~Two (2)~~ Three (3) days of personal leave will be granted to each employee per year.
  - b. An additional day of personal leave will be granted to each employee per year for staff who achieve twenty-five years of service or more.
  - c. Allows the banking of two personal days to a maximum of ~~four (4)~~ five (5) personal days in one year. This leave may not be taken immediately preceding or following a regularly scheduled vacation period unless granted by the Superintendent due to extenuating circumstances.
  - d. Staff may exchange two (2) sick leave days for one (1) additional personal day once per school year.
7. Increase High School Student Council extra duty pay to the same level as NHS, Art Club and NTHA - 3% starting rate increasing to 5% rate over a seven-year time frame.
8. Addition of Educators Rising sponsor to the Extra Duty Schedule beginning at 5% of the base and increasing 0.33% per year to a maximum of 7%.
9. Addition of One World Club sponsor beginning at 3% of the base and increasing 0.33% per year to a maximum of 5%.
10. Addition of the District will pay a \$15.00-an-hour stipend to a certified employee for a set number of hours for training/work needed for curriculum implementation deemed necessary by the district outside of the 185-day contract time. Requests may be made by staff to receive this \$15.00 stipend for other implementation training/work based upon administrative approval.
11. Addition of district translator and interpreter stipend begins at 5% of base and increases 0.33% per year to a maximum of 7%.

# NEGOTIATED AGREEMENT

BETWEEN

WAKEFIELD COMMUNITY SCHOOLS

WAKEFIELD, NEBRASKA

AND

WAKEFIELD EDUCATION ASSOCIATION

FOR THE ACADEMIC YEAR

2024-2025

~~2022-2023~~

&

~~2023-2024~~

## **PREAMBLE**

This Agreement is made and entered into this ~~11th~~<sup>21st</sup> day of ~~December 2023~~<sup>February 2022</sup> by and between the Board of Education of Wakefield Community Schools, in the State of Nebraska, herein referred to as the "School" as the context may require, and Wakefield Education Association, herein referred to as the "Association".

## **GENERAL PURPOSE**

The Board and the Association recognize the need to develop a quality educational program for the children in Wakefield. It is a joint responsibility that can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter into this Agreement with mutual dedication, recognizing that the experience, creativity, and judgment of all parties are necessary to reach the educational needs of the community.

## **TERM**

This Agreement shall set forth the terms and conditions of employment between the Board and the Association for the school years ~~2024-2025~~~~2022-2023~~ and ~~2023-2024~~ and shall continue in full force and effect until superseded by a new Agreement executed by the parties or until superseded in whole or in part by an appropriate final order of the Commission of Industrial Relations.

## **PRESUMPTION OF NEGOTIATION**

It is agreed by and between the parties to this Agreement that the entire contents of the Negotiated Agreement consist of matters agreed to whether in this contract year or in previous contract years. It shall be presumed that the entire contents of this Agreement have been negotiated by and between the parties and it shall further be presumed that none of the contents of this Agreement have been unilaterally placed in the Agreement by either party.

## **JOINT PREPARATION AND CONSTRUCTION**

This Negotiated Agreement is the product of a collectively bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.

## **ARTICLE I - RECOGNITION**

The Board recognizes, for the term of this Agreement, that the Association is the exclusive and sole negotiating representative for all teachers employed by the School. Teachers shall mean all certified teacher personnel employed by the School.

## **ARTICLE II - TEACHER RIGHTS**

- A. Nothing contained in this Agreement shall be construed to deny any teacher or the Board those rights provided under Nebraska Law or other applicable laws and regulations.
- B. The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of his/her membership in the Association and its affiliates, his/her participation in the Association and its affiliates, his/her participation in collective negotiations with the Board, or his/her institution of a grievance under the terms of this Agreement.

## **ARTICLE III - ASSOCIATION RIGHTS**

### **A. COLLECTIVE BARGAINING**

- 1. The Board and the Association have a mutual responsibility to monitor the administration of the provisions of this Agreement so that all certificated employees covered by its terms receive appropriate compensation and benefits.
- 2. Annually, by September 15, the School shall provide the Association a report showing the placement of each teacher on the salary schedule, and fringe benefits provided.
- 3. If the Association believes that any member covered under the master agreement is not being appropriately compensated in accordance with this Agreement, it shall notify the Wakefield School Superintendent of the claimed deviation within fifteen (15) days following receipt of the report.

### **B. ASSOCIATION USE OF SCHOOL PROPERTY**

- 1. Representatives of the Association and its affiliates shall be allowed to conduct Association business on School property after normal school hours, provided such business does not cause undue interruption of the School's program.
- 2. The Association shall be allowed the use of School buildings for meetings, provided such use does not result in unscheduled maintenance costs, in which case an appropriate fee for such use shall be negotiated between the parties to this Agreement.
- 3. The Association will be allowed the use of School equipment including computers, copiers, audiovisual equipment, and other standard office equipment, provided that the Board may assess the Association a reasonable fee for use of expendable supplies consumed during such use.
- 4. Upon administrative approval, the Association may request secretarial assistance. Labor expenses will be billed to the Association at the actual cost of individual employees.
- 5. The association's and an employee's use of district property shall comply with all state and federal laws, including the Nebraska Political Accountability and Disclosure Act (NEB. REV. STAT. § 49-1401 through § 49-14,142).

C. ASSOCIATION USE OF SCHOOL'S COMMUNICATION SYSTEMS

1. The Association and its members shall be allowed to make reasonable use of the school's communication systems, including teachers' mailboxes, teacher bulletins, intercom, e-mail, telephones, fax machines, etc.; provided however, use of communication systems incurring a toll charge or other expenditure of school funds shall not be used without prior administrative approval and reimbursement to the school associated with such use. Use of the school's communication systems shall not cause unnecessary interruption of school programs.
2. The association's and an employee's use of district communication systems shall comply with all state and federal laws, including the Nebraska Political Accountability and Disclosure Act (NEB. REV. STAT. § 49-1401 through § 49-14,142).

D. PAYROLL DEDUCTIONS

1. Upon written authorization from the employee, the School will make employee salary deductions and appropriate remittance for health insurance, life insurance, and other payroll deductions not specifically named. These deductions must be requested no later than the end of the month prior to the date of payroll preparation for the month in which the deduction is to begin.

**ARTICLE IV - MANAGEMENT RIGHTS**

- A. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the District, including, but not limited to, the rights, under its sole and exclusive judgment and discretion:
1. to reprimand, suspend, discharge, or otherwise discipline employees;
  2. to determine the number of employees to be employed;
  3. to hire employees, determine their qualifications, and assign and direct their work;
  4. to promote, demote, transfer, and recall to work;
  5. to suspend, discharge, or discipline employees as provided by statute;
  6. to set the standards of productivity and the services to be rendered;
  7. to maintain the efficiency of operations;
  8. to determine the personnel, methods, means, and facilities by which operations are conducted;
  9. to set the starting and quitting time and the number of hours to be worked;
  10. to set the school calendar;
  11. determine class sizes;
  12. to use independent contractors to perform work or services;
  13. to subcontract, contract out, close, or relocate the District's operations or any part thereof subject to the requirements of the Nebraska Industrial Relations Act;
  14. to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service;
  15. to control and regulate the methods, materials, processes, curriculum, and equipment and other property of the District;
  16. to determine which extracurricular activities may be supported or sponsored;

17. to determine the number, location and operation of departments, divisions, and all other units of the District;
18. to issue, amend and revise policies, rules, regulations, and practices;
19. and to take whatever action is either necessary or advisable to determine, manage, and fulfill the mission of the District and to direct the District's employees.

The District's failure to exercise any right, prerogative, or function hereby reserved to it, or the District's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the District's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

## **ARTICLE V - CONTRACTS/SALARY SCHEDULE**

### **A. ISSUANCE OF CONTRACTS**

1. Contractual agreements between certified staff and the Board of Education will follow state statutes. Contracts not returned, or returned unsigned, will constitute authorization for the Board of Education to hire a replacement.

### **B. SALARY SCHEDULE**

1. Full-time Employees: The salary schedule for regular full-time employees covered by this Agreement are set forth in the appendix attached hereto and made part of this Agreement as "~~EXHIBITS B and C~~". "EXHIBIT B" shall consist of a salary schedule for instructional staff members for the contract year of ~~2024-2025~~2022-2023. ~~EXHIBIT C shall consist of a preliminary salary schedule for instructional staff members for the contract year of 2023-2024 contingent on insurance costs defined in Article V, Section F.~~
2. Part-time Employees: The salaries of regular part-time employees covered by this Agreement will be at a ratio proportionate to their part-time service. (Example: A certificated employee carrying a .50 work assignment for a full contract year will be paid .50 of the salary indicated on "~~EXHIBITS B and C~~" for education and experience level.)
3. The salary schedule covers regular assigned teaching loads and other assigned duties that are considered necessary by the administration. Assigned duties are defined as those that all teachers share without extra pay.
4. Supplemental Programs:
  - a. Service under supplemental and/or summer programs shall be voluntary on the part of any employee.
  - b. Opportunity for employment under supplemental and/or summer programs shall be extended to current employees before any others may be employed for such service.
  - c. Supplemental contracts will be written for supplemental and/or summer programs.

- d. The rate of pay for all days worked beyond 185 shall be paid on a per diem basis based on the employee's regular contract.
- 5. Salary Schedule Definitions:
  - a. B.A. Lane: shall mean any baccalaureate degree granted by an accredited college or university on the basis of an approved program of studies.
  - b. B.A. + 9, B.A. + 18, and B.A. + 27 Lanes: Shall mean any baccalaureate degree granted by an accredited college or university on the basis of an approved program of studies, as well as the accumulation of nine (9), eighteen (18), or twenty-seven (27) additional graduate level semester hours of study earned at an accredited institution.
  - c. B.A. + 36 or M.A. Lane: Shall mean any baccalaureate degree granted by an accredited college or university on the basis of an approved program of studies, as well as the accumulation of thirty-six (36) additional graduate level semester hours of study earned at an accredited institution or any Master's Degree granted by an accredited college or university on the basis of an approved program of studies.
  - d. M.A. + 12 or M.A. + 24, and M.A. + 36 Lanes: Shall mean any Master's Degree granted by an accredited college or university on the basis of an approved program of studies, as well as the accumulation of twelve (12), twenty-four (24), or thirty-six (36) additional graduate level semester hours of study earned at an accredited institution.
  - e. For purposes of interpreting a. through d. above, it shall be assumed generally that the phrase "... additional graduate level semester hours of study..." means hours of study related to the field in which an individual is employed, or a Master Program that relates to their teaching field/professional advancement, or taking graduate level semester hours needed to earn an additional endorsement that benefits the district. Undergraduate or non-field related hours of study may be granted, for purposes of salary schedule placement, provided such hours of study are judged to be of direct benefit to the district, as determined by the Superintendent after consultation with the faculty member.
  - f. Teachers must furnish the Superintendent with college transcripts by September 1 for the teacher to qualify to move horizontally on the salary schedule. If an institution will not issue an official transcript by September 1, the teacher must provide the Superintendent with written confirmation or grade report by September 1 from a college official attesting that the teacher has satisfactorily completed the courses.

#### C. PLACEMENT ON THE SALARY SCHEDULE

1. Adjustment to Salary Schedule: Each employee shall be placed at the proper step and lane of the salary schedule as of the effective date of this Agreement.
2. Placement in Writing: All certificated staff shall be notified in writing of their placement on the salary schedule at the time they sign their contracts.

3. In lieu of a subsequent and superseding Agreement, all employees shall be given credit for years of service and horizontal movement as they become eligible for such placement.

#### D. ADVANCEMENT ON SALARY SCHEDULE

1. Vertical Movement:
  - a. A teacher may move only one step vertically on the salary schedule in any year.
  - b. For purposes of determining such increments, a year of service consists of employment for consecutive working days equaling fifty percent (50%) or more of the working days in the contract year. Employees working less than fifty percent (50%) of the contract year will be eligible to move every other year.
2. Horizontal Movement: Teachers who wish to advance horizontally on the salary schedule must notify the Superintendent in writing prior to April 1st of the preceding school year. Horizontal movement will be limited to two columns per year.

#### E. METHOD OF PAYMENT

1. Pay Periods: Teacher shall be paid in twelve (12) monthly installments. Every effort will be made to ensure that employees receive salary payment on the fifteenth (15th) of each month. When a payday falls on or during a school holiday, vacation, or weekend, the School will use every reasonable means to ensure that employees receive their paychecks on the last previous workday.
2. Deduction of Absence: Compensation deductions for each day of absence from duty for reasons not allowable under this Agreement shall be determined by a fraction of which the numerator is one (1) and the denominator is the total number of contract days of employment for the respective employee. Deductions may be made the month following such absence.

#### F. BASE SALARY

1. The base salary for the ~~2024-2025~~~~2022-2023~~ year for certified staff members, applicable to the 1.000 index as indicated by the appropriate schedule in "EXHIBIT B" shall be ~~\$40,600~~~~\$39,140~~ for a 185-day regular contract plus the option of two (2) additional per diem professional development days. The computation of salaries shall be for the period September 1, ~~2024~~~~2022~~ through August 31, ~~2025~~~~2023~~.
2. ~~The base salary for the 2023-2024 year for certified staff members, applicable to the 1.000 index as indicated by the appropriate schedule in "EXHIBIT C" shall be \$39,990 for a 185 day regular contract plus the option of two (2) additional per diem professional development days. The computation of salaries shall be for the period September 1, 2023 through August 31, 2024.~~
  - a. ~~The 2023-24 base salary may be recalculated based on the increase in insurance costs. If insurance costs fall below 4%, then the base salary~~

~~will be increased by \$100 to \$40,090. If insurance costs fall above 7%, then the base salary will decrease by \$100 to \$39,890.~~

G. EXTRA DUTY PAY

1. Extra duty assignments will be based on a percentage of the base pay as indicated by the appropriate schedules - see "EXHIBIT ~~C~~ and ~~E~~".

H. SAFETY COMMITTEE

1. The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.

I. TEACHING DUAL CREDIT COURSES

1. A \$50 per student stipend per semester will be paid for teaching dual credit courses.

**ARTICLE VI - INSURANCE**

A. DISABILITY INSURANCE

1. Each eligible employee shall have the option to be covered by a group long-term disability insurance program according to the terms of the program agreed to by the parties. The policy provided shall be the "Protector Plus: with an elimination period equal to the end of accumulated sick leave. The premium of .0061 of gross wages will be a monthly employee payroll deduction.

B. HEALTH & MAJOR MEDICAL INSURANCE

1. Each eligible employee shall be provided with the Educators Health Alliance Plan \$1,050, \$3,800 deductible HSA Dual Choice Plan PPO Health and major medical insurance coverage pursuant to the terms set forth below and in accordance with the terms of the program agreed to by the parties. Each eligible employee shall be provided with the EHA PPO Dental Coverage - 100% A, 75% B with 50% C coverage. Any new insurance program negotiated and agreed to by the parties must provide a delineation of risks assumed for excluded preexisting conditions.
2. School paid health insurance benefits of:
  - a. ~~\$2,337.232,439.69~~ per month for full-time certificated staff choosing employee, spouse, and child(ren) health and employee dental health insurance; OR
  - b. ~~\$1,748.324,601.06~~ per month for full-time certificated staff choosing employee and spouse health and employee dental health insurance; OR
  - c. ~~\$1,543.794,443.00~~ per month for full-time certificated staff choosing employee and child(ren) health and employee dental health insurance; OR
  - d. ~~\$848.31777.88~~ per month for full-time certificated staff choosing employee health and employee dental health insurance; OR
  - e. \$441.67 per month for full-time certificated staff as a cash option if not choosing to receive a health/dental insurance benefit. Employees

choosing this option must provide verification of alternative health insurance coverage.

- f. Married couples with qualifying dependents who are both full-time certificated staff employed by the district will be provided one employee, spouse, and child(ren) health and single dental health insurance plan of ~~\$2,337.232,439.69~~ per month plus one cash option of \$441.67 per month.
- g. Married couples without qualifying dependents who are both full-time certificated staff employed by the district will be provided one employee/spouse health and single dental health insurance plan of ~~\$1,748.324,604.06~~ per month plus one cash option of \$441.67 per month.
- h. ~~\$1,976.684,809.92~~ per month for full-time certificated staff choosing \$3,800 Deductible Health Savings Account (HSA) employee, spouse, and child(ren) health and employee dental health insurance; monthly health savings monies of ~~\$360.55329.77~~ will be electronically deposited in HSA account of the employee's choice, OR
- i. ~~\$1,479.824,355.47~~ per month for full-time certificated staff choosing \$3,800 Deductible Health Savings Account (HSA) employee and spouse health and employee dental health insurance; monthly health savings monies of ~~\$268.50245.59~~ will be electronically deposited in HSA account of the employee's choice, OR
- j. ~~\$1,307.254,197.64~~ per month for full-time certificated staff choosing \$3,800 Deductible Health Savings Account (HSA) employee and child(ren) health and employee dental health insurance; monthly health savings monies or ~~\$236.54246.35~~ will be electronically deposited in HSA account of the employee's choice, OR
- k. ~~\$720.44660.92~~ per month for full-time certificated staff choosing \$3,800 Deductible Health Savings Account (HSA) employee health and employee dental health insurance; monthly health savings monies of ~~\$127.87446.96~~ will be electronically deposited in HSA account of the employee's choice, OR
- l. Married couples with qualifying dependents who are both full-time certificated staff employed by the district choosing \$3,800 Deductible Health Savings Account (HSA) will be provided one employee, spouse, and child(ren) health and employee dental health insurance plan of ~~\$1,976.684,809.92~~ monthly plus health savings monies of ~~\$360.55329.77~~ will be electronically deposited in HSA account of the employee's choice per month; plus, one cash option of \$441.67 per month.
- m. Married couples without qualifying dependents who are both full-time certificated staff employed by the district choosing \$3,800 Deductible Health Savings Account (HSA) will be provided one employee/spouse health and single dental health insurance plan of ~~\$1,479.824,355.47~~ per month plus health savings monies of ~~\$268.50245.59~~ will be electronically deposited in HSA account of the employee's choice per month; plus, one cash option of \$441.67 per month.

- n. Employees electing to switch to the \$3,800 HSA Plan will begin on ~~1/1/2025~~2023 or 1/1/2024. Employees may switch plans on an annual basis.
3. In the event that the district is assessed a surcharge by Blue Cross/Blue Shield for not meeting the Educators Health Alliance Underwriting Rules, the district will only pay the health insurance premiums as listed in #2 above.
    - a. If the school is assessed a surcharge by Blue Cross/Blue Shield for not meeting the Educators Health Alliance Underwriting Rule #1, the certified staff member shall remain eligible for benefits under the EHA. The cost of the surcharge will be assessed equally to every certified staff member in the subgroup. The certified staff members' share will be paid through a monthly payroll deduction.
    - b. If the school is assessed a surcharge by Blue Cross/Blue Shield for not meeting the Educators; Health Alliance Underwriting Rule #2, the certified staff member shall remain eligible for benefits under the EHA. The cost of the surcharge will be assessed equally to every certified staff member in the subgroup. The certified staff members' share will be paid through a monthly payroll deduction.
    - c. If the school is assessed a surcharge by Blue Cross/Blue Shield for not meeting the Educators Health Alliance Underwriting Rule #3, the certified staff member shall remain eligible under the EHA. The cost of the surcharge will be paid by the district.
  4. Employees whose terms of work are less than full-time shall have premiums paid in proportion to the time worked in relation to full-time employment; further, payroll deductions shall be authorized in an amount equal to the total premium less an amount authorized for payment by the Board.
  5. Once the cash option has been chosen by an employee, it will remain in effect for the entire school year.
  6. All insurance programs provided by the Board shall be for twelve (12) consecutive months.

**C. LIFE INSURANCE**

1. The district will provide every certified employee with a \$50,000 term life policy including accidental death and dismemberment with continued insurability to age 70. Seniors at age 70 will have a guaranteed life option conversion at a higher premium rate.

**ARTICLE VII - TEMPORARY LEAVES OF ABSENCE**

**A. FORMS OF AUTHORIZED TEMPORARY LEAVE:**

Sick, Bereavement/Funeral, Person, Civil, and Professional are all forms of authorized temporary leave.

1. The Superintendent or designee shall maintain a record for each employee accounting for time worked and for all absences from work. Such records must

be maintained in order to serve as documentary evidence to support and justify authorized absences.

2. At the end of each school year, each employee shall be informed of the balances of leave accrued and unused.
3. All requests for leaves of absence shall be submitted in writing to the Superintendent or designee in advance of the anticipated absence except in such circumstances of illness or emergency that may preclude advance knowledge. In such cases a verbal or telephonic means of request is acceptable. A follow-up written notification of illness or emergency shall be submitted to the School Superintendent or designee upon request.
4. Failure to comply with 3, above, may result in loss of pay.
5. Only sick leave is cumulative; all others are for annual periods as noted.
6. Employees may accrue up to the number of leave days listed for each category below. If this Agreement allows an employee to carry forward a particular category of accrued paid leave days, he/she shall receive additional days of paid leave for the next contract year to bring the total of accrued days to the applicable number of days listed for the relevant category of paid leave. In no event shall any employee receive additional days beyond the maximum accrual cap listed in each leave type.

## B. AUTHORIZED LEAVES

### 1. Sick Leave:

- a. Sick leave will be 10 days per year accumulating to 50 days. Teachers will be paid \$30.00 per day for all days they go above the fifty (50) days accumulated sick leave at the start of each contract year. Upon leaving the system, each teacher will be allowed \$10 for each unused sick leave day. After ten years of service the rate for each unused sick leave day will be \$50 per day.
- b. Sick leave shall be used in the event of an employee illness/injury or an illness/injury to any member of a teacher's immediate family requiring the personal attendance of that teacher. (Immediate family is defined as wife, husband, son, daughter, mother, father, sister, brother, grandparent, grandchild, parent of spouse, son-in-law, daughter-in-law or child of spouse.) An online leave request shall be filled out upon returning stating the reason for the absence.
- c. Absence due to illness, disability, or injury and which extends beyond the allowances provided for in this section may be authorized as Administrative leave without pay. Teachers shall take days without pay equal to 1/185 of their contracted compensation for each day they are absent in excess of their allotted time.
- d. Staff returning from maternity leave or adoption and have used all available sick/personal days, may request up to five (5) days from the Wakefield Community School Superintendent/Board of Education for illness and well-baby checkups.

- e. The Wakefield Community School Superintendent/Board of Education reserves the right to grant additional sick leave days to any certificated employee of Wakefield Community School due to extraordinary circumstances as per FMLA qualifying event or guidelines.
  - f. Two days of sick leave may be used per school year to attend your child(ren)'s or grandchild(ren)'s sanctioned school activities or college visits. Days should be used in one-quarter, one-half or full day increments. Reason should be entered in the online leave request. The one-quarter increment will be reevaluated in one year.
    - a) Notification of personal leave shall be made at least five (5) days in advance to the building Principal or Superintendent before taking such leave (except in emergencies) and will be contingent upon securing a substitute.
    - b) The administration has the discretion to deny personal leave requests if more than three (3) teachers request the same days for personal leave.
2. Funeral/Bereavement Leave:
- a. Each teacher will be allowed a maximum of two bereavement days per year without loss of pay. Bereavement days expire if not used by the end of the school year and cannot be converted for other uses.
  - b. In the event of the death of a family member, each teacher will be allowed the option to use these two bereavement days, as well as additional sick leave. A combination of bereavement and sick days, not to exceed a total of 5 days, may be used per occurrence in the event of the death of the following family members: wife, husband, son, daughter, mother, father, sister, brother, brother-in-law, sister-in-law, grandparent, or grandchild. A combination of bereavement and sick days, not to exceed a total of 3 days, may be used per occurrence in the event of the death of the following family members: mother-in-law, father-in-law, son-in-law, and daughter-in-law or the child of a spouse. A combination of bereavement and sick days, not to exceed a total of 2 days, may be used per occurrence in the event of the death of the following family members: aunt, uncle, niece, nephew or cousin. One additional sick day may be allowed for travel purposes if the services are held outside of a 100-mile radius of Wakefield.
  - c. One day of sick leave may be used per school year as bereavement leave to attend the funeral of the staff members choice.
  - d. After all bereavement days have been expended, additional bereavement leave requested for non-family members may be granted and will be taken without pay.
3. Personal Leave:
- a. ~~Three~~ ~~Two~~ (32) days of personal leave will be granted to each employee per year.

- b. An additional day of personal leave will be granted to each employee per year for staff who achieved twenty-five years of service or more.
  - c. Allows the banking of two personal days to a maximum of ~~five (5)~~<sup>4</sup> personal days in one year. This leave may not be taken immediately preceding or following a regularly scheduled vacation period ~~unless granted by the Superintendent due to extenuating circumstances.~~
  - d. ~~Staff may exchange two (2) sick leave days for one (1) additional personal day once per school year.~~
  - e. Teachers will be reimbursed \$50 per day for unused personal days at the end of the school year not to exceed a total reimbursement of \$100.00 per year.
  - f. Carryover and reimbursement of personal days will be limited to whole day amounts.
  - g. Notification of personal leave shall be made at least five (5) days in advance to the building Principal or Superintendent before taking such leave (except in emergencies) and will be contingent upon securing a substitute.
  - h. The administration has the discretion to deny personal leave requests if more than three (3) teachers request the same days for personal leave.
4. Professional Leave:
- a. Teachers in the Wakefield School system will be allowed professional leave with administrative approval.
  - b. Each full-time teacher will have access to \$100 per year for administratively approved professional development. Prior administrative approval shall be required for all professional development. Funds not expended by individual staff members for approved activities cannot be re-appropriated.
5. Civil Leave:
- a. Jury Duty: If an employee is called to serve as a juror, he/she shall be entitled to paid civil leave by the district, provided, the employee returns any jury duty compensation to the district. Employees will return to work when not actually serving as a juror on a daily basis.
  - b. Court Appearances A: Time spent by employees appearing in court as a function of their job shall be considered as hours worked. All witness fees and reimbursements received as a result of these court appearances shall be returned to the school district.
  - c. Court Appearances B: Employees attending court as a plaintiff, defendant, or witness on non-work-related matters, may use personal leave time. In the event the employee is subpoenaed for non-work-related matters and does not have personal leave time, the Superintendent shall grant a leave of absence. Any witness fees paid to the employee for these court appearances shall be kept by the employee.

## **ARTICLE VIII - MISCELLANEOUS PROVISIONS**

### **A. NONDISCRIMINATION**

The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the School shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers in the application or administration of this Agreement on the basis of race, color, religion, national origin, sex, disability, or marital status.

### **B. BOARD POLICY**

This Agreement constitutes Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board Policy. The personnel grievance procedure is outlined in the Board of Education Policy manual and is also available in the Teacher's handbook.

### **C. SEPARABILITY**

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provisions or applications shall continue in full force and effect.

### **D. COMPLIANCE BY INDIVIDUAL CONTRACT & NEGOTIATED AGREEMENT**

Any individual contract between the Board and individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling. Nothing in this Agreement shall prohibit the Board from contracting with any individual employee for compensation in excess of the sums due pursuant to the Negotiated Agreement.

### **E. NOTICE**

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by letter at the following address: Wakefield Community Schools, PO Box 330, Wakefield, NE 68784-0330.

### **F. NEW EMPLOYEE MOVING EXPENSE**

District will be allowed to pay up to \$1,500 moving expense allowance to newly hired teachers.

### **G. Each teacher new to the district will be eligible for up to 10 days to prepare for their new assignment. Work such as establishing curriculum, preparing assessments, setting up classrooms and the like, will be considered appropriate classroom preparation. These days must be completed prior to the first teacher contract day, time must be approved by a supervisor, and signed documentation must be submitted for payroll. These days would be compensated on the following per diem basis - base salary divided by 185**

days multiplied by number of “onboarding days” and then multiplied by index of staff member.

H. TEACHER SHORTAGE AREA

Teachers that are difficult to find, as determined by the Nebraska Department of Education Teachers Shortage List, will receive 4% of the base salary at the completion of their first year of service to the district provided they are offered and accept a teaching contract for another year at Wakefield Community Schools. Payment would be received as a lump sum June 15th according to current Method of Payment guidelines set forth in the current Negotiated Agreement.

- I. The district will pay \$15.00-an-hour stipend to a certified employee for training needed for curriculum implementation outside of the contract time with prior administration approval.

**ARTICLE IX - ZIPPER CLAUSE**

The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, the Employer and the Association, for the term of this Agreement, agree that the other shall not be obligated to bargain collectively with respect to any subject matter negotiated or that could have been negotiated by the parties before the execution of the Agreement, whether or not contained in the Agreement.

**ARTICLE X- EXECUTION OF AGREEMENT**

By executing this Agreement, the representative of each party hereto affirmatively represents to the other party that he/she has been authorized to execute this Agreement, following its ratification and approval by the Association, or the Board, as the case may be.

\_\_\_\_\_  
Association Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Representative

\_\_\_\_\_  
Date



**WAKEFIELD EDUCATION ASSOCIATION  
AND  
The WAKEFIELD BOARD OF EDUCATION  
~~2024-2025~~~~2022-2023~~ and ~~2023-2024~~**

The following terms and conditions of employment are hereby agreed upon by the members of the Wakefield Education Association and the Wakefield board of Education as attested to by their duly appointed representatives.

1. The base salary for the ~~2024-2025~~~~2022-2023~~ year for certified staff members, applicable to the 1.000 index as indicated by the appropriate schedule in "EXHIBIT B" shall be ~~\$40,600~~~~\$39,140~~ for a 185-day regular contract plus the option of two (2) additional per diem professional development days. The computation of salaries shall be for the period September 1, ~~2024~~~~2022~~ through August 31, ~~2025~~~~2023~~.
2. ~~The base salary for the 2023-2024 year for certified staff members, applicable to the 1.000 index as indicated by the appropriate schedule in "EXHIBIT C" shall be \$39,990 for a 185-day regular contract plus the option of two (2) additional per diem professional development days. The computation of salaries shall be for the period September 1, 2023 through August 31, 2024. ¶~~
  - a. ~~2023-2024 base salary may be recalculated based on increase in insurance costs. If insurance costs fall below 4%, then the base salary will be increased by \$100. If insurance costs fall above 7%, the base salary will decrease by \$100. ¶~~
3. ~~EHA \$1,050/\$3,800 (HSA) health insurance benefits as outlined in Article V of this Agreement.~~
4. BC/BS Dental coverage at "single" or "employee" rate. Coverage is PPO - 100% A, 75% B with 50% C.
5. Cash-in-lieu of health insurance is \$5,300 annually.
6. The district will provide every certified employee with a \$50,000 term life policy with accidental death and dismemberment with continued insurability to age 70. Seniors at age 70 will have a guaranteed life option conversion at a higher rate.
7. ~~Change to Article VII - Temporary Leaves of Absence: Section B - Authorized Leaves; Subsection 3 - Personal Leave:~~
  - a. ~~Two (2)~~Three (3) days of personal leave will be granted to each employee per year.
  - b. An additional day of personal leave will be granted to each employee per year for staff who achieve twenty-five years of service or more.
  - c. Allows the banking of two personal days to a maximum of ~~four (4)~~five (5) personal days in one year. This leave may not be taken immediately preceding or following a regularly scheduled vacation period unless granted by the Superintendent due to extenuating circumstances.
  - d. Staff may exchange two (2) sick leave days for one (1) additional personal day once per school year.
8. Increase High School Student Council extra duty pay to the same level as NHS, Art Club and NTHA - 3% starting rate increasing to 5% rate over a seven-year time frame.

9. Addition of Educators Rising sponsor to the Extra Duty Schedule beginning at 5% of the base and increasing 0.33% per year to a maximum of 7%.
10. Addition of One World Club sponsor beginning at 3% of the base and increasing 0.33% per year to a maximum of 5%.
11. Addition of the District will pay a \$15.00-an-hour stipend to a certified employee for a set number of hours for training/work needed for curriculum implementation deemed necessary by the district outside of the 185-day contract time. Requests may be made by staff to receive this \$15.00 stipend for other implementation training/work based upon administrative approval.
12. Addition of district translator and interpreter stipend begins at 5% of base and increases 0.33% per year to a maximum of 7%.

**Board of Education**

**Wakefield Education Association**

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**Board President**

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**WEA President**

**Labor Relations**

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**WEA Representatives**

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**2024-2025~~2022-23~~ SALARY SCHEDULE**

**EXHIBIT B**

40,600~~39,140~~  
 BASE: .00  
 INCREMENTS AT 4% X 4%

STEP	BA	BA+9	BA+18	BA+27	BA+36 or MA	MA+12	MA+24	MA+36
1	<del>40,600.00</del> 40,600.00	<del>42,224.00</del> 42,224.00	<del>43,848.00</del> 43,848.00	<del>45,472.00</del> 45,472.00	<del>47,096.00</del> 47,096.00	<del>48,720.00</del> 48,720.00	<del>50,344.00</del> 50,344.00	<del>51,968.00</del> 51,968.00
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	<del>42,224.00</del> 42,224.00	<del>43,848.00</del> 43,848.00	<del>45,472.00</del> 45,472.00	<del>47,096.00</del> 47,096.00	<del>48,720.00</del> 48,720.00	<del>50,344.00</del> 50,344.00	<del>51,968.00</del> 51,968.00	<del>53,592.00</del> 53,592.00
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	<del>43,848.00</del> 43,848.00	<del>45,472.00</del> 45,472.00	<del>47,096.00</del> 47,096.00	<del>48,720.00</del> 48,720.00	<del>50,344.00</del> 50,344.00	<del>51,968.00</del> 51,968.00	<del>53,592.00</del> 53,592.00	<del>55,216.00</del> 55,216.00
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	<del>45,472.00</del> 45,472.00	<del>47,096.00</del> 47,096.00	<del>48,720.00</del> 48,720.00	<del>50,344.00</del> 50,344.00	<del>51,968.00</del> 51,968.00	<del>53,592.00</del> 53,592.00	<del>55,216.00</del> 55,216.00	<del>56,840.00</del> 56,840.00
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	<del>47,096.00</del> 47,096.00	<del>48,720.00</del> 48,720.00	<del>50,344.00</del> 50,344.00	<del>51,968.00</del> 51,968.00	<del>53,592.00</del> 53,592.00	<del>55,216.00</del> 55,216.00	<del>56,840.00</del> 56,840.00	<del>58,464.00</del> 58,464.00
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	<del>48,720.00</del> 48,720.00	<del>50,344.00</del> 50,344.00	<del>51,968.00</del> 51,968.00	<del>53,592.00</del> 53,592.00	<del>55,216.00</del> 55,216.00	<del>56,840.00</del> 56,840.00	<del>58,464.00</del> 58,464.00	<del>60,088.00</del> 60,088.00
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	<del>50,344.00</del> 50,344.00	<del>51,968.00</del> 51,968.00	<del>53,592.00</del> 53,592.00	<del>55,216.00</del> 55,216.00	<del>56,840.00</del> 56,840.00	<del>58,464.00</del> 58,464.00	<del>60,088.00</del> 60,088.00	<del>61,712.00</del> 61,712.00
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	<del>51,968.00</del> 51,968.00	<del>53,592.00</del> 53,592.00	<del>55,216.00</del> 55,216.00	<del>56,840.00</del> 56,840.00	<del>58,464.00</del> 58,464.00	<del>60,088.00</del> 60,088.00	<del>61,712.00</del> 61,712.00	<del>63,336.00</del> 63,336.00
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		<del>55,216.00</del> 55,216.00	<del>56,840.00</del> 56,840.00	<del>58,464.00</del> 58,464.00	<del>60,088.00</del> 60,088.00	<del>61,712.00</del> 61,712.00	<del>63,336.00</del> 63,336.00	<del>64,960.00</del> 64,960.00
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			<del>58,464.00</del> 58,464.00	<del>60,088.00</del> 60,088.00	<del>61,712.00</del> 61,712.00	<del>63,336.00</del> 63,336.00	<del>64,960.00</del> 64,960.00	<del>66,584.00</del> 66,584.00
			1.44	1.48	1.52	1.56	1.60	1.64

			1.44	1.48	1.52	1.56	1.60	1.64
11				61,712.00 <del>59,492.80</del>	63,336.00 <del>61,058.40</del>	64,960.00 <del>62,624.00</del>	64,584.00 <del>62,189.60</del>	68,208.00 <del>65,755.20</del>
				1.52	1.56	1.60	1.64	1.68
12				63,336.00 <del>61,058.40</del>	64,960.00 <del>62,624.00</del>	66,584.00 <del>64,249.60</del>	68,208.00 <del>65,755.20</del>	69,832.00 <del>67,320.80</del>
				1.56	1.60	1.64	1.68	1.72
13					66,584.00 <del>64,249.60</del>	68,208.00 <del>65,755.20</del>	69,832.00 <del>67,320.80</del>	71,456.00 <del>68,886.40</del>
					1.64	1.68	1.72	1.76
14						69,832.00 <del>67,320.80</del>	71,456.00 <del>68,886.40</del>	73,080.00 <del>70,452.00</del>
						1.72	1.76	1.80

## 2023-24 SALARY SCHEDULE

## EXHIBIT C

BASE: 39,990.00 ~~Tentative based on 2023-24 insurance costs~~

INCREMENTS AT 4% X 4%

STEP	BA	BA+9	BA+18	BA+27	BA+36 or MA	MA+12	MA+24	MA+36
1	39,990.00	41,589.60	43,189.20	44,788.80	46,388.40	47,988.00	49,587.60	51,187.20
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	41,589.60	43,189.20	44,788.80	46,388.40	47,988.00	49,587.60	51,187.20	52,786.80
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	43,189.20	44,788.80	46,388.40	47,988.00	49,587.60	51,187.20	52,786.80	54,386.40
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	44,788.80	46,388.40	47,988.00	49,587.60	51,187.20	52,786.80	54,386.40	55,986.00
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	46,388.40	47,988.00	49,587.60	51,187.20	52,786.80	54,386.40	55,986.00	57,585.60
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	47,988.00	49,587.60	51,187.20	52,786.80	54,386.40	55,986.00	57,585.60	59,185.20
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	49,587.60	51,187.20	52,786.80	54,386.40	55,986.00	57,585.60	59,185.20	60,784.80
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52

8	<del>51,187.20</del>	<del>52,786.80</del>	<del>54,386.40</del>	<del>55,986.00</del>	<del>57,585.60</del>	<del>59,185.20</del>	<del>60,784.80</del>	<del>62,384.40</del>
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		<del>54,386.40</del>	<del>55,986.00</del>	<del>57,585.60</del>	<del>59,185.20</del>	<del>60,784.80</del>	<del>62,384.40</del>	<del>63,984.00</del>
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			<del>57,585.60</del>	<del>59,185.20</del>	<del>60,784.80</del>	<del>62,384.40</del>	<del>63,984.00</del>	<del>65,583.60</del>
			1.44	1.48	1.52	1.56	1.60	1.64
11				<del>60,784.80</del>	<del>62,384.40</del>	<del>63,984.00</del>	<del>65,583.60</del>	<del>67,183.20</del>
				1.52	1.56	1.60	1.64	1.68
12				<del>62,384.40</del>	<del>63,984.00</del>	<del>65,583.60</del>	<del>67,183.20</del>	<del>68,782.80</del>
				1.56	1.60	1.64	1.68	1.72
13					<del>65,583.60</del>	<del>67,183.20</del>	<del>68,782.80</del>	<del>70,382.40</del>
					1.64	1.68	1.72	1.76
14						<del>68,782.80</del>	<del>70,382.40</del>	<del>71,982.00</del>
						1.72	1.76	1.80

~~2024-2025~~~~2022-2023~~  
EXTRA DUTY SCHEDULE

Base Salary: ~~\$40,600~~~~39,140~~

EXHIBIT ~~CD~~

	Extra Duty	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7
<b>12%</b>	Head Girls Basketball	<b>12.00%</b>	<b>12.33%</b>	<b>12.67%</b>	<b>13.00%</b>	<b>13.33%</b>	<b>13.67%</b>	<b>14.00%</b>
	Head Boys Basketball	4,872.00	5,005.98	5,144.02	5,278.00	5,411.98	5,550.02	5,684.00
		<del>4,696.80</del>	<del>4,825.96</del>	<del>4,959.04</del>	<del>5,088.20</del>	<del>5,217.36</del>	<del>5,350.44</del>	<del>5,479.60</del>
	Head Volleyball							
	Head Football							
	Head Track							
	Head Wrestling							
<b>8%</b>	Asst Girls Basketball	<b>8.00%</b>	<b>8.33%</b>	<b>8.67%</b>	<b>9.00%</b>	<b>9.33%</b>	<b>9.67%</b>	<b>10.00%</b>
	Asst Boys Basketball	3,248.00	3,381.98	3,520.02	3,654.00	3,787.98	3,926.02	4,060.00
		<del>3,131.20</del>	<del>3,260.36</del>	<del>3,393.44</del>	<del>3,522.60</del>	<del>3,651.76</del>	<del>3,784.84</del>	<del>3,914.00</del>
	Asst Football							
	Asst Track							
	Asst Volleyball							
	Asst Wrestling							
	Head Golf							
	Annual							
	Head Strength/Conditioning							
	Instrumental Music/Vocal							
	Speech							
<b>5%</b>	Asst Golf	<b>5.00%</b>	<b>5.33%</b>	<b>5.67%</b>	<b>6.00%</b>	<b>6.33%</b>	<b>6.67%</b>	<b>7.00%</b>
	JH Girls Basketball	2,030.00	2,163.98	2,302.02	2,436.00	2,569.98	2,708.02	2,842.00
		<del>1,957.00</del>	<del>2,086.16</del>	<del>2,219.24</del>	<del>2,348.40</del>	<del>2,477.56</del>	<del>2,610.64</del>	<del>2,739.80</del>
	JH Boys Basketball							
	JH Football							
	JH Volleyball							
	JH Track							
JH Wrestling								
	District Translator/Interpreter							

Educators Rising

FBLA

FCCLA

Skills USA

**2024-20252022-2023  
EXTRA DUTY SCHEDULE**

**EXHIBIT CD**

<b>4%</b>	Asst Speech	<b>4.00%</b>	<b>4.33%</b>	<b>4.67%</b>	<b>5.00%</b>	<b>5.33%</b>	<b>5.67%</b>	<b>6.00%</b>
	Cheer/Spirit Squad	1,624.00	1,757.98	1,896.02	2,030.00	2,163.98	2,302.02	2,436.00
		<del>1,565.60</del>	<del>1,694.76</del>	<del>1,827.84</del>	<del>1,957.00</del>	<del>2,086.16</del>	<del>2,219.24</del>	<del>2,348.40</del>
	Color Guard							
	Communications							
	Department Coordinator							
	HAL Program							
	Junior Class							
	Livestream/Broadcast							
	One Act Play							
	SAT Team Coordinator							
<b>3%</b>	Asst JH Coach	<b>3.00%</b>	<b>3.33%</b>	<b>3.67%</b>	<b>4.00%</b>	<b>4.33%</b>	<b>4.67%</b>	<b>5.00%</b>
	Art Club	1,218.00	1,351.98	1,490.02	1,624.00	1,757.98	1,896.02	2,030.00
		<del>1,174.20</del>	<del>1,303.36</del>	<del>1,436.44</del>	<del>1,565.60</del>	<del>1,694.76</del>	<del>1,827.84</del>	<del>1,957.00</del>
	NHS							
	NTHS							
	One World Club							
	STUCO - High School							
<b>1%</b>	Homecoming	<b>1.00%</b>	<b>1.33%</b>	<b>1.67%</b>	<b>2.00%</b>	<b>2.33%</b>	<b>2.67%</b>	<b>3.00%</b>
	STUCO - Elementary or HS	406.00	539.98	678.02	812.00	945.98	1,084.02	1,218.00
		<del>1.40</del>	<del>0.56</del>	<del>3.64</del>	<del>2.80</del>	<del>1.96</del>	<del>1,045.04</del>	<del>1,174.20</del>
<b>Flat Rate</b>	Senior Class Sponsor	<b>1%</b>	406.00					
	7th, 8th, 9th Grade Sponsor	<b>1%</b>	406.00					

10th Grade Sponsor	2%	812.00	
Asst One-Act Play	2%	812.00	
Concessions		1,100.00	
Lil'Troy Sponsor		1,000.00	
Weightroom/Conditioning Supervision and/or Asst Strength & Conditioning	\$12.00/hr		Total not to exceed 10% of base salary = \$4,060.00 <del>3,914.00</del>

~~2023-2024~~  
~~EXTRA DUTY SCHEDULE~~

~~Base Salary: \$39,990~~ Tentative based on insurance costs ~~EXHIBIT E~~

	<del>Extra Duty</del>	<del>YEAR 1</del>	<del>YEAR 2</del>	<del>YEAR 3</del>	<del>YEAR 4</del>	<del>YEAR 5</del>	<del>YEAR 6</del>	<del>YEAR 7</del>
<del>12%</del>	<del>Head Girls Basketball</del>	<del>12.00%</del>	<del>12.33%</del>	<del>12.67%</del>	<del>13.00%</del>	<del>13.33%</del>	<del>13.67%</del>	<del>14.00%</del>
	<del>Head Boys Basketball</del>	<del>4,798.80</del>	<del>4,930.77</del>	<del>5,066.73</del>	<del>5,198.70</del>	<del>5,330.67</del>	<del>5,466.63</del>	<del>5,598.60</del>
	<del>Head Volleyball</del>							
	<del>Head Football</del>							
	<del>Head Track</del>							
	<del>Head Wrestling</del>							
<del>8%</del>	<del>Asst Girls Basketball</del>	<del>8.00%</del>	<del>8.33%</del>	<del>8.67%</del>	<del>9.00%</del>	<del>9.33%</del>	<del>9.67%</del>	<del>10.00%</del>
	<del>Asst Boys Basketball</del>	<del>3,199.20</del>	<del>3,331.17</del>	<del>3,467.13</del>	<del>3,599.10</del>	<del>3,731.07</del>	<del>3,867.03</del>	<del>3,999.00</del>
	<del>Asst Football</del>							
	<del>Asst Track</del>							
	<del>Asst Volleyball</del>							
	<del>Asst Wrestling</del>							
	<del>Head Golf</del>							
	<del>Annual</del>							
	<del>Head Strength/Conditioning</del>							
	<del>Instrumental Music/Vocal</del>							
	<del>Speech</del>							
<del>5%</del>	<del>Asst Golf</del>	<del>5.00%</del>	<del>5.33%</del>	<del>5.67%</del>	<del>6.00%</del>	<del>6.33%</del>	<del>6.67%</del>	<del>7.00%</del>



<del>10th Grade Sponsor</del>	<del>2%</del>	<del>799.80</del>
<del>Asst One-Act Play</del>	<del>2%</del>	<del>799.80</del>
<del>Concessions</del>	<del>1,100.00</del>	
<del>Lil'Troy Sponsor</del>	<del>1,000.00</del>	
<del>Weightroom/Conditioning Supervision and/or Asst Strength &amp; Conditioning</del>	<del>\$12.00/hr</del>	<del>Total not to exceed 10% of base salary = \$3,999.00</del>

<b>PURCHASER'S NAME - First Signer</b> (First, Middle Initial, Last) <b>WAKEFIELD PUBLIC SCHOOLS</b>			DATE OF ORDER <b>Dec 11, 2023</b>	COMPANY UNIT <b>06</b>	DEALER ACCOUNT NO. <b>068765</b>
(SECOND LINE OF OWNER NAME)			DEALER ORDER NO. <b>06385553</b>		
STREET OR RR <b>409 MAIN ST</b>			SOC. SEC.	IRS NO.	EIN. NO.
TOWN <b>WAKEFIELD</b>	STATE <b>NE</b>	ZIP CODE <b>68784</b>	TRANSACTION TYPE <b>Cash Sale</b>		PURCHASER SALES TAX EXEMPT
COUNTY <b>Dixon</b>	PURCHASER ACCT.	PHONE NO.	SELLER'S NAME & ADDRESS <b>Grossenburg Implement, Inc.</b> <b>1819 Chiefs Way</b> <b>Wayne, NE 68787</b> <b>402-375-3325</b>		
REWARDS #			I (We), the undersigned, hereby order from Dealer the Equipment described below, to be delivered as shown below. This order is subject to Dealer's ability to obtain such Equipment from the manufacturer and Dealer shall be under no liability if delivery of the Equipment is delayed or prevented due to labor disturbances, transportation difficulties, or for any reason beyond Dealer's control. The price shown below is subject to Dealer's receipt of the Equipment prior to any change in price by the manufacturer. It is also subject to any new or increased taxes imposed upon the sale of the Equipment after the date of this order.		
E-MAIL ADDRESS					
<b>PURCHASER'S NAME - Second Signer</b>					
STREET OR RR					
TOWN	STATE	ZIP CODE			
REWARDS #					
Use County <b>DIXON</b>		Use State/Province <b>NE</b>			

QTY	NEW	DEMO	RENTAL	USED	Equipment & Value Added Service (Give Model, Size & Description)	Hours of Use	PRODUCT IDENTIFICATION NUMBER	DELIVERED CASH PRICE (Or Total Lease Payments)
1	X				2023 JOHN DEERE Z970R ZTrak <b>Stock # 76407</b>	0	1TC970RMEPR130029	\$ 17,156 61
1					AUC18510 Tire And Wheel Assembly - TIRE AND WHEEL ASSEMBLY, 24X12N12(O)	0		\$ 843 39
I (We) offer to sell, transfer, and convey the following item(s) at or prior to the time of delivery of the above Equipment, as a "trade-in" to be applied against the cash price. Such item(s) shall be free and clear of all security agreements, liens, and encumbrances at the time of transfer to you. The following is a description and the price to be allowed for each item.						TOTAL CASH PRICE		\$ 18,000 00
QTY	DESCRIPTION OF TRADE-IN				Hours of Use	PRODUCT IDENTIFICATION NUMBER	AMOUNT	
1	2010 JOHN DEERE 997				2290	TC997SC055838	\$ 3,500 00	
PURCHASER TYPE <b>1 Commercial</b>						MARKET USE <b>95 Institutions (schools/churches/h</b>		
<b>COMMENTS:</b>						TOTAL TRADE-IN ALLOWANCE		\$ 3,500 00
						1. TOTAL CASH-PRICE		\$ 18,000 00
						2. TOTAL TRADE-IN ALLOWANCE		\$ 3,500 00
						3. TOTAL TRADE-IN PAY-OFF		\$ 0 00
						4. BALANCE		\$ 14,500 00
						8. EST. SERVICE AGREEMENT TAXES		\$ 0 00
						9. SUB-TOTAL		\$ 14,500 00
						10. CASH WITH ORDER		\$ 0 00
						11. RENTAL APPLIED		\$ 0 00
						12. CASH DISCOUNT		\$ 0 00
						13. BALANCE DUE		\$ 14,500 00

**IMPORTANT WARRANTY NOTICE:** The John Deere warranty applicable to new John Deere Equipment is printed and included with this document. There is no warranty on used equipment. The new equipment warranty is part of this contract. Please read it carefully. **YOUR RIGHTS AND REMEDIES PERTAINING TO THIS PURCHASE ARE LIMITED AS SET FORTH IN THE WARRANTY AND THIS CONTRACT. IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS ARE NOT MADE AND ARE EXCLUDED UNLESS SPECIFICALLY PROVIDED IN THE JOHN DEERE WARRANTY.**

**Telematics:** Orders of telematic devices include only the hardware. Where available, telematics software, including JDLink™ connectivity service, may be enabled from your local John Deere Operations Center or JDLink website. Please see your authorized John Deere dealer for assistance.

**DISCLOSURE OF REGULATION APPLICABILITY:** When operated in California, any off-road diesel vehicle may be subject to the California Air Resources Board. In-Use Off-Road Diesel Vehicle Regulation. It therefore could be subject to retrofit or accelerated turnover requirements to reduce emissions of air pollutants.

**ACKNOWLEDGEMENTS-** I (We) promise to pay the Balance Due (line13) shown above in cash, or to execute a Time Sale Agreement (Retail Installment Contract), or a Loan Agreement, for the purchase price of the Equipment, plus additional charges shown thereon or execute a Lease Agreement, on or before delivery of the Equipment ordered herein. Despite physical delivery of the Equipment, title shall remain in the seller until one of the foregoing is accomplished.

**USE OF INFORMATION/PRIVACY NOTICE** I understand that Deere & Company and its affiliates ("John Deere") and Dealer collect information, including my personal information and machine data to provide warranty, customer service, product and customer support, marketing and promotional information about Dealer, John Deere and their equipment, products and services and to support other business processes and purposes. See the John Deere Privacy Statement (<https://www.deere.com/en/privacy-and-data/privacy-statements/>) for additional information on the types of personal information and machine data John Deere collects, how it is collected, used and disclosed. See Dealer directly for information about its privacy policy.



Purchase Order for  
John Deere Equipment (U.S. Only)

PO# 10097110  
PO Revision# Original

Quote ID: 30059234

Purchaser Name: WAKEFIELD PUBLIC SCHOOLS

Purchaser's  
Signature \_\_\_\_\_

Accepted  
By \_\_\_\_\_

DocuSigned by:  
*Nathan Euler*  
1F58314ED20147C

Purchaser's  
Signature \_\_\_\_\_

Date  
Accepted 11-Dec-2023

Salesperson EULER, NATHAN L

Delivery Acknowledgement	
Delivered On: <input type="text"/>	_____
Warranty Begins: <input type="text"/>	Signature _____ Date _____

Show Details



IN PROCESS

**WARRANTY FOR NEW JOHN DEERE AGRICULTURAL EQUIPMENT AND  
LIMITED WARRANTY FOR NEW TURF & UTILITY EQUIPMENT (US & CANADA ONLY)**

**A. GENERAL PROVISIONS** – With respect to purchasers in the United States, "John Deere" means Deere & Company, 1 John Deere Place, Moline, IL 61265, and with respect to purchasers in Canada, "John Deere" means John Deere Canada ULC, 295 Hunter Road, P. O. Box 1000, Grimsby, Ontario L3M 4H5. The warranties described below are provided by John Deere to the original purchasers of new Agricultural, Turf and Utility Equipment ("Equipment") purchased from John Deere or authorized John Deere dealers (the "Selling Dealer"). These warranties apply only to Equipment intended for sale in Canada and the US. Under these warranties, John Deere will repair or replace, at its option, any part covered under these warranties which is found to be defective in material or workmanship during the applicable warranty term. Warranty service must be performed by a dealer or service center located in Canada or the US, and authorized by John Deere to sell and/or service the type of Equipment involved (the "Authorized Dealer"). The Authorized Dealer will use only new or remanufactured parts or components furnished or approved by John Deere. Warranty service will be performed without charge to the purchaser for parts and/or labor. However, the purchaser will be responsible for any service call and/or transportation of Equipment to and from the Authorized Dealer's place of business (except where prohibited by law), for any premium charged for overtime labor requested by the purchaser and for any service and/or maintenance not directly related to any defect covered under these warranties. These warranties are transferable, provided an authorized John Deere dealer is notified of the ownership change, and John Deere approves the warranty transfer.

**B. WHAT IS WARRANTED** – Subject to paragraph C, all parts of any new Equipment are warranted for the number of months or operating hours specified below. Each warranty term begins on the date of delivery of the Equipment to the original purchaser, (except for certain agricultural tillage, planting, cultivating, harvesting, and application Equipment which may have a delayed warranty start date, but only if established by John Deere and noted by Selling Dealer on the Purchase Order). **Included In 5E Series Tractor and Compact Utility Tractor Powertrain Warranty - Engine:** cylinder block, cylinder head, valve covers, oil pan, emissions control components, timing gear covers, flywheel housing, and all parts contained therein. **Powertrain:** transmission, transmission case, differential and axle housings, clutch housings, MFWD front axle assembly, and all parts contained therein (does not include external drivelines, dry clutch parts, or steering cylinders). **SWEEPS, SHOVELS, PLOWSHARES, AND DISK BLADES:** A replacement part will be furnished without charge if breakage occurs and the amount of wear is less than the wear limits established by John Deere.

<b>AGRICULTURAL EQUIPMENT</b>	<b>WARRANTY TERM</b>
Tractors	24 Months or 2000 Hours, Whichever Comes First
Tractors used in Heavy Duty Land Leveling applications exceeding 150 hours per year (except 9R Series Tractors factory equipped with required option codes and tire specifications for Heavy Duty Land Leveling, as specified in the Operators Manual). Contact Selling Dealer for additional information.	90 Days
Scraper Special Tractors	24 Months or 2000 Hours, Whichever Comes First
5E Series Tractors	24 Months or 2000 Hours, Whichever Comes First
a) Powertrain on 5E Series Tractors (components as per B above)	a) 60 Months or 2000 Hours, Whichever Comes First
Scrapers	6 Months for MY14 and earlier 12 Months for D Series and MY15 and later
Frontier™ Equipment	12 months
Sugar Cane Harvesters and Loaders	12 months or 1500 hours, Whichever Comes First
All other Equipment (includes Ag Management Solutions (AMS) products)	12 Months
Premium Round Balers 469, 569, 460R, 560R	24 Months or 12,000 bales, Whichever Comes First; First 12 Months, No Bale Limitation
Large Square Balers	12 Months, No Bale Limitation
a) Powertrain on Large Square Balers	a) 24 Months or 20,000 bales, Whichever Comes First
Hagie Manufacturing Company LLC Sprayers and Detasslers	24 Months or 1000 Hours, Whichever Comes First
Engines in Self-Propelled Equipment except Tractors*	24 Months or 2000 Hours, Whichever Comes First
*Engine Items Covered in months 13 through 24 – Engine block, cylinder head, rocker arm cover, timing gear cover, crankcase pan and all parts enclosed within these units. Also included are the fuel injection pump, turbocharger, water pump, torsion damper, manifolds, and engine oil cooler. All other engine related items are not covered in months 13 through 24.	
<b>TURF &amp; UTILITY EQUIPMENT</b>	<b>WARRANTY TERM</b>
1) Z335E, Z345M, Z345R, Z355E, Z355R, Z365R, Z375R Series ZTrak™ Mowers, Z525E ZTrak™ Mowers, and 100 Series Tractors**	24 Months or 120 Hours, Whichever Comes First
2) 200 Series Tractors, Z315E, Z325E, Z320M, Z320R, Z330M, Z330R, and Z370R Series ZTrak™ Mowers**	36 Months or 200 Hours, Whichever Comes First
3) X300 Series Tractors, Z515E, and Z500M Series ZTrak™ Mowers**	48 Months or 300 Hours, Whichever Comes First
4) X500 Series Tractors, Z700E, and Z500R Series ZTrak™ Mowers**	48 Months or 500 Hours, Whichever Comes First
5) X700 Series Tractors**	48 Months or 700 Hours, Whichever Comes First
6) Z700M Series ZTrak™ Mowers**	48 Months or 750 Hours, Whichever Comes First
7) Z700R Series ZTrak™ Mowers**	48 Months or 1000 Hours, Whichever Comes First
8) JS Series Residential Walk-Behind Mowers	24 Months in Private Residential – Personal Use or 90 Days in Any Other Application
9) Wide Area Mowers, Front Mower Traction Units and Mower Decks, QuikTrak™ Mowers, and M Series Commercial Walk Behind Mowers	24 Months
10) Z900B, Z900E, Z900M Series ZTrak™ Mowers, and R Series Commercial Walk Behind Mowers	36 Months or 1200 Hours, Whichever Comes First; First 24 Months, No Hour Limitation
11) Z997R, Z900A Series, and Z900R Series ZTrak™ Mowers	36 Months or 1500 Hours, Whichever Comes First; First 24 Months, No Hour Limitation
12) Compact Utility Tractors	24 Months or 2000 Hours, Whichever Comes First
a) Powertrain on Compact Utility Tractors (components as per B above)	a) 72 Months or 2000 Hours, Whichever Comes First
b) Compact Utility Tractor Loaders D120, 120E, 120R, 220R, 300E, 300R, 320R, 400E, 440R	b) 24 Months
13) GATOR™ Utility Vehicles	12 Months or 1000 Hours, Whichever Comes First
14) Except as provided above, all other Implements/Attachments sold separately or purchased on the same Purchase Order as Equipment listed in 9 through 13	12 Months
15) All other Turf & Utility Equipment	24 Months in Private Residential - Personal Use or 12 Months in Any Other Application

\*\*Implements/Attachments purchased on the same Purchase Order as the Equipment listed will be covered by the Equipment's warranty terms. Implements/Attachments purchased separately will be covered by the warranty term on line 14.

**C. (I) ITEMS COVERED SEPARATELY** – (1) Tires - contact manufacturer for warranty terms and conditions, (2) Rubber track belts, elastomeric coated wheels (drive wheels, idlers, mid-rollers) and batteries - contact Selling Dealer for warranty terms and conditions (note: terms of warranties on these parts may be less than Equipment warranty), (3) When applicable, a separate emissions warranty statement will be provided by Selling Dealer.

**(II) WHAT IS NOT WARRANTED** – Pursuant to the terms of these warranties, JOHN DEERE IS NOT RESPONSIBLE FOR THE FOLLOWING: (1) Used Equipment; (2) Any Equipment that has been altered or modified in ways not approved by John Deere, including, but not limited to, setting injection pump fuel delivery above John Deere specifications, modifying combine grain tanks, and modifying self-propelled sprayers with unapproved wheels, tracks, tanks or booms; (3) Depreciation or damage caused by normal wear, lack of reasonable and proper

maintenance, failure to follow operating instructions/recommendations; misuse, lack of proper protection during storage, vandalism, the elements or collision or accident; (4) Normal maintenance parts and/or service, including but not limited to, oil, filters, coolants and conditioners, cutting parts, belts, brake and clutch linings; (5) Any Utility Vehicle used for racing or other competitive purpose; (6) Chains on Premium Balers.

**D. SECURING WARRANTY SERVICE** – To secure warranty service the purchaser must, (1) Report the Equipment defect to an Authorized Dealer and request warranty service within the applicable warranty term; (2) Present evidence of the warranty start date with valid proof of purchase; and (3) Make the Equipment available to an Authorized Dealer within a reasonable time.

**E. NO IMPLIED WARRANTY, REPRESENTATION OR CONDITION** – To the extent permitted by law, neither John Deere nor any company affiliated with it makes any warranties, representations, conditions or promises express or implied as to the quality, performance or freedom from defect of the Equipment covered by these warranties other than those set forth above, AND NO STATUTORY OR IMPLIED WARRANTIES OR CONDITIONS OF MERCHANTABILITY OR FITNESS ARE MADE. TO THE EXTENT LEGALLY REQUIRED, ANY IMPLIED WARRANTIES OR CONDITIONS SHALL BE LIMITED IN DURATION TO THE APPLICABLE PERIOD OF WARRANTY SET FORTH ON THIS PAGE. THE PURCHASER'S ONLY REMEDIES IN CONNECTION WITH THE BREACH OR PERFORMANCE OF ANY WARRANTY ON JOHN DEERE EQUIPMENT ARE THOSE SET FORTH ON THIS PAGE. IN NO EVENT WILL THE DEALER, JOHN DEERE OR ANY COMPANY AFFILIATED WITH JOHN DEERE BE LIABLE FOR INCIDENTAL OR CONSEQUENTIAL DAMAGES. (Note: Some jurisdictions do not allow limitations on how long an implied warranty lasts or the exclusion or limitation of incidental or consequential damages so the above limitations and exclusions may not apply to you.) In the event the above warranty fails to correct purchaser's performance problems caused by defects in workmanship and/or materials, purchaser's exclusive remedy shall be limited to payment by John Deere of actual damages in an amount not to exceed the amount paid for the Equipment. This warranty gives you specific legal rights, and you may also have other rights which vary from jurisdiction to jurisdiction.

**F. NO DEALER WARRANTY** THE DEALER HAS NO AUTHORITY TO MAKE ANY WARRANTY, REPRESENTATION, CONDITION OR PROMISE ON BEHALF OF JOHN DEERE, OR TO MODIFY THE TERMS OR LIMITATIONS OF THIS WARRANTY IN ANY WAY.

**G.** If further information is desired, contact Selling Dealer or John Deere at 1-866-993-3373 (Agricultural) or 1-800-537-8233 (Turf & Utility Equipment).

In Process

## CONTRACT FOR MUNICIPAL ADVISORY SERVICES

This Contract for Municipal Advisory Services (together with the attached Appendices and Work Amendments (as hereinafter defined), this “Contract”) is made and entered into this 21st of, March 2023 (the “Effective Date”) by and between Wayne County School District 0560 (Wakefield Public Schools) (the “Issuer”) and First National Capital Markets, Inc. (the “Municipal Advisor”).

### RECITALS

WHEREAS, the District plans to consider and possibly authorize (1) the calling of a bond election and, (2) upon approval by the legal voters of the District, issuance of general obligation bonds to fund additions and improvements (Project); and,

WHEREAS, the District desires and is authorized to retain the services of Municipal Advisor in connection with the financial planning for the Project.

1. **Engagement of Municipal Advisor.** Municipal Advisor shall provide financial consulting services to the Issuer (the “Work”) described on separate, subsequent amendments to this Contract, in substantially the form attached hereto as Appendix A and incorporated herein by reference (each, a “Appendix,” and collectively, the “Appendices”). The Issuer and the Municipal Advisor intend and agree that, to the extent the performance of services by the Municipal Advisor under this Contract constitutes municipal advisory activities within the meaning of rule 15Ba1 of the Securities Exchange Act of 1934 or otherwise creates a fiduciary duty of the Municipal Advisor under Section 15B(c)(1) of the Securities and Exchange Act of 1934 or any applicable rule of the Municipal Securities Rulemaking Board (MSRB), such duty does not extend beyond the services to be provided under this Contract, and such duty does not extend to any other contract, agreement, relationship, or understanding of any nature between the Issuer and Municipal Advisor.

2. **Scope of Services.** The Municipal Advisor is hereby engaged by the Issuer as an independent contractor to perform, in accordance with industry best practices and in the best interest of the Issuer, such portions of the Work which may include certain financial consulting services set forth on Appendix B to this Contract (the “Municipal Advisory Services”), which is attached hereto and incorporated herein by reference. The Municipal Advisor shall be compensated pursuant to Section 3 hereto for performing such Municipal Advisory Services. In no event shall the Municipal Advisor be compensated in any way for campaigning for or against the qualification, passage, or defeat of a ballot question.

3. **Compensation.** For services provided, and in connection with its role advising during the planning stages, the Municipal Advisor shall be paid an engagement fee of \$7,500. For services provided, and in connection with the issuance of general obligation bonds, the Municipal Advisor shall be paid a fee equal to the following:

<u>Par Amount</u>	<u>Fee</u>
\$0-\$10,000,000	0.70% of Par
\$10,000,001-\$20,000,000	0.60% of Par
>\$20,000,000	0.50% of Par

The minimum fee for advice related to the issuing of bonds upon a successful election campaign will not be less than \$35,000. Such fee shall be paid at the time of the closing of the bonds in the form of check or by wire from bond proceeds or district funds.

4. **Underwriting.** Except as hereinafter provided, Municipal Advisor covenants and agrees that neither it nor any affiliate of the Municipal Advisor will directly or indirectly act as or on behalf of an underwriter for any municipal securities issued by the Issuer that is directly related to any issuance in which the Municipal Advisor provides Work.

5. **Recommendations.** Prior to any Work being carried out by the Municipal Advisor on behalf of the Issuer, the Municipal Advisor shall not recommend to the Issuer that it enter into any municipal securities transaction or municipal financial product unless the Municipal Advisor has a reasonable basis for believing, based on the information obtained through the reasonable diligence of the Municipal Advisor, that such transaction or product is suitable for the Issuer and is reasonably in the best interest of the Issuer.

6. **Expenses.** Municipal Advisor will be responsible for all of the Municipal Advisor's out-of-pocket expenses, including communication, cost of financial analysis and reports prepared in fulfilling its duties outlines herein. If out-of-state travel is directed by the Issuer, the Issuer will reimburse the Municipal Advisor for those expenses. The Issuer and or the Underwriter will be responsible for the payment of all fees and expenses commonly known as Costs of Issuance, including but not limited to: publication expenses, local legal counsel, bond counsel, ratings, credit enhancement, travel associated with securing any rating or credit enhancements, printing of bonds, printing and distribution of required disclosure documents, trustee fees, payment agent fees, CUSIP registration, and the like.

7. **Term of Contract.** The term of this contract shall be for a period beginning March 21st, 2023, and continuing through the occurrence of one of the following events, whichever occurs first in time:

a. March 21st, 2026

b. Upon thirty (30) days written notice by either party hereto of a determination to terminate this agreement; provided that following a successful bond election, but prior to the issuance of the bonds, neither the District nor Municipal Advisor may terminate this contract. Any fees paid will be forfeited upon termination.

c. This agreement will automatically renew for successive one-year terms barring thirty-day notice from either party hereto of the intent to terminate the contract. Any fees paid will be forfeited upon termination.

8. **Disclosure of Conflicts of Interest and Disciplinary Events.** Attached hereto as Appendix C is the Municipal Advisor's Disclosure of Conflicts of Interest. By execution of this Contract, the Issuer acknowledges it has read the attached Appendix C and has asked any questions or sought any clarification about the disclosure, with no further questions about the disclosure.

9. **Statements regarding New Employee Work Eligibility Status & Civil Rights.** Attached hereto as Appendix D the Municipal Advisor affirms its employment practices with respect to the items listed.

10. **Professional Liability Insurance.** Municipal Advisor has and during the term hereof, will maintain the professional liability insurance as shown on Appendix E. Municipal Advisor is not now nor has it ever been subject to any material legal or disciplinary events.

11. **Independent Contractor.** The Municipal Advisor is an independent contractor and nothing herein contained shall constitute or designate the Municipal Advisor or any of its employees or agents as employees or agents of the Issuer.

12. **Assignment.** Neither the Municipal Advisor nor the Issuer shall have the right or power to assign any of its respective rights or delegate any of its respective duties under this Contract, without the express written consent of the other party. Acquisition of the Municipal Advisor, or all individuals duly licensed to serve as Municipal Advisor, by a third party firm shall not constitute an assignment of this Contract.

13. **Entire Contract/Amendments.** This Contract, the Appendices hereto, and any amendments hereto (including any Appendices) which are expressly incorporated herein, constitute the entire Contract between the parties hereto and set forth the rights, duties and obligations of each to the other as of this date. Any prior agreements, promises, negotiations, or representations not expressly set forth in this Contract are of no force and effect. This Contract may not be modified except by a writing executed by both the Municipal Advisor and the Issuer.

14. **Not Liable for Advice of Third Party Municipal Advisors.** Should the Issuer seek advice from third party municipal advisors, bankers or legal advisors or others providing guidance similar in scope or kind to that contemplated herein, the Issuer agrees that the Municipal Advisor shall not be held liable for advice or recommendations made to the Issuer by third party municipal advisors, bankers or legal advisors.

15. **Legal Advice.** The Municipal Advisor is not legal counsel or an accountant and is not providing legal or accounting guidance. None of the Municipal Advisory Services contemplated in this Contract shall be construed as or a substitute for legal services.

16. **Not Liable for Inadvertent Advice.** In the event that the Municipal Advisor inadvertently provides advice to the Issuer, where Municipal Advisor provides advice to a person or entity that is not identified herein as an obligated person, or where Municipal Advisor provides advice to the Issuer but subsequently provides no advice with respect to the transaction identified by the Work, Municipal Advisor will, as promptly as possible, provide to the Issuer, a document which states: (i) Municipal Advisor did not intend to provide said advice and that it has ceased engaging in Municipal Advisory Services with the Issuer, (ii) a notification of the disclosures of the conflicts of interest has not been provided; (iii) Municipal Advisor has, in good faith, undertaken reasonable efforts to identify the advice that was inadvertently provided; and (iv) a request that the Issuer acknowledge receipt of the notification.

17. **Indemnification.** To the extent the Issuer is authorized by law to indemnify the Municipal Advisor, the Issuer shall indemnify and hold harmless the Municipal Advisor, each individual, corporation, partnership, trust, association or other entity controlling the Municipal Advisor, any affiliate of the Municipal Advisor or any such controlling entity and their respective directors, officers, employees, partners, incorporators, shareholders, servants, trustees and agents (hereinafter the "Indemnitees") against any and all liabilities, penalties, causes of action, losses, damages, claims, costs and expenses (including, without limitation, fees and disbursements of counsel) or judgments of whatever kind or nature (each a "Claim"), imposed upon, incurred by or asserted against the Indemnitees arising out of or based upon the Issuer's gross negligence or willful acts, errors or omissions in the performance of its obligations under this Contract or any other resolution, document or covenant with respect to the Issuer issued by Issuer as contemplated herein.

To the extent the Municipal Advisor is authorized by law to indemnify the Issuer, the Municipal Advisor will indemnify and hold harmless the Issuer each individual, corporation, partnership, trust, association or other entity controlling the Issuer, any affiliate of the Issuer or any such controlling entity and their respective directors, officers, employees, partners, incorporators, shareholders, servants, trustees and agents (hereinafter the "Indemnitees") against any and all liabilities, penalties, suits, causes of action, losses, damages, claims, costs and expenses (including, without limitation, fees and disbursements of counsel) or judgments of whatever kind or nature (each a "Claim"), imposed upon, incurred by or asserted against the Indemnitees arising out of or based upon the Municipal Advisor's gross negligence or willful acts, errors or omissions in the performance of its services under this Contract.

The Issuer acknowledges and understands that state and federal laws relating to disclosure in connection with municipal securities, including but not limited to the Securities Act of 1933 and Rule 10b-5 promulgated under the Securities Exchange Act of 1934, may apply to the Issuer respecting these laws shall not constitute a breach by the Municipal Advisor or any of its duties and responsibilities under this Contract.

18. **Notices.** Any written notice or communications required or permitted by this Contract or law to be served on, given to, or delivered to either party hereto, by the other party shall be in writing and shall be deemed duly served, given or delivered when personally delivered to the party to whom it is addressed or in lieu of such personal services, when deposited in the United States; mail, first-class postage prepaid, addressed to the Issuer at:

Wayne County SD 0560  
a/k/a Wakefield Public Schools  
802 Highland Street  
Wakefield, Nebraska 68784

Or to the Municipal Advisor at:

First National Capital Markets, Inc.  
Attn: Tobin Buchanan  
2223 2<sup>nd</sup> Avenue  
Kearney, Nebraska 68848

19. **Consent to Jurisdiction: Service of Process.** The parties each hereby (a) submits to the jurisdiction of the District Court of Wayne County, Nebraska sitting in Wayne, Nebraska with respect to any actions and proceedings arising out of or relating to this Contract, (b) agrees that all claims with respect to such actions or proceedings may be heard and determined in such court, (c) waives the defense of an inconvenient forum, (d) agrees not to commence any action or proceeding relating to this Contract other than in the District Court of Wayne County, Nebraska sitting in Wayne, Nebraska and (e) agrees that a final judgment in any such action or proceeding shall be conclusive and may be enforced in other jurisdictions by suit on the judgment or in any other manner provided by law.

20. **Counterparts; Severability.** This Contract may be executed in two or more separate counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. Any term or provision of this Contract which is invalid or unenforceable in any jurisdiction shall, as to such jurisdiction, be ineffective to the extent of such invalidity or unenforceability without rendering invalid or unenforceable the remaining terms and provisions of this Contract or affecting the validity or enforceability of any of the terms or provisions of this Contract in any other jurisdiction.

21. **Parties in Interest.** This Contract, including rights to indemnity and contribution hereunder, shall be binding upon and inure solely to the benefit of each party hereto, any Indemnitee and their respective successors, heirs and assigns, and nothing in this Contract, express or implied, is intended to or shall confer upon any other person any right, benefit or remedy of any nature whatsoever under or by reason of this Contract.

22. **General.** The failure of either of the parties to enforce any right or provision under this Contract shall not constitute a waiver of such right or provision unless acknowledged and agreed to by such party in writing. No waiver shall be implied from a failure of either party to exercise a right or remedy. In addition, no waiver of a party's right or remedy will affect the other provisions of this Contract.

The captions in this Contract are included for convenience of reference only and are in no way meant to define or limit any of the provisions contained in this Contract or otherwise affect their construction or effect. When a word or phrase is enclosed in parenthesis and quotation marks, i.e., ("Word"), then that word or phrase shall be interpreted as if fully written out in the following format: "(hereinafter referred to as the 'Word')," and thereafter in this Contract, that word or phrase shall stand as an abbreviation of the longer phrase to which it relates.

23. **Nondiscrimination.** The Municipal Advisor and all subcontractors, if any, shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, conditions, or privileges or employment, because of race, color, religion, sex, disability, or national origin.

IN WITNESS WHEREOF, the parties have executed this Contract on the date first above written. By the signature of its representative below, (i) each party affirms that it has taken all necessary action to authorize said representative to execute this Contract; and (ii) the Issuer has read the DISCLOSURES OF CONFLICTS OF INTEREST, attached hereto as Appendix C-1 and C-2, and has asked any questions or sought any clarification about such disclosures, with no further questions about said disclosures.

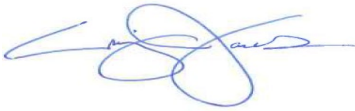
*[Signature Page to Follow]*

Wayne County, Nebraska School District 0560 (Wakefield Public Schools)

By: \_\_\_\_\_

Title: \_\_\_\_\_

First National Capital Markets, Inc.

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

By: \_\_\_\_\_

Title: Managing Director

APPENDIX TO MUNICIPAL ADVISORY SERVICES CONTRACT

APPENDIX A

This Appendix to Municipal Advisory Services Contract (this "Appendix") is entered into the 21st of March, 2023 (the "Effective Date"), by and between Wayne County, Nebraska School District 0560 (Wakefield Public Schools) (the "Issuer") and First National Capital Markets, Inc. (the "Municipal Advisor").

RECITALS

WHEREAS, the District and Municipal Advisor entered into a Municipal Advisory Services Contract dated as of March 21st, 2023 (the "Contract"); and

WHEREAS, the District desires to amend the Contract to include the Work as hereinafter defined; and


WHEREAS, the District desires to engage Municipal Advisor to render services with respect to the Work. The following Work is included in the scope of services to be provided under the Contract:

- Financial planning and guidance with respect to the District's Proposed Bond Issue referendum and any related or unrelated debt issuance for expansion or improvement of the District's facilities.

The Issuer hereby acknowledges that prior to the execution of this Appendix, Municipal Advisor has discussed with the Issuer (i) the Municipal Advisor's evaluation of the material risks, potential benefits, structure, and other characteristics of the recommended municipal securities transaction or municipal financial product; (ii) the basis upon which the Municipal Advisor reasonably believes that the recommended municipal securities transaction or municipal financial product is suitable for the District; and (iii) whether the Municipal Advisor has investigated or considered other reasonably feasible alternatives to the recommended municipal securities transaction or municipal financial product that might also or alternatively serve the Issuer's objectives.

This Appendix forms part of, is subject to, and incorporated into the above-referenced Contract.

IN WITNESS WHEREOF, the parties have executed this Appendix to Municipal Advisory Services Contract on the date first above written. By the signature of its representative below, (i) each party affirms it has taken all necessary action to authorize said representative to execute this Appendix; and (ii) the District has read the DISCLOSURES OF CONFLICTS OF INTEREST, attached to the Contract as Appendix C, and has asked any questions or sought any clarification about such disclosures, with no further questions about said disclosures.

<p>Wayne County District 0560, a/k/a Wakefield Public Schools</p> <p>By: _____ Title: _____ Name: _____</p>	<p>First National Capital Markets, Inc.</p> <p></p> <p>By: _____ Title: Managing Director Name: Craig Jones</p>
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## MUNICIPAL ADVISORY SERVICES

### APPENDIX B

The Municipal Advisory Service to be provided include all duties and services necessary or advisable to facilitate the issuance of bonds and other obligations, including, but not limited to:

A. PRE-BOND ISSUE ELECTION SERVICES: The Municipal Advisor shall provide the following services prior to the election held regarding the issuance of bonds to fund the Project:

- The provision of a fiscal analysis for the financing of the Project through the issuance of general obligation bonds supported by ad valorem taxes.
- Assistance along with the design and construction consultants for the Project to determine the financial cost and dollar amount requested to be submitted to the legal voters at a bond election call be the Board of Education of the District.
- Work with the staff and Board of Education to develop and recommend a bond election factual information program and a financing plan deemed to be acceptable by the school district. In no event shall the election factual information program campaign for or against the qualification, passage, or defeat of a ballot question. The Municipal Advisor is only authorized to assist with or disseminate factual information on the effects of a ballot question so long as that information does not urge a vote for or against the ballot question.
- Appear as the District's financial advisor at Board of Education or public meetings to provide factual information with regard to the financing of the proposed construction of the Project.
- Provide factual financial information to any citizen's committee formed regarding the bond issue.
- Assistance in working with the County Clerk(s) or Election Commissioners(s) having jurisdiction over the bond issue ballot election in the calling and conduct of the ballot issue regarding the proposed bond issuance.
- Provide bond issue ballot election services, including assistance in retaining bond counsel to provide legal advice and in the development of the resolution to call the bond issue election, ballot language and the preliminary and final official statements, and attendant documents as required by law in the call of and conduct of an election of the ballot issue.

B. POST-BOND ISSUE ELECTION SERVICES: Should the bond issuance for the Project be approved by the legal voters of the Issuer, the Municipal Advisor shall provide the following services regarding the issuance of bonds to fund the Project:

- Provide recommendations regarding the timing, structure, conditions and form of debt issuance, including evaluation of bond insurance costs.
- If a competitive sale is selected, assist in the preparation of bids, formation of bidding syndicates and review of the bids received.

- If a negotiated sale is selected, advise the issuer concerning the number of qualifications of the managing underwriters and their compensation level, market trends, and interest rates proposed by the managing underwriters at the point of entry to the market.
- Assist in the preparation of information for rating agency presentations, schedule and assist in the presentations, and act as a liaison with the agencies, providing information as needed to maintain and improve the Issuer's ratings.
- Coordinate and prepare Preliminary and Final Official Statements, and other financing documents, including arranging for printing, mailing, and online posting for prospective investors.
- Advise the Issuer concerning the need for credit enhancement and assist in the procurement and negotiation of related agreements.
- Monitor and control fees and expenses incurred in connection with the issuance of bonds.
- Coordinate electronic bid verifications and recommend acceptance or rejection of bids. Evaluate bids relative to the market and other comparable securities.
- Assist in working with the County Clerk and staff and County Election Commissioner and staff having jurisdiction over the election in the calling and conduct of the ballot issue regarding the issuance of the bonds.
- Assist in closing details and post-closing duties, including ensuring compliance with compliance with continuing disclosure filing requirements and providing a post transaction summary report.
- Prepare post sale analysis describing the results of the sale in comparison with other financings in the market.
- Maintain debt service records on all outstanding Issuer debt.
- Monitor and advise the Issuer on refunding opportunities and other financial products that would benefit the Issuer.
- Assist in the development and evaluation of requests for proposals and other bidding documents for various services, including procurement of bond insurance and letter of credit.
- Attend meetings to present recommendations and analysis and otherwise participate in the financings to assure that the structure, purpose terms and costs of the issue are consistent with the Issuer's best interests and industry practices.
- Bring forward any actual or potential problems that the Municipal Advisor may identify and provide recommendations regarding their solutions.
- Prepare written or oral analyses of unsolicited proposals from investment bankers.
- Review and analyze implications for the Issuer of proposed changes to federal, state and local tax and finance laws.

- Prepare brief financial studies and reports, including current interest rate structures based on the Issuer's credit rating, relating to potential financings, outstanding financings or funding alternatives for new projects.
- Facilitate a competitive process for the investment of bond proceeds (may require additional fees).

*[Remainder of Page Intentionally Left Blank]*

## DISCLOSURE OF CONFLICTS OF INTEREST

### APPENDIX C

Forms of Compensation; Potential Conflicts. The forms of compensation for municipal advisors vary according to the nature of the engagement and requirements of the client, among other factors. Various forms of compensation present actual or potential conflicts of interest because they may create an incentive for an advisor to recommend one course of action over another if it is more beneficial to the advisor to do so.

Fee contingent upon the completion of a financing or other transaction. Under a contingent fee form of compensation, payment of an advisor's fee is dependent upon the successful completion of a financing or other transaction. Although this form of compensation may be customary for the client, it presents a conflict because the advisor may have an incentive to recommend unnecessary financings or financings that are disadvantageous to the client. For example, when facts or circumstances arise that could cause the financing or other transaction to be delayed or fail to close, an advisor may have an incentive to discourage a full consideration of such facts and circumstances, or to discourage consideration of alternative that may result in the cancellation of the financing or other transaction.

Fee based upon principal or notional amount and term of transaction. Under this form of compensation, the municipal advisor's fee is based upon a percentage of the principal amount of an issue of securities (e.g., bonds) or, in the case of a derivative, the present value of or notional amount and term of the derivative. This form of compensation presents a conflict of interest because the advisor may have an incentive to advise the client to increase the size of the securities issues or modify the derivative for the purpose of increasing the advisor's compensation.

Compensation-Based Conflicts. The fees due under this Agreement will be based on the size of the Issue and the payment of such fees shall be contingent upon the delivery of the Issue. While this form of compensation is customary in the municipal securities market, this may present a conflict because it could create an incentive for Municipal Advisor to recommend unnecessary financings or financings that are disadvantageous to the Issuer, or to advise the Issuer to increase the size of the issue. This conflict of interest is mitigated by the general mitigations described herein.

Other Municipal Advisor or Underwriting Relationships. Municipal Advisor serves a wide variety of other clients that may from time to time have interests that could have a direct or indirect impact on the interests of the Issuer. For example, Municipal Advisor serves as municipal advisor to other municipal advisory clients and, in such cases, owes a regulatory duty to such other clients just as it does to the Issuer under this Agreement. These other clients may, from time to time and depending on the specific circumstances, have competing interests, such as accessing the new issue market with the most advantageous timing and with limited competition at the time of the offering. In acting in the interests of its various clients, Municipal Advisor could potentially face a conflict of interest arising from these competing client interests. In other cases, as a broker-dealer that engages in underwritings of new issuances of municipal securities by other municipal entities, the interests of Municipal Advisor to achieve a successful and profitable underwriting for its municipal entity underwriting clients could potentially constitute a conflict of interest if, as in the example above, the municipal entities that Municipal Advisor serves as underwriter or municipal advisor have competing interests in seeking to access the new issue market with the most advantageous timing and with limited competition at the time of the offering. None of these other

engagements or relationships would impair Municipal Advisor's ability to fulfill its regulatory duties to the Issuer.

**Affiliate Relationships.** FNCM and its affiliates comprise a securities firm and a commercial bank engaged in securities trading and brokerage activities, as well as providing investment banking, asset management, financing, financial advisory services and other commercial and investment banking products and service to a wide range of corporations and individuals. In addition, FNCM and its affiliates may currently have and may in the future have investment and commercial banking, trust, and other relationships with parties that may relate to assets of, or be involved in the issuance of securities and/or instruments by, the issuer and its affiliates. In the ordinary course of their respective businesses, FNCM and its affiliates have engaged, and may in the future engage, in transactions with, and perform services for, the Issuer and its affiliates for which they received or will receive customary fees and expenses. Under certain circumstances, FNCM and its affiliates may have certain creditor and/or other rights against the Issuer and its affiliates in connection with such transactions and/or services.

First National of Nebraska, Inc. ("FNNI"), FNCM's parent Bank Holding Company, acquired Northland Capital Holdings, Inc. Northland Capital Holdings, Inc., is the parent company of Northland Securities, Inc., a full-service broker/dealer that also offers Municipal Advisory services.

**Refunded Bonds.** In the event that the Issuer intends to use a portion of the proceeds from the issuance of the Bonds to refund certain of the Issuer's outstanding securities ("Refunded Bonds"). To the extent that FNCM or an affiliate thereof owns Refunded Bonds, FNCM or its affiliate, as the case may be, would receive a portion of the proceeds from the issuance of the Bonds.

**Disciplinary Events.** The date of the last material change to a legal or disciplinary event disclosure on any Form MA or Form MA-I filed by Municipal Advisor with the SEC is \_\_\_\_\_, which change consists of \_\_\_\_\_.

**How to Access Form MA and Form MA-I Filings.** Municipal Advisor's most recent Form MA and each most recent Form MA-I filed with the SEC are available on the SEC's EDGAR system at <http://www.sec.gov/cgi-bin/browse-edgar?action=getcompany&CIK=0001146119>. The SEC permits certain items of information required on Form MA or MA-I to be provided by reference to such required information already filed by Municipal Advisor in its capacity as a broker-dealer on Form BD or Form U4 or as an investment adviser on Form ADV, as applicable. Information provided by Municipal Advisor on Form BD or Form U4 is publicly accessible through reports generated by BrokerCheck at <http://brokercheck.finra.org>, and Municipal Advisor's most recent Form ADV is publicly accessible at the Investment Adviser Public Disclosure website at <http://www.adviserinfo.sec.gov>. For purposes of accessing such BrokerCheck reports or Form ADV, Municipal Advisor's CRD number is 115920.

## STATEMENTS REGARDING NEW EMPLOYEE WORK ELIGIBILITY STATUS & CIVIL RIGHTS

### APPENDIX D

**New Employee Work Eligibility Status.** Municipal Advisor shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. A federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.

**Civil Rights.** Municipal Advisor agrees to comply with Title VI of the Civil Rights Act of 1964 (P.L. 88352) and all requirements imposed by or pursuant to the Regulations of the Department of Education (34 C.F.R. Part 100) issued pursuant to that title, to the end that, in accordance with Title VI of that Act and the Regulation, no person in the United States shall, on the grounds of race, color of national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Issuer receives federal financial assistance from the department; and hereby gives assurance that all measures necessary to immediately effectuate this agreement will be taken. Municipal Advisor further agrees to comply with all other applicable requirements of state and local laws, ordinances and regulations regarding non-discrimination in employment.

PROFESSIONAL LIABILITY INSURANCE

APPENDIX E



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

1/16/2023

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

<b>PRODUCER</b> FNIC P.O. Box 45279 Omaha NE 68145	<b>CONTACT NAME:</b> PHONE (A/C, No, Ext): 402-861-7000	FAX (A/C, No): 402-861-7111
	<b>E-MAIL ADDRESS:</b> danielle.pohlmeier@fnicgroup.com	
<b>INSURED</b> First National of Nebraska, Inc. Attn: Risk & Insurance Dept 1620 Dodge St., Mail Stop 1151 Omaha NE 68197	<b>INSURER(S) AFFORDING COVERAGE</b>	
	<b>INSURER A:</b> Great Northern Insurance Company	
	<b>INSURER B:</b> Federal Insurance Company	
	<b>INSURER C:</b> Lloyds of London	
	<b>INSURER D:</b> Travelers Casualty Ins Co of America	
	<b>INSURER E:</b> <b>INSURER F:</b>	

**COVERAGES**

CERTIFICATE NUMBER: 1194583931

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
B	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			35757477	1/18/2023	1/18/2024	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ Included \$
A	<b>AUTOMOBILE LIABILITY</b> <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			73560467	1/18/2023	1/18/2024	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	<b>UMBRELLA LIAB</b> <input type="checkbox"/> OCCUR <b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
D	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A	UB3K852764	1/18/2023	1/18/2024	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 500,000 E.L. DISEASE - EA EMPLOYEE \$ 500,000 E.L. DISEASE - POLICY LIMIT \$ 500,000
C	Combined Risk Policy			F10016822	6/15/2022	6/15/2023	Professional Liability \$15,000,000 Combined Limit

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

First National Capital Markets is a named insured on the policy

**CERTIFICATE HOLDER****CANCELLATION**
 First National Capital Markets  
 1620 Dodge St  
 Omaha NE 68197

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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