

AGENDA

School District #145 - Waverly Public Schools

1. CALL TO ORDER

1.1. Roll Call

1.2. Open Meetings Act

1.3. Pledge of Allegiance

1.4. Publication of Meeting

2. APPROVAL OF AGENDA

2.1. Approve Agenda

Approval of the agenda for the meeting Passed with a motion by Board Member #1 and a second by Board Member #2.

3. REPORTS

3.1. Building / District Administrators

3.2. Superintendent

3.3. Board Reports

4. RECOGNITION OF VISITORS / OPEN FORUM

5. ACTION ITEMS

5.1. Consent Agenda

Approval of the consent agenda Passed with a motion by Board Member #1 and a second by Board Member #2.

5.1.1. Meeting Minutes

5.1.2. Staff Resignations / Terminations

5.1.3. Staff Hires / Reassignments

5.1.4. Extra-Duty Assignments

5.1.5. Fund Balances

5.1.6. Fund Claims

5.1.7. Acceptance of Donations

5.2. Approve Superintendent Contract

Approve superintendent contract with a three year term and a salary of \$198,127
Passed with a motion by Board Member #1 and a second by Board Member #2.

5.3. Administrator and Directors Contracts for 25-26 School Year

Approve Administrator and Directors Contracts for the 2025-2026 School Year
Passed with a motion by Board Member #1 and a second by Board Member #2.

5.4. Classified Pay Scale for 2025-2026 School Year

Approve 2025-2026 Classified Staff Salary Schedule Passed with a motion by Board
Member #1 and a second by Board Member #2.

5.5. Contract with Bess Scott

Approve contract with Bess Scott for the 2025-2026 school year Passed with a
motion by Board Member #1 and a second by Board Member #2.

5.6. Option Enrollment Capacity for the 2025-2026 school year

Approve option enrollment capacity and resolution for the 2025-2026 school year
Passed with a motion by Board Member #1 and a second by Board Member #2.

5.7. Policy

Approve board policy 6370 and remove 6445 Passed with a motion by Board
Member #1 and a second by Board Member #2.

6. Board of Education Information and Discussion

6.1. Upcoming Board Activities

6.2. Board Training/Development

6.3. Board Meetings

6.4. Committee Meetings

7. Adjournment

Motion to adjourn. Passed with a motion by Board Member #1 and a second by Board
Member #2.

Meeting Notice

Notice of Regular Meeting School District 145 (aka Waverly Public Schools)

The School District 145-Waverly Board of Education will convene in regular session at 6:00 p.m. on Monday, April 7th, 2025 at Eagle Elementary, located at 600 South 1st Street in Eagle, Nebraska.

The agenda for this meeting, which shall be kept continually current, shall be readily available for public inspection at the School District 145-Waverly Central Office, located at 14511 Heywood Street, Waverly, Nebraska.

Posted this 27th day of March, 2025.



Cory Worrell
Superintendent

Board Report - April 2025

Student Services

Delanie McMillan

Hamlow Early Childhood Program Update

We are excited to launch the Hamlow Early Childhood classroom this fall! We have recommended a classroom teacher for hire and are in the process of reviewing our registration list. Parents are being notified about their child's acceptance into the program. This year, we had 50 families on our waitlist for Hamlow Early Childhood. We were reassured that a strategic goal in the area of expanding preschool options for our district is a need! We are unable to provide preschool for 50+ children, we relied on our established priority criteria to determine class placement. Enrollment priority was given to:

- Children residing within the Waverly school district boundaries
- Children with identified needs or disabilities
- Four-year-olds and children entering kindergarten in Fall 2026

These same criteria are used for enrollment decisions in both the Eagle and Hamlow Early Childhood programs. Each location will serve approximately 16 children in both AM and PM sessions, allowing flexibility to enroll additional students throughout the year, particularly those identified with needs requiring preschool services.

Program Standards & Compliance

Early childhood education is guided by numerous regulations, and our program adheres to NDE Rule 11. Our classrooms and teachers will be evaluated using ECERS (Early Childhood Environment Rating Scale) to ensure quality and identify areas for improvement. Additionally, children's progress will be monitored using GOLD data collection, conducted twice a year. To meet these requirements, our new Early Childhood team will participate in specialized training this spring and summer to ensure full readiness for the school year.

Next Steps

In preparation for the program's launch, we are focusing on the following key areas:

- Notifying parents and assisting families with the formal registration process
- Hiring a highly qualified paraeducator who meets Rule 11 requirements
- Completing classroom purchases aligned with Rule 11 and ECERS recommendations
- Providing training for Creative Curriculum and GOLD data collection
- Completing the early childhood playground at Hamlow
- Continuing collaboration between Eagle and Hamlow EC teams to update calendars, handbooks, materials, and training opportunities
- Eagerly awaiting notification regarding our selection for the NDE Early Childhood Expansion Grant (end of legislative session)

A Collaborative Effort

The launch of Hamlow's Early Childhood program is a significant milestone, and we are grateful for the collaborative efforts that have made it possible. A special thanks to:

- Special Education Early Childhood team – Becky Schroeder & Amanda Kuehn
- Building administrators – Mrs. Renken & Mrs. Flohr
- Administrative assistants – Cassidy Bohac & Dacia Peters
- Early Childhood teachers – April Lambert & our newly recommended teacher, Courtney Lucas

As we approach the start of the school year, we are eager to see the positive impact of this program on our youngest learners. Thank you for your continued support!



Loss Control Visit SUMMARY OF VISIT

Member school district/ESU: Waverly School District 145

Date: January 7, 2025

NASB Loss Consultant: Doug Lewis

Key persons met with: Mikal Shalikow-Director of Business, Rob Scholl-Director of Building and Grounds

Experience Modifier' Rates: 0.62

NOTES FROM ADMINISTRATIVE INTERVIEW

- District is currently qualified for cybersecurity coverage. Currently do phishing training in the district.
- Rule 10 Safety Committee meets monthly and takes information to building safety committees. Minutes of the meetings are documented. The committee consists of safety committee chair, SRO, threat assessment team, and a building administrator from each level. Currently the committee is concentrating on safety threat assessment for the district. The District utilized ALICAP for the Annual building review. Recommend utilizing a different source for the annual building review as ALICAP reviews concentrate on employee safety. Examples from other districts include local or county police officer, SRO from another district, administrator, or safety chair from another district, or other individual.
- Currently the district does not have a worker safety committee to fulfill State Statute 48-443. Recommend a teacher representative be added to the safety committee or a worker safety committee be established to fulfill requirement that all unions be represented in the worker safety committee. Statute requires quarterly meetings if you choose to establish a separate committee. If you choose to add a teacher representative to the rule 10 committee, I recommend you have a standing agenda item to discuss worker safety at each meeting.
- Employee Orientation-Employees are informed, and/or training is provided for staff members at the start of the school year. Procedures are being developed to provide training for employees added during the school year. District utilizes SafeSchools for mandatory trainings as well as job specific trainings for drivers, custodial and maintenance. Recommend the district set up SafeSchools so individual trainings can be scheduled, tracked, and a record kept electronically.
- Guidelines for appropriate contact/communication between staff and students. Provide district platform for communication between staff and students that is monitored by the district. Policies are in place for use of the district platform only.

- Sexual Harassment-Title IX training has been provided for staff. The Title IX Coordinator/Investigator/Decision Maker have been trained.
- The district reviews job descriptions rotationally as they are part of board policy at the current time. Job descriptions include lifting requirements.
- Monthly tours of the buildings are conducted to look for safety concerns. Do not use a monthly checklist for buildings. Recommend using the work order system to document the building walkthroughs or using a building checklist. Playgrounds are checked monthly using a checklist. Playgrounds have a combination of mulch and rubber matting and metal/plastic equipment. Playgrounds are in the process of having equipment replaced and using engineered wood fiber for the ground cover and adding turf play areas.
- Safety Data Sheets are available in the custodial closets or service entries of buildings. Custodial supply company provides SDS sheets with their products. Recommend the use of online MSDS database through ALICAP SafeSchools.
- Accident reports are filled out when an employee is injured on the job. Worker compensation process is understood. Accident reports are reviewed by the safety committee. Nurses at the buildings follow up with care. Light duty plan requires a return-to-work letter from the doctor. Provided access to the website and went over resources available from the website. Reviewed experience modifier and three-year accident analysis. District experience modifier is excellent.

NOTES FROM DEPARTMENTS:

- Bus Evacuation are implemented and documented per Rule 91 Section IV, subsection C-2 of Standard 17 of the Federal Highway Safety Act of 1966 and Section 79-609(2)(a) R.R.S. states: “. Vehicles inspected had emergency equipment, fire extinguisher, first aid kit, fluid clean up kit, transportation plan and emergency markers and were equipped with a durable webbing cutter (belt cutter) having a full width handgrip and a protected, replaceable, or non-corrodible blade. The belt cutter shall be mounted in a location accessible to the seated driver in an easily detachable manner. Belt cutters need to be purchased and mounted to provide emergency access by the driver in case of an emergency. The purpose of the belt cutter is to free the driver in case of an accident.
- Food service staff are provided with job specific safety training in addition to standard district training. Kitchens were clean and well maintained. The kitchen had all necessary safety equipment including fire suppression on cook surfaces. All safety equipment was inspected. Recommend non-slip floor mats at wet stations and dishwashing areas in the kitchen. Recommend cord management system for equipment cords to keep floors and counter space clear. Recommend plugs over sinks and wet areas are not extended with additional temporary outlets. Evaluate the need for six fans in the intermediate building kitchen. Storage in the dry storage area and freezer (outside) was good. Walk through space in the kitchen was good with no unnecessary obstructions. Recommend lounge areas in

kitchen storerooms be moved to the back of the rooms to allow access to all stored items in the room. Step ladder was available and items were stored properly.

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RECOMMENDATIONS:

Recommend utilizing a different source for the annual building review as ALICAP reviews concentrates on employee safety. Examples from other districts include local or county police officer, SRO from another district, administrator, or safety chair from another district, or other individual.

Recommend a teacher representative be added to the safety committee or a worker safety committee be established with union representation to fulfill requirement of state statute 48-433. Statute requires quarterly meetings if you choose to establish a separate committee. If you choose to add a teacher representative to the rule 10 committee, I recommend you have a standing agenda item to discuss worker safety at each meeting.

Recommend the district set up SafeSchools so individual completed trainings can be tracked and recorded and a record kept.

Recommend using the work order system to document the building walkthroughs or using a building checklist.

Recommend the use of online MSDS database through ALICAP SafeSchools.

Recommend non-slip floor matting at wet stations and dishwashing areas in the kitchen.

Recommend cord management system for kitchens to keep equipment cords off floors and counter space clear.

Recommend plugs over sinks and wet areas in kitchens are not extended with additional temporary outlets.

Recommend lounge areas in kitchen storerooms be moved to the back of the rooms to allow access to all stored items in the room.

INTERIOR WALK-THROUGH SUMMARY: **Waverly Intermediate School**

- Recommend a secure entrance into the building through the office. Currently the building has a camera door release entry with direct access to building once anyone is admitted.
- All exterior doors were secured and numbered. The building had external and internal security cameras.
- All hallways and classrooms were clean and clear of obstructions.
- Safety plans and evacuation routes were identified in classrooms.
- Door and/or sidelight windows in the classrooms should be uncovered to allow some visibility from the hallway.
- All emergency lights were working.

- Fire extinguishers had been checked and certified in all areas I observed.
- Art room had good walkthrough space between tables. Storage in the room was good.
- Gymnasium backboards were stationary and bleachers were concrete with wood benches. Recommend all exit doors be kept clear of storage.
- Stage area in the gymnasium was clear of storage. Recommend the doors to the storage areas off the stage be repaired and the doors kept locked. Stairs to lower-level locker rooms were blocked by storage. Recommend a more permanent barrier be used to prevent unwanted access to the areas if not in use. If they are in use, remove all storage from the stairs and landings.
- Media center was well organized. Cord management was good in the computer area.
- Recommend the fish tank station located outside the media center have all chemicals removed and stored in cabinets. Recommend a cord management system for the fish tank electrical cords.
- Recommend the hallways be kept clear of band instrument cases and other storage.
- Communications room was organized with no storage.
- Mechanical room should have 3 feet of clearance around all equipment, shutoffs, and electrical panels. Recommend the storage around the electrical panels be cleared so the shut offs are easily accessible. Recommend all storage be organized and items shelved where applicable. Recommend hoses be removed from floors and put on hooks or reels when not in use. Recommend the edges of the raised concrete pads for equipment be painted yellow or red to highlight surface change. Ladder was accessible in the room.

EXTERIOR WALK-THROUGH SUMMARY-

- The grounds I inspected were clean and well maintained.
- Monitor sidewalks around the building. Recommend heaved and broken sidewalks be highlighted with bright paint until they can be repaired.
- Parking lot and drives should be monitored for cracks, holes, and heaving. Recommend cracks, holes and heaving be repaired. Recommend repainting the parking lot.
- Community closet is located off the parking lot. Two administrators are also housed in the building.

Recommendations:

Recommend a secure entrance into the building through the office. Currently the building has a camera door release entry with direct access to building once anyone is admitted.

Recommend door and/or sidelight windows in the classrooms be uncovered to allow some visibility from the hallway.

Recommend all exit doors to the gymnasiums be kept clear of storage.

Recommend the doors to the storage areas off the stage be repaired and the doors kept locked. Stairs to lower-level locker rooms were blocked by storage.

Recommend a more permanent barrier be used to prevent unwanted access to the lower-level locker rooms if they are not in use. If they are in use, remove all storage from the stairs and landings.

Recommend the fish tank station located outside the media center have all chemicals removed and stored in cabinets. Recommend a cord management system for the fish tank electrical cords.

Recommend the hallways be kept clear of band instrument cases and other storage.

Recommend the storage around the electrical panels in the mechanical room be cleared so the shut offs are easily accessible. Recommend all storage in the mechanical room be organized and items shelved where applicable.

Recommend hoses in the mechanical room be stored on hooks or reels when not in use.

Recommend the edges of the raised concrete equipment pads in the mechanical room be painted yellow or red to highlight surface change.

Recommend heaved and broken sidewalks be highlighted with white paint until they can be repaired.

Recommend cracks, holes and heaving be repaired in the parking lot and drives where necessary. Recommend repainting the parking lot.

INTERIOR WALK-THROUGH SUMMARY: Hamline Elementary School

- Front entry was well marked for visitors. Recommend a secure entrance into the building through the office. Currently the building has a camera door release entry with direct access to building once anyone is admitted.
- All exterior doors were secured and numbered. The building had external and internal security cameras.
- All emergency lights were working.
- Fire extinguishers had been checked and certified in all areas I observed.
- Recommend the removal of extension cords being used as permanent electrical extensions throughout the building. Extension cords should only be used on a temporary basis.
- All hallways and classrooms were clean and clear of obstructions. Recommend cord management for electronics in classrooms to keep cords off the floor and out of the way.
- Safety plans and evacuation routes were identified in classrooms.
- Door and/or sidelight windows in the classrooms should be uncovered to allow some visibility from the hallway.
- Recommend the removal of paper and flammable items from the ceilings of classrooms and hallways.
- Recommend the removal of string lights in classrooms.

- Kindergarten room should be organized to provide clear walkways throughout the rooms and to exits. Recommend instructional materials, toys and furniture but organized to provide clear unobstructed walkways. Recommend non-slip mats at sink areas.
- Preschool room is run by a private company for the school district.
- Gymnasium exits were clear of storage. Backboards were maintained. Gym floor was clear of storage.
- Stage area in the gymnasium was used for after school student care. Recommend the stairs to the stage be cleared of storage. Recommend the room be locked during the day if not in use. Recommend the marker/bulletin board be mounted in the room.
- Media center was well organized.
- Custodial room was organized and well maintained.
- Back storage / mechanical room should have 3 feet of clearance around all equipment, shutoffs, electrical panels, and fire panels.

EXTERIOR WALK-THROUGH SUMMARY-

- The grounds I inspected were clean and well maintained.
- Monitor sidewalks around the building. Recommend heaved and broken sidewalks be highlighted with bright paint until they can be repaired.
- Parking lot and drives should be monitored for cracks, holes, and heaving. Recommend cracks, holes and heaving be repaired.
- Playground was fenced. No separate pre-school playground with direct access to preschool room. Recommend a separate and fenced pre-school playground.
- Playground has concrete play area with grass open area. Metal and plastic construction of equipment.

Recommendations:

Recommend a secure entrance into the building through the office. Currently the building has a camera door release entry with direct access to building once anyone is admitted.

Recommend cord management for electronics in classrooms to keep cords off the floor and out of the way.

Recommend door and/or sidelight windows in the classrooms be uncovered to allow some visibility from the hallway.

Recommend the removal of paper and flammable items from the ceilings of classrooms and hallways.

Recommend the removal of string lights in classrooms.

Recommend the removal of extension cords being used as permanent electrical extensions. Extension cords should only be used on a temporary basis.

Recommend the stairs to the stage, used for student after school care, be cleared of storage. Recommend the room be locked during the day if not in use. Recommend the marker/bulletin board be mounted in the room.

Recommend instructional materials, toys and furniture but organized to provide clear unobstructed walkways in kindergarten rooms. Recommend non-slip mats at sink areas.

Recommend three feet of clearance around all equipment, shutoffs, electrical panels, and fire panels in the back storeroom/mechanical room.

Recommend heaved and broken sidewalks be highlighted with white paint until they can be repaired.

Recommend cracks, holes and heaving be repaired in the parking lot and drives where necessary. Recommend repainting the parking lot.

Recommend a separate and fenced pre-school playground.

INTERIOR WALK-THROUGH SUMMARY: Eagle Elementary School

- Front entry was well marked for visitors. Recommend a secure entrance into the building through the office. Currently the building has a camera door release entry with direct access to building once someone is admitted.
- All exterior doors were secured and numbered. The building had external and internal security cameras.
- All emergency lights were working.
- Fire extinguishers had been checked and certified in all areas I observed.
- Recommend the removal of extension cords being used as permanent electrical extensions throughout the building. Extension cords should only be used on a temporary basis.
- All hallways and classrooms were clean and clear of obstructions. Recommend cord management for electronics in classrooms to keep cords off the floor and out of the way.
- Safety plans and evacuation routes were identified in classrooms.
- Door and/or sidelight windows in the classrooms should be uncovered to allow some visibility from the hallway.
- Preschool room should be organized to provide clear walkways throughout the rooms and to exits. Recommend instructional materials, toys and furniture but organized to provide clear unobstructed walkways.
- Gymnasium exits were clear of storage. Movable backboards had safety straps in place. Backboards and bleachers are inspected yearly. Gym floor was clear of storage.
- Media center was well organized.
- Custodial room was organized. Recommend that storage be moved three feet away from electrical panels.
- Mechanical room was good with no storage in the area. Boiler certificate was up-to-date and emergency shutoffs were clearly marked. Boilers and HVAC will be replaced in the summer of 2025. Recommend a sign on door to roof access indicating a step down to the roof.

EXTERIOR WALK-THROUGH SUMMARY-

- The grounds I inspected were clean and well maintained.
- Monitor sidewalks around the building. Recommend heaved and broken sidewalks be highlighted with bright paint until they can be repaired.
- Parking lot and drives should be monitored for cracks, holes, and heaving. Recommend cracks, holes and heaving be repaired.
- Playground was not fenced. Basketball court was fenced. Recommend fencing the entire playground area. There was a separate and fenced pre-school playground.
- Playground has concrete play area with grass open area. Metal and plastic construction of equipment with rubber padding.

Recommendations:

Recommend a secure entrance into the building through the office. Currently the building has a camera door release entry with direct access to building once anyone is admitted.

Recommend cord management for electronics in classrooms to keep cords off the floor and out of the way.

Recommend door and/or sidelight windows in the classrooms be uncovered to allow some visibility from the hallway.

Recommend the removal of extension cords being used as permanent electrical extensions. Extension cords should only be used on a temporary basis.

Recommend instructional materials, toys and furniture be organized to provide clear unobstructed walkways in the Preschool room.

Recommend that storage be moved three feet away from electrical panels in the custodial room.

Recommend a sign on door to roof access indicating a step down to the roof.

Recommend heaved and broken sidewalks be highlighted with white paint until they can be repaired.

Recommend cracks, holes and heaving be repaired in the parking lot and drives where necessary. Recommend repainting the parking lot.

Recommend fencing the entire playground area.

Disclaimer: 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 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 on your property, or in your operation, nor rely on ALICAP to remedy any such hazardous conditions as it is your responsibility to do so.

Public Input to the Board

It is the policy of the Board of Education to provide for and encourage input from its various constituents in an appropriate and orderly fashion at regularly scheduled Board of Education meetings. The board is open to and encourages input on school issues from the public. The board would prefer that individuals or groups with school related concerns first attempt to resolve those concerns through established administrative channels.

1. Matters concerning an individual school shall be discussed first with the respective building administrator of the school.
2. If the matter is not resolved satisfactorily at the school level, it may then be brought to the Superintendent.
3. If the matter is not resolved satisfactorily at the Superintendent's level, it may then be brought before the board of education by:
 - a. Addressing the matter during Open Forum at a regular, monthly board meeting; individual presentations should be no longer than three (3) minutes and the total allotted Open Forum agenda time will be a maximum of thirty (30) minutes.
 - b. Requesting a formal agenda item by contacting the superintendent or board president on or before the Thursday prior to the regular, monthly meeting which, unless otherwise announced, will be on the first Monday of every month.
 - c. Submitting the matter in writing, said documentation can either be presented at the regular meeting or appended to the agenda, if received in the superintendent's office on the designated Thursday.
4. A response will be provided once the board has the opportunity to inquire about the matter. Possible board responses when appropriate may include, but are not limited to: directing the superintendent to address the matter; tabling for further study; appointing a temporary board committee to study and/or resolve the matter; scheduling a special meeting to hear the matter; or not taking action. Public input to the board is heard during Open Forum. Matters brought to the board in this fashion will be taken under advisement and not acted upon at that time.

Note: The chair will not allow complaints about individuals. There are appropriate channels to address such matters. Because of the potential of introducing bias into board hearings on termination cases, complaints on individual employees will be received by the board only through the Superintendent of schools.

Policy Adopted: 04/10/78
 Policy Revised: 03/07/88
 Policy Revised: 01/02/06
 Policy Revised: 11/03/08

SCHOOL DISTRICT 145
 WAVERLY, NEBRASKA

Board of Education Regular Meeting

Central Office Building, 14511 Heywood Street, Waverly,
Nebraska
14511 Heywood
Waverly, NE 68462-0426

Monday, March 3, 2025 7:00 PM Central

1. CALL TO ORDER

1.1. Roll Call

Larry Adams: Present

Scott Claycomb: Absent

John Cooper: Present

Chad Kendall: Present

Cole Stark: Present

Jessica Zuniga: Present

Present: 5, Absent: 1.

1.2. Open Meetings Act

COPY OF OPEN MEETINGS ACT: The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the wall of the meeting room.

1.3. Pledge of Allegiance

1.4. Publication of Meeting

Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

The board meeting notice also appeared in the Thursday, February 20th, 2025 edition of The Voice.

2. APPROVAL OF AGENDA

2.1. Approve Agenda

Approval of the agenda for the meeting Passed with a motion by Chad Kendall and a second by Cole Stark. Larry Adams: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea Yea: 5, Nay: 0

3. REPORTS

3.1. Building / District Administrators

3.2. Superintendent

3.3. Board Reports

4. RECOGNITION OF VISITORS / OPEN FORUM

The regular board meeting agenda provides for citizens to present information or to express opinions to the board through public comment.

5. ACTION ITEMS

5.1. Consent Agenda

Approval of the consent agenda Passed with a motion by Cole Stark and a second by John Cooper. Larry Adams: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea Yea: 5, Nay: 0

5.1.1. Meeting Minutes

5.1.2. Staff Resignations / Terminations

Name, Position, School

Mackenzie Johnson, Special Education Teacher, Waverly Intermediate School, Resignation effective at the end of the 2024-2025 school year

5.1.3. Staff Hires / Reassignments

The information may be protected by privacy legislation until the Board of Education takes action on the staff recommendations. Therefore, this attachment(s) is not included in agenda materials provided the public and the news media. Any information in the attachment(s) that is not protected by privacy legislation, however, is available for public inspection at the Superintendent Office upon request.

Shay Brown, School Psychologist, All buildings, Replacement for Nicholle Todd or Angie Cobelens, Recommended start date 8/1/2025

Conner Costello, Technology Assistant, Waverly High School, Replacement for Luke Thiel, Recommended start date on 3/3/2025

Larry Snyder, Custodian, Waverly High School, Replacement for Ryan Kage, Recommended start date on 2/17/2025

Lori Dauel, Activity Administrative Assistant, Waverly High School, Replacement for Tori Kyncl, Recommended start date 3/3/2025

5.1.4. Extra-Duty Assignments

Name, Position, Extra-Duty, School Building, Category, Level, Replacement for...

Anthony Harms, 8th Grade Girls Basketball Coach, Waverly Middle School, Replacement for Rob Retzlaff, Category IV, Effective date 1/4/2025

Nate Holcomb, 8th Grade Girls Basketball Coach, Waverly Middle School, Replacement for Brad Bowker, Category IV, Effective date 1/4/2025

Andrea Ehrke, 7th Grade Girls Basketball Coach, Waverly Middle School, Replacement for Christa Sutter, Category IV, Level 2,

Brent Hummell, 7th Grade Girls Basketball Coach, Waverly Middle School, Replacement for Anthony Harms, Category IV, Level I,

Landon Miller, Assistant Track Coach, Waverly High School, Replacement for Brady Rohlfs, Category VI, Level 1, Effective date 3/3/2025

Nick Sims, Assistant Unified Track Coach, Waverly High School, Replacement for Landon Miller, Category III, Level I, Effective date 3/3/2025

5.1.5. Fund Balances

5.1.6. Fund Claims

5.1.7. Acceptance of Donations

The Waverly Intermediate and Hamlow PTO has generously donated \$60,000 for the WIS (\$30,000) and Hamlow (\$30,000) Playgrounds. This is an extremely generous donation and will benefit the children of Waverly.

5.2. Approve Hamlow, EC and WIS Playground Project Contract

Approve Hamlow Elementary, EC and WIS playground contract. Passed with a motion by Cole Stark and a second by Chad Kendall. Larry Adams: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea. Yea: 5, Nay: 0

5.3. MOU with Foundation for Education

Approve Memorandum of Understanding between District 145 and the Foundation for Education Passed with a motion by Chad Kendall and a second by Larry Adams. Larry Adams: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea. Yea: 5, Nay: 0

5.4. Policy

Approve first and final reading of board policy 6370 and remove board policy 6445 was tabled with a motion by Chad Kendall and a second by Larry Adams. Larry Adams: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea. Yea: 5, Nay: 0

6. Board of Education Information and Discussion

6.1. Facility Discussion

6.2. Upcoming Board Activities

6.3. Board Training/Development

6.4. Board Meetings

6.5. Committee Meetings

7. Adjournment

Motion to adjourn. Passed with a motion by Cole Stark and a second by Larry Adams. Larry Adams: Yea, John Cooper: Yea, Chad Kendall: Yea, Cole Stark: Yea, Jessica Zuniga: Yea. Yea: 5, Nay: 0

The meeting was declared adjourned by the President at 8:04 P.M.

Board of Education

Business Manager



Cory Worrell <cory.worrell@district145.org>

Re: Letter of resignation

1 message

Wed, Mar 12, 2025 at 8:28 AM

Rik Devney <rik.devney@district145.org>
To: Lauren Rezac <lauren.rezac@district145.org>
Cc: Delanie McMillan <delanie.mcmillan@district145.org>, Cory Worrell <cory.worrell@district145.org>

Hi Lauren,

I appreciate the communication and all that you've done for the district. I wish you the best as your time in District 145 comes to a close and you transition to another opportunity.

Best of luck moving forward.

On Tue, Mar 11, 2025 at 2:17 PM Lauren Rezac <lauren.rezac@district145.org> wrote:
Hello Mr. Devney!

I am emailing you in regard to a letter of resignation as the MS/HS speech language pathologist. Unfortunately, I am taking a job opportunity elsewhere at the end of this school year despite a wonderful time here at Waverly! I have informed Delanie prior but also attached her to this email to notify her. Please let me know what else you will need from me to make things easy for everyone!

Thanks,
Lauren Rezac

Lauren Rezac M.S., CCC-SLP
Speech-Language Pathologist
District 145 Middle School and High School
(402) 786-2348

Dr. Rik Devney
Director of Human Resources and Communications
District 145: Waverly
14511 Heywood
Waverly, NE 68462
(402) 786-2321

Kelsey DeJonge

kelseydejonge@gmail.com

(402-314-3522)

March 17, 2025

Dear Dr. Worrell,

I hope this letter finds you well. I am writing to formally resign from my position as a Kindergarten teacher at Eagle Elementary, effective at the end of the 2024-2025 school year.

This was not an easy decision to make, as my time at Eagle has been incredibly rewarding. I have truly enjoyed working with my students, colleagues, and the entire school community. However, due to moving to Beatrice, I believe this is the best decision for me at this time.

I would like to express my deepest gratitude for the opportunities and support I have received during my time here. I have learned so much, both professionally and personally, and I will always cherish my experiences at Eagle and District #145.

Thank you once again for the opportunity to be a part of this wonderful school. I wish you and the entire staff continued success in the future.

Sincerely,
Kelsey DeJonge

Dear Craig Patzel and Cory Worrell and District 145,

This letter is to inform you that I am resigning from my position as a fifth grade teacher at Waverly Intermediate School. My last day of employment will be on or about May 31st, 2025, stated on my contract that was signed.

I want to say thank you for the opportunities I have been given, especially for my second year of teaching. I have greatly enjoyed getting to know the staff, students, and seeing the community grow. As well as, the skills I have learned that I can carry with me throughout my teaching journey. I can not thank you enough for what I have learned.

I wish School District 145 continued success, and I am looking forward to staying in touch in the future.

Sincerely,

Alex Clifton

Madeleine Aiken
madeleine.aiken@district145.org
March 28, 2025

Dr. Ross Ricenbaw
Waverly Middle School
13801 Amberly Rd
Waverly, NE, 68462

Dear Dr. Ricenbaw,

I am writing to submit my resignation from my position as Band Director at Waverly Middle School effective at the end of our 2024-25 contract.

I want to express my heartfelt gratitude for the opportunity you extended to me three years ago to work at Waverly Middle School. I have cherished my time in Waverly working with the capable students and staff at WMS. I also am appreciative of everything you and Mr. Schere have done for the band program here at WMS as numbers grew so quickly. Thank you for your support over the last three years! I have gained invaluable experience and will always look back fondly at the time I spent as part of the District 145 band family. I have been offered an opportunity that I just cannot pass up.

I will do everything I can to ensure a smooth transition during my remaining time here.

Thank you again for your understanding.

Sincerely,

Maddy Aiken

April 1, 2025

Diane Chapman
7501 Baldwin Avenue
Lincoln, NE.68507

Sara Renken
Principal
Hamlow Elementary School

Dear Sara,

Please accept this letter as my formal resignation from my position as a Para Educator at Hamlow Elementary effective May 22, 2025.

I have enjoyed my time here at Hamlow and have learned a lot from Staff and students through the years. My plans for the future include spending more time with my family and friends and joining my husband in a bucketlist of travel destinations.

If there is the possibility of doing para sub work next school year, I would be interested in exploring that option.

Thank you for your support and commitment to Hamlow students and staff. I appreciate all you do for us.

Sincerely,

Diane Chapman



Cory Worrell <cory.worrell@district145.org>

Fwd: Football Resignation

2 messages

Brad McMillan <brad.mcmillan@district145.org>
To: Cory Worrell <cory.worrell@district145.org>

Tue, Apr 1, 2025 at 4:41 PM

Will this work as a resignation letter?

----- Forwarded message -----
From: **Casey Brown** <casey.brown@district145.org>
Date: Tue, Apr 1, 2025 at 4:28 PM
Subject: Football Resignation
To: Brad McMillan <brad.mcmillan@district145.org>

Brad,

I spoke with Reed today letting him know that I would not be returning to the football staff this upcoming year. He was appreciative and understanding as we talked about it. I just wanted to let you know. I will come chat with you in the next day or two about this and about basketball for the upcoming year. Please let me know if you need something from me in regard to either sport. Thanks.

Casey Brown
Waverly High School
Biology & AP Biology
Varsity Boys Basketball
Freshman Football

Brad McMillan, CAA
Assistant Principal/Activities Director
Waverly High School
402-786-2765
www.waverlyactivities.com

Cory Worrell <cory.worrell@district145.org>

Tue, Apr 1, 2025 at 4:50 PM

**Fund Balances as of:
March 31, 2025**

Fund	February 26, 2025	Receipts	Expenditures	Transfers	March 31, 2025
Money Market	9,183,899.11	47,883.07	-	-	9,231,782.18
General	5,193,950.83	1,747,317.77	2,385,841.45	-	4,555,427.15
Building	382,004.67	22,965.05	-	-	404,969.72
Bond 15 Construction	0.33	-	-	-	0.33
Bond 2016- 2021B (Debt)	5,582.36	18,247.49	-	-	23,829.85
Bond 2015- 2015/2020 (Debt)	4,094.08	22,117.70	-	-	26,211.78
Bond 11 A/B K-8- 2021A Debt	10,064.57	35,978.22	-	-	46,042.79
Bond 11 C 9-12- 2016B Debt	4,572.99	11,616.88	-	-	16,189.87
Hot Lunch	267,303.22	101,900.40	143,158.87	-	226,044.75
2003 QCPUF (Env Hazards)	2.33	-	-	-	2.33
2010 QCPUF	9.23	0.53	-	-	9.76
2012 QCPUF	435.29	1.54	-	-	436.83
2013 QCPUF	425.54	676.92	-	-	1,102.46
2024 QCPUF	6,522,377.57	53,370.48	621,318.00	-	5,954,430.05
Depreciation	179,333.97	31.95	4,613.00	-	174,752.92
Total	21,754,056.09	2,062,108.00	3,154,931.32	-	20,661,232.77

Batch Description: 4/8/25 QCPUF INVOICE Processing Month: 04/2025 Credit Card Vendor ID: End of Fiscal Year Expense Invoices:
 Vendor ID: DLRGRO DLR GROUP PO Number: Invoice Number: 0246037 Amount: 5,410.00
 Description: PERFORMANCE CRITERIA DEVELOPER Invoice Date: 03/10/2025 Due Date: 04/03/2025 Status: PP 1099 Amount: 0.00
 Sequence: 1 Check Type: Check Checking Account ID: 9 Check Number: 1501 Check Date: 04/08/2025
Chart of Account Number Detail Description Cost Center ID Detail Amount 1099 Detail Amount Asset/Asset Tag In Full
 09 4500 340 0 000 PERFORMANCE CRITERIA DEVELOPER 5,410.00 N

Batch 1099 Total:	0.00	Batch Total:	5,410.00
Report 1099 Total:	0.00	Report Total:	5,410.00

<u>Check #</u>	<u>Vendor Name</u>		<u>Amount</u>		
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>		<u>Amount</u>	
Checking	8				
Checking	8	Fund: 08	SPECIAL BUILDING FUND		
	2960	DIGITAL SCOREBOARDS LLC		87,973.66	
08 4700 734 0 000	WAVERLY2	DIGITAL SCOREBOARD PROJECT		87,973.66	
		1/3 PMT			
				Vendor Total:	87,973.66
	2962	NEBRASKALAND BANK		152,765.88	
08 5000 831 0 000	69504/2025	PRINCIPAL LEASE PURCHASE		145,000.00	
		TURF/TRACK PROJ			
08 5000 832 0 000	69504/2025	INTEREST LEASE PURCHASE		7,765.88	
		TURF/TRACK PROJE			
				Vendor Total:	152,765.88
	2961	RUTT'S MECHANICAL SERVICES INC		1,845.00	
08 4700 720 0 000	7570	CONDENSING UNIT 7 - HS		1,845.00	
	2961	RUTT'S MECHANICAL SERVICES INC		2,529.00	
08 4700 720 0 000	7605	CONDENSOR FAN MOTOR &		2,529.00	
		CONTACTOR - HS			
	2961	RUTT'S MECHANICAL SERVICES INC		1,408.00	
08 4700 720 0 000	7621	ART RM UNIT - EAGLE		1,408.00	
	2961	RUTT'S MECHANICAL SERVICES INC		1,286.00	
08 4700 720 0 000	7622	REPLACE VALVE - HS		1,286.00	
	2961	RUTT'S MECHANICAL SERVICES INC		1,612.50	
08 4700 720 0 000	7688	3 HPS DOWN - MS		1,612.50	
				Vendor Total:	8,680.50
				Fund Total:	249,420.04
				Checking Account Total:	249,420.04

Check #	Vendor Name	Amount			
Account Number	Invoice	Description	Amount		
Checking	1				
Checking	1 Fund: 01	GENERAL FUND			
72915 AIRGAS			268.85		
01 1100 442 2 001 1170	5514447870	CYLINDER RENTAL 2/1/25- 2/28/25		268.85	
				Vendor Total:	268.85
72916 AKRS EQUIPMENT SOLUTIONS INC			230.94		
01 2630 610 1 004	4105209	CUTTING EDGE FOR GATOR SNOW PLOW		57.73	
01 2630 610 1 006	4105209	CUTTING EDGE FOR GATOR SNOW PLOW		57.73	
01 2630 610 2 002	4105209	CUTTING EDGE FOR GATOR SNOW PLOW		57.74	
01 2630 610 2 001	4105209	CUTTING EDGE FOR GATOR SNOW PLOW		57.74	
				Vendor Total:	230.94
72905 ALLO COMMUNICATIONS			92.28		
01 2230 340 0 000	2307659 AP- 0002	INTERNET SERVICES APR 25		92.28	
				Vendor Total:	92.28
72917 AMAZON CAPITAL SERVICES			16.99		
01 2130 610 1 006	11DK-LNHT- 3D34	48 Soft Mini Spike Hedge Balls		16.99	
72917 AMAZON CAPITAL SERVICES			71.80		
01 1100 610 1 006 1193	11DK-LNHT- 6KV4	STARBURST Original Fruit Chews		71.80	
72917 AMAZON CAPITAL SERVICES			59.14		
01 2130 610 1 004	11YN-9WLY- 3CNH	supplies for nurses office		59.14	
72917 AMAZON CAPITAL SERVICES			125.18		
01 1100 610 2 001 1174	13ML-NRT4- 3XKH	Fiskars 60mm Titanium Blade Loop Rotary		21.98	
01 1100 610 2 001 1174	13ML-NRT4- 3XKH	Fiskars Self Healing Cutting Mat for Qui		103.20	
72917 AMAZON CAPITAL SERVICES			(18.47)		
01 2230 734 0 000	13N1-F4N9- DD6D	SanDisk Ultra 32GB (Two Pack Bundle) Dua		(18.47)	
72917 AMAZON CAPITAL SERVICES			13.50		
01 2130 610 1 006	143V-PM4L- 69JY	Braun Ear Thermoscan Lens Filters 80 Cou		13.50	
72917 AMAZON CAPITAL SERVICES			100.74		
01 1100 610 2 001 1130	149C-31RQ- 4X1V	336 Packs Colored Pencils Bulk Classroom		30.99	
01 1100 610 2 001 1130	149C-31RQ- 4X1V	Young N Refined USA Presidents of the un		69.75	
72917 AMAZON CAPITAL SERVICES			40.59		
01 1100 610 2 002 1194	14PD-W4L9- 3CHW	W39PA - Standard of Excellence - Festiva		14.95	
01 1100 610 2 002 1194	14PD-W4L9- 3CHW	Shipping		10.69	
01 1100 610 2 002 1194	14PD-W4L9- 3CHW	W37PA - Standard of Excellence - Festiva		14.95	
72917 AMAZON CAPITAL SERVICES			67.54		
01 1100 610 2 001 1111	14PD-W4L9- 71JT	Astrobrights Mega Collection, Colored Pa		34.98	
01 1100 610 2 001 1111	14PD-W4L9- 71JT	Neenah Wausau Paper Astrobrights Colored		32.56	

Check #	Vendor Name	Amount	
Account Number	Invoice	Description	Amount
	72917 AMAZON CAPITAL SERVICES	(18.47)	
01 2230 734 0 000	16CM-3JV3-CN1G	SanDisk Ultra 32GB (Two Pack Bundle) Dua	(18.47)
	72917 AMAZON CAPITAL SERVICES	36.98	
01 1100 610 2 001 1130	16CV-346T-6YMX	S/H	6.99
01 1100 610 2 001 1130	16CV-346T-6YMX	336 Packs Colored Pencils Bulk Classroom	29.99
	72917 AMAZON CAPITAL SERVICES	329.85	
01 1100 610 2 002 1108	16VQ-1JHJ-6LMQ	Classroom Supplies	329.85
	72917 AMAZON CAPITAL SERVICES	47.98	
01 1100 610 1 003 1103	191R-XVCT-QX1P	Dowling Magnets adhesive magnet tape 25	18.00
01 1100 610 1 003 1103	191R-XVCT-QX1P	Jolly Ranchers assorted candy 2 lb bag	29.98
	72917 AMAZON CAPITAL SERVICES	372.45	
01 2230 734 0 000	19FY-36H9-3WPM	COOBAN ELPLP88 /V13H010L88 Replacement P	372.45
	72917 AMAZON CAPITAL SERVICES	(109.99)	
01 1100 610 2 002 1111	1CLT-WLDG-QV44	Akia Screens 110 inch Pull Down Projecto	(109.99)
	72917 AMAZON CAPITAL SERVICES	24.97	
01 2161 610 1 003	1CQ1-QCYC-KDX7	Reflo Smart Cup (Clear 2-Pack) Open Trail	17.98
01 2161 610 1 003	1CQ1-QCYC-KDX7	S/H	6.99
	72917 AMAZON CAPITAL SERVICES	36.97	
01 2410 610 1 006	1CXN-XLXN-4NNC	Emotional Support Pickle Affirmation Jar	10.99
01 2410 610 1 006	1CXN-XLXN-4NNC	Fullhawl 368 Pcs Be Kind Stickers	12.99
01 2410 610 1 006	1CXN-XLXN-4NNC	Positive Pickle, Emotional Support Pickl	12.99
	72917 AMAZON CAPITAL SERVICES	163.57	
01 1100 610 2 001 1168	1D6G-V9VW-X4C6	Champion Sports Ultra Shaft Hockey Set	163.57
	72917 AMAZON CAPITAL SERVICES	92.34	
01 1100 610 2 002 1111	1DMX-MKXN-36XD	Bathroom Quotes Wall Decor " Wash your h	12.99
01 1100 610 2 002 1111	1DMX-MKXN-36XD	Black Metal Wall Art (2pack)	29.99
01 1100 610 2 002 1111	1DMX-MKXN-36XD	AnZhongArt Bathroom Canvas Art, Gray and	9.99
01 1100 610 2 002 1111	1DMX-MKXN-36XD	Artmarry Flameless Candles 4" 5" 6" Set	9.99
01 1100 610 2 002 1111	1DMX-MKXN-36XD	Der Rose 4 Pack Fake Plants Mini Artific	9.99
01 1100 610 2 002 1111	1DMX-MKXN-36XD	Primitives by Kathy Wooden Box Sign	6.40
01 1100 610 2 002 1111	1DMX-MKXN-36XD	Farmhouse Bathroom Decor - Funny Rustic	12.99
	72917 AMAZON CAPITAL SERVICES	103.98	
01 1100 610 2 002 1168	1DW9-DDR1-69JX	Champion Sports Rhino Skin Mini Molded F	74.48
01 1100 610 2 002 1168	1DW9-DDR1-69JX	Fox 40 Classic Official Whistle with Bre	29.50
	72917 AMAZON CAPITAL SERVICES	104.57	

Check #	Vendor Name	Amount	
Account Number	Invoice	Description	Amount
01 1100 610 2 001 1168	1F9G-NN6T- 6MMW	Cosom Junior Hockey Sticks for Floor Hoc	104.57
	72917 AMAZON CAPITAL SERVICES		67.57
01 2130 610 2 002	1GJV-3JXR- 71WM	HALLS Relief Variety Pack, Cherry and Me	19.38
01 2130 610 2 002	1GJV-3JXR- 71WM	Lady Jayne Nurse Heart Die- Cut Note Pad	7.00
01 2130 610 2 002	1GJV-3JXR- 71WM	HALLS Relief Honey Lemon Sugar Free Coug	25.20
01 2130 610 2 002	1GJV-3JXR- 71WM	Precision Tweezer, Upgraded Professional	4.99
01 2130 610 2 002	1GJV-3JXR- 71WM	HALLS Relief Cherry Cough Drops, Value P	11.00
	72917 AMAZON CAPITAL SERVICES		109.99
01 1100 610 2 002 1111	1GLD-1J73- YGQM	Akia Screens 110 inch Pull Down Projecto	109.99
	72917 AMAZON CAPITAL SERVICES		69.86
01 1100 610 1 003 1102	1GLY-T934- 6GTD	Nebraska State Flag	43.98
01 2410 610 1 003	1GLY-T934- 6GTD	Expo Market Kit	5.93
01 1100 610 1 003 1102	1GLY-T934- 6GTD	Wood Craft Sticks	3.99
01 2410 610 1 003	1GLY-T934- 6GTD	Tylenol Chewable	15.96
	72917 AMAZON CAPITAL SERVICES		126.80
01 2620 610 1 003	1GYF-XWPF- 4KL4	WIPE KITS	63.40
01 2620 610 1 006	1GYF-XWPF- 4KL4	WIPE KITS	63.40
	72917 AMAZON CAPITAL SERVICES		49.82
01 1100 610 2 001 1168	1H61-PX49- GGTX	LiqInkol Dry Erase Markers Bulk, 144 Pac	33.79
01 1100 610 2 001 1168	1H61-PX49- GGTX	Energizer AA Batteries, Max Double A Bat	16.03
	72917 AMAZON CAPITAL SERVICES		117.97
01 3535 890 0 000	1J6J-796V- 7V3Y	8 PCS Trifold Poster Board- Large 40" x	95.98
01 3535 890 0 000	1J6J-796V- 7V3Y	Filament Storage Bags 30PCS, 3D Filament	21.99
	72917 AMAZON CAPITAL SERVICES		(18.47)
01 2230 734 0 000	1JNK-KYRY- CX1V	SanDisk Ultra 32GB (Two Pack Bundle) Dua	(18.47)
	72917 AMAZON CAPITAL SERVICES		35.27
01 1200 610 1 006 1221	1JPL-Q47W- 6V6L	Clorox Disinfecting Wipes Value Pack, 75	16.62
01 1200 610 1 006 1221	1JPL-Q47W- 6V6L	X-ACTO Mighty Mite Electric Pencil Sharp	12.71
01 1200 610 1 006 1221	1JPL-Q47W- 6V6L	June Gold 12 Pack Retractable Pen Eraser	5.94
	72917 AMAZON CAPITAL SERVICES		24.98
01 2120 610 2 001	1JTM-H1Y6- HQV7	Rarlan Wood-Cased #2 HB Pencils, Pre-sha	17.99
01 2120 610 2 001	1JTM-H1Y6- HQV7	S/H	6.99
	72917 AMAZON CAPITAL SERVICES		124.51
01 1100 610 2 002 1111	1K4C-HP6P- H17K	4 Pcs Kickdown Door Stopper No Drill Doo	32.99

Check #	Vendor Name	Amount	
Account Number	Invoice	Description	Amount
01 1100 610 2 002 1111	1K4C-HP6P- H17K	Waterspecialist DA97-17376B Replacement	29.59
01 1100 610 2 002 1111	1K4C-HP6P- H17K	Drsum Inspirational Wall Art Home Offic	23.97
01 1100 610 2 002 1111	1K4C-HP6P- H17K	Positive Decor Motivational Gifts for Wo	9.99
01 1100 610 2 002 1111	1K4C-HP6P- H17K	Flower Pens Gifts Valentines Mother's Da	13.98
01 1100 610 2 002 1111	1K4C-HP6P- H17K	Flower Pens:Leery Mixed Purple Rose & Pe	13.99
	72917 AMAZON CAPITAL SERVICES	(109.99)	
01 1100 610 2 002 1111	1M1G-MH4D- N14K	Akia Screens 110 inch Pull Down Projecto	(109.99)
	72917 AMAZON CAPITAL SERVICES	(18.47)	
01 2230 734 0 000	1M7C-Q4NK- D9T4	SanDisk Ultra 32GB (Two Pack Bundle) Dua	(18.47)
	72917 AMAZON CAPITAL SERVICES	52.08	
01 1200 640 2 001 1221	1NMF-X7GF- 6N7K	The Cookbook for Children with Special N	21.91
01 1200 640 2 001 1221	1NMF-X7GF- 6N7K	Let's Cook!: 55 Quick and Easy Recipes f	23.18
01 1200 640 2 001 1221	1NMF-X7GF- 6N7K	S/H	6.99
	72917 AMAZON CAPITAL SERVICES	261.93	
01 2230 610 0 000	1NPL-FWD3- FFDQ	VEVOR Storage Shelving Unit, 5-Tier Adju	261.93
	72917 AMAZON CAPITAL SERVICES	(163.57)	
01 1100 610 2 001 1168	1NRP-CWLF- 3GYX	Champion Sports Ultra Shaft Hockey Set	(163.57)
	72917 AMAZON CAPITAL SERVICES	(18.47)	
01 2230 734 0 000	1NWR-PMY6- D36X	SanDisk Ultra 32GB (Two Pack Bundle) Dua	(18.47)
	72917 AMAZON CAPITAL SERVICES	167.37	
01 1100 610 2 001 1172	1P6F-F9M1- NFFG	Yishang Large Terra Cotta Pots with Sauc	167.37
	72918 AMAZON CAPITAL SERVICES	119.31	
01 1100 610 2 002 1106	1PNC-6L69- X7MD	Crayola Take Note Dry Erase Markers (12c	34.44
01 1100 610 2 002 1106	1PNC-6L69- X7MD	Crayola Take Note Chisel Tip Dry Erase M	12.28
01 1100 610 2 002 1106	1PNC-6L69- X7MD	Ultra Fine Permanent Marker Bulk, 32 Pac	33.36
01 1100 610 2 002 1106	1PNC-6L69- X7MD	Ultra Fine Permanent Marker Bulk, 32 Pac	13.49
01 1100 610 2 002 1106	1PNC-6L69- X7MD	Sharpie Clear View Highlighter Sticks, C	25.74
	72918 AMAZON CAPITAL SERVICES	215.42	
01 1100 610 1 003 1101	1PNC-9377- 733G	ZNXZXP Kids Headphones bulk, 15 pcs	28.49
01 1100 610 1 003 1101	1PNC-9377- 733G	Better Office Products Red Plastic 2 poc	24.48
01 1100 610 1 003 1101	1PNC-9377- 733G	Clipboards HERKKA 15 pk	26.77
01 1100 610 1 003 1101	1PNC-9377- 733G	Mr. Sketch Scented Markers 12 ct Asst'd	26.55
01 1100 610 1 003 1101	1PNC-9377- 733G	Amazon Clear Thermal Laminating 200 pk 3	19.99
01 1100 610 1 003 1101	1PNC-9377- 733G	Expo Dry Erase Markets, PK of 36	21.37

Check #	Vendor Name	Amount	
Account Number	Invoice	Description	Amount
01 1100 610 1 003 1101	1PNC-9377- 733G	LABUK 29 pcs Zipper Pencil Pouches	15.99
01 1100 610 1 003 1101	1PNC-9377- 733G	Astrobrights Mega Bright Confetti White,	34.98
01 1100 610 1 003 1101	1PNC-9377- 733G	Astrobrights Mega Bright Yellow 320 shee	16.80
	72918 AMAZON CAPITAL SERVICES		41.57
01 1100 610 2 002 1169	1PY1-TQYV- 169Q	2 Pack Heavy Duty Retractable Badge Reel	11.10
01 1100 610 2 002 1169	1PY1-TQYV- 169Q	(24 Pads) Sticky Notes 3x3 in 100 Sheets	20.49
01 1100 610 2 002 1169	1PY1-TQYV- 169Q	Tenmiro Led Lights for Bedroom 100ft (2	9.98
	72918 AMAZON CAPITAL SERVICES		800.24
01 2712 610 0 000	1QFM-6G4C- V9TJ	BOOSTER SEATS	800.24
	72918 AMAZON CAPITAL SERVICES		101.70
01 1100 610 2 002 1111	1QRG-XH49- FHC6	Elite Screens Manual B 110- INCH Manual P	101.70
	72918 AMAZON CAPITAL SERVICES		92.71
01 1100 610 1 003 1102	1R6L-M4P9- 66NX	Easel Pads, pk of 2, 30 in	33.73
01 1100 610 1 003 1102	1R6L-M4P9- 66NX	Clay Pots (pk of 20)	19.99
01 1100 610 1 003 1102	1R6L-M4P9- 66NX	Magnet Tape	18.00
01 1100 610 1 003 1102	1R6L-M4P9- 66NX	White Bags (pk of 100)	20.99
	72918 AMAZON CAPITAL SERVICES		(5.98)
01 1100 610 2 001 1168	1RQH-LDHQ- DCGV	S/H	(5.98)
	72918 AMAZON CAPITAL SERVICES		22.99
01 1100 610 1 003 1111	1TCD-FXFY- 7CHT	Maxwell House Coffee 38.8 oz	22.99
	72918 AMAZON CAPITAL SERVICES		665.97
01 1100 733 1 003 1111	1TTD-MFVL- WLMY	Primy Drafting Chair with armrests	189.99
01 1100 733 1 003 1111	1TTD-MFVL- WLMY	Office chair ergonomic with flip arms	147.88
01 1100 733 1 003 1111	1TTD-MFVL- WLMY	Flash furniture rolling chair	210.94
01 2410 610 1 003	1TTD-MFVL- WLMY	Cardstock, Bright White	42.87
01 2410 610 1 003	1TTD-MFVL- WLMY	Smead heavy duty steel hanging holder ki	25.29
01 2410 610 1 003	1TTD-MFVL- WLMY	Pismite 7 in outdoor Marquee Sign letter	89.00
01 1100 733 1 003 1111	1TTD-MFVL- WLMY	DISCOUNT	(40.00)
	72918 AMAZON CAPITAL SERVICES		78.76
01 1100 610 1 006 1103	1TV4-MJRK- 4NW6	Swingline Stapler, 30 Sheet Capacity	14.28
01 1100 610 1 006 1103	1TV4-MJRK- 4NW6	Astrobrights Color Paper, 8.5 x 11", Joy	16.99
01 1100 610 1 006 1103	1TV4-MJRK- 4NW6	Astrobrights Mega Collection Colored Pap	17.49
01 1100 610 1 006 1103	1TV4-MJRK- 4NW6	Recycled Tru-Ray Construction paper, 12	22.36
01 1100 610 1 006 1103	1TV4-MJRK- 4NW6	Astrobrights Color Paper, 8.5 x 11", Spe	7.64

Check #	Vendor Name	Amount	
Account Number	Invoice	Description	Amount
72918	AMAZON CAPITAL SERVICES	35.88	
01 1100 610 1 006 1105	1TVF-HRFD-3Q3R	A Life Like Mine: How Children Live Arou	28.89
01 1100 610 1 006 1105	1TVF-HRFD-3Q3R	300PCS Mini Cute Pencil Erasers for Kids	6.99
72918	AMAZON CAPITAL SERVICES	124.93	
01 1100 610 2 002 1111	1VQ3-QPRN-9GND	Akia Screens 110 inch Pull Down Projecto	109.99
01 1100 610 2 002 1111	1VQ3-QPRN-9GND	Cable Matters 3-Pack Extreme Flexible Sh	6.95
01 1100 610 2 002 1111	1VQ3-QPRN-9GND	Cable Matters 3-Pack Extreme Flexible US	7.99
72918	AMAZON CAPITAL SERVICES	89.95	
01 1100 610 2 001 1174	1WFW-WX44-R3PP	Fiskars 60mm Titanium Blade Loop Rotary	89.95
72918	AMAZON CAPITAL SERVICES	364.76	
01 2712 610 0 000	1WJD-KDP9-3LTR	BOOSTER SEATS	364.76
72918	AMAZON CAPITAL SERVICES	55.83	
01 2130 610 2 002	1WK9-JTF7-WT9F	GenCare - Cetirizine HCL 10 mg (200 Capl	8.49
01 2130 610 2 002	1WK9-JTF7-WT9F	Lilymicky 500 Pack 5 oz Clear Plastic Cu	22.59
01 2130 610 2 002	1WK9-JTF7-WT9F	Quaker Chewy Granola Bars, Chocolate Chi	15.97
01 2130 610 2 002	1WK9-JTF7-WT9F	Capri Sun Fruit Punch, Strawberry Kiwi a	8.78
72918	AMAZON CAPITAL SERVICES	(18.47)	
01 2230 734 0 000	1WN3-QJQP-D6WC	SanDisk Ultra 32GB (Two Pack Bundle) Dua	(18.47)
72918	AMAZON CAPITAL SERVICES	29.88	
01 1100 610 1 003 1101	1X6C-D699-6XJ7	Mavalus Tape 1", 4 pk	29.88
72918	AMAZON CAPITAL SERVICES	(1.01)	
01 1100 610 2 001 1168	1XHY-3DKK-DRH9	S/H	(1.01)
72918	AMAZON CAPITAL SERVICES	65.21	
01 1100 610 2 002 1111	1XNF-9K3T-TL6C	Duracell Coppertop AA Batteries with Pow	18.63
01 1100 610 2 002 1111	1XNF-9K3T-TL6C	etguuds USB C to USB C Cable (3ft, 2Pack	9.98
01 1100 610 2 002 1111	1XNF-9K3T-TL6C	HP Printer Paper 11 x 17 Paper Office	19.62
01 1100 610 2 002 1111	1XNF-9K3T-TL6C	Arm and Hammer Fridge Fresh Baking Soda	8.99
01 1100 610 2 002 1111	1XNF-9K3T-TL6C	OWLMATE Sticky Note Holder, Metal Sticky	7.99
72918	AMAZON CAPITAL SERVICES	215.98	
01 1100 733 1 003 1111	1XRX-39TJ-71NN	Shipping	19.99
01 1100 733 1 003 1111	1XRX-39TJ-71NN	Sigo Signs 24X36 outdoor sign	195.99
72918	AMAZON CAPITAL SERVICES	290.38	
01 1100 610 2 001 1168	1YTC-LGPK-4Q7M	VertiMax Waist Harness Belt (Small - Fit	267.80
01 1100 610 2 001 1168	1YTC-LGPK-4Q7M	LOOEEL Fitness Resistance Belt Multi Fun	15.59

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 1100 610 2 001 1168	1YTC-LGPK- 4Q7M	S/H		6.99
	72918 AMAZON CAPITAL SERVICES		22.99	
01 1100 610 2 002 1111	1YYG-XM4C- 3H71	LotFancy Bathroom Decor Box, 2 Pack		22.99
	72919 AMERICAN MESSAGING		42.79	
01 2510 382 0 000	D3201922ZD	SVS 4/1/25-4/30/25		42.79
	72920 AMI HEFFELFINGER-MARX		2,903.69	
01 1200 320 0 000 1215	2/25/25- 3/18/25	SVS 2/25/25-3/18/25		2,895.50
01 1200 334 0 000 1215	2/25/25- 3/18/25	SVS 2/25/25-3/18/25		8.19
	72921 ANDERSON FORD		66.36	
01 2710 610 0 000	15472895	SENSOR - PARKING AID SYSTEM VAN 54		66.36
	72922 APPTEGY INC		11,345.25	
01 2230 735 0 000	INV28739	THRILLSHARE SUBSCRIPTION		11,345.25
	72923 AUTO GLASS NATION, INC		293.71	
01 2710 610 0 000	1-37042	WINDSHIELD VAN 50		293.71
	72923 AUTO GLASS NATION, INC		440.06	
01 2710 610 0 000	1-37046	WINDSHIELD BUS 1		440.06
	72924 BERKS, DARLA		1,600.00	
01 2212 320 0 000	010425	January PL		1,600.00
	72924 BERKS, DARLA		1,600.00	
01 2212 320 0 000	032425	Secondary PL 3.17.2025		1,600.00
	72925 BERNIKLAU ED. SOLUTIONS TEAM		12,130.80	
01 1200 320 2 000 1215	24-25 3RD QTR	3RD QTR 24/25		12,130.80
	72926 BIST/CORNERSTONES OF CARE		500.00	
01 2213 330 1 004	192497	PROFESSIONAL DEVELOPMENT 2/17/25		500.00
	72927 BLICK ART MATERIALS		396.80	
01 2410 810 2 001	4973594	Prismacolor Premier Colored Pencils - Se		396.80
	72906 BLUE CROSS BLUE SHIELD		329,168.15	
01 2712 286 0 000	APR 25-0001	HEALTH BENEFITS		397.11
01 3540 281 1 003	APR 25-0001	HEALTH BENEFITS		685.92
01 3535 281 0 000	APR 25-0001	HEALTH BENEFITS		2,221.88
01 6200 281 1 003	APR 25-0001	HEALTH BENEFITS		2,177.44
01 6310 281 1 003	APR 25-0001	HEALTH BENEFITS		322.96
01 6408 281 0 000	APR 25-0001	HEALTH BENEFITS		2,221.88
01 2620 280 1 004	APR 25-0001	HEALTH BENEFITS		0.00
01 2620 280 1 006	APR 25-0001	HEALTH BENEFITS		0.00
01 2620 280 2 001	APR 25-0001	HEALTH BENEFITS		848.31

<u>Check #</u>	<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 2620 280 2 002		APR 25-0001	HEALTH BENEFITS	848.31
01 2710 280 0 000		APR 25-0001	HEALTH BENEFITS	2,392.05
01 2710 286 0 000		APR 25-0001	HEALTH BENEFITS	397.11
01 2610 280 1 006		APR 25-0001	HEALTH BENEFITS	848.31
01 2610 280 2 001		APR 25-0001	HEALTH BENEFITS	4,113.68
01 2610 280 2 002		APR 25-0001	HEALTH BENEFITS	2,417.06
01 2630 280 0 000		APR 25-0001	HEALTH BENEFITS	1,696.62
01 2620 286 0 000		APR 25-0001	HEALTH BENEFITS	2,031.50
01 2620 280 1 003		APR 25-0001	HEALTH BENEFITS	848.31
01 2410 280 2 001		APR 25-0001	HEALTH BENEFITS	1,696.62
01 2410 281 2 002		APR 25-0001	HEALTH BENEFITS	2,239.44
01 2410 280 2 002		APR 25-0001	HEALTH BENEFITS	1,568.75
01 2570 286 0 000		APR 25-0001	HEALTH BENEFITS	1,934.17
01 2610 280 1 003		APR 25-0001	HEALTH BENEFITS	1,696.62
01 2610 280 1 004		APR 25-0001	HEALTH BENEFITS	848.31
01 2410 280 1 003		APR 25-0001	HEALTH BENEFITS	848.31
01 2410 281 1 004		APR 25-0001	HEALTH BENEFITS	1,934.17
01 2410 280 1 004		APR 25-0001	HEALTH BENEFITS	848.31
01 2410 281 1 006		APR 25-0001	HEALTH BENEFITS	2,239.44
01 2410 280 1 006		APR 25-0001	HEALTH BENEFITS	848.31
01 2410 281 2 001		APR 25-0001	HEALTH BENEFITS	1,934.17
01 2230 281 0 000		APR 25-0001	HEALTH BENEFITS	2,239.44
01 2230 284 0 000		APR 25-0001	HEALTH BENEFITS	3,091.02
01 2320 285 0 000		APR 25-0001	HEALTH BENEFITS	2,239.44
01 2320 286 0 000		APR 25-0001	HEALTH BENEFITS	685.92
01 2320 280 0 000		APR 25-0001	HEALTH BENEFITS	3,393.24
01 2410 281 1 003		APR 25-0001	HEALTH BENEFITS	2,239.44
01 2212 281 0 000		APR 25-0001	HEALTH BENEFITS	2,239.44
01 2220 281 1 003		APR 25-0001	HEALTH BENEFITS	2,221.88
01 2220 281 1 004		APR 25-0001	HEALTH BENEFITS	2,221.88
01 2220 281 1 006		APR 25-0001	HEALTH BENEFITS	1,879.35
01 2220 281 2 001		APR 25-0001	HEALTH BENEFITS	1,879.35
01 2220 281 2 002		APR 25-0001	HEALTH BENEFITS	1,407.34
01 2130 282 2 001		APR 25-0001	HEALTH BENEFITS	720.44
01 2130 282 2 002		APR 25-0001	HEALTH BENEFITS	848.31
01 2141 281 0 000		APR 25-0001	HEALTH BENEFITS	1,695.51
01 2151 281 1 004		APR 25-0001	HEALTH BENEFITS	2,221.88
01 2151 281 2 001		APR 25-0001	HEALTH BENEFITS	1,656.09
01 2190 280 2 001		APR 25-0001	HEALTH BENEFITS	309.07
01 2120 281 1 003		APR 25-0001	HEALTH BENEFITS	831.20
01 2120 281 1 004		APR 25-0001	HEALTH BENEFITS	1,407.34
01 2120 281 2 001		APR 25-0001	HEALTH BENEFITS	6,090.22
01 2120 280 2 001		APR 25-0001	HEALTH BENEFITS	848.31
01 2120 281 2 002		APR 25-0001	HEALTH BENEFITS	1,934.17
01 2130 282 1 006		APR 25-0001	HEALTH BENEFITS	848.31
01 1200 281 2 001 1221		APR 25-0001	HEALTH BENEFITS	7,037.45
01 1200 281 2 002 1221		APR 25-0001	HEALTH BENEFITS	7,130.51
01 1200 281 1 004 1222		APR 25-0001	HEALTH BENEFITS	2,221.88
01 1200 281 2 001 1222		APR 25-0001	HEALTH BENEFITS	685.92
01 1200 281 2 002 1222		APR 25-0001	HEALTH BENEFITS	1,879.35
01 1200 281 2 001		APR 25-0001	HEALTH BENEFITS	1,407.34

<u>Check #</u>	<u>Vendor Name</u>			<u>Amount</u>	
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>		<u>Amount</u>
1225					
01 1100 281 2 001		APR 25-0001	HEALTH BENEFITS		1,355.35
1194					
01 1100 281 2 002		APR 25-0001	HEALTH BENEFITS		1,102.38
1194					
01 1200 281 0 000		APR 25-0001	HEALTH BENEFITS		1,934.17
1214					
01 1200 281 1 003		APR 25-0001	HEALTH BENEFITS		6,665.64
1221					
01 1200 281 1 004		APR 25-0001	HEALTH BENEFITS		4,101.23
1221					
01 1200 281 1 006		APR 25-0001	HEALTH BENEFITS		6,665.64
1221					
01 1100 281 1 004		APR 25-0001	HEALTH BENEFITS		939.68
1193					
01 1100 281 1 006		APR 25-0001	HEALTH BENEFITS		939.67
1193					
01 1100 281 2 001		APR 25-0001	HEALTH BENEFITS		226.35
1193					
01 1100 281 2 002		APR 25-0001	HEALTH BENEFITS		459.57
1193					
01 1100 281 1 003		APR 25-0001	HEALTH BENEFITS		111.09
1194					
01 1100 281 1 006		APR 25-0001	HEALTH BENEFITS		460.46
1194					
01 1100 281 1 003		APR 25-0001	HEALTH BENEFITS		685.92
1190					
01 1100 281 1 004		APR 25-0001	HEALTH BENEFITS		831.21
1190					
01 1100 281 1 006		APR 25-0001	HEALTH BENEFITS		831.20
1190					
01 1100 281 2 001		APR 25-0001	HEALTH BENEFITS		685.92
1190					
01 1100 281 2 002		APR 25-0001	HEALTH BENEFITS		2,221.88
1190					
01 1100 281 1 003		APR 25-0001	HEALTH BENEFITS		2,221.88
1193					
01 1100 281 2 001		APR 25-0001	HEALTH BENEFITS		1,168.09
1172					
01 1100 281 2 002		APR 25-0001	HEALTH BENEFITS		239.25
1172					
01 1100 281 2 001		APR 25-0001	HEALTH BENEFITS		3,541.76
1174					
01 1100 281 2 002		APR 25-0001	HEALTH BENEFITS		685.92
1174					
01 1100 281 2 001		APR 25-0001	HEALTH BENEFITS		3,740.28
1176					
01 1100 281 2 002		APR 25-0001	HEALTH BENEFITS		1,879.35
1176					
01 1100 281 1 004		APR 25-0001	HEALTH BENEFITS		939.68
1169					
01 1100 281 1 006		APR 25-0001	HEALTH BENEFITS		939.67
1169					
01 1100 281 2 001		APR 25-0001	HEALTH BENEFITS		1,707.52
1169					
01 1100 281 2 002		APR 25-0001	HEALTH BENEFITS		1,444.03
1169					
01 1100 281 2 001		APR 25-0001	HEALTH BENEFITS		3,758.70
1170					
01 1100 281 2 002		APR 25-0001	HEALTH BENEFITS		2,221.88
1170					
01 1160 281 1 004		APR 25-0001	HEALTH BENEFITS		1,110.94

<u>Check #</u>	<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
01 1100 281 1 003 1168		APR 25-0001	HEALTH BENEFITS	1,243.39	
01 1100 281 1 004 1168		APR 25-0001	HEALTH BENEFITS	939.68	
01 1100 281 1 006 1168		APR 25-0001	HEALTH BENEFITS	939.67	
01 1100 281 2 001 1168		APR 25-0001	HEALTH BENEFITS	4,670.41	
01 1100 281 2 002 1168		APR 25-0001	HEALTH BENEFITS	3,179.65	
01 1100 281 2 001 1130		APR 25-0001	HEALTH BENEFITS	7,019.45	
01 1100 281 2 001 1140		APR 25-0001	HEALTH BENEFITS	8,450.39	
01 1150 281 1 004		APR 25-0001	HEALTH BENEFITS	1,110.94	
01 1100 281 2 001 1153		APR 25-0001	HEALTH BENEFITS	6,666.50	
01 1100 281 2 001 1155		APR 25-0001	HEALTH BENEFITS	685.92	
01 1160 281 1 003		APR 25-0001	HEALTH BENEFITS	3,904.93	
01 1100 281 2 002 1106		APR 25-0001	HEALTH BENEFITS	13,349.75	
01 1100 281 2 002 1107		APR 25-0001	HEALTH BENEFITS	13,984.85	
01 1100 281 2 002 1108		APR 25-0001	HEALTH BENEFITS	13,940.51	
01 1100 281 2 001 1110		APR 25-0001	HEALTH BENEFITS	5,287.25	
01 1100 281 2 001 1114		APR 25-0001	HEALTH BENEFITS	711.00	
01 1100 281 2 001 1124		APR 25-0001	HEALTH BENEFITS	5,748.32	
01 1100 281 1 003 1103		APR 25-0001	HEALTH BENEFITS	4,443.76	
01 1100 281 1 006 1103		APR 25-0001	HEALTH BENEFITS	8,686.90	
01 1100 281 1 003 1104		APR 25-0001	HEALTH BENEFITS	807.40	
01 1100 281 1 006 1104		APR 25-0001	HEALTH BENEFITS	7,231.75	
01 1100 281 1 003 1105		APR 25-0001	HEALTH BENEFITS	2,907.80	
01 1100 281 1 006 1105		APR 25-0001	HEALTH BENEFITS	7,694.95	
01 1100 281 1 003 1100		APR 25-0001	HEALTH BENEFITS	2,907.80	
01 1100 281 1 004 1100		APR 25-0001	HEALTH BENEFITS	7,859.93	
01 1100 281 1 003 1101		APR 25-0001	HEALTH BENEFITS	5,421.11	
01 1100 281 1 004 1101		APR 25-0001	HEALTH BENEFITS	8,158.96	
01 1100 281 1 003 1102		APR 25-0001	HEALTH BENEFITS	3,465.27	
01 1100 281 1 004 1102		APR 25-0001	HEALTH BENEFITS	8,599.81	
01 6408 281 1 000		APR 25-0001	HEALTH BENEFITS	1,688.40	
01 6408 281 2 000		APR 25-0001	HEALTH BENEFITS	3,029.28	
				Vendor Total:	329,168.15
72928 BLUM, KYLA				7,544.07	
01 2151 320 1 006		2/21/25-	SVS 2/21/25-3/19/25	7,344.00	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2151 334 1 006	3/19/25 2/21/25- 3/19/25	SVS 2/21/25-3/19/25		200.07
	72929 BOHABOJ, TARA		63.21	
01 1100 610 2 001 1176	REIMB 040825	SUPPLIES		63.21
	72930 BRIAN'S HOLMES SEWER & DRAIN INC		1,450.00	
01 2620 431 0 000	24746A	CABLE AND CAMERA MAIN SEWER LINE BLUE BU		1,450.00
	72931 C C CONTRACTING INC		12,010.00	
01 2630 431 1 004	5232	SNOW REMOVAL 2/5/25-2/18/25		3,002.50
01 2630 431 1 006	5232	SNOW REMOVAL 2/5/25-2/18/25		3,002.50
01 2630 431 2 002	5232	SNOW REMOVAL 2/5/25-2/18/25		3,002.50
01 2630 431 2 001	5232	SNOW REMOVAL 2/5/25-2/18/25		3,002.50
	72932 CARLSON, ASHLEY		158.98	
01 2410 580 2 002	REIMB 040825	MSLBD CONF REIMB		158.98
	72933 CASS COUNTY REFUSE		600.00	
01 2620 431 1 003	677-0225	SVS FEB 25		600.00
	72933 CASS COUNTY REFUSE		609.00	
01 2620 431 1 003	682-0325	TRASH & RECY SVS MAR 25		609.00
	72934 CITY OF WAVERLY		683.26	
01 2610 410 1 006	1252001-0325	SVS 1/27/25-2/24/25		683.26
	72934 CITY OF WAVERLY		670.02	
01 2610 410 1 006	1252001-0425	SVS 2/24/25-3/24/25		670.02
	72934 CITY OF WAVERLY		134.16	
01 2610 410 1 006	1254001-0325	SVS 1/27/25-2/24/25		134.16
	72934 CITY OF WAVERLY		136.21	
01 2610 410 1 006	1254001-0425	SVS 2/24/25-3/24/25		136.21
	72934 CITY OF WAVERLY		70.69	
01 2610 410 0 000	1254501-0325	SVS 1/27/25-2/24/25		70.69
	72934 CITY OF WAVERLY		70.69	
01 2610 410 0 000	1254501-0425	SVS 2/24/25-3/24/25		70.69
	72934 CITY OF WAVERLY		344.36	
01 2610 410 1 004	1521001-0325	SVS 1/27/25-2/24/25		344.36
	72934 CITY OF WAVERLY		337.74	
01 2610 410 1 004	1521001-0425	SVS 2/24/25-3/24/25		337.74
	72934 CITY OF WAVERLY		247.17	
01 2610 410 2 001	1581001-0325	SVS 1/27/25-2/24/25		247.17
	72934 CITY OF WAVERLY		249.22	
01 2610 410 2 001	1581001-0425	SVS 2/24/25-3/24/25		249.22
	72934 CITY OF WAVERLY		224.58	
01 2610 410 2 001	1582001-0325	SVS 1/27/25-2/24/25		224.58
	72934 CITY OF WAVERLY		224.58	
01 2610 410 2 001	1582001-0425	SVS 2/24/25-3/24/25		224.58
	72934 CITY OF WAVERLY		826.83	
01 2610 410 2 001	1584001-0325	SVS 1/27/25-2/24/25		826.83

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
	72934 CITY OF WAVERLY			777.18
01 2610 410 2 001	1584001-0425	SVS 2/24/25-3/24/25		777.18
	72934 CITY OF WAVERLY			535.73
01 2610 410 2 002	1584101-0325	SVS 1/27/25-2/24/25		535.73
	72934 CITY OF WAVERLY			525.80
01 2610 410 2 002	1584101-0425	SVS 2/24/25-3/24/25		525.80
	72934 CITY OF WAVERLY			122.50
01 2610 410 0 000	1590501-0325	SVS 1/27/25-2/24/25		122.50
	72934 CITY OF WAVERLY			122.50
01 2610 410 0 000	1590501-0425	SVS 2/24/25-3/24/25		122.50
			Vendor Total:	6,303.22
	72935 COBELENS, ANGIE			52.15
01 2141 333 0 000	1/16/25-2/11/25	MILEAGE 1/16/25-2/11/25		52.15
			Vendor Total:	52.15
	72936 COMMONWEALTH ELECTRIC CO			264.00
01 2230 432 0 000	79129	CAMERA REPAIRS		264.00
			Vendor Total:	264.00
	72937 COMPLETE CHIROPRACTIC & WELLNESS CENTER			80.00
01 2710 340 0 000	HENNESSY 031725	DOT EXAM - HENNESSY		80.00
			Vendor Total:	80.00
	72938 COOPER, KERI			22.37
01 2320 610 0 000	REIMB 040825	FRUIT TRAY - ADMIN COUNCIL		22.37
			Vendor Total:	22.37
	72939 CORNHUSKER INTNL TRUCKS INC			528.10
01 2710 610 0 000	3407385	PARTS		528.10
	72939 CORNHUSKER INTNL TRUCKS INC			805.26
01 2710 610 0 000	3407977	PARTS BUS 23		805.26
	72939 CORNHUSKER INTNL TRUCKS INC			69.39
01 2710 610 0 000	3408107	SENSOR BUS 3		69.39
	72939 CORNHUSKER INTNL TRUCKS INC			136.62
01 2710 610 0 000	3408148	GAUGE SENSOR BUS 23		136.62
			Vendor Total:	1,539.37
	72940 CPI TELECOM			490.00
01 2310 350 0 000	83952	OMAHA REMOTE SUPPORT		490.00
	72940 CPI TELECOM			140.00
01 2310 350 0 000	84826	OMAHA REMOTE SUPPORT		140.00
			Vendor Total:	630.00
	72941 CUDNEY, KARA			1,956.75
01 6412 320 0 000	2/23/25-3/18/25	SVS 2/23/25-3/18/25		1,956.75
			Vendor Total:	1,956.75
	72942 CULLIGAN			39.00
01 2320 440 0 000	224425	RO RENTAL 3/1/25-3/31/25		39.00
			Vendor Total:	39.00
	72943 D&D BODY & PAINT			109.00
01 2710 610 0 000	293	USED WHEEL VAN 54		109.00
			Vendor Total:	109.00
	72944 DAS STATE ACCOUNTING - CENTRAL FINANCE			292.87

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2230 340 0 000	1470160	SVS FEB 25		292.87
	72945 DECKER EQUIPMENT		65.84	
01 2620 610 1 003	611954A	LATCH COVER AND KNOB TO FIT METPAR BRAND		19.50
01 2620 610 1 003	611954A	CHROME PLATED ONE EAR STALL BRACKETS 1-1		5.99
01 2620 610 1 003	611954A	CHROME PLATED TWO EAR PANEL BRACKET - 2		6.75
01 2620 610 1 003	611954A	CHROME PLATED TWO EAR STALL BRACKET 1-1/		7.15
01 2620 610 1 003	611954A	TOW EAR URINAL BRACKETS 1-1/4"		9.50
01 2620 610 1 003	611954A	S/H		16.95
	72945 DECKER EQUIPMENT		281.01	
01 1100 733 1 003	612583A	MTG38-3'X8' Charcoal Rugs		235.30
1111				
01 1100 733 1 003	612583A	S/H		45.71
1111				
				Vendor Total:
				346.85
	72907 DEERE CREDIT		1,008.37	
01 2630 442 0 000	APR1 25-0001	GATOR 0136565 LEASE PMT APR 25		1,008.37
	72908 DEERE CREDIT		396.87	
01 2630 442 0 000	APR2 25-0001	MOWER 0136566 LEASE PMT APR 25		396.87
	72909 DEERE CREDIT		340.16	
01 2630 442 0 000	APR5 25-0001	GATOR 0122749 LEASE PMT APR 25		340.16
	72910 DEERE CREDIT		369.50	
01 2630 442 0 000	APR7 25-0001	MOWER 0130010 LEASE PMT APR 25		369.50
	72911 DEERE CREDIT		648.25	
01 2630 442 0 000	APR8 25-0001	MOWER 0129999 LEASE PMT APR 25		648.25
	72912 DEERE CREDIT		799.19	
01 2630 442 0 000	APR9 25-0001	TRACTOR 0130009 LEASE PMT APR 25		799.19
				Vendor Total:
				3,562.34
	72946 DEMCO		411.26	
01 2220 610 1 006	7611334	Book Tape 2" x 15'		44.95
01 2220 610 1 006	7611334	Book Tape 1.5" x 15'		34.95
01 2220 610 1 006	7611334	Label Protector		182.45
01 2220 610 1 006	7611334	Avery Marks a Lot - Black		5.25
01 2220 610 1 006	7611334	Book Ends - Red		102.90
01 2220 610 1 006	7611334	S/H		40.76
				Vendor Total:
				411.26
	72947 DIETZE MUSIC HOUSE		7.20	
01 1100 610 2 002	FF2116	MUSIC		7.20
1194				
				Vendor Total:
				7.20
	72948 EAKES OFFICE SOLUTIONS		5,047.91	
01 2510 443 0 000	INV630157	COPIER CONTRACT 12/1/24-2/28/25		5,047.91
				Vendor Total:
				5,047.91
	72949 ELECTRONIC CONTRACTING		141.75	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2620 431 2 001	69686	FIRE ALARM MONITORING		141.75
72949 ELECTRONIC CONTRACTING			141.75	
01 2620 431 2 002	69687	FIRE ALARM MONITORING		141.75
72949 ELECTRONIC CONTRACTING			1,050.00	
01 2620 431 2 001	69800	FIRE ALARM INSPECTION		1,050.00
72949 ELECTRONIC CONTRACTING			183.75	
01 2620 431 1 004	69801	FIRE ALARM INSPECTION		183.75
72949 ELECTRONIC CONTRACTING			1,032.15	
01 2620 431 2 002	69803	FIRE ALARM INSPECTION		1,032.15
72949 ELECTRONIC CONTRACTING			78.75	
01 2620 431 1 006	69804	FIRE ALARM INSPECTION		78.75
72949 ELECTRONIC CONTRACTING			78.75	
01 2620 431 0 000	69805	FIRE ALARM INSPECTION		78.75
72949 ELECTRONIC CONTRACTING			105.00	
01 2620 431 1 003	69806	FIRE ALARM INSPECTION		105.00
72949 ELECTRONIC CONTRACTING			210.00	
01 2620 431 1 006	69807	FIRE ALARM INSPECTION		210.00
72949 ELECTRONIC CONTRACTING			78.75	
01 2620 431 1 006	69808	FIRE ALARM INSPECTION		78.75
72949 ELECTRONIC CONTRACTING			367.50	
01 2620 431 1 004	70012	TROUBLE ON PANEL		367.50
72950 ESTR PUBLICATIONS			195.80	
				Vendor Total: 3,468.15
01 1200 610 2 001	46158INV	Transition Rating Scale 1.0		20.00
1221		(TRS 1.0) is		
01 1200 610 2 001	46158INV	Transition Rating Scale 1.0		20.00
1221		Parent Form		
01 1200 610 2 001	46158INV	Transition Rating Scale 2.0		40.00
1221		(TRS 2.0) is		
01 1200 610 2 001	46158INV	Transition Rating Scale 2.0		40.00
1221		Parent Form		
01 1200 610 2 001	46158INV	Transition Rating Scale 3.0		60.00
1221		(TRS 3.0) is		
01 1200 610 2 001	46158INV	S/H		15.80
1221				
				Vendor Total: 195.80
72951 ESU #3			100.00	
01 6412 340 0 000	EM15029	VILLA MARIE WORKSHOPS		100.00
72952 ESU #6			631.30	
				Vendor Total: 100.00
01 2230 320 0 000	21521	TECH HOSTED SVS		631.30
72952 ESU #6			159.75	
01 2570 340 0 000	21528	CUSTOM LAYOUT SVS - QR CODE POSTER		159.75
72952 ESU #6			270.00	
01 1100 640 2 002	21544	SORA SUBSCRIPTION E-BOOK CONSORTIUM		270.00
1111			1,020.00	
72952 ESU #6				
01 2220 610 2 001	21544.	SORA SUBSCRIPTION E-BOOK CONSORTIUM		1,020.00
72952 ESU #6			150.00	
01 2213 330 2 002	21568	WORKSHOPS		50.00
01 2213 330 1 006	21568	WORKSHOPS		50.00

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2213 330 1 004	21568	WORKSHOPS		50.00
72952 ESU #6			340.00	
01 1100 610 2 001	21568.	PD Workshops		340.00
1111				
			Vendor Total:	2,571.05
72953 ESU #7			896.50	
01 2181 591 2 000	FEB 2-28	SVS FEB 2-28 2025		896.50
	2025			
72953 ESU #7			2,884.10	
01 2230 735 0 000	SOPHOS	SOPHOS ANTI-VIRUS 3 YR, CLOUD SERV PROTE		2,884.10
			Vendor Total:	3,780.60
72954 ESU 2			11,504.65	
01 2161 591 1 006	INDY 2024-3	SVS JAN-MAR 25		254.65
01 1200 591 0 000	INDY 2024-3	SVS JAN-MAR 25		10,126.50
1201				
01 1200 810 0 000	INDY 2024-3	SVS JAN-MAR 25		1,123.50
1201				
			Vendor Total:	11,504.65
72955 FILTER SHOP, INC, THE			1,688.40	
01 2620 610 1 003	244350	FILTERS		645.90
01 2620 610 1 006	244350	FILTERS		1,042.50
			Vendor Total:	1,688.40
72956 FOLLETT CONTENT SOLUTIONS LLC			536.65	
01 2220 640 1 006	522018	See attached Quote #11708908		536.65
72956 FOLLETT CONTENT SOLUTIONS LLC			465.42	
01 2220 640 1 006	522018A	See attached Quote #11708908		465.42
72956 FOLLETT CONTENT SOLUTIONS LLC			219.21	
01 2220 640 1 006	522018F	See attached Quote #11708908		219.21
72956 FOLLETT CONTENT SOLUTIONS LLC			1,291.88	
01 2220 640 2 002	533709	Books		1,291.88
72956 FOLLETT CONTENT SOLUTIONS LLC			592.62	
01 2220 640 2 002	533709A	Books		592.62
72956 FOLLETT CONTENT SOLUTIONS LLC			343.41	
01 2220 640 2 002	533709F	Books		343.41
			Vendor Total:	3,449.19
72957 FOLLETT SOFTWARE COMPANY			3,590.88	
01 2220 735 2 001	1570121	DESTINY SERVICE RENEWAL 4/1/25-3/31/26		897.72
01 2220 735 2 002	1570121	DESTINY SERVICE RENEWAL 4/1/25-3/31/26		897.72
01 2220 735 1 006	1570121	DESTINY SERVICE RENEWAL 4/1/25-3/31/26		897.72
01 2213 330 1 003	1570121	DESTINY SERVICE RENEWAL 4/1/25-3/31/26		897.72
72957 FOLLETT SOFTWARE COMPANY			897.72	
01 2220 735 1 004	1570121.	DESTINY SERVICE RENEWAL 4/1/25-3/31/26		897.72
			Vendor Total:	4,488.60
72958 FRESH IDEAS MANAGEMENT LLC			248.40	
01 2410 320 2 001	6638600185	WSC VISIT MEALS		248.40
			Vendor Total:	248.40

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
	72959 HD SUPPLY			269.10
01 2610 610 1 003	851261545	SUPPLIES		269.10
	72959 HD SUPPLY			486.15
01 2610 610 1 006	851503904	SUPPLIES		486.15
	72959 HD SUPPLY			533.49
01 2610 610 2 001	851503912	SUPPLIES		533.49
	72959 HD SUPPLY			288.68
01 2610 610 2 001	852690874	SUPPLIES		288.68
	72959 HD SUPPLY			144.34
01 2610 610 2 001	852690882	SUPPLIES		144.34
	72959 HD SUPPLY		(144.34)	
01 2610 610 2 001	852910041	SUPPLIES		(144.34)
	72959 HD SUPPLY			57.52
01 2610 610 2 002	852910058	SUPPLIES		57.52
	72959 HD SUPPLY			311.41
01 2610 610 2 002	853144624	SUPPLIES		311.41
	72959 HD SUPPLY			335.20
01 2610 610 1 006	853144632	SUPPLIES		335.20
	72959 HD SUPPLY			129.00
01 1100 610 2 002	853175925	ONE+ 18V 100 MPH 350 CFM Cordless Batter		129.00
1111				
	72959 HD SUPPLY		(144.34)	
01 2610 610 2 001	853656650	SUPPLIES		(144.34)
	72959 HD SUPPLY			116.90
01 2620 610 0 000	853974749	MICROWAVE		116.90
	72959 HD SUPPLY			42.29
01 2610 610 1 003	854137643	SUPPLIES		42.29
	72959 HD SUPPLY			278.59
01 2610 610 1 004	854371218	SUPPLIES		278.59
	72959 HD SUPPLY			338.69
01 2610 610 1 003	854371226	SUPPLIES		338.69
	72959 HD SUPPLY			279.44
01 2610 610 2 001	854371234	SUPPLIES		279.44
	72959 HD SUPPLY			513.88
01 2610 610 2 001	854611811	SUPPLIES		513.88
	72959 HD SUPPLY		(12.07)	
01 2610 610 1 003	854848041	SUPPLIES		(12.07)
	72959 HD SUPPLY			25.50
01 2610 610 1 004	855079703	SUPPLIES		25.50
	72959 HD SUPPLY			46.42
01 2610 610 1 003	855514535	SUPPLIES		46.42
	72959 HD SUPPLY			92.84
01 2610 610 1 003	855514543	SUPPLIES		92.84
	72959 HD SUPPLY			185.68
01 2610 610 1 006	855514550	SUPPLIES		185.68
	72959 HD SUPPLY			139.26
01 2610 610 1 003	855514568	SUPPLIES		139.26
	72959 HD SUPPLY			122.88
01 2610 610 1 003	855745857	SUPPLIES		122.88
	72959 HD SUPPLY			23.67

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2610 610 1 004	855745865	SUPPLIES		23.67
	72960 HENNESSY, DEBBIE		64.00	
	Vendor Total:			4,460.18
01 2710 340 0 000	REIMB 040825	CDL LICENSE RENEWAL		64.00
	72961 HENRICKSON, MICHELLE		261.25	
	Vendor Total:			64.00
01 2410 610 1 006	REIMB 040825	BAGLES & JOE STAFF BREAKFAST		261.25
	72913 HOMETOWN LEASING		2,862.02	
	Vendor Total:			261.25
01 2510 443 0 000	51800366 A- 0001	COPIER LEASE APR 25		2,862.02
	72962 HOTSYS EQUIPMENT CO		473.43	
	Vendor Total:			2,862.02
01 2710 610 0 000	352498	SUPPLIES		473.43
	72963 HYING, BRITTANY		90.43	
	Vendor Total:			473.43
01 3535 890 0 000	REIMB 040825	UBER FEES FOR DC TRIP		90.43
	72964 IDEAL PURE WATER		9.75	
	Vendor Total:			90.43
01 2710 610 0 000	314093	WATER		9.75
	72964 IDEAL PURE WATER		9.75	
01 2610 610 0 000	315180	WATER		9.75
	72964 IDEAL PURE WATER		11.00	
01 2610 610 0 000	315961	WATER		11.00
	72964 IDEAL PURE WATER		11.00	
01 2710 610 0 000	316081	WATER		11.00
	Vendor Total:			41.50
	72965 INDUSTRIAL SERVICES INC		2,966.80	
01 2620 431 1 006	2502-3406	SVS FEB 25		938.21
01 2620 431 1 004	2502-3406	SVS FEB 25		307.62
01 2620 431 2 001	2502-3406	SVS FEB 25		977.40
01 2620 431 2 002	2502-3406	SVS FEB 25		704.17
01 2620 431 2 001	2502-3406	SVS FEB 25		39.40
	72965 INDUSTRIAL SERVICES INC		52.33	
	Vendor Total:			52.33
01 2620 431 1 006	2502-3407	SVS FEB 25		52.33
	72965 INDUSTRIAL SERVICES INC		2,966.80	
01 2620 431 1 006	2503-3406	SVS MAR 25		938.21
01 2620 431 1 004	2503-3406	SVS MAR 25		307.62
01 2620 431 2 001	2503-3406	SVS MAR 25		977.40
01 2620 431 2 002	2503-3406	SVS MAR 25		704.17
01 2620 431 2 001	2503-3406	SVS MAR 25		39.40
	72965 INDUSTRIAL SERVICES INC		52.33	
	Vendor Total:			52.33
01 2620 431 1 006	2503-3407	SVS MAR 25		52.33
	Vendor Total:			6,038.26
	72966 INSPIRA FINANCIAL HEALTH INC		552.75	
01 2310 350 0 000	21014- 02050664	SVS 3/1/25-3/31/25		552.75
	Vendor Total:			552.75
	72967 INTELEPEER CLOUD COMMUNICATION LLC		426.30	
01 2510 382 0 000	INV00287895	SVS 2/1/25-2/28/25		426.30
	Vendor Total:			426.30

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
	72968 JIPP, STEPHEN		64.00	
01 2710 340 0 000	REIMB 040825	CDL RENEWAL		64.00
				Vendor Total: 64.00
	72969 JOHNSON CONTROLS		915.48	
01 2620 431 1 003	24587975	MASTER TIME CLOCK INSPECTION		915.48
				Vendor Total: 915.48
	72970 JOHNSON HARDWARE CO		53.00	
01 2620 610 2 001	1018308-IN	PARTS		53.00
				Vendor Total: 53.00
	72971 JOSTENS		593.45	
01 1100 610 2 001	36149706	Dplomas 24 - 25 school year		570.50
1111				
01 1100 610 2 001	36149706	S/H		22.95
1111				
				Vendor Total: 593.45
	72972 JUST FOR KIDS THERAPY		1,678.25	
01 6408 320 0 000	2503	PT SVS 1/21/25-2/19/25		830.25
01 6408 320 1 000	2503	PT SVS 1/21/25-2/19/25		40.50
01 2171 320 0 000	2503	PT SVS 1/21/25-2/19/25		688.50
01 2171 334 0 000	2503	PT SVS 1/21/25-2/19/25		119.00
	72972 JUST FOR KIDS THERAPY		1,838.95	
01 6408 320 0 000	2515	PT SVS 2/25/25-3/18/25		911.25
01 6408 320 1 000	2515	PT SVS 2/25/25-3/18/25		121.50
01 2171 320 0 000	2515	PT SVS 2/25/25-3/18/25		648.00
01 2171 334 0 000	2515	PT SVS 2/25/25-3/18/25		158.20
				Vendor Total: 3,517.20
	72973 JW PEPPER & SON, INC.		24.00	
01 1100 610 2 002	367426003	MUSIC		24.00
1193				
	72973 JW PEPPER & SON, INC.		96.00	
01 1100 610 2 001	367429000	What Was I Made For?		96.00
1193				
	72973 JW PEPPER & SON, INC.		75.00	
01 1100 610 2 002	367437624	MUSIC		75.00
1194				
				Vendor Total: 195.00
	72974 KSB SCHOOL LAW		2,179.50	
01 2330 317 0 000	18459	SVS 2/4/25-2/27/25		2,179.50
				Vendor Total: 2,179.50
	72975 LINCOLN ELECTRIC SYSTEM		2,508.43	
01 2610 621 2 001	023814703-0325	SVS 2/1/25-2/28/25		2,508.43
	72975 LINCOLN ELECTRIC SYSTEM		6,094.24	
01 2610 621 2 002	023832404-0325	SVS 2/1/25-2/28/25		6,094.24
	72975 LINCOLN ELECTRIC SYSTEM		3,703.03	
01 2610 621 2 002	023832504-0325	SVS 2/1/25-2/28/25		3,703.03
	72975 LINCOLN ELECTRIC SYSTEM		12,493.60	
01 2610 621 2 001	942809903-0325	SVS 2/1/25-2/28/25		12,493.60
	72975 LINCOLN ELECTRIC SYSTEM		2,543.39	
01 2610 621 1 006	944800303-	SVS 2/1/25-2/28/25		2,543.39

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
	0325			
72975 LINCOLN	ELECTRIC SYSTEM		291.76	
01 2610 621 1 006	944800403- 0325	SVS 2/4/25-3/3/25		291.76
72975 LINCOLN	ELECTRIC SYSTEM		89.11	
01 2610 621 1 006	944800503- 0325	SVS 2/4/25-3/3/25		89.11
72975 LINCOLN	ELECTRIC SYSTEM		47.18	
01 2610 621 1 006	944800603- 0325	SVS 2/4/25-3/3/25		47.18
72975 LINCOLN	ELECTRIC SYSTEM		2,888.21	
01 2610 621 1 006	944800703- 0325	SVS 2/1/25-2/28/25		2,888.21
72975 LINCOLN	ELECTRIC SYSTEM		225.66	
01 2610 621 1 006	944800803- 0325	SVS 2/4/25-3/3/25		225.66
72975 LINCOLN	ELECTRIC SYSTEM		115.52	
01 2610 621 0 000	944800903- 0325	SVS 2/4/25-3/3/25		115.52
72975 LINCOLN	ELECTRIC SYSTEM		377.46	
01 2610 621 0 000	944801003- 0325	SVS 2/4/25-3/3/25		377.46
72975 LINCOLN	ELECTRIC SYSTEM		4,833.64	
01 2610 621 1 004	944801103- 0325	SVS 2/1/25-2/28/25		4,833.64
			Vendor Total:	36,211.23
72976 LINCOLN	TRUCK CENTER		(90.00)	
01 2710 610 0 000	XA108169263: 01	BRAKE SHOES		(90.00)
72976 LINCOLN	TRUCK CENTER		363.42	
01 2710 610 0 000	XA108171486: 01	FUEL FILTERS		363.42
			Vendor Total:	273.42
72914 MADISON	NATIONAL LIFE INSURANCE CO INC		465.00	
01 6408 211 1 000	LIFE-APR 2- 0001	LIFE INSURANCE		2.16
01 6408 211 2 000	LIFE-APR 2- 0001	LIFE INSURANCE		4.80
01 3540 211 1 003	LIFE-APR 2- 0001	LIFE INSURANCE		2.40
01 3535 211 0 000	LIFE-APR 2- 0001	LIFE INSURANCE		2.40
01 6200 211 1 003	LIFE-APR 2- 0001	LIFE INSURANCE		2.35
01 6200 211 1 006	LIFE-APR 2- 0001	LIFE INSURANCE		1.99
01 6310 211 1 003	LIFE-APR 2- 0001	LIFE INSURANCE		0.96
01 6408 211 0 000	LIFE-APR 2- 0001	LIFE INSURANCE		2.40
01 2410 211 2 001	LIFE-APR 2- 0001	LIFE INSURANCE		7.50
01 2410 211 2 002	LIFE-APR 2- 0001	LIFE INSURANCE		6.00
01 2570 211 0 000	LIFE-APR 2- 0001	LIFE INSURANCE		3.00
01 2620 216 0 000	LIFE-APR 2- 0001	LIFE INSURANCE		3.00

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>		
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 2710 216 0 000		LIFE-APR 2-0001	LIFE INSURANCE	1.50
01 2712 216 0 000		LIFE-APR 2-0001	LIFE INSURANCE	1.50
01 2230 211 0 000		LIFE-APR 2-0001	LIFE INSURANCE	3.00
01 2320 215 0 000		LIFE-APR 2-0001	LIFE INSURANCE	12.00
01 2320 216 0 000		LIFE-APR 2-0001	LIFE INSURANCE	3.00
01 2410 211 1 003		LIFE-APR 2-0001	LIFE INSURANCE	3.00
01 2410 211 1 004		LIFE-APR 2-0001	LIFE INSURANCE	3.00
01 2410 211 1 006		LIFE-APR 2-0001	LIFE INSURANCE	3.00
01 2212 211 0 000		LIFE-APR 2-0001	LIFE INSURANCE	3.00
01 2220 211 1 003		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 2220 211 1 004		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 2220 211 1 006		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 2220 211 2 001		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 2220 211 2 002		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 2120 211 2 002		LIFE-APR 2-0001	LIFE INSURANCE	4.80
01 2141 211 0 000		LIFE-APR 2-0001	LIFE INSURANCE	4.80
01 2151 211 1 004		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 2151 211 2 001		LIFE-APR 2-0001	LIFE INSURANCE	1.44
01 2151 211 2 002		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 2190 211 2 001		LIFE-APR 2-0001	LIFE INSURANCE	1.50
01 1200 211 2 002 1222		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 1200 211 2 001 1225		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 2120 211 1 003		LIFE-APR 2-0001	LIFE INSURANCE	1.20
01 2120 211 1 004		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 2120 211 1 006		LIFE-APR 2-0001	LIFE INSURANCE	2.40
01 2120 211 2 001		LIFE-APR 2-0001	LIFE INSURANCE	7.20
01 1200 211 1 004 1221		LIFE-APR 2-0001	LIFE INSURANCE	7.20
01 1200 211 1 006 1221		LIFE-APR 2-0001	LIFE INSURANCE	7.20
01 1200 211 2 001 1221		LIFE-APR 2-0001	LIFE INSURANCE	12.00
01 1200 211 2 002 1221		LIFE-APR 2-0001	LIFE INSURANCE	9.60
01 1200 211 1 004 1222		LIFE-APR 2-0001	LIFE INSURANCE	2.40

<u>Check #</u>	<u>Vendor Name</u>		<u>Amount</u>	
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 1200 211 2 001 1222		LIFE-APR 2- 0001	LIFE INSURANCE	2.40
01 1100 211 1 003 1194		LIFE-APR 2- 0001	LIFE INSURANCE	0.12
01 1100 211 1 006 1194		LIFE-APR 2- 0001	LIFE INSURANCE	0.70
01 1100 211 2 001 1194		LIFE-APR 2- 0001	LIFE INSURANCE	1.46
01 1100 211 2 002 1194		LIFE-APR 2- 0001	LIFE INSURANCE	2.52
01 1200 211 0 000 1214		LIFE-APR 2- 0001	LIFE INSURANCE	3.00
01 1200 211 1 003 1221		LIFE-APR 2- 0001	LIFE INSURANCE	7.20
01 1100 211 2 002 1190		LIFE-APR 2- 0001	LIFE INSURANCE	2.40
01 1100 211 1 003 1193		LIFE-APR 2- 0001	LIFE INSURANCE	2.40
01 1100 211 1 004 1193		LIFE-APR 2- 0001	LIFE INSURANCE	1.20
01 1100 211 1 006 1193		LIFE-APR 2- 0001	LIFE INSURANCE	1.20
01 1100 211 2 001 1193		LIFE-APR 2- 0001	LIFE INSURANCE	0.79
01 1100 211 2 002 1193		LIFE-APR 2- 0001	LIFE INSURANCE	1.61
01 1100 211 2 001 1176		LIFE-APR 2- 0001	LIFE INSURANCE	5.57
01 1100 211 2 002 1176		LIFE-APR 2- 0001	LIFE INSURANCE	2.40
01 1100 211 1 003 1190		LIFE-APR 2- 0001	LIFE INSURANCE	1.20
01 1100 211 1 004 1190		LIFE-APR 2- 0001	LIFE INSURANCE	1.20
01 1100 211 1 006 1190		LIFE-APR 2- 0001	LIFE INSURANCE	1.20
01 1100 211 2 001 1190		LIFE-APR 2- 0001	LIFE INSURANCE	2.40
01 1100 211 2 001 1170		LIFE-APR 2- 0001	LIFE INSURANCE	4.80
01 1100 211 2 002 1170		LIFE-APR 2- 0001	LIFE INSURANCE	2.40
01 1100 211 2 001 1172		LIFE-APR 2- 0001	LIFE INSURANCE	1.99
01 1100 211 2 002 1172		LIFE-APR 2- 0001	LIFE INSURANCE	0.41
01 1100 211 2 001 1174		LIFE-APR 2- 0001	LIFE INSURANCE	4.80
01 1100 211 2 002 1174		LIFE-APR 2- 0001	LIFE INSURANCE	2.40
01 1100 211 2 001 1168		LIFE-APR 2- 0001	LIFE INSURANCE	5.40
01 1100 211 2 002 1168		LIFE-APR 2- 0001	LIFE INSURANCE	5.23
01 1100 281 1 004 1169		LIFE-APR 2- 0001	LIFE INSURANCE	1.20
01 1100 211 1 006 1169		LIFE-APR 2- 0001	LIFE INSURANCE	1.20
01 1100 211 2 001 1169		LIFE-APR 2- 0001	LIFE INSURANCE	1.80
01 1100 211 2 002 1169		LIFE-APR 2- 0001	LIFE INSURANCE	2.38

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>
		<u>Amount</u>
01 1160 211 1 003	LIFE-APR 2-0001	LIFE INSURANCE 6.05
01 1160 211 1 004	LIFE-APR 2-0001	LIFE INSURANCE 1.20
01 1160 211 1 006	LIFE-APR 2-0001	LIFE INSURANCE 0.41
01 1100 211 1 003 1168	LIFE-APR 2-0001	LIFE INSURANCE 2.40
01 1100 211 1 004 1168	LIFE-APR 2-0001	LIFE INSURANCE 1.20
01 1100 211 1 006 1168	LIFE-APR 2-0001	LIFE INSURANCE 1.20
01 1100 211 2 001 1124	LIFE-APR 2-0001	LIFE INSURANCE 8.40
01 1100 211 2 001 1130	LIFE-APR 2-0001	LIFE INSURANCE 11.23
01 1100 211 2 001 1140	LIFE-APR 2-0001	LIFE INSURANCE 14.40
01 1150 211 1 004	LIFE-APR 2-0001	LIFE INSURANCE 1.20
01 1100 211 2 001 1153	LIFE-APR 2-0001	LIFE INSURANCE 12.00
01 1100 211 2 001 1155	LIFE-APR 2-0001	LIFE INSURANCE 2.40
01 1100 211 1 006 1105	LIFE-APR 2-0001	LIFE INSURANCE 12.00
01 1100 211 2 002 1106	LIFE-APR 2-0001	LIFE INSURANCE 21.60
01 1100 211 2 002 1107	LIFE-APR 2-0001	LIFE INSURANCE 16.80
01 1100 211 2 002 1108	LIFE-APR 2-0001	LIFE INSURANCE 18.79
01 1100 211 2 001 1110	LIFE-APR 2-0001	LIFE INSURANCE 12.43
01 1100 211 2 001 1114	LIFE-APR 2-0001	LIFE INSURANCE 0.77
01 1100 211 1 004 1102	LIFE-APR 2-0001	LIFE INSURANCE 12.00
01 1100 211 1 003 1103	LIFE-APR 2-0001	LIFE INSURANCE 4.80
01 1100 211 1 006 1103	LIFE-APR 2-0001	LIFE INSURANCE 11.04
01 1100 211 1 003 1104	LIFE-APR 2-0001	LIFE INSURANCE 2.40
01 1100 211 1 006 1104	LIFE-APR 2-0001	LIFE INSURANCE 12.00
01 1100 211 1 003 1105	LIFE-APR 2-0001	LIFE INSURANCE 4.80
01 1100 211 1 003 1100	LIFE-APR 2-0001	LIFE INSURANCE 4.80
01 1100 211 1 004 1100	LIFE-APR 2-0001	LIFE INSURANCE 12.00
01 1100 211 1 003 1101	LIFE-APR 2-0001	LIFE INSURANCE 7.20
01 1100 211 1 004 1101	LIFE-APR 2-0001	LIFE INSURANCE 12.00
01 1100 211 1 003 1102	LIFE-APR 2-0001	LIFE INSURANCE 4.80
72914 MADISON NATIONAL LIFE INSURANCE CO INC		3,324.12
01 3535 211 0 000	LTD-APR 25-0001	LTD INSURANCE 19.97

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>		
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 6200 211 1 003	LTD-APR 25- 0001	LTD INSURANCE	11.16	
01 6200 211 1 006	LTD-APR 25- 0001	LTD INSURANCE	15.04	
01 6310 211 1 003	LTD-APR 25- 0001	LTD INSURANCE	6.45	
01 6408 211 0 000	LTD-APR 25- 0001	LTD INSURANCE	19.44	
01 6408 211 1 000	LTD-APR 25- 0001	LTD INSURANCE	19.01	
01 2410 211 2 002	LTD-APR 25- 0001	LTD INSURANCE	58.00	
01 2570 211 0 000	LTD-APR 25- 0001	LTD INSURANCE	33.75	
01 2620 216 0 000	LTD-APR 25- 0001	LTD INSURANCE	21.47	
01 2710 216 0 000	LTD-APR 25- 0001	LTD INSURANCE	9.26	
01 2712 216 0 000	LTD-APR 25- 0001	LTD INSURANCE	9.26	
01 3540 211 1 003	LTD-APR 25- 0001	LTD INSURANCE	16.43	
01 2320 215 0 000	LTD-APR 25- 0001	LTD INSURANCE	48.31	
01 2320 216 0 000	LTD-APR 25- 0001	LTD INSURANCE	37.49	
01 2410 211 1 003	LTD-APR 25- 0001	LTD INSURANCE	28.35	
01 2410 211 1 004	LTD-APR 25- 0001	LTD INSURANCE	23.75	
01 2410 211 1 006	LTD-APR 25- 0001	LTD INSURANCE	29.05	
01 2410 211 2 001	LTD-APR 25- 0001	LTD INSURANCE	72.24	
01 2220 211 1 003	LTD-APR 25- 0001	LTD INSURANCE	16.63	
01 2220 211 1 004	LTD-APR 25- 0001	LTD INSURANCE	18.60	
01 2220 211 1 006	LTD-APR 25- 0001	LTD INSURANCE	17.99	
01 2220 211 2 001	LTD-APR 25- 0001	LTD INSURANCE	18.00	
01 2220 211 2 002	LTD-APR 25- 0001	LTD INSURANCE	19.10	
01 2230 211 0 000	LTD-APR 25- 0001	LTD INSURANCE	25.55	
01 2141 211 0 000	LTD-APR 25- 0001	LTD INSURANCE	33.23	
01 2151 211 1 004	LTD-APR 25- 0001	LTD INSURANCE	16.64	
01 2151 211 2 001	LTD-APR 25- 0001	LTD INSURANCE	11.40	
01 2151 211 2 002	LTD-APR 25- 0001	LTD INSURANCE	11.98	
01 2190 211 2 001	LTD-APR 25- 0001	LTD INSURANCE	13.51	
01 2212 211 0 000	LTD-APR 25- 0001	LTD INSURANCE	39.43	
01 1200 211 2 001 1225	LTD-APR 25- 0001	LTD INSURANCE	16.64	
01 2120 211 1 003	LTD-APR 25- 0001	LTD INSURANCE	9.72	

<u>Check #</u>	<u>Vendor Name</u>		<u>Amount</u>	
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 2120 211 1 004		LTD-APR 25- 0001	LTD INSURANCE	15.54
01 2120 211 1 006		LTD-APR 25- 0001	LTD INSURANCE	19.01
01 2120 211 2 001		LTD-APR 25- 0001	LTD INSURANCE	62.05
01 2120 211 2 002		LTD-APR 25- 0001	LTD INSURANCE	38.18
01 1200 211 1 006 1221		LTD-APR 25- 0001	LTD INSURANCE	44.55
01 1200 211 2 001 1221		LTD-APR 25- 0001	LTD INSURANCE	85.25
01 1200 211 2 002 1221		LTD-APR 25- 0001	LTD INSURANCE	70.22
01 1200 211 1 004 1222		LTD-APR 25- 0001	LTD INSURANCE	20.23
01 1200 211 2 001 1222		LTD-APR 25- 0001	LTD INSURANCE	19.58
01 1200 211 2 002 1222		LTD-APR 25- 0001	LTD INSURANCE	18.51
01 1100 211 1 006 1194		LTD-APR 25- 0001	LTD INSURANCE	5.95
01 1100 211 2 001 1194		LTD-APR 25- 0001	LTD INSURANCE	14.12
01 1100 211 2 002 1194		LTD-APR 25- 0001	LTD INSURANCE	19.20
01 1200 211 0 000 1214		LTD-APR 25- 0001	LTD INSURANCE	36.80
01 1200 211 1 003 1221		LTD-APR 25- 0001	LTD INSURANCE	50.74
01 1200 211 1 004 1221		LTD-APR 25- 0001	LTD INSURANCE	55.24
01 1100 211 1 003 1193		LTD-APR 25- 0001	LTD INSURANCE	16.19
01 1100 211 1 004 1193		LTD-APR 25- 0001	LTD INSURANCE	5.89
01 1100 211 1 006 1193		LTD-APR 25- 0001	LTD INSURANCE	5.89
01 1100 211 2 001 1193		LTD-APR 25- 0001	LTD INSURANCE	3.56
01 1100 211 2 002 1193		LTD-APR 25- 0001	LTD INSURANCE	7.23
01 1100 211 1 003 1194		LTD-APR 25- 0001	LTD INSURANCE	1.16
01 1100 211 2 002 1176		LTD-APR 25- 0001	LTD INSURANCE	17.45
01 1100 211 1 003 1190		LTD-APR 25- 0001	LTD INSURANCE	5.69
01 1100 211 1 004 1190		LTD-APR 25- 0001	LTD INSURANCE	8.54
01 1100 211 1 006 1190		LTD-APR 25- 0001	LTD INSURANCE	8.54
01 1100 211 2 001 1190		LTD-APR 25- 0001	LTD INSURANCE	18.22
01 1100 211 2 002 1190		LTD-APR 25- 0001	LTD INSURANCE	16.84
01 1100 211 2 002 1170		LTD-APR 25- 0001	LTD INSURANCE	17.67
01 1100 211 2 001 1172		LTD-APR 25- 0001	LTD INSURANCE	18.27
01 1100 211 2 002 1172		LTD-APR 25- 0001	LTD INSURANCE	3.74

<u>Check #</u>	<u>Vendor Name</u>		<u>Amount</u>	
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 1100 211 2 001 1174	LTD-APR 25- 0001	LTD INSURANCE	22.03	
01 1100 211 2 002 1174	LTD-APR 25- 0001	LTD INSURANCE	13.61	
01 1100 211 2 001 1176	LTD-APR 25- 0001	LTD INSURANCE	36.28	
01 1100 211 2 002 1168	LTD-APR 25- 0001	LTD INSURANCE	33.55	
01 1100 281 1 004 1169	LTD-APR 25- 0001	LTD INSURANCE	8.61	
01 1100 211 1 006 1169	LTD-APR 25- 0001	LTD INSURANCE	8.61	
01 1100 211 2 001 1169	LTD-APR 25- 0001	LTD INSURANCE	16.41	
01 1100 211 2 002 1169	LTD-APR 25- 0001	LTD INSURANCE	15.09	
01 1100 211 2 001 1170	LTD-APR 25- 0001	LTD INSURANCE	41.38	
01 1160 211 1 004	LTD-APR 25- 0001	LTD INSURANCE	8.22	
01 1160 211 1 006	LTD-APR 25- 0001	LTD INSURANCE	3.08	
01 1100 211 1 003 1168	LTD-APR 25- 0001	LTD INSURANCE	13.66	
01 1100 211 1 004 1168	LTD-APR 25- 0001	LTD INSURANCE	8.70	
01 1100 211 1 006 1168	LTD-APR 25- 0001	LTD INSURANCE	8.70	
01 1100 211 2 001 1168	LTD-APR 25- 0001	LTD INSURANCE	49.68	
01 1100 211 2 001 1130	LTD-APR 25- 0001	LTD INSURANCE	67.52	
01 1100 211 2 001 1140	LTD-APR 25- 0001	LTD INSURANCE	114.38	
01 1150 211 1 004	LTD-APR 25- 0001	LTD INSURANCE	8.22	
01 1100 211 2 001 1153	LTD-APR 25- 0001	LTD INSURANCE	72.60	
01 1100 211 2 001 1155	LTD-APR 25- 0001	LTD INSURANCE	20.05	
01 1160 211 1 003	LTD-APR 25- 0001	LTD INSURANCE	46.02	
01 1100 211 2 002 1106	LTD-APR 25- 0001	LTD INSURANCE	149.29	
01 1100 211 2 002 1107	LTD-APR 25- 0001	LTD INSURANCE	116.76	
01 1100 211 2 002 1108	LTD-APR 25- 0001	LTD INSURANCE	136.28	
01 1100 211 2 001 1110	LTD-APR 25- 0001	LTD INSURANCE	84.26	
01 1100 211 2 001 1114	LTD-APR 25- 0001	LTD INSURANCE	5.34	
01 1100 211 2 001 1124	LTD-APR 25- 0001	LTD INSURANCE	58.33	
01 1100 211 1 003 1103	LTD-APR 25- 0001	LTD INSURANCE	32.87	
01 1100 211 1 006 1103	LTD-APR 25- 0001	LTD INSURANCE	79.30	
01 1100 211 1 003 1104	LTD-APR 25- 0001	LTD INSURANCE	13.96	
01 1100 211 1 006 1104	LTD-APR 25- 0001	LTD INSURANCE	79.23	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 1100 211 1 003 1105	LTD-APR 25- 0001	LTD INSURANCE		29.53
01 1100 211 1 006 1105	LTD-APR 25- 0001	LTD INSURANCE		77.20
01 6408 211 2 000	LTD-APR 25- 0001	LTD INSURANCE		35.52
01 1100 211 1 003 1100	LTD-APR 25- 0001	LTD INSURANCE		28.61
01 1100 211 1 004 1100	LTD-APR 25- 0001	LTD INSURANCE		75.94
01 1100 211 1 003 1101	LTD-APR 25- 0001	LTD INSURANCE		53.17
01 1100 211 1 004 1101	LTD-APR 25- 0001	LTD INSURANCE		68.61
01 1100 211 1 003 1102	LTD-APR 25- 0001	LTD INSURANCE		28.61
01 1100 211 1 004 1102	LTD-APR 25- 0001	LTD INSURANCE		78.01
			Vendor Total:	3,789.12
	72977 MATHESON TRI-GAS INC		158.99	
01 2620 440 0 000	52471088	CYLINDER RENTAL 2/1/25- 2/28/25		158.99
	72977 MATHESON TRI-GAS INC		57.47	
01 2710 440 0 000	52471089	CYLINDER RENTAL 2/1/25- 2/28/25		57.47
			Vendor Total:	216.46
	72978 MCGRAW HILL		309.38	
01 1200 610 1 006 1221	136452066001	Corrective Reading - Decodin B2 - Decodi		309.38
			Vendor Total:	309.38
	72979 MCKINNIS INC		538.44	
01 2620 431 1 006	47155	ROOF REPAIRS		538.44
			Vendor Total:	538.44
	72980 MENARDS LINCOLN-NORTH		192.04	
01 1100 610 2 002 1170	11124.	SHOP SUPPLIES		192.04
	72980 MENARDS LINCOLN-NORTH		148.62	
01 2710 610 0 000	11148	SUPPLIES		148.62
	72980 MENARDS LINCOLN-NORTH		311.85	
01 2710 610 0 000	12200	SUPPLIES		311.85
	72980 MENARDS LINCOLN-NORTH		24.33	
01 2620 610 0 000	12357	SUPPLIES		24.33
	72980 MENARDS LINCOLN-NORTH		842.68	
01 1100 610 2 002 1170	12596	2x4x8		693.00
01 1100 610 2 002 1170	12596	2 1/3 Pocket Hole Screws		119.80
01 1100 610 2 002 1170	12596	Square Bit Driver		29.88
	72980 MENARDS LINCOLN-NORTH		(74.84)	
01 1100 610 2 002 1170	12598	2 1/3 Pocket Hole Screws		(59.90)
01 1100 610 2 002 1170	12598	Square Bit Driver		(14.94)
			Vendor Total:	1,444.68
	72981 MERCER-ZIMMERMAN, INC		200.00	
01 2620 431 2 002	19953	MS LIBRARY LIGHTS SERVICE		200.00

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
		CALL		
			Vendor Total:	200.00
72982	MILLARD LUMBER INC			12.00
01 2620 610 0 000	828681	SUPPLIES		12.00
			Vendor Total:	12.00
72983	MY CENTRAL SUPPLY			794.37
01 2610 610 2 001	5542	SUPPLIES		794.37
72983	MY CENTRAL SUPPLY			549.20
01 2610 610 2 001	5605-01	SUPPLIES		549.20
			Vendor Total:	1,343.57
72984	NCSA			150.00
01 1200 320 0 000	85246	2025 NASES CONF		150.00
1214				
72984	NCSA			85.00
01 2213 330 2 002	85247	NASES - EHRKE		85.00
			Vendor Total:	235.00
72985	NEBRASKA COUNCIL ON ECON ED			170.00
01 1100 610 2 001	SPRING 2025	2025 Stock Market Game		170.00
1176				
			Vendor Total:	170.00
72986	NEBRASKA DEPT OF EDUCATION			10.00
01 1100 610 2 001	032825	Biliteracy Medallion		10.00
1124				
			Vendor Total:	10.00
72987	NEBRASKA SNOW EQUIPMENT			170.00
01 2630 610 1 003	22727	CUTTING EDGE FOR GATOR BLADE		34.00
01 2630 610 1 004	22727	CUTTING EDGE FOR GATOR BLADE		34.00
01 2630 610 1 006	22727	CUTTING EDGE FOR GATOR BLADE		34.00
01 2630 610 2 002	22727	CUTTING EDGE FOR GATOR BLADE		34.00
01 2630 610 2 001	22727	CUTTING EDGE FOR GATOR BLADE		34.00
			Vendor Total:	170.00
72988	NORRIS SCHOOL DISTRICT 160			470.00
01 1100 810 2 001	2025	District Music Contest		470.00
1194				
			Vendor Total:	470.00
72995	O'REILLY AUTOMOTIVE STORES INC			(63.91)
01 2710 610 0 000	5824-360546	FILTER RETURN		(63.91)
72995	O'REILLY AUTOMOTIVE STORES INC			508.70
01 2710 610 0 000	5824-361820	MAGNUM VAN 54		508.70
72995	O'REILLY AUTOMOTIVE STORES INC			889.04
01 2710 610 0 000	5824-362437	PARTS		889.04
72995	O'REILLY AUTOMOTIVE STORES INC			185.02
01 2712 610 0 000	5824-363132	BATTERY EXP 3		185.02
72995	O'REILLY AUTOMOTIVE STORES INC			294.22
01 2710 610 0 000	5824-363394	FILTERS		70.30
01 2710 610 0 000	5824-363394	PARTS EXP 3		223.92
72995	O'REILLY AUTOMOTIVE STORES INC			33.98
01 2712 610 0 000	5824-363541	WIRE HARNESS, ANTENNA ADAPTR EXP 3		33.98

Check #	Vendor Name	Amount	Account Number	Invoice	Description	Amount
	72995 O'REILLY AUTOMOTIVE STORES INC	(185.02)				
01 2712 610 0 000	5824-364380 CREDIT					(185.02)
	72995 O'REILLY AUTOMOTIVE STORES INC	49.66				
01 2712 610 0 000	5824-364929 INTERM PIPE CAR 35					49.66
	72995 O'REILLY AUTOMOTIVE STORES INC	51.56				
01 2710 610 0 000	5824-364930 CONNCTR PIPE BUS 3, STOCK					51.56
	72995 O'REILLY AUTOMOTIVE STORES INC	53.90				
01 2712 610 0 000	5824-364947 MUFFLER CAR 35					53.90
						Vendor Total:
						1,817.15
	72989 OCCUPATIONAL HEALTH CENTERS OF NEBRASKA	123.00				
01 2710 340 0 000	257724574 DOT PHYS - HOOS					123.00
						Vendor Total:
						123.00
	72990 ODP BUSINESS SOLUTIONS, LLC	6.96				
01 2320 610 0 000	409965167001 MOUSE PAD					6.96
	72990 ODP BUSINESS SOLUTIONS, LLC	99.35				
01 2710 610 0 000	413591867001 SCOTCH TAPE					4.42
01 2320 610 0 000	413591867001 SCOTCH TAPE					4.41
01 2710 610 0 000	413591867001 WHITE OUT					9.18
01 2320 610 0 000	413591867001 WHITE OUT					4.59
01 2710 610 0 000	413591867001 BINDER CLIPS MEDIUM					10.01
01 2710 610 0 000	413591867001 BINDER CLIPS LARGE					10.15
01 2320 610 0 000	413591867001 CALCULATOR TAP					6.91
01 2320 610 0 000	413591867001 MANILA FOLDERS					28.56
01 2320 610 0 000	413591867001 PLASTIC DIVIDERS					21.12
						Vendor Total:
						106.31
	72991 OLIVIA ROSOL, LLC	2,560.85				
01 2141 320 2 002	2/24/25-3/18/25 SVS 2/24/25-3/18/25					2,401.25
01 2141 334 2 002	2/24/25-3/18/25 SVS 2/24/25-3/18/25					159.60
						Vendor Total:
						2,560.85
	72992 OLTMAN, NEALEY	5,412.80				
01 2151 320 1 003	2/25/25-3/18/25 SVS 2/25/25-3/18/25					5,412.80
						Vendor Total:
						5,412.80
	72993 OMAHA PUBLIC POWER DISTRICT	5,159.57				
01 2610 621 1 003	8764000061-0225 SVS 1/22/25-2/20/25					5,159.57
	72993 OMAHA PUBLIC POWER DISTRICT	4,700.42				
01 2610 621 1 003	8764000061-0325 SVS 2/20/25-3/21/25					4,700.42
						Vendor Total:
						9,859.99
	72994 ONE SOURCE	307.50				
01 2310 350 0 000	2022174511 SVS 2/1/25-3/1/25					307.50
	72994 ONE SOURCE	35.50				
01 2310 350 0 000	2022174512 SVS 2/1/25-3/1/25					35.50
						Vendor Total:
						343.00
	72996 PARAMOUNT SUPPLY COMPANY	33.49				
01 2620 610 2 001	YDP827 PARTS					33.49
						Vendor Total:
						33.49
	72997 PATTON EQUIPMENT COMPANY, INC	200.00				
01 2620 610 2 001	2500140-IN LOCKER DOORS					200.00

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
	72998 PAVERS INC		167.00	
01 2630 610 1 004	111740	COLD MIX ASPHALT		41.75
01 2630 610 1 006	111740	COLD MIX ASPHALT		41.75
01 2630 610 2 001	111740	COLD MIX ASPHALT		41.75
01 2630 610 2 002	111740	COLD MIX ASPHALT		41.75
				Vendor Total: 200.00
	72999 PERRY GUTHERY HAASE & GESSFORD		1,656.00	
01 2330 317 0 000	431	SVS 1/28/25-2/20/25		1,656.00
	72999 PERRY GUTHERY HAASE & GESSFORD		1,134.00	
01 2330 317 0 000	432	SVS 3/3/25-3/21/25		1,134.00
				Vendor Total: 2,790.00
	73000 PRESTO X COMPANY		1,113.67	
01 2620 431 1 003	525851C	PEST CONTROL SVS 2/19/25		75.21
01 2620 431 1 004	525851C	PEST CONTROL SVS 2/19/25		219.21
01 2620 431 1 006	525851C	PEST CONTROL SVS 2/19/25		217.04
01 2620 431 2 002	525851C	PEST CONTROL SVS 2/19/25		219.17
01 2620 431 2 001	525851C	PEST CONTROL SVS 2/19/25		298.04
01 2620 431 0 000	525851C	PEST CONTROL SVS 2/19/25		85.00
				Vendor Total: 1,113.67
	73001 PROCACINA, KAITLIN		136.30	
01 2213 330 1 006	REIMB 040825	MSLBD CONF REIMB		136.30
				Vendor Total: 136.30
	73002 QUIK DUMP REFUSE		1,209.60	
01 2620 431 1 004	112557	SVS MAR 25		280.80
01 2620 431 1 006	112557	SVS MAR 25		280.80
01 2620 431 2 002	112557	SVS MAR 25		367.20
01 2620 431 2 001	112557	SVS MAR 25		280.80
				Vendor Total: 1,209.60
	73003 RUSS'S MARKET EXPRESS		10.47	
01 1100 610 2 001	5429	SUPPLIES		10.47
1172				
	73003 RUSS'S MARKET EXPRESS		23.53	
01 1200 610 2 001	5434	SUPPLIES		23.53
1221				
	73003 RUSS'S MARKET EXPRESS		14.87	
01 1200 610 2 002	5486	SUPPLIES		14.87
1222				
				Vendor Total: 48.87
	73004 RUTT'S MECHANICAL SERVICES INC		7,808.33	
01 2620 431 1 003	7607	SVS AGREEMENT FEB 25		1,561.66
01 2620 431 1 004	7607	SVS AGREEMENT FEB 25		1,561.66
01 2620 431 1 006	7607	SVS AGREEMENT FEB 25		1,561.67
01 2620 431 2 002	7607	SVS AGREEMENT FEB 25		1,561.67
01 2620 431 2 001	7607	SVS AGREEMENT FEB 25		1,561.67
	73004 RUTT'S MECHANICAL SERVICES INC		7,808.33	
01 2620 431 1 003	7608	SVS AGREEMENT MARCH 25		1,561.66
01 2620 431 1 004	7608	SVS AGREEMENT MARCH 25		1,561.66
01 2620 431 1 006	7608	SVS AGREEMENT MARCH 25		1,561.67
01 2620 431 2 002	7608	SVS AGREEMENT MARCH 25		1,561.67
01 2620 431 2 001	7608	SVS AGREEMENT MARCH 25		1,561.67
	73004 RUTT'S MECHANICAL SERVICES INC		7,808.33	
01 2620 431 1 003	7609	SVS AGREEMENT APR 25		1,561.66

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2620 431 1 004	7609	SVS AGREEMENT APR 25		1,561.66
01 2620 431 1 006	7609	SVS AGREEMENT APR 25		1,561.67
01 2620 431 2 002	7609	SVS AGREEMENT APR 25		1,561.67
01 2620 431 2 001	7609	SVS AGREEMENT APR 25		1,561.67
	73004 RUTT'S MECHANICAL SERVICES INC		150.00	
01 2620 431 2 001	7619	CONDENSING UNIT 5 WIRING ISSUES		150.00
	73004 RUTT'S MECHANICAL SERVICES INC		1,050.00	
01 2620 431 2 001	7637	REPLACE CRANKCASE HEATERS - HS		1,050.00
	73004 RUTT'S MECHANICAL SERVICES INC		278.86	
01 2620 431 2 001	7640	CONDENSING UNIT 6 - HS		278.86
	73004 RUTT'S MECHANICAL SERVICES INC		1,955.90	
01 2620 431 1 003	7648	REPLACE BEARING ON FAN - EAGLE		1,955.90
	73004 RUTT'S MECHANICAL SERVICES INC		525.00	
01 2620 431 1 003	7696	UNIT NOT COMMUNICATING - EAGLE		525.00
				Vendor Total:
				27,384.75
	73005 SAUNDERS COUNTY CLERK		227.83	
01 2310 890 0 000	2024 GENERAL ELECT	2024 GENERAL ELECTION		227.83
				Vendor Total:
				227.83
	73006 SCHOLASTIC INC		329.67	
01 1100 640 2 002	M7594826	Scholastic Scope Print and Digital - for		299.70
1108				
01 1100 640 2 002	M7594826	Shipping		29.97
1108				
				Vendor Total:
				329.67
	73007 SCHOOL DIST #145-ACTIVIY FUND		608.08	
01 1100 610 2 001	ART 031125	TRANSFER TO ART CLUB ACCT 300		608.08
1111				
				Vendor Total:
				608.08
	73008 SCHOOL DISTRICT 145 LUNCH		30.76	
01 2410 320 2 001	HS 02/28/25	FOOD		30.76
				Vendor Total:
				30.76
	73009 SCHOOL SPECIALTY, LLC		(10.18)	
01 2410 610 1 006	208134303329	Hammond & Stephens 13 Month Academic Wee		(10.18)
	73009 SCHOOL SPECIALTY, LLC		206.35	
01 1200 610 1 004	208135392034	classroom supplies		206.35
1222				
	73009 SCHOOL SPECIALTY, LLC		125.17	
01 1100 610 1 004	208135438707	supplies		125.17
1111				
				Vendor Total:
				321.34
	73010 SCHOOLINKS INC		7,000.00	
01 2212 640 0 000	INV-2033	Schoolinks Platform		7,000.00
				Vendor Total:
				7,000.00
	73011 SERVPRO OF LINCOLN		2,547.86	
01 2620 431 2 001	602792	WATER REMOVAL HS AUDITORIUM		2,547.86
				Vendor Total:
				2,547.86
	73012 SHEPARD, SCOTT		1,680.46	
01 2410 580 2 001	REIMB 040825	MILEAGE 12/5/24-2/22/25		544.86

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2410 810 2 001	REIMB 040825	RECOGNITION		1,135.60
73012	SHEPARD, SCOTT		141.63	
01 1100 610 2 001	REIMB 40825	STAFF BREAKFAST		141.63
1111				
			Vendor Total:	1,822.09
73013	SID DILLON BUICK NISSAN HYUNDAI INC		34.38	
01 2710 610 0 000	302314	SENSOR BUS 24		34.38
			Vendor Total:	34.38
73014	SMALL ENGINE SPECIALISTS INC		25.28	
01 2630 610 1 004	437862	CABLE KIT FOR SNOW BLOWER		25.28
73014	SMALL ENGINE SPECIALISTS INC		92.00	
01 2630 431 1 003	437884	CHAIN SHARPENING, NEW CHAIN		18.40
01 2630 431 1 004	437884	CHAIN SHARPENING, NEW CHAIN		18.40
01 2630 431 1 006	437884	CHAIN SHARPENING, NEW CHAIN		18.40
01 2630 431 2 002	437884	CHAIN SHARPENING, NEW CHAIN		18.40
01 2630 431 2 001	437884	CHAIN SHARPENING, NEW CHAIN		18.40
73014	SMALL ENGINE SPECIALISTS INC		42.51	
01 2630 610 1 004	438521	SNOW BLOWER PARTS		42.51
			Vendor Total:	159.79
73015	SMITH, HUNTER		19.86	
01 2213 330 2 001	REIMB 040825	MSLBD CONF REIMB		19.86
			Vendor Total:	19.86
73016	SPATH, KRIS		12.60	
01 1100 610 2 001	REIMB 040825	SUPPLIES		12.60
1172				
73016	SPATH, KRIS		20.99	
01 1100 610 2 001	REIMB 40825	SUPPLIES		20.99
1172				
			Vendor Total:	33.59
73017	SULLIVAN SCOTT, ELIZABETH		4,000.00	
01 2540 330 0 000	PP#2408W	DISTRICT LEADERSHIP		4,000.00
			Vendor Total:	4,000.00
73018	SULLIVAN, DIANE		44.80	
01 2410 333 1 004	REIMB 4/8/25	JURY DUTY MILEAGE		44.80
			Vendor Total:	44.80
73019	SUN AUTO TIRE & SERVICE INC		775.07	
01 2712 610 0 000	513407497	TIRES CAR 32		775.07
73019	SUN AUTO TIRE & SERVICE INC		545.74	
01 2710 610 0 000	513407757	TIRES VAN 54		545.74
			Vendor Total:	1,320.81
73020	SUSAN ASHER DESIGNS		110.00	
01 2320 340 0 000	012225	OCT/FALL, HOLIDAY PLANTERS		110.00
			Vendor Total:	110.00
73021	SUTTER, CHRISTIN		35.46	
01 1100 610 2 002	REIMB 040825	SUPPLIES		35.46
1107				
			Vendor Total:	35.46
73022	TEAMMATES		1,500.00	
01 2320 810 0 000	1012	24/25 ANNUAL FEE		1,500.00
			Vendor Total:	1,500.00
73023	TY'S OUTDOOR POWER & SERVICE		903.67	
01 2630 610 1 003	328886	PARTS		180.73

Check #	Vendor Name	Amount		Amount
Account	Number	Invoice	Description	Amount
01 2630 610 1 004		328886	PARTS	180.73
01 2630 610 1 006		328886	PARTS	180.73
01 2630 610 2 002		328886	PARTS	180.74
01 2630 610 2 001		328886	PARTS	180.74
				Vendor Total:
73024 UNITE PRIVATE NETWORKS LLC				987.30
01 1100 735 1 003		SI-25-011869	ETHERNET 3/1/25-3/31/25	197.46
1111				
01 1100 735 1 004		SI-25-011869	ETHERNET 3/1/25-3/31/25	197.46
1111				
01 1100 735 1 006		SI-25-011869	ETHERNET 3/1/25-3/31/25	197.46
1111				
01 1100 735 2 002		SI-25-011869	ETHERNET 3/1/25-3/31/25	197.46
1111				
01 1100 735 2 001		SI-25-011869	ETHERNET 3/1/25-3/31/25	197.46
1111				
				Vendor Total:
73025 VANDUSEN, JILL				36.44
01 1100 610 2 001		REIMB 40825	FRAMES FOR PRESENTATION	36.44
1111				
				Vendor Total:
73026 VILLAGE OF EAGLE				167.32
01 2610 410 1 003		0990011385-0325	SVS 2/13/25-3/12/25	167.32
				Vendor Total:
73027 VOICE NEWS				14.48
01 2310 540 0 000		38002923	ADV	14.48
				Vendor Total:
73027 VOICE NEWS				14.48
01 2310 540 0 000		38003077	ADV	14.48
				Vendor Total:
73028 WATERLINK INC				324.83
01 2620 431 1 003		38913	MONTHLY WATER TREATMENT SVS	81.20
01 2620 431 1 004		38913	MONTHLY WATER TREATMENT SVS	81.21
01 2620 431 2 002		38913	MONTHLY WATER TREATMENT SVS	81.21
01 2620 431 2 001		38913	MONTHLY WATER TREATMENT SVS	81.21
				Vendor Total:
73029 WOODRIVER ENERGY LLC				22,824.33
01 2610 621 1 004		437937	SVS 1/22/25-2/20/25	240.62
01 2610 621 2 001		437937	SVS 1/22/25-2/20/25	11,388.37
01 2610 621 0 000		437937	SVS 1/22/25-2/20/25	395.69
01 2610 621 1 006		437937	SVS 1/22/25-2/20/25	7,006.12
01 2610 621 1 003		437937	SVS 1/22/25-2/20/25	3,793.53
				Vendor Total:
				Fund Total:
				Checking Account Total:
				Windstream:
				American Express:
				Tractor Supply:
				Payroll:
				Total:

22,824.33
608,531.46
608,531.46
209.27
3643.85
198.25
1,666,996.79
\$2,279,579.62

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Dr. Cory Worrell, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 7th day of April 2025, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.** This Contract is for a term of three (3) years beginning on the 1st day of July 2025 and expiring on the 30th day of June 2028. A “contract year” for purposes of this Contract shall be from July 1 to June 30, and shall consist of 260 workdays, and the Superintendent shall be on duty on all weekdays during “Duty-Time” as that term is defined herein, except legal holidays and days elected as vacation as provided herein.
2. **Salary.** The annual salary shall be: One hundred ninety-eight thousand one hundred twenty-seven dollars (\$198,127). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district.

If the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

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

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

3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:
 - a. **Leave Benefits.** Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the district and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.
 - i. **Vacation.** The Superintendent shall be allowed 20 working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent’s attendance at regularly scheduled Board meetings or at times when the Superintendent’s duties require the Superintendent’s attendance at school (e.g., beginning and end periods of the school year).
 - ii. **Carry-over and Accumulation of Vacation Days.** Vacation is to be used during each contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be twenty (20) days. Upon ending employment, unused vacation days available in the

final contract year will be paid at the effective daily rate of pay at the time the unused vacation day first became available; provided that there shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.

- iii. Sick and Bereavement Leave. The Superintendent shall be allowed twenty (20) working days of sick and bereavement leave each contract year with no accumulation of sick or bereavement days from contract year to contract year.
 - iv. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
 - v. Log. The Superintendent shall maintain a current log of used vacation and sick leave days with the Superintendent's secretary.
- b. Health and Dental Insurance. The district shall provide the Superintendent, and shall pay the full premium for, Employee, Spouse and Child(ren) level health and dental insurance coverage under the district's group insurance plan.
 - c. Life Insurance: The district shall provide the Superintendent, and shall pay the full premium for, a term life insurance policy on the life of the Superintendent with a death benefit of \$100,000, with the proceeds of such life insurance payable to the beneficiary or beneficiaries designated by the Superintendent.
 - d. Disability Insurance. The district shall provide the Superintendent, and shall pay the full premium for, enrollment in the district's group long term disability (LTD) insurance program.
 - e. Retirement Plan. The Superintendent may elect to designate part of the Superintendent's annual salary to be invested in a tax-exempt deferred income retirement plan of his choice.
 - f. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. In addition, the district shall pay the Superintendent's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent's position upon the Superintendent's request.
 - g. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set annually by the Board for District travel.
 - h. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings.
 - i. Avoidance of Fines or Penalties. The district may elect to not provide any benefit set forth in the Contract in the event the district determines in its discretion that the provision of the benefit would result in a fine or penalty. In the event the District makes such an election, the District shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine or penalty, and in the event such is not available, the Superintendent's salary shall be grossed up in an amount equal to the cost savings from not providing the benefit (excluding the costs of fines and penalties).

- j. Cell Phone. The district requires the Superintendent to have a cellular phone or other electronic device to provide immediate and/or remote access to the Superintendent.
4. **Duties.** The Superintendent shall perform the duties of such position as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The Superintendent shall be subject to such other duties as the Board may assign. The Superintendent agrees to devote full time to the assigned duties during “duty Time” as defined herein, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties. For purposes of this Agreement, the term “Duty-Time” shall mean that portion of the Superintendent’s professional duties performed during the regular school and work day in addition to the duties to be performed outside the regular school and work day for meetings of the Board of Education and other meetings, events or activities where the Superintendent’s presence is required; regular school and work day “Duty-Time shall include (1) generally 8:00 a.m. to 5:00 p.m. during days when students and staff are scheduled to be present in the building during the calendared school year; and (2) generally 7:30 a.m. to 4:30 p.m. during days when students and staff are not scheduled to present in the building pursuant to the school calendar, provided that the Superintendent may determine in his/her sole discretion the exact hours of each day when he/she shall be on duty during the work day.

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

5. **Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the district and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent’s professional judgment and consistent with legal requirements, provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The Superintendent and Board agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.
6. **Evaluation of the Superintendent.** The Superintendent shall be evaluated twice during the first contract year and once during each subsequent contract year, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent’s personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.
7. **Contract Termination or Cancellation.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent’s ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined

to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

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

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

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

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board

fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

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

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

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before April 15, 2025, shall constitute a rejection by the Superintendent of the offer of employment.

Executed this ___ day of _____, 2025. _____ Superintendent	Executed this ___ day of _____, 2025 Board of Education of Lancaster County School District 55-0145, a/k/a Waverly School District 145 By: _____ President Attest: _____ Secretary or Other Authorized Officer
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Superintendent Pay Transparency Notice—Proposed Contract Dr. Cory Worre
held on June 3, 2024 at 7pm at the

After the 2024/25 school year, how ma

The estimated costs to the district for the 2024/25 year and future years are listed

Base Pay for the Total FTE

Compensation for activities outside of the regular salary:

- *Extended contracts / Activities outside of regular salary*

- *Bonus/Incentive/Performance Pay*

- *Stipends*

- *All other costs not mentioned above*

Benefits and Payroll Costs Paid by district:

- *Insurances (Health, Dental, Life, Long Term Disability)*

- *Cafeteria Plan Stipend*

- *Cash in lieu of insurance*

- *Employee's share of retirement, deferred compensation, FICA and Medicare*
if paid by the district

- *District's share of retirement, FICA and Medicare*

- *IRS value of housing allowance*

- *IRS value of vehicle allowance*

- *Additional leave days*

- *Annuities*

- *Service credit purchase*

- *Association / Membership dues*

- *Cell Phone/Internet reimbursement*

- *Relocation reimbursement*

- *Travel allowance/reimbursement*

- *Mileage Allowance*

- *Educational tuition assistance*

- *All other benefit costs not mentioned above*

Totals:

II
 Board Room at Central Office in Waverly, Nebraska.

any years remain on the contract: 2

I below:

2024/25 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
\$198,127	\$ 396,254	\$ 594,381
		\$ -
		\$ -
		\$ -
		\$ -
\$28,709	\$ 57,418	\$ 86,127
		\$ -
		\$ -
		\$ -
\$ 34,474	\$ 68,948	\$ 103,422
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
\$ 750	\$ 1,500	\$ 2,250.00
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
\$ 262,060	\$ 524,120	\$ 786,180

Instructions for

Schedule D is provided to collect current and projected benefit costs.
To complete Schedule D, enter the following information:

Cell Reference	Item
F4	Contract Length
E11	Base Pay

F14	Extended Contracts
F15	Bonus, Incentive or Performance Pay
F16	Stipends
F17	All other costs not listed above
F20	Insurance
F21	Cafeteria Plan Stipend
F22	Cash in lieu of insurance
F24	Employee's share of retirement...
F25	District share of retirement...
F26	IRS value of housing allowance
F27	IRS value of vehicle allowance
F28	Leave days
F29	Annuities
F30	Service Credit Purchase
F31	Association / Membership Dues
F32	Cell Phone/Internet Reimbursement
F33	Relocation reimbursement
F34	Travel allowance reimbursement
F34	Mileage allowance
F36	Educational tuition assistance
F37	All other benefit costs not listed above

or Completing Schedule D -Superintendent Pay Transparency Act Notice

and future costs to a school district for the services of the school superintendent in accordance with LB 470.
 (where applicable) into highlighted cells on Schedule D. Row 1 & 2 have been provided to assist with the

<i>Description</i>
The number of years that remain until end of the contract.
The total base pay before any deductions.
Amount paid if number of days in contract increase. Include extra duty pay, e.g. coaching.
Amount paid if specific conditions listed in the contract are met.
Additional compensation for additional hours, days worked, or extra duty pay (sports or activities).
Any other additional compensation paid by the district.
District cost for health-related insurance [e.g., Health, Dental, Life, Long Term Disability (% rate of salary + benefits)]
District contribution to the individual's plan. Includes individual's or family deductible.
Amount paid by the district for not participating in the district insurance plan(s).
Amount paid by district to cover retirement contribution, deferred compensation, FICA and Medicare traditionally paid by an employee
Amount paid by district for the employer share of retirement (9.6776%), FICA (6.2% up to \$117,000) and Medicare (1.45%)
Amount equal to the fair market rental value of the housing (purchased or provided).
Amount equal to annual cost of a vehicle – sole use for superintendent (purchased or provided).
Estimated leave days used (e.g. 3-year average), additional leave days included in contract, value of unused leave balance from previous year
Amount paid by the district to purchase annuities.
Amount paid by district to purchase additional school retirement credit.
Cost of all memberships and fees paid by district.
Cost of cell phone and internet bills reimbursed by district.
Cost of all moving expenses for relocation reimbursed by the district.
Cost transportation paid by the district; projected or based on previous year's travel; (e.g. mileage, fuel, per diem rate).
Monthly mileage allowance paid by district
Amount to be paid by district for cost of job-related tuition.
Employee's share of any other benefit if paid by the district (e.g. stipends for expenses).

CONTRACT OF EMPLOYMENT WITH CERTIFIED DIRECTOR

2025-2026

THIS CONTRACT is made by and between the Board of Education of the Waverly School District - 145, hereinafter referred to as "the Board," and Delanie McMillan, hereinafter referred to as "the Director." This contract shall supersede any prior employment agreements between the Parties.

1. **Term of Contract.** This Contract is for a term of one (1) year beginning on the 1st day of July 2025 and expiring on the 31st day of June 2026.

2. **Salary.** The annual salary for the 2025-2026 contract year shall be: One hundred fifty thousand nine hundred forty dollars \$150,940. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district.

If the Director is elected to any other office or offices of the Board of Education or in connection with the District, the Director shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

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

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

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

1. **Vacation.** The Director shall be allowed twenty 20 working days of paid time off during each contract year to be used in a manner and at times selected by the Director; provided that such leave shall not be taken such as to interfere with the Director's attendance at regularly scheduled Board meetings or at times when the Director's duties require the Director's attendance at school (e.g., beginning and end periods of the school year).

2. **Sick Leave.** The Director will be granted twelve 12 days each contract year for sick leave. Sick leave may only be used when the Director or a member of the Director's immediate family is sick or attending a medical appointment.

3. **Carry-over and Accumulation of Sick and Vacation Leave.** Sick Leave may carry over from year to year but will not exceed sixty 60 days. Vacation Leave does not accrue.

4. **Holidays.** For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or the following legal Holiday's, Labor Day, Thanksgiving, Christmas Day, New Years Day, Good Friday, Memorial Day, Independence Day (July 4) and one additional day to be used at Thanksgiving or Christmas. It is understood, however, that there may be times when the Director's duties require that the Director work on such days.

5. **Bereavement Leave.** The Director will be allowed three (3) Bereavement leave days.

B. **Health and Dental Insurance.** The district will pay the Director's cost of health and dental insurance for the Director, the Director's spouse and children (if applicable), through the district's group insurance plan.

C. **Life Insurance.** The district will be provided basic term life insurance with a death benefit of at least \$50,000.

D. **Meetings and Dues.** The Director shall attend appropriate professional meetings at the local and state levels provided that such attendance does not interfere with the proper performance of Director's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. In addition, the district shall pay the Director's annual dues to the Nebraska Council of School Administrators. The Board may pay dues for other professional organizations suitable for the Director's position upon the Director's request.

E. **Transportation Expenses.** The reasonable and necessary expenses of transportation required in the performance of Director's official duties shall be reimbursed at the rate set annually by the Board for District travel.

F. **Indemnification.** The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Director from any and all demands, claims, suits, actions, and legal proceedings brought against the Director in the Director's individual capacity or the Director's official capacity as an agent or employee of the District, provided that the incident arose while the Director was acting (or, in good faith, reasonably believed that the Director was acting) within the scope of the Director's employment with the District.

G. **Other Benefits.** The Director may, in the Board's discretion, be provided such other benefits as are provided to certificated employees of the district except as otherwise provided herein, provided the Director meets the conditions and eligibility requirements for such benefits.

4. **Duties.** The Director is employed as a Certified Director for the District. The Director shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy and/or the Job Description for such position. The Director shall be subject to such other duties as the Superintendent and/or Board may assign from time to time without additional compensation. The Director agrees to devote full time to the assigned duties and shall not accept any outside employment without the prior written permission of the Superintendent.

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

5. Contract Cancellation. In the event the Director violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Director's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Director in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; or (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Director may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced by the Superintendent in accordance with applicable law. Upon lawful ending of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve (12) months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Director, shall be set off from sums due to the Director and, if the sums owing to the District are in excess of the sums due the Director, the amount owing shall be immediately refunded by the Director.

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

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

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

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

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

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before April 15th, 2025 shall constitute a rejection by the Director of the offer of employment. It is agreed that the Contract may be signed by the Director prior to Board approval of the Contract.

Executed this ___ day of _____, 2025. _____ Director	Executed this ___ day of _____, 2025. Board of Education of Waverly School District 145 By: _____ President Attest: _____ Secretary
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CONTRACT OF EMPLOYMENT WITH CERTIFIED DIRECTOR

2025-2026

THIS CONTRACT is made by and between the Board of Education of the Waverly School District - 145, hereinafter referred to as "the Board," and Angie Plugge, hereinafter referred to as "the Director." This contract shall supersede any prior employment agreements between the Parties.

1. **Term of Contract.** This Contract is for a term of one (1) year beginning on the 1st day of July 2025 and expiring on the 31st day of June 2026.

2. **Salary.** The annual salary for the 2025-2026 contract year shall be: One hundred sixty-one thousand seven hundred sixteen (\$161,716). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district.

If the Director is elected to any other office or offices of the Board of Education or in connection with the District, the Director shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

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

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

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

1. **Vacation.** The Director shall be allowed twenty 20 working days of paid time off during each contract year to be used in a manner and at times selected by the Director; provided that such leave shall not be taken such as to interfere with the Director's attendance at regularly scheduled Board meetings or at times when the Director's duties require the Director's attendance at school (e.g., beginning and end periods of the school year).

2. **Sick Leave.** The Director will be granted twelve 12 days each contract year for sick leave. Sick leave may only be used when the Director or a member of the Director's immediate family is sick or attending a medical appointment.

3. **Carry-over and Accumulation of Sick and Vacation Leave.** Sick Leave may carry over from year to year but will not exceed sixty 60 days. Vacation Leave does not accrue.

4. **Holidays.** For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or the following legal Holiday's, Labor Day, Thanksgiving, Christmas Day, New Years Day, Good Friday, Memorial Day, Independence Day (July 4) and one additional day to be used at Thanksgiving or Christmas. It is understood, however, that there may be times when the Director's duties require that the Director work on such days.

5. **Bereavement Leave.** The Director will be allowed three (3) Bereavement leave days.

B. **Health and Dental Insurance.** The district will pay the Director's cost of health and dental insurance for the Director, the Director's spouse and children (if applicable), through the district's group insurance plan.

C. **Life Insurance.** The district will be provided basic term life insurance with a death benefit of at least \$50,000.

D. **Meetings and Dues.** The Director shall attend appropriate professional meetings at the local and state levels provided that such attendance does not interfere with the proper performance of Director's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. In addition, the district shall pay the Director's annual dues to the Nebraska Council of School Administrators. The Board may pay dues for other professional organizations suitable for the Director's position upon the Director's request.

E. **Transportation Expenses.** The reasonable and necessary expenses of transportation required in the performance of Director's official duties shall be reimbursed at the rate set annually by the Board for District travel.

F. **Indemnification.** The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Director from any and all demands, claims, suits, actions, and legal proceedings brought against the Director in the Director's individual capacity or the Director's official capacity as an agent or employee of the District, provided that the incident arose while the Director was acting (or, in good faith, reasonably believed that the Director was acting) within the scope of the Director's employment with the District.

G. **Other Benefits.** The Director may, in the Board's discretion, be provided such other benefits as are provided to certificated employees of the district except as otherwise provided herein, provided the Director meets the conditions and eligibility requirements for such benefits.

4. **Duties.** The Director is employed as a Certified Director for the District. The Director shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy and/or the Job Description for such position. The Director shall be subject to such other duties as the Superintendent and/or Board may assign from time to time without additional compensation. The Director agrees to devote full time to the assigned duties and shall not accept any outside employment without the prior written permission of the Superintendent.

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

5. Contract Cancellation. In the event the Director violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Director's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Director in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; or (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Director may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced by the Superintendent in accordance with applicable law. Upon lawful ending of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve (12) months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Director, shall be set off from sums due to the Director and, if the sums owing to the District are in excess of the sums due the Director, the amount owing shall be immediately refunded by the Director.

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

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

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

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

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

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before April 15th, 2025 shall constitute a rejection by the Director of the offer of employment. It is agreed that the Contract may be signed by the Director prior to Board approval of the Contract.

Executed this ___ day of _____, 2025. _____ Director	Executed this ___ day of _____, 2025. Board of Education of Waverly School District 145 By: _____ President Attest: _____ Secretary
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CONTRACT OF EMPLOYMENT WITH CERTIFIED DIRECTOR

2025-2026

THIS CONTRACT is made by and between the Board of Education of the Waverly School District - 145, hereinafter referred to as "the Board," and Rik Devney, hereinafter referred to as "the Director." This contract shall supersede any prior employment agreements between the Parties.

1. **Term of Contract.** This Contract is for a term of one (1) year beginning on the 1st day of July 2025 and expiring on the 31st day of June 2026.

2. **Salary.** The annual salary for the 2025-2026 contract year shall be: One hundred thirty-eight thousand four hundred sixteen dollars (\$138,416). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district.

If the Director is elected to any other office or offices of the Board of Education or in connection with the District, the Director shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

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

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

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

1. **Vacation.** The Director shall be allowed twenty 20 working days of paid time off during each contract year to be used in a manner and at times selected by the Director; provided that such leave shall not be taken such as to interfere with the Director's attendance at regularly scheduled Board meetings or at times when the Director's duties require the Director's attendance at school (e.g., beginning and end periods of the school year).

2. **Sick Leave.** The Director will be granted twelve 12 days each contract year for sick leave. Sick leave may only be used when the Director or a member of the Director's immediate family is sick or attending a medical appointment.

3. **Carry-over and Accumulation of Sick and Vacation Leave.** Sick Leave may carry over from year to year but will not exceed sixty 60 days. Vacation Leave does not accrue.

4. **Holidays.** For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or the following legal Holiday's, Labor Day, Thanksgiving, Christmas Day, New Years Day, Good Friday, Memorial Day, Independence Day (July 4) and one additional day to be used at Thanksgiving or Christmas. It is understood, however, that there may be times when the Director's duties require that the Director work on such days.

5. **Bereavement Leave.** The Director will be allowed three (3) Bereavement leave days.

B. **Health and Dental Insurance.** The district will pay the Director's cost of health and dental insurance for the Director, the Director's spouse and children (if applicable), through the district's group insurance plan.

C. **Life Insurance.** The district will be provided basic term life insurance with a death benefit of at least \$50,000.

D. **Meetings and Dues.** The Director shall attend appropriate professional meetings at the local and state levels provided that such attendance does not interfere with the proper performance of Director's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. In addition, the district shall pay the Director's annual dues to the Nebraska Council of School Administrators. The Board may pay dues for other professional organizations suitable for the Director's position upon the Director's request.

E. **Transportation Expenses.** The reasonable and necessary expenses of transportation required in the performance of Director's official duties shall be reimbursed at the rate set annually by the Board for District travel.

F. **Indemnification.** The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Director from any and all demands, claims, suits, actions, and legal proceedings brought against the Director in the Director's individual capacity or the Director's official capacity as an agent or employee of the District, provided that the incident arose while the Director was acting (or, in good faith, reasonably believed that the Director was acting) within the scope of the Director's employment with the District.

G. **Other Benefits.** The Director may, in the Board's discretion, be provided such other benefits as are provided to certificated employees of the district except as otherwise provided herein, provided the Director meets the conditions and eligibility requirements for such benefits.

4. **Duties.** The Director is employed as a Certified Director for the District. The Director shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy and/or the Job Description for such position. The Director shall be subject to such other

duties as the Superintendent and/or Board may assign from time to time without additional compensation. The Director agrees to devote full time to the assigned duties and shall not accept any outside employment without the prior written permission of the Superintendent.

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

5. Contract Cancellation. In the event the Director violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Director's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Director in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; or (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Director may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced by the Superintendent in accordance with applicable law. Upon lawful ending of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve (12) months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Director, shall be set off from sums due to the Director and, if the sums owing to the District are in excess of the sums due the Director, the amount owing shall be immediately refunded by the Director.

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

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

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

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

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

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before April 15th, 2025 shall constitute a rejection by the Director of the offer of employment. It is agreed that the Contract may be signed by the Director prior to Board approval of the Contract.

<p>Executed this ___ day of _____, 2025.</p> <p>_____</p> <p>Director</p>	<p>Executed this ___ day of _____, 2025.</p> <p>Board of Education of Waverly School</p> <p>District 145</p> <p>By: _____</p> <p>President</p> <p>Attest: _____</p> <p>Secretary</p>
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CONTRACT OF EMPLOYMENT WITH CERTIFIED DIRECTOR

2025-2026

THIS CONTRACT is made by and between the Board of Education of the Waverly School District - 145, hereinafter referred to as "the Board," and Mikal T. Shalikow, hereinafter referred to as "the Director." This contract shall supersede any prior employment agreements between the Parties.

1. **Term of Contract.** This Contract is for a term of one (1) year beginning on the 1st day of July 2025 and expiring on the 31st day of June 2026.

2. **Salary.** The annual salary for the 2025-2026 contract year shall be: One hundred fifty-three thousand seven hundred sixty-two (\$153,762). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district.

If the Director is elected to any other office or offices of the Board of Education or in connection with the District, the Director shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

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

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

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

1. **Vacation.** The Director shall be allowed twenty 20 working days of paid time off during each contract year to be used in a manner and at times selected by the Director; provided that such leave shall not be taken such as to interfere with the Director's attendance at regularly scheduled Board meetings or at times when the Director's duties require the Director's attendance at school (e.g., beginning and end periods of the school year).

2. **Sick Leave.** The Director will be granted twelve 12 days each contract year for sick leave. Sick leave may only be used when the Director or a member of the Director's immediate family is sick or attending a medical appointment.

3. **Carry-over and Accumulation of Sick and Vacation Leave.** Sick Leave may carry over from year to year but will not exceed sixty 60 days. Vacation Leave does not accrue.

4. **Holidays.** For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or the following legal Holiday's, Labor Day, Thanksgiving, Christmas Day, New Years Day, Good Friday, Memorial Day, Independence Day (July 4) and one additional day to be used at Thanksgiving or Christmas. It is understood, however, that there may be times when the Director's duties require that the Director work on such days.

5. **Bereavement Leave.** The Director will be allowed three (3) Bereavement leave days.

B. **Health and Dental Insurance.** The district will pay the Director's cost of health and dental insurance for the Director, the Director's spouse and children (if applicable), through the district's group insurance plan.

C. **Life Insurance.** The district will be provided basic term life insurance with a death benefit of at least \$50,000.

D. **Meetings and Dues.** The Director shall attend appropriate professional meetings at the local and state levels provided that such attendance does not interfere with the proper performance of Director's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. In addition, the district shall pay the Director's annual dues to the Nebraska Council of School Administrators. The Board may pay dues for other professional organizations suitable for the Director's position upon the Director's request.

E. **Transportation Expenses.** The reasonable and necessary expenses of transportation required in the performance of Director's official duties shall be reimbursed at the rate set annually by the Board for District travel.

F. **Indemnification.** The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Director from any and all demands, claims, suits, actions, and legal proceedings brought against the Director in the Director's individual capacity or the Director's official capacity as an agent or employee of the District, provided that the incident arose while the Director was acting (or, in good faith, reasonably believed that the Director was acting) within the scope of the Director's employment with the District.

G. **Other Benefits.** The Director may, in the Board's discretion, be provided such other benefits as are provided to certificated employees of the district except as otherwise provided herein, provided the Director meets the conditions and eligibility requirements for such benefits.

4. **Duties.** The Director is employed as a Certified Director for the District. The Director shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy and/or the Job Description for such position. The Director shall be subject to such other duties as the Superintendent and/or Board may assign from time to time without additional compensation. The Director agrees to devote full time to the assigned duties and shall not accept any outside employment without the prior written permission of the Superintendent.

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

5. Contract Cancellation. In the event the Director violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Director's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Director in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; or (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Director may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced by the Superintendent in accordance with applicable law. Upon lawful ending of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve (12) months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Director, shall be set off from sums due to the Director and, if the sums owing to the District are in excess of the sums due the Director, the amount owing shall be immediately refunded by the Director.

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

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

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

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

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

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before April 15, 2025 shall constitute a rejection by the Director of the offer of employment. It is agreed that the Contract may be signed by the Director prior to Board approval of the Contract.

<p>Executed this ___ day of _____, 2025.</p> <p>_____</p> <p>Director</p>	<p>Executed this ___ day of _____, 2025.</p> <p>Board of Education of Waverly School</p> <p>District 145</p> <p>By: _____</p> <p>President</p> <p>Attest: _____</p> <p>Secretary</p>
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CONTRACT OF EMPLOYMENT WITH NON-CERTIFIED DIRECTOR

2025-2026

THIS CONTRACT is made by and between the Board of Education of the Waverly School District 145, hereinafter referred to as "the Board," and Adam Bauman, hereinafter referred to as "the Director." This contract shall supersede any prior employment agreements between the Parties.

1. **Term of Contract.** This Contract is for a term of one (1) year beginning on the 1st day of July 2025, and expiring on the 30th day of June, 2026.

2. **Salary.** The annual salary for the 2025-2026 contract year shall be: One hundred four thousand seven hundred eight-four dollars \$104,784. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district.

If the Director is elected to any other office or offices of the Board of Education or in connection with the District, the Director shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

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

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

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

1. **Vacation.** The Director shall be allowed twenty 20 working days of paid time off during each contract year to be used in a manner and at times selected by the Director; provided that such leave shall not be taken such as to interfere with the Director's attendance at regularly scheduled Board meetings or at times when the Director's duties require the Director's attendance at school (e.g., beginning and end periods of the school year).

2. **Sick Leave.** The Director will be granted twelve 12 days each contract year for sick leave. Sick leave may only be used when the Director or a member of the Director's immediate family is sick or attending a medical appointment.

3. **Carry-over and Accumulation of Sick and Vacation Leave.** Sick Leave may carry over from year to year but will not exceed sixty 60 days. Vacation Leave does not accrue.

4. **Holidays.** For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or the following legal Holiday's, Labor Day, Thanksgiving, Christmas Day, New Years Day, Good Friday, Memorial Day, Independence Day (July 4) and one additional day to be used at Thanksgiving or Christmas. It is understood, however, that there may be times when the Director's duties require that the Director work on such days.

5. **Bereavement Leave.** The Director will be allowed three (3) Bereavement leave days.

B. **Health and Dental Insurance.** The district will pay the Director's cost of health and dental insurance for the Director, the Director's spouse and children (if applicable), through the district's group insurance plan.

C. **Life Insurance.** The district will be provided basic term life insurance with a death benefit of at least \$50,000.

D. **Transportation Expenses.** The reasonable and necessary expenses of transportation required in the performance of Director's official duties shall be reimbursed at the rate set annually by the Board for District travel.

E. **Indemnification.** The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Director from any and all demands, claims, suits, actions, and legal proceedings brought against the Director in the Director's individual capacity or the Director's official capacity as an agent or employee of the District, provided that the incident arose while the Director was acting (or, in good faith, reasonably believed that the Director was acting) within the scope of the Director's employment with the District.

F. **Other Benefits.** The Director may, in the Board's discretion, be provided such other benefits as the Board deems appropriate.

4. **Duties.** The Director is employed as a Non-Certified Director for the District. The Director shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy and/or the Job Description for such position. The Director shall be subject to such other duties as the Superintendent and/or Board may assign from time to time without additional compensation. The Director agrees to devote full time to the assigned duties and shall not accept any outside employment without the prior written permission of the Superintendent.

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

5. Contract Cancellation. This Contract creates an "at-will" employment relationship and may be terminated at any time by the Director or Superintendent of Schools. This Contract does not create any property right or interest to the benefit of either Party.

6. Representations and Legal Requirements. The Director warrants and represents as follows: (1) all information set forth in the Director's application for employment and other information provided by the Director in seeking employment are true and accurate, and if said information ceases to be true, Director will advise the Superintendent immediately; and (2) Director has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21.

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

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

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before April 15th, 2025 shall constitute a rejection by the Director of the offer of employment. It is agreed that the Contract may be signed by the Director prior to Board approval of the Contract.

Executed this ___ day of _____, 2025. _____ Director	Executed this ___ day of _____, 2025. Board of Education of Waverly School District 145 By: _____ President Attest: _____ Secretary
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CONTRACT OF EMPLOYMENT WITH NON-CERTIFIED DIRECTOR

2025-2026

THIS CONTRACT is made by and between the Board of Education of the Waverly School District 145, hereinafter referred to as "the Board," and Debbie Hennessy, hereinafter referred to as "the Director." This contract shall supersede any prior employment agreements between the Parties.

1. Term of Contract. This Contract is for a term of one (1) year beginning on the 1st day of July 2025, and expiring on the 30th day of June, 2026.

2. Salary. The annual salary for the 2025-2026 contract year shall be: Eighty thousand dollars \$80,000. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district.

If the Director is elected to any other office or offices of the Board of Education or in connection with the District, the Director shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

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

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

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

1. Vacation. The Director shall be allowed twenty 20 working days of paid time off during each contract year to be used in a manner and at times selected by the Director; provided that such leave shall not be taken such as to interfere with the Director's attendance at regularly scheduled Board meetings or at times when the Director's duties require the Director's attendance at school (e.g., beginning and end periods of the school year).

2. Sick Leave. The Director will be granted twelve 12 days each contract year for sick leave. Sick leave may only be used when the Director or a member of the Director's immediate family is sick or attending a medical appointment.

3. Carry-over and Accumulation of Sick and Vacation Leave. Sick Leave may carry over from year to year but will not exceed sixty 60 days. Vacation Leave does not accrue.

4. Holidays. For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or the following legal Holiday's, Labor Day, Thanksgiving, Christmas Day, New Years Day, Good Friday, Memorial Day, Independence Day (July 4) and one additional day to be used at Thanksgiving or Christmas. It is understood, however, that there may be times when the Director's duties require that the Director work on such days.

5. Bereavement Leave. The Director will be allowed three (3) Bereavement leave days.

B. Health and Dental Insurance. The district will pay the Director's cost of health and dental insurance for the Director, the Director's spouse and children (if applicable), through the district's group insurance plan.

C. Life Insurance. The district will be provided basic term life insurance with a death benefit of at least \$50,000.

D. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Director's official duties shall be reimbursed at the rate set annually by the Board for District travel.

E. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Director from any and all demands, claims, suits, actions, and legal proceedings brought against the Director in the Director's individual capacity or the Director's official capacity as an agent or employee of the District, provided that the incident arose while the Director was acting (or, in good faith, reasonably believed that the Director was acting) within the scope of the Director's employment with the District.

F. Other Benefits. The Director may, in the Board's discretion, be provided such other benefits as the Board deems appropriate.

4. Duties. The Director is employed as a Non-Certified Director for the District. The Director shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy and/or the Job Description for such position. The Director shall be subject to such other duties as the Superintendent and/or Board may assign from time to time without additional compensation. The Director agrees to devote full time to the assigned duties and shall not accept any outside employment without the prior written permission of the Superintendent.

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

5. Contract Cancellation. This Contract creates an "at-will" employment relationship and may be terminated at any time by the Director or Superintendent of Schools. This Contract does not create any property right or interest to the benefit of either Party.

6. Representations and Legal Requirements. The Director warrants and represents as follows: (1) all information set forth in the Director's application for employment and other information provided by the Director in seeking employment are true and accurate, and if said information ceases to be true, Director will advise the Superintendent immediately; and (2) Director has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21.

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

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

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before April 15th, 2025 shall constitute a rejection by the Director of the offer of employment. It is agreed that the Contract may be signed by the Director prior to Board approval of the Contract.

<p>Executed this ___ day of _____, 2025.</p> <p>_____</p> <p>Director</p>	<p>Executed this ___ day of _____, 2025.</p> <p>Board of Education of Waverly School District 145</p> <p>By: _____ President</p> <p>Attest: _____ Secretary</p>
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CONTRACT OF EMPLOYMENT WITH NON-CERTIFIED DIRECTOR

2025-2026

THIS CONTRACT is made by and between the Board of Education of the Waverly School District 145, hereinafter referred to as “the Board,” and Rob Scholl, hereinafter referred to as “the Director.” This contract shall supersede any prior employment agreements between the Parties.

1. Term of Contract. This Contract is for a term of one (1) year beginning on the 1st day of July 2025, and expiring on the 30th day of June, 2026.

2. Salary. The annual salary for the 2025-2026 contract year shall be: Eighty-seven thousand eight hundred sixty-four dollars \$87,864. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district.

If the Director is elected to any other office or offices of the Board of Education or in connection with the District, the Director shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

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

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

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

1. Vacation. The Director shall be allowed twenty 20 working days of paid time off during each contract year to be used in a manner and at times selected by the Director; provided that such leave shall not be taken such as to interfere with the Director's attendance at regularly scheduled Board meetings or at times when the Director's duties require the Director's attendance at school (e.g., beginning and end periods of the school year).

2. Sick Leave. The Director will be granted twelve 12 days each contract year for sick leave. Sick leave may only be used when the Director or a member of the Director's immediate family is sick or attending a medical appointment.

3. Carry-over and Accumulation of Sick and Vacation Leave. Sick Leave may carry over from year to year but will not exceed sixty 60 days. Vacation Leave does not accrue.

4. Holidays. For the purpose of this section, the term “working days” shall not include any Saturday, Sunday or the following legal Holiday's, Labor Day, Thanksgiving, Christmas Day, New Years Day, Good Friday, Memorial Day, Independence Day (July 4) and one additional day to be used at Thanksgiving or Christmas. It is understood, however, that there may be times when the Director's duties require that the Director work on such days.

5. Bereavement Leave. The Director will be allowed three (3) Bereavement leave days.

B. Health and Dental Insurance. The district will pay the Director's cost of health and dental insurance for the Director, the Director's spouse and children (if applicable), through the district's group insurance plan.

C. Life Insurance. The district will be provided basic term life insurance with a death benefit of at least \$50,000.

D. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Director's official duties shall be reimbursed at the rate set annually by the Board for District travel.

E. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Director from any and all demands, claims, suits, actions, and legal proceedings brought against the Director in the Director's individual capacity or the Director's official capacity as an agent or employee of the District, provided that the incident arose while the Director was acting (or, in good faith, reasonably believed that the Director was acting) within the scope of the Director's employment with the District.

F. Other Benefits. The Director may, in the Board's discretion, be provided such other benefits as the Board deems appropriate.

4. Duties. The Director is employed as a Non-Certified Director for the District. The Director shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy and/or the Job Description for such position. The Director shall be subject to such other duties as the Superintendent and/or Board may assign from time to time without additional compensation. The Director agrees to devote full time to the assigned duties and shall not accept any outside employment without the prior written permission of the Superintendent.

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

5. Contract Cancellation. This Contract creates an “at-will” employment relationship and may be terminated at any time by the Director or Superintendent of Schools. This Contract does not create any property right or interest to the benefit of either Party.

6. Representations and Legal Requirements. The Director warrants and represents as follows: (1) all information set forth in the Director's application for employment and other information provided by the Director in seeking employment are true and accurate, and if said information ceases to be true, Director will advise the Superintendent immediately; and (2) Director has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21.

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

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

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before April 15th, 2025 shall constitute a rejection by the Director of the offer of employment. It is agreed that the Contract may be signed by the Director prior to Board approval of the Contract.

<p>Executed this ___ day of _____, 2025.</p> <p>_____</p> <p>Director</p>	<p>Executed this ___ day of _____, 2025.</p> <p>Board of Education of Waverly School District 145</p> <p>By: _____ President</p> <p>Attest: _____ Secretary</p>
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CONTRACT OF EMPLOYMENT WITH NON-CERTIFIED DIRECTOR

2025-2026

THIS CONTRACT is made by and between the Board of Education of the Waverly School District 145, hereinafter referred to as "the Board," and Philip Steffan, hereinafter referred to as "the Director." This contract shall supersede any prior employment agreements between the Parties.

1. **Term of Contract.** This Contract is for a term of one (1) year beginning on the 1st day of July 2025, and expiring on the 30th day of June, 2026 and consist of 205 working days.

2. **Salary.** The annual salary for the 2025-2026 contract year shall be: Seventy-six thousand two dollars (\$76,002). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district.

If the Director is elected to any other office or offices of the Board of Education or in connection with the District, the Director shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

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

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

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

1. **Vacation.** The Director shall be allowed four (4) working days of paid time off during each contract year to be used in a manner and at times selected by the Director; provided that such leave shall not be taken such as to interfere with the Director's attendance at regularly scheduled Board meetings or at times when the Director's duties require the Director's attendance at school (e.g., beginning and end periods of the school year).

2. **Sick Leave.** The Director will be granted twelve (12) days each contract year for sick leave. Sick leave may only be used when the Director or a member of the Director's immediate family is sick or attending a medical appointment.

3. **Carry-over and Accumulation of Sick and Vacation Leave.** Sick Leave may carry over from year to year but will not exceed sixty (60) days. Vacation Leave does not accrue.

4. **Holidays.** For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or the following legal Holiday's, Labor Day, Thanksgiving, Christmas Day, New Years Day, Good Friday, Memorial Day, Independence Day (July 4) and one additional day to be used at Thanksgiving or Christmas. It is understood, however, that there may be times when the Director's duties require that the Director work on such days.

5. **Bereavement Leave.** The Director will be allowed three (3) Bereavement leave days.

B. **Health and Dental Insurance.** The district will pay the Director's cost of health and dental insurance for the Director, the Director's spouse and children (if applicable), through the district's group insurance plan.

C. **Life Insurance.** The district will be provided basic term life insurance with a death benefit of at least \$50,000.

D. **Transportation Expenses.** The reasonable and necessary expenses of transportation required in the performance of Director's official duties shall be reimbursed at the rate set annually by the Board for District travel.

E. **Indemnification.** The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Director from any and all demands, claims, suits, actions, and legal proceedings brought against the Director in the Director's individual capacity or the Director's official capacity as an agent or employee of the District, provided that the incident arose while the Director was acting (or, in good faith, reasonably believed that the Director was acting) within the scope of the Director's employment with the District.

F. **Other Benefits.** The Director may, in the Board's discretion, be provided such other benefits as the Board deems appropriate.

4. **Duties.** The Director is employed as a Non-Certified Director for the District. The Director shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy and/or the Job Description for such position. The Director shall be subject to such other duties as the Superintendent and/or Board may assign from time to time without additional compensation. The Director agrees to devote full time to the assigned duties and shall not accept any outside employment without the prior written permission of the Superintendent.

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

5. Contract Cancellation. This Contract creates an "at-will" employment relationship and may be terminated at any time by the Director or Superintendent of Schools. This Contract does not create any property right or interest to the benefit of either Party.

6. Representations and Legal Requirements. The Director warrants and represents as follows: (1) all information set forth in the Director's application for employment and other information provided by the Director in seeking employment are true and accurate, and if said information ceases to be true, Director will advise the Superintendent immediately; and (2) Director has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21.

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

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

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before April 15th, 2025 shall constitute a rejection by the Director of the offer of employment. It is agreed that the Contract may be signed by the Director prior to Board approval of the Contract.

Executed this ___ day of _____, 2025. _____ Director	Executed this ___ day of _____, 2025. Board of Education of Waverly School District 145 By: _____ President Attest: _____ Secretary
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CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Brad McMillian hereinafter referred to as “the Administrator.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 7th day of April 2025, the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.**

A. Term. This Administrator shall be employed for the 2025-2026 school year. The term shall commence on the 1st day of July 2025 and expire on the 30th day of June 2026 and shall consist of 260 days of service. The Administrator’s actual duties shall commence on the date determined by the Board of Education and/or Superintendent of Schools. References in this Contract to “contract year” shall mean the period of July 1 to June 30.

2. **Salary.**

A. Salary for Term. The annual salary for the contract year of July 1, 2025, through June 30, 2026, shall be: One hundred twenty-four thousand eight hundred dollars (\$124,800). The district, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date.

B. Inclusive of All Services Provided to the District: In the event that the Administrator is elected to any other office or offices of the Board of Education or in connection with the District, the Administrator shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 8, 2025, and each subsequent installment shall be paid on or before the eighth (8th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

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

A. Sick Leave Benefit.

i) Amount and Use. The Administrator shall be allowed twelve (12) working days of sick leave for the term of the contract, exclusive of Saturdays, Sundays, and legal holidays.

ii) Sick Leave Accumulation. The Administrator may carry over unused sick leave days from one contract year to the next succeeding contract year or years and may accumulate subject to a maximum number of sixty (60) days of sick leave; provide however, that once the Administrator accumulates sixty (60) days, no further sick leave days will be granted for the ensuing school year or years until the accumulated number of days is less than sixty (60) days, and then only to the extent necessary to restore the total number of available sick leave days to sixty (60) days. Use of sick leave days is specifically conditioned on the Administrator serving under a contract of employment then in effect. There shall be no payment to the Administrator for any remaining accumulated sick leave upon termination of employment.

4. Log. The Administrator shall maintain a monthly sick leave log. The sick leave log will be available for the Superintendent and Board to review as requested.

A. Vacation Leave. The Administrator will be allowed twenty (20) vacation days.

B. Bereavement Leave. The Administrator will be allowed three (3) bereavement days.

C. Health, Dental, and LTD Insurance: The Administrator shall be provided the same group family health insurance, family dental insurance, and long-term disability insurance as is provided to District 145 – Waverly Teachers (Waverly Education Association).

D. Life Insurance: The Administrator shall be provided basic term life insurance with a death benefit of \$50,000

E. Section 125 Plan: The Administrator shall be permitted to participate in the District's Section 125 Plan.

- F. Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties and as approved by the superintendent. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. The Board may pay dues for professional organizations suitable for the Administrator's position.
- G. Transportation Expenses. The district provides a fleet of vehicles for District duties and should be utilized if available. In the event the Administrator is unable to secure District transportation, the reasonable and necessary expenses of transportation required in the performance of the Administrator's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of the District, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with the District.
5. **Duties.**
- A. Specification of Duties. The Administrator shall perform the duties of activities director and assistant principal as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Administrator by an amendment to this Contract. The Administrator shall be subject to such other duties as the Board may assign from time to time. The Administrator shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. The duties shall include the minimal expectation that the Administrator does not engage in conduct which would be a violation of Nebraska Department of Education Rule 27 (92 NAC 27), as such rule may be revised from time to time, regardless of whether the Administrator is otherwise subject to such rule.
- B. Use of Time. The Administrator shall faithfully perform the duties of the Administrator in and for the district as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. The Administrator agrees to devote the Administrator's full time, skill, labor, and attention to the performance of the duties of the Administrator throughout the term of this Contract. However, the Administrator, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with Administrator's duties and obligations to the Board.
- C. Performance of Duties. In performing the assigned duties, the Administrator shall be governed by the policies, regulations, and directions of the Board of Education. The Administrator shall in all respects diligently and faithfully perform the assigned duties to the best of the Administrator's Professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Administrator's position.
6. **Contract Cancellation/Termination**. This contract may be cancelled or terminated by the Board subject to applicable law in the event the Administrator violates any of the provisions of this Contract or performs any act or omission or does anything which is materially harmful to the District, or which substantially inhibits the Administrator's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as an Administrator in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. In the event the Administrator is assigned to a position which does not legally require that the Administrator hold an administrative or teaching certificate or is contracted for less than a one-half full time equivalency basis this Contract shall be on an at-will basis, terminable without cause, and not subject to continuation or renewal. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful cancellation or termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Administrator, shall be set off from sums due to the Administrator and, if the sums owing to the district are in excess of the sums due the Administrator, the amount owing shall be immediately refunded by the Administrator.

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

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

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

8. **Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.
9. **Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Administrator and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President of the Board of Education of the District on or before April 15, 2025 by 4pm shall constitute a rejection by the Administrator of the offer of employment.

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

EXECUTED BY THE BOARD this _____ day of _____, 2024.

Board of Education of Lancaster County School
District 55-0145, a/k/a Waverly School District 145

President, Board of Education

EXECUTED BY THE ADMINISTRATOR this _____ day of _____, 2024.

Administrator

CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Craig Patzel, hereinafter referred to as “the Administrator.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 7th day of April 2025, the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.**

A. Term. This Administrator shall be employed for the 2025-2026 school year. The term shall commence on the 1st day of July 2025 and expire on the 30th day of June 2026 and shall consist of 225 days of service. The Administrator’s actual duties shall commence on the date determined by the Board of Education and/or Superintendent of Schools. References in this Contract to “contract year” shall mean the period of July 1 to June 30.

2. **Salary.**

A. Salary for Term. The annual salary for the contract year of July 1, 2025, through June 30, 2026, shall be: One hundred nineteen one hundred twenty-three dollars (\$119,123). The district, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date.

B. Inclusive of All Services Provided to the District: In the event that the Administrator is elected to any other office or offices of the Board of Education or in connection with the District, the Administrator shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 8, 2025, and each subsequent installment shall be paid on or before the eighth (8th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

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

A. Sick Leave Benefit.

i) Amount and Use. The Administrator shall be allowed twelve (12) working days of sick leave for the term of the contract, exclusive of Saturdays, Sundays, and legal holidays.

ii) Sick Leave Accumulation. The Administrator may carry over unused sick leave days from one contract year to the next succeeding contract year or years and may accumulate subject to a maximum number of sixty (60) days of sick leave; provide however, that once the Administrator accumulates sixty (60) days, no further sick leave days will be granted for the ensuing school year or years until the accumulated number of days is less than sixty (60) days, and then only to the extent necessary to restore the total number of available sick leave days to sixty (60) days. Use of sick leave days is specifically conditioned on the Administrator serving under a contract of employment then in effect. There shall be no payment to the Administrator for any remaining accumulated sick leave upon termination of employment.

4. Log. The Administrator shall maintain a monthly sick leave log. The sick leave log will be available for the Superintendent and Board to review as requested.

A. Vacation Leave. The Administrator will be allowed four (4) vacation days.

B. Bereavement Leave. The Administrator will be allowed three (3) bereavement days.

C. Health, Dental, and LTD Insurance: The Administrator shall be provided the same group family health insurance, family dental insurance, and long-term disability insurance as is provided to District 145 – Waverly Teachers (Waverly Education Association).

D. Life Insurance: The Administrator shall be provided basic term life insurance with a death benefit of \$50,000

E. Section 125 Plan: The Administrator shall be permitted to participate in the District's Section 125 Plan.

- F. Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties and as approved by the superintendent. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. The Board may pay dues for professional organizations suitable for the Administrator's position.
- G. Transportation Expenses. The district provides a fleet of vehicles for District duties and should be utilized if available. In the event the Administrator is unable to secure District transportation, the reasonable and necessary expenses of transportation required in the performance of the Administrator's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of the District, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with the District.
5. **Duties.**
- A. Specification of Duties. The Administrator shall perform the duties of the principal as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Administrator by an amendment to this Contract. The Administrator shall be subject to such other duties as the Board may assign from time to time. The Administrator shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. The duties shall include the minimal expectation that the Administrator does not engage in conduct which would be a violation of Nebraska Department of Education Rule 27 (92 NAC 27), as such rule may be revised from time to time, regardless of whether the Administrator is otherwise subject to such rule.
- B. Use of Time. The Administrator shall faithfully perform the duties of the Administrator in and for the district as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. The Administrator agrees to devote the Administrator's full time, skill, labor, and attention to the performance of the duties of the Administrator throughout the term of this Contract. However, the Administrator, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with Administrator's duties and obligations to the Board.
- C. Performance of Duties. In performing the assigned duties, the Administrator shall be governed by the policies, regulations, and directions of the Board of Education. The Administrator shall in all respects diligently and faithfully perform the assigned duties to the best of the Administrator's Professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Administrator's position.
6. **Contract Cancellation/Termination**. This contract may be cancelled or terminated by the Board subject to applicable law in the event the Administrator violates any of the provisions of this Contract or performs any act or omission or does anything which is materially harmful to the District, or which substantially inhibits the Administrator's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as an Administrator in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. In the event the Administrator is assigned to a position which does not legally require that the Administrator hold an administrative or teaching certificate or is contracted for less than a one-half full time equivalency basis this Contract shall be on an at-will basis, terminable without cause, and not subject to continuation or renewal. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful cancellation or termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Administrator, shall be set off from sums due to the Administrator and, if the sums owing to the district are in excess of the sums due the Administrator, the amount owing shall be immediately refunded by the Administrator.

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

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

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

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

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

The failure to return a signed copy of this Contract to the President of the Board of Education of the District on or before April 15, 2025 by 4pm shall constitute a rejection by the Administrator of the offer of employment.

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

EXECUTED BY THE BOARD this _____ day of _____, 2024.

Board of Education of Lancaster County School
District 55-0145, a/k/a Waverly School District 145

President, Board of Education

EXECUTED BY THE ADMINISTRATOR this _____ day of _____, 2024.

Administrator

CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and George Schere hereinafter referred to as “the Administrator.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 7th day of April 2025, the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.**

A. Term. This Administrator shall be employed for the 2025-2026 school year. The term shall commence on the 1st day of July 2025 and expire on the 30th day of June 2026 and shall consist of 210 days of service. The Administrator’s actual duties shall commence on the date determined by the Board of Education and/or Superintendent of Schools. References in this Contract to “contract year” shall mean the period of July 1 to June 30.

2. **Salary.**

A. Salary for Term. The annual salary for the contract year of July 1, 2025, through June 30, 2026, shall be: One hundred nine thousand five hundred ninety-four dollars (\$109,594). The district, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date.

B. Inclusive of All Services Provided to the District: In the event that the Administrator is elected to any other office or offices of the Board of Education or in connection with the District, the Administrator shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 8, 2025, and each subsequent installment shall be paid on or before the eighth (8th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

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

A. Sick Leave Benefit.

i) Amount and Use. The Administrator shall be allowed twelve (12) working days of sick leave for the term of the contract, exclusive of Saturdays, Sundays, and legal holidays.

ii) Sick Leave Accumulation. The Administrator may carry over unused sick leave days from one contract year to the next succeeding contract year or years and may accumulate subject to a maximum number of sixty (60) days of sick leave; provide however, that once the Administrator accumulates sixty (60) days, no further sick leave days will be granted for the ensuing school year or years until the accumulated number of days is less than sixty (60) days, and then only to the extent necessary to restore the total number of available sick leave days to sixty (60) days. Use of sick leave days is specifically conditioned on the Administrator serving under a contract of employment then in effect. There shall be no payment to the Administrator for any remaining accumulated sick leave upon termination of employment.

4. Log. The Administrator shall maintain a monthly sick leave log. The sick leave log will be available for the Superintendent and Board to review as requested.

A. Vacation Leave. The Administrator will be allowed four (4) vacation days.

B. Bereavement Leave. The Administrator will be allowed three (3) bereavement days.

C. Health, Dental, and LTD Insurance: The Administrator shall be provided the same group family health insurance, family dental insurance, and long-term disability insurance as is provided to District 145 – Waverly Teachers (Waverly Education Association).

D. Life Insurance: The Administrator shall be provided basic term life insurance with a death benefit of \$50,000

E. Section 125 Plan: The Administrator shall be permitted to participate in the District's Section 125 Plan.

- F. Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties and as approved by the superintendent. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. The Board may pay dues for professional organizations suitable for the Administrator's position.
- G. Transportation Expenses. The district provides a fleet of vehicles for District duties and should be utilized if available. In the event the Administrator is unable to secure District transportation, the reasonable and necessary expenses of transportation required in the performance of the Administrator's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of the District, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with the District.
5. **Duties.**
- A. Specification of Duties. The Administrator shall perform the duties of the assistant principal as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Administrator by an amendment to this Contract. The Administrator shall be subject to such other duties as the Board may assign from time to time. The Administrator shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. The duties shall include the minimal expectation that the Administrator does not engage in conduct which would be a violation of Nebraska Department of Education Rule 27 (92 NAC 27), as such rule may be revised from time to time, regardless of whether the Administrator is otherwise subject to such rule.
- B. Use of Time. The Administrator shall faithfully perform the duties of the Administrator in and for the district as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. The Administrator agrees to devote the Administrator's full time, skill, labor, and attention to the performance of the duties of the Administrator throughout the term of this Contract. However, the Administrator, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with Administrator's duties and obligations to the Board.
- C. Performance of Duties. In performing the assigned duties, the Administrator shall be governed by the policies, regulations, and directions of the Board of Education. The Administrator shall in all respects diligently and faithfully perform the assigned duties to the best of the Administrator's Professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Administrator's position.
6. **Contract Cancellation/Termination**. This contract may be cancelled or terminated by the Board subject to applicable law in the event the Administrator violates any of the provisions of this Contract or performs any act or omission or does anything which is materially harmful to the District, or which substantially inhibits the Administrator's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as an Administrator in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. In the event the Administrator is assigned to a position which does not legally require that the Administrator hold an administrative or teaching certificate or is contracted for less than a one-half full time equivalency basis this Contract shall be on an at-will basis, terminable without cause, and not subject to continuation or renewal. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful cancellation or termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Administrator, shall be set off from sums due to the Administrator and, if the sums owing to the district are in excess of the sums due the Administrator, the amount owing shall be immediately refunded by the Administrator.

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

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

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

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

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

The failure to return a signed copy of this Contract to the President of the Board of Education of the District on or before April 15, 2025 by 4pm shall constitute a rejection by the Administrator of the offer of employment.

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

EXECUTED BY THE BOARD this _____ day of _____, 2024.

Board of Education of Lancaster County School
District 55-0145, a/k/a Waverly School District 145

President, Board of Education

EXECUTED BY THE ADMINISTRATOR this _____ day of _____, 2024.

Administrator

CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Kristin Delehant, hereinafter referred to as “the Administrator.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 7th day of April 2025, the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.**

A. Term. This Administrator shall be employed for the 2025-2026 school year. The term shall commence on the 1st day of July 2025 and expire on the 30th day of June 2026 and shall consist of 210 days of service. The Administrator’s actual duties shall commence on the date determined by the Board of Education and/or Superintendent of Schools. References in this Contract to “contract year” shall mean the period of July 1 to June 30.

2. **Salary.**

A. Salary for Term. The annual salary for the contract year of July 1, 2025, through June 30, 2026, shall be: One hundred one thousand one hundred ninety-seven dollars (\$101,197). The district, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date.

B. Inclusive of All Services Provided to the District: In the event that the Administrator is elected to any other office or offices of the Board of Education or in connection with the District, the Administrator shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 8, 2025, and each subsequent installment shall be paid on or before the eighth (8th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

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

A. Sick Leave Benefit.

i) Amount and Use. The Administrator shall be allowed twelve (12) working days of sick leave for the term of the contract, exclusive of Saturdays, Sundays, and legal holidays.

ii) Sick Leave Accumulation. The Administrator may carry over unused sick leave days from one contract year to the next succeeding contract year or years and may accumulate subject to a maximum number of sixty (60) days of sick leave; provide however, that once the Administrator accumulates sixty (60) days, no further sick leave days will be granted for the ensuing school year or years until the accumulated number of days is less than sixty (60) days, and then only to the extent necessary to restore the total number of available sick leave days to sixty (60) days. Use of sick leave days is specifically conditioned on the Administrator serving under a contract of employment then in effect. There shall be no payment to the Administrator for any remaining accumulated sick leave upon termination of employment.

4. Log. The Administrator shall maintain a monthly sick leave log. The sick leave log will be available for the Superintendent and Board to review as requested.

A. Vacation Leave. The Administrator will be allowed four (4) vacation days.

B. Bereavement Leave. The Administrator will be allowed three (3) bereavement days.

C. Health, Dental, and LTD Insurance: The Administrator shall be provided the same group family health insurance, family dental insurance, and long-term disability insurance as is provided to District 145 – Waverly Teachers (Waverly Education Association).

D. Life Insurance: The Administrator shall be provided basic term life insurance with a death benefit of \$50,000

E. Section 125 Plan: The Administrator shall be permitted to participate in the District's Section 125 Plan.

- F. Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties and as approved by the superintendent. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. The Board may pay dues for professional organizations suitable for the Administrator's position.
- G. Transportation Expenses. The district provides a fleet of vehicles for District duties and should be utilized if available. In the event the Administrator is unable to secure District transportation, the reasonable and necessary expenses of transportation required in the performance of the Administrator's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of the District, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with the District.
5. **Duties.**
- A. Specification of Duties. The Administrator shall perform the duties of the assistant principal as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Administrator by an amendment to this Contract. The Administrator shall be subject to such other duties as the Board may assign from time to time. The Administrator shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. The duties shall include the minimal expectation that the Administrator does not engage in conduct which would be a violation of Nebraska Department of Education Rule 27 (92 NAC 27), as such rule may be revised from time to time, regardless of whether the Administrator is otherwise subject to such rule.
- B. Use of Time. The Administrator shall faithfully perform the duties of the Administrator in and for the district as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. The Administrator agrees to devote the Administrator's full time, skill, labor, and attention to the performance of the duties of the Administrator throughout the term of this Contract. However, the Administrator, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with Administrator's duties and obligations to the Board.
- C. Performance of Duties. In performing the assigned duties, the Administrator shall be governed by the policies, regulations, and directions of the Board of Education. The Administrator shall in all respects diligently and faithfully perform the assigned duties to the best of the Administrator's Professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Administrator's position.
6. **Contract Cancellation/Termination**. This contract may be cancelled or terminated by the Board subject to applicable law in the event the Administrator violates any of the provisions of this Contract or performs any act or omission or does anything which is materially harmful to the District, or which substantially inhibits the Administrator's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as an Administrator in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. In the event the Administrator is assigned to a position which does not legally require that the Administrator hold an administrative or teaching certificate or is contracted for less than a one-half full time equivalency basis this Contract shall be on an at-will basis, terminable without cause, and not subject to continuation or renewal. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful cancellation or termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Administrator, shall be set off from sums due to the Administrator and, if the sums owing to the district are in excess of the sums due the Administrator, the amount owing shall be immediately refunded by the Administrator.

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

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

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

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

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

The failure to return a signed copy of this Contract to the President of the Board of Education of the District on or before **April 15, 2025 by 4pm** shall constitute a rejection by the Administrator of the offer of employment.

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

EXECUTED BY THE BOARD this _____ day of _____, 2024.

Board of Education of Lancaster County School
District 55-0145, a/k/a Waverly School District 145

President, Board of Education

EXECUTED BY THE ADMINISTRATOR this _____ day of _____, 2024.

Administrator

CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Megan Flohr, hereinafter referred to as “the Administrator.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 7th day of April 2025, the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.**

A. Term. This Administrator shall be employed for the 2025-2026 school year. The term shall commence on the 1st day of July 2025 and expire on the 30th day of June 2026 and shall consist of 225 days of service. The Administrator’s actual duties shall commence on the date determined by the Board of Education and/or Superintendent of Schools. References in this Contract to “contract year” shall mean the period of July 1 to June 30.

2. **Salary.**

A. Salary for Term. The annual salary for the contract year of July 1, 2025, through June 30, 2026, shall be: One hundred sixteen thousand two hundred sixty one dollars (\$116,261). The district, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date.

B. Inclusive of All Services Provided to the District: In the event that the Administrator is elected to any other office or offices of the Board of Education or in connection with the District, the Administrator shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 8, 2025, and each subsequent installment shall be paid on or before the eighth (8th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

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

A. Sick Leave Benefit.

i) Amount and Use. The Administrator shall be allowed twelve (12) working days of sick leave for the term of the contract, exclusive of Saturdays, Sundays, and legal holidays.

ii) Sick Leave Accumulation. The Administrator may carry over unused sick leave days from one contract year to the next succeeding contract year or years and may accumulate subject to a maximum number of sixty (60) days of sick leave; provide however, that once the Administrator accumulates sixty (60) days, no further sick leave days will be granted for the ensuing school year or years until the accumulated number of days is less than sixty (60) days, and then only to the extent necessary to restore the total number of available sick leave days to sixty (60) days. Use of sick leave days is specifically conditioned on the Administrator serving under a contract of employment then in effect. There shall be no payment to the Administrator for any remaining accumulated sick leave upon termination of employment.

4. Log. The Administrator shall maintain a monthly sick leave log. The sick leave log will be available for the Superintendent and Board to review as requested.

A. Vacation Leave. The Administrator will be allowed four (4) vacation days.

B. Bereavement Leave. The Administrator will be allowed three (3) bereavement days.

C. Health, Dental, and LTD Insurance: The Administrator shall be provided the same group family health insurance, family dental insurance, and long-term disability insurance as is provided to District 145 – Waverly Teachers (Waverly Education Association).

D. Life Insurance: The Administrator shall be provided basic term life insurance with a death benefit of \$50,000

E. Section 125 Plan: The Administrator shall be permitted to participate in the District's Section 125 Plan.

- F. Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties and as approved by the superintendent. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. The Board may pay dues for professional organizations suitable for the Administrator's position.
- G. Transportation Expenses. The district provides a fleet of vehicles for District duties and should be utilized if available. In the event the Administrator is unable to secure District transportation, the reasonable and necessary expenses of transportation required in the performance of the Administrator's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of the District, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with the District.
5. **Duties.**
- A. Specification of Duties. The Administrator shall perform the duties of the principal as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Administrator by an amendment to this Contract. The Administrator shall be subject to such other duties as the Board may assign from time to time. The Administrator shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. The duties shall include the minimal expectation that the Administrator does not engage in conduct which would be a violation of Nebraska Department of Education Rule 27 (92 NAC 27), as such rule may be revised from time to time, regardless of whether the Administrator is otherwise subject to such rule.
- B. Use of Time. The Administrator shall faithfully perform the duties of the Administrator in and for the district as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. The Administrator agrees to devote the Administrator's full time, skill, labor, and attention to the performance of the duties of the Administrator throughout the term of this Contract. However, the Administrator, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with Administrator's duties and obligations to the Board.
- C. Performance of Duties. In performing the assigned duties, the Administrator shall be governed by the policies, regulations, and directions of the Board of Education. The Administrator shall in all respects diligently and faithfully perform the assigned duties to the best of the Administrator's Professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Administrator's position.
6. **Contract Cancellation/Termination**. This contract may be cancelled or terminated by the Board subject to applicable law in the event the Administrator violates any of the provisions of this Contract or performs any act or omission or does anything which is materially harmful to the District, or which substantially inhibits the Administrator's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as an Administrator in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. In the event the Administrator is assigned to a position which does not legally require that the Administrator hold an administrative or teaching certificate or is contracted for less than a one-half full time equivalency basis this Contract shall be on an at-will basis, terminable without cause, and not subject to continuation or renewal. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful cancellation or termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Administrator, shall be set off from sums due to the Administrator and, if the sums owing to the district are in excess of the sums due the Administrator, the amount owing shall be immediately refunded by the Administrator.

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

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

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

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

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

The failure to return a signed copy of this Contract to the President of the Board of Education of the District on or before April 15, 2025 by 4pm shall constitute a rejection by the Administrator of the offer of employment.

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

EXECUTED BY THE BOARD this _____ day of _____, 2024.

Board of Education of Lancaster County School
District 55-0145, a/k/a Waverly School District 145

President, Board of Education

EXECUTED BY THE ADMINISTRATOR this _____ day of _____, 2024.

Administrator

CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Ross Ricenbaw, hereinafter referred to as “the Administrator.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 7th day of April 2025, the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.**

A. Term. This Administrator shall be employed for the 2025-2026 school year. The term shall commence on the 1st day of July 2025 and expire on the 30th day of June 2026 and shall consist of 225 days of service. The Administrator’s actual duties shall commence on the date determined by the Board of Education and/or Superintendent of Schools. References in this Contract to “contract year” shall mean the period of July 1 to June 30.

2. **Salary.**

A. Salary for Term. The annual salary for the contract year of July 1, 2025, through June 30, 2026, shall be: One hundred thirty thousand seven hundred forty-eight dollars (\$130,748). The district, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date.

B. Inclusive of All Services Provided to the District: In the event that the Administrator is elected to any other office or offices of the Board of Education or in connection with the District, the Administrator shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 8, 2025, and each subsequent installment shall be paid on or before the eighth (8th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

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

A. Sick Leave Benefit.

i) Amount and Use. The Administrator shall be allowed twelve (12) working days of sick leave for the term of the contract, exclusive of Saturdays, Sundays, and legal holidays.

ii) Sick Leave Accumulation. The Administrator may carry over unused sick leave days from one contract year to the next succeeding contract year or years and may accumulate subject to a maximum number of sixty (60) days of sick leave; provide however, that once the Administrator accumulates sixty (60) days, no further sick leave days will be granted for the ensuing school year or years until the accumulated number of days is less than sixty (60) days, and then only to the extent necessary to restore the total number of available sick leave days to sixty (60) days. Use of sick leave days is specifically conditioned on the Administrator serving under a contract of employment then in effect. There shall be no payment to the Administrator for any remaining accumulated sick leave upon termination of employment.

4. Log. The Administrator shall maintain a monthly sick leave log. The sick leave log will be available for the Superintendent and Board to review as requested.

A. Vacation Leave. The Administrator will be allowed four (4) vacation days.

B. Bereavement Leave. The Administrator will be allowed three (3) bereavement days.

C. Health, Dental, and LTD Insurance: The Administrator shall be provided the same group family health insurance, family dental insurance, and long-term disability insurance as is provided to District 145 – Waverly Teachers (Waverly Education Association).

D. Life Insurance: The Administrator shall be provided basic term life insurance with a death benefit of \$50,000

E. Section 125 Plan: The Administrator shall be permitted to participate in the District's Section 125 Plan.

- F. Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties and as approved by the superintendent. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. The Board may pay dues for professional organizations suitable for the Administrator's position.
- G. Transportation Expenses. The district provides a fleet of vehicles for District duties and should be utilized if available. In the event the Administrator is unable to secure District transportation, the reasonable and necessary expenses of transportation required in the performance of the Administrator's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of the District, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with the District.
5. **Duties.**
- A. Specification of Duties. The Administrator shall perform the duties of the principal as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Administrator by an amendment to this Contract. The Administrator shall be subject to such other duties as the Board may assign from time to time. The Administrator shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. The duties shall include the minimal expectation that the Administrator does not engage in conduct which would be a violation of Nebraska Department of Education Rule 27 (92 NAC 27), as such rule may be revised from time to time, regardless of whether the Administrator is otherwise subject to such rule.
- B. Use of Time. The Administrator shall faithfully perform the duties of the Administrator in and for the district as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. The Administrator agrees to devote the Administrator's full time, skill, labor, and attention to the performance of the duties of the Administrator throughout the term of this Contract. However, the Administrator, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with Administrator's duties and obligations to the Board.
- C. Performance of Duties. In performing the assigned duties, the Administrator shall be governed by the policies, regulations, and directions of the Board of Education. The Administrator shall in all respects diligently and faithfully perform the assigned duties to the best of the Administrator's Professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Administrator's position.
6. **Contract Cancellation/Termination**. This contract may be cancelled or terminated by the Board subject to applicable law in the event the Administrator violates any of the provisions of this Contract or performs any act or omission or does anything which is materially harmful to the District, or which substantially inhibits the Administrator's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as an Administrator in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. In the event the Administrator is assigned to a position which does not legally require that the Administrator hold an administrative or teaching certificate or is contracted for less than a one-half full time equivalency basis this Contract shall be on an at-will basis, terminable without cause, and not subject to continuation or renewal. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful cancellation or termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Administrator, shall be set off from sums due to the Administrator and, if the sums owing to the district are in excess of the sums due the Administrator, the amount owing shall be immediately refunded by the Administrator.

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

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

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

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

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

The failure to return a signed copy of this Contract to the President of the Board of Education of the District on or before **April 15, 2025 by 4pm** shall constitute a rejection by the Administrator of the offer of employment.

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

EXECUTED BY THE BOARD this _____ day of _____, 2024.

Board of Education of Lancaster County School
District 55-0145, a/k/a Waverly School District 145

President, Board of Education

EXECUTED BY THE ADMINISTRATOR this _____ day of _____, 2024.

Administrator

CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Sara Renken, hereinafter referred to as “the Administrator.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 7th day of April 2025, the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.**

A. Term. This Administrator shall be employed for the 2025-2026 school year. The term shall commence on the 1st day of July 2025 and expire on the 30th day of June 2026 and shall consist of 225 days of service. The Administrator’s actual duties shall commence on the date determined by the Board of Education and/or Superintendent of Schools. References in this Contract to “contract year” shall mean the period of July 1 to June 30.

2. **Salary.**

A. Salary for Term. The annual salary for the contract year of July 1, 2025, through June 30, 2026, shall be: Ninety-seven thousand four hundred four dollars (\$97,404). The district, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date.

B. Inclusive of All Services Provided to the District: In the event that the Administrator is elected to any other office or offices of the Board of Education or in connection with the District, the Administrator shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 8, 2025, and each subsequent installment shall be paid on or before the eighth (8th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

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

A. Sick Leave Benefit.

i) Amount and Use. The Administrator shall be allowed twelve (12) working days of sick leave for the term of the contract, exclusive of Saturdays, Sundays, and legal holidays.

ii) Sick Leave Accumulation. The Administrator may carry over unused sick leave days from one contract year to the next succeeding contract year or years and may accumulate subject to a maximum number of sixty (60) days of sick leave; provide however, that once the Administrator accumulates sixty (60) days, no further sick leave days will be granted for the ensuing school year or years until the accumulated number of days is less than sixty (60) days, and then only to the extent necessary to restore the total number of available sick leave days to sixty (60) days. Use of sick leave days is specifically conditioned on the Administrator serving under a contract of employment then in effect. There shall be no payment to the Administrator for any remaining accumulated sick leave upon termination of employment.

4. Log. The Administrator shall maintain a monthly sick leave log. The sick leave log will be available for the Superintendent and Board to review as requested.

A. Vacation Leave. The Administrator will be allowed four (4) vacation days.

B. Bereavement Leave. The Administrator will be allowed three (3) bereavement days.

C. Health, Dental, and LTD Insurance: The Administrator shall be provided the same group family health insurance, family dental insurance, and long-term disability insurance as is provided to District 145 – Waverly Teachers (Waverly Education Association).

D. Life Insurance: The Administrator shall be provided basic term life insurance with a death benefit of \$50,000

E. Section 125 Plan: The Administrator shall be permitted to participate in the District's Section 125 Plan.

- F. Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties and as approved by the superintendent. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. The Board may pay dues for professional organizations suitable for the Administrator's position.
- G. Transportation Expenses. The district provides a fleet of vehicles for District duties and should be utilized if available. In the event the Administrator is unable to secure District transportation, the reasonable and necessary expenses of transportation required in the performance of the Administrator's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of the District, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with the District.
5. **Duties.**
- A. Specification of Duties. The Administrator shall perform the duties of the principal as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Administrator by an amendment to this Contract. The Administrator shall be subject to such other duties as the Board may assign from time to time. The Administrator shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. The duties shall include the minimal expectation that the Administrator does not engage in conduct which would be a violation of Nebraska Department of Education Rule 27 (92 NAC 27), as such rule may be revised from time to time, regardless of whether the Administrator is otherwise subject to such rule.
- B. Use of Time. The Administrator shall faithfully perform the duties of the Administrator in and for the district as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. The Administrator agrees to devote the Administrator's full time, skill, labor, and attention to the performance of the duties of the Administrator throughout the term of this Contract. However, the Administrator, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with Administrator's duties and obligations to the Board.
- C. Performance of Duties. In performing the assigned duties, the Administrator shall be governed by the policies, regulations, and directions of the Board of Education. The Administrator shall in all respects diligently and faithfully perform the assigned duties to the best of the Administrator's Professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Administrator's position.
6. **Contract Cancellation/Termination**. This contract may be cancelled or terminated by the Board subject to applicable law in the event the Administrator violates any of the provisions of this Contract or performs any act or omission or does anything which is materially harmful to the District, or which substantially inhibits the Administrator's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as an Administrator in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. In the event the Administrator is assigned to a position which does not legally require that the Administrator hold an administrative or teaching certificate or is contracted for less than a one-half full time equivalency basis this Contract shall be on an at-will basis, terminable without cause, and not subject to continuation or renewal. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful cancellation or termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Administrator, shall be set off from sums due to the Administrator and, if the sums owing to the district are in excess of the sums due the Administrator, the amount owing shall be immediately refunded by the Administrator.

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

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

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

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

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

The failure to return a signed copy of this Contract to the President of the Board of Education of the District on or before April 15, 2025 by 4pm shall constitute a rejection by the Administrator of the offer of employment.

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

EXECUTED BY THE BOARD this _____ day of _____, 2024.

Board of Education of Lancaster County School
District 55-0145, a/k/a Waverly School District 145

President, Board of Education

EXECUTED BY THE ADMINISTRATOR this _____ day of _____, 2024.

Administrator

CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0145, a/k/a Waverly School District 145**, hereinafter referred to as “the Board,” and Scott Shepard hereinafter referred to as “the Administrator.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 7th day of April 2025, the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.**

A. Term. This Administrator shall be employed for the 2025-2026 school year. The term shall commence on the 1st day of July 2025 and expire on the 30th day of June 2026 and shall consist of 225 days of service. The Administrator’s actual duties shall commence on the date determined by the Board of Education and/or Superintendent of Schools. References in this Contract to “contract year” shall mean the period of July 1 to June 30.

2. **Salary.**

A. Salary for Term. The annual salary for the contract year of July 1, 2025, through June 30, 2026, shall be: One hundred forty-two thousand four dollars (\$142,004). The district, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date.

B. Inclusive of All Services Provided to the District: In the event that the Administrator is elected to any other office or offices of the Board of Education or in connection with the District, the Administrator shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 8, 2025, and each subsequent installment shall be paid on or before the eighth (8th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

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

A. Sick Leave Benefit.

i) Amount and Use. The Administrator shall be allowed twelve (12) working days of sick leave for the term of the contract, exclusive of Saturdays, Sundays, and legal holidays.

ii) Sick Leave Accumulation. The Administrator may carry over unused sick leave days from one contract year to the next succeeding contract year or years and may accumulate subject to a maximum number of sixty (60) days of sick leave; provide however, that once the Administrator accumulates sixty (60) days, no further sick leave days will be granted for the ensuing school year or years until the accumulated number of days is less than sixty (60) days, and then only to the extent necessary to restore the total number of available sick leave days to sixty (60) days. Use of sick leave days is specifically conditioned on the Administrator serving under a contract of employment then in effect. There shall be no payment to the Administrator for any remaining accumulated sick leave upon termination of employment.

4. Log. The Administrator shall maintain a monthly sick leave log. The sick leave log will be available for the Superintendent and Board to review as requested.

A. Vacation Leave. The Administrator will be allowed four (4) vacation days.

B. Bereavement Leave. The Administrator will be allowed three (3) bereavement days.

C. Health, Dental, and LTD Insurance: The Administrator shall be provided the same group family health insurance, family dental insurance, and long-term disability insurance as is provided to District 145 – Waverly Teachers (Waverly Education Association).

D. Life Insurance: The Administrator shall be provided basic term life insurance with a death benefit of \$50,000

E. Section 125 Plan: The Administrator shall be permitted to participate in the District's Section 125 Plan.

- F. Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties and as approved by the superintendent. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. The Board may pay dues for professional organizations suitable for the Administrator's position.
- G. Transportation Expenses. The district provides a fleet of vehicles for District duties and should be utilized if available. In the event the Administrator is unable to secure District transportation, the reasonable and necessary expenses of transportation required in the performance of the Administrator's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of the District, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with the District.
5. **Duties.**
- A. Specification of Duties. The Administrator shall perform the duties of the principal as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Administrator by an amendment to this Contract. The Administrator shall be subject to such other duties as the Board may assign from time to time. The Administrator shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. The duties shall include the minimal expectation that the Administrator does not engage in conduct which would be a violation of Nebraska Department of Education Rule 27 (92 NAC 27), as such rule may be revised from time to time, regardless of whether the Administrator is otherwise subject to such rule.
- B. Use of Time. The Administrator shall faithfully perform the duties of the Administrator in and for the district as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. The Administrator agrees to devote the Administrator's full time, skill, labor, and attention to the performance of the duties of the Administrator throughout the term of this Contract. However, the Administrator, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with Administrator's duties and obligations to the Board.
- C. Performance of Duties. In performing the assigned duties, the Administrator shall be governed by the policies, regulations, and directions of the Board of Education. The Administrator shall in all respects diligently and faithfully perform the assigned duties to the best of the Administrator's Professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Administrator's position.
6. **Contract Cancellation/Termination**. This contract may be cancelled or terminated by the Board subject to applicable law in the event the Administrator violates any of the provisions of this Contract or performs any act or omission or does anything which is materially harmful to the District, or which substantially inhibits the Administrator's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as an Administrator in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. In the event the Administrator is assigned to a position which does not legally require that the Administrator hold an administrative or teaching certificate or is contracted for less than a one-half full time equivalency basis this Contract shall be on an at-will basis, terminable without cause, and not subject to continuation or renewal. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful cancellation or termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Administrator, shall be set off from sums due to the Administrator and, if the sums owing to the district are in excess of the sums due the Administrator, the amount owing shall be immediately refunded by the Administrator.

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

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

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

8. **Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.
9. **Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Administrator and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President of the Board of Education of the District on or before April 15, 2025 by 4pm shall constitute a rejection by the Administrator of the offer of employment.

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

EXECUTED BY THE BOARD this _____ day of _____, 2024.

Board of Education of Lancaster County School
District 55-0145, a/k/a Waverly School District 145

President, Board of Education

EXECUTED BY THE ADMINISTRATOR this _____ day of _____, 2024.

Administrator

School District 145 - Waverly
Classified Staff Salary Schedule
2025-2026

Job Classification	Start	End	From	To	Steps	
	Step	Step				
Office Assistants					1	\$14.50
School Administrative Assistant (9, 10, 11 - month)	8	32	\$17.24	\$31.18	2	\$14.86
Administrative Assistant (12-month)	12	35	\$19.03	\$33.57	3	\$15.23
Courier	1	10	\$14.50	\$18.11	4	\$15.61
					5	\$16.01
Nutrition Services					6	\$16.41
Head Cook - Secondary	8	22	\$17.24	\$24.35	7	\$16.82
Head Cook - Elementary	7	21	\$16.82	\$23.76	8	\$17.24
Assistant Head Cook	6	20	\$16.41	\$23.18	9	\$17.67
Food Service Worker	3	17	\$15.23	\$21.53	10	\$18.11
					11	\$18.56
Special Education					12	\$19.03
Paraprofessional - Level I	1	12	\$14.50	\$19.03	13	\$19.50
Paraprofessional - Level II	4	15	\$15.61	\$20.49	14	\$19.99
Paraprofessional - Level III	7	17	\$16.82	\$21.53	15	\$20.49
Paraprofessional - Level III + Extensive				\$1.00	16	\$21.00
SPED Student Support (Certified Teacher)	18	23	\$22.06	\$24.96	17	\$21.53
					18	\$22.06
Health Services					19	\$22.62
School Nurse - RN	27	41	\$27.55	\$38.93	20	\$23.18
-Lead Nurse (1) extra nurse duties				\$1.50	21	\$23.76
Health Assistant	3	27	\$15.23	\$21.53	22	\$24.35
					23	\$24.96
Custodial					24	\$25.59
Custodian	12	21	\$19.03	\$23.76	25	\$26.23
					26	\$26.88
Building and Grounds					27	\$27.55
Maintenance and Grounds Worker	19	36	\$20.49	\$31.18	28	\$28.24
Seasonal / Temporary Maintenance and Grounds Worker	8	11	\$17.24	\$18.56	29	\$28.95
District 145 - Student Worker (Must be a student of District 145)	1	4	\$14.50	\$15.61	30	\$29.67
					31	\$30.41
Technology					32	\$31.18
District Technology Assistant	19	36	\$23.18	\$35.27	33	\$31.95
Seasonal / Temporary Technology Assistant	8	11	\$17.24	\$18.56	34	\$32.75
District 145 - Student Worker (Must be a student of District 145)	1	4	\$14.50	\$15.61	35	\$33.57
					36	\$34.41
Transportation					37	\$35.27
District Mechanic	27	41	\$27.55	\$38.93	38	\$36.15
CDL Bus Driver	20	32	\$23.18	\$31.18	39	\$37.06
Non-CDL Driver	12	23	\$19.03	\$24.96	40	\$37.98
Activity and Field Trips	16	16	\$21.00	\$21.00	41	\$38.93
Wait time (Non-drive time)	16	16	\$21.00	\$21.00		
Vehicle Washing				Per Hour		\$20.00
Sub rates					Rate	Step
Paraeducators	\$15.61	4				
School Administrative Assistant	\$17.24	8				
Food Services Worker	\$15.23	3				
Health Assistant	\$15.23	3				
RN/Nurse	\$27.55	27				
CDL Bus Sub	\$23.18	20				
Non CDL Bus Sub	\$19.03	12				

*New hires will receive up to 8 years of relevant experience

*Employees ending their full time employment with less than 10 years experience with the district and want to sub will be paid the designated sub rates.

*Employees with 10 or more years of experience within District 145 see board policy 4215 - Sub at leaving rate

*Seasonal and Temporary hires will not receive any years of relevant experience

School District 145 Waverly

2025-2026

Submitted by
Bess Scott, Ph.D.
Consultant

April 4, 2025

Pause, Please is pleased to submit this proposal to School District 145 Waverly for leadership support focusing on research-informed practices, to pilot a Leadership Model with an Aligned Leadership Evaluation process for Central Office leaders and the Activities and Athletic Director, and to build capacity to lead collaboration. The proposed support will aid in accomplishing the following goals:

1. Leaders will be able to identify, unpack, and evaluate current practices around effective leadership as articulated in the District 145 Leadership Model.
2. School-based leaders and central office leaders will be able to execute their responsibilities as identified in the leadership model and aligned evaluation process.
3. Leaders will know what collaboration is, understand the need to intentionally lead collaboration, and develop the skills to lead collaboration.

Services to be provided during the 2025-2026 school year

Bess Scott will

- meet with the superintendent individually as requested to continue to hone feedback and evaluation skills,
- facilitate professional learning about Collaboration,
- facilitate piloting of Central Office evaluation tools that align with updated job descriptions and principal evaluation
- coach school-based leaders individually, as requested,
- support other district leaders as requested.

Responsibilities of the parties to this agreement

School District 145 Waverly will provide the location and communication of these professional learning circumstances.

Bess Scott's responsibilities include:

- Designing and facilitating research-informed, interactive feedback meetings based on collaboration with the superintendent,
- Developing skills to provide specific, timely, descriptive, formative feedback,
- Developing inquiry skills in school-based and central office leaders to support continuous growth,
- Facilitating learning interactions designed to increase the knowledge, understanding, and skills to collaborate.
- Collaborating with Central Office leaders to finalize their leadership evaluation tool based on piloting feedback.

Materials

District 145 Central Office Leadership Model, Evaluation Process, and Rubrics housed in District 145 Google Drive.

Contract Cost

\$2000 per month (3 days) for 10 months for a total of \$20,000

CONSULTING AGREEMENT

THIS CONSULTING AGREEMENT (the "Agreement") dated April 4, 2025 BETWEEN:

School District 145 Waverly, 14511 Heywood, Box 426, Waverly, NE 68462
(the "Client")

- AND -

Bess Scott, Pause, Please!, 8900 Roca Road, Roca, NE 68430
(the "Consultant").

BACKGROUND:

- A. The Client is of the opinion that the Consultant has the necessary qualifications, experience and abilities to provide consulting services to the Client.

- B. The Consultant is agreeable to providing such consulting services to the Client on the terms and conditions set out in this Agreement.

IN CONSIDERATION OF the matters described above and of the mutual benefits and obligations set forth in this Agreement, the receipt and sufficiency of which consideration is hereby acknowledged, the Client and the Consultant (individually the "Party" and collectively the "Parties" to this Agreement) agree as follows:

Services Provided

1. The Client hereby agrees to engage the Consultant to provide the Client with the following consulting services (the "Services"):
 - meet with the superintendent individually as requested to continue to hone feedback and evaluation skills,
 - facilitate professional learning about Collaboration,
 - facilitate piloting of Central Office evaluation tools that align with updated job descriptions and principal evaluation
 - coach school-based leaders individually, as requested,
 - support other district leaders as requested.

2. The Services will also include any other consulting tasks which the Parties may agree on. The Consultant hereby agrees to provide such Services to the Client.

Term of Agreement.

3. The term of this Agreement (the "Term") begins on **August 1, 2025**, and will remain in full force and effect until **June 30, 2026**, subject to earlier termination as provided in this Agreement. The Term of this Agreement may be extended with the written consent of the Parties.

4. In the event that either Party wishes to terminate this Agreement, that Party will provide 30 days' written notice to the other Party. Should there be a 'for cause' situation, termination of contract can be immediate.

Compensation

5. The Consultant will charge the Client a flat fee of **\$2000 for all work provided in one month** for the Services (the "Compensation"). Any additional work not listed in this agreement will be billed at the rate of \$1500 per day or \$250 per hour.

6. The Client will be invoiced when the Services are complete.

7. Invoices submitted by the Consultant to the Client are due within 30 days of receipt.
8. In the event that this Agreement is terminated by the Client prior to completion of the Services but where the Services have been partially performed, the Consultant will be entitled to pro rata payment of the Compensation to the date of termination provided that there has been no breach of contract on the part of the Consultant.

Confidentiality

9. Confidential information (the "Confidential Information") refers to any data or information relating to the business of the Client which would reasonably be considered to be proprietary to the Client including, but not limited to, accounting records, business processes, and client records and that is not generally known in the industry of the Client and where the release of that Confidential Information could reasonably be expected to cause harm to the Client.
10. The Consultant agrees that she will not disclose, divulge, reveal, report or use, for any purpose, any Confidential Information which the Consultant has obtained, except as authorized by the Client or as required by law. The obligations of confidentiality will apply during the term of this Agreement and will end on the termination of this Agreement except in the case of any Confidential Information which is a trade secret in which case those obligations will last indefinitely.
11. All written and oral information and material disclosed or provided by the Client to the Consultant under this Agreement is Confidential Information regardless of whether it was provided before or after the date of this Agreement or how it was provided to the Consultant.

Ownership of Intellectual Property

All intellectual property and related material that is **developed or produced under this Agreement**, is a "work made for hire" and will be the property of the Client. The use of the Intellectual Property by the Client will be **restricted to School District 145 Waverly professional learning participants**.

Return of Property

12. Upon the expiry or termination of this Agreement, the Consultant will return to the Client any property, documentation, records, or Confidential Information which is the property of the Client.
13. Upon the expiry or termination of this Agreement, the Client will return to the Consultant any property, documentation, records, or Confidential Information which is the property of the Consultant.

Capacity/Independent Contractor

14. In providing the Services under this Agreement it is expressly agreed that the Consultant is acting as an independent contractor and not as an employee. The Consultant and the Client acknowledge that this Agreement does not create a partnership or joint venture between them, and is exclusively a contract for service. The Client is not required to pay, or make any contributions to, any social security, local, state or federal tax, unemployment compensation, workers' compensation, insurance premium, profit-sharing, pension or any other employee benefit for the Consultant during the Term. The Consultant is responsible for paying, and complying with reporting requirements for, all local, state and federal taxes related to payments made to the Consultant under this Agreement.

Notice

15. All notices, requests, demands or other communications required or permitted by the terms of this Agreement will be given in writing and delivered to the Parties at the following addresses:

- a. **School District 145 Waverly**, 14511 Heywood, Box 426, Waverly, NE 68462
- b. Bess Scott, **Pause, Please!**, 8900 Roca Road, Roca, NE 68430

or to such other address as either Party may from time to time notify the other, and will be deemed to be properly delivered (a) immediately upon being served personally, (b) two days after being deposited with the postal service if served by registered mail, or (c) the following day after being deposited with an overnight courier.

Indemnification

16. Except to the extent paid in settlement from any applicable insurance policies, and to the extent permitted by applicable law, each Party agrees to indemnify and hold harmless the other Party, and its respective directors, shareholders, affiliates, officers, agents, employees, and permitted successors and assigns against any and all claims, losses, damages, liabilities, penalties, punitive damages, expenses, reasonable legal fees and costs of any kind or amount whatsoever, which result from or arise out of any act or omission of the indemnifying party, its respective directors, shareholders, affiliates, officers, agents, employees, and permitted successors and assigns that occurs in connection with this Agreement. This indemnification will survive the termination of this Agreement.

Modification of Agreement

17. Any amendment or modification of this Agreement or additional obligation assumed by either Party in connection with this Agreement will only be binding if evidenced in writing signed by each Party.

Assignment

18. The Consultant will not voluntarily, or by operation of law, assign or otherwise transfer its obligations under this Agreement without the prior written consent of the Client.

Entire Agreement

19. It is agreed that there is no representation, warranty, collateral agreement or condition affecting this Agreement except as expressly provided in this Agreement.

Governing Law

20. This Agreement will be governed by and construed in accordance with the laws of the State of Nebraska.

Severability

21. In the event that any of the provisions of this Agreement are held to be invalid or unenforceable in whole or in part, all other provisions will nevertheless continue to be valid and enforceable with the invalid or unenforceable parts severed from the remainder of this Agreement.

IN WITNESS WHEREOF the Parties have duly affixed their signatures under hand and seal on this _____ (date).

School District 145 Waverly

Per: _____

Pause, Please!

Reflect, Learn, Grow, Serve

Per:

Bess Scott

2025-2026 Option Enrollment Capacity			
Eagle Elementary			
Program	Program Capacity	Projected Enrollment	Number of Option Students
Kindergarten	44	30	5
First Grade	44	33	5
Second Grade	44	34	5
Third Grade	66	48	5
Fourth Grade	44	30	5
Fifth Grade	66	49	5

Hamlow Elementary and Waverly Intermediate School			
Program	Program Capacity	Projected Enrollment	Number of Option Students
Kindergarten	110	99	5
First Grade	110	87	5
Second Grade	110	108	2
Third Grade	110	95	5
Fourth Grade	110	113	0
Fifth Grade	110	98	5

Waverly Middle School			
Program	Program Capacity	Projected Enrollment	Number of Option Students
Sixth Grade	155	170	0
Seventh Grade	155	167	0
Eighth Grade	155	177	0

Waverly High School			
Program	Program Capacity	Projected Enrollment	Number of Option Students
Ninth Grade	155	180	0
Tenth Grade	155	152	3
Eleventh Grade	155	191	0
Twelfth Grade	155	172	0

Waverly School District 145 Option Enrollment Resolution

The Board of Education hereby sets forth the maximum number of option students for the current school year in any program, class, grade level or school building or in any special education programs operated by this school district, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. Any program, class, grade level, or school building which has “0” as the number of option students is hereby declared unavailable to option students due to lack of capacity.

PROGRAM	PROGRAM CAPACITY FOR 2025-2026
Kindergarten	10
First	10
Second	7
Third	10
Fourth	5
Fifth	10
Sixth	0
Seventh	0
Eighth	0
Ninth	0
Tenth	3
Eleventh	0
Twelfth	0

* Special education capacity will be determined on a case-by-case basis in accordance with state law and the available resources as determined by the District’s Director of Special Education or designee.

Option Enrollment Program

A. Application Process and Time Lines

For a student to attend School District 145-Waverly as an option student, the student's parent or legal guardian shall submit an application to the Board of Education between September 1 and March 15 for enrollment during the following school year. A new application must be submitted each year.

The application deadline may be waived by the Board of Education between March 16 and August 1, provided that the application contains a release approval from the resident district or, if the student is an option student attending a different district, the option district attended by the student and satisfies any other requirements of law.

The School District 145-Waverly Superintendent or designee shall inform applicants of their status, or if the student is an option student attending a different district, that option district, and provide the resident school district with the name of the applicant on or before April 1 or, in the case of an application submitted after March 15, within sixty days after submission.

A request for release of a resident student or option student currently attending District 145-Waverly, who submits an option application after March 15 will be granted, unless the administration is considering or has recommended expulsion of the student at the time the application is filled, and the administration determines it is appropriate to complete the expulsion process.

The Superintendent or designee is hereby authorized to execute such waivers as established and process option enrollment applications per policy on behalf of the School District #145 Board of Education.

B. Reasons for rejection of applications:

1. Capacity – An option enrollment application shall be rejected in the event that it would cause to exceed the maximum capacity set annually by the board of education at an official meeting. The capacity of all programs, classes, grade levels, and is based on available staff, facilities, projected enrollment, contractual arrangements and availability of appropriate special education programs. For any option application for a student that would receive or could be eligible to receive special education or related services, the Director of Special Education or designee shall conduct a case-by-case analysis to determine if the District has the capacity to provide the student with the appropriate service and accommodations.

2. Timeliness – An option enrollment application shall be rejected in the event the application is not filed on a timely basis in accordance to establish filing deadlines and the filing deadline has not been waived. All option students must be officially enrolled in classes/grades by August 1 of the school year for which they have applied. Failure to do so, will result in rejection of application.

3. Previous Option Enrollment – An option enrollment application shall be rejected in the event the student has previously filed an option enrollment application for enrollment in any school district and has had such application accepted, unless a statutory exception to the “one-time” rule is applicable to the student’s circumstance.

4. Other Reasons – An option enrollment application may be rejected in the event the Superintendent or designee determines that the application:

was not submitted on a form prescribed by the State Department of Education,

was not complete, or accurately filled in,

does not contain additional information which was requested,

is not required by law to be accepted.

The Director of Special Education shall review on a case-by-case basis all option applications for students that would receive or could be eligible to receive special education or related services. If the Director or designee determines that the District does not have the capacity to provide the student with the appropriate services and accommodations, then the Director or designee shall send a denial notice to the parent(s) or guardian(s) and include a description of services and accommodations that the District does not have the capacity to provide.

However, any acceptance or rejection of applications may NOT be legally made on the basis of previous academic achievement, athletic or extracurricular ability, disabilities, proficiency in the English language, previous disciplinary proceedings, and (without limitation) race, national origin, and gender.

C. Priority of Acceptance

Priority shall be accorded in the following order:

1. Applicants required by law to be accepted regardless of capacity.
2. Children of employees, or of newly hired certified employees of the district.
3. Applicants who were residing in District 145 when their residence was annexed into another district. These students must complete option enrollment applications for subsequent years, but are not subject to capacity limits*.
4. Applicants who have moved out of the district, but who were attending District 145 at the time of the move. Students may conclude the current school year as residents. These students must complete option enrollment applications for subsequent years, but are not subject to capacity limits*.
5. Applicants who plan to move into District 145, and who provide evidence in the form of a rental agreement, purchase agreement, or building contract. Applicants must occupy a residence in the district within one year of the initial application, or lose priority status.
6. Earliest filing date. Filing dates are determined by the Superintendent or the Superintendent’s designee. In the event applications within a group are received at the

same or substantially the same time, priority as between such same-date applications shall be determined on the basis of random drawing.

D. Applications Subsequent to Relocations or Mergers

An option enrollment application does not require a release and shall be accepted or rejected within forty-five days after filing in the following circumstances:

1. The student relocated to a different resident school district after February 1, or
2. The student's option school district merged with another district effective after February 1, and the application is for attendance during the immediately following and subsequent school years.

E. Status of Option Student

A student who is admitted under the enrollment option program shall be treated as a resident student, and in such regard shall be required to provide such enrollment information and documentation as is required for enrollment of other students (e.g., evidence of birth date, physical examination, and immunization), shall be required to enroll on a full-time basis, and shall be required to adhere to conduct, rules and regulations. The building assignment for an option student, as well as classroom and grade level assignments, shall be determined by the administration.

The parent or legal guardian of the option student shall be responsible for required transportation. An option student may be transported, free of charge, provided the student meets the assigned bus at a pick-up location at a regular pick-up stop within the assigned route and the bus is not at capacity as determined by the administration. Option students who qualify for free lunches are eligible for either free transportation or reimbursement of transportation costs from the school district as provided by state statute. For option students receiving special education services, the transportation services required in the student's Individualized Education Plan shall be provided by the resident school district.

Policy Revised: 8/6/18

Policy Revised: 9/06/2021

Policy Reviewed: 12/05/2022

Policy Revised: 08/07/2023

Policy Revised: 08/05/2024

SCHOOL DISTRICT 145
WAVERLY, NEBRASKA

Instruction

Multicultural Education

District 145-Waverly incorporates multicultural education in all curriculum areas at all grades. Multicultural education includes, but is not limited to, studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and sensitivity toward all races.

Statement of Philosophy and Mission

The philosophy of the multicultural education program is that students will have improved ability to function as productive members of society when provided with: (a) an understanding of diverse cultures and races, the manner in which the existence of diverse cultures and races have affected the history of our Nation and the world, and of the contributions made by diverse cultures and races and (b) with the ability and skills to be sensitive toward and to study, work and live successively with persons of diverse cultures and races.

The mission of the multicultural education program is to prepare students to: (a) value and respect their own culture and race and cultures and races other than their own and (b) eliminate stereotypes and different treatment of others based on culture and race. The mission shall also include preparing students to eliminate stereotypes and discrimination or harassment of others based on ethnicity, religion, gender, socioeconomic status, age, or disability.

Implementation of Multicultural Education

The philosophy and mission of the multicultural education program is to be implemented as follows:

1. Multicultural education shall be included in goals established for educational programs.
2. Multicultural education shall be included in the district curriculum guides, frameworks, or standards.
3. The process for selecting appropriate instructional materials shall include assuring that the instructional materials at all grade levels include studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and sensitivity toward all races.
4. Staff development shall be provided on the District's multicultural education policy. The staff development shall include professional development for administrators, teachers, and support staff which is congruent with the District and program goals.
5. Periodic assessment of the multicultural education program shall be conducted by the Superintendent. Teachers and other staff upon request shall have the responsibility to provide the administration with reports on: (a) the instructional

materials used and programs or methods implemented with their students which are supportive of the multicultural education program philosophy and mission, (b) programs or materials to be implemented in the future or which teachers or other staff feel should be implemented to further advance such philosophy and mission, and (c) with their professional assessment on the successes of or deficiencies in achieving the multicultural education program philosophy and mission. The Superintendent shall provide an annual status report on the assessment to the Board of Education.

Legal Reference: Neb. Rev. Stat. Sections 79-719 to 79-723 SCHOOL DISTRICT 145
Nebraska State Board of Education Rule 10 WAVERLY, NEBRASKA

Date of Adoption: [Insert Date]

Multicultural Education

The mission of the multicultural education program is to incorporate multicultural education into course and grade level curriculum. As part of the materials selection process, the district curriculum committees are to select instructional materials that eliminate cultural bias and support multicultural education. Appropriate staff development in multicultural education is provided to district staff.

The administration shall provide, upon request, an annual status report to the board of education for the purpose of assessing the multicultural educational program.

Policy Adopted: 05/05/80
Policy Revised: 06/02/03
Policy Revised: 05/07/18

SCHOOL DISTRICT 145
WAVERLY, NEBRASKA

