

AGENDA

School District #145 - Waverly Public Schools

1. OPENING OF THE MEETING

1.1. Call to Order

1.2. Open Meetings Act

1.3. Publication of Meeting

1.4. Roll Call

1.5. Pledge of Allegiance

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. Recognition of Visitors/Open Forum

4. ACTION ITEMS

4.1. Discuss, consider, and take all necessary action to adopt a resolution calling a bond election to be held on May 12, 2026, to authorize general obligation bonds for additions, renovations, repairs, and improvements on existing school property for the District's high school, middle school, intermediate school, and elementary schools facilities in a stated principal amount not to exceed \$64,000,000, which resolution is included with the agenda materials.

Motion to approve the resolution included with the agenda calling a bond election to be held on May 12, 2026. Passed with a motion by Board Member #1 and a second by Board Member #2.

4.2. Band Uniforms Claim

Approve 50% deposit to Stanbury in the amount of \$89,654.37 and remaining 50% of \$89,654.38 to utilize when the order is completed. Passed with a motion by Board Member #1 and a second by Board Member #2.

4.3. Waverly Education Association Negotiated Agreement

Approve the School District 145-Waverly/Waverly Education Association Agreement for the 2026-2027 school year (one year agreement) Passed with a motion by Board Member #1 and a second by Board Member #2.

4.4. Approve Alice Miller Business Service Agreement

Approve Business Service Agreement for Alice Miller (H.S. Piano Accompanist). Passed with a motion by Board Member #1 and a second by Board Member #2.

5. Upcoming Board Activities

5.1. Committee Meetings

5.2. Board Meetings

5.3. Board Training/Development

6. Adjournment

Meeting Notice

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

The School District 145-Waverly Board of Education will convene in a special session at 6:00 p.m. on Monday, February 16th, 2026 in the Central Office Board Room, 14511 Heywood Street, Waverly, 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.

The purpose of this meeting is to discuss a potential bond issue in the district.

Posted this 12th day of February, 2026.



Cory Worrell
Superintendent

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

SAMPLE BALLOT

\$64,000,000

SCHOOL BOND ELECTION

**LANCASTER COUNTY SCHOOL DISTRICT 0145
(WAVERLY SCHOOL DISTRICT 145)
IN THE STATE OF NEBRASKA**

Tuesday, May 12, 2026

“Shall Lancaster County School District 0145 (Waverly School District 145) in the State of Nebraska (the "District") issue general obligation bonds of the District in an aggregate stated principal amount not to exceed Sixty-four Million Dollars (\$64,000,000), for the purpose of providing funds to pay the costs of constructing additions, renovations, repairs, and improvements on existing school property for the District’s high school, middle school, intermediate school, and elementary schools facilities, and providing necessary equipment, furnishings and apparatus for the same, which may include, without limitation, all or a portion of the following:

- Safety and security improvements and enhancements at building school buildings and entrances;
- ~~Classroom renovations to provide accessibility;~~
- Building addition and enhanced facilities designed for career and technical education (CTE) uses; an ag/greenhouse building; and improvements to health science classrooms; students with disabilities;
- Heating, ventilation, and cooling, and maintenance improvements at the high school and other district school facilities;
- Building renovations and improvements to health science classrooms; career and technical education (CTE) spaces; construction and welding labs; and agricultural lab; and
- Constructing additions, renovations, repairs, and improvements to and for existing school buildings;

with such bonds to be issued from time to time, to bear interest at such rate or rates, to be sold at such prices and to become due at such time or times as may be fixed by, or determined at the direction of, the Board of Education; and

“Shall the District cause to be levied and collected annually a special levy of taxes against all the taxable property in the District sufficient in rate and amount to pay the principal of and interest on such bonds as the same become due?”

- FOR such Bonds and tax
- AGAINST such Bonds and tax

Electors voting in favor of the proposition shall blacken the oval opposite the words “FOR such Bonds and tax” following the proposition.

Electors voting against such proposition shall blacken the oval opposite the words “AGAINST such Bonds and tax” following the proposition.

A RESOLUTION CALLING AN ELECTION IN LANCASTER COUNTY SCHOOL DISTRICT 0145 (WAVERLY SCHOOL DISTRICT 145) IN THE STATE OF NEBRASKA; AND RELATED MATTERS

BE IT RESOLVED BY THE BOARD OF EDUCATION OF LANCASTER COUNTY SCHOOL DISTRICT 0145 (WAVERLY SCHOOL DISTRICT 145) IN THE STATE OF NEBRASKA:

Section 1. The Board of Education (the “**Board**”) of Lancaster County School District 0145 (Waverly School District 145) in the State of Nebraska (the “**District**”) hereby finds and determines as follows:

(a) The District is duly organized as a school district under Sections 79-102 and 79-407, Reissue Revised Statutes of Nebraska, as amended, maintaining both elementary and high school grades under the direction of a single board of education.

(b) It is necessary that funds be provided for the purpose of paying the costs of constructing additions, renovations, repairs, and improvements on existing school property for the District’s high school, middle school, intermediate school, and elementary schools facilities, and providing necessary equipment, furnishings and apparatus for the same, which may include, without limitation, all or a portion of the following (collectively, the “**Project**”):

- Safety and security improvements and enhancements at school buildings and entrances;
- Classroom renovations and enhanced facilities designed for students with disabilities;
- Heating, ventilation, cooling, and maintenance improvements at the high school and other district school facilities;
- Building renovations and improvements to health science classrooms; career and technical education (CTE) spaces; construction and welding labs; and agricultural lab; and
- Constructing additions, renovations, repairs, and improvements to and for existing school buildings.

(c) To pay the costs of the Project, it will be necessary for the District to issue general obligation bonds of the District in an aggregate stated principal amount not to exceed Sixty-Four Million Dollars (\$64,000,000).

(d) A proposition for the issuance of bonds for such purposes has not been submitted to the electors of the District within six months preceding the date of the election called by this Resolution.

Section 2. An election (the “**Election**”) is hereby called and shall be held in conjunction with the Statewide Primary election in the District on May 12, 2026, (the “**Election Date**”) at which election there shall be submitted to the qualified electors of the District the following proposition:

“Shall Lancaster County School District 0145 (Waverly School District 145) in the State of Nebraska (the "District") issue general obligation bonds of the District in an aggregate stated principal amount not to exceed Sixty-four Million Dollars (\$64,000,000), for the purpose of providing funds to pay the costs of constructing additions, renovations, repairs, and improvements on existing school property for the District’s high school, middle school, intermediate school, and elementary schools facilities, and providing necessary equipment, furnishings and apparatus for the same, which may include, without limitation, all or a portion of the following:

- Safety and security improvements and enhancements at school buildings and entrances;
- Classroom renovations and enhanced facilities designed for students with disabilities;
- Heating, ventilation, cooling, and maintenance improvements at the high school and other district school facilities;
- Building renovations and improvements to health science classrooms; career and technical education (CTE) spaces; construction and welding labs; and agricultural lab; and
- Constructing additions, renovations, repairs, and improvements to and for existing school buildings;

with such bonds to be issued from time to time, to bear interest at such rate or rates, to be sold at such prices and to become due at such time or times as may be fixed by, or determined at the direction of, the Board of Education; and

“Shall the District cause to be levied and collected annually a special levy of taxes against all the taxable property in the District sufficient in rate and amount to pay the principal of and interest on such bonds as the same become due?”

The ballots to be voted on and cast at such election shall have printed thereon the foregoing proposition with the words “FOR such Bonds and tax” and “AGAINST such Bonds and tax” following the proposition.

Qualified electors voting in favor of the proposition shall blacken the oval opposite the words “FOR such Bonds and tax” following such proposition, and qualified electors voting against such proposition shall blacken the oval opposite the words “AGAINST such Bonds and tax” following such proposition.

Section 3. Notice of the Election shall be given by the District to the qualified electors of the District for at least 20 days prior to the Election and a copy of the sample ballot shall be published one time not more than ten days nor less than three days prior to the Election, or as otherwise provided by law. Such notice and sample ballot shall be published in a newspaper of general circulation in the District, and the Superintendent of the District is directed to cause such notice and sample ballot to be published.

Section 4. The Secretary is hereby authorized and directed to certify a copy of this Resolution to the Election Commissioner of Lancaster County, Nebraska, (the “**Election Commissioner**”) on or before March 1, 2026, who shall conduct the Election as provided by law. The District hereby agrees to reimburse the Election Commissioner for the expenses of conducting the Election.

Section 5. The form of ballot and form of notice for the Election shall be in substantially the form attached to this Resolution as **Attachment I**, with such other additions and changes determined appropriate by the Election Commissioner. The Secretary of the Board is hereby authorized and directed, in coordination with the Election Commissioner conducting the Election, to arrange for the printing of the necessary ballots for the Election and to do all other things and to take all other appropriate or necessary action in order to cause such proposition to be submitted to the qualified electors of the District on the Election Date as above provided.

Section 6. Anything to the contrary herein notwithstanding, the Superintendent of the District and the President and Secretary of the Board are hereby authorized and directed to (a) cause the form of ballot and form of notice approved herein and attached hereto as **Attachment I** to be published in accordance with applicable laws, with such changes therein as such officials, in consultation with counsel to the District and bond counsel, deem necessary to conform to such laws; and (b) take all further actions necessary to comply with all publication and filing deadlines and other election procedures and requirements as may be necessary or proper to submit the proposition described in **Section 2** hereof to the qualified electors of the District on the Election Date.

[The remainder of this page intentionally left blank.]

Section 7. This Resolution shall take effect and be in force from and after its passage as provided by law.

PASSED: February ____, 2026.

**LANCASTER COUNTY SCHOOL DISTRICT
0145 (WAVERLY SCHOOL DISTRICT 145) IN
THE STATE OF NEBRASKA**

ATTEST:

By: _____
President

By: _____
Secretary

SAMPLE BALLOT

**\$64,000,000
SCHOOL BOND ELECTION**

**LANCASTER COUNTY SCHOOL DISTRICT 0145
(WAVERLY SCHOOL DISTRICT 145)
IN THE STATE OF NEBRASKA**

Tuesday, May 12, 2026

“Shall Lancaster County School District 0145 (Waverly School District 145) in the State of Nebraska (the "District") issue general obligation bonds of the District in an aggregate stated principal amount not to exceed Sixty-four Million Dollars (\$64,000,000), for the purpose of providing funds to pay the costs of constructing additions, renovations, repairs, and improvements on existing school property for the District’s high school, middle school, intermediate school, and elementary schools facilities, and providing necessary equipment, furnishings and apparatus for the same, which may include, without limitation, all or a portion of the following:

- Safety and security improvements and enhancements at school buildings and entrances;
- Classroom renovations and enhanced facilities designed for students with disabilities;
- Heating, ventilation, cooling, and maintenance improvements at the high school and other district school facilities;
- Building renovations and improvements to health science classrooms; career and technical education (CTE) spaces; construction and welding labs; and agricultural lab; and
- Constructing additions, renovations, repairs, and improvements to and for existing school buildings;

with such bonds to be issued from time to time, to bear interest at such rate or rates, to be sold at such prices and to become due at such time or times as may be fixed by, or determined at the direction of, the Board of Education; and

“Shall the District cause to be levied and collected annually a special levy of taxes against all the taxable property in the District sufficient in rate and amount to pay the principal of and interest on such bonds as the same become due?”

FOR such Bonds and tax

AGAINST such Bonds and tax

Electors voting in favor of the proposition shall blacken the oval opposite the words “FOR such Bonds and tax” following the proposition.

Electors voting against such proposition shall blacken the oval opposite the words “AGAINST such Bonds and tax” following the proposition.

NOTICE OF SCHOOL BOND ELECTION

**\$64,000,000
LANCASTER COUNTY SCHOOL DISTRICT 0145
(WAVERLY SCHOOL DISTRICT 145)
IN THE STATE OF NEBRASKA**

Tuesday, May 12, 2026

PUBLIC NOTICE is hereby given to the qualified electors of Lancaster County School District 0145 (Waverly School District 145) in the State of Nebraska (the “**District**”) that an election to be held in conjunction with the Statewide Primary election has been called and will be held in the District on Tuesday, May 12, 2026, at which time there shall be submitted to the qualified electors of the District the following proposition:

“Shall Lancaster County School District 0145 (Waverly School District 145) in the State of Nebraska (the "District") issue general obligation bonds of the District in an aggregate stated principal amount not to exceed Sixty-four Million Dollars (\$64,000,000), for the purpose of providing funds to pay the costs of constructing additions, renovations, repairs, and improvements on existing school property for the District’s high school, middle school, intermediate school, and elementary schools facilities, and providing necessary equipment, furnishings and apparatus for the same, which may include, without limitation, all or a portion of the following:

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- Building renovations and improvements to health science classrooms; career and technical education (CTE) spaces; construction and welding labs; and agricultural lab; and
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with such bonds to be issued from time to time, to bear interest at such rate or rates, to be sold at such prices and to become due at such time or times as may be fixed by, or determined at the direction of, the Board of Education; and

“Shall the District cause to be levied and collected annually a special levy of taxes against all the taxable property in the District sufficient in rate and amount to pay the principal of and interest on such bonds as the same become due?”



FOR such Bonds and tax



AGAINST such Bonds and tax

Electors voting in favor of the proposition shall blacken the oval opposite the words “FOR such Bonds and tax” following the proposition.

Electors voting against such proposition shall blacken the oval opposite the words “AGAINST such Bonds and tax” following the proposition.

The polls will be open continuously from 8:00 a.m. to 8:00 p.m. on such date. The voting places for qualified electors of the District will be the same as the voting places designated for the Statewide Primary Election. The polling places are accessible to individuals with physical mobility limitations.

Ballots for early voting may be obtained from the Election Commissioner’s office of the County in which the voter lives.

BY ORDER OF THE BOARD OF EDUCATION
OF LANCASTER COUNTY SCHOOL DISTRICT
0145 (WAVERLY SCHOOL DISTRICT 145) IN
THE STATE OF NEBRASKA

STANBURY UNIFORMS, INC.

P.O. Box 100 - Stanbury Industrial Drive
 Brookfield, Missouri 64628
 Phone (800) 258-2248
 Fax (800) 258-5781
 info@stanbury.com

Our Order No. _____

Estimated Ship Date 180 Days

After Receipt of All Details

Customer Order No. _____

Sales Manager - Ron Hardin

Shipping Charges to be Paid By:
 Stanbury
 Buyer

Invoice No. _____

Deposit \$ 89,654.39

Order Date 11/5/25

Sold To: Waverly High School
 Brady Rholls

Ship To: 13401 Amberly Road
 Waverly, NE 68482

This order is made in good faith with the understanding that same will become a contract for the sale of goods described at the prices and terms shown, upon the Acceptance by Stanbury Uniforms, Inc. and subject to the conditions of sale appearing below hereof which are incorporated in and made part of such agreement.

QUANTITY	DESCRIPTION	UNIT PRICE	EXTENDED PRICE
225	SHAKO	73.25	16,481.25
225	SHAKO WRAP	88.60	12,510.00
225	PLUME	58.25	13,106.25
225	COAT	307.15	69,108.75
225	JUMPSUIT	124.96	28,113.75
225	SIDE GAPE	56.50	12,712.50
225	GAUNTLETS	73.50	16,537.50
225	SHAKO BOX - Bayly	18.65	4,196.25
225	GARMENT Bag - 600 denier w/ custom imprint	25.90	5,827.50
6	DRUM MAJOR PLUME	58.95	294.75
6	DRUM MAJOR GAUNTLET	84.05	420.25
1	PARADE BANNER - Complimentary	0.00	
ACTUAL SHIPPING & HANDLING CHARGES TO BE INVOICED			\$179,308.75

We, the undersigned, have read and fully understand the contract and all of its terms and conditions stated therein, and fully agree to accept all of them.

ORGANIZATION

Waverly District 145

Core Worrell - Superintendent

402 786 2321

NAME (typed or printed please)

POSITION (must be authorized purchasing agent or administrator NOT band director)

TELEPHONE NUMBER

SIGNATURE



BOOSTERS: PRESIDENT _____

DAYTIME TELEPHONE _____

TREASURER _____

DAYTIME TELEPHONE _____

TERMS

- Term A:** OPEN ACCOUNT - NET 30 DAYS. If bona fide Board of Education (School Board of Directors) purchase order is issued or if this contract is signed by Superintendent, Principal or Purchasing Agent, who is authorized to purchase on behalf of this Board of Education (School Board of Directors).
- Term B:** FIFTY PERCENT DEPOSIT WITH ORDER, balance C.O.D. This applies to all orders from organizations and individuals except those where term "A" applies.
- Term C:** PREPAYMENT - Cash discount is allowed, provided a check for the contract amount is mailed with the contract and purchase order. Freight charges, unless included in the price above, will be invoiced. This prepayment discount is not available for credit card payments.

A late charge of 1.5% per month will be assessed against all accounts not paid within 30 days from date of payment specified in the contract. This is equal to 18% per year or such lesser amount to the extent this exceeds that authorized by law.

CONDITIONS OF SALE

All uniforms, accessories, and/or other made-to-order garments shall be made in accordance with the specifications. This order is subject to approval and acceptance by Stanbury Uniforms, Inc., Brookfield, Missouri and cannot be canceled after it has been accepted by Stanbury Uniforms, Inc. The estimated ship date stated above (which shall be the estimated date for delivery to the specified transportation company at Brookfield) is subject to any delays by strikes, fire or other causes, failure of suppliers to make deliveries, and any other causes of delay over which Stanbury Uniforms, Inc., may have no control. All orders are shipped immediately after completion. All shipments are to be made F.O.B. SHIPPING POINT Brookfield, Missouri. At seller's option, accessories may be shipped direct to purchaser, F.O.B. supplier. Seller will not assume additional expense for airmail, air freight or special delivery shipments. All payments on this order are to be made direct to Stanbury Uniforms, Inc., at its offices in Brookfield, Missouri. The contract expressly made performable in Brookfield, Missouri. This contract may not be altered, varied or changed except in writing, and such change must be authorized by the president of Stanbury Uniforms, Inc. It is specifically understood that a statement of conditions of this sale are set out herein in writing, and that there are no oral agreements in the transaction. **NOTE: Estimated ship date is established upon receipt at factory of all the following information, signed, returned contract and/or purchase order, sample approval form signed and dated; sample uniforms, all measurements and/or stock sizes approval and reprinting approval in writing. These conditions of sale are considered to be binding upon a purchase order assigned contract. Notification for necessary alterations due to factory error must be made at our factory, within 21 days. Only by special agreement with our office should any alterations be made locally, to protect your warranty. **ATTENTION: Quoted prices do not include any taxes, including sales and use taxes, required to be collected by Stanbury Uniforms, Inc. They must be shown as separate line item above.

NEGOTIATED AGREEMENT

between

SCHOOL DISTRICT 145

and

WAVERLY EDUCATION ASSOCIATION

2026-2027

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Negotiated Agreement Between School District 145 and the Waverly Education Association

This agreement shall be effective as of the commencement of the 2026-27 school year and shall continue in force and effect until replaced by another successor agreement. The undersigned parties agreed further that all matters submitted for good faith negotiations have been satisfactorily resolved for the duration of said agreement.

The parties acknowledge, moreover, that this agreement is the result of the unlimited right and opportunity afforded each of the parties to make any and all demands and proposals with respect to the rates of pay, wages, and other conditions of employment, within the scope of mandatory bargaining items, as regards the unit of employees covered by this agreement.

Elementary teachers (K-5) will receive two additional planning days, one at the beginning of the first semester and one during the second semester.

School District 145

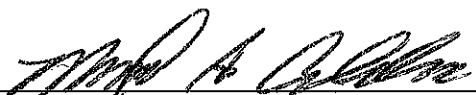
Chairperson, Negotiations Committee

President, Board of Education

Secretary, Board of Education

Date

Waverly Education Association



Chairperson, Negotiations Committee



President, WEA



Secretary, WEA



Date

ARTICLE I

RECOGNITION

The Board of Education representing School District 145 recognizes and agrees that the Waverly Education Association is the sole and exclusive negotiating agent for the District's non-supervisory certificated staff. Notwithstanding this recognition, the parties hereto understand and agree that any individual teacher, or groups of teachers, shall have the right at any time to present grievances to the District and to have such grievances adjusted without the intervention of the Association as long as the adjustment is not inconsistent with the terms of this agreement, and provided the Association has been given the opportunity to be present at such adjustment.

The District agrees that it will not sign any contract, make any written agreement or recognize any other teacher representative for the teachers covered by this Agreement during the term of this Agreement.

The Association agrees that it will not associate, merge, or incorporate itself with any other association representing teachers with reference to the teachers covered by this Agreement during the term of this Agreement.

ARTICLE II

MANAGEMENT RIGHTS

In recognizing the Association as the exclusive formal representative as hereinbefore provided, the Board of Education retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities imposed upon and vested in it by the laws and the Constitution of the State of Nebraska and of the United States.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices in the furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by such expressions of limitation relating to the unit as are contained in this Agreement and then only to the extent such expressed limitations are in conformance with the Constitution and the laws of the State of Nebraska and the Constitution and laws of the United States.

ARTICLE III

ASSOCIATION RIGHTS

Any authorized representative of the Association and its affiliates shall be free to visit the various places of employment of all of the teachers covered by this Agreement at reasonable hours and for reasonable periods of time of the purpose of carrying on their duties relating to the administration of this Agreement provided that:

1. They shall first notify the administrator or appropriate supervisor of such building who will provide a place for meetings with teachers;
2. There shall be no interference with the conduct of the operations in such buildings; and

3. No teacher shall be consulted when such teacher has direct classroom or other supervisory responsibilities.

Neither the Association, its members, nor its representatives shall visit such places of employment for the purpose of collecting Association dues or conducting Association business unrelated to the administration of this Agreement during working hours without the express consent and approval of the administrator.

ARTICLE IV

TEACHER RIGHTS

The Board and Association recognize the District's responsibility to comply with all applicable state and federal legislation and any rules or regulation promulgated pursuant thereto with regard to the employment of certificated employees, including applicable requirements with regard to certification, endorsement and similar qualifications, and recognize that the rights, duties and responsibilities of all parties involved shall be subject to such statutes, rules and regulations. The parties further recognize that the employment relationship of members of the Association is subject to all applicable state and federal rules and regulations promulgated pursuant thereto dealing with employment discrimination.

ARTICLE V

SALARY SCHEDULE PLACEMENT

The District shall recognize prior teaching experience in accredited elementary and secondary schools based upon a baccalaureate degree and certification.

Full experience and credit shall be given up to and including all years of experience. To qualify, such experience must have been within the preceding fifteen (15) years and the teacher must have been employed under contract for at least one-half (.5) full-time equivalent per day and at least one hundred and fifty (150) days during each of such years.

Part-time teachers will be paid on the basis of their placement on the salary schedule, in proportion to the actual fraction of the school day that they are on duty. Part-time teachers are to receive fringe benefits proportionate to their service, with respect to criteria mandated by law. In addition, part-time teachers are to receive paid planning periods proportionately equal to full-time teachers with similar teaching assignments.

Beginning with the current contract year, the teacher shall progress one experience step from his/her previous placement if such step exists on the schedule.

The teacher may progress to the appropriate column based upon verified completion of course work by October 1 in any of the following areas, with the exception that, effective with the 1989-90 contract year, hours for column movement beyond the Master's Degree must be taken after said degree is completed.

1. Graduate hours from a regionally accredited college/university beyond the Baccalaureate Degree that are in the teacher's assigned field;

2. Graduate hours from a regionally accredited college/university beyond the Master's Degree that are part of an approved program in the teacher's assigned field;
3. Graduate hours from a regionally accredited college/university beyond the baccalaureate or masters, as approved by the superintendent of schools, in Curriculum Development, Instructional Techniques, Special Education, Library/Media Science, Guidance & Counseling, Educational Psychology, School Administration, and Technology;
4. Distance learning and online courses meeting NDE requirements are acceptable for movement on the salary schedule.

With respect to the annual automatic incremental increase as set forth in the Salary Schedule, a teacher must teach at least thirty (30) days more than one semester to be entitled to the incremental increase for the following year; thirty (30) continuous days within one semester to be entitled to a one-half step advancement.

The Salary Schedule applicable during the term of this Agreement is attached hereto and made a part hereof as Attachment "A", (Salary Schedule) and Attachment "B", (Extra Duty Schedule).

Career increments shall be granted for twelve (12) years of service in School District 145. Starting with the 2024-25 school year, career increments will be based on the current year's salary. As shown on the salary schedule, the teacher will receive the applicable career increment after the teacher has been frozen for one (1) year at the last step in the column.

Career Increments				
BA + 36 / MA	MA + 9	MA + 18	MA + 27	MA + 36
1.50%	1.75%	2.00%	2.25%	2.50%
\$1,028	\$1,229	\$1,437	\$1,701	\$1,982

ARTICLE VI

INDIVIDUAL TEACHER CONTRACT

Individual contracts, Attachment "C", shall be consistent with the applicable statutes, rules, and regulations and the terms of this Agreement and shall be signed in duplicate by the teacher and Board Secretary with one copy retained by the teacher and the other kept on file in the superintendent's office.

The salaries shall be paid in twelve (12) equal installments with the pay date to fall on the 8th day of each month. Should the 8th fall on a weekend, holiday, or non-work day for teachers, the pay date shall be the last teacher's work day prior to the weekend, holiday, or non-work day for teachers. The pay date will be no earlier than the 5th day of the month. Computation of the teacher's daily wage shall be determined by dividing the teacher's scheduled salary by one hundred and eighty-six (186). The daily rate of teachers who are on extended contracts will be determined by the daily rate of 1/186th of the scheduled salary, it being understood that that portion of such teacher's contract which constitutes an "extended contract" will not be included in determining the daily rate.

In case of an extended absence or absences, the district shall continue to pay the individual monthly teacher daily pay rate for thirty (30) contract days after the teacher has exhausted his/her sick leave days, or fewer if the teacher is approved for long-term disability. Salary adjustments will be made accordingly after thirty days and communicated to the employee. Additional adjustments may be necessary after the Executive Council of the Waverly Education Association presents the Superintendent's Office a list of teachers who will receive days from the Sick Leave Bank. The individual teacher retains the responsibility to reimburse the District for any compensation received in excess of the appropriate amount.

EXTRA STANDARD TEACHING DURING PLAN PERIOD

The scheduling of work and teacher assignments shall be at the sole discretion of the Superintendent. Teachers will ordinarily be assigned one scheduled planning period during each regular school day. However, there may be times when the District requests a teacher to forego their planning period for an extended time to teach a dedicated class. In these situations, if the Superintendent or Superintendent's designee requests, and a teacher agrees, to regularly teach an identified class in lieu of their planning period for a semester or a majority of a semester, then the teacher shall be compensated in the amount of 6.5% of the base salary (Step 1, Column 1) of the then current school year. This paragraph shall not include temporary coverage of a class or intermittent coverages. Instead, and to avoid any confusion or disagreement, a teacher who agrees to teach during their plan period in exchange for additional pay must receive written confirmation in advance from the Superintendent. Teachers who have not received such written confirmation in advance will only receive additional compensation with the approval of the Superintendent.

ARTICLE VII

PERSONNEL FILES

The teacher shall have the right, upon request and at normal office hours, to review the contents of his/her personal files and to receive copies of any documents contained therein. Any other persons authorized by the Superintendent to examine the files must affix their signatures and the date to the copy or copies examined.

No material derogatory to a teacher's conduct, service, character, or personality shall be placed in his/her personnel file unless the teacher shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the content thereof. The teacher shall also have the right to submit a written answer to such material which shall be reviewed by the Superintendent or Designee and attached to the file copy.

Although the Board agrees to protect the confidentiality of personal references, academic credentials and other similar materials, it shall not establish any separate personnel file which is not available for the teacher's review.

ARTICLE VIII

INSURANCE PROGRAMS

The District shall provide a health and dental insurance plan for all teachers electing to be covered by such insurance.

A. Dental Insurance

Dental coverage shall be available, but the teacher shall pay the difference between single dental.

2026-27 Dental Insurance Premium Rates

	Employee	Employee/Child(ren)	Employee & Spouse	Family
Employer Cost	\$32.79	\$60.62	\$68.81	\$92.45
Employee Cost	\$0	\$27.83	\$36.02	\$59.66

B. Health Insurance

For teachers who are less than full-time, the School District shall pay the amount of health insurance premium that relates to their full-time equivalent; such teachers may elect to pay the balance of the premium.

The School District has selected Blue Cross Blue Shield as the insurer of the group health plan. Beginning on January 1, 2018, and for contract years thereafter, certified employees have three (3) Health Insurance enrollment options.

1. \$0 Deductible (Alternate Networks)
2. \$1,200 Deductible (Network Blue)
3. \$3,800 High Deductible (Network Blue)

2026-27 Health Insurance Premium Rates

\$0 Deductible Coverage

Alternate Network: Premier Select Blue Choice/Blueprint Health

Employer Cost				
Employee	Employee/Child(ren)	Employee & Spouse	Family	
\$866.01	\$1,602.08	\$1,818.56	\$2,441.86	

\$1,200 Deductible Coverage

Network Blue

Employer Cost				
Employee	Employee/Child(ren)	Employee & Spouse	Family	
\$866.01	\$1,602.08	\$1,818.56	\$2,441.86	

\$3,800 Deductible Coverage
Network Blue

	Employer Cost			
	Employee	Employee/Child(ren)	Employee & Spouse	Family
	\$743.27	\$1,375.09	\$1,560.91	\$2,095.88
* 100% Realized Premium Savings Deposit into Employee's HSA or FSA	\$122.74	\$226.99	\$257.65	\$345.98

* The District agrees to deposit into the employee's Health Savings Account (HSA) or Flexible Spending Account (FSA), for employees who elect the \$3,800 High Deductible HSA - Eligible Plan (Dual Choice Only), 100% of the realized premium savings.

In the event a teacher terminates employment with the district or was previously employed or will be employed by another Nebraska district utilizing the same health plan, the district may negotiate health plan start and/or termination dates and payment of premiums provided there is no lapse in coverage to the teacher.

C. Long Term Disability (LTD)

The Employer agrees to offer group long term disability insurance for bargaining unit employees at the employer's cost.

D. Life Insurance

The District will provide each teacher with a twenty five thousand (\$25,000), term-life insurance policy. For less than full-time teachers the District will pay a premium amount proportionate with the teacher's full-time equivalency, the balance of the premium to be paid by the teacher, else the teacher may decline the coverage.

ARTICLE IX

GRIEVANCE PROCEDURES

A. Purpose

The Purpose for which these grievance procedures are established:

1. To reduce the potential areas of conflict among teachers, administrators and the Board of Education;
2. To provide communication through recognized channels among administrators, teachers, the Association and the Board of Education; and
3. To develop improved morale and effectiveness of teachers.

B. Definition of Terms

1. Grievance shall mean a claim based upon an event or condition which affects the terms and conditions of employment of a teacher or a group of teachers and/or the interpretation, meaning, or application of any of the policies, rules, regulations, or professional negotiation contracts of the District.
2. Aggrieved person shall mean the teacher or teachers stating the grievance.
3. Party-in-Interest shall mean the aggrieved person, and any other person who might be required to take action, or against whom action might be taken, in order to resolve the claim.
4. Association shall mean the Waverly Education Association.

C. Procedures

The following procedure shall be used in the submission of grievances as defined in "B":

1. If a teacher or teachers believes that there is a grievance, the individual shall first discuss the matter with the building administrator in an effort to resolve the problem.
2. The aggrieved person may have a representative of the Association assist him/her in efforts to resolve the problem informally with the administrator
3. If an aggrieved person is not satisfied with the disposition of the problem, or if no decision has been rendered following five (5) school days after stating the grievance in the informal procedure, the person may submit the claim within seven (7) school days as a formal grievance, in writing, to the building Administrator.
4. The building administrator shall, within five (5) school days, render a decision and the reasons therefore in writing to the aggrieved person with a copy to the President of the Association and to the Superintendent of Schools.
5. A teacher, who is not directly responsible to a building administrator, shall submit the formal grievance claim to the administrator to whom that person is directly responsible.
6. If the aggrieved person is not satisfied with the disposition of the grievance, or if no decision has been rendered within five (5) school days after the presentation of the grievance in writing, the person may within seven (7) school days appeal the written grievance to the Superintendent of Schools.
7. The Superintendent of Schools shall act for the administration of this level of the grievance procedure. Within ten (10) school days after receipt of the written appeal for a hearing by the Superintendent, the Superintendent shall meet with the aggrieved person for the purpose of hearing the grievance. A record of such hearing shall be kept by the Superintendent and made available to the parties involved upon request. The Superintendent shall, within five (5) school days following the hearing, render a decision and the reasons therefore, in writing, to the aggrieved person, with a copy to the President of the Association.

8. If the aggrieved person is not satisfied with the disposition of the grievance by the Superintendent, or if no decision has been rendered within five (5) school days after submission to the Superintendent, the person may within seven (7) school days, appeal the grievance to the Board of Education.
9. Within thirty (30) school days after receiving the written appeal, the Board of Education shall meet with the aggrieved person for the purpose of hearing the matter. Within five school days following submission of the matter, the decision of the Board of Education shall be rendered in writing.

D. Rights of Teachers to Representation

Any party-in-interest may be represented at all stages of the grievance procedure by a representative of the Association. When a teacher is not represented by the Association, the Association shall have the right to be present to state its views at all stages of the grievance procedure.

E. General Provisions

1. If the written grievance is not filed within thirty (30) calendar days after the teacher knew, or should have known, of the act or condition on which the grievance is based, then the grievance shall be waived.
2. A grievance may be withdrawn at any level without prejudice.
3. No reprisals of any kind shall be taken by the District, by any member of the administration, or the Association, against any party-in-interest or any other participant in the grievance procedure by reason of such participation.
4. The forms appended thereto shall be used for the processing of any grievance and are noted as Attachment "E" and "F".

ARTICLE X

LEAVE PROVISIONS - SEVERANCE PAY

A. Funeral Leave

The District shall grant annually to each teacher the use of three (3) paid, funeral-leave days. An additional two (2) days, if necessary, may be taken from available sick leave. Teachers may exercise their own discretion in deciding what funeral(s) to attend but must submit the name of the deceased and the date and location of the services. Funeral-leave days may not be used in less than one-half day increments.

B. Sick Leave

At the beginning of the school year, staff will choose one of two plans.

Plan A

At the beginning of each contract year, each certified employee will receive eight (8) sick days regardless of how many sick days have been accumulated. At the end of the contract year, any unused sick leave or personal leave (8 sick + 4 personal = 12 days), may be reimbursed at the end of the year at \$100 per day at the employee's discretion. Accumulated sick leave at the end of the contract year will not exceed 60. A staff member who chooses this option cannot participate in the sick bank by donating nor requesting days. Reimbursement of unused sick leave or personal leave will be included in the July payroll check.

Plan B

The district shall reimburse the equivalent of daily substitute pay to teachers who do not use their four (4) personal days. The first unused personal day of leave shall be used to accumulate sick leave to the maximum sick leave allowed. A staff member who chooses this option is eligible to participate in the sick bank. Up to three (3) unused personal leave days shall be reimbursed with payment to be included in the July payroll check.

Each teacher shall be eligible for eight (8) days sick leave per year without loss of pay accumulative to sixty (60) days. The time granted under this leave may be used for personal illness or serious illness or death in the teacher's immediate family.

Accumulation of sick leave shall mean:

1. For staff who choose Plan A: At the beginning of each contract year, each certified employee will receive eight (8) sick days regardless of how many sick days have been accumulated. Accumulated sick leave at the end of the contract year will not exceed sixty (60).
2. For staff who choose Plan B: The addition of eight (8) sick days to prior accumulated days, not to exceed sixty (60) total days.
3. The definition to be used with reference to sick leave for family is spouse, child, parent, in-laws, or any household resident of the employee's home for whom the employee has legal responsibility.
4. Requests for sick leave or funeral leave for any of the above conditions will apply to use of allowable days. Requests for sick leave or funeral leave for any reason not stated in the above conditions may be granted under the personal leave provisions of this agreement.

Sick Leave Bank:

Any certified staff member who chooses option B may belong to the sick leave bank if he/she agrees to donate one (1) full day of his/her annual or accumulated sick leave to the bank each year that he/she wishes to participate in the plan. Days donated to the bank may not be withdrawn if the member decides to withdraw from the plan at a later date. Membership will only be taken during the first five (5) days (working days) of the teacher's contract.

The association agrees to provide the Office of the Superintendent with a list of those members of the teaching staff who agree to donate one day of their annual or accumulated sick leave to the Sick Leave Bank. This list will be made available on the end of the fifth working day of the contract year.

The Superintendent's Office agrees to be responsible for the bookkeeping necessary for the Sick Leave Bank.

Any member who has contributed to the plan in the current contract year may draw out days of sick leave only after he/she has expended the sum of his/her annual and accumulated sick leave. Unused days in the bank will expire at the end of the contract year.

When any participating member has used the entire amount of his/her annual and accumulated sick leave, an application may be made to the Executive Council of the Education Association requesting additional days of sick leave. Valid applications for additional sick leave will be granted by the Executive Council, and a withdrawal will be made from the Sick Leave Bank in the amount requested whenever possible. Withdrawals are not limited to the number of days deposited by the individuals, but are based on the number of days requested.

The Application Form is attached as Attachment "D".

By June 20, the president of the Education Association will give to the Superintendent's Office a list of teachers who will receive days from the Sick Leave Bank. Payroll adjustments will be made in July, July and August, or August paychecks.

The District agrees to honor days of sick leave granted by the Executive Council of the Association, in an amount not to exceed the total number of days donated by the members of the Sick Leave Bank.

The days of sick leave granted by the Sick Leave Bank are intended to be used only in case of personal illness or injury and or other conditions noted in the Negotiated Agreement under sick leave.

Teachers working beyond the regular 186-day contract will be excluded from the provisions of the Sick Leave Bank, during their extended contract period.

C. Personal Leave

The District shall grant to each teacher the use of four (4) Personal Leave days annually, without loss of pay, for personal and/or emergency situations. Personal Leave requests may be used only in full or half-day increments; i. e. two days; one and one-half days; one day; or one-half day. Personal Leave requests may be utilized by the teacher for any reason deemed necessary. Smaller segments of time may be granted at the discretion of the superintendent in instances where a half day of leave is not necessary.

At the beginning of the school year, staff will choose one of two plans.

Plan A

At the beginning of each contract year, each certified employee will receive eight (8) sick days regardless of how many sick days have been accumulated. At the end of the contract year, any unused sick leave or personal leave (8 sick + 4 personal = 12 days), may be reimbursed at the end of the year at \$100 per day at the employee's discretion. Accumulated sick leave at the end of the contract year will not exceed sixty (60). A staff member who chooses this option cannot participate in the sick bank by donating nor requesting days. Reimbursement of unused sick leave or personal leave will be included in the July payroll check.

Plan B

The district shall reimburse the equivalent of daily substitute pay to teachers who do not use their four (4) personal days. The first unused personal day of leave shall be used to accumulate sick leave to the maximum sick leave allowed. A staff member who chooses this option is eligible to participate in the sick bank. Up to three (3) unused personal leave days shall be reimbursed with payment to be included in the July payroll check.

Advance written notice shall be given to the building administrator and forwarded to the office of the superintendent, by the administrator, at least five (5) days prior to the anticipated date of leave. Advance notice may be waived in emergency situations as determined by the building administrator

Personal Leave requests will be honored on a first-come, first-served basis. Employees must use personal leave prior to utilizing non-paid leave.

* On any given day the number of personal leaves shall not exceed two (2) at any elementary building, two (2) at the intermediate building, three (3) at the 6-8 middle school, and three (3) at the 9-12 high school.

* Such days shall not be allowed on:

1. The school day immediately before or after:
 - i. Labor Day weekend
 - ii. Thanksgiving break
 - iii. Christmas break
 - iv. Easter break
 - v. Memorial Day weekend.
 - vi. Spring Break (indicated on the Master School Calendar)
2. The first day or last day of each semester
3. In-service days
4. Parent-teacher conferences
5. First five (5) contracted days of the school year with students
6. Last five (5) contracted days of the school year with students
7. Any date when an administrator determines that qualified substitute teachers are not available because of the number of staff absences on any particular day (e.g., field trips, student activities, funerals, etc.).

* Any exception to items noted above in this section will be made on a case-by-case basis and with the approval of the Superintendent of Schools.

D. Association Leave

Upon notification to the superintendent, a representative from the WEA shall be granted up to two (2) days of leave per year to be used for association business as determined by the WEA Executive Committee.

E. Parental Leave

The district shall provide five (5) parental leave days, without loss of pay, to a full-time teacher,

1. who gives birth
2. to be with a spouse or partner who gives birth
3. who adopts or takes legal guardianship of a child.

This leave shall not be credited against sick, personal or other leave provided by this agreement. If more time is needed for adoption or guardianship, the employee may use personal leave and sick leave prior to using unpaid leave. Any request for Parental Leave must be initiated sufficiently in advance to allow the building principal to plan for the teacher's absence. If both spouses are/or partners are employees of the district, the leave will be granted to both individuals.

F. Leave of Absence Without Pay

A teacher who has been on the staff for three (3) or more years may be granted a leave of absence without pay for a period of up to one (1) year. Requests for leaves of absence must be submitted in writing no later than March 15 and will be submitted to the Board of Education at the April Board Meeting for review. A written request for a leave of absence shall contain a statement setting forth the purpose for which such leave is sought.

Scheduled increments, adjustments in salary, and other credits are not allowed for such leave.

A teacher desiring to return from any such leave extending for a period of one year shall give written notice of that desire to return to employment no later than March 1 of the year in which the teacher is on such leave, and, provided such written notice is given, such teacher shall be restored to the former position held or to one comparable.

A teacher may be granted a leave of absence of less than one year. The teacher request shall contain a statement setting forth the reasons and the time of return. A teacher will be returned to the original teaching position from such leave.

All benefits to which a teacher was entitled at the time the leave of absence commenced, including unused accumulated sick leave, approximate placement on the standard salary schedule based upon years of experience in the school district, and graduate hours for horizontal movement shall be granted.

No benefits shall accrue during the period of the leave.

G. Severance Pay

Teachers with seven (7) or more years within the district who are retiring or resigning will be allowed to cash out their accumulated sick leave (up to sixty (60) days) and annual allotment of twelve (12) sick and 4 personal) days at the end of the school year at the negotiated rate of \$100 per day. (max \$7,200)

A certified staff member who decides to retire or resign would receive a \$500 stipend if they give notice by Jan. 1 or a \$250 stipend if they give notice by Feb. 1.

ARTICLE XI

TAX DEFERRED ANNUITIES

There shall be a WEA committee entitled 403 b Custodial Accounts. The responsibility of this committee shall be to provide information and handle all contacts and phone calls from company agents. One WEA member will be designated as the official contact for the 403 b Custodial Accounts Committee.

It shall be the responsibility of the annuity owner to notify his/her agent or company in regard to changes within the 403 b account. The 403 b IRS code allows the annuity owner to change the dollar amount within an account once per calendar year.

The number of designated companies shall not exceed ten (10). Eight (8) of these companies shall be selected by the WEA and two of these companies shall be selected by School District 145. The current companies which offer a variety of investments and savings opportunities selected by the WEA are: 1. Arneriprise Financial; 2. Horace Mann; 3. Lincoln National Life; 4. Security Benefit; 5. T. Rowe Price; and 6. Waddell and Reed. The companies selected by School District 145 are: 1. New York Life. By December 15 of each year the WEA will notify the Central Office if there are any changes in the list of companies. The companies selected will be available for enrollment for the following school year.

Attachment A Salary Schedule

\$41,300

STEP	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	\$41,300 1	\$42,952 1.04	\$44,604 1.08	\$46,256 1.12	\$47,908 1.16	\$49,560 1.2	\$51,212 1.24	\$52,864 1.28	\$54,516 1.32
2	\$43,365 1.05	\$45,017 1.09	\$46,669 1.13	\$48,321 1.17	\$49,973 1.21	\$51,625 1.25	\$53,277 1.29	\$54,929 1.33	\$56,581 1.37
3	\$45,430 1.1	\$47,082 1.14	\$48,734 1.18	\$50,386 1.22	\$52,038 1.26	\$53,690 1.3	\$55,342 1.34	\$56,994 1.38	\$58,646 1.42
4	\$47,495 1.15	\$49,147 1.19	\$50,799 1.23	\$52,451 1.27	\$54,103 1.31	\$55,755 1.35	\$57,407 1.39	\$59,059 1.43	\$60,711 1.47
5		\$51,212 1.24	\$52,864 1.28	\$54,516 1.32	\$56,168 1.36	\$57,820 1.4	\$59,472 1.44	\$61,124 1.48	\$62,776 1.52
6		\$53,277 1.29	\$54,929 1.33	\$56,581 1.37	\$58,233 1.41	\$59,885 1.45	\$61,537 1.49	\$63,189 1.53	\$64,841 1.57
7			\$56,994 1.36	\$58,646 1.42	\$60,298 1.46	\$61,950 1.5	\$63,602 1.54	\$65,254 1.58	\$66,906 1.62
8				\$60,711 1.47	\$62,363 1.51	\$64,015 1.55	\$65,667 1.59	\$67,319 1.63	\$68,971 1.67
9					\$64,428 1.56	\$66,080 1.6	\$67,732 1.64	\$69,384 1.68	\$71,036 1.72
10					\$66,493 1.61	\$68,145 1.65	\$69,797 1.69	\$71,449 1.73	\$73,101 1.77
11					\$68,558 1.66	\$70,210 1.7	\$71,862 1.74	\$73,514 1.78	\$75,166 1.82
12							\$75,579 1.83	\$77,231 1.87	
13								\$79,296 1.92	

1/2 Step	
Step #1	\$41,300
Step #2	\$43,365
	\$2,065 Div / 2
	\$1,033

Career Increments				
BA + 36 / MA	MA + 9	MA + 18	MA + 27	MA + 36
1.50%	1.75%	2.00%	2.25%	2.50%
\$1,028	\$1,229	\$1,437	\$1,701	\$1,982

Attachment B

Extra Duty Pay Schedule

The Extra-Duty Pay Schedule is calculated using the Teachers' Salary Schedule Base Salary for the current year 2026-2027, \$41,300.

- A. Any newly created assignment will be listed when approved by the Board of Education. It will be assigned a category and level according to its area of responsibility as determined by the Board of Education.
- B. Verified prior experience in the same assignment will be used to determine initial placement on the Extra-Duty schedule. To qualify, such experience must have been within the preceding fifteen (15) years and the most recent experience must be within the preceding ten (10) years.
- C. Teachers of District 145 shall accept occasional duty assignments as given by the administration and receive a minimum of \$36 per occasion for the first three hours of the event. Any time over the three hours will be paid at minimum wage per hour calculated in fifteen-minute intervals. The Activities Director shall set the beginning duty time for all events. It shall be the responsibility of the employee to submit, in writing, any hours worked over the three hours. If the employee does not submit a request for the additional hours, the minimum stipend amount will be paid. Occasional duty assignments are defined as ticket selling, clock operator, scorebook keeper, game supervision, line judge (VB), bus sponsors, and activity supervision by a non-sponsor. The position of home site / game administrator will receive \$56 per occasional duty. Junior varsity events followed by varsity events (back-to-back) will be paid at \$50 per occasional duty.
- D. Every year, beginning with the 2000-2001 school year, the Board of Education and WEA agree to review the Extra Duty schedule.

Extra-Duty Category Index 2026-27

\$41,300

Category	Level 1	(1-2 Yrs)	Level 2	(3-4 Yrs)	Level 3	(5-6 Yrs)	Level 4	(7+ Yrs)
I	1.00%	\$413	1.50%	\$620	2.00%	\$826		
II	2.50%	\$1,033	3.00%	\$1,239	3.50%	\$1,446	4.00%	\$1,652
III	4.25%	\$1,755	4.75%	\$1,962	5.25%	\$2,168	5.75%	\$2,375
IV	4.75%	\$1,962	5.25%	\$2,168	5.75%	\$2,375	6.25%	\$2,581
V	6.50%	\$2,685	7.00%	\$2,891	7.50%	\$3,098	8.00%	\$3,304
VI	8.25%	\$3,407	8.75%	\$3,614	9.25%	\$3,820	9.75%	\$4,027
VII	14.00%	\$5,782	14.50%	\$5,989	15.00%	\$6,195	15.50%	\$6,402
VII	15.75%	\$6,505	16.25%	\$6,711	16.75%	\$6,918	17.25%	\$7,124

CATEGORY I

MS Student Council
Math-counts (Split)
MS Art
HS Art
HS Science
Dran'ia
SADD (2)
Spanish
History
Quill & Scroll
7-8 Boys Intramural
Basketball (2)
7-8 Girls Intramural
Basketball (2)
7-8 Girls Intramural
Volleyball (2)
Slam Poetry

CATEGORY II

Academic Teams
Teammates Coordinator (2)
Junior Class Sponsor
MS Musical Director
MS Instrumental Music
MS Jazz Band
National Honor Society
Elementary Music Performance (2)

CATEGORY III

Assistant Unified Bowling
Pep Band
Fall Assistant Play Director
HS Student Council (2)
HS Concert Band
HS Jazz Band
HS Swing Choir
Assistant Unified Track
7-8 Assistant Cross Country
School Community Intervention and
Prevention - (SCIP)

CATEGORY IV

Assistant Boys Golf
Assistant Girls Golf
Assistant Boys Tennis
Assistant Girls Tennis
Assistant Speech
Assistant Strength Coach -Fall (2) Winter (2)
Spring (2)
High Ability Learner (HAL)
Head Unified Bowling
Head Unified Track
Robotics
7-8 Boys Football (6)
7-8 Girls Volleyball (4)
7-8 Boys Basketball (4)
7-8 Girls Basketball (4)
7-8 Boys Wrestling (2)
7-8 Girls / Boys Track (5)
7-8 Cross Country
Assistant Musical

CATEGORY V

Assistant Marching Band
Hi Spot/Viking
FCCLA
Head Boys Bowling
Head Girls Bowling
Skills USA
FBLA
Assistant Play Director (2)
Assistant Marching Band - Color Guard (2)
Assistant Marching Band - Frontline
Assistant Marching Band - Drumline
SPED Unit Leader (5)

CATEGORY VI

Assistant Boys Football (7)
Assistant Boys Baseball (2)
ASSiStant Boys Basketball (2)
Assistant Boys Wrestling (2)
Assistant Girls Wrestling
Assistant Track (6)
Assistant Boys Soccer
ASSiStant Girls Volleyball (2)
Assistant Girls Basketball
Assistant Girls Soccer
Assistant Girls Softball
Assistant Cross Country
Head Boys Golf
Head Boys Tennis
Head Girls Golf
Head Girls Tennis
9th Boys Football (2)
9th Boys Basketball
9th Girls Volleyball
9th Girls Basketball
FFA
Head Speech
H.S. Musical Director (2)
Assistant Cheerleading
Head Choir and Vocal

CATEGORY VII

Head Boys Soccer
Head Girls Soccer
Head Girls Softball
Head Cross Country
Head Baseball
Head Strength Coach
Fall, Winter, Spring
Head Cheerleading
Head Dance Team

CATEGORY VIII

Head Boys Football
Head Boys Basketball
Head Girls Basketball
Head Boys Wrestling
Head Girls Wrestling
Head Girls Volleyball
Head School Play Director
Head Track
Head Marching Band

Attachment C
Teacher Contract

THIS CONTRACT made by and between the Board of Education of Lancaster County School District 55-0145, hereinafter referred to as the "District" and _____, a legally qualified teacher, hereinafter referred to as the "Teacher".

WITNESSETH: That the Board of Education hereby agrees to employ the Teacher above-named for a school year, which shall begin on or about August 7, 2026 and end on or about May 31, 2027, and shall consist of 186 days of service including at least 175 teaching days. The 186 days of contract service shall be determined by the school calendar as adopted and amended by the Board of Education or as assigned. The Teacher shall provide official verification of prior years credited service. The Teacher hereby agrees to accept such employment to a 1.0 FTE staff position with an initial teaching assignment of _____ which assignment shall be subject to the provisions of paragraphs SECOND and THIRD below, at a salary of \$ _____ and under the following conditions.

VIZ:

FIRST: The salary of the Teacher shall be payable in Twelve (12) equal installments. The first installment shall be payable on the 8th day of September, 2026, and the remaining installments shall be payable on the 8th day of each month thereafter.

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

THIRD: In addition to the normal duties traditionally required of teachers, the Teacher may be assigned such "extra duty" assignments as defined by Board Policy, which shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided, that the Teacher shall not unreasonably refuse to accept such assignments.

FOURTH: During a school year covered by this agreement, in the event the Teacher violates any of the provisions of this agreement, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein including, but not limited to, (a) becoming legally disqualified to teach in the State of Nebraska; (b) participation in any fraud; (c) causing any intentional damage to property; (d) engaging in any unlawful act; (e) becoming physically or mentally disabled; (f) insubordination; (g) neglect of duty; or (h) immorality; then the Teacher may be discharged; provided the Teacher has been given the cause or causes for discharge in writing and has been given an opportunity for and due notice of a hearing before the Board prior to official action being taken. Nothing contained herein shall prevent the suspension of the teacher, with pay, for his/her duties during the pendency of such proceedings.

FIFTH: That upon cancellation of this Contract for any cause, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 186 days of service. Any unearned fractional portion of an installment paid but not earned prior to cancellation of the Contract shall be refunded by the Teacher.

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

SEVENTH: This Contract shall conform to the regulations governing deductions from the above-stated compensation with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this Contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this Contract he/she holds or will hold a NEBRASKA TEACHING CERTIFICATE, which is or will be in full force and effect for the period covered by this Contract. It is understood and agreed that this Contract is not valid until the Teacher's Certificate, as herein listed, is registered in the School District Administrative Offices and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

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

TENTH: Hereafter, this Contract may be continued by a separate, annual written "Renewal Agreement", which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Director of Human Resources. Certificated employees shall not be required to signify such acceptance prior to March 15 of each year. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-824 through 79-842, as amended from time to time, and any other applicable statutes.

ELEVENTH: The failure to return a signed copy of the Contract or Renewal Agreement to the Secretary of the Board of Education or the Superintendent of the District on or before _____ shall constitute a rejection by the Teacher of the offer of employment.

Executed _____, _____
 Month Day Year

 Teacher's Signature

Executed _____, _____
 Month Day Year
 Lancaster County School District 55-0145

Attest:

 Secretary

SALARY		\$
EXTENDED CONTRACT		\$
EXTRA DUTY		\$
TOTAL		\$

Attachment D

Request for Withdrawal of Sick Leave Days from the Bank

Name: _____

Address: _____

Phone: _____

Position: _____

School: _____

Request: _____ number of days for withdrawal.

Number _____ of personal days used during the current school year.

Reasons for Usage of Days Prior to Request:

Reasons for Request of Additional Days from Sick Leave Bank:

(Requests will be acted upon by Executive Council)

Approved By: _____

Date: _____

Attachment E

Grievance Form A

FORMAL GRIEVANCE PRESENTATION

(Level 11 - Step 1)

(To be completed by aggrieved person within
30 days after the aggrieved knew or should
have known of the act or condition on which
the grievance is based.)

Aggrieved Person: _____ Date of Presentation: _____

Home Address of Aggrieved Person: _____

School: _____ Principal: _____

Subject Area or Grade: _____

Name of Association School Representative: _____

Statement of Grievance:

Attachment F

Grievance Form B

DECISION

Aggrieved Person: _____ Date of Presentation: _____

School: _____ Principal: _____

Decision and Reasons There For:

Date of Decision: _____ Signature: _____

Aggrieved Person's Response: (To be completed by aggrieved within 7 days of decision)

- I accept the above decision
- I hereby appeal for review of the grievance

BUSINESS SERVICES AGREEMENT

THIS AGREEMENT is entered into by and between Waverly School District 145 (the "District"), and Alice Miller ("Contractor"),

In consideration of mutual covenants, the parties agree as follows:

1. **Scope of the Contract:** The Contractor shall provide on-site music accompaniment services, concert and concert rehearsals, and other services reasonably requested and directed by the District's administration.
2. **Payment Terms:** In consideration of the services to be performed by Contractor, the District shall compensate Contractor at the rate of \$1,250 per month. The months of February thru April will be prorated based upon the number of school days in those months over the total number of calendar days in the months. For the other months during the term of this Agreement, the flat rate shall be paid for each month. The flat rate will not be increased or decreased based on the number of hours the Contractor works in any month. The District agrees to pay Contractor the monthly rate within thirty (30) days of the end of each month that Contractor performs services for the District. If this Agreement is terminated in the middle of a month in which the District's students are in session, then the District will pay to Contractor a prorated amount of the number of calendar days in such month as of the termination date over the total number of calendar days in said month.
3. **Term and Limitation on Hours:** This Agreement begins in February, 2026, and shall end at the end of April, 2026. However, this Agreement may be terminated earlier, with or without cause, and with oral or written notice by either Party.
4. **Liability, Insurance, and Indemnification:** The work performed under this Agreement will be performed entirely at the Contractor's risk, and the Contractor assumes all responsibility for all legal liability associated with the performance of this Agreement. The Contractor agrees to indemnify and hold the District harmless from any and all liability or loss arising in any way out of the performance of this Agreement.
5. **Drug/Alcohol/Tobacco/Weapons Free Workplace:** The Contractor shall not manufacture, sell, distribute, dispense, possess or use controlled substances or marijuana, as defined by Nebraska law, during the performance of this Agreement while on District premises or at District related functions. The Contractor shall not possess any weapon, as defined by Nebraska law and the federal "Drug-Free Schools Act," on District property or at District related functions. The Contractor shall adhere to all District's policies and regulations that prohibit the possession, distribution, sale, dispensation, or use of any alcohol or tobacco products while on District premises or at District related functions.
6. **Nondiscrimination:** Contractor shall not discriminate against any employee or student in the District with respect to his or her race, color, religion, sex, disability, national origin, or other protected status.

7. **Confidential Information:** Contractor may have access to certain confidential information while providing services under this Agreement including, but not necessarily limited to, student records and student data. Contractor understands that state and federal law prohibit the disclosure of student records or information to any unauthorized person without a written release from an individual authorized by law to provide it. Contractor understands that unauthorized access, use, disclosure, or modification of student or employee records or other confidential information will result in the immediate termination of this Agreement and may result in other consequences imposed by law.
8. **Independent Contractor:** Contractor is an independent contractor under this contract and is not a District employee for any purpose. Contractor retains sole and absolute discretion in the manner and means of carrying out Contractor's activities and responsibilities under this Agreement, except to the extent specified in this Agreement. The District does not agree to use Contractor exclusively, and the Contractor is free to contract to perform similar services for others while this Agreement is in effect. The contractor shall supply, at its sole expense, all equipment, tools, materials, supplies, training, and employees to provide any services under this Agreement, unless otherwise specified in this Agreement. Contractor and its employees are not eligible for any District employee benefits including, but not limited to, insurance, pension or retirement plans, paid vacation, sick days, and disability insurance. The Contractor agrees to pay and be solely responsible for all applicable taxes, both state and federal, in connection with the amount paid by the District to the Contractor.
9. **Governing Law; Designation of Forum:** This Agreement is governed by and construed in accordance with the laws of the State of Nebraska. Any action to enforce this Agreement must be brought in the state or federal courts of the State of Nebraska. Mandatory and exclusive venue for any disputes shall be in the applicable court having jurisdiction in Lancaster County, Nebraska.
10. **Compliance with Laws and Regulations:** Contractor agrees that he or she shall perform the work called for herein in full compliance with any and all applicable laws, rules, and regulations adopted or promulgated by any governmental agency or regulatory body, including the laws of any state or administrative body which may have jurisdiction over the Contractor and the Contractor's employees and agents. Contractor assumes full responsibility for the payment of all contributions, taxes or assessments, which may be required by any state or nation as to all employees engaged in the performance of work hereunder. Contractor covenants to save the District harmless from any and all liability for state or federal taxes, workers' compensation contributions, and or any other tax liability or assessment now or subsequently imposed on the District by reason of this Agreement and the services hereunder.

11. **Employment Eligibility Verification:** Contractor shall use a federal immigration verification system to determine the work eligibility status of any employees hired on or after October 1, 2009 and who are physically performing services within the State of Nebraska. If the Contractor employs or contracts with any Subcontractor in connection with this Agreement, the Contractor shall include a provision in the contract requiring the Subcontractor to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska.

IN WITNESS WHEREOF the parties have executed this Agreement on the last date written below.

District:

Signature

Name

Title

Date

Contractor

Signature

Name

Title

Date

Alice M. Miller

ALICE M. MILLER

accompanist

February 8, 2026

