

Board of Education Meeting Agenda
Monday, April 14, 2025 6:30 PM
Bellevue Public Schools Welcome Center
2600 Arboretum Dr
Bellevue, NE 68005

A. Routine Business

A.1. Call to Order
Board President

A.2. Roll Call
Board Secretary

A.3. Open Meetings Law
Board President

The Bellevue Board of Education abides by the Nebraska Open Meetings Law. A copy of the law is posted on the wall of our Board room.

A.4. Pledge of Allegiance
Board President

B. Special Recognition
Board President

B.1. Month of the Military Child
Jeff Rippe

April is Month of the Military Child - Bellevue Public Schools is fortunate to be at the heart of serving the Bellevue/Offutt Community. Military children play such an important role in the armed forces community. Regardless of military status or position, every child of a military personnel deserves the love and support of their community.

As part of this month-long celebration, local communities are invited to take part in PurpleUp Day, which for Nebraska is Tuesday, April 15th. PurpleUp Day is a day to

show your support for the military youth's strength and sacrifices by donning the color purple. BPS will celebrate PurpleUp Day with Offutt Air Force Base on Tuesday, April 15, 2025.

As a proud neighbor to Offutt Air Force Base and DoDEA supporter, Bellevue Public Schools understands the importance of recognizing our communities' military children. Thank you for your service and sacrifice.

B.2. HOSA State Leadership Conference

Jeff Rippe

Bellevue East and Bellevue West students that placed 1st and 2nd at the HOSA State Leadership Conference will be recognized.

B.3. DECA State Conference

Jeff Rippe

Bellevue East students that placed 1st and 2nd at the DECA State Conference will be recognized.

B.4. State German Convention

Jeff Rippe

Bellevue East and Bellevue West students that placed 1st and 2nd at the State German Convention will be recognized.

B.5. Life Saving Recognition

Jeff Rippe

Bren Venable, BPS Bus Driver, Donna Janulewicz, Heath Paraprofessional at Two Springs and Ray Cluff, BPS Transportation Dispatcher will be recognized for life saving actions for a student.

C. Consent Agenda

Board President

Administrative Recommendation: The information in sections C, E and F were sent to all members of the Board of Education for review. The administration recommends approval by consent of the items in section C of the agenda identified with an asterisk and receipt of the information and proposals in sections E and F identified with an asterisk.

C.1. *Approval of Minutes
Board Secretary

Administrative Recommendation: Approve the Minutes of the March 3, 2025, Board of Education meeting.

C.2. *Treasurer's Report
Susan Brooks

Administrative Recommendation: Acknowledge receipt of the Treasurer's Report for March, 2025.

C.3. *Payment of Claims
Jeff Rippe

Administrative Recommendation: Approve the payment of claims totaling \$2,752,728.64.

C.4. *Release from Contract
Sharra Smith

Administrative Recommendation:(1) Noemi Arias Saldana, (2) Rebekah Bennett, (3) Alyssa Conley, (4) Chara Eckery, (5) Janez Egan, (6) Alexandra Eledge, (7) Sarah Geiken, (8) Stephanie Hall, (9) Nathanael Hindman, (10) Hanna Hofmann, (11) Rebecca Holland, (12) Kinley Holm, (13) Raegan Hughes, (14) Victoria Jacox, (15) Kaitlyn Kitsmiller, (16) Kelcey Lueninghoener, (17) Christy Mach, (18) Brooke Mattia, (19) Megan Mendick, (20) Desiree Milner, (21) Nicole Miner, (22) Joseph Mlnarik, (23) Emily Moore, (24) Rachel Nimmer, (25) Shely Penke, (26) Ashley Quintela Valle, (27) Charles Rosenthal, (28) Alexis Schall, (29) Korisa Schoepke, (30) Katherine Storm, (31) Kyla Stutzman, (32) Michaela Touchstone and (33) Christine Van Haute be released from their contracts effective May 22, 2025 and that (34) Mary Sasek be released from her contract effective June 30, 2025.

C.5. *Election of New Teachers

Sharra Smith

Administrative Recommendation:(1) Martha Aguirre, (2) Reuben Barry, (3) Courtney Biller, (4) Andrew Cangelose, (5) Krystal Doster, (6) Aubriana Garcia, (7) Kyra Holguin, (8) Brittany Kabat, (9) Ava Kelly, (10) Macey King, (11) Tinley King, (12) Levi Laib, (13) Julie Larsen, (14) Whitney Matthews, (15) Alexis Saxton, (16) Michelle Shoning, (17) Ashley Silligman, (18) Claire Taylor, (19) Emily Taylor, (20) Justine Trumble, (21) Daytan Vallinch, (22) Bente Wagner, (23) Skyler Wendling, (24) Elliott Zadow and (25) Claire Zbylut be elected to the certified staff for the 2025-26 school year effective August 1, 2025 subject to their release from any contractual agreements with other school districts.

C.6. *Request for Leave of Absence

Sharra Smith

Administrative Recommendation: (1) Rachel Durr be granted a leave of absence without pay effective August 1, 2025 through May 21, 2026.

C.7. *Request for Contract Addendum

Sharra Smith

Administrative Recommendation: that the following addendum to the contract between Aubriana Garcia and the Bellevue Board of Education dated April 14, 2025 shall be entered into with the following qualification(s) or additions: Successful completion of the appropriate Praxis Content Test as identified and determined by the Nebraska Department of Education.

Administrative Recommendation: that the following addendum to the contract between Daytan Vallinch and the Bellevue Board of Education dated April 14, 2025 shall be entered into with the following qualification(s) or additions: Successful completion of the appropriate Praxis Content Test as identified and determined by the Nebraska Department of Education.

Administrative Recommendation: that the following addendum to the contract between Skyler Wendling and the Bellevue Board of Education dated April 14, 2025 shall be entered into with the following qualification(s) or additions: Successful completion of the appropriate Praxis Content Test as identified and determined by the Nebraska Department of Education.

D. Action Items

D.1. Non-Union Staff Salary Programs

Sharra Smith

Each year the Board of Education considers the compensation package for non-union employee groups. For the 2025/2026 school year, a 4.088% total package increase is proposed for the Administrators (B), Secretaries (E), Sign Language Interpreters (I), Supervisor/Specialists (K), Custodial and Maintenance (C), Full-time Transportation (G) and the Part Time & Temporary Staff (T) schedules. Substitute Teachers (Sub), Summer School Teacher, and Curriculum/Instruction Pay continue to be competitive within the metro area.

Administrative Recommendation: Approve the compensation package for non-union employee groups as presented.

D.2. Paraprofessional Negotiated Agreement

Sharra Smith

A one-year salary agreement representing a 4.088% total package increase has been reached and ratified by Local 226 representation employees from the Paraprofessional group.

Attached are copies of the current and proposed salary program.

Administrative Recommendation: Approve the one-year Paraprofessional salary agreement as presented.

D.3. Food Service

Sharra Smith

A one-year salary agreement representing a 4.088% total package increase has been reached and ratified by Local 226 representation employees from the Food Service group.

Attached are copies of the current and proposed salary program.

Administrative Recommendation: Approve the one-year Food Service salary agreement as presented.

D.4. Transportation Negotiated Agreement

Sharra Smith

A one-year salary agreement representing a 4.088% total package increase has been reached and ratified by Local 226 representation employees from the Transportation group.

Attached are copies of the current and proposed salary program.

Administrative Recommendation: Approve the one-year Transportation salary agreement as presented.

D.5. Superintendent's Contract Renewal

Board President

Tonight, the board will consider the renewal of the Superintendent's contract until June 30, 2028, and approve the Superintendent Pay Transparency Notice. The current and proposed contracts are attached, along with the Nebraska Department of Education Schedule D.

E. Commendations

E.1. *HOSA State Leadership Conference

Bellevue East and Bellevue West competed at the State HOSA Leadership Conference. The students who have qualified will represent Bellevue East and Nebraska at the International Leadership Conference in Nashville in June.

Congratulations to the following Bellevue East students:

Maame Ayensu-Aboagye, State Champion - Epidemiology
Isa Keuhn, Angel Dawson, Christine Adzafui, State Champion - Creative Problem Solving

Henry Yost and Daniella Evans, 3rd place - Forensic Science
Blake Zimmerman, 3rd place - Pathophysiology
Madison Sweet, 4th place - Phlebotomy (alternate for ILC)

Congratulations to the following Bellevue West students:

Jade Meekins, 2nd place - Pharmacology

Bellevue West HOSA Bowl team qualified for Semi-Finals, finishing 6th (out of 20) in a tie-breaker round - Derek Buchholz, Jade Meekins, Paige Falkner and Aiden Monro.

E.2.*DECA State Conference

Bellevue East and Bellevue West competed at the State DECA Conference.

The students who have qualified will represent Bellevue East and Nebraska at the International Career Development Conference in Orlando.

Bellevue	East
Taylana Tolbert,	1st Place Marketing Communications Series
Kyler Brey,	3rd Place Accounting Applications Series
Jaidyn Gaddis,	5th Place Hotel & Lodging Management
Mackenzie Smock,	5th Place Quick Serve Restaurant Management
Mary Ziegerer,	6th Place Principles of Finance
Adrian Davis,	8th Place Accounting Applications Series

Senior Living a Legacy Leadership Scholarship: Charli O'Quinn, this year's DECA President

Bellevue	West
Andrew Taylor,	7th place Retail Merchandising
Aniya Williams,	5th place Sports and Entertainment Marketing

Robert Herechski will represent Bellevue West in the Emerging Leaders Series at the International Conference next month.

E.3.*State German Convention

Bellevue East and Bellevue West German students competed at the annual DeutschCon 2025 (State German Convention) in March. Congratulations to all the students for their accomplishments.

Bellevue	East
Xander Pape,	1st place in Art
<i>He made a puppet depicting a character from German folklore.</i>	
Avery Armour,	2nd place in Banner
<i>The banner represented our school in the art style of Franz Marc and was highly praised for its color and 3D effect.</i>	

Bellevue	West
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Isaiah Nomiya, 1st place for club shirt design
 Carson Boehne, 2nd place for the music video
 Isaiah Nomiya, 3rd place for Directed Dialogue Level 3

E.4.*District Forensics Competition

Congratulations to the Bellevue West Forensics team on their success at the district Forensics competition. The speech team competed at Lincoln Southeast in the A-3 District. The following students placed in finals and they had 7 students and 8 events qualify for State in Kearney. As a team, they finished in 3rd place.

Qualifiers:

Aarj Patel,	Extemp	Champion,	3rd	in	Informative
Isaiah	Perry,	2nd		in	Extemp
Mason	Bird,	3rd		in	Persuasive
Catherine	Augustyn,	3rd	in		Serious Prose
Kalyssa	Williams,	2nd	in		Serious Prose
Zoey Lauhon and	Catherine	Augustyn,	3rd	in	Duo Interpretation
Elizabeth	Stratton,	3rd		in	Entertainment

Finalists, non-advancing:

Mason	Bird,	Poetry
Lina Foss, Nat Thomas, Andrew Callison, AJ Bior, Zoey Lauhon -	6th in Oral	
Interpretation	of	Drama
Salem Van Roy, Elizabeth Stratton, Savina Poutre, Kalyssa Williams -	5th in Oral	
Interpretation	of	Drama

E.5.*NSAA State Speech

Bellevue West competed in the NSAA State Speech Championships recently. Congratulations to Aarj Patel, 4th place in Extemporaneous and Mason Bird, 6th place in Persuasive.

E.6.*Scholastic Art Show

Congratulations to Bellevue West and Bellevue East student artists for their great showing at the Scholastic Art Show.

Bellevue West had 10 seniors receive awards for their portfolios and 3 seniors win the Gold Key which is the highest honor. Both of those recognitions were the highest in

E.9. *HWAA Championships

Bellevue West hosted the HWAA Championships in March. They had three guard teams, two winds teams and one combined percussion team compete. The JV and Varsity guards placed 3rd in their division; and the combined percussion and Varsity winds both placed first in their divisions.

E.10. *Westwood Jubilation

Congratulations to the West Connection Show Choir on their 3rd place division win in prelims and making finals for a 4th runner up finish at the Westwood Jubilation, the final competition of the season. Also, congratulations to Frankie Miller who for the second consecutive year won runner up in the solo competition. A special congratulations to this group on a great season; they have placed in the top 3 (earning them a trophy) in their division, and qualified for finals (top 6 of the competition) at every competition this season. In addition they have accumulated 2 solo awards, 2 best performer awards, 1 sportsmanship award, and 2 People's Choice awards.

E.11. *Peru State Math Competition

Congratulations to Bellevue West mathematicians for their victory at the Peru State Math competition recently. Bellevue West entered two different Calculus teams into the Peru State Math Day competition and won 1st and 2nd place in the Team Competition as well as 1st and 3rd in the Quiz Bowl Competition.

E.12. *Nebraska Federation of Women's Club District II ART SHOW

Congratulations to Bellevue West student artists for their great showing at the NFWC Art show. They had 4 artists win blue ribbons, which qualifies them for the state competition.

Special congratulations to: Ashleigh Frazier, Janiyah Wills, Taylor Morton and Finn Lawton.

Interested in viewing the student work, please visit this site:
https://docs.google.com/presentation/d/1kpM6R4ex3ePONCQKS9HDpQY8whP_JbTnpLawU4rByGU/edit?usp=sharing

E.13. *UNL Language Fair

Congratulations to Bellevue East students who competed in the UNO Language Fair at the beginning of April. Results are as follows:

Tori Bogatz, Brianna Yang, Sage Frasier, Kristen Salisbury, Margot Boyd, Kaz Boldender, Grace Rued, MaKenzie Hoskins - 1st place Level 2 French Drama: "Hogwarts va à Beauxbatons" ("Hogwarts goes to Beauxbatons" a skit in which Harry, Ron and Hermione go to France and have a serious misunderstanding about what a "baguette magique" is.)

EJ Garrett and Elizabeth Rieth - 1st place Level 1 Music (They sang "Mon Regard" in French and were complimented by the judges for their accents)

Congratulations to Bellevue West students who also competed in the UNO Language Fair. Results are as follows:

Four students won first place for their German Film, Level 2 and of those who can be listed are Isaiah Nomiya, Zachary Seelbach, and Xzayvian Incontro.

Isaiah Nomiya also won Honorable Mention for Creative Poetry, Level 2.

E.14. *UNO Language Fair

Congratulations to Bellevue West German Club students who competed in the UNO Language Fair in March. Two students won first place awards:

Isaiah Nomiya for German Poetry Creation, Level 2 (Level 2 = German 3+)

Gabriel Rouse for German Poster, Level 1 (Level 1 = German 1 or German 2)

E.15. *Seal of Biliteracy

Congratulations to the Bellevue East students for placing Gold in the Nebraska Diploma Seal of Biliteracy exam. This certifies their bilingual skills in reading, writing, listening and speaking in the Spanish language on their diplomas from Bellevue East.

Jordan Larson, Ryan Kasperek, Joshua Garcia, Richard Sanchez-Garcia, and Mirlhen Ramirez-Gonzalez

Stephanie Carranza Pulido, Ruby Cortes-Mancinas, Nathalie Rangel-Alvarado, and Catherine Barron-Alvarado placed Silver.

E.16. *Nebraska Press Women's High School Journalism Contest

Congratulations to Bellevue East yearbook and newspaper students for their recent successes in the Nebraska Press Women's High School Journalism Contest.

Brianna Yang, 1st in Feature Story
Brianna Yang, 2nd in Environment
Victoria Bogatz, 3rd in Review
Savannah Stultz, honorable mention, Environment
Lillian Herrick, honorable mention, News Story
Addison Pithan and Jaidyn Gaddis, honorable mention in Yearbook Layout

E.17. *Green Initiative Award

Congratulations to Bellevue East Green Initiative on receiving the Hillside Solution's 2024 Eco-friendly Schools award for their Share Bin program.

Enjoy a short video about their efforts:
<https://youtube.com/shorts/xSG0QD5LUzi?feature=share>

E.18. *Nebraska State Youth Poet

Bellevue East junior, Tori Bogatz, was named the 2025-2026 Nebraska Youth Poet Laureate by the Nebraska Writers Council.

This competition identifies influential youth poets with a history of artistic success, civic and community engagement, social justice initiatives, and leadership.

The Nebraska YPL will receive \$1,000, up to \$2,000 towards a civic-engagement project of their design, year-long guidance from a creative and civic mentor, and at least 6 public readings in Nebraska. Also, being the Nebraska YPL makes them eligible to compete in the regional and national Youth Poet Laureate competitions (just like 2021 Inaugural Poet Amanda Gorman).

E.19. *Nebraska Severe Weather Awareness Poster Contest

Congratulations to Fort Crook student, Isabella Kaup, for placing 1st and Two Springs' student, Kora Nesbit, for placing 4th in the state for the Severe Weather Awareness Poster Contest.

Third graders across Nebraska provided tips for being prepared for disasters that can impact Nebraskans during the spring and summer. The top four students were recognized for their winning posters.

Governor Pillen signed a proclamation declaring March 24-28 as Nebraska Severe Weather Awareness Week.

An outstanding achievement Isabella and Kora, thank you for representing your schools and the Bellevue Public Schools District at the State Capitol!
<https://nema.nebraska.gov/articles.php?nid=300>

F. Information Items

F.1. Legislative Update
Jeff Rippe

Radcliffe, Gilbertson, and Brady the Districts lobbyist will report on the 2025 Legislative session.

F.2. Strategic Plan Update
Robert Moore

The administration will provide the Board with an update on the Strategic Plan Priority #4 Engaging Our Community.

F.3. *Administrative Regulation Review
Jeff Rippe

The following Administrative Regulation will be presented for review:

511 Transgender Students - Revised

F.4. *Kindergarten Registration

Jeff Rippe

The Kindergarten registration process for the 2025-2026 school year kicked off February 19th and is available online through the BPS District website for parents/guardians to enroll their child(ren). Kindergarten Orientation/Roundup events will take place in April at each elementary school. To date, 490 students have registered for kindergarten. By state law, a child must be five years of age on or before July 31st in order to enter kindergarten. The law also includes a provision for early entrance assessment. Nine children are scheduled for early entrance assessment.

G. Public Comment Period

Public comment pertaining to items not otherwise on the Agenda must be submitted to the Secretary of the Board five days prior to the Board meeting.

Alyssa Osborn - Sustainability in BPS

H. Board of Education Member Reports on Meetings They Have Attended

Board President

BPS Foundation - Scott Eby and Nina Wolford
MABE - Maureen McNamara

Other Meetings Attended

I. Future Business

Board President

April 17, BPS Staff Celebration

April 25, BPS Foundation Scholarship Breakfast, BPS Lied Activity Center

May 5, Board of Education Meeting, Welcome Center, 6:30 p.m.

May 6, District Retirement Reception, BPS Lied Activity Center

J. Executive Session
Board President

Adjourn to Executive Session to consider matters relating to strategy sessions for personnel, which are necessary to be considered in closed session for the protection of the public interest and for the needless injury to the reputation of an individual.

BELLEVUE PUBLIC SCHOOLS
Board of Education Meeting
Bellevue, Nebraska

DRAFT Minutes
March 3, 2025

The Board of Education at Bellevue, Nebraska, met in open and public session at 6:30 p.m. on Monday, March 3, 2025, at Bellevue Public Schools Welcome Center 2600 Arboretum Dr. Bellevue, NE 68005.

Notice of the meeting was given in the advance notice thereof by publication in the Sarpy County Times and posting, the designated method of giving notice, a copy of the proof of publication being kept on file with the Board Secretary. All proceedings hereafter shown were taken while the meeting was open to the public.

A. Routine Business

A.1. Call to Order

A.2. Roll Call

Attendance Taken at 6:30 p.m.

Board Members in Attendance:

Patrice Beckham: Present
Phil Davidson: Present
Scott Eby: Present
Matt Goetz: Present
Maureen McNamara: Present
Nina Wolford: Present

Also, in Attendance:

Jeff Rippe, Superintendent
Col. Gray, Military Advisor
Staff Members

A.3. Open Meetings Law

President Maureen McNamara noted a copy of the Open Meetings Act is posted on the wall of the board room.

A.4. Pledge of Allegiance

President Maureen McNamara led those in attendance in the Pledge of Allegiance.

B. Special Recognition

B.1. State Bowling

President Maureen McNamara and Dr. Rippe offered congratulations to the Bellevue East boys bowling team for placing 2nd at State Bowling. Each student received a certificate on behalf of the Bellevue Public School District.

B.2. State Wrestling

President Maureen McNamara and Dr. Rippe offered congratulations to Farrin Thiemann from Bellevue West for placing 2nd at Girls State Wrestling. Farrin received a certificate on behalf of the Bellevue Public School District.

B.3. State Powerlifting

President Maureen McNamara and Dr. Rippe offered congratulations to Bellevue East students, Cota Barmore and Logan Slavens for placing 1st and 2nd at the State Powerlifting meet. Cota and Logan received a certificate on behalf of the Bellevue Public School District.

C. Consent Agenda

Motion Passed: Approve by consent items in section C of the Agenda identified with an asterisk and receive the information and proposals in sections D, E and F identified with an asterisk. Passed with a motion by Phil Davidson and a second by Scott Eby.

Patrice Beckham: Yea
Phil Davidson: Yea
Scott Eby: Yea
Matt Goetz: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

C.1. *Approval of Minutes

Approved the Minutes of the February 3, 2025, Board of Education meeting.

C.2. *Treasurer's Report

Acknowledged receipt of the Treasurer's Report for February, 2025.

C.3. *Payment of Claims

Approved the payment of claims totaling \$3,131,606.47.

C.4. *Release from Contract

(1) Jeffrey Barry, (2) Kent Crossley, (3) Karie DeJonge, (4) Cynthia Gengel, (5) James Hirz, (6) Paige Holbrook, (7) Tracy Johnson-Korenski, (8) Kelsey O'Kane, (9) Noah Triggs, (10) Linda Whalen and (11) Daniel Yowell were released from their contracts effective May 22, 2025 and that (12) Nicole Fox and (13) Deirdre McKinley were released from their contracts effective June 30, 2025.

C.5. *Election of New Teachers

(1) Jordan Anderson, (2) Megan Coy, (3) Caitlyn Higginbotham, (4) Brooke Hosick, (5) Ella Matthies, (6) Laryn O'Shaughnessy, (7) Caitlyn Pouliot, (8) Bailey St. Clair, (9) Brody Struck, (10) Julia Suelter, (11) Aubrey Swaink, (12) Jaxon Walls, (13) Libby Walls and (14) Gayla White were elected to the certified staff for the 2025-26 school year effective August 1, 2025 subject to their release from any contractual agreements with other school districts.

C.6. *Cancellation of Contract

Certified contract of (1) Tiffany Alcocer was cancelled effective January 27, 2025.

D. Action Items

D.1. Budget Parameters

Susan Brooks, Director of Fiscal Affairs proposed the Budget Parameters for the 2025-2026 Budgetary Planning. The parameters are based on 9500 students, along with class size and teacher FTE's. Dr. Rippe proceeded to share the class size and caseload targets on the budget parameters is an average class size. Mrs. Brooks explained the funding received by the district from the state for special education reimbursement will continue to be at the 80% level. At this time there are not any changes to the parameters.

Motion Passed: I move to approve the proposed Parameters for 2025-2026 Budgetary Planning. Passed with a motion by Phil Davidson and a second by Maureen McNamara.

Patrice Beckham: Yea
Phil Davidson: Yea
Scott Eby: Yea
Matt Goetz: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

D.2. Teacher Negotiated Agreement

Dr. Sharra Smith, Executive Director of Personnel presented the Certified Negotiated Agreement representing teachers, nurses, school psychologist, and therapists. The negotiated agreement with teachers represents an agreement with a proposed total package increase of 4.088% for the 2025/2026 school year. The base salary for teachers increases up to \$39,784, the professional recognition stipend increased to \$7300, health insurance stipend shifts to \$9562, vertical and horizontal salary increases for individual employees. As part of the agreement there was a change from 3-5 non-accumulating bereavement leave days for the death of the employee's spouse, parent, child, step-child or parent-in-law.

Motion Passed: I move to approve the Teacher Negotiated Agreement as presented. Passed with a motion by Scott Eby and a second by Patrice Beckham.

Patrice Beckham: Yea
Phil Davidson: Yea
Scott Eby: Yea
Matt Goetz: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

D.3. 2026-27 School Calendar

Dr. Robert Moore, Assistant Superintendent, shared the proposed 2026-2027 school calendar with the Board. Dr. Moore proceeded to explain how the first day of school is determined, along with the calendar that allows for there to be 176 student days and 188 teacher contract days. The calendar was shared with staff, with minimal feedback that was received. The Board discussed when parent/teacher/student conferences are held and if there continues to be a need for the conferences. The district will conduct a survey to gather feedback from parents/guardians and staff. Once the feedback is evaluated, the district will then determine if a change will need to be made to the 2026-2027 calendar. The Board approved the calendar as presented by Dr. Moore.

Motion Passed: I move to approve the 2026-2027 school calendar as presented. Passed with a motion by Nina Wolford and a second by Scott Eby.

Patrice Beckham: Yea
Phil Davidson: Yea
Scott Eby: Yea
Matt Goetz: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

D.4. *Board Policy Review

Accepted the Board Policy Review by consent.

706.02 Internal Controls – Proposed to reflect new federal grant policy.

E. Commendations

E.1. *Metro Conference Bowling Tournament

E.2. *Districts' Bowling

E.3. *Glenwood Gala Competition

E.4. *Grand Island Competition

E.5. *Forensics

E.6. *Winter Band

E.7. *DECA Districts

E.8. *UNL Capital City Invite

E.9. *Girls Wrestling Districts

E.10. *Mu Alpha Theta

E.11. *Special Olympics Polar Plunge

F. Information Items

F.1. Early Childhood Update

Cara Graney, Early Childhood Coordinator, Dr. Kim Rausch, School Psychologist and Dr. Tonya Jolley from the Buffet Early Childhood Institute presented to the Board an overview of the Early Childhood Superintendents' Plan. Currently, Belleaire Elementary is a Hub that supports the program. The group proceeded to share the Overarching Goals that include Literacy Focus, Family Engagement, School Readiness, and Social-Emotional Development. The three domains of the program are Leadership Effectiveness, Instructional Excellence, and Family and Community Partnership. An overview was provided with 235 children receiving home/community based services, 279 students enrolled in Preschool, 16 Head Start Students receiving services from BPS, 126 EDN referrals, and 108 3-5 year-old referrals. There have been 2,839 registered families attending the Early Childhood Center at the BPS Welcome Center. Finally, the group provided an update on the Key Takeaways.

F.2. Legislative Update

Dr. Rippe shared the 2025 legislative session is on day thirty-six, with floor debates and hearings underway through the end of March. Also, the Forecast Board met on February 27th. Dr. Rippe proceeded to provide an update on the following bills:

LB140 – Require school policies relating to use of electronic communication devices by students.

LB31 – Require school policies relating to the use of student surveillance, monitoring, and tracking technology by school districts.

LB300 – Change provisions relating to the Superintendent Pay Transparency Act and provide a limit for superintendent and educational service unit administrator compensation.

LB645 – Change provisions relating to the School Retirement Fund

LB303 – Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under the Tax Equity and Educational Opportunities Support Act and create the School Finance Reform Commission.

During the April 14th Board meeting, Radcliffe, Gilbertson, and Brady the Districts lobbyist will report on the 2025 Legislative session.

F.3. *Strategic Plan Update

Accepted the Strategic Plan Priority 3 Student Programs and Services by consent.

G. Public Comment Period

None

H. Board of Education Member Reports on Meetings They Have Attended

BPS Foundation – Scott Eby reported the BPS Foundation meeting was held via Zoom. As a reminder, the 2025 Scholarship Breakfast will be held April 25th at the Lied Activity Center with over \$60,000 being awarded in scholarships to students. There was also a discussion on the structure of the Kids’ Time program.

MABE – Maureen McNamara reported the next meeting will be March 5th with anticipation of discussions on the legislative session.

I. Future Business

March 4, BPS Staff Appreciation Day

April 4-6, NSBA Annual Conference

April 14, Board of Education Meeting, Welcome Center, 6:30 p.m.

Dr. Rippe proceeded to share the Bellevue East and Bellevue West girls will play each other on Wednesday, March 5th in the State Basketball tournament. Also, the Bellevue West boys are playing in the District Championship tonight. If they win, they will play in the State Basketball tournament on March 12th.

J. Executive Session

Motion Passed: Adjourn to Executive Session to consider matters relating to strategy sessions for personnel, which are necessary to be considered in closed session for the protection of the public interest and for the needless injury to the reputation of an individual. Passed with a motion at 7:37 p.m. by Scott Eby and a second by Nina Wolford.

Patrice Beckham: Yea
Phil Davidson: Yea
Scott Eby: Yea
Matt Goetz: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

Motion Passed: Reconvene in Open Session at 9:12 p.m. Passed with a motion by Maureen McNamara and a second by Patrice Beckham.

Patrice Beckham: Yea
Phil Davidson: Yea

Scott Eby: Yea
Matt Goetz: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

Motion Passed: Adjourn the March 3, 2025, Board of Education meeting at 9:13 p.m. Passed with a motion by Maureen McNamara and a second by Matt Goetz.

Patrice Beckham: Yea
Phil Davidson: Yea
Scott Eby: Yea
Matt Goetz: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

Secretary

**Treasurer's Report
to the
Board of Education**

March, 2025

**BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska**

BELLEVUE PUBLIC SCHOOLS
Financial Summary
March 31,2025

Accounts	Book Balance 02-25-25	Receipts	Expenditures	Book Balance 03-31-25	Funds Invested 03-31-25	Adjusted Balance 03-31-25
General Fund*	12,310,301.30	9,761,703.11	16,061,753.40	6,010,251.01	270,380.97	5,739,870.04
District Revolving Account*	83,618.81	27,234.05	35,053.99	75,798.87	-	75,798.87
Special Building Fund*	3,030,056.50	55,923.04	74,080.23	3,011,899.31	2,731,631.48	280,267.83
Social Security & Retirement Fund*	12,098.56	400.00	1,876.51	10,622.05	-	10,622.05
Bond Debt Fund *	766,997.00	237,640.69	-	1,004,637.69	-	1,004,637.69
Bond Projects Sweep Fund**	5,004,410.20	5,510,842.49	1,480,255.47	9,034,997.22	9,034,997.22	(0.00)
School Lunch Fund*	(255,958.73)	487,766.45	486,536.04	(254,728.32)	401,345.11	(656,073.43)
General Severance*	116,649.87	-	11,666.48	104,983.39	57,481.93	47,501.46
Student Fees Fund*	35,987.43	-	14,345.00	21,642.43	-	21,642.43
Lewis & Clark Activity Fund*	65,089.20	3,812.68	2,408.21	66,493.67	-	66,493.67
Logan Activity Fund****	22,481.46	2,262.60	3,461.98	21,282.08	-	21,282.08
Mission Activity Fund*	22,658.79	3,031.88	3,333.49	22,357.18	-	22,357.18
Bellevue East Activity Fund*	362,980.55	114,644.22	53,257.62	424,367.15	-	424,367.15
Bellevue West Activity Fund*	391,236.88	72,492.73	86,633.04	377,096.57	-	377,096.57
District Activity Fund****	1,918,572.78	138,635.07	114,633.94	1,942,573.91	942,901.16	999,672.75
Totals	23,872,378.92	16,416,389.01	18,429,295.40	21,875,652.42	13,438,737.87	8,436,914.55

FOOTNOTES: * = First Interstate Bank ** = First Interstate Bank and Liquid Asset combined for Bond Project Fund **** = American National Bank
NOTE: Funds are invested assuming some checks will not be submitted to the bank for payment immediately. As a result, the "adjusted book balance" listed above may reflect a negative adjusted book balance.

March, 2025

Percent of Year

58%

RECEIPTS

ACCOUNT	ANTICIPATED	Y-T-D RECEIVED 2024-25	Y-T-D RECEIVED 2023-24	Year To Date % Received 2024-25
Cash Reserve	\$ -	\$ -	\$ -	0.00%
Taxes	\$ 50,850,299	\$ 12,706,304	\$ 4,974,303	24.99%
Public Power Sales Tax	\$ 330,000	\$ -	\$ -	0.00%
Motor Vehicle Tax	\$ 4,000,000	\$ 2,486,521	\$ 2,218,637	62.16%
Interest	\$ 100,000	\$ 33,591	\$ 30,704	33.59%
Other Local Receipts	\$ 500,000	\$ 530,952	\$ 679,533	106.19%
County Fines & Licenses	\$ 250,000	\$ 176,922	\$ 152,992	70.77%
State Aid	\$ 50,478,429	\$ 35,334,901	\$ 36,577,963	70.00%
Special Ed. Programs	\$ 13,200,000	\$ 7,902,580	\$ 7,871,729	59.87%
Special Ed. Transportation	\$ 1,375,000	\$ -	\$ -	0.00%
High Ability Learners	\$ 60,000	\$ 59,414	\$ 63,465	99.02%
ProRata Motor Vehicle	\$ 90,000	\$ 32,407	\$ 30,739	36.01%
State Apportionment	\$ 1,500,000	\$ 3,116,901	\$ 1,533,728	207.79%
PEAK Grant	\$ 73,508	\$ 32,222	\$ 31,977	0.00%
Other State Receipts	\$ 132,293	\$ 88,370	\$ 87,770	66.80%
Title I	\$ 1,300,000	\$ 1,035,404	\$ 175,250	79.65%
Title IIA	\$ 225,000	\$ 163,609	\$ 25,121	72.72%
Title III	\$ 63,000	\$ 36,329	\$ 18,452	57.67%
IDEA	\$ 2,075,000	\$ 1,560,081	\$ 140,329	75.18%
SPED Region 20 Grant	\$ 22,500	\$ 14,272	\$ 5,274	63.43%
MIPS	\$ 300,000	\$ 232,801	\$ 237,830	77.60%
Med Admin NASB	\$ 115,000	\$ 58,657	\$ 92,979	51.01%
Impact Aid	\$ 4,500,000	\$ 2,394,469	\$ 3,203,884	53.21%
Federal Vocational Ed	\$ 75,000	\$ 68,814	\$ 46,791	91.75%
Other Federal Source	\$ 1,330,000	\$ 1,395,337	\$ 1,805,969	104.91%
ROTC	\$ 140,000	\$ 103,477	\$ 97,204	73.91%
Services Coordination	\$ 440,000	\$ 239,949	\$ 234,467	54.53%
Loans	\$ -	\$ -	\$ -	0.00%
TOTAL	\$ 133,525,029	\$ 69,804,282	\$ 60,337,090	52.28%

DISBURSEMENTS

CATEGORY	BUDGET	CURRENT DISBURSED 2024-25	PRIOR YEAR DISBURSED 2023-24	Year To Date % Disbursed 2024-25
Instructional Services	\$ 65,928,040	\$ 37,567,474	\$ 37,165,825	56.98%
Support Services				
Special Education	\$ 22,786,777	\$ 13,971,974	\$ 13,003,884	61.32%
Pupil Services	\$ 6,442,418	\$ 3,724,330	\$ 3,562,910	57.81%
Staff Services	\$ 8,420,511	\$ 4,477,371	\$ 3,269,116	53.17%
General Administration	\$ 2,224,124	\$ 1,159,179	\$ 1,254,618	52.12%
School Administration	\$ 6,522,044	\$ 3,834,240	\$ 3,764,420	58.79%
Business	\$ 1,272,886	\$ 643,990	\$ 630,323	50.59%
Operation of Plant	\$ 8,983,035	\$ 5,178,747	\$ 5,031,366	57.65%
Maintenance of Plant	\$ 3,645,834	\$ 2,823,145	\$ 2,559,060	77.43%
Pupil Transportation	\$ 5,764,363	\$ 3,680,580	\$ 3,470,455	63.85%
Debt Services	\$ 25,000	\$ 750	\$ 500	0.38%
Summer School	\$ 1,510,000	\$ 4,919	\$ 1,727	0.33%
TOTAL	\$ 133,525,029	\$ 77,066,698	\$ 73,714,204	57.72%
REVENUE OVER EXPENSE	\$ (0)	\$ (7,262,416)	\$ (13,377,114)	-5.44%

State of Nebraska Disbursement Categories

Instructional Services

Carl Perkins Vocational Innovation Grant
DoDEA Health Sciences Grant
DoDEA Operation Take Flight Grant
DoDEA World Language Grant
Dept of Education Project Shape Up
Early Childhood Instruction
ELL Plan
Flex Funding
High Ability Learners Program
Instructional Substitutes
CTE grant
Poverty Plan
Regular K-12 Instruction
Summer School
Textbook Loan Program
Title I
Title III - Immigrant/Limited English Proficiency

Special Education

Contracted Services
Diagnostic Services
Homebased Services
IDEA Programs
Region 20 Grant
School Age Special Education
SCIP Grant
SPED Health Services
SPED Preschool

Pupil Services

Attendance Services
Extra Curricular Programs
Guidance
Health Services
Safety

Staff Services

Assessment
Curriculum & Instruction
Instructional Coaching
Library/Media
Technology
Title IIA Grant

General Administration

Board of Education
Communications
Executive Administration
Personnel

School Administration

Building Secretaries
Principals

Business

District Vehicle Maintenance
Fiscal Affairs

Operation of the Plant

Custodial Services
Trash Collection
Utilities

Maintenance of the Plant

General Liability Insurance
Maintenance and Repairs
Site Maintenance (Grounds)

Transportation

Learning Community Transportation
Regular School Age Transportation
SPED Below Age Five Transportation
SPED School Age Transportation

Debt Service

Loan Principal and Interest

**Bellevue Public Schools Building Fund
Mar-25**

FUND NAME	BALANCE FEB	RECEIPTS MAR	DISBURSEMENTS MAR	BALANCE MAR
SPECIAL BUILDING FUND	\$ 3,030,056.50	\$ 55,923.04	\$ (74,080.23)	\$ 3,011,899.31
BANK BALANCE	\$ 3,011,899.31			
PLUS O/S DEPOSITS	\$ -			
LESS O/S CHECKS	\$ -			
TOTAL CASH	\$ 3,011,899.31			

**Bellevue Public Schools Bond Fund
Mar-25**

FUND NAME	BALANCE FEB	RECEIPTS MAR	DISBURSEMENTS MAR	BALANCE MAR
BOND FUND (Debt)	\$ 766,997.00	\$ 237,640.69	\$ -	\$ 1,004,637.69
BOND PROJECT FUND	\$ 5,004,310.20	\$ 5,510,842.49	\$ (1,480,255.47)	\$ 9,034,897.22

**Lunch Program Income Statement
Mar-25**

Revenues:	
Lunch Program	\$131,670.25
State & Federal Funding	\$259,739.62
Catering	\$2,067.92
Vending	\$2,736.99
Total Revenues	<u>\$396,214.78</u>
Expenses:	
Salaries	\$281,158.35
Supplies	\$197,212.79
Repairs	\$5,417.30
Miscellaneous	\$2,747.60
Total Expenses	<u>\$486,536.04</u>
Net Income (Loss)	<u>\$ (90,321.26)</u>

FUND NAME	BALANCE 9/1/24	RECEIPTS YTD	DISBURSEMENTS YTD	BALANCE 3/30/25
Lunch Fund	\$ 306,367.43	\$ 3,394,379.52	\$ (3,955,475.27)	\$ (254,728.32)

Bellevue Public Schools Employee Benefit Fund
Mar-25

FUND NAME	BALANCE FEB	RECEIPTS MAR	DISBURSEMENTS MAR	BALANCE MAR
Social Security & Retirement	\$ 12,098.56	\$ 400.00	\$ (1,876.51)	\$ 10,622.05
General Severance	\$ 116,649.87	\$ -	\$ (11,666.48)	\$ 104,983.39
TOTAL	\$ 128,748.43	\$ 400.00	\$ (13,542.99)	\$ 115,605.44

Bellevue Public Schools Student Fees Fund
Mar-25

FUND NAME	BALANCE FEB	RECEIPTS MAR	DISBURSEMENTS MAR	BALANCE MAR
BELLEVUE EAST HS	\$ 12,825.23	\$ -	\$ (7,172.50)	\$ 5,652.73
BELLEVUE WEST HS	\$ 23,162.20	\$ -	\$ (7,172.50)	\$ 15,989.70
TOTAL	\$ 35,987.43	\$ -	\$ (14,345.00)	\$ 21,642.43

LEWIS & CLARK MIDDLE SCHOOL

General Ledger Report

Financial Report

From Date:	2/25/2025
To Date:	03/31/2025

From Acct:	100
To Acct:	470

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Dish / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	\$110.79	\$3.00	\$0.00	\$0.00	\$113.79	\$0.00	\$113.79
110	STAFF AFFAIRS	\$1,391.17	\$150.00	\$(352.50)	\$0.00	\$1,188.67	\$0.00	\$1,188.67
120	FINES	\$556.16	\$0.00	\$0.00	\$0.00	\$556.16	\$0.00	\$556.16
130	FACILITY USE FEES	\$1,017.47	\$0.00	\$0.00	\$0.00	\$1,017.47	\$0.00	\$1,017.47
140	INTEREST	\$73.49	\$0.00	\$0.00	\$0.00	\$73.49	\$0.00	\$73.49
150	ACTIVITY CARDS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
160	MEDIA CENTER	\$100.01	\$758.38	\$0.00	\$0.00	\$858.39	\$0.00	\$858.39
170	SCOUT SNACK	\$513.81	\$0.00	\$0.00	\$0.00	\$513.81	\$0.00	\$513.81
180	ROBOTICS	\$514.31	\$0.00	\$0.00	\$0.00	\$514.31	\$0.00	\$514.31
190	DISCOVERY SHOW CHOIR	\$618.55	\$0.00	\$0.00	\$0.00	\$618.55	\$0.00	\$618.55
200	H.A.L.	\$3,204.12	\$0.00	\$0.00	\$0.00	\$3,204.12	\$0.00	\$3,204.12
210	BPS FOUNDATION GRANTS	\$756.99	\$0.00	\$(351.51)	\$0.00	\$405.48	\$0.00	\$405.48
220	GRANTS	\$2,912.56	\$0.00	\$0.00	\$0.00	\$2,912.56	\$0.00	\$2,912.56
230	NATIONAL HISTORY DAY	\$16.30	\$0.00	\$0.00	\$0.00	\$16.30	\$0.00	\$16.30
240	BPS VOCAL MUSIC	\$40.00	\$0.00	\$0.00	\$0.00	\$40.00	\$0.00	\$40.00
250	BPS BANDS	\$3,723.23	\$0.00	\$0.00	\$0.00	\$3,723.23	\$0.00	\$3,723.23
260	ACADEMIC TEAMS	\$40.65	\$0.00	\$0.00	\$0.00	\$40.65	\$0.00	\$40.65
270	ATHLETIC TEAMS	\$5,317.03	\$0.00	\$(398.10)	\$0.00	\$4,918.93	\$0.00	\$4,918.93
300	PBIS	\$1,393.68	\$0.00	\$(60.00)	\$0.00	\$1,333.68	\$0.00	\$1,333.68
350	GSA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
360	SPIRIT CLUB	\$13.42	\$0.00	\$0.00	\$0.00	\$13.42	\$0.00	\$13.42
380	ATHLETICS	\$18,476.40	\$1,167.75	\$(586.50)	\$0.00	\$19,057.65	\$0.00	\$19,057.65
400	TEAMMATES	\$279.20	\$0.00	\$0.00	\$0.00	\$279.20	\$0.00	\$279.20
402	NATIONAL JR HONOR SOCIETY	\$6,057.00	\$0.00	\$(623.60)	\$0.00	\$5,433.40	\$0.00	\$5,433.40
404	STUDENT COUNCIL	\$8,041.90	\$1,699.55	\$(36.00)	\$0.00	\$9,705.45	\$0.00	\$9,705.45
406	LEWIS & CLARK MUSIC DEPT	\$(222.84)	\$0.00	\$0.00	\$0.00	\$(222.84)	\$0.00	\$(222.84)
408	ART CLUB	\$68.09	\$0.00	\$0.00	\$0.00	\$68.09	\$0.00	\$68.09
410	SERVICE CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
412	DRUG FREE CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
414	INSTRUMENTAL MUSIC	\$612.97	\$0.00	\$0.00	\$0.00	\$612.97	\$0.00	\$612.97
416	VOCAL MUSIC	\$683.31	\$0.00	\$0.00	\$0.00	\$683.31	\$0.00	\$683.31
418	DRAMA CLUB	\$571.77	\$0.00	\$0.00	\$0.00	\$571.77	\$0.00	\$571.77
420	DIVERSITY CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
422	BOOK CLUB	\$550.36	\$0.00	\$0.00	\$0.00	\$550.36	\$0.00	\$550.36
424	YEARBOOK	\$5,370.20	\$0.00	\$0.00	\$0.00	\$5,370.20	\$0.00	\$5,370.20
426	BUILDERS CLUB	\$241.73	\$34.00	\$0.00	\$0.00	\$275.73	\$0.00	\$275.73
428	HOPE SQUAD	\$166.05	\$0.00	\$0.00	\$0.00	\$166.05	\$0.00	\$166.05
430	SCOUT SHOUT	\$509.00	\$0.00	\$0.00	\$0.00	\$509.00	\$0.00	\$509.00
450	WORLD LANGUAGE CLUB	\$174.18	\$0.00	\$0.00	\$0.00	\$174.18	\$0.00	\$174.18
460	SCIENCE CLUB	\$92.05	\$0.00	\$0.00	\$0.00	\$92.05	\$0.00	\$92.05
462	SCIENCE OLYMPIAD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
468	MATH CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
470	CIRCLE OF FRIENDS	\$1,104.09	\$0.00	\$0.00	\$0.00	\$1,104.09	\$0.00	\$1,104.09
Activity Accounts Grand Total		\$65,089.20	\$3,812.68	\$(2,408.21)	\$0.00	\$66,493.67	\$0.00	\$66,493.67

LOGAN FONTENELLE MID SCH

General Ledger Report

Financial Report

From Date: 2/25/2025
To Date: 03/31/2025

From Acct: 100
To Acct: 479

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	\$0.00	\$0.00	\$(598.50)	\$0.00	(\$598.50)	\$0.00	\$(598.50)
110	STAFF AFFAIRS	(\$16,223.16)	\$621.98	\$(1,321.50)	\$0.00	(\$16,922.68)	\$0.00	\$(16,922.68)
120	FINES	\$2,626.20	\$95.00	\$(373.77)	\$0.00	\$2,347.43	\$0.00	\$2,347.43
130	FACILITY USE FEES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
140	INTEREST	\$6.26	\$0.21	\$0.00	\$0.00	\$6.47	\$0.00	\$6.47
150	Library Funds	\$0.00	\$440.86	\$(440.86)	\$0.00	\$0.00	\$0.00	\$0.00
200	H.A.L.	\$255.94	\$0.00	\$0.00	\$0.00	\$255.94	\$0.00	\$255.94
210	Cox Business Grant	\$0.00	\$0.00	\$0.00	\$1,200.00	\$1,200.00	\$0.00	\$1,200.00
220	NORTHROP GRUMMAN GRANTS	\$2,550.00	\$0.00	\$0.00	\$0.00	\$2,550.00	\$0.00	\$2,550.00
260	ACADEMIC TEAMS	\$629.63	\$0.00	\$0.00	\$0.00	\$629.63	\$0.00	\$629.63
360	SPIRIT CLUB	\$499.07	\$0.00	\$0.00	\$0.00	\$499.07	\$0.00	\$499.07
400	TEAMMATES	\$2.86	\$0.00	\$0.00	\$0.00	\$2.86	\$0.00	\$2.86
402	NATIONAL JR HONOR SO	\$0.00	\$0.00	\$(385.00)	\$0.00	(\$385.00)	\$0.00	\$(385.00)
404	STUDENT COUNCIL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
406	CHESS CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
408	ART CLUB	\$116.62	\$0.00	\$0.00	\$0.00	\$116.62	\$0.00	\$116.62
410	SERVICE CLUB	\$283.75	\$0.00	\$0.00	\$0.00	\$283.75	\$0.00	\$283.75
412	DRUG FREE CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
414	INSTRUMENTAL MUSIC	\$1,322.96	\$48.00	\$0.00	\$0.00	\$1,370.96	\$0.00	\$1,370.96
416	VOCAL MUSIC	\$1,549.48	\$30.00	\$0.00	\$0.00	\$1,579.48	\$0.00	\$1,579.48
418	DRAMA CLUB	\$334.25	\$0.00	\$0.00	\$0.00	\$334.25	\$0.00	\$334.25
420	DIVERSITY CLUB	\$610.47	\$0.00	\$(14.99)	\$0.00	\$595.48	\$0.00	\$595.48
424	YEARBOOK	(\$19,053.14)	\$35.00	\$0.00	\$0.00	(\$19,018.14)	\$0.00	(\$19,018.14)
450	WORLD LANGUAGE CLU	\$94.51	\$0.00	\$0.00	\$0.00	\$94.51	\$0.00	\$94.51
460	SCIENCE CLUB	\$326.46	\$0.00	\$0.00	\$0.00	\$326.46	\$0.00	\$326.46
462	SCIENCE OLYMPIAD	\$2,851.35	\$0.00	\$0.00	\$0.00	\$2,851.35	\$0.00	\$2,851.35
468	MATH CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
469	SKILLS USA	\$0.00	\$480.00	\$0.00	\$0.00	\$480.00	\$0.00	\$480.00
470	ATHLETIC	\$34,825.37	\$156.55	\$0.00	\$0.00	\$34,981.92	\$0.00	\$34,981.92
471	BPS FOUNDATION GRANT	\$6,891.51	\$0.00	\$(327.36)	(\$1,200.00)	\$5,364.15	\$0.00	\$5,364.15
472	FAMILY CONSUMER SCIENCE	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00	\$0.00	\$200.00
473	CIRCLE OF FRIENDS	\$196.55	\$0.00	\$0.00	\$0.00	\$196.55	\$0.00	\$196.55
474	GSA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
475	Robotics	\$281.23	\$0.00	\$0.00	\$0.00	\$281.23	\$0.00	\$281.23
476	LEADERSHIP ACADEMY	\$11.34	\$0.00	\$0.00	\$0.00	\$11.34	\$0.00	\$11.34
477	PBIS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
478	UNIFIED ATHLETICS	\$1,291.95	\$355.00	\$0.00	\$0.00	\$1,646.95	\$0.00	\$1,646.95
479	HOPE SQUAD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Activity Accounts Grand Total		\$22,481.46	\$2,262.60	\$(3,461.98)	\$0.00	\$21,282.08	\$0.00	\$21,282.08

MISSION MIDDLE SCHOOL

General Ledger Report

Financial Report

From Date:	2/25/2025
To Date:	03/31/2025

From Acct:	100
To Acct:	500

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	\$7,330.61	\$0.00	\$(480.00)	\$0.00	\$6,850.61	\$0.00	\$6,850.61
105	STAFF SOCIAL FUNDS	\$43.18	\$0.00	\$0.00	\$0.00	\$43.18	\$0.00	\$43.18
110	STAFF AFFAIRS	\$183.32	\$0.00	\$0.00	\$0.00	\$183.32	\$0.00	\$183.32
120	LIBRARY USE	\$443.42	\$0.00	\$0.00	\$0.00	\$443.42	\$0.00	\$443.42
130	FACILITY USE FEES	\$5,887.26	\$1,000.00	\$(1,695.59)	\$0.00	\$5,191.67	\$0.00	\$5,191.67
140	INTEREST	\$150.12	\$1.88	\$0.00	\$0.00	\$152.00	\$0.00	\$152.00
200	H.A.L.	\$697.84	\$0.00	\$0.00	\$0.00	\$697.84	\$0.00	\$697.84
210	MISSION 150	\$2,236.59	\$0.00	\$0.00	\$0.00	\$2,236.59	\$0.00	\$2,236.59
220	ATHLETICS/GATE	\$15.16	\$2,030.00	\$(797.90)	\$0.00	\$1,247.26	\$0.00	\$1,247.26
260	ACADEMIC TEAMS	\$87.73	\$0.00	\$0.00	\$0.00	\$87.73	\$0.00	\$87.73
360	SPIRIT CLUB	\$177.11	\$0.00	\$0.00	\$0.00	\$177.11	\$0.00	\$177.11
400	TEAMMATES	(\$124.18)	\$0.00	\$0.00	\$0.00	(\$124.18)	\$0.00	(\$124.18)
402	NATIONAL JR HONOR SO	\$0.53	\$0.00	\$0.00	\$0.00	\$0.53	\$0.00	\$0.53
404	STUDENT COUNCIL	\$0.29	\$0.00	\$0.00	\$0.00	\$0.29	\$0.00	\$0.29
406	CHESS CLUB	\$241.19	\$0.00	\$0.00	\$0.00	\$241.19	\$0.00	\$241.19
408	ART CLUB	\$217.12	\$0.00	\$0.00	\$0.00	\$217.12	\$0.00	\$217.12
410	SERVICE CLUB	\$54.40	\$0.00	\$0.00	\$0.00	\$54.40	\$0.00	\$54.40
412	DRUG FREE CLUB	(\$384.49)	\$0.00	\$0.00	\$0.00	(\$384.49)	\$0.00	(\$384.49)
414	INSTRUMENTAL MUSIC	\$78.14	\$0.00	\$0.00	\$0.00	\$78.14	\$0.00	\$78.14
416	VOCAL MUSIC	\$329.98	\$0.00	\$0.00	\$0.00	\$329.98	\$0.00	\$329.98
418	DRAMA CLUB	\$0.02	\$0.00	\$0.00	\$0.00	\$0.02	\$0.00	\$0.02
420	DIVERSITY CLUB	\$136.17	\$0.00	\$0.00	\$0.00	\$136.17	\$0.00	\$136.17
424	YEARBOOK	(\$14,981.70)	\$0.00	\$0.00	\$0.00	(\$14,981.70)	\$0.00	(\$14,981.70)
450	WORLD LANGUAGE CLUB	\$1,531.87	\$0.00	\$0.00	\$0.00	\$1,531.87	\$0.00	\$1,531.87
460	SCIENCE CLUB	\$0.15	\$0.00	\$0.00	\$0.00	\$0.15	\$0.00	\$0.15
462	SCIENCE OLYMPIAD	(\$131.66)	\$0.00	\$0.00	\$0.00	(\$131.66)	\$0.00	(\$131.66)
468	MATH CLUB	\$781.38	\$0.00	\$0.00	\$0.00	\$781.38	\$0.00	\$781.38
470	CIRCLE OF FRIENDS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
472	BPS Foundation Grants	\$7,050.37	\$0.00	\$(360.00)	\$0.00	\$6,690.37	\$0.00	\$6,690.37
474	COUNSELING	\$2,136.58	\$0.00	\$0.00	\$0.00	\$2,136.58	\$0.00	\$2,136.58
476	ROBOTICS CLUB	\$3,769.91	\$0.00	\$0.00	\$0.00	\$3,769.91	\$0.00	\$3,769.91
478	MISSION PARENT GROUP	\$2,384.13	\$0.00	\$0.00	\$0.00	\$2,384.13	\$0.00	\$2,384.13
480	DICKS SPORTING FOUNDATION	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
500	Unified Soccer	\$1,316.25	\$0.00	\$0.00	\$0.00	\$1,316.25	\$0.00	\$1,316.25
Activity Accounts Grand Total		\$22,658.79	\$3,031.88	\$(3,333.49)	\$0.00	\$22,357.18	\$0.00	\$22,357.18

BELLEVUE EAST HIGH SCHOOL

General Ledger Report

Financial Report

From Date:	2/25/2025
To Date:	03/31/2025

From Acct:	100
To Acct:	505

Activity Accounts

Acct	Account Name	Beg. Bal.	Recept / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
490	POST PROM	\$4,754.07	\$1,100.00	\$0.00	\$0.00	\$5,854.07	\$0.00	\$5,854.07
495	Special Education	\$2,413.34	\$0.00	\$0.00	\$0.00	\$2,413.34	\$0.00	\$2,413.34
497	Circle of Friends	\$188.67	\$0.00	\$0.00	\$0.00	\$188.67	\$0.00	\$188.67
500	Activity Clearing	(\$4,000.00)	\$0.00	\$0.00	\$0.00	(\$4,000.00)	\$0.00	(\$4,000.00)
505	Counseling	\$49,414.82	\$0.00	\$0.00	\$0.00	\$49,414.82	\$0.00	\$49,414.82
Activity Accounts Grand Total		\$362,980.55	\$114,644.22	\$(53,257.62)	\$0.00	\$424,367.15	\$0.00	\$424,367.15

BELLEVUE WEST HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 2/25/2025
To Date: 03/31/2025

From Acct: 100
To Acct: 523

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	Student Affairs	\$1,985.26	\$0.00	\$(35.30)	\$0.00	\$1,949.96	\$0.00	\$1,949.96
102	T-Bird Café	\$10.37	\$0.00	\$0.00	\$0.00	\$10.37	\$0.00	\$10.37
110	Staff Affairs	\$3,261.68	\$438.17	\$(1,424.37)	\$0.00	\$2,275.48	\$0.00	\$2,275.48
120	Fines	\$5,563.19	\$0.00	\$0.00	\$0.00	\$5,563.19	\$0.00	\$5,563.19
122	Library Fines	\$353.59	\$0.00	\$0.00	\$0.00	\$353.59	\$0.00	\$353.59
125	Student fees	\$525.00	\$0.00	\$0.00	\$0.00	\$525.00	\$0.00	\$525.00
130	Facility Use Fees	\$15,645.97	\$2,300.00	\$(6,098.18)	\$0.00	\$11,847.79	\$0.00	\$11,847.79
140	INTEREST	\$1,375.48	\$65.01	\$0.00	\$0.00	\$1,440.49	\$0.00	\$1,440.49
150	The Bird House	\$(7,395.79)	\$8,059.12	\$(4,978.10)	\$10.00	\$(4,304.77)	\$0.00	\$(4,304.77)
160	NEA Grant	\$4,241.22	\$0.00	\$0.00	\$0.00	\$4,241.22	\$0.00	\$4,241.22
161	West Welcomers Grant	\$339.72	\$0.00	\$0.00	\$0.00	\$339.72	\$0.00	\$339.72
162	Art Display Panel Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
163	Classroom Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
164	Ritonya Grant	\$49.97	\$0.00	\$0.00	\$0.00	\$49.97	\$0.00	\$49.97
165	Facebook Community Action	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
170	BPS Foundation Grants	\$7,048.12	\$0.00	\$(42.18)	(\$455.00)	\$6,550.94	\$0.00	\$6,550.94
171	Foundation Giving Grant	\$(0.50)	\$0.00	\$0.00	\$0.00	\$(0.50)	\$0.00	\$(0.50)
172	EducationQuest Foundation	\$6,380.43	\$3,250.00	\$(7,086.31)	\$0.00	\$2,544.12	\$0.00	\$2,544.12
173	PSAT	\$500.40	\$0.00	\$0.00	\$0.00	\$500.40	\$0.00	\$500.40
174	MTSS	\$630.00	\$0.00	\$0.00	\$0.00	\$630.00	\$0.00	\$630.00
175	AFCEA Grant	\$16.05	\$0.00	\$0.00	\$0.00	\$16.05	\$0.00	\$16.05
176	College and Career Center	\$0.00	\$2,500.00	\$0.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00
177	AP Test Funds	\$6,845.62	\$0.00	\$0.00	\$0.00	\$6,845.62	\$0.00	\$6,845.62
180	Courtesy Committee	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
185	Hope Squad	\$2,060.97	\$0.00	\$(22.96)	\$0.00	\$2,038.01	\$0.00	\$2,038.01
210	Freshman Class	\$40.61	\$0.00	\$0.00	\$0.00	\$40.61	\$0.00	\$40.61
220	Sophomore Class	\$298.84	\$0.00	\$0.00	\$0.00	\$298.84	\$0.00	\$298.84
230	Junior Class	\$2,278.65	\$2,190.00	\$(1,960.47)	\$0.00	\$2,508.18	\$0.00	\$2,508.18
240	Senior Class	\$327.40	\$0.00	\$0.00	\$0.00	\$327.40	\$0.00	\$327.40
250	Alumni Class	\$2,557.58	\$0.00	\$0.00	\$0.00	\$2,557.58	\$0.00	\$2,557.58
260	Circle of Friends	\$2,581.20	\$0.00	\$(232.00)	\$0.00	\$2,349.20	\$0.00	\$2,349.20
265	Fiber Friends Club	\$0.00	\$134.01	\$0.00	\$455.00	\$589.01	\$0.00	\$589.01
300	Athletics	\$51,364.77	\$10,591.62	\$(26,393.80)	\$0.00	\$35,562.59	\$0.00	\$35,562.59
310	Athletic Training	\$(452.97)	\$0.00	\$0.00	\$0.00	\$(452.97)	\$0.00	\$(452.97)
320	Athletic Team Sub-Accts	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
330	Athletic Booster Club	\$32,316.85	\$200.00	\$(8,394.88)	\$0.00	\$24,121.97	\$0.00	\$24,121.97
340	Cheerleaders	\$2,841.45	\$796.83	\$(2,775.72)	\$0.00	\$862.56	\$0.00	\$862.56
350	Strategic Games Club	\$2,988.90	\$0.00	\$0.00	\$0.00	\$2,988.90	\$0.00	\$2,988.90
360	T-Bird Sprit	\$286.67	\$0.00	\$0.00	\$0.00	\$286.67	\$0.00	\$286.67
400	Teammates	\$58.85	\$0.00	\$0.00	\$0.00	\$58.85	\$0.00	\$58.85
402	National Honor Society	\$2,087.20	\$0.00	\$0.00	\$0.00	\$2,087.20	\$0.00	\$2,087.20
403	Science National Honor S	\$94.59	\$0.00	\$0.00	\$0.00	\$94.59	\$0.00	\$94.59
404	Student Council	\$10,241.77	\$0.00	\$(300.00)	\$0.00	\$9,941.77	\$0.00	\$9,941.77
405	Mu Alpha Theta	\$1,145.45	\$0.00	\$0.00	\$0.00	\$1,145.45	\$0.00	\$1,145.45
406	BW Food Drive	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
408	Congressional Awards C	\$322.68	\$0.00	\$0.00	\$0.00	\$322.68	\$0.00	\$322.68
410	Key Club	\$900.01	\$0.00	\$(38.50)	\$0.00	\$861.51	\$0.00	\$861.51
412	Sustainability Ecology	\$580.27	\$0.00	\$(75.00)	\$0.00	\$505.27	\$0.00	\$505.27
414	Instrumental Music	\$2,177.72	\$0.00	\$(500.00)	\$0.00	\$1,677.72	\$0.00	\$1,677.72
416	Vocal Music	\$20,123.33	\$3,286.67	\$(4,587.85)	(\$10.00)	\$18,812.15	\$0.00	\$18,812.15
418	W.A.S.T. Thespians	\$7,598.27	\$727.82	\$0.00	\$0.00	\$8,326.09	\$0.00	\$8,326.09

BELLEVUE WEST HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 2/25/2025
To Date: 03/31/2025

From Acct: 100
To Acct: 523

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
420	Diversity Club	\$1,330.48	\$0.00	\$0.00	\$0.00	\$1,330.48	\$0.00	\$1,330.48
421	GSA	\$42.84	\$0.00	\$0.00	\$0.00	\$42.84	\$0.00	\$42.84
422	Latino Leaders	\$241.16	\$0.00	\$0.00	\$0.00	\$241.16	\$0.00	\$241.16
423	AASLC	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
424	Yearbook-Thunderbird	\$12,797.45	\$0.00	\$0.00	\$0.00	\$12,797.45	\$0.00	\$12,797.45
426	Publications	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
427	Poetry Foundation	\$0.17	\$0.00	\$0.00	\$0.00	\$0.17	\$0.00	\$0.17
428	Newspaper-Westwind	\$290.23	\$0.00	\$0.00	\$0.00	\$290.23	\$0.00	\$290.23
430	Play/Musical Productions	\$29,338.17	\$4,968.79	\$(1,746.34)	\$0.00	\$32,560.62	\$0.00	\$32,560.62
431	Bellevue West Art	\$1,302.47	\$0.00	\$0.00	\$0.00	\$1,302.47	\$0.00	\$1,302.47
432	Dance Team/Thunderettes	\$3,807.48	\$645.00	\$(234.70)	\$0.00	\$4,217.78	\$0.00	\$4,217.78
434	Envirothon Grant	\$475.00	\$0.00	\$0.00	\$0.00	\$475.00	\$0.00	\$475.00
440	ROTC	\$52,822.75	\$320.00	\$(1,369.02)	\$0.00	\$51,773.73	\$0.00	\$51,773.73
445	Maxwell/ROTC	\$147.82	\$0.00	\$0.00	\$0.00	\$147.82	\$0.00	\$147.82
452	German Club	\$4.65	\$0.00	\$0.00	\$0.00	\$4.65	\$0.00	\$4.65
454	French Club	\$277.95	\$0.00	\$0.00	\$0.00	\$277.95	\$0.00	\$277.95
456	Spanish Club	\$648.39	\$570.36	\$(557.84)	\$0.00	\$660.91	\$0.00	\$660.91
458	Latin Club	\$51.22	\$0.00	\$0.00	\$0.00	\$51.22	\$0.00	\$51.22
460	The Bird Box	\$4,076.56	\$180.00	\$(1,930.24)	\$0.00	\$2,326.32	\$0.00	\$2,326.32
461	FBLA-Thunder Brew	\$2,544.67	\$936.00	\$(2,070.59)	\$0.00	\$1,410.08	\$0.00	\$1,410.08
464	Science Olympiad Acct.	\$88.79	\$0.00	\$0.00	\$0.00	\$88.79	\$0.00	\$88.79
470	FBLA	\$(4,216.27)	\$1,676.94	\$(300.00)	\$0.00	\$(2,839.33)	\$0.00	\$(2,839.33)
472	DECA	\$3,918.14	\$2,821.00	\$(1,437.83)	\$0.00	\$5,301.31	\$0.00	\$5,301.31
474	Educator's Rising (FEA)	\$91.48	\$0.00	\$0.00	\$0.00	\$91.48	\$0.00	\$91.48
476	Forensics	\$12.77	\$0.00	\$0.00	\$0.00	\$12.77	\$0.00	\$12.77
478	Debate	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
479	HOSA	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00	\$0.00	\$200.00
480	Family Consumer Science	\$1,659.75	\$0.00	\$0.00	\$0.00	\$1,659.75	\$0.00	\$1,659.75
482	Culinary Arts	\$632.55	\$101.94	\$(151.98)	\$0.00	\$582.51	\$0.00	\$582.51
484	Skills USA	\$1,739.91	\$872.30	\$(200.00)	\$0.00	\$2,412.21	\$0.00	\$2,412.21
486	History Club	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
490	After Prom (Post Prom)	\$7,582.83	\$1,000.00	\$(369.00)	\$0.00	\$8,213.83	\$0.00	\$8,213.83
500	Activity Clearing	\$(3,550.00)	\$0.00	\$0.00	\$0.00	\$(3,550.00)	\$0.00	\$(3,550.00)
501	Mascots	\$2,309.98	\$0.00	\$0.00	\$0.00	\$2,309.98	\$0.00	\$2,309.98
503	Unified Bowling	\$118.00	\$0.00	\$0.00	\$0.00	\$118.00	\$0.00	\$118.00
504	Bowling	\$4,571.73	\$0.00	\$(1,918.65)	\$0.00	\$2,653.08	\$0.00	\$2,653.08
505	Counseling	\$39,285.60	\$0.00	\$0.00	\$0.00	\$39,285.60	\$0.00	\$39,285.60
506	Baseball	\$(239.95)	\$0.00	\$0.00	\$0.00	\$(239.95)	\$0.00	\$(239.95)
507	Boys Basketball	\$(3,491.06)	\$4,500.00	\$0.00	\$0.00	\$1,008.94	\$0.00	\$1,008.94
508	Girl's Basketball	\$4,177.60	\$0.00	\$(309.60)	\$0.00	\$3,868.00	\$0.00	\$3,868.00
509	Football	\$1,637.72	\$15,000.00	\$(679.90)	\$0.00	\$15,957.82	\$0.00	\$15,957.82
510	Boy's Golf	\$1,602.34	\$400.00	\$(211.99)	\$0.00	\$1,790.35	\$0.00	\$1,790.35
511	Boy's Tennis	\$231.15	\$0.00	\$0.00	\$0.00	\$231.15	\$0.00	\$231.15
512	Girl's Tennis	\$(439.12)	\$0.00	\$0.00	\$0.00	\$(439.12)	\$0.00	\$(439.12)
513	Track	\$5,157.00	\$1,660.00	\$(1,578.00)	\$0.00	\$5,239.00	\$0.00	\$5,239.00
514	Swimming	\$576.35	\$390.00	\$(394.35)	\$0.00	\$572.00	\$0.00	\$572.00
515	Volleyball	\$2,206.72	\$0.00	\$0.00	\$0.00	\$2,206.72	\$0.00	\$2,206.72
516	Softball	\$9,221.10	\$0.00	\$0.00	\$0.00	\$9,221.10	\$0.00	\$9,221.10
517	Boy's Wrestling	\$3,063.21	\$109.55	\$0.00	\$0.00	\$3,172.76	\$0.00	\$3,172.76
518	Boys Soccer	\$4,813.49	\$0.00	\$(1,295.99)	\$0.00	\$3,517.50	\$0.00	\$3,517.50
519	Girl's Soccer	\$2,614.31	\$1,801.60	\$(4,931.40)	\$0.00	\$(515.49)	\$0.00	\$(515.49)

BELLEVUE WEST HIGH SCHOOL

General Ledger Report

Financial Report

From Date:	2/25/2025
To Date:	03/31/2025

From Acct:	100
To Acct:	523

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
520	Girl's Golf	\$3,163.59	\$0.00	\$0.00	\$0.00	\$3,163.59	\$0.00	\$3,163.59
521	T-bird Customs	\$98.51	\$0.00	\$0.00	\$0.00	\$98.51	\$0.00	\$98.51
522	Cross Country	\$2.36	\$0.00	\$0.00	\$0.00	\$2.36	\$0.00	\$2.36
523	Girl's Wrestling	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Activity Accounts Grand Total		\$391,236.88	\$72,492.73	\$(86,633.04)	\$0.00	\$377,096.57	\$0.00	\$377,096.57

BELLEVUE PUBLIC SCHOOLS

General Ledger Report

Financial Report

From Date: 2/25/2025 To Date: 03/31/2025

From Acct: 1001 To Acct: 9960

Table with columns: Acct, Account Name, Beg. Bal., Receipt / JV, Disb / JV, Transfers, End. Bal., YTD Payables, Work Bal. Rows include accounts like AVERY, BELLAIRE, BERTHA BARBER, BETZ, BIRCHCREST, CENTRAL, FORT CROOK, LEMAY, PETER SARPY, TWIN RIDGE, WAKE ROBIN, LEONARD LAWRENCE, ACE PROGRAM, FRANK KUMOR CAREER CTR, GOVERNMENT FEES, STEM CAMP, ANB INTEREST, WELCOME CENTER, MISSION ANNEX, EARLY CHILDHOOD CENTER, SOCIAL WORK TEAM, DISTRICT APPRECIATION, SEL GRANT, STEM - FACEBOOK GRANT, STAFF DEVELOPMENT, ELEM. PRINCIPAL SUNSHINE, TRANSPORTATION, SENSORY ROOM, GENERAL USE - ACTIVITY, ELEMENTARY BAND FUND, COOPERATING TEACHER, ELEMENTARY BLDG., SECONDARY BLDG., UNIFIED SPORTS, ECC PLAYGROUND, HAL, COMMUNICATIONS, TECHNOLOGY, AFTER PROM, EL PARENT GROUP (PADRE), WEST BASEBALL FIELD PROJ, LAC FIELD PROJECT, OPERATION READ, EAST BASEBALL FIELD PROJ, DISTRICT CLEARING.

BELLEVUE PUBLIC SCHOOLS

General Ledger Report

Financial Report

From Date:	2/25/2025
To Date:	03/31/2025

From Acct:	1001
To Acct:	9960

Activity Accounts Grand Total	\$1,918,572.78	\$138,635.07	\$(114,633.94)	\$0.00	\$1,942,573.91	\$0.00	\$1,942,573.91
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**Bellevue Public Schools General Obligation Bonds
Summary as of 3/30/2025**

Bonds Approved by Voters	76,000,000.00
Bonds Sold	76,000,000.00
Premium Received on Sale of Bonds	10,181,683.90
Gross Proceeds	86,181,683.90
Other Activity:	
Underwriter's Discount (netted against proceeds)	(708,197.50)
Costs of Issuance (expense)	(221,796.00)
Interest Income received	-
Net Funds Received To Date	85,251,690.40
 Bonds Remaining to be Sold	 -
 FY25 Activity:	
Beginning Cash Balance as of March 1, 2025	5,004,410.20
Income through March 30, 2025	5,510,842.49
Expenditures through March 30, 2025	(1,480,255.47)
Ending cash balance on March 30, 2025	9,034,997.22

BELLEVUE PUBLIC SCHOOLS
BOARD OF EDUCATION

04-01-2025

IT IS RECOMMENDED THAT THE FOLLOWING CLAIMS
BE APPROVED FOR PAYMENT

GENERAL FUND	1,407,479.40
SPECIAL BUILDING FUND	16,375.42
FOOD SERVICE FUND	191,714.68
BOND PROJECT	1,137,159.14
TOTAL	2,752,728.64

Bellevue Public Schools - Publication Of Checks

Vendor Name	Check No	Amount	Description
3D PRINTERS DEPOT	00262359	564.00	SUPPLIES
AARON THUMANN	00262301	288.00	EMPLOYEE TRAINING & DEVELOPMNT
ACCUPRINT LASER SERVICES, INC.	00262360	149.90	SUPPLIES
ADAMS & SULLIVAN P.C.	00262361	2,472.50	LEGAL SERVICES
ADVENTURE BUS & CHARTER	00262290	1,078.65	CONTRACTED TRANSPORTATION
ALYSSA AMSTUTZ	00262362	116.63	SUPPLIES
AMERICAN BOTTLING COMPANY	00262540	3,763.43	FOOD
AMERICAN RED CROSS HEALTH & SAFETY	00262363	217.00	EMPLOYEE TRAINING & DEVELOPMNT
AMP SPEECH THERAPY, LLC	00262364	6,480.00	TUITION-OTHER AGENCIES
ANDY'S APPLIANCE REPAIR	00262365	796.09	BUILDING IMPROVEMENT
APPLE, INC.	00262302	125,666.67	SOFTWARE
AQUA-CHEM, INC.	00262366	1,370.00	REPAIRS
ARROW STAGE LINES	00262367	4,925.00	CONTRACTED TRANSPORTATION
AT&T MOBILITY	00262278	87.48	TELECOMMUNICATIONS
AUTO VALUE	00262368	6.89	SUPPLIES
AUTO VALUE	00262368	1,380.15	TIRES & PARTS
AUTO-JET MUFFLER CORP	00262369	353.16	TIRES & PARTS
AWARDS NOW	00262370	4,352.99	BUILDING PROJECTS
BAKER'S SUPERMARKET	00262371	1,002.67	SUPPLIES
BAKER'S SUPERMARKET	00262541	19.95	FOOD
BATTERIES PLUS BULBS	00262372	302.28	SUPPLIES
BAUER BUILT TIRE	00262373	703.54	TIRES & PARTS
BEARCOM	00262374	716.73	SUPPLIES
BEARDMORE CHEVROLET, INC	00262375	-28.61	SUPPLIES
BEARDMORE CHEVROLET, INC	00262375	38.03	TIRES & PARTS
BEAVER EXCAVATION, INC.	00262376	1,040.00	DISTRICT SNOW REMOVAL
BELLEVUE LEADER	00262377	85.05	SUPPLIES
BLICK ART MATERIALS, LLC	00262378	297.42	SUPPLIES
BOILER CHILLER SYSTEMS LLC	00262379	40,626.03	BUILDING IMPROVEMENT
BOUND TO STAY BOUND	00262380	5,248.27	SUPPLIES
BP BUSINESS SOLUTIONS	00262279	27.44	CONTRACTED TRANSPORTATION
BP BUSINESS SOLUTIONS	00262279	1,245.59	GAS, DIESEL, OIL
BPS FOUNDATION - LAC	00262542	100.00	SUPPLIES
BREEAMBER JOSLIN	00262303	160.00	EMPLOYEE TRAINING & DEVELOPMNT
BRIGGS, INC.	00262381	28.70	BUILDING IMPROVEMENT
BRYAN IRSIK	00262304	288.00	EMPLOYEE TRAINING & DEVELOPMNT

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BUILDERS SUPPLY CO., INC.	00262382	234.15	BUILDING IMPROVEMENT
C.A.P. INC.	00262383	1,056.00	SOFTWARE
CARPENTER PAPER COMPANY	00262384	5,323.80	SUPPLIES
CARPENTER PAPER COMPANY	00262543	8,689.85	SUPPLIES
CARVEWRIGHT	00262291	2,419.99	SUPPLIES
CCS PRESENTATION SYSTEMS, INC.	00262385	3,843.37	COMPUTER HARDWARE
CENGAGE LEARNING	00262386	15,180.00	SUPPLIES
CENTURY BUSINESS PRODUCTS	00262387	1.90	SUPPLIES
CERRIS SYSTEMS	00262544	1,515.00	REPAIRS
CINTAS CORPORATION	00262388	1,077.68	PROFESSIONAL SERVICES
COCA-COLA OF OMAHA	00262545	4,112.13	FOOD
COLLINS SPORTS MEDICINE	00262389	2,388.13	SUPPLIES
COLUMN SOFTWARE PBC	00262390	15.27	ADVERTISING/PUBLICATION
COMMERCE BANK	00262305	1,548.50	CONTRACTED TRANSPORTATION
CONTINENTAL RESEARCH CORP.	00262391	3,850.47	SUPPLIES
CORNHUSKER INTERNATIONAL TRUCKS, INC.	00262392	1,264.69	TIRES & PARTS
COX BUSINESS SERVICES	00262393	15,081.77	TELECOMMUNICATIONS
COX BUSINESS SERVICES	00262394	32,779.21	TELECOMMUNICATIONS
DE LAGE LANDEN FINANCIAL SERVICES, INC	00262395	426.79	FURNITURE & EQUIPMENT
DELTA FOREMOST CHEMICAL CORP.	00262396	2,655.30	SUPPLIES
DEMCO, INC.	00262397	301.79	SUPPLIES
DIAMEDICAL USA	00262398	41,962.92	SUPPLIES
DIANE ELLIS	00262399	1,286.50	PROFESSIONAL SERVICES
DIETZE MUSIC	00262400	324.00	RENTALS/LEASE PURCHASE
DIETZE MUSIC	00262400	135.00	REPAIRS
DIETZE MUSIC	00262400	13,938.00	SUPPLIES
DISTRICT ACTIVITY FUND	00262546	1,690.00	SUPPLIES
DISTRICT REVOLVING ACCOUNT	00262280	4,996.75	PROFESSIONAL SERVICES
DISTRICT REVOLVING ACCOUNT	00262280	189.38	REPAIRS
DISTRICT REVOLVING ACCOUNT	00262280	21,785.73	SUPPLIES
DISTRICT REVOLVING ACCOUNT	00262280	252.08	TEXTBOOKS & PERIODICALS
DONALD KIVINIEMI	00262306	288.00	EMPLOYEE TRAINING & DEVELOPMNT
DOUGLAS COUNTY HEALTH DEPT.	00262401	1,167.53	EMPLOYEE TRAINING & DEVELOPMNT
E.S.U. #3	00262403	255.00	EMPLOYEE TRAINING & DEVELOPMNT
E.S.U. #3	00262403	250.00	SUPPLIES
E.S.U. #3	00262403	2,900.00	TUITION-OTHER AGENCIES
EAST HIGH ACTIVITY ACCOUNT	00262547	550.00	SUPPLIES
ECHO ELECTRIC SUPPLY	00262404	168.23	BUILDING IMPROVEMENT
EDUCATIONAL AND COMMUNITY SUPPPORTS	00262405	500.00	SUPPLIES
EGAN SUPPLY	00262406	1,527.10	REPAIRS

EGAN SUPPLY	00262406	22,940.08	SUPPLIES
EGAN SUPPLY	00262548	420.82	SUPPLIES
ELAN FINANCIAL SERVICES	00262292	683.92	CONTRACTED TRANSPORTATION
ELAN FINANCIAL SERVICES	00262292	109.64	PROFESSIONAL SERVICES
ELAN FINANCIAL SERVICES	00262292	6,955.24	SUPPLIES
ELECTRONIC CONTRACTING COMPANY	00262407	367.50	BUILDING IMPROVEMENT
ELECTRONIC CONTRACTING COMPANY	00262307	2,157.75	BUILDING IMPROVEMENT
EMS LINQ	00262408	90,664.24	SOFTWARE
E-RATE FIRST, LLC	00262402	17,093.11	COMPUTER HARDWARE
EYMAN PLUMBING, INC.	00262409	5,148.26	BUILDING IMPROVEMENT
EYMAN PLUMBING, INC.	00262409	1,235.48	BUILDING PROJECTS
FAMILY FARE SUPERMARKET	00262410	1,121.38	SUPPLIES
FAMILY FARE SUPERMARKET	00262549	27.84	FOOD
FARNER-BOCKEN COMPANY	00262550	4,945.61	FOOD
FATHER FLANAGAN'S BOYS' HOME	00262411	341.00	EMPLOYEE TRAINING & DEVELOPMNT
FERRELLGAS	00262412	5,982.72	GAS, DIESEL, OIL
FIELD PAPER COMPANY	00262413	3,846.24	SUPPLIES
FLEETPRIDE	00262414	15.75	SUPPLIES
FLEETPRIDE	00262414	2,865.67	TIRES & PARTS
FOLLETT CONTENT SOLUTIONS, LLC	00262415	4,933.82	SUPPLIES
FOLLETT HIGHER EDUCATION GROUP, INC	00262416	2,867.37	PROFESSIONAL SERVICES
FOOD DISTRIBUTION PROGRAM NE DEPT. OF HE	00262551	2,392.50	FOOD
GARY WOOD	00262417	7,936.00	TUITION-OTHER AGENCIES
GENERAL FIRE AND SAFETY EQUIPMENT CO.	00262418	3,295.81	BUILDING IMPROVEMENT
GENERAL PARTS, LLC.	00262552	332.20	REPAIRS
GLENNA FISHER	00262419	2,325.00	TUITION-OTHER AGENCIES
GOODWIN TUCKER GROUP	00262420	321.25	BUILDING IMPROVEMENT
GOPHER	00262421	93,436.63	SUPPLIES
GP ARCHITECTURE, LLC.	00030710	17,968.00	BUILDING PROJECTS
GP ARCHITECTURE, LLC.	00030710	10,000.00	PROFESSIONAL SERVICES
GRAINGER, INC.	00262422	555.10	BUILDING IMPROVEMENT
GRAINGER, INC.	00262422	736.11	REPAIRS
GREAT MINDS	00262423	11,700.00	EMPLOYEE TRAINING & DEVELOPMNT
GREAT PLAINS PIANO COMPANY	00262424	225.00	PROFESSIONAL SERVICES
GREENBERG FRUIT COMPANY	00262553	1,092.64	FOOD
GREENLIFE GARDENS, INC.	00262425	4,027.00	BUILDING IMPROVEMENT
GREENLIFE GARDENS, INC.	00262425	4,215.00	DISTRICT SNOW REMOVAL
HAILEY SCHMIT	00262426	53.74	SUPPLIES
HAMPTON INN KEARNEY	00262427	716.00	EMPLOYEE TRAINING & DEVELOPMNT
HASSE AND LOVIN ASSOCIATES, LLC	00262428	6,666.66	PROFESSIONAL SERVICES

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HD SUPPLY	00262308	308.28	SUPPLIES
HILAND DAIRY	00262554	34,354.20	FOOD
HOTSY EQUIPMENT CO.	00262429	38.25	SUPPLIES
HOWIE'S HOCKEY INC	00262430	2,501.50	SUPPLIES
IMAGINE LEARNING, INC.	00262431	21,646.90	SUPPLIES
INTEGRATED CARE	00262281	1,000.00	PROFESSIONAL SERVICES
INTERNATIONAL E-Z	00262432	1,162.45	SUPPLIES
INTERSTATE POWER SYSTEMS, INC.	00262433	31.78	REPAIRS
INTERSTATE POWER SYSTEMS, INC.	00262433	31.78	TIRES & PARTS
IXL LEARNING	00262434	99.00	SUPPLIES
J & J SMALL ENGINE SERVICE, INC.	00262435	774.99	SUPPLIES
J.W. PEPPER & SON, INC.	00262436	606.95	SUPPLIES
JAKE NIEMAN	00262309	288.00	EMPLOYEE TRAINING & DEVELOPMNT
JASON RAMIREZ	00262437	29.48	SUPPLIES
JENNIFER MANNING	00262282	63.55	SUPPLIES
JENNY BURTON	00262438	75.00	SUPPLIES
JILL SMITH	00262439	2,232.00	TUITION-OTHER AGENCIES
JILL SWENSON	00262310	160.00	EMPLOYEE TRAINING & DEVELOPMNT
JLK EDUCATIONAL RESOURCES, LLC	00262440	372.00	TUITION-OTHER AGENCIES
JODON'S	00262441	72.00	SUPPLIES
JODY MENEAR	00262442	71.40	PROFESSIONAL SERVICES
JOHN DEERE FINANCIAL	00262443	1,197.65	REPAIRS
JOHNSON HARDWARE CO	00262444	44.60	BUILDING IMPROVEMENT
JOHNSTONE SUPPLY	00262445	384.39	BUILDING IMPROVEMENT
JOSH TEDDER CONSTRUCTION, INC.	00262446	16,400.00	DISTRICT SNOW REMOVAL
JOURNEY SPEECH THERAPY	00262447	8,010.00	TUITION-OTHER AGENCIES
JULIE BERGMANN	00262448	130.00	PROFESSIONAL SERVICES
KALLIE LAWRENCE	00262449	19.09	CONTRACTED TRANSPORTATION
KAYLENE RANDALL	00262283	160.00	EMPLOYEE TRAINING & DEVELOPMNT
KIM RAUSCH	00262311	160.00	EMPLOYEE TRAINING & DEVELOPMNT
KIMBALL MIDWEST	00262450	826.66	SUPPLIES
KONE INC.	00262451	348.23	BUILDING IMPROVEMENT
KONE INC.	00262451	2,710.29	SITE IMPROVEMENTS
KOURTNEY GALYEN	00262452	40.37	PROFESSIONAL SERVICES
KREG TOOL COMPANY	00262293	125.42	SUPPLIES
KRIHA FLUID POWER CO. INC.	00262453	322.43	TIRES & PARTS
LANGUAGE LINE SERVICES	00262454	25.00	SUPPLIES
LEADING EDGE LAMINATING	00262455	620.32	SUPPLIES
LEADING EDGE LAMINATING	00262312	154.20	SUPPLIES
LEAH B STEWART	00262456	418.50	TUITION-OTHER AGENCIES

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LEWIS & CLARK ACTIVITY FUND	00262555	150.00	SUPPLIES
LINDSEY SCHUBERT	00262284	160.00	EMPLOYEE TRAINING & DEVELOPMNT
LOGAN CUNNINGHAM	00262313	288.00	EMPLOYEE TRAINING & DEVELOPMNT
LOGAN FONTENELLE ACTIVITY FUND	00262556	150.00	SUPPLIES
MACGILL	00262457	1,658.92	SUPPLIES
MACGILL	00262314	1,304.67	SUPPLIES
MARY HANSEN	00262557	506.23	SUPPLIES
MARY M SPILLANE	00262458	3,999.00	PROFESSIONAL SERVICES
MATHESON TRI-GAS, INC.	00262459	73.67	REPAIRS
MATHESON TRI-GAS, INC.	00262459	43.81	SUPPLIES
MATT FENSTER	00262315	160.00	EMPLOYEE TRAINING & DEVELOPMNT
MAX I WALKER	00262460	879.78	PROFESSIONAL SERVICES
MAXABILITY THERAPY SERVICES, P.C.	00262461	14,056.88	TUITION-OTHER AGENCIES
MECO-HENNE CONSTRUCTION, INC	00030711	41,529.00	BUILDING PROJECTS
MENARDS, INC.	00262462	2,207.73	BUILDING IMPROVEMENT
MENARDS, INC.	00262462	1,583.84	REPAIRS
MENARDS, INC.	00262462	808.20	SUPPLIES
METAL DOORS & HARDWARE COMPANY	00262463	82.00	SUPPLIES
METAL LOGOS, INC	00030712	19,205.94	BUILDING PROJECTS
METAL LOGOS, INC	00030709	7,867.30	BUILDING PROJECTS
METROPOLITAN COMMUNITY COLLEGE	00262316	14.99	PROFESSIONAL SERVICES
METROPOLITAN UTILITIES DIST.	00262464	25,977.68	FUEL
METROPOLITAN UTILITIES DIST.	00262464	17,944.79	WATER & SEWER
METROPOLITAN UTILITIES DIST.	00262286	2,086.85	WATER & SEWER
MICHAEL TODD INDUSTRIAL SUPPLY	00262465	45.75	BUILDING IMPROVEMENT
MIDLAND UNIVERSITY	00262466	11,340.00	PROFESSIONAL SERVICES
MIDWEST BUS PARTS, INC.	00262467	1,249.82	TIRES & PARTS
MISSION ACTIVITY FUND	00262558	150.00	SUPPLIES
NAPA AUTO PARTS	00262468	7.15	REPAIRS
NAPA AUTO PARTS	00262468	640.66	TIRES & PARTS
NASPA	00262469	190.00	EMPLOYEE TRAINING & DEVELOPMNT
NCECBVI	00262220	100.00	EMPLOYEE TRAINING & DEVELOPMNT
NEBRASKA - IOWA SUPPLY CO. INC.	00262470	25,591.22	GAS, DIESEL, OIL
NEBRASKA - IOWA SUPPLY CO. INC.	00262559	668.60	GAS, DIESEL, OIL
NEBRASKA/CENTRAL EQUIPMENT	00262472	1,052.88	TIRES & PARTS
NEBRASKA-IOWA INDUSTRIAL FASTENERS, CORP	00262471	17.41	SUPPLIES
NEXUS THERAPY	00262473	9,831.00	TUITION-OTHER AGENCIES
NUMOTION	00262474	1,603.00	SUPPLIES
NWEA	00262277	1,890.00	EMPLOYEE TRAINING & DEVELOPMNT
OCCUPATIONAL HEALTH CENTERS OF NEBRASKA	00262475	700.00	PROFESSIONAL SERVICES

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OFFICE DEPOT, INC	00262476	8,370.96	SUPPLIES
OFFICE DEPOT, INC	00262560	164.84	SUPPLIES
OHARCO	00262477	671.85	BUILDING IMPROVEMENT
OMAHA PUBLIC POWER DISTRICT	00262478	159,203.73	ELECTRICITY
OMAHA WORLD-HERALD MEDIA GROUP	00262479	1,030.44	ADVERTISING/PUBLICATION
ONE SOURCE, INC.	00262480	1,236.00	PROFESSIONAL SERVICES
OPC DIRECT	00262481	3,240.16	SUPPLIES
OVERDRIVE, INC.	00262482	1,750.00	SUPPLIES
PAPILLION SANITATION	00262483	3,631.80	TRASH REMOVAL
PAPILLION SANITATION	00262561	2,627.07	TRASH REMOVAL
PAUL LUCHT & SONS, INC	00262484	499.80	REPAIRS
PAXTON/PATTERSON LLC	00262485	171.15	SUPPLIES
PHIL DAVIDSON	00262486	96.00	EMPLOYEE TRAINING & DEVELOPMNT
PHILIP WILLIAMS	00262317	288.00	EMPLOYEE TRAINING & DEVELOPMNT
PHILLIP LOOMIS	00262487	96.00	EMPLOYEE TRAINING & DEVELOPMNT
POWERSCHOOL GROUP, LLC.	00262294	44,620.00	SOFTWARE
PRESTO-X	00262488	1,721.37	SITE IMPROVEMENTS
PRIME SECURED, INC	00262489	770.00	BUILDING IMPROVEMENT
PRODUCTIVITY, INC	00262490	83.94	SUPPLIES
PURITAN MANUFACTURING, INC.	00262491	20.00	TIRES & PARTS
QUADIENT	00262492	2,222.00	POSTAGE
QUADIENT	00262295	6,399.21	POSTAGE
RADCLIFFE, GILBERTSON & BRADY	00262493	4,500.00	LOBBYIST
RAPIDSCALE INC	00262494	4,898.00	SOFTWARE
RAY MARTIN COMPANY	00262495	2,147.00	BUILDING IMPROVEMENT
RAY MARTIN COMPANY	00262495	10,786.95	BUILDING PROJECTS
REALITYWORKS, INC.	00262496	6,554.52	SUPPLIES
RIVERSIDE INSIGHTS	00262497	2,851.20	SUPPLIES
RIVERSIDE TECHNOLOGIES, INC.	00262498	156.00	TECHNOLOGY REPAIRS
RODNEY BROWN	00262318	600.00	EMPLOYEE TRAINING & DEVELOPMNT
ROTELLA'S ITALIAN BAKERY, INC.	00262562	1,441.95	FOOD
RYAN MOORE	00262499	96.00	EMPLOYEE TRAINING & DEVELOPMNT
SAPP BROS, INC.	00262500	1,264.25	SUPPLIES
SARAH HELLER	00262287	160.00	EMPLOYEE TRAINING & DEVELOPMNT
SARAH LACH	00262319	160.00	EMPLOYEE TRAINING & DEVELOPMNT
SARPY COUNTY TREASURER	00262501	1,530.00	CONTRACTED TRANSPORTATION
SCHEELE-KAYTON CONSTRUCTION, LLC	00030713	1,033,254.90	BUILDING PROJECTS
SCHOLASTIC BOOK CLUBS INC.	00262502	48.15	SUPPLIES
SCHOOL HEALTH CORPORATION	00262503	1,998.29	SUPPLIES
SCHOOL SPECIALTY, LLC	00262504	5,040.81	SUPPLIES

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SHANNON GIER	00262320	288.00	EMPLOYEE TRAINING & DEVELOPMNT
SHEILA HOLLANDER-BRODERSEN	00262505	275.00	PROFESSIONAL SERVICES
SHELLEY HARMON	00262321	160.00	EMPLOYEE TRAINING & DEVELOPMNT
SHELTERED REALITY, INC	00262506	350.00	SUPPLIES
SHERWIN-WILLIAMS	00262507	76.27	SUPPLIES
SOLIANT CONSULTING, INC.	00262508	56,301.83	TUITION-OTHER AGENCIES
SOLVEPATH LLC DBA TSCO	00262509	3,564.00	TUITION-OTHER AGENCIES
SORENSEN COMMUNICATIONS	00262510	260.00	PROFESSIONAL SERVICES
SORENSEN COMMUNICATIONS	00262296	465.00	PROFESSIONAL SERVICES
SPECKMANN CONSTRUCTION	00262511	4,885.00	BUILDING IMPROVEMENT
SPEECH SQUAD, LLC	00262512	3,361.50	TUITION-OTHER AGENCIES
SPORTS FACILITY MAINTENANCE, LLC	00262513	3,476.00	BUILDING IMPROVEMENT
SSWAN	00262514	290.00	EMPLOYEE TRAINING & DEVELOPMNT
STAPLES ADVANTAGE	00262515	3,773.55	SUPPLIES
STEPHANIE COLPITTS	00262322	160.00	EMPLOYEE TRAINING & DEVELOPMNT
STEPHANIE WINTER	00262516	330.00	PROFESSIONAL SERVICES
STEVE'S FLOOR COVERINGS, INC.	00262517	1,070.00	BUILDING IMPROVEMENT
SUCCESS FOR CHILDREN WITH HEARING LOSS	00262297	289.96	SUPPLIES
SUSAN JONES	00262323	6.00	EMPLOYEE TRAINING & DEVELOPMNT
SWEETWATER	00262518	974.00	SUPPLIES
SYSCO LINCOLN	00262563	118,138.20	FOOD
TAYLOR MUSIC	00262519	3,199.00	SUPPLIES
TDTB PROPERTIES, LLC	00262520	11,750.00	DISTRICT SNOW REMOVAL
THE APPROACH, LLC	00262288	300.00	SUPPLIES
THE FILTER SHOP	00262521	1,751.00	SUPPLIES
THE GRAPHIC EDGE	00262522	5,151.90	SUPPLIES
THE SPEECH GROUP LLC	00262523	9,234.00	TUITION-OTHER AGENCIES
THEATREFOLK LTD	00262524	41.95	SUPPLIES
THIELE GEOTECH, INC.	00030714	7,334.00	BUILDING PROJECTS
THOMPSON MUSIC	00262525	179.97	SUPPLIES
TRUCK CENTER COMPANIES	00262526	-5,070.00	SUPPLIES
TRUCK CENTER COMPANIES	00262526	7,299.34	TIRES & PARTS
TYLER TECHNOLOGIES, INC.	00262528	3,361.28	SOFTWARE
TY'S OUTDOOR POWER INC.	00262527	701.05	REPAIRS
TY'S OUTDOOR POWER INC.	00262527	99.39	SUPPLIES
U.S. BANK CORPORATE PAYMENT SYSTEMS	00262529	1,040.98	BUILDING IMPROVEMENT
U.S. BANK CORPORATE PAYMENT SYSTEMS	00262529	12,554.84	EMPLOYEE TRAINING & DEVELOPMNT
U.S. BANK CORPORATE PAYMENT SYSTEMS	00262529	163.56	REPAIRS
U.S. BANK CORPORATE PAYMENT SYSTEMS	00262529	500.00	SOFTWARE
U.S. BANK CORPORATE PAYMENT SYSTEMS	00262529	17,113.16	SUPPLIES

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U.S. BANK EQUIPMENT FINANCE	00262530	10,085.80	RENTALS/LEASE PURCHASE
U.S. BANK EQUIPMENT FINANCE	00262530	8,619.97	SUPPLIES
UNIVERSITY OF NEB MEDICAL CENTER	00262531	27,076.42	TUITION-OTHER AGENCIES
UNO COLLEGE OF EDUCATION	00262532	250.00	PROFESSIONAL SERVICES
USPS	00262298	138.74	SUPPLIES
VERIZON BUSINESS	00262299	135.18	TELECOMMUNICATIONS
VERNIER SOFTWARE & TECHNOLOGY	00262533	761.24	SUPPLIES
VIRCO, INC.	00262534	1,025.35	SUPPLIES
VIRCO, INC.	00262289	10,149.24	SUPPLIES
VOSS LIGHTING	00262535	1,957.78	SUPPLIES
WELDON PARTS OMAHA	00262536	59.80	SUPPLIES
WEST HIGH ACTIVITY FUND	00262564	550.00	SUPPLIES
WESTLAKE HARDWARE	00262537	35.25	BUILDING IMPROVEMENT
WESTLAKE HARDWARE	00262537	162.23	REPAIRS
WESTLAKE HARDWARE	00262324	73.92	SUPPLIES
WHITE WOLF WEB OFFSET PRINTERS	00262538	636.61	SUPPLIES
WILBUR-ELLIS AGRIBUSINESS	00262300	159.95	SITE IMPROVEMENTS
WOODRIVER ENERGY	00262539	56,795.94	FUEL
EMPLOYEES		9,309,397.55	SALARIES AND BENEFITS

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General Fund	Check No	Check Date	Vendor Name	Amount	Description
	00262359	04/01/25	3D PRINTERS DEPOT	564.00	SUPPLIES
	00262360	04/01/25	ACCUPRINT LASER SERVICES, INC.	149.90	SUPPLIES
	00262361	04/01/25	ADAMS & SULLIVAN P.C.	2,472.50	LEGAL SERVICES
	00262362	04/01/25	ALYSSA AMSTUTZ	116.63	SUPPLIES
	00262363	04/01/25	AMERICAN RED CROSS HEALTH & SAFETY	217.00	EMPLOYEE TRAINING & DEVELOPMNT
	00262364	04/01/25	AMP SPEECH THERAPY, LLC	6,480.00	TUITION-OTHER AGENCIES
	00262365	04/01/25	ANDY'S APPLIANCE REPAIR	796.09	BUILDING IMPROVEMENT
	00262366	04/01/25	AQUA-CHEM, INC.	1,370.00	REPAIRS
	00262367	04/01/25	ARROW STAGE LINES	4,925.00	CONTRACTED TRANSPORTATION
	00262368	04/01/25	AUTO VALUE	6.89	SUPPLIES
	00262368	04/01/25	AUTO VALUE	1,380.15	TIRES & PARTS
	00262369	04/01/25	AUTO-JET MUFFLER CORP	353.16	TIRES & PARTS
	00262371	04/01/25	BAKER'S SUPERMARKET	1,002.67	SUPPLIES
	00262372	04/01/25	BATTERIES PLUS BULBS	302.28	SUPPLIES
	00262373	04/01/25	BAUER BUILT TIRE	703.54	TIRES & PARTS
	00262374	04/01/25	BEARCOM	716.73	SUPPLIES
	00262375	04/01/25	BEARDMORE CHEVROLET, INC	-28.61	SUPPLIES
	00262375	04/01/25	BEARDMORE CHEVROLET, INC	38.03	TIRES & PARTS
	00262376	04/01/25	BEAVER EXCAVATION, INC.	1,040.00	DISTRICT SNOW REMOVAL
	00262377	04/01/25	BELLEVUE LEADER	85.05	SUPPLIES
	00262378	04/01/25	BLICK ART MATERIALS, LLC.	297.42	SUPPLIES
	00262379	04/01/25	BOILER CHILLER SYSTEMS LLC	40,626.03	BUILDING IMPROVEMENT
	00262380	04/01/25	BOUND TO STAY BOUND	5,248.27	SUPPLIES
	00262381	04/01/25	BRIGGS, INC.	28.70	BUILDING IMPROVEMENT
	00262382	04/01/25	BUILDERS SUPPLY CO., INC.	234.15	BUILDING IMPROVEMENT
	00262383	04/01/25	C.A.P. INC.	1,056.00	SOFTWARE
	00262384	04/01/25	CARPENTER PAPER COMPANY	5,323.80	SUPPLIES
	00262385	04/01/25	CCS PRESENTATION SYSTEMS, INC.	3,843.37	COMPUTER HARDWARE
	00262386	04/01/25	CENGAGE LEARNING	15,180.00	SUPPLIES
	00262387	04/01/25	CENTURY BUSINESS PRODUCTS	1.90	SUPPLIES
	00262388	04/01/25	CINTAS CORPORATION	1,077.68	PROFESSIONAL SERVICES
	00262389	04/01/25	COLLINS SPORTS MEDICINE	2,388.13	SUPPLIES
	00262390	04/01/25	COLUMN SOFTWARE PBC	15.27	ADVERTISING/PUBLICATION
	00262391	04/01/25	CONTINENTAL RESEARCH CORP.	3,850.47	SUPPLIES
	00262392	04/01/25	CORNHUSKER INTERNATIONAL TRUCKS, INC	1,264.69	TIRES & PARTS
	00262393	04/01/25	COX BUSINESS SERVICES	15,081.77	TELECOMMUNICATIONS
	00262394	04/01/25	COX BUSINESS SERVICES	32,779.21	TELECOMMUNICATIONS
	00262395	04/01/25	DE LAGE LANDEN FINANCIAL SERVICES, INC	426.79	FURNITURE & EQUIPMENT
	00262396	04/01/25	DELTA FOREMOST CHEMICAL CORP.	2,655.30	SUPPLIES

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00262397	04/01/25	DEMCO, INC.	301.79	SUPPLIES
00262398	04/01/25	DIAMEDICAL USA	41,962.92	SUPPLIES
00262399	04/01/25	DIANE ELLIS	1,286.50	PROFESSIONAL SERVICES
00262400	04/01/25	DIETZE MUSIC	324.00	RENTALS/LEASE PURCHASE
00262400	04/01/25	DIETZE MUSIC	135.00	REPAIRS
00262400	04/01/25	DIETZE MUSIC	13,938.00	SUPPLIES
00262401	04/01/25	DOUGLAS COUNTY HEALTH DEPT.	1,167.53	EMPLOYEE TRAINING & DEVELOPMNT
00262402	04/01/25	E-RATE FIRST, LLC	17,093.11	COMPUTER HARDWARE
00262403	04/01/25	E.S.U. #3	255.00	EMPLOYEE TRAINING & DEVELOPMNT
00262403	04/01/25	E.S.U. #3	250.00	SUPPLIES
00262403	04/01/25	E.S.U. #3	2,900.00	TUITION-OTHER AGENCIES
00262404	04/01/25	ECHO ELECTRIC SUPPLY	168.23	BUILDING IMPROVEMENT
00262405	04/01/25	EDUCATIONAL AND COMMUNITY SUPPPORT	500.00	SUPPLIES
00262406	04/01/25	EGAN SUPPLY	1,527.10	REPAIRS
00262406	04/01/25	EGAN SUPPLY	22,940.08	SUPPLIES
00262407	04/01/25	ELECTRONIC CONTRACTING COMPANY	367.50	BUILDING IMPROVEMENT
00262408	04/01/25	EMS LINQ	90,664.24	SOFTWARE
00262409	04/01/25	EYMAN PLUMBING, INC.	5,148.26	BUILDING IMPROVEMENT
00262410	04/01/25	FAMILY FARE SUPERMARKET	1,121.38	SUPPLIES
00262411	04/01/25	FATHER FLANAGAN'S BOYS' HOME	341.00	EMPLOYEE TRAINING & DEVELOPMNT
00262412	04/01/25	FERRELLGAS	5,982.72	GAS, DIESEL, OIL
00262413	04/01/25	FIELD PAPER COMPANY	3,846.24	SUPPLIES
00262414	04/01/25	FLEETPRIDE	15.75	SUPPLIES
00262414	04/01/25	FLEETPRIDE	2,865.67	TIRES & PARTS
00262415	04/01/25	FOLLETT CONTENT SOLUTIONS, LLC	4,933.82	SUPPLIES
00262416	04/01/25	FOLLETT HIGHER EDUCATION GROUP, INC	2,867.37	PROFESSIONAL SERVICES
00262417	04/01/25	GARY WOOD	7,936.00	TUITION-OTHER AGENCIES
00262418	04/01/25	GENERAL FIRE AND SAFETY EQUIPMENT CO	3,295.81	BUILDING IMPROVEMENT
00262419	04/01/25	GLENNA FISHER	2,325.00	TUITION-OTHER AGENCIES
00262420	04/01/25	GOODWIN TUCKER GROUP	321.25	BUILDING IMPROVEMENT
00262421	04/01/25	GOPHER	93,436.63	SUPPLIES
00262422	04/01/25	GRAINGER, INC.	555.10	BUILDING IMPROVEMENT
00262422	04/01/25	GRAINGER, INC.	736.11	REPAIRS
00262423	04/01/25	GREAT MINDS	11,700.00	EMPLOYEE TRAINING & DEVELOPMNT
00262424	04/01/25	GREAT PLAINS PIANO COMPANY	225.00	PROFESSIONAL SERVICES
00262425	04/01/25	GREENLIFE GARDENS, INC.	4,027.00	BUILDING IMPROVEMENT
00262425	04/01/25	GREENLIFE GARDENS, INC.	4,215.00	DISTRICT SNOW REMOVAL
00262426	04/01/25	HAILEY SCHMIT	53.74	SUPPLIES
00262427	04/01/25	HAMPTON INN KEARNEY	716.00	EMPLOYEE TRAINING & DEVELOPMNT
00262428	04/01/25	HASSE AND LOVIN ASSOCIATES, LLC	6,666.66	PROFESSIONAL SERVICES

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00262429	04/01/25	HOTSY EQUIPMENT CO.	38.25	SUPPLIES
00262430	04/01/25	HOWIE'S HOCKEY INC	2,501.50	SUPPLIES
00262431	04/01/25	IMAGINE LEARNING, INC.	21,646.90	SUPPLIES
00262432	04/01/25	INTERNATIONAL E-Z	1,162.45	SUPPLIES
00262433	04/01/25	INTERSTATE POWER SYSTEMS, INC.	31.78	REPAIRS
00262433	04/01/25	INTERSTATE POWER SYSTEMS, INC.	31.78	TIRES & PARTS
00262434	04/01/25	IXL LEARNING	99.00	SUPPLIES
00262435	04/01/25	J & J SMALL ENGINE SERVICE, INC.	774.99	SUPPLIES
00262436	04/01/25	J.W. PEPPER & SON, INC.	606.95	SUPPLIES
00262437	04/01/25	JASON RAMIREZ	29.48	SUPPLIES
00262438	04/01/25	JENNY BURTON	75.00	SUPPLIES
00262439	04/01/25	JILL SMITH	2,232.00	TUITION-OTHER AGENCIES
00262440	04/01/25	JLK EDUCATIONAL RESOURCES, LLC	372.00	TUITION-OTHER AGENCIES
00262441	04/01/25	JODON'S	72.00	SUPPLIES
00262442	04/01/25	JODY MENEAR	71.40	PROFESSIONAL SERVICES
00262443	04/01/25	JOHN DEERE FINANCIAL	1,197.65	REPAIRS
00262444	04/01/25	JOHNSON HARDWARE CO	44.60	BUILDING IMPROVEMENT
00262445	04/01/25	JOHNSTONE SUPPLY	384.39	BUILDING IMPROVEMENT
00262446	04/01/25	JOSH TEDDER CONSTRUCTION, INC.	16,400.00	DISTRICT SNOW REMOVAL
00262447	04/01/25	JOURNEY SPEECH THERAPY	8,010.00	TUITION-OTHER AGENCIES
00262448	04/01/25	JULIE BERGMANN	130.00	PROFESSIONAL SERVICES
00262449	04/01/25	KALLIE LAWRENCE	19.09	CONTRACTED TRANSPORTATION
00262450	04/01/25	KIMBALL MIDWEST	826.66	SUPPLIES
00262451	04/01/25	KONE INC.	348.23	BUILDING IMPROVEMENT
00262451	04/01/25	KONE INC.	2,710.29	SITE IMPROVEMENTS
00262452	04/01/25	KOURTNEY GALYEN	40.37	PROFESSIONAL SERVICES
00262453	04/01/25	KRIHA FLUID POWER CO. INC.	322.43	TIRES & PARTS
00262454	04/01/25	LANGUAGE LINE SERVICES	25.00	SUPPLIES
00262455	04/01/25	LEADING EDGE LAMINATING	620.32	SUPPLIES
00262456	04/01/25	LEAH B STEWART	418.50	TUITION-OTHER AGENCIES
00262457	04/01/25	MACGILL	1,658.92	SUPPLIES
00262458	04/01/25	MARY M SPILLANE	3,999.00	PROFESSIONAL SERVICES
00262459	04/01/25	MATHESON TRI-GAS, INC.	73.67	REPAIRS
00262459	04/01/25	MATHESON TRI-GAS, INC.	43.81	SUPPLIES
00262460	04/01/25	MAX I WALKER	879.78	PROFESSIONAL SERVICES
00262461	04/01/25	MAXABILITY THERAPY SERVICES, P.C.	14,056.88	TUITION-OTHER AGENCIES
00262462	04/01/25	MENARDS, INC.	2,207.73	BUILDING IMPROVEMENT
00262462	04/01/25	MENARDS, INC.	1,583.84	REPAIRS
00262462	04/01/25	MENARDS, INC.	808.20	SUPPLIES
00262463	04/01/25	METAL DOORS & HARDWARE COMPANY	82.00	SUPPLIES

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00262464	04/01/25	METROPOLITAN UTILITIES DIST.	25,977.88	FUEL
00262464	04/01/25	METROPOLITAN UTILITIES DIST.	17,944.79	WATER & SEWER
00262465	04/01/25	MICHAEL TODD INDUSTRIAL SUPPLY	45.75	BUILDING IMPROVEMENT
00262466	04/01/25	MIDLAND UNIVERSITY	11,340.00	PROFESSIONAL SERVICES
00262467	04/01/25	MIDWEST BUS PARTS, INC.	1,249.82	TIRES & PARTS
00262468	04/01/25	NAPA AUTO PARTS	7.15	REPAIRS
00262468	04/01/25	NAPA AUTO PARTS	640.66	TIRES & PARTS
00262469	04/01/25	NASPA	190.00	EMPLOYEE TRAINING & DEVELOPMNT
00262470	04/01/25	NEBRASKA - IOWA SUPPLY CO. INC.	25,591.22	GAS, DIESEL, OIL
00262471	04/01/25	NEBRASKA-IOWA INDUSTRIAL FASTENERS	17.41	SUPPLIES
00262472	04/01/25	NEBRASKA/CENTRAL EQUIPMENT	1,052.88	TIRES & PARTS
00262473	04/01/25	NEXUS THERAPY	9,831.00	TUITION-OTHER AGENCIES
00262474	04/01/25	NUMOTION	1,603.00	SUPPLIES
00262475	04/01/25	OCCUPATIONAL HEALTH CENTERS OF NE	700.00	PROFESSIONAL SERVICES
00262476	04/01/25	OFFICE DEPOT, INC	8,370.96	SUPPLIES
00262477	04/01/25	OHARCO	671.85	BUILDING IMPROVEMENT
00262478	04/01/25	OMAHA PUBLIC POWER DISTRICT	159,203.73	ELECTRICITY
00262479	04/01/25	OMAHA WORLD-HERALD MEDIA GROUP	1,030.44	ADVERTISING/PUBLICATION
00262480	04/01/25	ONE SOURCE, INC.	1,236.00	PROFESSIONAL SERVICES
00262481	04/01/25	OPC DIRECT	3,240.16	SUPPLIES
00262482	04/01/25	OVERDRIVE, INC.	1,750.00	SUPPLIES
00262483	04/01/25	PAPILLION SANITATION	3,631.80	TRASH REMOVAL
00262484	04/01/25	PAUL LUCHT & SONS, INC	499.80	REPAIRS
00262485	04/01/25	PAXTON/PATTERSON LLC	171.15	SUPPLIES
00262486	04/01/25	PHIL DAVIDSON	96.00	EMPLOYEE TRAINING & DEVELOPMNT
00262487	04/01/25	PHILLIP LOOMIS	96.00	EMPLOYEE TRAINING & DEVELOPMNT
00262488	04/01/25	PRESTO-X	1,721.37	SITE IMPROVEMENTS
00262489	04/01/25	PRIME SECURED, INC	770.00	BUILDING IMPROVEMENT
00262490	04/01/25	PRODUCTIVITY, INC	83.94	SUPPLIES
00262491	04/01/25	PURITAN MANUFACTURING, INC.	20.00	TIRES & PARTS
00262492	04/01/25	QUADIENT	2,222.00	POSTAGE
00262493	04/01/25	RADCLIFFE, GILBERTSON & BRADY	4,500.00	LOBBYIST
00262494	04/01/25	RAPIDSCALE INC	4,898.00	SOFTWARE
00262495	04/01/25	RAY MARTIN COMPANY	2,147.00	BUILDING IMPROVEMENT
00262496	04/01/25	REALITYWORKS, INC.	6,554.52	SUPPLIES
00262497	04/01/25	RIVERSIDE INSIGHTS	2,851.20	SUPPLIES
00262498	04/01/25	RIVERSIDE TECHNOLOGIES, INC.	156.00	TECHNOLOGY REPAIRS
00262499	04/01/25	RYAN MOORE	96.00	EMPLOYEE TRAINING & DEVELOPMNT
00262500	04/01/25	SAPP BROS, INC.	1,264.25	SUPPLIES
00262501	04/01/25	SARPY COUNTY TREASURER	1,530.00	CONTRACTED TRANSPORTATION

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00262502	04/01/25	SCHOLASTIC BOOK CLUBS INC.	48.15	SUPPLIES
00262503	04/01/25	SCHOOL HEALTH CORPORATION	1,998.29	SUPPLIES
00262504	04/01/25	SCHOOL SPECIALTY, LLC	5,040.81	SUPPLIES
00262505	04/01/25	SHEILA HOLLANDER-BRODERSEN	275.00	PROFESSIONAL SERVICES
00262506	04/01/25	SHELTERED REALITY, INC	350.00	SUPPLIES
00262507	04/01/25	SHERWIN-WILLIAMS	76.27	SUPPLIES
00262508	04/01/25	SOLIANT CONSULTING, INC.	56,301.83	TUITION-OTHER AGENCIES
00262509	04/01/25	SOLVEPATH LLC DBA TSCO	3,564.00	TUITION-OTHER AGENCIES
00262510	04/01/25	SORENSEN COMMUNICATIONS	260.00	PROFESSIONAL SERVICES
00262511	04/01/25	SPECKMANN CONSTRUCTION	4,885.00	BUILDING IMPROVEMENT
00262512	04/01/25	SPEECH SQUAD, LLC	3,361.50	TUITION-OTHER AGENCIES
00262513	04/01/25	SPORTS FACILITY MAINTENANCE, LLC	3,476.00	BUILDING IMPROVEMENT
00262514	04/01/25	SSWAN	290.00	EMPLOYEE TRAINING & DEVELOPMNT
00262515	04/01/25	STAPLES ADVANTAGE	3,773.55	SUPPLIES
00262516	04/01/25	STEPHANIE WINTER	330.00	PROFESSIONAL SERVICES
00262517	04/01/25	STEVE'S FLOOR COVERINGS, INC.	1,070.00	BUILDING IMPROVEMENT
00262518	04/01/25	SWEETWATER	974.00	SUPPLIES
00262519	04/01/25	TAYLOR MUSIC	3,199.00	SUPPLIES
00262520	04/01/25	TDTB PROPERTIES, LLC	11,750.00	DISTRICT SNOW REMOVAL
00262521	04/01/25	THE FILTER SHOP	1,751.00	SUPPLIES
00262522	04/01/25	THE GRAPHIC EDGE	5,151.90	SUPPLIES
00262523	04/01/25	THE SPEECH GROUP LLC	9,234.00	TUITION-OTHER AGENCIES
00262524	04/01/25	THEATREFOLK LTD	41.95	SUPPLIES
00262525	04/01/25	THOMPSON MUSIC	179.97	SUPPLIES
00262526	04/01/25	TRUCK CENTER COMPANIES	-5,070.00	SUPPLIES
00262526	04/01/25	TRUCK CENTER COMPANIES	7,299.34	TIRES & PARTS
00262527	04/01/25	TY'S OUTDOOR POWER INC.	701.05	REPAIRS
00262527	04/01/25	TY'S OUTDOOR POWER INC.	99.39	SUPPLIES
00262528	04/01/25	TYLER TECHNOLOGIES, INC.	3,361.28	SOFTWARE
00262529	04/01/25	U.S. BANK CORPORATE PAYMENT SYSTEMS	1,040.98	BUILDING IMPROVEMENT
00262529	04/01/25	U.S. BANK CORPORATE PAYMENT SYSTEMS	12,554.84	EMPLOYEE TRAINING & DEVELOPMNT
00262529	04/01/25	U.S. BANK CORPORATE PAYMENT SYSTEMS	163.56	REPAIRS
00262529	04/01/25	U.S. BANK CORPORATE PAYMENT SYSTEMS	500.00	SOFTWARE
00262529	04/01/25	U.S. BANK CORPORATE PAYMENT SYSTEMS	17,113.16	SUPPLIES
00262530	04/01/25	U.S. BANK EQUIPMENT FINANCE	10,085.80	RENTALS/LEASE PURCHASE
00262530	04/01/25	U.S. BANK EQUIPMENT FINANCE	8,619.97	SUPPLIES
00262531	04/01/25	UNIVERSITY OF NEB MEDICAL CENTER	27,076.42	TUITION-OTHER AGENCIES
00262532	04/01/25	UNO COLLEGE OF EDUCATION	250.00	PROFESSIONAL SERVICES
00262533	04/01/25	VERNIER SOFTWARE & TECHNOLOGY	761.24	SUPPLIES
00262534	04/01/25	VIRCO, INC.	1,025.35	SUPPLIES

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00262535	04/01/25	VOSS LIGHTING	1,957.78	SUPPLIES
00262536	04/01/25	WELDON PARTS OMAHA	59.80	SUPPLIES
00262537	04/01/25	WESTLAKE HARDWARE	35.25	BUILDING IMPROVEMENT
00262537	04/01/25	WESTLAKE HARDWARE	162.23	REPAIRS
00262538	04/01/25	WHITE WOLF WEB OFFSET PRINTERS	636.61	SUPPLIES
00262539	04/01/25	WOODRIVER ENERGY	56,795.94	FUEL
		General Fund Total	1,167,435.05	

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General Fund	Check Date	Check No.	Vendor Name	Amount	Description
	02/28/25	00262220	NCECBVI	100.00	EMPLOYEE TRAINING & DEVELOPMNT
	03/04/25	00262277	NWEA	1,890.00	EMPLOYEE TRAINING & DEVELOPMNT
	03/06/25	00262278	AT&T MOBILITY	87.48	TELECOMMUNICATIONS
	03/06/25	00262279	BP BUSINESS SOLUTIONS	27.44	CONTRACTED TRANSPORTATION
	03/06/25	00262279	BP BUSINESS SOLUTIONS	1,245.59	GAS, DIESEL, OIL
	03/06/25	00262280	DISTRICT REVOLVING ACCOUNT	4,996.75	PROFESSIONAL SERVICES
	03/06/25	00262280	DISTRICT REVOLVING ACCOUNT	189.38	REPAIRS
	03/06/25	00262280	DISTRICT REVOLVING ACCOUNT	21,785.73	SUPPLIES
	03/06/25	00262280	DISTRICT REVOLVING ACCOUNT	252.08	TEXTBOOKS & PERIODICALS
	03/06/25	00262281	INTEGRATED CARE	1,000.00	PROFESSIONAL SERVICES
	03/06/25	00262282	JENNIFER MANNING	63.55	SUPPLIES
	03/06/25	00262283	KAYLENE RANDALL	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	03/06/25	00262284	LINDSEY SCHUBERT	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	03/06/25	00262286	METROPOLITAN UTILITIES DIST.	2,086.85	WATER & SEWER
	03/06/25	00262287	SARAH HELLER	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	03/06/25	00262288	THE APPROACH, LLC	300.00	SUPPLIES
	03/06/25	00262289	VIRCO, INC.	10,149.24	SUPPLIES
	03/12/25	00262290	ADVENTURE BUS & CHARTER	1,078.65	CONTRACTED TRANSPORTATION
	03/12/25	00262291	CARVEWRIGHT	2,419.99	SUPPLIES
	03/12/25	00262292	ELAN FINANCIAL SERVICES	683.92	CONTRACTED TRANSPORTATION
	03/12/25	00262292	ELAN FINANCIAL SERVICES	109.64	PROFESSIONAL SERVICES
	03/12/25	00262292	ELAN FINANCIAL SERVICES	3,793.62	SUPPLIES
	03/12/25	00262293	KREG TOOL COMPANY	125.42	SUPPLIES
	03/12/25	00262294	POWERSCHOOL GROUP, LLC.	44,620.00	SOFTWARE
	03/12/25	00262295	QUADIENT	6,399.21	POSTAGE
	03/12/25	00262296	SORENSEN COMMUNICATIONS	465.00	PROFESSIONAL SERVICES
	03/12/25	00262297	SUCCESS FOR CHILDREN	289.96	SUPPLIES
	03/12/25	00262298	USPS	138.74	SUPPLIES
	03/12/25	00262299	VERIZON BUSINESS	135.18	TELECOMMUNICATIONS
	03/12/25	00262300	WILBUR-ELLIS AGRIBUSINESS	159.95	SITE IMPROVEMENTS
	03/20/25	00262301	AARON THUMANN	288.00	EMPLOYEE TRAINING & DEVELOPMNT
	03/20/25	00262302	APPLE, INC.	125,666.67	SOFTWARE
	03/20/25	00262303	BREEAMBER JOSLIN	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	03/20/25	00262304	BRYAN IRSIK	288.00	EMPLOYEE TRAINING & DEVELOPMNT
	03/20/25	00262305	COMMERCE BANK	1,548.50	CONTRACTED TRANSPORTATION
	03/20/25	00262306	DONALD KIVINIEMI	288.00	EMPLOYEE TRAINING & DEVELOPMNT
	03/20/25	00262307	ELECTRONIC CONTRACTING COMPANY	2,157.75	BUILDING IMPROVEMENT
	03/20/25	00262308	HD SUPPLY	308.28	SUPPLIES
	03/20/25	00262309	JAKE NIEMAN	288.00	EMPLOYEE TRAINING & DEVELOPMNT

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03/20/25	00262310	JILL SWENSON	160.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262311	KIM RAUSCH	160.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262312	LEADING EDGE LAMINATING	154.20	SUPPLIES
03/20/25	00262313	LOGAN CUNNINGHAM	288.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262314	MACGILL	1,304.67	SUPPLIES
03/20/25	00262315	MATT FENSTER	160.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262316	METROPOLITAN COMMUNITY COLLEGE	14.99	PROFESSIONAL SERVICES
03/20/25	00262317	PHILIP WILLIAMS	288.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262318	RODNEY BROWN	600.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262319	SARAH LACH	160.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262320	SHANNON GIER	288.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262321	SHELLEY HARMON	160.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262322	STEPHANIE COLPITTS	160.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262323	SUSAN JONES	6.00	EMPLOYEE TRAINING & DEVELOPMNT
03/20/25	00262324	WESTLAKE HARDWARE	73.92	SUPPLIES
General Fund Immediate Pays Released Prior to Board Meeting			240,044.35	

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Special Building	Check No	Check Date	Vendor Name	Amount	Description
	00262370	04/01/25	AWARDS NOW	4,352.99	BUILDING PROJECTS
	00262409	04/01/25	EYMAN PLUMBING,INC.	1,235.48	BUILDING PROJECTS
	00262495	04/01/25	RAY MARTIN COMPANY	10,786.95	BUILDING PROJECTS
			Special Building Fund Total:	16,375.42	

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Bond Fund	Check No	Check Date	Vendor Name	Amount	Description
	00030710	04/01/25	GP ARCHITECTURE, LLC.	17,968.00	BUILDING PROJECTS
	00030710	04/01/25	GP ARCHITECTURE, LLC.	10,000.00	PROFESSIONAL SERVICES
	00030711	04/01/25	MECO-HENNE CONSTRUCTION, INC	41,529.00	BUILDING PROJECTS
	00030712	04/01/25	METAL LOGOS, INC	19,205.94	BUILDING PROJECTS
	00030713	04/01/25	SCHEELE-KAYTON CONSTRUCTION, LLC	1,033,254.90	BUILDING PROJECTS
	00030714	04/01/25	THIELE GEOTECH, INC.	7,334.00	BUILDING PROJECTS
			Bond Project Fund Total:	1,129,291.84	

04-01-2025

Bond Fund	Check Date	Check No	Vendor Name	Amount	Description
	03/12/25	00030709	METAL LOGOS, INC	7,867.30	BUILDING PROJECTS
Bond Project Fund Immediate Pays Released Prior to Board Meeting:				7,867.30	

04-01-2025

Food Service	Check No	Check Date	Vendor Name	Amount	Description
	00262540	04/01/25	AMERICAN BOTTLING COMPANY	3,763.43	FOOD
	00262541	04/01/25	BAKER'S SUPERMARKET	19.95	FOOD
	00262542	04/01/25	BPS FOUNDATION - LAC	100.00	SUPPLIES
	00262543	04/01/25	CARPENTER PAPER COMPANY	8,689.85	SUPPLIES
	00262544	04/01/25	CERRIS SYSTEMS	1,515.00	REPAIRS
	00262545	04/01/25	COCA-COLA OF OMAHA	4,112.13	FOOD
	00262546	04/01/25	DISTRICT ACTIVITY FUND	1,690.00	SUPPLIES
	00262547	04/01/25	EAST HIGH ACTIVITY ACCOUNT	550.00	SUPPLIES
	00262548	04/01/25	EGAN SUPPLY	420.82	SUPPLIES
	00262549	04/01/25	FAMILY FARE SUPERMARKET	27.84	FOOD
	00262550	04/01/25	FARNER-BOCKEN COMPANY	4,945.61	FOOD
	00262551	04/01/25	FOOD DISTRIBUTION PROGRAM NE	2,392.50	FOOD
	00262552	04/01/25	GENERAL PARTS, LLC.	332.20	REPAIRS
	00262553	04/01/25	GREENBERG FRUIT COMPANY	1,092.64	FOOD
	00262554	04/01/25	HILAND DAIRY	34,354.20	FOOD
	00262555	04/01/25	LEWIS & CLARK ACTIVITY FUND	150.00	SUPPLIES
	00262556	04/01/25	LOGAN FONTENELLE ACTIVITY FUND	150.00	SUPPLIES
	00262557	04/01/25	MARY HANSEN	506.23	SUPPLIES
	00262558	04/01/25	MISSION ACTIVITY FUND	150.00	SUPPLIES
	00262559	04/01/25	NEBRASKA - IOWA SUPPLY CO. INC.	668.60	GAS, DIESEL, OIL
	00262560	04/01/25	OFFICE DEPOT, INC	164.84	SUPPLIES
	00262561	04/01/25	PAPILLION SANITATION	2,627.07	TRASH REMOVAL
	00262562	04/01/25	ROTELLA'S ITALIAN BAKERY, INC.	1,441.95	FOOD
	00262563	04/01/25	SYSCO LINCOLN	118,138.20	FOOD
	00262564	04/01/25	WEST HIGH ACTIVITY FUND	550.00	SUPPLIES
			Food Service Fund Total:	188,553.06	

04-01-2025

Food Service	Check Date	Check No	Vendor Name	Amount	Description
	03/12/25	00262292	ELAN FINANCIAL SERVICES	3,161.62	SUPPLIES
Food Service Fund Immedicate Pays Released Prior to Board Meeting:				3,161.62	

Personnel

DR. SMITH

(a) Election of New Teachers

Recommended action: "that (1) Martha Aguirre, (2) Reuben Barry, (3) Courtney Biller, (4) Andrew Cangelose, (5) Krystal Doster, (6) Aubriana Garcia, (7) Kyra Holguin, (8) Brittany Kabat, (9) Ava Kelly, (10) Macey King, (11) Tinley King, (12) Levi Laib, (13) Julie Larsen, (14) Whitney Matthews, (15) Alexis Saxton, (16) Michelle Shoning, (17) Ashley Silligman, (18) Claire Taylor, (19) Emily Taylor, (20) Justine Trumble, (21) Daytan Vallinch, (22) Bente Wagner, (23) Skyler Wendling, (24) Elliott Zadow and (25) Claire Zbylut be elected to the certified staff for the 2025-26 school year effective August 1, 2025 subject to their release from any contractual agreements with other school districts."

Summary

<i>Name</i>	<i>College</i>	<i>Degree/ Experience</i>	<i>Assignment</i>
1. Martha Aguirre	Creighton University	MS/4 years	School Counselor
2. Reuben Barry	UNO	BS/none	Math
3. Courtney Biller	Liberty University	MS/2 years	School Counselor
4. Andrew Cangelose	NW Missouri State	BS/4 years	Social Science
5. Krystal Doster	UNO	MS/17 years	Math
6. Aubriana Garcia	Peru State	In progress/none	Special Education
7. Kyra Holguin	UNO	BS/none	Elementary
8. Brittany Kabat	Doane University	MS/13 years	Elementary
9. Ava Kelly	Wayne State	BS/none	Elementary
10. Macey King	UNO	BS/none	Art
11. Tinley King	UNO	BS/none	Science
12. Levi Laib	Creighton University	MS/none	Social Science
13. Julie Larsen	Univ. of NE Nursing	BSN/21 years	School Nurse
14. Whitney Matthews	UNO	MS/4 years	Math
15. Alexis Saxton	UNO	MS/1 year	Special Education

16. Michelle Shoning	Peru State	BS/none	Elementary
17. Ashley Silligman	NW Missouri State	MS/5 years	Social Science
18. Claire Taylor	UNO	BS/none	Special Education
19. Emily Taylor	UNL	BS/none	School Counselor
20. Justine Trumble	UNO	MS/7 years	Special Education
21. Daytan Vallinch	University of Dubuque	BS/none	Special Education
22. Bente Wagner	UNO	BS/14 years	School Counselor
23. Skyler Wendling	Buena Vista	BS/none	Special Education
24. Elliott Zadow	University of South Dakota	MS/8 years	Dean of Students
25. Claire Zbylut	Northern State	BS/none	Elementary

(d) Request for Contract Addendum

Recommended action: “that the following addendum to the contract between Aubriana Garcia and the Bellevue Board of Education dated April 14, 2025 shall be entered into with the following qualification(s) or additions: Successful completion of the appropriate Praxis Content Test as identified and determined by the Nebraska Department of Education.”

Recommended action: “that the following addendum to the contract between Daytan Vallinch and the Bellevue Board of Education dated April 14, 2025 shall be entered into with the following qualification(s) or additions: Successful completion of the appropriate Praxis Content Test as identified and determined by the Nebraska Department of Education.”

Recommended action: “that the following addendum to the contract between Skyler Wendling and the Bellevue Board of Education dated April 14, 2025 shall be entered into with the following qualification(s) or additions: Successful completion of the appropriate Praxis Content Test as identified and determined by the Nebraska Department of Education.”

BELLEVUE PUBLIC SCHOOLS
ADMINISTRATOR RANGES
Salary Schedule B
2024-2025

Assistant Superintendent	175,000 – 225,000
Executive Director	140,000 – 185,000
Director	92,000 – 158,000
High School Principal	140,000 – 200,000
Middle School Principal	86,500 – 152,000
Secondary Assistant Principal	86,500 – 150,000
Elementary School Principal	86,500 – 135,000
Coordinator	88,000 – 174,000

Insurance

A. Health Insurance

The District will apply \$8,724 for health and accident insurance offered by the District. Employees selecting the HDHP will receive \$7,724 toward premium costs and \$1,000 deposited in an HSA account. Married employees may apply both district shares (\$17,448 or \$15,448/\$2,000) toward a family health insurance policy.

B. Section 125 Benefit Plan

A Section 125 Benefit Plan will be available to employees for insurance.

C. Disability Insurance

The income protection plan for administrators will be continued. (80%)

D. Life Insurance

The District will provide term life insurance in the amount of \$50,000 to each administrator.

E. Insurance upon retirement

Those employees who are 55 years of age or older and qualify shall be provided \$2,500 toward the district's health and accident program upon retirement. This benefit will continue until age 65.

Salary

A. Supplementary Compensation

The District will provide each full-time administrator with \$7,100 in supplemental compensation for professional service.

B. Longevity Pay

It is agreed that a payment in recognition of professional service be made in the amount of 3.75% of basic contract salary to those individuals who have completed twenty (20) years of professional service with the District.

C. Severance Pay Plan

The severance pay program for administrators hired prior to 2014-2015 contract year ended June 30, 2021.

D. Non-Elective Deferral Program

The Non-Elective Deferral Program for Eligible Employees will be continued (former SEP-IRA program).

E. Professional Memberships

The District will provide one-half of the cost of an NCSA annual membership.

Leave

A. Annual Leave

Twelve days of leave will be earned annually, determined by the number of contract days assigned.

B. Compensation for Unused Leave

Additional pay will be provided administrators with a balance of at least 33 days who have shown exemplary attendance by accruing more than 7 days of leave during that contract year. If the exemplary attendance payment option is selected, accumulated leave will be limited to 7 days for that year. Pay for exemplary attendance shall be paid at the administrator's applicable rate of pay over a 12-month period beginning in July.

Additional pay will be provided administrators who have shown exemplary attendance by accruing more than 110 days of leave. Annual leave is limited to 110 days. Any administrator who accumulates more than 110 days in a given contract year will automatically receive exemplary attendance pay for the additional days of work. Pay for exemplary attendance shall be paid at the administrator's applicable rate of pay over a 12-month period beginning in July.

Upon resignation after twenty years of service, compensation for one-half of the leave days accumulated shall be paid to administrators at the applicable rate of pay. Those administrators with less than twenty years of service will receive compensation for one-fourth of the leave days accumulated at the applicable rate of pay.

C. Bereavement Leave

Five days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's spouse or child. Three days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's parent. Two days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's parent, brother, sister, grandchild, mother-in-law, father-in-law, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's Annual Leave Days.

D. Vacation

Administrators will receive twenty vacation days annually. Accumulation of vacation will not exceed thirty-five days. Vacation accumulated prior to the 2012-2013 contract year may be used or reimbursed with permission of the superintendent. Upon resignation, compensation for the vacation days accumulated shall be paid to the administrator at the applicable daily rate of pay.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

SECRETARIAL
Salary Schedule E
2024-2025
amended 1/1/2025

STEPS

1	\$18.00
2	\$18.18 (1.01)
3	\$18.54 (1.03)
4	\$18.90 (1.05)
5	\$19.26 (1.07)
6	\$19.62 (1.09)
7	\$20.16 (1.12)
8	\$20.70 (1.15)
9	\$21.06 (1.17)
10	\$21.42 (1.19)
11	\$21.96 (1.22)
12	\$22.50 (1.25)
13	\$23.22 (1.29)
14	\$23.76 (1.32)
15	\$24.30 (1.35)

SPECIAL PROVISIONS

1. Employees will receive a longevity payment of 3% of schedule salary after 15 years of experience with the district. Continuous years of service will be calculated from the employee's current hire date. Eligibility for longevity pay will begin on the first day of the monthly pay period following the employee's anniversary.
2. The employee who is the secretary to the high school principal will receive an additional \$110.00 per month.
3. The district will pay \$8,724 to be applied to the health and accident insurance offered by the district.
4. The district will provide \$25,000 of life insurance for 12 month employees.
5. Leave time shall be accumulated at the rate of 1 day vacation per month and 1 day sick leave per month after the first year of employment. During the first year of employment, ½ day vacation and ½ day sick leave shall be accumulated per month. See Board Policies 415.01 and 415.02 for further clarification.

6. Severance Leave.

Secretaries with a balance of at least 33 sick days, who have shown exemplary attendance by accruing more than 7 days of sick leave during that fiscal year, will be offered exemplary attendance pay. As a result, accumulated leave will be limited to 7 days for that year. Pay for exemplary attendance shall be paid at the secretary's applicable rate of pay over a 12-month period beginning in September.

Any secretary who accumulates more than 110 sick days in a given fiscal year will automatically receive exemplary attendance pay. Sick leave accumulation is limited to 110 days. Pay for exemplary attendance shall be paid at the secretary's applicable rate of pay over a 12-month period beginning in September.

Upon resignation after twenty years of service, compensation for one-half of the leave days accumulated shall be paid to secretaries at the applicable rate of pay. Those secretaries with less than twenty years of service will receive compensation for one-fourth of the sick leave days accumulated at the applicable rate of pay.

7. Five days of non-accumulating bereavement leave will be available annually, separate from the employee's leave days, which will be granted following the death of the employee's spouse or child. Three days of non-accumulating bereavement leave will be available annually, separate from the employee's leave days, which will be granted following the death of the employee's parent. Two days of non-accumulating bereavement leave will be available annually, separate from the employee's leave days, which will be granted following the death of the employee's parent, brother, sister, grandchild, mother-in-law, father-in-law, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's leave days.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

LANGUAGE INTERPRETER
Salary Schedule
2024-2025

The rate of pay for Language Interpreters employed by the Bellevue Public Schools District is as follows:

Language Interpreter - \$26.12* hourly rate

1. The district will provide \$8,724 to be applied to the health and accident insurance offered by the district.
2. Leave time shall be accumulated at the rate of one hour for every 20 hours worked.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

SUPERVISORS/SPECIALISTS
Salary Schedule K
2024-2025

\$40,853

Steps		K01A Class I		K02A Class II		K Range Class III
0	1.00	\$40,853				\$41,000 – 112,000
1	1.03	\$42,079	1.10	\$44,938		
2	1.06	\$43,304	1.13	\$46,164		
3	1.09	\$44,530	1.16	\$47,389		
4	1.12	\$45,755	1.19	\$48,615		
5	1.15	\$46,981	1.22	\$49,841		
6	1.18	\$48,207	1.25	\$51,066		
7	1.23	\$50,249	1.28	\$52,292		
8	1.27	\$51,883	1.32	\$53,926		
9	1.30	\$53,109	1.36	\$55,560		
10	1.33	\$54,334	1.40	\$57,194		
11	1.37	\$55,969	1.44	\$58,828		
12			1.48	\$60,462		

Classification

Class I - Supervisor with less than eight full-time assistants or special assignment.

Class II - Supervisor more than eight full-time assistants or special assignment.

Class III - Services Coordinators, Social Workers, or special assignment.

SPECIAL PROVISIONS

1. Employees in Class I and Class II will receive a longevity payment of 2.25% of schedule salary after ten years of experience with the district. Employees in Class I and Class II will receive a longevity payment of 3% of schedule salary after fifteen years of experience with the district. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.
2. The District will provide each full time employee with \$7,100 in recognition of service to the District.
3. All supervisors may be granted credit on the salary schedule not to exceed three years for similar experience.
4. The District will pay \$8,724 annually to be applied to the health and accident insurance offered by the District.
5. Long Term Disability.
6. Severance Pay. Class III employees who are 55 years of age or older and qualify shall be provided \$2,500 toward the district's health and accident program upon retirement. This benefit will continue until age 65.
7. Salaries for employees working less than 12-month contracts will be prorated based on days of employment.
8. Life insurance.
9. Class I and Class II employees will accumulate 1 vacation day per month and 1 sick leave day per month. Class III will receive 20 vacation days and 12 sick leave days annually. See Board Policies 415.01 and 415.02 for further clarification.
10. Five days of non-accumulating bereavement leave will be available annually, separate from the employee's leave days, which will be granted following the death of the employee's spouse or child. Three days of non-accumulating bereavement leave will be available annually, separate from the employee's leave days, which will be granted following the death of the employee's parent. Two days of non-accumulating bereavement leave will be available annually, separate from the employee's leave days, which will be granted following the death of the employee's parent, brother, sister, grandchild, mother-in-law, father-in-law, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's leave days.

BELLEVUE PUBLIC SCHOOLS
 Bellevue, Nebraska
 CUSTODIAL AND MAINTENANCE
 Full-Time Employees Salary Schedule C
 2024-2025

Step	C01M Class I	C02M Class II
Probation	\$18.71	\$19.33
1	18.86	19.48
2	19.02	19.64
3	19.16	19.78
4	19.31	19.93
5	19.58	20.20
6	19.73	20.35
7	19.88	20.50
8	20.01	20.63
9	20.09	20.71
10	20.22	20.84
11	20.38	21.00
12	20.53	21.15
13	20.69	21.31
14	20.83	21.45
15	20.94	21.56
16	21.13	21.75
17	21.28	21.90
18	21.43	22.05
19	21.59	22.21
20	21.74	22.36
21	21.88	22.50
22	22.03	22.65
23	22.19	22.81
24	22.54	23.16

CLASSIFICATION

Class I - Carries on the responsibilities and work as scheduled by the building supervisor.

Class II - Special assignment.

PROVISIONS

1. All full-time personnel may be granted credit on the salary schedule not to exceed three years for similar experience.
2. All full-time personnel will be placed on the salary schedule at the end of a 180-calendar day probationary period unless not recommended by the building principal. Personnel going from part-time positions to full-time positions do not have to go through a probation period, provided they have maintained a good work record.
3. Employees paid from this schedule with more than twenty years experience on salary schedule C and/or G will receive a longevity payment of \$.25 per hour. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.
4. A shift differential will be paid to night employees at the rate of \$.15 an hour (\$.25 an hour at the high school). A shift differential will be paid to Class I custodial leaders at the rate of \$1.35 an hour.
5. The district will pay \$8,724 annually to be applied to the health and accident insurance offered by the District. A Section 125 benefit plan will be available to employees.
6. When absence occurs as a result of injury on the job related to the performance of duty assigned by the district, the employee shall not forfeit sick leave. Injury absence shall be limited to a maximum of five working days. Employees must provide the building supervisor with a doctor's statement that the employee was unable to work because of the injury. Employees injured during the course of employment and eligible for compensation are required to report all accidents or injuries to their supervisor immediately. Failure on the part of the employee to report an injury within (24) twenty-four hours may prejudice and defeat a claim for injury absence.
7. Upon termination, employees with twenty years of service to the district will receive \$1000 severance pay.
8. The district will provide annual vacations (paid days off) for full-time employees according to the following plan:
 - (a) Employees with less than eight (8) years will accumulate vacation days at one (1) day per month. After eight (8) years of employment, an employee shall be granted three (3) additional days of annual vacation as of June 1 each year; a total of fifteen (15) days a year. After fifteen (15) years of employment, an employee will be granted six (6) additional days of annual vacation as of June 1 each year; a total of eighteen (18) days a year. After twenty (20) years of employment, each employee will be granted eight (8) additional days of annual vacation as of June 1 each year; a total of twenty (20) days a year. As of September 1, each year, employees with more than forty (40) days accumulated vacation shall lose all days over forty (40).
 - (b) Vacations to be taken at discretion of building principal.
 - (c) Upon termination, unused accrued vacation will be paid as salary.
9. The district will provide sick leave for each full-time employee according to the following plan:
 - (a) Employees to accumulate sick leave (paid days off) at the rate of one day per month. Employees, who on August 31 have accumulated more than 125 days of sick leave, will be paid at their daily rate for August for the days in excess of 125. Payments will begin in September.
 - (b) Sick leave to be charged and recorded against each member's accumulated balance.
 - (c) A member with 20 or more consecutive years of service shall be compensated at 50% of the employee's daily rate of pay for all of their unused sick days upon retirement.
10. Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse or child. Three days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's parent. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's brother, sister, grandchild, mother-in-law, father-in-law, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's vacation.
11. The district will provide one day of emergency leave with pay per school year. There will be no accumulation. Application shall be made to the Principal prior to the requested date of leave. The decision will be made by the Principal. Examples:
 1. Legal matters related to the immediate family of the employee;
 2. Death leave. When the distance to the funeral is in excess of 200 miles, one additional day will be provided; and
 3. Family emergencies such as surgery, serious illnesses that are not covered by sick leave.
12. The district will pay full-time employees at the rate of one and one-half time the employee's hourly rate for each hour of time worked in excess of forty (40) hours in any one week.
13. The district will provide all full-time employees with term life insurance in the amount of \$25,000 per employee.
14. The district will provide a calendar for full-time employees hired prior to September 1, 2005, setting twelve (12) paid holidays.
15. All salary benefit calculations shall use September 1 as the beginning of the year, unless otherwise stated. Any fraction of a year over half shall be credited as a full year for the purposes of step placement.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska
TRANSPORTATION
Full-Time Employees Salary Schedule G
2024-2025

<u>Step</u>	<u>G02M Class II</u>
Probation	\$18.94
1	\$19.09
2	\$19.25
3	\$19.39
4	\$19.51
5	\$19.81
6	\$19.98
7	\$20.12
8	\$20.25
9	\$20.33
10	\$20.46
11	\$20.62
12	\$20.77
13	\$20.93
14	\$21.07
15	\$21.22
16	\$21.38
17	\$21.56
18	\$21.71
19	\$21.88
20	\$22.03
21	\$22.20
22	\$22.33
23	\$22.51
24	\$22.72

CLASSIFICATION

Class II – Full-time Drivers and Delivery Drivers.

PROVISIONS

1. All full-time personnel may be granted credit on the salary schedule not to exceed three years for similar experience.
2. All full-time personnel will be placed on the salary schedule at the end of a 180-calendar day probationary period unless not recommended by the building principal. Personnel going from part-time positions to full-time positions do not have to go through a probation period, provided they have maintained a good work record.
3. Employees paid from this schedule with more than twenty years experience on salary schedule C and/or G will receive a longevity payment of \$.25 per hour. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.
4. A shift differential will be paid to night employees at the rate of \$.15 an hour. A shift differential will be paid to Class I custodial leaders at the rate of \$1.35 an hour.
5. The district will pay \$8,724 annually to be applied to the health and accident insurance offered by the District. A Section 125 benefit plan will be available to employees.
6. When absence occurs as a result of injury on the job related to the performance of duty assigned by the district, the employee shall not forfeit sick leave. Injury absence shall be limited to a maximum of five working days. Employees must provide the building supervisor with a doctor's statement that the employee was unable to work because of the injury. Employees injured during the course of employment and eligible for compensation are required to report all accidents or injuries to their supervisor immediately. Failure on the part of the employee to report an injury within (24) twenty-four hours may prejudice and defeat a claim for injury absence.
7. Upon termination, employees with twenty years of service to the district will receive \$1000 severance pay.
8. The district will provide annual vacations (paid days off) for full-time employees according to the following plan:
 - (a) Employees with less than eight (8) years will accumulate vacation days at one (1) day per month. After eight (8) years of employment, an employee shall be granted three (3) additional days of annual vacation as of June 1 each year; a total of fifteen (15) days a year. After fifteen (15) years of employment, an employee will be granted six (6) additional days of annual vacation as of June 1 each year; a total of eighteen (18) days a year. After twenty (20) years of employment, each employee will be granted eight (8) additional days of annual vacation as of June 1 each year; a total of twenty (20) days a year. As of September 1, each year, employees with more than forty (40) days accumulated vacation shall lose all days over forty (40).
 - (b) Vacations to be taken at discretion of building principal.
 - (c) Upon termination, unused accrued vacation will be paid as salary.
9. The district will provide sick leave for each full-time employee according to the following plan:
 - (a) Employees to accumulate sick leave (paid days off) at the rate of one day per month. Employees, who on August 31 have accumulated more than 125 days of sick leave, will be paid at their daily rate for August for the days in excess of 125. Payments will begin in September.
 - (b) Sick leave to be charged and recorded against each member's accumulated balance.
 - (c) A member with 20 or more consecutive years of service shall be compensated at 50% of the employee's daily rate of pay for all of their unused sick days upon retirement.
10. Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse or child. Three days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's parent. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's brother, sister, grandchild, mother-in-law, father-in-law, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's vacation.
11. The district will provide one day of emergency leave with pay per school year. There will be no accumulation. Application shall be made to the Principal prior to the requested date of leave. The decision will be made by the Principal. Examples:
 1. Legal matters related to the immediate family of the employee;
 2. Death leave. When the distance to the funeral is in excess of 200 miles, one additional day will be provided; and
 3. Family emergencies such as surgery, serious illnesses that are not covered by sick leave.
12. The district will pay full-time employees at the rate of one and one-half time the employee's hourly rate for each hour of time worked in excess of forty (40) hours in any one week.
13. The district will provide all full-time employees with term life insurance in the amount of \$25,000 per employee.
14. The district will provide a calendar for full-time employees hired prior to September 1, 2005, setting twelve (12) paid holidays.
15. All salary benefit calculations shall use September 1 as the beginning of the year, unless otherwise stated. Any fraction of a year over half shall be credited as a full year for the purposes of step placement.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

PART TIME AND TEMPORARY STAFF
Salary Schedule T
2024-2025
Updated 5/28/24

A. Custodial and Maintenance	
Part-Time Maintenance	16.25
Temporary and Substitute Staff	15.00
Student Employees	12.00
B. Drivers	
Temporary and Substitute Staff	19.50
C. Paraprofessionals	
Temporary and Substitute Paras	15.00
Student Employees	12.00
D. Clerical	
Temporary and Substitute Staff	15.00
Student Employees	12.00
E. Food Service	
Temporary and Substitute Staff	15.00

Note: Temporary includes employees hired for the summer.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

SUBSTITUTE TEACHERS
Salary Schedule
2024-2025
Updated 5/6/24

The rate of pay for substitute teachers employed by the Bellevue Public School District:

A. \$180.00 per day.

When substituting for the same teacher in one classroom for a long-term assignment:

B. \$190.00 per day beginning the first long-term teaching day.

C. Substitute teachers, properly certified, who have taught continuously for 90 student days, and are continuing their assignment shall have their daily rate of pay adjusted beginning the ninety-first day to reflect their appropriate placement on the teacher's salary schedule.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

SUMMER SCHOOL TEACHERS
Salary Schedule
2024-2025

The rate of pay for summer school teachers employed by the Bellevue Public School District is as follows:

Certified Staff

1. All classroom teachers will be paid at the rate of \$38.50 per hour.
2. Substitutes pay will be \$17.50 per hour spent with students.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

CURRICULUM/INSTRUCTION PROJECT PAY
Salary Schedule
2024-2025

The rate of pay for curriculum/instruction projects paid to certified staff by the Bellevue Public School District is as follows:

Curriculum/Instruction - \$25.00 hourly rate

BELLEVUE PUBLIC SCHOOLS
ADMINISTRATOR RANGES
Salary Schedule B
2025-2026
PROPOSED

Assistant Superintendent	175,000 – 232,000
Executive Director	140,000 – 195,000
Director	92,000 – 158,000
High School Principal	140,000 – 208,000
Middle School Principal	86,500 – 157,000
Secondary Assistant Principal	86,500 – 154,000
Elementary School Principal	86,500 – 139,000
Coordinator	88,000 – 180,000

Insurance

A. Health Insurance

The District will apply \$9,562 for health and accident insurance offered by the District. Employees selecting the HDHP will receive \$8,562 toward premium costs and \$1,000 deposited in an HSA account. Married employees may apply both district shares (\$19,124 or \$17,124/\$2,000) toward a family health insurance policy.

B. Section 125 Benefit Plan

A Section 125 Benefit Plan will be available to employees for insurance.

C. Disability Insurance

The income protection plan for administrators will be continued. (80%)

D. Life Insurance

The District will provide term life insurance in the amount of \$50,000 to each administrator.

E. Insurance upon retirement

Those employees who are 55 years of age or older and qualify shall be provided \$2,500 toward the district's health and accident program upon retirement. This benefit will continue until age 65.

Salary

A. Supplementary Compensation

The District will provide each full-time administrator with \$7,300 in supplemental compensation for professional service.

B. Longevity Pay

It is agreed that a payment in recognition of professional service be made in the amount of 3.75% of basic contract salary to those individuals who have completed twenty (20) years of professional service with the District.

C. Severance Pay Plan

The severance pay program for administrators hired prior to 2014-2015 contract year ended June 30, 2021.

D. Non-Elective Deferral Program

The Non-Elective Deferral Program for Eligible Employees will be continued (former SEP-IRA program).

E. Professional Memberships

The District will provide one-half of the cost of an NCSA annual membership.

Leave

A. Annual Leave

Twelve days of leave will be earned annually, determined by the number of contract days assigned.

B. Compensation for Unused Leave

Additional pay will be provided administrators with a balance of at least 33 days who have shown exemplary attendance by accruing more than 7 days of leave during that contract year. If the exemplary attendance payment option is selected, accumulated leave will be limited to 7 days for that year. Pay for exemplary attendance shall be paid at the administrator's applicable rate of pay over a 12-month period beginning in July.

Additional pay will be provided administrators who have shown exemplary attendance by accruing more than 110 days of leave. Annual leave is limited to 110 days. Any administrator who accumulates more than 110 days in a given contract year will automatically receive exemplary attendance pay for the additional days of work. Pay for exemplary attendance shall be paid at the administrator's applicable rate of pay over a 12-month period beginning in July.

Upon resignation after twenty years of service, compensation for one-half of the leave days accumulated shall be paid to administrators at the applicable rate of pay. Those administrators with less than twenty years of service will receive compensation for one-fourth of the leave days accumulated at the applicable rate of pay.

C. Bereavement Leave

Five days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's spouse, parent, child, step-child, or parent-in-law. Two days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's brother, sister, grandchild, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's Annual Leave Days.

D. Vacation

Administrators will receive twenty vacation days annually. Accumulation of vacation will not exceed thirty-five days. Vacation accumulated prior to the 2012-2013 contract year may be used or reimbursed with permission of the superintendent. Upon resignation, compensation for the vacation days accumulated shall be paid to the administrator at the applicable daily rate of pay.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

SECRETARIAL
Salary Schedule E
2025-2026
PROPOSED

STEPS

1	\$18.58
2	\$19.04 (1.025)
3	\$19.51 (1.050)
4	\$19.97 (1.075)
5	\$20.44 (1.100)
6	\$20.90 (1.125)
7	\$21.37 (1.150)
8	\$21.83 (1.175)
9	\$22.30 (1.200)
10	\$22.76 (1.225)
11	\$23.23 (1.250)
12	\$23.69 (1.275)
13	\$24.15 (1.300)
14	\$24.62 (1.325)
15	\$25.08 (1.350)

SPECIAL PROVISIONS

1. Employees will receive a longevity payment of 3% of schedule salary after 15 years of experience with the district. Continuous years of service will be calculated from the employee's current hire date. Eligibility for longevity pay will begin on the first day of the monthly pay period following the employee's anniversary.
2. The employee who is the secretary to the high school principal will receive an additional \$110.00 per month.
3. The district will pay \$9,562 to be applied to the health and accident insurance offered by the district.
4. The district will provide \$25,000 of life insurance for 12 month employees.
5. Leave time shall be accumulated at the rate of 1 day vacation per month and 1 day sick leave per month after the first year of employment. During the first year of employment, ½ day vacation and ½ day sick leave shall be accumulated per month. See Board Policies 415.01 and 415.02 for further clarification.

6. Severance Leave.

Secretaries with a balance of at least 33 sick days, who have shown exemplary attendance by accruing more than 7 days of sick leave during that fiscal year, will be offered exemplary attendance pay. As a result, accumulated leave will be limited to 7 days for that year. Pay for exemplary attendance shall be paid at the secretary's applicable rate of pay over a 12-month period beginning in September.

Any secretary who accumulates more than 110 sick days in a given fiscal year will automatically receive exemplary attendance pay. Sick leave accumulation is limited to 110 days. Pay for exemplary attendance shall be paid at the secretary's applicable rate of pay over a 12-month period beginning in September.

Upon resignation after twenty years of service, compensation for one-half of the leave days accumulated shall be paid to secretaries at the applicable rate of pay. Those secretaries with less than twenty years of service will receive compensation for one-fourth of the sick leave days accumulated at the applicable rate of pay.

7. Five days of non-accumulating bereavement leave will be available annually, separate from the employee's leave days, which will be granted following the death of the employee's spouse, parent, child, step-child or parent-in-law. Two days of non-accumulating bereavement leave will be available annually, separate from the employee's leave days, which will be granted following the death of the employee's brother, sister, grandchild, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's leave days.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

LANGUAGE INTERPRETER
Salary Schedule
2025-2026
PROPOSED

The rate of pay for Language Interpreters employed by the Bellevue Public Schools District is as follows:

Language Interpreter - \$27.18* hourly rate

1. The district will provide \$9,562 to be applied to the health and accident insurance offered by the district.
2. Leave time shall be accumulated at the rate of one hour for every 20 hours worked.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

SUPERVISORS/SPECIALISTS
Salary Schedule K
2025-2026
PROPOSED

\$42,201

Steps		K01A Class I		K02A Class II	K Range Class III
0	1.00	\$42,201			\$42,000 – 114,000
1	1.03	\$43,467	1.10	\$46,421	
2	1.06	\$44,733	1.13	\$47,687	
3	1.09	\$45,999	1.16	\$48,953	
4	1.12	\$47,265	1.19	\$50,219	
5	1.15	\$48,531	1.22	\$51,485	
6	1.18	\$49,797	1.25	\$52,751	
7	1.22	\$51,485	1.28	\$54,017	
8	1.26	\$53,173	1.32	\$55,705	
9	1.30	\$54,861	1.36	\$57,393	
10	1.34	\$56,549	1.40	\$59,081	
11	1.38	\$58,237	1.44	\$60,769	
12			1.48	\$62,457	

Classification

Class I - Specialist assignment

Class II - Specialist assignment

Class III - Supervisor Specialists, Services Coordinators, Social Workers, etc...

SPECIAL PROVISIONS

- Employees in Class I and Class II will receive a longevity payment of 2.25% of schedule salary after ten years of experience with the district. Employees in Class I and Class II will receive a longevity payment of 3% of schedule salary after fifteen years of experience with the district. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.
- The District will provide each full time employee with \$7,300 in recognition of service to the District.
- Employees may be granted credit on the salary schedule not to exceed three years for similar experience.
- The District will pay \$9,562 annually to be applied to the health and accident insurance offered by the District.
- Long Term Disability.
- Severance Pay. Class III employees who are 55 years of age or older and qualify shall be provided \$2,500 toward the district's health and accident program upon retirement. This benefit will continue until age 65.
- Salaries for employees working less than 12-month contracts will be prorated based on days of employment.
- Life insurance.
- Class I and Class II employees will accumulate 1 vacation day per month and 1 sick leave day per month. Class III will receive 20 vacation days and 12 sick leave days annually. See Board Policies 415.01 and 415.02 for further clarification.
- Five days of non-accumulating bereavement leave will be available annually, separate from the employee's leave days, which will be granted following the death of the employee's spouse, parent, child, step-child or parent-in-law. Two days of non-accumulating bereavement leave will be available annually, separate from the employee's leave days, which will be granted following the death of the employee's brother, sister, grandchild, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's leave days.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska
CUSTODIAL AND MAINTENANCE
Full-Time Employees Salary Schedule C
2025-2026
PROPOSED

<u>Step</u>	<u>CO1M</u>
Probation	\$19.20
1	19.35
2	19.51
3	19.66
4	19.81
5	20.09
6	20.24
7	20.40
8	20.53
9	20.61
10	20.75
11	20.91
12	21.06
13	21.23
14	21.37
15	21.48
16	21.68
17	21.83
18	21.99
19	22.15
20	22.31
21	22.45
22	22.60
23	22.77
24	23.13

PROVISIONS

1. All full-time personnel may be granted credit on the salary schedule not to exceed three years for similar experience.
2. All full-time personnel will be placed on the salary schedule at the end of a 180-calendar day probationary period unless not recommended by the building principal.
3. Employees paid from this schedule with more than twenty years experience on salary schedule C and/or G will receive a longevity payment of \$.25 per hour. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.

4. A shift differential will be paid to night employees at the rate of \$.15 an hour (\$.25 an hour at the high school). A shift differential will be paid to custodial leaders at the rate of \$1.35 an hour.
5. The district will pay \$9,562 annually to be applied to the health and accident insurance offered by the District. A Section 125 benefit plan will be available to employees.
6. When absence occurs as a result of injury on the job related to the performance of duty assigned by the district, the employee shall not forfeit sick leave. Injury absence shall be limited to a maximum of five working days. Employees must provide the building supervisor with a doctor's statement that the employee was unable to work because of the injury. Employees injured during the course of employment and eligible for compensation are required to report all accidents or injuries to their supervisor immediately. Failure on the part of the employee to report an injury within (24) twenty-four hours may prejudice and defeat a claim for injury absence.
7. Upon termination, employees with twenty years of service to the district will receive \$1000 severance pay.
8. The district will provide annual vacations (paid days off) for full-time employees according to the following plan:
 - (a) Employees with less than eight (8) years will accumulate vacation days at one (1) day per month. After eight (8) years of employment, an employee shall be granted three (3) additional days of annual vacation as of June 1 each year; a total of fifteen (15) days a year. After fifteen (15) years of employment, an employee will be granted six (6) additional days of annual vacation as of June 1 each year; a total of eighteen (18) days a year. After twenty (20) years of employment, each employee will be granted eight (8) additional days of annual vacation as of June 1 each year; a total of twenty (20) days a year. As of September 1, each year, employees with more than forty (40) days accumulated vacation shall lose all days over forty (40).
 - (b) Vacations to be taken at discretion of building principal.
 - (c) Upon termination, unused accrued vacation will be paid as salary.
9. The district will provide sick leave for each full-time employee according to the following plan:
 - (a) Employees to accumulate sick leave (paid days off) at the rate of one day per month. Employees, who on August 31 have accumulated more than 125 days of sick leave, will be paid at their daily rate for August for the days in excess of 125. Payments will begin in September.
 - (b) Sick leave to be charged and recorded against each member's accumulated balance.
 - (c) A member with 20 or more consecutive years of service shall be compensated at 50% of the employee's daily rate of pay for all of their unused sick days upon retirement.
10. Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse, parent, child, step-child, or parent-in-law. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's brother, sister, grandchild, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's vacation.
11. The district will provide one day of emergency leave with pay per school year. There will be no accumulation. Application shall be made to the Principal prior to the requested date of leave. The decision will be made by the Principal. Examples:
 1. Legal matters related to the immediate family of the employee;
 2. Death leave. When the distance to the funeral is in excess of 200 miles, one additional day will be provided; and
 3. Family emergencies such as surgery, serious illnesses that are not covered by sick leave.
12. The district will pay full-time employees at the rate of one and one-half time the employee's hourly rate for each hour of time worked in excess of forty (40) hours in any one week.
13. The district will provide all full-time employees with term life insurance in the amount of \$25,000 per employee.
14. The district will provide a calendar for full-time employees hired prior to September 1, 2005, setting twelve (12) paid holidays.
15. All salary benefit calculations shall use September 1 as the beginning of the year, unless otherwise stated. Any fraction of a year over half shall be credited as a full year for the purposes of step placement.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska
TRANSPORTATION FULL-TIME DRIVERS
Full-Time Employees Salary Schedule G
2025-2026
PROPOSED

<u>Step</u>	<u>GO2M</u>
Probation	19.43
1	19.59
2	19.75
3	19.89
4	20.02
5	20.33
6	20.50
7	20.64
8	20.78
9	20.86
10	20.99
11	21.16
12	21.31
13	21.47
14	21.62
15	21.77
16	21.94
17	22.12
18	22.27
19	22.45
20	22.60
21	22.78
22	22.91
23	23.10
24	23.31

PROVISIONS

1. All full-time personnel may be granted credit on the salary schedule not to exceed three years for similar experience.
2. All full-time personnel will be placed on the salary schedule at the end of a 180-calendar day probationary period unless not recommended by the building principal.
3. Employees paid from this schedule with more than twenty years experience on salary schedule C and/or G will receive a longevity payment of \$.25 per hour. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.

4. A shift differential will be paid to night employees at the rate of \$.15 an hour (\$.25 an hour at the high school). A shift differential will be paid to custodial leaders at the rate of \$1.35 an hour.
5. The district will pay \$9,562 annually to be applied to the health and accident insurance offered by the District. A Section 125 benefit plan will be available to employees.
6. When absence occurs as a result of injury on the job related to the performance of duty assigned by the district, the employee shall not forfeit sick leave. Injury absence shall be limited to a maximum of five working days. Employees must provide the building supervisor with a doctor's statement that the employee was unable to work because of the injury. Employees injured during the course of employment and eligible for compensation are required to report all accidents or injuries to their supervisor immediately. Failure on the part of the employee to report an injury within (24) twenty-four hours may prejudice and defeat a claim for injury absence.
7. Upon termination, employees with twenty years of service to the district will receive \$1000 severance pay.
8. The district will provide annual vacations (paid days off) for full-time employees according to the following plan:
 - (a) Employees with less than eight (8) years will accumulate vacation days at one (1) day per month. After eight (8) years of employment, an employee shall be granted three (3) additional days of annual vacation as of June 1 each year; a total of fifteen (15) days a year. After fifteen (15) years of employment, an employee will be granted six (6) additional days of annual vacation as of June 1 each year; a total of eighteen (18) days a year. After twenty (20) years of employment, each employee will be granted eight (8) additional days of annual vacation as of June 1 each year; a total of twenty (20) days a year. As of September 1, each year, employees with more than forty (40) days accumulated vacation shall lose all days over forty (40).
 - (b) Vacations to be taken at discretion of building principal.
 - (c) Upon termination, unused accrued vacation will be paid as salary.
9. The district will provide sick leave for each full-time employee according to the following plan:
 - (a) Employees to accumulate sick leave (paid days off) at the rate of one day per month. Employees, who on August 31 have accumulated more than 125 days of sick leave, will be paid at their daily rate for August for the days in excess of 125. Payments will begin in September.
 - (b) Sick leave to be charged and recorded against each member's accumulated balance.
 - (c) A member with 20 or more consecutive years of service shall be compensated at 50% of the employee's daily rate of pay for all of their unused sick days upon retirement.
10. Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse, parent, child, step-child, or parent-in-law. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's brother, sister, grandchild, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's vacation.
11. The district will provide one day of emergency leave with pay per school year. There will be no accumulation. Application shall be made to the Principal prior to the requested date of leave. The decision will be made by the Principal. Examples:
 1. Legal matters related to the immediate family of the employee;
 2. Death leave. When the distance to the funeral is in excess of 200 miles, one additional day will be provided; and
 3. Family emergencies such as surgery, serious illnesses that are not covered by sick leave.
12. The district will pay full-time employees at the rate of one and one-half time the employee's hourly rate for each hour of time worked in excess of forty (40) hours in any one week.
13. The district will provide all full-time employees with term life insurance in the amount of \$25,000 per employee.
14. The district will provide a calendar for full-time employees hired prior to September 1, 2005, setting twelve (12) paid holidays.
15. All salary benefit calculations shall use September 1 as the beginning of the year, unless otherwise stated. Any fraction of a year over half shall be credited as a full year for the purposes of step placement.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

PART TIME AND TEMPORARY STAFF
Salary Schedule T
2025-2026
PROPOSED

A.	Custodial and Maintenance	
	Part-Time Maintenance	16.25
	Temporary and Substitute Staff	15.00
	Student Employees	12.00
B.	Drivers	
	Temporary and Substitute Staff	19.50
C.	Paraprofessionals	
	Temporary and Substitute Paras	15.00
	Student Employees	12.00
D.	Clerical	
	Temporary and Substitute Staff	15.00
	Student Employees	12.00
E.	Food Service	
	Temporary and Substitute Staff	15.00

Note: Temporary includes employees hired for the summer.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

SUBSTITUTE TEACHERS
Salary Schedule
2025-2026
PROPOSED

The rate of pay for substitute teachers employed by the Bellevue Public School District:

A. \$180.00 per day.

When substituting for the same teacher in one classroom for a long-term assignment:

B. \$190.00 per day beginning the first long-term teaching day.

C. Substitute teachers, properly certified, who have taught continuously for 90 student days, and are continuing their assignment shall have their daily rate of pay adjusted beginning the ninety-first day to reflect their appropriate placement on the teacher's salary schedule.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

SUMMER SCHOOL TEACHERS
Salary Schedule
2025-2026
PROPOSED

The rate of pay for summer school teachers employed by the Bellevue Public School District is as follows:

Certified Staff

1. All classroom teachers will be paid at the rate of \$38.50 per hour.
2. Substitutes pay will be \$17.50 per hour spent with students.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

CURRICULUM/INSTRUCTION PROJECT PAY
Salary Schedule
2025-2026
PROPOSED

The rate of pay for curriculum/instruction projects paid to certified staff by the Bellevue Public School District is as follows:

Curriculum/Instruction - \$25.00 hourly rate

BELLEVUE PARAPROFESSIONALS NEGOTIATIONS AGREEMENT
School District of Bellevue and Service Employees Local Number 226
2024-2025

THIS AGREEMENT, made and entered into as of September 1, 2024, by and between the Service Employees International Union Local 226, here after referred to as the Union, and School District Number 1, Sarpy County, also known as the Bellevue School District, hereinafter referred to as the District.

ARTICLE I
RECOGNITION

The District recognizes the Union as the sole and exclusive bargaining agent for all paraprofessional employees currently employed by the Bellevue School District in the following classifications: Clerical/Instructional, Special Education/Health, and Day Care/Day Care Site Leaders.

ARTICLE 2
DISCRIMINATION

The hiring and employment of all employees shall be without regard to race, color, religious creed, gender, marital status, disability, age, national origin or participation or nonparticipation in a labor organization.

ARTICLE 3
MANAGEMENT

The School District specifically reserves all rights and prerogatives not abridged or delegated by this agreement including the right to hire, assign jobs, transfer employees within the District, increase or decrease the work force, contract for services, suspend, discharge for any reason deemed sufficient by the District if such discharge shall not be for constitutionally impermissible reasons, determine the hours of work and days to be worked and all other procedures necessary to provide for the education of the students in the District.

ARTICLE 4
JOB VACANCIES

The School District shall publish notice of all job vacancies and shall describe the qualifications required therefore. Any employee may apply for such job vacancy. Employees are encouraged to apply for other positions in the District which they may feel qualified.

The personnel files for employees who make application may be reviewed and an interview may be requested by the District for the purpose of establishing individual qualifications for the job vacancy. All applicants will be notified when the position is closed.

ARTICLE 5
DUTY HOURS

Paraprofessional employees will be compensated at the rate of time and one-half for any hour over forty (40) hours worked in any one week.

ARTICLE 6
DEDUCTIONS

1. All deductions required by law will be made from the salary or wages of each employee.
2. A single salary deduction, agreed to by the School District, shall be made upon the written authorization of any employee through an association or organization which is the recognized employment relations representative of such employee. The amount specified in the authorization shall be withheld each pay period from the employee's wages and paid over to the labor organization to which the employee belongs. This deduction shall continue each pay period until the employee revokes his or her request in writing, received not prior to June 30, and not later than August 1 of any calendar year.
 - a. Written authorizations must be received by the first of the month to be deducted in the next regularly scheduled paycheck. Only one written authorization will be accepted per year.
 - b. In the event of a termination of employment, the School District shall deduct from the final paycheck of the covered employee a full month's Union dues for the final month of employment even though it be less than a full month of covered employment.
 - c. The School District shall not be held responsible to the Union for any failure to deduct the dues of any covered employee having submitted written authorization.

ARTICLE 7 HOLIDAYS

All paraprofessional employees hired prior to September 1, 2004, shall receive the following paid holidays: Labor Day, Thanksgiving Day, Thanksgiving Friday, Christmas Day, New Years Day, Martin Luther King, Jr. Day, and Friday before Easter. Employees hired after September 1, 2004 will be eligible to purchase leave hours from their accrued leave bank in lieu of paid holidays.

ARTICLE 8 LEAVE

Employees will earn one (1) paid leave hour for each twenty hours of work. Hours will be credited to the employees leave balance on a monthly basis. Leave hours may be accumulated without limit. Hours may be used in one hour increments. Upon termination, accumulated leave hours will be paid. An employee may apply for Paid Personal Leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A request in writing shall be submitted to the principal or immediate supervisor, who shall in turn approve or disapprove the application. Paid personal leave, if granted, will be deducted from accumulated leave. Paid personal leave will not be granted for the following reasons:

- a. Personal recreation activities.
- b. To accompany spouse on business or vacation.
- c. Routine medical or dental matters.
- d. Ill health of those individuals beyond the immediate family.
- e. College course requirements (i.e. field trips, etc.)
- f. Personal business (profit potential).
- g. Interviews and examinations - not administered by a college or university for an advanced degree program.

BEREAVEMENT LEAVE

Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse or child. Three days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's parent. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's brother, sister, grandchild, mother-in-law, father-in-law, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's Leave.

ARTICLE 9 LEAVES OF ABSENCE

1. **Military Leave.** Employees shall be entitled to military leave as set forth by District policy and as provided for by laws of the State of Nebraska and of the United States.
2. **Jury Duty.** Employees who are called for jury duty are required to remit to the Secretary of the Board any compensation (other than expenses) received for the hours the employee was excused from duty. If such compensation is not remitted to the Secretary of the Board, an identical amount will be deducted from the employee's salary. Jury service typically consists of reporting every day or every other day until actually selected and impaneled for a jury. Employees shall report to work during all periods that the employee is not actually required to serve in the capacity of a juror.
3. **Family and Medical Leave Act.** Covered employees shall be entitled to leave provided by the Family and Medical Leave Act of 1993.

ARTICLE 10 GRIEVANCE PROCEDURE

A dispute, disagreement, or difference arising between a paraprofessional and a supervisor shall be handled initially by direct contact between the employee and the supervisor.

If not settled in this manner within seven working days of the direct contact between the employee and the supervisor and if the dispute, disagreement or difference concerns disciplinary action taken or interpretation or application of recognized work rules or practices, the grievance may be taken to the building administrator for

direct discussion and resolution. If the grievance is not settled at this point, the employee may discuss the matter with the appropriate central office administrator.

If the matter is not settled in this manner, the grievance may be written on a form to be supplied by the central office personnel administrator or the Union stating the facts, including the individual or individuals involved, and basis for the grievance. The person with the grievance shall sign the grievance and deliver the grievance to the Superintendent. If the grievance is not so filed within 30 calendar days of the alleged occurrence, it will not be heard.

Within seven working days of the filing of the written grievance, the Superintendent will notify the employee of the date, time and location of the meeting to resolve the grievance. At that meeting, which shall be before the Superintendent or such members of the Superintendent's staff as he shall designate, the grievant and the supervisor shall be present. A written decision will be submitted by the Superintendent or his designee to the employee involved in the grievance.

At any of the steps mentioned above the employee may appear:

1. alone on his/her own behalf; or
2. accompanied by union representatives as desired. If union representation is desired, the meeting time will be set so that the employee's union representative may attend.

Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

Failure in any step of this procedure to communicate the decision on the grievance within seven working days shall permit lodging an appeal at the next step of the procedure.

ARTICLE 11 INSURANCE

From September 1, 2024, through August 31, 2025, the District will pay per month the amount negotiated through the Bellevue Education Association to be applied to the health and accident insurance offered by the District.

Effective September 1, 2004, the District will use the following weekly/hourly guidelines for health insurance benefits for all new employees.

Under 20 hours/week	-0-
20 – 29 hours/week	50% of District contribution
30 hours or above/week	same as above for current employees

ARTICLE 12 ACTS IN VIOLATION OF LAWS AND ORDER

Nothing in this Agreement shall be construed to require either party to act in violation of any state or federal law or Presidential order, and in the event such conditions should arise, this Agreement shall be considered modified to the extent necessary to comply with the law.

ARTICLE 13 EMERGENCY CLOSING

Paraprofessionals will be paid at their assigned FTE, on emergency closing days due to weather conditions or other occasions when classes are cancelled.

ARTICLE 14 MISCELLANEOUS

1. The official personnel records of employees are maintained in the Personnel Office and at the employee's assigned building. These records contain seniority, assignment, date of hiring, performance ratings, and other personal ratings and may be reviewed by the employee.
2. The District will furnish in each building in the District a bulletin board for the posting of information to paraprofessionals. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, schedules, wages, vacancies, and other information pertinent to the function of school business.

**ARTICLE 15
WAGES**

		<u>2024/2025</u>
Clerical/Instructional Para	\$1.75 increase	\$ 15.98/hr.
Special Education Resource	\$1.75 increase	\$ 16.33/hr.
Special Education/Health Life Skills/Level 3/Preschool	\$1.75 increase	\$ 16.63/hr.
Day Care Para	\$1.75 increase	\$ 16.48/hr.
Day Care Site Leader	\$1.75 increase	\$ 17.28/hr.

Paraprofessionals employed in an educational capacity at a Title I School will receive a 15¢/hr shift differential due to the educational qualifications required.

Long Service Increment

The District will pay to each qualified employee the following long service increment:

1. An additional 2% of the current contract base hourly wage to each employee who has completed 10 years of continuous service.
2. An additional 2.75% of the current contract base hourly wage to each employee who has completed 15 years of continuous service.
3. An additional 3.75% of the current contract base hourly wage to each employee who has completed 20 years of continuous service.

Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.


**ARTICLE 16
TERM OF CONTRACT**

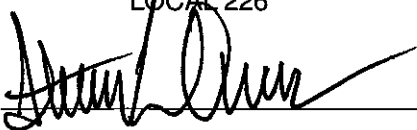
This Agreement shall be in full force and effect from September 1, 2024, to and including August 31, 2025.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this 6th day of May, 2024.

SCHOOL DISTRICT NUMBER 1
SARPY COUNTY, NEBRASKA

SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 226

BY 

BY 

**ADDENDUM
*DAY CARE EMPLOYEES**

All Day Care employees agree to work the following:

- 8 non-student school days
- 3 weeks elementary summer school before and after school day care program
- 3 weeks summer consolidated day care program (Day Care Paras)
- 4 weeks summer consolidated day care program (Day Care Site Leaders)
- emergency closing days, as needed (i.e. snow days) – all working employees will be paid time and a half

Employees are encouraged to work beyond the agreed upon number of days.

BELLEVUE PARAPROFESSIONALS NEGOTIATIONS AGREEMENT
School District of Bellevue and Service Employees Local Number 226
2025-2026
PROPOSED

THIS AGREEMENT, made and entered into as of September 1, 2025, by and between the Service Employees International Union Local 226, here after referred to as the Union, and School District Number 1, Sarpy County, also known as the Bellevue School District, hereinafter referred to as the District.

ARTICLE I
RECOGNITION

The District recognizes the Union as the sole and exclusive bargaining agent for all paraprofessional employees currently employed by the Bellevue School District in the following classifications: Clerical/Instructional, Special Education/Health, and Day Care/Day Care Site Leaders.

ARTICLE 2
DISCRIMINATION

The hiring and employment of all employees shall be without regard to race, color, religious creed, gender, marital status, disability, age, national origin or participation or nonparticipation in a labor organization.

ARTICLE 3
MANAGEMENT

The School District specifically reserves all rights and prerogatives not abridged or delegated by this agreement including the right to hire, assign jobs, transfer employees within the District, increase or decrease the work force, contract for services, suspend, discharge for any reason deemed sufficient by the District if such discharge shall not be for constitutionally impermissible reasons, determine the hours of work and days to be worked and all other procedures necessary to provide for the education of the students in the District.

ARTICLE 4
JOB VACANCIES

The School District shall publish notice of all job vacancies and shall describe the qualifications required therefore. Any employee may apply for such job vacancy. Employees are encouraged to apply for other positions in the District which they may feel qualified.

The personnel files for employees who make application may be reviewed and an interview may be requested by the District for the purpose of establishing individual qualifications for the job vacancy. All applicants will be notified when the position is closed.

ARTICLE 5
DUTY HOURS

Paraprofessional employees will be compensated at the rate of time and one-half for any hour over forty (40) hours worked in any one week.

ARTICLE 6
DEDUCTIONS

1. All deductions required by law will be made from the salary or wages of each employee.
2. A single salary deduction, agreed to by the School District, shall be made upon the written authorization of any employee through an association or organization which is the recognized employment relations representative of such employee. The amount specified in the authorization shall be withheld each pay period from the employee's wages and paid over to the labor organization to which the employee belongs. This deduction shall continue each pay period until the employee revokes his or her request in writing, received not prior to June 30, and not later than August 1 of any calendar year.
 - a. Written authorizations must be received by the first of the month to be deducted in the next regularly scheduled paycheck. Only one written authorization will be accepted per year.
 - b. In the event of a termination of employment, the School District shall deduct from the final paycheck of the covered employee a full month's Union dues for the final month of employment even though it be less than a full month of covered employment.
 - c. The School District shall not be held responsible to the Union for any failure to deduct the dues of any covered employee having submitted written authorization.

ARTICLE 7 HOLIDAYS

All paraprofessional employees hired prior to September 1, 2004, shall receive the following paid holidays: Labor Day, Thanksgiving Day, Thanksgiving Friday, Christmas Day, New Years Day, Martin Luther King, Jr. Day, and Friday before Easter. Employees hired after September 1, 2004 will be eligible to purchase leave hours from their accrued leave bank in lieu of paid holidays.

ARTICLE 8 LEAVE

Employees will earn one (1) paid leave hour for each twenty hours of work. Hours will be credited to the employees leave balance on a monthly basis. Leave hours may be accumulated without limit. Hours may be used in one hour increments. Upon termination, accumulated leave hours will be paid. An employee may apply for Paid Personal Leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A request in writing shall be submitted to the principal or immediate supervisor, who shall in turn approve or disapprove the application. Paid personal leave, if granted, will be deducted from accumulated leave. Paid personal leave will not be granted for the following reasons:

- a. Personal recreation activities.
- b. To accompany spouse on business or vacation.
- c. Routine medical or dental matters.
- d. Ill health of those individuals beyond the immediate family.
- e. College course requirements (i.e. field trips, etc.)
- f. Personal business (profit potential).
- g. Interviews and examinations - not administered by a college or university for an advanced degree program.

BEREAVEMENT LEAVE

Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse, parent, child, step-child or parent-in-law. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's brother, sister, grandchild, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's Leave.

ARTICLE 9 LEAVES OF ABSENCE

1. **Military Leave.** Employees shall be entitled to military leave as set forth by District policy and as provided for by laws of the State of Nebraska and of the United States.
2. **Jury Duty.** Employees who are called for jury duty are required to remit to the Secretary of the Board any compensation (other than expenses) received for the hours the employee was excused from duty. If such compensation is not remitted to the Secretary of the Board, an identical amount will be deducted from the employee's salary. Jury service typically consists of reporting every day or every other day until actually selected and impaneled for a jury. Employees shall report to work during all periods that the employee is not actually required to serve in the capacity of a juror.
3. **Family and Medical Leave Act.** Covered employees shall be entitled to leave provided by the Family and Medical Leave Act of 1993.

ARTICLE 10 GRIEVANCE PROCEDURE

A dispute, disagreement, or difference arising between a paraprofessional and a supervisor shall be handled initially by direct contact between the employee and the supervisor.

If not settled in this manner within seven working days of the direct contact between the employee and the supervisor and if the dispute, disagreement or difference concerns disciplinary action taken or interpretation or application of recognized work rules or practices, the grievance may be taken to the building administrator for direct discussion and resolution. If the grievance is not settled at this point, the employee may discuss the matter with the appropriate central office administrator.

If the matter is not settled in this manner, the grievance may be written on a form to be supplied by the central office personnel administrator or the Union stating the facts, including the individual or individuals involved, and basis for the grievance. The person with the grievance shall sign the grievance and deliver the grievance to the Superintendent. If the grievance is not so filed within 30 calendar days of the alleged occurrence, it will not be heard.

Within seven working days of the filing of the written grievance, the Superintendent will notify the employee of the date, time and location of the meeting to resolve the grievance. At that meeting, which shall be before the Superintendent or such members of the Superintendent's staff as he shall designate, the grievant and the supervisor shall be present. A written decision will be submitted by the Superintendent or his designee to the employee involved in the grievance.

At any of the steps mentioned above the employee may appear:

1. alone on his/her own behalf; or
2. accompanied by union representatives as desired. If union representation is desired, the meeting time will be set so that the employee's union representative may attend.

Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

Failure in any step of this procedure to communicate the decision on the grievance within seven working days shall permit lodging an appeal at the next step of the procedure.

ARTICLE 11 INSURANCE

From September 1, 2025, through August 31, 2026, the District will pay per month the amount negotiated through the Bellevue Education Association to be applied to the health and accident insurance offered by the District.

Effective September 1, 2004, the District will use the following weekly/hourly guidelines for health insurance benefits for all new employees.

Under 20 hours/week	-0-
20 – 29 hours/week	50% of District contribution
30 hours or above/week	same as above for current employees

ARTICLE 12 ACTS IN VIOLATION OF LAWS AND ORDER

Nothing in this Agreement shall be construed to require either party to act in violation of any state or federal law or Presidential order, and in the event such conditions should arise, this Agreement shall be considered modified to the extent necessary to comply with the law.

ARTICLE 13 EMERGENCY CLOSING

Paraprofessionals will be paid at their assigned FTE, on emergency closing days due to weather conditions or other occasions when classes are cancelled.

ARTICLE 14 MISCELLANEOUS

1. The official personnel records of employees are maintained in the Personnel Office and at the employee's assigned building. These records contain seniority, assignment, date of hiring, performance ratings, and other personal ratings and may be reviewed by the employee.
2. The District will furnish in each building in the District a bulletin board for the posting of information to paraprofessionals. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, schedules, wages, vacancies, and other information pertinent to the function of school business.

**ARTICLE 15
WAGES**

Clerical/Instructional Para	\$.52 increase	\$ 16.50/hr.
Special Education Resource	\$.52 increase	\$ 16.85/hr.
Special Education/Health Life Skills/Level 3/Preschool	\$.52 increase	\$ 17.15/hr.
Day Care Para	\$.52 increase	\$ 17.00/hr.
Day Care Site Leader	\$.52 increase	\$ 17.80/hr.

Paraprofessionals employed in an educational capacity at a Title I School will receive a 15¢/hr shift differential due to the educational qualifications required. Paraprofessionals hired as an RBT (Registered Behavior Technician) will receive a \$2.85/hr shift differential due to training requirements and qualifications. The RBT positions are funded through a Learning Community Grant awarded to the school district.

Long Service Increment

The District will pay to each qualified employee the following long service increment:

1. An additional 2% of the current contract base hourly wage to each employee who has completed 10 years of continuous service.
2. An additional 2.75% of the current contract base hourly wage to each employee who has completed 15 years of continuous service.
3. An additional 3.75% of the current contract base hourly wage to each employee who has completed 20 years of continuous service.

Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.

**ARTICLE 16
TERM OF CONTRACT**

This Agreement shall be in full force and effect from September 1, 2025, to and including August 31, 2026.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this XX day of XXX, 2025.

SCHOOL DISTRICT NUMBER 1
SARPY COUNTY, NEBRASKA

SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 226

BY _____

BY _____

**ADDENDUM
*DAY CARE EMPLOYEES**

All Day Care employees agree to work the following:

- 8 non-student school days
- 3 weeks elementary summer school before and after school day care program
- 3 weeks summer consolidated day care program (Day Care Paras)
- 4 weeks summer consolidated day care program (Day Care Site Leaders)
- emergency closing days, as needed (i.e. snow days) – all working employees will be paid time and a half

Employees are encouraged to work beyond the agreed upon number of days.

BELLEVUE FOOD SERVICE NEGOTIATIONS AGREEMENT
School District of Bellevue and Service Employees Local Number 226
2024-2025

THIS AGREEMENT, made and entered into as of September 1, 2024, by and between the Service Employees International Union Local 226, here after referred to as the Union, and School District Number 1, Sarpy County, also known as the Bellevue School District, hereinafter referred to as the District.

ARTICLE I
RECOGNITION

The District recognizes the Union as the sole and exclusive bargaining agent for all food service employees currently employed by the Bellevue School District in the following classifications: Food Service.

ARTICLE 2
DISCRIMINATION

The hiring and employment of all employees shall be without regard to race, color, religious creed, gender, marital status, disability, age, national origin or participation or nonparticipation in a labor organization.

ARTICLE 3
MANAGEMENT

The School District specifically reserves all rights and prerogatives not abridged or delegated by this agreement including the right to hire, assign jobs, transfer employees within the District, increase or decrease the work force, contract for services, suspend, discharge for any reason deemed sufficient by the District if such discharge shall not be for constitutionally impermissible reasons, determine the hours of work and days to be worked and all other procedures necessary to provide for the education of the students in the District. At any of the steps mentioned above the employee may appear: alone on his/her own behalf or accompanied by union representatives as desired. If union representation is desired, the meeting time will be set so that the employee's union representative may attend. Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

ARTICLE 4
JOB VACANCIES

Generally, the School District shall publish notice of all job vacancies and shall describe the qualifications required therefore. Any employee may apply for such job vacancy. Employees are encouraged to apply for other positions in the District which they may feel qualified.

The personnel files for employees who make application may be reviewed and an interview may be requested by the District for the purpose of establishing individual qualifications for the job vacancy. All applicants will be notified when the position is closed.

ARTICLE 5
DUTY HOURS

Food Service employees will be compensated at the rate of time and one-half for any hour over forty (40) hours worked in any one week.

ARTICLE 6
DEDUCTIONS

1. All deductions required by law will be made from the salary or wages of each employee.
2. A single salary deduction, agreed to by the School District, shall be made upon the written authorization of any employee through an association or organization which is the recognized employment relations representative of such employee. The amount specified in the authorization shall be withheld each pay period from the employee's wages and paid over to the labor organization to which the employee belongs. This deduction shall continue each pay period until the employee revokes his or her request in writing, received not prior to June 30, and not later than August 1 of any calendar year.
 - a. Written authorizations must be received by the first of the month to be deducted in the next regularly scheduled paycheck. Only one written authorization will be accepted per year.
 - b. In the event of a termination of employment, the School District shall deduct from the final paycheck of the covered employee a full month's Union dues for the final month of employment even though it be less than a full month of covered employment.
 - c. The School District shall not be held responsible to the Union for any failure to deduct the dues of any covered employee having submitted written authorization.

ARTICLE 7 HOLIDAYS

All food service employees hired prior to September 1, 2004, will be eligible to purchase leave hours equivalent to four days FTE from their accrued leave bank per year and shall receive the following paid holidays: Labor Day, Thanksgiving Day, Thanksgiving Friday, Christmas Day, New Years Day, Martin Luther King, Jr. Day, and Friday before Easter. Employees hired after September 1, 2004 will be eligible to purchase leave hours from their accrued leave bank in lieu of paid holidays.

ARTICLE 8 LEAVE

Employees will earn one (1) paid leave hour for each twenty hours of work. Hours will be credited to the employees leave balance on a monthly basis. Leave hours may be accumulated without limit. Hours may be used in one hour increments. Upon termination, accumulated leave hours will be paid.

An employee may apply for Paid Personal Leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A request in writing shall be submitted to the principal or immediate supervisor, who shall in turn approve or disapprove the application. Paid personal leave, if granted, will be deducted from accumulated leave. Paid personal leave will not be granted for the following reasons:

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- c. Routine medical or dental matters.
- d. Ill health of those individuals beyond the immediate family.
- e. College course requirements (i.e. field trips, etc.)
- f. Personal business (profit potential).
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ARTICLE 9 LEAVES OF ABSENCE

1. **Military Leave.** Employees shall be entitled to military leave as set forth by District policy and as provided for by laws of the State of Nebraska and of the United States.
2. **Jury Duty.** Employees who are called for jury duty are required to remit to the Secretary of the Board any compensation (other than expenses) received for the hours the employee was excused from duty. If such compensation is not remitted to the Secretary of the Board, an identical amount will be deducted from the employee's salary. Jury service typically consists of reporting every day or every other day until actually selected and impaneled for a jury. Employees shall report to work during all periods that the employee is not actually required to serve in the capacity of a juror.
3. **Family and Medical Leave Act.** Covered employees shall be entitled to leave provided by the Family and Medical Leave Act of 1993.

ARTICLE 10 GRIEVANCE PROCEDURE

A dispute, disagreement, or difference arising between a food service employee and a supervisor shall be handled initially by direct contact between the employee and the supervisor.

If not settled in this manner within seven working days of the direct contact between the employee and the supervisor and if the dispute, disagreement or difference concerns disciplinary action taken or interpretation or application of recognized work rules or practices, the grievance may be taken to the building administrator for direct discussion and resolution. If the grievance is not settled at this point, the employee may discuss the matter with the appropriate central office administrator.

If the matter is not settled in this manner, the grievance may be written on a form to be supplied by the central office personnel administrator or the Union stating the facts, including the individual or individuals involved, and basis for the grievance. The person with the grievance shall sign the grievance and deliver the grievance to the Superintendent. If the grievance is not so filed within 30 calendar days of the alleged occurrence, it will not be heard.

Within seven working days of the filing of the written grievance, the Superintendent will notify the employee of the date, time and location of the meeting to resolve the grievance. At that meeting, which shall be before the Superintendent or such members of the Superintendent's staff as he shall designate, the grievant and the supervisor shall be present. A written decision will be submitted by the Superintendent or his designee to the employee involved in the grievance.

At any of the steps mentioned above the employee may appear: alone on his/her own behalf or accompanied by union representatives as desired. If union representation is desired, the meeting time will be set so that the employee's union representative may attend. Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

Failure in any step of this procedure to communicate the decision on the grievance within seven working days shall permit lodging an appeal at the next step of the procedure.

ARTICLE 11 INSURANCE

From September 1, 2024, through August 31, 2025, the District will pay per month the amount negotiated through the Bellevue Education Association to be applied to the health and accident insurance offered by the District.

Effective September 1, 2004, the District will use the following weekly/hourly guidelines for health insurance benefits for all new employees.

Under 20 hours/week	-0-
20 – 29 hours/week	50% of District contribution
30 hours or above/week	same as above for current employees

ARTICLE 12 ACTS IN VIOLATION OF LAWS AND ORDER

Nothing in this Agreement shall be construed to require either party to act in violation of any state or federal law or Presidential order, and in the event such conditions should arise, this Agreement shall be considered modified to the extent necessary to comply with the law.

ARTICLE 13 EMERGENCY CLOSING

Food Service employees will be paid at their assigned FTE, on emergency closing days due to weather conditions or other occasions when classes are cancelled.

ARTICLE 14 MISCELLANEOUS

1. The official personnel records of employees are maintained in the Personnel Office and at the employee's assigned building. These records contain seniority, assignment, date of hiring, performance ratings, and other personal ratings and may be reviewed by the employee.
2. The District will furnish in each building in the District a bulletin board for the posting of information to food service employees. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, schedules, wages, vacancies, and other information pertinent to the function of school business.

**ARTICLE 15
WAGES**

Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.

	<u>2024/2025</u>
Elementary Satellite Managers	(0)\$ 17.14 (1)\$ 17.39
Secondary Managers	(0)\$ 17.44 (1)\$ 17.69
Elementary Managers	(0)\$ 16.84 (1)\$ 17.04
Head Cook	(0)\$ 16.34 (1)\$ 16.56
Kitchen Assistant/Cashier	(0)\$ 16.04 (1)\$ 16.21
Driver	(0)\$ 17.04 (1)\$ 17.29

Step (0) Hired by District after June 1, 2024
Step (1) Hired by District before June 1, 2024

Longevity Pay	Pay after 10 years of service	3.75%
	Pay after 15 years of service	3.75%
	Pay after 20 years of service	4.75%

**ARTICLE 16
TERM OF CONTRACT**

This Agreement shall be in full force and effect from September 1, 2024, to and including August 31, 2025.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this 3rd day of June in the year 2024.

SCHOOL DISTRICT NUMBER 1
SARPY COUNTY, NEBRASKA

BY Shana Smith

SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 226

BY [Signature]

BELLEVUE FOOD SERVICE NEGOTIATIONS AGREEMENT
School District of Bellevue and Service Employees Local Number 226
2025-2026
PROPOSED

THIS AGREEMENT, made and entered into as of September 1, 2025, by and between the Service Employees International Union Local 226, here after referred to as the Union, and School District Number 1, Sarpy County, also known as the Bellevue School District, hereinafter referred to as the District.

ARTICLE I
RECOGNITION

The District recognizes the Union as the sole and exclusive bargaining agent for all food service employees currently employed by the Bellevue School District in the following classifications: Food Service.

ARTICLE 2
DISCRIMINATION

The hiring and employment of all employees shall be without regard to race, color, religious creed, gender, marital status, disability, age, national origin or participation or nonparticipation in a labor organization.

ARTICLE 3
MANAGEMENT

The School District specifically reserves all rights and prerogatives not abridged or delegated by this agreement including the right to hire, assign jobs, transfer employees within the District, increase or decrease the work force, contract for services, suspend, discharge for any reason deemed sufficient by the District if such discharge shall not be for constitutionally impermissible reasons, determine the hours of work and days to be worked and all other procedures necessary to provide for the education of the students in the District. At any of the steps mentioned above the employee may appear: alone on his/her own behalf or accompanied by union representatives as desired. If union representation is desired, the meeting time will be set so that the employee's union representative may attend. Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

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JOB VACANCIES

Generally, the School District shall publish notice of all job vacancies and shall describe the qualifications required therefore. Any employee may apply for such job vacancy. Employees are encouraged to apply for other positions in the District which they may feel qualified.

The personnel files for employees who make application may be reviewed and an interview may be requested by the District for the purpose of establishing individual qualifications for the job vacancy. All applicants will be notified when the position is closed.

ARTICLE 5
DUTY HOURS

Food Service employees will be compensated at the rate of time and one-half for any hour over forty (40) hours worked in any one week.

ARTICLE 6
DEDUCTIONS

1. All deductions required by law will be made from the salary or wages of each employee.
2. A single salary deduction, agreed to by the School District, shall be made upon the written authorization of any employee through an association or organization which is the recognized employment relations representative of such employee. The amount specified in the authorization shall be withheld each pay period from the employee's wages and paid over to the labor organization to which the employee belongs. This deduction shall continue each pay period until the employee revokes his or her request in writing, received not prior to June 30, and not later than August 1 of any calendar year.
 - a. Written authorizations must be received by the first of the month to be deducted in the next regularly scheduled paycheck. Only one written authorization will be accepted per year.
 - b. In the event of a termination of employment, the School District shall deduct from the final paycheck of the covered employee a full month's Union dues for the final month of employment even though it be less than a full month of covered employment.
 - c. The School District shall not be held responsible to the Union for any failure to deduct the dues of any covered employee having submitted written authorization.

ARTICLE 7 HOLIDAYS

All food service employees hired prior to September 1, 2004, will be eligible to purchase leave hours equivalent to four days FTE from their accrued leave bank per year and shall receive the following paid holidays: Labor Day, Thanksgiving Day, Thanksgiving Friday, Christmas Day, New Years Day, Martin Luther King, Jr. Day, and Friday before Easter. Employees hired after September 1, 2004 will be eligible to purchase leave hours from their accrued leave bank in lieu of paid holidays.

ARTICLE 8 LEAVE

Employees will earn one (1) paid leave hour for each twenty hours of work. Hours will be credited to the employees leave balance on a monthly basis. Leave hours may be accumulated without limit. Hours may be used in one hour increments. Upon termination, accumulated leave hours will be paid.

An employee may apply for Paid Personal Leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A request in writing shall be submitted to the principal or immediate supervisor, who shall in turn approve or disapprove the application. Paid personal leave, if granted, will be deducted from accumulated leave. Paid personal leave will not be granted for the following reasons:

- a. Personal recreation activities.
- b. To accompany spouse on business or vacation.
- c. Routine medical or dental matters.
- d. Ill health of those individuals beyond the immediate family.
- e. College course requirements (i.e. field trips, etc.)
- f. Personal business (profit potential).
- g. Interviews and examinations - not administered by a college or university for an advanced degree program.

BEREAVEMENT LEAVE

Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse, parent, child, step-child, or parent-in-law. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's brother, sister, grandchild, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's Leave.

ARTICLE 9 LEAVES OF ABSENCE

1. **Military Leave.** Employees shall be entitled to military leave as set forth by District policy and as provided for by laws of the State of Nebraska and of the United States.
2. **Jury Duty.** Employees who are called for jury duty are required to remit to the Secretary of the Board any compensation (other than expenses) received for the hours the employee was excused from duty. If such compensation is not remitted to the Secretary of the Board, an identical amount will be deducted from the employee's salary. Jury service typically consists of reporting every day or every other day until actually selected and impaneled for a jury. Employees shall report to work during all periods that the employee is not actually required to serve in the capacity of a juror.
3. **Family and Medical Leave Act.** Covered employees shall be entitled to leave provided by the Family and Medical Leave Act of 1993.

ARTICLE 10 GRIEVANCE PROCEDURE

A dispute, disagreement, or difference arising between a food service employee and a supervisor shall be handled initially by direct contact between the employee and the supervisor.

If not settled in this manner within seven working days of the direct contact between the employee and the supervisor and if the dispute, disagreement or difference concerns disciplinary action taken or interpretation or application of recognized work rules or practices, the grievance may be taken to the building administrator for direct discussion and resolution. If the grievance is not settled at this point, the employee may discuss the matter with the appropriate central office administrator.

If the matter is not settled in this manner, the grievance may be written on a form to be supplied by the central office personnel administrator or the Union stating the facts, including the individual or individuals involved,

and basis for the grievance. The person with the grievance shall sign the grievance and deliver the grievance to the Superintendent. If the grievance is not so filed within 30 calendar days of the alleged occurrence, it will not be heard.

Within seven working days of the filing of the written grievance, the Superintendent will notify the employee of the date, time and location of the meeting to resolve the grievance. At that meeting, which shall be before the Superintendent or such members of the Superintendent's staff as he shall designate, the grievant and the supervisor shall be present. A written decision will be submitted by the Superintendent or his designee to the employee involved in the grievance.

At any of the steps mentioned above the employee may appear: alone on his/her own behalf or accompanied by union representatives as desired. If union representation is desired, the meeting time will be set so that the employee's union representative may attend. Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

Failure in any step of this procedure to communicate the decision on the grievance within seven working days shall permit lodging an appeal at the next step of the procedure.

ARTICLE 11 INSURANCE

From September 1, 2025, through August 31, 2026, the District will pay per month the amount negotiated through the Bellevue Education Association to be applied to the health and accident insurance offered by the District.

Effective September 1, 2004, the District will use the following weekly/hourly guidelines for health insurance benefits for all new employees.

Under 20 hours/week	-0-
20 – 29 hours/week	50% of District contribution
30 hours or above/week	same as above for current employees

ARTICLE 12 ACTS IN VIOLATION OF LAWS AND ORDER

Nothing in this Agreement shall be construed to require either party to act in violation of any state or federal law or Presidential order, and in the event such conditions should arise, this Agreement shall be considered modified to the extent necessary to comply with the law.

ARTICLE 13 EMERGENCY CLOSING

Food Service employees will be paid at their assigned FTE, on emergency closing days due to weather conditions or other occasions when classes are cancelled.

ARTICLE 14 MISCELLANEOUS

1. The official personnel records of employees are maintained in the Personnel Office and at the employee's assigned building. These records contain seniority, assignment, date of hiring, performance ratings, and other personal ratings and may be reviewed by the employee.
2. The District will furnish in each building in the District a bulletin board for the posting of information to food service employees. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, schedules, wages, vacancies, and other information pertinent to the function of school business.

ARTICLE 15 WAGES

Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.

	<u>2025/2026</u>
Elementary Satellite Managers	(0)\$ 17.66 (1)\$ 17.91
Secondary Managers	(0)\$ 17.96 (1)\$ 18.21
Elementary Managers	(0)\$ 17.36 (1)\$ 17.56
Head Cook	(0)\$ 16.86 (1)\$ 17.08
Kitchen Assistant/Cashier	(0)\$ 16.56 (1)\$ 16.73
Driver	(0)\$ 17.56 (1)\$ 17.85

Step (0) Hired by District after June 1, 2025
 Step (1) Hired by District before June 1, 2025

Longevity Pay	Pay after 10 years of service	3.75%
	Pay after 15 years of service	3.75%
	Pay after 20 years of service	4.75%

**ARTICLE 16
 TERM OF CONTRACT**

This Agreement shall be in full force and effect from September 1, 2025, to and including August 31, 2026.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this 14th day of April in the year 2025.

SCHOOL DISTRICT NUMBER 1
 SARPY COUNTY, NEBRASKA

SERVICE EMPLOYEES INTERNATIONAL UNION
 LOCAL 226

BY _____

BY _____

BELLEVUE TRANSPORTATION NEGOTIATIONS AGREEMENT
School District of Bellevue and Service Employees Local Number 226
2023-2025

THIS AGREEMENT, made and entered into as of September 1, 2023/2024, by and between the Service Employees International Union Local 226, here after referred to as the Union, and School District Number 1, Sarpy County, also known as the Bellevue School District, hereinafter referred to as the District.

ARTICLE I
RECOGNITION

The District recognizes the Union as the sole and exclusive bargaining agent for all part-time bus drivers currently employed by the Bellevue School District.

ARTICLE 2
DISCRIMINATION

The hiring and employment of all employees shall be without regard to race, color, religious creed, gender, marital status, disability, age, national origin or participation or nonparticipation in a labor organization.

ARTICLE 3
MANAGEMENT

The School District specifically reserves all rights and prerogatives not abridged or delegated by this agreement including the right to hire, assign jobs, transfer employees within the District, increase or decrease the work force, contract for services, suspend, discharge for any reason deemed sufficient by the District if such discharge shall not be for constitutionally impermissible reasons, determine the hours of work and days to be worked and all other procedures necessary to provide for the education of the students in the District.

ARTICLE 4
JOB VACANCIES

Generally, the School District shall publish notice of all job vacancies and shall describe the qualifications required therefore. Any employee may apply for such job vacancy. Employees are encouraged to apply for other positions in the District for which they may feel qualified.

The personnel files for all employees who make application will be reviewed and an interview may be requested by the District for the purpose of establishing individual qualifications for the job vacancy. Applicants interviewed will be notified of the selection for the opening.

ARTICLE 5
DUTY HOURS

Part-time bus drivers will be compensated at the rate of time and 1/2 for any hour over 8 hours in any one day or over 40 hours worked in any one week.

ARTICLE 6
DEDUCTIONS

1. All deductions required by law will be made from the salary or wages of each employee.
2. A single salary deduction, agreed to by the School District, shall be made upon the written authorization of any employee through an association or organization which is the recognized employment relations representative of such employee. The amount specified in the authorization shall be withheld each pay period from the employee's wages and paid over to the labor organization to which the employee belongs. This deduction shall continue each pay period until the employee revokes his or her request in writing, received not prior to June 30, and not later than August 1 of any calendar year.
 - a. Written authorizations must be received by the first of the month to be deducted in the next regularly scheduled paycheck. Only one written authorization will be accepted per year.

- b. In the event of a termination of employment, the School District shall deduct from the final paycheck of the covered employee a full month's Union dues for the final month of employment even though it be less than a full month of covered employment.
- c. The School District shall not be held responsible to the Union for any failure to deduct the dues of any covered employee having submitted written authorization.

ARTICLE 7 LEAVE

Employees will earn 1 paid sick leave hour for each 20 hours of work. Employees who have perfect attendance for the entire school year will earn 1 additional paid sick leave day annually. Hours will be credited to the employees leave balance on a monthly basis. Sick leave hours may be accumulated without limit. Hours may be used in one hour increments. Upon termination, employees with at least 5 years of service will be paid for 1/2 of the accumulated days of sick leave above 4 per year at the employee's current hourly wage rate. Employees who terminate after completion of a school year will have the sick leave hours earned during their final year of service credited to their leave balance at the time of termination.

An employee may apply for Paid Personal Leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A request in writing shall be submitted to the immediate supervisor, who shall in turn approve or disapprove the application. Paid personal leave, if granted, will be deducted from accumulated leave. Paid personal leave will not be granted for the following reasons:

- a. Personal recreation activities.
- b. To accompany spouse on business or vacation.
- c. Routine medical or dental matters.
- d. Ill health of those individuals beyond the immediate family.
- e. College course requirements (i.e. field trips, etc.)
- f. Personal business (profit potential).
- g. Interviews and examinations - not administered by a college or university for an advanced degree program.

Employees will be eligible to purchase leave hours from their accrued leave bank in lieu of paid holidays, assuming they are actively working and have not resigned their position.

Bereavement Leave

Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse or child. Three days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's parent. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's brother, sister, grandchild, mother-in-law, father-in-law, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's Leave.

ARTICLE 8 LEAVES OF ABSENCE

1. **Military Leave.** Employees shall be entitled to military leave as set forth by District policy and as provided for by laws of the State of Nebraska and of the United States.
2. **Jury Duty.** Employees who are called for jury duty are required to remit to the Secretary of the Board any compensation (other than expenses) received for the hours the employee was excused from duty. If such compensation is not remitted to the Secretary of the Board, an identical amount will be deducted from the employee's salary. Jury service typically consists of reporting every day or every other day until actually selected and impaneled for a jury. Employees shall report to work during all periods that the employee is not actually required to serve in the capacity of a juror.
3. **Family and Medical Leave Act.** Covered employees shall be entitled to leave provided by the Family and Medical Leave Act of 1993.

**ARTICLE 9
GRIEVANCE PROCEDURE**

A dispute, disagreement, or difference arising between a part-time bus driver and a supervisor shall be handled initially by direct contact between the employee and the supervisor.

If not settled in this manner within 7 working days of the direct contact between the employee and the supervisor and if the dispute, disagreement or difference concerns disciplinary action taken or interpretation or application of recognized work rules or practices, the grievance may be taken to the building administrator for direct discussion and resolution. If the grievance is not settled at this point, the employee may discuss the matter with the appropriate central office administrator.

If the matter is not settled in this manner, the grievance may be written on a form to be supplied by the central office personnel administrator or the Union stating the facts, including the individual or individuals involved, and basis for the grievance. The person with the grievance shall sign the grievance and deliver the grievance to the Superintendent. If the grievance is not so filed within 30 calendar days of the alleged occurrence, it will not be heard.

Within seven working days of the filing of the written grievance, the Superintendent will notify the employee of the date, time and location of the meeting to resolve the grievance. At that meeting, which shall be before the Superintendent or such members of the Superintendent's staff as he shall designate, the grievant and the supervisor shall be present. A written decision will be submitted by the Superintendent or his designee to the employee involved in the grievance.

At any of the steps mentioned above the employee may appear:

1. alone on his/her own behalf; or
2. accompanied by union representatives as desired. If union representation is desired, the meeting time will be set so that the employee's union representative may attend.

Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

Failure in any step of this procedure to communicate the decision on the grievance within seven working days shall permit lodging an appeal at the next step of the procedure.

**ARTICLE 10
INSURANCE**

The district payment to be applied to the health and accident insurance offered by the district for September 1, 2023/2024 through August 31, 2024/2025 will be adjusted to the monthly amount stated in the Bellevue Education Association negotiation agreement. A Section 125 benefit plan will be available to employees for insurance.

**ARTICLE 11
ACTS IN VIOLATION OF LAWS AND ORDER**

Nothing in this Agreement shall be construed to require either party to act in violation of any state or federal law or Presidential order, and in the event such conditions should arise, this Agreement shall be considered modified to the extent necessary to comply with the law.

**ARTICLE 12
EMERGENCY CLOSING**

Transportation employees may use their accumulated personal days, on emergency closing days, due to weather conditions or other occasions when classes are cancelled.

**ARTICLE 13
MISCELLANEOUS**

1. The official personnel records of employees are maintained in the Personnel Office and at the employee's assigned building. These records contain seniority, assignment, date of hiring, performance ratings, and other personal ratings and may be reviewed by the employee.

2. The District will furnish in the transportation office a bulletin board for the posting of information to part-time bus drivers. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, schedules, wages, vacancies, and other information pertinent to the function of school business.

**ARTICLE 14
WAGES**

	<u>2023/2024</u>	<u>2024/2025</u>
Part-time Bus Drivers	(0) \$20.90/hr. (1) \$22.40/hr.	(0) \$20.90/hr. (1) \$22.40/hr.
Step (0)	Hired by District after June 1, 2023/2024	
Step (1)	Hired by District before June 1, 2023/2024	

A one-time hiring bonus of \$1000, paid in four quarterly installments, will be provided to new district employees. This item will be reviewed annually during collective bargaining for feasibility.

Long Service Increment

The District will pay to each qualified employee the following long service increment:

1. An additional 2% of the base hourly wage to each employee who has completed 5 years of continuous service.
2. An additional 2.75% of the base hourly wage to each employee who has completed 10 years of continuous service.
3. An additional 3.75% of the base hourly wage to each employee who has completed 15 years of continuous service.
4. An additional 4.75% of the base hourly wage to each employee who has completed 20 years of continuous service.
5. An additional 5.75% of the base hourly wage to each employee who has completed 25 years of continuous service.
6. An additional 6.75% of the base hourly wage to each employee who has completed 30 years of continuous service.

Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.

**ARTICLE 15
TERM OF CONTRACT**

This Agreement shall be in full force and effect from September 1, 2023, to and including August 31, 2025.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this 21st day of April, 2023.

SCHOOL DISTRICT NUMBER 1
SARPY COUNTY, NEBRASKA

BY Shana Smith

SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 226

BY [Signature]

BELLEVUE TRANSPORTATION NEGOTIATIONS AGREEMENT
School District of Bellevue and Service Employees Local Number 226
2025-2026
PROPOSED

THIS AGREEMENT, made and entered into as of September 1, 2025, by and between the Service Employees International Union Local 226, here after referred to as the Union, and School District Number 1, Sarpy County, also known as the Bellevue School District, hereinafter referred to as the District.

ARTICLE I
RECOGNITION

The District recognizes the Union as the sole and exclusive bargaining agent for all part-time bus drivers currently employed by the Bellevue School District.

ARTICLE 2
DISCRIMINATION

The hiring and employment of all employees shall be without regard to race, color, religious creed, gender, marital status, disability, age, national origin or participation or nonparticipation in a labor organization.

ARTICLE 3
MANAGEMENT

The School District specifically reserves all rights and prerogatives not abridged or delegated by this agreement including the right to hire, assign jobs, transfer employees within the District, increase or decrease the work force, contract for services, suspend, discharge for any reason deemed sufficient by the District if such discharge shall not be for constitutionally impermissible reasons, determine the hours of work and days to be worked and all other procedures necessary to provide for the education of the students in the District.

ARTICLE 4
JOB VACANCIES

Generally, the School District shall publish notice of all job vacancies and shall describe the qualifications required therefore. Any employee may apply for such job vacancy. Employees are encouraged to apply for other positions in the District for which they may feel qualified.

The personnel files for all employees who make application will be reviewed and an interview may be requested by the District for the purpose of establishing individual qualifications for the job vacancy. Applicants interviewed will be notified of the selection for the opening.

ARTICLE 5
DUTY HOURS

Part-time bus drivers will be compensated at the rate of time and 1/2 for any hour over 8 hours in any one day or over 40 hours worked in any one week.

ARTICLE 6
DEDUCTIONS

1. All deductions required by law will be made from the salary or wages of each employee.
2. A single salary deduction, agreed to by the School District, shall be made upon the written authorization of any employee through an association or organization which is the recognized employment relations representative of such employee. The amount specified in the authorization shall be withheld each pay period from the employee's wages and paid over to the labor organization to which the employee belongs. This deduction shall continue each pay period until the employee revokes his or her request in writing, received not prior to June 30, and not later than August 1 of any calendar year.
 - a. Written authorizations must be received by the first of the month to be deducted in the next regularly scheduled paycheck. Only one written authorization will be accepted per year.

- b. In the event of a termination of employment, the School District shall deduct from the final paycheck of the covered employee a full month's Union dues for the final month of employment even though it be less than a full month of covered employment.
- c. The School District shall not be held responsible to the Union for any failure to deduct the dues of any covered employee having submitted written authorization.

ARTICLE 7 LEAVE

Employees will earn 1 paid sick leave hour for each 20 hours of work. Employees who have perfect attendance for the entire school year will earn 1 additional paid sick leave day annually. Hours will be credited to the employees leave balance on a monthly basis. Sick leave hours may be accumulated without limit. Hours may be used in one hour increments. Upon termination, employees with at least 5 years of service will be paid for 1/2 of the accumulated days of sick leave above 4 per year at the employee's current hourly wage rate. Employees who terminate after completion of a school year will have the sick leave hours earned during their final year of service credited to their leave balance at the time of termination.

An employee may apply for Paid Personal Leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A request in writing shall be submitted to the immediate supervisor, who shall in turn approve or disapprove the application. Paid personal leave, if granted, will be deducted from accumulated leave. Paid personal leave will not be granted for the following reasons:

- a. Personal recreation activities.
- b. To accompany spouse on business or vacation.
- c. Routine medical or dental matters.
- d. Ill health of those individuals beyond the immediate family.
- e. College course requirements (i.e. field trips, etc.)
- f. Personal business (profit potential).
- g. Interviews and examinations - not administered by a college or university for an advanced degree program.

Employees will be eligible to purchase leave hours from their accrued leave bank in lieu of paid holidays, assuming they are actively working and have not resigned their position.

Bereavement Leave

Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's leave, which will be granted following the death of the employee's spouse, parent, child, step-child, or parent-in-law. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's leave, which will be granted following the death of the employee's brother, sister, grandchild, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's leave.

ARTICLE 8 LEAVES OF ABSENCE

1. **Military Leave.** Employees shall be entitled to military leave as set forth by District policy and as provided for by laws of the State of Nebraska and of the United States.
2. **Jury Duty.** Employees who are called for jury duty are required to remit to the Secretary of the Board any compensation (other than expenses) received for the hours the employee was excused from duty. If such compensation is not remitted to the Secretary of the Board, an identical amount will be deducted from the employee's salary. Jury service typically consists of reporting every day or every other day until actually selected and impaneled for a jury. Employees shall report to work during all periods that the employee is not actually required to serve in the capacity of a juror.
3. **Family and Medical Leave Act.** Covered employees shall be entitled to leave provided by the Family and Medical Leave Act of 1993.

**ARTICLE 9
GRIEVANCE PROCEDURE**

A dispute, disagreement, or difference arising between a part-time bus driver and a supervisor shall be handled initially by direct contact between the employee and the supervisor.

If not settled in this manner within 7 working days of the direct contact between the employee and the supervisor and if the dispute, disagreement or difference concerns disciplinary action taken or interpretation or application of recognized work rules or practices, the grievance may be taken to the building administrator for direct discussion and resolution. If the grievance is not settled at this point, the employee may discuss the matter with the appropriate central office administrator.

If the matter is not settled in this manner, the grievance may be written on a form to be supplied by the central office personnel administrator or the Union stating the facts, including the individual or individuals involved, and basis for the grievance. The person with the grievance shall sign the grievance and deliver the grievance to the Superintendent. If the grievance is not so filed within 30 calendar days of the alleged occurrence, it will not be heard.

Within seven working days of the filing of the written grievance, the Superintendent will notify the employee of the date, time and location of the meeting to resolve the grievance. At that meeting, which shall be before the Superintendent or such members of the Superintendent's staff as he shall designate, the grievant and the supervisor shall be present. A written decision will be submitted by the Superintendent or his designee to the employee involved in the grievance.

At any of the steps mentioned above the employee may appear:

1. alone on his/her own behalf; or
2. accompanied by union representatives as desired. If union representation is desired, the meeting time will be set so that the employee's union representative may attend.

Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

Failure in any step of this procedure to communicate the decision on the grievance within seven working days shall permit lodging an appeal at the next step of the procedure.

**ARTICLE 10
INSURANCE**

The district payment to be applied to the health and accident insurance offered by the district for September 1, 2025 through August 31, 2026 will be adjusted to the monthly amount stated in the Bellevue Education Association negotiation agreement. A Section 125 benefit plan will be available to employees for insurance.

**ARTICLE 11
ACTS IN VIOLATION OF LAWS AND ORDER**

Nothing in this Agreement shall be construed to require either party to act in violation of any state or federal law or Presidential order, and in the event such conditions should arise, this Agreement shall be considered modified to the extent necessary to comply with the law.

**ARTICLE 12
EMERGENCY CLOSING**

Transportation employees may use their accumulated personal days, on emergency closing days, due to weather conditions or other occasions when classes are cancelled.

**ARTICLE 13
MISCELLANEOUS**

1. The official personnel records of employees are maintained in the Personnel Office and at the employee's assigned building. These records contain seniority, assignment, date of hiring, performance ratings, and other personal ratings and may be reviewed by the employee.

2. The District will furnish in the transportation office a bulletin board for the posting of information to part-time bus drivers. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, schedules, wages, vacancies, and other information pertinent to the function of school business.

**ARTICLE 14
WAGES**

2025/2026

Part-time Bus Drivers

(0) \$21.42/hr.

(1) \$22.92/hr.

Step (0) Hired by District after June 1, 2025

Step (1) Hired by District before June 1, 2025

A one-time hiring bonus of \$1000, paid in four quarterly installments, will be provided to new district employees. This item will be reviewed annually during collective bargaining for feasibility.

Long Service Increment

The District will pay to each qualified employee the following long service increment:

1. An additional 2% of the base hourly wage to each employee who has completed 5 years of continuous service.
2. An additional 2.75% of the base hourly wage to each employee who has completed 10 years of continuous service.
3. An additional 3.75% of the base hourly wage to each employee who has completed 15 years of continuous service.
4. An additional 4.75% of the base hourly wage to each employee who has completed 20 years of continuous service.
5. An additional 5.75% of the base hourly wage to each employee who has completed 25 years of continuous service.
6. An additional 6.75% of the base hourly wage to each employee who has completed 30 years of continuous service.

Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.

**ARTICLE 15
TERM OF CONTRACT**

This Agreement shall be in full force and effect from September 1, 2025, to and including August 31, 2026.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this 14th day of April, 2025.

SCHOOL DISTRICT NUMBER 1
SARPY COUNTY, NEBRASKA

BY _____

SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 226

BY _____

**BELLEVUE PUBLIC SCHOOLS
BELLEVUE, NEBRASKA
CONTRACT OF SUPERINTENDENT**

This contract is made by and between the Board of Education of Bellevue Public Schools, legally known as Sarpy County School District No. 77-001 and referred to herein as the "Board" and "School District" respectively, and Dr. Jeff Rippe, referred to herein as the "Superintendent."

WITNESSETH: In accordance with action taken by the Board as recorded in the minutes of its meeting of April 1, 2024, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment subject to the terms and conditions set forth below.

SECTION 1. Term of Contract. Subject to Neb.Rev.Stat. §§ 79-824 through 79-845, as amended from time to time, the Superintendent shall be employed for a term being July 1, 2024 and expiring on June 30, 2027. References to "Contract Year" shall mean the period from July 1 of one year through June 30 of the following year. On or before April 15th of each year, the Board may take action to extend the Contract for one additional Contract Year. Such action shall be attached to this Contract and become a part thereof. If the Board does not take action, the Contract will not be extended beyond its original term or any extension thereof.

SECTION 2. Salary. The Superintendent's salary for each term shall be Two Hundred Seventy Five Thousand Five Hundred Forty Three Dollars and No Cents (\$275,543.00), which shall be paid in equal installments in accordance with the Board's policy governing payment of other administrators.

SECTION 3. Professional Status. The Superintendent affirms that he is not under contract with any other school board or board of education covering any part of or all of any term of this Contract. Throughout his terms, he will hold a valid and appropriate certificate to act as Superintendent of Schools in the State of Nebraska, which certificate shall be filed with the School District on or before the beginning of the initial term.

SECTION 4. Superintendent's Duties. The Superintendent shall faithfully perform the duties of the Superintendent of Schools as prescribed by the laws of the State of Nebraska, the rules and regulations of the Nebraska Department of Education, and the Board's policies. The Superintendent is subject to the Board's direction and control at all times and shall carry out and perform such administrative duties as the Board may assign to him from time to time. Regular, dependable attendance is an essential function of the Superintendent's duties. He will devote his full-time skill, labor and attention to the performance of his duties; provided, however, that: (a) the Superintendent may, without prior Board approval, undertake speaking engagements, writing, lecturing or other professional duties and obligations for which the only remuneration is reimbursement of expenses, and (b) this other work shall not interfere in a material or substantial manner with the obligations as set forth in this Contract.

The Superintendent may undertake speaking engagements, writing, lecturing or other professional duties and obligations for which there is remuneration in excess of reimbursement of expenses and any other consultative work only upon prior approval of the Board, and the Superintendent shall be obligated to use his vacation days as hereinafter described when such activities occur during business hours of the School District.

SECTION 5. Administration. The Superintendent shall be responsible for organizing, reorganizing and arranging School District administrative and supervisory staff in a manner which, in his judgment and in consultation with the Board, best serves the School District. He, with the assistance of

his staff, shall administer instruction and business affairs. The Superintendent shall be responsible for the selection, placement and transfer of personnel and shall inform the Board of the selection, placement and transfer of administrators.

SECTION 6. 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 School District, and shall have primary responsibility for implementing Board policy. The Board agrees, individually and collectively, to promptly refer all criticism, complaints and suggestions concerning operations of the School District, including matters relating to personnel and students, to the Superintendent for study, recommendation or action as appropriate, and not to comment or take action on such matters except upon the recommendation of the Superintendent or upon the Superintendent's having been permitted sufficient opportunity to respond to the matter. The Superintendent shall not be responsible for performance of duties assigned by individual members of the Board, or duties assigned without official action of the Board, except as specifically set forth in the Board's policies.

SECTION 7. Legal Actions. If any legal action, including a professional practice complaint, is threatened or filed by someone other than the Board, against the Superintendent as a result of the performance of his duties under this Contract or his position as Superintendent of Schools for the District, the Board shall provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and a manner which he reasonably believed to be in or not opposed to the best interests of the School District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

SECTION 8. Cancellation or Mid-Term Amendment. A majority of the Board members may cancel or amend this Contract during any of its terms for any of the following reasons: (a) the cancellation, termination, revocation or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this Contract; (c) the breach of any material provisions of this Contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immoral conduct or conduct involving moral turpitude; (i) physical or mental incapacity; (j) intemperance; (k) conviction of a felony; or, (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties. The procedures for cancellation and amendment shall be in accordance with the statutes of the State of Nebraska. In the event of a cancellation, the Contract shall be deemed to have terminated on the date of cancellation and the School District shall not have any further obligations to the Superintendent except those obligations that accrued up to the date of cancellation and any obligations that survive the termination of the Contract.

SECTION 9. Physical and/or Mental Examination. At the direction of the Board, the Superintendent shall undergo a physical or mental examination by a licensed physician or psychologist chosen by the Board to determine whether the Superintendent can perform the essential functions of his position. The Superintendent may also choose a licensed physician or psychologist for a second opinion also to be presented to the Board. The Superintendent shall authorize the physician and/or psychologist to disclose to the Board his or her written determination whether the Superintendent can perform such essential functions. The cost of such examination(s) and report(s) shall be subject to health insurance, and the School Board shall pay any amount not so covered. In the event the Superintendent becomes disabled and is unable to perform the duties of the Superintendent and all leave has been exhausted, either party to this Contract may terminate this Contract by giving written notice to the other party. Upon termination,

neither party will have any further obligations of the other party except the extent of any vested fringe benefits.

SECTION 10. Professional Development/Civic and Professional Meetings. The Superintendent may become a member of appropriate professional organizations and attend appropriate professional and civic meetings at the local, state and national levels, provided that such attendance does not interfere with the proper performance of his duties.

SECTION 11. Fringe Benefits. In addition to the compensation set forth in Section 2 herein, the School District shall provide to the Superintendent with, or make available to him, the following fringe benefits:

- a) The expense of membership in the professional and civic organizations and attendance at their meetings pursuant to Section 11 herein when the Board has authorized such membership and/or attendance;
- b) Reimbursement at the state- approved rate for mileage incurred while during his personal vehicle on School District business outside of the metro area;
- c) The employee and employer paid § 403(b) plan provided by the School District under the same terms and conditions provided to other administrators of the School District;
- d) A term life insurance policy will be provided by the School District;
- e) Health and accident insurance provided by the School District under the same terms and conditions provided from time to time to other administrators of the School District;
- f) A disability income insurance policy on the same terms and conditions provided from time to time provided to other administrators of the School District;
- g) Voluntary Separation Program on the same terms and conditions provided from time to time to other administrators of the School District;
- h) Sick, vacation, personal or bereavement days and holidays on the same terms and conditions provided to other administrators of the School District. An additional 5 days of vacation will be provided;
- i) A professional stipend in the amount of \$25,400 will be provided;
- j) Longevity on the same terms and conditions provided to other administrators of the School District.

SECTION 12. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Superintendent from this Contract, provided no resignation shall become effective until the expiration of this Contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

SECTION 13. Compensation Upon Termination or Cancellation. Upon lawful termination or cancellation 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 or cancellation bears to the 12 months in the annual salary period in which termination or cancellation occurs. Any portion of the salary paid, but not earned, prior to the date of termination or cancellation of this Contract shall be refunded by the Superintendent. Alternatively, if the Superintendent may authorize the School District to deduct from his final paycheck any portion of the salary paid, but not earned.

SECTION 14. Residence. The Superintendent shall reside within the boundaries of the School District.

SECTION 15. Governing Law. The parties shall be governed by all applicable Nebraska state and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

SECTION 16. Amendments to be in Writing. This Contract may be modified or amended only by a written statement duly authorized and executed by the Superintendent and the Board.

SECTION 17. Severability. If a court of competent jurisdiction declares any portion of this Contract invalid or unenforceable, such declaration shall not affect the validity or enforceability of the remaining provisions.

SECTION 18. Evaluation. The Board will evaluate and assess the Superintendent's performance in writing each Contract Year. Upon completing such evaluation, the Board or a duly designated committee thereof shall meet with the Superintendent to review the results of the evaluation. The Board shall give the Superintendent a copy of the written evaluation, and he shall have the right to make a written response to it. The evaluations and written responses will be placed in the Superintendent's personnel file.


SECTION 19. Supersede. This Contract shall supersede and terminate all previous agreements between the parties.

IN WITNESS HEREOF, the parties have executed his Contract on the dates set forth below.

EXECUTED BY THE BOARD this 1 day of April, 2024.

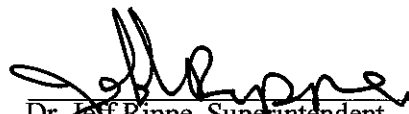


President, Board of Education



Secretary, Board of Education

EXECUTED BY THE SUPERINTENDENT this 1 day of April, 2024.



Dr. Jeff Rippe, Superintendent

**BELLEVUE PUBLIC SCHOOLS
BELLEVUE, NEBRASKA
CONTRACT OF SUPERINTENDENT**

This contract is made by and between the Board of Education of Bellevue Public Schools, legally known as Sarpy County School District No. 77-001 and referred to herein as the “Board” and “School District” respectively, and Dr. Jeff Rippe, referred to herein as the “Superintendent.”

WITNESSETH: In accordance with action taken by the Board as recorded in the minutes of its meeting of April 14, 2025, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment subject to the terms and conditions set forth below.

SECTION 1. Term of Contract. Subject to Neb.Rev.Stat. §§ 79-824 through 79-845, as amended from time to time, the Superintendent shall be employed for a term being July 1, 2025, and expiring on June 30, 2028. References to “Contract Year” shall mean the period from July 1 of one year through June 30 of the following year. On or before April 15th of each year, the Board may take action to extend the Contract for one additional Contract Year. Such action shall be attached to this Contract and become a part thereof. If the Board does not take action, the Contract will not be extended beyond its original term or any extension thereof.

SECTION 2. Salary. The Superintendent’s salary for each term shall be Two Hundred Eighty Six Thousand Eight Hundred Seven Dollars and No Cents (\$286,807.00), which shall be paid in equal installments in accordance with the Board’s policy governing payment of other administrators.

SECTION 3. Professional Status. The Superintendent affirms that he is not under contract with any other school board or board of education covering any part of or all of any term of this Contract. Throughout his terms, he will hold a valid and appropriate certificate to act as Superintendent of Schools in the State of Nebraska, which certificate shall be filed with the School District on or before the beginning of the initial term.

SECTION 4. Superintendent’s Duties. The Superintendent shall faithfully perform the duties of the Superintendent of Schools as prescribed by the laws of the State of Nebraska, the rules and regulations of the Nebraska Department of Education, and the Board’s policies. The Superintendent is subject to the Board’s direction and control at all times and shall carry out and perform such administrative duties as the Board may assign to him from time to time. Regular, dependable attendance is an essential function of the Superintendent’s duties. He will devote his full-time skill, labor and attention to the performance of his duties; provided, however, that: (a) the Superintendent may, without prior Board approval, undertake speaking engagements, writing, lecturing or other professional duties and obligations for which the only remuneration is reimbursement of expenses, and (b) this other work shall not interfere in a material or substantial manner with the obligations as set forth in this Contract.

The Superintendent may undertake speaking engagements, writing, lecturing or other professional duties and obligations for which there is remuneration in excess of reimbursement of expenses and any other consultative work only upon prior approval of the Board, and the Superintendent shall be obligated to use his vacation days as hereinafter described when such activities occur during business hours of the School District.

SECTION 5. Administration. The Superintendent shall be responsible for organizing, reorganizing and arranging School District administrative and supervisory staff in a manner which, in his judgment and in consultation with the Board, best serves the School District. He, with the assistance of

his staff, shall administer instruction and business affairs. The Superintendent shall be responsible for the selection, placement and transfer of personnel and shall inform the Board of the selection, placement and transfer of administrators.

SECTION 6. 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 School District, and shall have primary responsibility for implementing Board policy. The Board agrees, individually and collectively, to promptly refer all criticism, complaints and suggestions concerning operations of the School District, including matters relating to personnel and students, to the Superintendent for study, recommendation or action as appropriate, and not to comment or take action on such matters except upon the recommendation of the Superintendent or upon the Superintendent's having been permitted sufficient opportunity to respond to the matter. The Superintendent shall not be responsible for performance of duties assigned by individual members of the Board, or duties assigned without official action of the Board, except as specifically set forth in the Board's policies.

SECTION 7. Legal Actions. If any legal action, including a professional practice complaint, is threatened or filed by someone other than the Board, against the Superintendent as a result of the performance of his duties under this Contract or his position as Superintendent of Schools for the District, the Board shall provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and a manner which he reasonably believed to be in or not opposed to the best interests of the School District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

SECTION 8. Cancellation or Mid-Term Amendment. A majority of the Board members may cancel or amend this Contract during any of its terms for any of the following reasons: (a) the cancellation, termination, revocation or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this Contract; (c) the breach of any material provisions of this Contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immoral conduct or conduct involving moral turpitude; (i) physical or mental incapacity; (j) intemperance; (k) conviction of a felony; or, (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties. The procedures for cancellation and amendment shall be in accordance with the statutes of the State of Nebraska. In the event of a cancellation, the Contract shall be deemed to have terminated on the date of cancellation and the School District shall not have any further obligations to the Superintendent except those obligations that accrued up to the date of cancellation and any obligations that survive the termination of the Contract.

SECTION 9. Physical and/or Mental Examination. At the direction of the Board, the Superintendent shall undergo a physical or mental examination by a licensed physician or psychologist chosen by the Board to determine whether the Superintendent can perform the essential functions of his position. The Superintendent may also choose a licensed physician or psychologist for a second opinion also to be presented to the Board. The Superintendent shall authorize the physician and/or psychologist to disclose to the Board his or her written determination whether the Superintendent can perform such essential functions. The cost of such examination(s) and report(s) shall be subject to health insurance, and the School Board shall pay any amount not so covered. In the event the Superintendent becomes disabled and is unable to perform the duties of the Superintendent and all leave has been exhausted, either party to this Contract may terminate this Contract by giving written notice to the other party. Upon termination,

neither party will have any further obligations of the other party except the extent of any vested fringe benefits.

SECTION 10. Professional Development/Civic and Professional Meetings. The Superintendent may become a member of appropriate professional organizations and attend appropriate professional and civic meetings at the local, state and national levels, provided that such attendance does not interfere with the proper performance of his duties.

SECTION 11. Fringe Benefits. In addition to the compensation set forth in Section 2 herein, the School District shall provide to the Superintendent with, or make available to him, the following fringe benefits:

- a) The expense of membership in the professional and civic organizations and attendance at their meetings pursuant to Section 11 herein when the Board has authorized such membership and/or attendance;
- b) Reimbursement at the state- approved rate for mileage incurred while during his personal vehicle on School District business outside of the metro area;
- c) The employee and employer paid § 403(b) plan provided by the School District under the same terms and conditions provided to other administrators of the School District;
- d) A term life insurance policy will be provided by the School District;
- e) Health and accident insurance provided by the School District under the same terms and conditions provided from time to time to other administrators of the School District;
- f) A disability income insurance policy on the same terms and conditions provided from time to time provided to other administrators of the School District;
- g) Voluntary Separation Program on the same terms and conditions provided from time to time to other administrators of the School District;
- h) Sick, vacation, personal or bereavement days and holidays on the same terms and conditions provided to other administrators of the School District. An additional 5 days of vacation will be provided;
- i) A professional stipend in the amount of \$26,800 will be provided;
- j) Longevity on the same terms and conditions provided to other administrators of the School District;
- k) The Non-Elective Deferral Program will be applied on the same terms and conditions provided to other administrators of the School District.

SECTION 12. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Superintendent from this Contract, provided no resignation shall become effective until the expiration of this Contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

SECTION 13. Compensation Upon Termination or Cancellation. Upon lawful termination or cancellation 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 or cancellation bears to the 12 months in the annual salary period in which termination or cancellation occurs. Any portion of the salary paid, but not earned, prior to the date of termination or cancellation of this Contract shall be refunded by the Superintendent. Alternatively, if the Superintendent may authorize the School District to deduct from his final paycheck any portion of the salary paid, but not earned.

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SECTION 15. Governing Law. The parties shall be governed by all applicable Nebraska state and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

SECTION 16. Amendments to be in Writing. This Contract may be modified or amended only by a written statement duly authorized and executed by the Superintendent and the Board.

SECTION 17. Severability. If a court of competent jurisdiction declares any portion of this Contract invalid or unenforceable, such declaration shall not affect the validity or enforceability of the remaining provisions.

SECTION 18. Evaluation. The Board will evaluate and assess the Superintendent's performance in writing each Contract Year. Upon completing such evaluation, the Board or a duly designated committee thereof shall meet with the Superintendent to review the results of the evaluation. The Board shall give the Superintendent a copy of the written evaluation, and he shall have the right to make a written response to it. The evaluations and written responses will be placed in the Superintendent's personnel file.

SECTION 19. Supersede. This Contract shall supersede and terminate all previous agreements between the parties.

IN WITNESS HEREOF, the parties have executed his Contract on the dates set forth below.

EXECUTED BY THE BOARD this 14 day of April 2025.

President, Board of Education

Secretary, Board of Education

EXECUTED BY THE SUPERINTENDENT this 14 day of April 2025.

Dr. Jeff Rippe, Superintendent

Superintendent Pay Transparency Notice—Contract of Dr. Jeff Rippe

Notice is hereby given that Bellevue Public Schools has approval of a proposed superintendent employment contract on its agenda for the board meeting to be held on April 14, 2025 at 6:30 pm at the Welcome Center in Bellevue, Nebraska.

After the 2025/26 school year, how many years remain on the contract:

2

The estimated costs to the district for the 2025/26 year and future years are listed below:

	2025/26 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 286,807.00	\$ 573,614.00	\$ 860,421.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$
• <i>Bonus/Incentive/Performance Pay</i>			\$
• <i>Stipends</i>	\$ 26,800.00	\$ 53,600.00	\$ 80,400.00
• <i>All other costs not mentioned above</i>	\$ 11,264.00	\$ 22,528.00	\$ 33,792.00
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, LTD, Supplemental Life)</i>	\$ 12,402.00	\$ 24,804.00	\$ 37,206.00
• <i>Cafeteria Plan Stipend</i>			\$
• <i>Cash in lieu of insurance</i>			\$
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$
• <i>District's share of retirement, FICA and Medicare</i>	\$ 56,852.00	\$ 113,704.00	\$ 170,556.00
• <i>IRS value of housing allowance</i>			\$
• <i>IRS value of vehicle allowance</i>			\$
• <i>Additional leave days</i>		\$ -	\$
• <i>Annuities</i>	\$ 7,500.00	\$ 15,000.00	\$ 22,500.00
• <i>Service credit purchase</i>			\$
• <i>Association / Membership dues</i>	\$ 1,150.00	\$ 2,300.00	\$ 3,450.00
• <i>Cell Phone/Internet reimbursement</i>		\$ -	\$
• <i>Relocation reimbursement</i>			\$
• <i>Travel allowance/reimbursement</i>		\$ -	\$
• <i>Mileage Allowance</i>			\$
• <i>Educational tuition assistance</i>			\$
• <i>All other benefit costs not mentioned above</i>			\$
Totals:	\$ 402,775.00	\$ 805,550.00	\$ 1,208,325.00

Strategic Plan Highlights for Priority 4- April 2025

Priority 4: Engaging Our Community (Board Report April & October)	Bellevue Strategic Plan 2024-29
Objective: To ensure timely, professional, two-way communication that promotes student success and builds positive relationships with our community.	
Strategy: Improve communication and perceptions of BPS by engaging our students, families, employees, and the Bellevue/Offutt community.	
Performance Indicator 4.1: Increase support for military-connected students and families.	

Actions:

- 1. Increase communication and support for military students and families as they enter and exit the district:** The district has begun to evaluate current transitions data and supports to determine areas of need as students enter and exit the district. So far during the 2024-2025 school year, 1565 new students have entered the district Birth-12th grade.. Of these students, 28% are military connected, 40% are Free/reduced lunch, 10% are option, 4% were SPED students. During this same period, 928 students have exited the district. Of these students, 31% are military connected, are new enrollment in the community, and 15% were option students, 20% were Special Education students, and 50% were Free/Reduced lunch students. Given the large number of entries and exits, it is important that we ensure smooth transitions into and out of the district. **The district will develop an entry and exit survey for transitioning students** to collect needs data and seek out ways to improve transition support. We would like to start utilizing this survey in the 2025-26 school year. We will also **develop a quarterly newsletter** that targets our military-connected families to share important information with them to begin during the 2025-26 school year. We continue to welcome military families through the Right Start program Offutt hosts monthly, where we provide information on the school district and answer questions. We also support Offutt's Kindergarten Readiness Fair and Back to School kickoff each year, welcoming new families while providing school information and answering questions. We've set check-in meetings 2-3 times monthly with Offutt's school liaison and BPS communications to increase the awareness, support and partnerships within the schools and the Base.
- 2. Provide district support for current Anhor4Life Programs:** The "Anchored4Life" program is a program offered around the country for schools that serve military-connected students. The program is designed to support youth through life transitions, particularly those related to military families, by offering resources, mentorship, and activities to build leadership, self-confidence, and resilience. The program is available at the elementary, middle, and high school levels. Currently, the district has two elementary schools with an Anchored4Life Program. Peter Sarpy currently has 83% of their students military connected, and they are in the 2nd year of implementation. Leonard Lawrence also began the program this school year. At Peter Sarpy, the group holds bimonthly meetings with advisors (Peter Sarpy staff), the club allows the team leaders (students) to identify needs of the school and support students and staff spotlighting topics such as bullying (kindness), deployment, fear, homework, healthy body, making friends, moving, reintegration, divorce, and grief. Activities of the group include tours for new students/families, providing kits for new and departing students, as well as for

deployments and reintegration. Additionally, they do at least one service project a school year to provide community outreach and support. The district hopes to expand the program to additional elementary schools over the next few years to better support our military students and all students who enter and exit the district.

- 3. Provide training and resources for BPS staff to meet the needs of military students and families:** A key component of the district's participation in the Purple Star School Program is providing all staff members with training that focuses on the needs of our military-connected students. These electronic training modules are a part of the mandatory training all teachers complete at the start of the school year. This was our 1st year to provide this training electronically. This year's training focused on the challenges military families face as they serve our country and how to support their children.

Performance Indicator 4.2: Increase engagement with our diverse community of learners and families.

Actions:

- 1.** Provide programs and resources to increase family engagement and celebrate our school community. The district will begin working with schools to identify targeted programs/departments/groups and develop a schedule to identify major activities to promote, celebrate, and recognize students, staff, programs, parent groups, etc. Once identified, we will create a master document of all groups/programs for each school and the district.
The evaluation of our current community news platform, along with our district and school's websites/social media accounts will allow for us to consider opportunities to share more content specific to school engagement/celebrations. The evaluation of our platforms will include gathering feedback from families will help us better understand their needs, preferences, and barriers to school engagement. In addition, we will gather feedback on families preferred communication methods – this would guide us appropriately as we take action on all 3 performance indicators in Priority 4.
The Communications department is currently underway training our building leaders on our mass notification system to support schools in providing direct communication to their families through email, text messaging, and push notifications via our mobile app. As of March, 2025, there are 10 schools trained on the system. Of those, the active schools consistently utilizing the system are already seeing an increase in family engagement through event participation and support.
- 2. Provide surveys and listening sessions for students, staff, and families:** The district plans to expand our current outreach to gather feedback from our families. Specifically, prior to COVID, Dr. Moore and Dr. Rippe would make themselves available for several hours to visit with staff members at each school building and listen to suggestions/or concerns. This practice will resume in the 2025-26 school year.
- 3. Partner with community organizations to better serve students and families in need:** The district continues to engage in strong relationships with community organizations to serve students and families. The following partnerships are not an exhaustive list of partnerships but rather the organizations used most frequently. The collaboration with Lift Up Sarpy County

allows for ongoing wraparound services and case management of individual families and students. The district has a long-standing partnership with Bellevue Together. Bellevue Together facilitates back to school and holiday events to serve any unmet needs of BPS students and families as identified by staff. Sarpy Care Center regularly provides food boxes to BPS elementary schools in an effort to assist directly with food insecurity. Partnerships with CRCC, Connections (Project Harmony), and Family Connections allow the district to provide school-based mental health services to students at no cost to the district.

Performance Indicator 4.3: Increase awareness of student, school, and district success.

Actions:

1. Enhance district and school storytelling through innovative strategies and technology.

The Communications department is underway with conducting research – looking at our current methods and platforms we use to tell our story. We'll explore innovative technologies that are available and what other districts are using to share their stories. We are currently in the research process of collecting sample school social media plans, while looking for best practice templates. A communication committee will then begin to review the research and develop a draft plan, along with goal setting to increase our levels of engagement. Following the research we'll develop a social media plan and provide guidelines for schools to utilize social media to share stories and celebrations at the school level. The goal is a minimum of one social media platform per school, and then to measure our levels of engagement on the selected platforms. In addition, required changes have been put in place with an acquisition of companies (Blackboard to Finalsite), the first phase is a transition of website platforms, which will provide the opportunity to evaluate tools and enhance our ability to share stories and information. A refreshed look of the district mobile app will follow the website transition, which also supports our district and school storytelling abilities.

2. Expand platforms to foster two-way communication with students, families, and community members.

No action at this time. Next steps include: the evaluation of current communication tools/apps utilized in the classroom, building, and district levels to determine opportunities to engage families more effectively in two-way communications. The Communications department will begin this process with researching what we currently utilize, what platforms are available and who is using them, while collecting feedback from our families and teachers/staff.

Bellevue Strategic Plan 2024-29 - Success Indicators

Priority 4: Engage our Community

Success Indicator	Baseline 2024-2025 SY	Evidence of Progress 2025-2026	Evidence of Progress 2026-2027	Evidence of Progress 2027-2028	Evidence of Progress 2028-2029	
Increase the percentage of military families who indicate they are satisfied while in the district and during Permanent Change of Station.	N/A	Baseline will be established upon survey implementation in Fall of 2025..				
Increase the percentage of families who indicate that they are actively involved in school activities on the annual school climate survey.	Participate in PT Conf-85% Actively involved in activities-51%					
Boost the number of followers and engagements on all district digital platforms.	Will establish Baseline in 2024-25					

REVISED - Transgender Students

This administrative rule is intended to clarify existing laws, rules and policies, and to guide how best to support the needs of the district's transgender students and their families. It does not anticipate every scenario and situation that may occur with transgender students' needs. Therefore, it is encouraged that administrators discuss these issues with each student and family on a case-by-case basis to determine how best to support the student within the parameters of this administrative rule.

1. Guidance for Privacy

All persons, including students, have a right to privacy. This includes the right to keep private one's transgender status at school. Information about a student's transgender status, legal name, or gender assigned at birth also may constitute confidential medical information. ~~School personnel should not disclose information that may reveal a student's transgender status to others, including parents and other school personnel, unless legally required to do so or unless the student has authorized such disclosure. Transgender students have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and how much to share private information. Students are encouraged to discuss their rights with staff members as well as this regulation.~~ Administration and staff will work with transgender students to develop a plan and to comply with this regulation. When contacting the parent or guardian of a transgender student, school personnel should use the student's legal name and the pronoun corresponding to the student's gender assigned at birth unless the student, parent, or guardian has specified otherwise.

2. Definitions

- ~~“Gender identity” is a person's deeply held sense or psychological knowledge of their own gender, regardless of the sex they were assigned at birth. Everyone has a gender identity.~~
- ~~“Transgender” describes people whose gender identity is different from their gender assigned at birth.~~
- ~~“Gender expression” refers to the way a person expresses gender, such as clothing, hairstyles, activities, or mannerisms.~~
- ~~“Sex” is the physical makeup of a human being, referred to as their biological or natal sex. A person's biological sex is sometimes also referred to as their “assigned gender.”~~
- **“Sex” shall refer to an individual's immutable biological classification as either male or female. “Sex” is not a synonym for and does not include the concept of “gender identity”.**
- **“Women” or “woman” and “girls” or “girl” shall mean adult and juvenile human females, respectively.**

- “Men” or “man” and “boys” or “boy” shall mean adult and juvenile human males respectively.
- “Female” means a person belonging, at conception, to the sex that produces the large reproductive cell.
- “Males” means a person belonging, at conception, to the sex that produces the small reproductive cell.

3. Names/Pronouns

Transgender students have the right to be addressed and referred to by a name and pronoun that corresponds with the student’s gender identity, as determined by the parent and student. District employees may not intentionally refuse to refer to a student by the name or pronoun identified as corresponding with the student’s affirmed gender identity.

4. Official Records

The District is required to maintain a mandatory permanent pupil record (“official record”) that includes a student’s legal name and legal gender. ~~However, the District is not required to use a student’s legal name and gender on other school records or documents.~~ The District will change a student’s official record to reflect a change in legal name or ~~legal gender~~ **sex** upon receipt of documentation that such change has been made pursuant to a court order **and/or medical documentation**. ~~In situations where school staff or administrators are required by law to use or to report a transgender student’s legal name or gender, such as for purposes of standardized testing, school staff and administrators shall adopt practices to avoid the inadvertent disclosure of such confidential information.~~

5. Dress code

Students have the right to dress in accordance ~~with their gender identity,~~ **and** in conformance with the dress and grooming standards contained in the Student Rights & Responsibilities Handbook and any dress and grooming standards prescribed by a student’s school of attendance.

6. Restroom Accessibility

Students shall have access to a restroom that corresponds to their ~~gender identity~~ **sex**. ~~A student shall not be required to use a restroom that is incongruent with the student’s gender identity.~~ Where available, a single stall bathroom may be used by any student who desires increased privacy, regardless of the reason. The use of a single stall bathroom shall be a matter of choice for a student, and no student shall be compelled to use such a bathroom. ~~Use of restrooms by transgender or gender nonconforming students shall be determined on a case-by-case basis depending on specific circumstances.~~

7. Physical Education, Athletics and Activities

Transgender students shall be permitted to participate in gender-separated physical education, intramural athletics, and non-high school interscholastic athletics and activities in accordance with the student's ~~gender identity~~ **sex**. Participation in high school interscholastic athletics shall be governed by Nebraska School Activities Association policy. In the absence of such policy, schools will work with the NSAA to determine specific participation parameters. Activities that may involve the need for accommodations to address student privacy concerns, such as overnight trips, will be addressed on a case-by-case basis using the guiding principles of safety **of the student**. ~~and honoring the student's gender identity and expression.~~

8. Locker Room Accessibility

~~A student shall not be required to use a locker room that is incongruent with the student's gender identity.~~ Locker room usage shall be determined **by sex of the student**. ~~on a case-by-case basis, using the guiding principles of safety and honoring the student's gender identity and expression.~~ Some options include: _____

- ~~• Use of a private area in the locker room (e.g., a bathroom stall with a door; an area separated by a curtain; a physical education instructor's office in the locker room).~~
- ~~• A separate changing schedule (e.g., using the locker room before or after the other students).~~
- ~~• Use of a nearby private area (e.g., a nearby restroom; a nurse's office).~~

9. Related Resources

501P Objectives for Equal Educational Opportunities for Students

504.21P Dating Violence Prevention

504.02P Bullying Prevention

504.06P Student Attire and Grooming

504.06R Student Attire and Grooming

504.181P Sexual Harassment of Students; 504.181R Sexual Harassment of Students;

506.12P Prohibiting Discrimination on the Basis of Sex in Student Activities

10. Assistance

For assistance or to express concern please contact Coordinator of Student Services. In matters related to school athletics and activities, please contact the Director of Activities.

608.01P Secondary Guidance and Counseling

608.01R Secondary Guidance and Counseling

Adopted: October 5, 2015
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