

Board of Education Regular Meeting
Monday, January 12, 2026 7:00 PM
Central Office Board Room
401 South Pine Street
Valley, NE 68064-0378

1. Call to Order	
2. Public Communications and Correspondence	3
3. Approval of Agenda	
4. Administrative Reports	5
4.1. Superintendent's Report	27
4.2. Financial Report	29
5. Consent Agenda	
5.1. Approve Minutes	36
5.2. Approve Claims for Payment	
5.3. Approve Financial Report	
5.4. Approve Classified Staff	
6. Old Business	
6.1. Review, Discuss, and Consider Architectural Master Planning Proposals	39
7. New Business	
7.1. Board Election of Officers	
7.2. Approval of Committees, Positions, and Designations	
7.3. Approval of Interlocal Agreement and Cooperative	
7.4. Approval of Current Board Policies and Regulations	
7.5. Designate Annual Review of Board of Education Policies	

7.6. Annual Review of the HVAC Equipment Evaluation	41
7.7. Elementary Continuous Improvement Presentation	
7.8. Approve Certified Staff Retirement	49
7.9. Approve Certified Extra Duty Positions for Girls Golf	
7.10. Approve Annual Technology Equipment Replacement on Four Year Cycle	50
7.11. Approved Proposed Changes to the Negotiated Agreement for the 2026-2027 & 2027-2028 School Years	54
8. Adjournment	

Board of Education

Cole Groteluschen

Dr. Kelly Hinrichs

Luke Janke

Jamie Jorgensen

Elizabeth Mayer

Jim Tomanek

Dr. Melissa Poloncic, Superintendent

Kristi Trost, Board Secretary

This pamphlet has been developed to help the general public attending a meeting of the Board of Education to understand the internal operation of the Board. It is hoped that this pamphlet will foster improved relations between the Board and the citizens it serves.

Meetings of the Board

When

- The Board of Education convenes once each month on the second Monday except in the months that have five Mondays. In months with five Mondays, the Board convenes on the third Monday of the month. Holidays and unexpected conflicts may create exceptions to this practice.
- The Board of Education will convene in special session whenever it is deemed necessary for the efficient operation of the school district.
- Board of Education meetings are called to order at 7:00 p.m. unless another time is stipulated.

Where

- Regular and special meetings of the Board of Education will be held in the Board Room on the Valley Campus at 401 S. Pine St., in Valley, unless another location is specifically identified.
- Whenever public participation dictates the need for a larger meeting room, the Board will convene in the High School library.

Notice of Meetings

- Official notice of the time and place of the regular board meetings are posted on the doors of the schools, banks in Valley and Waterloo and the Valley City Hall.
- Notice of special meetings will be posted at least 24 hours in advance. Hearings will be published in The Omaha Daily Record.

Business of the Board

Agendas

- Agendas for the regular meeting on the second Monday of the month will be prepared in advance and kept current and available in the superintendent's office. Business items of an emergency nature may be placed on the agenda by a majority vote of the Board of Education.
- Parents, employees and patrons may request items placed before the Board of Education for consideration by contacting the Superintendent at least three business days in advance of a regular meeting.

Public Participation

- The Board of Education invites you to offer comments during the Public Communication and Correspondence portion of the meeting. Public requesting to offer comments during the Public Communication portion of the meeting shall make a request to speak or complete the sign-in information sheet at the meeting. The individual is asked to state the purpose and general nature of his or her appearance before the Board. The Board President shall indicate to the individual how much time the Board will allot the individual. Speakers normally will be given five minutes with a maximum of 20 minutes set aside for such communications.
- Members of the public requesting to speak to an item considered New or Old Business on the Agenda will request time during the Public Communications portion of the meeting. Unless the comments are related to an agenda item no action will be taken by the Board. Questions or requests of the Board by the public will be taken under consideration. The Board will direct the Superintendent, or the Superintendent's designee, to respond in writing to any public

question or request brought before the Board. Equal time shall be allotted to individuals speaking for and against a proposal when opposing points of view are represented at the board meeting.

- The Board invites you to share any information you may have or address any question to any Board member or the Superintendent regarding new business in the week prior to the next meeting.
- If, at any Board meeting, any person shall conduct himself or herself in a disorderly manner and after notice of the president or the person presiding shall persist therein, the president or person presiding may ask the person to leave and if the person refuses, the president or presiding officer may order any law enforcement officer or any other person or persons to take him or her into custody until the meeting is adjourned.
- Meetings may be recorded. Recording must be done so as not to disrupt the meeting.
- Meetings of the Board of Education shall be conducted in compliance with appropriate policy, state statutes and open meeting laws.

Mission Statement

DC West Community Schools engages, prepares, and empowers all of our students for the future.



The Douglas County West Community Schools does not discriminate on the basis of race, color, national origin, sex, disability, religion, age or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Superintendent of Schools, 401 S. Pine St., Valley, Nebraska 68064 (402-359-2583).

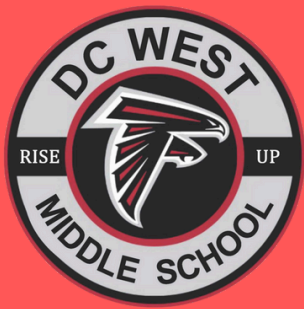
Employees and Others: Superintendent of Schools, 401 S. Pine St., Valley, Nebraska 68064 (402-359-2583).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Dept. of Education (OCR), please contact OCR at 8930 Ward Pkwy, Suite 2037, Kansas City, Missouri 64114, (816) 268-0550 (voice) or (877) 521-2172 (telecommunications device for the deaf) or ocr.kansascity@ed.gov.

Board Meeting Procedures

“Engage, Prepare, and Empower”

**Douglas County West
Community Schools
P.O. Box 378
401 S. Pine St.
Valley, Nebraska 68064**



DC WEST MIDDLE SCHOOL

2025-2026 | From The Desk of Dr. Kerns

Dear Members of the Board of Education,

I am pleased to share that we closed the winter portion of the year on a very strong note. During the winter MAP assessment window, our students demonstrated more than 2,400 total growth points, a testament to their hard work and the dedication of our staff.

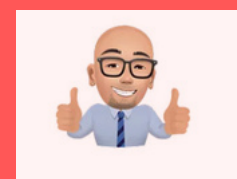
To celebrate this success, we implemented a fun incentive: for every three points of growth earned, students were able to select a temporary tattoo and choose the teacher who would wear it for the day. This creative and engaging idea came from Molly Dembinski and Janna Giles, and it generated tremendous excitement and motivation across the building.

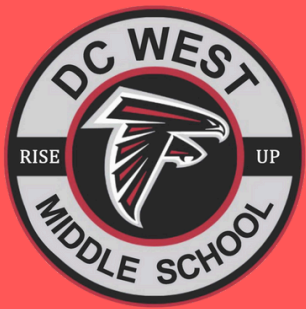
In addition, Mr. Hansen and I are actively collaborating on next year's master schedule. Our goals include minimizing lost instructional time due to early departures for activities while also expanding opportunities for students to participate in elective courses.

Thank you for your continued support as we celebrate our successes and plan intentionally for the spring and the year ahead.

Sincerely,

Dr. Jeffrey Kerns





DC WEST MIDDLE SCHOOL

2025-2026 | From The Desk of Dr. Kerns

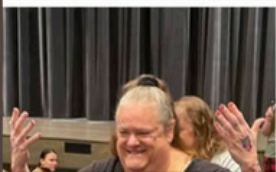


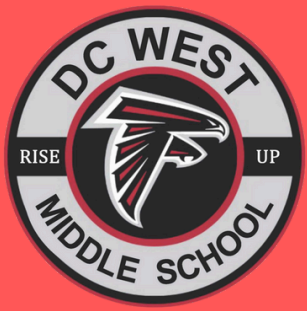
TAT YOUR TEACHER!

Goal:
Students will earn tattoos for every 3-point increase on their ELA and Math MAP.

Details:

- 3 point increase = 1 tattoo
- The more you grow, the more tattoos your teachers get!
- Each ELA + Math class period decides which teacher(s) get the tattoos.
- Teachers will show off their tattoos on December 19th!



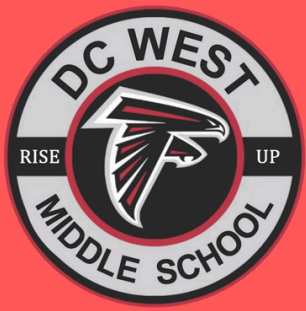


DC WEST MIDDLE SCHOOL

2025-2026 | From The Desk of Dr. Kerns

Snapshots from: Unified Basketball Game vs Bryan





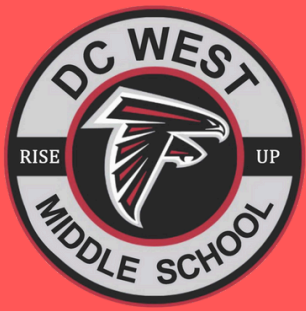
DC WEST MIDDLE SCHOOL

2025-2026 | From The Desk of Dr. Kerns

A huge shout-out to our incredible band and choir programs for bringing the holiday spirit to our middle school with your music tour today! Your performances were absolutely amazing, and our students loved every minute of it.

Thank you for sharing your talent and hard work—what a wonderful way to celebrate the season!



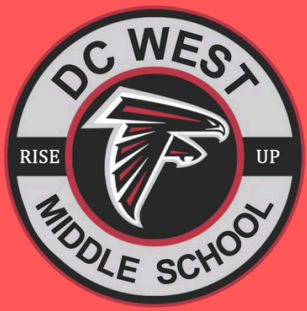


DC WEST MIDDLE SCHOOL

2025-2026 | From The Desk of Dr. Kerns

Thank you to Mrs. Dunn and our students for the creation of the 2025-2026 Yearbook!





DC WEST MIDDLE SCHOOL

2025-2026 | From The Desk of Dr. Kerns

Have you ever wondered what is it like teaching middle school in December?





January 2026, Board of Education Report Dr. Dawn Marten, Director of Learning

CURRICULUM & INSTRUCTION

Science Curriculum Pilot

The Science Curriculum Committee is preparing to launch the 2026 Science Curriculum Pilot, featuring the Amplify Science program in grades 1st through 8th grades. The pilot timeline includes several key dates for training, collaboration, and evaluation. I greatly appreciate the team's commitment and leadership in guiding this important curriculum review and adoption process.

- January 13, 8:00–12:00: Science Curriculum Toolbox & Collaboration Meeting
- January 26, 8:00–3:45: Vendor Presentation & Pilot Lesson Planning Meeting
- February 9 – March 13: Pilot Teaching Window (5 weeks)
- February 27, 2:30–3:45: Pilot Committee Check-in and Q&A
- April 3, 2:30–3:45: Final Recommendation Meeting
- April 13: Board of Education Science Curriculum Recommendation
- May 26–27, 8:00-3:00: All Teacher Curriculum Training and Unit Planning Organizer (compensation will be provided)

ASSESSMENT

NSCAS: Grades 3-8

After thoughtful consideration and review of staff feedback, the district will move forward with participation in the NSCAS Connected Model for English Language Arts and Math in Grades 3–8 during the Spring 2026 testing window. This updated model will serve as both the district's summative and diagnostic assessment, allowing students to take one comprehensive assessment instead of two separate tests (NSCAS and MAP). The Connected Model uses an adaptive algorithm that adjusts questions based on student responses, providing both a proficiency level and an RIT score from a single test. Average test times are approximately 67 minutes for ELA and 61 minutes for Math, with two testing sessions recommended per subject. The testing window runs from March 23 to May 1. Schools will select specific testing dates and will communicate with families soon. NSCAS Science for grades 5 and 8 will continue under the same structure as in past years and will be administered during the same testing window.

ACT State Assessment: Grade 11

DC West High School juniors will participate in the state-required ACT assessment on April 1. This year marks an important transition as students will complete the assessment online for the first time. The shift from paper to online testing reflects a move toward a more efficient and secure assessment process. Online administration aligns with how students engage with digital learning in the classroom. Staff are preparing students and technology systems to ensure a smooth and successful testing day.

PROFESSIONAL LEARNING

ELA Curriculum Framework

ELA teachers in grades K–12 participated in a full-day professional learning on January 5, focusing on strengthening the district's English Language Arts program through the Collaborative Literacy and School Design (CLSD) work. The session, facilitated by my ESU3 colleagues and me, engaged teachers in reflecting on:

- DC West Philosophy of ELA Instruction
- analyzing current ELA practices
- unwrapping Nebraska ELA standards to clarify the specific skills and concepts students are expected to learn at each grade level

Teachers also began developing a unified PK–12 ELA curriculum framework and unit planning organizer designed to ensure a guaranteed and viable curriculum, align instruction with high-quality instructional materials, and promote coherence and consistency for students as they move from grade to grade.

This professional learning directly advances the district's strategic plan by deepening teachers' curriculum expertise, improving alignment between instruction and assessment, and supporting improved literacy outcomes for all students.

Board Report
December 15th, 2025

Shawna Younghans- Administrative Facilitator

Student Engagement & School Culture

The Great Gift Hunt

DC West hosted The Great Gift Hunt in December as a seasonal activity to foster school community and student engagement during the holiday season. Staff members decorated cube-shaped presents and strategically placed them throughout common areas for students to discover during non-instructional time. The cubes were "hidden" in plain sight, creating an interactive scavenger hunt experience that brought excitement and positive energy to the school environment. Below are pictures of the disguised cubes and one of the unique hiding spots that were used.



Student-Led Initiatives

Journalism Social Media Campaign

Journalism students continue to lead a social media campaign emphasizing the importance of attendance at DC West. Students create daily Facebook posts that showcase engaging classroom activities and learning experiences from a student perspective, illustrating what peers miss when absent. This student-driven initiative effectively promotes attendance by highlighting the value and relevance of daily instruction through authentic student voices.

Semester 1 Academic Performance

Grade Distribution

The grade distribution for Semester 1 demonstrates strong overall academic achievement:

- A: 62%
- B: 22%
- C: 11%
- D: 4%
- F: 1%

These results indicate that 84% of students earned a B or higher, reflecting positive learning outcomes across the high school.

Attendance & Behavior Data

Average Daily Attendance

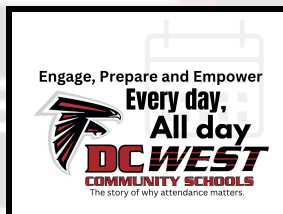
The high school maintained a 93% average daily attendance rate for Semester 1, demonstrating consistent student presence and engagement.

Tardy Reduction Initiative

First semester high school students accumulated 2,418 tardies, averaging 28 tardies per day. For the second semester, the high school has established a goal to reduce this to 25 or fewer tardies per day. Progress toward this goal will be monitored and displayed using visual graphics to maintain transparency and accountability. Late School will serve as the consequence and deterrent for excessive tardies.

Late School Program

Four Late School sessions were conducted during Semester 1, serving a total of 9 students. This approach provides a productive alternative between traditional detention and in-school suspension, allowing for more differentiated and constructive consequences that better address individual student needs.



Mrs. Shawna Younghans



Douglas County West High School and Middle School Director of Athletics & Activities Board Report January 2026 Mr. Jeremy Travis

Our Winter Activities are at the midway point of most of their seasons. It has been fun and rewarding to watch them learn and grow throughout their seasons. The coaches are strategizing to maximize their potential both on an individual and team basis. I believe we have some exciting times in the months ahead for us as long as we continue to learn and grow together.

We are looking to add **High School Girls Golf** for next Fall (2026) and **Middle School Girls Wrestling** for next Winter (2026). There is a lot of planning that needs to be done in regards to creating practice/competition schedules and hiring coaches to lead the programs in the future.

Our **Middle School Girls Basketball** Team has 26 participants for this season. They just started practice this week and they are excited about what lies ahead for them. They are coached by Mattie Subbert, James Eddy, and Mandi Mace.



Our **Falcon Pride Booster Club** was able to purchase Team Warm-ups for Girls Basketball, Boys Basketball, and Wrestling. We are thankful and appreciative for the partnership to allow are teams to look good, feel good, and play good.



The **Wrestling Team** is getting better and better each time they step on the mat. The competition in the practice room is increasing, which is a sign of the team's competitive level continuing to rise. The team is coached by Ryan Braun, Cole Hothan, JD Gagner, Jake Marshall, Pat Wilson, and Charlie Wood.



The **Girls Basketball Team** is currently (4-7) on the season but being competitive in the Nebraska Capitol Conference vs a challenging schedule. The Team is coached by Russ Ninemire, Stan Shaw, and Noah Buchholtz.



The **Boys Basketball Team** is currently (9-1) on the season and rated #3 in Class C-1. The team is coached by Chip Daehling, Ben Knobbe, Erik Hanke, Cam Wiese, Vance Janssen, and Alex Knobbe.



Our **Unified Basketball** Game vs Omaha Bryan was a big success for our program, the players, the coaches, the fans, the families, and the schools. We loved every second of watching our students play some basketball, cheer during the game, and represent The Falcon Way! Their next game is Thursday, January 15th at DC West vs Blair in the Main Gym at 4:30pm.





DC West Bands
@DCWestBands

X.com

Congratulations to senior Jaxon Swierczek for being accepted into the Patriots of the Plains Honor Band for the second year in a row. This honor band is hosted by the Nebraska National Guard 43rd Army Band and will be held in Lincoln on Feb 7th. #riseup



DC West Bands
@DCWestBands

X.com

Congratulations to the following Falcon Musicians for making honor band:

Wayne State Wind Ensemble: Chloe Brazda, clarinet

UNO Honor Band: Chloe Brazda-clarinet, Evie Wade-trumpet, Jaxon Swierczek-horn, Joey Stammer-tuba





DC West Bands
@DCWestBands

X.com

Congratulations to the following DC West Middle School musicians for making the Wayne State Junior High Honor Band:

Olivia Elworth-flute, Olivia Hayes-clarinet, Harper Teitler-trumpet, Zaid Magana Axomulco-horn, Audreanna Kulbe-euphonium

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DCWest Falcons
@DCWestFalcons

X.com

SALT helping COPE unload all of the trucks for the upcoming Holiday Food Baskets Delivery!



#BetterTogether



SALT continues to find community service opportunities to give back to all of the great things that our school and community do for our families.

To view upcoming **Team Schedules or Events**, please take the following steps:

- Go to www.dcwest.org
- Click on the Activities Calendar
- Click on View Schedules
- Select Team
- Click View

There are a lot of moving parts in athletics and activities but everyone is working together towards the same common goal. I want to Thank everyone that has helped work at an event, supported our school and programs, and that have cheered on our Falcons. We are Better Together and I'm a really proud Falcon!

Mr. Travis



 **JEREMY TRAVIS**
Director of Athletics & Activities (7-12)

DC WEST Community Schools
Engage, Prepare, and Empower

📍 401 S. Pine Street
Valley, NE 68064

📞 402.359.2583

✉ jtravis@dcwest.org

📧 @DCWestFalcons

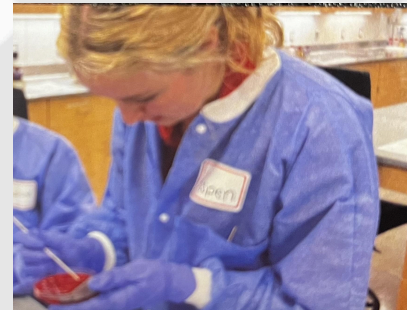
Board Report High School Principal

Jim Knott
January 12, 2026

Final exams were held on December 18 and 19, effectively ending the first semester at DC West. Second semester classes began for students on Tuesday, January 6. Winter activities continued over winter break and are at about the halfway point. The first semester Honor Roll is included on the second and third pages of this report.

With the state ACT test date coming up for all juniors on April 1st, part of the focus at the high school is to make sure all of our students are as prepared as possible. As mentioned in my previous board report, John Baylor ACT Test Prep classes start in January for all juniors and volunteering sophomores. Baylor Test Prep provides five, one and a half hour sessions during the school day in January and February to prepare students for the ACT test. Lessons focus on math, science, ELA, and general test-taking strategies.

Every school year, students from all over the Omaha Metro area are nominated and selected to attend the UNMC High School Alliance on the UNMC campus daily from 1:00-3:00. The program is designed to offer unique and innovative health science classes to high school juniors and seniors who are interested in entering a health career field after high school and college. The Alliance provides students the opportunity to observe, shadow, and work alongside world-renowned health care professionals and researchers at UNMC. DC West junior Aspen VerMaas was selected to attend the program this year and will continue in the program as a senior next year.



High School enrollment as of January 7, 2026

<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Total</u>
58	92	82	68	300



Semester 1 Honor Roll of Distinction 2025-2026

* All A's

Freshman	Sophomore	Junior	Senior
Bohnenkamp, Addison *	Anderson, Lola R	Albrecht, Hailey Jo *	Anderson, Bailey
Brazda, Chloe *	Backer, Elijah Scott	Alexander, Trent J	Anderson, Bella R
Bruckner, Whitney	Bakken, Jocelyn M *	Balus, Liliana *	Asher, Nolan G *
Chipman, Riley	Barbur, Nathaniel J	Beyl, Noelle Joy *	Biesterfield, Collin
Cunningham, Alex	Barnes, Gavin *	Bias-White, Peyton	Blank-Jimenez, Jayden
Dahlberg, Hannah *	Bridges II, Cole *	Bonacci, Lydia G	Coyle, Brooke
Englert, Teagan	Campbell, Haylee A	Bussen, James S.	Foster, Kayden
Espinoza, Beckett	Casper, Peyton	Cooke, Allyson *	Giles, Joslyn
Esser, Lily	Churchhill, Ewan	Deemy, Eliana	Gleason, Ian
Finck, Kinley *	Duran, Gabriela	Fletcher, Emily M	Gregurich, Kyle
Garcia, Orpha	Fahnholz, Dawson *	Gottsch, Hayden P	Hayner, Nylee
Genereux, Jackson	Gifford, Kate Caroline *	Gottsch, Julian D	Hays-Lavender, Adora
Getsfred, Bella	Graves, Zoe *	Hanke, Tanner	Henrichs, Tess *
Giles, Emmett *	Harris, Aurora A	Harlow, Hudson	Hermanson, Sabrya
Hoops, Cole	Hilker, Khloe Lee	Hernandez, Angel	Hinrichs, Barrett *
Idrees, Hadassah	Holm, Lucas	Hert, Ava	Hoops, Caiden
Jeffrey, Jaxsan	Huntley, Lillian *	Higginson, Scarlett	Jarecke, Maren *
Johnson, Polly	Jarecke, Ruby *	Holding, Brayton *	Johnson, Sailor
Jurgensen, Tristan	Jensen, Alea	Holding, Hunter	Jorgensen, Kai *
Knoell, Amelia *	Johnson, Harbor J *	Hunter, Halaina	Kelley, Joy
Knott, Jackson *	Kirby, Cohen *	Jeffrey, Adisan M	Kincanon, Emma *
Kopocis, William	Klawitter, Addison	Kopocis, Emma *	Kosiske, Lillian
Kulbe, Issabell	Koile, Davis	Korb, Tucker	Kruse, Cheyanne
Lowndes, Grace *	Kubicek, Alexa F *	Lakner, Lillian *	Lemay, Abigail
Lucas-Islas, Riley	Lakner, Aubrey *	Landauer, Jack	Listenberger, Cade
Maca, Harold *	Listenberger, Brock T	Mentzer, Jesse W	Loewe, Rylan *
Mangimelli, Avery	Mayer, William A *	Murphy, Ericka *	McGavren, Isabella
Mangimelli, Mason	Mitchell, Mason	Newbauer, Ava	Moehling, Molly
McCollister, Sawyer *	Monroe, Chevelle	Perez Pages, Yhosvel	Nelson, Kolten
Meyer, Baeron	Murphy, Megan	Ray, Carina Kay	North, Amelia *
Moss, Hudson	Parr, Annaliese *	Richards, Aubree	Oien, Benjamin
Myers, Jaelynne	Perkons, Tristan A	Shaw, Mallory Beth	Olsen, Trey
Negley, Keegan	Ptacek, Griffin *	Songer, Ryder L	Parr, Grant
Ondrejko, Stella	Rader, Hayden *	Steskal, Parker	Pettit, Mason
Ostler, Beckett	Rayer, Braden	Travis, Gage	Phillips, Alexander *
Redmond-Olivier, Austin	Rehberg, Cozmo	VerMaas, Aspen	Phillips, Madelyn *
Richards, Adrianna	Renner, Melanie *	Walsh, Talia *	Pralle, Anella *
Rippe, Kamryn	Royuk, Matalyn	Walvoord, Ava G	Rayer, Abby
Shafer, Moses	Sibbersen, Sadie *	Wiese, Brody	Rippe, Kyler *
Soesbe, Emma	Steinbach, Jack *	Wiese, Ella	Royuk, Reece
Stark, Tanen	Stover, Brooklyn	Zook, Sindee *	Sattem, Jetta *
Swierczek, Makayla	Thompson, Brooklyn		Schieber, Trey *
Thiessen, Drake	Thompson, Olivia L		Schlingman, Evan
Trost, Kenzie	Troshynski, Harper		Schroeder, Waylon
White, Vincent	Troshynski, Reese		Schuiteman, Jackson
Wurtz, Cameron	Troy, Landon M		Stammer, Joseph
Zach, Lillie *	Urban, Isabelle *		Strong, Addison *
	Wade, Brooke		Swierczek, Jaxon
	Wade, Evie *		Taft, Ethan
	White, Grace		Thiessen, Cade
	Willmott, Quinn *		Trost, Colton
			Vieth, Jadie
			Welton, Connor
			West, Jasmine *
			Wilcox, Beau *
			Wohlers, Zane
			Zach, Izzabella



Semester 1 Merit Roll of Distinction 2025-2026

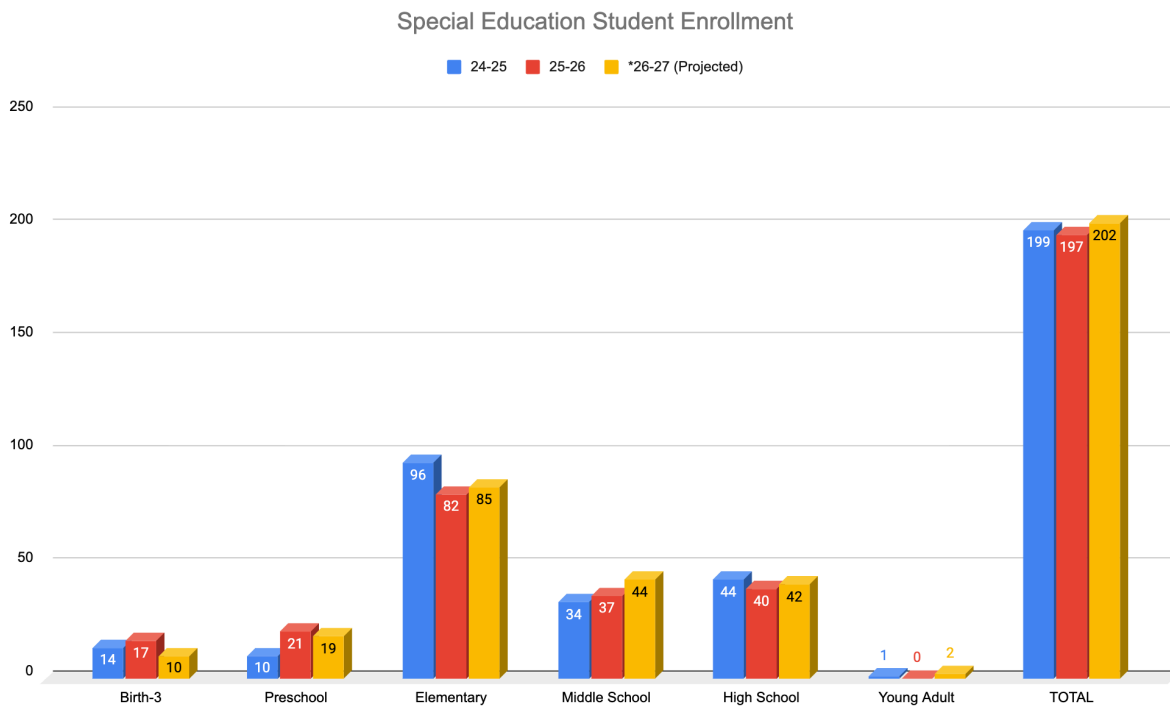
SENIORS	SOPHOMORE
Mariniello, Robert	Acton, Chloe
Monroe, Damian	Biesterfield, Brody
Pace, Caleb	Croft, Braden
Valadez, Paul	Dye, Austyn
	Galvin, Toren
	Gritten, Bailey
	Harlow, Ashton
JUNIORS	Hermanson, Kash
Altamimi, Fatima	Kracht, Ryan
Braun, Amalia	Larrick, Conley
Cappello, Mikayla	Marten, Logan
Green, Kaylee	Martin, Sam
Imm, Tyson	McGavren, Fransesca
Janke, Wyatt	Rojas, Chloe
Johnson, Abigail	Williams, Arion
Langford, A'Zyana	Williby, Gibson
Little, Melanie	
Luthy, Johanna	
Mathes, Falon	
Saathoff, Chloe	FRESHMEN
Schmidt, Blake	Dennell, Chloe
Schnatz, Dalton	Hernandez Medina, Zuleimy
Stanzel, Carson	Palko, Lily
TenEyck, Wyatt	Wegner, Emmerie
White, Remington	

January 2026 Special Education Report

Welcome to 2026! We are looking forward to this being a great year in the Special Education department. Here are some recent and upcoming events in our department.

Projections for 2026-2027

Our special education teachers have been busy evaluating student needs and looking forward to growth and movement for next year. Our projections for next year, compared to our past and current student totals, are as follows:



The number of Birth-3 students may increase substantially as referrals come in over time, and we may have adjustments due to students moving in or out of the district. We anticipate increased numbers at the middle level due to a large fifth-grade class transitioning to the middle level. Due to a large number of fifth graders moving to middle school and a small number of preschoolers moving to kindergarten, the elementary should see slightly decreased numbers. High school will likely remain stable. Given these projections, we are not anticipating additional certified staff additions. We will continue to monitor individual student needs to inform the need for paras for next year.

Other Happenings

- I attended the Tri-State Regional Special Education Law Conference in November. A large focus was on parent communication and involvement, so we will continue to strengthen our written and verbal communication to ensure parent concerns are addressed and that we work collaboratively with all parents. I believe this is a strength for our district, but there is always room for improvement, so it will be a focus of our professional development session next month.
- Twelve general education-special education teaching pairs continue to participate in their work on inclusive practices, with additional professional development days at ESU 3 this month. Our data from last year is incredible. Students with disabilities whose teachers were trained in inclusive practices demonstrated more than double the rate of growth on their Fall to Spring MAP scores than students without disabilities whose teachers were not trained. We are making good progress on closing the achievement gap!
- We are getting ready for assessment season and are working at refining our documentation of accommodations that students need to provide more clarity, specificity, and individualization.
- We received a close-out letter from the Nebraska Department of Education informing us that we have no corrective action for our Indicator 13 file review. Indicator 13 measures how well we are planning for our middle and high school students' transition to post-secondary life. Thank you to our secondary special education teachers for their hard work in this area!
- I was able to attend the Council of Administrators of Special Education's national conference in Oklahoma City in November as the Nebraska representative on the Board of Directors. I was able to represent Nebraska and DC West at the Board Meeting and attend a great conference focusing on improving special education for students with disabilities.

Thank you for your continued support of our staff, students, and programming! We appreciate it! Have a great month!

Nicki

Nicki Pechous, Ed.S.

Director of Special Education



DC WEST Community Schools

Engage, Prepare, and Empower

Superintendent's Report January 12, 2026

Superintendent Goals 2026

Thank you to the Board for my positive evaluation process in December. I appreciate your insights and reflection of my work as your Superintendent. I present to you my goals for 2026:

- Facilitate the Master Planning process to approach Strategic Plan 5.1 & 5.3: creation of a comprehensive facilities plan to address both short term and long term goals including, but not limited to, new construction, renovation, and maintenance of facilities, and acquiring property to meet the future growth needs of the district and align district resources to support a quality education system and high-level learning environment by ensuring necessary staffing levels, space allocation, and resource expenditures
- Implement Strategic Plan Strategy 4.2 to increase communication to maintain perceptions of DC West by engaging students, families, employees, and the DC West community to promote and enrich the brand of DC West Community Schools.
- Lead the vision and support needed to implement strategic plan priorities in 2026. Specifically increase overall proficiency and/or growth in core areas of student achievement district-wide.
- Continue to unify, coach and lead the entire administrative team to excellence.
- Begin to develop a leadership succession plan within the district and a transition process to proactively identify and transition new leadership within the district (Strategy 3.4).

2026 School Board Meetings

The following are the proposed Board meeting dates for the Regular Board of Education Meetings in 2026:

January 12, 2026
February 9, 2026
March 9, 2026 (suggested due to Spring Break)
April 13, 2026
May 11, 2026
June 8, 2026 (request from Melissa)
July 13, 2026
August 10, 2026 (to not conflict with Open House)
September 14, 2026
October 12, 2026
November 16, 2026
December 14, 2026

Pollinator Pocket Prairie Update

This Fall we were able to prepare the land surrounding the DC West Athletic Complex that will be established as a Pollinator Pocket Prairie in partnership with Monarch Joint Venture and the local Pheasants Forever Chapter. The land was treated in order to establish the soil to accept a seed mix specifically created by Monarch Joint Venture in order to create a prairie with an enhanced visual appearance, educational opportunities, low maintenance, and to

provide a public environmental asset. The seed mix was planted this week and we look forward to seeing what the Spring growing season will bring for our newly established prairie.

Upcoming Dates:

[2025-2026 District Calendar](#)

[District Activities Calendar](#)

Jan 26~ **NASB Legislative Issues Conference in Lincoln** (I am attending if any Board members would like to attend with me)

Feb 9~ Regular Board of Education Meeting, 7:00 p.m.

Financial Recap December 2025

	12/1/2025	Receipts	Expenditures	12/31/2025
General Fund	\$4,815,582.04	\$ 1,243,370.41	\$ 1,433,922.58	\$4,625,029.87
Depreciation Fund	\$1,836,128.86	\$ 1,671.91	\$ 57,040.90	\$1,780,759.87
Food Service Fund	\$57,923.72	\$ 57,500.52	\$ 57,161.80	\$58,262.44
Qualified Capital Fund	\$196,864.34	\$ 1,205.37	\$ -	\$198,069.71
Bond Fund	\$1,560,886.94	\$ 5,731.66	\$ -	\$1,566,618.60
Special Building Fund	\$1,182,576.53	\$ 3,717.06	\$ 971,105.61	\$215,187.98
	\$9,649,962.43	\$1,313,196.93	\$2,519,230.89	\$8,443,928.47

General Fund Detail

<u>Expenditures</u>	December	YTD	Budgeted		Revenues	December	YTD
All Instructional Program	\$ 652,495.78	\$ 2,648,910.31	\$ 8,519,107.00	Personal and Prop Taxes	\$ 14,361.71	\$ 464,753.29	
SPED Instructional Program	\$ 226,004.23	\$ 853,605.96	\$ 2,534,928.00	Carline Tax	\$ -	\$ 1,258.05	
Support Services SPED Related	\$ 45,440.73	\$ 184,097.31	\$ 551,856.00	Motor Vehicle Taxes	\$ 115,590.50	\$ 520,119.62	
Support Services Non-SPED Related	\$ 51,344.41	\$ 188,174.40	\$ 522,058.00	Facility Rental	\$ -	\$ 1,500.00	
Support Instructional	\$ 44,230.73	\$ 269,077.95	\$ 785,282.00	Tuition Received from Individuals	\$ 3,872.45	\$ 38,629.00	
Board of Education	\$ 3,243.99	\$ 41,812.54	\$ 111,624.00	Interest	\$ 3,073.44	\$ 15,794.35	
Executive Administration Services	\$ 27,549.07	\$ 123,135.69	\$ 384,046.00	Local License Fees	\$ -	\$ 1,480.00	
District Legal Services	\$ 72.00	\$ 247.00	\$ 40,000.00	Grants from Corporations/Private	\$ -	\$ 40,370.31	
Office of the Principal	\$ 77,622.02	\$ 326,800.14	\$ 971,578.00	Other Local Receipts	\$ 182.33	\$ 271.33	
General Admin - Business Services	\$ 17,709.58	\$ 91,784.91	\$ 390,055.00	County Fines and License Fees	\$ 2,540.09	\$ 8,977.33	
Maint & Operation of Building & Sit	\$ 116,000.33	\$ 679,390.72	\$ 1,935,494.00	ESU Receipts	\$ -	\$ -	
Vehicle Acquisition & Maint	\$ -	\$ 5,030.35	\$ 9,746.00	State Aid	\$ 539,926.00	\$ 1,079,852.00	
Regular Pupil Transportation	\$ 104,817.52	\$ 247,102.30	\$ 658,246.00	Special Education Programs	\$ 258,911.00	\$ 258,911.00	
SPED Pupil Transportation	\$ 12,740.88	\$ 49,877.83	\$ 172,757.00	Special Education Transportation	\$ -	\$ -	
Categorical Grant from Coporation	\$ 21,182.38	\$ 88,282.45	\$ 322,001.00	Homestead Exemption	\$ -	\$ -	
State Categorical Programs	\$ 778.44	\$ 10,019.76	\$ 16,376.00	Pro-Rate Motor Vehicle	\$ -	\$ 1,525.34	
Federal Programs	\$ 32,690.49	\$ 131,042.42	\$ 412,275.00	High Ability Learners	\$ -	\$ 9,515.00	
Transfer Out	\$ -	\$ -		Early Childhood Grant	\$ -	\$ -	
	\$ 1,433,922.58	\$ 5,938,392.04	\$ 18,337,429.00	State Apportionment	\$ -	\$ -	
				Other State Receipts		\$ 68,007.00	
				Prop & Personal Property Tax Credit		\$ -	
				Title ESSA Programs	\$ -	\$ 149,703.00	
				IDEA Programs	\$ 301,532.00	\$ 301,532.00	
				Medicaid	\$ 3,380.89	\$ 15,199.93	
				ESSER II & ESSER III	\$ -	\$ -	
				Other Federal Categorical Receipts	\$ -	\$ -	
				Sale of Property	\$ -	\$ 51,421.83	
				Insurance Adjustment	\$ -	\$ -	
					\$ 1,243,370.41	\$ 3,028,820.38	

December 2025 Payroll

Net Payroll	\$ 683,766.57
Payroll Taxes (District)	\$ 70,840.37
Payroll Withholding (Employees)	\$ 175,336.78
Retirement (District)	\$ 73,169.00
Retirement Withholding (Employees)	\$ 72,444.63

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2025 - 12/2025

Regular; Beginning Month 12/2025; Processing Month 12/2025; Accounts to Include Accounts with Activity; Fund Number 05, 12

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	INTEREST	4,372.61	0.00	148.99	0.00	4,521.60
05 704 1001	ACTIVITY PASSES	31,257.64	0.00	120.00	0.00	31,377.64
05 704 1002	CORPORATE SPONSORSHIPS	7,331.53	0.00	0.00	0.00	7,331.53
05 704 1003	INSTRUMENTAL MUSIC	1,889.95	312.00	50.00	0.00	1,627.95
05 704 1005	STAFF LOUNGE	3,221.17	0.00	184.53	0.00	3,405.70
05 704 1007	VALLEY WAY	9,133.80	0.00	0.00	0.00	9,133.80
05 704 1011	PTSA DONATION	4,117.70	0.00	0.00	0.00	4,117.70
05 704 1023	PROM	2,232.56	0.00	326.00	0.00	2,558.56
05 704 1102	ARTS & HUMANITIES	550.62	0.00	0.00	0.00	550.62
05 704 1104	ATHLETICS HS	8,147.43	4,952.00	3,578.00	0.00	6,773.43
05 704 1106	BASEBALL TEAM	1,199.55	0.00	0.00	0.00	1,199.55
05 704 1107	BAND	3,311.25	360.00	0.00	0.00	2,951.25
05 704 1108	CHEER	6,192.99	3,074.04	0.00	0.00	3,118.95
05 704 1110	SPRING PLAY	1,727.16	0.00	0.00	0.00	1,727.16
05 704 1111	BBB TEAM	4,718.78	4,384.60	0.00	0.00	334.18
05 704 1112	CONCESSIONS	36,104.00	2,075.42	3,408.80	0.00	37,437.38
05 704 1113	CONSTRUCTION TECH	7,106.79	0.00	0.00	0.00	7,106.79
05 704 1114	DANCE TEAM	2,069.41	0.00	0.00	0.00	2,069.41
05 704 1115	HS MUSICAL	5,857.55	0.00	0.00	0.00	5,857.55
05 704 1116	ONE ACT	4,516.85	1,059.14	150.00	0.00	3,607.71
05 704 1117	FBLA	3,023.22	0.00	0.00	0.00	3,023.22
05 704 1118	HIGH SCHOOL	917.51	0.00	0.00	0.00	917.51
05 704 1119	DC TECH 1:1	7,795.73	291.00	80.00	0.00	7,584.73
05 704 1120	GBB TEAM	7,371.93	3,104.79	0.00	0.00	4,267.14
05 704 1123	HOSA	2,858.57	0.00	50.00	0.00	2,908.57
05 704 1124	STUCO HS	3,835.07	0.00	0.00	0.00	3,835.07
05 704 1128	NATIONAL HONOR SOCIETY	1,509.37	0.00	0.00	0.00	1,509.37
05 704 1131	FOOTBALL TEAM	9,346.48	0.00	494.60	0.00	9,841.08
05 704 1132	SCIENCE CLUB	446.69	0.00	0.00	0.00	446.69
05 704 1133	SPEECH TEAM	2,897.17	0.00	0.00	0.00	2,897.17
05 704 1134	VOCAL MUSIC	4,311.81	360.00	119.00	0.00	4,070.81
05 704 1136	WORLD LANGUAGE CLUB	655.52	0.00	0.00	0.00	655.52
05 704 1137	ROBOTICS TEAM	4,354.52	0.00	0.00	0.00	4,354.52
05 704 1141	GOLF TEAM	349.88	0.00	0.00	0.00	349.88
05 704 1142	YEARBOOK HS	5,480.41	0.00	0.00	0.00	5,480.41
05 704 1151	CROSS COUNTRY TEAM	1,975.43	0.00	0.00	0.00	1,975.43

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2025 - 12/2025

Regular; Beginning Month 12/2025; Processing Month 12/2025; Accounts to Include Accounts with Activity; Fund Number 05, 12

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 1161	SOFTBALL TEAM	8,099.43	0.00	0.00	0.00	8,099.43
05 704 1166	BOYS TRACK TEAM	185.52	0.00	0.00	0.00	185.52
05 704 1167	GIRLS TRACK TEAM	57.50	0.00	0.00	0.00	57.50
05 704 1176	VOLLEYBALL TEAM	7,181.90	0.00	0.00	0.00	7,181.90
05 704 1186	WRESTLING TEAM	1,668.67	0.00	1,760.00	0.00	3,428.67
05 704 1198	SUMMER SPORTS CAMPS	598.12	0.00	0.00	0.00	598.12
05 704 1224	STUCO MS	15,099.90	110.00	227.50	0.00	15,217.40
05 704 1225	COFFEE CART - EL SPED	1,576.40	0.00	0.00	0.00	1,576.40
05 704 1319	DISNEY MUSICAL	15,699.90	0.00	0.00	0.00	15,699.90
05 704 1320	PRESCHOOL	9,499.06	2,043.55	2,461.00	0.00	9,916.51
05 704 2112	MS CONCESSIONS	2,599.63	726.17	910.00	0.00	2,783.46
05 704 2121	MS BBB TEAM	211.05	0.00	0.00	0.00	211.05
05 704 2136	MS FOOTBALL TEAM	368.47	0.00	0.00	0.00	368.47
05 704 2201	ART CLUB MS	157.88	0.00	0.00	0.00	157.88
05 704 2204	ATHLETICS MS	2,911.81	810.00	1,059.00	0.00	3,160.81
05 704 2205	UNIFIED SPORTS	2,592.02	72.08	0.00	0.00	2,519.94
05 704 2216	MS DRAMA	109.67	0.00	0.00	0.00	109.67
05 704 2218	MIDDLE SCHOOL	1,111.29	1,790.00	1,790.00	0.00	1,111.29
05 704 2242	MS YEARBOOK	3,394.48	0.00	0.00	0.00	3,394.48
05 704 3220	ELEM FIELD TRIP	4,035.75	0.00	0.00	0.00	4,035.75
05 704 3221	PBIS/FALCOIN	4,274.60	0.00	410.55	0.00	4,685.15
05 704 3222	BATTLE OF THE BOOKS	26.65	0.00	0.00	0.00	26.65
05 704 3318	ELEMENTARY	9,926.54	0.00	31.60	0.00	9,958.14
Fund Total: 05		293,574.89	25,524.79	17,359.57	0.00	285,409.67

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2025 - 12/2025

Regular; Beginning Month 12/2025; Processing Month 12/2025; Accounts to Include Accounts with Activity; Fund Number 05, 12

Fund: 12 STUDENT FEES

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
12 704	STUDENT PARTICIPATION FEE	32,130.07	0.00	0.00	0.00	32,130.07
	Fund Total: 12	32,130.07	0.00	0.00	0.00	32,130.07

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JANUARY 12, 2026 BOARD BILLS

User ID: CQ

Vendor Name	Vendor Description	Amount
Checking Account ID 1	Fund Number 01 GENERAL FUND	
AMAZON CAPITAL SERVICES, LLC		1,682.62
AMERICAN LIFT & SIGN SERVICE		270.00
AMPLIFY EDUCATION, INC		6,564.80
DC WEST FOOD SERVICE		1,142.25
DIETZE MUSIC HOUSE		858.00
EDUCATIONAL SERVICE UNIT #3		7,465.88
EGAN SUPPLY CO		9,059.89
FIRST NEBRASKA BANK-VALLEY		25.00
FIRST STUDENT		77,227.26
FREMONT ELECTRIC INC		850.00
GIMKIT, INC		1,000.00
GOODWIN TUCKER		2,382.77
HEARTLAND PEST CONTROL		260.00
HOMETOWN LEASING		2,522.27
JUST FOR KIDS THERAPY INC		4,047.00
JW PEPPER & SONS		386.28
LIFEGUARD MD, INC		462.00
MATHESON TRI-GAS INC		307.98
MAX I. WALKER		225.80
MENARDS - ELKHORN		1,241.53
MIDWEST MOVEMENT		170.00
MONARCH JOINT VENTURE		968.75
NE COUNCIL OF SCHOOL ADM		120.00
NEBR DEPT OF MOTOR VEHICLES		100.00
OMAHA WORLD-HERALD		2,799.00
ONE SOURCE		79.00
PERRY GUTHERY HAASE & GESSFORD		5,935.00
POWERSCHOOL GROUP LLC		3,346.88
PRAIRIE MECHANICAL CORP		4,391.00
RIXSTINE RECOGNITION		41.36
SPARQDATA SOLUTIONS INC		2,700.00
SPEECH SQUAD, LLC		13,608.00
STAPLES ADVANTAGE		171.09
STONEBROOK ROOFING, INC		559.00
VALLEY ACE HARDWARE		317.33
VERIZON		105.14
WASTE CONNECTIONS OF NEBR, INC		1,593.87
WATER ENGINEERING INC		317.62
ZTRIP - WHC NE, LLC		1,358.70
Fund Number 01		<u>156,663.07</u>
Checking Account ID 2	Fund Number 02 DEPRECIATION	
MATHESON TRI-GAS INC		334.50
REVOLUTION WRAPS, LLC		4,711.07
Fund Number 02		<u>5,045.57</u>
Checking Account ID 6	Fund Number 06 NUTRITION FUND	
CASH-WA DISTRIBUTING		8,362.88
CHESTERMAN CO		718.04
HILAND DAIRY		3,566.45
MAX I. WALKER		204.60
ROTELLA'S ITALIAN BAKERY INC		548.64
SYSCO LINCOLN		5,437.23
US FOOD INC		8,767.85
Fund Number 06		<u>27,605.69</u>

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JANUARY 12, 2026 BOARD BILLS

User ID: CQ

Vendor Name	Vendor Description	Amount
Checking Account ID 9	Fund Number 09	QCPUF
A & D TECHNICAL SUPPLY CO INC		95.00
BERINGER CIACCIO DENNEL MABREY		61,108.53
Fund Number 09		<hr/> 61,203.53

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MID MONTH BILLS - DECEMBER 2025 / JANUARY 2026

User ID: CQ

Vendor Name	Vendor Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND
ACH BANK FEE		65.00
ALDANA, MARCO		80.00
BOOKWORM, INC, THE		1,887.90
CASEY'S BUSINESS MASTERCARD		8.75
CITY OF VALLEY		1,520.50
CRETE HIGH SCHOOL		100.00
GILES, DARBY		80.00
H & H MOTORS PAPIILLIONS LLC		62,016.00
HY-VEE INC		75.00
LOVE'S TRAVEL STOPS & COUNTRY STORE		1,147.43
MADISON NATIONAL LIFE INS CO IN		3,061.11
MAGIC WRIGHTER, INC.		198.00
MATHCOUNTS FOUNDATION		450.00
MILLARD SOUTH HIGH SCHOOL		160.00
MILLARD WEST CHEER, INC		120.00
NEBRASKA CHORAL DIRECTORS ASSOCIATION		70.00
NORRIS HIGH SCHOOL		93.00
OMAHA PUBLIC POWER DISTRICT		21,197.97
PAPILLION LAVISTA HIGH SCHOOL		69.00
PAPILLION LAVISTA SOUTH HIGH SCHOOL		299.00
REMM, KYLIE		80.00
SULLIVAN, MITCHELL		80.00
USBANK		5,534.86
WALMART COMMUNITY		7.86
WAYNE STATE COLLEGE		570.00
WOODRIVER ENERGY LLC		7,056.75
ZOOM VIDEO COMMUNICATION, INC.		7.02
Fund Number 01		<u>106,035.15</u>
Checking Account ID 2	Fund Number 02	DEPRECIATION
H & H MOTORS PAPIILLIONS LLC		<u>56,639.00</u>
Fund Number 02		56,639.00

**MINUTES OF THE REGULAR MEETING OF THE BOARD OF
EDUCATION OF DOUGLAS COUNTY SCHOOL DISTRICT 28-0015,
a/k/a, DOUGLAS COUNTY WEST COMMUNITY SCHOOL DISTRICT
Monday, December 15, 2025**

The regular meeting of the Board of Education, District #15, in the County of Douglas, in the State of Nebraska, was convened in open and public session on Monday, December 15, 2025 at the Central Office Board Room, 401 South Pine Street, Valley, NE 68064-0378.

Following public notification procedures approved by the Board of Education, February 14, 2011, in adherence to 84-1411, notice of the meeting was given in advance thereof by posting such Notice on the exterior front door of the high school, elementary school, middle school, Valley City Hall, First Nebraska Bank, and Foundation One Bank. Notice of the meeting was simultaneously given to all members of the Board of Education. Availability of the agenda was communicated in advance notice and in the notice to the Board of Education of the meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

Attendance Taken at 7:02 PM.

Cole Groteluschen: Present
Kelly Hinrichs: Absent
Luke Janke: Present
Jamie Jorgensen: Present
Elizabeth Mayer: Present
Jim Tomanek: Absent

Present: 4, Absent: 2.

Attendance Update Taken at 7:11 PM.

Kelly Hinrichs: Present

Present: 5, Absent: 1.

Kelly Arrive at 7:11pm

1. Call to Order

The agenda, listing items for consideration by the Board, is on file in the Superintendent's office. Other matters may come before the Board and the Board has the right to modify the agenda before the meeting.

President – “As I call the meeting to order I wish to inform everyone present that a current copy of the Open Meetings Act is posted on the back wall of the Board Room for your review at any time.”

2. Public Communications and Correspondence

No comments from the audience were received. The Board received a Thank You note from Kim Humphrey.

3. Approval of Agenda

Motion to approve agenda as presented Passed with a motion by Jamie Jorgensen and a second by Luke Janke.

Cole Groteluschen: Yea, Luke Janke: Yea, Jamie Jorgensen: Yea, Elizabeth Mayer: Yea

Yea: 4, Nay: 0

4. Administrative Reports

- 4.1. Superintendent's Report
- 4.2. Financial Report

5. Consent Agenda

Motion to approve Consent Agenda Passed with a motion by Luke Janke and a second by Cole Groteluschen.

Cole Groteluschen: Yea, Luke Janke: Yea, Jamie Jorgensen: Yea, Elizabeth Mayer: Yea

Yea: 4, Nay: 0

5.1. Approve Minutes
Regular Meeting Date:
Special Meeting Date:

5.2. Approve Claims for Payment
5.3. Approve Financial Report
5.4. Approve Classified Staff
Kayli Praus - Middle School hire

6. Old Business

6.1. Committee Updates
The following committees met:

Negotiations: Met December 12th – Negotiations committee met and settled with DCWEA. Once DCWEA membership is able to vote on the offer, the agreement will be brought to the Board for review and approval.
Buildings and Grounds: Met December 15th – Reviewed HVAC project bids and discussed upcoming projects.

6.2. Final Budget DC West Athletic Complex

Alex Henery, Owner's Rep from RDP, was in attendance to review the final budget of the Athletic Complex Project. The project concluded on time and under budget. RDP will continue to work through some signage items as well as closing out bank documentation/processes for the DC West Athletic Complex.

7. New Business

7.1. Master Planning Presentation by Alley Poyner Macchietto Architecture

A team from APMA (Alley Poyner Macchietto Architecture) presented their proposal for Master Planning services to the Board.

7.2. 2025 Audit Review from BerganKDV

A representative from BerganKDV presented an overview of the 2025 Annual Audit for DC West Community Schools. The audit showed no weaknesses in internal controls and compliance with the adopted budget. Board Member Mayer asked about regulations for spending funds raised by student organizations.

7.3. Approve and Award Air Handling Unit Contract

Three closed bids were received on Tuesday, December 9th, for the AHU Replacement Summer Project. The Board received a document reviewing all three bids received as well as a recommendation from BCDM for the low bid from Fluid Mechanical, LLC in the amount of \$607,250. The estimated budget for this project was \$875,000. A representative from Morrissey Engineering was available at the meeting to answer any questions. Dr. Poloncic will continue to research the utilization of an energy loan for the funding of this project.

Motion to award the contract for the AHU replacement project to Fluid Mechanical, LLC in the amount of \$607,250
Passed with a motion by Kelly Hinrichs and a second by Jamie Jorgensen.

Cole Groteluschen: Yea, Kelly Hinrichs: Yea, Luke Janke: Yea, Jamie Jorgensen: Yea, Elizabeth Mayer: Yea
Yea: 5, Nay: 0

7.4. DC West 2025 Achievement and AQuESTT Results

Dr. Dawn Marten, Director of Learning, presented the DC West Achievement Results and AQuESTT Ratings from 2025 to the Board.

7.5. Approve the 2026-27 & 2027-28 School District Calendars

A calendar committee consisting of 20 staff members, parents, and a Board member recommended the presented school district calendars for the 2026-27 & 2027-28 school years to the Board for their approval.

Motion to approve the school district calendars for the 2026-27 & 2027-28 school years as presented Passed with a motion by Jamie Jorgensen and a second by Kelly Hinrichs.

Cole Groteluschen: Yea, Kelly Hinrichs: Yea, Luke Janke: Yea, Jamie Jorgensen: Yea, Elizabeth Mayer: Yea
Yea: 5, Nay: 0

7.6. Approve Replacement Vehicle Purchases

A 2026 Ram Promaster 10 Passenger Van (\$70,016) was ordered when we purchased one in August. In addition, a Ram Promaster 15 Passenger Van (\$63,139) was also available at the dealership due to another company ordering it in error. Both vans meet our student transportation needs and federal guidelines and it was recommended both be purchased. It was recommended general funds be used for one vehicle and the depreciation fund for the other. Two of the high mileage, non-compliant vans will be traded in as part of this transaction

Motion to approve the purchase of two Ram Promaster Vans as presented and authorize the Superintendent to trade in two vehicles as part of the transaction Passed with a motion by Kelly Hinrichs and a second by Luke Janke.

Cole Groteluschen: Yea, Kelly Hinrichs: Yea, Luke Janke: Yea, Jamie Jorgensen: Yea, Elizabeth Mayer: Yea
Yea: 5, Nay: 0

7.7. Superintendent 2025 Goals Presentation

Dr. Poloncic made a presentation of the progress and accomplishments of her 2025 Superintendent Goals & targeted areas of evaluation to the Board for their consideration in her evaluation to be conducted at the end of the meeting.

8. Executive Session

The Board may enter into closed session at any time to discuss any matter for which a closed session is lawful and appropriate. The Superintendent Evaluation was handled in closed session.

Before the Board can enter closed session, a motion must be made in agreement with Statute 84-1410 by the Board to discuss topics such as personnel, negotiations, and legal matters.

Motion to enter in Executive Session Passed with a motion by Jamie Jorgensen and a second by Luke Janke.

Cole Groteluschen: Yea, Kelly Hinrichs: Yea, Luke Janke: Yea, Jamie Jorgensen: Yea, Elizabeth Mayer: Yea
Yea: 5, Nay: 0

8.1. Reconvene to Regular Session and Adjournment

Motion to Reconvene to Regular Session and Adjourn at 9:06pm Passed with a motion by Luke Janke and a second by Jamie Jorgensen

Cole Groteluschen: Yea, Kelly Hinrichs: Yea, Luke Janke: Yea, Jamie Jorgensen: Yea, Elizabeth Mayer: Yea
Yea: 5, Nay: 0



Kristi Trost, Board Secretary



Dr. Melissa Poloncic, Superintendent

New Construction

Facilities - Selection of Architect/Engineer

Architects and/or Engineers will be selected based on the recommendations of the Superintendent. The selection will be approved by the Board of Education.

Legal Reference: Neb. Rev. Stat. Sec. 81-3445

Date of Adoption: June 11, 2012



DC WEST Community Schools

Engage, Prepare, and Empower

Facilities & Growth Planning Scope of Services

WHY

Strategic Plan Goal Alignment: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and highly effective staff to support our students.

Strategy Alignment: Creation of a comprehensive facilities plan to address both short term and long-term goals including but not limited to, new construction, renovation, and maintenance of facilities, and acquiring property to meet the future growth needs of the district.

WHAT

Facilities and Growth Assessment and Planning:

- Assess current conditions
- Assess future projected changes
- Establish needs, goals and vision for the future
- Brainstorm, research, collect input and recommend priorities, solutions and strategies
- Develop possible strategies and probable phasing and costs associated
- Board acceptance of direction, communication of the plan and probable timeline

WHO

The Board and administration will select a professional partner to facilitate an active workgroup focused upon a series of meetings to fulfill the steps of the listed process. This workgroup would consist of the Superintendent, Board members, administration, teachers, classified staff, parents, community members, and students.

DC West Schools Valley, Nebraska

HVAC Equipment Life Expectancy and Cost Estimation



September 16, 2022

MEI Project #: 22354



mechanical | electrical | lighting | technology | commissioning

MORRISSEY ENGINEERING INC
4940 North 118th Street | Omaha, NE 68164



Report Prepared by:

Ryan Goughnour

rgoughnour@morrisseyengineering.com

D 402.991.3163

O 402.491.4144

C 402.681-5813

Section 1.0 - Summary

This document provides an overall review of the existing heating, ventilation, and air conditioning (HVAC) equipment in the DC West Middle/High School and Elementary Schools. The age and life expectancy of equipment have been identified along with an estimated cost and timeline for replacement. Estimated costs are based on current industry averages and will increase based on inflation rate. Estimates are not given for equipment with more than 10 years of life expectancy remaining. Cost estimates include material, labor, overhead, and profit based on budget pricing from equipment manufacturers and industry average values.

A walk-through of the Middle/High School was performed on 8-31-2022. The building has been through numerous additions and renovations since the original building and HVAC equipment is of various ages. The only equipment currently past their median life expectancy are three (3) air handling units located in the mechanical rooms to the north of the central gymnasium. The rest of the equipment age is still below the median life expectancy. A table of life expectancy and cost of replacements is given for all major HVAC equipment.

The elementary school was built in 2018 and all equipment is assumed to be original from when the building was built. An equipment list was compiled to help determine the schedule of equipment replacements.

Section 2.0 – Middle School

Boiler Room Equipment

The building is heated by three (3) Aerco hot water boilers. The hot water system serves a combination of fan powered boxes, baseboard heaters, air handling units, and reheat coils. Two (2) of the boilers have been replaced within the last 2 years due to failed heat exchangers or other maintenance issues. The third boiler is approximately 12 years old. The rest of the boiler room equipment (pumps, VFDs, piping specialties, etc.) were replaced as part of the 2017 Summer Renovation project.

Equipment Tag	Equipment Type	Capacity	Model Number	Serial Number	Age of Equipment (Years)	Median Life Expectancy	Replacement Cost
B-1	Hot Water Steel Fire-Tube Boiler	1,500 mbh	Benchmark 1500	G-20-1085	2	25	N/A
B-2	Hot Water Steel Fire-Tube Boiler	1,500 mbh	Benchmark 1500	Unknown	2	25	N/A
B-3	Hot Water Steel Fire-Tube Boiler	1,500 mbh	Benchmark 1500	G-10-0445	12	25	\$60,000
HWP-1, 2	Hot Water Pump	150 gpm @ 98 ft	B&G E-1510 2EB	Unknown	4	20	N/A

Air Handling Units

There are three (3) indoor air handling units located in the mechanical rooms on the north side of the gym.

AHU-1 is located on the 1st floor and serves fan powered boxes in the new classroom addition that is currently under construction. The associated condensing unit, ACCU-1 is located on the roof. This AHU has a constant volume fan and is a cooling only unit (no heating coil). Space heating is provided by fan powered boxes with hot water reheat coils at the zone level. The AHU is original to when this area was built (1991), however, the mixed air damper actuators have been replaced as part of the new addition project.

AHU-2 is located on the 2nd floor mezzanine and serves the gymnasium. This AHU is a constant volume heating only unit and has no cooling capabilities. The hot water valve was recently replaced to be a 3-way valve and has a new actuator.

AHU-3 is also located on the 2nd floor mezzanine and serves the locker room area. This AHU is a constant volume unit and has both heating and cooling capabilities. The associated DX condensing unit is located on grade to the north of the mechanical room.

Equipment Tag	Equipment Type	Original Capacity	Area Served	Age of Equipment (Years)	Median Life Expectancy	Estimated Replacement Cost
AHU-1 / ACCU-1	Air Handling Unit with DX cooling only	20,900 cfm	Classroom Addition	31	25 (Fans) 20 (DX Coils)	\$80,000 / \$36,500 ^{1,2}
AHU-2	Air Handling Unit with hot water heat	19,500 cfm	Gymnasium	31	25 (Fans) 20 (HW Coil)	\$109,000 / \$48,000 ²
AHU-3 / ACCU-3	Air Handling Unit with hot water heat and DX cooling	9,300 cfm	Locker Rooms	31	25 (Fans) 20 (DX and HW Coils)	\$56,000 / \$24,500 ²

1. Cost based on 14,000 cfm unit as balanced in 2021 renovation/addition project currently under construction.
2. Cost includes AHU with hot water heat, DX cooling, and remote condensing unit. Does not include cost of any new DDC controls.

Packaged Rooftop Units

There are 13 packaged rooftop units (RTUs) of various ages and configurations. See the roof plan on the next page for location of each unit. The ages of all RTUs are currently below their median life expectancy.

Equipment Tag	Area Served	Capacity (Tons)	Model Number	Serial Number	Age (Years)	Median Life Expectancy (Years)	Replacement Cost
RTU-1	Classroom Wing	27.5	Trane TCD330	O18D02641	4	15	N/A
RTU-2	Classroom Wing	25	Trane THD240	181610522D	4	15	N/A
RTU-3	Classroom Wing	20	Trane YHD240	181610472D	4	15	N/A
RTU-4	Classroom Wing	15	Trane THD180	142610821D	8	15	\$28,000 ¹
RTU-5	Classroom Wing	25	Trane YHD300	133210710D	9	15	\$43,000 ¹
RTU-6	Entry and Main Corridor	25	Trane TCD301	112410233D	11	15	\$43,000 ¹
RTU-7	Commons Area	20	Trane YHD240	133210700D	9	15	\$35,000 ¹
RTU-8	Cafeteria and Classrooms	15	Trane THD180	142610803D	8	15	\$28,000 ¹
RTU-9	Admin Offices	6	Trane TSC072	112312111L	11	15	\$13,000 ¹
RTU-10	Classrooms	7.5	Trane THC092	181612651L	4	15	N/A
RTU-11	Locker Rooms	7.5	Daikin DPS007	FBOU170400912	5	15	\$79,000 ^{1,2,3}
RTU-12	Wrestling Room	25	Daikin DPS025	FBOU170400914	5	15	\$86,000 ^{1,2}
RTU-13	South Gymnasium	20	Trane OAKD240	OA272404-1	4	15	N/A

- 1 Includes DX Cooling, Supply Fan, Gas Heat, Economizer, VAV control, Hail Guards, High efficiency, SS drain pan, High Fault Circuit Breaker, BACnet card, and Hot Gas Reheat
- 2 Includes inverter scroll compressor
- 3 Includes energy recovery wheel



Section 3.0 – Elementary School

The elementary school was built in 2019 and all equipment is new. A list of equipment is provided to help determine schedule of replacements. A replacement cost is not given since the equipment is not expected to be replaced within the next 10 years.

Equipment Tag	Equipment Type	Area Served	Capacity	Age (Years)	Median Life Expectancy (Years)	Replacement Cost
AHU-E01	Water-Cooled Heat Pump	E101	7,000 cfm	3	19	N/A
AHU-E02	Water-Cooled Heat Pump	E129	4,200 cfm	3	19	N/A
DOAS-A01	Water-Cooled Heat Pump	Area A	2,000 cfm	3	19	N/A
DOAS-B01	Water-Cooled Heat Pump	Area B	2,940 cfm	3	19	N/A
DOAS-B02	Water-Cooled Heat Pump	Area B	1,495 cfm	3	19	N/A
DOAS-C01	Water-Cooled Heat Pump	Area C	3,330 cfm	3	19	N/A
DOAS-D01	Water-Cooled Heat Pump	Area D	2,940 cfm	3	19	N/A
HP-XXX	Water-Cooled Heat Pumps	All	500-2,000 cfm	3	19	N/A
MAU-E01	Makeup Air Unit	Kitchen	5,670 cfm	3	15	N/A
CT-1	Cooling Tower	Bldg Cooling	225 tons	3	20	N/A
B-1	Boiler	Bldg Heating	2,000 mbh	3	25	N/A

Dear Dr. Polonicic, Mr. Sarka, Mrs. Ranslem, and Members of the DC West Board of Education:

Please accept this letter as formal notice of my resignation from my position as an elementary teacher at DC West Elementary, effective at the close of the 2025–26 school year.

After much reflection, I have come to this decision knowing it is the right time for me to retire, though not an easy one. Teaching has never been just a profession for me—it has been my life’s work. For twenty-nine years, my classrooms at Valley Public Schools and DC West Elementary have been places of learning, laughter, challenge, and growth, not only for my students but for me as well.

I am profoundly grateful for the opportunity to have spent my career surrounded by supportive administrators, dedicated colleagues, and families who truly care about their children and their community. The privilege of guiding young learners—watching them discover confidence, curiosity, and kindness—has been one of the greatest honors of my life. Each class, each student, and each year has left an imprint on my heart.

The relationships I have built with students, families, and colleagues are what I will miss the most. DC West Elementary has been more than a workplace; it has been a community and a second home. I am incredibly proud of the work we have done together to support students, families, and one another, and I will always carry those memories with me.

As I prepare for this transition, I remain fully committed to supporting the school in any way I can to ensure a smooth end to the year and a successful transition for the students and staff.

Thank you for your leadership, trust, and support throughout my career. I leave with deep gratitude and pride, wishing DC West Elementary continued success for many years to come.

With sincere appreciation,
Rhonda Jonas
Third Grade Teacher
DC West Elementary



Apple Inc. Education Price Quote

Customer:

Sandi Kerkhoff
DOUGLAS COUNTY WEST SCHOOLS
Phone: 1402-359-2583
Email: skerkhoff@dcwest.org

Apple Inc:

Brent Sallee
Phone: (402) 981-8967
Email: brent_sallee@apple.com

Apple Quote:

2213934560

Quote Date:

November 20, 2025

Quote Valid Until:

December 19, 2025

Quote Comments:

Item #	Details	Qty	Unit List Price	Disc. Per Unit	Unit Disc. Price	Extended Disc. Price
1	iPad Wi-Fi 128GB - Silver (Packaged in a 10-pack) Part Number: MD6L4LL/A	340	\$324.00	\$0.00	\$324.00	\$110,160.00
2	Logitech Rugged Combo 4 Touch Case with Integrated Smart Connector Keyboard for iPad (A16) – Blue Part Number: HQ6P2ZM/A	270	\$109.95	\$0.00	\$109.95	\$29,686.50
3	STM Dux Ultra Case for iPad (A16) Black Special 10-pack pricing (includes quantity 10 of HS3M2ZM/A) Part Number: BCX93LL/A	10	\$419.50	\$0.00	\$41.95	\$4,195.00
	STM Dux Ultra Case for iPad (A16) – Black Part Number: HS3M2ZM/A Quantity: 100					
4	iPad Wi-Fi 128GB - Silver (Packaged in a 10-pack) Part Number: MD6L4LL/A	170	\$324.00	\$0.00	\$324.00	\$55,080.00
5	Logitech Combo Touch Keyboard Case for iPad (A16) Part Number: HQEY2ZM/A	175	\$159.95	\$0.00	\$159.95	\$27,991.25
6	Apple Pencil (USB-C) Part Number: MUWA3AM/A	150	\$69.00	\$0.00	\$69.00	\$10,350.00
7	24-inch iMac with Retina 4.5K display: Apple M4 chip with 10-core CPU and 10-core GPU, 16GB, 256GB SSD, ZAGG Wired USB-C Keyboard and Mouse Kit - Silver	6	\$1,399.00	\$0.00	\$1,399.00	\$8,394.00

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Part Number: BB6F3LL/A

24-inch iMac with Retina 4.5K display: Apple M4 chip with 10-core CPU and 10-core GPU, 16GB, 256GB SSD - Silver (no accessories)

Part Number: MDF94LL/A

Quantity: 6

ZAGG Education USB-C Keyboard/Mouse Kit

Part Number: HS002ZM/A

Quantity: 6

8	24-inch iMac with Retina 4.5K display: Apple M4 - Silver Part Number: Z1EH Configuration: 065-CJ1L : Apple M4 chip with 10-core CPU, 10-core GPU, 16-core Neural Engine 065-CJ1M : 16GB unified memory 065-CJ1Q : 256GB SSD storage 065-CJ2M : Magic Mouse 065-CJ13 : Standard glass 065-CJ1Y : Gigabit Ethernet 065-CJ20 : Four Thunderbolt 4 ports 065-CJDG : None 065-CJ3P : Magic Keyboard with Touch ID and Numeric Keypad - US English 065-CJCD : Accessory Kit	7	\$1,429.00	\$28.58	\$1,400.42	\$9,802.94
9	60W USB-C Charge Cable (1m) Part Number: MW493AM/A	120	\$19.00	\$1.14	\$17.86	\$2,143.20
10	13-inch MacBook Air: Apple M4 chip with 10-core CPU and 8-core GPU, 16GB, 256GB SSD - Silver (Packaged in a 5-pack) Part Number: MW173LL/A Configuration: 065-CH5Q : Apple M4 chip with 10-core CPU, 8-core GPU, 16-core Neural Engine 065-CH5V : 16GB unified memory 065-CH5Y : 256GB SSD storage 065-CH63 : 30W USB-C Power Adapter 065-CH7C : 12MP Center Stage camera 065-CH7D : Two Thunderbolt 4 ports 065-CH7F : MagSafe 3 charging port 065-CH7G : 13.6-inch Liquid Retina display with True Tone 065-CH9N : None 065-CH98 : Backlit Magic Keyboard with Touch ID - US English 065-CH9K : Accessory Kit	5	\$879.00	\$0.00	\$879.00	\$4,395.00

Extended Education List Price Total

\$262,534.75

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Total Discount	\$336.86
Extended Discounted Price Subtotal	\$262,197.89
Additional Tax	\$0.00
Estimated Tax	\$0.00
Total Tax	\$0.00
Extended Discounted Total Price*	\$262,197.89

**In most cases Extended Discounted Total Price does not include Sales Tax*

**If applicable, eWaste/Recycling Fees are included. Standard shipping is complimentary.*

Disclosure

This document has been created for you as Apple Quote ID **2213934560**.

Your institution's Authorized Purchaser may submit an order online at <https://ecommerce.apple.com>. Go to the Quote area of your Apple Online Store, click on it and convert to an order.

- If you're the authorized purchaser and need assistance in registering for access to the Apple Online Store, please contact your Apple Sales Representative.

This is a quote for the sale of products or services. Your use of this quote is subject to the following provisions which can change on subsequent quotes:

- A. Any order that you place in response to this Quote will be governed by the purchase agreement between Apple Inc. ("Apple") and you or another entity under which you're authorized to purchase under, in effect at the time you place the order.
 - If you do not have a purchase agreement in effect with Apple, please contact csteam.edu@apple.com.
- B. All sales are final. Please review Return Policy below if you have any questions. If you use your institution's Purchase Order form to place an order in response to this Quote, Apple rejects any Terms set out on the Purchase Order that are inconsistent with or in addition to the Terms of the governing purchase agreement between the parties.
- C. Unless this Quote specifies otherwise, it remains in effect until the Quote Valid Until Date set forth above. Apple reserves the right to withdraw this Quote before an order is placed, modify, or cancel any provision of this Quote, or cancel any orders placed.

1. Change Article VIII, Section A

Current Language:

The unused portion of such allowance shall be accumulated up to sixty (60) days plus current year's allowance with the number of days over the sixty (60) day accumulation being paid at the rate of FIFTY DOLLARS (\$50.00) per day at the end of the school year with the July pay check.

Proposed Language:

The unused portion of such allowance shall be accumulated up to sixty (60) days plus current year's allowance with the number of days over the sixty (60) day accumulation being paid at the rate of SEVENTY-FIVE DOLLARS (\$75.00) per day at the end of the school year with the July pay check.

2. Changes to the Extra Duty Schedule:

- a. Weight Room – Increase pay from \$15 per hour to \$20 per hour.
- b. All-day tournaments – change language from “All day meets including but not limited to wrestling, track, and robotics” to “All day meets including but not limited to wrestling, track, robotics, One-Act, and speech” – Change pay from \$100 to \$100 or \$50 for a half-day or less.
- c. See attached extra duty schedule with proposed increases.

3. Change to Article VI, Section B

Current Language:

Release from Contract: Prior to May 1st of each year, teachers who wish to be released from their contract shall be released upon written request filed with the Board of Education. Release from the contract after May 1st of each year shall be mutually agreed to by both parties. There shall be no penalty for release from the contract.

Proposed Language:

Release from Contract: Prior to April 1st of each year, teachers who wish to be released from their contract shall be released upon written request filed with the Board of Education. Release from the contract after April 1st of each year shall be mutually agreed to by both parties. There shall be no penalty for release from the contract.

4. Base Salary

2026-2027 – Increase of \$1075 from \$43,135 to \$44,210

2027-2028 – Increase of \$1075 from \$44,210 to \$45,285

5. Flat Salary/Fringe Stipend

2026-2027 – Increase of \$1500– from \$13,700 to \$15,200

2027-2028 – Increase of \$1500 – from \$15,200 to \$16,700

Pending Board Approval:

Change Head Golf and Assistant Golf to Head Boys Golf and Assistant Boys Golf

Add Head Girls Golf at 10%-12%-14%

Add Assistant Girls Golf at 7%- 8.5%-10%

Extra Duty Schedule 2024-25 & 2025-26

High School Sports, Activities, and Organizations

[Up to a maximum of 7 years of service in the same area of sponsorship/coaching at any public or private school in grades 7-12 shall be accepted for salary placement]

POSITION	YEARS OF SERVICE					
	1-3 YEARS		4-6 YEARS		7+ YEARS	
SPORTS						
Head Volleyball	14	13.00%	16	15.00%	18	17.00%
Assistant Volleyball	9	8.00%	10.5	9.50%	12	11.00%
Head Softball	13	12.00%	15	14.00%	17	16.00%
Assistant Softball	8	7.00%	9.5	8.50%	11	10.00%
Head Football	14	13.00%	16	15.00%	18	17.00%
Assistant Football	9	8.00%	10.5	9.50%	12	11.00%
Head Girls Basketball	14	13.00%	16	15.00%	18	17.00%
Assistant Girls Basketball	9	8.00%	10.5	9.50%	12	11.00%
Head Boys Basketball	14	13.00%	16	15.00%	18	17.00%
Assistant Boys Basketball	9	8.00%	10.5	9.50%	12	11.00%
Head Wrestling	14	13.00%	16	15.00%	18	17.00%
Assistant Wrestling	9	8.00%	10.5	9.50%	12	11.00%
Head Girls Track	13	12.00%	15	14.00%	17	16.00%
Assistant Girls Track	8	7.00%	9.5	8.50%	11	10.00%
Head Boys Track	13	12.00%	15	14.00%	17	16.00%
Assistant Boys Track	8	7.00%	9.5	8.50%	11	10.00%
Head Girls Soccer	13	12.00%	15	14.00%	17	16.00%
Assistant Girls Soccer	8	7.00%	9.5	8.50%	11	10.00%
Head Golf	10	8.00%	12	10.00%	14	12.00%
Assistant Golf	7	5.00%	8.5	6.50%	10	8.00%
Head Boys/Girls Cross Country	13	12.00%	15	14.00%	17	16.00%
Assistant Cross Country	8	7.00%	9.5	8.50%	11	10.00%
Head Boys Baseball	13	12.00%	15	14.00%	17	16.00%
Assistant Boys Baseball	8	7.00%	9.5	8.50%	11	10.00%
6-12 Unified Champions Sponsor		6.00%		7.00%		8.00%
Athletic Trainer ¹		8.00%		10.00%		12.00%
Strength & Conditioning Coordinator		12.00%		14.00%		16.00%
Assistant Activities Director (MS & HS) ² pay will be decreased by 1% per season for each class period assigned as Assistant AD during the school day		8.00%		10.00%		12.00%

¹ Stipend is per sports season.

² Stipend is per sports season.

*HC
MP*

\$20

Weight Room	\$15 per hour to those coaches designated to supervise the weight room. Total dollars paid for weight room shall not exceed 30% of the base salary in any fiscal school year.
Tickets, linesman, clock, chain, scorekeepers, and game filming at home and away events	Varsity \$30 per contest Nonvarsity/Middle School \$25 per contest
* All day events (wrestling, track & robotics)	\$100 per event

POSITION	YEARS OF SERVICE		
	1-3 YEARS	4-6 YEARS	7+ YEARS

ACTIVITIES

Pep Band/Marching Band	9.00%	10.00%	11.00%
Pep Band/Marching Band Assistant	6.00%	7.00%	8.00%
Vocal Music	6 5.00%	7 6.00%	8 7.00%
Newspaper	3.00%	4.00%	5.00%
Yearbook/ Media	4.00%	5.00%	6.00%
Speech	9.00%	10.00%	11.00%
Asst Speech	6.00%	7.00%	8.00%
One Act Play	6.00%	7.00%	8.00%
One Act Play Assistant	4.00%	5.00%	6.00%
Cheer <i>Asst cheer</i>	7 11 10.00%	8 12 11.00%	9 13 12.00%
Dance Team	5.00%	6.00%	7.00%
Drama/Spring Play	6.00%	7.00%	8.00%
Drama/Spring Play Assistant	4.00%	5.00%	6.00%
Robotics	9.00%	10.00%	11.00%
Robotics Assistant	6.00%	7.00%	8.00%
Scoreboard/STRIV Design Director	6.00%	7.00%	8.00%
Mascot Sponsor	5.00%	6.00%	7.00%

CLUBS & ORGANIZATIONS

Power Drive	4.00%	4.50%	5.00%
FBLA	4.00%	4.50%	5.00%
Tech Club/Skills USA	2.00%	2.50%	3.00%
Academic Decathlon/Quiz Bowl	3.50%	4.00%	4.50%
Art Club	2.00%	2.50%	3.00%
Science Club	2.00%	2.50%	3.00%
Student Council	6.50%	7.00%	7.50%
Students-at-Law/Mock Trial	4.00%	4.50%	5.00%
NHS	2.00%	2.50%	3.00%
Falcon Club	0.25%	0.50%	0.75%
World Languages Club	1.00%	1.50%	2.00%
HOSA	4.00%	4.50%	5.00%

CLASS SPONSORS

Senior	2.00%	2.50%	3.00%
Junior	4.5 3.50%	5 4.00%	5.5 4.50%
Sophomore	1.00%	1.50%	2.00%
Freshman	1.00%	1.50%	2.00%

* Note -> some positions not listed as they were added in 2024-2025

HC
MP

Middle School Sports, Activities, Organization

POSITION	YEARS OF SERVICE		
	1-3 YEARS	4-6 YEARS	7+ YEARS
SPORTS			
Head Volleyball	6.00%	7.5 7.00%	9 8.00%
Assistant Volleyball	4.00%	5.5 5.00%	7 6.00%
Head Football	6.00%	7.5 7.00%	9 8.00%
Assistant Football	4.00%	5.5 5.00%	7 6.00%
Head Girls Basketball	6.00%	7.5 7.00%	9 8.00%
Assistant Girls Basketball	4.00%	5.5 5.00%	7 6.00%
Head Boys Basketball	6.00%	7.5 7.00%	9 8.00%
Assistant Boys Basketball	4.00%	5.5 5.00%	7 6.00%
Head Wrestling	6.00%	7.5 7.00%	9 8.00%
Assistant Wrestling	4.00%	5.5 5.00%	7 6.00%
Head Girls Track	6.00%	7.5 7.00%	9 8.00%
Assistant Girls Track	4.00%	5.5 5.00%	7 6.00%
Head Boys Track	6.00%	7.5 7.00%	9 8.00%
Assistant Boys Track	4.00%	5.5 5.00%	7 6.00%

ACTIVITIES & ORGANIZATIONS

Yearbook	1.50%	1.75%	2.00%
Art Club	1.00%	1.25%	1.50%
Math Counts	2 1.00%	2.25 1.25%	2.5 1.50%
Speech	3.00%	3.25%	3.50%
Drama	3.00%	3.25%	3.50%
Student Council	4.5 2.25%	4.75 2.50%	5 2.75%
Academic Decathlon/Quiz Bowl	1.00%	1.25%	1.50%
Band	2.00%	2.25%	2.50%
Vocal	2.00%	2.25%	2.50%

ELEMENTARY ACTIVITIES/ORGANIZATIONS

Music	1.00%	1.25%	1.50%
Student Council	1.50%	1.75%	2.00%
Elementary Musical Theatre Head	8.00%	9.00%	10.00%
Elementary Musical Theatre Assistant	5.00%	6.00%	7.00%

MENTORING PROGRAM AT ALL LEVELS

Coordinator	10.00%	12.00%	14.00%
Mentor for First Year Teacher	\$200.00 for new teacher workday \$25.00 per hour, \$625 maximum		
Mentor for Experience Teacher	\$200.00 for new teacher workday \$25.00 per hour, \$325 maximum		
Mentee First Year Teacher	Per diem for additional contract days \$25 per hour, \$700 maximum		
Mentee Experienced Teacher	Per diem for additional contract days \$25 per hour, \$500 maximum		

HL
MP