

Agenda

1. Osceola Public Schools Board of Education Information
2. Opening Procedures
 1. Call the Meeting to Order
 2. Roll Call
 3. Excuse Board Members Who Are Absent
3. Approval of Agenda
4. Recognition of Visitors/Communications from the Public
5. Reports
 1. Principals Reports
 1. Elementary Report
 2. MS/HS Report
 2. Superintendent's Report
 3. Board Reports
6. Action Items
 1. Consent Agenda
 1. Approval of the Previous Meeting's Minutes
 2. Treasurer's Report
 3. Payment of general fund claims in the amount of \$65,498.71
Payroll could not be completed.
 4. Payment of special building fund claims of \$850,157.76
 5. Payment of qualified capital purpose undertaking fund claims of \$0.00
 2. Consider, discuss and take all necessary action to appoint Superintendent to be the District's representative for all local, State, and Federal programs.
 3. Consider, discuss and take all necessary action to approve Designation of Authority to Superintendent. Authorize Superintendent, Superintendent Designee to use board approved signature stamps on monthly claims/payroll.
 4. Consider, discuss and take all necessary action on the selling of the property to the east of the auditorium.
 5. Consider, discuss and take all necessary action on approval of final negotiated agreement with Osceola Education Association representing teachers in the district.
 6. Consider, discuss, and take all necessary action to approve letter for Kelsie Davidson to be certified as local substitutes at Osceola Public Schools.
 7. Consider, discuss and take all necessary action on resignation of Caleb Magner as the K-12 music teacher at the end of 2020-21 school year.
 8. Consider, discuss, and take all necessary action on the drainage work on the northeast side of the addition.
7. Next Meeting Dates and Times
 1. Regular meeting February 8, 2021, 6:00 PM at the Osceola Middle/High School Media Center.

8. Adjournment

Jeffrey Elementary

January 11, 2021

Brett Webster

- Start to second semester has been great!!!!
- We moved Art and Music into their own classrooms.
- Kids are no longer eating lunch in their classrooms.
- Dismissal has been going very well.
- On January 27th we will be celebrating our 100th day already.
- Kindergarten Round-Up/Preschool Open House date is tentatively scheduled Friday April 16th.

**PRINCIPAL BOARD REPORT
JANUARY
MAYNARD MS/HS**

- 1.) MAPS testing this week.
- 2.) Book Study continuing on- 14 staff in my building-next video reflection
- 3.) Online learning continuing to go well- not the best but definitely improved upon from last year.
- 4.) ACT prep beginning through our core classes-math/science/ELA
- 5.) Online Christmas concerts-If you didn't see them please do so.
- 6.) Pinnacle Bank grant-in partnership with SWAG to put out positive messages to the community. Starting with recorded greeting cards to first responders and people in the health care facilities who have been hardest hit by isolation from their families.

Questions of me?

Dale

Board of Education Regular Meeting
Middle School/High School Media Center
565 S. Kimmel Street
Osceola, NE 68651
December 14, 2020 @ 7:00 PM

1. Osceola Public Schools Board of Education Information

Notice of this meeting was posted at the Jeffrey Elementary School, Osceola Middle School/High School, Pinnacle Bank of Osceola, and the Osceola Post Office on December 11, 2020. A copy of the agenda items is tentative and may be changed by the Board if necessary.

2. Opening Procedures

2.1. Call the Meeting to Order

President Boruch called the regular meeting to order at 7:23 PM and informed those in attendance that a current copy of the Open Meetings Act is posted in the meeting room, then directed the public to its location.

2.2. Roll Call

Jennifer Boruch:	Present	Michael Neujahr:	Present
Jena Mentink:	Present	Douglas Rathjen:	Present
Anthony Mestl:	Present	Chelsey Tonniges:	Present

Also in attendance were Superintendent Lavaley, Principal Dale Maynard, Principal Brett Webster and Debra Berry. Daisy Naber, a newly elected board member, was in attendance to observe the meeting.

2.3. Excuse Board Members Who Are Absent

To excuse Michael Neujahr passed with a motion by Douglas Rathjen and a second by Chelsey Tonniges.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

Michael Neujahr arrived at 7:26 PM.

3. Approval of Agenda

To approve the agenda as written passed with a motion by Jena Mentink and a second by Douglas Rathjen.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

4. Recognition of Visitors/Communications from the Public

Daisy Naber was in attendance to observe the meeting. No other patrons were present.

5. Reports

5.1. Principals Reports

5.1.1. Elementary Report

Elementary Principal Brett Webster gave his written and oral report about: MAPS testing for the winter session will be completed this week; Acadience testing will be completed this week; 1:30 PM dismissal on Tuesday, December 22nd for winter break; the Winter Concert will be recorded this Wednesday and Thursday; and the AR parties are scheduled for Monday, December 21st in the classrooms.

5.1.2. MS/HS Report

MS/HS Principal Dale Maynard gave his written and oral report about: Tim and Chelsey Girard donated to the "Beef in Schools" program; Speech season is about to begin; the OHS Wrestling Invite was successful; a volunteer book study with staff has started; 18 students are signed up for college classes; STUCO is visiting Good Samaritan Center in Osceola on Tuesday, December 15th; semester finals will be Friday, December 18th, and Monday, December 21st; MS and HS games are being strived; COVID cases are being monitored; and round 2 of MAPS testing will begin after the winter break.

5.2. Superintendent's Report

Superintendent Jason Lavaley gave his written and oral report about: updates on the new addition; the possibility of a provider for the daycare center; the scheduling of the Coffin house is being discussed with the Osceola Fire Department; the lot east of the old gym has been surveyed; the changes of the state's and NSAA's COVID guidelines; NASB's board updates; the possibility of purchasing conference banners for the gym in the new addition; a new telephone system will start to be installed on Friday, December 18th; COVID cases in the Four Corners Health Department region, Polk County, and the school; and the Superintendent's calendar.

5.3. Board Reports

President Jennifer Boruch gave an oral report about: the board meeting notices need to be published in a paper with local distribution; the board minutes need to reflect that board members are attending the board meetings via Zoom; the board minutes need to state that votes are cast electronically from board members attending the board meetings via Zoom; texts addressed to the Board should only be acknowledged without a conversation; Title IV policy, name of coordinator, and school's process of investigation needs to be posted on the school's website; and all handbooks, negotiated agreements, policies, old agendas, and contact information need to be available on the school's website.

6. Action Items

6.1. Consent Agenda

To approve the consent agenda passed with a motion by Jena Mentink and a second by Chelsey Tonniges.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

6.1.1. Approval of the Previous Meeting's Minutes

6.1.2. Treasurer's Report

6.1.3. Payment of general fund claims in the amount of \$360,508.60

6.1.4. Payment of bond fund claims in the amount of \$106,658.75

6.1.5. Payment of special building claims of \$684,055.48

6.2. Consider, discuss, and take all necessary action to approve letters for Jacob Wusk and Allie Ray to be certified as local substitutes at Osceola Public Schools.

To approve letters to NDE requesting approval for Mr. Jacob Wusk and Ms. Ally Ray to be local substitutes for Osceola Public Schools passed with a motion by Michael Neujahr and a second by Anthony Mestl.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

6.3. Consider, discuss and take all necessary action on resignation of RaNae Turek as an Elementary Special Education Teacher at the end of 2020-21 school year.

To accept the resignation of Mrs. RaNae Turek as the Elementary Special Education Teacher at the end of 2020-2021 school year passed with a motion by Jena Mentink and a second by Douglas Rathjen.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

Thank you, Mrs. Turek, for your years of service and dedication to Osceola Public Schools.

6.4. Consider, discuss, and take all necessary action on the drainage work on the northeast side of the addition.

To approve work to correct drainage on the northeast side of the new addition was tabled until further information is gathered with a motion by Michael Neujahr and a second by Chelsey Tonniges.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

7. Next Meeting Dates and Times

7.1. Regular meeting, January 11, 2021, 6:00 PM at the Osceola Middle/High School Media Center.

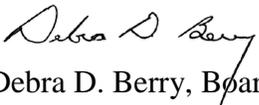
8. Adjournment

To adjourn meeting at 8:27 PM passed with a motion by Douglas Rathjen and a second by Chelsey Tonniges.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

Thank you, Chelsey Tonniges and Doug Rathjen, for your years of service to the Osceola Board of Education. Your hard work and efforts have been truly appreciated. You will be missed.

Respectfully submitted,


Debra D. Berry, Board Secretary Appointed

Board Report - Monthly
GENERAL FUND

Posted - During Check Cycle; Fund Number 01; Processing Month 01/2021

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
33406	AUGIE'S AUTOBODY REPAIR	BUS MIRRORS	319.92
33407	BORUCH, TREVOR	SNOW REMOVAL	1,000.00
33408	CASH-WA DISTRIBUTING	CLEANING EQUIPMENT AND SUPPLIES	1,684.14
33409	CENTRAL NEBRASKA REHABILITATION SERVICES	OT SERVICES	2,271.78
33410	CGSMUSIC	BAND SUPPLIES	69.56
33411	CITY OF OSCEOLA	WATER/SEWER/COMPACTOR	1,697.18
33412	COMPUTER HARDWARE	COMPUTER REPAIR	496.00
33413	CONTROL SERVICES, INC.	SERVICE CONTRACT	1,858.33
33414	DOLLAR GENERAL - REGIONS 410526	STUDENT NEEDS	73.25
33415	EAKES OFFICE PLUS	SUPPLIES	1,261.78
33416	ESSENTIAL SCREENS	DRUG SCREENING	28.00
33418	ESU #7 SPECIAL EDUCATION DEPT	SPED SERVICES	11,913.51
33417	ESU #7	IT GLUE	375.00
33419	FOLLETT SCHOOL SOLUTIONS, INC.	LIBRARY BOOKS	249.43
33420	FRONTIER COOPERATIVE COMPANY	FUEL	1,731.43
33421	GLUNZ, BRENDA	PSYCHOLOGIST SERVICES	1,640.40
33422	HEARTLAND COMMUNICATIONS	TEST TELEPHONE LINES	300.00
33423	J.W. PEPPER & SON, INC.	MUSIC	289.99
33424	JACKSON SERVICES, INC.	RUG SERVICE	260.36
33425	JAYMAR BUSINESS FORMS, INC	TAX FORMS	108.55
33426	JOSTENS, INC.	DIPLOMA COVERS	174.80
33427	KSB SCHOOL LAW	LEGAL SERVICES	27.50
33428	M & O DOOR PRODUCTS	PARTS/LABOR/REPAIRS	304.00
33429	MATHESON TRI-GAS, INC.	SUPPLIES	35.58
33430	MENARDS	SUPPLIES	118.47
33431	MID-AMERICAN RESEARCH CHEMICAL	SUPPLIES	184.05
33432	NEBRASKA SAFETY CENTER	BUS DRIVER TRAINING	225.00
33433	OFFICENET, INC.	COPIER LEASE	198.45
33434	OPTUM	FLEX PLAN FUNDING	150.00
33435	OSCEOLA FOOD MART	SUPPLIES	164.62
33436	OSCEOLA TIRE AND SERVICE, LLC	PARTS/LABOR/REPAIRS	868.33
33437	PINNACLE BANK	SUPPLIES	35.59
33438	PINNACLE BANK	SUPPLIES	53.98
33439	PINNACLE BANK	SUPPLIES	1,895.69
33440	POLK COUNTY NEWS	PRINTING	102.34
33441	POLK COUNTY RPPD	ELECTRICITY	13,926.55
33442	PRESTO-X	PEST CONTROL	376.00

Board Report - Monthly

Posted - During Check Cycle; Fund Number 01; Processing Month 01/2021

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
33443	RIDER CLASSROOM SPANISH, LLC	VIRTUAL CLASSROOM	5,000.00
33444	SCHMIDT SPEECH LANGUAGE PATHOLOGY SERVICES, LLC	SPEECH SERVICES	4,622.80
33445	SHELBY LUMBER CO., INC,	PAINT	39.99
33446	SPARQ DATA SOLUTIONS, INC.	SOFTWARE	3,800.00
33447	SPORT SAFE TESTING SERVICE, INC.	RANDOM DRUG TESTING	586.00
33448	TONNIGES CHEVROLET, INC.	FLUIDS	563.52
33449	TOOLEY DRUG, CO.	MEDICAL SUPPLIES	9.00
33450	TRIPLE "S" SERVICE, LLC	GARBAGE SERVICE	475.00
33451	TRUCK CENTER COMPANIES	PARTS	2,508.08
33452	VERIZON WIRELESS	HOTSPOTS FOR HOMESCHOOLING INTERNET	581.00
33453	WELLS FARGO VENDOR FINANCIAL SERVICES, LLC	COPIER LEASE	104.48
33454	WINDSTREAM	DISTANCE LEARNING SERVICE	107.66
33455	WINDSTREAM	TELEPHONE SERVICE	131.15
33456	WINDSTREAM	TELEPHONE SERVICE	399.04
33457	WINDSTREAM	STATE INTERNET CONTRACT	<u>101.43</u>
Checking Account Total:			<u>65,498.71</u>
GRAND TOTAL:			<u>65,498.71</u>

SPECIAL BUILDING

148	BD CONSTRUCTION, INC/KEARNEY	ROOF REPLACEMENT	793,969.11
151	ELECTRONIC CONTRACTING COMPANY	SHOOTER DETECTION SYSTEM	19,900.00
150	HEARTLAND COMMUNICATIONS	PHONE SYSTEM	10,995.00
152	LOU'S SPORTING GOODS	SIDELINE CHAIRS	21,859.00
147	WILKINS ARCHITECTURE DESIGN PLANNING, LLC	ARCHITECTURAL DESIGN	<u>3,434.65</u>
Checking Account Total:			<u>850,157.76</u>
GRAND TOTAL:			<u>850,157.76</u>

**NEGOTIATED AGREEMENT BETWEEN
POLK COUNTY SCHOOL DISTRICT NO. 72-0019,
A/K/A OSCEOLA PUBLIC SCHOOLS
AND THE OSCEOLA EDUCATION ASSOCIATION
FOR THE 2021-2022 SCHOOL YEARS**

THIS AGREEMENT is made this 11th day of January, 2021 by and between the Board of Education of Polk County School District No. 72-0019, in the State of Nebraska (hereinafter referred to as the “Board” or “District” as the context may require) and the Osceola Education Association (hereinafter referred to as the “Association”).

1. The base salary for the 2021-22 school year shall be \$37,400 payable on a 4% x 4.5% step index salary schedule as attached hereto as Appendix “A” and incorporated herein by this reference as though set forth in full.

2. The Board shall provide Educator’s Health Alliance Blue Cross Blue Shield Preferred \$1,200 deductible in either family or individual health and PPO 100% A, 75% B & 50% C dental insurance (Previous 80-80-50 plan no longer exists, this is its replacement) or the option of Educator’s Health Alliance Blue Cross Blue Shield \$3,600 deductible with Health Savings Account (HSA)

Certificated employees who are employed 50.0% or more shall be provided, at District expense, the same health and dental benefits provided full-time certificated employees on a pro-rata basis.

Married couples, who are both faculty members of the District, will be provided one of the following health insurance benefits for which they qualify:

- a. If the married couple has dependents, the married couple shall be provided one Family Membership health insurance policy and family dental insurance; and

- b. If the married couple does not have dependents, the married couple shall be provided a Single Membership health insurance policy with single dental insurance.

3. The Board agrees to pay the full insurance premium of an income Protection Plan. The insurance coverage shall provide any qualifying disabled individual disability insurance coverage of 66 2/3 of the certificated person’s salary. The policy shall provide forty-five calendar days waiting period.

4. The Board agrees to provide and make available to all certificated staff a 125 Cafeteria Plan only if they do not participate in the Educator’s Health Alliance Blue Cross Blue Shield \$3,600 deductible HSA plan.

5. The provisions for the application of teaching experience on the salary schedule are as follows:
 - a. The District may allow all prior years of teaching experience at the discretion of the

superintendent of schools and /or the board of education;

6. Hours over the BA will be accepted for horizontal advancement on the schedule as follows:

- a. Full credit for all graduate hours in the teaching field.
- b. Full credit for all undergraduate hours earned after the BA at the request of the administration; and
- c. Half credit for all graduate hours earned in professional education outside the specific teaching field.

7. Teacher educational fund created – goes into effect in 2018-19.

A total of \$10,000 will be available for educational credits on a first come first serve basis. Teachers must apply for funds after successfully completing courses in curriculum instruction or their educational field. No administration courses will qualify, unless requested by the district. This will be limited to two classes per year per person, with no maximum per person during employment. This will take effect during the 2018-2019 school year. Specifics of the plan are as follows:

Definitions:

For the purpose of defining the terms of this contract, the following definitions will apply:

- “district” will refer to Osceola Public School District 72-0019,
 - “teacher” will refer to a district employee whose function is performing classroom instruction, reference resource management, student resource management, and guidance, and other duties that require post-secondary degree education to perform the function of that employee's position,
- “administrator” will refer to the district employee whose title and function includes superintendent or principal;
- “administration” will refer to the collective set of district administrators;
- “college course” will refer to class work culminating in an end-of-term grade that is not deemed as an audit or pass/fail at an accredited post-secondary education institution;

Purpose:

This benefit is made available to the teachers employed by the district to provide financial relief for a teacher to pursue educational enhancement that returns benefit to the district.

Qualifications:

College courses that are eligible for the benefit must either be

- a. in, relating to, or a prerequisite for college courses, specific to the subject area or subject matter the teacher is teaching in the district; or
- b. in, relating to, or a prerequisite for college courses, specific to a new endorsed instructional area that is pre-approved by the administration.

College courses in administration, unless specifically required for reference material, resource management, student guidance, or requested by the district will not be covered by this benefit.

District Limitations:

For the period beginning 1 August 2018 through 31 July 2019, and thereafter, the total reimbursement by the district for all requests will not exceed \$10,000.

Procedure:

The teacher will notify the administration prior to registering for a college course they are interested in taking in order to get the course approved. The teacher will provide the administration with the estimated costs associated with the course or courses, and the administration will approve for the teacher the availability of the reimbursement budget for covering the college course or sources.

The teacher can then register for the college course and will then provide the administration with a copy of a successful registration to the college course and this will set the date to give "first come, first served" priority in providing reimbursement.

The teacher will complete the course and when the grades for the college course are made available, the teacher will supply an official report of the grade achieved along with a receipt or other proof of the amount the teacher paid to take the college course, to the administration. Provided that there are funds for the college course or courses, verification of attaining at least a "B" in the college course, and proof that the teacher has paid for the college course, the district will reimburse the teacher for the cost of the tuition.

8. The payment for extra duties, as provided for under the extra duty payment schedule, shall be in addition to the yearly increase.
9. Each full-time employee shall be eligible for sick leave, without loss of pay as follows:
 - a. Subject to the terms of paragraph 3, on the first day of each school year, an employee shall be eligible to receive ten days of sick leave during the school year. Eligibility for sick leave is granted at no other time, except in the case of an employee hired after the first day of the school year.
 - b. Subject to the terms of paragraph 3, days of sick leave not used in one school year shall be added to the days of sick leave which an employee is eligible to receive on the first day of the following year, except that no employee shall be credited with more than forty-five days of sick leave. An employee may receive in one year all sick leave thus accumulated. Should a teacher, as of the last day of any school year, accumulate more than thirty-five (35) unused sick leave days, the teacher will be entitled to, on or before June 15th immediately following the school year, turn back to the school district any unused sick days in excess of thirty-five (35) days, and shall be paid by the School district twenty-five dollars (\$25.00) for each day the teacher is entitled to. Such payment will be made with the July paycheck.
 - c. Sick leave is granted for leave for personal illness, medical and dental appointments, or for illness in the employee's immediate family, i.e. father, mother, son, daughter, husband, or wife. Sick leave may also be granted for an employee's sibling in the situation of extenuating circumstances or an emergency situation with the approval of the superintendent of schools.
 - d. Each teacher shall be granted 3 non-accumulating paid bereavement days per occurrence

in the event of the death of the teacher and spouse's immediate family, including spouse, child, child's spouse, parent, grandparent, grandchild, sibling, sibling's spouse, aunt, uncle and 1st cousin. Other bereavement leave may be granted by the administration through the availability and use of sick leave.

- e. Employees hired after the first day of the school year shall be eligible to receive one day of sick leave for each month of employment or any part thereof, during the remainder of that school year. Thereafter eligibility for sick leave is determined as provided in paragraphs (a) to (d), both inclusive.

- 10. A school employee may be granted one day of leave annually without loss of pay for the purpose of attending a professional meeting. Prior administrative approval is required. An additional day may be granted if it is arranged ahead of time with the administration.

Professional meetings shall be defined as any activity where a staff member will receive formal instruction by a certificated instructor in either his/her teaching fields or in the paid activities that he/she coaches or sponsors. Requests for professional leave for other reasons are to be brought to the Board. A second day of professional leave may be granted consecutively or at another time by the Superintendent under the above professional meeting definition. Reimbursement for expenses shall be made for both days of professional leave up to the negotiated limit. This limit shall apply to both days as a total. Professional leave reimbursement may be paid for a Saturday, Sunday, or any other non-paid day professional leave is granted upon request. The actual day of leave may still be used at a later date without paid expenses. The \$40 limit applied to both days together.

District 72-0019 will annually budget an amount equal to \$40 multiplied by the number of full time classroom teachers for professional leave expense allowances. Up to \$40 will be paid to each teacher who submits documented expense claims for registration, fees, lodging, meals, (and travel).

If a cash balance of the above budgeted amount remains at the end of the school year, teachers whose documented professional leave expenses exceeded \$40 will be eligible for additional reimbursement. If the total of the unpaid balance of the claims is less than the remaining balance, the remainder will be paid in full. However, if the unpaid portion exceeds the remaining balance, this balance will be prorated to the claimants.

- 11. Three days of personal leave shall be granted upon notification to the Superintendent. A teacher may acquire a 4th personal day per contract year by trading 2 sick leave days for an extra personal day. The District will buy back any unused personal days at a rate of \$80/day of unused personal leave. A teacher will not be reimbursed for the 4th personal day that they traded sick leave to obtain.
- 12. In the event the teacher anticipates a horizontal increase due to additional summer study, he/she must inform the Superintendent in writing prior to June 1 of the present academic year. His/her contract will not show this horizontal increase but will be revised to do so at the beginning of the school term when evidence of the teacher's grade transcript of work completed has been presented to the Superintendent.

13. A teacher may advance one step horizontally, and one step vertically per year on the salary schedule. However, through extra courses and a full summer of study it is possible to advance two steps horizontally.
14. A teacher may be assigned to substitute for another teacher without extra compensation if the substituting teacher's own class(es) will not be in session at the time. The substituting teacher will be paid \$20 for each occasion when such service deprives the teacher of his/her assigned preparation period that same day.
15. All bargaining unit members shall be given written notice of their schedules and extra-duty assignments for the forthcoming year no later than May 15. In the event that changes in such schedules or assignments are proposed after that date, all teachers affected shall be notified in writing by the Administration prior to the change being made.
16. The District will contribute \$250 annually to the Osceola Education Association for the purpose of it subscribing to professional journals. The OEA will order the subscriptions and make payment for the journals from its treasury.
17. One Copy of the Grievance Procedure, which was negotiated by the Osceola Education Association and District 72-0019 is kept in the OEA files. Another copy is filed in the Superintendent's office.
18. This contract shall be effective for the 2021-22 school years. If a new and substitute contract has not been enter into prior to the end of the 2020-2021 school year, the terms of this contract, except for the provisions of paragraph 2, shall continue in full force and effective until such substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2021-22 school year.
19. Definition of work day:

The length of the school day and starting and ending times shall be selected by the Board. The length of the normal school day shall be no more than eight hours, which includes thirty minutes of duty-free lunch. The contract days identified by the Board shall be specifically set forth in each teacher's contract.

This agreement was adopted by the Osceola Education Association on the 5th day of January, 2021 and adopted by the Board of Education of the School District on the 11th day of January 2021.

President, Osceola Education Association

President, Board of Education

Appendix "A"

Step	Column	Osceola Salary Schedule 2020-21						
0.040	0.045							
\$37,400								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	1.000	1.045	1.090	1.135	1.180	1.180	1.225	1.270
	37,400.00	39,083.00	40,766.00	42,449.00	44,132.00	44,132.00	45,815.00	47,498.00
2	1.040	1.085	1.130	1.175	1.220	1.220	1.265	1.310
	38,896.00	40,579.00	42,262.00	43,945.00	45,628.00	45,628.00	47,311.00	48,994.00
3	1.080	1.125	1.170	1.215	1.260	1.260	1.305	1.350
	40,392.00	42,075.00	43,758.00	45,441.00	47,124.00	47,124.00	48,807.00	50,490.00
4	1.120	1.165	1.210	1.255	1.300	1.300	1.345	1.390
	41,888.00	43,571.00	45,254.00	46,937.00	48,620.00	48,620.00	50,303.00	51,986.00
5	1.160	1.205	1.250	1.295	1.340	1.340	1.385	1.430
	43,384.00	45,067.00	46,750.00	48,433.00	50,116.00	50,116.00	51,799.00	53,482.00
6	1.200	1.245	1.290	1.335	1.380	1.380	1.425	1.470
	44,880.00	46,563.00	48,246.00	49,929.00	51,612.00	51,612.00	53,295.00	54,978.00
7	1.240	1.285	1.330	1.375	1.420	1.420	1.465	1.510
	46,376.00	48,059.00	49,742.00	51,425.00	53,108.00	53,108.00	54,791.00	56,474.00
8	1.280	1.325	1.370	1.415	1.460	1.460	1.505	1.550
	47,872.00	49,555.00	51,238.00	52,921.00	54,604.00	54,604.00	56,287.00	57,970.00
9		1.365	1.410	1.455	1.500	1.500	1.545	1.590
		51,051.00	52,734.00	54,417.00	56,100.00	56,100.00	57,783.00	59,466.00
10		1.405	1.450	1.495	1.540	1.540	1.585	1.630
		52,547.00	54,230.00	55,913.00	57,596.00	57,596.00	59,279.00	60,962.00
11			1.490	1.535	1.580	1.580	1.625	1.670
			55,726.00	57,409.00	59,092.00	59,092.00	60,775.00	62,458.00
12				1.575	1.620	1.620	1.665	1.710
				58,905.00	60,588.00	60,588.00	62,271.00	63,954.00
13					1.660	1.660	1.705	1.750
					62,084.00	62,084.00	63,767.00	65,450.00
14						1.700	1.745	1.790
						63,580.00	65,263.00	66,946.00
15							1.785	1.830
							66,759.00	68,442.00
16								1.870
	Superintendent							69,938.00

De Jim Lauf

School District	ESU	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	2021 base	2122 base	Increase	Health Insurance deductible	Dental Plan
Adams Central	09	Shawn Scott	shawn.scott@adams-central.org		\$37,400			\$1050/\$3500	PPO 100%ABC
Ainsworth	17	Dale Hafer	dhafer@ainsworthschools.org	yes	\$36,350	\$37,000	\$650	\$900	80% A & B, 50% C
Allen Consolidated	01	Mike Pattee	mpattee@allenschools.org		\$36,650			\$1,050	80% A & B, 50% C
Alliance	13	Troy Unzicker	troy.unzicker@alliancebulldogs.org	yes	\$34,800	\$35,700	\$900	\$1450/\$3500	80% A & B, C
Alma	11	Jon Davis	jon.davis@almacardinals.org		\$35,350			\$1050/\$3500	PPO 100% A 75% B 50% C
Amherst	10	Tom Moore	tmoore@amherstbroncos.org		\$0			\$750	
Anselmo-Merna	10	Logan Lightfoot	logan.lightfoot@amcoyotes.org		\$0			\$1500/\$3000	80% A & B, 50% C
Ansley	10	Gordon Goodman	ggoodman211961@gmail.com		\$0			\$1,000	80% A & B, 50% C
Arapahoe	11	George Griffith	george.griffith@arapahoewarriors.org		\$35,400			\$900/\$3500	80% A & B, 50% C
Arcadia	10	Mike Williams	mike.williams@apshuskies.org	yes	\$34,800	\$35,425	\$625	\$1050/\$3600	80% A & B, 50% C
Arlington	03	Dawn Lewis	dawn.lewis@apseagles.org		\$38,930			\$1050/\$3600	80% A & B, 50% C
Arnold	10	Joel Morgan	joel.morgan@arnoldpublicschools.org		\$34,800			\$600/\$3500	80% A & B, 50% C
Arthur County	16	Barry Schaeffer	barry.schaeffer@arthurcountywolves.org	yes	\$35,500	\$35,500	\$625	\$1200/\$3600	PPO 100% A 75% B 50% C
Ashland-Greenwood	02	Jason Libal	jason.libal@agps.org		\$0			\$750	80% A & B, 50% C
Auburn	04	David Patton	david.patton@apsbulldogs.org		\$0			\$750/\$3100	80% A & B, 50% C
Aurora	09	Jody Phillips	jphillips@4rhuskies.org		\$35,800			\$1,050	80% A & B, 50% C
Axtell	11	Rob Gregory	rob.gregory@axtellwildcats.org	yes	\$35,700	\$36,300	\$600	\$1050/\$3500	100% A 75% B 50% C
Bancroft-Rosalie	02	Jon Cerny	jcerny@esu2.org	yes	\$36,500	\$37,000	\$500	\$900/\$3500	PPO 80%A&B 50%C
Banner County	13	Evelyn Browne	evelyn.browne@bcswildcats.org		\$35,600			\$650/\$3500	PPO 80%A&B 50%C
Battle Creek	08	Jake Luhr	jluhr@bcpsne.info	yes	\$36,650	\$37,150	\$500	\$900	PPO 100% A 75% B 50% C
Bayard	13	Travis Miller	travis.miller@bayardtigers.org		\$0			\$1,500	80% A & B, 50% C
Beatrice	05	Jason Alexander	jalexander@bpsnebr.org		\$35,825			\$1050/\$3500	80% A & B, 50% C
Bellevue	03	Sharra Smith	sharra.smith@bpsne.net		\$36,320			\$600/\$3500	ABC, 50% D
Bennington	03	Terry Haack	thaack@bennps.org		\$35,550			\$900	100% ABC
Bertrand	11	Jason Brown	jason.brown@bertrandvikings.org	yes	\$35,300	\$35,900	\$600	\$1,050	PPO 80%A&B 50%C
Blair	03	Randy Gilson	randy.gilson@blairschools.org		\$35,875			\$1450/\$3500	80% A & B, 50% C
Bloomfield	01	Shane Alexander	salexander@blfdbees.org	yes	\$36,500	\$37,000	\$500	\$1,450	80% A & B, 50% C
Blue Hill	09	Joel Ruybalid	jruybalid@esu9.org		\$36,620			\$1050/\$3500	
Boone Central	07	Nicole Hardwick	nhardwick@boonecentral.esu7.org	yes	\$35,425	\$36,000	\$575	\$900/\$3500	80% A & B, 50% C
Boyd County Schools	08	Michael Brown	mbrown@boydcounty.org		\$35,550			\$1,050	80% A & B, 50% C
Brady Public School	16	James McGown	jmcgown@bradyschools.org		\$35,900			\$1,050	100% ABC
Bridgeport	13	Vonnie Brown	brownv@bpsedu.org		\$34,750			\$750	80% ABC
Broken Bow Schools	10	Darren Tobey	darren.tobey@bbps.org		\$35,700			\$1,050	ABC, 50% D
Bruning-Davenport	05	Kolin Haecker	khaecker@bdstorm.org		\$37,350			\$1050/\$3500	80%ABC
Burwell	10	Darrin Max	darrin.max@burwellpublicschools.com		\$35,000			\$1,050	100% A 75% B 50% C
Callaway	10	Bryon Hanson	bhanson@callawaypublicschools.org		\$0			\$1050/\$3500	80% A & B, 50% C
Cambridge	11	Greg Shepard	gregory.shepard@cambridgetrojans.org		\$35,900			\$1050/\$3500	80% A & B, 50% C
Cedar Bluffs	02	Harlan Ptomey	hptomey@esu2.org	yes	\$37,100	\$37,800	\$700	\$1050/\$3500	PPO 80%A&B 50%C
Centennial	06	Tim DeWaard	tim.dewaard@centennialbroncos.org		\$37,000			\$650	PPO 80%A&B 50%C
Central City	07	Jeff Jensen	jjensen@centralcityps.org	yes	\$35,275	\$35,850	\$575	\$1050/\$3500	PPO 80%A&B 50%C
Central Valley (Greel-Wolb)	10	Amy Malander	amalander@centralvps.org		\$36,810			\$900	80% A & B, 50% C
Centura	10	Ryan Ruhl	ryan.ruhl@centuraps.org		\$36,200			\$1,050	80% A & B, 50% C
Chadron	13	Ginger Meyer	ginger.meyer@chadronschools.net		\$36,500	\$37,050	\$550	\$1150/\$3500	PPO 80%A&B 50%C
Chambers	08	Jesse, Frank	frankjesse@esu8.org	yes	\$35,300	\$36,300	\$1,000	\$900	80% A & B, 50% C
Chase County	15	Adam Lambert	adamlambert@chasecountyschools.org		\$35,600			\$1,450	PPO 80%A&B 50%C
Clarkson	07	Rich Lemburg	rlemburg@clarkson.esu7.org		\$36,750			\$1,450	

Cody-Kilgore	17	Ryan Orrock	ryan.orrock@cody-kilgore.com		\$35,200					80% A & B, 50% C
Columbus	07	Troy Loeffelholz	loeffelholz@discoverers.org	yes	\$38,400	\$38,650	\$250	\$1050/\$3600		PPO 100% A 75% B 50% C
Conestoga	03	Beth Johnsen	bjohnsen@conestogaps.org		\$37,300			\$900		80% A & B, 50% C
Cozad	10	Ron Wymore	ron.wymore@cozadschools.net		\$36,150			\$1050/\$3500		PPO 80%A&B 50%C
Crawford	13	Mo Hanks	eugene.hanks@cpsrams.org		\$36,000					
Creek Valley	13	Patrick Ningen	patrick.ningen@cvsstorm.com	yes	\$35,250	\$35,500	\$250	\$900/\$3500		80% A & B, 50% C
Creighton	01	Rob Thompson	robthompson@chsbulldogs.org	yes	\$36,300	\$37,050	\$750	\$1,050		
Crete	06	Meagan Kershner	meagan.kershner@creteschools.org		\$36,095			\$750/\$3100		80% A & B, 50% C
Crofton	01	Christopher Look	clook@croftonwarriors.org		\$36,450			\$1,050		80% A & B, 50% C
Cross County	07	Brent Hollinger	bhollinger@crosscounty.esu7.org	yes	\$37,000	\$38,000	\$1,000	\$1050/\$3600		80% A & B, 50% C
David City	07	Chad Denker	denker@dcscouts.org	yes	\$36,450	\$37,050	\$600	\$900		PPO 80%A&B 50%C
Deshler	05	Damon McDoonald	damon.mcdonald@deshlerdragons.org		\$34,400			\$1,050		PPO 80%A&B 50%C
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.org	yes	\$36,850	\$37,675	\$825	\$900		PPO 80%A&B 50%C
Doniphan-Trumbull	09	Stan Hendricks	shendricks@dtcardinals.org	yes	\$36,625	\$37,500	\$875	\$1050/\$3600		PPO 80%A&B 50%C
Dorchester	06	Daryl Schunk	dschunk@dorchesterschool.org		\$37,000			\$1050/\$3500		PPO 100% A 75% B 50% C
Douglas County West	03	Melissa Polonicic	mpolonicic@dcwest.org		\$0			\$1050/\$2500		PPO 80%A&B 50%C
Dundy County Stratton	15	Rick Haney	ghaney@dstigers.org	yes	\$37,700	\$40,100	\$2,400	\$900/\$3600		80% A & B, 50% C
East Butler	07	Michael Eldridge	meldridge@ebutler.esu7.org		\$0					80% A & B, 50% C
Elba	10	Allison Pritchard	allison.pritchard@elbaps.org		\$35,800			\$900/\$3500		80% ABC
Elgin	08	Michael Brockhaus	mike.brockhaus@elgineagles.org		\$0					80% A & B, 50% C
Elkhorn	03	Bary Habrock	bhabrock@epsne.org	yes	\$35,515	tba				100% A/75% B/50% C
Elkhorn Valley	08	Darin Hahne	darinhahne@evfalcons.com		\$0			\$900/\$3500		80% A & B, 50% C
Elm Creek	10	Bret Schroder	bret.schroder@elmcreekschools.org		\$35,850			\$1050/\$3500		
Elmwood-Murdock	03	Ryan Knippelmeyer	RKnippelmeyer@emknights.org		\$37,200			\$1,050		
Elwood	11	Daren Hatch	daren.hatch@elwoodpirates.org		\$35,050	\$35,800	\$750	\$1050/\$4000		100% ABC
Emerson-Hubbard	01	Lindsey Beaudette	lbeaudette@ehpirates.org		\$0					PPO 80%A&B 50%C
ESU 01	01	Bill Heimann	bheimann@esu1.org	yes	\$38,380	\$38,975	\$595	\$900/\$2000		
ESU 02	02	Ted DeTurk	tdeturk@esu2.org	yes	\$35,235	\$35,910	\$675	\$1,050		80% A & B, 50% C
ESU 03	03	Dan Schnoes	dschnoes@esu3.org		\$33,250			\$1,150		100% A 75% B 50% C
ESU 04	04	Gregg Robke	grobke@esu4.net		\$36,663			\$1,200		PPO 80%A&B 50%C
ESU 05	05	Brenda McNiff	bmcniff@esu5.org		\$38,010			\$1050/\$2500		PPO 100% A 75% B 50% C
ESU 06	06	John Skretta	john.skretta@esu6.org		\$38,235			\$500		PPO 80%A&B 50%C
ESU 07	07	Lianne Polk	lpolk@esu7.org	yes	\$35,400	TBA		\$1050/\$3600		100% A/75% B/50% C
ESU 08	08	Bill Mowinkel	bmowinkel@esu8.org		\$0			\$600/\$3500		80% A & B, 50% C
ESU 09	09	Emily Burr	emily.burr@esu9.us	yes	\$38,035	\$38,335	\$300	\$1200/\$3600		PPO 100%A 75%B 50%C
ESU 10	10	Melissa Wheelock	mwheelock@esu10.org	yes	\$37,500	\$38,000	\$500	\$900		80%AB,50%C, 75% of Family
ESU 11	11	Greg Barnes	greg.barnes@esu11.org		\$36,120			no insurance, flat salary		
ESU 13	13	Jeff West	jeffwest@esu13.org		\$0					see report
ESU 15	15	Paul Calvert	p.calvert@esu15.org		\$0					
ESU 16	16	Deb Paulman	dpaulman@esusixteen.org		\$0			\$900/\$3500		PPO 100A 75B 50C
ESU 17	17	Dennis Radford	dradford@esu17.org		\$0					
Eustis-Farnam	11	Steve Sampy	steve.sampy@efknights.org		\$35,600			\$1,050		
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net		\$36,700					80% A & B, 50% C
Fairbury	05	Stephen Grizzle	sgrizzle@fairburyjeffs.org		\$35,675					80% A&B
Falls City	04	Tim Heckenlively	theckenlively@fallscityps.org		\$36,500			\$1050/\$3500		PPO 80%A&B 50%C
Fillmore Central	06	Joshua Cumpston	josh.cumpston@fillmorecentral.org		\$0					
Fort Calhoun	03	Jerry Green	jgreen@ftcpioneers.org		\$35,750			\$750		80% A & B, 50% C
Franklin	11	Candace Conradt	candace.conradt@fpsflyers.org	yes	\$35,075	\$35,825	\$750	\$1050/\$3500		80% A & B, 50% C
Freeman	05	Andrew Havelka	andrew.havelka@freemanschools.net		\$36,575			\$1050/\$3500		80% A & B, 50% C
Fremont	2	Mark Shepard	mark.shepard@fpsmail.org		\$36,330			\$1050/\$3500		
Friend	06	David Kraus	d.kraus@friendschool.org	yes	\$36,100	\$36,600	\$500	\$1050/\$3600		80% A & B, 50% C

Fullerton	07	Jeff Anderson	janders@fullerton.esu7.org	yes	\$37,200	\$37,500	\$550	\$1050/\$3500	PPO 80%A&B 50%C
Garden County	13	Jess Underwood	junderwood@gceagles.org		\$0				
Gering	13	Gary Cooper	gary_cooper@sandhillsknights.org		\$36,500			\$1050/\$3500	
Gibbon	10	Vern Fischer	vern.fisher@gibbonpublic.org		\$35,300			\$900	80% A & B, 50% C
Giltner	09	Nick Mumm	nmumm@giltnerschool.us		\$36,100			\$900/\$3500	PPO 80%A&B 50%C
Gordon-Rushville	13	Lori Liggett	lori.liggett@grmustangs.org	yes	\$35,700	\$36,700	\$1,000	\$900/\$3500	80% A & B, 50% C
Gothenburg	10	Todd Rhodes	todd.hrhodes@goswedcs.org		\$36,800			\$1050/\$3500	80% A & B, 50% C
Grand Island	10	Tawana Grover	tgrover@gips.org		\$0			\$1050/\$3500	PPO 80%A&B 50%C
Grand Island Northwest	10	Jeff Edwards	jedwards@ginorthwest.org		\$35,700			\$900/\$3500	80% A & B, 50% C
Gretna	03	Rich Beran	rberan@gpsne.org		\$37,300			\$1050/\$3500	80% A & B, 50% C
Hampton	09	Holly Herzberg	hherzberg@hamptonhawks.us		\$37,000			\$1050/\$3500	80% A & B, 50% C
Hartington-Newcastle	01	A.J. Johnson	adrian@hnsccats.org		\$36,800			\$900/\$3500	
Harvard	09	Michael Derr	mderr@harvardcardinals.org	yes	\$36,400	\$37,000	\$600	\$850	
Hastings	09	Jeff Schneider	jeff.schneider@hpsstigers.org	yes	\$34,750	\$35,600	\$850	\$900/\$3500	PPO 100% A, B, & C
Hay Springs	13	Russ Lechtenberg	russell.lechtenberg@hshawks.com		\$0				80% A & B, 50% C
Hayes Center	15	Tony Primavera	tpriavera@hccardinals.org	yes	\$35,650	\$35,850	\$200	\$850/\$3600	80% A & B, 50% C
Heartland	06	Brad Best	bbest@heartlandschools.net		\$38,033			\$1050/\$3500	80% A & B, 50% C
Hemingford	13	Charles Isom	cisom@gubn.org		\$35,400			\$600	100% ABC
Hershey	16	Jane Davis	jdavis@hpspanthers.org		\$34,350			\$1050/\$3500	80%AB
High Plains	07	Brian Tonniges	btonniges@hpcstorm.org	yes	\$37,950	\$38,250	\$300	\$1050/\$3500	80%AB
Hitchcock County	15	Robert Sattler	rsattler@hcfalcons.org		\$35,100			\$1,050	PPO 80%A&B 50%C
Holdrege	11	Todd Hilyard	todd.hilyard@dusters.org		\$36,550			\$900/\$3500	80% A & B, 50% C
Homer	01	Gregg Cruickshank	gcruickshank@homerknights.org		\$39,100			\$1,150	80% A & B, 50% C
Howells-Dodge Consol.	07	Mark Ernst	mernst@hdcjags.org		\$0				n/a
Humboldt-Table Rock-Steinauer	04	Sherri Edmundson	SherriEdmundson@htrstitans.org		\$37,373			\$1900/\$3000	80% A & B, 50% C
Humphrey Public	07	Greg Sjuts	gregsjuts@humphrey.esu7.org		\$37,250			\$1,050	100%A 75%B 50%C
Hyannis Dist 11	16	Troy Unzicker	tunzicker@apschools.org		\$36,500			\$900	80% A & B, 50% C
Johnson County Central	04	Jon Rother	jon.rother@jccentral.org	yes	\$37,005	\$37,605	\$600	\$1900/\$3600	100% ABC
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbrock.org		\$37,200	\$38,400	\$1,200	\$900	
Kearney	10	Chris Nelson	chmelson@kearneycats.com		\$36,182			\$1050/\$2500	80% A & B, 50% C
Kenesaw	09	Rick Masters	rmasters@kenesawschools.org	yes	\$36,500	\$36,900	\$400	\$1,050	
Keya Paha	17	Dennis Peters	dpeters@kpschools.org		\$0			\$900/\$3500	
Kimball	13	Trevor Anderson	tanderson@kpslonghorns.org	yes	\$35,750	\$36,390	\$640	\$1050/\$3600	100%A 75%B 50%C
Lakeview	07	Plas, Aaron	aplas@lakeview.esu7.org		\$35,450			\$1,050	80% A & B, 50% C
Laurel-Concord	01	Jeremy Christensen	jeremy.christensen@lccschool.org		\$0				PPO 80%A&B 50%C
Leigh	07	Stephanie Petersen	spetersen@leigh.esu7.org		\$36,750			\$1,050	PPO 80%A&B 50%C
Lewiston	04	Rick Kentfield	rkentfield@lewistonschool.net		\$36,850			\$1,200	80% A & B, 50% C
Lexington	10	John Hakonson	john.hakonson@lexschools.org	yes	\$36,375	\$36,775	\$400	\$1200/\$3600	80% A&B
Leyton	13	Chris Geary	chris.geary@leytonwarriors.org		\$35,350			\$850	80% A & B, 50% C
Lincoln Public Schools		Robbie Seybert	rseybert@lps.org		\$46,756			\$1050/\$3500	80% A & B, 50% C
Litchfield	10	Wade Finley	wade.finley@litchfieldps.org		\$35,600			\$750	80% A & B, 50% C
Logan View	02	Jeremy Klein	jklein@loganview.org		\$0				
Loomis	11	Sam Dunn	sam.dunn@loomiswolves.org		\$0			\$600/\$3500	
Louisville	03	Andrew Farber	afarber@lpslions.org	yes	\$37,890	\$38,815	\$925	\$650	80% A & B, 50% C
Loup City	10	Simpson, Angela	angela.simpson@lcpubli.org	yes	\$35,340	\$36,340	\$1,000	\$1,150	100%A 80%B 70%C
Loup County	10	Rod Richardson	r Richardson@loupcountyschools.org		\$35,750			\$1050/\$3500	80% A & B, 50% C
Lyons-Decatur	02	Fred Hansen	fhansen@lyonsdecaturschools.org		\$0			\$900/\$3500	80% A & B, 50% C
Madison	08	Alan Ehlers	aehlers@esu8.org	yes	\$36,500	\$37,300	\$800	\$1,150	PPO 80%A&B 50%C
Malcolm	06	Ryan Terwilliger	rterwill@esu6.org		\$38,400			\$750/\$1650	PPO 80%A&B 50%C
Maxwell	16	Danny McMurtry	dmcumrtry@maxwellschools.org	yes	\$35,165	\$36,165	\$1,000	\$1,450	80% A & B, 50% C
Maywood School	15	Mark Bejot	mark.bejot@maywoodtigers.org	yes	\$34,700	\$35,000	\$300	\$1200/\$3600	PPO 80%A&B 50%C

McCook	15	John Brazell	jbrazell@mccookbison.org		\$36,450			\$1050/\$3500	PPO 80%A&B 50%C
McCool Jct.	06	Curtis Cogswell	ccogswell@mcjmustangs.org		\$37,450			\$1,050	80% A & B, 50% C
McPherson County	16	Timothy Vanderheiden	tvanderheiden@mcstryon.org		\$35,894			\$1,900	
Mead	02	PJ Quinn	pquinn@esu2.org		\$36,950			\$1,050	80% A & B, 50% C
Medicine Valley	15	Alan Garey	agarey@medvalley.org	yes	\$35,600	\$36,050	\$750	\$650	80% A & B, 50% C
Meridian	05	Randall Kort	rkort@meridianmustangs.org	yes	\$37,150	\$37,450	\$300	\$1050/\$3500	PPO 80%A&B 50%C
Milford	06	Kevin Wingard	kwingard@milfordpublicschools.org		\$0			\$750/\$3100	80% A & B, 50% C
Millard	03	Chad Meisgeier	cmmeisgeier@mpsomaha.org		\$0			\$750/\$3100	
Minatare	13	Tim Cody	supttimcody@gmail.com		\$35,150			\$600	80% A&B
Minden	11	James Widdifield	james.widdifield@mindenwhippets.org	yes	\$37,250	\$37,650	\$400	\$1050/\$3500	PPO 100% A 75% B 50% C
Mitchell	13	Kathy Urbanek	kurbanek@mitchelltigers.org		\$36,000				
Morrill	13	Joe Sherwood	joe.sherwood@mpslions.org		\$0			\$750/\$3100	
Mullen	16	Chris Kuncel	chris.kuncel@mullenpublicschools.org	yes	\$35,500	\$36,300	\$800	\$600/\$3500	80% A & B, 50% C
Nebraska City	04	Mark Fritch	mfritch@nebcityps.org		\$35,300			\$1,050	80% A&B, 50% C
Neligh-Oakdale	08	Ron Beacom	rbeacom@nowarriors.org	yes	\$36,140	\$36,640	\$500	\$1,150	
Newman Grove	08	Mikal Shalikow	mikal.shalikow@ngpublicschools.com	yes	\$36,300	\$37,389	\$1,089	\$1,450	80% A&B, 50% C
Niobrara	01	Margaret Sandoz	msandoz@niobraraschools.org		\$37,100			\$1,050	
Norfolk	08	Bill Robinson	billrobinson@npsne.org	yes	\$37,232	\$37,507	\$275		80% A & B, 50% C
Norris	06	John Schwartz	john.schwartz@nsdltitans.org	yes	\$38,060	\$38,335	\$275	\$1000/\$3500	80% A & B, 50% C
North Bend Central	02	Dan Endorf	dendorf@nbtigers.org		\$35,350				PPO 80%A&B 50%C
North Platte	16	Stuart Simpson	ssimpson@nppsd.org		\$37,595			\$2,500	PPO 100%A 75%B 50%C
O'Neill	08	Amy Shane	amyshane@oneillschools.org		\$35,600			\$1450/\$3600	100%A 75%B 50%C
Oakland-Craig	02	Jeff Smith	jsmith@ocknights.org		\$35,515			\$600	80% A & B, 50% C
Ogallala	16	Mike Apple	mikeapple@opds.org	yes	\$35,950	\$36,675	\$725	\$1050/\$3500	PPO 100% A,B,C
Omaha Public Schools		Megan Neiles-Brasch	megan.neiles-brasch@ops.org		\$42,500				80% A&B, 50% C
Ord	10	Heather Nebesniak	hnebesniak@ordps.org		\$36,450			\$900	PPO 100% A,B,C
Osceola	07	Jason Lavaley	jlavaley@osceola.esu7.org	yes	\$37,100	\$37,400	\$300	\$1050/\$3500	PPO 80%A&B 50%C
Osmond	08	Dave Hamm	dhamm@esu8.org	yes	\$36,150	\$36,700	\$550	\$900	80% A & B, 50% C
Overton	10	Mark Aten	mark.aten@overtoneagles.org		\$34,850			\$1050/\$3500	80% A & B, 50% C
Palmer	07	Joel Bohlken	jbohlken@palmer.esu7.org	yes	\$36,550	\$37,450	\$900	\$650	80% A & B, 50% C
Palmyra	04	Mike Hart	hart.mic@districtor1.net		\$38,800			\$900	PPO 80%A&B 50%C
Papillion-La Vista	03	Kati Settles	ksettles@paplv.org		\$37,765			\$1900/\$3500	
Pawnee City	04	Brian Rottinghaus	brottinghaus@pawneecityschool.net	yes	\$36,800	\$37,800	\$1,000	\$1,200	100%A 75%B 50%C
Paxton	16	Del Dack	del.dack@paxtonschools.org	yes	\$34,600	\$35,400	\$800	\$650/\$3500	80% A & B, 50% C
Pender	01	Jason Dolliver	jadolliv@penderschools.org	yes	\$35,140	\$35,740	\$600	\$1050/\$3500	PPO 100% A,B,C
Perkins County Schools	16	Phillip Picquet	phillip.picquet@perkinscountyschools.org		\$0			\$900/\$1800	80% A&B
Pierce Public	08	Kendall Steffensen	kendallsteffensen@piercebluejays.org		\$36,050			\$1500/\$3000	
Plainview	08	Darron Arlt	darlt@plainviewschools.org	yes	\$37,150	\$37,890	\$740	\$1,150	80% A & B, 50% C
Plattsmouth	03	Rich Hasty	rhasty@pcsd.org		\$0			\$900	80% A & B, 50% C
Pleasanton	10	Jeff Vetter	jvetter@pleasantonbulldogs.org		\$35,800			\$1050/\$3500	
Ponca	01	Duane Krusemark	duanekrusemark@poncaschool.org		\$0			\$1200/\$3500	PPO 100%A 75%B 50%C
Potter-Dix	13	Adam Patrick	adam.patrick@pdcovotes.org	yes	\$35,575	\$36,000	\$425	\$750	100%A 75%B 50%C
Ralston	03	Jason Buckingham	jason_buckingham@ralstonschools.org		\$36,600			\$1050/\$3500	100%A 75%B 50%C
Randolph	01	Jeff Hoelsing	jeff.hoelsing@rcards.org		\$36,635			\$1,900	PPO 80%A&B 50%C
Ravenna	10	Ken Schroeder	ken.schroeder@ravennabluejays.org		\$35,839			\$900/\$3500	
Raymond Central	02	Derrick Joel	djoel@rcentral.org		\$37,925			\$900	PPO 80%A&B 50%C
Red Cloud	09	Brian Hof	bhof@esu9.org		\$0			\$950	80% ABC, 50% D
Riverside (CdrRap/Spald)	10	Stephanie Kaczor	stephanie.kaczor@riversideps.org	yes	\$35,850	\$36,650	\$800	\$1,050	80% AB
Rock County	17	Mark Otten	motten@rockcountyschools.org		\$35,300			\$1,500	80% A & B, 50% C
Sandhills	10	JD Furrow	jd.furrow@sandhillsknights.org		\$36,200			\$900	80% A & B, 50% C
Santee	01	Justin Hayes	jhayes@santeeschools.org		\$0				PPO 100% A,B,C

Sargent	10	Rod Richardson	rod.richardson@sargentpublicschools.org		\$35,650			\$1450/\$3500	100%A 75%B 50%C
Schuyler	07	Dan Hoelsing	dhoelsing@esu7.org	yes	\$36,250	\$36,800	\$550	\$1200/\$3500	\$0
Scottsbluff	13	Rick Myles	rmyles@sbps.net	yes	\$36,255	\$37,055	\$800	\$900/\$2000	PPO 80%A&B 50%C
Scribner-Snyder	02	Joe Peitzmeier	jpeitz@sstrojans.org		\$37,400			\$1,200	80% A & B, 50% C
Seward	06	Josh Fields	josh.fields@sewardschools.org	yes	\$35,300	\$35,700	\$400	\$1050/\$3600	80% A & B, 50% C
Shelby-Rising City	07	Doug Kluth	dkluth@shelby.esu7.org		\$36,450			\$900/\$3500	80% A & B, 50% C
Shelton	10	Shanna Gannon	sgannon@sheltonbulldogs.org		\$34,325			\$1,050	100% ABC, 50% D
Shickley	06	Sadie Coffey	scoffey@longhornpower.org		\$36,175			\$900/\$3500	
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$36,000	\$36,600	\$600	\$900	80% A & B, 50% C
Silver Lake Public	09	Terry Bauer	terrybauer@silverlakemustangs.org		\$0				80% A & B, 50% C
Sioux County	13	Brett Gies	bgies@siouxcountyschools.org	yes	\$39,100	\$40,250	\$1,150	\$650	PPO 80%A&B 50%C
South Central USD #5	09	Julie Otero	jotero@southcentralusd.us		\$36,000			\$1050/\$3500	PPO 80%A&B 50%C
South Platte	16	David Spencer	dspencer@southplatteschools.com		\$0				
South Sioux City	01	Erin Heineman	erin.heineman@ssccards.org		\$37,400			\$900/\$3500	see rpt
Southern (Wymore)	05	Chris Prosofski	cprosofski@southernschools.org	yes	\$35,757	\$36,507	\$750	\$1050/\$3600	PPO 100%A 75%B 50%C
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@sveagles.org		\$35,400			\$1,150	PPO 80%A&B 50%C
Southwest	15	Todd Porter	todd.porter@swpschools.org	yes	\$35,425	\$36,125	\$700	\$1050/\$3500	PPO 80%A&B 50%C
Springfield-Platteview	03	Brett Richards	brichards@springfieldplatteview.org	yes	\$35,875	\$36,325	\$450	\$1050/\$3600	PPO 80%A&B 50%C
St. Edward	07	Justin Frederick	jfrederick@sted.esu7.org		\$36,500			\$1050/\$3500	PPO 80%A&B 50%C
St. Paul	10	John Poppert	jpoppert8@gmail.com		\$36,200			\$900	PPO 80%A&B 50%C
Stanton Community	08	Darren Soucie	dsoucie@esu8.org		\$36,250			\$105/\$3500	PPO 80%A&B 50%C
Stapleton	16	Howard Gaffney	howard.gaffney@stapletonschools.org		\$0			\$1500/\$3500	PPO 100% A,B,C
Sterling	04	Scott Harrington	sharrington@sterlingpublicschools.com		\$0			\$1050/\$4000	PPO 80%A&B 50%C
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org		\$35,200			\$1050/\$3500	PPO 100%A 75%B 50%C
Summerland (Clearwater, Ewing, Orchard)	08	Dale Martin	dmartin@esu8.org	yes	\$35,000	\$36,100	\$1,100	\$900	
Summer-Eddyville-Miller	10	Kevin Finkey	kfinkey@semustangs.org		\$35,650			\$900	80% ABC, 50% D
Superior	09	Martin Kobza	mkobza@superiorwildcats.org	yes	\$35,850	\$36,350	\$500	\$1,050	80% A & B, 50% C
Sutherland	16	Dan Keyser	dan.keyser@spsailors.org	yes	\$33,150	\$34,000	\$850	\$900	80% ABC, 50% D
Sutton	09	Dana Wiseman	dwiseman@spsne.org		\$36,925			\$1050/\$3500	100% ABC
Syracuse-Dunbar-Avoca	04	Brad Buller	bbuller@esu6.org		\$37,250				
Tekamah-Herman	02	Dan Gross	dgross@esu2.org	yes	\$35,400	\$36,100	\$700	\$900/\$3500	80% A & B, 50% C
Thayer Central	05	Randy Page	randy.page@thayercentral.net	yes	\$35,930	\$36,430	\$500	\$1450/\$3600	PPO 100A 80B&C 50D
Theford	16	Blake Dahlberg	blake.dahlberg@thedfordschools.org		\$35,830			\$1,050	80% A & B, 50% C
Tri County	05	Randy Schlueter	randy.schlueter@tricotountyschools.org		\$36,550			\$1050/\$3500	80% A & B, 50% C
Twin River	07	John Weidner	jweidner@winriver.esu7.org		\$37,000			\$1,050	80% A & B, 50% C
Uno N Ho N Nation	01	Stacie Hardy	shardy@unpsk-12.org		\$0	\$43,200		\$500	PPO 80% ABC, 50% D
Valentine Community	17	Mike Halley	mhalley@vcsbadger.net		\$36,400			\$1450/\$3500	PPO 80%A&B 50%C
Verdigre Public Schools		Chuck Kucera	chkucera24@gmail.com		\$34,950				
Wahoo	02	Brandon Lavaley	blavaley@wahoowarriors.org	yes	\$35,200	\$37,050	\$1,850	\$1900/\$3600	80% A & B, 50% C
Wakefield	01	Mike Moody	mmoody@wakefieldschools.org		\$0			\$750/\$3100	PPO 100% A, 50% BC
Wallace	16	Tom Sandberg	thsandberg@whscats.org		\$0			\$1050/\$3500	PPO 100%A 75%B 50%C
Walthill	01	Kirk Ahrends	kahrends@walthillschool.org		\$40,704			\$650	80% A & B, 50% C
Wauwata-Palisade	15	Randy Geier	rgeier@wpbroncos.org		\$35,200			\$600/\$3500	80% A & B, 50% C
Wausa	01	Brad Hoelsing	bradhoelsing@wasaschools.org		\$36,200			\$950	
Waverly	06	Cory Worrell	cory.worrell@district145.org	yes	\$37,075	\$37,475	\$400	\$900	80% A & B, 50% C
Wayne	01	Mark Lenihan	malenih1@waynebluedevils.org		\$37,025			\$1000/\$3000	
Weeping Water	03	Kevin Reiman	kreiman@weepingwaterps.org		\$37,150			\$900	80% A & B, 50% C
West Holt	08	Paul Pistulka	paupistulka@westholt.org	yes	\$36,000	\$37,000	\$1,000	\$1,050	
West Point-Beemer	02	Bill McAllister	wmcallister@wpcadets.org		\$36,200	\$36,900	\$700	\$900	80% A & B, 50% C
Westside	03	Enid Schonewise	schonewise.enid@westside66.net		\$38,400				80% AB 50%C
Wheeler Central	08	Rodney Olson	rodolson78@gmail.com		\$35,200			\$1050/\$3500	PPO 100%A 75%B 50%C

Wilber-Clatonia	06	Ray Collins	ray.collins@wilberclatonia.org	yes	\$36,000	\$36,500	\$500	\$1,050/\$3,600	PPO 100%A 75%B 50%C
Wilcox-Hildreth	11	Justin Patterson	justin.patterson@whfalcons.org	yes	\$35,800	\$36,600	\$800	\$1,050	PPO 80%A&B 50%C
Winnebago	01	Dan Fehringer	dfehringer@winnebagok12.org		\$42,134			\$600	80% A & B, 50% C
Winside	01	Andrw Offner	aoffner@winsidewildcats.org		\$36,650			\$1,050	PPO 80%A&B 50%C
Wisner-Pilger	02	Chad Boyer	cboyer@igators.org		\$35,700			\$1050/\$3500	PPO 80%A&B 50%C
Wood River HS	10	Terry Zissen	tzessin@wrrsd.org		\$36,500			\$900	80% A & B, 50% C
Wynot	01	Jeff Messersmith	jeff.messersmith@wynotpublicschools.org					\$900/\$3500	80% A & B, 50% C
York	06	Mitch Bartholomew	mitch.bartholomew@yorkdukes.org	yes	\$35,075	\$35,825	\$750		
Yutan	02	Mitch Hoffer	hoffer@esu2.org		\$36,370			\$1,050	
SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2020-21:									
			number of districts settled	81					
			low		\$0	\$34,000			
			average		\$30,438	\$36,922	\$686		
			median		\$35,884	\$36,738			
			high		\$46,756	\$43,200			
			midpoint info for negotiations		\$33,161	\$36,830			

% Ins. Prem. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
100%		4.5 x 4.5	184
100%		4.5 x 4.5	185
96%		4 x 4	185
stipend	3.30%	4.5 x 4.5	185
100%		4 x 4.5	183
100%		4 x 4.5	182
100%		4 x 4	184
100%		4 x 5	185
100%		4 x 4	184
100%	2.71%	4 x 5	185
100%		4 x 5	186
100%		4 x 5	182
100%		4 x 4	165
100%		4 x 5	185
100%		4 x 5	181
100%		5 x 5	185
100%	3.09%	4 x 4.5	184
100%		4 x 4	185
100%		4.5 x 4.5	183
100%	2.41%	4 x 5	185
100%		4.5 X 4.5	185
100%		5 x 4	186
85%			188
100%		4 x 5	186
100%	3.40%	4 x 4	184
100%		4 x 5	186
100%		4 x 4	185
100%		4 x 4	185
100%	3.49%	4 x 5	185
100%		4.25 x 4.25	185
100%		4 x 4	182
fringe \$16,080		4.5 x 4.5	184
100%		4.5 x 4.5	185
100%		4.25 x 4	184
100%			
100%		4 x 5	182
100%		4 x 4	185
100%		4 x 4	185
100%		4 x 5	185
100%		4 X 5	183
100%		4 x 5	185
100%		4 x 5	185
100%		4.5 x 4.5	185
100%	4.53%	4 x 4	184
100%		4.5 x 4.5	184
100%		4 x 4	185

100%		4 x 5	166
\$715/mo		4.7 x 5	188
100%		4 x 4	185
100%		4.75 x 4.25	185
stipend		4.5 x 4.5	183
100%	3.20%	4.5 x 4.5	185
100%		4.5 x 4.5	185
100%		4.5 x 4.5	186
100%		4 x 4	185
100%		4.5 x 4	185
100%	3.98%	4 x 5	187
100%		4.5 x 4	182
100%		4 X 4	185
100%	3.60%	4 x 5	185
100%		4 x 4.5	185
\$855/mo.		4 x 4	185
100%	3.90%	4 x 4	186
100%		4 x 4.5	190
100%		4 x 5	177
100%		4 x 4.5	185
100%	3.75%		190
100%		4 x 4.5	185
100%		4 x 4	182
100%		4 x 4	185
100%	3.50%	4 x 4.5	184
100%		4 x 4	185
see rpt.	3%		
100%		4.5 x 4.5	185
100%		5 x 5	190
100%		4 x 4	185
\$1300/mo.		4 x 5	185
100%		4 x 4	185
see rpt	4.04%	4 x 5	185
1,100/mo		4 x 5	185
100%	2.04%	4 x 4.5	185
100%		4.75 x 4	185
100%		4 x 4	185
		4.25 x 4.25	185
100%			
100%		5 x 4	185
100%		4 x 4	185
100%		4 x 4	183
100%		4 x 4	185
100%		4 x 5	185
100%		4 x 5	186
100%		4 x 4	185
100%		4 x 5	187
100%	4.27%	4 x 5	185
100%		4 x 4	185
stipend		4.5 x 5	185
100%		4.5 x 4	185

100%	3.45%	4 x 5	185
CIL		4.5 x 4.5	185
50%		4.5 x 4.5	186
100%		4 x 5	185
100%		4 x 4	185
stipend	2.25%	4.5 x 4.5	185
100%		4 x 5	185
100%EHED		Steps1-3(4x5)Steps4-11(6x5)	187
100%		4 x 5	185
100%		4 X4	189
100%		4 x 4	185
cafe plan		4 x 4	185
100%	3.50%	4 x 4	185
	3.39%	4.5 x 4.5	185
100%		4.5 x 4.5	182
100%		4 x 4.5	184
100%		4 x 4	185
100%		4.5 x 4.5	185
100%		5 x 4	185
100%	3.24%	4 x 4.5	185
100%		4 x 4	185
100%		4.5 x 4.5	185
EE only		4 x 4	185
stipend		4 x 4	185
100%		4 x 4	185
100%		4 x 4	185
100%		4 x 4	184
100%		4 x 5	185
100%		4 x 4	185
\$250/mo		4.5 x 4.5	185
100%		4 x 4.5	184
100%		4.25 x 4.25	185
100%		4 x 5	184
100%		4 x 5	185
100%		4 x 4	185
100%		4 x 4	185
100%		4 x 4	185
100%		4 x 5	185
100%		4.5 x 4.5	186
90%			191
100%		4 x 5	185
100%		4 x 5	185
100%		4 x 4	183
see report	2.80%	5 x 3	185
100%		4 x 5	185
100%		4 x 5	185
100%		4 x 5	185
100%		4 x 5	185
cash-in-lieu		4 x 4	185
	2.84%	4 x 4	184
100%		4.5 x 4.5	183

100%		4.5x4.5/4.9	185
100%		4 x 4.5	184
100%		4 x 5	177
100%		4 x 4	185
100%		4 x 4	184
100%	3.00%	4 x 4.5	185
see rpt		4 x 5	186
100%		n/a	192
100%		4 x 5	185
100%	2.98%	4 x 5	185
flat salary		4.5 x 4.5	184
see rpt		4.25 x 4.5	185
100%		4 x 5	183
100%		4 x 5	186
100%	3.26%	4 x 4.25	185
100%		4 x 5	185
100%		4 x 4	185
100%	3.40%	4.5 x 4.5	186
100%	2.50%	4 x 5	187+
100%		4 x 5 mod.	185
		5 x 4	185
100%		4.5 x 4.5	185
100%		4 x 5	185
100%		5 x 4	185
see rpt.			188
100%		5 x 4	185
100%		4 x 4.5	185
100%	3.51%	4 x 4	185
100%	3.71%	4.0 x 4.5	183
#VALUE!		4 x 4.5	185
100%		4 x 4	185
see rpt.		4.5 x 4	190
100%	3.15%	4 x 4	185
100%	3.05%	4.25x4.25	183
100%	3.79%	4 x 5	185
100%		4 x 4	184
100%		5 x 4	185
100%	1.70%	4.25 x 4.25	185
100%		4 x 5 mod.	187
100%		4 x 4.5	182
see rpt		4 x 4	185
100%		4.5 x 4.5	183
91.25%-96%		5 x 4	190
100%		4 x 4	172
100%		4 x 5	185
100%		4 x 5	186
100%		4 x 4	183
100%		4 x 4.5	184
100%		4.25 x 4.25	184
100%		4 x 5	186
100%		4 x 4	185

100%		4 x 5	185
100%		4 x 5	185
50%		4.5 x 4.5	189
100%		4 x 5	185
100%	2.97%	4 x 5	186
100%		4 x 4.5	185
100%		4 x 5	185
100%		4 x 4	185
100%		4.5 x 4.5	185
100%		4 x 4	184
100%	3.03%	4x4	175
100%		4 x 5	185
\$512 CIL		4 x 5	186
100%	4.20%	4 x 4	182
100%		4 x 4.75	184
100%	3.10%	4 x 4	183
100%		5 x 3	185
100%		4 x 4.5	184
100%		4 x 5	185
100%		4 x 5	186
see rpt.		4 x 5	tba
100%		4 x 4	185
100%		4.25 x 4.25	185
100%	4.27%	4.25 x 4.5	185
100%		4.25 x 4.25	184
100%		4 x 5	185
100%		compressed	184
100%		4 x 5	184
		5 x 5	185
100%			185
100%	3.53%	4.5 x 4	185
100%		4 x 5	184
100%		4 x 4	185
100%		4 x 5	185
100%		4 x 4	185
100%		4.5 x 4.5	185
100%	4.82%	4 x 5	186
100%		4 x 4	185
100%		4 x 4	183
100%		4 x 4	185
100%		4 x 5	184
100%		4 x 4.25	185
100%	2.44%	4 x 5	186
see rpt		4 x 5	186
100%		4 x 4	185
100%	3.39%	4.25x4.25	184
100%	2.76%	4 x 5	184
100%		N/A	193
100%		4.5 x 4.5	185

100%		4x4.5	185
100%		4 x 4	183
100%		4 x 4.5	185
100%		4 x 4	185
100%		4 x 5	185
100%		4 x 5	185
100%		4 x 5	170
100%		5 x 4	187
100%		4 x 4	185
	0.0170		165
	0.0329		185
	0.0330		185
	0.0482		193
	0.0330		185



OSCEOLA PUBLIC SCHOOLS

P.O. Box 198
565 S. Kimmel Street
Osceola, NE 68651-0198
Phone (402) 747-3121 Fax (402) 747-3041
<https://osceolaschools.org>

Dr. Jason Lavaley
Superintendent
Dale Maynard
Secondary Principal
Brett Webster
Elementary Principal

January 11, 2021

Teacher Certification
PO Box 94987
Lincoln, NE 68509-4987

Dear Teacher Certification

Please consider this an official request on the part of the Osceola Public School District to the NDE Teacher Certification office to issue a Local Substitute Teaching Certificate to Kelsie Davidson for the Osceola Public School District #19, Polk County. Ms. Davidson has graduated has completed her Associates Degree and is pursuing her Bachelor's Degree in the area of Education. She has completed the minimum requirements to obtain a Local Substitute Certificate.

The School Board of District #19 approved the use of Local Substitute Teaching Certificates in our district several years ago and will reaffirmed this at its January 11, 2021 meeting with a specific motion to allow Ms. Davidson this certificate based upon approval from the Nebraska Department of Education.

I appreciate your time and efforts. If you have any questions, please feel free to contact me.

Educationally yours,

A handwritten signature in black ink that reads 'Dr. Jason Lavaley'.

Dr. Jason Lavaley, Superintendent
Osceola Public Schools

To the Osceola School Board,

After teaching K-12 Music at Osceola Public Schools for three semesters, I have decided to look elsewhere for employment for the coming 2021-2022 school year. The primary reason for my resignation is my belief that I cannot serve band students, especially middle school-aged students, at a high enough level to foster musical excellence and retain a sufficient number of students to make the program successful. Band concerns aside, I have found that teaching K-12 music as a whole is too broad a range for me to teach at what I consider an acceptable level.

Therefore, I am searching for an elementary music position for this coming fall; this is the age range that I felt most successful teaching and building relationships with students. Without my experience at Osceola, I would be unaware of this strength, so I thank you for the opportunity to teach your students and learn how I teach best. To my administration, thank you for your support and guidance during my first years of teaching; you have been essential to my growth as an educator.

And thank you to Osceola as a whole. My wife and I have come to love this town and community, and we will miss it dearly. I wish everyone here all the best in the coming years and hope that the music program will excel under the future music teacher's guidance.

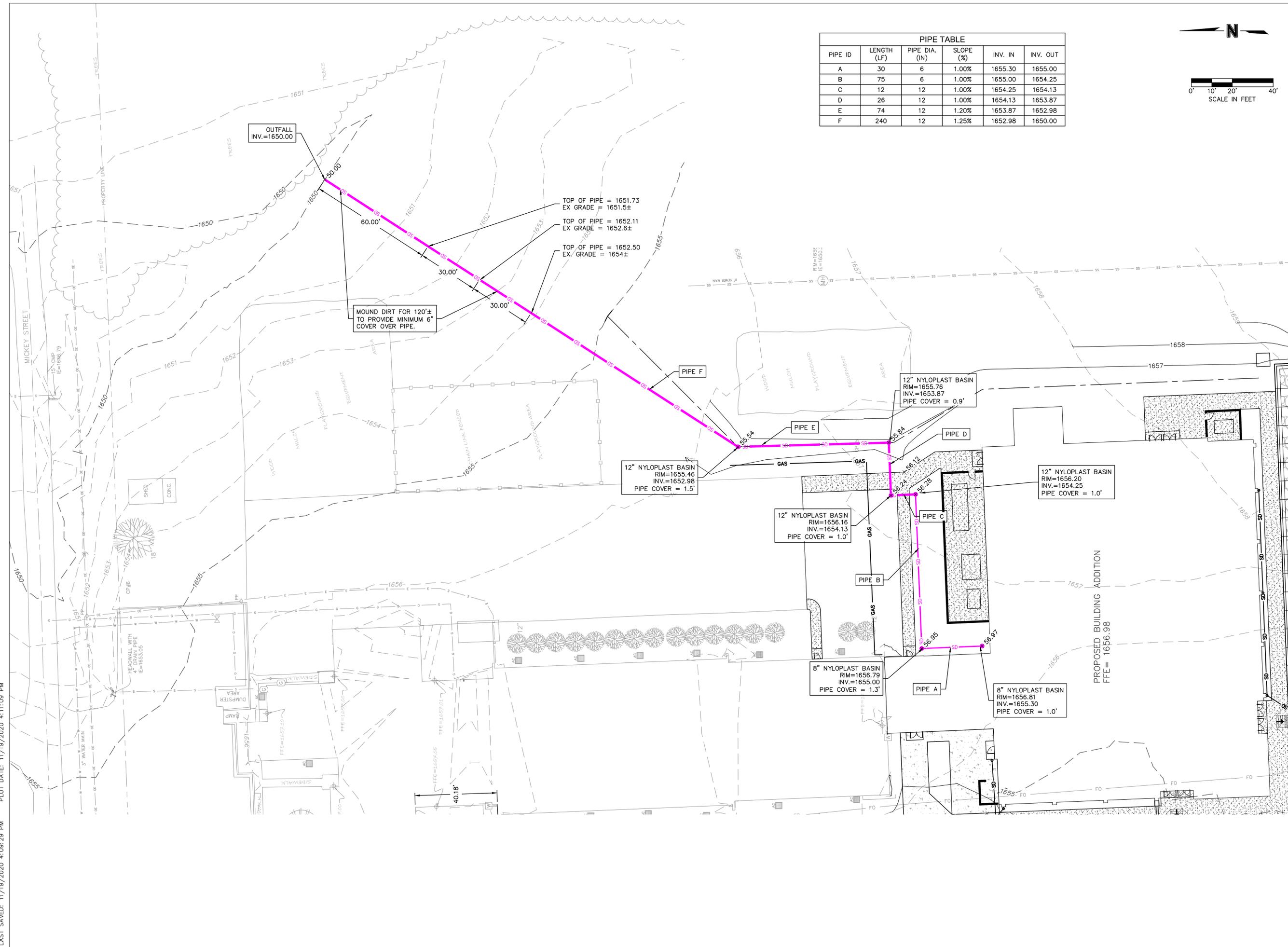
Sincerely,

Caleb Magner

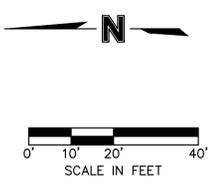
K-12 Music Instructor

Osceola Public Schools

F:\2019\1001-1500\019-1189\40-DESIGN\AUTOCAD\FINAL PLANS\DRAINAGE\DWG\15\19\2020 4:11:09 PM
 LAST SAVED: 11/19/2020 4:09:29 PM



PIPE TABLE					
PIPE ID	LENGTH (LF)	PIPE DIA. (IN)	SLOPE (%)	INV. IN	INV. OUT
A	30	6	1.00%	1655.30	1655.00
B	75	6	1.00%	1655.00	1654.25
C	12	12	1.00%	1654.25	1654.13
D	26	12	1.00%	1654.13	1653.87
E	74	12	1.20%	1653.87	1652.98
F	240	12	1.25%	1652.98	1650.00



MOUND DIRT FOR 120'± TO PROVIDE MINIMUM 6" COVER OVER PIPE.

TOP OF PIPE = 1651.73
EX GRADE = 1651.5±

TOP OF PIPE = 1652.11
EX GRADE = 1652.6±

TOP OF PIPE = 1652.50
EX GRADE = 1654±

12" NYLOPLAST BASIN
RIM=1655.46
INV.=1652.98
PIPE COVER = 1.5'

12" NYLOPLAST BASIN
RIM=1656.16
INV.=1654.13
PIPE COVER = 1.0'

12" NYLOPLAST BASIN
RIM=1655.76
INV.=1653.87
PIPE COVER = 0.9'

12" NYLOPLAST BASIN
RIM=1656.20
INV.=1654.25
PIPE COVER = 1.0'

8" NYLOPLAST BASIN
RIM=1656.79
INV.=1655.00
PIPE COVER = 1.3'

8" NYLOPLAST BASIN
RIM=1656.81
INV.=1655.30
PIPE COVER = 1.0'

PROPOSED BUILDING ADDITION
FFE= 1656.98

FOR REVIEW

**OSCEOLA PUBLIC SCHOOLS
 ADDITION
 Osceola, Nebraska**

Revision/Issue	Date

DRAINAGE EXHIBIT

Project Number: 1911
 Date: October 10, 2019
 Copyright © 2019
 WILKINS Architecture | Design | Planning L.L.C.