

## **Agenda**

1. Osceola Public Schools Board of Education Information
2. Opening Procedures
  - 2.1. Call the Meeting to Order
  - 2.2. Roll Call
  - 2.3. Excuse Board Members Who Are Absent
3. Annual reorganization of the Board of Education
  - 3.1. Election of Officers as per Board Policy #2002
    - 3.1.1. Election of President
    - 3.1.2. Election of Vice President
    - 3.1.3. Election of Treasurer
    - 3.1.4. Election/appointment of Secretary
  - 3.2. Approval of designations, positions, and committees as per Board Policy #2002
    - 3.2.1. Consider, discuss and take action to select legal counsel
    - 3.2.2. Consider, discuss and take action to select depository bank
    - 3.2.3. Consider, discuss and take action to select district newspaper of record
    - 3.2.4. Appointment of committees as per Board Policy #2002: Negotiations; Curriculum; Americanism Committee and Staff Relations; Transportation; Facilities; Budget; Policy; Technology; Rule 10 Safety; LB 757 Safety; School Improvement
  - 3.3. Approval of current Board policies and regulations.
  - 3.4. Designate date for the annual review of BOE Policies.
  - 3.5. Disseminate conflict of interest statutes
4. Recognition of Visitors/Communications from the Public
5. Reports
  - 5.1. Maintenance Report
  - 5.2. Activities Director Report
  - 5.3. Principals Reports
    - 5.3.1. Elementary Report
    - 5.3.2. MS/HS Report
  - 5.4. Superintendent's Report
6. Action Items
  - 6.1. Consent Agenda
    - 6.1.1. Treasurer's Report
    - 6.1.2. Payment of general fund claims in the amount of \$423,221.74
  - 6.2. Consider, discuss and take all necessary action on
    - 6.2.1. Consider, discuss and take all necessary action to appoint Superintendent to be the District's representative for all local, State, and Federal programs.

- 6.2.2. 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.
- 6.2.3. Consider, discuss, and take all necessary action to classify the grain leg and dryer as excessive property with nominal value to the district and allow Dr. Lavaley to dispose of or sell the property at his discretion.
- 6.2.4. Consider, discuss, and take all necessary action to approve installation of a camera system on bus 23 and bus 27 and update camera systems on the route buses.
- 6.2.5. Consider, discuss and take all necessary action on approval of the final negotiated agreement with Osceola Education Association representing teachers in the district.
- 6.2.6. Consider, discuss, and take all necessary to hire Ari Ringo as the K-12 Music Teacher for the 2026-2027 school year.
- 6.2.7. Discuss, consider, and take all necessary action to allow the school to hire and pay students to help as paraeducators as part of the Work Release program.
- 6.2.8. Accept the resignation due to retirement of Kim Green as a SPED teacher, effective the end of the 2025-2026 school year.
- 6.2.9. Consider, discuss, and take all necessary action on accepting the resignation of Jay Duffy as a custodian and bus driver as of January 23, 2026.
- 6.2.10. Consider, discuss, and take all necessary action to allow use of school facilities to host a free community story for community members to look for and pick up items of need.
7. Next Meeting Dates and Times
  - 7.1. Regular meeting, February 9, 2027, 6:00PM at the Osceola Middle/High School Media Center.
8. Adjournment

## **2026 Committee members**

**Administrative Review** - Mike Neujahr, Jena Ockander, Jennifer Boruch

**Americanism/Curriculum** - Jena Ockander, Jennifer Boruch, Daisy Naber

**Buildings and Grounds** - Jennifer Boruch, Anthony Mestl, Mike Neujahr

**Finance** - Jennifer Boruch, Anthony Mestl, Daisy Naber

**Safety Committee** - Mike Neujahr, Jason Lavaley, Evan Feezell, Sarah Johnson, Jesse Pliefke, Kim Scheinost, Chelsey Tonniges, April White, Logan Watts, Law Enforcement.

**Policy** - Jena Ockander, Daisy Naber, Jennifer Boruch

**School Improvement/Strategic Planning** - Eric Yungdahl, Jena Ockander

**Teacher Negotiations** - Anthony Mestl, Mike Neujahr, Daisy Naber

**Technology** - Jena Ockander, Daisy Naber, Eric Yungdahl

**Transportation** - Eric Yungdahl, Mike Neujahr, Anthony Mestl

**Wellness** - Eric Yungdahl, Jason Lavaley, Evan Feezell, Sarah Johnson, April White, Jenni Conkel, Nicki Carlson, Mallory Kumpf, and Kim Scheinost

**49-14,103. Contract; conflict of interest; voidable; decree.**

(1) A contract involving a prohibited conflict of interest under section 49-14,102 shall be voidable only by decree of a court of proper jurisdiction in an action brought by any citizen of this state as to any person that entered into the contract or took assignment thereof, with actual knowledge of the prohibited conflict. In the case of a person other than an individual, the actual knowledge must be that of an individual or body finally approving the contract for the person.

(2) An action to void any contract shall be brought within one year after discovery of circumstances suggesting the existence of a violation.

(3) Any such decree voiding such contract may, to meet the ends of justice, provide for the reimbursement of any person for the reasonable value of all money, goods, material, labor, or services furnished under the contract, to the extent that the state or political subdivision has benefited thereby.

(4) Sections 49-14,102 and 49-14,103 shall not apply to a contract for labor which is negotiated or is being negotiated pursuant to the laws of this state.

**Source:** Laws 1976, LB 987, § 103; Laws 2005, LB 242, § 47.

**49-1499.03. Political subdivision personnel; school board; discharge of official duties; potential conflict; actions required; nepotism; restrictions on supervision of family members.**

(1)(a) An official of a political subdivision designated in section 49-1493 who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and

(ii) Deliver a copy of the statement to the commission and to the person in charge of keeping records for the political subdivision who shall enter the statement onto the public records of the subdivision.

(b) The official shall take such action as the commission shall advise or prescribe to remove himself or herself from influence over the action or decision on the matter.

(c) This subsection does not prevent such a person from making or participating in the making of a governmental decision to the extent that the individual's participation is legally required for the action or decision to be made. A person acting pursuant to this subdivision shall report the occurrence to the commission.

(2)(a) Any person holding an elective office of a city or village not designated in section 49-1493 and any person holding an elective office of a school district who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;

(ii) Deliver a copy of the statement to the person in charge of keeping records for the city, village, or school district who shall enter the statement onto the public records of the city, village, or school district; and

(iii) Abstain from participating or voting on the matter in which the person holding elective office has a conflict of interest.

(b) The person holding elective office may apply to the commission for an opinion as to whether the person has a conflict of interest.

(3) Matters involving an interest in a contract are governed either by sections 49-14,102 and 49-14,103 or by sections 49-14,103.01 to 49-14,103.06. Matters involving the hiring of an immediate family member are governed by section 49-1499.04. Matters involving nepotism or the supervision of a family member by an official or employee in the executive branch of state government are governed by section 49-1499.07.

**Source:** Laws 2001, LB 242, § 14; Laws 2005, LB 242, § 42; Laws 2009, LB322, § 3.

Maintenance and Custodial Report  
Jan 2026

**Out Door**

- Grain Products has started removal of some of the grain handling equipment

**In Door**

- Installed new washer and drier in FCS room
- Will get a new warmer put in Kitchen this week and used into concessions

**Vehicle**

- 2nd Suburban is in service
- Talking about removing the older large van from service and removing seats making it a maintenance/ supply van
- Put new steer tires on 17

## **AD REPORT (1-12-26)**

### **Boys and Girls Basketball**

The girls are currently sitting with a 6-5 record and the boys are 3-9. Conference tournament brackets will be released at the end of the week.

Upcoming Schedule:

1/13 - at Lawrence-Nelson (Nelson)

1/17 - Twin River (home)

### **Wrestling:**

The boys wrestling team competed in the Malcolm Invite. Brenden Gabel walked away champion in his weight class.

Upcoming Schedule:

1/16 - Schuyler Invite (girls)

1/17 - Cross County (boys)

1/20 - Nebraska Christian (boys)

### **Speech:**

The speech season started this past Saturday at Twin River. We have 8 students out for speech this year (4 seniors, 3 juniors, and 1 sophomore).

Upcoming Schedule:

1/17 - CNFL Meet (Grand Island)

2/6 - Osceola

### **JH Boys Basketball:**

We currently have 11 boys (8 eighth graders and 3 seventh graders) out for JH Boys basketball. They dropped their first game this past Thursday to SRC and will host Nebraska Lutheran tonight.

Upcoming Schedule:

1/12 - Nebraska Lutheran (Home)

1/15 - East Butler (Home)

### **JH Girls Wrestling:**

We have 3 out for JH girls wrestling (2 from Osceola both 7th graders). Their first meet will be tomorrow at Sandy Creek.

Upcoming Schedule:

1/13 - Sandy Creek

1/20 - St Paul

**Board Report - Monthly**  
**GENERAL FUND**  
**Posted - During Check Cycle; Processing Month 01/2026**

Check #	Vendor Name	Description	Amount
36523	Amplify Education Inc.	Science Curriculum	182.35
36524	Awards Unlimited	Awards/Plaques	250.84
36525	City Of Osceola	Water/Sewer/Compactor	2,773.20
36526	Consolidated Electrical Distributors	Light Bulbs	297.60
36527	Control Services, Inc	Contract Service/HVAC Repairs	7,785.82
36528	Cornhusker International Truck, Inc.	Repairs	229.69
36529	Eakes Office Plus	Supplies	205.88
36530	Engel, Ronnie	Computer Parts Reimb.	439.12
36531	ESU #7	2nd Qtr Network Fees	953.61
36532	ESU #7	Sped Services	19,431.64
36533	Frontier Cooperative	Fuel	2,362.84
36534	Gary's Plumbing, LLC	Supplies	32.99
36535	Go Physical Therapy, LLC	OT/PT Services	2,165.28
36536	Hobart Sales & Service	Repairs	1,198.46
36537	Jackson Services, Inc	Rug Service	201.68
36538	Jaymar Business Forms, Inc	Tax Forms	121.71
36539	Kaup, Dylan	Supplies	40.21
36540	KSB School Law	Legal Services	928.00
36541	Lavaley, Jason	Reimb. Fuel	100.61
36542	LibraryWorld, Inc.	Software Renewal	540.00
36543	Matheson Tri-Gas, Inc.	Supplies	107.45
36544	Menards	Supplies	41.72
36545	Mid-American Research Chemical	Refinish Gym Floor	4,658.25
36546	Naber, Daisy	Reimb. State Conference Parking	56.00
36547	NE Council of School Admin.	Conference Registration	205.00
36548	Nebraska Air Filter, Inc.	Filters	1,635.07
36549	Nebraska Door & Window LLC	Door Repairs	339.23
36550	Nebraska Furniture Mart	Washer/Dryer	1,115.36
36551	Omaha Marriott Downtown	State Conference	1,594.00
36552	Orkin Pest Control	Pest Control	264.63
36553	Osceola Food Mart	Supplies	458.13
36554	Osceola Public Schools	Preschool Milk	167.75
36555	Osceola Tire and Service, LLC	Parts/Repairs/Labor	818.05
36556	Pinnacle Bank	Supplies	48.25
36557	Pinnacle Bank	Supplies	2,310.79
36558	Pinnacle Bank	Supplies	221.98
36559	Polk County Health Department	Fees	1,245.00
36560	Polk County RPPD	Electricity	14,501.07
36561	Rally Auto Parts	Supplies	1,514.32
36561	Rathjen, Miranda	Tuition Reimb.	2,934.00
36563	Retirement Plan Consultants	Restatement	400.00
36564	Sparq Data Solutions, Inc.	Software Renewal	4,100.00
36565	Sparrow Publications, LLC	Printing	95.50
36566	Triple "S" Service, LLC	Garbage Service	578.00
36567	Waller, Susan	Reimb. Supplies	33.61
<b>Checking Account Total:</b>			<b>79,684.69</b>
<b>Checking 1</b>			
750	Optum	Flex Plan Funding	150.00
751	WoodRiver Energy LLC	Natural Gas	2,598.16
752	Farm Bureau Financial Services	Term Life Insurance	13.81
753	MG Trust Company	Annuities Payable	460.00
754	PLIC-SBD	LTD Insurance	1109.67
755	Pinnacle Bank	Safety Deposit Box	25
756	Estech Systems, Inc	Phone Service	94.6
757	Essential Screens	Background Checks	142.52
<b>Checking Account Total:</b>			<b>4,593.76</b>
<b>Checking 4</b>			
2329	Quadient Finance USA, Inc.	Postage	39.00
2330	Windstream	State Internet Contract	254.00
<b>Checking Account Total:</b>			<b>293.00</b>
<b>Total Checks &amp; Prepaids:</b>			<b>84,571.45</b>
<b>Total Payroll:</b>			<b>338,650.29</b>
<b>Grand Total:</b>			<b>423,221.74</b>

## **Board Resolution To Declare Excess Property**

WHEREAS, the district owns property on 565 S Kimmel St;

WHEREAS, affixed to said property is a grain leg and dryer that bears no use or purpose for school functioning;

WHEREAS, the grain leg and dryer affixed to said property is a barrier to the development of the property consistent with the district's needs;

NOW, THEREFORE, be it resolved that the Board of Education hereby declares the grain leg, dryer, and any associated property found at 565 S Kimmel St to be excess property of the district.

NOW, THEREFORE, be it further resolved that the Board directs the Superintendent to take any appropriate action with respect to the disposal of said excess property, even if such disposal does not include compensation to the district for such property.

After the above findings and resolution were read in their entirety, Board Member \_\_\_\_\_ moved for passage of the motion. Board Member \_\_\_\_\_ seconded the motion.

After discussion and on roll call vote the following members voted in favor of the motion:

The following members voted against the motion:

The following members did not vote:

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After the above findings and resolution were read in their entirety, Board Member **Jena Ockander** moved for passage of the motion. Board Member **Jennifer Boruch** seconded the motion.

After discussion and on roll call vote the following members voted in favor of the motion: Jena Ockander, Michael Neujahr, Daisy Naber, Jennifer Boruch

The following members voted against the motion: None

The following members did not vote: Anthony Mestl, Eric Yungdahl

**NEGOTIATED AGREEMENT BETWEEN POLK COUNTY SCHOOL  
DISTRICT NO. 72-0019, A/K/A OSCEOLA PUBLIC SCHOOLS AND  
THE OSCEOLA EDUCATION ASSOCIATION FOR THE  
2026-2027 SCHOOL YEAR**

**PREAMBLE**

THIS AGREEMENT is made this 12th day of January, 2025 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”).

**NEGOTIATIONS PROCEDURES**

The two parties to the Agreement believe the following basic procedures are necessary for good faith bargaining to occur:

- Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.
- Either party may request bargaining be opened by contacting the President or spokesperson of the other party.
- Meeting dates and times will be scheduled by mutual consent of the two parties.
- Facts, opinions, proposals and counter-proposals will be freely discussed in good faith during the meetings.
- All participants shall treat each other professionally and respectfully during discussions and shall give due consideration to all proposals.
- Final agreements shall be reduced to writing and signed by both parties.

**Article I: Recognition**

The Board Recognizes the Osceola Education Association as the exclusive and sole collective bargaining representative for all teachers employed by the District. Teacher shall mean all certified teaching personnel and other professional personnel employed by the district, but excluding Superintendent, Principals, Cooks, Bus Drivers, Custodians, Clerical Staff, and paraeducators.

**Article II: Duration**

- A. The following agreement is entered into by and between the Osceola Education Association (Association) and Board of Education of Polk County School District No. 72-0019 (Board), for the school year 2026-27.
- B. The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. All terms and conditions of employment not covered by this agreement should continue to be subject to the Board's direction and control.
- C. This agreement shall be effective as of the beginning of the 2026-27 school year until the beginning of

the 2027-28 school year. This agreement shall be binding upon the Board and all association members of the bargaining unit. If a new and substitute contract has not been entered into prior to the end of the 2026-2027 school year, the terms of this contract shall continue in full force and effective until such substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2027-2028 school year.

### **Article III: Unlawful Provisions**

If any provision of the agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of the agreement shall remain in effect. Either party may request that such provision be re-opened for negotiation to arrive at a mutually satisfactory replacement.

### **Article IV: Salary Schedule**

- A. The base salary for the 2026-2027 school year shall be \$41,300 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.
- B. 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;
  - b. A new teacher may be placed at a higher level of experience as a means of negotiating a first-year contract at the discretion of the superintendent and in agreement with the teacher being hired.
  - c. If a teacher is placed at a higher experience level than their actual years of service, their experience will be frozen until they reach that level. This decision is made at the discretion of the superintendent and requires the agreement of the teacher whose experience is being frozen.
- C. Movement on the Salary Schedule
  - a. Hours over the BA will be accepted for horizontal advancement on the schedule as follows:
    - i. Full credit for all graduate hours in the teaching field.
    - ii. Full credit for all undergraduate hours earned after the BA at the request of the administration; and
    - iii. Half credit for all graduate hours earned in professional education outside the specific teaching field.
  - b. 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.
  - c. 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.
- D. Extra Duty:
  - a. The payment for extra duties, as provided for under the extra duty payment schedule, shall be in addition to the yearly increase.
- E. Teacher Coverage Compensation
  - a. A teacher may be assigned to substitute for another teacher without extra compensation if the substitute teacher's own class(es) will not be in session at the time. The substituting teacher will be paid \$30 for each occasion when such service deprives the teacher of his/her assigned preparation period that same day.

## Article V: Benefits

### A. Insurance

#### a. Health Insurance

- i. the Board shall provide Educators Health Alliance Blue Cross Blue Shield Preferred
  1. \$1,200 deductible in either family or individual health and PPO 100% A, 75% B & 50% C dental insurance
  2. or the option of Educators Health Alliance Blue Cross Blue Shield \$3,800 deductible with Health Savings Account (HSA)
- ii. 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.
- iii. Married couples, who are both faculty members of the District, will be provided one of the following health insurance benefits for which they qualify:
  1. If the married couple has dependents, the married couple shall be provided one Family Membership health insurance policy and family dental insurance; and
  2. If the married couple does not have dependents, the married couple shall be provided a Single Membership health insurance policy with single dental insurance.
- iv. 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  $66 \frac{2}{3}$  of the certificated person's salary. The policy shall provide forty-five calendar days waiting period.
- v. 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 \$3,800 deductible HSA plan.

### B. Leave

#### a. Annual Leave Days

- i. Each full-time (1.0 FTE) certified staff member will be credited with 11 days of annual leave per year without loss of pay on the first day of each school year.
- ii. Annual leave days may be used for any purpose including illness or personal leave at any point throughout the school year.
- iii. Except in the case of emergency or illness, certified staff members must submit AND have the request approved prior to taking the leave.
- iv. Unused annual leave will carry over the following school year to each certified staff member's Sick Leave Bank, which is limited to 45 days.
- v. The principal or superintendent may limit the number of staff members who may take annual leave days on the same day. This would be completely dependent on the District's ability to find coverage for that teacher.
- vi. Certified staff would be required to use Annual Leave before accessing his or her Sick Leave Bank. Exceptions due to extenuating circumstances would need to be approved through the superintendent's office.

#### b. Sick Bank Leave -

- i. Every teacher will be given 10 days into their Sick Bank Leave at the start of their first year teaching in addition to his or her 11 Annual Leave days.
- ii. For the 2026-2027 school year, every teacher, regardless of experience, will have an additional 10 days added to their sick bank. If that additional leave surpasses their 45-day limit, they will be reimbursed the excess days at a rate of \$25/day.

- iii. At the beginning of each school year, the district will reimburse the teacher for any unused Sick Bank Leave days over the 45-day limit to get the teacher back to their 45 days.
  - iv. Days of Annual Leave not used in one school year shall be added to the Sick Bank Leave on the first day of the following school 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 first day of any school year, accumulate more than forty-five (45) unused Sick Bank Leave days, the teacher will be entitled to, on their August paycheck, turn back to the school district any unused Sick Bank Leave days in excess of forty-five (45) 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 August paycheck.
  - v. Sick Bank Leave is intended for personal illness or injury or to deal with long-lasting medical conditions of the employee or the employee's immediate family, i.e. father, mother, son, daughter, husband, or wife. Sick Bank 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.
  - vi. Sick Bank Leave is intended for long-lasting illness or injury to cover the gap between Annual Leave and short-term disability.
  - vii. A retiring teacher that has been employed by Osceola Public Schools for **10 or more consecutive years** and retires from Osceola Public Schools will be eligible for compensation of remaining unused sick leave at **\$50 per day**.
- c. Bereavement Leave
- i. 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 1<sup>st</sup> cousin.
  - ii. Each teacher will also be granted 1 paid bereavement day per year to be used in the case of the death of a close personal friend.
  - iii. Additional bereavement leave may be granted by the administration through the availability and use of sick leave.
- d. Professional Leave
- i. 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.
    - 1. 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.
    - 2. 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).

3. 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.

#### C. Teacher Education Fund

A total of \$12,000 per year will be available for educational credits

##### **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 allowing them to pursue educational enhancement that returns benefit to the district.

##### **Procedure:**

Procedure is outlined in Google Classroom. Open Google Classroom and register for the course using the following code: **zror5mq5**

- a. The teacher will **notify the administration prior to registering** for a college course they are interested in taking in order to get the courses approved. Courses must be approved by administration to qualify for this benefit. Courses may be approved by the school district if it is determined that the course will benefit the students and the school district.
- b. The teacher will then **provide the administration with estimated costs** associated with the course(s). **Only tuition costs are reimbursable.**
- c. Then the **teacher will register for the college course and provide the administration with a copy of a successful registration** of the college course.
- d. 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 (tuition)**, 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.

##### **District Limitations:**

A total of **\$12,000 per year** will be available to teachers and be distributed as follows:

The tuition funds will be distributed at the start of every school year for the previous school

year (i.e. courses taken during the school year of 2026-2027 and Summer of 2027) will be distributed in August of 2027). Please do not miss deadlines. All paperwork (Administrator Approval, Course Registration and Cost, and Final Transcript) are due by August 20th for the courses taken in the Summer and Spring of the current calendar year and the previous Fall.

Distribution of funds will be on a tiered system. Once all transcripts are collected, money will be distributed based on the number of courses you took.

Tier 1: First course a teacher takes.

Tier 2: Second course a teacher takes.

Tier 3: Third course a teacher takes.

Tier 4: Fourth course a teacher takes

All tuition will be reimbursed up to \$12,000 starting by paying for Tier 1 courses. If there is money left over, money will begin to be distributed to Tier 2 courses. This will continue until all courses have been paid for, money has run out, or there is not enough to cover a Tier fully. At which point, the remaining money will be distributed to all personas at that Tier equally.

### **Qualifying Courses:**

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.**
- c. Teachers can utilize these funds to pay for the praxis exam to obtain additional endorsements in lieu of taking courses for the betterment of the district with approval from the superintendent if there are unused funds at the end of the summer following the school year in this agreement. If a teacher decides to utilize the praxis option to obtain an added endorsement, and that endorsement is approved by the superintendent. The school district can use excess funds to reimburse teachers for the cost of the praxis exam.
- d. **\*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.**

#### **D. Obtaining Endorsement Through the Praxis**

- a. If a teacher is asked by the district to take the praxis in order to add an endorsement, in lieu of taking courses toward that endorsement from a college, the District will cover the cost of the praxis test.
- b. A one-time stipend of \$1,000 will be given to a teacher that successfully passes the praxis through the option in Article V-D-a.
- c. Obtaining an additional endorsement through the praxis is an option that the Nebraska Department of Education has approved due to teacher shortages, but if the Department of Education were to remove this avenue of adding endorsements, the provision outlined in Article V-D will cease to exist.

#### **E. Longevity Bonus**

- a. Teachers, in good standing, will be eligible for a retention bonus after successfully completing service to the district at the following increments below. Bonuses will be paid out as long as the district is in good financial standing and has budgetary room. If a bonus is unable to be paid in a particular year due to financial restraints, that bonus will be paid in subsequent years to the employees that are eligible. The bonus will be paid out **at the start of fiscal year following each of the completed increments of service.**

Teachers will be eligible for one of two bonus-earning tracks. Upon employment in Osceola Public School District, each teacher will be placed in one of two tracks based on

which one they will be eligible the soonest.

- i. Track 1: Teacher must be in good standing with the school district and will be eligible for a bonus every 5 years starting in their 15th year of service in the Osceola Public School District.
- ii. Track 2: Teacher must be in good standing with the school district and will be eligible for a bonus every 5 years of service to Osceola Public School District once he/she has met his/her 'Rule of 85' requirements.
- iii. Bonuses will be as follows:

BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300

E. OEA contribution

- a. 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.

**Article VI: Schedule Related**

A. Assignment Notification

- a. All bargaining unit members shall be given written notice of their teaching and extra-duty assignments for the forthcoming year no later than 1 month before the start of school. 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.

B. Definition of a work day

- a. 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.

**Article VII: Miscellaneous**

A. Grievance Procedure

- a. 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.

This agreement was adopted by the Osceola Education Association on the 12th day of January, 2025 and adopted by the Board of Education of the School District on the 12th day of January 2025.



\_\_\_\_\_  
President, Osceola Education Association

\_\_\_\_\_  
President, Board of Education

# Appendix "A"

Step	Column	Proposed Osceola Salary Schedule 2026-27						
0.040	0.045							
\$41,300								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	1.000 41,300.00	1.045 43,158.50	1.090 45,017.00	1.135 46,875.50	1.180 48,734.00	1.180 48,734.00	1.225 50,592.50	1.270 52,451.00
2	1.040 42,952.00	1.085 44,810.50	1.130 46,669.00	1.175 48,527.50	1.220 50,386.00	1.220 50,386.00	1.265 52,244.50	1.310 54,103.00
3	1.080 44,604.00	1.125 46,462.50	1.170 48,321.00	1.215 50,179.50	1.260 52,038.00	1.260 52,038.00	1.305 53,896.50	1.350 55,755.00
4	1.120 46,256.00	1.165 48,114.50	1.210 49,973.00	1.255 51,831.50	1.300 53,690.00	1.300 53,690.00	1.345 55,548.50	1.390 57,407.00
5	1.160 47,908.00	1.205 49,766.50	1.250 51,625.00	1.295 53,483.50	1.340 55,342.00	1.340 55,342.00	1.385 57,200.50	1.430 59,059.00
6	1.200 49,560.00	1.245 51,418.50	1.290 53,277.00	1.335 55,135.50	1.380 56,994.00	1.380 56,994.00	1.425 58,852.50	1.470 60,711.00
7	1.240 51,212.00	1.285 53,070.50	1.330 54,929.00	1.375 56,787.50	1.420 58,646.00	1.420 58,646.00	1.465 60,504.50	1.510 62,363.00
8	1.280 52,864.00	1.325 54,722.50	1.370 56,581.00	1.415 58,439.50	1.460 60,298.00	1.460 60,298.00	1.505 62,156.50	1.550 64,015.00
9		1.365 56,374.50	1.410 58,233.00	1.455 60,091.50	1.500 61,950.00	1.500 61,950.00	1.545 63,808.50	1.590 65,667.00
10		1.405 58,026.50	1.450 59,885.00	1.495 61,743.50	1.540 63,602.00	1.540 63,602.00	1.585 65,460.50	1.630 67,319.00
11			1.490 61,537.00	1.535 63,395.50	1.580 65,254.00	1.580 65,254.00	1.625 67,112.50	1.670 68,971.00
12				1.575 65,047.50	1.620 66,906.00	1.620 66,906.00	1.665 68,764.50	1.710 70,623.00
13					1.660 68,558.00	1.660 68,558.00	1.705 70,416.50	1.750 72,275.00
14						1.700 70,210.00	1.745 72,068.50	1.790 73,927.00
15							1.785 73,720.50	1.830 75,579.00
16								1.870 77,231.00
	Superintendent	<i>Dr. Jim Lauf</i>						

# TEACHER'S CONTRACT

## For Class II, III, & VI Schools and Class I Schools with a Superintendent

This CONTRACT made by and between the school district of Osceola Public Schools, No. 19 in the county of Polk, in the State of Nebraska, hereafter referred to as "District" and **Arianne Ringo**, a legally qualified teacher, hereinafter referred to as "Teacher."

WITNESSETH: that the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about August 10, 2026 and end on or about May 21, 2027, and shall consist of 185 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of **\$41,300.00** and under the following conditions.

VIZ: \$41,300.00 Salary schedule placement does not reflect additional educational advancement on the salary schedule which the employee may be eligible to receive. Terms and conditions of employment shall be per the 2026-2027 Negotiated agreement.

Educational Placement: **BA+0** Experience **1** Salary Step **1** Index Placement **1.000** Extended Contract **0 Days**

FIRST: The salary of the teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 15th day of September 2026, and the remaining installments shall be payable on the 15th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full-time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be canceled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immaturity, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-827, R.R.S.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

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

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part of all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's services are performed prior to the date of resignation of this certificate.

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

TENTH: Hereafter, this contract may be continued by a separate, annual written "renewal Agreement: which shall incorporate all of the provision hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal to the requirements of Sections 79-829 through 79-831 R.R.S. and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District by April 15, 2027, shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed \_\_\_\_\_, 2026

\_\_\_\_\_  
Teacher

Executed: January 12, 2026

School District of Osceola Public Schools No. 19  
County of Polk

Attest:

By: \_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

## **STUDENT PARAPROFESSIONAL AGREEMENT**

This agreement is made by and between Polk County School District No. 72-0019, commonly known as Osceola Public Schools (the "School District"), and \_\_\_\_\_, (the "Student").

The District agrees to allow the Student to perform the duties of paraprofessional as an at-will employee, and the Student agrees to perform such duties subject to the terms and conditions set forth below.

**1. Purpose of Agreement.** The purpose of this Agreement is to describe conditions for a Student who wishes to act as a paraprofessional providing service to the District. This Agreement does not establish any rights to continuing employment; the Student remains an at-will employee subject to these terms.

**2. Expectations.** The Student agrees at all times to perform all of Student's duties faithfully, industriously, as directed and to the best of his or her ability, experience and talents. Notably, the confidentiality of students' education records is governed by state and federal law. At all times, the Student shall maintain the confidentiality of any and all student records accessed or related pursuant to the Student's duties. With respect to any such records, the Student shall act as a "school official" as that term is defined by the Family Education Rights and Privacy Act (FERPA), meaning that the Student is under the direct control of the School District for this purpose. The Student will not access, disclose, use, or destroy any confidential student records protected by state and federal law except as expressly directed by the Student's supervisor.

**3. Days and Hours of Service.** The Student's days and hours of service shall be assigned by the Superintendent or the Student's supervisor.

**4. Policies, Rules and Regulations.** The Student shall be governed by Board of Education policies, District's rules and regulations, and supervisors' directives. Board of Education policies and District rules and regulations may be changed at any time, with or without notice to the Student.

**5. Confidential Information.** The Student may have access to certain student information while providing services under this Agreement. The Student understands that state and federal law prohibit the disclosure of

student records or information about students to any person other than the student's parents or the District's teachers, counselors, or administrators in the course and scope of their duties when they have an educational purpose. The Student understands that unauthorized access, use, disclosure, or modification of student records or confidential information will result in the immediate termination of this Agreement and may result in other consequences imposed by law.

**6. Entirety of Agreement and Amendments.** The Student has read the entirety of this Agreement, fully understands its terms and conditions, and agrees that this Agreement constitutes the entire agreement, and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. This Agreement shall be subject to modification only by a written instrument signed by the Student and the Superintendent.

**7. Applicable Law.** This Agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

\_\_\_\_\_  
Student (Signature)

\_\_\_\_\_, 20\_\_.  
Date

\_\_\_\_\_  
Name (please print)

\_\_\_\_\_  
Date of Birth

\_\_\_\_\_  
Address

\_\_\_\_\_  
Telephone Number

\_\_\_\_\_  
Superintendent or Authorized  
Designee (Signature)

\_\_\_\_\_, 20\_\_.  
Date

12/18/2025

Dear Superintendent Lavaley and the Osceola School Board,

After 24 rewarding years of teaching Special Education within the Osceola Public Schools, I have decided to retire at the end of the current school year.

Reflecting on my time here, I feel immense pride in the progress of my students and the inclusive community we have built together. While I look forward to this next chapter of my life, I will deeply miss the daily interactions with my students and the dedicated staff members I have called colleagues for over two decades.

I intend to make these final months as productive as possible and am happy to assist in the transition of my caseload and classroom responsibilities to ensure my students continue to receive the high-quality support they deserve.

Thank you for the honor of serving this district.

Warm regards,

A handwritten signature in cursive script that reads "Kimberly A. Green". The signature is written in black ink and is positioned below the typed text "Warm regards,".