

Board of Education Regular Meeting

Monday, December 8, 2025 6:00 PM

Room 801, Elm Creek High School (south side, door 2)  
230 Calkins Avenue  
Elm Creek, NE 68836

1. **OPEN THE MEETING**

1.1. **Call to Order**

- 1.1.1. **Publication of Meeting**
- 1.1.2. **Nebraska Open Meetings Law**
- 1.1.3. **Pledge of Allegiance**
- 1.1.4. **District Mission Statement**

1.2. **Board Member Roll Call**

2. **PUBLIC COMMENT**

3. **INFORMATION ITEMS**

3.1. **Administrator Reports**

- 3.1.1. **Superintendent Report - Mrs. Beran**
- 3.1.2. **Principal/AD Report - Mr. Marquez**
- 3.1.3. **Principal Report - Mrs. Williams**
- 3.1.4. **Strategic Plan Update/District Goals Update**

3.2. **Board Committee Reports**

- 3.2.1. **Building, Grounds, and Transportation**
- 3.2.2. **Finance and Personnel**
- 3.2.3. **Policy and Negotiations**
- 3.2.4. **Americanism, Curriculum, and Technology**

4. **CONSENT AGENDA**

4.1. **Prior Meeting Minutes**

4.2. **Policy Final Reading and Adoption Including all New Policy Updates**

4.3. **Financial Reports and Claims according to Review of Bills policy 3007**

5. **ACTION ITEMS**

5.1. **Consider and Take any Necessary Action for the Teacher 2026-2027 Negotiated Agreement**

5.2. **Consider and Take any Necessary Action on the Roof Proposals**

5.3. **Strategy session regarding a personnel contract and related negotiations including the receipt of legal advice and the provision of negotiating guidance by members of the board to legal counsel or other negotiators**

5.4. **Discuss, Consider, & Take Action regarding the renewal or giving notice of the possible nonrenewal of the superintendent's employment contract**

6. **SCHEDULE NEXT REGULAR BOARD MEETING**

7. **ADJOURN**

8. **\*\*CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**

9. **\*\*SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

**2009**  
**Public Participation at Board Meetings**

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

Except for closed sessions, the board will allow members of the public an opportunity to speak at each meeting. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **PUBLIC PARTICIPATION**

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:  
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

## 2026 ECPS Re-Roof Project

	Independent	Weathercraft	McKinnis	Tri-Cities
<b>Hallway Roof</b>	\$225,000.00	\$144,241.00	\$218,526.00	\$113,100.00
<b>Auxiliary Gym Roof</b>	\$370,000.00	\$199,918.00	\$275,720.00	\$182,100.00
<b>Total</b>	\$595,000.00	\$344,159.00	\$494,246.00	\$295,200.00
<b>Add Alt #1</b>	\$99,000.00	\$66,857.00	\$134,086.00	\$128,900.00
<b>Total + Alt</b>	\$694,000.00	\$411,016.00	\$628,332.00	\$424,100.00

BOE Members Participating in Insurance

<b><u>BOE Members Participating in Insurance</u></b>				
Morgan Meier	Sept. 2024	Dec. 2024	March 2025	July 2025
JC Ourada	Sept. 2024	Dec. 2024	March 2025	July 2025
Morgan Meier	Sept. 2025	Dec. 2025		
JC Ourada	Sept. 2025	Dec. 2025		

2025-2026	General Fund:		Monthly Total	YTD Expend.	% Spent	GF Exp. Prior Years		
	(use board report)	(use Payroll Register Report)				24-25 Year	23-24 Year	22-23 Year
Month	Expenditures	Payroll						
Sept. Mtg.	\$67,140.02	\$369,789.60	\$436,929.62	\$436,929.62	5.58%	\$473,102.35/6.87%	\$442,474.11	\$460,444.94
Oct. Mtg.	\$88,383.90	\$406,082.23	\$494,466.13	\$931,395.75	11.89%	\$522,768.49/14.02%	\$407,233.05	\$404,233.94
Nov. Mtg.	\$71,155.46	\$402,064.18	\$473,219.64	\$1,404,615.39	17.93%	\$461,463.56/21.16%	\$513,853.24	\$439,448.67
Dec. Mtg.	\$61,833.57	\$407,917.33	\$469,750.90	\$1,874,366.29	23.93%	\$471,014.67/28%	\$422,378.32	\$403,410.06
Jan. Mtg.				\$1,874,366.29	23.93%	\$439,726.62/34.39%	\$369,091.31	\$359,536.46
Feb. Mtg.				\$1,874,366.29	23.93%	\$443,709.09/40.83%	\$421,966.12	\$403,816.38
March Mtg.				\$1,874,366.29	23.93%	\$412,302.61/46.82%	\$389,448.48	\$377,540.40
April Mtg.				\$1,874,366.29	23.93%	\$512,077.14/54.26%	\$421,565.11	\$455,019.95
May Mtg.				\$1,874,366.29	23.93%	\$500,382.31/61.52%	\$458,119.41	\$439,964.13
June Mtg.				\$1,874,366.29	23.93%	\$430,516.35/67.77%	\$442,341.57	\$428,110.34
July Mtg.				\$1,874,366.29	23.93%	\$483,247.15/74.79%	\$368,970.53	\$380,040.82
Aug. Mtg.				\$1,874,366.29	23.93%	\$73,586.49/75.86%	\$934,327.30	\$745,559.39
Aug. EOY Mtg.				\$1,874,366.29	23.93%	\$890,402.09/88.79%	\$5,591,768.55	\$5,297,125.48
<b>TOTALS</b>	<b>\$288,512.95</b>	<b>\$1,585,853.34</b>		<b>\$1,874,366.29</b>				
<b>General Fund Budget</b>		<b>\$7,833,382.00</b>	(spending authority)					
<b>Average Monthly Bills =</b>					<b>\$468,591.57</b>			
(including payroll)								
<b>Necessary Cash Reserve =</b>					<b>\$1,640,070.50</b>	<b>\$1,405,774.72</b>		
(including payroll)					3.5 months	3 months		

<b>2025-2026</b>				<b>*Doesn't include CD</b>	<b>*Doesn't include CD</b>
	<b>Depreciation Fund:</b>	<b>Expenditures</b>	<b>Projects:</b>	<b>25-26 Fund Balance:</b>	<b>24-25 Fund Balance:</b>
Sept.	Depreciation	\$0.00		\$241,007.62	\$298,841.75
Oct.	Depreciation	\$0.00		\$241,426.33	\$221,177.02
Nov.	Depreciation	\$41,780.00	Semco Unit	\$241,832.65	\$91,235.60
Dec.	Depreciation	\$0.00		\$200,395.30	\$73,467.06
Jan.	Depreciation				\$73,470.08
Feb.	Depreciation				\$73,551.65
March	Depreciation				\$32,881.64
April	Depreciation				\$15,927.37
May	Depreciation				\$15,955.08
June	Depreciation				\$15,955.08
July	Depreciation				\$15,955.08
Aug.	Depreciation				\$240,955.08
EOY	Depreciation				*with GF transfer

<b>2025-2026</b>					
	<b>Building Fund:</b>	<b>Expenditures:</b>	<b>Projects:</b>	<b>25-26 Fund Balance:</b>	<b>24-25 Fund Balance:</b>
Sept.	Building	\$0.00		\$715,078.79	\$272,492.00
Oct.	Building	\$29,394.23	Cover BD Bill	\$752,363.14	\$278,412.10
Nov.	Building	\$0.00		\$734,261.52	\$271,132.19
Dec.	Building	\$1,719.70	Wilkins	\$736,454.27	\$477,149.21
Jan.	Building				\$507,099.02
Feb.	Building				\$511,284.13
March	Building				\$553,563.68
April	Building				\$559,880.67
May	Building				
June	Building				\$663,667.30
July	Building				\$666,719.29
Aug. Aug. EOY	Building				

<b><u>2025-2026</u></b>			
	<b><u>Bond Fund Expenditures:</u></b>	<b><u>25-26 Fund Balance:</u></b>	<b><u>24-25 Fund Balance:</u></b>
Sept.	\$0.00	\$503,096.50	\$734,861.98
Oct.	\$0.00	\$678,914.14	\$794,539.74
Nov.	\$688,666.25	\$727,739.49	\$183,295.10
Dec.	\$0.00	\$47,212.41	\$175,691.08
Jan.			\$207,107.23
Feb.			\$224,511.98
March			\$273,343.10
April			\$297,019.06
May			
June			\$529,314.85
July			\$537,860.46
Aug.			
Aug. EOY			

<b><u>2025-2026</u></b>				
	<b><u>Nutrition Fund:</u></b>	<b><u>Expenditures:</u></b>	<b><u>25-26 Fund Balance:</u></b>	<b><u>24-25 Fund Balance:</u></b>
Sept.	Nutrition	\$9,135.08	\$107,908.72	\$85,480.32
Oct.	Nutrition	\$26,572.62	\$98,773.64	\$67,474.70
Nov.	Nutrition	\$26,331.49	\$91,154.28	\$60,786.31 *Audit Adjustment
Dec.	Nutrition	\$55,620.39	\$81,655.13	\$40,134.98
Jan.	Nutrition			\$47,439.75
Feb.	Nutrition			\$33,901.51 *walk in cooler repairs
March	Nutrition			\$30,007.65
April	Nutrition			\$21,389.18 *repairs & Maintenance
May	Nutrition			
June	Nutrition			\$8,464.13
July	Nutrition			\$9,028.42
Aug. Aug. EOY	Nutrition			

<b><u>2025-2026</u></b>				
	<b><u>Activity Fund:</u></b>	<b><u>Expenditures:</u></b>	<b><u>25-26 Fund Balance:</u></b>	<b><u>24-25 Fund Balance:</u></b>
Sept.	Activities	\$3,821.89	\$66,158.46	\$109,208.92 *Greenhouse Donations \$3750
Oct.	Activities	\$58,167.92	\$62,336.57	\$81,709.53
Nov.	Activities	\$30,097.61	\$66,923.58	\$69,304.15
Dec.	Activities	\$25,825.52	\$68,119.19	\$47,989.20
Jan.	Activities			\$30,182.86
Feb.	Activities			\$45,673.60
March	Activities			\$18,934.18
April	Activities			\$37,973.76
				*District & State Activities. Transfer from General Fund \$45,000.
May	Activities			
June	Activities			\$30,407.13
July	Activities			\$29,668.20
Aug. Aug. EOY	Activities			



# **Elm Creek Public Schools**

## **AQuESTT School Designations**

# What is AQuESTT?

- AQuESTT
  - Accountability for a Quality Education System, Today and Tomorrow
- AQuESTT classifies all schools into four performance levels:
  - 4-Excellent
  - 3-Great
  - 2-Good
  - 1-Needs Improvement (select schools become Priority Schools)



# Elm Creek Public Schools' NEP Designations 2025

*AQuESTT uses 2024-2025 NCSAS scores, ACT scores, academic growth from year-to-year, attendance rate, graduation rate, drop out rate, & college going rate.*

- Elm Creek Public Schools: **Great (3)**
- Elm Creek High School : **Great (3)**
  - **HS went from Good to Great**
- Elm Creek Middle School: **Excellent (4)**
- Elm Creek Elementary School: **Great (3)**



## District Achievement 2024-2025:

- Reading: 69% on track or advanced
  - **Up** 9% from previous year
- Math: 65% on track or advanced
  - **Up** 1% from previous year
- Science: 92% on track or advanced
  - **Up** 17% from previous year

# Elementary Achievement 2024-2025

ELA	66% On Track or Advanced <ul style="list-style-type: none"><li>● <b>Up</b> 2% from previous year</li></ul>
Math	61% On Track or Advanced <ul style="list-style-type: none"><li>● <b>Down</b> 1% from previous year</li></ul>
Science	89% On Track or Advanced <ul style="list-style-type: none"><li>● <b>Down</b> 6% from previous year</li></ul>



# JH Achievement 2024-2025

ELA

74% On Track or Advanced

- **Down** 8% from previous year

Math

74% On Track or Advanced

- **Up** 7% from previous year

Science

94% On Track or Advanced

- **Down** 2% from previous year

# HS Achievement 2024-2025

## Percent Proficient - ACT

ELM CREEK PUBLIC SCHOOLS ( 10-0009-000 )




### Nebraska Student - Centered Assessment System

Percent Proficient : ACT Benchmark, On Track or Combined

[Click Here for Data Definition](#)

#### Percent Meeting Expectations

 Data Years	English Language Arts	Mathematics	Science
2024-2025	50.00%	45.00%	60.00%
2023-2024	47.06%	41.18%	58.82%
2022-2023	41.67%	50.00%	62.50%

# District ELA Data Comparison (geographical peers)

## NSCAS English Language Arts



State 59%



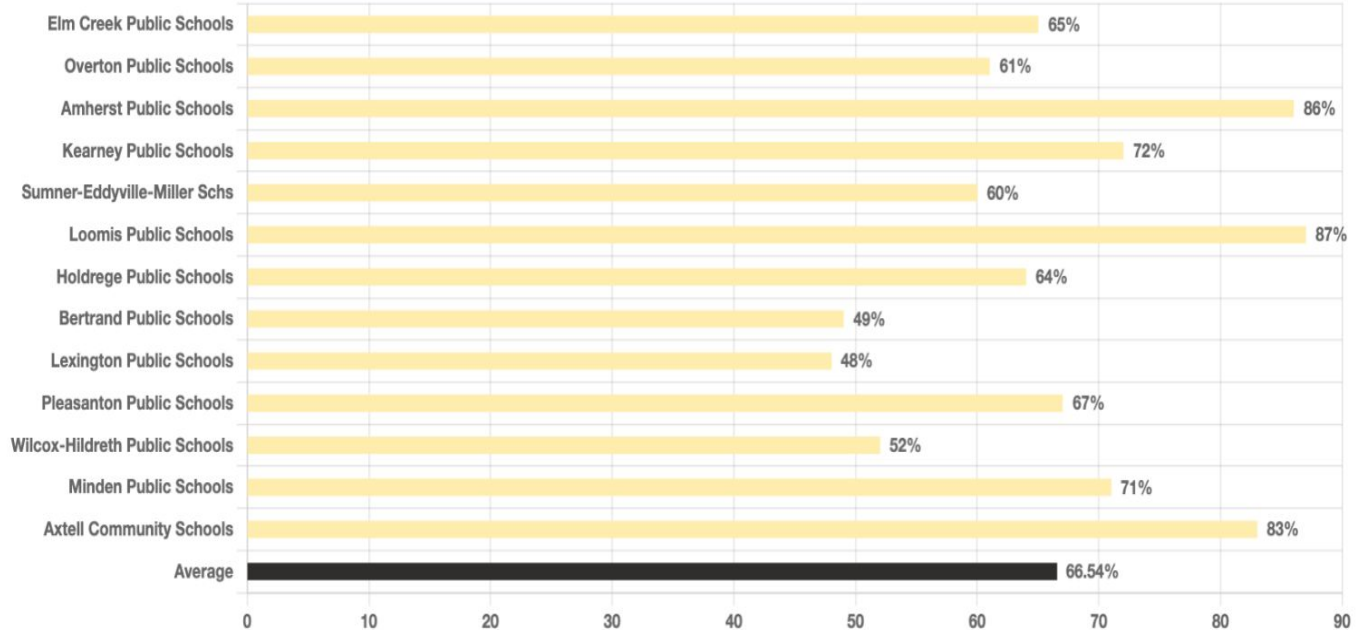
\* denotes an agency with masked data or no available data

# District Math Data Comparison (geographical peers)

## NSCAS Mathematics



State 58%



\* denotes an agency with masked data or no available data

# District Science Data Comparison (geographical peers)

NSCAS Science 



State 80%



\* denotes an agency with masked data or no available data

# District Focus on Student Academic Growth

- Adopting new High Quality Instructional Materials
- Focusing on HQIM implementation & professional development (building a strong Tier I for all students)
- Focusing on individual student data and growth (implementing quality MTSS/intervention time for Tier II & Tier III students)
- Prioritizing a district-wide positive culture
  - Limited teacher turnover
  - Highly engaged and collaborative educators



# Fostering Continued District Student Academic Growth

- Continue following HQIM District Adoption Cycle
- Keep enhancing a strong MTSS/intervention process (enhances tier II & III learning)
- Maintain progress in staff implementation and professional development for HQIM (enhances tier I learning- all students)
- Expand upon analyzing student data
  - Including longitudinal data & incorporating educational decisions centered on cohorts
- Emphasize & continue to build the school improvement process (CIP)
  - Share plan & progress with all stakeholders
- Increased emphasis on student attendance to strengthen overall student learning

**Elm Creek Public Schools**  
**Building, Grounds, & Transportation Committee Meeting**  
**Dec. 3, 2025**

The committee meeting was called to order by Kim Beran, Superintendent at **4:45** p.m. in the administration office conference room.

Committee Members Present: Cole Brodine, Alicia Beavers

Committee Members Absent: Lynette Mitchell

Also Present: Kim Beran, Superintendent

The Committee Reviewed & Discussed:

- Roof Project Bids
  - [Bids](#)
- Project Information
  - Garland & Wilkins has worked with both companies that had the lowest bids & feels confident with both companies (Weathercraft GI & Tri Cities)
  - The Hallway was projected to come in around \$120,000-\$140,000. Weathercraft was slightly above that amount at \$144,241. Tri-Cities was lower at \$113,100.
  - The Vintage Gym was projected to come in around \$240,000-\$250,000. Both roof companies came in below the projected amount.
  - The Alternate Addition (fixing the window issue around the vintage gym) was not projected in Garland's information. Weathercraft came in much less at \$66,857, while Tri-Cities came in at \$128,900.
  - The total bid from Weathercraft to complete all components was \$411,016. Tri-Cities was \$424,100. Weathercraft having the lowest bid.
  - In contrast, the total bids for the gym & hallway were flipped, with Weathercraft totaling \$344,159 & Tri-Cities \$295,200. Tri-Cities having the lowest bid.
  - The alt option boxes in the windows to prevent further damage & make them airtight.
  - Both have a 30 year warranty. All bid bonds and scope of work were turned in on time. The start dates are similar, with the projected start date being the week after school is dismissed.
  - So far the project is going as planned.
- Current Balances on Accounts
  - General Fund Current Cash Balance = \$995,321 (Dec expenditures & receipts not included)
  - Special Building Fund Current Cash Balance = \$736,454.27 (Dec expenditures not included)
  - From Linda:
    - At the end of November, GF was \$995,321.72. Bills so far for December total \$57,970.10. Payroll last month was \$407,917.33. I don't anticipate it being much different in December. With the holidays, November state aid didn't go through until Monday the 1st. We'll have 2 payments in December.
    - The Special Building Fund at the end of November was \$736,454.27. We'll have Wilkins to pay this month - \$1,719.70, but that's the only bill that I am aware of right now.

- BD
  - If BD charges us for the plaque, Wilkins is willing to pay 50%
  - Floor transitions
    - Remove transition strips & leave carpet bare
    - Install metal strip instead of plastic
    - Find a lower profile transition strip
      - It's all rooms or none & at a cost

Meeting ended at **5:20** p.m.

## 2026 ECPS Re-Roof Project

	Independent	Weathercraft	McKinnis	Tri-Cities
<b>Hallway Roof</b>	\$225,000.00	\$144,241.00	\$218,526.00	\$113,100.00
<b>Auxiliary Gym Roof</b>	\$370,000.00	\$199,918.00	\$275,720.00	\$182,100.00
<b>Total</b>	<b>\$595,000.00</b>	<b>\$344,159.00</b>	<b>\$494,246.00</b>	<b>\$295,200.00</b>
<b>Add Alt #1</b>	\$99,000.00	\$66,857.00	\$134,086.00	\$128,900.00
<b>Total + Alt</b>	<b>\$694,000.00</b>	<b>\$411,016.00</b>	<b>\$628,332.00</b>	<b>\$424,100.00</b>

**Elm Creek Public Schools**  
**Finance & Personnel Committee Meeting**  
**Dec. 3rd, 2025**

The committee meeting was called to order by Kim Beran, Superintendent at **5:30** p.m. in the administration office conference room.

Committee Members Present: Hannah Hild, Jacob Kringle

Committee Members Absent: Lynette Mitchell

Also Present: Kim Beran, Superintendent

The Committee Reviewed & Discussed:

- Roof Project Bids
  - [Bids](#)
- Project Information
  - Garland & Wilkins has worked with both companies that had the lowest bids & feels confident with both companies (Weathercraft GI & Tri Cities)
  - The Hallway was projected to come in around \$120,000-\$140,000. Weathercraft was slightly above that amount at \$144,241. Tri-Cities was lower at \$113,100.
  - The Vintage Gym was projected to come in around \$240,000-\$250,000. Both roof companies came in below the projected amount.
  - The Alternate Addition (fixing the window issue around the vintage gym) was not projected in Garland's information. Weathercraft came in much less at \$66,857, while Tri-Cities came in at \$128,900.
  - The total bid from Weathercraft to complete all components was \$411,016. Tri-Cities was \$424,100. Weathercraft having the lowest bid.
  - In contrast, the total bids for the gym & hallway were flipped, with Weathercraft totaling \$344,159 & Tri-Cities \$295,200. Tri-Cities having the lowest bid.
  - The alt option boxes in the windows to prevent further damage & make them airtight.
  - Both have a 30 year warranty. All bid bonds and scope of work were turned in on time. The start dates are similar, with the projected start date being the week after school is dismissed.
  - So far the project is going as planned.
- Current Balances on Accounts
  - General Fund Current Cash Balance = \$995,321 (Dec expenditures & receipts not included)
  - Special Building Fund Current Cash Balance = \$736,454.27 (Dec expenditures not included)
  - From Linda:
    - At the end of November, GF was \$995,321.72. Bills so far for December total \$57,970.10. Payroll last month was \$407,917.33. I don't anticipate it being much different in December. With the holidays, November state aid didn't go through until Monday the 1st. We'll have 2 payments in December.
    - The Special Building Fund at the end of November was \$736,454.27. We'll have Wilkins to pay this month - \$1,719.70, but that's the only bill that I am aware of right now.

- BD
  - If BD charges us for the plaque, Wilkins is willing to pay 50%
  - Floor transitions
    - Remove transition strips & leave carpet bare
    - Install metal strip instead of plastic
    - Find a lower profile transition strip
      - It's all rooms or none & there will be a cost

Meeting ended at **5:45** p.m.

## 2026 ECPS Re-Roof Project

	Independent	Weathercraft	McKinnis	Tri-Cities
<b>Hallway Roof</b>	\$225,000.00	\$144,241.00	\$218,526.00	\$113,100.00
<b>Auxiliary Gym Roof</b>	\$370,000.00	\$199,918.00	\$275,720.00	\$182,100.00
<b>Total</b>	<b>\$595,000.00</b>	<b>\$344,159.00</b>	<b>\$494,246.00</b>	<b>\$295,200.00</b>
<b>Add Alt #1</b>	\$99,000.00	\$66,857.00	\$134,086.00	\$128,900.00
<b>Total + Alt</b>	<b>\$694,000.00</b>	<b>\$411,016.00</b>	<b>\$628,332.00</b>	<b>\$424,100.00</b>

**MASTER AGREEMENT BETWEEN  
ELM CREEK BOARD OF EDUCATION AND  
THE ELM CREEK EDUCATION ASSOCIATION**

*(This contract is based on a working calendar with 184 days for all full-time certified staff.)*

**ARTICLE I: SALARIES**

- A. Base salary. The base salary for the **2026-2027** school year shall be **\$41,950**.
- B. The schedule index shall be 4% for each year's experience allowed on the schedule and 4% for each additional nine hours allowed above the BA degree.
- C. Extra Duty Pay. Teachers assigned a duty listed on the extra-duty schedule shall be placed on the schedule where their past experience would allow, up to the number of years allowed on the schedule as provided by provision number one of the salary schedule provisions.
- D. Salary Schedule Provisions. The salary schedule provisions attached to the salary schedule are an integral part of the salary schedule and have been negotiated as they appear on the attached schedule.
- E. Substituting for Another Teacher. When asked to substitute for another teacher during a regularly scheduled preparation period, teachers shall be paid \$25.00 per time.
- F. Salary Schedule. Following is a copy of the current salary schedule now in force in the Elm Creek Public School. The schedule has three parts: 1) the index schedule; 2) the extra duty pay schedule; 3) the salary schedule provisions.
- G. Teachers who are appropriately certified and teach a dual credit class will receive a stipend per semester. This stipend will be equal to  $\frac{1}{3}$  of the college's credit hour cost to an enrolled Nebraska-Resident college student enrolled in the course (not a dual-credit student rate), excluding fees. For example, if the tuition is \$96 per credit hour for a 3 credit course ( $\$96 \times 3 = \$288$ ) and 7 students are enrolled ( $\$288 \times 7 = \$2016$ ), the teacher's stipend would be  $\frac{1}{3}$  of the total tuition amount ( $\$2016/3 = \$672$ ) per semester.

**SALARY SCHEDULE PROVISIONS**

- A. Teachers entering the system for the first time shall be given full credit for prior experience, provided it shall have been earned in an accredited school during the immediately preceding 15 (fifteen) years, and shall have been more than half-time (prorated to the nearest half or whole time) teaching.
- B. Each teacher shall have on file in the superintendent's office a complete up-to-date transcript of college hours earned.
- C. All courses used for advancement on the salary schedule must be graduate courses. Exceptions will be made when a non-qualifying course would permit the teacher to obtain an additional endorsement by contract.
- D. Only graduate courses submitted to the superintendent by the contract renewal date will be eligible for advancement on the salary schedule.
- E. Teachers will receive their official contract for the upcoming school year at least 7 days before the contract deadline.

- F. A 13 month pay schedule shall be offered for teachers in their first year of employment at Elm Creek Public Schools. This pay schedule will be based on the same amount as the regular salary for the employee's step and education but will provide an early paycheck in August.

**ARTICLE II: HEALTH & DENTAL INSURANCE**

- A. The Elm Creek Public Schools provides a stipulated monthly amount toward the purchase of health & dental insurance or cash in lieu (Blue preferred \$1,050.00 deductible or the \$3,800 deductible HSA-Eligible. Dental Coverage is Option 2 PPO-100% A, 75% B, 50% C, single coverage). A teacher must be teaching half time or more to qualify for insurance or cash. Any teacher requesting cash in lieu is **required** to sign an attestation form to receive the cash payments. The following are the choices for the contract school year:

**Full-time teachers** shall have the following choices:

1. Family health and single dental insurance
2. Employee and spouse health and single dental insurance
3. Employee and child(ren) health and single dental insurance
4. Employee health and single dental insurance
5. Cash in Lieu at 90% of monthly Single Insurance premium
6. Cash in Lieu -No "double dipping" - full family dental insurance will be provided to married couples that both work in certified positions for the district.

Teachers opting for the High Deductible HSA health insurance plan shall be compensated the difference between the \$1,050.00 deductible plan and the HSA plan at a rate of 100% as per the elected plan, with ½ the amount paid in a lump sum in September and the remaining to be paid in March. Teachers enrolling in the HSA plan in January during the calendar year would have January and February compensation prorated. Should a teacher's employment from the district be severed prior to the conclusion of the school year, the district retains the right to reclaim any excess funds paid to the employee.

Teachers teaching less than full -time and more than halftime shall have their benefits prorated based on their FTE.

- B. The Board of Education reserves the right to name the health and accident insurance carrier.

**ARTICLE III: LONG -TERM INCOME PROTECTION**

- A. The Board of Education reserves the right to name the long-term disability income carrier. The Board of Education will pay 100% of the cost of the premium of the long-term (180 day) and the short term (90-day elimination period) and a maximum of 66 2/3% of salary protection.

**ARTICLE IV: LEAVE POLICIES**

- A. 12 days of personal leave will be granted with no reason given. To use a personal day you have to give 5 days' notice and it is contingent on having sub coverage. If a staff member needs to use their personal leave for sick leave it will be granted with no prior notice. Unused personal leave days shall be carried over to the following year as accrued sick leave days until a staff member's accrued sick leave reaches the maximum total of 50 days. No more than 2 personal leave days may be taken on consecutive school days and personal days cannot be used to extend a holiday such as Memorial Day, Labor Day, Thanksgiving, or Christmas; exceptions can be made by the superintendent in cases of emergency or extenuating circumstances. The twelve personal days granted at the beginning of each contract year must

be used completely before sick days can be used from a staff member's sick leave. Part time employees shall have their personal and sick leave days prorated to match their assigned FTE.

- B. At the end of each academic year a staff member may option to trade one personal leave day for pay at a rate of \$250 per day, in lieu of converting to accrued sick leave days. For any unused days not eligible to be transferred to accrued sick leave, the district shall pay certified staff members one-half of the daily substitute pay rate. Payment will be included in the June paycheck.
- C. Accrued Sick Leave - may be taken after all personal leave is used. It is intended for the use of illness for oneself or immediate family members. Immediate family members include wife, husband, son or daughter, mother, father, and anyone of legal guardianship.
- D. Sick Leave Donation - A teacher may donate a maximum of two days to a staff member in need to be used for sick leave. These days may be taken from their current personal days or from their accrued sick leave.

A teacher may receive a maximum of 10 sick days to use only when the receiving staff member has used all of their own earned sick days and personal days. Donation by teachers is voluntary and on an as-needed basis.

- E. Professional leave. Each teacher may be granted two (2) days of professional leave each school year without loss of pay to attend workshops, in-service, visiting another school, etc. Visiting other schools could be an assignment within a college course for advancement on the salary schedule. It requires pre-arranged approval by the principal and/or superintendent.
- F. Bereavement Leave. Teachers will be provided leave with pay to attend and/or make preparations for the funeral of a member of the immediate family.
  - 1. Five (5) days will be allowed for each occurrence if the immediate family is defined as spouse, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in law, or grandchild:
  - 2. Certified staff members will be allowed to use up to ten (10) available sick or personal days in the case of the death of an immediate family member. Immediate family members would be defined as: wife, husband, daughter or son.
  - 3. Three (3) days will be allowed for each occurrence if the immediate family is defined as brother, brother-in-law, sister or sister-in-law.
  - 4. Two (2) days will be allowed for each occurrence if the immediate family is defined as grandparent.
  - 5. One (1) day will be allowed for each occurrence if the immediate family is defined as aunt or uncle.

**ARTICLE V: SEVERANCE PAY**

- A. Severance Pay. On termination of their contract, certificated staff members shall receive severance pay for unused sick leave, maximum of 50 days, based on one-half of the daily substitute pay rate in effect at the time of termination.

**ARTICLE VI: GRIEVANCE POLICY**

- A. The Board recognizes the need to practice reasonable and effective means of resolving differences, which may arise among employees, to reduce potential areas of grievances, and to establish and maintain, recognized two-way channels of communication between staff and administration. Board Policy 4013 is the grievance procedure that governs disputes that arise under this agreement.

**ARTICLE VII: OVERNIGHT SUPERVISION AND NON-SCHOOL TIME WORKSHOPS**

- A. A staff member who is required to supervise students or groups overnight will be paid \$40.00 per night in addition to the normal expenses paid by the school.
- B. Non-Contract Required Attendance: Teachers requested by the district to attend workshops, training, or meetings on non-contract days shall be paid the employee's per diem rate with a maximum of 8 hours a day. These hourly wages include workshop hours and working lunches only and are subject to all normal payroll deductions. Payment from the district only applies in situations where no other payment is received.

**ARTICLE VIII: SUCCESSOR AGREEMENT**

- A. Each teacher employed by the district will receive vertical and horizontal advancement, if applicable, in the event this agreement continues for the following school year.

**ARTICLE IX: DURATION OF AGREEMENT**

- A. This contract shall be effective for the school year identified in Article 1, Section A, on page 1 of this agreement. If a new and substitute contract has not been duly entered into prior to the end of this agreement period, the terms of this contract shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to the beginning of the new contract period. The board agrees to pay any increase in the health and dental insurance premium so as to maintain present insurance coverage which will be Blue Preferred \$1,050.00 deductible with Single Dental until such time that a substitute contract is adopted.

**ARTICLE X: FRINGE BENEFITS**

- A. The Board and Association will implement a Section 125 "cafeteria" plan as per INTERNAL REVENUE SERVICE RULES. Qualified benefits and employee available elections include:
  - 1. Employee with No Dependents: Where an Employee has no dependents, said Employee may make the following benefit election:
    - a. Single health and dental insurance coverage; or,
    - b. The Cash Payment.
  - 2. Employee with Dependent(s): Where an Employee has dependent(s), said Employee may make the following election:
    - a. Single or dependent (according to the BC/BS four-tier plan); or
    - b. The Cash Payment.
- B. Within the District's Section 125 Plan, if the cash option is taken, the cash will be treated as follows:
  - 1. Section 125 plan, if the **cash** option is taken:

- a. Cash will be treated as income. State and Federal taxes will be withheld and income taxes are due on this income.
  - b. This cash will not be used to determine compensation for the Nebraska Teacher Retirement System. This is a Nebraska Retirement System rule. No withholding (employee or employer) will be made for this purpose. This cash will not be used for the Retirement System final compensation formula.
- 2. Dependent Care Plan/Expenses.
  - 3. Medical Reimbursement Plan/Expenses.
  - 4. Cafeteria Plan.

**ARTICLE XI: NONDISCRIMINATION**

- A. Nondiscrimination. The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

**ARTICLE XII: SAFETY COMMITTEE**

- A. Safety Committee. The Superintendent may appoint members of the staff to serve on the Safety Committee as appropriate and as required by law.

**ARTICLE XIII: JOINT PREPARATION AND CONSTRUCTION**

- A. Joint Preparation and Construction. This Negotiated Agreement is the product of a collectively-bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.

This Master Agreement shall constitute a compilation of all the annual agreements between the Elm Creek Education Association since negotiations began in 1967.

However, if proof can be shown by either party, by acceptable copies of past negotiated annual Agreements that something has been changed that is not a negotiated change, or something has been inadvertently "left out" that should be included in this Master Agreement, both parties agree to add or delete from this agreement as the case may be.

Ratified by both parties this 14th day of November, 2025.

Elm Creek School Board President  
Lynette Mitchell

ECEA President  
Kris Tool

---



---

**ELM CREEK PUBLIC SCHOOL  
2026-2027 CERTIFIED TEACHER SALARY SCHEDULE**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1		<b>4x4</b>															
2		<b>BASE</b>	<b>\$41,950</b>	<b>\$1750 Increase</b>													
<b>3</b>		<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>
<b>4</b>	<b>Step</b>	<b>BA</b>		<b>BA9</b>		<b>BA18</b>		<b>BA27</b>		<b>MA</b>		<b>MA9</b>		<b>MA18</b>		<b>MA27</b>	
5	<b>1</b>	1.000	\$41,950.00	1.040	\$43,628.00	1.080	\$45,306.00	1.120	\$46,984.00	1.160	\$48,662.00	1.200	\$50,340.00	1.240	\$52,018.00	1.28	\$53,696.00
6	<b>2</b>	1.040	\$43,628.00	1.080	\$45,306.00	1.120	\$46,984.00	1.160	\$48,662.00	1.200	\$50,340.00	1.240	\$52,018.00	1.280	\$53,696.00	1.32	\$55,374.00
7	<b>3</b>	1.080	\$45,306.00	1.120	\$46,984.00	1.160	\$48,662.00	1.200	\$50,340.00	1.240	\$52,018.00	1.280	\$53,696.00	1.320	\$55,374.00	1.36	\$57,052.00
8	<b>4</b>	1.120	\$46,984.00	1.160	\$48,662.00	1.200	\$50,340.00	1.240	\$52,018.00	1.280	\$53,696.00	1.320	\$55,374.00	1.360	\$57,052.00	1.40	\$58,730.00
9	<b>5</b>	1.160	\$48,662.00	1.200	\$50,340.00	1.240	\$52,018.00	1.280	\$53,696.00	1.320	\$55,374.00	1.360	\$57,052.00	1.400	\$58,730.00	1.44	\$60,408.00
10	<b>6</b>	1.200	\$50,340.00	1.240	\$52,018.00	1.280	\$53,696.00	1.320	\$55,374.00	1.360	\$57,052.00	1.400	\$58,730.00	1.440	\$60,408.00	1.48	\$62,086.00
11	<b>7</b>			1.280	\$53,696.00	1.320	\$55,374.00	1.360	\$57,052.00	1.400	\$58,730.00	1.440	\$60,408.00	1.480	\$62,086.00	1.52	\$63,764.00
12	<b>8</b>					1.360	\$57,052.00	1.400	\$58,730.00	1.440	\$60,408.00	1.480	\$62,086.00	1.520	\$63,764.00	1.56	\$65,442.00
13	<b>9</b>							1.440	\$60,408.00	1.480	\$62,086.00	1.520	\$63,764.00	1.560	\$65,442.00	1.60	\$67,120.00
14	<b>10</b>							1.480	\$62,086.00	1.520	\$63,764.00	1.560	\$65,442.00	1.600	\$67,120.00	1.64	\$68,798.00
15	<b>11</b>									1.560	\$65,442.00	1.600	\$67,120.00	1.640	\$68,798.00	1.68	\$70,476.00
16	<b>12</b>									1.600	\$67,120.00	1.640	\$68,798.00	1.680	\$70,476.00	1.72	\$72,154.00
17	<b>13</b>											1.680	\$70,476.00	1.720	\$72,154.00	1.76	\$73,832.00
18	<b>14</b>													1.760	\$73,832.00	1.80	\$75,510.00
19	<b>15</b>															1.84	\$77,188.00

**ELM CREEK PUBLIC SCHOOL  
2026-2027 EXTRA DUTY SALARY SCHEDULE**

<b>Extra Duty Salary Schedule</b>				<b>Base Salary</b>	<b>\$41,950.00</b>
				<b>=</b>	
<b>Activity</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>5 or more</b>
<b>All School Play - Head</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>
	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00
<b>All School Play - Asst</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>
	\$2,307.25	\$2,307.25	\$2,307.25	\$2,307.25	\$2,307.25
<b>Annual Sponsor (Yearbook)</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>
	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50
<b>AD - Asst</b>	<b>5.00%</b>	<b>5.00%</b>	<b>5.00%</b>	<b>5.00%</b>	<b>5.00%</b>
	\$2,097.50	\$2,097.50	\$2,097.50	\$2,097.50	\$2,097.50
<b>Bball - Boys Head</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>	<b>17.00%</b>	<b>18.00%</b>
	\$5,873.00	\$6,292.50	\$6,712.00	\$7,131.50	\$7,551.00
<b>Bball - Boys Asst</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>12.50%</b>
	\$4,195.00	\$4,404.75	\$4,614.50	\$5,034.00	\$5,243.75
<b>Bball - Girls Head</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>	<b>17.00%</b>	<b>18.00%</b>
	\$5,873.00	\$6,292.50	\$6,712.00	\$7,131.50	\$7,551.00
<b>Bball - Girls Asst</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>12.50%</b>
	\$4,195.00	\$4,404.75	\$4,614.50	\$5,034.00	\$5,243.75
<b>Cheer - Head</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>
	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00
<b>Cheer - Asst</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>
	\$2,307.25	\$2,307.25	\$2,307.25	\$2,307.25	\$2,307.25
<b>Cross Country - Head</b>	<b>9.00%</b>	<b>10.00%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>13.00%</b>
	\$3,775.50	\$4,195.00	\$4,614.50	\$5,034.00	\$5,453.50
<b>Cross Country - Asst</b>	<b>6.00%</b>	<b>7.00%</b>	<b>7.50%</b>	<b>8.50%</b>	<b>9.00%</b>
	\$2,517.00	\$2,936.50	\$3,146.25	\$3,565.75	\$3,775.50
<b>eSports</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>
	\$419.50	\$419.50	\$419.50	\$419.50	\$419.50
<b>FFA Sponsor</b>	<b>8.00%</b>	<b>8.50%</b>	<b>9.00%</b>	<b>9.50%</b>	<b>10.00%</b>
	\$3,356.00	\$3,565.75	\$3,775.50	\$3,985.25	\$4,195.00
<b>Flags</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>
	\$419.50	\$419.50	\$419.50	\$419.50	\$419.50
<b>Football - Head</b>	<b>12.00%</b>	<b>13.00%</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>
	\$5,034.00	\$5,453.50	\$5,873.00	\$6,292.50	\$6,712.00
<b>Football - Asst</b>	<b>8.50%</b>	<b>9.00%</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>
	\$3,565.75	\$3,775.50	\$4,195.00	\$4,404.75	\$4,614.50
<b>Golf - Head</b>	<b>9.00%</b>	<b>10.00%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>13.00%</b>

	\$3,775.50	\$4,195.00	\$4,614.50	\$5,034.00	\$5,453.50
<b>Golf - Assistant**</b>	<b>6.00%</b>	<b>7.00%</b>	<b>7.50%</b>	<b>8.50%</b>	<b>9.00%</b>
	\$2,517.00	\$2,936.50	\$3,146.25	\$3,565.75	\$3,775.50
<b>HAL - Elementary</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>HAL - Secondary</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Instrumental Music</b>	<b>5.50%</b>	<b>6.50%</b>	<b>7.50%</b>	<b>8.50%</b>	<b>9.50%</b>
	\$2,307.25	\$2,726.75	\$3,146.25	\$3,565.75	\$3,985.25
<b>Jr. Class - Head</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>
	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00
<b>Jr. Class - Asst</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>
	\$839.00	\$839.00	\$839.00	\$839.00	\$839.00
<b>Jr. High - Boys</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>
	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50
<b>Jr. High - Girls</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>
	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50
<b>NHS</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>
	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50
<b>One Act - Head</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>
	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00
<b>One Act - Asst</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>
	\$2,307.25	\$2,307.25	\$2,307.25	\$2,307.25	\$2,307.25
<b>Quiz Bowl - Elementary</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>
	\$629.25	\$629.25	\$629.25	\$629.25	\$629.25
<b>Quiz Bowl - Secondary</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>
	\$629.25	\$629.25	\$629.25	\$629.25	\$629.25
<b>Senior Class Sponsor</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>
	\$839.00	\$2,307.25	\$2,307.25	\$2,307.25	\$2,307.25
<b>Speech - Head</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>
	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00
<b>Speech - Asst</b>	<b>6.50%</b>	<b>6.50%</b>	<b>6.50%</b>	<b>6.50%</b>	<b>6.50%</b>
	\$2,726.75	\$2,726.75	\$2,726.75	\$2,726.75	\$2,726.75
<b>Student Council</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>
	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00
<b>Track - Head</b>	<b>11.00%</b>	<b>12.00%</b>	<b>13.00%</b>	<b>14.00%</b>	<b>15.00%</b>
	\$4,614.50	\$5,034.00	\$5,453.50	\$5,873.00	\$6,292.50
<b>Track - Asst</b>	<b>7.50%</b>	<b>8.50%</b>	<b>9.00%</b>	<b>10.00%</b>	<b>10.50%</b>
	\$3,146.25	\$3,565.75	\$3,775.50	\$4,195.00	\$4,404.75
<b>Vocal Music</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>
	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00

<b>Volleyball - Head</b>	<b>13.00%</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>	<b>17.00%</b>
	\$5,453.50	\$5,873.00	\$6,292.50	\$6,712.00	\$7,131.50
<b>Volleyball - Asst</b>	<b>9.00%</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>	<b>12.00%</b>
	\$3,775.50	\$4,195.00	\$4,404.75	\$4,614.50	\$5,034.00
<b>Wrestling - Boys Head</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>	<b>17.00%</b>	<b>18.00%</b>
	\$5,873.00	\$6,292.50	\$6,712.00	\$7,131.50	\$7,551.00
<b>Wrestling - Boys Asst</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>12.50%</b>
	\$4,195.00	\$4,404.75	\$4,614.50	\$5,034.00	\$5,243.75
<b>Wrestling - Girls Head</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>	<b>17.00%</b>	<b>18.00%</b>
	\$5,873.00	\$6,292.50	\$6,712.00	\$7,131.50	\$7,551.00
<b>Wrestling - Girls Asst</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>12.50%</b>
	\$4,195.00	\$4,404.75	\$4,614.50	\$5,034.00	\$5,243.75
<b>**An Assistant Golf coach will be added, following the same pay schedule as an Assistant Cross Country coach, based on the transportation needs of the number of participating athletes, including one manager.</b>					

November 21, 2025 at 7:00 PM - Elm Creek Board of Education Special Meeting  
Minutes

1. OPEN THE MEETING

1.1. Call to Order at 7:00 PM

1.1.1. Publication of Meeting

1.1.2. Nebraska Open Meetings Law

1.1.3. Pledge of Allegiance

1.1.4. District Mission Statement

1.2. Board Member Roll Call- all Board Members present

2. PUBLIC COMMENT- 5 people addressed the board. Morgan Fouts of Elm Creek spoke on following policy for superintendent evaluations. Ryan Hellriegel, Pat Hellriegel, Jeff Meads all from Elm Creek spoke on the administrators of the District. Marvion Reichert of Elm Creek spoke on funds for bus trip and the administrators

3. INFORMATION ITEMS

3.1. Reviewed Superintendent and Board Goals

4. ACTION ITEMS

4.1. Discuss and Consider Closed Session for the Purpose of Negotiations Related to the Superintendent Contract Terms

The Board entered closed session at 7:53 pm for the purpose of discussing negotiations related to the superintendent's contract terms as part of the board's bargaining process, as this is clearly necessary to protect the public interest. This motion, made by Board Member Cole Brodine and seconded by Board Member Ryan Martin, Passed 6-0. The board returned to open session at 8:10 p.m.

4.2. Consider and Take Any Necessary Action on Renewal of the Superintendent Contract, Including the Contract Terms

The motion, made by Board Member Lynette Mitchell and seconded by Board Member Cole Brodine to renew the contract superintendent contract with a salary increase of 2.5%. The motion failed on a 3-3 split vote, and no action was taken.

5. ADJOURN- Motion to adjourn at 8:12 pm, made by Board Member Lynette Mitchell and seconded by Board Member Ryan Martin, Passed 6-0.

6. CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.

7. SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.

Board of Education Regular Meeting  
Monday, November 10, 2025 6:00 PM

## 1. OPEN THE MEETING

### 1.1. Call to Order

- 1.1.1. Publication of Meeting
- 1.1.2. Nebraska Open Meetings Law
- 1.1.3. Pledge of Allegiance
- 1.1.4. District Mission Statement

### 1.2. Board Member Roll Call - all present

## 2. CELEBRATION OF EXCELLENCE (staff & student presentations, etc.)

FFA students, Aspen, Ava B., Reece, and Emma presented their FFA Nationals experience. Mr. Marquez congratulated the fall sports coaches and athletes on a great season.

## 3. PUBLIC COMMENT

No public comment was made.

## 4. INFORMATION ITEMS

### 4.1. Administrator Reports

- 4.1.1. Superintendent Report - Mrs. Beran
  - 4.1.1.1. Reminder of Contract Renewal or Non-Renewal
  - 4.1.1.2. Budget Tracking

Mrs. Beran presented a summary of the 2024–2025 audit report and provided updates on E3, the SRO proposal with the Buffalo County Sheriff's Office, PowerSchool litigation, state conference dates, strategic plan staff feedback, transportation, and the upcoming contract renewal date. She also shared current budget tracking information.

### 4.1.2. Principal/AD Report - Mr. Marquez

Mr. Marquez shared with the board that the Financial Literacy and Computer Science progress, and calendar changes needed for the district.

- a. March 11th -full day- NO 11:30 dismissal
- b. February 13th dismiss at 12:00pm -elementary sack lunch in the classrooms at 11am  
-Teachers stay
- c. March 17th -NO SCHOOL -Teacher work day

### 4.1.3. Principal Report - Mrs. Williams

Mrs. Williams updated the board with the Instructional Materials Cycle for the district, Financial Literacy, & Computer Science progress.

### 4.1.4. Strategic Plan Update/District Goals Update

### 4.2. Transportation Updates

#### 4.3. Board Committee Reports

##### 4.3.1. Building, Grounds, and Transportation

The committee provided a roof update, noted that the mini bus is expected to arrive in Feb., discussed storage facility needs, and confirmed the plaque placement was completed last week.

##### 4.3.2. Finance and Personnel

The committee reviewed the roof update, discussed storage facility needs, addressed matters related to military leave, and reviewed 2024–2025 grant reimbursements.

#### 5. CONSENT AGENDA

Motion was made to approve the consent agenda as presented. This motion, made by Alicia Beavers and seconded by Cole Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

##### 5.1. Prior Meeting Minutes

##### 5.2. Policy Final Reading and Adoption Including all New Policy Updates

##### 5.3. Financial Reports and Claims according to Review of Bills policy 3007

##### 5.4. Bond Payment of \$688,666.25

#### 6. ACTION ITEMS

##### 6.1. Accept Superintendent Beran's 2025-2026 Evaluation

Motion was made to accept Superintendent Beran's 2025-2026 Evaluation. This motion, made by Alicia Beavers and seconded by Lynette Mitchell, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

##### 6.2. Accept 2024-2025 Audit Report

Motion was made to accept 2024-2025 Audit Report. This motion, made by Lynette Mitchell and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

##### 6.3. Consider & Take any Necessary Action to Amend 2025-2026 School Calendar

Motion was made to Consider & Take any Necessary Action to Amend 2025-2026 School Calendar. This motion, made by Alicia Beavers and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

##### 6.4. Consider & Take any Necessary Action on Misc. Surplus Items

Motion was made to Consider & Take any Necessary Action on Misc. Surplus Items. This motion, made by Lynette Mitchell and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.5. Consider & Take any Necessary Action to Approve SRO Agreement

Motion was made to Consider & Take any Necessary Action to Approve SRO Agreement. This motion, made by Lynette Mitchell and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.6. Consider & Take any Necessary Action for PowerSchool Litigation Agreement

Motion was made to Consider & Take any Necessary Action for PowerSchool Litigation Agreement. This motion, made by Alicia Beavers and seconded by Cole Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

7. SCHEDULE NEXT REGULAR BOARD MEETING

Next meeting is scheduled for December 8th at 6pm.

8. ADJOURN

Motion was made to adjourn the Elm Creek Public School Board meeting at 6:48 pm. This motion, made by Lynette Mitchell and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

**Checking Account ID: STACTIVITY**

**Check Type: Automatic Payment**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
735911	11/30/2025	X			EFUNDS	EFUNDS PAYMENTS	2.02
Check Type Total:					Automatic Payment	Void Total: 0.00	Total without Voids: 2.02

**Checking Account ID: STACTIVITY**

**Check Type: Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
18308	11/11/2025	X			ALMASCH	ALMA SCHOOLS	60.00
18309	11/11/2025	X			BSNSPO	BSN SPORTS	1,162.49
18310	11/11/2025	X			CASHWAACT	CASH-WA DISTRIBUTING	546.86
18311	11/11/2025	X			CHESTERMAN	CHESTERMAN CO.	365.40
18312	11/11/2025	X			USBANK	CORPORATE PAYMENT SYSTEMS	4,386.63
18313	11/11/2025	X			DESHLER	DESHLER PUBLIC SCHOOLS	535.64
18314	11/11/2025	X			DIVAS	DIVAS at KEARNEY FLORAL CO.	129.00
18315	11/11/2025				GIBBON	GIBBON PUBLIC SCHOOLS	75.00
18316	11/11/2025				NAEADIST6	NAEA DISTRICT 6 AGRICULTURE EDUCATION	167.00
18317	11/11/2025	X			NSAA	NEBRASKA SCHOOL ACTIVITIES ASSOCIATION	1,133.77
18318	11/14/2025				BJOREM	BJOREM SPEECH PUBLICATIONS	67.23
18319	11/14/2025				CRANDALL	LINDA CRANDALL	200.00
18320	11/14/2025	X			GILBREATHB	BILL GILBREATH	200.00
18321	11/14/2025	X			HANSENE	ENID HANSEN	200.00
18322	11/14/2025	X			SCHOOLDIST	SCHOOL DISTRICT #9	960.00
18323	11/14/2025	X			TEPLYJ	JANE TEPLY	200.00
18324	11/14/2025	X			FIRSTIER	FIRSTIER BANK	430.00
18325	11/21/2025				KLINGELA	AARON KLINGELHOEFER ATC	90.00
18326	11/21/2025				ALMASCH	ALMA SCHOOLS	60.00
18327	11/21/2025				BLUECROS	BLUE CROSS BLUE SHIELD OF NE	3,758.44
18328	11/21/2025				BSNSPO	BSN SPORTS	4,248.81
18329	11/21/2025				CAMBRIDGES	CAMBRIDGE HIGH SCHOOL	75.00
18330	11/21/2025				GIBBON	GIBBON PUBLIC SCHOOLS	75.00
18331	11/21/2025	X	X	11/25/2025	HIGHJORDAN	JORDAN HIGH	11.79
18332	11/21/2025				JOSTENS	JOSTENS	2,455.23
18333	11/21/2025				OVERTONSCH	OVERTON PUBLIC SCHOOL	75.00
18334	11/21/2025				WYHES	WYHES CHOICE FUNDRAISING	1,260.00
18335	11/25/2025				SHEPARDT	TAYLOR SHEPARD	50.00
18336	11/26/2025				COZADSCH	COZAD CITY SCHOOLS	100.00
18337	11/26/2025				HARCO	HARCO ATHLETIC RECONDITIONING, INC	2,607.00
18338	11/26/2025				HOWELLS	HOWELLS-DODGE PUBLIC SCHOOLS	150.00
Check Type Total:					Check	Void Total: 11.79	Total without Voids: 25,823.50
Checking Account Total:					STACTIVITY	Void Total: 11.79	Total without Voids: 25,825.52
					Grand Total:	Void Total: 11.79	Total without Voids: 25,825.52

## Cash Flow Report

School District #9  
11/30/2025

Processing Month

11/2025

Page: 1  
User ID: LKJ

FUND NI Account		9/1/2025	REVENUES	EXPENSES	ENDING CASH
01	GENERAL FUND	1,284,985.89	1,153,103.89	(1,442,768.06)	995,321.72
02	DEPRECIATION	241,007.62	1,167.68	(41,780.00)	200,395.30
02	DEPRECIATION CD	558,847.72	2,412.59	-	561,260.31
03	EMPLOYEE BENEFIT	12,672.13	54.70	(12,726.83)	-
05	ACTIVITY FUND	66,158.46	116,051.78	(114,091.05)	68,119.19
06	NUTRITION FUND	107,908.72	55,620.39	(81,873.98)	81,655.13
07	BOND FUND	503,096.50	232,782.16	(688,666.25)	47,212.41
08	BUILDING FUND	715,078.79	50,769.71	(29,394.23)	736,454.27
08	EL BLDG FUND-NLAF	1,285.12	12.38	-	1,297.50
08	EL BLDG FUND-FIRSTIER	88,391.68	216,371.54	(302,931.62)	1,831.60
08	EL SWEEP ACCT (INTEREST)	110,896.27	-	(110,896.27)	-
08	EL SWEEP ACCT CD	102,378.87	441.98	(102,820.85)	-
		<b>3,792,707.77</b>	<b>1,828,788.80</b>	<b>(2,927,949.14)</b>	<b>2,693,547.43</b>

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
FOR DECEMBER 8, 2025  
NOVEMBER 2025 FINANCIALS

**GENERAL FUND - ACCT NO. 137766**

BALANCE NOVEMBER 1, 2025		\$	1,369,839.46
RECEIPTS	BUFFALO COUNTY	\$	32,587.47
	DAWSON COUNTY	\$	199.65
	ESU 10 - SUB PAY	\$	150.00
	FIRSTIER INTEREST	\$	2,358.16
	PHELPS COUNTY	\$	4,454.77
	PRESCHOOL PAYMENTS	\$	1,455.00
	STATE - CTE GRANT	\$	7,500.00
	STATE - TITLE FUNDS	\$	55,860.00
	STATE OF NEBRASKA - STATE AID (NOV DEPOSITED 12/1/25)	\$	-
	<b>TOTAL RECEIPTS</b>	<b>\$</b>	<b>104,565.05</b>
AVAILABLE BALANCE		\$	1,474,404.51
DISBURSEMENTS:			
	BILLS PAID NOVEMBER 10, 2025	\$	71,155.46
	EFUNDS FEES	\$	-
	ACH FEES	\$	10.00
	PAYROLL	\$	407,917.33
	<b>TOTAL DISBURSEMENTS</b>	<b>\$</b>	<b>479,082.79</b>
	<b>BALANCE NOVEMBER 30, 2025</b>	<b>\$</b>	<b>995,321.72</b>

**DEPRECIATION FUND**

ACCT 4152	BALANCE NOVEMBER 1, 2025	\$	241,832.65
	ANDERSON BROTHERS	\$	(41,780.00)
	TRANSFER FROM GENERAL ACCOUNT	\$	342.65
	INTEREST	\$	-
	<b>BALANCE NOVEMBER 30, 2025</b>	<b>\$</b>	<b>200,395.30</b>
ACCOUNT 1241 (FROM 0119)	BALANCE NOVEMBER 1, 2025	\$	561,260.31
	EXPENSES	\$	-
	INTEREST	\$	-
	TRANSFER FROM GENERAL FUNDS	\$	-
	<b>BALANCE NOVEMBER 30, 2025</b>	<b>\$</b>	<b>561,260.31</b>
	<b>DEPRECIATION BALANCE NOVEMBER 30, 2025</b>	<b>\$</b>	<b>761,655.61</b>

<b><u>BENEFIT FUND (UNEMPL CD)</u></b>	ACCOUNT 0125 CLOSED	\$	-
--	---------------------	----	---

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
 FOR DECEMBER 8, 2025  
 NOVEMBER 2025 FINANCIALS

<b><u>BUILDING FUND</u></b>	BALANCE NOVEMBER 1, 2025	\$ 734,261.52
	BUFFALO COUNTY	\$ 844.86
	DAWSON COUNTY	\$ -
	PHELPS COUNTY	\$ 231.15
	INTEREST EARNED	\$ 1,116.74
	<b>BALANCE NOVEMBER 30, 2025</b>	<b>\$ 736,454.27</b>
<b>BOND FUND OPENED 01/01/2023</b>	BALANCE NOVEMBER 1, 2025	\$ 727,739.49
	BUFFALO COUNTY	\$ 3,909.54
	DAWSON COUNTY	\$ -
	PHELPS COUNTY	\$ 1,079.63
	BAIRDHOLM - REIMBURSEMENT	\$ 3,150.00
	BOK FINANCIAL - BOND PAYMENT	\$ (688,666.25)
	<b>BALANCE NOVEMBER 30, 2025</b>	<b>\$ 47,212.41</b>
<b>ELEM CONSTRUCTION (NLAF)</b>	BALANCE NOVEMBER 1, 2025	\$ 1,293.54
	DIV REINVESTMENT	\$ 3.96
	<b>BALANCE NOVEMBER 30, 2025</b>	<b>\$ 1,297.50</b>
<b>ELEM CONSTRUCTION (FIRSTIER) (ACCOUNT 7078)</b>	BALANCE NOVEMBER 1, 2025	\$ 1,827.17
	INTEREST EARNED	\$ 4.43
	TRANSFER FROM SWEEP SAVINGS	\$ -
	TRANSFER FROM CONSTRUCTION FUND CD	\$ -
	ADJUSTMENT	\$ -
	BD CONSTRUCTION	\$ -
	<b>BALANCE NOVEMBER 30, 2025</b>	<b>\$ 1,831.60</b>
<b>SWEEP SAVINGS ACCOUNT</b>	ACCOUNT CLOSED	\$ -
<b>CONSTRUCTION FUND CD</b>	ACCOUNT CLOSED	\$ -

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
FOR DECEMBER 8, 2025  
NOVEMBER 2025 FINANCIALS

**LUNCH FUND**

BALANCE NOVEMBER 1, 2025 \$ 91,154.28

RECEIPTS

LUNCH SALES	\$	3,969.80
EFUND PAYMENTS	\$	1,124.05
GENERAL FUND TRANSFER	\$	-
FEDERAL REIMBURSEMENT BREAKFAST	\$	2,463.94
FEDERAL REIMBURSEMENT LUNCH	\$	8,131.93
STATE - LOCAL FOOD GRANT	\$	-
STATE REIMBURSEMENT LUNCH	\$	-
STATE REIMBURSEMENT BREAKFAST	\$	-

TOTAL RECEIPTS \$ 15,689.72

AVAILABLE BALANCE \$ 106,844.00

DISBURSEMENTS

FOOD/GROCERIES/MILK ETC.	\$	17,781.24
SUPPLIES	\$	600.90
MISC (REIMBURSEMENTS, BANK & EFUNDS FEES)	\$	14.41
PAYROLL	\$	6,792.32
REPAIRS/MAINTENANCE	\$	-

TOTAL DISBURSEMENTS \$ 25,188.87

**BALANCE NOVEMBER 30, 2025** **\$ 81,655.13**

---

DECEMBER BILLS AS OF 12/05/2025

BERNARD FOODS	\$	-
CASHWA	\$	11,924.35
DOLLAR GENERAL	\$	-
EC ACTIVITY FUND (TO CORRECT DEPOSITS)	\$	5,342.50
FOSTERS FAMILY FOODS	\$	95.58
HILAND (MILK)	\$	1,199.19
DECEMBER PAYROLL (ESTIMATE)	\$	7,000.00

\$ 25,561.62

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
 FOR DECEMBER 8, 2025  
 NOVEMBER 2025 FINANCIALS

**STUDENT ACTIVITY FUND**

	BALANCE NOVEMBER 1, 2025		\$ 66,923.58
RECEIPTS	ATHLETICS & ACTIVITIES	\$ 6,054.65	
	CLUB & CLASS ACCOUNTS	\$ 15,392.25	
	DISTRICT ACTIVITIES	\$ 5,124.23	
	AD SALES	\$ 450.00	
	TOTAL RECEIPTS	\$ 27,021.13	
EXPENSES	ATHLETICS & ACTIVITIES	\$ 15,167.65	
	DISTRICT ACTIVITY EXPENSES	\$ 4,720.46	
	CLUB & CLASS ACCOUNTS	\$ 5,937.41	
	TOTAL EXPENSES	\$ 25,825.52	
	<b>BALANCE NOVEMBER 30, 2025</b>		<b>\$ 68,119.19</b>

Vendor Name	Invoice Number	Description	Amount
Checking Account ID GENERAL Fund Number 01		GENERAL FUND	
ACT	35595	ACT TESTS	4,608.00
Total ACT			<u>4,608.00</u>
ALPHA REAL ESTATE LLC	12012025	DECEMBER 2025 RENT	200.00
Total ALPHA REAL ESTATE LLC			<u>200.00</u>
ANDERSON BROS.	61917	COOLING TOWER	185.88
ANDERSON BROS.	61968	WATER LEAK, S RECEIVING AREA	1,579.27
ANDERSON BROS.	62142	TROUBLESHOOT AIRFLOW	500.50
ANDERSON BROS.	62191	PLEATED FILTERS	83.28
ANDERSON BROS.	62226	BOWL WAX, CLOSET BOLTS	6.92
ANDERSON BROS.	62227	RUN CAPACITORS	104.64
ANDERSON BROS.	62244	REPAIR 3 BAY WASH SINK	500.50
Total ANDERSON BROS.			<u>2,960.99</u>
B3 SEEDING	INV1519	OVERSEED FOOTBALL FIELD	800.00
Total B3 SEEDING			<u>800.00</u>
BLACK HILLS ENERGY	11072025-01	225 E BOYD	2,031.66
BLACK HILLS ENERGY	11072025-40	230 EAST CALKINS	239.40
Total BLACK HILLS ENERGY			<u>2,271.06</u>
BREINIG DIESEL, LLC	14729	2021 BUS INSPECTION	130.00
BREINIG DIESEL, LLC	14732	2015 BUS INSPECTION	130.00
BREINIG DIESEL, LLC	14788	2013 INSPECTION AND REPAIRS	749.46
Total BREINIG DIESEL, LLC			<u>1,009.46</u>
BULKBOOKSTORE	214431	5TH GRADE BOOKS	133.12
Total BULKBOOKSTORE			<u>133.12</u>
CORPORATE PAYMENT SYSTEMS	12082025-GF	CREDIT CARD PAYMENT	3,330.35
Total CORPORATE PAYMENT SYSTEMS			<u>3,330.35</u>
DANA F COLE & COMPANY, LLP	35040388	2024-2025 AUDIT	5,225.00
Total DANA F COLE & COMPANY, LLP			<u>5,225.00</u>
DECKER EQUIPMENT	639109A	SWIVEL GLIDES FOR CHAIRS	107.95
Total DECKER EQUIPMENT			<u>107.95</u>
EAKES OFFICE PRODUCTS	9225510-0	CUSTODIAL SUPPLIES	263.84
EAKES OFFICE PRODUCTS	9230547-0	CUSTODIAL SUPPLIES	612.22
EAKES OFFICE PRODUCTS	9230630-0	CUSTODIAL SUPPLIES	162.63
EAKES OFFICE PRODUCTS	9234754-0	CUSTODIAL SUPPLIES	540.56
EAKES OFFICE PRODUCTS	9236879-0	OFFICE SUPPLIES	161.68
EAKES OFFICE PRODUCTS	9241792-0	CUSTODIAL SUPPLIES	276.28
EAKES OFFICE PRODUCTS	INV702226	HEPA FILTER	20.99
Total EAKES OFFICE PRODUCTS			<u>2,038.20</u>
ECOLAB PEST ELIMINATION	9528584	Pest Elimination	82.06
ECOLAB PEST ELIMINATION	9770785	Pest Elimination	82.06
Total ECOLAB PEST ELIMINATION			<u>164.12</u>
EDUCATIONAL SERVICE UNIT 10	12012025		12,705.13

Vendor Name	Invoice Number	Description	Amount
Total EDUCATIONAL SERVICE UNIT 10			12,705.13
ELECTRONIC SYSTEMS, INC	36858	CELL DIALER	600.16
Total ELECTRONIC SYSTEMS, INC			600.16
ENGINEERED CONTROLS	182365	MAINTENANCE AND REPAIRS	1,038.00
Total ENGINEERED CONTROLS			1,038.00
FIRST CARE MEDICAL	PUTNAM0031	DOT PHYSICAL	185.00
Total FIRST CARE MEDICAL			185.00
FLINN SCIENTIFIC INC	3181109	SCIENCE SUPPLIES	1,157.31
Total FLINN SCIENTIFIC INC			1,157.31
FOSTER'S FAMILY FOODS	12012025-54	Food & Supplies	129.64
Total FOSTER'S FAMILY FOODS			129.64
GRACZYK LAWN & LANDSCAPE	175143	FERTILIZER & WEED CONTROL	901.00
GRACZYK LAWN & LANDSCAPE	181011	FOOTBALL FIELD SERVICES	340.00
GRACZYK LAWN & LANDSCAPE	181012	FOOTBALL FIELD SERVICES	340.00
GRACZYK LAWN & LANDSCAPE	181013	FOOTBALL FIELD SERVICES	340.00
Total GRACZYK LAWN & LANDSCAPE			1,921.00
HOMETOWN LEASING	0012798585-41	Copiers	1,320.00
Total HOMETOWN LEASING			1,320.00
INSPIRA FINANCIAL	12112025	FLEX PLAN FEES	150.00
Total INSPIRA FINANCIAL			150.00
JOSTENS	38111833	CAPS & TASSELS	607.40
JOSTENS	794317	VLDCT & SALUT RIBBONS	41.50
Total JOSTENS			648.90
KELLY'S SALES & AG SERVICE	31994	2024 VAN - INSPECTION	75.00
Total KELLY'S SALES & AG SERVICE			75.00
KSB SCHOOL LAW, PC LLO	20205	LEGAL SERVICES	1,080.00
Total KSB SCHOOL LAW, PC LLO			1,080.00
LONG, KATHY	1036	17.50 HOURS @ \$15	262.50
Total LONG, KATHY			262.50
MATHESON TRI GAS	0032419323	SHOP	469.70
Total MATHESON TRI GAS			469.70
MENARDS - KEARNEY	98951	SHOP	29.85
MENARDS - KEARNEY	98953	SHOP	18.48
MENARDS - KEARNEY	99238	SHOP	68.16
MENARDS - KEARNEY	99387	SHOP	24.37
Total MENARDS - KEARNEY			140.86
MIDWEST RESTAURANT SUPPLY	INV15015	SALAD BAR	1,026.92
MIDWEST RESTAURANT SUPPLY	INV15146	SALAD BAR REPAIRS	478.74

Vendor Name	Invoice Number	Description	Amount
Total MIDWEST RESTAURANT SUPPLY			1,505.66
NEBRASKA ASSN OF SCHOOL BOARDS	N-54419	STATE ED CONFERENCE	404.00
NEBRASKA ASSN OF SCHOOL BOARDS	N54803	STATE ED CONFERENCE	1,680.00
Total NEBRASKA ASSN OF SCHOOL BOARDS			2,084.00
NEBRASKA FFA ASSN	P2C1207	BRANDL - AG ED SYMPOSIUM	40.00
Total NEBRASKA FFA ASSN			40.00
NEBRASKA PUBLIC POWER DISTRICT	11172025-6744	FOOTBALL FIELD	73.57
NEBRASKA PUBLIC POWER DISTRICT	11172025-6748	230 EAST CALKINS	5,354.16
Total NEBRASKA PUBLIC POWER DISTRICT			5,427.73
OMAHA MARRIOTT DTN CAPITOL DIS	ACCT#: CP 779	LODGING & PARKING	1,637.00
Total OMAHA MARRIOTT DTN CAPITOL DIS			1,637.00
ONESOURCE	2022194492	Background Checks	36.00
Total ONESOURCE			36.00
OTIS ELEVATOR COMPANY	100402117400	SERVICE CONTRACT 11/1/25 TO 10/31/26	2,099.52
Total OTIS ELEVATOR COMPANY			2,099.52
RETIREMENT PLAN CONSULTANTS LLC	INVIMA9320041	AMENDMENT	400.00
Total RETIREMENT PLAN CONSULTANTS LLC			400.00
SPERL, COLTON	12012025	REIMBURSE - ART SUPPLIES	98.40
Total SPERL, COLTON			98.40
STATE OF NEBRASKA	12012025	NETWORK SERVICE FEES	403.93
Total STATE OF NEBRASKA			403.93
VESTIS	6280610313	CLEANING	88.18
Total VESTIS			88.18
VILLAGE OF ELM CREEK	12012025	WATER, SEWER, TRASH	1,242.75
Total VILLAGE OF ELM CREEK			1,242.75
WEX BANK	109064133	FUEL	1,799.29
Total WEX BANK			1,799.29
WOODWARDS DISPOSAL SERVICE	NO9297-566	SHREDDING SERVICE	32.50
Total WOODWARDS DISPOSAL SERVICE			32.50
YANDA'S MUSIC	781997	BAND	50.00
YANDA'S MUSIC	782146	REPAIRS	65.00
YANDA'S MUSIC	784946	FOR WIRELESS MIC SYSTEM	92.16
Total YANDA'S MUSIC			207.16
Fund Number 01			61,833.57
Checking Account ID GENERAL			61,833.57

School District #9  
12/04/2025 06:28 PM  
Vendor Name

Board Report - Board  
DECEMBER 8, 2025 GENERAL FUND CHECKS  
Invoice Number      Description

Page: 4  
User ID: LKJ  
Amount

**Checking Account ID: BUILDING**

**Check Type: Check**

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
1040	12/08/2025				WILKINSA	WILKINS ARCHITECTURE DESIGN	1,719.70
Check Type Total:			Check			Void Total: 0.00	Total without Voids: 1,719.70
Checking Account Total:			BUILDING			Void Total: 0.00	Total without Voids: 1,719.70
Grand Total:						Void Total: 0.00	Total without Voids: 1,719.70

**MASTER AGREEMENT BETWEEN  
ELM CREEK BOARD OF EDUCATION AND  
THE ELM CREEK EDUCATION ASSOCIATION**

*(This contract is based on a working calendar with 184 days for all full-time certified staff.)*

**ARTICLE I: SALARIES**

- A. Base salary. The base salary for the **2026-2027** school year shall be **\$41,950**.
- B. The schedule index shall be 4% for each year's experience allowed on the schedule and 4% for each additional nine hours allowed above the BA degree.
- C. Extra Duty Pay. Teachers assigned a duty listed on the extra-duty schedule shall be placed on the schedule where their past experience would allow, up to the number of years allowed on the schedule as provided by provision number one of the salary schedule provisions.
- D. Salary Schedule Provisions. The salary schedule provisions attached to the salary schedule are an integral part of the salary schedule and have been negotiated as they appear on the attached schedule.
- E. Substituting for Another Teacher. When asked to substitute for another teacher during a regularly scheduled preparation period, teachers shall be paid \$25.00 per time.
- F. Salary Schedule. Following is a copy of the current salary schedule now in force in the Elm Creek Public School. The schedule has three parts: 1) the index schedule; 2) the extra duty pay schedule; 3) the salary schedule provisions.
- G. Teachers who are appropriately certified and teach a dual credit class will receive a stipend per semester. This stipend will be equal to  $\frac{1}{3}$  of the college's credit hour cost to an enrolled Nebraska-Resident college student enrolled in the course (not a dual-credit student rate), excluding fees. For example, if the tuition is \$96 per credit hour for a 3 credit course ( $\$96 \times 3 = \$288$ ) and 7 students are enrolled ( $\$288 \times 7 = \$2016$ ), the teacher's stipend would be  $\frac{1}{3}$  of the total tuition amount ( $\$2016/3 = \$672$ ) per semester.

**SALARY SCHEDULE PROVISIONS**

- A. Teachers entering the system for the first time shall be given full credit for prior experience, provided it shall have been earned in an accredited school during the immediately preceding 15 (fifteen) years, and shall have been more than half-time (prorated to the nearest half or whole time) teaching.
- B. Each teacher shall have on file in the superintendent's office a complete up-to-date transcript of college hours earned.
- C. All courses used for advancement on the salary schedule must be graduate courses. Exceptions will be made when a non-qualifying course would permit the teacher to obtain an additional endorsement by contract.
- D. Only graduate courses submitted to the superintendent by the contract renewal date will be eligible for advancement on the salary schedule.
- E. Teachers will receive their official contract for the upcoming school year at least 7 days before the contract deadline.

- F. A 13 month pay schedule shall be offered for teachers in their first year of employment at Elm Creek Public Schools. This pay schedule will be based on the same amount as the regular salary for the employee's step and education but will provide an early paycheck in August.

**ARTICLE II: HEALTH & DENTAL INSURANCE**

- A. The Elm Creek Public Schools provides a stipulated monthly amount toward the purchase of health & dental insurance or cash in lieu (Blue preferred \$1,050.00 deductible or the \$3,800 deductible HSA-Eligible. Dental Coverage is Option 2 PPO-100% A, 75% B, 50% C, single coverage). A teacher must be teaching half time or more to qualify for insurance or cash. Any teacher requesting cash in lieu is **required** to sign an attestation form to receive the cash payments. The following are the choices for the contract school year:

**Full-time teachers** shall have the following choices:

1. Family health and single dental insurance
2. Employee and spouse health and single dental insurance
3. Employee and child(ren) health and single dental insurance
4. Employee health and single dental insurance
5. Cash in Lieu at 90% of monthly Single Insurance premium
6. Cash in Lieu -No "double dipping" - full family dental insurance will be provided to married couples that both work in certified positions for the district.

Teachers opting for the High Deductible HSA health insurance plan shall be compensated the difference between the \$1,050.00 deductible plan and the HSA plan at a rate of 100% as per the elected plan, with ½ the amount paid in a lump sum in September and the remaining to be paid in March. Teachers enrolling in the HSA plan in January during the calendar year would have January and February compensation prorated. Should a teacher's employment from the district be severed prior to the conclusion of the school year, the district retains the right to reclaim any excess funds paid to the employee.

Teachers teaching less than full -time and more than halftime shall have their benefits prorated based on their FTE.

- B. The Board of Education reserves the right to name the health and accident insurance carrier.

**ARTICLE III: LONG -TERM INCOME PROTECTION**

- A. The Board of Education reserves the right to name the long-term disability income carrier. The Board of Education will pay 100% of the cost of the premium of the long-term (180 day) and the short term (90-day elimination period) and a maximum of 66 2/3% of salary protection.

**ARTICLE IV: LEAVE POLICIES**

- A. 12 days of personal leave will be granted with no reason given. To use a personal day you have to give 5 days' notice and it is contingent on having sub coverage. If a staff member needs to use their personal leave for sick leave it will be granted with no prior notice. Unused personal leave days shall be carried over to the following year as accrued sick leave days until a staff member's accrued sick leave reaches the maximum total of 50 days. No more than 2 personal leave days may be taken on consecutive school days and personal days cannot be used to extend a holiday such as Memorial Day, Labor Day, Thanksgiving, or Christmas; exceptions can be made by the superintendent in cases of emergency or extenuating circumstances. The twelve personal days granted at the beginning of each contract year must

be used completely before sick days can be used from a staff member's sick leave. Part time employees shall have their personal and sick leave days prorated to match their assigned FTE.

- B. At the end of each academic year a staff member may option to trade one personal leave day for pay at a rate of \$250 per day, in lieu of converting to accrued sick leave days. For any unused days not eligible to be transferred to accrued sick leave, the district shall pay certified staff members one-half of the daily substitute pay rate. Payment will be included in the June paycheck.
- C. Accrued Sick Leave - may be taken after all personal leave is used. It is intended for the use of illness for oneself or immediate family members. Immediate family members include wife, husband, son or daughter, mother, father, and anyone of legal guardianship.
- D. Sick Leave Donation - A teacher may donate a maximum of two days to a staff member in need to be used for sick leave. These days may be taken from their current personal days or from their accrued sick leave.

A teacher may receive a maximum of 10 sick days to use only when the receiving staff member has used all of their own earned sick days and personal days. Donation by teachers is voluntary and on an as-needed basis.

- E. Professional leave. Each teacher may be granted two (2) days of professional leave each school year without loss of pay to attend workshops, in-service, visiting another school, etc. Visiting other schools could be an assignment within a college course for advancement on the salary schedule. It requires pre-arranged approval by the principal and/or superintendent.
- F. Bereavement Leave. Teachers will be provided leave with pay to attend and/or make preparations for the funeral of a member of the immediate family.
  - 1. Five (5) days will be allowed for each occurrence if the immediate family is defined as spouse, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in law, or grandchild:
  - 2. Certified staff members will be allowed to use up to ten (10) available sick or personal days in the case of the death of an immediate family member. Immediate family members would be defined as: wife, husband, daughter or son.
  - 3. Three (3) days will be allowed for each occurrence if the immediate family is defined as brother, brother-in-law, sister or sister-in-law.
  - 4. Two (2) days will be allowed for each occurrence if the immediate family is defined as grandparent.
  - 5. One (1) day will be allowed for each occurrence if the immediate family is defined as aunt or uncle.

**ARTICLE V: SEVERANCE PAY**

- A. Severance Pay. On termination of their contract, certificated staff members shall receive severance pay for unused sick leave, maximum of 50 days, based on one-half of the daily substitute pay rate in effect at the time of termination.

**ARTICLE VI: GRIEVANCE POLICY**

- A. The Board recognizes the need to practice reasonable and effective means of resolving differences, which may arise among employees, to reduce potential areas of grievances, and to establish and maintain, recognized two-way channels of communication between staff and administration. Board Policy 4013 is the grievance procedure that governs disputes that arise under this agreement.

**ARTICLE VII: OVERNIGHT SUPERVISION AND NON-SCHOOL TIME WORKSHOPS**

- A. A staff member who is required to supervise students or groups overnight will be paid \$40.00 per night in addition to the normal expenses paid by the school.
- B. Non-Contract Required Attendance: Teachers requested by the district to attend workshops, training, or meetings on non-contract days shall be paid the employee's per diem rate with a maximum of 8 hours a day. These hourly wages include workshop hours and working lunches only and are subject to all normal payroll deductions. Payment from the district only applies in situations where no other payment is received.

**ARTICLE VIII: SUCCESSOR AGREEMENT**

- A. Each teacher employed by the district will receive vertical and horizontal advancement, if applicable, in the event this agreement continues for the following school year.

**ARTICLE IX: DURATION OF AGREEMENT**

- A. This contract shall be effective for the school year identified in Article 1, Section A, on page 1 of this agreement. If a new and substitute contract has not been duly entered into prior to the end of this agreement period, the terms of this contract shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to the beginning of the new contract period. The board agrees to pay any increase in the health and dental insurance premium so as to maintain present insurance coverage which will be Blue Preferred \$1,050.00 deductible with Single Dental until such time that a substitute contract is adopted.

**ARTICLE X: FRINGE BENEFITS**

- A. The Board and Association will implement a Section 125 "cafeteria" plan as per INTERNAL REVENUE SERVICE RULES. Qualified benefits and employee available elections include:
  - 1. Employee with No Dependents: Where an Employee has no dependents, said Employee may make the following benefit election:
    - a. Single health and dental insurance coverage; or,
    - b. The Cash Payment.
  - 2. Employee with Dependent(s): Where an Employee has dependent(s), said Employee may make the following election:
    - a. Single or dependent (according to the BC/BS four-tier plan); or
    - b. The Cash Payment.
- B. Within the District's Section 125 Plan, if the cash option is taken, the cash will be treated as follows:
  - 1. Section 125 plan, if the **cash** option is taken:

- a. Cash will be treated as income. State and Federal taxes will be withheld and income taxes are due on this income.
  - b. This cash will not be used to determine compensation for the Nebraska Teacher Retirement System. This is a Nebraska Retirement System rule. No withholding (employee or employer) will be made for this purpose. This cash will not be used for the Retirement System final compensation formula.
- 2. Dependent Care Plan/Expenses.
  - 3. Medical Reimbursement Plan/Expenses.
  - 4. Cafeteria Plan.

**ARTICLE XI: NONDISCRIMINATION**

- A. Nondiscrimination. The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

**ARTICLE XII: SAFETY COMMITTEE**

- A. Safety Committee. The Superintendent may appoint members of the staff to serve on the Safety Committee as appropriate and as required by law.

**ARTICLE XIII: JOINT PREPARATION AND CONSTRUCTION**

- A. Joint Preparation and Construction. This Negotiated Agreement is the product of a collectively-bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.

This Master Agreement shall constitute a compilation of all the annual agreements between the Elm Creek Education Association since negotiations began in 1967.

However, if proof can be shown by either party, by acceptable copies of past negotiated annual Agreements that something has been changed that is not a negotiated change, or something has been inadvertently "left out" that should be included in this Master Agreement, both parties agree to add or delete from this agreement as the case may be.

Ratified by both parties this 14th day of November, 2025.

Elm Creek School Board President  
Lynette Mitchell

ECEA President  
Kris Tool

---



---

**ELM CREEK PUBLIC SCHOOL  
2026-2027 CERTIFIED TEACHER SALARY SCHEDULE**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1		<b>4x4</b>															
2		<b>BASE</b>	<b>\$41,950</b>	<b>\$1750 Increase</b>													
<b>3</b>		<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>
<b>4</b>	<b>Step</b>	<b>BA</b>		<b>BA9</b>		<b>BA18</b>		<b>BA27</b>		<b>MA</b>		<b>MA9</b>		<b>MA18</b>		<b>MA27</b>	
5	<b>1</b>	1.000	\$41,950.00	1.040	\$43,628.00	1.080	\$45,306.00	1.120	\$46,984.00	1.160	\$48,662.00	1.200	\$50,340.00	1.240	\$52,018.00	1.28	\$53,696.00
6	<b>2</b>	1.040	\$43,628.00	1.080	\$45,306.00	1.120	\$46,984.00	1.160	\$48,662.00	1.200	\$50,340.00	1.240	\$52,018.00	1.280	\$53,696.00	1.32	\$55,374.00
7	<b>3</b>	1.080	\$45,306.00	1.120	\$46,984.00	1.160	\$48,662.00	1.200	\$50,340.00	1.240	\$52,018.00	1.280	\$53,696.00	1.320	\$55,374.00	1.36	\$57,052.00
8	<b>4</b>	1.120	\$46,984.00	1.160	\$48,662.00	1.200	\$50,340.00	1.240	\$52,018.00	1.280	\$53,696.00	1.320	\$55,374.00	1.360	\$57,052.00	1.40	\$58,730.00
9	<b>5</b>	1.160	\$48,662.00	1.200	\$50,340.00	1.240	\$52,018.00	1.280	\$53,696.00	1.320	\$55,374.00	1.360	\$57,052.00	1.400	\$58,730.00	1.44	\$60,408.00
10	<b>6</b>	1.200	\$50,340.00	1.240	\$52,018.00	1.280	\$53,696.00	1.320	\$55,374.00	1.360	\$57,052.00	1.400	\$58,730.00	1.440	\$60,408.00	1.48	\$62,086.00
11	<b>7</b>			1.280	\$53,696.00	1.320	\$55,374.00	1.360	\$57,052.00	1.400	\$58,730.00	1.440	\$60,408.00	1.480	\$62,086.00	1.52	\$63,764.00
12	<b>8</b>					1.360	\$57,052.00	1.400	\$58,730.00	1.440	\$60,408.00	1.480	\$62,086.00	1.520	\$63,764.00	1.56	\$65,442.00
13	<b>9</b>							1.440	\$60,408.00	1.480	\$62,086.00	1.520	\$63,764.00	1.560	\$65,442.00	1.60	\$67,120.00
14	<b>10</b>							1.480	\$62,086.00	1.520	\$63,764.00	1.560	\$65,442.00	1.600	\$67,120.00	1.64	\$68,798.00
15	<b>11</b>									1.560	\$65,442.00	1.600	\$67,120.00	1.640	\$68,798.00	1.68	\$70,476.00
16	<b>12</b>									1.600	\$67,120.00	1.640	\$68,798.00	1.680	\$70,476.00	1.72	\$72,154.00
17	<b>13</b>											1.680	\$70,476.00	1.720	\$72,154.00	1.76	\$73,832.00
18	<b>14</b>													1.760	\$73,832.00	1.80	\$75,510.00
19	<b>15</b>															1.84	\$77,188.00

**ELM CREEK PUBLIC SCHOOL  
2026-2027 EXTRA DUTY SALARY SCHEDULE**

<b>Extra Duty Salary Schedule</b>				<b>Base Salary</b> <b>=</b>	<b>\$41,950.00</b>
<b><u>Activity</u></b>	<b><u>Year 1</u></b>	<b><u>Year 2</u></b>	<b><u>Year 3</u></b>	<b><u>Year 4</u></b>	<b><u>5 or more</u></b>
<b>All School Play - Head</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>
	<b>\$3,356.00</b>	<b>\$3,356.00</b>	<b>\$3,356.00</b>	<b>\$3,356.00</b>	<b>\$3,356.00</b>
<b>All School Play - Asst</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>
	<b>\$2,307.25</b>	<b>\$2,307.25</b>	<b>\$2,307.25</b>	<b>\$2,307.25</b>	<b>\$2,307.25</b>
<b>Annual Sponsor (Yearbook)</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>
	<b>\$1,258.50</b>	<b>\$1,258.50</b>	<b>\$1,258.50</b>	<b>\$1,258.50</b>	<b>\$1,258.50</b>
<b>AD - Asst</b>	<b>5.00%</b>	<b>5.00%</b>	<b>5.00%</b>	<b>5.00%</b>	<b>5.00%</b>
	<b>\$2,097.50</b>	<b>\$2,097.50</b>	<b>\$2,097.50</b>	<b>\$2,097.50</b>	<b>\$2,097.50</b>
<b>Bball - Boys Head</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>	<b>17.00%</b>	<b>18.00%</b>
	<b>\$5,873.00</b>	<b>\$6,292.50</b>	<b>\$6,712.00</b>	<b>\$7,131.50</b>	<b>\$7,551.00</b>
<b>Bball - Boys Asst</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>12.50%</b>
	<b>\$4,195.00</b>	<b>\$4,404.75</b>	<b>\$4,614.50</b>	<b>\$5,034.00</b>	<b>\$5,243.75</b>
<b>Bball - Girls Head</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>	<b>17.00%</b>	<b>18.00%</b>
	<b>\$5,873.00</b>	<b>\$6,292.50</b>	<b>\$6,712.00</b>	<b>\$7,131.50</b>	<b>\$7,551.00</b>
<b>Bball - Girls Asst</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>12.50%</b>
	<b>\$4,195.00</b>	<b>\$4,404.75</b>	<b>\$4,614.50</b>	<b>\$5,034.00</b>	<b>\$5,243.75</b>
<b>Cheer - Head</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>
	<b>\$3,356.00</b>	<b>\$3,356.00</b>	<b>\$3,356.00</b>	<b>\$3,356.00</b>	<b>\$3,356.00</b>
<b>Cheer - Asst</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>
	<b>\$2,307.25</b>	<b>\$2,307.25</b>	<b>\$2,307.25</b>	<b>\$2,307.25</b>	<b>\$2,307.25</b>
<b>Cross Country - Head</b>	<b>9.00%</b>	<b>10.00%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>13.00%</b>
	<b>\$3,775.50</b>	<b>\$4,195.00</b>	<b>\$4,614.50</b>	<b>\$5,034.00</b>	<b>\$5,453.50</b>
<b>Cross Country - Asst</b>	<b>6.00%</b>	<b>7.00%</b>	<b>7.50%</b>	<b>8.50%</b>	<b>9.00%</b>
	<b>\$2,517.00</b>	<b>\$2,936.50</b>	<b>\$3,146.25</b>	<b>\$3,565.75</b>	<b>\$3,775.50</b>
<b>eSports</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>
	<b>\$419.50</b>	<b>\$419.50</b>	<b>\$419.50</b>	<b>\$419.50</b>	<b>\$419.50</b>
<b>FFA Sponsor</b>	<b>8.00%</b>	<b>8.50%</b>	<b>9.00%</b>	<b>9.50%</b>	<b>10.00%</b>
	<b>\$3,356.00</b>	<b>\$3,565.75</b>	<b>\$3,775.50</b>	<b>\$3,985.25</b>	<b>\$4,195.00</b>
<b>Flags</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>
	<b>\$419.50</b>	<b>\$419.50</b>	<b>\$419.50</b>	<b>\$419.50</b>	<b>\$419.50</b>
<b>Football - Head</b>	<b>12.00%</b>	<b>13.00%</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>
	<b>\$5,034.00</b>	<b>\$5,453.50</b>	<b>\$5,873.00</b>	<b>\$6,292.50</b>	<b>\$6,712.00</b>
<b>Football - Asst</b>	<b>8.50%</b>	<b>9.00%</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>
	<b>\$3,565.75</b>	<b>\$3,775.50</b>	<b>\$4,195.00</b>	<b>\$4,404.75</b>	<b>\$4,614.50</b>
<b>Golf - Head</b>	<b>9.00%</b>	<b>10.00%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>13.00%</b>

	\$3,775.50	\$4,195.00	\$4,614.50	\$5,034.00	\$5,453.50
<b>Golf - Assistant**</b>	<b>6.00%</b>	<b>7.00%</b>	<b>7.50%</b>	<b>8.50%</b>	<b>9.00%</b>
	\$2,517.00	\$2,936.50	\$3,146.25	\$3,565.75	\$3,775.50
<b>HAL - Elementary</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>HAL - Secondary</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Instrumental Music</b>	<b>5.50%</b>	<b>6.50%</b>	<b>7.50%</b>	<b>8.50%</b>	<b>9.50%</b>
	\$2,307.25	\$2,726.75	\$3,146.25	\$3,565.75	\$3,985.25
<b>Jr. Class - Head</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>
	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00
<b>Jr. Class - Asst</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>
	\$839.00	\$839.00	\$839.00	\$839.00	\$839.00
<b>Jr. High - Boys</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>
	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50
<b>Jr. High - Girls</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>
	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50
<b>NHS</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>
	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50	\$1,258.50
<b>One Act - Head</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>
	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00
<b>One Act - Asst</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>	<b>5.50%</b>
	\$2,307.25	\$2,307.25	\$2,307.25	\$2,307.25	\$2,307.25
<b>Quiz Bowl - Elementary</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>
	\$629.25	\$629.25	\$629.25	\$629.25	\$629.25
<b>Quiz Bowl - Secondary</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>	<b>1.500%</b>
	\$629.25	\$629.25	\$629.25	\$629.25	\$629.25
<b>Senior Class Sponsor</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>
	\$839.00	\$2,307.25	\$2,307.25	\$2,307.25	\$2,307.25
<b>Speech - Head</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>	<b>8.00%</b>
	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00	\$3,356.00
<b>Speech - Asst</b>	<b>6.50%</b>	<b>6.50%</b>	<b>6.50%</b>	<b>6.50%</b>	<b>6.50%</b>
	\$2,726.75	\$2,726.75	\$2,726.75	\$2,726.75	\$2,726.75
<b>Student Council</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>
	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00
<b>Track - Head</b>	<b>11.00%</b>	<b>12.00%</b>	<b>13.00%</b>	<b>14.00%</b>	<b>15.00%</b>
	\$4,614.50	\$5,034.00	\$5,453.50	\$5,873.00	\$6,292.50
<b>Track - Asst</b>	<b>7.50%</b>	<b>8.50%</b>	<b>9.00%</b>	<b>10.00%</b>	<b>10.50%</b>
	\$3,146.25	\$3,565.75	\$3,775.50	\$4,195.00	\$4,404.75
<b>Vocal Music</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>4.00%</b>
	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00	\$1,678.00

<b>Volleyball - Head</b>	<b>13.00%</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>	<b>17.00%</b>
	\$5,453.50	\$5,873.00	\$6,292.50	\$6,712.00	\$7,131.50
<b>Volleyball - Asst</b>	<b>9.00%</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>	<b>12.00%</b>
	\$3,775.50	\$4,195.00	\$4,404.75	\$4,614.50	\$5,034.00
<b>Wrestling - Boys Head</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>	<b>17.00%</b>	<b>18.00%</b>
	\$5,873.00	\$6,292.50	\$6,712.00	\$7,131.50	\$7,551.00
<b>Wrestling - Boys Asst</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>12.50%</b>
	\$4,195.00	\$4,404.75	\$4,614.50	\$5,034.00	\$5,243.75
<b>Wrestling - Girls Head</b>	<b>14.00%</b>	<b>15.00%</b>	<b>16.00%</b>	<b>17.00%</b>	<b>18.00%</b>
	\$5,873.00	\$6,292.50	\$6,712.00	\$7,131.50	\$7,551.00
<b>Wrestling - Girls Asst</b>	<b>10.00%</b>	<b>10.50%</b>	<b>11.00%</b>	<b>12.00%</b>	<b>12.50%</b>
	\$4,195.00	\$4,404.75	\$4,614.50	\$5,034.00	\$5,243.75
<b>**An Assistant Golf coach will be added, following the same pay schedule as an Assistant Cross Country coach, based on the transportation needs of the number of participating athletes, including one manager.</b>					

## 2026 ECPS Re-Roof Project

	Independent	Weathercraft	McKinnis	Tri-Cities
<b>Hallway Roof</b>	\$225,000.00	\$144,241.00	\$218,526.00	\$113,100.00
<b>Auxiliary Gym Roof</b>	\$370,000.00	\$199,918.00	\$275,720.00	\$182,100.00
<b>Total</b>	<b>\$595,000.00</b>	<b>\$344,159.00</b>	<b>\$494,246.00</b>	<b>\$295,200.00</b>
<b>Add Alt #1</b>	\$99,000.00	\$66,857.00	\$134,086.00	\$128,900.00
<b>Total + Alt</b>	<b>\$694,000.00</b>	<b>\$411,016.00</b>	<b>\$628,332.00</b>	<b>\$424,100.00</b>

ELM CREEK PUBLIC SCHOOL DISTRICT  
SUPERINTENDENT'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of the Buffalo County School District 10-0009, a/lit, Elm Creek Public Schools, hereinafter referred to as "the Board," and **Kim Beran**, hereinafter referred to as "the Superintendent."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 8<sup>th</sup> day of December, 2025, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

1) **Term of Contract.** This Contract is for a term of **one (1) year** beginning on the 1st day of July, 2026, and expiring on the 30th day of June, 2027. References in this Contract to "contract year" shall mean the period of July 1 to June 30.

i) The Board shall, at or before its regular Board meeting in December of 2025 and each subsequent contract year, notify the Superintendent of the Board's offer of continued employment and of the terms of such continued employment. The Superintendent shall accept or deny such contract offer at or before the regular Board meeting in January.

2) **Salary.** The annual salary for the 2026-2027 contract year shall be One Hundred Forty-Four Thousand Two Hundred Eighty Dollars (\$144,280); and, the annual salary for the 2027-2028 contract year to include an increase of no less than 2.5% on the base salary as determined by the Board and Superintendent subject to the provisions of paragraph 2.c. below.

a) The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District

b) In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

c) The Board reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the Board has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of two (2) years.

d) This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

3) **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A) Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met:

(a) The Superintendent is currently employed by the District; and, the paid leave day is taken on a day the Superintendent would otherwise be expected to be at work.

(b) Vacation. The Superintendent shall be allowed sixteen (16) working days of vacation leave during each contract year. The superintendent may elect to use a vacation day or days anytime during the school year when school is not in session, all other vacation time is to be used during the summer. Carry-over and Accumulation of Vacation Days. Vacation is to be used during each contract year: Vacation days are to be used in the contract year in which it becomes available. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. At the end of each contract year the superintendent will be reimbursed up to five (5) unused vacation days at the effective daily rate of pay in such contract year. Any unused or un-reimbursed vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be sixteen (16) days. Upon ending employment, unused vacation days available in the final contract year will be paid at the effective daily rate of pay. The Board retains the right to direct the Superintendent to take vacation days at the Board's discretion.

(c) Sick Leave. The superintendent shall be entitled to twelve (12) contract days of sick leave the first year of employment as of the first official day included in the initial contract of employment and twelve (12) contract days of each succeeding year accumulative to forty-five (45) days. Carry-over and Accumulation of Sick Days. A maximum of forty-five (45) days of sick leave may be accumulated.

(d). Personal Days. The superintendent shall be entitled to four (4) days of personal leave. Personal days not used will be paid to the superintendent at the "substitute daily rate" in effect for each contract year. The reimbursement will be made in the final check of the contract year.

(e) Holidays. The following days shall be holiday days and not working days:

Labor Day, Thanksgiving Day, Friday following Thanksgiving, Christmas Day, day following Christmas, New Year's Day, one-half day on New Year's Eve, Good Friday, Memorial Day and July 4th. Provided that should an identified holiday fall on a weekend day, the Superintendent may elect to take either the first working day before or after the holiday as an off-duty day.

(f) Log. The Superintendent shall maintain a current log of used vacation, personal and sick leave days with the President of the Board of Education, or his or her designee.

(g) Bereavement Leave. The Superintendent will be provided leave with pay for bereavement leave as provided in the Negotiated Agreement between the Elm Creek Education Association and Elm Creek Public Schools.

B) Health and Dental Insurance. The District shall pay for and provide the Superintendent with Employee plus Spouse health and dental insurance with a \$1050 deductible.

C) Long Term Disability. The District shall pay for and provide the Superintendent with disability insurance consistent with that provided for other certificated employees for which the Superintendent is qualified under the District's disability insurance plan.

D) Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District shall pay the Superintendent's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent's position upon the Superintendent's request.

E) Transportation Expenses. Any reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set by the state of Nebraska.

F) Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings.

G) Other Benefits. The Superintendent may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Superintendent meets the conditions and eligibility requirements for such benefits.

4) **Duties.** The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such positions as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties. In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

5) **Residency/Domicile.** The Contract requires the Superintendent to establish the Superintendent's "domicile and principal residence" within the school district boundaries and to maintain it during the Superintendent's entire period of employment with the school district. The parties agree that if the Superintendent owns property within the boundaries within six months of the first duty day of the Contract on which the Superintendent intends to build a home, that portion of the Contract is satisfied. However, the parties understand and agree that the Superintendent establishing the Superintendent's domicile and principal residence within the school district boundaries is important to the Superintendent's success, so the Superintendent agrees that the Board may implement the residency/domicile requirement after the initial 2-year term of the Contract.

6) **Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

7) **Evaluation of the Superintendent.** The Superintendent shall be evaluated each contract year and may be evaluated more frequently in the discretion of the Board. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a written response to the evaluation; which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.

8) **Contract Termination.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent or principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service to the date of such termination bears to the days of service remaining in the term of the Contract at the time termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owed to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent. The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while the Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

9) **Representations and Legal Requirements.** The Superintendent affirms that:

(1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract (2) the required certificate to perform the assigned duties shall be registered as required by law it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

i) The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or pled no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

ii) There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

10) **Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

11) **Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

*The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before January 12, 2026 shall constitute a rejection by the Superintendent of the offer of employment.*

*Executed this 3rd day of December, 2025*

*Board of Education of Buffalo County School  
District 10-0009 a/k/a Elm Creek Public  
Schools*

\_\_\_\_\_  
*Superintendent*

\_\_\_\_\_  
*by President*

\_\_\_\_\_  
*attest Secretary*



**Superintendent Pay Transparency  
Notice—Proposed Contract**

**Kim Beran**

Notice is hereby given that Elm Creek Public\_Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 8, 2025\_ at 6:00 pm at Elm Creek Public Schools Room 801 in Elm Creek, Nebraska.

After the 2025/26 school year, how many years remain on the contract:  
(Column F must be completed if additional years remain on contract.)

1
---

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

	2026/27 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 144,280.00		\$ 144,280.00
<b>Compensation for activities outside of the regular salary:</b>			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 24,194.00		\$ 24,194.00
• <i>Cafeteria Plan Stipend</i>			\$ -

• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare <b><u>if paid by the district</u></b>			\$ -
• District's share of retirement, FICA and Medicare	\$ 22,694.00		\$ 22,694.00
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues	\$ 500.00		\$ 500.00
• Cell Phone/Internet reimbursement			\$ -
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement			\$ -
• Mileage Allowance	\$ 800.00		\$ 800.00
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
<b>Totals:</b>	<b>\$ 192,468.00</b>		<b>\$ - \$ 192,468.00</b>