

Agenda

1. Call the meeting to order
2. Open Meetings Law
3. Roll Call
4. Consent Agenda
 - 4.1. Approval of Minutes
 - 4.2. Approval of General Fund Bills
 - 4.3. Approval of Board Member Absence
5. Treasurer's report
6. Recognition of Students and Staff
7. Recognition of Visitors/Public Comment
8. ACTION ITEMS
 - 8.1. Elect Board Officers for 2025
 - 8.2. Set Board Committee Assignments for 2025
 - 8.3. Select Board Representative to the Tekamah-Herman School Foundation for 2025
 - 8.4. Approve Superintendent Evaluation and Contract
 - 8.5. Approve the annual lease for a skid loader
 - 8.6. Approve the resignation, retirement, of Don Wallace
 - 8.7. Approve the 2025-2026 THEA Negotiated Agreement
 - 8.8. Approve surplus items for immediate sale or disposal
 - 8.9. Approve the contract for Jordan Roseborough as the District Technology Coordinator for 2025-2026
9. DISCUSSION ITEMS
10. Principal Reports
 - 10.1. Elementary Principal
 - 10.2. Secondary Principal
11. Board Reports
12. Superintendent Report
13. Possible Executive Session: for the purpose of principal evaluations and compensation and to protect the reputation of the principals.
14. Next meeting date and time: Monday, February 10th, 2025 at 5:30 pm in the school library.
15. Adjournment

Board of Education Regular Meeting

Tuesday, December 10, 2024 5:30 PM

Tekamah-Herman Public Schools, 112 N 13th St, Tekamah, NE 68061

Chris Booth: Present
Abby Mathistad: Absent
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Present
Sheryl Stansberry: Present

1. **Call the meeting to order** **Speaker(s):** Board President
2. **Open Meetings Law** **Speaker(s):** Board President
3. **Roll Call** **Speaker(s):** Board President

4. **Consent Agenda**

Action(s):

The motion to approve the Consent Agenda including the November 11th minutes and current claims as presented Passed with a motion by Sheryl Stansberry and a second by Chris Booth.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

4.1. Approval of Minutes

4.2. Approval of General Fund Bills

4.3. Approval of Board Member Absence

5. **Treasurer's report**

Discussion: Mr. Kjar reviewed the October 2024 Treasurer's report with the Board.

6. **Recognition of Students and Staff**

Discussion: Mrs. Beck recognized the November students of the month. Beck also recognized Stacey Keyes with UNL Burt County Extension. She is providing School Enrichment experiences, through Nebraska Extension & 4-H to our classrooms.

Mr. Heitz recognized the volleyball, Choir, One-Act and FFA postseason honors.

7. **Recognition of Visitors/Public Comment**

Discussion: No public comment.

8. ACTION ITEMS

8.1. Discuss, consider, and take all action regarding the approval of an architectural firm for future school district building projects

Action(s) :

The motion to approve Carlson West Povondra as the school district architect for future building projects Passed with a motion by Sheryl Stansberry and a second by Burt Rogers.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Absent
Mandyn Pruess:	Yea
Burt Rogers:	Yea
Bill Skinner:	Yea
Sheryl Stansberry:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Discussion: The Board interviewed three architecture firms to discuss possible upcoming building and grounds improvements. Those interviewed were CWP, Wilkins Design, and CMBA. The Board chose Carlson West Povondra as their architect on file for future plans.

8.2. Approve Margaret Braniff as a substitute teacher

Action(s) :

The motion to approve Margaret Braniff as a substitute teacher Passed with a motion by Chris Booth and a second by Bill Skinner.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Absent
Mandyn Pruess:	Yea
Burt Rogers:	Yea
Bill Skinner:	Yea
Sheryl Stansberry:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

9. DISCUSSION ITEMS

10. Principal Reports

10.1. Elementary Principal

Discussion: Mrs. Beck reported enrollment was is up to 292 students with the addition to preschool, kindergarten and first grade. She also reported her vision for expanding the preschool program, hoping as early as the next school year. She is asking the Board to make a decision by the next Board meeting so plans can be put into place.

10.2. Secondary Principal

Discussion: Mr. Heitz updated the Board with the "Give it all you got" awards, Hosting EHC events, Tier I and Tier II team meetings, and the successful State Principals conference he recently attended.

11. Board Reports

11.1. Buildings, Grounds, and Transportation Committee Report

Discussion:

Items discussed at the most recent building and grounds committee meeting are as follows:

1. Softball Field Scoreboard: The ball association has asked if we would contribute toward the replacement of the current softball field scoreboard. They are estimating \$20,000 total for the project.
2. Fleet Update: Purchased a 2021 GMC Yukon with 41,000 miles for \$49,000 from Woodhouse Ford (Clay Sheets). Had the option to purchase a new 2025 Expedition Max from Diers Ford (Gordy Bryant), but the earliest it would have arrived was May. Thought we would be in need of the replacement sooner than that.
3. Security Cameras: Currently working with SEI on a comprehensive plan to update/upgrade cameras and software. This will require some replacement for current/old analog cameras and additional new cameras. Mike Miller of SEI is currently working on a quote for us.
4. Elementary Counters/Cabinets/FCS Room: I've met with Hausmann construction representatives and the quote design phase of the project is in progress. FCS Room may/may not be a part of the project.
5. Lunchroom Tables: Hausmann reps believe they have a couple of potential providers for this project. I think that is a better option than the others I have explored. Waiting to hear back from them.
6. Classroom Furniture: Met with our furniture rep and have placed an initial order for 2nd grade desks/chairs and a small order for art room tables/chairs.

11.2. Negotiations Committee

Discussion: Comments from the most recent Negotiations committee meeting:

(Proposed Changes for the 2025-26 School Year)

1. \$1,250 base salary increase to \$39,450 for 2025-2026
2. Added a personal day: 3 days per year, total of 6 per year
3. Added the ability to access a sick day to attend THS event which a staff member's child is a participant in
4. Clarified language about the process and procedures for paying out sick days

5. Adding Schedule "B" to compensate for a career education teacher.

12. Superintendent Report

Discussion: Mr. Kjar reviewed the election results with the Board, gave a summary of the KSB webinar regarding policy changes, and noted that any updates may be found at NASBonline.org.

13. Possible Executive Session: for the purpose of protecting the superintendent's reputation, evaluation, and contract. The scope of the discussion will be limited to these topics only.

Action(s):

The motion to go into executive session: for the purpose of protecting the superintendent's reputation, evaluation, and contract at 6:25pm
Passed with a motion by Burt Rogers and a second by Bill Skinner.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

With Subsidiary Motions:

At 7:17pm, the motion to close executive session and reconvene in open session Passed with a motion by Bill Skinner and a second by Burt Rogers.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

14. Next meeting date and time: Monday, January 13th, 2024, at 5:30 pm

15. Adjournment

Action(s):

The motion to adjourn the December 2024 meeting at 7:18pm Passed with a motion by Bill Skinner and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Board Secretary

Tekamah-Herman Public Schools

<u>Check Number</u>	<u>Check Date</u>	<u>Entity Name</u>	<u>Amount</u>
144494	01/13/2025	AJ'S SERVICE AND REPAIR	442.50
144495	01/13/2025	AMAZON CAPITAL SERVICES, INC	211.12
144496	01/13/2025	APRYL BECK	599.00
144497	01/13/2025	BOMGAARS SUPPLY INC	38.46
144498	01/13/2025	BRANIFF SERVICE	5,593.07
144499	01/13/2025	BRUMMOND DISPOSAL LLC	415.00
144500	01/13/2025	BUDDIES	34.00
144501	01/13/2025	BURT COUNTY TREASURER	64.50
144502	01/13/2025	Cannon	628.46
144503	01/13/2025	Cash-Wa Distributing	387.22
144504	01/13/2025	CASS PLUMBING	581.34
144505	01/13/2025	CENTURYLINK	516.08
144506	01/13/2025	CHRISTENSEN ELECTRIC LLC	693.29
144507	01/13/2025	CITY OF TEKAMAH	453.00
144508	01/13/2025	CITY WIDE FACILITY SOLUTIONS	11,200.00
144509	01/13/2025	CRAIG RESOURCES INC, DBA CRAIG	6,905.08
144510	01/13/2025	DIETZ MUSIC HOUSE, INC	45.00
144511	01/13/2025	E3 DIAGNOSTICS	101.00
144512	01/13/2025	ERICKSON & BROOKS	400.00
144513	01/13/2025	General Reimbursement Fund	15.00
144514	01/13/2025	GOODWILL INDUSTRIES INC	550.00
144515	01/13/2025	JASON HEITZ	907.20
144516	01/13/2025	INSTITUTE FOR MULIT-SENSORY EDUCATION	125.00
144517	01/13/2025	Jaymar Business Forms Inc.	154.46
144518	01/13/2025	THE JOSLYN	60.00
144519	01/13/2025	JRAYS REPAIR	501.25
144520	01/13/2025	BRAD KJAR	599.00
144521	01/13/2025	CAYLE KLEIN	88.31
144522	01/13/2025	KSB SCHOOL LAW, PC LLO	650.00
144523	01/13/2025	BROOKE CHELEEN	600.20
144524	01/13/2025	LEE ENTERPRISES ADVERTISING	31.16
144525	01/13/2025	LINCOLN MARRIOTT CORNHUSKER	112.00
144526	01/13/2025	LOFFLER	1,539.58
144527	01/13/2025	HOLLY LOFTIS	160.80
144528	01/13/2025	MATHESON TRI-GAS, INC	235.70
144529	01/13/2025	MEMORIAL COMMUNITY HOSPITAL	280.00
144530	01/13/2025	NEBRASKA PUBLIC POWER	6,900.00
144531	01/13/2025	Nebraska Rural Community School	220.00
144532	01/13/2025	NMC EXCHANGE LLC	4,650.00
144533	01/13/2025	NORTHEAST COMMUNITY COLLEGE	942.93
144534	01/13/2025	NORTHEAST INSTANT RAIN	150.00
144535	01/13/2025	NOTARY PUBLIC UNDERWRITERS OF	83.95
144536	01/13/2025	OneSource	84.00
144537	01/13/2025	PASCO SCIENTIFIC	291.00
144538	01/13/2025	Popplers Music Inc	701.58
144539	01/13/2025	RISE BROADBAND	110.19
144540	01/13/2025	ALAINA ROCHE	40.00
144541	01/13/2025	RUTT'S MECHANICAL SERVICES	12,532.00
144542	01/13/2025	SAVEMORE MARKET	94.60
144543	01/13/2025	SCHOOLS PLP, LLC.	535.00
144544	01/13/2025	SHAMBURG AUTO SUPPLY, INC	107.88
144545	01/13/2025	SPARQDATA SOLUTIONS	4,400.00
144546	01/13/2025	TEACHER SYNERGY LLC	112.00
144547	01/13/2025	TRUCK CENTER COMPANIES	1,028.71
144548	01/13/2025	VERIZON WIRELESS	90.30
144549	01/13/2025	VESTIS	141.24
144550	01/13/2025	Don Wallace	24.99
144551	01/13/2025	WALTER LYDICK	3,825.00
144552	01/13/2025	WOODRIVER ENERGY LLC	3,594.70
	01/13/2025	BRIDGET ABRAHAM	172.86
	01/13/2025	MANNI BELFRAGE	56.15
	01/13/2025	VANESSA BRAND	150.08
	01/13/2025	CARRIE BRANIFF	44.22
	01/13/2025	BRIDGETTE BRAYMEN	130.65
	01/13/2025	Abra Bridges	140.70
	01/13/2025	CARI BRODERSEN	140.70
	01/13/2025	ANDREA BROMM	80.40
	01/13/2025	JAMIE BRUMMOND	100.50
	01/13/2025	SARAH BRUSEGAARD	142.84
	01/13/2025	SABINA CAMERON	100.50
	01/13/2025	JILL CONNEALY	140.70

01/13/2025	ERIC OR CLARITY DEVNEY	221.10
01/13/2025	ROBERT & BREANNE EVASIC	106.53
01/13/2025	ASHLEY FISHER	120.60
01/13/2025	DEANNA GOODWIN	180.90
01/13/2025	JOEL HAMAN	166.83
01/13/2025	AMANDA HANSEN	70.35
01/13/2025	CHELSEA HANSEN	274.47
01/13/2025	JON HANSEN	102.51
01/13/2025	LINDSEY HANSEN	80.40
01/13/2025	BUCK OR ALLIE HOIER	60.97
01/13/2025	KATHY HUESER	154.77
01/13/2025	ANNEBELLE OR FRANCOIS JACOBS	64.32
01/13/2025	MACKENZIE KAHLANDT	188.94
01/13/2025	BRETT KAZEMBA	104.52
01/13/2025	JAMES KELLY	140.70
01/13/2025	PAIGE KNAUSS	225.12
01/13/2025	TIMOTHY OR GINA LANDSPERGER	56.28
01/13/2025	KATIE LEICHLEITER	241.20
01/13/2025	MICHAELA MANN	100.50
01/13/2025	TIFFANY MARQUARDT	108.54
01/13/2025	LAURA MCELMURAY	70.35
01/13/2025	CARISSA OR ANDY OLIGMUELLER	28.14
01/13/2025	CHRIS PETERSEN	40.20
01/13/2025	JACOB OR TIFFANY PETTIT	180.90
01/13/2025	BRITTANY RAY	128.64
01/13/2025	JESSICA SATORIE	80.40
01/13/2025	JODIE SCHUETT	132.66
01/13/2025	SHAUNA SELF	260.76
01/13/2025	TRISHA SHEETS	120.60
01/13/2025	CHRIS SMUTNY	100.05
01/13/2025	AARON SNOW	75.04
01/13/2025	JILL SPENNER	160.80
01/13/2025	SEAN THIEMANN	172.86
01/13/2025	MICHELLE TOBIN	186.93
01/13/2025	ASHLEY TYSON	160.80
01/13/2025	ASHLEY WIMER	52.26
01/13/2025	HAILEY WOLF	238.25
01/13/2025	KILEY WORLEY	<u>241.20</u>
Checking Account Total:		83,178.54

BUILDING FUN D

1748	01/13/2025	Allison Electric	2,113.10
1749	01/13/2025	BSN SPORTS	9,712.25
1750	01/13/2025	S.E. Smith	<u>512.01</u>

GENERAL FUND		
Nov-24		
CASH ON HAND	\$ 1,453,538.21	
GENERAL REIMBURSEMENT FUND		
CASH BALANCE		\$ 1,453,538.21
BURT COUNTY TAXES	\$ 38,867.89	
WASHINGTON COUNTY TAXES	\$ 8,105.77	
TITLE I	\$ 115,366.00	
TITLE IIA	\$ 12,840.00	
DISPOSAL OF PROPERTY	\$ 3,426.00	
REVENUE FROM INSURANCE CLAIM	\$ 12,228.39	
STATE AID	\$ 83,973.00	
INTEREST	\$ 656.11	
	T. EXPENDITURES	\$ 275,463.16
		\$1,729,001.37
PAYROLL	\$ 618,273.25	
EXPENDITURES	\$ 183,238.19	
	T. EXPENDITURES	
		\$ 801,511.44
Ending Balance 11/30/2024		\$927,489.93
DEPRECIATION FUND		
Nov-24		
CASH ON HAND	\$ 187,803.23	
CASH BALANCE		\$ 187,803.23
TRANSFER		
INTEREST	\$ 373.03	\$ 373.03
	TOTAL REVENUE	\$188,176.26
EXPENDITURES	\$ -	
	TOTAL EXPENDITURE	\$ -
Ending Balance 11/30/2024		\$188,176.26
EMPLOYEE BENEFIT FUND		
Nov-24		
CASH ON HAND	\$ 53,763.54	
CASH BALANCE		\$ 53,763.54
INTEREST	\$ 106.79	
NON-REVENUE RECEIPTS (REFUND)		
		\$ 106.79
	TOTAL REVENUE	\$ 53,870.33

EXPENDITURES	\$	-	
		TOTAL EXPENDITURE	\$ -
ENDING BALANCE 11/30/2024			\$53,870.33
ACTIVITY FUND			
Nov-24			
CASH ON HAND	\$	194,643.30	
CASH BALANCE			\$ 194,643.30
DEPOSITS	\$	25,729.98	
TRANSFER IN			
INTEREST	\$	387.08	
			\$ 26,117.06
TOTAL REVENUE			\$220,760.36
EXPENDITURES	\$	35,352.91	
		TOTAL EXPENDITURE	\$ 35,352.91
Ending Balance 11/30/2024			\$185,407.45
LUNCH FUND			
Nov-24			
CASH ON HAND	\$	115,815.37	
CASH BALANCE			\$ 115,815.37
DEPOSITS	\$	48,235.75	
TRANSFER IN			
INTEREST	\$	246.97	
			\$ 48,482.72
		TOTAL REVENUE	\$ 164,298.09
PAYROLL	\$	13,657.25	
EXPENDITURES	\$	27,195.31	
			\$ 40,852.56
Ending Balance 11/30/2024			\$123,445.53
BOND FUND			
Nov-24			
CASH ON HAND	\$	907,743.54	
CASH BALANCE			\$ 907,743.54
BURT COUNTY TAXES	\$	1,440.64	
WASHINGTON COUNTY TAXES	\$	603.52	

INTEREST	\$ 1,661.96	
		\$ 3,706.12
	TOTAL REVENUE	\$911,449.66
EXPENDITURES	\$ 217,000.00	
	TOTAL EXPENDITURES	\$ 217,000.00
Ending Balance 11/30/2024		\$694,449.66
BUILDING FUND		
Nov-24		
CASH ON HAND	\$ 2,006,781.94	
CASH BALANCE		\$ 2,006,781.94
BURT COUNTY TAXES	\$ 1,439.21	
WASHINGTON COUNTY TAXES	\$ 602.97	
INTEREST	\$ 2,947.90	
		\$ 4,990.08
	TOTAL REVENUE	\$ 2,011,772.02
EXPENDITURES	\$ 22,481.51	
		\$ 22,481.51
Ending Balance 11/30/2024		\$ 1,989,290.51

Tekamah-Herman Board Meeting
Secondary Report

1/13/25

Staff and Student Recognition

- Tiger Pride “Give It All You Got” award winners:
7th grade: Emily Loftis, Graysen Abraham; **8th grade:** Brody Bromm, Georgia Johnson, Cooper Kjar; **Freshmen:** Josie Broderson, Cameron Brummond, Edyn Goodwin, Owen Larson; **Sophomores:** Aspen Arnold, Landon Burt, Ryan Roche; **Juniors:** Anika Jacobs, Cooper Langley, Emily Stansberry; **Seniors:** Sammie Broderson, Laney Hoier, Dylan Petersen
- NSAA Fall Activities Academic All-State:
Cross-Country: Charlie Beck, Ryan Roche, Nevaeh Ritter; **Football:** Cooper Langley, Dylan Petersen; **Play Production:** Simon Heitz, Brock Paul; **Softball:** Samantha Brodersen, Isabella Evasic; **Volleyball:** Addysen Lytle, Emily Stansberry
- “Teacher of the Semester” Winner: Brad Paul

Principal’s Report

- Tiger Pride expectations reviewed
- Expectations for teachers (and students)
- Student SEL survey
- HOSTING District Wrestling, Feb. 15
- HOSTING Conference Speech, Feb. 26

Tekamah-Herman Board Meeting
Elementary Report

1/13/25

Staff and Student Recognition

- Students of the month for December were: Briar Dorn, Maesyn Herting, Karlee Rader, Emry Hansen, Tiffany Mann, Elias Atwell, Tula Urbanski-Gowen, Millie Santiago, Gradey Knoll, Beau Jansen, Orry Bridges, Brogan Braniff, Teagan Mills, Quinn Braniff, and Ty King.
- On the last day of the first semester we held our second ROAR Rally of the year, and it was an awesome assembly for our students. Thank you to the following team for planning and executing this great event: Holly Loftis, Julie Fleischman, Abra Bridges, Deanna Goodwin, Alaina Roche, and Mackenzie Kahlandt.

Principal's Report

- Our enrollment for December was 290 students PK-6. We had two students transfer out, in 4th and 2nd grade.
- In December I attended APL training for administrators at ESU2, and it was one of the best professional learning experiences I've had in my career. APL is a series of teaching strategies that increases student engagement, and enhances direct instruction. A number of our secondary teachers attended the training as well, but I was able to attend the series that was tailored for administrators. I'll go back this semester for the second and final day.

Board Officers

January 2024

PRESIDENT: Mandyn Pruess

VICE PRESIDENT: Burt Rogers

SECRETARY/TREASURER: Heidi Lindberg (appointed)

TEKAMAH-HERMAN SCHOOLS FOUNDATION BOARD REP: Sheryl Stansberry

BOARD COMMITTEE ASSIGNMENTS

American Civics

1. Burt Rogers
2. Chris Booth
3. Sheryl Stansberry

Policy

1. Mandyn Pruess
2. Bill Skinner
3. Sheryl Stansberry

Budget/Finance

1. Bill Skinner
2. Mandyn Pruess
3. Abby Mathistad

Building/Grounds/Transportation

1. Burt Rogers
2. Chris Booth
3. Sheryl Stansberry

Curriculum/Instruction/Technology

1. Mandyn Pruess
2. Sheryl Stansberry
3. Abby Mathistad

Negotiations

1. Bill Skinner
2. Chris Booth
3. Sheryl Stansberry

Weight: 20%

		Ineffective (1 pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)	Rating	Abby	Bill	Burt	Chris	Mandyn	Sheryl
A1	Policy involvement	Makes decisions without regard to adopted policy.	Provides correspondence from policy provider with recommendation(s) for adoption. Follows as written.	Is actively involved in the development, recommendation and administration of district policies.	Is proactive in the determination of district needs and policy priorities; has a system in place to ensure timely administration of district policies.	3.83						
A2	Goal development	Goals are not developed.	Goals are defined by implementing state curriculum and seeking to maximize student scores.	Facilitates the development of short-term goals for the district. Provides the necessary financial strategies to meet those goals.	Has a system in place for establishing, reporting on and monitoring goals. Budget practices help to ensure alignment of	3.67						
A3	Information	Does not provide the information the board needs to perform its responsibilities.	Keeps only some members informed, making it difficult for the board to perform its responsibilities.	Keeps all board members informed with appropriate information as needed so it may perform its responsibilities.	Has established mutually agreed upon protocols with the board regarding communication. Executes those protocols consistently.	4.00						
A4	Materials and background	Meeting materials aren't readily available. Members arrive at meetings without enough prior information regarding agenda or background information.	Meeting materials are incomplete, and don't include adequate background information or historical perspective.	Materials are provided. Background and historical perspective are included. Recommendations are included.	Meeting materials are comprehensive with all adequate background information and previous action included. Recommendations are well thought out.	3.33						
A5	Board questions	Board questions aren't answered fully nor in a timely manner.	Most board questions are answered. All members aren't apprised of all relevant questions/answers.	Provides all board members with information regarding board development opportunities when they arise and budgets for board development.	Has a system in place for receiving and responding to board member questions in a timely and thorough manner.	3.67						
A6	Board development	Doesn't promote and does not budget for board development.	When prompted, provides members with information about board development.	Provides all board members with information regarding board development opportunities when they arise and budgets for board development.	Actively encourages board development by seeking and communicating opportunities. Ensures funding is aligned to board development plan.	3.50						
Category rating:						3.67						
Artifacts that may serve as evidence of performance in this domain: <ul style="list-style-type: none"> • Meeting agendas/minutes • Board packets • Board development materials • Memos/communications • Board policies/policy book • Retreat agendas/minutes • Board development plan • Communication protocols • Policy review calendar 												

A. Governance & Board Relations – continued

Weight: 20%

If a performance goal has been established related to one of the performance indicators at _____

Performance	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:
<p>I feel that the superintendent does a great job at keeping the board informed on all important issues good or bad.</p>	

B. Community Relations

Weight: 15%

		Ineffective (1 pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)	Rating	Abby	Bill	Burt	Chris	Mandyn	Sheryl
B1	Parent and Community feedback	Doesn't accept input from or engage parents.	Accepts suggestions and input from parents but fails to seek it. Does not engage parents in decision-making or district-wide goal setting.	Readily accepts parent input and engages parents in district-wide goal setting and decision-making.	Actively seeks parental input, creates methods for parents to be actively involved in decision-making as well as setting and supporting district-wide goals.	2.67						
B2	Communication with community	Isn't readily available for parents, businesses, governmental and civic groups. Avoids direct communication unless absolutely necessary.	Is available for parents, businesses, governmental and civic groups, providing them with information, but doesn't seek their input. Is not proactive.	Actively seeks two-way communication with the community as appropriate.	Develops and ensures implementation of a community communication plan that fosters positive relations.	2.83						
B3	Media relations	Communicates with the media only when requested.	Isn't proactive, but is cooperative with the media when contacted.	Promotes positive relations and provides the media with district event information.	Initiates and establishes a system for actively engaging the media to promote the district and provide timely and effective information.	3.00						
B4	District image	Is indifferent or negative about the district. Does not speak well or represent the district well in front of groups.	Doesn't actively promote the district. Speaks adequately in public.	Projects a positive image of the district as expected. Well spoken.	Projects a positive image at all times; is a champion for the district. Articulate, knowledgeable and well-spoken.	3.50						
B5	Approachability	Is neither visible nor approachable by members of the community.	Is not consistently visible at events or in the community. Is not consistently approachable by members of the community.	Is consistently visible at events and approachable by members of the community.	Is consistently visible at a variety of events and has developed methods of being approachable to members of the community.	3.17						
						Category rating:	3.03					
Artifacts that may serve as evidence of performance in this domain: • Third party survey data • School accreditation survey data • Meeting invitations, agendas • Press releases • Community meeting agendas • News clips/interviews • Community engagement calendar • Strategic planning agenda(s) • Communications • Service club membership(s)												

B. Community Relations – continued

Weight: 15%

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:
<p>There is still an opportunity to be visible in the community when it comes to non-school activities. There are still many in the community who have never met you.</p>	

Weight: 20%

		Ineffective (1 pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)	Rating	Abby	Bill	Burt	Chris	Mandyn	Sheryl
D1	Budget development and management	Budget knowledge is limited. The budget is developed and managed without taking into consideration current needs of the district.	Works to develop and manage the budget to meet the immediate fiscal issues. Decisions are primarily reactive to current needs of the district.	Budget actions are proactive and consider the most current information and data. A balance is sought to meet the needs of students and remain fiscally responsible to the community.	Budget actions are proactive and consider both current and long-range information and data. A balance is sought to meet the current and future needs of students and remain fiscally responsible to the community.	3.50						
D2	Budget reports	Doesn't report financial information to the board except with the annual audit.	Reports the status of financial accounts as requested by the board.	Reports to the board concerning the budget and financial status on a regular basis (monthly, quarterly, etc., as agreed upon by governance team).	Has a system in place for the monitoring and reporting of all budgetary and financial information to the board. Information provided is adequate and timely, and outlines potential ramifications of any changes.	3.50						
D3	Financial controls	Annual audit has revealed areas that are in need of improvement. Financial accounts aren't in order.	Annual audit is used to reveal any discrepancies. Internal controls are inconsistent.	Is up-to-date with GAAP and state accounting procedures. Maintains internal controls.	Promotes appropriate financial controls, including third-party audits and reconciliation of accounts. Is proactive.	3.50						
D4	Facility management	A facilities management plan is not created. Maintenance is only performed when absolutely needed.	Facilities needs are discussed internally, but a plan is not created. Issues are addressed on an as-needed basis.	A facilities management plan is in place that includes the current status of the buildings and the need to improve any facilities in the future.	Facilities management plan in place includes current status of buildings and the need to improve facilities in the future, with a projected plan to secure funding.	3.50						
D5	Resource allocation	Resources are allocated inconsistently and without consideration of district needs.	Resources are allocated to meet immediate needs.	Resources are distributed consistently based upon district goals/needs and seek to meet immediate objectives.	Resources are distributed consistently based upon district goals/needs and seek to meet both immediate and long-range objectives.	3.17						
Category rating:						3.43						
Artifacts that may serve as evidence of performance in this domain: <ul style="list-style-type: none"> • Strategic plan • Auditor's report • District budget • Budget-related communications • Election results that impact funding or facilities • Evidence of budgetary alignment to district-wide goals • Grants received/applied for • Policies/procedures related to fund management • Long-term financial forecast data • Facilities maintenance plan • Facilities management plan 												

D. Business & Finance – continued

Weight: 20%

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:

Weight: 15%

		Ineffective (1 pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)	Rating	Abby	Bill	Burt	Chris	Mandyn	Sheryl
C1	Staff feedback	Doesn't accept input or engage teachers and staff in decision-making or goal setting.	Accepts suggestions and input from staff but does not seek it. Does not engage staff in district-wide goal setting or decision-making.	Readily accepts staff input and engages staff in district-wide goal setting and/or decision-making.	Actively seeks staff input and creates methods for staff to be actively involved in decision-making as well as developing and supporting district-wide goals.	3.33						
C2	Staff communications	Doesn't inform staff of matters that may be of concern.	Is inconsistent in keeping staff informed of important matters.	Consistently keeps staff informed of important matters.	Develops and ensures implementation of a staff communication plan that fosters positive relations and keeps staff informed of important matters.	3.33						
C3	Personnel matters	Personnel matters are not handled in a consistent manner. Some situations may be handled with bias.	Many personnel matters are handled, but not always in a consistent manner.	Personnel matters are handled with consistency, fairness, discretion, and impartiality.	A system is in place for handling personnel matters that is proactive, consistent, fair, discrete, and impartial. Personnel procedures are regularly reviewed, communicated to staff, and updated as needed.	3.33						
C4	Delegation of duties	Doesn't delegate duties. Maintains too much personal control over all district operations.	Delegates duties as staff members request additional responsibilities.	Delegates responsibility to staff within their abilities and then provides support to ensure their success.	Delegates responsibility to staff that will foster professional growth, leadership and decision-making skills.	3.33						
C5	Recruitment	There is no formal or informal recruitment process and/or hiring is considered in an arbitrary manner.	An informal recruitment and hiring process is in place, but is not used consistently.	A formal recruitment and hiring process is followed for hiring opportunities.	A formal recruitment and hiring process is followed for each hiring opportunity. Actively recruits the best staff available and encourages their application to the district.	3.17						
C6	Labor relations (Bargaining)	Is unable to work with union leadership, doesn't work to improve relations.	Is inconsistent in working with union leadership in regard to bargaining and labor relations.	Consistently strives to work with union leadership. Shares appropriate information and effectively manages the dynamics of the relationship.	Proactively works with union leadership to build relationships with staff groups and establishes trust and effective sharing of information in the bargaining process as appropriate.	3.17						

C. Staff Relations – continued

Weight: 15%

		Ineffective (1 pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)	Rating	Abby	Bill	Burt	Chris	Mandyn	Sheryl
C7	Visibility in district	Seldom seen outside of office.	Is occasionally present at programs and special activities.	Consistently visits classrooms and special activities.	Conducts regular and purposeful visits to classrooms. Consistently attends special activities.	3.33						
Category rating:						3.29						
Artifacts that may serve as evidence of performance in this domain: • Third-party survey data • School accreditation survey data • Hiring process documentation • Personnel policies and procedures • Recruitment calendar • Staff leadership development plan • Negotiations documentation • School visit calendar • Communications • Staff meeting agendas/minutes												

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:

Weight: 30%

		Ineffective (1 pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)	Rating	Abby	Bill	Burt	Chris	Mandy	Sheryl
E1	Performance evaluation system	No performance evaluation system is in place and/or not all evaluations have been completed as required.	Most performance evaluations are completed in a timely manner and are in compliance with state law.	All required performance evaluations are completed in a timely manner and are in compliance with state law. Individual Development Plans are provided to staff rated as less than effective.	Performance evaluation system has been established that is in compliance with state law, provides opportunities for growth to instructional staff, and is applied consistently across the district with consistent results.	3.33						
E2	Administrator Leadership	Expectations regarding learning and instruction have not been identified.	Expectations regarding learning and instruction are vague or unclear.	Goals for learning and instruction are prioritized.	Clear, non-negotiable goals for learning and instruction have been established that provide school leadership teams with the responsibility and authority for determining how to meet those goals.	3.33						
E3	Staff development	Staff development isn't consistently provided. Staff members are responsible for their own improvement.	Staff development programs are offered based upon available opportunities.	Staff development programs are offered based upon available opportunities that are targeted toward staff growth and increasing student achievement.	Staff development programs are individualized, targeted toward district-specific goals and are sustained to increase student achievement.	3.33						
E4	School Improvement	School improvement efforts are limited. There is no comprehensive plan in place.	School improvement plans are in place at the building level but lack district-wide coordination.	School improvement plans are in place at all buildings and align to the district-wide goals.	School improvement plans are in place at all buildings and align to the district-wide goals. Systems are in place for implementation of improvement efforts and monitoring of progress.	3.33						
E5	Curriculum	Curriculum isn't a priority in the district and/or is inconsistent across grade levels.	Teachers are allowed to define their own curriculum. There is little coordination.	A curriculum is in place that seeks to meet the state standards.	Curriculum is in place, aligned across grade levels and in compliance with state standards.	3.33						
E6	Instruction	There is little to no focus on instruction. Technology is not utilized in classroom instruction.	Teachers are encouraged to enhance their instructional skills and embrace technology, but no comprehensive program(s) is in place.	Effort is made to accommodate diverse learning styles, needs and levels of readiness. Some effort is made to incorporate technology into learning.	Instructional practices in place that are differentiated and personalized to student needs. Technology is used to enhance teaching and learning.	3.17						
E7	Student feedback	Doesn't accept input or seek student feedback.	Accepts suggestions and input from students but does not seek it.	Readily accepts student input and engages students in district-wide goal development and/or decision-making.	Actively seeks student input, creates methods for students to be actively involved in development of district-wide goals as well as decision-making.	3.17						

E. Instructional Leadership - continued

Weight: 30%

		Ineffective (1 pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)	Rating	Abby	Bill	Burt	Chris	Mandy	Sheryl
E8	Student attendance	Attendance isn't addressed as a policy issue. Attendance rates are decreasing.	Attendance isn't an area of focus; and therefore, student attendance is a matter left to itself. Attendance rates fluctuate at will.	Attendance is an area of focus. There are plans and interventions in place to address chronic attendance problems. Attendance rates are improving or at a high level.	Attendance is an area of focus. Individual student attendance problems are addressed early and supports are put into place. Attendance rates are being maintained at a high level.	3.33						
E9	Support for Students	Academic supports are in place, but are inconsistent.	Academic supports are in place but social supports to meet the needs of students are lacking.	Programs and activities are available for students. Coordination and alignment can be improved.	Coherent systems of academic and social supports are in place to meet the needs of all students. Maintains a safe, caring and healthy learning environment.	3.33						
E10	Professional knowledge	Is uninformed in current instructional programs. Is unaware of current instructional issues. Does not hold appropriate superintendent certification and is not enrolled in appropriate certification program.	Is somewhat knowledgeable of current instructional programs. Relies on others for information/data. Does not hold appropriate superintendent certification but is currently enrolled in appropriate certification program.	Demonstrates knowledge of current instructional programs, and is able to discuss them. Seeks to learn and improve upon personal and professional abilities. Holds and maintains appropriate superintendent certification.	Demonstrates knowledge of and comfort explaining current instructional programs. Participates actively in professional groups and organizations for the benefit of the district and personal, professional growth. Holds and maintains appropriate superintendent certification.	3.33						
Category rating:						3.30						

Artifacts that may serve as evidence of performance in this domain:

- Staff evaluation calendar
- District performance evaluation system
- Superintendent professional growth plan
- Curriculum
- RtI/MTSS
- Superintendent professional development
- Teacher analysis of student achievement data
- Curriculum audit
- Strategic plan/district-wide goals
- Staff development plan
- Professional development calendar
- Instructional model(s)
- Curriculum team agendas
- Instructional audit
- Coaching documentation
- Observational data from staff
- Documentation of instructional rounds
- Positive behavior supports/character programs

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:
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G. Other Required Components of Evaluation

Superintendent name: _____

School year: _____

Student Growth

Weight: 40%

Student growth and assessment data used for superintendent evaluation must be the combined student growth and assessment data used in annual evaluation for the entire district. Districts should establish a student growth model to be used for teacher and administrator evaluations that incorporates the most recent three consecutive years of student growth data.

	Ineffective (1pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)	Rating
	Fewer than 60% of students met growth targets	60-74% of students met growth targets	75-89% of students met growth targets	90% or more students met growth targets	0
Growth:					
Evidence:	District Growth Model				
Component score:					0

* For superintendents who are *regularly involved in instruction*, 40% of the annual evaluation must be based on student growth and assessment data.

¹ Measuring student growth: A guide to informed decision making, Center for Public Education.

Progress Toward District-Wide Goals

Weight: 10%

Progress made by the school district in meeting the goals set forth in the school district's school improvement plans is a required component for superintendent evaluation.

	Ineffective (1pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)	Rating
	Progress was made on fewer than 60% of goals	Progress was made on 60-74% of goals	Progress was made on 75-89% of goals	Progress was made on 90% or more of goals	0
Progress:					
Evidence:	As indicated in District-Wide Improvement Plan				
Component score:					0

F. Determining the Professional Practice Rating

Superintendent name: _____

School year: _____

Item	Weight of Category	Category Score (%)	Category Weighted Score
A. Governance & Board Relations	20% (.2)	3.67 x 20%	= 0.73
B. Community Relations	15% (.15)	3.03 x 15%	= 0.46
C. Staff Relations	15% (.15)	3.29 x 15%	= 0.49
D. Business & Finance	20% (.2)	3.43 x 20%	= 0.69
E. Instructional Leadership	30% (.3)	3.30 x 30%	= 0.99
Total Possible	100%	Score:	3.36
		Adjusted (Score / 4) =	84%

Comments by Board of Education:

Comments by the Superintendent:

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Board President's Signature: _____ Date: _____ Superintendent's Signature: _____ Date: _____

(Superintendent's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.)

H. Compiling the Summative Evaluation Score

Component	Weight of Component	Component Score (%)	Component Weighted Score
Professional Practice (Adjusted score, p. 14)	50% (.50)	3.36 x 50%	= 1.678928571
Student Growth (Component score, p. 15)	40% (.40)	0 x 40%	= 0
Progress Toward District-Wide Goals (Component score, p. 15)	10% (.1)	0 x 10%	= 0
Total Possible	100%	Total Score:	1.678928571
		Total Score / 4 =	42%

Evaluation rating as follows: 90% - 100% = Highly Effective; 75% - 89% = Effective; 60% - 74% = Minimally Effective; Less than 60% = Ineffective

Comments by Board of Education:

Comments by the Superintendent:

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Board President's Signature: _____ Date: _____

Superintendent's Signature: _____ Date: _____

(Superintendent's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.)

Establishing Performance Goals for the Superintendent

The MASB Rev. Fall 2018 Superintendent Evaluation instrument provides a framework for evaluating the superintendent in critical areas of professional practice as well as the state-required components of student growth and progress towards district-wide goals. Additional performance goals should be established in exceptional circumstances to clarify the board's expectations and give priority to the work being done. For this reason, performance goals should be limited in number, aligned to district goals and assist in clarifying accountability.

Superintendent performance goals may be developed from:

- A specific district goal
- A job performance indicator within an evaluation instrument
- Student performance data

When establishing performance goals, the following guidelines should be considered:

- Involve all board members and superintendent
- Decide on desired results
- Develop performance indicators
- Identify supporting documentation (evidence)
- Review and approve final performance goals, indicators and evidence
- Monitor progress at scheduled checkpoints

Performance Goal Fundamentals

Performance goals should be S-M-A-R-T:

Specific – Goals should be simplistically written and clearly define what is expected.

Measurable – Goals should be measurable and their attainment evidenced in some tangible way.

Achievable – Goals should be achievable given the circumstances and resources at hand.

Results-focused – Goals should measure outcomes not activities.

Time-related – Goals should be linked to a specific timeframe.



Process for Goal Development

1. Identify the district goal/priority/indicator/student performance data the superintendent's goal is intended to support
2. Ask the superintendent:
 - a. What will we see next year toward the accomplishment of this that we don't see now?
 - b. What measure will we use to know that the difference represents meaningful progress?
3. Allow superintendent time to craft a response
4. Once agreed upon, board and superintendent develop SMART goal statements

**SUPERINTENDENT'S CONTRACT
OF EMPLOYMENT**

It is hereby agreed by and between the Board of Education of the Tekamah-Herman School District No. 1, located in Burt County in the State of Nebraska, hereinafter referred to as "The Board", and **Bradley Kjar**, hereinafter referred to as "The Superintendent".

WITNESSETH: That the Board in accordance with its action as found in the minutes of the meeting held on the **13th** day of **January, 2025**, has and does employ as Superintendent and the Superintendent hereby agrees to accept such employment subject to the following terms and conditions.

Section 1. TERM OF CONTRACT. The Superintendent shall be employed for a period of two years, beginning on the first day of July, **2025**, and expiring on the 30th day of June, **2027**. References to "contract year" shall mean the period from July 1st through June 30th. The Superintendent's generally expected working days shall consist of all days Monday through Friday, but generally not Saturdays and Sundays and any holidays or leave days listed in Section 11. However, the Superintendent will work all days necessary to complete the Superintendent's duties, even if those are weekend days or holidays. The Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days on a monthly basis as part of the Superintendent's Report to the Board.

Section 2. SALARY. The annual salary for the position shall be **\$154,000.00** during the first school year of employment under this Contract and shall be payable in 12 equal installments. The annual salary in the second year of employment under this Contract shall be that amount, as adopted by the Board, and that salary shall be payable in the second year of the Contract in the same number of equal payments. These salaries shall not be reduced during the term of this Contract, except for just and sufficient cause as authorized by law. The salary check will be issued on the 19th of the month.

Section 3. DEDUCTIONS. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Superintendent and Board may agree.

Section 4. PROFESSIONAL STATUS. The Superintendent hereby affirms that he is not under contract with another School Board or Board of Education covering any part of or all of the same term provided in this Contract. The Superintendent further affirms that throughout the term of this Contract he will hold a valid Nebraska Administrative and Supervisory Certificate with Superintendent endorsement to act as a Superintendent of Schools in the State of Nebraska, which certificate shall be registered in the office of the Superintendent of Schools in Burt County, Tekamah, NE as required by law.

Section 5. SUPERINTENDENT'S DUTIES. The duties of the Superintendent shall be as prescribed in the BOARD OF EDUCATION POLICY MANUAL which duties are incorporated by reference into this Contract as if set forth verbatim herein. The Superintendent agrees to devote his time, skill, labor and attention to his duties as Superintendent of Schools throughout the term of this Contract; provided, however, the Superintendent, by agreement with the Board, may act as a consultant, may accept speaking engagements, undertake writing, lecturing, or other professional duties and obligations.

Section 6. BOARD-SUPERINTENDENT RELATIONSHIP. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The parties agree, individually and collectively, not to interfere with or usurp the duties or responsibility of the other party. The Board, individually and collectively, will promptly refer all criticisms, complaints and suggestions called to its attention, to the Superintendent for action, study and/or recommendation, as appropriate.

Section 7. DISCHARGE. During the term of the Contract, in the event the Superintendent violates any provisions of this agreement, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to, (a) becoming legally disqualified to administer in the state of Nebraska; (b) participation in any fraud; (c) causing any intentional damage to property; (d) conviction of a felony; (e) becoming physically or mentally disabled; (f) insubordination; (g) neglect of duty; (h) immorality; (i) incompetency; (j) chemical dependency; or (k) unprofessional conduct and other conduct which interferes substantially with the continued performance of duties, then the Superintendent may be discharged, provided that the Superintendent has been given the cause or causes for discharge in writing and has been given an opportunity for and due notice of a hearing before the Board prior to official action taken. Nothing contained herein shall prevent the suspension of the Superintendent, with pay, from his/her duties during the pendency of such proceedings.

Section 8. **DISABILITY.** Should the Superintendent be unable to perform his duties by reason of illness, accident or other disability beyond his control, and such disability shall continue for more than six (6) months, or if such disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may in its discretion terminate this Contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 9. **TRANSPORTATION.** The Board shall provide the Superintendent with transportation required in the performance of his official duties or shall reimburse him for such transportation at the State established rate.

Section 10. **EXPENSE REIMBURSEMENT.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$500.00 or more.

Section 11. **ANNUAL VACATION AND SICK LEAVE.** The Superintendent shall have twenty (20) vacation days for the initial contract year which the Superintendent may use at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to twenty (20) days. For example, if the Superintendent uses 12 days of vacation one year, the Board will provide the Superintendent with 12 days the following year to bring the total vacation days back to 20. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent for unused vacation days upon the conclusion of employment at a rate of \$100.00 per day. The Superintendent shall be entitled to 10 working days of sick leave during each year accumulative to 45 days. Any days accumulated above this amount and not used during any contract year will be paid at the rate of

\$25.00 per day and added to the June check. For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or legal and school holidays.

Section 12. HOLIDAYS. The Superintendent shall receive the following holidays off without loss of pay or having to take a paid leave day: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. The Superintendent shall receive annually two additional "floating" paid holidays to be used at the Superintendent's discretion.

Section 13. RESIDENCE/DOMICILE IN THE DISTRICT. The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist on the first duty day under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this Contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the District as a legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent in contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which the Superintendent is the educational leader.

Section 14. PROFESSIONAL DEVELOPMENT. The Board may require the Superintendent to continue his/her professional development and to participate in relevant learning experiences. The Superintendent may, therefore, with the approval of the Board, attend appropriate professional meetings at local, state, regional, and national levels. Valid expenses of such required attendance shall be borne by the District.

Section 15. FRINGE BENEFITS. The Superintendent shall receive personal benefits that may be determined by the Board, as follows: Full Family Blue Cross Blue Shield Health Insurance and Dental, Income Protection to cover health insurance and salary, monthly travel expenses, NCSA/Professional Dues, Life Insurance - \$75,000 Term Life, Expense Account of \$599.00.

Section 16. COMPENSATION UPON TERMINATION. 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 months or fraction thereof to the date of

such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, shall be refunded by the Superintendent. He shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

Section 17. RENEWAL OF CONTRACT AFTER CONTRACT EXPIRATION DATE. The Secretary of the Board shall, not later than the 15th day of January, notify the Superintendent in writing of the Board's intention not to renew this two-year contract. Failure to so notify the Superintendent shall result in an automatic renewal of this Contract for a period of one year from and after the Contract expiration date provided in Section 1 of this Contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the district has complied with the Superintendent Pay Transparency Act.

Section 18. EVALUATION. The Board shall evaluate the Superintendent twice during his first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make his evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 19. LEGAL ACTIONS. The Board will support the Superintendent if there is a legal dispute caused by him carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

Section 20. GOVERNING LAWS. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

Section 21. AMENDMENTS TO BE IN WRITING. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 22. SEVERABILITY. 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.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates indicated below.

Executed by the Board this **13th** day of **January, 2025**.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this **13th** day of **January, 2025**.

Superintendent

Copies: (1) Original, school file

(2) Carbon, Administrator



11002 SAPP BROS. DRIVE, OMAHA, NE 68138

RENTAL AGREEMENT

Agreement #

Date Out: 12/18/2024
 Est. Date In:
 Delivery Date:

Bill to: Customer: Brad Kjar
 NAME
 ACCOUNT # N009370
 ADDRESS 112 N 13th st
 ADDRESS
 Ordered by:

Jobsite: school
 Contact: Brad Kjar
 Phone: 402-374-2157
 Written By: Josh Barker
 Sales Rep: josh barker
 PO#: NA

QTY DESCRIPTION 1 YEAR

Rental Items		ID#	Ser #	
Cat	ID#	Ser #	EQN214506	T8A01068 <u>\$ 4,650.00</u>
Cat Bucket ID#	Ser#	NA		NA

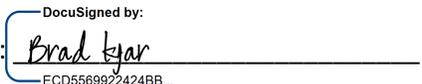
This is a 1 year 250-hour rental that will be billed one time at time of delivery for the listed amount. Customer will only receive a single bill remit to NMC

Overtime Usage

Term is one-year max allotted hours are 250. Any hours over 250 will be billed at 35.00 dollars per overage hour. HRS OUT. 10.00

- Subject to the terms and conditions herein, Nebraska Machinery Company ("NMC") agrees to the rental of machine listed above (1) 250.00 service meter hours
- To maintain the rental agreement, the renter agrees to the following conditions and limitations:
 - The Equipment must be maintained in accordance with the manufacturer's recommended maintenance schedule as per the manufacturer's manual(s) provided with the Equipment. Renter agrees to maintain adequate maintenance records, and to allow access to those records to NMC upon request.
 - The Equipment must be in a normal physical and operating condition. At the time of rental return, the Equipment must:
 - have all glass intact and without cracks;
 - have no missing parts or sheet metal;
 - have no significant sheet metal damage or any structural damage to frame;
 - have no damage or modification done to the Rollover Protective Structure (ROPS) that voids certification;
 - have all machine functions in working order, including, but not limited to, power train systems, hydraulic systems, and electrical systems;
 - have all hinges, doors, grills, steps, attachments, buckets, blades and grab irons in good, workable condition;
 - if applicable, have 50% remaining tire wear, as determined by a generally accepted measuring device, with no cords showing from cuts to the sidewalls or tread of the tire; recaps not acceptable; all tires must be of the same size, make and configuration as originally supplied;
 - if applicable, have 50% remaining undercarriage wear, as determined by a generally accepted measuring device; undercarriage must be of the same make as originally supplied;
 - be returned with all attachments, accessories or upgrades originally sold with equipment;
 - Renter agrees not to alter or modify the Equipment in any manner without NMC's prior written consent.
 - All repairs to the Equipment shall be made utilizing only original manufacturer's parts.
- The condition of the Equipment shall be determined by an inspection report completed by NMC prior to its return

Customer Name: Brad Kjar

Signature: 
ECD5569922424BB...

Title: PK-12 Superintendent

Date Signed: 12/17/2024 | 5:58 PM EST

TERMS AND CONDITIONS

1. **NATURE OF AGREEMENT.** This Agreement is for the rental of the equipment described on page 1, including all parts and accessories ("Equipment"). For purposes of this Agreement, "NMC" means Nebraska Machinery Company, a Nebraska corporation, and "Customer" means the person or entity identified as such on page 1, including any representative, agent, officer or employee of Customer. To the extent not inconsistent with this Agreement, the account application submitted by Customer to NMC is made a part of this Agreement.

2. **TERM.** NMC rents the Equipment to Customer for the term (the "Term") commencing on the date the Equipment is picked up by Customer, or is delivered to Customer by NMC, and ending upon the first to occur of: (a) the date the Equipment is returned to NMC at its place of business, provided Customer has otherwise complied with this Agreement and the Equipment is in the condition required herein; or (b) the payment by Customer of the applicable Machine Buyout Price.

3. **RENTAL CHARGES.** Customer shall pay rent for the Equipment at the rate noted on page 1 of this Agreement, as well as all service charges, transportation charges, refueling charges, and other charges and sums in accordance with this Agreement, and all sales and use taxes or tax reimbursement imposed with respect to the Equipment and this Agreement. No allowance will be made for weekends, holidays, weather conditions, time in transit or any other period of time during which the Equipment is not being used. Customer shall not be entitled to abatement or reduction of rent or set-off against rent for any reason whatsoever, unless specifically agreed in writing by NMC.

4. **EXCESS USAGE CHARGE.** Rental rates are based on the normal use of the Equipment on a single shift basis. Should the Equipment be used longer, Customer shall pay the overtime rates set forth on page 1 of this Agreement.

5. **DELIVERY AND ACCEPTANCE OF EQUIPMENT.** Customer acknowledges that (a) it received the Equipment with a full fuel tank and fluid levels, (b) it has inspected the Equipment (or had the opportunity to inspect) prior to delivery, (c) the Equipment is in good condition and repair, and (d) the Equipment is fit for its intended use. If the Equipment is not already in Customer's possession, Customer's failure to notify NMC of any problems or deficiencies in writing within 24 hours of delivery constitutes Customer's acceptance and acknowledgement that the Equipment is fit for its intended use and has been received in good condition and repair.

6. **DELAYS IN DELIVERY.** NMC will use reasonable efforts to deliver the Equipment at the time requested. Customer releases and discharges NMC from any and all liabilities (including consequential and special damages) which might be caused by NMC's failure or inability to deliver any of the Equipment by any specified time or date.

7. **OWNERSHIP.** Title to the Equipment shall at all times remain with NMC and, notwithstanding any other language in this Agreement, Customer shall have no right, title or interest in the Equipment except upon purchase thereof by Customer. All accessories, parts and replacements which are added to or become attached to the Equipment shall immediately become NMC's property and be deemed part of the Equipment and subject to this Agreement. NMC has the right to file financing statements (UCC-1) for informational purposes. NMC may assign this Agreement without notice to or consent from Customer. Customer shall NOT, without NMC's prior written consent: (a) assign or transfer this Agreement or any interest hereunder; (b) sublease, transfer or dispose of the Equipment; (c) pledge, grant a lien or otherwise encumber the Equipment; or (d) surrender or part with the possession, custody or control of the Equipment. Customer must give NMC immediate notice if the Equipment is levied upon or subject to threat of seizure.

8. **USE.** Customer is familiar with the proper operation and use of the Equipment. Customer agrees to comply with all federal, state or local laws, rules or regulations ("Law") which may apply to the use of the Equipment, including without limitation, the Occupational Safety and Health Administration Act. Customer shall not allow the Equipment to be used for any illegal purpose. The Equipment shall only be used: (a) for commercial purposes in the ordinary course of Customer's business, and in a safe and careful manner; (b) in accordance with the manufacturer's operating manuals (receipt of which Customer hereby acknowledges) and within its rated capacity. The Equipment may be operated only by Customer, persons in the regular course of their employment with Customer, or those approved by NMC in writing ("Operator(s)"). All Operators must be at least 21 years old; be properly trained and qualified to operate the Equipment; and have a valid operator's license with respect to the Equipment where required by applicable Law. Customer acknowledges that NMC has not provided Customer or any Operator with any training, and that Customer is solely responsible for all Operator training and instructions. Customer agrees to use and keep the Equipment at the job site set forth on page 1 of this Agreement unless NMC approves otherwise in writing. Customer must protect the Equipment and keep it in a secure location until properly retrieved by NMC.

9. **LOSS OR DAMAGE TO EQUIPMENT.** Until returned to or retrieved by NMC, Customer holds the Equipment at all times at its sole risk and expense and all loss or damage to the Equipment from any cause whatsoever ("Casualty Loss"), whether or not due to the fault of Customer, (including, without limitation, fire, flood, theft, collision, rollover, acts or omissions of third parties, and Acts of God) is Customer's

sole responsibility. Customer and Operator assume all risk of loss or damage, and waive all claims against NMC. If there is a Casualty Loss, Customer must immediately notify NMC, the police (if a possible criminal issue) and Customer's insurance carriers. If the Equipment is damaged or NMC determines that repairs exceeding ordinary wear and tear are necessary, Customer shall pay NMC the cost of repair and pay rental on the Equipment at NMC's regular rates until all repairs are completed. The cost of repair will be either (a) NMC's then prevailing rates for labor, parts and supplies, or (b) the rates charged NMC by the repairer plus a retail mark-up. Accrued rental charges shall not be applied against the cost of repair. If the Equipment is lost, stolen, or damaged beyond repair, Customer will pay NMC the then current Machine Buyout Price along with all other amounts due hereunder.

10. **MAINTENANCE.** Customer shall, at its expense, maintain the Equipment in proper condition by: (a) performing all normal periodic and other basic maintenance including, without limitation, (i) on a daily basis checking and maintaining all hydraulic, transmission, cooling and fluid systems, tire pressure, and all battery fluid and charge levels, (ii) on a daily basis checking teeth, cutting edges and tire conditions, and (iii) repairing and replacing damaged tires as needed; and (b) using the manufacturer's lubricants, filters, grease, anti-freeze, and other parts and materials in the manner prescribed by the manufacturer. Except for the normal, periodic and basic maintenance described above, Customer shall not permit anyone to service the Equipment other than NMC. Customer shall make no alterations to the Equipment without the prior written consent of NMC.

11. **REPAIR.** Should the Equipment become unsafe, damaged, defective, or require repair, Customer must immediately stop using the Equipment and immediately notify NMC. If such condition is the result of conditions which are not responsibility of Customer hereunder nor caused by the fault or negligence of Customer or its employees or agents and Customer is not in default under this Agreement, NMC will, at its option and without any further liability or responsibility to Customer: (a) repair or replace the Equipment within a reasonable time during NMC's normal business hours, with the rental charges tolled for the period the Equipment is not usable by Customer; or (b) terminate this Agreement, recover the Equipment, and refund or credit the rental charges, if any, for the time the Equipment is not operational, less any amount due NMC for damage to or maintenance of the Equipment that is Customer's responsibility and less any other amounts due NMC. Customer shall provide full access to the Equipment to NMC.

12. **ACCESS AND INSPECTION.** NMC may at all reasonable times enter upon any job site, building or place where the Equipment is located to inspect the Equipment and, if in NMC's opinion, Customer is using the Equipment inconsistent with its capacity or design, or otherwise improperly using, maintaining, or operating the Equipment, NMC may remove the Equipment immediately without notice.

13. **REMOTE MONITORING.** In the event remote monitoring equipment is installed on the Equipment, Customer acknowledges that data concerning the Equipment, its condition, and its operation may be transmitted to the manufacturer and NMC. The information transmitted may include: serial number, Equipment location, and operational data. Customer agrees to allow this data to be accessed by the manufacturer and NMC and that Customer has no rights in any NMC or manufacturer-maintained data compilations.

14. **RETURN OF EQUIPMENT.**

A. At the end of the Term or upon NMC's demand pursuant to Section 23, Customer must return Equipment to NMC in the same condition in which it was originally rented, ordinary wear and tear excepted, fully fueled, properly cleaned, and free of hazardous materials and contaminants. If Equipment is not returned in this condition, rental charges shall continue to accrue and Customer shall pay NMC all costs and expenses incurred by NMC to bring the Equipment into the required condition. Damage which is not "ordinary wear and tear" includes, without limitation, damage due to overturning, overloading, or exceeding rated capacities, breakage, abuse or improper use; or, dirtying of the Equipment by paint, mud, plaster, concrete, rosin or any other material. If the Equipment is returned with less than full fuel, and/or in a dirty or contaminated condition, Customer will pay for refueling and cleaning the Equipment, as applicable, at NMC's then prevailing rates for such services.

B. The Equipment must be returned to the same store location it was rented from during normal business hours. Customer shall be liable for all damages to or loss of the Equipment occurring because it was not returned within NMC's normal business hours. For Equipment that is to be picked up, Customer must call NMC by 5:00 pm CST the business day prior to the date that the Equipment is ready to be picked up and obtain a "pick-up" number from NMC evidencing such call ("Pick Up Number"), which Pick Up Number Customer should keep as proof of the call. Customer will be charged rental charges for the day following the date the Pick Up Number is given or the last day of rental, whichever is later. No pickups will be made on Saturdays, Sundays or holidays. Customer is obligated to care for and protect the Equipment from loss, damage or theft until the Equipment is picked up.

15. **LATE CHARGES AND RETURNED CHECK FEES.** If Customer fails to pay any rental charge or other sum owed under this Agreement after it is due, Customer shall pay a late charge on the delinquent payment of 1.5% per month or the maximum

permitted by Law, whichever is less. Customer may also be charged a returned check fee of \$35.00 for any check returned unpaid.

16. RENTAL EQUIPMENT PROTECTION. Rental Equipment Protection ("REP") is NOT insurance. If Customer accepts the REP by initialing the "Accept" box on page 1 of this Agreement and provided Customer uses the Equipment in accordance with this Agreement, gives NMC immediate notice of any loss or damage to the Equipment, and pays the charges for the REP when due, NMC will waive, subject to the exclusions set forth below, Customer's responsibility for loss or damage to the Equipment, less the deductible per occurrence. For Equipment with a replacement value of \$25,000 or above, the deductible is \$2,500 per item of Equipment; for Equipment with a replacement value of less than \$25,000, the deductible is \$1,000 per item of Equipment. NMC RESERVES THE RIGHT TO DENY REP TO CUSTOMER. Customer agrees to pay for the REP until appropriate evidence of insurance is received by NMC. Notwithstanding the foregoing, THE FOLLOWING CONDITIONS ARE NOT COVERED BY THE REP and Customer will remain liable for all damage or loss to the Equipment, and all of NMC's expenses, resulting from: (a) intentional abuse, improper use, or negligent use; (b) failure to secure during transportation, or improper loading or unloading of the Equipment; (c) overturning, or striking overhead objects with the Equipment; (d) vandalism, theft or malicious mischief that is not reported to the law enforcement authorities; (e) electric current, or exposure to contaminated or other hazardous materials; (f) overloading or exceeding the rated capacity of Equipment; (g) use by unqualified operator; (h) use of the Equipment in violation of any Law; (i) failure to perform the maintenance as provided in Section 10 above; (j) failure to properly secure or restrict access to the Equipment, including leaving the keys readily available to an unauthorized or unqualified operator; or (k) failure to comply with any other provision of this Agreement. Customer will also remain responsible for all damage to tires, tubes and wheels sustained in the use of the Equipment. If REP charges are unpaid, the REP will not be in effect, regardless of whether the "Accept" box is initialed, and Customer shall remain liable for all loss and damage to the Equipment.

17. INSURANCE. At all times during this Agreement, Customer shall maintain, at its own expense, the following minimum insurance coverage: (a) general liability insurance of not less than \$1,000,000 per occurrence, including coverage for Customer's contractual liabilities herein such as the release and indemnification clause contained in Section 18; (b) property insurance against loss by all risks to the Equipment, in an amount not less than full replacement value of the Equipment, unless REP is elected and paid for; (c) automobile liability insurance (including comprehensive and collision coverage, a non-owned vehicle endorsement and uninsured/underinsured motorist coverage) of not less than \$1,000,000 per occurrence, if the Equipment is to be used on any roadway. Such policies shall be primary, non-contributory, on an occurrence basis, contain a waiver of subrogation, name NMC as an additional insured (including an additional insured endorsement) and loss payee, and provide for NMC to receive at least 30 days prior written notice of any cancellation or material change. Customer shall provide NMC with certificates of insurance evidencing the coverages required above prior to any rental and any time upon NMC's request. To the extent NMC carries any insurance, NMC's insurance will be considered excess insurance. The insurance coverage provided for above will not act to limit Customer's liability under this Agreement.

18. RELEASE AND INDEMNITY. Customer RELEASES AND DISCHARGES and agrees to INDEMNIFY, DEFEND AND HOLD HARMLESS NMC, its affiliates, and each of their officers, employees and other agents, from and against all liabilities, obligations, losses, damages, penalties, injuries, claims, actions, suits, demands, costs and expenses of whatever kind and nature, relating to, or arising out of (a) the selection, manufacture, condition, dismantling, erection, maintenance, operation, possession, servicing, transportation, or use of the Equipment regardless of where, how and by whom operated including, without limitation, claims as a result of latent, patent or other defects, whether or not discoverable by Customer or NMC and torts of any kind, including, without limitation, claims for injury or damage to property, or injury or death to any person, or (b) Customer's breach of this Agreement, whether or not caused in part by the active or passive negligence or other fault of any party indemnified herein and any of the foregoing arising or imposed in accordance with the doctrine of strict or absolute liability. Customer will at all times protect and defend, at its expense, NMC's title to the Equipment and keep the Equipment free and clear of all claims, liens and encumbrances. NMC shall have the right to select its own counsel, at Customer's expense, to defend NMC against any claims relating to this Agreement or the Equipment.

19. WARRANTY DISCLAIMER. NMC IS NOT THE MANUFACTURER OF THE EQUIPMENT AND NMC MAKES NO WARRANTY, EXPRESS OR IMPLIED, WITH RESPECT TO THE EQUIPMENT. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, NMC MAKES NO WARRANTY OF SUITABILITY, MERCHANTABILITY, FITNESS, FUNCTION, DESIGN, CAPACITY, OR FREEDOM FROM DEFECTS (LATENT OR PATENT). THE EQUIPMENT IS RENTED TO CUSTOMER "AS IS" AND ALL RISK, AS BETWEEN CUSTOMER AND NMC, SHALL BE BORNE BY CUSTOMER AT ITS EXPENSE.

20. LIMITATION OF LIABILITY. NMC's maximum liability under or in connection with this Agreement shall be limited to the rental charges actually paid by Customer hereunder. IN NO EVENT SHALL NMC BE RESPONSIBLE TO CUSTOMER OR ANY OTHER PARTY FOR ANY LOSS OR DAMAGE (INCLUDING LOST PROFITS, PERSONAL INJURY, AND SPECIAL, INCIDENTAL AND CONSEQUENTIAL DAMAGES) CAUSED BY, RESULTING FROM OR IN ANY WAY CONNECTED WITH THE EQUIPMENT, ITS OPERATION OR ITS USE, NMC'S LATE DELIVERY, OR NMC'S FAILURE TO REPAIR OR REPLACE NON-WORKING EQUIPMENT.

21. FINANCIAL INFORMATION. Customer shall deliver to NMC, promptly upon request, written statements, schedules or reports, in the form and containing such information and accompanied by such documents satisfactory to NMC from time to time concerning the Equipment, or Customer's financial condition or business operations including, without limitation, copies of federal, state and local tax returns.

22. DEFAULT. Customer is in default if: (a) Customer fails to pay any rental charges when due; (b) Customer fails to comply, observe or perform any term or condition of this Agreement or of any other agreement with NMC; (c) Customer or any guarantor provide any incorrect or misleading information to NMC; (d) the Equipment, in NMC's opinion, is being damaged in excess of ordinary wear and tear due to improper use or failure to properly maintain the Equipment; (e) Customer or any guarantor of this Agreement ceases doing business as a going concern, makes an assignment for the benefit of creditors, or becomes insolvent; (f) there is filed by or against Customer or any guarantor a proceeding in bankruptcy, or of reorganization, receivership, insolvency, liquidation, dissolution or similar relief; (g) a trustee, receiver, or liquidator is appointed for Customer or any guarantor of this Agreement, or of all or any substantial part of their assets or properties; (h) Customer attempts to remove, sell, transfer, encumber, part with possession or sublet the Equipment; (i) there is a levy, attachment or seizure of the Equipment, or any loss, theft, substantial damage, or destruction of the Equipment, or any material impairment of its value, other than ordinary wear and tear; (j) NMC determines, in its sole discretion, that any material adverse change has occurred in Customer's financial condition; or (k) any individual guarantor dies.

23. REMEDIES. If a default occurs, NMC has the right to exercise any one or more of the following remedies: (a) terminate this Agreement and all of Customer's rights under this Agreement with respect to the Equipment and/or terminate any line of credit agreement (but nothing herein implies such an agreement exists); (b) demand that Customer return the Equipment; (c) retake possession of the Equipment, with or without demand or notice to Customer and as permitted by applicable Law; (d) enter the premises where the Equipment is located, as permitted by applicable Law, and render it inoperable or remove it; (e) take legal action to recover possession of the Equipment; or (f) to exercise any of its other rights and remedies pursuant to this Agreement or by applicable Law. If NMC retains an attorney to represent it and enforce its rights and remedies under this Agreement or applicable Law or to appear in, evaluate or monitor any bankruptcy, receivership or assignment for benefit of creditors litigation (whether or not a default has occurred), NMC is entitled to recover from Customer attorney's fees or other professional fees incurred by NMC.

24. NOTICES. All notices hereunder shall be in writing and shall be deemed duly given if delivered personally or mailed, by first class or certified mail, return receipt requested, to the respective addresses of the parties set forth on page 1 of this Agreement or any other address designated by notice.

25. ENTIRE AGREEMENT. This Agreement contains the entire agreement and supersedes all prior understandings, representations or agreements between the parties, whether written or oral. No amendment or modification of this Agreement is effective unless it is in writing and signed by both parties. Time is of the essence of Customer's obligations this Agreement. A photo or fax copy of this Agreement is as valid as the original.

26. NON-WAIVER. No course of conduct or dealing and no delay or failure by NMC in exercising any right or remedy under this Agreement or applicable Law shall operate to amend, modify or waive any provision of this Agreement.

27. SEVERABILITY. The provisions of this Agreement are severable, if any provision of this Agreement is held invalid, illegal or unenforceable in whole or in part, the provision shall be ineffective only to the extent that it is invalid, illegal, or unenforceable without affecting or impairing the remaining provisions.

28. GOVERNING LAW/JURY TRIAL WAIVER. This Agreement in all respects shall be governed by and construed in accordance with the laws of the State of Nebraska and any litigation under this Agreement shall be commenced in an appropriate state or federal court in Douglas County, Nebraska. Customer waives any and all objections to lack of jurisdiction or venue of any such court. THE PARTIES HEREBY WAIVE THEIR RESPECTIVE RIGHTS TO TRIAL BY JURY IN ANY ACTION OR PROCEEDING ARISING OUT OF THIS AGREEMENT OR RELATING TO ANY DOCUMENT OR TRANSACTION TO WHICH NMC AND CUSTOMER ARE A PARTY.

29. SURVIVAL. Any provision of this Agreement which contemplates performance or observance subsequent to any termination or expiration of this Agreement, including, without limitation, all provisions with respect to limitation on liabilities, indemnification and governing law, shall survive any termination or expiration of this Agreement and continue in full force and effect.

30. EQUIPMENT PURCHASE OPTION. NMC is and shall remain owner of the Equipment, and no sale is intended or effective until Customer delivers to NMC full payment of the Machine Buyout Price. The sale of Equipment pursuant to the purchase option will be governed by the terms and conditions of NMC's purchase order in effect at the time of the transaction, unless agreed otherwise in writing by both parties. The Equipment will be sold "As Is, Where Is" with no warranties express or implied. NMC will transfer the remaining portion of the manufacturer's warranty, if any. NMC and Customer agree that the Machine Buyout Price at the time of purchase is equal to the current market value of the Equipment. If the Equipment is purchased, notice is hereby given that NMC has assigned to NMC Exchange LLC its rights to sell the Equipment.

31. USURY. In the event and to the extent that Monthly Carrying Charges are deemed interest, it is the intention of the parties hereto to comply with any applicable usury laws; accordingly, it is agreed that, notwithstanding any provisions to the contrary in this Agreement, in no event shall this Agreement require, the payment or permit the collection of interest or any amount in the nature of interest or fees in excess of the maximum amount permitted by applicable law. Any such excess interest or fees shall be refunded to Customer. In determining whether the interest paid or payable exceeds the highest lawful rate, the total amount of interest shall be spread through the purchase option term so that the interest is uniform through such term.

32. ENVIRONMENTAL FEE. To help defray waste disposal and other environmental related costs, NMC charges an environmental fee in connection with rentals. This fee is not a tax or governmentally mandated charge. It is not designated for any particular use or placed in an escrow account. Rather, it is a fee that NMC collects as revenue and uses at its discretion.

[End of Terms and Conditions]

Certificate Of Completion

Envelope Id: B44F54C8-EAA0-4FF2-BB2C-B16841B94B5E	Status: Completed
Subject: NMC Request: Please sign the GOV Rental Contract	
Source Envelope:	
Document Pages: 5	Signatures: 1
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Josh Barker
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	11002 Sapp Bros Dr
	Omaha, NE 68138
	joshuabarker@nmccat.com
	IP Address: 67.3.184.4

Record Tracking

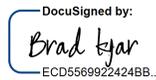
Status: Original	Holder: Josh Barker	Location: DocuSign
12/17/2024 10:32:03 AM	joshuabarker@nmccat.com	

Signer Events

Signer Events	Signature	Timestamp
josh barker	Completed	Sent: 12/17/2024 10:35:19 AM
jbarker@nmccat.com		Viewed: 12/17/2024 10:37:16 AM
Security Level: Email, Account Authentication (None)	Using IP Address: 67.3.184.4	Signed: 12/17/2024 10:40:02 AM

Electronic Record and Signature Disclosure:
 Accepted: 12/17/2024 10:37:16 AM
 ID: 4e698659-a769-488f-81a0-1b41f4e293b6

Brad Kjar
 bkjar@thtigers.org
 Security Level: Email, Account Authentication (None)



Signature Adoption: Pre-selected Style
 Using IP Address: 205.202.37.162

Sent: 12/17/2024 10:40:03 AM
 Viewed: 12/17/2024 11:01:12 AM
 Signed: 12/17/2024 2:58:39 PM

Electronic Record and Signature Disclosure:
 Accepted: 12/17/2024 11:01:12 AM
 ID: 251482bf-a8d4-4795-a4a2-37e329751ff5

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	12/17/2024 10:35:19 AM
Certified Delivered	Security Checked	12/17/2024 11:01:12 AM
Signing Complete	Security Checked	12/17/2024 2:58:39 PM
Completed	Security Checked	12/17/2024 2:58:39 PM

Payment Events

Status

Timestamps

Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, NMC Group, Inc. (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact NMC Group, Inc.:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: CustomerService@nmc-corp.com

To advise NMC Group, Inc. of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at CustomerService@nmc-corp.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from NMC Group, Inc.

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to CustomerService@nmc-corp.com and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with NMC Group, Inc.

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to CustomerService@nmc-corp.com and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

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Don Wallace
910 CR 19
Craig, NE 68019

December 19, 2024

Dear Mr. Kjar and the Tekamah-Herman School Board:

Please accept this letter as a formal notice of my resignation from my position as Tech Coordinator with Tekamah-Herman Community Schools.

My retirement will be effective at the end of my current contract, on or about May 30, 2025.

As I reflect on my 44 year career here at TH High I'm proud of what we accomplish with the Ag/FFA students on the district, state, and national level. We did become a force on all three levels. I'm proud of the students that stayed in the area. They became fine tax paying members of the community and have taken on leadership roles like Mandyn and Chris.

I'm also proud of what we have accomplished in the technology area. From helping purchase the first Bell and Howell Apple II computer in 1982, being the first ESU2 school wired for ethernet, to our current Prek-12 1 to 1 program. I've enjoyed the support and a working relationship with the school board and I really appreciate it.

As Dean Chase told me a couple of weeks ago "Don you've retired a lot of administrators". It has been 6 superintendents, 7 HS principals, and 6 elementary principals. I've had a good working relationships with most of them.

Again thank you for the opportunity over these last 44 years. I will miss my daily interaction with my school family. It is time to move on and end my time back on the farm. Wallace men genes are not very long so I best enjoy what time there is left.

Sincerely,

A handwritten signature in black ink, appearing to read "Don Wallace", with a long horizontal flourish extending to the right.

Don Wallace

Schedule A																			
Base Salary																			
\$39,450.00		BA		BA +9		BA +18		BA +27		BA +36		MS		MS + 18		MS +27		MS/MS +36	
1	1.00	\$39,450.00	1.05	\$41,422.50	1.10	\$43,395.00	1.14	\$44,973.00	1.180	\$46,551.00	1.20	\$47,340.00	1.25	\$49,312.50	1.30	\$51,285.00	1.35	\$53,257.50	
2	1.05	\$41,422.50	1.10	\$43,395.00	1.15	\$45,367.50	1.19	\$46,945.50	1.230	\$48,523.50	1.25	\$49,312.50	1.30	\$51,285.00	1.35	\$53,257.50	1.40	\$55,230.00	
3	1.10	\$43,395.00	1.15	\$45,367.50	1.20	\$47,340.00	1.24	\$48,918.00	1.280	\$50,496.00	1.30	\$51,285.00	1.35	\$53,257.50	1.40	\$55,230.00	1.45	\$57,202.50	
4	1.15	\$45,367.50	1.20	\$47,340.00	1.25	\$49,312.50	1.29	\$50,890.50	1.330	\$52,468.50	1.35	\$53,257.50	1.40	\$55,230.00	1.45	\$57,202.50	1.50	\$59,175.00	
5	1.20	\$47,340.00	1.25	\$49,312.50	1.30	\$51,285.00	1.34	\$52,863.00	1.380	\$54,441.00	1.40	\$55,230.00	1.45	\$57,202.50	1.50	\$59,175.00	1.55	\$61,147.50	
6	1.25	\$49,312.50	1.30	\$51,285.00	1.35	\$53,257.50	1.39	\$54,835.50	1.430	\$56,413.50	1.45	\$57,202.50	1.50	\$59,175.00	1.55	\$61,147.50	1.60	\$63,120.00	
7	1.26	\$49,707.00	1.34	\$52,863.00	1.39	\$54,835.50	1.43	\$56,413.50	1.470	\$57,991.50	1.49	\$58,780.50	1.54	\$60,753.00	1.59	\$62,725.50	1.64	\$64,698.00	
8			1.35	\$53,257.50	1.43	\$56,413.50	1.47	\$57,991.50	1.510	\$59,569.50	1.53	\$60,358.50	1.58	\$62,331.00	1.63	\$64,303.50	1.68	\$66,276.00	
9			1.36	\$53,652.00	1.44	\$56,808.00	1.51	\$59,569.50	1.550	\$61,147.50	1.57	\$61,936.50	1.62	\$63,909.00	1.67	\$65,881.50	1.72	\$67,854.00	
10			1.37	\$54,046.50	1.45	\$57,202.50	1.52	\$59,964.00	1.590	\$62,725.50	1.61	\$63,514.50	1.66	\$65,487.00	1.71	\$67,459.50	1.76	\$69,432.00	
11			1.38	\$54,441.00	1.46	\$57,597.00	1.53	\$60,358.50	1.630	\$64,303.50	1.65	\$65,092.50	1.70	\$67,065.00	1.75	\$69,037.50	1.80	\$71,010.00	
12			1.39	\$54,835.50	1.47	\$57,991.50	1.54	\$60,753.00	1.670	\$65,881.50	1.69	\$66,670.50	1.74	\$68,643.00	1.79	\$70,615.50	1.84	\$72,588.00	
13					1.48	\$58,386.00	1.55	\$61,147.50	1.680	\$66,276.00	1.72	\$67,854.00	1.77	\$69,826.50	1.82	\$71,799.00	1.87	\$73,771.50	
14							1.56	\$61,542.00	1.690	\$66,670.50	1.74	\$68,643.00	1.79	\$70,615.50	1.84	\$72,588.00	1.89	\$74,560.50	
15									1.700	\$67,065.00	1.76	\$69,432.00	1.81	\$71,404.50	1.86	\$73,377.00	1.91	\$75,349.50	
16									1.710	\$67,459.50	1.78	\$70,221.00	1.83	\$72,193.50	1.88	\$74,166.00	1.93	\$76,138.50	
17									1.720	\$67,854.00	1.80	\$71,010.00	1.85	\$72,982.50	1.90	\$74,955.00	1.95	\$76,927.50	
18									1.725	\$68,051.25	1.81	\$71,404.50	1.86	\$73,377.00	1.91	\$75,349.50	1.96	\$77,322.00	
19									1.730	\$68,248.50	1.82	\$71,799.00	1.87	\$73,771.50	1.92	\$75,744.00	1.97	\$77,716.50	
20									1.735	\$68,445.75	1.83	\$72,193.50	1.88	\$74,166.00	1.93	\$76,138.50	1.98	\$78,111.00	
21									1.740	\$68,643.00	1.84	\$72,588.00	1.89	\$74,560.50	1.94	\$76,533.00	1.99	\$78,505.50	
22									1.745	\$68,840.25	1.85	\$72,982.50	1.90	\$74,955.00	1.95	\$76,927.50	2.00	\$78,900.00	
23									1.750	\$69,037.50	1.86	\$73,377.00	1.91	\$75,349.50	1.96	\$77,322.00	2.01	\$79,294.50	
24									1.755	\$69,234.75	1.87	\$73,771.50	1.92	\$75,744.00	1.97	\$77,716.50	2.02	\$79,689.00	
25									1.760	\$69,432.00	1.88	\$74,166.00	1.93	\$76,138.50	1.98	\$78,111.00	2.03	\$80,083.50	
26									1.765	\$69,629.25	1.89	\$74,560.50	1.94	\$76,533.00	1.99	\$78,505.50	2.04	\$80,478.00	
27									1.770	\$69,826.50	1.90	\$74,955.00	1.95	\$76,927.50	2.00	\$78,900.00	2.05	\$80,872.50	
28									1.775	\$70,023.75	1.91	\$75,349.50	1.96	\$77,322.00	2.01	\$79,294.50	2.06	\$81,267.00	
29									1.780	\$70,221.00	1.92	\$75,744.00	1.97	\$77,716.50	2.02	\$79,689.00	2.07	\$81,661.50	
30									1.785	\$70,418.25	1.93	\$76,138.50	1.98	\$78,111.00	2.03	\$80,083.50	2.08	\$82,056.00	
31									1.790	\$70,615.50	1.94	\$76,533.00	1.99	\$78,505.50	2.04	\$80,478.00	2.09	\$82,450.50	
32									1.795	\$70,812.75	1.95	\$76,927.50	2.00	\$78,900.00	2.05	\$80,872.50	2.10	\$82,845.00	
33									1.800	\$71,010.00	1.96	\$77,322.00	2.01	\$79,294.50	2.06	\$81,267.00	2.11	\$83,239.50	
34									1.805	\$71,207.25	1.97	\$77,716.50	2.02	\$79,689.00	2.07	\$81,661.50	2.12	\$83,634.00	
35									1.810	\$71,404.50	1.98	\$78,111.00	2.03	\$80,083.50	2.08	\$82,056.00	2.13	\$84,028.50	
36									1.815	\$71,601.75	1.99	\$78,505.50	2.04	\$80,478.00	2.09	\$82,450.50	2.14	\$84,423.00	
37									1.820	\$71,799.00	2.00	\$78,900.00	2.05	\$80,872.50	2.10	\$82,845.00	2.15	\$84,817.50	
38									1.825	\$71,996.25	2.01	\$79,294.50	2.06	\$81,267.00	2.11	\$83,239.50	2.16	\$85,212.00	
39									1.830	\$72,193.50	2.02	\$79,689.00	2.07	\$81,661.50	2.12	\$83,634.00	2.17	\$85,606.50	
40									1.835	\$72,390.75	2.03	\$80,083.50	2.08	\$82,056.00	2.13	\$84,028.50	2.18	\$86,001.00	
41									1.840	\$72,588.00	2.04	\$80,478.00	2.09	\$82,450.50	2.14	\$84,423.00	2.19	\$86,395.50	
42									1.845	\$72,785.25	2.05	\$80,872.50	2.10	\$82,845.00	2.15	\$84,817.50	2.20	\$86,790.00	
43									1.850	\$72,982.50	2.06	\$81,267.00	2.11	\$83,239.50	2.16	\$85,212.00	2.21	\$87,184.50	
44									1.855	\$73,179.75	2.07	\$81,661.50	2.12	\$83,634.00	2.17	\$85,606.50	2.22	\$87,579.00	
45									1.860	\$73,377.00	2.08	\$82,056.00	2.13	\$84,028.50	2.18	\$86,001.00	2.23	\$87,973.50	

Base Salary	Schedule B														
\$39,450.00	1	1.00	\$39,450.00	<p>Teachers that fall under the Career and Technical Education Certification, who do not have a bachelor's degree, will fall under Schedule B (see Appendix B). Any CEC certified teacher with a minimum of a bachelor's degree will be placed appropriately on Schedule A. Outside professional experience will be considered by the district, beyond actual teaching experience (vertical movement)(2025-2026)</p>											
	2	1.05	\$41,422.50												
	3	1.10	\$43,395.00												
	4	1.15	\$45,367.50												
	5	1.20	\$47,340.00												
	6	1.25	\$49,312.50												
	7	1.29	\$50,890.50												
	8	1.34	\$52,863.00												
	9	1.38	\$54,441.00												
	10	1.42	\$56,019.00												
	11	1.46	\$57,597.00												
	12	1.50	\$59,175.00												
	13	1.53	\$60,358.50												
	14	1.55	\$61,147.50												
	15	1.57	\$61,936.50												
	16	1.59	\$62,725.50												
	17	1.61	\$63,514.50												
	18	1.62	\$63,909.00												
	19	1.63	\$64,303.50												
	20	1.64	\$64,698.00												
	21	1.65	\$65,092.50												
	22	1.66	\$65,487.00												
	23	1.67	\$65,881.50												
	24	1.68	\$66,276.00												
	25	1.69	\$66,670.50												
	26	1.70	\$67,065.00												
	27	1.71	\$67,459.50												
	28	1.72	\$67,854.00												
	29	1.73	\$68,248.50												
	30	1.74	\$68,643.00												

Schedule C

TEKAMAH-HERMAN SCHOOLS EXTRA DUTY SCHEDULE

BASE: \$39,450.00

EFFECTIVE : 9/1/24

GROUP I			GROUP II			GROUP III		
0	11.00%	\$4,339.50	0	8.00%	\$3,156.00	0	5.00%	\$1,972.50
1	11.50%	\$4,536.75	1	8.30%	\$3,274.35	1	5.20%	\$2,051.40
2	12.00%	\$4,734.00	2	8.60%	\$3,392.70	2	5.40%	\$2,130.30
3	12.50%	\$4,931.25	3	9.90%	\$3,905.55	3	5.60%	\$2,209.20
4	13.00%	\$5,128.50	4	9.20%	\$3,629.40	4	5.80%	\$2,288.10
5	13.50%	\$5,325.75	5	9.50%	\$3,747.75	5	6.00%	\$2,367.00
6	14.00%	\$5,523.00	6	9.80%	\$3,866.10	6	6.20%	\$2,445.90
7	14.50%	\$5,720.25	7	10.10%	\$3,984.45	7	6.40%	\$2,524.80
8	15.00%	\$5,917.50	8	10.40%	\$4,102.80	8	6.60%	\$2,603.70
9	15.50%	\$6,114.75	9	10.70%	\$4,221.15	9	6.80%	\$2,682.60
10	16.00%	\$6,312.00	10	11.00%	\$4,339.50	10	7.00%	\$2,761.50
All Head Coaches except Golf			Head Golf, all Assistant Coaches, Instrumental Music, Vocal Music, Weights			FBLA, One-Act, Speech, Musical, Dance Sponsor, Cheer Sponsor		
GROUP IV			GROUP V			GROUP VI		
0	4.00%	\$1,578.00	0	3.00%	\$1,183.50	0	2.00%	\$789.00
1	4.20%	\$1,656.90	1	3.20%	\$1,262.40	1	2.10%	\$828.45
2	4.40%	\$1,735.80	2	3.40%	\$1,341.30	2	2.20%	\$867.90
3	4.60%	\$1,814.70	3	3.60%	\$1,420.20	3	2.30%	\$907.35
4	4.80%	\$1,893.60	4	3.80%	\$1,499.10	4	2.40%	\$946.80
5	5.00%	\$1,972.50	5	4.00%	\$1,578.00	5	2.50%	\$986.25
6	5.20%	\$2,051.40	6	4.20%	\$1,656.90	6	2.60%	\$1,025.70
7	5.40%	\$2,130.30	7	4.40%	\$1,735.80	7	2.70%	\$1,065.15
8	5.60%	\$2,209.20	8	4.60%	\$1,814.70	8	2.80%	\$1,104.60
9	5.80%	\$2,288.10	9	4.80%	\$1,893.60	9	2.90%	\$1,144.05
10	6.00%	\$2,367.00	10	5.00%	\$1,972.50	10	3.00%	\$1,183.50
Academic Decathlon, FCCLA, Annual, IHelp			JH Head Coaches			JH Assistant Coaches, NHS, Quiz Bowl Teammates, Junior Class Sponsor Asst Speech, Asst Drama		
Activities Director		16.00%						

TEKAMAH-HERMAN COMMUNITY SCHOOLS
NEGOTIATED AGREEMENT

Developed by the

Tekamah-Herman Board of Education
And the
Tekamah-Herman Education Association

2025-2026

ARTICLE I

NEGOTIATED AGREEMENT

This Agreement is made and entered into by and between the Tekamah-Herman Education Association and Tekamah-Herman Board of Education.

WHEREAS, representatives of the parties have conducted negotiations; and

WHEREAS, the parties have reached a mutually binding agreement, which has, been reduced to writing and signed by each party;

NOW, THEREFORE, the parties do hereby stipulate and agree that the following items have been agreed upon.

ARTICLE II

STRUCTURE OF SALARY SCHEDULE

- A. See Schedule A

The BA+36 column will be eliminated from the negotiated agreement starting the 2025-2026 school year. Beginning with the 2025-26 school year, new hires will not be eligible for the BA+36 column. Teachers currently on the column will be compensated on that column and movement until they leave the district (2025-2026)

- B. Base salary will be negotiated on a yearly basis. See Article X for the current base salary.
- C. The vertical steps and horizontal lanes of the schedule are shown on Schedule A attached hereto and made a part of this Agreement.

ARTICLE III

GENERAL PROVISIONS OF SALARY SCHEDULE

A. The salary of each teacher will be according to the index as indicated by educational preparation and experience.

B. Contracts will be offered with salary for the next year figured on the projected level of preparation. If a teacher plans to reach the next higher preparation column before September 1, this must be indicated in writing to the Superintendent and Negotiations Committee at the time of negotiations. Should the teacher not reach the indicated level, the salary will be adjusted accordingly September 1 to coincide with the proper column. Official transcripts of all courses completed must be on file in the school office before September 15.

C. When a teacher moves from one vertical column to the next, only one vertical step will be allowed in that year and each succeeding year.

D. A teacher must gain nine (9) hours of credit in order to advance horizontally on this schedule. Vertical advancement is based only on years of experience, allowing one step of advancement per year of employment in the Tekamah-Herman Schools.

All hours to be allowed on this schedule must be for the benefit of students in the Tekamah-Herman Schools. All hours must be in a teacher's major teaching field, directly related to his or her classroom activity, or towards an administrative degree. (2002-2003) A total of nine (9) undergraduate hours will be permitted for horizontal advancement, if hours are in their major teaching field and completed with prior approval after June 1, 1981, and after employment for one year in the Tekamah-Herman School System.

A committee composed of a principal and one teacher from each school (elementary and secondary) shall make recommendations to the Superintendent, who shall approve all hours before they can be used for advancement on this schedule. If the committee is not available, the principal may make a recommendation to the Superintendent.

E. Normal progress on the schedule shall be considered to be one step per year; horizontal progress can be more than one column.

F. Graduate hours will be counted above and after a Masters Degree (changed 2012-13)

G. The schedule and base pay are subject to annual review by the Board of Education and Negotiations Committee.

H. Teaching staff members holding administrative and supervisory certificates and fulfilling administrative duties shall be exempt from this schedule.

I. Initial Placement on Salary Schedule - All newly hired certificated teachers will be credited with all years of teaching experience and placed on the salary schedule accordingly. (Changed 2023-24)

J. Teachers that fall under the Career and Technical Education Certification, who do not have a bachelor's degree, will fall under Schedule B (see Schedule B). Any CEC certified teacher with a minimum of a bachelor's degree will be placed appropriately on Schedule A. Outside professional experience will be considered by the district, beyond actual teaching experience (vertical movement)(2025-2026)

K. The administration reserves the right to assign teachers in accordance with the recommendation set forth by the Nebraska Department of Education. (2002-2003)

L. Payroll Deductions: Subject to the law.

M. Long-term Disability: The long-term disability insurance will be eliminated as a fringe benefit. A stipend will be added to each teacher's salary concurrent with the rate of coverage for the disability insurance. Coverage will include costs of health insurance, with this cost being paid for by the individual teacher (changed 1990-91). See Article X for the current rate.

ARTICLE IV

FRINGE BENEFITS

A. Insurance

1. Hospitalization and Medical- The Board of Education will offer two options for health insurance. The employee of the district will have the choice of either option. Option 1: Blue Cross/Blue Shield of Nebraska Educators Health Alliance – PPO Blue Preferred \$1,050 deductible (changed 2019-20)
Option 2: EHA \$3,800 Deductible HSA-Eligible (Dual Choice Only) An employee choosing the \$3,800 deductible (HSA) plan will have their premiums paid at the same \$1,050 deductible premium rate and will receive the difference between the two premiums. The employer will place these funds in the employee's (HSA) account. (offered 2018-19)

All teachers hired after the 1987-88 contract year with a FTE of .5 or higher will receive benefits equal to their FTE. Teachers employed with the district in 1987-88 and before with an FTE of .5 or higher will receive full benefits (changed 1990-91).

2. Dental - The Board of Education will provide single coverage. This coverage will be provided by Blue Cross/Blue Shield of Nebraska. This coverage is the Standard Plan--PPO—100% A, 75% B, 50% C, Coverage-Option 2 (revised 2018-19) A teacher's spouse, also employed at least one-half time by the Tekamah-Herman School District will also receive

single coverage. The premium for single coverage of the spouse can be applied toward family coverage if requested (changed 1990-91).

3. Term Life Insurance - Full insurance premium of a \$20,000 term life insurance policy shall be paid by the Board of Education. The current insurer is Guardian Life Insurance Company.

B. Leave Policies

1. Sick Leave – At the beginning of each school year each teacher will be credited with ten (10) days of paid sick leave. Ten (10) days will be granted for every year of employment thereafter accumulating to forty-five (45) days. (Revised 21-22).

2. Teachers will be paid \$55 per day for all days above the 45-day accumulated sick leave. Revised (2018-2019)

Example: If an employee has 45 days in the bank and has 8 unused sick days at the end of the year. They will be paid out for those unused 8 sick days and be granted another 10 days of sick leave at the start of the next school/contract year: $8 \times \$55 = \440

In addition, teachers who have a minimum of 20 years of experience in the Tekamah-Herman Community Schools District, upon leaving the District, the individual's unused, accumulated sick leave will be bought back by the District at a rate of \$55 per day.

Example: A teacher who has been in the District for 20 years leaves with 45 accumulated sick days. $45 \text{ days} \times \$55 = \$2,475$. The maximum benefit a teacher could receive would be \$2,475. Revised (2018-2019)

3. If a teacher is absent for illness more than ten (10) school days, a letter from the attending physician may be requested by the school explaining that the person is unable to perform his or her task. Each 2-week period following the initial notice, a reevaluation by the doctor may be requested (changed 2012-13)

4. If a teacher fails to present a written statement from their doctor after ten (10) consecutive school days of absence, their salary will be deducted until a written statement from the doctor is received. This deduction will be per diem based on total contract days, from the 10th day until notification is received. This will be waived as long as the teacher is confined in a medical facility.

C. Borrowing of Days

(Borrowing of sick days was eliminated at the beginning of the 1996-97 contract)

D. Teacher Coverage for Other Teachers

1. If a teacher is ill for a day or two, it is felt that other teachers could go into this teacher's class when they do not have one of their own. Who takes these classes should be left to the discretion of the administration.

2. If a faculty member is ill for more than two (2) consecutive days an attempt should be made to hire a substitute teacher.

3. It is almost impossible to have teacher coverage in the elementary school (K-6). This should be held to a minimum in this area and a substitute teacher should be hired if at all possible.

4. Compensation of \$15.00 for coverage of a class will be given if it eliminates all free periods. (Revised 21-22).

E. Professional Leave

1. In-Service: The Board agrees in principle with the request of released time for improvement and coordination of various teaching activities. Therefore, the Board agrees to permit the administration to dismiss school at least once per month, provided a useful meeting can be arranged each month and agreed upon by a committee of faculty and administration. This released time will, under direction of the principal, be used to coordinate various disciplines. (Changed 2023-24)

2. In-Service: A committee composed of the two administrators (93-94) and a committee of teachers shall be responsible for planning all in-service meetings. In-service shall not be scheduled the day before Thanksgiving, Christmas, or Easter breaks. (Revised 2023-24)

3. Attendance of seminars, clinics, etc.: The decision to allow faculty members to attend the various meetings, etc. should be left with administration. (revised 2012-13)

F. Personal Leave

1. Bereavement Leave

Upon request, a faculty member shall be given permission to take time off from school without reduction of pay due to death occurring in their own or their spouse's immediate family. The immediate family is meant to include their own and spouse's, children, parents, brothers, sisters, grandparents, grandchildren, aunts, uncles, nephews and nieces. The time allowed shall be as follows without reduction in pay (revised 2012-13):

(a) For spouse, parents or children - 5 school days

(b) For brothers, sisters, grandchildren or grandparents - 3 school days

(c) For nieces, nephews, aunts or uncles - 2 school days

(d) If a teacher is required to travel over 300 miles to attend the funeral, 2 travel days will be allowed.

(revised 2018-2019)

The amount of time may be extended by the administration due to circumstances beyond the control of the people involved.

2. Family Sick Leave

Sick leave may be used for absence when the teacher is required to be with a member of the immediate family. The immediate family is meant to include their own and spouse's children, parents, brothers, sisters, grandparents, grandchildren, aunts, uncles, nephews and nieces. (revised 2018-19)

3. Personal Leave

At the beginning of each school year each teacher shall be credited with three (3) days of personal leave. Unused personal leave days may carry over to the next school year allowing a teacher up to a maximum of (6) total days personal leave per year. This leave may be granted upon submission of the written form and submitted to the teacher's principal/superintendent at least seven (7) days before taking such leave (except in emergencies) and will be contingent upon securing a substitute or staff member. A maximum of (4) consecutive days may be taken. This leave may not be taken immediately preceding or immediately following any legal or school holiday or vacation period unless approved by the administration. (2009-2010) The maximum number of personal days a teacher may have in a school year is (6). At the end of the school year, if a teacher has accumulated (6) personal days, (3) personal days will be bought back at a rate of \$55.00 a day.

Example: If a teacher has (3) days that need to be bought back: $3 \times \$55 = \165 paid to the teacher. Revised (2018-2019)

G. Other Types of Leave

Staff may access up to 1 day of sick leave per year, 8 hours of sick leave time, to attend a Tekamah-Herman Schools activity in which their child is participating. Their child must be a student at Tekamah-Herman schools.(2025-2026)

Any other type of leave that is not covered in this policy is subject to approval by the administration.

H. The school district will make available a 125 Flexible spending account beginning during the 2000-01 school year. All certified employees might participate in this program with the district paying the administrative costs.

ARTICLE V

COMPENSATION FOR EXTRA-DUTY

A. Compensation for extra duties shall be determined by the Board of Education and the THEA. See Schedule C

B. Certificated staff will provide ticket takers for all home activities. Ticket takers will be paid 10 dollars per event per person. (revised 2019-2020)

The administration shall appoint faculty members to work each event and they shall perform the appointed task or secure another certified faculty member to perform their duty and inform the office of the change. Faculty members and spouses shall be admitted free to events.

C. Faculty members employed for more than the regular school term will have their compensation determined by the Board of Education and Superintendent.

D. Sponsorship of other extracurricular activities or duties to be assigned by the administration that are fulfilled during the regular school day are not to be considered as extra duties, and therefore no additional compensation shall be awarded for such activities.

ARTICLE VI

JOB SECURITY

The procedure for dismissal is set by law. Therefore, the Board of Education must follow this procedure. However, the principal will be directed to notify teachers, in most cases by January 15, of areas of deficiency, as well as a tentative rating as to their ability and success in a classroom. Each teacher so notified should be provided definite, positive assistance to correct professional difficulties and time to incorporate the recommended changes. All evaluation of the teacher's activities should be conducted openly with the teacher's full knowledge and awareness.

If the Board releases a teacher, under the law this teacher has the right of a hearing and it will be granted if the proper procedures are followed.

ARTICLE VII

MISCELLANEOUS PROVISIONS

A. Administrative Approval of All Classroom Materials

It was a unanimous consensus that an administrative policy shall state, "all materials used in a classroom shall be approved by the administration."

B. Set Vacations

At the beginning of the school year, the administration will establish a calendar of vacations so the definite dates will be set up for Thanksgiving, Christmas, and Easter vacations.

C. The school calendar shall be set to conclude before June 1 of each school year. The only exception to this closing day will be if conditions beyond the control of the administration re: sickness or snow warrant an extension beyond June 1.

D. Employee Personnel Files

Any teacher, administrator or full time employee of Tekamah-Herman Schools shall have access to his or her personal files or may permit any other designated person access to files if permission is granted in writing. Letters of recommendation solicited by the employer are excepted from the above policy. Likewise, he or she may attach a written response regarding any item in the personal file at any time. No other person shall have access to the file except school officials or Board of Education when engaged in fulfilling their professional or legal duties.

E. Whenever a teacher is assigned to a duty, which requires the use of the teacher's personal automobile, such teacher shall be reimbursed for such use. See Article X for rate per mile.

ARTICLE VIII

GRIEVANCE PROCEDURE

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

I. Definition

- A. Grievance - Any claim or claims by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of terms and conditions of employment, including but not limited to, the terms of this agreement. (93-94)
- B. Grievant - Teacher, group of teachers, or Association making the claim as provided in Paragraph 1.A.

C. Time Limits - All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year; the time limits shall consist of all weekdays Monday through Friday. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of the right to appeal to the next step. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.

D. Grievance Meetings or Hearings - All meetings and hearings under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives, the grievant, and the grievant's designated representatives. If the grievant chooses to not have a representative assist them, the Association shall have the right to be present as provided in Section II of this procedure. All parties shall have the right to record the proceedings of any hearing or meeting at all formal levels of the grievance procedure. The grievant may request that hearings before the Board be closed.

II. Association Representation - A grievant shall have the right to have Association representatives present to represent the grievant at each level of the grievance procedure. Where a grievant chooses to not have a representative assist them, the Association, at its discretion, may have representatives present for any meetings, appeals or other proceedings relating to a grievance, which has been formally presented. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with their immediate supervisor and having the grievance adjusted informally. The grievant shall be notified in writing of the issues and the settlement before any settlement becomes effective. (A courtesy copy will be given to the President of the THEA) The settlement shall not be inconsistent with the terms of the negotiated Agreement.

III. Reprisals - No reprisals of any kind shall be taken against any employee who utilizes this grievance procedure.

IV. Withdrawal of a Grievance - An employee may withdraw at any level of the procedure without fear of reprisal from any party. Where the Association feels that the issues involved should be resolved, the Association may assume the grievance at the point discontinued by the individual and proceed through the remainder of the procedure.

V. Advanced Step Filing - The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

VI. Procedures - The parties believe that it is usually most desirable for an employee and their immediate supervisor to resolve problems through free and informal communications. When requested by the teacher, a representative of the Association may assist in this

resolution. However, when the grievance remains unresolved, then the grievance shall be processed as follows:

STEP 1 - The grievant shall present the grievance in writing to the employee's principal. A hearing shall be held within three (3) working days. Within two (2) days of the hearing the principal shall provide a written answer to the grievant.

STEP 2 - The grievant may appeal the decision in Step 1 within six (6) days of receipt of the answer. The superintendent shall arrange for a hearing with the grievant within five (5) days of the appeal. Each party shall have the right to call such witnesses as deemed necessary to develop the facts pertinent to the grievance. The superintendent will have four (4) days from the date of the hearing to provide the grievant and the Association a written decision.

STEP 3 - If the grievance is not resolved at step 2, the grievant may appeal the grievance in writing to the Board President if done within five (5) days. Within ten (10) days from the date the appeal is received the Board President shall schedule a hearing on the grievance before the Board of Education: The hearing shall be held not later than thirty (30) days from receipt of the appeal. Each party shall have the right to call such witnesses, as it deems necessary to develop facts pertinent to the grievance. The Board will have five (5) days from the date of the hearing to notify, in writing, the grievant and the Association of the Board's decision.

School administration or the Board of Education, through the superintendent of schools, can initiate and process grievances through the proposed grievance machinery by excluding unnecessary lower steps in the grievance procedure. The Tekamah-Herman Education Association will cooperate to attain an equitable resolution of the Board grievances.

ARTICLE IX

TOTALITY OF AGREEMENT

The parties acknowledge that this agreement represents all of the understandings and agreements arrived at through collective bargaining; and that it shall constitute the entire Agreement between the parties for the 2025-2026 school year, and until a new agreement is reached. If an agreement is not reached by the beginning of the school year being negotiated, employment will continue under the expired agreement. When a new agreement is reached, it will be retroactive to the beginning of the school year being negotiated. During the term of this Agreement, neither party shall be required to bargain collectively concerning any subject matter, whether or not it is referred to or covered by this Agreement. Nothing herein shall preclude the parties from mutually agreeing to supplement or amend any of the provisions of this Agreement. (Changed 1990-91)

ARTICLE X

Base salary for the 2025-2026 school year \$39,450.00

Income Protection rate for 2025-2026: .40 per \$100.00

Mileage rate for 2025-2026: paid at state rate

The annual employment period for bargaining unit teachers shall be 185 contract days including no more than 180 days with students in attendance (unless state requirements for student attendance are not met for the school year). (2003-2004) (revised 2012-13)

DATED this _____ day of _____ 2025

President
Tekamah-Herman Education Association

President
Tekamah-Herman Board of Education



TIGER

BASKETBALL



TIGERS

**TEKAMAH-HERMAN SCHOOLS
TECHNOLOGY DIRECTOR CONTRACT**

This contract is made by and between the Board of Education of the Tekamah-Herman School District No. 1, located in Burt County in the State of Nebraska, hereinafter referred to as “the Board”, and **Jordan Roseborough**, hereinafter referred to as “technology director”.

The parties hereto agree as follows:

1. That the Board hereby employs the technology director to perform duties of the school district of Tekamah-Herman for a one year term beginning on **June 1, 2025**, and ending on **May 31st, 2026**, consisting of at least 210 days of service each contract year. A “contract year” for purposes of this Contract shall be from June 1 to May 31. The technology director may be required to work on some nights or weekends.
2. The annual salary for the 2025-2026 contract year is **\$84,000**.
3. The salary of the technology director shall be payable in 12 installments. The first payment is on the 19th day of **July, 2025** and the remaining installments shall be payable on the 19th day of each month thereafter.
4. The technology director shall receive the following benefits:
 - (a) Up to full family health insurance with single dental coverage that is provided to the teachers.
 - (b) The technology director shall receive 10 sick days per year. Unused sick leave shall be allowed to accumulate to a maximum of forty-five days, which may be carried over to the ensuing school year. Any days accumulated above this amount and not used during any contract year will be paid at a rate of \$25.00 per day.
 - (c) The technology director shall receive 3 days of personal leave each year. Such leave may accumulate up to but not to exceed 3 days or no more than 6 total days.
 - (d) Except as specifically provided for to the contrary hereinabove, the technology director shall receive the same benefits as provided for certificated staff members in the school district.
 - (e) Professional/Civic dues paid in full.
 - (f) The technology director receives the following paid holidays: New Year’s Day, Memorial Day, Labor Day, Christmas Day, and two floating holidays to be used at their discretion.
 - (g) Will be compensated at the daily rate of pay, 1/210 of \$84,000, for any transition training days as agreed upon and approved by the Superintendent.
5. The technology director in furtherance of his duties to the school shall represent the school district at appropriate professional meetings (whether local, state, or national).

6. If this contract is cancelled during the term of the contract, the compensation to be paid hereunder shall be an amount which bears the ratio to the annual salary as the number of days of service provided to the date of such cancellation bears to the number of days of service that have been provided in the contract year over the 210 days of service to be provided in the contract year.

7. There shall be no penalty for release or resignation by the technology director from this contract. No resignation, however, shall become effective until the close of the contract unless accepted by the board (which shall have the right to fix the time at which the resignation shall become effective).

8. This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, social security, employee retirement, and other deductions required by law. This contract is subject to the provisions of the School Employees' Retirement Act.

9. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

10. 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.

11. The contract of the technology director may be cancelled or amended by a majority of the members of the school board during the term of the contract for any of the following reasons: (a) breach of any of the material provisions of this contract; (b) for any reasons set forth in this employment contract; (c) incompetency; (d) neglect of duty; (e) unprofessional conduct; (f) insubordination; (g) immorality; (h) physical or mental incapacity; (i) intemperance; or (j) conviction of a felony. The procedures for cancellation during the term of the contract shall be in accordance with the applicable Nebraska Revised Statutes.

IN WITNESS WHEREOF the parties have executed this Contract on the dates indicated below.

Executed by the Board this day _____, 2025

President, Board of Education

Secretary, Board of Education

Executed by the Board this day _____, 2025

Jordan Roseborough
Technology Director

Jordan Roseborough

Tekamah-Herman Board Meeting
Elementary Report

1/13/25

Staff and Student Recognition

- Students of the month for December were: Briar Dorn, Maesyn Herting, Karlee Rader, Emry Hansen, Tiffany Mann, Elias Atwell, Tula Urbanski-Gowen, Millie Santiago, Gradey Knoll, Beau Jansen, Orry Bridges, Brogan Braniff, Teagan Mills, Quinn Braniff, and Ty King.
- On the last day of the first semester we held our second ROAR Rally of the year, and it was an awesome assembly for our students. Thank you to the following team for planning and executing this great event: Holly Loftis, Julie Fleischman, Abra Bridges, Deanna Goodwin, Alaina Roche, and Mackenzie Kahlandt.

Principal's Report

- Our enrollment for December was 290 students PK-6. We had two students transfer out, in 4th and 2nd grade.
- In December I attended APL training for administrators at ESU2, and it was one of the best professional learning experiences I've had in my career. APL is a series of teaching strategies that increases student engagement, and enhances direct instruction. A number of our secondary teachers attended the training as well, but I was able to attend the series that was tailored for administrators. I'll go back this semester for the second and final day.

Tekamah-Herman Board Meeting
Secondary Report

1/13/25

Staff and Student Recognition

- Tiger Pride “Give It All You Got” award winners:
7th grade: Emily Loftis, Graysen Abraham; **8th grade:** Brody Bromm, Georgia Johnson, Cooper Kjar; **Freshmen:** Josie Broderson, Cameron Brummond, Edyn Goodwin, Owen Larson; **Sophomores:** Aspen Arnold, Landon Burt, Ryan Roche; **Juniors:** Anika Jacobs, Cooper Langley, Emily Stansberry; **Seniors:** Sammie Broderson, Laney Hoier, Dylan Petersen
- NSAA Fall Activities Academic All-State:
Cross-Country: Charlie Beck, Ryan Roche, Nevaeh Ritter; **Football:** Cooper Langley, Dylan Petersen; **Play Production:** Simon Heitz, Brock Paul; **Softball:** Samantha Brodersen, Isabella Evasic; **Volleyball:** Addysen Lytle, Emily Stansberry
- “Teacher of the Semester” Winner: Brad Paul

Principal’s Report

- Tiger Pride expectations reviewed
- Expectations for teachers (and students)
- Student SEL survey
- HOSTING District Wrestling, Feb. 15
- HOSTING Conference Speech, Feb. 26