

Board of Education Regular Meeting  
Monday, March 16, 2026 6:00 PM  
Ashland-Greenwood Middle/High School  
Conference, 1842 Furnas Street, Ashland, NE  
68003  
1842 Furnas St  
Ashland, NE 68003

1. Call to Order. Roll Call.
2. Acknowledge of Open Meetings Law posting.
3. Pledge of Allegiance.
4. Public Comment - Agenda Specific Topics
5. Approval of Consent Agenda Items.
  - 5.1. Approval of Minutes of previous meetings
  - 5.2. Acceptance of Financial Reports
  - 5.3. Action on Claims
  - 5.4. Approval of Contracts
  - 5.5. Motion to excuse /approve the absence of board member(s)
6. Administrators' and Practitioners' Reports
  - 6.1. Ms. Beerbohm/Ms. Fangmeyer
  - 6.2. Ms. Moon/Ms. Poell
  - 6.3. Mr. Couch/Mr. Flynn
  - 6.4. Mr. Libal/Ms. Finkey
7. Board of Education Committee Reports
  - 7.1. Curriculum/Instruction/Technology and Americanism
  - 7.2. Facility, Grounds, and Transportation

- 7.3. Finance
- 7.4. Negotiations and Personnel
- 7.5. Policy and Legislative Advocacy
- 7.6. Safety/Security and Student Wellness
- 8. Discussion/Information Items
- 9. Action Items
  - 9.1. Discussion and action related to overnight stay request(s). (Attached)
  - 9.2. Discussion and action related to the 2026.27 certificated Master Agreement. (Attached)
  - 9.3. Discussion and action related to the hiring of certificated staff for the 2026.27 school year. (Attached)
  - 9.4. Certified staff resignations.
- 10. Public Comment On Non-Agenda Specific Items
- 11. Informational Items
- 12. Call for Next Meeting
  - 12.1. The next meeting is set for Monday, April 20th, 2026 at 6:00 p.m. All meetings are held in Ashland-Greenwood High School, Conference Room at 1842 Furnas Street, Ashland, NE 68003. Notice of the meetings are posted in advance in the District Office, 1842 Furnas Street - West Entrance, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and Bank of Ashland, 2433 Silver St., Ashland, NE. All meetings are open to the public. An agenda for the meeting shall be kept continuously current in the Office of the District Office at 1842 Furnas Street, Ashland, NE 68003.
- 13. Adjournment.
  - 13.1.
  - 13.2. District Mission Statement: Our school with family and community cooperation promotes life-long learning to awaken, develop, and enhance the individual potential
  - 13.3. ASHLAND-GREENWOOD BOARD OF EDUCATION GOALS
    - 13.4. Academic Engagement
    - 13.5. Support the design and implementation of engaging learning experiences that challenge all students to reach their highest potential

- 13.6. Environment
- 13.7. Foster the creation and maintaining of a positive, collaborative culture within each building as well as across the district
- 13.8. Fiscal
- 13.9. Maximize and properly allocate fiscal resources to support the highest quality academics, activities, and facilities while also demonstrating transparent fiscal responsibility
- 13.10. Personnel
- 13.11. Attract, develop, and retain highly qualified staff for all positions
- 13.12. Pride
- 13.13. Cultivate connections within our schools and community to ensure all feel valued and engaged
- 13.14. Board of Education Information: *The Ashland-Greenwood Public Schools Board of Education is empowered to act on any item listed on the agenda at any time during the meeting, irrespective of the time or order listed. Pages listed, or further detail, are available upon request. The Open Meetings Act requires and the intention of the Board is that agenda items be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The Ashland-Greenwood Board of Education releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question or needs clarification about the sufficiency of a descriptive item should contact the Office of the Superintendent of Schools.*

**COPY OF OPEN MEETINGS ACT:** *The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the North wall of the meeting room west of the main entrance.*

**PUBLIC PARTICIPATION**

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

- 13.15.
  - **Getting Started:** *When you have been recognized, please stand and state your name.*
  - **Time Limit:** *The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.*
- 13.16.
  - **Personnel or Student Topic:** *If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.*
- 13.17.
  - **General Rules:** *This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.*
- 13.18.
  - **No Action by the Board:** *The board will not act on any matter unless it is on the published agenda.*
- 13.19.
- 13.20.

**13.21. REQUEST FOR CLOSED SESSIONS:**

- 13.22. *The Ashland-Greenwood Public Schools is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; b) discussion regarding deployment of security personnel or devices; c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and e) legal advice.*
- 13.23.

**BOARD OF EDUCATION MEETING INFORMATION:**

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**INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM:**

*Getting Started: When it is your turn to speak during the public forum portion of the agenda, please come forward, sign your name and address on the sign-in sheet and state your name to the Board of Education.*

*Time Limit: You may speak only one time and must limit comments to 5 minutes or less.*

*Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions you ask or comments you make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board meeting.*

*General Rules: Please remember that this is a meeting of the Board of Education held in public for conducting the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.*

**REQUEST FOR CLOSED SESSIONS:**

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**Ashland-Greenwood Public Schools  
Board of Education Regular Meeting Minutes  
Monday, February 16, 2026**

**Opening**

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened open and public session on Monday, February 16, 2026

**Attendance**

The roll was called and the following Board members were present:

Eric Beranek:	Present
Kylie Heflin:	Present
David Nygren:	Present
Suzanne Sapp:	Present
Karen Stille:	Present
Russ Westerhold:	Present

**Notice**

Notice of the meeting was posted in advance in the Superintendent's Office, 1842 Furnas Street, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and i3 Bank, 2433 Silver St., Ashland, NE. Notice of this meeting was given in advance to all members of the Board of Education. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the public.

1. Call to Order. Roll Call.

A regular meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened in open and public session at 6:00 p.m. on the third Monday of the month by President Sapp.

Notice of the meetings are posted in advance in the District Office, 1842 Furnas Street, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and i3 Bank, 2433 Silver Street, Ashland, NE.

2. Acknowledge of Open Meetings Law posting.

President Sapp announced and informed the public of the current copy of the Open Meetings Act in the meeting room.

### 3. Pledge of Allegiance.

All stood and recited the Pledge of Allegiance.

### 4. Public Comment - Agenda Specific Topics

#### 5. Approval of Consent Agenda Items.

Motion to approve the consent agenda including previous board meeting minutes, current monthly financial statements for all accounts and current monthly claims for all accounts, made by David Nygren and seconded by Russ Westerhold, Passed.

Suzanne Sapp: Abstain (With Conflict), Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Karen Stille: Yea, Russ Westerhold: Yea

Mrs. Finkey provided an overview of monthly financial information including a summary of general fund claims, a working budget update, and the monthly financial report. She highlighted that after 5 months into the fiscal year the general fund budget was on target as presented. She also noted the intent to make a payment during the month of February of at least \$350,000 on the short term loan with Farmers and Merchants.

#### 5.1. Approval of Minutes of previous meetings

#### 5.2. Acceptance of Financial Reports

#### 5.3. Action on Claims

#### 5.4. Approval of Contracts

#### 5.5. Motion to excuse /approve the absence of board member(s)

### 6. Administrators' and Practitioners' Reports

#### 6.1. Ms. Beerbohm/Ms. Fangmeyer

#### 6.2. Ms. Moon/Ms. Poell

Ms. Moon did update the board on current, confirmed enrollment numbers for kindergarten for next year - 90. With that number, she will move to 5 sections of kindergarten for next year. Hailey Hansen, current first grade teacher, will move to a kindergarten section and Kelsy Cooper, current academic interventionist, will serve as a classroom teacher next year as well. Ms. Moon expressed concern about losing intervention services and supports for students - MS students will be impacted and support to elementary students will be reduced.

#### 6.3. Mr. Couch/Mr. Flynn

#### 6.4. Mr. Libal/Ms. Finkey

### 7. Board of Education Committee Reports

#### 7.1. Curriculum/Instruction/Technology and Americanism

#### 7.2. Facility, Grounds, and Transportation

#### 7.3. Finance

#### 7.4. Negotiations and Personnel

Mr. Libal shared that after visiting with Reese Hogue, AGEA president, he anticipated a response very soon to the board's initial offer.

#### 7.5. Policy and Legislative Advocacy

Suzanne Sapp, committee chair, noted that conversations were still in process and the committee hoped to soon have information to share with the entire board.

#### 7.6. Safety/Security and Student Wellness

#### 8. Discussion/Information Items

#### 9. Action Items

##### 9.1. Discussion and action related to Wednesday night activity request.

Motion to approve the athletic and academic awards events being held on a Wednesday evening, made by Kylie Heflin and seconded by David Nygren, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

##### 9.2. Discussion and action related to overnight stay request(s). (Attached)

Motion to approve overnight stay requests for football camp and FBLA, made by Eric Beranek and seconded by Russ Westerhold, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

##### 9.3. Discussion and action related to the 2026.27 Calendar. (Attached)

Motion to approve the district 2026.2027 calendar, made by David Nygren and seconded by Karen Stille, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

Mr. Libal explained the process for reviewing the calendar which includes seeking feedback from staff.

##### 9.4. Certified staff resignations.

Motion to approve the resignation effective at the end of the school year of HS Business Teacher and FBLA sponsor, Amber Dutcher, made by David Nygren and seconded by Eric Beranek, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

#### 10. Public Comment On Non-Agenda Specific Items

#### 11. Informational Items

#### 12. Call for Next Meeting

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### 13. Adjournment.

Motion to adjourn the meeting at 6:28 p.m., made by Karen Stille and seconded by Eric Beranek, Passed.

Eric Beranek: Yea, Kylie Heflin: Yea, David Nygren: Yea, Suzanne Sapp: Yea, Karen Stille: Yea, Russ Westerhold: Yea

#### 13.1. Board of Education Information:

**District Mission Statement: Our school with family and community cooperation promotes life-long learning to awaken, develop, and enhance the individual potential**

#### **ASHLAND-GREENWOOD BOARD OF EDUCATION GOALS**

<b>Academic Engagement</b>	<b>Support the design and implementation of engaging learning experiences that challenge all students to reach their highest potential</b>
<b>Environment</b>	<b>Foster the creation and maintaining of a positive, collaborative culture within each building as well as across the district</b>
<b>Fiscal</b>	<b>Maximize and properly allocate fiscal resources to support the highest quality academics, activities, and facilities while also demonstrating transparent fiscal responsibility</b>
<b>Personnel</b>	<b>Attract, develop, and retain highly qualified staff for all positions</b>
<b>Pride</b>	<b>Cultivate connections within our schools and community to ensure all feel valued and engaged</b>

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14. test

**ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT**

**Feb-2026**

**GENERAL FUND - FEBRUARY 2026**

Beginning Balance \$ 219,305.37

RECEIPTS

Parchment - Transcript proceeds	\$10.07		
JAN 2026 MIPS	\$1,123.49		
Media Donation	\$20.00		
CASS CO MID JAN	\$18,200.36		
Title I 6200-4505	\$2,535.00		
Title I 6200-4505	\$12,232.00		
Title IV 6969-4969	\$10,000.00		
Staff Benefit Payment - DEC	\$194.53		
Saunders Co - JAN END	\$429,646.52		
USAC Erate Reimbursement	\$1,570.89		
Sarpy CO - JAN	\$1,282.97		
Fidelity Charitable Giving Fund - In Memory of	\$100.00		
NMLE - Reimbursement for conf. supplies	\$189.90		
Board Member - Insurance Premium	\$790.78		
CASS CO - JAN END	\$444,983.55		
ESU 2 - Foutch - Perkins Facilitator Stipend	\$500.00		
Media Donations	\$80.00		
IDEA 25.26 (6408/4518)	\$55,742.00		
SPED SA FFR 24-25	\$273,343.00		
MIPS FEB26	\$1,123.49		
SAUNDERS CO - MID FEB	\$993,061.48		
State Aid	\$194,588.00		
Media Donation	\$40.00		
PS Tuition - ON-line	\$3,925.74		
F&M Interest	\$53.07		
NLAF Interest	\$0.12		
		\$ 2,445,336.96	\$ 2,664,642.33

DISBURSEMENTS

FEBRUARY Claims	\$1,874,816.54		
(Includes a loan principal payment of 450,000.00)			
		\$ 1,874,816.54	\$ 789,825.79
<b>ENDING BALANCE</b>			<u>\$ 789,825.79</u>

RECONCILIATION

NLAF Liquid Balance	\$45.61		
Plus F&M Bank Balance	\$1,034,820.32		
Less: Outstanding Claims	\$245,040.14		
Plus: Outstanding Deposits			
Reconciled Balance	\$789,825.79		<u>\$ 789,825.79</u>

**ADMINISTRATIVE OPERATIONS ACCOUNT - FEBRUARY 2026**

Beginning Balance \$ 1,521.13

RECEIPTS

Donations - Staff Appreciation Week	\$3,788.00		
<b>Total</b>		\$ 3,788.00	\$ 5,309.13

DISBURSEMENTS

6523 Staff - Mileage - Supervision	\$79.75		
6524 Staff - SLP Mileage JAN	\$75.83		
6525 Round the Bend - Staff Appreciation	\$1,519.75		
6526-29 VOID			
6530 SPED Parent Mileage - JAN	\$739.50		
6531 Staff- Meeting mileage	\$49.30		
6532 Staff - Trans. Supply Reim.	\$23.49		
6533 Ameritas VSP - balance /ltd prem.	\$134.12		
6534 VISA - Staff Appreciation Supplies	\$1,149.30		
6535 VISA - Staff Appreciation Supplies	\$1,284.56		
<b>Total</b>		\$5,055.60	\$ 253.53

Ending Balance \$ 253.53

RECONCILIATION

Bank Balance	\$2,921.90		
Less: Claims Outstanding	\$2,668.37		
Plus: Outstanding Deposits			
Reconciled Balance	\$253.53		<u>\$ 253.53</u>

**EMPLOYEE BENEFIT (SECTION 125) ACCOUNT - FEBRUARY 2026**

Beginning Balance			\$	65,383.94
<u>RECEIPTS</u>				
Employee Payroll Deposit	\$7,941.92			
I 3 Bank: Interest	\$4.82			
<b>Total</b>		\$	7,946.74	\$ 73,330.68
<u>DISBURSEMENTS</u>				
Employee Benefits	\$7,807.57			
<b>Total</b>		\$	7,807.57	\$ 65,523.11
Ending Balance				<u>\$ 65,523.11</u>
<u>RECONCILIATION</u>				
Bank Balance	\$65,523.11			
Claims Outstanding				
Deposits Outstanding				
Reconciled Balance	\$65,523.11			<u>\$ 65,523.11</u>

**SPECIAL BUILDING ACCOUNT - FEBRUARY 2026**

Beginning Balance			\$	1,862.84
<u>RECEIPTS</u>				
Cass County				
Sarpy County				
Saunders County				
F & M Interest	\$0.31			
NLAF Interest	\$3.86			
<b>Total</b>		\$	4.17	\$ 1,867.01
<u>DISBURSEMENTS</u>				
<b>Total</b>			\$0.00	\$ 1,867.01
Ending Balance				<u>\$ 1,867.01</u>
<u>RECONCILIATION</u>				
F&M Bank Balance	\$398.07			
NLAF #9300590 Balance	\$1,468.94			
Claims Outstanding				
Reconciled Balance	\$1,867.01			<u>\$ 1,867.01</u>

**QUALIFIED CAPITAL PURPOSE FUND - FEBRUARY 2026**

Beginning Balance			\$	18,295.99
<u>RECEIPTS</u>				
Cass County	\$7,168.32			
Sarpy County	\$21.46			
Saunders County	\$22,581.77			
Interest	\$0.78			
<b>Total</b>		\$	29,772.33	\$ 48,068.32
<u>DISBURSEMENTS</u>				
1125 Riddell - Speed Flex Helmets	\$3,121.95			
1126 BSN - FB Safety equipment	\$3,741.37			
1127 Meininger Fire - Multiple Invoices	\$1,857.50			
1128 Nebraska State Fire Marshal - Inspections	\$360.00			
1129 T-mobile Monthly Bus Ipad WIFI	\$116.80			
1130 Gerard Lusinski ACCU Write	\$102.39			
1131 VISA - Cord cover ramp - GYM	\$120.80			
<b>Total</b>		\$9,420.81		\$ 38,647.51
Ending Balance				<u>\$ 38,647.51</u>
<u>RECONCILIATION</u>				
Bank Balance	\$42,352.65			
Less: Outstanding Claims	\$3,705.14			
Reconciled Balance	\$38,647.51			<u>\$ 38,647.51</u>

**DEPRECIATION FUND - FEBRUARY 2026**

Beginning Balance			\$	288.66
<u>RECEIPTS</u>				
F&M Bank Interest	\$0.01			
NLAF Interest	\$0.26			
<b>Total</b>			\$	0.27
			\$	288.93
<u>DISBURSEMENTS</u>				
<b>Total</b>			\$	-
			\$	288.93
Ending Balance				<u>\$ 288.93</u>
<u>RECONCILIATION</u>				
F & M Bank Balance	\$190.09			
NLAF Balance	\$98.84			
Less: Outstanding Claims				
Reconciled Balance	\$288.93			<u>\$ 288.93</u>

**STUDENT FEE FUND - FEBRUARY 2026**

Beginning Balance			\$	12,410.16
<u>RECEIPTS</u>				
College Tuition Payments	\$2,025.00			
Participation Fees	\$700.00			
Interest I3 Bank	\$1.01			
<b>Total</b>			\$	2,726.01
			\$	15,136.17
<u>DISBURSEMENTS</u>				
Disbursements	\$279.69			
Online Fees	\$11.90			
<b>Total</b>			\$	291.59
			\$	14,844.58
Ending Balance				<u>\$ 14,844.58</u>
<u>RECONCILIATION</u>				
Bank Balance	\$15,124.27			
Claims Outstanding	\$279.69			
Deposits Outstanding				
Reconciled Balance	\$14,844.58			<u>\$ 14,844.58</u>

**HOT LUNCH ACCOUNT - FEBRUARY 2026**

Beginning Balance			\$	5,183.98
<u>RECEIPTS</u>				
Student and Staff Deposits	\$4,512.20			
Online Student Deposits	\$31,903.52			
Federal Reimbursement	\$18,033.43			
Other	\$372.87			
F&M Bank: Interest	\$0.89			
<b>Total</b>			\$	54,822.91
			\$	60,006.89
<u>DISBURSEMENTS</u>				
Wages & Benefits				
Food/ Supplies/ Contracted Services	\$58,225.07			
Other - MagicWrighter	\$104.25			
Lunch Refunds				
<b>Total</b>			\$	58,329.32
			\$	1,677.57
Ending Balance				<u>\$ 1,677.57</u>
<u>RECONCILIATION</u>				
Bank Balance	\$43,692.98			
Claims Outstanding	\$42,015.41			
Clerical error				
	\$1,677.57			
Receipts Outstanding				
Reconciled Balance	\$1,677.57			<u>\$ 1,677.57</u>

**BOND FUND - FEBRUARY 2026**

Beginning Balance

\$ 312,238.03

RECEIPTS

Cass County Taxes \$58,546.65  
Sarpy County Taxes \$123.46  
Saunders County Taxes \$153,085.66  
Interest \$27.12

**Total Deposits**

\$ 211,782.89

\$ 524,020.92

DISBURSEMENTS

**Total**

\$ -

\$ 524,020.92

\$ 524,020.92

RECONCILIATION

F & M Bank Balance \$524,020.92  
Plus: Outstanding Deposits  
Less: Outstanding Claims  
Reconciled Balance \$524,020.92

\$ 524,020.92

**LOCAL BANK SECURITIES PLEDGE TO SCHOOL DISTRICT DEPOSITS & FDIC INSURANCE ON DEPOSITS**

**BANK OF ASHLAND**

FDIC INSURANCE

\$ 250,000.00

Total Secured

\$ 250,000.00

**FARMERS AND MERCHANTS BANK**

FDIC INSURANCE

\$ 250,000.00

**Pledged Safekeeping Security**

Various pledged amounts at Agencies, Municipals, SBA, CD's etc,  
monitored by: Farmers Merchant Bank

**Total Face Value**

**Actual Value**

\$ 3,000,000.00

Total Secured

\$ 3,250,000.00

FINANCIAL STATEMENT Activity Fund

FOR MONTH ENDING Feb-2026

Beginning Balance

\$ 63,544.99

Date	Check #	Payee	Description	Receipt	Disbursed	Balance
<b>ATHLETICS</b>						\$ (107,237.47)
	17840	VISA	Lithium Batteries		\$13.98	
	17846	BRIAN WILES & CO	Official Pay		\$200.00	
	17847	John Dostal	Official Pay		\$100.00	
	17850	BRAD GARLOCK	Official Pay		\$100.00	
	17851	Connor Heise	Official Pay		\$300.00	
	17852	Beau Heiss	Official Pay		\$200.00	
	17853	JORDYN KEENEY	Official Pay		\$100.00	
	17854	KEVIN KENNEDY	Official Pay		\$100.00	
	17855	TREY KETTER	Official Pay		\$140.00	
	17856	Rob Ketterer	Official Pay		\$140.00	
	17857	JEFF KOPECKY	Official Pay		\$100.00	
	17858	Heath Kramer	Official Pay		\$70.00	
	17859	RYAN LEWIS	Official Pay		\$100.00	
	17862	ZACHARY LUTZ	Official Pay		\$200.00	
	17863	KEVIN MAR	Official Pay		\$100.00	
	17864	Brent McNurlin	Official Pay		\$200.00	
	17866	Cassandra Metzner	Wrestling Assesment		\$30.00	
	17868	NE HIGH SCHOOL SPORTS HALL OF FAME	Basketball Entry		\$242.00	
	17870	ISAAK RUSSELL	Official Pay		\$100.00	
	17871	JEREMY SAVAGE	Official Pay		\$100.00	
	17873	TROY STEELE	Official Pay		\$100.00	
	17874	ERICH WHITEMORE	Official Pay		\$200.00	
	17875	Jeremy Winn	Official Pay		\$100.00	
	17876	JACOB WOLF	Official Pay		\$200.00	
	17878	Jakob Godtel	Official Pay		\$326.00	
	17879	SHANE GODTEL	Official Pay		\$113.00	
	17880	CHASE GRIZZLE	Official Pay		\$213.00	
	17881	TROY HAYES	Official Pay		\$213.00	
	17882	Brian O'Neal	Official Pay		\$111.00	
	17883	PREMIER SPORTS OFFICIALS ASSOCIATION	Official Pay		\$111.00	
	17884	Paul Sorgen	Official Pay		\$111.00	
	17885	JEREMY STRAHAN	Event Work Hours		\$247.50	
	17886	Joseph Wolsleger	Official Pay		\$113.00	
	17887	No Frills	Hospitality Rooms		\$312.92	
	17889	VISA	Frame/Velcro		\$24.29	
	17890	VISA	Softball Supplies		\$177.58	
		Gate	Conference BBall	\$906.00		
		TBC	Conference Reim	\$155.00		
		Gate	MSGBB Malcolm	\$156.00		
		Gretna	MS Wrestling	\$130.00		
		Hudl	Conference	\$417.00		
		Lady Jays	BSN Payment	\$4,608.01		
		Gate	BBall Elkhorn	\$1,037.00		
		Gate	Reserve BBall	\$125.00		
		Gate	Reserve BBall	\$145.00		
		Hudl	BBall Elkhorn	\$17.00		
		Gate	MSGBB DC West	\$353.00		
		Gate	BBall Malcolm	\$582.00		
		Gate	SD GBB	\$437.00		
		Hudl		\$31.00		
		Booster Club	Track Starting Blocks	\$2,965.08		
		Gate	BBall Winnebago	\$489.00		
		Gate	SD BBall	\$825.00		
		Hudl		\$29.00		
		Gate	SD BBall	\$2,624.00		
		Gate	SD BBall	\$2,129.00		
TOTALS				\$ 18,160.09	\$5,309.27	\$ (94,386.65)

<u>Date</u>	<u>Check #</u>	<u>Payee</u>	<u>Description</u>	<u>Receipt</u>	<u>Disbursed</u>	<u>Balance</u>
<b>ALUMNI Projects</b>						\$ 2,869.99
TOTALS				\$ -	\$ -	\$ 2,869.99
<b>BAND</b>						\$ 134.45
TOTALS				\$ -	\$ -	\$ 134.45
<b>BLUE TEAM</b>						\$ 104.94
TOTALS				\$ -	\$ -	\$ 104.94
<b>DRAMA</b>						\$ 13,619.67
	17848	Dramatic Publishing Company	Extra Rights		\$50.00	
	17867	Missoula Children's Theatre	Extra Rights		\$300.00	
	17889	VISA	Adam's Family Rights		\$2,855.00	
	17890	VISA	Housing Missoula Theatre		\$1,233.50	
		Gate	Cinderella	\$1,347.00		
		Ashland Area Foundation	Cinderella Payment	\$2,000.00		
TOTALS				\$3,347.00	\$4,438.50	\$ 12,528.17
<b>ELEM BOOK FAIR</b>						\$ 887.50
TOTALS				\$ -	\$ -	\$ 887.50
<b>ELEM STAFF - INTERMEDIATE</b>						\$ 883.27
		PepsiCo	Vending Kickback	\$7.16		
TOTALS				\$7.16	\$ -	\$ 890.43
<b>ELEM STAFF - PRIMARY</b>						\$ 1,045.31
		PepsiCo	Vending Kickback	\$60.26		
TOTALS				\$60.26	\$ -	\$ 1,105.57
<b>ELEM STUDENT COUNCIL - INTERMEDIATE</b>						\$ 40,782.79
	17889	VISA	Young Author/Reading Rockstars		\$512.83	
		BoxTop	Donation	\$19.45		
TOTALS				\$19.45	\$ 512.83	\$ 40,289.41
<b>ELEM STUDENT COUNCIL - PRIMARY</b>						\$ 41,083.23
	17889	VISA	Journals		\$260.95	
	17890	VISA	Local Giftcards		\$100.00	
	17869	OTC Brands, Inc	Journals		\$54.98	
	17840	VISA			\$700.02	
	17841	School Specialty	Golden Tickets/Timers		\$444.43	
		BoxTop	Donation	\$19.45		
TOTALS				\$19.45	\$1,560.38	\$ 39,542.30
<b>FBLA</b>						\$ 11,563.46
	17839	VISA	Christmas Supplies		\$320.10	
	17842	Fresh Ideas Management	Peru Meals		\$180.00	
	17887	No Frills	Pop that Shot		\$149.43	
		Various	SLC Payments	\$2,035.00		
		Various	SLC Payments	\$430.00		
		Fundraising	Muscle Milk	\$215.25		
		Various	FBLA VENMO Proceeds	\$4,892.10		
		Fundraising	Pickleball/Muscle Milk	\$294.00		
TOTALS				\$7,866.35	\$ 649.53	\$ 18,780.28
<b>FFA</b>						\$ 14,371.36
	17889	VISA	Succulent Supplies		\$131.08	
	17890	VISA	Succulent Supplies		\$86.63	
		Student	Jacket	\$82.00		
TOTALS				\$82.00	\$217.71	\$ 14,235.65

<i>Date</i>	<i>Check #</i>	<i>Payee</i>	<i>Description</i>	<i>Receipt</i>	<i>Disbursed</i>	<i>Balance</i>
<b>HONOR SOCIETY</b>						\$ (83.17)
		Fundraising	Bake Sale	\$211.00		
TOTALS				\$211.00	\$ -	\$ 127.83
<b>HS STUDENT COUNCIL</b>						\$ 1,485.36
TOTALS				\$ -	\$ -	\$ 1,485.36
<b>MS/HS STAFF</b>						\$ 1,413.20
	17890	VISA	Casey's Gift Card		\$ 50.00	
		PepsiCo	Vending Kickback	\$33.05		
TOTALS				\$33.05	\$ 50.00	\$ 1,396.25
<b>MS AMBASSADORS</b>						\$ 329.22
TOTALS				\$0.00	\$ -	\$ 329.22
<b>MS BOOK FAIR</b>						\$ (0.85)
TOTALS				\$0.00	\$ -	\$ (0.85)
<b>MS Nature Club</b>						\$ (312.77)
TOTALS					\$ -	\$ (312.77)
<b>MS STUDENT COUNCIL</b>						\$ 2,005.84
	17877	ASHLAND-GREENWOOD PUBLIC SCHLS	Grant Refund		\$ 1,035.07	
TOTALS				\$0.00	\$ 1,035.07	\$ 970.77
<b>PAC PERFORMING ARTS CENTER</b>						\$ 21,848.33
TOTALS				\$0.00	\$ -	\$ 21,848.33
<b>PROM ACCOUNT</b>						\$ 3,312.23
	17890	VISA	Banner		\$ 53.50	
TOTALS				\$0.00	\$ 53.50	\$ 3,258.73
<b>SHOP/CONSTRUCTION</b>						\$ 5,721.20
	17844	ASHLAND AUTO PARTS	Pins		\$22.06	
	17865	MENARD INC	House Supplies		\$2,416.26	
	17888	S&L Hardware	Supplies		\$146.52	
TOTALS				\$0.00	\$ 2,584.84	\$ 3,136.36
<b>SKILLS USA</b>						\$ 2,928.03
	17872	SKILLSUSA, INC.	Membership Dues		\$ 16.00	
		Various	Donation	\$780.00		
TOTALS				\$780.00	\$ 16.00	\$ 3,692.03
<b>SPANISH CLUB</b>						\$ 244.11
TOTALS				\$ -	\$ -	\$ 244.11
<b>SPIRIT SQUAD - CHEER</b>						\$ (3,134.21)
	17843	AG SPIRT SQUAD BOOSTER	Face Stickers		\$295.00	
	17860	Limitless Branding, LLC	State Sets		\$1,186.88	
	17890	VISA	State Bus Driver		\$219.08	
TOTALS				\$0.00	\$ 1,700.96	\$ (4,835.17)
<b>SPIRIT SQUAD - DANCE</b>						\$ (4,918.44)
TOTALS				\$0.00	\$0.00	\$ (4,918.44)

<i>Date</i>	<i>Check #</i>	<i>Payee</i>	<i>Description</i>	<i>Receipt</i>	<i>Disbursed</i>	<i>Balance</i>
<b>SPEECH</b>						
	17849	Elmwood Murdock Public School	Entry Fee		\$224.00	\$ 3,077.99
	17861	Lincoln Southwest High School	Entry Fee		\$96.00	
	TOTALS				\$320.00	\$ 2,757.99
<b>TALENTED/GIFTED ACTIVITES</b>						
	TOTALS			\$ -	\$ -	\$ -
<b>VOCAL MUSIC</b>						
	17845	Ashland-Greenwood Music Boosters	Winter Formal		\$ 110.00	\$ 7,838.77
		Gate	Winter Formal	\$110.00		
	TOTALS			\$110.00	\$ 110.00	\$ 7,838.77
<b>YEARBOOK/ANNUAL Middle School</b>						
	TOTALS			\$0.00	\$ -	\$ 66.33
<b>YEARBOOK/ANNUAL High School</b>						
	Various		Yearbook Senior/Business	\$100.00		
	Parent		Yearbook Sales	\$75.00		
	Various		Senior Ads	\$100.00		
	Various		Yearbook Sales	\$65.00		
	Flutterby Finds		Business Ad	\$50.00		
	Various		Senior Ads	\$50.00		
	Various		Yearbook Sales	\$65.00		
	TOTALS			\$505.00	\$ -	\$ (8,426.69)
<b>INTEREST</b>						
	13		INTEREST	\$6.86		\$ (95.58)
	TOTALS			\$ 6.86	\$ -	\$ (88.72)
<b>ACTIVITY FUND TOTALS ALL ACCOUNTS</b>						
				\$ 31,207.67	\$ 18,558.59	\$ 76,194.07

<b>Ending Balance</b>	\$ 76,194.07
Plus: Outstanding Checks	\$ 21,564.52
Less: Outstanding Receipts	
Voided check	
<b>Equals: Bank Balance</b>	\$ 97,758.59

Payee Type: Vendor

Check Type: Check

Checking Account ID: 1

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount	
47102	03/17/2026				CHAMBCOMM	ASHLAND CHAMBER OF COMMERCE	335.00	
47103	03/17/2026				NASB	NASB	5,729.00	
47104	03/17/2026				PAYFLEX	PAYFLEX SYSTEMS USA INC	150.00	
47105	03/17/2026				TSAINV	TSA CONSULTING GROUP INC	83.33	
47106	03/12/2026				360COMSER	360 Community Service	9,212.94	
47107	03/12/2026				ALLFLAGS	ALL FLAGS, LLC	385.51	
47108	03/12/2026				AMPLEDUC	AMPLIFY EDUCATION INC.	7,100.00	
47109	03/12/2026				ASHLAUTO	ASHLAND AUTO PARTS	357.78	
47110	03/12/2026				ASHLDISP	ASHLAND DISPOSAL SERVICE	1,868.07	
47111	03/12/2026				BLAKSTRP	BLACK STRAP INC	210.00	
47112	03/12/2026				BLUETIRE	Bluejay Tire and Oil LLC	26.87	
47113	03/12/2026				CAPITBUS	CAPITAL BUSINESS SYSTEMS, INC.	6,390.57	
47114	03/12/2026				CARRSEAT	Carroll Seating Company, Inc	425.00	
47115	03/12/2026				BUSERAND	CHAMPLIN TIRE	25.00	
47116	03/12/2026				CITYWIDE	City Wide Facility Solutions, Jeredith Brands LLC	45,364.00	
47117	03/12/2026				DAIKAPPL	Daikin Applied Americas Inc	20,225.20	
47118	03/12/2026				DELTAELEC	DELTA ELECTRIC	635.01	
47119	03/12/2026				DEMCO	DEMCO INC.	1,720.17	
47120	03/12/2026				DIVERDRUG	DIVERSIFIED SATEFTY AND COMPLIANCE	173.10	
47121	03/12/2026				EGANSUPP	EGAN SUPPLY CO.	2,350.14	
47122	03/12/2026				ESU2	ESU #2	30,340.87	
47123	03/12/2026				FAMPHYSC	Family Physical Therapy & Sports Center	4,287.42	
47124	03/12/2026				FIALATRU	TOM FIALA	2,395.93	
47125	03/12/2026				GREPLAIN	GREAT PLAINS SERVICE INC.	253.75	
47126	03/12/2026				HOFMCARE	CAREY HOFMEISTER	175.00	
47127	03/12/2026				INTERSTAL	INTERSTATE-ALL BATTERY CENTER	132.60	
47128	03/12/2026				KSBSCHLAW	KSB SCHOOL LAW PC LLO	315.00	
47129	03/12/2026				LAKELEAR	LAKESHORE LEARNING MATERIALS	488.88	
47130	03/12/2026				LEISPAIG	Paige Leising	8,213.90	
47131	03/12/2026				MATHESON	MATHESON TRI-GAS, INC/LINWELD	2,328.66	
47132	03/12/2026				MAXOTERR	TERRI MAXON	350.00	
47133	03/12/2026				MENARDS	MENARD INC	1,774.60	
47134	03/12/2026				MIDCDLTR	Midwest CDL Training, LLC	569.25	
47135	03/12/2026				MOHSTIFF	Tiffany Mohs	200.00	
47136	03/12/2026				NEBRGOV	NEBRASKA.GOV	160.00	
47137	03/12/2026				NOFRIL	NO FRILLS/SPARTANNASH	412.62	
47138	03/12/2026				NYGRKELS	KELSIE NYGREN	112.50	
47139	03/12/2026				OPPD	OMAHA PUBLIC POWER DISTRICT	29,163.63	
47140	03/12/2026				ONESOURCE	ONE SOURCE, INC	302.00	
47141	03/12/2026				TP3PEST	ANTHONY PETERSEN	320.00	
47142	03/12/2026				RIVERMET	RIVERS METAL PRODUCTS INC	989.07	
47143	03/12/2026				SLHARD	S & L HARDWARE	352.44	
47144	03/12/2026				SUTTPAUL	PAUL SUTTON	100.00	
47145	03/12/2026				SWANJOAN	Joan Swanson	200.00	
47146	03/12/2026				UNIVKEAR	UNIVERSITY OF NE AT KEARNEY	270.00	
47147	03/12/2026				UNIVNEBR	UNIVERSITY OF NEBRASKA-LINCOLN	532.87	
47148	03/12/2026				USICLOCAT	USIC LOCATING SERVICES, LLC	124.96	
47149	03/12/2026				WILLVMAC	WILLIAM V MACGILL & CO	67.66	
47150	03/12/2026				WOODOMAH	WOODCRAFT OF OMAHA	402.44	
47151	03/12/2026				ZULTYSIN	ZULTYS INC	575.44	
Checking Account ID: 1					Void Total:	0.00	Total without Voids:	188,678.18
Check Type Total:			Check	Void Total:	0.00	Total without Voids:	188,678.18	
Payee Type Total:			Vendor	Void Total:	0.00	Total without Voids:	188,678.18	
Grand Total:					Void Total:	0.00	Total without Voids:	188,678.18

**Check Register by Type**

MARCH 2026 ACTIVITY FUND CLAIMS

**Payee Type: Vendor**

**Check Type: Check**

**Checking Account ID: 5**

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>		
17891	03/10/2026				OMAHSTOR	Alliance Baseball Omaha LLC	483.00		
17892	03/10/2026				BSNSPOR	BSN SPORTS	9,007.21		
17893	03/10/2026				CONESSCH	CONESTOGA PUBLIC SCHOOLS	224.00		
17894	03/10/2026				GRAFTASS3	GRAFTON AND ASSOCIATES	690.00		
17895	03/10/2026				HEMRKRIS	Kris Hemry	40.00		
17896	03/10/2026				HERRRILE	RILEY HERRING	160.00		
17897	03/10/2026				INMOSYST	InMotion Systems, LLC	11,520.00		
17898	03/10/2026				KERNBRAD	Braden Kern	320.00		
17899	03/10/2026				KNAPMATT	Matthew Knapp	320.00		
17900	03/10/2026				NEFBLAFOUN	NEBRASKA FBLA FOUNDATION TRUST	100.00		
17901	03/10/2026				NEWGROVE	Newman Grove High School	270.00		
17902	03/10/2026				ODEYSINC	ODEYS FIELD EXPERTS	782.15		
17903	03/10/2026				PIEHCOOP	Cooper Piehl	105.00		
17904	03/10/2026				PLATTSHS	PLATTSMOUTH HIGH SCHOOLS	277.00		
17905	03/10/2026				SCHOSPEC	SCHOOL SPECIALTY INC	188.56		
17906	03/10/2026				SMITCALE	Cale Smith	52.50		
17907	03/10/2026				SOBOLEVI	Levi Sobota	157.50		
17908	03/10/2026				STUHAMAN	Amanda Stuhr	320.00		
17909	03/10/2026				THUNBOOS	Thunderbird Forensics Booster Club	279.00		
17910	03/10/2026				TRAILBLAZ	Trailblazer Conference	120.00		
17911	03/10/2026				WAHOPUBL	WAHOO PUBLIC SCHOOL DISTRICT #39	437.00		
17912	03/10/2026				WEEPWATE	WEEPING WATER PUBLIC SCHOOLS	435.00		
					Checking Account ID: 5	Void Total:	0.00	Total without Voids:	26,287.92
					Check Type Total: Check	Void Total:	0.00	Total without Voids:	26,287.92
					Payee Type Total: Vendor	Void Total:	0.00	Total without Voids:	26,287.92
					Grand Total:	Void Total:	0.00	Total without Voids:	26,287.92

Payee Type:	Vendor	Check Type:	Checking Account ID:	1		
Check Number	Check Date	Cleared	Void	Void Date	Entity Name	Check Amount
6536	03/05/2026				SPED Parent Mileage - FEB	696.00
6537	03/11/2026				STAFF - SLP Mileage - FEB	54.37
Checking Account ID:		1		Void Total:	0.00	Total without Voids: <u>750.37</u>
Check Type Total:		Check		Void Total:	0.00	Total without Voids: <u>750.37</u>
Payee Type Total:		Vendor		Void Total:	0.00	Total without Voids: <u>750.37</u>
		Grand Total:		Void Total:	0.00	Total without Voids: <u>750.37</u>

**Check Register by Type**

MARCH 2026 HOT LUNCH CLAIMS

**Payee Type: Vendor**

**Check Type: Check**

**Checking Account ID: 6**

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>	
11842	03/10/2026				ASHLLETT	Ashland Lettuce Company	286.08	
11843	03/10/2026				CASHWADIST	CASH-WA DISTRIBUTING CO.	12,606.16	
11844	03/10/2026				GOODTUCK	GOODWIN TUCKER	574.40	
11845	03/10/2026				HILANDAIR	HILAND DAIRY	8,474.47	
11846	03/10/2026				SYSCO	SYSCO LINCOLN, INC	12,376.20	
11847	03/10/2026				USFOOD	U S FOODSERVICE	21,122.77	
Checking Account ID: 6						Void Total:	0.00	Total without Voids: 55,440.08
Check Type Total:			Check	Void Total:		0.00	Total without Voids: 55,440.08	
Payee Type Total:			Vendor	Void Total:		0.00	Total without Voids: 55,440.08	
Grand Total:						Void Total:	0.00	Total without Voids: 55,440.08

Payee Type: Vendor

Check Type: Check

Checking Account ID: 9

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>
1132	03/17/2026				RIDDELL	ALL AMERICAN SPORTS CORP.	4,426.89
1133	03/17/2026				MEININGER	MEININGER FIRE PROTECTION INC	1,307.16
1134	03/17/2026				TMOBILE	T-Mobile USA INC	116.80
1135	03/17/2026				MEININGER	MEININGER FIRE PROTECTION INC	2,485.00
1136	03/17/2026				NEELEV	NEBRASKA STATE FIRE MARSHAL	360.00
1137	03/17/2026				SOTETECH	SOTER TECHNOLOGIES	750.00
1138	03/17/2026				TKEVELVAT	THYSSENKRUPP ELEVATOR CORPORATION	1,257.76
Checking Account ID: 9					Void Total:	0.00	Total without Voids: 10,703.61
Check Type Total: Check					Void Total:	0.00	Total without Voids: 10,703.61
Payee Type Total: Vendor					Void Total:	0.00	Total without Voids: 10,703.61
Grand Total:					Void Total:	0.00	Total without Voids: 10,703.61



## District Mission Statement

*Our school with family and community cooperation promotes life-long learning to awaken, develop, and enhance the individual potential*

### **ASHLAND-GREENWOOD BOARD OF EDUCATION GOALS**

<b>Academic Engagement</b>	Support the design and implementation of engaging learning experiences that challenge all students to reach their highest potential
<b>Environment</b>	Foster the creation and maintaining of a positive, collaborative culture within each building as well as across the district
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<b>Personnel</b>	Attract, develop, and retain highly qualified staff for all positions
<b>Pride</b>	Cultivate connections within our schools and community to ensure all feel valued and engaged

<b>ADMINISTRATORS REPORT:</b> <b>Kristin Fangmeyer &amp; Dani Beerbohm</b>	<b>MEETING DATE:</b> <b>March 16, 2026</b>
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### Academic Engagement

- This time of year is always busy with preparing for state testing. Juniors have been participating in live sessions of John Baylor test prep as well as online test prep opportunities. They will be taking the ACT on March 24th. All juniors are required by the state to take the ACT. Principals are also preparing schedules for our upcoming 3rd-8th NSCAS state testing. NDE has added constructed response field test items into the 4th, 7th, and 8th grade tests this year to address writing standards. These types of questions will become operational during the 2027 testing season.
- The majority of our curriculum materials are on a 7 year cycle. English Language Arts curriculum for elementary will be our next evaluation. Megan, Amanda, and I will work with our ELA committee starting this summer to evaluate potential curriculum materials that fit the needs of our students. We will build rubrics that align with best practices in reading when reviewing high quality instructional materials. It is a long process of evaluating but our hope is that we would be able to bring our recommendation to the board by December of 2026.

### Environment

- It is important to remember that, for many of our families, the first interaction with our district is with our Early Childhood Special Education Team, who continue to help families feel welcome and supported. They are on track for another record year of referrals. Currently, they have/are in the process of completing 27 evaluations so far this year (for reference, in April of last year they had completed 11)!
  - More specific information will be shared in April with the complete Student Services update.

## Personnel

- After a few internal 'shifts,' we are excited to share that all positions within our certified SPED team are currently filled!
- Be on the lookout for social media shout-outs of our new hires over the next few weeks. We are excited to share out and introduce our new Bluejay family members to the community.
- We often don't talk a lot about our contracted service providers, but AGPS is blessed with an amazing support team who collaborate well with our staff. This not only impacts our SPED team, but our students and families as well! A special shout out to Paige Leising, a contracted SLP who continues to rearrange things to support students in THREE of our buildings now!

## Pride

- Unified Updates:
  - On March 3rd, Spread the Word Day was celebrated throughout the school district. This is a day that empowers people to replace hurtful language and behaviors with respect, kindness, and meaningful inclusion. Our Leadership Team shared this message with the entire student body and students took the 'pledge' to Spread the Word!
  - On April 13th, AGPS will be hosting the Nebraska Special Olympics Youth Summit at AG Middle School. Students from across the state, with and without disabilities, will be learning and sharing from one another about all things Unified. We are happy to be able to host such a great event!
  - Friday, May 1st, is the date of our annual AG Unified Track and Field Invite. We have an estimated 175 athletes signed up thus far (so that means 350 students participating!). Once again, we need all hands on deck so let us know if you want to volunteer!
  - The afternoon of Monday, May 11th is the tentative date for our final elementary event, Unified Handball. More information to come on this!





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<b>ADMINISTRATORS REPORT: Amanda Moon &amp; Megan Poell</b>	<b>MEETING DATE: March 16, 2026</b>
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### Academic Engagement

- On our March 6th Staff In-service day our K-5 teams met to review students who are currently receiving intervention in reading and math progress monitoring data and current classroom performance. It is a great day to celebrate student growth and achievement. During these meetings team members collaborated to make additional adjustments to ensure student success for our fourth quarter!
- On February 25th, we hosted our Young Authors Program to celebrate our K-5 students who were selected as classroom winners and to recognize three overall building winners. This program highlights the power of writing while providing students the opportunity to showcase their talents and creativity. We were honored to welcome guest speaker Laura Capp, who inspired students to use their senses to write about their lives and the world around them. Ms. Capp generously donated her time and contributed hand-stitched leather journals and certificates for our building winners, and we are grateful for her support of this event. We also appreciate the AG Elementary PTO for funding the event, including food, journals for all AG Elementary students, and goodie bags, helping to make this a meaningful and memorable experience for our young authors.

### Environment

- During the week of February 23-27th, we celebrated our staff with a Beat the Winter Blues Silly Edition! Our teams participated in daily challenges and lots of memories were made! Some of the challenges involved a tiny talent competition, theme dress days, and a scavenger hunt. We look forward to celebrating this week again next year!

### Personnel

- AG Intermediate completed interviews for our open resource teacher position. We are excited to share our recommendation for hiring at the board meeting.
- Mrs. Kelsy Cooper will be transitioning in the 2026-2027 school year to be a kindergarten teacher. She is currently an Academic Interventionist at AG Primary and AG Intermediate.

## Pride

- Parent-Teacher Conferences were held on March 11th. Teachers and families were able to collaborate and discuss progress in student learning. Preschool teachers conducted home visits along with their spring conferences. The Scholastic Book Fair was available to families during conference week, another excellent opportunity to build a love of reading in our students!
- Our AG POPS program, which is funded through the Communities for Kids and a grant from the AGPS Foundation, has created monthly events for our families with children birth to age 5 and childcare providers. These events range from an open gym, sensory activities, and fun learning activities. Additionally, AGPS staff members and other agencies have presented on behavior support strategies for families and strategies to support your young child with pre-academic skills. In the near future, another AG Staff member will be presenting on picky eating and how families can support their child with this. These educational opportunities are also available to our local childcare providers.
- Our elementary students enjoyed the Fine Arts Festival hosted at the Primary by the Ashland Women's Club. This event offered so many hands-on art activities and this event was well-attended! Our Elementary students' artwork was on display throughout the festival. New this year was the addition of Artsonia which is an digital portfolio of each student's artwork. Families were able to scan the QR code and access all of their students artwork saved this year. We are grateful for the collaboration with community partners to provide our students with this wonderful opportunity!



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**ADMINISTRATORS REPORT:** Matt Flynn & Cortney Couch

**MEETING DATE:** February 16, 2026

### Academic Engagement

- Middle School Q3 Honor Roll:
  - 6th Grade: 87 Students
  - 7th Grade: 63 Students
  - 8th Grade: 72 Students
- NSCAS testing for Middle School students will take place April 14th and 21st. All Middle School students will test in Reading and Math. In addition, all eighth grade students will test in Science.
- Scheduling for 26-27 is in full swing. This year we have moved up the timeline for scheduling and begun completing tasks that have not typically been completed until mid-May. Students were asked to register for Middle School Choir and Band last week and those who qualified for Math 8 and Algebra 1 have received letters.
- High School Q3 Honor Roll:
  - First Honors - 119 students (Grades 9-12)
  - Second Honors - 72 students (Grades 9-12)
  - Total of 191 out of 321 students recognized (roughly 60%)
- ACT Testing is near in the High School. Our juniors will take a paper / pencil ACT test on March 24. This is mandated by the State of Nebraska. A great deal of work has gone into preparation, including Mrs. Beerhbohm meeting with students to talk about past scores and goals, John Baylor test prep in the MS PAC, and encouraging students to engage with the ACT Online Prep materials during their study halls or during free time. The ACT is meant to be a predictor for academic success in college, not necessarily an indicator of the effectiveness of a high school's academic program. But because it is the test that is required by the State, and

because it does provide us with similar data year after year, we do take this test and our results seriously.

- The high school is asking you to approve the hire of Mr. Andy Klepper. He will take the place of Amber Dutcher. We had a deep candidate pool, and quality candidates in both the areas of business and in science. In the end, we felt that Mr. Klepper's hire will do the most for the largest number of students. Once this hire is approved, we will begin building our master schedule. We are operating on a different timeline this year in an effort to finalize schedules earlier than in past years. Course requests are done. We are in a position to start building a schedule. I truly appreciate the cooperation and input from Matt Flynn and Vicki Washburn as we work through this process.

## Environment

- Middle School enrollment is presently at 276 students.
  - Grade 6: 94
  - Grade 7: 88
  - Grade 8: 94
- This month the donor wall in the entry of the Performing Arts Center was installed. We have received a lot of positive feedback on its appearance since it went up.
- Parent-Teacher conferences were held in conjunction with Welcome to High School Night. I do not have a frame of reference, but I felt that Welcome to High School Night was very well-attended, and I appreciate how attentive and engaged the students and parents were.
- High School enrollment remains unchanged. Our total is at 321.

## Personnel

- I continue to be impressed with the development of our teachers! This month we hosted teachers from Platteview Middle School who shadowed our Special Education teachers. Both the AG teachers and Platteview teachers were able to discuss best practices, strategies, and ways to improve student learning. In addition, ESU personnel and Middle School Administrators visited the Middle School to do walkthroughs of our ELA teachers. These walkthroughs provide teachers with specific feedback into their own teaching practices and also help administrators look for specific instructional practices while doing formal and informal observations.
- I mentioned Mr. Andy Klepper earlier in this report. I believe that Mr. Klepper will fit in nicely with the culture and the staff we currently have at the high school. I believe that he can move us forward in some of our technological offerings. I will be meeting with the business department once Mr. Klepper's hire has been approved to talk about specific course offerings within the department.

## Pride

- Middle School State JAG Results:
  - 2nd place in Project Based Learning  
-Nika Roberts, Bradleigh Troyer, and Kaela Lugo-Lincoln
  - 3rd place in Outstanding Middle School Chapter  
-Halle Rech and Jordan Dill
  - 8th place in Financial Literacy

-Anderson Pratt

- Seventh grade student Hennley Harm was selected as one of twenty students nationally for her Civics Bee essay. There were 220 entries in the contest. She will compete at the National Civics Bee in late April.
- The Ashland-Greenwood Boys Basketball team brought home our fourth State Championship in five years! What a remarkable accomplishment! I can't say enough about our coaching staff, our players, and the incredible support they've received from our school and community. We are planning to celebrate in each of our schools on Tuesday.
- The blizzard outside on Sunday night tells me that the Spring Sports Season is upon us. We will have the first events of what will be a very busy Spring Season this week.
- Next month, I will have more details about the end of the year. Needless to say, with Academic Awards, Athletic Awards, Senior Tribute, Graduation, Prom, and everything else that goes into the end of the school year, we will be quite busy. But what a wonderful time of year!





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<b>ADMINISTRATORS REPORT: Jason Libal/Jill Finkey</b>	<b>MEETING DATE: March, 2026</b>
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### Academic Engagement

- Strategic Planning: The strategic planning process is in full gear. Students, staff, and parents have been surveyed. We are now in the process of putting our SOCS (community engagement groups and schedules) together. I am excited about the final results related to this planning.

### Environment

- Safety Update: A huge shout out to Nate Tonjes and his continued work related to security cameras and safety monitoring throughout our district. Through his efforts the district has not only saved money, we have a very strong security system in place.

### Fiscal

- AGPS Foundation: We continue to be very blessed related to the support the AGPS Foundation provides to our district financially. Once again, they have provided support to our teachers through their teacher grant program. They have provided monetary support to the tune of \$15,000 each semester.

### Personnel

- 2026-27 Negotiations: I am happy to report that we have settled with the AGEA. They settled on a \$1000 base increase and changes to the extra duty schedule.

### Pride

- Boys State Basketball Championship: I cannot be more proud of our boys basketball team on their state championship. In particular, our six seniors, who are not just great players, but even better individuals. It has been an incredible run!

SkillsUSA  
Board of Education Approval  
SkillsUSA State Competition 2026  
Grand Island, NE (Thursday, April 9 - Friday, April 10)

- A) Itinerary - Traveling by 2 Vans with 9 students
  - a) Draft attached
- B) Summary of Cost and Funding Source - Totals attached
  - a) Costs Include:
    - i) Student Registration - \$96
      - (1) Membership Fee - \$16
      - (2) Competition Fee - \$80
    - ii) Hotel Fare - \$90/student
      - SureStay Plus Hotel
      - 2603 S Locust St, Grand Island, NE, 68801, United States
      - 5 rooms, Double Queens
    - iii) Adviser Costs and Chaperone Costs
      - (1) Ryan Keller - Registration = \$60, Hotel Fare = \$90, Food TBD
      - (2) Megan Wehling - Hotel Fare = \$90, Food TBD
  - b) The trip is being financed through SkillsUSA activity funds
- C) Mode of Transportation
  - a) Transportation will be by van
- D) List of Students traveling - 9 students
  - a) List of students attached
- E) Sponsors
  - a) Ryan Keller
  - b) Megan Wehling
- F) Plan for supervision
  - a) General - Sponsor will have a complete list of students and cell phone numbers. During the day, all students will check in regularly. There are separate competitions and workshops where the students will be competing in. If they are not actively competing they will be watching the others and checking in regularly with a supervisor. While at the hotel, students will need to use the buddy system to complete simple tasks such as going to get ice, swimming, and going to the front desk. Students will not be allowed to have students of the opposite gender in their rooms unless a sponsor is in the room with them.
  - b) Nights - Students have a specific bed check time at night. Once each room is checked the doors will be shut. There will be random room checks throughout the night. Sneaking out of rooms is unacceptable.
- G) Eligibility
  - a) The district eligibility policy applies to all SkillsUSA events and competitions.

Itinerary:

Thursday, April 9

8:30 am: All students and advisors will load up equipment and leave for Grand Island.  
10:00 am: Ryan Keller, Megan Wehling, and all students will arrive in Grand Island for Chapter Registration/Tote pickup  
10:00 am: Check into Hotel Rooms and drop off stuff  
11:00 - 12:00: Lunch TBD  
3:00 - 4:00 pm: Opening Ceremonies  
5:00 - 6:00 pm: Dinner  
6:30 pm: Contest Orientation Meetings (not all contests)  
9:30 pm: Arrive back at hotel  
11:00 pm: Room check

Friday, April 10

6:30 am: Breakfast  
7:00 am: Check out  
8:00 am: Session II: SkillsUSA Championships (Below is where they will compete)

Kade Braukmuller - Central Community College  
Jacob Zaleky - Central Community College  
Peyton Groteluschen - Sheep Barn (Fonner Park)  
Grady Lawley - Sheep Barn (Fonner Park)  
Derek Morales Rodriques - Sheep Barn (Fonner Park)  
Archer Ferguson - Sheep Barn (Fonner Park)  
Tytan Fronterhouse- Pinnacle Bank Expo Center (Fonner Park)  
Avery Grauerholz - Pinnacle Bank Expo Center (Fonner Park)  
Lincoln Brown - Sheep Barn (Fonner Park)

5:00 pm: Head back to school  
7:00 pm: Arrive at High School

Advisors:

1: Ryan Keller

2: Megan Wehling

Student List:

1. Senior - Kade Brauckmuller
2. Senior - Jacob Zalesky
3. Junior - Peyton Groteluschen
4. Junior - Derek Morales Rodriguez
5. Junior - Lincoln Brown
6. Sophomore - Grady Lawley
7. Sophomore - Archer Ferguson
8. Junior - Tyton Fonterhouse
9. Junior - Avery Grauerholz

**TERMS AND CONDITIONS OF EMPLOYMENT  
2026-2027 SCHOOL YEAR  
ASHLAND-GREENWOOD BOARD OF EDUCATION  
AND  
ASHLAND-GREENWOOD EDUCATION ASSOCIATION**



**Awaken...Develop...Enhance**

The contents of these TERMS AND CONDITIONS OF EMPLOYMENT have been agreed upon by both parties on March 4, 2026 and formally approved March 16, 2026.

Ashland-Greenwood Board of Education

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President

Ashland-Greenwood Education Association

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President

**Master Agreement for Certified Teaching Staff**  
**Ashland-Greenwood Public Schools**  
**2026-2027**

This agreement was made and entered into this **16th day of March 2026** by and between the Ashland-Greenwood Education Association and the Saunders County School District Number One.

Section 1  
Association and District Relationships

1. RECOGNITION - The Board of Education recognizes the Ashland-Greenwood Education Association as the sole and exclusive representative for all the full and part time, teaching 1/2 time or more, certified teachers of Saunders County School District Number One.

2. MANAGEMENT PREROGATIVES - Subject only to the limitations contained in this agreement, the Board retains the exclusive right to manage its business including (but not limited to) the right to determine the methods and means by which its operations are to be carried on, to hire, assign and direct the staff and to conduct its operations in an effective manner; provided nothing in this paragraph is to be construed as statutorily impermissible or professionally unethical.

As the elected legislative body charged with the operation of the Ashland-Greenwood Public Schools, it is acknowledged that the Board has the final responsibility of establishing the educational policies of the Ashland-Greenwood Public Schools.

3. ASSOCIATION DUES - The Board of Education agrees to deduct and transfer to the Ashland-Greenwood Education Association an amount of salary as requested in writing by the AGEA member through the Association.

The Association will indemnify and hold harmless the Board of Education from any liability for such service.

4. USE OF COMMUNICATIONS SYSTEMS - The Association and its members shall be allowed to make reasonable use of the school district's communications systems, including teachers' mailboxes, intercom, teacher bulletins, and e-mail for association business. Such use shall not cause an interruption of the educational programs of the school.

5. NEGOTIATIONS PROCEDURES - The two parties to the Agreement believe the following basic procedures are necessary for good faith bargaining to occur:

- Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.
- Either party may request bargaining be opened by contacting the President or spokesperson of the other party.
- Meeting dates and times will be scheduled by mutual consent of the two parties.
- Facts, opinions, proposals, and counter-proposals will be freely discussed in good faith during the meetings.
- All participants shall treat each other professionally and respectfully during discussions and shall give due consideration to all proposals.
- Final agreements shall be reduced to writing and signed by both parties.
- Minutes shall be recorded at each meeting and shared by both parties.
- No changes will be made to contract language that has not been discussed or agreed upon.
  - Proposed changes to the negotiated agreement will be distinguishable by varied text color or highlight. (2024)

Section II  
Compensation

1. SALARY SCHEDULE –

**2026-27: The salary schedule for teachers of the district for the 2026-2027 contract year shall be in accordance with Exhibit "C" attached with a base of \$40,425. Placement on the schedule will reflect a vertical freeze in the years 1987-1988 and 1999-2000.**

2. SCHEDULE PLACEMENT - The following shall be the procedures for staff to advance on the salary schedule:

(A) Vertical Movement. Staff shall move one step vertically each year unless they are at the bottom of the column appropriate for their education, in which case they would be frozen vertically. No one may move more than one step vertically in any year. One step vertical represents one year of experience in the school district less any previous freezes or rollbacks. Steps 1, 2 and 3, although at the same salary schedule index factor, shall be considered separate steps for the purposes of placement on the salary schedule.

(B) New Staff Vertical Placement. New staff members to the district may be given credit for prior teaching experience outside of the school district at the administration's discretion that may be less than but may not exceed the actual number of years of verifiable experience working ½ time or more. (2001) New staff members will be provided with a copy of the most current Master Agreement at the time a contract is offered. (2002)

(C) New Staff Horizontal Placement. College hours earned to advance on the salary schedule must be earned upon completion of the Baccalaureate Degree and upon completion of initial certification with the Nebraska Department of Education. All new teachers shall initially be placed on the BA Column until the presentation of an official college transcript.

(D) Horizontal Advancement. In order to advance horizontally beyond the BA Column on the salary schedule, the staff member is required to present an official college transcript prior to October 1 of the contract year demonstrating:

a. earned post-baccalaureate degree graduate hours from an NCTE (Nebraska Council on Teacher Education), NCATE (National Council for Accrediting Teacher Education) or TEAC (Teacher Education Accreditation Council) accredited institution in a teaching related field of study provided by the education college or department, or

b. post-baccalaureate degree hours in another education field hours from an NCTE (Nebraska Council on Teacher Education), NCATE (National Council for Accrediting Teacher Education) or TEAC (Teacher Education Accreditation Council) accredited institution which would lead to an additional Nebraska teaching or administrative certificate endorsement or endorsements. (2002, 2011)

(E) Masters Degree Placement. In order to advance horizontally to the Masters Degree (MA) or Master Degree Plus (MA+) columns, a staff member shall have earned a Masters Degree and presented an official college transcript representing that fact by October 1 of the contract year. A Masters Degree shall be defined as an earned Masters Degree from a NCTE (Nebraska Council on Teacher Education) or NCATE (National Council for Accrediting Teacher Education) accredited college or university.

(F) Horizontal Advancement beyond a Masters Degree. College hours earned and approved under and according to this contract beyond 36 hours may be used for advancement beyond the Masters Degree column once the Masters Degree is earned. (2001, 2007)

3. EXTRA CURRICULAR SCHEDULE - The extracurricular schedule for the teachers of the district shall be in accordance with Exhibit "D" attached.

4. EXTRA CURRICULAR SCHEDULE PLACEMENT - The schedule shall be as a percentage of the base salary schedule. Placement shall be based on experience in the same sport or activity

Five years longevity in the same extra-curricular position shall be the maximum allowed for placing staff members on the extra-curricular schedule.

Staff members may be given credit for middle school or assistant or head high school coaching or activity sponsorship when being placed on the schedule for a middle school or assistant coaching or activity sponsorship positions.

Each year of experience as a head coach in the same sport shall be credited as one year when placing head coaches on the extra-curricular schedule. Each year of high school assistant coaching experience shall be credited as ½ year of experience when placing head coaches on the extra-curricular schedule. (2000, 2008)

5. EVENT SUPERVISION - Each certified staff employee will be required to sign up to work one activity per year, paid at an hourly rate or exchanged for a staff activity pass. The staff activity pass admits the teacher and the teacher's spouse and children under the age of 19 to home activity events at no charge.(2024) The teacher shall be paid an hourly rate set by the superintendent and approved by the board of education prior to the first day of the teaching contract year. This hourly pay for working an athletic event shall be in addition to the teacher's annual contract salary. In the event a teacher works additional events, that teacher shall be paid at the determined hourly rate. (1976) Participation in supervising athletic events will be done on a quasi-voluntary basis. Staff will be allowed to sign up for the dates to work on a first come first serve basis. Those who do not sign up after a period of time determined by the building principal or activities director will be assigned dates. (1994)

The teacher and the teacher's spouse and children under age 19 shall be admitted to home activity events at no charge. (2001)

6. COACHING CLINIC PAY -The Board shall pay registration fees for any and all coaches and/or activity sponsors, representing the middle or high school levels, to attend one professional development clinic within the state of Nebraska each year. (2007 2012).

7. ADDITIONAL COMPENSATION - Teachers of the district may not receive compensation from other sources for performing duties covered and paid through this master agreement. (1998)

8. UNUSED SICK/PERSONAL LEAVE INCENTIVE PAY - One (1) unused personal day will be carried over to the next year. Staff shall be paid in July for personal leave days that are unused and that cannot be carried forward as sick leave or sick leave days above the forty-five (45) days of sick leave that cannot be carried forward at three-fourths (2024) the current substitute teacher daily pay rate. (2025)

9. UNUSED SICK LEAVE PAY- Upon leaving the Ashland-Greenwood Public Schools after 15 or more years a teacher shall be paid three-fourths of the current substitute teacher's daily pay for each day of accumulated unused sick leave up to 45 days. (2024) Termination of employment for just cause shall disqualify the teacher from receiving this benefit.

10. PAYDAY - The Board shall pay teachers monthly, in twelve payments which are nearly equal as possible, except as may be provided for in other parts of this contract. Payment shall take place on the 20th of each month with the first payment due on September 20th.

11. REIMBURSEMENT FOR COLLEGE TUITION - The school district shall reimburse teachers after being employed for one school term for tuition for graduate courses taken from an institution approved by the Nebraska Council for Teacher Education (NCTE) or the National Council on Accreditation of Teacher Education (NCATE) and that leads to a Masters Degree in the teacher's content area and that will lead to qualifying the employee to teach college credit courses to high school students at Ashland Greenwood High School and for such other priorities that from time to time may be established by the Board of Education. The following provisions shall apply:

(A) Eligibility. In order to be eligible for reimbursement the teacher shall make an application and enter into an agreement with the district. The teacher must be employed by the school district for at least one school term and shall not be on a leave of absence.

(B) Reimbursement. The reimbursement shall be for the amount of tuition only and shall not exceed \$3,500 (2025) annually per eligible teacher. Reimbursement will only be made upon successful completion of the college credit with a grade of B or better. Successful completion shall be determined by the filing of an official transcript from the institution with the Superintendent's Office. No reimbursement will be permitted for ungraded courses. The agreement shall stipulate that the teacher must teach for at least five (5) complete school years for the school district after successful completion of the course. Reimbursement will be subject to payroll withholdings to the extent it is required by state and federal law and Nebraska Department of Revenue and IRS regulations.

(C) Return of Reimbursement. In order to receive reimbursement the teacher must be employed by the school district at the time of reimbursement. Any employee who receives reimbursements must commit to five (5) years of continuous employment with the school district. If the employee who receives reimbursement fails to continue employment for five years with the school district, then the employee will be responsible to repay the school district 20% of the reimbursement for each year that they fail to satisfy the employment requirement.

(D) Application and Agreement. An application for college reimbursement must be made in advance and approved by the Superintendent. The district reserves the right to limit the number of agreements it enters into annually. The determination of qualifying courses for reimbursement shall be at the sole discretion of the Superintendent of Schools. Payment shall be made in October of each year based on the completion of courses in the prior school term.

12. CLASSROOM COVERAGE/PLANNING TIME - Teachers not given a minimum of 30 minutes of daily plan time throughout the day (from beginning bell to ending bell) will be given one hour of teacher stipend pay. The principal will automatically submit the request for stipend pay for any teacher who gives up his/her plan time to cover another class. "Planning" is defined as time not directly responsible for the teaching or supervision of students and/or participation in mandatory meetings. Eligibility for stipend pay will be determined by the school administrator. In cases of disagreement, the sole discretion will rest with the superintendent. (2022)

13. LONGEVITY INCREMENT – A longevity increment of 3% will be added to the index of employees who have bottomed out on the salary schedule based on years of experience. The 3% increment will be added at year 20, 25, 30, and 35 years of service to the Ashland Greenwood School district. (2022)

### Section III Insurance Benefits

#### 1. HEALTH AND DENTAL INSURANCE 2026-2027:

The School District will contract with the Nebraska Educators Health Alliance (EHA) to provide group health and dental insurance coverage for the 2026-2027 contract year, September 1, 2026 through August 31, 2027. The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, \$1900 deductible NetWork Blue (with the choice of selecting a corresponding Alternate Network) or the Health Savings Account (HSA) \$3800 deductible Network Blue (with the choice of selecting a corresponding Alternate Network) with 100% A, 75% B, 50% C dental insurance coverage. Those employees electing the HSA option will receive the correlating premium difference as a deposit to their individual HSA. The Board shall pay for either employee only premium; employee and children premium; employee and spouse premium; or employee, spouse and children premium Health and Accident Insurance in accordance with the coverage provided in Exhibit "A" attached, with the provision that the maximum amounts payable by the Board for 2026-2027 shall be the full employee only premium each month or the full premium each month towards the employee and children; employee and spouse; or the employee, spouse & children health and towards the employee only dental premium. (2011) If husband and wife are both teaching, an additional employee only dental amount will be paid toward family dental. Staff members declining Health and Accident Insurance coverage may receive \$2000 annually according to the provisions of the district's "Cafeteria Plan" as adopted by the Board of Education. (1999, 2000)

Certified teaching staff members who are covered by this agreement but who work less than full time shall receive the employee only premium for Health and Accident and Dental Insurance or the district shall pay a percentage towards the employee and children; employee and spouse; or employee, spouse and children health premium and the employee only dental premium of the Educators Health Alliance approved amount for 2026-2027 based on the percentage of the staff member's full time equivalency. A staff member covered by this agreement, electing something other than employee only health and dental insurance, shall pay the balance of the health and dental premium through a payroll deduction. (2008, 2011).

Coverage would be restricted for retiring employees to those who meet the qualifications as provided for by the carrier.

**Eligible Opt-out Arrangement/Language:** No teacher shall be allowed to decline group health coverage for purposes of receiving "cash-in-lieu" (the "opt-out payment"), unless the teacher has filed a signed attestation with the superintendent's office certifying that the teacher and all other individuals for whom the teacher reasonably expects to claim a personal exemption deduction for the taxable years covered by this Agreement will have minimum essential coverage during the term of this Agreement. Teachers are not eligible for the opt-out payment if they obtained the outside coverage in the individual market, whether or not obtained through the Health Insurance Marketplace.

The teacher must file an attestation, on a form provided by the District, which certifies that the teacher and the teacher's applicable tax family members are covered by an alternate health insurance plan which aligns with the requirements of the preceding paragraph. The attestation must also absolve both the District and the Association of responsibility for any future financial ramifications imposed as a result of the teacher's decision to decline participation in the District's health plan and any misrepresentations of the District's insurance offer made by the teacher in procuring the outside coverage.

Any teacher choosing the opt-out arrangement must provide the attestation at least annually during the timeframe established by the District. Failure to comply with all of the provisions of the "Eligible Opt-out Arrangement" will result in the denial of the opt-out payment even if the teacher declined health coverage. (2018)

#### Section IV Leave Benefits

1. SICK LEAVE - (A) At the beginning of the school year each teacher shall be credited with seven (7) sick leave days. (2025)

Sick leave may be used for the personal illness or injury of the employee or of the employee's minor children living at home. Sick leave may also be used upon communicating with the Principal for the serious illness or injury of an employee's child, step-child, spouse, parent, parent-in-law, grandchild, grandparent, brother, sister, brother-in-law, or sister-in-law that results in hospitalization or medical care by a physician and necessitates the employee being present. Sick Leave may also be used with permission of the Principal for legal arrangements which are related to the immediate family of the employee. Sick leave may also be used should the employee's normal daycare be closed due to illness. (2011, 2012, 2025)

The unused portion of sick leave shall be accumulated from year to year up to a total of forty-five {45} days. Amounts being paid to teachers as Workers' Compensation will be deducted from sick leave pay or other leave benefits so that the teacher does not receive more than full pay when on leave. Sick leave days will not be earned while an employee is on leave.

Teacher use of sick leave days for discretionary - elective surgery for themselves or dependent children will be prohibited. Such surgical procedures shall be accomplished outside the framework of the teacher's contracted days. A physician's statement may be required to verify the urgency of the scheduled surgery.

2. SICK LEAVE DONATION PROGRAM - A Sick Leave Donation Program will be available for use by any certified teacher covered by this Master Agreement who is absent due to personal illness or injury or the personal illness or injury of an immediate family member provided the eligible teacher has first exhausted all other accumulated paid leave. Immediate family members shall only include a spouse and dependent children. Parents and adult children are not considered immediate family for the purposes of this benefit.

In order for a staff member to be eligible to request accumulated sick leave from other staff members, the employee must be enrolled in the district's Group Long Term Disability insurance program. The sick leave donation program is not to be used to permit a teacher to receive both benefits from the sick leave donations and other compensation while on leave; as such, a teacher may not use donated sick leave while receiving disability or workers compensation benefits. There is no pay for unused donated sick leave upon termination of employment. Donated sick leave days may not be carried forward nor shall the employee receive any further benefit from the donated days once the employee returns to work or at the conclusion of the school term in which the application is made whatever comes later. (2004)

A staff member meeting these criteria may request in writing, to the Superintendent, for accumulated sick leave from other certified staff members covered by this agreement. Upon receipt of a request the Superintendent shall notify all certified staff covered by this agreement of the request to voluntarily surrender sick leave. The staff member requesting the leave shall be deemed to consent to sharing of information about the staff member's health status to the extent such information is reasonably shared as part of the Sick Leave Donation Program, and will be required to sign a release to share information.

Any certified staff member covered by this agreement may voluntarily donate up to one (1) sick leave day. Staff willing to donate a day must notify the Superintendent within 7 calendar days of the notice being sent or it will be considered a refusal to donate. Staff shall be under no obligation to donate and any donations shall remain anonymous. Upon being donated, the sick leave days may not be returned to the donor even if the donee is unable to use all of the donated leave.

3. PROFESSIONAL LEAVE - Unlimited. Professional Leave shall be granted to any employee at the discretion of the building principal. Professional leave will not be granted unless it is part of a plan of professional growth developed by the staff member in cooperation with the building principal.

4. PERSONAL LEAVE - Five (5) days of personal leave will be granted to each individual teacher. Said personal leave days to be applied for to the Principal prior to their need. Said leave days to be approved if a qualified substitute can be found. No more than 10% of an instructional level teaching staff shall be absent at any given time because of personal leave requests. Instructional levels are defined as PK-2, 3-5, 6-8, 9-12. Personal leave days are not cumulative except one {1} personal leave day may be carried forward for a maximum of six (6) personal leave days during a school year. Any additional unused personal days beyond the one (1) for carryover would become part of accrued sick leave. Sick days accumulate up to a total of forty-five (45) days. A personal leave day, which is carried forward, shall be considered as used with respect to coordination Unused Sick/Personal Leave Incentive Pay. (2008, 2011, 2025)

Personal leave can not be used during staff in-service days and/or during parent-teacher conferences. The Superintendent is given discretion to approve personal leave during staff-in-service or parent-teacher conference days. Staff wishing to use personal leave on a staff-in-service day and/or during parent teacher conferences may submit a written request to the Superintendent for consideration. This request is used when a life event that is out of the control of the certified staff member happens. For example, an immediate family member is getting married, graduating from college, or getting recognized for an achievement. (2025)

5. DEATH / BEREAVEMENT LEAVE - A total of not more than four {4} consecutive days on full pay is allowed each employee for absence in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in-law, or a person in the same home as part of the family. A total of not more than two {2} consecutive days on full pay is allowed for each employee for absence in the case of death of other members of the immediate family, defined as son-in-law, daughter-in-law, brother, brother-in-law, sister, sister-in-law, grandparent, grandchildren, aunt, uncle, niece, or nephew. A total of one {1} day on full pay is allowed for each employee in the case of death of a close friend or neighbor.

Death leave is not limited to four {4} days in one year, but covers each death in the immediate family which occurs during the year. The above mentioned days are a minimum and the number of days granted shall be at the discretion of the superintendent.

6. FAMILY MEDICAL LEAVES - The Board of Education will comply with the Family Medical Leave Act of 1993. The year for considering families medical leave shall consist of the school district's fiscal year, which begins September 1 and ends August 31. Leave shall commence on the first day of absence regardless of whether that absence is covered by paid leave or whether the absence is unpaid leave. Under no circumstances shall leave be granted which exceeds the maximum time as specified in the Family Medical Leave Act of 1993.

7. UNPAID LEAVE - A teacher who requests leave and who does not have leave available may request unpaid leave. This unpaid leave request must be made to the Principal in writing. The employee will receive a salary deduction equal to a ratio of 1 to the number of contract days multiplied times their yearly salary. (For example if the contract days were 185 the deduction would be 1/185th of the salary).

8. JURY DUTY or COURT APPEARANCES UNDER SUBPOENA - The Board will allow a staff member to be absent without the use of leave when summoned to appear for jury duty or when subpoenaed to make an appearance at a legal proceeding. The teacher will receive a regular teaching salary from the school, but must assign any jury duty or witness compensation back to the school, less the reimbursement of expenses. (2011)

## Section V Other Employment Matters and Conditions

1. CONTRACT DAYS - The contract of employment and subsequent contracts for continued employment shall prescribe the number of days that teachers shall perform their duties. (1976) The number of contract days under this agreement for 2026-2027 shall be 185 days for returning teachers who were employed by Ashland-Greenwood Public Schools the year prior to the starting school term during the 2026-2027 school year and 187 (2026) days for teachers employed for the first time during the 2026-2027 school year. (2011, 2014) Certified employees will be awarded one teacher compensation day for participation in parent-teacher conferences. The compensation day will be selected by the Board of Education. (2012)

2. SAFETY COMMITTEE - The Ashland-Greenwood Education Association shall participate and accept the establishment of a district safety committee as established by the Board of Education.

3. SUBSTITUTE TEACHERS - Substitute teachers will be provided to teach the classes of an absent teacher whenever possible. In the event that an acceptable substitute teacher cannot be obtained, the administration may reassign teachers so as to provide for suitable teacher supervision of the students. (1976)

4. GRIEVANCE PROCEDURE - The Grievance Procedure for employees covered by this contract shall be as contained in Exhibit B of this Contract.

Section VI  
Contract Stipulations and Signature

1. SEVERABILITY CLAUSE - If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ENTIRE AGREEMENT

This agreement sets forth the entire intent and understanding of all of the parties hereto on the subject hereof:

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the 16th Day of March, 2026.

ASHLAND-GREENWOOD EDUCATION  
ASSOCIATION

SAUNDERS COUNTY SCHOOL  
DISTRICT NUMBER ONE

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## EXHIBIT A

### Health, Accident and Dental Insurance Benefit

**Exhibit A:** The School District will contract with the Nebraska Educators Health Alliance (EHA) to provide group health and dental insurance coverage for the 2026-2027 contract year, September 1, 2026 through August 31, 2027. The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, \$1900 deductible NetWork Blue (with the choice of selecting a corresponding Alternate Network) or the Health Savings Account (HSA) \$3800 deductible Network Blue (with the choice of selecting a corresponding Alternate Network) with 100% A, 75% B, 50% C dental insurance coverage. Those employees electing the HSA option will receive the correlating premium difference as a deposit to their individual HSA. The Board shall pay for either employee only premium; employee and children premium; employee and spouse premium; or employee, spouse and children premium Health and Accident Insurance in accordance with the coverage provided in Exhibit "A" attached, with the provision that the maximum amounts payable by the Board for 2026-2027 shall be the full employee only premium each month or the full premium each month towards the employee and children; employee and spouse; or the employee, spouse & children health and towards the employee only dental premium. (2011) If husband and wife are both teaching, an additional employee only dental amount will be paid toward family dental. Staff members declining Health and Accident Insurance coverage may receive \$2000 annually according to the provisions of the district's "Cafeteria Plan" as adopted by the Board of Education. (1999, 2000)

Certified teaching staff members who are covered by this agreement but who work less than full time shall receive the employee only premium for Health and Accident and Dental Insurance or the district shall pay a percentage towards the employee and children; employee and spouse; or employee, spouse and children health premium and the employee only dental premium of the Educators Health Alliance approved amount for 2026-2027 based on the percentage of the staff member's full time equivalency. A staff member covered by this agreement, electing something other than employee only health and dental insurance, shall pay the balance of the health and dental premium through a payroll deduction. (2008, 2011).

Coverage would be restricted for retiring employees to those who meet the qualifications as provided for by the carrier.

**Eligible Opt-out Arrangement/Language:** No teacher shall be allowed to decline group health coverage for purposes of receiving "cash-in-lieu" (the "opt-out payment"), unless the teacher has filed a signed attestation with the superintendent's office certifying that the teacher and all other individuals for whom the teacher reasonably expects to claim a personal exemption deduction for the taxable years covered by this Agreement will have minimum essential coverage during the term of this Agreement. Teachers are not eligible for the opt-out payment if they obtained the outside coverage in the individual market, whether or not obtained through the Health Insurance Marketplace.

The teacher must file an attestation, on a form provided by the District, which certifies that the teacher and the teacher's applicable tax family members are covered by an alternate health insurance plan which aligns with the requirements of the preceding paragraph. The attestation must also absolve both the District and the Association of responsibility for any future financial ramifications imposed as a result of the teacher's decision to decline participation in the District's health plan and any misrepresentations of the District's insurance offer made by the teacher in procuring the outside coverage.

Any teacher choosing the opt-out arrangement must provide the attestation at least annually during the timeframe established by the District. Failure to comply with all of the provisions of the "Eligible Opt-out Arrangement" will result in the denial of the opt-out payment even if the teacher declined health coverage. (2018)

EXHIBIT B  
GRIEVANCE PROCEDURE

1.1 PURPOSE

The purpose of this procedure is to provide a way for the Board of Education and its employees to clarify issues that may arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district.

1.2 DEFINITIONS

- a. Grievance, by definition, is any alleged violation, misinterpretation, or misapplication of the terms and conditions of employment.
- b. Employee - Employee shall mean a person eligible for membership in the Ashland-Greenwood Education Association.
- c. Days - Days shall mean working days exclusive of Saturday, Sunday, or official holidays.
- d. Immediate Supervisor - Immediate supervisor is that employee possessing that degree of administrative authority next in rank above any grievant.
- e. Parties in Interest - Any persons or the Association involved in processing the grievance.
- f. Board - The Board of Education.
- g. Administration - The Superintendent or his designated representatives.
- h. Association - The Ashland-Greenwood Education Association.

1.3 GENERAL CONDITIONS

a. Compliance - Employees of the school district will follow all verbal and written directives, even if they are in conflict with the provisions of an applicable policy. Compliance with such directives will not in any way prejudice their right to file a grievance within the time limits contained herein, nor shall it affect the ultimate resolution of the grievance.

b. No Reprisals - The Board shall use every means at its disposal to assure every employee the unobstructed use of this grievance procedure without fear of reprisal or prejudice to his/her employment status.

c. Time Limits - Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum, and every effort should be made to expedite the process. The time limit specified may be extended by mutual written agreement of the grievant and the employer.

If a grievance is filed which might not be finally resolved under the time limits set forth herein prior to the end of the year, and which if left unresolved until the beginning of the following school year could result in irreparable harm to a grievant, the time limit set forth herein will be reduced to the extent possible so that the grievance procedure may be concluded prior to the end of the school year, or as soon thereafter as its practicable.

d. Failure to Meet Time Limits - The failure of the aggrieved party to proceed to the first or any subsequent step of this grievance procedure within the time limits set forth shall be deemed to have elected not to file a grievance or have accepted the response previously rendered, and shall constitute a waiver of any future appeal concerning the particular grievance. The failure of any administrator at any step to communicate his/her decision to the aggrieved party within the specified time limit shall permit the aggrieved party to proceed to the next step.

e. Communications - All communications concerning the grievance, after the grievance is formally submitted, shall be in writing.

f. Adjustments - No adjustment shall be made in any grievance, which is in conflict with or contrary to, the provisions of any policies, applicable laws, or administrative regulations.

g. Forms - Forms for filing grievances, serving notice, taking appeals, making reports and recommendations and all documents shall be mutually agreed upon by the parties to this agreement.

h. Meetings - All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this article. Provided that no meeting or hearing before the Board of Education shall be held

in closed session if such a meeting or hearing would result in a violation of the public meetings law. The determination as to legality of a closed session shall be made by the Board of Education.

i. No Interference - Grievances should be processed in a manner which does not interfere with the employee's work and the normal operation of the schools.

j. Representation Assistance - A teacher may have a representative of the Association present at all levels of the grievance procedure.

k. Withdrawal of a Grievance - The employee may withdraw the grievance at any step of the procedure by indicating the acceptance of the last decision rendered.

#### 1.4 PROCEDURE

Informal Step - All grievances must be initiated within twenty {20} days of the alleged occurrence. It shall first be discussed orally by the aggrieved party with the employee's immediate supervisor. The supervisor must give an answer orally within five {5} days of such meeting.

Step One - If a satisfactory settlement is not reached in the Informal Step, the aggrieved party may reduce his/her grievance to writing on the approved forms, and give or send a copy of the same to the building principal within five {5} days after receipt of the Informal Step answer. The principal, the aggrieved party, and the employee representatives shall meet in an attempt to settle the dispute within five {5} days. The principal must give a written answer within five {5} days after such meeting.

Step Two - If a satisfactory settlement is not reached in Step One, the aggrieved party must file their grievance in writing with the superintendent, within five {5} days from the date the employee received or should have received a response at Step One. The superintendent shall conduct a hearing with the aggrieved party and the employee representatives within five {5} days of receipt of the grievance. A written answer must be given by the superintendent within ten {10} days of the date the superintendent received the grievance if no meeting is held, or within ten {10} days of the date of the meeting.

Step Three - If a satisfactory settlement is not reached at Step Two the aggrieved party must file their grievance in writing with the Board of Education within five {5} days of the date he/she received or should have received a response at Step Two. The Board or a committee thereof shall conduct a hearing with the aggrieved party and his/her representatives within fifteen {15} days of receipt of the grievance. A written answer must be given by the Board within twenty {20} days of the date it received the grievance. After the determination by the Board, the parties may agree to binding arbitration under the rules of the American Arbitration Association. In the event both parties do not agree to arbitration, the decision by the Board of Education shall be final except proper redress may be sought through the courts, should the employee choose.

#### 1.5 BYPASSING BUILDING LEVEL HEARINGS

If, in the judgment of the teacher, following consultation with the Association, the alleged grievance cannot be resolved at the building level due to the administrator not having the authority to resolve the grievance, the teacher may submit such grievance to the superintendent with a copy to the building principal, and the processing shall commence at Step 2. Within two {2} days of receipt of the grievance, the superintendent shall review whether the building administrator has the authority to resolve the alleged grievance and, if so, may remand the grievance to the building level for a Step 1 hearing.

## EXHIBIT C - AGPS 2026/2027 SALARY SCHEDULE

EXHIBIT C 2026-2027 ASHLAND-GREENWOOD SALARY SCHEDULE									
COLUMN STEP	BS	BS+9	BS+18	BS+27	MS/BA+36	MS+9	MS+18	MS+27	MA+36
<b>BASE</b>	<b>\$40,425.00</b>								
<b>1,2,3</b>	\$43,659.00	\$45,680.25	\$47,701.50	\$49,722.75	\$51,744.00	\$53,765.25	\$55,786.50	\$57,807.75	\$59,829.00
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
<b>4</b>	\$45,276.00	\$47,297.25	\$49,318.50	\$51,339.75	\$53,361.00	\$55,382.25	\$57,403.50	\$59,424.75	\$61,446.00
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
<b>5</b>	\$46,893.00	\$48,914.25	\$50,935.50	\$52,956.75	\$54,978.00	\$56,999.25	\$59,020.50	\$61,041.75	\$63,063.00
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
<b>6</b>	\$48,510.00	\$50,531.25	\$52,552.50	\$54,573.75	\$56,595.00	\$58,616.25	\$60,637.50	\$62,658.75	\$64,680.00
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
<b>7</b>	\$50,127.00	\$52,148.25	\$54,169.50	\$56,190.75	\$58,212.00	\$60,233.25	\$62,254.50	\$64,275.75	\$66,297.00
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
<b>8</b>		\$53,765.25	\$55,786.50	\$57,807.75	\$59,829.00	\$61,850.25	\$63,871.50	\$65,892.75	\$67,914.00
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
<b>9</b>		\$55,382.25	\$57,403.50	\$59,424.75	\$61,446.00	\$63,467.25	\$65,488.50	\$67,509.75	\$69,531.00
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
<b>10</b>			\$59,020.50	\$61,041.75	\$63,063.00	\$65,084.25	\$67,105.50	\$69,126.75	\$71,148.00
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
<b>11</b>			\$60,637.50	\$62,658.75	\$64,680.00	\$66,701.25	\$68,722.50	\$70,743.75	\$72,765.00
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
<b>12</b>				\$64,275.75	\$66,297.00	\$68,318.25	\$70,339.50	\$72,360.75	\$74,382.00
				1.59	1.64	1.69	1.74	1.79	1.84
<b>13</b>					\$67,914.00	\$69,935.25	\$71,956.50	\$73,977.75	\$75,999.00
					1.68	1.73	1.78	1.83	1.88
<b>14</b>					\$69,531.00	\$71,552.25	\$73,573.50	\$75,594.75	\$77,616.00
					1.72	1.77	1.82	1.87	1.92
<b>15</b>							\$75,190.50	\$77,211.75	\$79,233.00
							1.86	1.91	1.96
<b>16</b>								\$78,828.75	\$80,850.00
							1.95	2.00	

This salary schedule for 2026-2027 is calculated and agreed to in accordance with the Master Agreement for Certified Teaching Staff.

## Exhibit D Extra Curricular Schedule

Saunders County School District One – 2026-2027 School Year

CATEGORY	INITIAL YEAR	3 <sup>rd</sup> YEAR	5 <sup>th</sup> YEAR	8 <sup>th</sup> YEAR	10 <sup>th</sup> YEAR	MAXIMUM TOTAL
I	12%	2%	2%	1%	1%	18%
IA	10%	2%	2%	1%	1%	16%
II	9%	1%	2%	-	1%	13%
IIB	6%	1%	2%	1%	1%	11%
III	6%	1%	2%	-	1%	10%
IV	5%	1%	1%	1%	1%	9%
V	4%	1%	1%	-	1%	7%
VI	3%	1%	-	-	1%	5%
VII	1%	-	1%	-	1%	3%

### CATEGORY LIST

I	Head Football, Head Basketball (Boys & Girls), Head Wrestling, Head Volleyball, Head Softball, Head Baseball, Head Cheerleading, Head Dance, <b>Head Girls Wrestling</b>
IA	Head Track (Boys & Girls), Asst. Activities Director, Head Cross Country, <b>Head Golf (Boys &amp; Girls)</b>
II	Asst. Football, Asst. Basketball (Boys & Girls), Instrumental Music, Asst. Wrestling, Asst. Volleyball, Asst. Softball, Asst. Baseball, <b>Asst. Girls Wrestling</b>
IIB	Head Speech, FBLA
III	Asst. Track (Boys & Girls - <b>3 Coaches</b> ) <b>Assistant Boys Golf</b>
IV	Head Middle School Coach, FFA, Asst. Cheerleading, Asst. Dance/Choreography
V	Asst. Cross Country Coach, Asst. Middle School Coach, Yearbook, Asst. Speech, One-Act Play Production, *All-School Play, Vocal Music, *School Musical, Asst. Middle School Track (Boys & Girls - <b>3 Coaches</b> ), <b>Middle School Spirit Squad</b>
VI	Elementary Choir, Flag Corps, Asst. One-Act Play Production, *Asst. All School Play, *Asst. School Musical, Skills USA, Spirit Squad Choreography, Middle School Team Leader, Assistant FBLA
VII	High School Student Council, Senior Class Sponsor, Junior Class Sponsor, Middle School Student Council, Spanish Club, Academic Decathlon, Quiz Bowl, Middle School Yearbook, National Honor Society, Unified Track
	*All School Play and School Musical alternate years

### DOLLAR VALUE – Percent of Base Salary

Ashland-Greenwood Public Schools is proud to welcome Graig Skartvedt, as the new Intermediate Special Education teacher for Ashland-Greenwood Public Schools.

### **Educational Background**

Graig's academic journey began at Millard South and Millard West High Schools, followed by studies at McCook Community College and Wayne State College. His dedication to learning laid a foundation for a career that combines education, leadership, and mentorship.

### **Professional Experience**

Before entering the education field, Graig worked for 19 years at Intrado/West Corporation as a Domestic and International Travel and Logistics Specialist. He later transitioned to education, serving four years as a K–5 paraprofessional at AGPS. In addition to his classroom role, Graig contributes to the school's athletic programs as the Head Coach of the AG Unified Track and Field team and as an assistant coach for the AG Varsity Track and Field team.

### **Goals for Students**

Graig is committed to helping students become confident, positive individuals. "I hope to help our students grow into positive, confident individuals who develop the academic skills and character to make a meaningful and lasting impact in their community and beyond," he shares.

### **Why Ashland-Greenwood**

Having lived in several Nebraska communities, Graig sees something truly special in Ashland-Greenwood. "There's no question that Ashland-Greenwood is a unique place, and I'm looking forward to contributing to the Bluejay culture in my new role," he says.

### **Fun Fact**

Graig's athletic talent extends beyond coaching. While attending McCook Community College, he earned All-Conference and All-Region IX honors as a golfer, showcasing his dedication and competitive spirit.

With his combination of professional experience, passion for teaching, and love of athletics, Graig is excited to make a lasting impact at Ashland-Greenwood Public Schools.

# THE Ashland Gazette

## ASHLAND-GREENWOOD HIRES NEW BUSINESS TEACHER

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Ashland-Greenwood High School is excited to welcome Andy Klepper as its new High School Business and Technology teacher. With 19 years of experience in education, Klepper brings a strong background in business education, technology integration, and coaching to the Bluejay community. Klepper has lived in Wahoo the past 12 years with his wife Cindy and their three children. He is originally from Utica, NE and attended high school at Centennial Public Schools. He earned his bachelor's degree in Vocational Business Education from Wayne State College along with endorsements in work-based learning and coaching. Klepper is currently working on his Master's degree from the University of Nebraska at Kearney.

Most recently, Klepper has been teaching at Wahoo Public Schools. There, he has taught courses such as Personal Finance, Accounting, Economics, Business Law, Business Communication, and Media Production. He has served as head girls golf coach, assistant girls basketball coach, and adviser for Future Business Leaders of America (FBLA). He has helped manage the school's video board, creating graphics and coordinating content for events. Prior to his time at Wahoo, Klepper spent nine years at Malcolm Public Schools where he taught Accounting, Advanced Accounting, Entrepreneurship, Digital Media, Web Design, Video Production, and Information Technology Applications. He guided the Clippers to three state tournament appearances in his six seasons as head girls basketball coach. Klepper began his teaching career at Axtell Community School, where he built a solid foundation in business and technology education. He spent five seasons as the head boys basketball coach in Axtell.



Over the years, Klepper has built a reputation for developing strong relationships with students, parents, and colleagues. He has presented at professional conferences such as NETA, served as a cooperating teacher for student teachers, and has remained active in coaching organizations. When asking Klepper about his goals for Ashland-Greenwood, he shared he wants his students to feel prepared for whatever comes next. "I want students to see that Career and Technical Education (CTE) skills are not just for the classroom but lifelong skills. Whether they are heading to college, the workforce, or starting their own business, I want them to know they have what it takes to succeed."

Ashland-Greenwood High School looks forward to the experience, energy, and leadership Klepper brings and is excited to see the positive impact he will have on students both inside and outside of the classroom.