

Agenda

1. Preliminary Procedures
 - 1.1. Call meeting to order & announce Open Meetings Act is Posted
 - 1.2. Public Notice as publicized per board policy
 - 1.3. Roll Call
 - 1.3.1. Action to excuse board members if necessary
 - 1.4. Pledge of Allegiance
 - 1.5. **1.5 Mission** Seward Public Schools - a district rooted in excellence - in cooperation with family and community members is committed to the development of the whole student and affirms that all students will have the skills to become productive, resilient, and contributing members of their community.
 - 1.6. Approval of Agenda
2. Recognition of the Classified Staff Member for the Bluejay Award
3. Election of Board Officers
 - 3.1. President
 - 3.2. Vice President
 - 3.3. Secretary
 - 3.4. Treasurer
4. Public Forum: (The Board President reserves the right to place time limits on individuals and topics.)
 - 4.1. Public Forum on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.
 - 4.2. Public Forum on Any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.
5. Discussion Items
 - 5.1. Bond Update
 - 5.2. Transportation Update and Discussion
 - 5.3. Annual Safety Audit
 - 5.4. Concordia Rental Agreement for Legion Field
6. Short Recess If needed
7. Reports
 - 7.1. Administrator Reports
 - 7.2. Student Board Report
 - 7.3. Superintendent's Report
8. Action Items
 - 8.1. Superintendent's Contract Extension
 - 8.2. New Suburban

- 8.3. 2026-2027 School Calendar
- 8.4. 2026-2027- Teacher's Negotiated Agreement
- 9. Future Agenda Items
- 10. Consent Agenda
 - 10.1. Approval of Minutes
 - 10.2. Approval of Financial Reports
 - 10.2.1. Treasurer
 - 10.2.2. Budget
 - 10.2.3. Activities
 - 10.2.4. Athletic
 - 10.3. Approval of Claims
 - 10.3.1. General Fund
 - 10.3.2. Gifts & Donations Fund
 - 10.3.3. Depreciation Fund
 - 10.4. Approval of Consent Agenda
- 11. Adjournment

Please publish the following legal notice in the January 7, 2026 edition of the Seward County Independent. Thank you.

NOTICE OF SCHOOL BOARD MEETING

The board of education of the School District of Seward will meet in regular session on Monday, January 12, 2026 at 5:30 p.m. for a regular business meeting. The meeting will be held at the Administrative Offices located at 410 South St., Seward, Nebraska. An agenda for the meeting which shall be kept continually current is readily available for public inspection at the Superintendent's Office during normal business hours.

To view the agenda go to <http://SewardPublicSchools.org/> and find the eMeeting link.

2002 Organization of the Board

1. Membership, Term and Election

- a. The Board of Education shall be comprised of six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

2. Internal Organization and Officers

a. President

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

b. Vice President

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

c. Secretary

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.
- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the

proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Treasurer

- i. At the regular January meeting, the board shall elect, employ, or appoint a treasurer who need not be a member of the board if permitted by law. The treasurer shall serve in that capacity for one year, unless the board designates a longer term for the treasurer.
- ii. The treasurer may be designated to sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized.

3. Signing and Authorizing Checks, Warrants, and other Instruments.

- a. Unless otherwise delegated by the board, the president and secretary of the board shall sign checks, warrants, and other instruments of the district.
- b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
- c. The board delegates that the vice president or treasurer may sign any warrant in the absence of either the president or the secretary..

4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:

If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.

- i. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
- ii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
 - i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;

- ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
- iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
- iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
- v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
- vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
- vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
 - 1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
 - 2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
 - 3. Completion of a project or paper and a class presentation between the commencement of eighth

- grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event; and
- viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

6. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
- i. A member submits his or her formal resignation from the board.
 - ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.
 - iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.
 - iv. Such other reasons as are set forth in Nebraska statutes.
- b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.
- c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: June 12, 2010

Revised on: July 11, 2001, August 11, 2014, August 12, 2019, August 10, 2020

Reviewed on: _____

2025-2026

School Vehicles

<u>Vehicle #</u>	<u>Year</u>	<u>Mileage</u>	<u>Price Paid</u>	<u>License</u>	<u>Serial #</u>	<u>Chassis</u>	<u>Body</u>	<u>Cap.</u>	<u>Color</u>	<u>Use</u>
1	2024	15,517	\$182,925.00	45993	1T7Y84E28	Frtlnr	Thomas	78	White	Activity
2	2022	22,638	\$89,595.00	60842	1BAKDCSH	Blbird	Blbird	59	Yellow	Activity
3	1998	26,981	\$53,766.00	45983	1HVBBABP	IH	Thomas	55	Yellow	Sped/Act.
4	2022	19,981	\$89,595.00	60844	1BAKDCSH	Blbird	Blbird	59	Yellow	Activity
5	2019	73,969	\$83,020.00	45980	4UZABPFD	Frtlnr	Thomas	59	Yellow	Route
6	2022	29,875	\$85,976.00	58909	4UZABPFD	Frtlnr	Thomas	59	Yellow	Route
7	2014	99,884	\$78,465.00	46473	1BAKDCPH	Blbird	Blbird	59	Yellow	Route
8	2018	73,145	\$79,690.00	45985	4UZABPDU	Frtlnr	Thomas	59	yellow	Route
9	2011	141,601	\$77,160.00	56719	1BAKDCPH	Blbird	Blbird	59	Yellow	Spare/Act
10	2012	127,095	\$76,494.00	56885	1BAKDCPH	Blbird	Blbird	59	Yellow	Spare/Act
11	2009	690,229	\$205,000.00	56882	2MG3JME	MCI	MCI	56	White	Activity
12	2024	17,006	\$109,837.00	62646	1BAKDCSH	Blbird	Blbird	59	Yellow	Sped Rt./P-K
13	2021	41,521	\$93,000.00	55303	4UZABRFD	Frtlnr	Thomas	65	Yellow	Activity
14	2025	9,011	\$115,800.00	62674	4UZABRFD	Frtlnr	Thomas	59	Yellow	Activity
15	2015	80,609	\$77,036.00	56881	1BAKDCPH	Blbird	Blbird	59	Yellow	Route
16	2019	44,042	\$81,765.00	46016	1BAKFCSH	Blbird	Blbird	59	Yellow	Route
17	2026	2,329	\$141,390.00	62682	4UZABRFC	Frtlnr	Thomas	65	Yellow	Activity
18	2021	48,128	\$85,820.00	60836	4UZABRFD	Frtlnr	Thomas	59	Yellow	Route
19										
20										
21	2013	120,786	\$77,469.00	57303	1BAKDCPH	Blbird	Blbird	59	Yellow	Route

<u>Vehicle #</u>	<u>Year</u>	<u>Mileage</u>	<u>Price Paid</u>	<u>License</u>	<u>Serial #</u>	<u>Chassis</u>	<u>Body</u>	<u>Cap.</u>	<u>Color</u>	<u>Use</u>
30	1994	111,038	\$7,000.00	52779	1GAFG35K	Chevy	Van	10	Tan	Bld/Grnds
31	2009	116,379	\$16,800.00	55310	1FBNE31L	2 Ford	Van	10	Silver	Activity
32	2015	63,446	\$24,950.00	57325	1GAWGPF	Chevy	Van	10	White	Act/Ag

33	2011	129,415	\$34,993.00	55315	1GNWK5EC Chevy	Suburban	9	White	Sped Rt.
34	2019	13,289	\$26,200.00	46019	1FTYR1YM Ford	Van	2	White	Lunch
35	2008	146,288	\$34,160.00	55292	1GNFK163 Chevy	Suburban	9	Tan	Activity
36	2008	83,691	\$33,160.00	55293	1GNFK163 Chevy	Suburban	9	Tan	Activity
37	2020	44,461	\$40,906.00	45989	1GNSKKEC Chevy	Suburban	9	Blue	Activity
38	2024	7,700	\$60,000.00	62662	1GNSKBED Chevy	Suburban	9	Gray	Activity
39	2009	100,274	\$33,997.77	55324	1GNFK163 Chevy	Suburban	9	Silver	Activity
40	2009	68,858	\$33,997.77	55325	1GNFK163 Chevy	Suburban	9	White	Sped
42	2006	130,127	\$10,950.00	46008	1GTHK24U GMC	Truck	2	White	Bld/Grnds
43	2015	32,319	\$26,497.88	57326	1GC0KUEG Chevy	Truck	2	White	Bld/Grnds
44									
45	2022	1,401	\$41,805.00	62644	1FTRF3B69 Ford	Truck	2	White	Bld/Grnds
61	2016	80,015	\$17,499.00	46001	2G1WA5E3 Chevy	Impala	5	White	D. Office
62	2022	25,709	\$23,997.00	45984	1G1ZG5ST Chevy	Malibu	5	White	HS Admin
63	2022	23,250	\$23,997.00	46018	1G1ZB5ST Chevy	Malibu	5	White	Activity
65	2003	124,693	\$8,980.00	55285	1G3NL52F Olds	Alero	6	Red	Spare
66	2015	102,398	\$17,429.00	56880	2G1WA5E3 Chevy	Impala	5	White	Activity
	2011		\$2,000.00	56720	4J6SC1018 H&H	10' 2 Wheel Enclosed Trailer			
	2023		\$10,850.00	55288	5JWTC182 H&H	7'x18' 4 Wheel Enclosed Trailer			
	1999			87432	4J6UT1629 H&H	UT162 Utility Flatbed Trailer			
	1993			52773	IV9DS1027 Valley	EX610D Utility Dump Trailer			

2025-2026 School Vehicles (Excel)

SCHOOL DISTRICT OF SEWARD BOARD REPORT

January 12, 2026

**Jessica Dominy, Principal
Seward Elementary School**

ENROLLMENT as of January 6, 2026:

- Preschool – 52
- Kindergarten – 92
- Grade 1 – 86
- Grade 2 – 77
- Grade 3 – 98
- Grade 4 – 95
- TOTAL: 500

UPCOMING SEWARD ELEMENTARY ACTIVITIES

- January 5th: No School - Professional Development Day
- January 6th: School Resumes
- January 23rd: No School - Elementary Only
- January 21st: School Improvement Team Meeting
- January 26th: PTO Meeting @ 5:30 PM
- January 27th: After School Program
- January 29th: After School Program

Midyear Data Meetings:

Before winter break, we were able to meet with grade level teams, including special education and Title I teachers, to analyze first semester data. These meetings were very beneficial in determining how our interventions and instructional practices are working together, and we had many opportunities to celebrate the accomplishments of our students. We are proud of our intervention program this year and we can see that the changes we've made have been helping our students improve their literacy skills.

2026-2027 Kindergarten:

We will soon begin the process of seeking out children who will come to Kindergarten next year. Kindergarten Round Up will take place on Friday, March 20th this year.

Thank you,

Jessica Dominy

Board of Education Report
Seward Middle School - Kirk J. Gottschalk
12 January, 2026

1. Middle School Activities:

17 January - Girls Wrestling tourney at Fairbury. 0900 hrs.
 20 January - 5-8 Band Concert, 1900 hrs. (7 pm)
 22 January- 7 BBB at St. John (C Team only) 1600 hrs. (4 p.m.)
 22 January -8 BBB at Crete, 1600 hrs. (4 p.m.)
 24 January - Singing Youth of NE, Fairbury, Depart at 0600 (6:00 am)
 24 January - Girls Wrestling Tourney at Schuyler, 0900 hrs.
 24 January - 6th Sing Around Nebr. in Fremont, 0900 hrs.
 26 January - 7 BBB at Adams Central, 1615 hrs. (4:15 pm)
 26 January - 8 BBB vs Adams Central, (H) 1600 hrs. (4:00 pm)
 26 January - Girls Wrestling Quat at Hastings (1615 hrs. (4:15 pm)
 27 January - 7 BBB at Columbus (1615 hrs., (4:15 pm)
 27 January - 8 BBB vs Columbus 16 hrs., (4:00 pm)
 29 January - 7/8 BBB at Columbus Lakeview, 1630 hrs. (4:30 pm)
 2 February - BBB C Team at St. John, 1600 hrs. (4 pm.)
 3 February - 7 BBB at York, 1630 hrs. (4:30 pm)
 3 February - 8 BBB vs York, (H), 1600 hrs., (4 pm)
 3 February - Girls Wrestling Quad at SMS, 1630 hrs. (4:30 pm)
 5 February - 7/8 BBB vs Norfolk, (H), 1600 hrs., (4 pm)
 9 February - SMS Girls Wrestling Tourney, 10 Teams, 1630 hrs. (4:30 pm)
 9 February - 7/8 BBB at Schuyler, B/C teams only, 1630 hrs. (4:30 pm)

2. Middle School Sports:

The 7th and 8th grade boys basketball practices have started second semester as well as our second year of girls wrestling. We have seven wrestling events scheduled and currently 13 girls signed up to wrestle (8 from Seward and 5 from Milford). For boys basketball there are only 13 8th graders signed up and 25 from the 7th grade.

3. Enrollment:

<u>Jan. 2026</u>	<u>Jan. 2025</u>	<u>Jan. 2024</u>	<u>Jan. 2023</u>	<u>Jan. 2022</u>	
8 th Grade - 95	8 th Grade - 114	8 th Grade - 115	8 th Grade - 104	8 th Grade - 112	
7 th Grade -110	7 th Grade - 93	7 th Grade - 114	7 th Grade - 114	7 th Grade - 104	
6 th Grade - 98	6 th Grade - 110	6 th Grade - 90	6 th Grade - 110	6 th Grade - 109	5 th
Grade -116	5 th Grade - 100	5 th Grade - 113	5 th Grade - 91	5 th Grade - 114	
TOTAL 419	TOTAL 417	TOTAL 432	TOTAL 419	TOTAL 439	

4. Middle School happenings.

A. Patriot's Pen Awards. The following students placed in the local VFW Patriots Pen writing contest this year. These are judged locally then those placing are sent to the Regional VFW groups who have a different panel of judges. Congratulations to 7th grader Ruby Pflughaupt who placed first over-all locally and to Macey Wynegar as she placed 2nd at the district competition. SMS students who placed locally are:

First Place: Ruby Pflughaupt, 7th grade

Honorable Mention:

8th Graders – Travis Moody, Kinley Daberkow, Brayton Hotovy

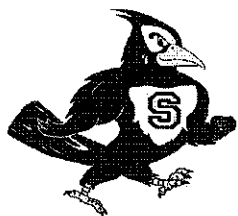
7th Graders – Ashlynn Koprince, Liliana Miller, Isaac Glover, William Gabriel

6th Grader – Kooper Dyer, Macey Wynegar

5. Donations.

SMS continued to provide donations to those locals in need this time of year. Our middle school staff and students donated just under \$1100 to a couple families. The generosity in our building continues.

6. I appreciate the local gift card to SPS staff at Christmas.



**Board of Education Report
January 2026
Seward High School
Scott Axt Rich Eber Scott Curry**



Staffing:

We currently have two openings due to retirements. We advertised the positions of High School English and High School Special Education Life Skills. We are going to start interviewing this week, beginning with English. We have a strong pool of candidates, comprising both experienced professionals and new graduates. We are a little more worried about the Life Skills position, as our candidate pool is very limited.

SHS Jan/Feb Newsletter:

<https://app.smores.com/n/xvg91-seward-high-school-newsletter>

Parent/Teacher Conferences:

The third round of parent/teacher conferences is scheduled from 5:30-7:30 p.m. on Wednesday, February 4th. We have an optional sophomore parent session with school counselors from 5:45-6:45 in the school theater.

Mid-Year Graduates:

Seward High School had 21 seniors finish their coursework and graduate at the end of the first semester. A meeting was held with these students before the end of the semester to discuss the expectations for mid-year graduates and offer advice and support as they transition into the next phase of their lives. Students also completed a brief mid-year graduate survey.

2026-2027 Course Registration Process/Timeline for Current SHS Students:

The course selection and pre-registration process for the 2026-2027 school year will begin in January. The purpose of the pre-registration meetings is to share important information regarding the course registration process, such as available courses, recommendations, timelines, and graduation requirements. This will also link the course registration process to post-secondary planning.

Activities:

Girls Basketball: Placed 4th in the Wahoo Holiday Tournament.

Boys Basketball: Placed 2nd in the Wahoo Holiday Tournament.

Girls Wrestling: Lauren Frihauf, Katelyn Jones, and Ava Rediger all went undefeated 6 - 0 at the Weeping Water Tournament. The Team went 2-4 in duals.

Boys Wrestling: Placed 6th at the Crete Tournament. Jack Langner and Aidan Summa took 1st.

Boys Bowling: Pius Invite placers: Lucian Gunn 7th and Kris Anderson 8th.

Girls Bowling: Pius Invite placer: Ryane Cowan 4th.

Students below were Academic All State for the Fall Season

REQUIREMENTS:

A nominated student must be a varsity player or organizational leader who has played a significant role on the team or in the organizational activity during the seasons for which nominations are accepted. A nominated student must have a minimum cumulative Grade Point Average, in all curricular subjects, of 93% on a 100 point scale or the equivalent, (3.7-4.0 or A-, etc.).

NSAA high schools or their cooperative sponsorship may nominate a maximum of two students per NSAA activity program. Students who meet these requirements and are nominated by their school administration shall be awarded the NCPA Academic All-State Award for that activity.

Girls Golf

Rowan Wood

Reagan Meyer

Football

Karson Dyer

Peyton Else

Unified Bowling

Samual Kenny

Kristopher Anderson

Softball

Karlee Baack

Ava Stutzman

Volleyball

Rilynn Hiser

Addyson Heaston

Cross Country Boys

Lucas Zitek

Mason Luebbe

Cross Country Girls

Haylen Holliday

Jordyn Samuels

One Acts

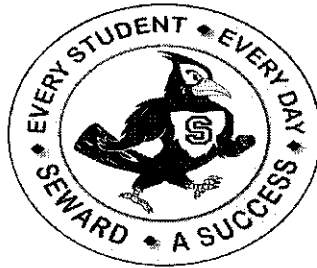
Kayla Albright

Addilyn Sugden

Enrollment: Jan 7

Grade Level	Enrollment
Grade 9	137
Grade 10	138
Grade 11	120
Grade 12	124*

***Includes Mid-Term grads**



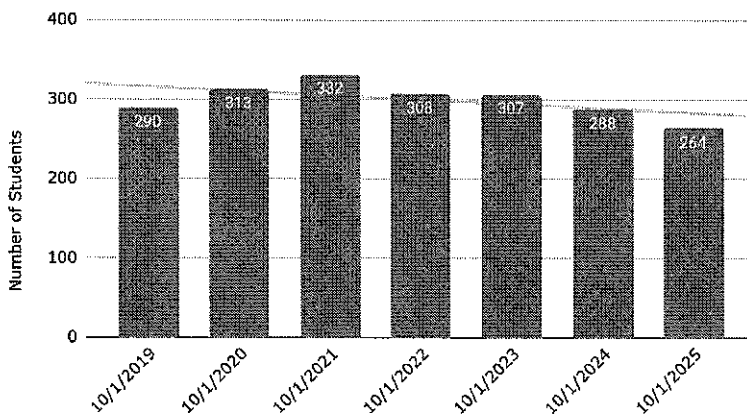
School District of Seward Board Report
Dr. Shannon Hall-Schmeckpeper,
Director of Special Services
January 12, 2026

Special Education

The number of students who are eligible for special education services fluctuates throughout the year due to several factors: students moving in and out of the district; students who are found eligible for special education services after Tier II interventions have not been successful; and students who meet their IEP goals and are dismissed from special education services.

The usual special services program count report is not attached this month, but will be provided next month. Waiting until February will allow mid-term graduates to be finalized and newly enrolled students to be added. Below is a table showing the average number of students in special education based on the October 1 count of each school year.

Special Education Enrollment



High Ability Learners (HAL)

We are reviewing the mid-year assessment data to determine students who will be recommended for the High Ability Learner Program. Specifically, 2nd-grade students showing high academic achievement in the classroom and on NWEA testing will be invited to take the CogAT assessment later this spring.

We are still awaiting approval of the state's criteria for High Ability Learners (Rule 3) from the NDE, and we hope to receive new guidance on identification and programming.

Title

The number of students who have received Tier II Title Reading services has remained consistent.

Sixty-five students received Title I Reading services in grades Kindergarten through 4th grades, first semester. Sixty-three students who receive Title I Reading services in the second semester. Some students have graduated and returned to only needing reading in the classroom, some students have been evaluated and determined that they needed more intensive special education support in the area of reading and some students who did not need service in the fall were found to need some Tier II support based on their NWEA and DIBELS assessment and classroom performance. Additionally, twelve students at our non-public schools receive Title 1 Reading support.

We will continue to monitor their progress in the classroom and their Tier II reading intervention.

Preschool

This week, our preschool welcomed five new students into our two morning sessions, increasing our total enrollment to forty-three students across four sessions. Twenty-one students are eligible for special education services, while twenty-two students are peers.

As we look ahead, planning for the 2026-2027 school year is underway. We will begin by surveying our current families to confirm if their children will be returning to preschool in the fall. Additionally, we will host an open house in March for prospective new students, particularly those turning three, who will join our morning session.

English Language Learners

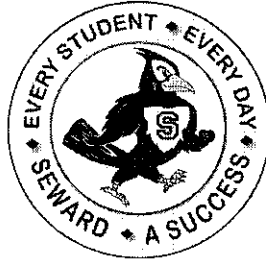
The ELPA21 (English Language Proficiency Assessment for the 21st Century) is a test designed to measure the English language proficiency of students identified as English Language Learners (ELL) or who are on monitor status for ELL. This annual assessment helps educators understand the progress of these students in their English language skills, ensuring they receive the support to succeed academically. All of our students who are either ELL or monitor status will take the ELPA21 this semester.

Thank you for all you do!

Dr. Shannon Hall-Schmeckpeper

Dr. Shannon Hall-Schmeckpeper; Director of Special Services

SCHOOL DISTRICT OF SEWARD
410 South Street
Seward, NE 68434



Dr. Matt Dominy
Director of Curriculum and Staff
Development
Phone: (402) 643-2941
FAX: (402) 643-4986

January 2026 Board Report for Curriculum and Staff Development

Board Members,

I hope you had a wonderful holiday season! The second semester is here and with it comes preparation for testing, curriculum adoption, and maintaining a high level of instruction through the end of the year. The second semester will come to a close before we know it, but there will be many memories and academic learning created before that!

Curriculum

As mentioned above, we will be in our final stages of the curriculum review cycle in Business/Technology, PE/Health, and Library. Our teachers will be reviewing materials that we have requested that align with our purpose, belief, and Nebraska standards in the area of Business/Technology. After our review, we will select publishers to present their materials at the April staff development day and then we will share the selected materials with parents and solicit their feedback. The materials will be shared with all of you for your feedback in the May meeting and we will ask for your approval during the June board meeting. The other curricular areas will follow a similar review, however, there will likely not be textbooks purchased.

Instruction

We have completed our first year of collaboration with ESU 6 regarding the CLSD (Comprehensive Literacy State Development) Grant. The collaboration has been excellent and the work that we have done with our Solution Tree author has encouraged us to question, validate, and revise some of our processes. We will continue to participate in the leadership group this year and we are making plans for our grades 4-12 teachers to grow their understanding of literacy next year through targeted, differentiated professional development. As a reminder, our Pre-3 teachers have been engaged in the Early Literacy Workshop provided by UNO to build their literacy capacity and meet the requirements of legislation.

Staff Development

As of this writing, we have not completed our January staff development day, however, we have a great day planned. We have been working with Milford and Centennial to provide an experience that is motivating and engaging for our staff to celebrate the start of the second semester. We will start the day by having the Waffleman available to our staff for a Waffle and

sausage breakfast. Following breakfast, Tim Elmore, author and speaker on resilience and generations in the work place, will be speaking to our staff and celebrating the profession of education. Please note that we have also invited St. John's, Our Redeemer, and St. Vincent's to join us for the morning. Later in the morning we will have our annual safety meeting.

Schedule:

7:00-8:00 Waffleman

8:00-9:30 Tim Elmore- Resilience and Generations

9:45-10:30 Collaboration w/Centennial and Milford led by Elmore

10:45-11:15 Leadership Meeting led by Elmore

Assessment

Several of our grade levels completed winter NWEA before the break, and the other grade levels will complete NWEA shortly after we get back. We will be generating reports regarding students who met their growth goal from Fall to Winter. This can help inform us regarding how students are doing in reading, math, and science to monitor their future success on the NSCAS Growth assessment.

Thank you for your support!

Dr. Matt Dominy



January Staff Development News

January 1st, 2026

SPS Mission

Seward Public Schools - a district rooted in excellence - in cooperation with family and community members is committed to the development of the whole student and affirms that all students will have the skills to become productive, resilient, and contributing members of their community.

Message From Matt

As we step into a new year, I find myself reflecting on the way I approach New Year's resolutions. Like many of us, I tend to set goals that are meaningful and well-intentioned—but often a bit too grand. When I look at them through the lens of the SMART goal criteria, I realize they usually fall short on the “realistic” component. While the vision is there, the path forward can sometimes feel overwhelming rather than motivating.

*Happy
New Year
2026*

This year, instead of chasing an oversized resolution, I am focusing on something that has consistently brought me the greatest sense of fulfillment: living a life of service. Serving others—our students, our families, our colleagues, and our community—is where I feel most grounded and complete. It reminds me why I chose education and why the work we do together matters so deeply, even on the most challenging days.

As you think about your own New Year's resolution, I encourage you to pause and reflect. How does your goal fit within the SMART criteria? What smaller, more attainable steps could you take that might reignite your passion and bring excitement as we move into 2026? Sometimes it is those manageable, meaningful actions that lead to the most lasting impact.

As always, I am incredibly grateful for each of you—for who you are, for the care you show, and for the service you provide every day to our students, parents, and community. It is a privilege to work

alongside such dedicated professionals, and I look forward to continuing this journey together in the year ahead.

A New Year Story

The last cracker had been pulled, the last flute of sparkling cider drained, and the quiet hum of midnight had settled over the little farmhouse. January 1st, bright and crisp with fresh snow, had begun.

Elara sat at the kitchen table, a blank journal open before her. For years, her New Year's resolutions had been grand pronouncements: "Run a marathon," "Learn a new language," "Organize the entire barn." They usually lasted until about January 12th. This year, she decided, would be different. No grand gestures, just a whisper of a promise to herself: to make each day a little better than the last, starting with the quiet, simple things.

She grabbed her coat and walked to the barn. The air was cold, but the sky was a brilliant, promising blue. Inside, her old horse, Jasper, nickered a soft greeting. Elara took the brush and began a slow, steady grooming. In the past, this was a chore to rush through. Today, she savored the rhythm, the soft swish of bristles, the scent of hay and horse. She felt a lightness she hadn't felt in a long time. It wasn't about the grand plan; it was about the present moment, done with care.

Afterward, she walked back, the snow crunching under her boots. As she passed Mrs. Gable's house, she noticed the older woman struggling with a heavy bag of birdseed. Elara didn't hesitate. "Let me get that for you, Mrs. Gable!"

The older woman smiled, her eyes crinkling. "Why, thank you, dear. Starting the new year with kindness, I see."

"Just trying," Elara replied, the words feeling true in a way her resolutions never had.

Back home, she made herself a simple breakfast of pancakes and fruit, taking time to do the dishes right away instead of leaving them to pile up. When her neighbor, Mark, called, struggling with a flat tire on the icy road, she offered to bring him a hot coffee and some help. It was just a small thing, but she felt a warmth spreading through her chest.

As the sun began to set, painting the snow in shades of pink and orange, Elara sat back at the table. The journal was still mostly empty. She picked up her pen and wrote a single line for January 1st:

Resolved: To help someone every day.

She hadn't even realized she was doing it, but her actions had already written her resolution. It wasn't about self-improvement in a grand, public way, but about small, consistent acts of kindness and presence. She smiled. This year, the resolution felt less like a heavy promise and more like a quiet joy. The year had begun not with a bang, but with a series of small, steady moments, and that felt right.

January Staff Development Day

We are pleased to share with you that Tim Elmore will be our keynote speaker on our January Staff Development Day. Please see the information below to learn more about Tim:

Tim is Founder of Growing Leaders, an Atlanta-based non-profit organization created to develop emerging leaders. His work grew out of 20 years of serving alongside Dr. John C. Maxwell. Elmore has appeared in The Wall Street Journal, The Washington Post, USA Today, Psychology Today, and been featured on CNN's Headline News, Fox Business, Newsmax TV and Fox & Friends to talk about leading multiple generations in the marketplace. He has written 40 books, including *Habitudes: Images That Form Leadership Habits and Attitudes*, and *Eight Paradoxes of Great Leadership*. His latest book, *The Future Begins with Z: Nine Strategies to Lead Generation Z As They Disrupt the Workplace*, releases fall of 2025. You can find his work at: TimElmore.com.

Turn Frustration into Fascination with Dr. Tim Elmore



Tier I Instruction- Perky Pace

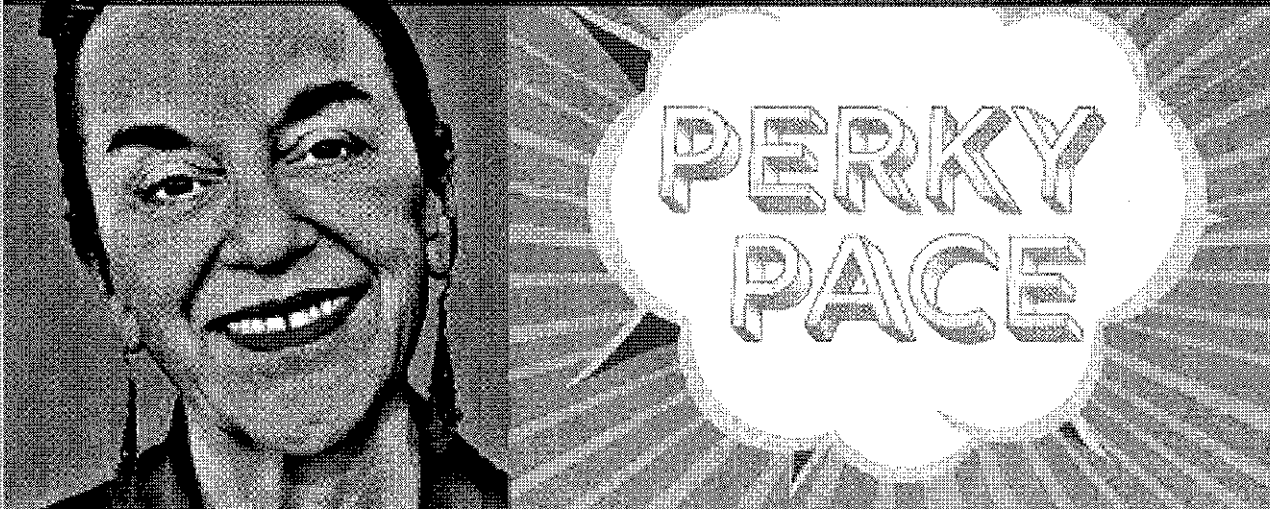
Anita Archer emphasizes *perky pace* as a critical component of effective instruction, particularly during explicit teaching. Perky pace does not mean rushing through lessons or sacrificing depth; rather, it means maintaining strong instructional momentum so students remain engaged, attentive, and successful. When lessons move with purpose, students have fewer opportunities to disengage, and learning time is maximized. A lesson with perky pace feels intentional—clear objectives, concise explanations, and frequent opportunities for students to respond.

Perky pace is closely tied to high rates of student engagement. Archer highlights the importance of brisk transitions, clear routines, and frequent checks for understanding to keep learning moving forward. Teachers using perky pace often rely on strategies such as choral responses, partner talk, and quick practice opportunities to ensure all students are actively participating. When students

experience repeated success through guided practice and immediate feedback, confidence increases and behavior issues often decrease, creating a positive learning environment.

Ultimately, perky pace supports equity and access for all learners. When instruction is efficient and well-structured, teachers have more time to provide corrective feedback, reteach when necessary, and deepen understanding. A perky pace communicates high expectations: we value instructional time, we believe students can learn, and we are committed to keeping lessons engaging and purposeful. By intentionally planning for perky pace, teachers can strengthen both student achievement and classroom culture.

Why Explicit Instruction?



AN EXPERT MINUTE WITH DR. ANITA ARCHER

 Nebraska Association for the Study and Treatment of Gifted/Talented

Patriotic Holidays

Nebraska Revised Statute 79-724 requires the following:

Appropriate patriotic exercises suitable to the occasion shall be held under the direction of the superintendent in every public, private, denominational, and parochial school on George Washington's birthday, Abraham Lincoln's birthday, **Dr. Martin Luther King Jr's birthday**, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session.

Dr. Martin Luther King's Birthday is January 15th and recognized on January 19th



Seward Public Schools

January 2026 School Board Report

The month of December and the lead-up to winter break have been busy and filled with excitement as the winter activities season really kicked it into gear! We may have gone on an academic break, but the grind did not stop for the winter athletes of Seward High! Basketball, wrestling, and bowling had competitions over the break and showed up and showed out!

On the last day of break, the High school hosted Mike Donahue to give a very moving presentation on what it means to live with values and live life to the fullest. Later that afternoon, we had the Term 2 PRIDE Recognition Rally.

Coming up in the new year, freshman Haley Curry is spearheading Hoops for Hope! On February 6th, our basketball team plays Blair High School, and we are partnering with them to raise money for the Heartland Cancer Foundation. We have already started selling T-Shirts through Middle Creek to get the event started!

The fall semester went by so quickly, and we know the spring will go by even quicker! Our Bluejay Leadership Team is excited for the many activities and events that come with the second semester!



Marty Telecky
 2401 Karol Kay Blvd
 Seward, NE 68434
 C: (402) 643-1160
 H: (402) 643-2986
 mdtelecky@hotmail.com



Stock # 326515

2026 Chevrolet Suburban, Body Type: Sport Utility
 Color: Summit White VIN:1GNS6BKD5TR167934

Cash

	Balance Due
\$0	\$66,799

MSRP/Retail	\$69,590.00
Sid Dillon Savings	\$3,090.00
Sid Dillon Sale Price	\$66,500.00
Trade Difference	\$66,500.00
Doc Fee	\$299.00
Total Balance Due	\$66,799.00

Customer Signature _____ Date _____

Manager Signature _____ Date _____

All payments quoted are subject to credit approval.



6833 TELLURIDE DR LINCOLN NE 68521

CHUCK AMES BUS/ELITE DIRECTOR, HUSKER AUTO GROUP | 402-610-0465 CELL/ 402-479-7576 DIR | cames@huskerautogroup.com

Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (Complete)

Quote: New Quote

Quote #2

Quote Worksheet

Order - Out

	MSRP
Base Price	\$66,400.00
Dest Charge	\$2,595.00
Total Options	\$0.00
Subtotal	\$68,995.00
Subtotal Pre-Tax Adjustments	\$0.00
Less Customer Discount	(\$7,203.00)
Subtotal Discount	(\$7,203.00)
Trade-In	\$0.00
Excluded from Sales Tax	Subtotal Trade-In \$0.00
Taxable Price	\$61,792.00
Sales Tax	\$0.00
Subtotal Taxes	\$0.00
Subtotal Post-Tax Adjustments	\$0.00
<i>This would be an Ordered Vehicle</i>	Total Sales Price \$61,792.00

Dealer Signature / Date

11-25-25

X

Customer Signature / Date

Price Summary

PRICE SUMMARY

	MSRP
Base Price	\$66,400.00
Total Options	\$0.00
Vehicle Subtotal	\$66,400.00
Destination Charge	\$2,595.00
Grand Total	\$68,995.00

Vehicle will have to be ordered with 60/90 Day Delivery
No - NZV
20" Tires & Wheels

Window Sticker

SUMMARY

[Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS

MSRP:\$66,400.00

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SEWARD SCHOOLS 410 S ST, SEWARD NE 68434

Prepared For: MARTY TELECKY

402-643-2941 or 402-643-6069 BUS BARN

marty.telecky@sewardschools.org

Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS





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Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (✓ Complete)

Quote: New Quote

Quote # 1

Quote Worksheet

Out of Stock

	MSRP
Base Price	\$66,400.00
Dest Charge	\$2,595.00
Total Options	\$1,100.00
Subtotal	\$70,095.00
Subtotal Pre-Tax Adjustments	\$0.00
Less Customer Discount	(\$5,418.00)
Subtotal Discount	(\$5,418.00)
Trade-In	\$0.00
Excluded from Sales Tax	Subtotal Trade-In
	\$0.00
	Taxable Price
	\$64,677.00
Sales Tax	\$0.00
	Subtotal Taxes
	\$0.00
	Subtotal Post-Tax Adjustments
	\$0.00
<i>Out of Stock</i>	<i>Your Cost</i> Total Sales Price
	\$64,677.00

Chuck Ames

11-25-25

X

Dealer Signature / Date

Customer Signature / Date

Price Summary

PRICE SUMMARY

	MSRP
Base Price	\$66,400.00
Total Options	\$1,100.00
Vehicle Subtotal	\$67,500.00
Destination Charge	\$2,595.00
Grand Total	\$70,095.00

Window Sticker

SUMMARY

[Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS

MSRP: \$66,400.00

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Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (✔ Complete)

Quote: New Quote

Interior:Jet Black, Premium cloth seat trim

Exterior 1:Dark Ash Metallic

Exterior 2:No color has been selected.

Engine, 5.3L EcoTec3 V8

Transmission, 10-speed automatic

OPTIONS

CODE	MODEL	MSRP
CK10906	[Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS	\$66,400.00
OPTIONS		
1LS	LS Preferred Equipment Group	\$0.00
A50	Seats, front bucket	\$0.00
FE9	Emissions, Federal requirements	\$0.00
G6M	Dark Ash Metallic	\$0.00
GU5	Rear axle, 3.23 ratio	\$0.00
H0U	Jet Black, Premium cloth seat trim	\$0.00
L84	Engine, 5.3L EcoTec3 V8	\$0.00
MHS	Transmission, 10-speed automatic	\$0.00
NZV	Wheels, 20" x 9" (50.8 cm x 22.9 cm) machined aluminum wit Charcoal pockets	\$1,100.00
URW	Audio system, 17.7" diagonal advanced color LCD display	\$0.00
XCI	Tires, 275/60R20SL all-season, blackwall	Inc. \$0.00

SUBTOTAL	\$67,500.00
Adjustments Total	\$0.00
Destination Charge	\$2,595.00
TOTAL PRICE	\$70,095.00

FUEL ECONOMY

Est City:N/A

Est Highway:N/A

Est Highway Cruising Range:N/A

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Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (✔ Complete)

Quote: New Quote

Selected Model and Options

MODEL

CODE	MODEL	MSRP
CK10906	2026 Chevrolet Suburban 4WD 4dr LS	\$66,400.00

COLORS

CODE	DESCRIPTION
G6M	Dark Ash Metallic

EMISSIONS

CODE	DESCRIPTION	MSRP
FE9	Emissions, Federal requirements	\$0.00

ENGINE

CODE	DESCRIPTION	MSRP
L84	Engine, 5.3L EcoTec3 V8 with Dynamic Fuel Management, Direct Injection and Variable Valve Timing, includes aluminum block construction (355 hp [265 kW] @ 5600 rpm, 383 lb-ft of torque [518 Nm] @ 4100 rpm) (STD)	\$0.00

TRANSMISSION

CODE	DESCRIPTION	MSRP
MHS	Transmission, 10-speed automatic electronically controlled with overdrive, includes Traction Select System including tow/haul (STD)	\$0.00

AXLE

CODE	DESCRIPTION	MSRP
GU5	Rear axle, 3.23 ratio	\$0.00

PREFERRED EQUIPMENT GROUP

CODE	DESCRIPTION	MSRP
1LS	LS Preferred Equipment Group includes standard equipment	\$0.00

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Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (✔ Complete)

Quote: New Quote

WHEEL TYPE

CODE	DESCRIPTION	MSRP
NZV	Wheels, 20" x 9" (50.8 cm x 22.9 cm) machined aluminum wit Charcoal pockets	\$1,100.00

TIRES

CODE	DESCRIPTION	MSRP
XCI	Tires, 275/60R20SL all-season, blackwall (Included and only available with (NZV) 20" machined aluminum wheels with Charcoal pockets.)	Inc.

PAINT

CODE	DESCRIPTION	MSRP
G6M	Dark Ash Metallic	\$0.00

SEAT TYPE

CODE	DESCRIPTION	MSRP
A50	Seats, front bucket (STD)	\$0.00

SEAT TRIM

CODE	DESCRIPTION	MSRP
H0U	Jet Black, Premium cloth seat trim	\$0.00

RADIO

CODE	DESCRIPTION	MSRP
URW	Audio system, 17.7" diagonal advanced color LCD display with Google built-in compatibility (select service plan required, terms and limitations apply), including navigation capability, connected apps, personalized profiles for each driver's settings, Natural Voice Recognition and Phone Integration (STD)	\$0.00

Options Total

\$1,100.00

Standard Equipment

Mechanical

Suspension, Premium Smooth Ride

Engine, 5.3L EcoTec3 V8 with Dynamic Fuel Management, Direct Injection and Variable Valve Timing, includes aluminum block construction (355 hp [265 kW] @ 5600 rpm, 383 lb-ft of torque [518 Nm] @ 4100 rpm) (STD)

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Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (Complete)

Quote: New Quote

Mechanical

Transmission, 10-speed automatic electronically controlled with overdrive, includes Traction Select System including tow/haul (STD)

GVWR, 7700 lbs. (3493 kg) (4WD models only.)

Rear axle, 3.23 ratio

Keyless start, push button

Automatic Stop/Start

Engine control, stop/start system disable button, non-latching

Engine air filtration monitor

Fuel, gasoline, E15

Transfer case, active, single-speed, electronic Autotrac does not include neutral. Cannot be dinghy towed (4WD models only. Deleted when (NHT) Max Trailering Package is ordered.)

Differential, mechanical limited-slip

4-wheel drive

Cooling, external engine oil cooler, heavy-duty air-to-oil integral to driver side of radiator

Cooling, auxiliary transmission oil cooler, heavy-duty air-to-oil

Battery, 730 cold-cranking amps with 80 amp hour rating

Alternator, 220 amps

Trailering equipment includes trailering hitch platform, 7-wire harness with independent fused trailering circuits mated to a 7-way connector and 2" trailering receiver

Trailer sway control

Hitch Guidance

Suspension, front coil-over-shock with stabilizer bar

Suspension, rear multi-link with coil springs

Steering, power

Brakes, 4-wheel antilock, 4-wheel disc with DURALIFE rotors

Exhaust, single system, single-outlet

Mechanical Jack with tools

Exterior

Wheels, 18" x 8.5" (45.7 cm x 21.6 cm) Bright Silver painted aluminum (STD)

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Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (Complete)

Quote: New Quote

Exterior

Tires, 265/65R18SL all-season, blackwall (Standard with (RCV) 18" Bright Silver painted aluminum wheels only.) (STD)

Wheel, full-size spare, 17" (43.2 cm) steel

Tire, spare P265/70R17 all-season, blackwall

Tire carrier, lockable outside spare, winch-type mounted under frame at rear

Active aero shutters, upper

Fascia, front

Luggage rack side rails, roof-mounted, bright

Assist steps, Black with chrome accent strip

IntelliBeam, automatic high beam on/off

Headlamps, LED

Tail lamps, LED

Mirrors, outside heated power-adjustable, manual-folding, body-color

Mirror caps, body-color

Glass, deep-tinted (all windows, except light-tinted glass on windshield and driver- and front passenger-side glass)

Glass, acoustic, laminated

Glass, windshield shade band

Windshield, solar absorbing

Wipers, front intermittent, Rainsense

Wiper, rear intermittent with washer

Door handles, body-color

Liftgate, rear manual

Entertainment

Audio system, 17.7" diagonal advanced color LCD display with Google built-in compatibility (select service plan required, terms and limitations apply), including navigation capability, connected apps, personalized profiles for each driver's settings, Natural Voice Recognition and Phone Integration (STD)

Audio system feature, 6-speaker system

Bluetooth for phone personal cell phone connectivity to vehicle audio system

5G Wi-Fi Hotspot capable (Terms and limitations apply. See onstar.com or dealer for details.)

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Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (Complete)

Quote: New Quote

Entertainment

- Wi-Fi Hotspot capable (Terms and limitations apply. See onstar.com or dealer for details.)
- SiriusXM with 360L Trial Subscription. SiriusXM with 360L transforms your customers' ride with our most extensive and personalized radio experience on the road. (IMPORTANT: The SiriusXM trial subscription is not provided on vehicles that are ordered for Fleet Daily Rental ("FDR") use. Trial subscription is subject to the SiriusXM Customer Agreement and privacy policy, visit www.siriusxm.com which includes full terms and how to cancel. All fees, content, features, and availability are subject to change. Some features require GM connected vehicle services.)
- Wireless Apple CarPlay/Wireless Android Auto

Interior

- Seats, front bucket (STD)
- Seat trim, cloth
- Seat adjuster, driver 8-way power
- Seat adjuster, front passenger 6-way power
- Seat adjuster, driver 2-way power lumbar
- Seat adjuster, front passenger 2-way power lumbar
- Seats, second row 60/40 split-folding bench, manual
- Seats, third row 60/40 split-folding bench, manual
- Key card (Standard with (A50) front bucket seats only. Requires (UE1) OnStar.)
- Console, floor with storage area and removable storage tray (Deleted when (AZ3) 40/20/40 split-bench front seats are ordered.)
- Floor covering, color-keyed carpeting
- Floor mats, color-keyed carpeted first and second row, removable (Deleted when LPO floor mats or LPO floor liners are ordered.)
- Electronic Precision Shift
- Steering column lock, electrical
- Steering column, manual tilt and telescopic
- Steering wheel, 3-spoke, wrapped
- Steering wheel controls, mounted audio, Driver Information Center, Adaptive Cruise Control, Forward Collision Alert following gap button and heated steering wheel (when equipped)
- Driver Information Center, 11" diagonal multi-color digital display
- Door locks, power programmable with lockout protection and delayed locking
- Keyless Open includes extended range Remote Keyless Entry

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Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (Complete)

Quote: New Quote

Interior

Remote start

Window, power with driver Express-Up/Down

Window, power with front passenger Express-Up/Down

Windows, power with rear Express-Down

Adaptive Cruise Control

Theft-deterrent system, electrical, unauthorized entry

USB ports, 2 type-A and C, charge and data, located inside center console (Deleted when (AZ3) 40/20/40 split-bench front seat is ordered.)

USB ports, 2 type-A and C, charge and data, located on front console

USB ports, 2 type-C, charge-only, located in third row

Air conditioning, tri-zone automatic climate control with individual climate settings for driver, right front passenger and rear seat occupants

Air conditioning, rear

Defogger, rear-window electric

Power outlets, 2, 120-volt, located on the rear of the center console and rear cargo area

Mirror, inside rearview manual day/night

Visors, driver and front passenger illuminated vanity mirrors, sliding

Assist handles, overhead, driver and front passenger, located in headliner

Assist handles, front passenger A-pillar and second row outboard B-pillar

Lighting, interior with dome light, driver- and passenger-side door switch with delayed entry feature, cargo lights, door handle or Remote Keyless Entry-activated illuminated entry and map lights in front and second seat positions

Cargo management system

Chevrolet Connected Access capable (Subject to terms. See onstar.com or dealer for details.)

Safety-Mechanical

Front Pedestrian and Bicyclist Braking

Intersection Automatic Emergency Braking intersection alert, braking

Enhanced Automatic Emergency Braking

Reverse Automatic Braking

StabiliTrak, stability control system with brake assist, includes traction control

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6833 TELLURIDE DR LINCOLN NE 68521

CHUCK AMES BUS/ELITE DIRECTOR, HUSKER AUTO GROUP | 402-610-0465 CELL/ 402-479-7576 DIR | came@huskerautogroup.com

Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (✔ Complete)

Quote: New Quote

Safety-Interior

Airbags, Frontal airbags for driver and front outboard passenger; Seat-mounted side-impact airbags for driver and front outboard passenger; Driver inboard seat-mounted side-impact airbag; Head-curtain airbags for all rows in outboard seating positions (Deleted when (AZ3) front 40/20/40 split-bench seat is ordered. Always use seat belts and child restraints. Children are safer when properly secured in a rear seat in the appropriate child restraint. See the Owner's Manual for more information.)

Front outboard Passenger Sensing System for frontal outboard passenger airbag (Always use seat belts and child restraints. Children are safer when properly secured in a rear seat in the appropriate child restraint. See the Owner's Manual for more information.)

Hill Start Assist

Blind Zone Steering Assist (Replaced by (UKW) Blind Zone Steering Assist with Trailering when (NHT) Max Trailering Package is ordered.)

OnStar Services capable (See onstar.com for details and limitations. Services vary by model. Service plan required.)

Enhanced Automatic Parking Assist

HD Surround Vision

Rear Camera Washer

Rear Cross Traffic Braking

Rear Pedestrian Alert

Side Bicyclist Alert

Lane Keep Assist with Lane Departure Warning, enhanced

Forward Collision Alert

Safety Alert Seat

Rear Seat Reminder

Buckle to Drive prevents vehicle from being shifted out of Park until driver seat belt is fastened; times out after 20 seconds and encourages seat belt use, can be turned on and off in Settings or Teen Driver menu

Door locks, rear child security, manual

LATCH system (Lower Anchors and Tethers for Children), for child restraint seats lower anchors and top tethers located in all second-row seating positions, top tethers located in third row seating positions

Teen Driver a configurable feature that lets you activate customizable vehicle settings associated with a key fob, to help encourage safe driving behavior. It can limit certain available vehicle features, and it prevents certain safety systems from being turned off. An in-vehicle report card gives you information on driving habits and helps you to continue to coach your new driver

Tire Pressure Monitoring System auto learn, includes Tire Fill Alert (does not apply to spare tire)

Warning tones headlamp on, driver and right-front passenger seat belt unfasten and turn signal on

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6833 TELLURIDE DR LINCOLN NE 68521

CHUCK AMES BUS/ELITE DIRECTOR, HUSKER AUTO GROUP | 402-610-0465 CELL/ 402-479-7576 DIR | came@huskerautogroup.com

Vehicle: [Retail] 2026 Chevrolet Suburban (CK10906) 4WD 4dr LS (Complete)

Quote: New Quote

Safety-Interior

OnStar Basics (OnStar Fleet Basics for Fleet) Drive confidently with core OnStar services including remote commands, built-in voice assistance, real-time traffic and navigation, and Automatic Crash Response to help if you're in need. (OnStar Basics includes remote commands, Navigation, Voice Assistance, and Automatic Crash Response, for eligible vehicles with compatible software. OnStar Basics is standard for 8 years; OnStar plan, working electrical system, cell reception and GPS signal required. OnStar links to emergency services. Service coverage varies with conditions and location. Service availability, features and functionality vary by device and software version. See onstar.com for details and limitations.)

WARRANTY

Warranty Note: <<< Preliminary 2026 Warranty >>>

Basic Years: 3

Basic Miles/km: 36,000

Drivetrain Years: 5

Drivetrain Miles/km: 60,000

Drivetrain Note: 3.0L & 6.0L Duramax® Turbo-Diesel engines, and certain commercial, government, and qualified fleet vehicles: 5 years/100,000 miles

Corrosion Years (Rust-Through): 6

Corrosion Years: 3

Corrosion Miles/km (Rust-Through): 100,000

Corrosion Miles/km: 36,000

Roadside Assistance Years: 5

Roadside Assistance Miles/km: 60,000

Roadside Assistance Note: 3.0L & 6.0L Duramax® Turbo-Diesel engines, and certain commercial, government, and qualified fleet vehicles: 5 years/100,000 miles

Maintenance Note: First Visit: 12 Months/12,000 Miles

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2026-2027 CALENDAR

SEWARD PUBLIC SCHOOLS

AUGUST

- 3-7 New Teacher Orientation
- 1-6 Teacher Workday (floating)
- 7,10,11 Professional Development Days
- 10 Student Orientation/Open House: Elementary 5:00-6:30,
Middle 6:00-7:30 & High School 7:00-8:30 PM
- 12 First Student Day - Dismiss 1:30

SEPTEMBER

- 7 No School - Labor Day
- 21 Professional Development Day - No Students

OCTOBER

- 9 Elementary Planning Day--No Elem. Students
- 15 End of 1st Quarter - 45 Days
- 16 No School--Fall Break
- 19 Professional Development Day - No Students

NOVEMBER

- 25-27 Thanksgiving Vacation

DECEMBER

- 18 End 2nd Quarter - 40 Days -- 1:30 Dismissal
- 22-27 NSAA Competition Moratorium
- 19-31 Winter Vacation

JANUARY

- 1-4 Winter Vacation
- 4 Professional Development Day - No Students
- 5 School resumes

FEBRUARY

- 12 No School
- 15 Professional Development Day - No Students

MARCH

- 8 Elementary Planning Day - No Elem. Students
- 12 End of 3rd Quarter - 47 Days
- 12 No Elementary School
- 26-29 No School--Spring Break

APRIL

- 30 No School

MAY

- 3 Professional Development Day - No Students
- 7 Elementary Planning Day - No Elem. Students
- 16 Graduation
- 21 Last Day Scheduled (subject to change) - 11:30 Dismissal
- End of 4th Quarter - 44 Days
- 24 Professional Development Day
- 31 Memorial Day

PARENTS - PLEASE READ BELOW

* Three snow days are built into the school calendar. If we have less than three snow days the last day of school will be moved to an earlier date by the number of days not used (Example- we use 2 snow days our last day of school will be 1 day earlier).

AUGUST 2026							SEPTEMBER 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

OCTOBER 2026							NOVEMBER 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2	1	2	3	4	5	6	7
4	5	6	7	8	9	10	8	9	10	11	12	13	14
11	12	13	14	15	16	17	15	16	17	18	19	20	21
18	19	20	21	22	23	24	22	23	24	25	26	27	28
25	26	27	28	29	30	31	29	30					

DECEMBER 2026							JANUARY 2027						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5						1	2
6	7	8	9	10	11	12	3	4	5	6	7	8	9
13	14	15	16	17	18	19	10	11	12	13	14	15	16
20	21	22	23	24	25	26	17	18	19	20	21	22	23
27	28	29	30	31			24	25	26	27	28	29	30
							31						

FEBRUARY 2027							MARCH 2027						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6		1	2	3	4	5	6
7	8	9	10	11	12	13	7	8	9	10	11	12	13
14	15	16	17	18	19	20	14	15	16	17	18	19	20
21	22	23	24	25	26	27	21	22	23	24	25	26	27
28							28	29	30	31			

APRIL 2027							MAY 2027						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3							1
4	5	6	7	8	9	10	2	3	4	5	6	7	8
11	12	13	14	15	16	17	9	10	11	12	13	14	15
18	19	20	21	22	23	24	16	17	18	19	20	21	22
25	26	27	28	29	30		23	24	25	26	27	28	29
							30	31					

- End of Quarter
- ◆ Professional Development - No Students
- No School/No Students
- No Elementary School



Visit the school district website for calendar event information at: www.sewardpublicschools.org

Parent-Teacher Conferences

High School - 5:30 to 7:30 PM

Wed., Sept. 16 Wed., Nov. 11
Wed., Feb. 3 Wed., April 7

Middle School - 4:00 to 8:00 PM

Tues., Oct. 20 - Grade 5 Only
Thurs., Oct. 22 - Grades 5-8
Thurs., Feb. 18 - Grades 5-8

Elementary School - 4:00 to 8:00 PM

Mon., Oct. 12 Tues., Oct. 13
Mon., March 8 Tues., March 9

**School District
Of Seward
District No. 9
2026-2027**

**Negotiations
Agreement**

NEGOTIATIONS AGREEMENT

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School District of Seward

District No. 9

2026-2027

Negotiations Agreement

This agreement is made and entered into by and between the Seward Education Association, and the Board of Education for the School District of Seward, Seward, Nebraska.

WHEREAS, representatives of the parties have conducted negotiations pursuant to the Nebraska Public Employee Act, and

WHEREAS, a mutual agreement has been reached between the parties such agreement shall be reduced to written form and signed by each of the parties to the negotiations.

NOW, THEREFORE, the parties do hereby stipulate and agree that the following items have been agreed upon between the parties and shall be adopted as a part of all teachers' contracts signed for the 2025-2026 school year.

I.

INDEX SALARY SCHEDULE

The base salary for a bachelor degree teacher with no prior experience shall be **\$39,650 for 2026-2027**. All new hires will be placed on Step 3, not Step 1. They will remain on Step 3, but may move horizontally until successful completion of their 3rd year at which point they will advance to Step 4. All current teachers who would be at Step 2 will advance to Step 3.

The vertical index shall be a 5% increment and the horizontal index shall be a 4%. The number of steps, horizontal and vertical, are shown on the Salary Schedule attached hereto, and made a part hereof.

Salary increment for additional duties shall be shown on the Extra Duty increment schedule attached hereto, and made a part of the salary schedule.

I. Salary and Related Items

A. Salary Package

1. **\$39,650** base, 5 x 4 increments
2. Extra Duty Schedule (Item II)
3. Income Protection Insurance (66-2/3% of salary)
4. Each certified full time staff member shall be entitled to health insurance as specified with full family and dental coverage where needed to be paid by the district. (Specifications of Coverage are on file at the District Office and with the SEA President. The district insurance plan is the Educators Health Alliance \$0 Deductible Alternative Network Health Coverage (which includes \$1200 deductible option for network blue) or the HSA high deductible option through the alternate network or network blue. Eligible employees may choose the BCBS EHA **\$2500/\$3800** high deductible HSA plan instead of the **\$0/1200** deductible plan. On **September 1, 2026** the district will contribute the 4 months difference in premiums (**Sept-Dec. of 2026**) and on **January 1, 2027** the district will contribute the 8 months difference in premiums (**Jan-Aug of 2027**) into the employees' HSA accounts. The "difference" in premiums will be calculated using the discounted amounts for the \$1200 deductible plan. Employees who do not fulfill their contractual obligations would be required to return the prorated portion to the district upon their resignation or cancellation/termination of their contract. Any fees associated with the employees HSA account are the responsibility of the employee.
5. Each certificated contract staff member shall be entitled to participate in a Choices 125 flexible benefit plan to be paid by the district.
6. All first year teachers in the school district, regardless of previous experience, shall have a **190** day contract the first year of employment. First year teachers shall be paid \$200.00 per day for each of the **four** extra contract days. The **four** extended contract days for the first year shall be paid as soon as possible after September 1st.
The extra contract days shall be accounted for outside of the regular 186 contract days, and those work days and activities shall be determined by the administration. Upon completion of the first year of employment the extended contracts shall no longer be offered.
7. Upon initial hire, teachers new to the school district may be credited with all years of prior acceptable teaching service (vertical placement), and given credit for pertinent graduate hours earned from accredited institutions (horizontal placement).

Every effort will be made to hire quality teachers using the above initial placement guidelines. However, in order to provide

the school district with the means to hire quality teachers endorsed in areas of limited availability, the district may initially pay a qualified new hire the equivalent of their initial placement on the salary schedule plus 10% of that year's base. He/She shall remain at that salary until his/her placement on future salary schedules exceeds their first year's pay. (For example, if teacher A is hired and base pay is \$30,000, and teacher A's initial placement on the salary schedule is BA+27 Step 4 or \$38,100, then the superintendent could increase his/her salary by 10% of the base or \$3,000 for a starting salary of \$41,100. In subsequent years, teacher A will remain at \$41,100 until the combination of base pay increases, or horizontal or vertical movement on the salary schedule in future years pushes teacher A's salary over \$41,100.)

The additional 10% of the base may only be given in instances where there are 3, or fewer, total qualified applicants for the open position. The SEA will be notified, and the applications will be available for the SEA president to view whenever this deviation process is offered.

8. Seward Public Schools has VSP vision insurance as a benefit at the employee's cost. Seward Public Schools would manage the payroll deductions for any certified staff member who elects to participate in the vision insurance.

9. Retention Bonus: "New Hire" employees will receive \$1000 for each year of successful completion for up to three years. A "new hire" employee is one who has not worked as a certified staff member for more than three years of service from any school district. Essentially a new hire or employee qualifies for the retention bonus for their first three years of experience. Retention bonus will be paid in July of each year.

				2026-2027						
				39,650						
STEP	BA	BA+9	BA+18	BA+27	BA+45/MA	MA+9	MA+18	MA+27		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
1	39,650	41,236	42,822	44,408	45,994	47,580	49,166	50,752		
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33		
2	41,633	43,219	44,805	46,391	47,977	49,563	51,149	52,735		
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38		
3	43,615	45,201	46,787	48,373	49,959	51,545	53,131	54,717		
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43		
4	45,598	47,184	48,770	50,356	51,942	53,528	55,114	56,700		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
5	47,580	49,166	50,752	52,338	53,924	55,510	57,096	58,682		
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53		
6	49,563	51,149	52,735	54,321	55,907	57,493	59,079	60,665		
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58		
7	51,545	53,131	54,717	56,303	57,889	59,475	61,061	62,647		
	1.39	1.43	1.47	1.51	1.55	1.59	1.63			
8		55,114	56,700	58,286	59,872	61,458	63,044	64,630		
	1.48		1.52	1.56	1.6	1.64	1.68			
9			58,682	60,268	61,854	63,440	65,026	66,612		
	1.57			1.61	1.65	1.69	1.73			
10				62,251	63,837	65,423	67,009	68,595		
	1.66				1.70	1.74	1.78			
11					65,819	67,405	68,991	70,577		
	1.71				1.75	1.79	1.83			
12					67,802	69,388	70,974	72,560		
	1.80					1.84	1.88			
13						71,370	72,956	74,542		
	1.89						1.93			
14							74,939	76,525		
	1.98									
15								78,507		
	2.03									
16								80,490		

II. EXTRA DUTY SCHEDULE

Category I: Head Varsity Coaches: Football, Softball, Basketball, Track, Wrestling, Volleyball, Soccer, Baseball, Cross Country, High School Band, High School Vocal Music, FFA, Middle School Activities Director.

Category II: Head Varsity Coaches: Golf, Bowling, Head Middle School Coach in Track and Assistant Varsity Coaches: Football, Basketball, Baseball, Softball, Track, Wrestling, Volleyball, Soccer, Cross Country, High School Associate Band Director, Cheerleading Sponsor, FCCLA, Key Club, Speech Contests, Skills USA, FBLA.

Category III: Head Middle School Coaches in Football, Basketball, Volleyball, Cross Country (boys/girls combined), and Wrestling; Middle School Band, Middle School Vocal Music, Assistant Varsity Bowling, Assistant Varsity Golf, One Act Plays, High School Student Council, High School Musical Director.

Category IV: Middle School Assistant Coaches in Football, Volleyball, Basketball, Track, Wrestling, Associate High School Musical Director, High School E-Sports Head Coach, Unified Head Bowling Coach, Educator Rising, Unified Head Track Coach

Category V: Dance Team, Quiz Bowl, Middle School Bully Response Sponsor, Middle School Builders Club Sponsor, Assistant Speech, Assistant One Act Plays, FCCLA Middle School Sponsor, Unified Assistant Bowling Coach, Unified Assistant Track Coach.

Category VI: High School Class Sponsors, Middle School Student Council, Elementary Music, National Honor Society.

Category VII: Summer curriculum committees will be paid at the rate of the substitute teacher pay per hour.

Category VIII: Clock Operators, Ticket Sellers, Monitors and Scorekeepers will be paid .0009 of the base salary, per activity. The rate will be rounded down to the nearest \$5.00 increment. Payment will not be made if persons receive remuneration for those responsibilities as part of an extra duty assignment.

Category IX: Teachers who are asked to cover another teacher's class during his or her prep time, may submit a time card for pay at current substitute teacher pay rates. The certified staff member must cover a minimum of 30 consecutive minutes before such compensation will be made.

Teachers who teach college credit courses to Seward High School students during the school day, will be paid the amount given to Seward Public Schools by the hosting college/university—not to exceed \$1,500 per course per semester.

The Board has the right to adjust a job assignment from one category to another either up or down for reasons of changes in job responsibility, changes in work load or schedule, or changes in numbers of students or other extenuating circumstances.

Board initiated changes in category placement shall be based upon the criteria present in the job description and will be undertaken only after a thorough investigation by the activities director, the administrator and the coach or person involved.

Vertical movement on the extra duty schedule Categories I-V shall be limited to one step in any one fiscal year unless otherwise authorized by the Board of Education.

Category X: New Teacher Mentors will be paid \$400.

Category XI: Weight Room Supervision: .0007 times the base salary per hour. Hours must be approved in advance by the Superintendent of Schools or his or her representative. A log and documentation of hours will be required.

Extra Duty Salary Schedule On Base of				
		\$ 39,650		
	STEP		PERCENT	DOLLAR AMOUNT
CATEGORY I	1		0.100	\$3,965
	2		0.110	\$4,362
	3		0.120	\$4,758
	4		0.130	\$5,155
	5		0.140	\$5,551
	6		0.150	\$5,948
	7		0.160	\$6,344
	8		0.170	\$6,741
	9		0.180	\$7,137
	10		0.190	\$7,534
	11		0.200	\$7,930
	12		0.210	\$8,327
	13		0.220	\$8,723
CATEGORY II	1		0.060	\$2,379
	2		0.066	\$2,617
	3		0.072	\$2,855
	4		0.078	\$3,093
	5		0.084	\$3,331
	6		0.090	\$3,569
	7		0.096	\$3,806
	8		0.102	\$4,044
	9		0.108	\$4,282
	10		0.114	\$4,520
	11		0.120	\$4,758
	12		0.126	\$4,996
	13		0.132	\$5,234
CATEGORY III	1		0.040	\$1,586
	2		0.044	\$1,745
	3		0.048	\$1,903
	4		0.052	\$2,062
	5		0.056	\$2,220
	6		0.060	\$2,379
	7		0.064	\$2,538
	8		0.068	\$2,696
	9		0.072	\$2,855
	10		0.076	\$3,013
	11		0.080	\$3,172
	12		0.084	\$3,331
	13		0.088	\$3,489
CATEGORY IV	1		0.036	\$1,427
	2		0.039	\$1,546
	3		0.042	\$1,665
	4		0.045	\$1,784
	5		0.048	\$1,903
	6		0.051	\$2,022
	7		0.054	\$2,141
	8		0.057	\$2,260
	9		0.060	\$2,379
	10		0.063	\$2,498
	11		0.066	\$2,617
	12		0.069	\$2,736
	13		0.072	\$2,855
CATEGORY V	1		0.020	\$793
	2		0.022	\$872
	3		0.024	\$952
	4		0.026	\$1,031
	5		0.028	\$1,110
	6		0.030	\$1,190
	7		0.032	\$1,269
	8		0.034	\$1,348
	9		0.036	\$1,427
	10		0.038	\$1,507
	11		0.040	\$1,586
	12		0.042	\$1,665
	13		0.044	\$1,745
CATEGORY VI			0.006	\$238

III. INCOME PROTECTION

In the event of temporary or total disability resulting in the inability of a teacher to perform the teaching contract, the teacher shall receive 66 2/3% of gross salary commencing on the 46th day after the occurrence of disability, which shall continue so long as the teacher is disabled or until age 70, as provided by the district's Income Protection Policy of Insurance, which is incorporated herein by reference, and Social Security. The district shall have no liability for income protection over and above that provided by the insurance and social security. The district shall continue paying the amount of health, dental, income protection, and life insurance through the school year (September to August) of a contracted teacher who goes on disability any time during the year.

IV. HORIZONTAL AND VERTICAL ADVANCEMENT

A teacher wishing to move horizontally on the salary schedule must meet the following criteria:

All approved credit hours beyond BA must be:

1. graduate hours; AND
 2. in part of an approved program working toward an advanced degree in education, in the teachers assignment area, or other approved course; AND
 3. be approved by the Superintendent. Such courses may include methods, educational psychology, and other related courses.
- B. Credits earned after the opening day of school will not be counted toward the salary schedule until the next contract year.
- C. Teachers shall report and document intention of summer graduate hours to the Superintendent in May – prior to the beginning of classes. Graduate hours taken during the teaching year shall be documented prior to the beginning of such classes. Transcripts verifying successful completion of such hours will be sent to the Superintendent before September 5 of the following year. Failure on the part of the teacher to document hours may result in the non-approval of such hours by the Superintendent.
- D. Horizontal and vertical movement on the salary schedule shall be limited to one horizontal and one vertical step in any contract year.
- E. It is the responsibility of the teacher to see that complete transcripts of all college credit earned by each teacher which are pertinent to the teacher's placement on salary schedule or pertinent to meeting the state accreditation standards shall be on file in the school's administration office. If they are not on file, no credit will be given.
- F. In the event a teacher is erroneously placed on the salary schedule, such placement shall be corrected at such time as the error is determined, and the Board shall have the right to seek reimbursement of overpayments or make appropriate salary adjustments relative thereto.
- G. If disagreement occurs, that person may file through the grievance procedure as provided by board policy.

V. CONTRACT YEAR

There will be 186 contract days. Elementary teachers will have three less student contact days than teachers in grades 5-12. The in-service day hours will count toward each teacher's professional growth points. In the event weather conditions necessitate closing school, the superintendent may call an in-service day for those teachers who can safely get to school.

VI. COMMUNICATIONS

The Board of Education and/or board committees will meet with the SEA negotiators on a year around basis in order to improve communications between the Board and teachers on any items in this agreement.

The Superintendent, as the representative of the Board will meet with SEA representatives on a quarterly basis to improve communications between the board, teachers, and administration.

VII. LEAVE POLICIES

Full time certified staff shall be entitled to ten (10) days of unspecified leave per school year. This shall include sick leave, personal leave, **bereavement leave not covered under the bereavement section**, and professional leave requests that are not made at the direction of the administration:

1. Any of the leave (10 days per year) which is not utilized by the employee shall accumulate to a maximum of fifty (50) days of accumulated leave.
2. When an employee has accumulated the maximum leave (50) days, any of the annual unspecified leave not utilized will be reimbursed to the employee at the rate of 50% of the substitute teacher pay per day of such unused leave. (paid in July payroll)
3. Once leave is accumulated, the leave can only be used for accident, illness, medical emergencies or bereavement (after the current year's days are exhausted) of the immediate family*.
4. Leave for professional and school reasons, at the request of the administration, shall not be counted against the annual leave allotment.
5. No accumulated leave (sick days) can be used until all 10 unspecified leave days from the current school year are expended. Scheduling and pre-approval of unspecified days for personal use does not constitute an expended day.
6. Certified contracted staff serving as a volunteer coach for high school activities will be allotted one day professional leave for state participation.

Leave requests are subject to 1) availability of substitute teachers; 2) adequate notice to employer; 3) restriction of use of leave on professional and plan days; 4) providing enough non substitute teachers in the building to maintain an orderly environment.

Adequate notice: employees must submit a leave request form a minimum of five (5) working days in advance of the leave date for professional and personal leave, as well as for other types of leave whenever possible. In the case of an emergency, the employee should contact building principals directly. The general reason for leave must be specified on the notice (personal, professional, etc.), as the district is required to report types of teacher leave to the Nebraska Department of Education.

Teachers will not be allowed to use personal leave during professional development days and elementary planning days (exceptions that are beyond the control of the employee will be determined by the superintendent).

High School head coaches shall be allotted 2 days for professional development per NSAA activity they coach. Assistant coaches (9th grade included) will be allotted 1 day. These days may be used to attend the NSAA state tournament, conferences or clinics directly related to their sport.

Bereavement Leave- Teachers may take 1 bereavement day for the following: an employee's father in-law, mother-in-law, grandparents, grandchildren, brother-in-law, sister-in-law, nephew and nieces. Teachers may take 4 consecutive days for immediate family bereavement leave as defined by Employee's Spouse, Child(ren), Parents, and Siblings. With a max of 8 days within a school year.

Personal leave days must be taken in full day increments, except two days of the ten days for that year may be taken in half-day increments. Previous leave requests may cause newly requested leave days to be denied due to the availability of substitutes. In these instances, personal leave will be granted on a first come, first served basis. Approval from the principals to leave the building for short periods of time (longer than 15 minutes) shall accrue toward used leave time. An employee may take up to a maximum of five (5) consecutive days of personal leave.

An employee who is absent from work beyond the amount of his/her annual unspecified leave plus his/her accumulated leave days shall have one day of his/her annual salary deducted for each day that the employee is absent beyond total leave days available at their daily rate of pay. The Superintendent also has the authority to grant additional leave at full salary pay deduction (1/186th of contracted salary amount, if contract calls for 186 days) if he/she feels a need warrants it.

Abuse of the District's leave policy shall be considered insubordination on the part of the staff member. The Superintendent may request a doctor's statement after five (5) consecutive sick days.

No accumulated leave benefits accrue as severance pay upon termination of services for any cause or when an employee retires (except if the employee is retiring under the Separation Incentive Program).

Teachers contracted to teach a minimum of .5 F.T.E. (Full Time Equivalency) will receive a prorated leave benefit. Temporary employees and part time employees (less than one-half time) shall not be entitled to leave privileges unless specifically stated.

All leave days shall be expended in the order in which they were accrued.

ADOPTION LEAVE

- a. Reporting: Any teacher who is actively pursuing adoption is asked to notify the building principal in advance.
- b. Upon placement of the child under a certificated staff member's care, the certificated staff member may use up to six consecutive weeks of leave beginning when the child is placed under the staff member's care. Certificated staff members may use unspecified leave and accumulated sick leave up to the six weeks allowed. Should the certificated staff member not have enough

accumulated leave to account for all days missed, the staff member shall be docked 1/186 of salary for each day of work missed beyond accumulated leave.

- c. There will be no loss of seniority or tenure for time the certificated staff member is absent on adoption leave.

ASSOCIATION LEAVE

The President of the Seward Education Association or his/ her designee(s) shall be granted three leave days total per year for association work or meetings pertinent to the association at the local, state, or national level. The SEA will reimburse the Seward School District at equivalent substitute pay for any leave taken.

EXTENDED LEAVE POLICY

1. Care of family member.

A leave of absence without pay for up to one (1) year may be granted for the purpose of caring for an ill member of the teacher's immediate family. Additional leave may be granted at the discretion of the Board.

2. Professional study.

A leave of absence without pay of up to one (1) year may be granted for any teacher requesting said leave subject to the following stipulations and regulations:

- a. Professional study leave shall be for the purpose of enhancing professional competence by attendance at an accredited college or university.
- b. The teacher shall have completed at least four (4) years of service to the School District before being considered eligible for said service.
- c. Any teacher requesting study leave shall submit in writing the proposed program of studies indicating desired goals and outcome. The written proposal shall be submitted at least 90 days before desired commencement of said study leave. The Board of Education shall review said proposal and shall have the sole responsibility for granting or denying said request.
- d. Any teacher granted study leave shall be restored at request to his/her former teaching position at the completion of said leave.

3. Extended maternity leave.

- a. Reporting: Any teacher who becomes pregnant shall notify her principal in writing as soon as pregnancy has been definitely determined.
- b. Maternity shall be regarded the same as any other illness. The teacher shall continue active service until her physician certifies leave of absence should commence, and she shall return to active service when her physician certifies she is able to perform the duties of her employment.

- c. There will be no loss of seniority or tenure for time the teacher is absent on maternity leave.

4. Personal extended leave.

a. A one time leave of absence without pay for a specified period of time up to one year may be granted for reasons of a personal nature subject to Board of Education approval.

- b. The teacher shall have completed ten years of service to the Seward School District before being considered eligible for said leave.

5. Family and Medical/Military Leave.

The District will provide eligible employees unpaid leaves of absence to attend to family or medical needs in compliance with the Family and Medical Leave Act and for family military leave in compliance with the Family Military Leave Act.

LEAVE NOT COVERED IN POLICY

If it cannot be determined that an employee's absence is covered in the foregoing policy, the absence shall be considered a full pay deduction (e.g. 1/186th of contractual salary amount if contract calls for 186 days).

SICK LEAVE BANK

The purpose of the voluntary Sick Leave Bank is to provide additional paid leave for employees who have exhausted their accumulated sick leave and their annual unspecified leave as the result of a catastrophic illness or injury. The Sick Leave Bank does not provide unlimited paid sick leave for any medical reason, and it is intended to alleviate the hardship caused when employees lose compensation as the result of a catastrophic illness or injury for a limited time.

The Sick Leave Bank serves as a depository into which participating employees may voluntarily contribute leave for allocation to other participating employees.

Establishment of the Bank

The Sick Leave Bank will be established through the voluntary contribution of one leave day by eligible employees during an initial enrollment period. Contributing a leave day establishes membership in the Sick Leave Bank and eligibility to apply for withdrawal from the Bank within the limitations outlined in the Agreement.

To establish the Sick Leave Bank, an initial enrollment period will be held during the first five contractual days of the 2019-2020 contract year. After the initial enrollment period to establish the Sick Leave Bank, there will be an annual enrollment period consistent of the first five (5) contractual days of each contract year. During each annual enrollment period, any eligible employee may join the bank by contributing one unspecified leave day. Any employee who wishes to donate a day of leave to join the bank must sign a statement indicating the donation is

voluntary. Donation forms must be submitted to the district office within the five-day window during the initial enrollment period and each annual enrollment period. Failure to submit the required form to the district office will result in denial of membership in the Sick Leave Bank.

Anytime in which the Sick Leave Bank reaches a balance of ten (10) or fewer available days, a special contribution period will be opened. It will last five days from the date of notice to the employees that the Sick Leave Bank balance has reached ten or fewer days. All current members who wish to remain eligible must donate another unspecified leave day at that time by submitting the voluntary participation statement and returning it to the district office within the five-day window. New members are not able to join during special contribution periods.

No other days may be contributed outside of the initial enrollment period, annual enrollment periods, and special contribution periods. Employees may not contribute more than one day during any enrollment periods, and no employee can make one-time contributions outside of enrollment periods defined in this Agreement.

The Sick Leave Bank may only roll over one hundred (100) days to the next school year. All others days will be expunged.

Membership Eligibility, Obligations, and Limitations

Once enrolled, membership is automatically continued until the balance of the Sick Leave Bank reaches ten or fewer days. Eligibility is discontinued upon termination of employment, retirement, death, or failure to donate a leave day during the special contribution period. By contributing days to become eligible, members waive all claims to leave voluntarily donated to the Sick Leave Bank, including any monetary or retirement-related value the days may hold, and no payment of benefits will be made to the employee or any survivors once the employee ceases to be a Sick Leave Bank member for any reason.

The Sick Leave Bank is available to eligible employees who have a catastrophic illness or injury or have an immediate family member with a catastrophic illness or injury, as defined in this Agreement, and have completely exhausted all personal banked sick days, annual unspecified days, and who are not eligible to receive disability (LTD) or any other paid leave provided by insurance, contract, or law. Sick Leave Bank leave used during any period of FMLA leave or leave provided as a reasonable accommodation under the ADA or other applicable law will be used consistent with district policy and practices.

An employee who has fewer than 20 days of accumulated sick leave will not be able to access the Sick Leave Bank until day 21, regardless of the number of days below 20 the employee has in their personal accumulated sick leave. No member may receive more than fifty (50) Sick Leave Bank days in any contract year, and no member may receive more than ninety-three (93) total sick leave days in any contract year unless otherwise required by law, combining the employee's personal sick leave days and days from the Sick Leave Bank (capped at 50). Neither cap described in this paragraph is a guarantee, and any employee requesting days from the Sick Leave Bank must have exhausted all other eligible leave and be ineligible for any other type of paid leave as discussed in this Agreement. For example, an employee who is eligible at any point for LTD is not eligible for days from the Sick Leave Bank even if they have not taken 93 total sick leave days.

Administration of the Bank

The Sick Leave Bank will be administered by the superintendent and a representative from SEA (the "Committee"). This Committee will be responsible for reviewing requests, approving/denying claims, recording usage, monitoring the balance, and for reviewing the policies and operations of the Sick Leave Bank on an annual basis. The superintendent and/or SEA representative may recommend changes or modifications to the BOE and SEA as needed.

The Committee will prepare a written notification to the requesting member approving or denying the application for paid sick leave. An application shall be denied if it is incomplete, lacks supporting statements from a licensed health care provider, or if the member fails to provide any requested documentation. If denied, an application may be resubmitted only if the resubmission is for purposes of correcting an error in the application or based on failure to submit required documentation. Employees cannot resubmit applications due to disagreements with the decision made by the Committee.

The Committee may not grant paid sick leave days to members when the Sick Leave Bank does not have available days. There are no advances from the bank in anticipation that other employees will participate in either an annual or special contribution period.

In recognition that the Sick Leave Bank is a benefit provided by the board which is not otherwise a prevalent practice within the district's array, any disagreements between the members of the Committee will be resolved by the Superintendent's decision. The district is the entity which risks claims based on operation of the Sick Leave Bank, so in the event the Committee is not unanimous in granting or denying a request, the Superintendent will make the decision and issue the written notification to the requesting employee. The Superintendent's decision will then be deemed the decision of the Committee.

Withdrawals from the Bank

Leave may be used for catastrophic illness or injury of the employee or to care for an immediate family member (parents, spouse, and children) who is under the employee's direct care if that immediate family member has suffered a catastrophic illness or injury. A member or his/her designee must complete an application for leave and submit it to the Superintendent at the District Office.

All applications must be accompanied by a statement from a licensed health care provider that includes the following: (1) the beginning date of the condition; (2) a statement that the employee's or immediate family member's illness or injury meets the definition of a "catastrophic illness or injury" defined in this Agreement; and a prognosis for recovery. The purpose of the prognosis for recovery will be used to engage the employee in the interactive process in the event the employee's catastrophic illness or injury entitles the employee to reasonable accommodations under the ADA or any other applicable law.

For the same reason, requests must indicate the estimated number of Sick Leave Bank days requested and any other information related to any pending or anticipated requests for accommodations or other disability claims. Application for withdrawal must be made by the member or his/her designee no later than five (5) working days after their personal unspecified day and sick leave time has been exhausted. The Committee will render a written decision to the employee within five (5) working days after receipt of the request. Any request which is granted will be applied as of the first day the employee was eligible for Sick Leave Bank leave, even though the determination could be made as late as ten (10) days after the first eligibility date.

Any leave granted may be used only for the purpose requested on the application. Any unused portion of leave otherwise granted when the employee made the application and anticipated the amount needed will be returned to the Sick Leave Bank.

Definitions

"Catastrophic Illness or Injury" means illness or injury which has totally incapacitated an employee's ability to work; a severe medical condition which requires an employee's absence from work for a prolonged period of time. A qualifying illness or injury might include, but is not limited to, cancer, major non-elective surgery, serious accident, heart attack, debilitating mental illness, or complications of pregnancy. In order to be defined as catastrophic, an illness or injury must be seriously incapacitating, of extended duration, and require the services of a licensed health care provider.

"Licensed Health Care Provider" means a trained, licensed, and/or board-certified health care provider practicing within the scope of his/her license and treating the affected employee or the employee's immediate family member within the scope of his/her specific area of expertise and ability to prescribe treatment/medication and make the certifications required by this Agreement. Licensed Health Care Provider excludes chiropractors.

"Immediate Family Member" means a parent (biological or in-law), spouse (must be legally married), or child (biological, adopted, or step-children) who is under the employee's direct care if that immediate family member has suffered a catastrophic illness or injury.

"Sick Leave Bank Committee" means the review and decision-making body that receives and acts upon all applications for paid sick leave from the Sick Leave Bank. The Committee is comprised of the Superintendent and a representative from SEA.

VIII. GRIEVANCE PROCEDURE

This agreement made and entered into by and between the Board of Education and the School District of Seward, in the County of Seward in the State of Nebraska, hereinafter referred to as "Board," and the Seward Education Association, herein after referred to as "Association," witnesseth:

Whereas, the Court of Industrial Relations to the State of Nebraska has determined that grievance procedures fall within the scope of the phrase "terms and conditions of employment" under Chapter 8, Article 8 of the Nebraska Statutes and has ordered the parties to undertake good faith negotiations in regard to the determination of grievance procedures, and

Whereas, pursuant to such orders the parties have so negotiated and have arrived at an agreement in the premises.

Now, therefore, the parties do hereby stipulate and agree that the following procedure has been agreed upon between the parties and shall be adopted for use during the 1971-1972 school year and subsequent years.

(A) DEFINITION OF TERMS

1. **Grievance** - claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of a teacher, or group of teachers, and/or the interpretation, meaning, or application of the terms of this agreement.

2. **Aggrieved Person** - person or persons making the claim, and any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

(B)PURPOSE

1. Unobstructed communication with respect to alleged grievances without fear of reprisal.

2. Reduction of the potential areas of conflict among staff members and administrators and Board of Education.

3. Two-way communication through recognized channels among administrators, staff members, local professional associations, and Boards of Education.

4. Development of improved morale and effectiveness of staff members.

5. Encouragement of teacher expression regarding conditions that affect him/her.

(C) SUGGESTED PROCEDURES

If an employee has a grievance, he/she should first discuss the matter with his/her immediate superior within 15 calendar days from the occurrence in an effort to resolve the problem informally. At the building level, the immediate superior is the Principal.

If the immediate superior does not have power or authority to resolve the problem, he/she shall immediately report it to the Superintendent to be handled as hereinafter provided.

If the grievance is one within the power and authority of immediate superior to resolve, he/she shall do as quickly and diplomatically as possible within seven working days of receipt of the grievance.

If the grievance is not resolved by the immediate superior in a manner satisfactory to the aggrieved party within seven working days, he/she shall have authority to report the grievance to the Superintendent within seven working days from the immediate superior action. This report shall be in writing, and may be privileged and confidential as the aggrieved party may elect. Upon receipt of such grievance the Superintendent shall conduct a personal investigation and undertake to resolve the problem within seven working days of receipt of grievance.

If the Superintendent is unable to resolve the problem, or if the aggrieved party is dissatisfied with the determination of the Superintendent, the aggrieved party shall then submit his/her grievance in writing directed to the President of the Board of Education within seven working days of the Superintendent's action. The Board of Education shall make an investigation, either as Board or by committee, and shall give the aggrieved party an opportunity to appear before the full Board in person, either privately, or accompanied by the PRR committee on the Teacher's Association and/or legal counsel, with the right to present facts and witnesses in full hearing within 30 working days of receipt of the grievance. ALL OTHER PERSONS INVOLVED SHALL HAVE EQUAL RIGHTS. NOTICE OF AT LEAST 10 DAYS SHALL BE GIVEN AS TO THE TIME AND PLACE OF HEARING. NOTICE SHALL BE GIVEN TO ALL PRINCIPAL PARTIES CONCERNED AS TO THE REASON FOR SUCH HEARING. DOCUMENTATION IN WRITING OF THE HEARING AND ALL EVIDENCE AND FACTS PRESENTED SHALL BE THE RESPONSIBILITY OF THE BOARD OF EDUCATION.

At the conclusion of such hearing, the Board of Education shall, within 30 calendar days, render its determination in writing.

The elimination of grievances is for the best interests of the educational system, and no reprisals of any kind, implied, direct or indirect, shall be invoked against any person or persons involved in grievance procedures, BY ANY PARTY – TEACHER, ADMINISTRATOR OR BOARD OF EDUCATION.

IX. RESIDENCY OF CERTIFICATED PERSONNEL

It is agreed that there shall be no Board of Education policy restricting the location of any teacher's personal residence.

X. Establishment of District Safety Committee

The Seward Staff shall participate and accept the establishment of a district safety committee as established by the Board of Education.

XI. MASTER CONTRACT MODIFICATION

All portions of the master contract agreed to will remain in effect until replaced by a successor agreement or as amended by a final order of the Commission of Industrial Relations except for those provisions herein set forth.

Dated in Seward, Nebraska, this 12th day of January, 2026.

SEWARD EDUCATION ASSOCIATION
By Beth Seegebarth

SCHOOL DISTRICT OF SEWARD
By Ryne Seaman, President Board of Education

Board of Education Regular Meeting

School District of Seward

410 South Street

Seward, NE 68434

Monday, December 8, 2025 5:30 PM

Attendance Taken at 5:32 PM.

Paul Duer:	Present
Matt Hastings:	Present
Jill Hochstein:	Present
Ryne Seaman:	Present
Danielle Shipley:	Present
Shawn Svoboda:	Present

1. Preliminary Procedures

1.1. Call meeting to order & announce Open Meetings Act is Posted

1.2. Public Notice as publicized per board policy

The public notice was publicized in the Seward County Independent and posted at city hall, library and courthouse. The public notice was dated December 3, 2025

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

1.4. Pledge of Allegiance

1.5. **1.5 Mission** Seward Public Schools - a district rooted in excellence - in cooperation with family and community members is committed to the development of the whole student and affirms that all students will have the skills to become productive, resilient, and contributing members of their community.

1.6. Approval of Agenda

Motion to approve the agenda as presented Passed with a motion by Matt Hastings and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

2. Public Forum: (The Board President reserves the right to place time limits on individuals and topics.)

2.1. Public Forum on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.

There was none.

2.2. Public Forum on Any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.

There was none.

3. Discussion Items

3.1. Superintendent Evaluation

The board discussed Dr. Fields evaluation.

3.2. District- State Assessment Results and Classification

Dr. Dominy gave the board a data presentation on state assessments.

3.3. Bond Update

We had a tour again on December 2 and had about 20 people attend. Our next tour is scheduled for January 7, 2026. The Bond Website is complete and Amanda Murmann has done an amazing job putting it together. SPS will be highlighting Did You Know Segments about our academic achievements.

3.4. 2024-2025 Annual Report

Dr. Fields thanked Dr. Dominy and Amanda Murman for all their work on the annual report. Dr. Dominy presented the annual report to the board.

4. Reports

4.1. Administrator Reports

Written reports were received from the administrators.

4.2. Student Board Report

Averi Rodocker presented her report to the board.

4.3. Superintendent's Report

Congratulations to Averi Rodocker for being selected as a Believers and Achievers Recipient from the NSAA. The committee has selected the classified staff and the certified staff member to be honored by the board and we will do the classified staff in January and the certified staff member in February. The Calendar Committee will be meeting on December 17 after school and can hopefully submit a calendar to the board in January for approval. We are looking forward to our partnership with Centennial and Milford on our upcoming PD day, when we will have Tim Elmore coming to SPS. The lease has been signed by the mayor and Ryne and Dr. Fields will work on the rental agreement and changes to our policy that will be brought to the board in January. The 2026 NASB Federal Advocacy Trip to Washington, D.C. will be held on April 26-29, 2026.

4.4. School Board Report from NASB State Conference

All six board members attended the NASB State Conference and they discussed the sessions they attended.

4.5. Financial Literacy Report

Dr. Dominy reported to the school board on the financial literacy report.

5. Action Items

5.1. SHS Chiller Bids

Motion to accept the bid of \$251,786 from Cerris Systems for the high school chiller Passed with a motion by Paul Duer and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

5.2. Resignations Certified Staff

Motion to accept the resignation of Dory von Kampen and Angela Pfeiffer at the end of the 2025-2026 school year, Passed with a motion by Matt Hastings and a second by Danielle Shipley.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

5.3. Seward Community Foundation Request

Motion to accept the Seward Community Foundation request from Mrs. Trautman for a quiz bowl buzzer system. Passed with a motion by Jill Hochstein and a second by Matt Hastings.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

5.4. Kitchen Hood for the SHS Kitchen

Motion to approve the bid from Henson Heating and Cooling LLC for \$80,945.37. Passed with a motion by Paul Duer and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

6. Future Agenda Items

7. Consent Agenda

7.1. Approval of Minutes

7.2. Approval of Financial Reports

7.2.1. Treasurer

7.2.2. Budget

7.2.3. Activities

7.2.4. Athletic

7.3. Approval of Claims

7.3.1. General Fund- \$1,871,530.00

7.3.2. Special Building Fund - \$15,300.00

7.3.3. Bond Fund - \$1,519,882.50

7.3.4. Gifts & Donations Fund - \$137.20

7.4. Approval of Consent Agenda

Motion to approve the consent agenda as presented Passed with a motion by Paul Duer and a second by Danielle Shipley.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

8. Enter into Executive Session to discuss teacher negotiations

Motion to enter into executive session at 7:58 p.m. to discuss teacher negotiations. Passed with a motion by Paul Duer and a second by Jill Hochstein.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

8.1. Restate Reason for Entering into Executive Session

9. Adjournment

Motion to adjourn the meeting at 8:36 PM with the next regular board meeting scheduled for Monday, January 12 at 5:30 PM Passed with a motion by Danielle Shipley and a second by Jill Hochstein.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

Prepared by:

Jill Hochstein

Heidi Covert

Secretary

**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED DECEMBER 31, 2025**

GENERAL FUND (ACCOUNT NUMBER 100-172/60042926)

Bank Balance		1,924,551.70
Seward County Treasurer--Local Taxes	119,369.15	
Butler County Treasurer--Local Taxes	1,180.66	
Seward Hot Lunch--Reimbursement	103,872.37	
Village of Goehner--License Fee	300.00	
Village of Garland--License Fee	300.00	
ESU 6--Sub Pay	172.24	
St. John's--Transportation	800.00	
St. John's--Transportation	800.00	
Region V--Reimbursement Second Step	780.00	
SCC--Dual Credit	1,230.00	
Red Cypress--Garnishment Refund	42.65	
Cattle Bank--Interest	7,460.24	
Natasha Andersen--3Q Preschool Pymt	250.00	
Cole Rohren--3Q Preschool Pymt	250.00	
Brittany Carroll--3Q Preschool Pymt	250.00	
Lexus Brown--3Q Preschool Pymt	250.00	
Abby Jensen--3Q Preschool Pymt	400.00	
William Henry School of the Arts--Rental	1,100.00	
Utah State University--Refund TAESE	300.00	
State of Nebraska--State Aid	244,537.00	
State of Nebraska--SPED SA	339,051.00	
State of Nebraska--Sixpence	25,315.00	
State of Nebraska--State Aid	244,537.00	
State of Nebraska--MIPS	1,559.52	
Jones Bank - Interest	490.55	
		<u>1,094,597.38</u>
		3,019,149.08
Disbursements for the Month -----		1,944,404.25
Bank Balance-----		1,074,744.83
Less Outstanding Checks -----		<u>168,601.28</u>
Available Balance -----		<u>906,143.55</u>

GENERAL FUND MONEY MARKET (ACCOUNT NUMBER 60037340)

Beginning Balance -----		1,037,452.47
Transfer to General Fund for Cash Flow Purposes -----		0.00
Transfer from General Fund-----		0.00
Interest -----		<u>2,222.99</u>
Bank Balance -----		<u>1,039,675.46</u>

**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED DECEMBER 31, 2025**

GENERAL RESERVE FUND (ACCOUNT NUMBER 461-170)

Beginning Balance -----	1,159,717.96
Transfer to General Fund for Cash Flow Purposes -----	0.00
Interest -----	<u>2,183.76</u>
Bank Balance -----	<u>1,161,901.72</u>

CD #45932 CNB--Interest Rate: 4.16%-Maturity Date 1/27/2026	1,500,000.00
CD #49732-CB-Interest Rate: 3.91%--Maturity Date 3/24/2026	<u>700,771.44</u>
	2,200,771.44

TOTAL IN GENERAL RESERVE FUND	<u>3,362,673.16</u>
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DEPRECIATION FUND (ACCOUNT NUMBER 154--006)

Beginning Account Balance -----	216,932.90
Deposit: Cattle Bank-----	0.00
Disbursements: -----	0.00
Interest-----	358.50
Bank Balance -----	<u>217,291.40</u>

CD#49403--CB--4.07% DATE DUE 1/30/2026-----	545,150.76
CD#49733-CB--3.91% DATE DUE 3/24/2026-----	<u>300,000.00</u>

TOTAL CD'S	<u>845,150.76</u>
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<u>TOTAL IN DEPRECIATION FUND ACCOUNTS</u>	<u>1,062,442.16</u>
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SPECIAL BUILDING FUND (ACCOUNT NUMBER 10-074-9)

Beginning Balance -----	95,609.43
Deposits: Seward County Treasurer--Local Taxes-----	1,096.37
Butler County Treasurer--Local Taxes-----	14.23
Disbursements -----	<u>15,300.00</u>
Interest-----	<u>33.48</u>
Bank Balance -----	<u>81,453.51</u>

SPECIAL BUILDING FUND MONEY MARKET(ACCOUNT NUMBER 810304)

Beginning Balance -----	275,877.64
Interest-----	<u>471.94</u>
Transfer to Special Building Fund 100749-----	0.00
Bank Balance -----	<u>276,349.58</u>

TOTAL IN SPECIAL BUILDING FUND ACCOUNTS	<u>357,803.09</u>
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**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED DECEMBER 31, 2025**

UNEMPLOYMENT FUND ACCOUNT (ACCT # 473-633)

Beginning Balance -----	21,055.24
Interest -----	12.55
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>21,067.79</u>

GIFTS AND DONATIONS (ACCT # 162036)

Beginning Balance -----	29,343.66
Interest -----	18.08
Deposit: -----	0.00
Disbursements -----	<u>137.20</u>
Bank Balance -----	<u>29,224.54</u>

QUALITY CAPITAL PURPOSE UNDERTAKING FUND (ACCT #640-822)

Beginning Balance -----	1,141.19
Seward County Treasurer & Butler County Treasurer --Local Taxes -----	0.00
Interest -----	0.14
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>1,141.33</u>

BOARD REVOLVING FUND (ACCOUNT NUMBER 159-913)

Beginning Balance -----	16,791.92
Interest -----	5.52
Disbursements -----	<u>0.00</u>
Deposit: SPS -----	<u>0.00</u>
Bank Balance -----	<u>16,797.44</u>

HOT LUNCH FUND (ACCOUNT # 10 353 5)

Beginning Balance -----	354,894.46
Interest -----	132.58
State of NE Payments -----	23,988.79
Other Receipts -----	73,629.41
Disbursements -----	104,083.24
Bank Balance -----	348,562.00
Amount Due District -----	<u>181,301.20</u>
Available Balance -----	<u>167,260.80</u>

**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED DECEMBER 31, 2025**

HOT LUNCH FUND MONEY MARKET (ACCOUNT #810312)

Beginning Balance -----	311,082.46
Interest -----	532.16
Transfer from Hot Lunch Acct 103535 -----	0.00
Available Balance -----	<u>311,614.62</u>

TOTAL IN HOT LUNCH FUND ACCOUNTS	<u>478,875.42</u>
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STUDENT FEE FUND (ACCOUNT #668-157)

Beginning Balance -----	1,291.26
Receipts: -----	0.00
Interest -----	0.00
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>1,291.26</u>

BOND FUND (ACCOUNT #60000586)

Beginning Balance -----	1,686,037.56
Seward County Treasurer - Local Taxes -----	6,145.82
Butler County Treasurer - Local Taxes -----	74.87
Deposit - Jones -----	5,082.05
Interest -----	2,296.15
Disbursements -----	<u>1,519,882.50</u>
Bank Balance -----	<u>179,753.95</u>

CD#70003865--JNB RATE OF 3.90% DATE DUE 5/25/2026 -----	<u>232,164.68</u>
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TOTAL IN BOND FUND ACCOUNT	<u>411,918.63</u>
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Heidi Covert, Treasurer

**BUDGET PRINTOUT
RECAPITULATION
DECEMBER 31, 2025**

RECEIPTS PORTION OF THE 2025-2026 BUDGET

	AMOUNT BUDGETED	AMOUNT RECEIVED	AMOUNT REMAINING	% RECEIVED TO DATE
RECEIPTS	23,905,000.00	4,733,874.96	19,171,125.04	19.80%
HOT LUNCH		<u>254,281.43</u>		
TOTAL RECEIPTS		4,988,156.39	18,916,843.61	

EXPENDITURES PORTION OF THE 2025-2026 BUDGET

CATEGORY	BUDGET	SPENT	REMAINING	% EXPENDED
REG INSTRUCTION	11,600,000.00	3,619,881.87	7,980,118.13	31.21%
SPECIAL ED	3,300,000.00	1,042,820.14	2,257,179.86	31.60%
SS--PUPILS	1,575,000.00	422,649.61	1,152,350.39	26.83%
SS-INSTRUCTION	700,000.00	217,738.30	482,261.70	31.11%
GENERAL ADM	510,000.00	176,737.96	333,262.04	34.65%
PRIN ADMIN	1,425,000.00	429,210.46	995,789.54	30.12%
GEN BUSINESS	355,000.00	97,439.96	257,560.04	27.45%
OPER/MAINT	2,380,000.00	811,585.93	1,568,414.07	34.10%
TRANSPORTATION	1,200,000.00	432,564.62	767,435.38	36.05%
FOUNDATION	0.00	5,375.00	-5,375.00	0.00%
TRANSFERS	50,000.00	0.00	50,000.00	0.00%
GEN FUND TOTALS	23,095,000.00	7,256,003.85	15,838,996.15	31.42%
FEDERAL FUNDS	810,000.00	198,318.27	611,681.73	24.48%
SIXPENCE		62,660.08		
GRAND TOTAL	23,905,000.00	7,516,982.20	16,388,017.80	31.45%
HOT LUNCH	1,419,479.00	366,244.42		
TOTAL	25,324,479.00	7,883,226.62		

Seward Elementary
Activities Account Report
As of December 31, 2025

Line Item:	Date:	Number:	Name:	Receipts:	Debits:	Balance:
Total of All Line Items Included: Beginning Balance:						\$19,646.23
Activities Account Beginning Balance: (Not including Library balance.)						\$9,782.88
	12/5/25	2402	Snell memorial gift		\$30.00	\$9,752.88
	12/5/25	2413	Walmart Dec. to remember		\$243.57	\$9,509.31
	12/9/25	2409	Ideal Pure Water		\$120.00	\$9,389.31
	12/10/25	2414	DeAnn Warren		\$41.23	\$9,348.08
	12/12/25	2415	Pac N Save- muffins		\$219.12	\$9,128.96
	12/15/25	2417	Walmart-supplies		\$397.74	\$8,731.22
	12/16/25	2416	LaCaretta-Staff Lunch		\$419.41	\$8,311.81
	12/18/25	2407	Visa		\$87.70	\$8,224.11
	12/18/25	2403	Visa		\$254.31	\$7,969.80
	12/18/25	2408	Visa		\$306.94	\$7,662.86
	12/18/25	2405	Visa		\$325.06	\$7,337.80
	12/22/25	2425	DeAnn Warren		\$9.65	\$7,328.15
	12/22/25	2424	Nicole Stoye reimbursement		\$23.60	\$7,304.55
	12/22/25	2399	Elan		\$107.50	\$7,197.05
	12/22/25	2421	Walmart		\$260.16	\$6,936.89
	12/23/25	2423	McGill nursing supply reimbursement		\$19.02	\$6,917.87
	12/24/25	2420	Dairy Queen		\$100.00	\$6,817.87
	12/31/25		Interest	\$3.65		\$6,821.52
Total Of Activities Account: Ending Balance:						\$6,821.52

Lunch Donation: (Money set aside within the activities account for lunch donations.)
(Not to be added to the total again.)

\$682.72

Compounded Interest included in the total balance:

\$3.65 total = \$510.86

Library

Line Item:	Date:	Number:	Name:	Receipts:	Debits:	Balance:
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Elementary Library Line Item: Beginning Balance:

\$9,863.35

12/2/25
12/9/25
12/19/25

Yearbook/bday book deposit
Follett Content Solutions
Bday book deposit

\$37.00
\$6,858.04
\$10.00

\$9,900.35
\$3,042.31
\$3,052.31

Total of Elementary Library Line Item: Ending Balance:

\$3,052.31

Total of All Line Items Included: Ending Balance:

\$9,873.83

Principal *Janice Dorn*
Bookkeeper: *Jana Rathore*

Date: 1/7/26

Date: 1/7/26

Seward Middle School
Balance Sheet Standard
 As of December 31, 2025

Dec 31, '25

ASSETS

Current Assets

Checking/Savings

5th Grade	40.00
Skills USA	696.31
Gaming	327.93
Special Olympics	678.47
FCCLA	790.37
Book Fair	850.78
Art	177.10
PTO	20,413.93
Buttons/Posters	3,736.85
Music	3,039.33
Athletics	26,867.96
Band	134.36
Builders Club	1,855.51
Bully Response Team	746.93
Social Fund	502.85
FCS	0.16
Industrial Tech	512.87
Interest	1,168.51
Library	1,743.55
Milk	0.94
MS Computer	153.10
Outdoor Ed	11,776.43
PE	404.34
Sales Tax	7.61
Student Council	2,038.82
Wellness	462.50
Yearbook	4,998.16

Total Checking/Savings	<u>84,125.67</u>
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Total Current Assets	<u>84,125.67</u>
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TOTAL ASSETS	<u>84,125.67</u>
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LIABILITIES & EQUITY

Equity

Opening Bal Equity	84,125.67
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Total Equity	<u>84,125.67</u>
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TOTAL LIABILITIES & EQUITY	<u>84,125.67</u>
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Kirk Gottschalk, Principal

Page 1



Janet Seaman, Bookkeeper

Seward Middle School
Balance Sheet Detail
As of December 31, 2025

01/08/26

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
ASSETS									
Current Assets									88,970.24
Checking/Savings									88,970.24
5th Grade									40.00
Total 5th Grade									40.00
Skills USA									696.31
Total Skills USA									696.31
Gaming									327.93
Total Gaming									327.93
Special Olympics									678.47
Total Special Olympics									678.47
Posters									0.00
Total Posters									0.00
FCCLA									790.37
Total FCCLA									790.37
Book Fair									850.78
Total Book Fair									850.78
Art									177.10
Total Art									177.10
PTO									21,423.35
General Journal	12/02/25	10739	Dairy Queen	Misc				120.00	21,303.35
General Journal	12/08/25	10750	Pac 'N Save	Concessions				920.67	20,382.68
General Journal	12/09/25			Donation			100.00		20,482.68
General Journal	12/10/25	10755	Fastmart	Xmas food			25.00	93.75	20,388.93
General Journal	12/17/25			Donation					20,413.93
Total PTO							125.00	1,134.42	20,413.93
Buttons/Posters									3,935.73
General Journal	12/03/25			Supplies			53.00		3,988.73
General Journal	12/04/25			Supplies			21.00		4,009.73

Seward Middle School
Balance Sheet Detail
As of December 31, 2025

01/08/26

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
General Journal	12/08/25	10748	Jill Bisbee	Equipment		Opening Bal Eq...		158.64	3,851.09
General Journal	12/08/25	10748	Jill Bisbee	Equipment		Opening Bal Eq...			3,851.09
General Journal	12/08/25	10749	Merle's Flower Shop	Misc		Opening Bal Eq...		75.00	3,776.09
General Journal	12/09/25			Supplies		Opening Bal Eq...	3.00		3,779.09
General Journal	12/18/25	10759	Cynthia Toovey	Supplies		Opening Bal Eq...		42.24	3,736.85
Total Buttons/Posters									
							77.00	275.88	3,736.85
Music									
General Journal	12/19/25	10767	Jill Bisbee	Supplies		Opening Bal Eq...		59.23	3,098.56
Total Music									
							0.00	59.23	3,039.33
Athletics									
General Journal	12/02/25	10740	Valentino's	Food P/T Conf		Opening Bal Eq...		140.00	30,737.44
General Journal	12/02/25	10741	Amy Harms	Official		Opening Bal Eq...			30,597.44
General Journal	12/02/25	10742	Justin Hartman	Official		Opening Bal Eq...		120.00	30,477.44
General Journal	12/02/25	10743	Harco Athletic	Equipment		Opening Bal Eq...		120.00	30,357.44
General Journal	12/03/25			Gate/Concessi...		Opening Bal Eq...	1,288.00	2,382.00	27,975.44
General Journal	12/04/25	10745	Tim Janousek	Official		Opening Bal Eq...			29,263.44
General Journal	12/05/25			Gate/Concessi...		Opening Bal Eq...	1,290.00	120.00	29,143.44
General Journal	12/08/25	10747	Elan Financial Service	Supplies		Opening Bal Eq...		273.59	30,433.44
General Journal	12/09/25	10751	Schuyler Middle School	Wrestling entry		Opening Bal Eq...		100.00	30,159.85
General Journal	12/09/25			BBall Tourney ...		Opening Bal Eq...	180.00		30,059.85
General Journal	12/09/25	10753	Justin Hartman	Official		Opening Bal Eq...		110.00	30,239.85
General Journal	12/09/25	10754	Mike Williams	Official		Opening Bal Eq...		110.00	30,129.85
General Journal	12/15/25	10756	April Roth	Concession		Opening Bal Eq...		96.22	30,019.85
General Journal	12/16/25	10757	Cash-Wa Distributing	Concession		Opening Bal Eq...		1,388.51	29,923.63
General Journal	12/17/25	10758	Chesterman Co	Concession		Opening Bal Eq...		1,122.16	28,535.12
General Journal	12/19/25			Wrestling entry		Opening Bal Eq...	300.00		27,412.96
General Journal	12/19/25			Gate/Concessi...		Opening Bal Eq...	572.00		27,712.96
General Journal	12/19/25	10760	Fastmart	Concession		Opening Bal Eq...		105.00	28,284.96
General Journal	12/19/25	10761	Valentino's	Food P/T Conf		Opening Bal Eq...		392.00	28,179.96
General Journal	12/19/25	10762	Deegan Barnes	Official		Opening Bal Eq...		230.00	27,787.96
General Journal	12/19/25	10764	Wyatt Schoepf	Official		Opening Bal Eq...		230.00	27,557.96
General Journal	12/19/25	10765	Connor Wells	Official		Opening Bal Eq...		230.00	27,327.96
General Journal	12/19/25	10766	Jeff Zimmerman	Official		Opening Bal Eq...		230.00	27,097.96
Total Athletics									
							3,630.00	7,499.48	26,867.96
Band									
General Journal	12/05/25	10746	Dietze Music	Supplies		Opening Bal Eq...		27.90	162.26
Total Band									
							0.00	27.90	134.36

Seward Middle School
Balance Sheet Detail
As of December 31, 2025

01/08/26

Type	Date	Numb	Name	Memo	Clr	Split	Debit	Credit	Balance
Builders Club									
General Journal	12/04/25			Club fees		Opening Bal Eq...	222.00		1,633.51
Total Builders Club							222.00	0.00	1,855.51
Bully Response Team									1,855.51
Total Bully Response Team									746.93
Social Fund									746.93
General Journal	12/03/25	10744	Culligan Water	Supplies		Opening Bal Eq...		60.00	836.98
General Journal	12/08/25	10752	Pizza Kitchen	Christmas Party		Opening Bal Eq...		610.13	776.98
General Journal	12/09/25			XMas party foo...		Opening Bal Eq...	300.00		166.85
General Journal	12/17/25			Food		Opening Bal Eq...	36.00		466.85
Total Social Fund							336.00	670.13	502.85
FCS									502.85
Total FCS									0.16
Industrial Tech									0.16
Total Industrial Tech									512.87
Interest									512.87
General Journal	12/01/25			Donation		Opening Bal Eq...	300.00		736.04
General Journal	12/01/25			Donation		Opening Bal Eq...		300.00	1,036.04
General Journal	12/09/25	10738	Nebraska Children's H...	Donation Xmas		Opening Bal Eq...	235.00		736.04
General Journal	12/17/25			Xmas Donation		Opening Bal Eq...	110.00		971.04
General Journal	12/19/25			Xmas Donation		Opening Bal Eq...	55.00		1,081.04
General Journal	12/31/25					Opening Bal Eq...	32.47		1,136.04
Total Interest							732.47	300.00	1,168.51
Jay Mart									1,168.51
Total Jay Mart									0.00
Library									0.00
Total Library									1,743.55
Milk									1,743.55
Total Milk									0.94
									0.94

01/08/26

Seward Middle School
Balance Sheet Detail
 As of December 31, 2025

Type	Date	Nm	Name	Memo	Clr	Split	Debit	Credit	Balance
MS Computer									153.10
Total MS Computer									153.10
Outdoor Ed									11,776.43
Total Outdoor Ed									11,776.43
PE									404.34
Total PE									404.34
Project Citizen									0.00
Total Project Citizen									0.00
Sales Tax									7.61
Total Sales Tax									7.61
Student Council									2,038.82
Total Student Council									2,038.82
Wellness									462.50
Total Wellness									462.50
Yearbook									4,998.16
Total Yearbook									4,998.16
Total Checking/Savings							5,122.47	9,967.04	84,125.67
Accounts Receivable									0.00
Accounts Receivable									0.00
Total Accounts Receivable									0.00
Total Accounts Receivable									0.00
Other Current Assets									0.00
Undeposited Funds									0.00
Total Undeposited Funds									0.00

Seward Middle School
Balance Sheet Detail
As of December 31, 2025

01/08/26

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Total Other Current Assets									0.00
Total Current Assets							5,122.47	9,967.04	84,125.67
Fixed Assets									0.00
Total Fixed Assets									0.00
Other Assets									0.00
Total Other Assets									0.00
TOTAL ASSETS							5,122.47	9,967.04	84,125.67
LIABILITIES & EQUITY									
Liabilities									86,976.24
Current Liabilities									0.00
Accounts Payable									0.00
Accounts Payable									0.00
Total Accounts Payable									0.00
Total Accounts Payable									0.00
Credit Cards									0.00
Total Credit Cards									0.00
Other Current Liabilities									0.00
Sales Tax Payable									0.00
Total Sales Tax Payable									0.00
Total Other Current Liabilities									0.00
Total Current Liabilities									0.00
Long Term Liabilities									0.00
Total Long Term Liabilities									0.00
Total Liabilities									0.00

Seward Middle School

Balance Sheet Detail

As of December 31, 2025

01/08/26

Type	Date	Nrm	Name	Memo	Clr	Split	Debit	Credit	Balance
Equity									
Opening Bal Equity									88,970.24
General Journal	12/01/25	10738	Nebraska Children's H...	Donation	X	Interest			88,970.24
General Journal	12/01/25	10739	Dairy Queen	Donation	X	Interest		300.00	88,970.24
General Journal	12/02/25	10740	Valentino's	Misc	X	PTO			88,970.24
General Journal	12/02/25	10741	Amy Harms	Concession	X	Athletics			88,850.24
General Journal	12/02/25	10742	Justin Hartman	Official	X	Athletics			88,710.24
General Journal	12/02/25	10743	Harco Athletic	Official	X	Athletics			88,590.24
General Journal	12/02/25	10744	Culligan Water	Equipment	X	Athletics			88,470.24
General Journal	12/03/25	10745	Tim Janousek	Supplies	X	-SPLIT-	2,382.00	1,341.00	86,088.24
General Journal	12/04/25	10746	Dietze Music	Official	X	Social Fund	60.00		87,429.24
General Journal	12/05/25	10747	Elan Financial Service	Gate/Concessi...	X	-SPLIT-		243.00	87,369.24
General Journal	12/05/25	10748	Jill Bisbee	Supplies	X	Athletics	120.00		87,612.24
General Journal	12/05/25	10749	Merle's Flower Shop	Supplies	X	Athletics			87,492.24
General Journal	12/08/25	10750	Pac 'N Save	Equipment	X	Band		1,290.00	88,782.24
General Journal	12/08/25	10751	Schuyler Middle School	Misc	X	Athletics	27.90		88,754.34
General Journal	12/08/25	10752	Pizza Kitchen	Concession	X	-SPLIT-	273.59		88,480.75
General Journal	12/09/25	10753	Justin Hartman	Wrestling entry	X	Buttons/Posters	158.64		88,322.11
General Journal	12/09/25	10754	Mike Williams	Christmas Party	X	PTO	75.00		88,247.11
General Journal	12/09/25	10755	Fastmart	Official	X	Athletics	920.67		87,326.44
General Journal	12/10/25	10756	April Roth	Official	X	Athletics	100.00		87,226.44
General Journal	12/15/25	10757	Cash-Wa Distributing	Xmas food	X	Social Fund	610.13	818.00	86,616.31
General Journal	12/16/25	10758	Chesterman Co	Concession	X	-SPLIT-			87,434.31
General Journal	12/17/25	10759	Cynthia Toovey	Concession	X	Athletics			87,324.31
General Journal	12/18/25	10760	Fastmart	Supplies	X	Athletics	110.00		87,214.31
General Journal	12/19/25	10761	Valentino's	Concession	X	PTO	93.75		87,120.56
General Journal	12/19/25	10762	Deegan Barnes	Concession	X	Athletics	96.22		87,024.34
General Journal	12/19/25	10763	Wyatt Schoepf	Official	X	Athletics	1,388.51		85,635.83
General Journal	12/19/25	10764	Connor Wells	Official	X	Athletics	1,122.16		84,513.67
General Journal	12/19/25	10765	Jeff Zimmerman	Supplies	X	-SPLIT-		471.00	84,984.67
General Journal	12/19/25	10766	Jill Bisbee	Concession	X	Buttons/Posters	42.24		84,942.43
General Journal	12/31/25	10767		Concession	X	-SPLIT-		627.00	85,569.43
Total Opening Bal Equity							9,967.04	5,122.47	84,125.67
Retained Earnings									0.00

Seward Middle School
 Balance Sheet Detail
 As of December 31, 2025

01/08/26

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Total Retained Earnings									0.00
Net Income									0.00
Total Net Income									0.00
Total Equity							9,967.04	5,122.47	84,125.67
TOTAL LIABILITIES & EQUITY							9,967.04	5,122.47	84,125.67

SEWARD HIGH SCHOOL

General Ledger Report

From Date: 12/1/2025
To Date: 12/31/2025

Financial Report

From Acct: 1
To Acct: 999999

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	DUAL CREDIT CLASSES	\$8,278.15	\$0.00	\$0.00	\$0.00	\$8,278.15	\$0.00	\$8,278.15
105	ALTERNATIVE SCHOOL	\$268.84	\$0.00	\$0.00	\$0.00	\$268.84	\$0.00	\$268.84
110	ACT CLASS	\$379.96	\$0.00	\$0.00	\$0.00	\$379.96	\$0.00	\$379.96
115	HONOR SOCIETY	\$46.99	\$0.00	\$0.00	\$0.00	\$46.99	\$0.00	\$46.99
120	ALUMNI ASSOCIATION	\$738.03	\$0.00	\$0.00	\$0.00	\$738.03	\$0.00	\$738.03
125	GUIDANCE	\$1,810.58	\$0.00	\$0.00	\$0.00	\$1,810.58	\$0.00	\$1,810.58
126	AMBASSADORS	\$407.09	\$0.00	\$0.00	\$0.00	\$407.09	\$0.00	\$407.09
127	AP EXAMS	\$5,379.50	\$0.00	\$0.00	\$0.00	\$5,379.50	\$0.00	\$5,379.50
130	CAREER ACADEMY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
135	BOWLING	\$1,872.58	\$0.00	\$0.00	\$0.00	\$1,872.58	\$0.00	\$1,872.58
137	UNIFIED BOWLING	\$1,376.95	\$0.00	\$0.00	\$0.00	\$1,376.95	\$0.00	\$1,376.95
140	FOOTBALL	\$10,765.12	\$600.00	\$(101.63)	\$0.00	\$11,263.49	\$0.00	\$11,263.49
142	FOOTBALL-UNIFORMS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
144	GIRLS WRESTLING	\$1,079.24	\$0.00	\$0.00	\$0.00	\$1,079.24	\$0.00	\$1,079.24
145	WRESTLING	\$2,571.06	\$290.25	\$(290.25)	\$0.00	\$2,571.06	\$0.00	\$2,571.06
147	X-COUNTRY	\$1,537.40	\$0.00	\$0.00	\$0.00	\$1,537.40	\$0.00	\$1,537.40
148	UNIFIED TRACK	\$12.00	\$0.00	\$0.00	\$0.00	\$12.00	\$0.00	\$12.00
149	TRACK	\$1,425.83	\$0.00	\$0.00	\$0.00	\$1,425.83	\$0.00	\$1,425.83
150	GIRLS BB CAMP	\$1,547.74	\$13,018.00	\$(7,490.60)	\$0.00	\$7,075.14	\$0.00	\$7,075.14
155	BOYS BB CAMP	\$5,566.37	\$0.00	\$(1,363.46)	\$0.00	\$4,202.91	\$0.00	\$4,202.91
160	BOYS SOCCER	\$1,968.68	\$100.00	\$0.00	\$0.00	\$2,068.68	\$0.00	\$2,068.68
165	GIRLS SOCCER	\$438.78	\$0.00	\$0.00	\$0.00	\$438.78	\$0.00	\$438.78
170	SOFTBALL	\$11,080.73	\$0.00	\$0.00	\$0.00	\$11,080.73	\$0.00	\$11,080.73
175	VOLLEYBALL	\$1,641.13	\$0.00	\$0.00	\$0.00	\$1,641.13	\$0.00	\$1,641.13
180	VIDEO ACCOUNT	\$3,607.63	\$0.00	\$0.00	\$0.00	\$3,607.63	\$0.00	\$3,607.63
185	BASEBALL	\$16,674.52	\$0.00	\$0.00	\$0.00	\$16,674.52	\$0.00	\$16,674.52
190	GIRLS GOLF	\$800.29	\$0.00	\$0.00	\$0.00	\$800.29	\$0.00	\$800.29
195	BOYS GOLF	\$1,147.35	\$0.00	\$0.00	\$0.00	\$1,147.35	\$0.00	\$1,147.35
198	POWERLIFTING	\$230.60	\$0.00	\$0.00	\$0.00	\$230.60	\$0.00	\$230.60
200	SMUTNY SCHOLARSHIP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
220	COKE SCHOLARSHIPS	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00
225	ACADEMIC CONTESTS	\$1,513.40	\$0.00	\$0.00	\$0.00	\$1,513.40	\$0.00	\$1,513.40
230	SCIP	\$342.50	\$0.00	\$0.00	\$0.00	\$342.50	\$0.00	\$342.50
240	THORELL SCHOLARSHIPS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
250	PEPSI SCHOLARSHIPS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
260	SCHOLARSHIP ACCT.	\$140.00	\$0.00	\$0.00	\$0.00	\$140.00	\$0.00	\$140.00
270	BOWMASTER SCHOLARSHIP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
275	CONCESSIONS	\$2,638.93	\$2,630.30	\$0.00	\$0.00	\$5,269.23	\$0.00	\$5,269.23
300	Teacher Pop Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
310	VENDING SALES	\$7,887.75	\$907.78	\$(2,179.55)	\$0.00	\$6,615.98	\$0.00	\$6,615.98
315	DLC ACCOUNT	\$25.81	\$0.00	\$0.00	\$0.00	\$25.81	\$0.00	\$25.81
330	DRIVER EDUCATION	\$(15.00)	\$0.00	\$0.00	\$0.00	\$(15.00)	\$0.00	\$(15.00)
400	FBLA	\$3,858.47	\$45.00	\$0.00	\$0.00	\$3,903.47	\$0.00	\$3,903.47
410	FFA	\$50,272.23	\$0.00	\$(20,198.29)	\$0.00	\$30,073.94	\$0.00	\$30,073.94
415	FCS LAB FEES	\$10,017.87	\$0.00	\$0.00	\$0.00	\$10,017.87	\$0.00	\$10,017.87
418	DISTRICT 2 FCCLA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
420	FCCLA	\$4,479.47	\$0.00	\$0.00	\$0.00	\$4,479.47	\$0.00	\$4,479.47
425	DRILL TEAM/DANCE	\$1,983.12	\$0.00	\$0.00	\$0.00	\$1,983.12	\$0.00	\$1,983.12
430	SOCIAL MEDIA TEAM	\$5,776.98	\$0.00	\$0.00	\$0.00	\$5,776.98	\$0.00	\$5,776.98
440	LEADERSHIP TEAM	\$5,997.60	\$1,184.00	\$0.00	\$0.00	\$7,181.60	\$0.00	\$7,181.60
445	E SPORTS	\$300.59	\$0.00	\$0.00	\$0.00	\$300.59	\$0.00	\$300.59

SEWARD HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 12/1/2025
To Date: 12/31/2025

From Acct: 1
To Acct: 999999

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
450	MATH	\$44.46	\$0.00	\$0.00	\$0.00	\$44.46	\$0.00	\$44.46
460	SCIENCE LAB FEES	\$238.57	\$0.00	\$0.00	\$0.00	\$238.57	\$0.00	\$238.57
470	KEY CLUB	\$6,443.16	\$15.00	\$(956.77)	\$0.00	\$5,501.39	\$0.00	\$5,501.39
475	SPANISH ACCOUNT	\$66.94	\$0.00	\$0.00	\$0.00	\$66.94	\$0.00	\$66.94
490	ART	\$2,250.04	\$0.00	\$0.00	\$0.00	\$2,250.04	\$0.00	\$2,250.04
495	Study Abroad	\$1,225.02	\$4,810.00	\$(1,675.26)	\$0.00	\$4,359.76	\$0.00	\$4,359.76
500	YEARBOOK	\$3,160.69	\$0.00	\$0.00	\$0.00	\$3,160.69	\$0.00	\$3,160.69
520	BAND TRIP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
525	SPANISH/SCIENCE TRIP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
530	SPEECH	\$2,156.65	\$30.00	\$(52.74)	\$0.00	\$2,133.91	\$0.00	\$2,133.91
535	DRAMATICS	\$3,208.26	\$144.00	\$(203.77)	\$0.00	\$3,148.49	\$0.00	\$3,148.49
540	LIBRARY	\$1,632.79	\$0.00	\$0.00	\$0.00	\$1,632.79	\$0.00	\$1,632.79
542	EDUCATORS RISING	\$633.76	\$82.00	\$0.00	\$0.00	\$715.76	\$0.00	\$715.76
545	ALL SCHOOL READS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
550	BAND	\$5,367.23	\$0.00	\$(2,141.28)	\$0.00	\$3,225.95	\$0.00	\$3,225.95
554	CHEERLEADERS	\$5,517.48	\$0.00	\$0.00	\$0.00	\$5,517.48	\$0.00	\$5,517.48
555	CHORUS	\$23,502.29	\$519.00	\$(1,689.12)	\$0.00	\$22,332.17	\$0.00	\$22,332.17
557	SKILLS/TECHNICAL SCIENCE	\$3,786.00	\$0.00	\$0.00	\$0.00	\$3,786.00	\$0.00	\$3,786.00
560	INDUSTRIAL ARTS/WOODS	\$978.04	\$0.00	\$(189.83)	\$0.00	\$788.21	\$0.00	\$788.21
565	TECH PREP/SKILLS USA	\$9,165.67	\$180.00	\$0.00	\$0.00	\$9,345.67	\$0.00	\$9,345.67
570	AUTO/WELDING	\$1,688.74	\$15.00	\$0.00	\$0.00	\$1,703.74	\$0.00	\$1,703.74
575	POWER DRIVE	\$76.57	\$0.00	\$0.00	\$0.00	\$76.57	\$0.00	\$76.57
580	PAY TO PLAY	\$6,992.17	\$275.00	\$0.00	\$0.00	\$7,267.17	\$0.00	\$7,267.17
600	PHYSICAL EDUCATION	\$34.11	\$0.00	\$0.00	\$0.00	\$34.11	\$0.00	\$34.11
615	REVOLVING ACCT	\$250.12	\$0.00	\$0.00	\$0.00	\$250.12	\$0.00	\$250.12
620	NOW ACCOUNT	\$12,913.19	\$151.70	\$0.00	\$0.00	\$13,064.89	\$0.00	\$13,064.89
700	SOCIAL STUDIES SCHOL	\$50.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$50.00
800	ATHLETICS	\$104,873.00	\$20,304.27	\$(17,153.60)	\$(2,000.00)	\$106,023.67	\$0.00	\$106,023.67
825	WEIGHTROOM	\$129.19	\$0.00	\$0.00	\$0.00	\$129.19	\$0.00	\$129.19
850	PRIDE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
860	AOK	\$393.91	\$0.00	\$0.00	\$0.00	\$393.91	\$0.00	\$393.91
865	HOPE SQUAD	\$162.42	\$0.00	\$0.00	\$0.00	\$162.42	\$0.00	\$162.42
870	STUDENT HELP FUND	\$534.48	\$0.00	\$(120.00)	\$0.00	\$414.48	\$0.00	\$414.48
900	MEMORIALS	\$70.00	\$0.00	\$0.00	\$0.00	\$70.00	\$0.00	\$70.00
950	IPAD FEES	\$5,571.41	\$180.00	\$0.00	\$0.00	\$5,751.41	\$0.00	\$5,751.41
955	HORTICULTURE	\$505.00	\$0.00	\$0.00	\$0.00	\$505.00	\$0.00	\$505.00
2015	CLASS OF 2015	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2016	CLASS OF 2016	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2017	CLASS OF 2017	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	CLASS OF 2018	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2019	CLASS OF 2019	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2020	CLASS OF 2020	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2021	Class of 2021	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2022	CLASS OF 2022	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2023	CLASS OF 2023	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2024	CLASS OF 2024	\$(444.00)	\$0.00	\$0.00	\$0.00	\$(444.00)	\$0.00	\$(444.00)
2025	CLASS OF 2025	\$1,061.59	\$0.00	\$0.00	\$0.00	\$1,061.59	\$0.00	\$1,061.59
2026	CLASS OF 2026	\$3,453.18	\$0.00	\$0.00	\$0.00	\$3,453.18	\$0.00	\$3,453.18
2027	CLASS OF 2027	\$4,133.00	\$0.00	\$0.00	\$0.00	\$4,133.00	\$0.00	\$4,133.00
2028	CLASS OF 2028	\$2,172.00	\$0.00	\$0.00	\$0.00	\$2,172.00	\$0.00	\$2,172.00
2029	CLASS OF 2029	\$791.00	\$20.00	\$0.00	\$0.00	\$811.00	\$0.00	\$811.00

SEWARD HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 12/1/2025
To Date: 12/31/2025

From Acct: 1
To Acct: 999999

Activity Accounts Grand Total	\$392,660.99	\$45,501.30	\$ (55,806.15)	\$0.00	\$382,356.14	\$0.00	\$382,356.14
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GL Accounts

GL Acct	Begin Bal	Recpt / JV	Disb / JV	Transfers	End Bal	YTD Payables	Work Bal
992 CHECK ACCOUNT	\$392,660.99	\$45,501.30	\$ (55,806.15)	\$0.00	\$382,356.14	\$0.00	\$382,356.14
General Ledger Grand Total	\$392,660.99	\$45,501.30	\$ (55,806.15)	\$0.00	\$382,356.14	\$0.00	\$382,356.14

I have reviewed the above ledger report and attached reports for the current month. I find them accurate and complete to the best of my knowledge.

Bookkeeper: Mary Russell Date: 1/7/26

Principal: [Signature] Date: 1/7/26

SEWARD HIGH SCHOOL
Bank Reconciliation Report

Date From 12/1/2025

Date to 12/31/2025

Checking Account

992

Ending Balance on Statement Dated : 12/31/2025	\$400,791.28
Outstanding Deposits (Bank Deposits) -> +	\$0.00
Less Outstanding Checks:	\$18,435.14
Cash Balance as of : 12/31/2025	<u>\$382,356.14 ***</u>

Cash Balance for Checking as of 12/1/2025	\$392,660.99
Add: Total Deposits (Bank Deposits):	\$45,501.30
Less: Total Checks and Withdrawals:	(\$55,806.15)
Computer Cash Balance as of : 12/31/2025	<u>\$382,356.14 ***</u>

Summary of Asset Accounts

<u>Gl Acct</u>	<u>Account Name</u>	<u>Begin Bal</u>	<u>Recpt/JV</u>	<u>Disb/JV</u>	<u>Transfer</u>	<u>End Bal.</u>
992	CHECK ACCOUNT	\$392,660.99	\$45,501.30	(\$55,806.15)	\$0.00	\$382,356.14 ***
Grand Total		\$392,660.99	\$45,501.30	(\$55,806.15)	\$0.00	\$382,356.14

I have reviewed the above ledger report and attached reports for the current month. I find them accurate and complete to the best of my knowledge.

Bookkeeper: Mary Russell Date: 1/7/26
 Principal: [Signature] Date: 1/7/26

*** Entries Must Match

SEWARD HIGH SCHOOL

Reconciliation Activity Account Report

From Date: 12/1/2025

To Date: 12/31/2025

From Acct: 800

To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
Activity Acct: 800 - ATHLETICS							Beginning Balance: \$104,873.00		
<u>Advisor:</u>	<u>Scott Curry</u>								
12/2/25	AMAZON CAPITAL SERVI		17987	62881	\$0.00	\$118.99	\$0.00	\$104,754.01	992
	TRAINING RM MASSAGE TOOL SET								
12/2/25	BSN SPORTS	932167306	18010	62882	\$0.00	\$70.00	\$0.00	\$104,684.01	992
	BASKETBALL SCOREBOOKS								
12/3/25	Transfer out				\$0.00	\$0.00	(\$2,000.00)	\$102,684.01	222
	COKE SCHOLARSHIPS								
12/4/25	KELLAN HEAVICAN		18015	62888	\$0.00	\$180.00	\$0.00	\$102,504.01	992
	BB OFFICIAL - HASTINGS								
12/4/25	TYSON BODLAK		18015	62889	\$0.00	\$180.00	\$0.00	\$102,324.01	992
	BB OFFICIAL - HASTINGS								
12/4/25	CHASE GRIZZLE		18015	62890	\$0.00	\$180.00	\$0.00	\$102,144.01	992
	BB OFFICIAL - HASTINGS								
12/4/25	JAKE MILLER		18015	62891	\$0.00	\$140.00	\$0.00	\$102,004.01	992
	BB OFFICIAL - HASTINGS								
12/4/25	SAM LOEWE		18015	62892	\$0.00	\$140.00	\$0.00	\$101,864.01	992
	BB OFFICIAL - HASTINGS								
12/5/25	JASON VILLALOBOS		18017	62893	\$0.00	\$140.00	\$0.00	\$101,724.01	992
	9TH BB OFFICIAL - COLUMBUS								
12/5/25	RAE CROWTHER CO	EE36011	18021	62894	\$0.00	\$200.80	\$0.00	\$101,523.21	992
	HIT TECH HARDWARE								
12/8/25	LINCOLN SOUTHEAST HK		18022	62897	\$0.00	\$80.00	\$0.00	\$101,443.21	992
	XC INVITE ENTRY								
12/8/25	ELAN FINANCIAL SERVIC		17991	62900	\$0.00	\$1,871.74	\$0.00	\$99,571.47	992
	SB TRAINING GLOVES								
12/8/25	ELAN FINANCIAL SERVIC		17902	62901	\$0.00	\$73.77	\$0.00	\$99,497.70	992
	DIST VB TEAM MEAL								
12/8/25	ELAN FINANCIAL SERVIC		17908	62901	\$0.00	\$499.00	\$0.00	\$98,998.70	992
	COACH ED ONLINE RESOURCES								
12/8/25	ELAN FINANCIAL SERVIC		17978	62901	\$0.00	\$316.95	\$0.00	\$98,681.75	992
	SB, BB SMASH FACTOR BALLS								
12/8/25	ELAN FINANCIAL SERVIC		17975	62901	\$0.00	\$104.95	\$0.00	\$98,576.80	992
	SB PITCHING MACH LEGS								
12/8/25	ELAN FINANCIAL SERVIC		17984	62901	\$0.00	\$1,213.00	\$0.00	\$97,363.80	992
	VB COACH ASSOC REGISTRATION								
12/8/25	ELAN FINANCIAL SERVIC		17985	62901	\$0.00	\$900.99	\$0.00	\$96,462.81	992
	JAEGER SPORT J-BANDS								
12/8/25	ELAN FINANCIAL SERVIC		17909	62901	\$0.00	\$1,047.43	\$0.00	\$95,415.38	992
	WR PRACTICE MAT								
12/8/25	ELAN FINANCIAL SERVIC		17999	62901	\$0.00	\$287.96	\$0.00	\$95,127.42	992
	SB LEFT HAND TRAINING GLOVES								
12/8/25	ELAN FINANCIAL SERVIC		17998	62901	\$0.00	\$149.60	\$0.00	\$94,977.82	992
	BOWLING MOTION TRAINER								
12/9/25	RECEIPTS			9294	\$479.00	\$0.00	\$0.00	\$95,456.82	992
	BB GATE - HASTINGS								
12/9/25	RECEIPTS			9295	\$100.00	\$0.00	\$0.00	\$95,556.82	992
	9TH BB GATE - COLUMBUS								
12/9/25	RECEIPTS			9298	\$2,159.70	\$0.00	\$0.00	\$97,716.52	992
	BLJY BOOSTERS - MINI SB GLOVES								
12/9/25	RECEIPTS			9298	\$5,789.00	\$0.00	\$0.00	\$103,505.52	992
	BLJY BOOSTERS - 1/2 WR MAT								

SEWARD HIGH SCHOOL
Reconciliation Activity Account Report

From Date: 12/1/2025

To Date: 12/31/2025

From Acct: 800

To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
12/9/25	RECEIPTS WAVERLY - FB PLAYOFF PAYOUT			9300	\$1,958.32	\$0.00	\$0.00	\$105,463.84	992
12/9/25	SETH STUTZMAN BB OFFICIAL - LINC CHRISTIAN		18024	62904	\$0.00	\$140.00	\$0.00	\$105,323.84	992
12/9/25	PHIL STAUFFER BB OFFICIAL - LINC CHRISTIAN		18024	62905	\$0.00	\$140.00	\$0.00	\$105,183.84	992
12/9/25	JEFF BRACHT BB OFFICIAL - LINC CHRISTIAN		18024	62906	\$0.00	\$180.00	\$0.00	\$105,003.84	992
12/9/25	LUKE DEROWITSCH BB OFFICIAL - LINC CHRISTIAN		18024	62907	\$0.00	\$180.00	\$0.00	\$104,823.84	992
12/9/25	TROY HAYES BB OFFICIAL - LINC CHRISTIAN		18024	62908	\$0.00	\$180.00	\$0.00	\$104,643.84	992
12/10/25	RECEIPTS BB GATE - LINC CHRISTIAN			9304	\$555.00	\$0.00	\$0.00	\$105,198.84	992
12/10/25	RECEIPTS ACTIVITY PASSES			9310	\$250.00	\$0.00	\$0.00	\$105,448.84	992
12/10/25	MALCOLM HIGH SCHOOL 9TH VB TOURN ENTRY		18027	62909	\$0.00	\$100.00	\$0.00	\$105,348.84	992
12/10/25	GRAND ISLAND NORTHW DIST GOLF ENTRY		18029	62910	\$0.00	\$125.00	\$0.00	\$105,223.84	992
12/10/25	AWARDS UNLIMITED RECORD BOARD PLATES	323278	18031	62912	\$0.00	\$82.80	\$0.00	\$105,141.04	992
12/10/25	SCOTT DELONG WRESTLING OFFICIAL		18032	62914	\$0.00	\$250.00	\$0.00	\$104,891.04	992
12/10/25	RYAN KRATOCHVIL WRESTLING OFFICIAL		18032	62915	\$0.00	\$250.00	\$0.00	\$104,641.04	992
12/10/25	HAMPTON INN & SUITES STATE G GOLF HOTEL	1764620259	18037	62916	\$0.00	\$440.00	\$0.00	\$104,201.04	992
12/11/25	TOM SCHULTE 9TH BB OFFICIAL - NORTHWEST		18040	62917	\$0.00	\$140.00	\$0.00	\$104,061.04	992
12/11/25	BRAD SCHLEGEL 9TH BB OFFICIAL - NORTHWEST		18040	62918	\$0.00	\$140.00	\$0.00	\$103,921.04	992
12/11/25	PHIL STAUFFER BB OFFICIAL - CRETE		18041	62919	\$0.00	\$140.00	\$0.00	\$103,781.04	992
12/11/25	SETH STUTZMAN BB OFFICIAL - CRETE		18041	62920	\$0.00	\$140.00	\$0.00	\$103,641.04	992
12/11/25	VERN SCHULTE BB OFFICIAL - CRETE		18041	62921	\$0.00	\$190.00	\$0.00	\$103,451.04	992
12/11/25	LYLE ZIEMS BB OFFICIAL - CRETE		18041	62922	\$0.00	\$190.00	\$0.00	\$103,261.04	992
12/11/25	DAVE KUMM BB OFFICIAL - CRETE		18041	62923	\$0.00	\$190.00	\$0.00	\$103,071.04	992
12/11/25	JUSTIN HARTMAN 9TH BB OFFICIAL		18043	62924	\$0.00	\$140.00	\$0.00	\$102,931.04	992
12/11/25	JEFFERY SCHLIKE 9TH BB OFFICIAL		18043	62925	\$0.00	\$140.00	\$0.00	\$102,791.04	992
12/11/25	BSN SPORTS TRAVEL GEAR	932355319	18045	62926	\$0.00	\$166.00	\$0.00	\$102,625.04	992
12/11/25	HASTINGS HIGH SCHOOL BOWLING ENTRY FEE		18049	62927	\$0.00	\$250.00	\$0.00	\$102,375.04	992
12/11/25	KEARNEY HIGH SCHOOL WRESTLING ENTRY		18048	62928	\$0.00	\$300.00	\$0.00	\$102,075.04	992
12/11/25	LINCOLN NORTHEAST HI		18048	62929	\$0.00	\$160.00	\$0.00	\$101,915.04	992

SEWARD HIGH SCHOOL
Reconciliation Activity Account Report

From Date: 12/1/2025

To Date: 12/31/2025

From Acct: 800

To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
12/11/25	JV WRESTLING ENTRY CRETE HIGH SCHOOL		18048	62930	\$0.00	\$400.00	\$0.00	\$101,515.04	992
12/11/25	WRESTLING ENTRY GRAND ISLAND HIGH SCI		18048	62931	\$0.00	\$350.00	\$0.00	\$101,165.04	992
12/11/25	WRESTLING ENTRY EVAN SISEL		18039	62932	\$0.00	\$175.00	\$0.00	\$100,990.04	992
12/11/25	WRESTLING OFFICIAL RYAN KRATOCHVIL		18039	62933	\$0.00	\$175.00	\$0.00	\$100,815.04	992
12/11/25	WRESTLING OFFICIAL SOUKS BOUTMAHAVONG		18042	62935	\$0.00	\$140.00	\$0.00	\$100,675.04	992
12/11/25	BB OFFICIAL - NORRIS RILEY WILTFONG		18042	62936	\$0.00	\$140.00	\$0.00	\$100,535.04	992
12/11/25	BB OFFICIAL - NORRIS MATT HUNT		18042	62937	\$0.00	\$190.00	\$0.00	\$100,345.04	992
12/11/25	BB OFFICIAL - NORRIS DOUG VEIK		18042	62938	\$0.00	\$190.00	\$0.00	\$100,155.04	992
12/11/25	BB OFFICIAL - NORRIS LUKE DEROWITSCH		18042	62939	\$0.00	\$190.00	\$0.00	\$99,965.04	992
12/11/25	BB OFFICIAL - NORRIS AWARDS UNLIMITED	313893	18052	62941	\$0.00	\$762.15	\$0.00	\$99,202.89	992
12/12/25	MEDALS, PLAQUES - SPRING '26 RECEIPTS			9313	\$454.00	\$0.00	\$0.00	\$99,656.89	992
12/12/25	WR GATE - TRIANGULAR RECEIPTS			9314	\$340.00	\$0.00	\$0.00	\$99,996.89	992
12/12/25	XC ENTRIES HENRY SCHEIN	49923655	18056	62946	\$0.00	\$38.50	\$0.00	\$99,958.39	992
12/12/25	TRAINING RM - CUPPING SET AWARDS UNLIMITED	313891	18058	62948	\$0.00	\$104.72	\$0.00	\$99,853.67	992
12/15/25	CONF QZ BOWL AWARDS EVAN SISEL		18039	62932	\$0.00	(\$175.00)	\$0.00	\$100,028.67	992
12/15/25	VOID: OFFICIAL CHANGE RYAN KRATOCHVIL		18039	62933	\$0.00	(\$175.00)	\$0.00	\$100,203.67	992
12/15/25	VOID: WRONG AMOUNT HARLAN ANSON		18039	62951	\$0.00	\$100.00	\$0.00	\$100,103.67	992
12/15/25	WRESTLING ANNOUNCING RYAN KRATOCHVIL		18039	62952	\$0.00	\$200.00	\$0.00	\$99,903.67	992
12/16/25	WRESTLING OFFICIAL COMFORT INN	5190148	18060	62953	\$0.00	\$2,099.25	\$0.00	\$97,804.42	992
12/17/25	WRESTLING ROOMS RECEIPTS			9324	\$50.00	\$0.00	\$0.00	\$97,854.42	992
12/17/25	ACTIVITY PASSES RECEIPTS			9325	\$5,789.00	\$0.00	\$0.00	\$103,643.42	992
12/17/25	SEW WR CLUB - WR MAT DONATION RECEIPTS			9326	\$2,099.25	\$0.00	\$0.00	\$105,742.67	992
12/17/25	SEW WR CLUB - REIMB KEARNEY ROOMS RECEIPTS			9327	\$281.00	\$0.00	\$0.00	\$106,023.67	992
12/17/25	9TH BB GATE - NORTHWEST								

Totals	\$20,304.27	\$17,153.60	(\$2,000.00)	\$106,023.67
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Accounts Payable	\$0.00
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Working Balance	\$106,023.67
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Currently Encumbered (PO)	\$0.00
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I have reviewed the above ledger report and attached reports for the current month. I find them accurate and complete to the best of my knowledge.

Bookkeeper: Mary Russell Date: 1/17/26

Principal: [Signature] Date: 1/17/26

**SCHOOL DISTRICT OF SEWARD
PROPOSED WARRANTS
JANUARY 12, 2026**

Salaries for December	Salaries	797,461.63
Jones Bank	FIT/FICA	28,151.11
Tennessee Child Support	Garnishment	9.99
Jones Bank	FIT/FICA	185,026.76
Nebraska Child Support	Garnishment	1,166.00
ASPIRE	403b	8,305.00
Jones Bank	FIT/FICA	29,516.50
Tennessee Child Support	Garnishment	9.99
NPERS	Retirement	163,095.24
NE Dept. of Revenue	State Tax	34,563.83
Inspira Financial	Section 125	8,518.57
AGIRepair, Inc	Tech. Repairs	999.50
Allo	Phone	179.00
Alvine & Associates, Inc	Maintenance	1,551.52
Amazon Capital Services	Supplies	548.66
Ameritas	Vision Insurance	1,257.44
Apace	Pupil Services	4,471.27
Axt, Scott	Phone	150.00
Bauer, Alan	Refund	42.65
Benes, Julie	Transportation	60.00
Bisbee, Jill	Supplies	132.50
Bishop Business	Supplies	200.32
Blue Cross Blue Shield	Insurance	265,975.20
Campbell Cleaning	Services	17,361.00
C.A.P. Inc	Software	179.00
CDWG	Equipment	736.33
Cerris Systems	Maintenance	779.26
City of Seward	Utilities	31,831.95
Class Intercom	Subscription	975.00
Concordia University	HAL	200.00
Connot, Megan	Dues & Fees	278.00
Credit Bureau Services Inc	Garnishment	251.27
Crete Public Schools	Tuition	13,750.00
Crouch's Farm & Hardware	Maintenance	574.49
Culligan	Maintenance	40.00
Curry, Scott	Phone	150.00
Dana F. Cole & Company, LLP	Audit	3,323.37
DAS	Distance Learning	317.87
Dietze Music	Services	92.90
Duer, Paul	Mileage	90.00
Eakes	Maintenance	10,299.60
Eber, Rich	Phone	150.00
Elan Financial	Maintenance	607.53
Engineered Controls, Inc	Maintenance	1,627.14
ESU 5	Stronger Connections Grant	21,396.50
ESU 6	ESU Expense	36,084.43
Follett Software, LLC	Software	3,367.08
Go Physical Therapy	Pupil Services	5,925.85
Grainger	Maintenance	2,248.74
Hardwood Heaven	Supplies	1,363.77
Henson Heating & Cooling LLC	Hot Lunch Repairs	32,378.14
Hobson Tree Service	Grounds	475.00

**SCHOOL DISTRICT OF SEWARD
PROPOSED WARRANTS
JANUARY 12, 2026**

Inspira Financial	Section 125	127.50
ISTE + ASCD	Dues & Fees	129.00
John Deere Financial	Maint. Of Equip.	1,857.12
JWPepper	Supplies	2,718.13
Kozisek, Morgan	Sixpence	40.00
KSB School Law	Legal Fees	580.50
Langner, Katie	Sixpence	290.00
Lee's Refrigeration	Maintenance	208.68
Madison National Life	LTD Ins.	3,049.57
Mahrt, Kirsten	Pupil Services	4,290.23
Matheson	Supplies	2,740.30
Maxim Healthcare Services	Services	5,567.76
Meehl, Jan	Pupil Services	1,180.00
Menards	Maintenance	24.04
Merle's Flower Shop, Inc	Supplies	386.15
Midwest Auto Parts	Transportation	462.73
Midwest Petroleum	Transportation	453.94
NCECBVI	Services	950.40
NCS Pearson	Supplies	45.20
Nebraska Council of School Admin	Staff Dev.	395.00
Nebraska Department of Education	PEAK Grant	875.00
Nebraska Library Commission	Subscription	391.66
Nebraska Safety Center	Transportation	670.00
Occupational Health Centers of NE	Transportation	284.00
Omnify	Insurance	62.10
One Source	Admin Expense	163.00
O'Reilly Auto Parts	Transportation	347.91
Pac N Save	Supplies	208.17
Paper Tiger	Business Support	35.00
Pinkall, Jenny	Supplies	35.63
Platte Valley Equipment	Maint. Of Equip.	1,599.54
Ratkovec, Tina	Mileage	67.20
Really Good Stuff	Supplies	247.86
Rising, Sarah	Mileage	46.30
Saunders County Chiropractic & Acupuncture	Transportation	100.00
Schlueter Repair & Specialties LLC	Maintenance	2,420.55
School Dist. Of Seward-HS Activity Fund	Reimbursement	7,153.89
Seaman, Ryne	Mileage	75.00
Seward County Independent	Advertising	1,395.91
Seward Lumber	Supplies	239.00
Seward Wellness Center	Gym	1,168.50
Sodexo	Services	74,991.26
Sparq Data Solutions	Subscription	5,700.00
Staples	Supplies	1,783.47
Starhouse Media, LLC	St. John's Stronger Connections	700.00
Tim Elmore, Inc	Staff Dev.	2,000.00
Truck Center Companies	Transportation	175.88
Unite Private Networks	Distance Learning	1,829.43
Unity School Bus Parts	Transportation	215.52
UNUM	Life Ins.	536.40

**SCHOOL DISTRICT OF SEWARD
PROPOSED WARRANTS
JANUARY 12, 2026**

Uribe	Services	2,647.00
US Bank	Lease	3,154.13
Verizon	Phone	253.46
Visa	Sixpence	137.62
Voss Lighting	Maintenance	130.00
Waterlink	Maintenance	225.00
Windstream	Phone	318.85
WoodRiver Energy	Utilities	5,797.94
Zultys	Phone	2,320.58
TOTAL GENERAL FUND CLAIMS		1,864,245.91

**SCHOOL DISTRICT OF SEWARD
PROPOSED GIFTS AND DONATIONS CLAIMS
JANUARY 12, 2026**

ELAN	SIXPENCE DIAPERS/ CLEANING SUPPLIES	1,307.77
	TOTAL	<u>1,307.77</u>

TOTAL **57,420.00**