

**Board of Education Regular Meeting**  
Monday, February 13, 2023 7:00 PM  
Notice of the meeting was posted in *The Henderson News*  
on February 9, 2023.

**Conference Room**  
**1501 Front St**  
**Henderson, NE 68371-8929**

**Our Mission: Heartland Community School strives to provide challenging educational opportunities for ALL students to reach their highest level of excellence.**

## **Agenda**

1. **Preliminary Procedures**
  - 1.1. **Call to Order**
  - 1.2. **Public Notice of the Meeting**
  - 1.3. **Roll Call**
2. **Public Comments on Agenda Items**

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.
3. **Administrative Reports**
  - 3.1. **Superintendent's Report**
  - 3.2. **Principals' Reports**
4. **Discussion Items**
  - 4.1. **Lease-Purchase Financing Options**
  - 4.2. **Determination On Proceeding With Pending Construction Projects**
  - 4.3. **23-24 Proposed School Calendar**
  - 4.4. **23-24 Option Enrollment**
  - 4.5. **23 - 24 Superintendent Compensation Recommendations**
  - 4.6. **23-24 Administrative Compensation Recommendations**
  - 4.7. **23-24 Classified & Support Staff Compensation Recommendations**
5. **Action Items**
  - 5.1. **Approve 23-24 Negotiated Agreement With Heartland Education Association**

## 5.2. **Accept Certificated Resignations**

5.2.1. *Kristy Most*

## 5.3. **Approve 23-24 Certificated Contracts**

5.3.1. *Andrea Happel*

5.3.2. *James McCartney*

5.3.3. *Rachel Petts*

5.3.4. *Others If Necessary*

## 5.4. **Approved Scheduled Replacement Purchase Of Student Computers**

## 6. **Consent Agenda**

### 6.1. **Approval of Minutes**

6.1.1. *Regular Meeting: January 9, 2023*

6.1.2. *Special Meeting: January 23, 2023*

### 6.2. **Approval of Treasurer's Report**

### 6.3. **Approval of Claims**

### 6.4. **Financial Reports**

## 7. **Public Comments on Topics Not on the Agenda**

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

## 8. **Adjournment**

**TO: Heartland Community Schools Board of Education**  
**FROM: Jeremy Klein, Superintendent**  
**RE: Superintendent's Report – Monday, February 13, 2023**

### **Meeting Reminders**

Our regular, February board meeting is scheduled for Monday, February 13, 2023 with a start time of 7 PM to be held in the Board Room. Please let me know if you need to be absent.

### **Committee Meeting Reminders**

The Negotiations Committee will meet at 6 PM on Monday, February 13<sup>th</sup> – prior to the board meeting.

### **Consent Agenda: Minutes**

Approval of the Consent Agenda will include approval of the minutes from the following meetings:

- Regular Board Meeting: Monday, January 9, 2023
- Special Board Meeting: Monday, January 23, 2023

### **Consent Agenda: Claims & Reports**

Claims for the month are included in your packet. I encourage you to contact me prior to the meeting with any questions that you have about any individual claims – I will either answer your question or bring the answer to the meeting.

### **Legislative**

I will be attending the NRCSA Legislative Conference on Thursday, February 16<sup>th</sup>. We'll hear from various chairs of the committees most closely related to education (e.g. Education, Revenue, Appropriations), as well as the governor. School officials will also have an opportunity to meet with the senators from their various legislative districts.

There are a number of bills dealing directly with education that I would describe as problematic that either already have or are likely to come out of their various committees. I have closely watched the hearing processes on a variety of legislative proposals - it seems clear at this point that the legislative goals and agendas of many senators and their committees are hard-lined (almost to the point of being antagonistic) and in many cases without a willingness to consider practical or informed perspectives that do not fully align with a pre-determined outcome.

### **Reminder: No School**

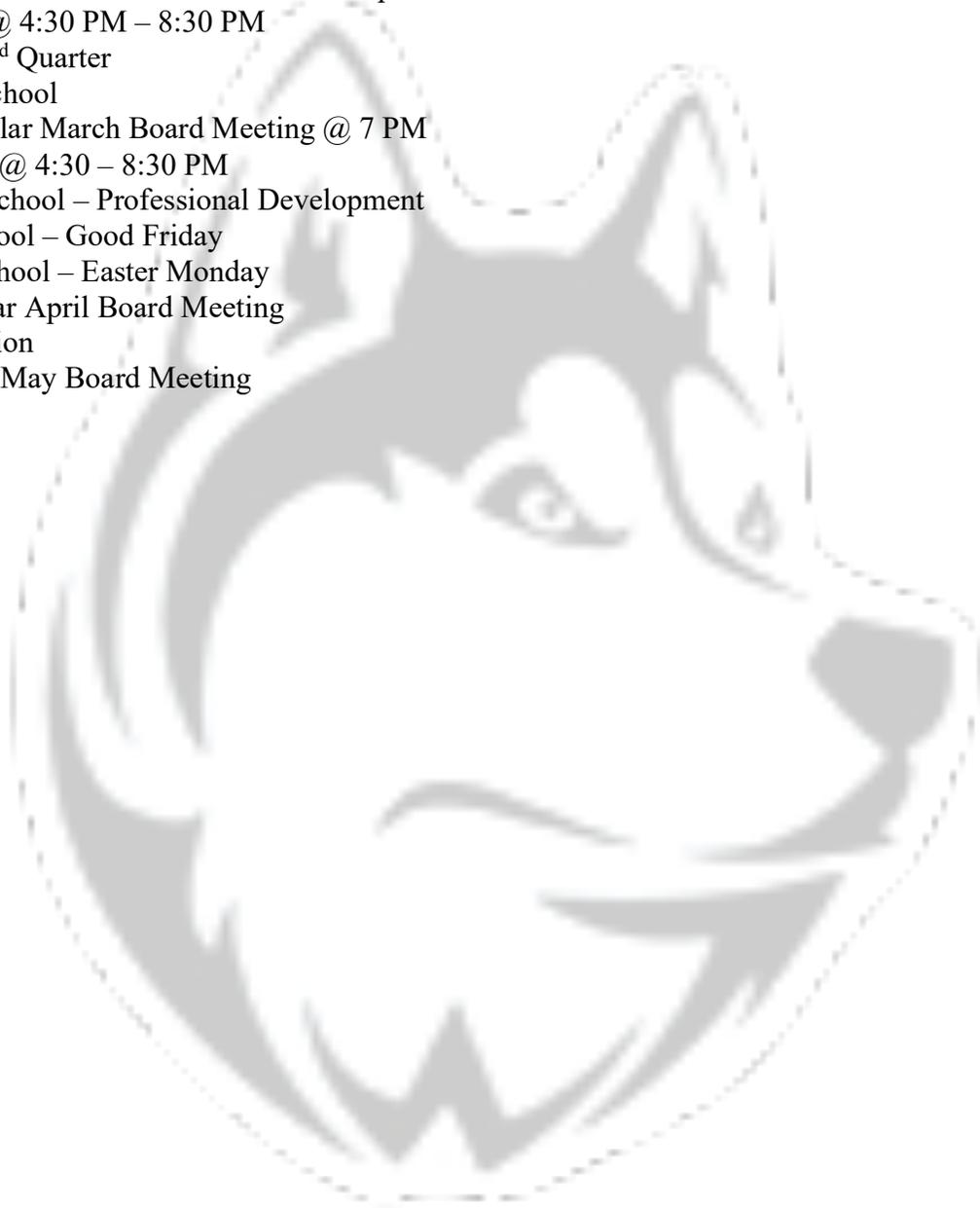
Just a quick reminder that this coming Friday, February 17<sup>th</sup> will be a day of No School. The following Monday, February 20<sup>th</sup> will also be a day of No School and will be a professional development day for staff.

***HEARTLAND COMMUNITY SCHOOLS***  
***STRIVING FOR EXCELLENCE***

**TO: Heartland Community Schools Board of Education**  
**FROM: Jeremy Klein, Superintendent**  
**RE: Superintendent's Report – Monday, February 13, 2023**

**Dates / Events To Note**

February 13: Regular February Board Meeting @ 7 PM  
February 17: No School  
February 20: No School – Professional Development  
March 7: PTC @ 4:30 PM – 8:30 PM  
March 9: End 3<sup>rd</sup> Quarter  
March 10: No School  
March 13: Regular March Board Meeting @ 7 PM  
March 14: PTC @ 4:30 – 8:30 PM  
March 20: No School – Professional Development  
April 7: No School – Good Friday  
April 10: No School – Easter Monday  
April 10: Regular April Board Meeting  
May 7: Graduation  
May 8: Regular May Board Meeting



***HEARTLAND COMMUNITY SCHOOLS***  
***STRIVING FOR EXCELLENCE***

# Elementary Principal's Report February, 2023

## York County Spelling Bee

February 1, Heartland students participated in the York County Spelling Bee. Students participating were:

**3rd & 4th Grade:** Cole Eberle, Grace Goertzen, Tori Buzek, Taylor Schmidt, James Janzen (alternate)

**5th & 6th Grade:** Sydney Rempel, Isabelle Buller, Avery Hiebner, Micah Haidle, Jackson Bearinger (alternate)

**7th & 8th Grade:** Nic Opher, Tara Buzek, Brain Bearinger, Hayden Powers, Ashlyn Rotter (alternate)

**RESULTS:** 7th & 8th Grade - Tara Buzek - Tara will represent York County and Heartland at the State Spelling Bee in Omaha in March / 3rd & 4th Grade - Tori Buzek - 4th place



## 100th Day of School

Elementary students celebrated the 100th day of school on January 31. Kindergarten to second grade students participated in station activities in the morning all focusing on the number 100! It was another fun day of learning and growing together at Heartland Elementary!



**Kindergarten Class of 2035**

## Academic Recognition

Congratulations to all HCS Huskie students recognized for outstanding achievement on the 21-22 Spring NSCAS and ACT assessments at the basketball game on the evening of January 26.



## February 2023 Principal's Report

1. York County Spelling Contest- Grades 7 and 8 were represented by Brian Bearinger, Tara Buzek, Nic Opfer, Hayden Powers, and alternate Ashlyn Rotter. Tara Buzek won the division and placed 1st!
2. ACT Prep for all juniors will be March 7, March 13 and March 15. The ACT test will be given as part of NSCAS March 21, 2023 at the Living Hope Church in Henderson.
3. Guidance- January Newsletter: <https://www.smore.com/jf7cn-hcs-jr-sr-newsletter?ref=email>
4. FFA

Kaden Siebert	Ag Mechanics Repair and Maintenance-Placement	Gold-State
Zachary Miller	Beef Production-Placement	Gold
Wyatt Panko	Beef Production-Placement	Silver
Zachariah Quiring	Diversified Ag Production-Placement	Gold
Andrew Franz	Diversified Crop Production-Placement	Gold-State
Kayley Paitz	Equine Science-Entrepreneurship	Gold-State
Madelyn Maltsberger	Health and Human Services	Silver
KatrinaMarie Epp	Home and/or Occupational Safety Programming	Bronze
Allie Boehr	Hospitality, Restaurant, and Tourism Management	Gold
Grace Regier	Small Animal Production and Care	Gold-State
Blake Goertzen	Swine Production-Entrepreneurship	Gold-State
Grace Regier	Veterinary Science	Gold-State
Grace Regier Madelyn Maltsberger Zachariah Quiring Wyatt Panko Merrick Maltsberger Cole Miller	State Degree Recipients	

Upcoming:

- February 6-10 National FBLA Week
- February 20-25 National FFA Week
- March 6- SNC Quiz Bowl at Superior
- March 7, March 14- Parent-Teacher Conferences
- March 8, County Government Day (Seniors)

LEASE-PURCHASE FINANCINGS OPTIONS FOR  
HEARTLAND COMMUNITY SCHOOLS

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I. **STATUTORY AUTHORITY.**

Section 79-10,105, Reissue Revised Statutes of Nebraska, as amended (the “**Leasing Act**”), permits Nebraska school districts to enter into a lease or lease-purchase agreement for the exclusive use of its individual jurisdiction for such buildings or equipment as the District’s board of education determines necessary. Such lease or lease-purchase agreements may not have a lease term longer than 7 years, including any renewal options; a District can agree to renew a lease after its term has expired, but the original lease itself cannot include any renewal options whereby the total term of the lease, including the renewal option, exceeds 7 years. All payments pursuant to such leases shall be made from current building funds and/or general funds of the District.

A school district may not enter into a lease-purchase agreement for a capital construction project exceeding \$25,000 unless it first obtains a favorable vote of the legal voters pursuant to Chapter 10, Article 7, Reissue Revised Statutes of Nebraska, as amended. The Nebraska Supreme Court has ruled that a school district may enter into a lease-purchase agreement for the construction of a new building or facility, but such arrangement must be in the form of a lease or lease-purchase; no bonds or certificates of participation may be sold publicly in connection with such lease-purchase arrangement. Consequently:

(a) With respect to equipment or an existing building (and improvements to such building not exceeding \$25,000), a school district may lease or lease-purchase such equipment or building for a period not to exceed 7 years, and certificates of participation representing interests in such lease or lease-purchase may be sold publicly; and

(b) With respect to the construction of a building, the improvement of an existing District building or the acquisition of an existing building and improvement of such building, in each case at a cost in excess of \$25,000, a school district may lease or lease-purchase such building for a period not to exceed 7 years, and the lessor may not publicly sell certificates of participation representing interests in such lease or lease-purchase, provided, however, that the lessor may privately sell interests in such lease to one or more banks or other financial institutions.

No vote of the electorate is required prior to a District’s entering into a lease or lease-purchase under the Leasing Act. A simple majority of the District’s board of education can authorize the execution of a lease or lease-purchase agreement. The board need not hold a public hearing in connection with such lease or lease-purchase agreement (but can if it so chooses).

There are no limits as to principal amount of the lease or corresponding effective interest rates on lease or installment payments; subject, however, to the provisions of the Leasing Act and each district’s levying authority (lease payments are subject to the district’s \$1.05 levy limit which includes the 14 cent building fund levy). Because the lease or lease-lease purchase agreement does not constitute indebtedness, any lease or lease-purchase agreement, including any certificates of participation representing interests in the lease, is not subject to the 5-year call provision of Section 10-126, Reissue Revised Statutes of Nebraska, as amended.

## II. PROPERTY AND SALES TAX EXEMPTIONS.

Section 77-202 (property tax exemption) and Section 77-2704.15 (sales tax exemption) of the Nebraska Revised Statutes provide that real and personal property purchased and owned by a school district is exempt from taxation. Both statutes extend these exemptions to lease-purchase financings for school districts when the dollar amount of each financing is below the “threshold amount” set forth in each statute, which is .6 of 1% of the total actual value of real and personal property of the school district as of the end of the District’s prior fiscal year. Any lease or lease-purchase financing in excess of the applicable threshold amount will be subject to property taxes and sales taxes. As the statutes speak in terms of financings, separating a larger, comprehensive “project” into smaller, discreet projects, each the subject of a separate lease or lease-purchase agreement, may enable a District to remain under its threshold amount. For example, if a district wanted to construct two separate additions to an existing building, each addition could be treated as a separate project. On the other hand, a single addition for a gymnasium would be difficult to separate into discreet parts. That said, construction and equipment/furnishings for an addition can be separated into two projects, with constructing being financed with a lease-purchase agreement and equipment and furnishings being financed with certificates of participation.

The sales tax exemption creates an additional hurdle not found in the property tax exemption: in addition to requiring that a lease or lease-purchase agreement remain below the threshold amount, the sales tax exemption is available only when the lessor to a lease-purchase agreement is a “nonprofit corporation”. The property tax exemption does not specify the type of lessor to a lease or lease-purchase agreement, but the sales tax exemption expressly calls for the lessor to be a nonprofit corporation. Accordingly, in order for a school district to purchase equipment and materials with its sales tax exemption, the lessor must be a nonprofit leasing corporation created by the District, or some other nonprofit lessor.

## III. FINANCING STRUCTURES

A. **Financings for Equipment.** Financings for equipment can be accomplished either through the public sale of Certificates of Participation or a private placement with an equipment vendor or other financial institution. Under the Nebraska sales tax exemption, such a financing would not be exempt from Nebraska sales tax because the school district would not be the owner of the equipment, and the lessor would not be a nonprofit corporation. If it is necessary that the equipment purchase be exempt from sales taxes, the District would need to create a nonprofit corporation (or utilize an existing one previously created by the District), and such nonprofit corporation would either:

1. sell Certificates of Participation to finance the purchase of the equipment and then lease the equipment to the District in exchange for lease payments equal to debt service on the COPs, or
2. enter into a loan agreement with an equipment vendor or other financial institution to finance the purchase of the equipment and then lease the equipment to the District in exchange for lease payments equal to debt service on the loan.

**B. Financings for the Construction of Buildings.** Financings involving the construction of a new building or the renovation/improvement of an existing school district building can be accomplished only with a privately placed lease or lease-purchase agreement involving a financial institution. If the terms of the financing are not dependent on exemptions from real estate taxes and/or sales taxes, then a school district can enter into a lease or lease-purchase agreement for any amount with any financial institution or other lessor, which would construct the new building and/or renovate and improve the existing building, in exchange for the District's lease payments.

If the feasibility of the financing is dependent on exemptions from real estate taxes and sales taxes, then, with respect each project, (1) the principal amount of the lease or lease-purchase agreement cannot exceed .6 of 1% of the total actual value of real and personal property of the school district as of the end of the District's prior fiscal year, and (2) the lessor of the project must be a nonprofit corporation created by the District. A rough outline of such a financing follows (some of which can be accomplished simultaneously and/or in a different order):

- (1) **District creates a nonprofit corporation under the Nebraska Nonprofit Corporations Act.**
  - (a) Bond Counsel, acting as the sole incorporator of the Corporation, files the articles of incorporation with the Nebraska Secretary of State and names the first members of the Corporation's board of directors. The District will identify to bond counsel the names of the individuals to serve as directors, no more than 3 of which should be members of the District's board of education (otherwise you have a quorum of the board of education and the Corporation is then subject to the Open Meetings Act), plus usually the superintendent.
  - (b) District's board of education adopts a resolution ratifying creation of the Corporation.
- (2) **District's board of education adopts a resolution authorizing the Corporation to pursue a lease or lease-purchase financing on behalf of the District**, subject to certain parameters set forth in the resolution (maximum principal amount, term of the lease, maximum effective interest rate, prepayment provisions, etc.).
- (3) **Corporation's board of directors meets for the first time to:**
  - (a) Ratify creation of the Corporation, approve the Corporation's bylaw and elect officers of the Corporation; and
  - (b) Adopt a resolution authorizing the Corporation to pursue a lease or lease-purchase financing, on behalf of the District, with a lender or other financial institution, subject to the parameters set forth in the District's resolution.
- (4) District engages an architect to design the new building and/or the renovation of the existing building.

- (5) **District engages a surveyor or engineer to prepare a legal description of the site** on which the new building will be constructed and/or the existing building, as renovated, improved and/or expanded, resides (a separate legal description is necessary in connection with the Leasehold Deed of Trust and Security Agreement described below).
- (6) **District engages an environmental engineer to prepare a Phase I Environmental Assessment report (Lender requirement).**
- (7) **Bond Counsel prepares the following documents:**
  - (a) A Site Lease, between the District and the Corporation, pursuant to which the District leases either the vacant ground on which the new building is to be constructed or the existing building which is to be renovated and improved;
  - (b) A Loan Agreement, between the Corporation and a Lender, pursuant to which the Lender will lend money to the Corporation and the Corporation uses the loan proceeds to construct the building;
  - (c) A Lease-Purchase Agreement, between the District and the Corporation, pursuant to which the Corporation will lease the building(s) to the District in exchange for lease payments from the District in amounts equal to the Corporation's loan payments; and
  - (d) A Leasehold Deed of Trust and Security Agreement, from the Corporation to the Lender, pursuant to which the Corporation grants the Lender a lien on and a security interest in the building(s) and its interest in the Site Lease.
- (8) **District obtains Title Insurance (if required by Lender)**

## **LEASING CORPORATION LEASE PURCHASE FINANCING OVERVIEW**

### **Transaction Overview—**

- A leasing corporation (the “Corporation”) established at the direction of the District will borrow from a financial institution (a “Lender”) funds (the “Loan”) for the purpose of financing, constructing, equipping and furnishing certain capital improvements (the “Project”) and leasing said Project to the School District in the State of Nebraska (the “District”).
- The Corporation and the Lender will enter into a loan agreement (the “Loan Agreement”), pursuant to which the Lender will loan the proceeds of the Loan to the Corporation. The Corporation (at the direction of the District) may elect to have the Loan (a) fully disbursed on the closing date, in which case interest will accrue on the full amount of the Loan , or (b) periodically advanced in accordance with a construction draw schedule, in which case interest will accrue on the Loan Amount so advanced.
- If District does not own the land on which Project will reside (the “Project Site”), the Corporation will purchase the Project Site with Loan proceeds. If the District owns the Project Site, the District will lease the Project Site to the Corporation pursuant to a site lease (the “Site Lease”). The Site Lease will be for a term of 50 years and will terminate at the earlier of the expiration thereof or upon the payment in full of the Loan.
- The Corporation uses the proceeds of the Loan to construct, equip and furnish the Project (and the Project Site, if necessary) and then leases the Project and the Project Site to the District pursuant to a Lease-Purchase Agreement (the “Lease”). The District will make payments under the Lease in amounts and at such times to permit the Corporation to make its Loan payments to the Lender.

### **Chronology of the Transaction—**

1. Kutak Rock LLP (“Kutak”) establishes and incorporates the Corporation at the direction of the District (e.g., the “Heartland Educational Facilities Leasing Corporation”).
2. At a District Board meeting, the Board ratifies the creation of the Corporation and adopts a resolution authorizing the District to enter into the lease purchase financing and the Corporation to enter into the Loan.
3. After the District Board meeting, the Board of Directors of the Corporation adopts a resolution authorizing, among other things, the lease purchase financing, including entering into the Loan with the Lender, constructing the Project, and leasing the Project to the District.

4. Piper Sandler & Co. (“Piper”) seeks and obtains a financial institution to act as the Lender. Simultaneously, the District, Piper and Kutak coordinate and obtain the necessary information to complete the transaction.
5. The District finalizes the terms and design of the Project with its architect and contractor. The District also engages a surveyor or engineer to prepare a legal description of the Project Site, if one doesn’t exist (a separate legal description for the Project Site is required by the Lender; a general description of the District’s overall property is not sufficient).
6. Kutak will prepare the necessary documentation for closing, including a Loan Agreement, Lease, Site Lease, and various other documents and certificates required for closing.

**HEARTLAND COMMUNITY SCHOOLS 2022 BOND CONSTRUCTION PROJECT**

**TABLE 19: Summary Of Overages (Table 13 - Table 24)**

Description Of Project Scope	Table	Direct Construction Cost	Direct Owners Cost	Total Construction & Owners Cost	Bond Proceeds	Direct Construction Cost Overage	Total Construction & Owners Cost Overage	
Project Scope As Bid For December 20th (Dec. 20 scope)	Table 13a	Low Bid	\$10,814,151	\$845,175	\$11,659,326	\$7,074,000	\$3,740,151	\$4,585,326
	Table 13b	Average Of Bids	\$11,159,459	\$845,175	\$12,004,634	\$7,074,000	\$4,085,459	\$4,930,634
	Table 13c	High Bid	\$11,505,000	\$845,175	\$12,350,175	\$7,074,001	\$4,430,999	\$5,276,174
1) DETACH Daycare From Existing Building; 2) KEEP all originally scoped Question #1 Items (Dec. 20 scope);	Table 24a	Low Bid	\$10,664,151	\$845,175	\$11,509,326	\$7,074,000	\$3,590,151	\$4,435,326
	Table 24b	Average Of Bids	\$11,009,459	\$845,175	\$11,854,634	\$7,074,000	\$3,935,459	\$4,780,634
	Table 24c	High Bid	\$11,355,000	\$845,175	\$12,200,175	\$7,074,001	\$4,280,999	\$5,126,174
1) DETACH Daycare From Existing Building; 2) REMOVE Weight Room / Locker Room Addition & Gym Improvements From Project Scope	Table 14a	Low Bid	\$4,684,577	\$543,494	\$5,228,072	\$5,704,000	-\$1,019,423	-\$475,928
	Table 14a	Low Bid	\$1,824,217	\$55,682	\$1,879,899	\$1,370,000	\$454,217	\$509,899
	Fungibility Limit					NET	\$454,217	\$509,899
	Table 14b	Average Of Bids	\$4,817,084	\$543,494	\$5,360,578	\$5,704,000	-\$886,916	-\$343,422
	Table 14b	Average Of Bids	\$1,903,799	\$55,682	\$1,959,481	\$1,370,000	\$533,799	\$589,481
	Fungibility Limit					NET	\$533,799	\$589,481
	Table 14c	High Bid	\$4,949,680	\$543,494	\$5,493,175	\$5,704,000	-\$754,320	-\$210,825
	Table 14c	High Bid	\$1,983,435	\$55,682	\$2,039,117	\$1,370,000	\$613,435	\$669,117
	Fungibility Limit					NET	\$613,435	\$669,117
	1) DETACH Daycare; 2) REMOVE Weight Room / Locker Room Addition & Gym Improvements From Project Scope; 3) SHIFT & EXPAND 4-Room Addition	Table 15a	Low Bid	\$5,192,079	\$543,494	\$5,735,573	\$5,704,000	-\$511,921
Table 15a		Low Bid	\$1,824,217	\$55,682	\$1,879,899	\$1,370,000	\$454,217	\$509,899
Fungibility Limit					NET	\$454,217	\$541,472	
Table 15b		Average Of Bids	\$5,324,585	\$543,494	\$5,868,080	\$5,704,000	-\$379,415	\$164,080
Table 15b		Average Of Bids	\$1,903,799	\$55,682	\$1,959,481	\$1,370,000	\$533,799	\$589,481
Fungibility Limit					NET	\$533,799	\$753,561	
Table 15c		High Bid	\$5,457,182	\$543,494	\$6,000,676	\$5,704,000	-\$246,818	\$296,676
Table 15c		High Bid	\$1,983,435	\$55,682	\$2,039,117	\$1,370,000	\$613,435	\$669,117
Fungibility Limit					NET	\$613,435	\$965,793	
1) DETACH Daycare; 2) KEEP Weight Room / Locker Room Addition & Gym Improvements; 3) SHIFT & EXPAND 4-Room Addition		Table 16a	Low Bid	\$11,201,652	\$845,175	\$12,046,827	\$7,074,000	\$4,127,652
	Table 16b	Average Of Bids	\$11,546,960	\$845,175	\$12,392,135	\$7,074,000	\$4,472,960	\$5,318,135
	Table 16c	High Bid	\$11,892,501	\$845,175	\$12,737,676	\$7,074,001	\$4,818,500	\$5,663,675
1) KEEP all originally scoped Question #1 Items (Dec. 20 scope); 2) REMOVE all Question #2 Items (Daycare)	Table 17a	Low Bid	\$8,839,934	\$789,493	\$9,629,427	\$5,704,000	\$3,135,934	\$3,925,427
	Table 17b	Average Of Bids	\$9,105,660	\$789,493	\$9,895,153	\$5,704,000	\$3,401,660	\$4,191,153
	Table 17c	High Bid	\$9,371,565	\$789,493	\$10,161,058	\$5,704,000	\$3,667,565	\$4,457,058
1) REMOVE all originally scoped Question #1 Items (Dec. 20 scope); 2) KEEP all Question #2 Items (Daycare)	Table 18a	Low Bid	\$2,004,217	\$734,557	\$2,738,774	\$1,370,000	\$634,217	\$1,368,774
	Table 18b	Average Of Bids	\$2,083,799	\$734,557	\$2,818,356	\$1,370,000	\$713,799	\$1,448,356
	Table 18c	High Bid	\$2,163,435	\$734,557	\$2,897,992	\$1,370,000	\$793,435	\$1,527,992
Description Of Project Scope	Table	Direct Construction Cost	Direct Owners Cost	Total Construction & Owners Cost	Bond Proceeds	Direct Construction Cost Overage	Total Construction & Owners Cost Overage	

**HEARTLAND COMMUNITY SCHOOLS 2022 BOND CONSTRUCTION PROJECT**

**TABLE 21: 7-Year Lease-Purchase Financing Levy Estimates @ 4.25% coupon**

<b>Total L-P Proceeds</b>	<b>Yearly Special Building Fund Request For Debt Service (7 Year Duration)</b>	<b>Approx. Levy Equivalent: based on FY22-23 valuation</b>
<b>\$1,300,000</b>	<b>\$236,575</b>	<b>\$0.02913</b>
<b>\$3,800,000</b>	<b>\$684,875</b>	<b>\$0.08433</b>
<b>\$4,000,000</b>	<b>\$721,000</b>	<b>\$0.08878</b>
<b>\$4,600,000</b>	<b>\$830,418</b>	<b>\$0.10225</b>
<b>\$5,000,000</b>	<b>\$903,856</b>	<b>\$0.11129</b>

**TABLE 22: 2022-2023 Levies & Valuations**

SCHOOL DISTRICT	Levies: Per \$100 of Valuation					Valuation	Fall Membership		
	Total	General	Bond	Building	Qualified		PK	K-12	TOTAL
<b>CLAY</b>									
SUTTON PUBLIC SCHOOLS	0.7194	0.6428	0.0000	0.0766	0.0000	790,746,805	16	404	420
HARVARD PUBLIC SCHOOLS	0.9855	0.9855	0.0000	0.0000	0.0000	369,006,026	11	196	207
<b>FILLMORE</b>									
EXETER-MILLIGAN PUBLIC SCHOOLS	0.6179	0.5608	0.0000	0.0571	0.0000	707,778,171	20	145	165
FILLMORE CENTRAL PUBLIC SCHS	0.6806	0.6278	0.0000	0.0528	0.0000	1,177,834,267	61	548	609
SHICKLEY PUBLIC SCHOOLS	0.8232	0.7220	0.0000	0.0504	0.0508	500,897,943	34	130	164
<b>HAMILTON</b>									
GILTNER PUBLIC SCHOOLS	0.8495	0.7853	0.0000	0.0290	0.0352	348,315,138	31	215	246
HAMPTON PUBLIC SCHOOL	0.8952	0.6963	0.1611	0.0000	0.0378	350,817,262	14	177	191
AURORA PUBLIC SCHOOLS	0.8881	0.8482	0.0228	0.0171	0.0000	1,774,393,691	70	1156	1226
<b>POLK</b>									
CROSS COUNTY COMMUNITY SCHOOLS	0.7901	0.6662	0.1146	0.0093	0.0000	814,926,427	33	334	367
OSCEOLA PUBLIC SCHOOLS	0.8584	0.7303	0.1014	0.0267	0.0000	528,899,076	27	217	244
SHELBY - RISING CITY PUBLIC SCHOOLS	0.7698	0.6500	0.1148	0.0050	0.0000	791,431,154	35	376	411
HIGH PLAINS COMMUNITY SCHOOLS	0.6508	0.5157	0.0000	0.1351	0.0000	860,048,961	13	210	223
<b>SEWARD</b>									
MILFORD PUBLIC SCHOOLS	0.9810	0.9158	0.0000	0.0652	0.0000	717,692,480	33	786	819
SEWARD PUBLIC SCHOOLS	0.9451	0.8472	0.0801	0.0101	0.0077	1,764,502,611	94	1402	1496
CENTENNIAL PUBLIC SCHOOLS	0.5908	0.4997	0.0521	0.0390	0.0000	1,560,642,235	57	439	496
<b>THAYER</b>									
DESHLER PUBLIC SCHOOLS	0.7953	0.7661	0.0000	0.0292	0.0000	470,185,758	20	222	242
THAYER CENTRAL COMMUNITY SCHS	0.7402	0.6627	0.0477	0.0298	0.0000	846,218,888	47	393	440
BRUNING-DAVENPORT UNIFIED SYS	0.5000	0.4900	0.0000	0.0100	0.0000	854,565,362	15	163	178
<b>YORK</b>									
YORK PUBLIC SCHOOLS	1.1986	1.0048	0.1271	0.0442	0.0225	1,231,440,969	189	1,431	1,620
MC COOL JUNCTION PUBLIC SCHS	0.8501	0.8110	0.0111	0.0280	0.0000	361,190,197	5	235	240
HEARTLAND COMMUNITY SCHOOLS	0.6137	0.5170	0.0889	0.0078	0.0000	812,140,998	30	323	353
SCHOOL DISTRICT	Total	General	Bond	Building	Qualified	Valuation	PK	K-12	TOTAL
	Levies: Per \$100 of Valuation						Fall Membership		

## HEARTLAND COMMUNITY SCHOOLS 2022 BOND CONSTRUCTION PROJECT

**TABLE 23: Real-Dollar Tax Increases On Real Property per Year  
By Property Type/Value & Estimated Levy Increase For L-P Borrowing**

Real Property Type		Assessed Value	\$1,300,000 \$0.02913	\$3,800,000 \$0.08433	\$4,000,000 \$0.08878	\$4,600,000 \$0.10225	\$5,000,000 \$0.11129
Home		\$100,000	<u>\$29</u>	<u>\$84</u>	<u>\$89</u>	<u>\$102</u>	<u>\$111</u>
Home		\$150,000	<u>\$44</u>	<u>\$126</u>	<u>\$133</u>	<u>\$153</u>	<u>\$167</u>
Home		\$200,000	<u>\$58</u>	<u>\$169</u>	<u>\$178</u>	<u>\$205</u>	<u>\$223</u>
Home		\$250,000	<u>\$73</u>	<u>\$211</u>	<u>\$222</u>	<u>\$256</u>	<u>\$278</u>
Home		\$300,000	<u>\$87</u>	<u>\$253</u>	<u>\$266</u>	<u>\$307</u>	<u>\$334</u>
Home		\$400,000	<u>\$117</u>	<u>\$337</u>	<u>\$355</u>	<u>\$409</u>	<u>\$445</u>
Home		\$500,000	<u>\$146</u>	<u>\$422</u>	<u>\$444</u>	<u>\$511</u>	<u>\$556</u>
Commercial	2 Acres	\$50,000	<u>\$15</u>	<u>\$42</u>	<u>\$44</u>	<u>\$51</u>	<u>\$56</u>
Commercial	2 Acres	\$200,000	<u>\$58</u>	<u>\$169</u>	<u>\$178</u>	<u>\$205</u>	<u>\$223</u>
Commercial	5 Acres	\$1,655,000	<u>\$482</u>	<u>\$1,396</u>	<u>\$1,469</u>	<u>\$1,692</u>	<u>\$1,842</u>
Ag Land	41 Acres irrigated	\$269,500	<u>\$79</u>	<u>\$227</u>	<u>\$239</u>	<u>\$276</u>	<u>\$300</u>
Ag Land	138 Acres irrigated	\$915,500	<u>\$267</u>	<u>\$772</u>	<u>\$813</u>	<u>\$936</u>	<u>\$1,019</u>
Ag Land	156 Acres irrigated	\$1,024,800	<u>\$299</u>	<u>\$864</u>	<u>\$910</u>	<u>\$1,048</u>	<u>\$1,141</u>
Ag Land	158 Acres irrigated & bin site	\$1,051,257	<u>\$306</u>	<u>\$887</u>	<u>\$933</u>	<u>\$1,075</u>	<u>\$1,170</u>
Ag Land	236 Acres irrigated	\$1,489,000	<u>\$434</u>	<u>\$1,256</u>	<u>\$1,322</u>	<u>\$1,523</u>	<u>\$1,657</u>
Ag Land	390 Acres irrigated & bin site	\$2,847,376	<u>\$829</u>	<u>\$2,401</u>	<u>\$2,528</u>	<u>\$2,911</u>	<u>\$3,169</u>

2022 BOND CONSTRUCTION PROJECT:  
COST RESPONSE AND SCOPE REVIEW  
JANUARY 23, 2023 (REV. 2-13-23)

*HEARTLAND  
COMMUNITY  
SCHOOLS*



# STARTING POINT

## **Question #1 (\$5,690,000 bond sale)**

- Safe Entrance Expansion/Renovation: \$310,500
- 4 Elementary Classrooms: \$1,500,000
- Weight Room / Locker Room / Building Connection: \$3,380,000
- Gym Improvements (Bleachers & AC): \$ 500,000

## **Question #2 (\$1,370,000 bond sale)**

- Daycare Addition: \$1,370,000

**Total Bond Sale For Questions #1 & #2: \$7,060,000**

# DECEMBER 20, 2022 BIDS

## 7 GENERAL CONTRACTOR BIDS

Lowest Bid:	\$10,814,151
Average Of Bids:	\$11,159,459
Highest Bid:	\$11,505,000

## ORIGINAL ESTIMATES

Question #1 Cost Estimates:	\$5,690,500
Question #2 Cost Estimates :	\$1,370,000
Total Estimated Cost:	\$7,060,500

## SUM-DIFFERENCES

<u>Lowest</u>	<u>Average</u>	<u>Highest</u>
\$3,753,651	\$4,098,959	\$4,444,500

## TWO KEY FACTORS

Dec. 20<sup>th</sup> Bids (\$10,814,151) vs. Original Project Estimates (\$7,060,500)

1. Cost Increases (\$2,076,531)
  - Increases to the prices/costs of items that were included/foreseen in the originally conceived project that occurred from the time that cost estimates were finalized prior to the bond election(s) through the time that the project was initially bid.
2. Cost Additions (\$1,677,120)
  - Costs of items that were not included/foreseen as necessary in the originally conceived project, but were determined to be necessary during the formal, architectural and engineering phase of the project. This phase of the project begins after a bond election and concludes just prior to the bidding process.

# COST ADDITIONS

## FIRE SPRINKLING

Both the existing building and all of the new and renovated spaces will need to be sprinkled.

1. Most of this additional cost ties to sprinkling the existing building.
2. Sprinkling is an addition to the estimated cost of the added/renovated spaces, as well, because it was not anticipated in the originally conceived project.

## ELECTRICAL SUPPLY & DISTRIBUTION

The current electrical service and distribution is not sufficient to handle any practical addition/expansion the existing building/site. This requires two additions:

1. A larger power supply needs to be fed to the building/site.
2. The main, electrical distribution system inside of the building (a large panel of boxes & switches) needs to be upgraded / replaced.

## ELECTRICAL SERVICE, FIRE PANEL, EMERGENCY LIGHTING

1. Electrical wiring and electrical panels will need to be replaced throughout the original building – much of which is between 50 and 70 years of age.
2. The fire detection and alert systems (detectors, stations, wiring, control panels) will need to be replaced so that the entire building (existing space, new space, and renovated space) is tied to a single, unified, detection & alert system.
3. Emergency lighting will need to be replaced throughout the existing building and tied into the new fire panel system.

### HEARTLAND COMMUNITY SCHOOLS 2022 BOND CONSTRUCTION PROJECT

#### TABLE 10.1: Cost Additions

#### Necessary Scope Not Foreseen In Bond Calculations

Basis: Analysis Of Probable Construction Costs; December 20, 2022 Bids (All Bids)

<b>Sprinkling &amp; Fire Suppression: Additions &amp; Renovations</b>	<b>\$106,610</b>
<b>Sprinkling &amp; Fire Suppression: Existing Building</b>	<b>\$593,390</b>
<b>Fire Panel Systems Upgrade/Replacement: Existing Building</b>	<b>\$332,120</b>
<b>Electrical (wiring, panels, emergency lighting): Existing Building</b>	<b>\$500,000</b>
<b>Electrical Distribution &amp; Switchgear Replacement/Upgrade: Existing Building</b>	<b>\$115,000</b>
<b>Haul / Access Road: General Site</b>	<b>\$30,000</b>
<b>Sub-Total: Additions &amp; Renovations</b>	<b>\$106,610</b>
<b>Sub-Total: Existing Building</b>	<b>\$1,540,510</b>
<b>Sub-Total: General Site</b>	<b>\$30,000</b>
<b>TOTAL</b>	<b>\$1,677,120</b>

# COST INCREASES

## HEARTLAND COMMUNITY SCHOOLS 2022 BOND CONSTRUCTION PROJECT

### TABLE 10.2: Cost Increases

Cost Increase vs Estimated Cost Of Project Scope Utilized In Bond Calculations

Basis: Analysis Of Probable Construction Costs; December 20, 2022 Bids (Lowest Bid)

Scope Segment	PCCA minus Table 10.1	Scope Segment	PCCA minus Table 10.1	Bond Estimate	Cost INCREASE by Segment
Weight Room & Locker Room Addition	\$3,364,226	Weight room / Locker Room / Building Connection Corridor	\$4,001,825	\$3,380,000	\$621,825
Building Connection / Activities Entrance	\$637,598				
North Gym Improvements (AC & Bleachers)	\$750,000	North Gym Improvements (AC & Bleachers)	\$750,000	\$500,000	\$250,000
New Secure Entrance	\$599,677	New Secure Entrance	\$599,677	\$310,500	\$289,177
Four-Classroom Addition	\$1,835,882	Four-Classroom Addition	\$1,835,882	\$1,500,000	\$335,882
Question #1 Total	\$7,187,384	Question #1 Total	\$7,187,384	\$5,690,500	\$1,496,884
Daycare Addition	\$1,949,647	Daycare	\$1,949,647	\$1,370,000	\$579,647
Question #2 Total	\$1,949,647	Question #2 Total	\$1,949,647	\$1,370,000	\$579,647
Sum Of Questions	\$9,137,031	Sum Of Questions	\$9,137,031	\$7,060,500	\$2,076,531

# NEW & RENOVATED AREAS: COST ADDITIONS & COST INCREASES

## HEARTLAND COMMUNITY SCHOOLS 2022 BOND CONSTRUCTION PROJECT

**TABLE 10.3: Segment-Specific Cost Additions & Increases**

**Cost Increase vs Estimated Cost Of Project Scope Utilized In Bond Calculations**

**Basis: Analysis Of Probable Construction Costs; December 20, 2022 Bids (Lowest Bid)**

Scope Segment	Cost INCREASE by Segment	Cost ADDITION by Segment	Total Increases & Additions by Segment
Weight room / Locker Room / Building Connection Corridor	\$621,825	\$49,380	\$671,205
North Gym Improvements (AC & Bleachers)	\$250,000	\$0	\$250,000
New Secure Entrance	\$289,177	\$8,210	\$297,387
Four-Classroom Addition	\$335,882	\$24,450	\$360,332
Question #1 Total	\$1,496,884	\$82,040	\$1,578,924
Daycare Addition	\$579,647	\$24,570	\$604,217
Question #2 Total	\$579,647	\$24,570	\$604,217
Sum Of Questions	\$2,076,531	\$106,610	\$2,183,141

# WHOLE PROJECT: COST ADDITIONS & COST INCREASES

## HEARTLAND COMMUNITY SCHOOLS 2022 BOND CONSTRUCTION PROJECT

**TABLE 10.4: Whole-Project Cost Additions & Increases**

**Cost Increase vs Estimated Cost Of Project Scope Utilized In Bond Calculations**

**Basis: Analysis Of Probable Construction Costs; December 20, 2022 Bids (Lowest Bid)**

Scope Segment	Cost INCREASES	Cost ADDITIONS	Total Increases & Additions
Question #1 Total	\$1,496,884	\$82,040	\$1,578,924
Question #2 Total	\$579,647	\$24,570	\$604,217
Sum Of Questions	\$2,076,531	\$106,610	\$2,183,141
Existing Building & Site	\$0	\$1,570,510	\$1,570,510
<b>Additions - Renovations - Existing Building</b>	<b>\$2,076,531</b>	<b>\$1,677,120</b>	<b>\$3,753,651</b>

## WHAT DO WE DO & WHERE DO WE GO FROM HERE?

### Who Have We Consulted?

1. Project Architects: Tim Ripp, Clark & Enersen Partners
2. School Attorneys: Coady Pruett, KSB School Law PC
3. Public Finance Investment Bankers: Jay Spearman, Piper Sandler
4. Bond Counsel (Underwriter's Attorneys): Steven Likes, Kutak Rock LLP

## WHAT DO WE DO & WHERE DO WE GO FROM HERE?

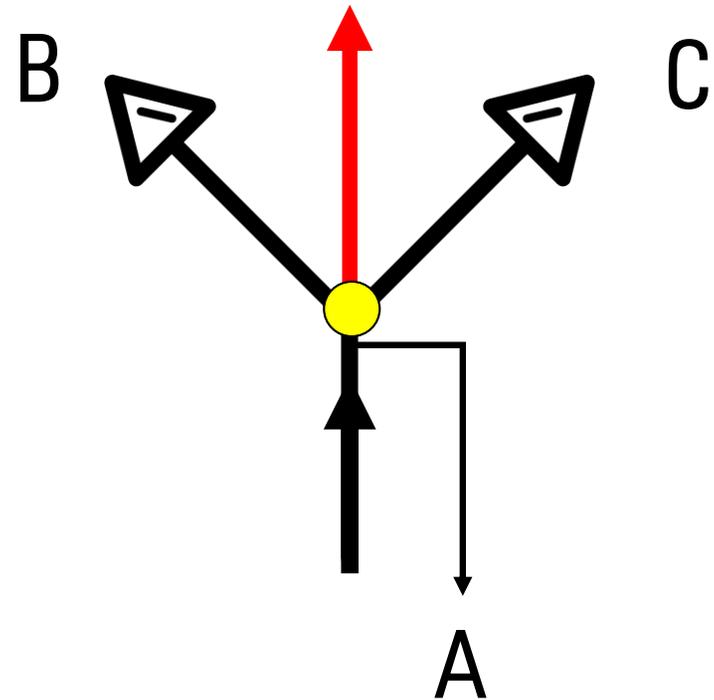
Moving Ahead Along The Line That We Had Originally Envisioned Is No Longer Possible. From Here We Have Three Basic Options:

A. Turn Around And Go Back The Way We Came  
(Complete None Of The Project)

B. Create As Much Value As Possible By Completing Projects Within Existing Financing Constraints (Reduce The Overall Project Scope & Make Non-invasive Alterations To The Remaining Scope)

C. Seek To Complete The Comprehensive Project Scope (Without Large Reductions To The Project Scope)

1. A Significantly Greater Cost Than Originally Anticipated
2. Finance The Excess Cost With An Additional 7-year Lease-Purchase Borrowing



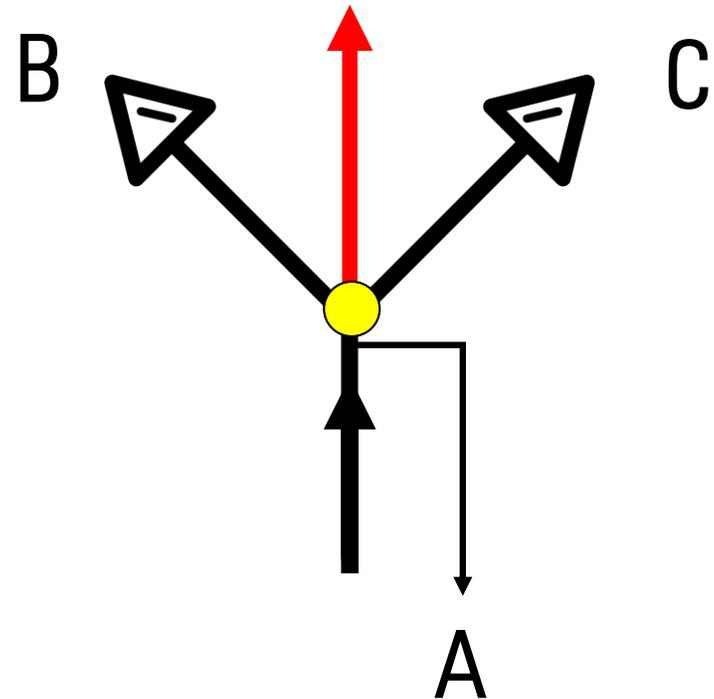
## What The Board HAS Discussed

### A. Turn Around And Go Back The Way We Came (Complete None Of The Project):

1. Discussed the mechanics of this.
2. Because the comprehensive project is value-driven and still deemed necessary, *doing nothing* did not seem to be a practical consideration for moving forward.

### B. Create As Much Value As Possible By Completing Projects Within Existing Financing Constraints (Reduce The Overall Project Scope & Make Non-invasive Alterations To The Remaining Scope):

1. Generate \$3.5 million to \$4 million in cost reductions.
2. Preserve & create as much value as possible.
3. The weight room / locker room addition & gym improvements were the primary scope reductions potentially identified for responsibly meeting these goals.



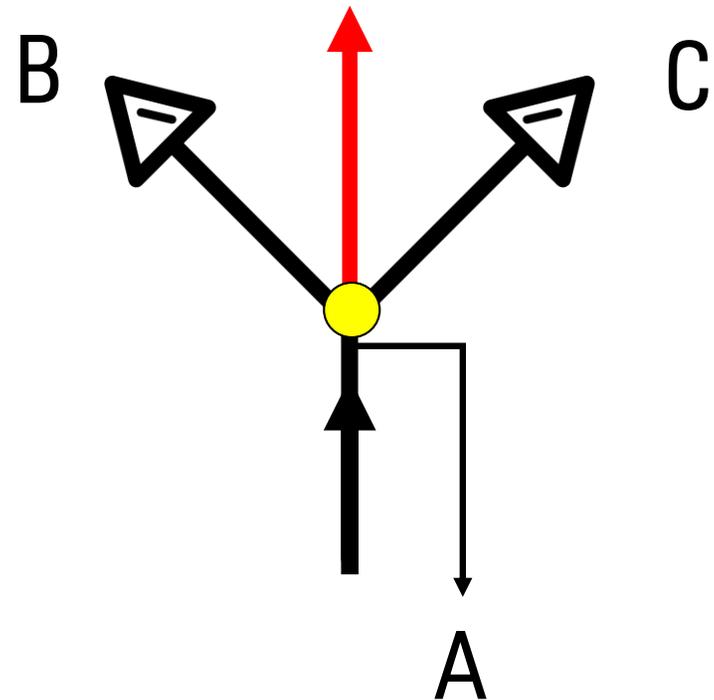
## What The Board STILL NEEDS To Discuss

C. Seek To Complete The Comprehensive Project Scope (Without Large Reductions To The Project Scope):

1. A Significantly Greater Cost Than Originally Anticipated
2. Finance The Excess Cost With An Additional 7-year Lease-Purchase Borrowing

### CHOOSING A BASIC PATH FORWARD:

Which Option (A, B, C) Is The Best Path Forward Both Now & In The Long-Term



# TABLE 19: COST OVERAGE SCENARIOS

Description Of Project Scope	Table	Direct Construction Cost	Direct Owners Cost	Total Construction & Owners Cost	Bond Proceeds	Direct Construction Cost Overage	Total Construction & Owners Cost Overage		
Project Scope As Bid For December 20th (Dec. 20 scope)	Table 13a	Low Bid	\$10,814,151	\$845,175	\$11,659,326	\$7,074,000	\$3,740,151	\$4,585,326	
	Table 13b	Average Of Bids	\$11,159,459	\$845,175	\$12,004,634	\$7,074,000	\$4,085,459	\$4,930,634	
	Table 13c	High Bid	\$11,505,000	\$845,175	\$12,350,175	\$7,074,001	\$4,430,999	\$5,276,174	
1) DETACH Daycare From Existing Building; 2) KEEP all originally scoped Question #1 Items (Dec. 20 scope);	Table 24a	Low Bid	\$10,664,151	\$845,175	\$11,509,326	\$7,074,000	\$3,590,151	\$4,435,326	
	Table 24b	Average Of Bids	\$11,009,459	\$845,175	\$11,854,634	\$7,074,000	\$3,935,459	\$4,780,634	
	Table 24c	High Bid	\$11,355,000	\$845,175	\$12,200,175	\$7,074,001	\$4,280,999	\$5,126,174	
1) DETACH Daycare From Existing Building; 2) REMOVE Weight Room / Locker Room Addition & Gym Improvements From Project Scope	Table 14a	Low Bid	\$4,684,577	\$543,494	\$5,228,072	\$5,704,000	-\$1,019,423	-\$475,928	
	Table 14a	Low Bid	\$1,824,217	\$55,682	\$1,879,899	\$1,370,000	\$454,217	\$509,899	
	Fungibility Limit						NET	\$454,217	\$509,899
	Table 14b	Average Of Bids	\$4,817,084	\$543,494	\$5,360,578	\$5,704,000	-\$886,916	-\$343,422	
	Table 14b	Average Of Bids	\$1,903,799	\$55,682	\$1,959,481	\$1,370,000	\$533,799	\$589,481	
	Fungibility Limit						NET	\$533,799	\$589,481
	Table 14c	High Bid	\$4,949,680	\$543,494	\$5,493,175	\$5,704,000	-\$754,320	-\$210,825	
	Table 14c	High Bid	\$1,983,435	\$55,682	\$2,039,117	\$1,370,000	\$613,435	\$669,117	
	Fungibility Limit						NET	\$613,435	\$669,117
	1) DETACH Daycare; 2) REMOVE Weight Room / Locker Room Addition & Gym Improvements From Project Scope; 3) SHIFT & EXPAND 4-Room Addition	Table 15a	Low Bid	\$5,192,079	\$543,494	\$5,735,573	\$5,704,000	-\$511,921	\$31,573
Table 15a		Low Bid	\$1,824,217	\$55,682	\$1,879,899	\$1,370,000	\$454,217	\$509,899	
Fungibility Limit						NET	\$454,217	\$541,472	
Table 15b		Average Of Bids	\$5,324,585	\$543,494	\$5,868,080	\$5,704,000	-\$379,415	\$164,080	
Table 15b		Average Of Bids	\$1,903,799	\$55,682	\$1,959,481	\$1,370,000	\$533,799	\$589,481	
Fungibility Limit						NET	\$533,799	\$753,561	
Table 15c		High Bid	\$5,457,182	\$543,494	\$6,000,676	\$5,704,000	-\$246,818	\$296,676	
Table 15c		High Bid	\$1,983,435	\$55,682	\$2,039,117	\$1,370,000	\$613,435	\$669,117	
Fungibility Limit						NET	\$613,435	\$965,793	
1) DETACH Daycare; 2) KEEP Weight Room / Locker Room Addition & Gym Improvements; 3) SHIFT & EXPAND 4-Room Addition		Table 16a	Low Bid	\$11,201,652	\$845,175	\$12,046,827	\$7,074,000	\$4,127,652	\$4,972,827
	Table 16b	Average Of Bids	\$11,546,960	\$845,175	\$12,392,135	\$7,074,000	\$4,472,960	\$5,318,135	
	Table 16c	High Bid	\$11,892,501	\$845,175	\$12,737,676	\$7,074,001	\$4,818,500	\$5,663,675	
1) KEEP all originally scoped Question #1 Items (Dec. 20 scope); 2) REMOVE all Question #2 Items (Daycare)	Table 17a	Low Bid	\$8,839,934	\$789,493	\$9,629,427	\$5,704,000	\$3,135,934	\$3,925,427	
	Table 17b	Average Of Bids	\$9,105,660	\$789,493	\$9,895,153	\$5,704,000	\$3,401,660	\$4,191,153	
	Table 17c	High Bid	\$9,371,565	\$789,493	\$10,161,058	\$5,704,000	\$3,667,565	\$4,457,058	
1) REMOVE all originally scoped Question #1 Items (Dec. 20 scope); 2) KEEP all Question #2 Items (Daycare)	Table 18a	Low Bid	\$2,004,217	\$734,557	\$2,738,774	\$1,370,000	\$634,217	\$1,368,774	
	Table 18b	Average Of Bids	\$2,083,799	\$734,557	\$2,818,356	\$1,370,000	\$713,799	\$1,448,356	
	Table 18c	High Bid	\$2,163,435	\$734,557	\$2,897,992	\$1,370,000	\$793,435	\$1,527,992	
Description Of Project Scope	Table	Direct Construction Cost	Direct Owners Cost	Total Construction & Owners Cost	Bond Proceeds	Direct Construction Cost Overage	Total Construction & Owners Cost Overage		

# OVERAGE FINANCING COST EXAMPLES

## HEARTLAND COMMUNITY SCHOOLS 2022 BOND CONSTRUCTION PROJECT

TABLE 21: 7-Year Lease-Purchase Financing Levy Estimates @ 4.25% coupon

Total L-P Proceeds	Yearly Special Building Fund Request For Debt Service (7 Year Duration)	Approx. Levy Equivalent: based on FY22-23 valuation
\$1,300,000	\$236,575	\$0.02913
\$3,800,000	\$684,875	\$0.08433
\$4,000,000	\$721,000	\$0.08878
\$4,600,000	\$830,418	\$0.10225
\$5,000,000	\$903,856	\$0.11129

# TABLE 22: AREA LEVIES

SCHOOL DISTRICT	Levies: Per \$100 of Valuation					Valuation	Fall Membership		
	Total	General	Bond	Building	Qualified		PK	K-12	TOTAL
<b>CLAY</b>									
SUTTON PUBLIC SCHOOLS	0.7194	0.6428	0.0000	0.0766	0.0000	790,746,805	16	404	420
HARVARD PUBLIC SCHOOLS	0.9855	0.9855	0.0000	0.0000	0.0000	369,006,026	11	196	207
<b>FILLMORE</b>									
EXETER-MILLIGAN PUBLIC SCHOOLS	0.6179	0.5608	0.0000	0.0571	0.0000	707,778,171	20	145	165
FILLMORE CENTRAL PUBLIC SCHS	0.6806	0.6278	0.0000	0.0528	0.0000	1,177,834,267	61	548	609
SHICKLEY PUBLIC SCHOOLS	0.8232	0.7220	0.0000	0.0504	0.0508	500,897,943	34	130	164
<b>HAMILTON</b>									
GILTNER PUBLIC SCHOOLS	0.8495	0.7853	0.0000	0.0290	0.0352	348,315,138	31	215	246
HAMPTON PUBLIC SCHOOL	0.8952	0.6963	0.1611	0.0000	0.0378	350,817,262	14	177	191
AURORA PUBLIC SCHOOLS	0.8881	0.8482	0.0228	0.0171	0.0000	1,774,393,691	70	1156	1226
<b>POLK</b>									
CROSS COUNTY COMMUNITY SCHOOLS	0.7901	0.6662	0.1146	0.0093	0.0000	814,926,427	33	334	367
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YORK PUBLIC SCHOOLS	1.1986	1.0048	0.1271	0.0442	0.0225	1,231,440,969	189	1,431	1,620
MC COOL JUNCTION PUBLIC SCHS	0.8501	0.8110	0.0111	0.0280	0.0000	361,190,197	5	235	240
HEARTLAND COMMUNITY SCHOOLS	0.6137	0.5170	0.0889	0.0078	0.0000	812,140,998	30	323	353
<b>SCHOOL DISTRICT</b>	<b>Total</b>	<b>General</b>	<b>Bond</b>	<b>Building</b>	<b>Qualified</b>	<b>Valuation</b>	<b>PK</b>	<b>K-12</b>	<b>TOTAL</b>
	<b>Levies: Per \$100 of Valuation</b>						<b>Fall Membership</b>		

**HEARTLAND COMMUNITY SCHOOLS 2022 BOND CONSTRUCTION PROJECT**

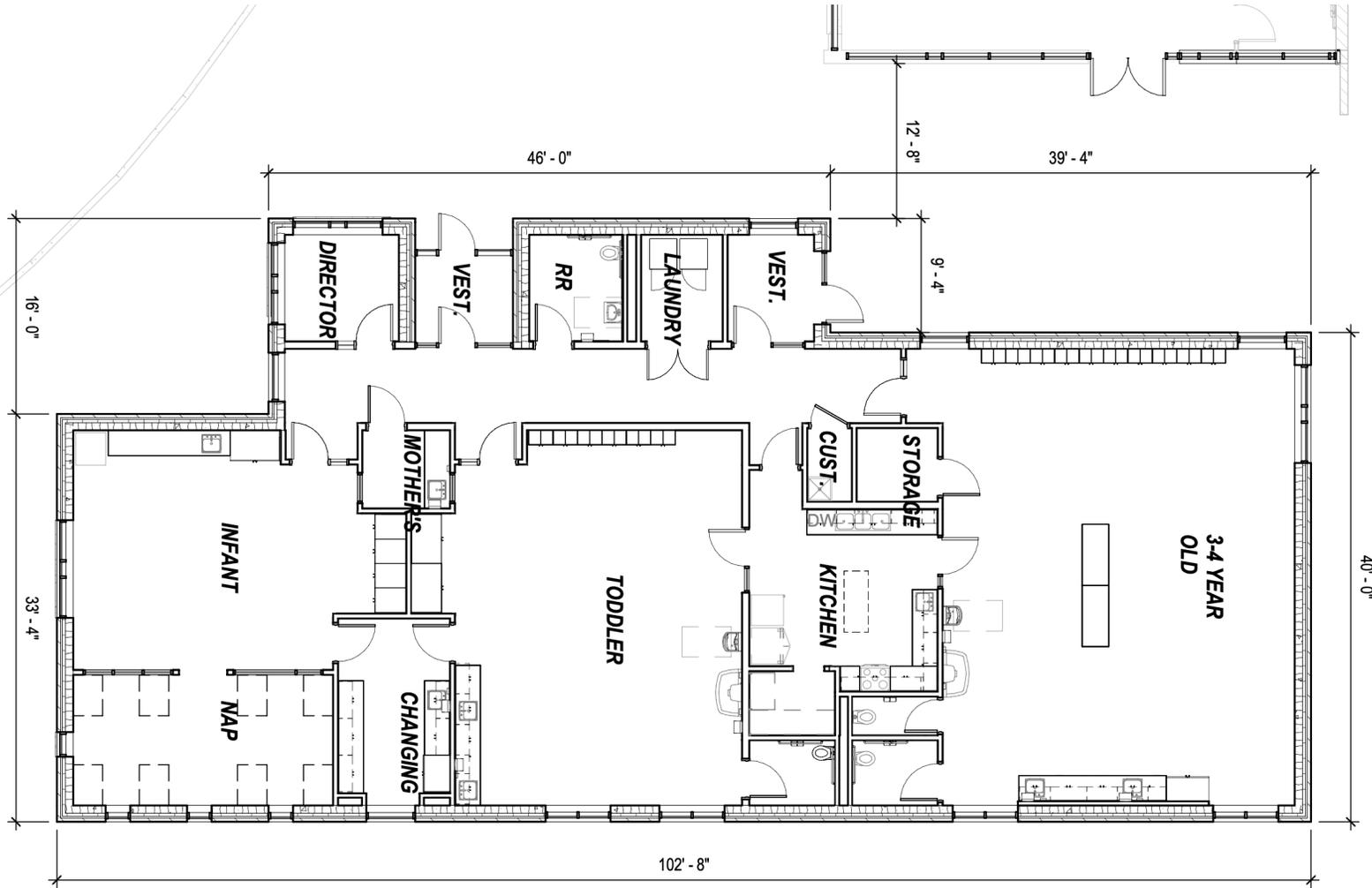
**TABLE 23: Real-Dollar Tax Increases On Real Property per Year  
By Property Type/Value & Estimated Levy Increase For L-P Borrowing**

Real Property Type		Assessed Value	\$1,300,000 \$0.02913	\$3,800,000 \$0.08433	\$4,000,000 \$0.08878	\$4,600,000 \$0.10225	\$5,000,000 \$0.11129
Home		\$100,000	<u>\$29</u>	<u>\$84</u>	<u>\$89</u>	<u>\$102</u>	<u>\$111</u>
Home		\$150,000	<u>\$44</u>	<u>\$126</u>	<u>\$133</u>	<u>\$153</u>	<u>\$167</u>
Home		\$200,000	<u>\$58</u>	<u>\$169</u>	<u>\$178</u>	<u>\$205</u>	<u>\$223</u>
Home		\$250,000	<u>\$73</u>	<u>\$211</u>	<u>\$222</u>	<u>\$256</u>	<u>\$278</u>
Home		\$300,000	<u>\$87</u>	<u>\$253</u>	<u>\$266</u>	<u>\$307</u>	<u>\$334</u>
Home		\$400,000	<u>\$117</u>	<u>\$337</u>	<u>\$355</u>	<u>\$409</u>	<u>\$445</u>
Home		\$500,000	<u>\$146</u>	<u>\$422</u>	<u>\$444</u>	<u>\$511</u>	<u>\$556</u>
Commercial	2 Acres	\$50,000	<u>\$15</u>	<u>\$42</u>	<u>\$44</u>	<u>\$51</u>	<u>\$56</u>
Commercial	2 Acres	\$200,000	<u>\$58</u>	<u>\$169</u>	<u>\$178</u>	<u>\$205</u>	<u>\$223</u>
Commercial	5 Acres	\$1,655,000	<u>\$482</u>	<u>\$1,396</u>	<u>\$1,469</u>	<u>\$1,692</u>	<u>\$1,842</u>
Ag Land	41 Acres irrigated	\$269,500	<u>\$79</u>	<u>\$227</u>	<u>\$239</u>	<u>\$276</u>	<u>\$300</u>
Ag Land	138 Acres irrigated	\$915,500	<u>\$267</u>	<u>\$772</u>	<u>\$813</u>	<u>\$936</u>	<u>\$1,019</u>
Ag Land	156 Acres irrigated	\$1,024,800	<u>\$299</u>	<u>\$864</u>	<u>\$910</u>	<u>\$1,048</u>	<u>\$1,141</u>
Ag Land	158 Acres irrigated & bin site	\$1,051,257	<u>\$306</u>	<u>\$887</u>	<u>\$933</u>	<u>\$1,075</u>	<u>\$1,170</u>
Ag Land	236 Acres irrigated	\$1,489,000	<u>\$434</u>	<u>\$1,256</u>	<u>\$1,322</u>	<u>\$1,523</u>	<u>\$1,657</u>
Ag Land	390 Acres irrigated & bin site	\$2,847,376	<u>\$829</u>	<u>\$2,401</u>	<u>\$2,528</u>	<u>\$2,911</u>	<u>\$3,169</u>

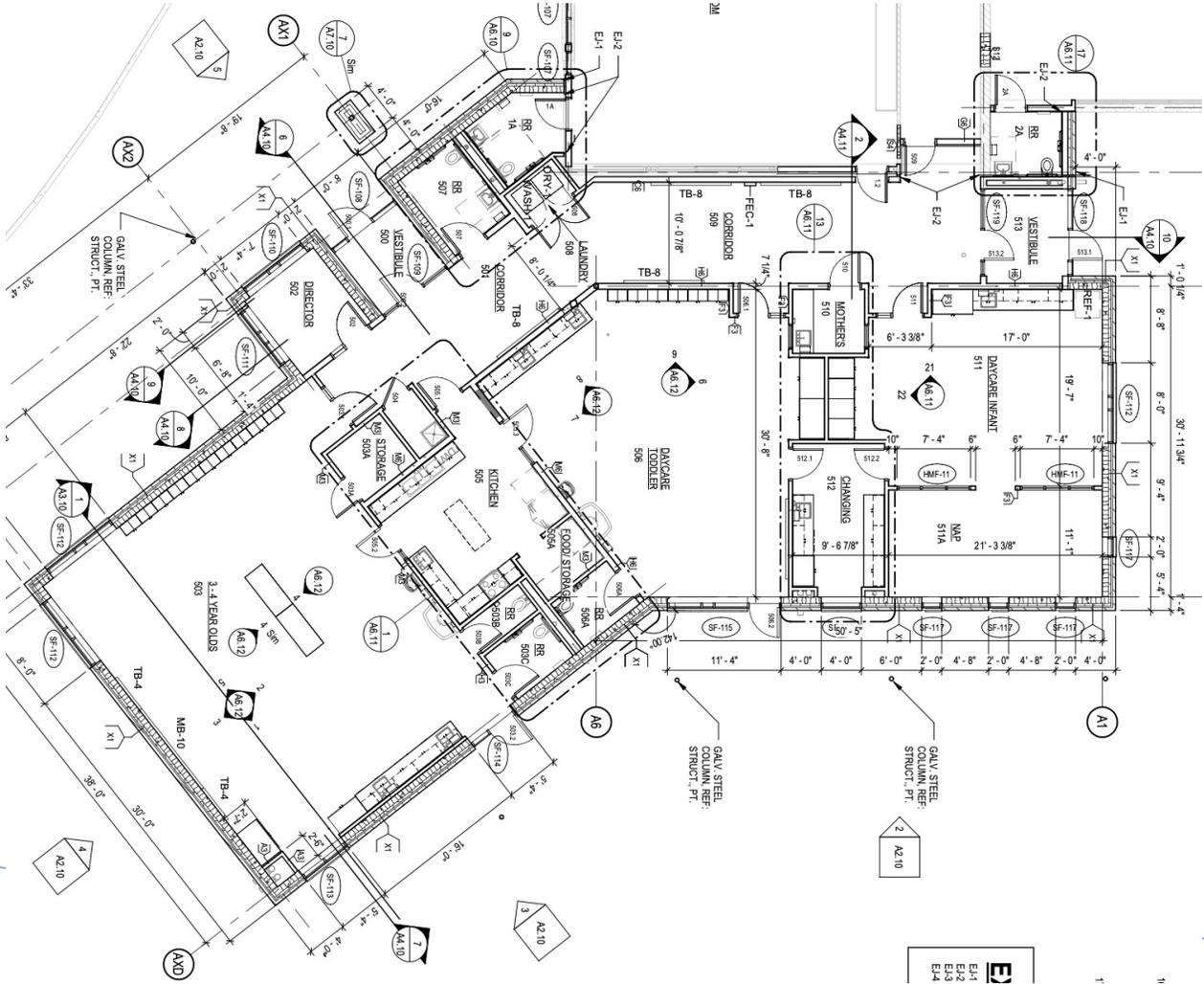
# DRAFT REVISION: DAYCARE

S

N



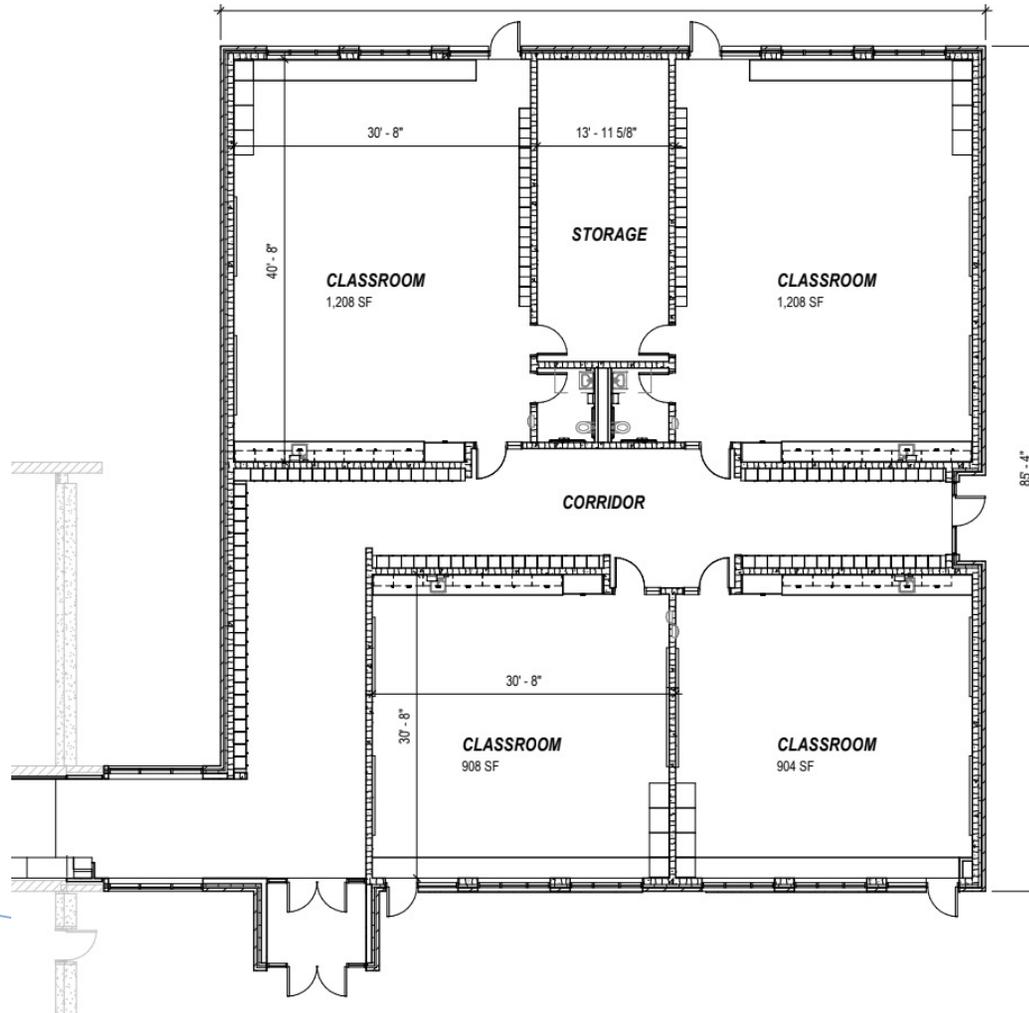
# DEC 20<sup>TH</sup> SCOPE: DAYCARE



<b>E</b>
E1.1
E1.2
E1.3
E1.4

# DRAFT ALTERNATE: 4-CLASSROOM ADDITION

N

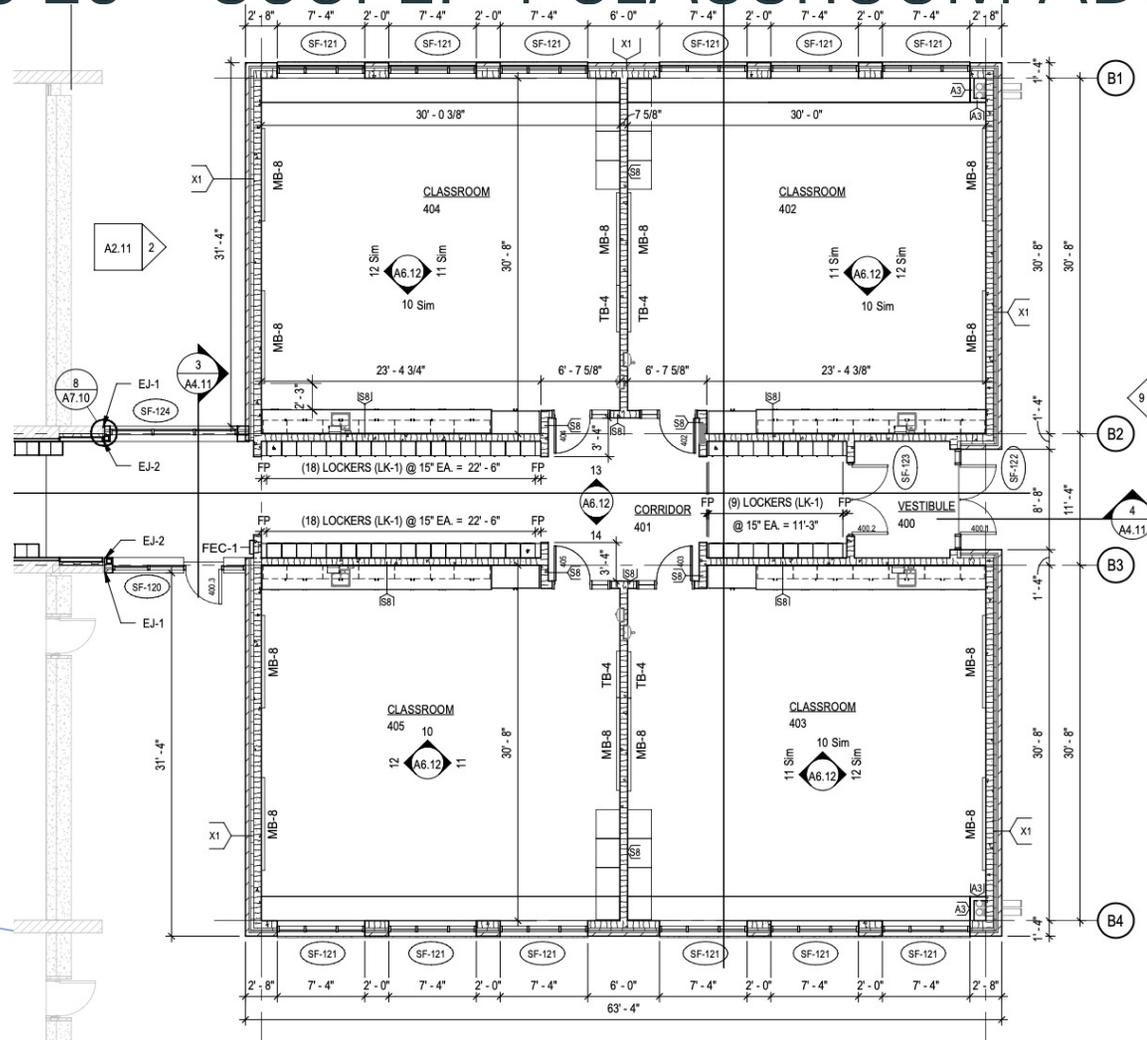


S

# DEC 20<sup>TH</sup> SCOPE: 4-CLASSROOM ADDITION

N

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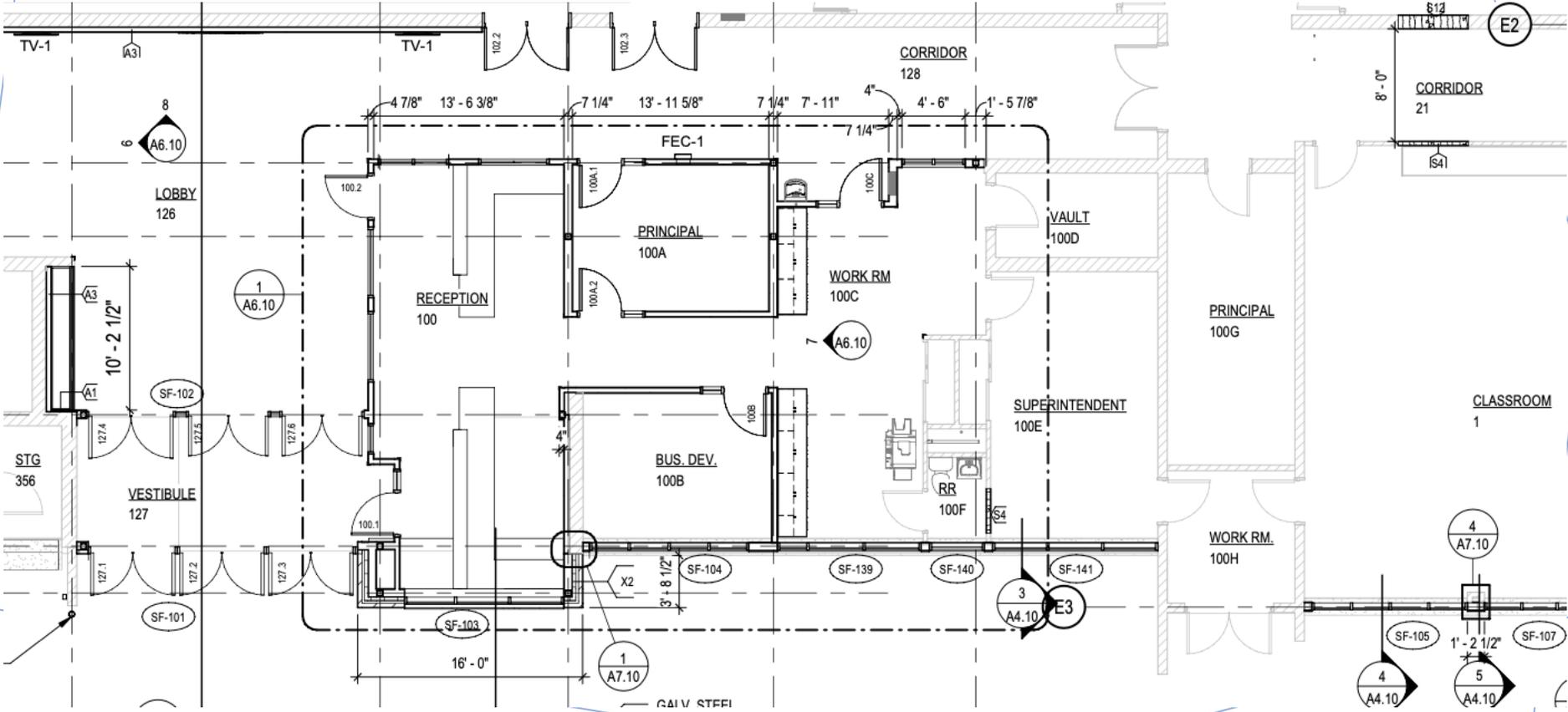


# DEC 20<sup>TH</sup> SCOPE: MAIN ENTRANCE / LOBBY / OFFICE

*No revised draft currently under consideration*

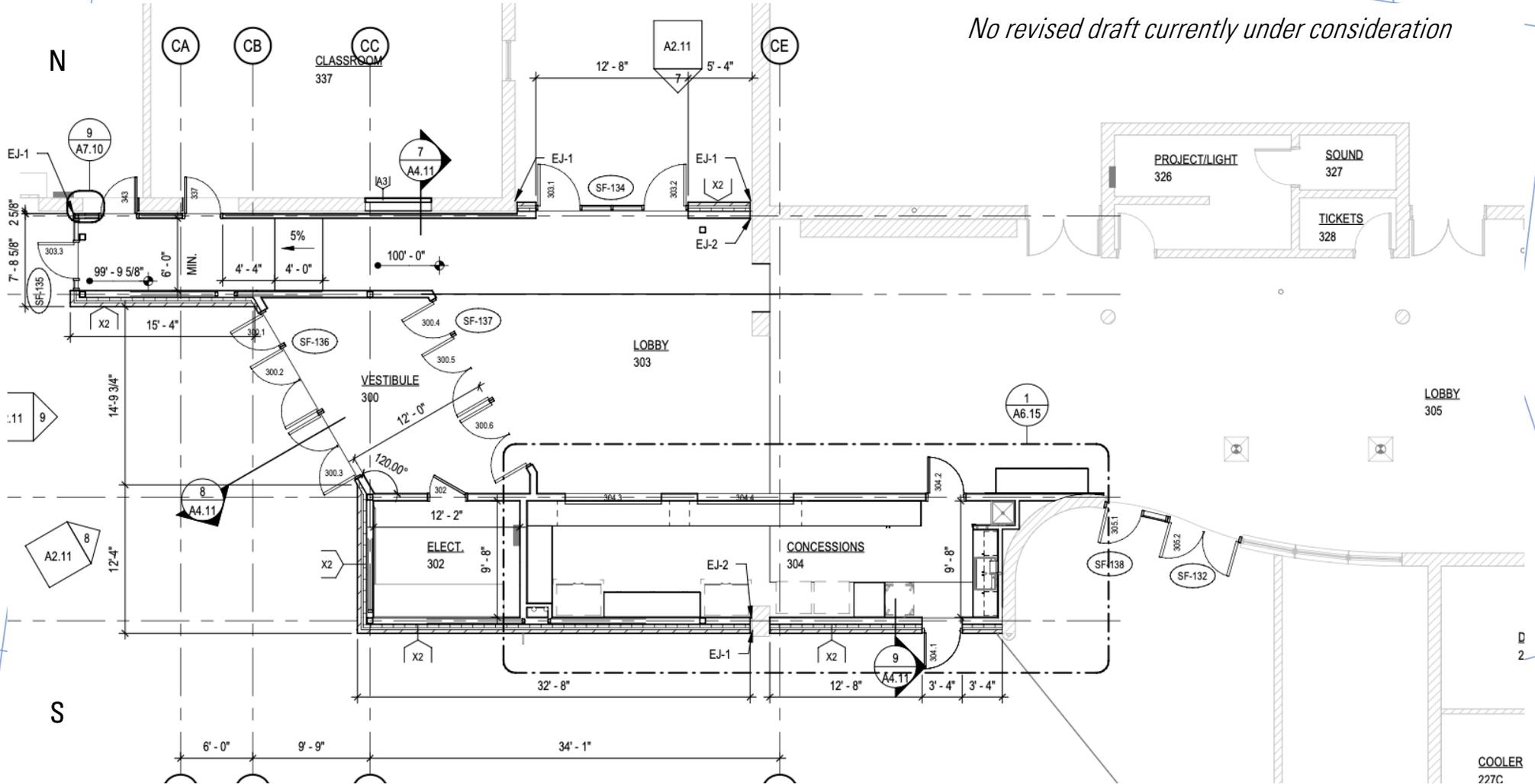
N

S



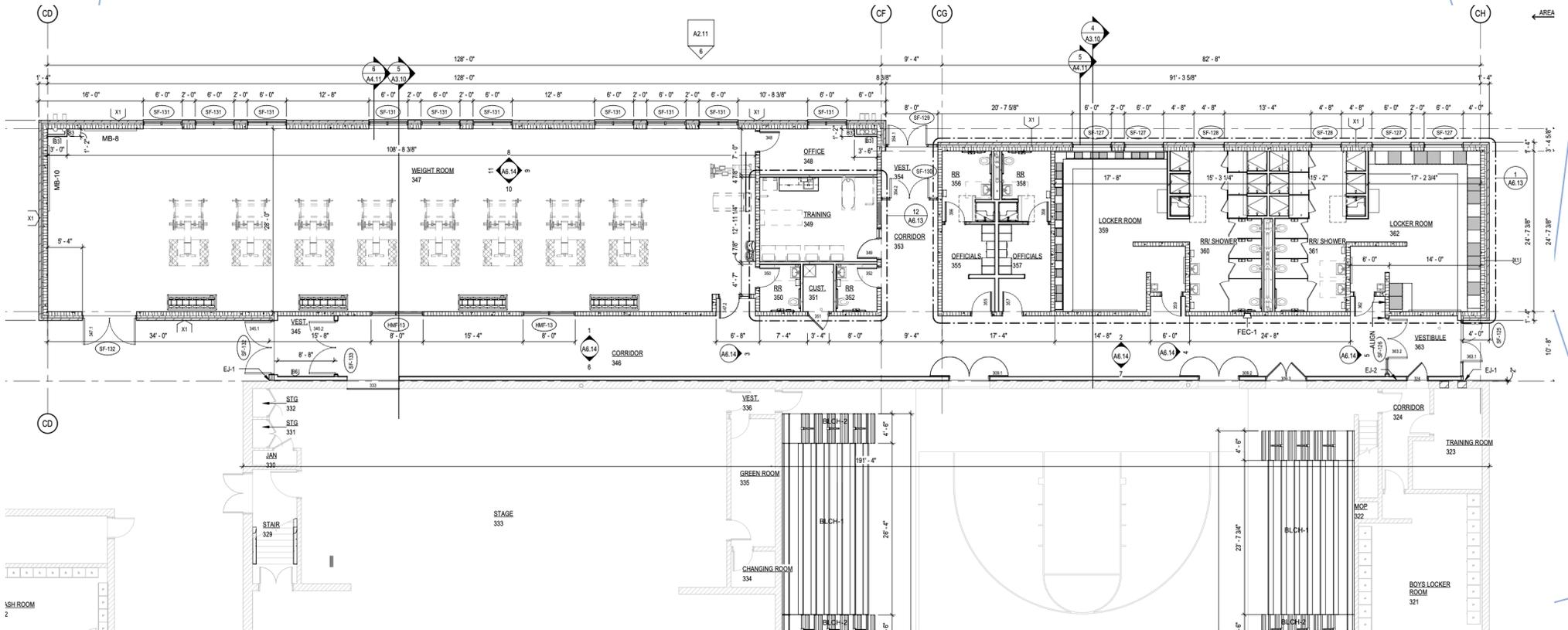
# DEC 20<sup>TH</sup> SCOPE: CONNECTING CORRIDOR / ACTIVITIES ENTRANCE

*No revised draft currently under consideration*



# DEC 20<sup>TH</sup> SCOPE: WEIGHT ROOM / LOCKER ROOM ADDITION

*No revised draft currently under consideration*



# HEARTLAND COMMUNITY SCHOOLS

## 2023 - 2024 SCHOOL CALENDAR (Recommended)

August 2023						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2023						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October 2023						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2023						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2023						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Aug. 11	New Teacher Orientation
Aug. 14-16	Teacher Inservice
Aug. 17	K-12 Classes Begin (11:40 Dismissal)
Sept. 4	No School - Labor Day
Sept. 11	No School - Professional Development
Oct. 9	No School - Professional Development
Oct. 9	PTC 4:30 PM - 8:30 PM
Oct. 12	PTC 4:30 PM - 8:30 PM
Oct. 19	Last Day - 1st Quarter
Oct. 20	No School - Fall Break
Oct. 23	First Day - 2nd Quarter
Nov. 6	No School - Professional Development
Nov. 22-24	No School - Thanksgiving Break
Dec. 22	Last Day - 1st Semester
Dec. 23-27	NSAA Moratorium
Dec. 25-29	No School - Holiday Break

Jan. 1 - 3	No School - Holiday Break
Jan. 4 - 5	No School - Professional Development
Jan. 8	Classes Resume / 1st Day - 2nd Semester
Feb. 9	No School
Mar. 1	No School - Professional Development
Mar. 4	PTC 4:30 PM - 8:30 PM
Mar. 5	PTC 4:30 PM - 8:30 PM
Mar. 6	Last Day - 3rd Quarter
Mar. 7	No School - Professional Development
Mar. 8	No School - Winter Break
Mar. 11	First Day - 3rd Quarter
Mar. 29	No School - Spring Break
Apr. 1	No School - Spring Break
Apr. 11	No School - Staff Workday (HS Track Invite)
May 1	Seniors' Last Day
May 5	Graduation
May 17	Last Day - 2nd Semester (11:30 Dismissal)

January 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2024						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

March 2024						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May 2024						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

<span style="display: inline-block; width: 15px; height: 15px; background-color: yellow; border: 1px solid black;"></span> Beginning/End of Term
<span style="display: inline-block; width: 15px; height: 15px; background-color: cyan; border: 1px solid black;"></span> No School - Professional Development
<span style="display: inline-block; width: 15px; height: 15px; background-color: red; border: 1px solid black;"></span> No School - Break
<span style="display: inline-block; width: 15px; height: 15px; background-color: lightgreen; border: 1px solid black;"></span> Parent-Teacher Conferences
<span style="display: inline-block; width: 15px; height: 15px; border: 1px solid black; border-style: dashed;"></span> Early Dismissal
<span style="display: inline-block; width: 15px; height: 15px; border: 1px solid black; background-color: #e0e0e0;"></span> Event
<span style="display: inline-block; width: 15px; height: 15px; border: 1px solid black; border-style: dashed; background-color: #e0e0e0;"></span> NSAA Moratorium
<span style="display: inline-block; width: 15px; height: 15px; background-color: #d8bfd8; border: 1px solid black;"></span> Curriculum Development

1st Quarter	43	Student Days
	49	Teacher Days
2nd Quarter	41	Student Days
	42	Teacher Days
3rd Quarter	41	Student Days
	45	Teacher Days
4th Quarter	47	Student Days
	49	Teacher Days
1st Semester	84	Student Days
	91	Teacher Days
2nd Semester	88	Student Days
	94	Teacher Days
School Year	172	Student Days
	185	Teacher Days

Additional days for students and/or staff will be added to the end of the year if it is determined to be necessary.

NSAA DATES	
Start of Fall Practices	Aug. 7
District Golf	Oct. 2-3
State Golf	Oct. 9-10
State Football 1st Rd.	Oct. 19
State Volleyball	Nov. 1-2-3-4
Start of Winter Practices	Nov. 13
District One-Act	Week of Nov. 27
NSAA Moratorium	Dec. 23-24-25-26-27
Girls State Basketball	Feb. 28-Mar. 2
Boys State Basketball	Mar. 6-9
Start of Spring Practices	Feb. 26
District Music	Week of Apr. 15
District Track	May 9
District Golf	May 13-14
State Track	May 17-18
State Golf	May 21-22



**Heartland Community Schools**  
 1501 Front Street  
 Henderson, NE 68371  
 Phone: 402-723-4434  
[www.heartlandschools.org](http://www.heartlandschools.org)

**RESOLUTION 502.02.R1  
2023-2024**

**WHEREAS**, the School Board is required by law to adopt by resolution policies and specific standards for acceptance or rejection of option enrollment applications; and,

**WHEREAS**, the School Board has received and reviewed evidence and information submitted by the administration and other sources and made determinations thereon with respect to the capacity of this school district to accept option enrollment students based upon available staff, available facilities, projected enrollment, and availability of special education programs; and,

**WHEREAS**, the School Board has determined that the educational interests of this school district would be best served by adoption of the resolution, and the policies and specific standards herein contained.

**NOW, THEREFORE, BE IT RESOLVED** that the Option Enrollment Policy presented to the School Board as Policy 502.02 and “Appendix 1” to such Policy 502.02, should be and the same are hereby adopted, and any previous policy or interpretation or application of the option enrollment program which is or has been inconsistent with the Policy 502.02, are repealed effective the date of the passage of this resolution,

**BE IT FURTHER RESOLVED** that all paragraphs, subparagraphs, and portions of words of this Resolution, of Policy 502.02, and “Appendix 1” to such Policy 502.02 are severable and that in the event any of the same are determined to be invalid for any reason, such determination shall not affect the validity of any of the remainder of the same.

**BE IT FURTHER RESOLVED** that policies and specific standards for acceptance or rejection of option enrollment applications should be and are hereby adopted, for applications filed for initial acceptance for the 2023-2024 school year, and are herein set forth:

A motion "To pass and adopt the aforementioned Resolution 502.02.R1," was made by:

Motion: \_\_\_\_\_

Second: \_\_\_\_\_

After discussion and on roll call vote, the following vote was recorded on the motion, "To pass and adopt the aforementioned Resolution 502.02.R1."

G. Braun	Yes	No	Abstain	Absent
L. Gloystein	Yes	No	Abstain	Absent
R. Goertzen	Yes	No	Abstain	Absent
J. Hiebner	Yes	No	Abstain	Absent
T. Newton	Yes	No	Abstain	Absent
T. Ott	Yes	No	Abstain	Absent

The Resolution having been consented to and approved by a majority of the members of the School Board, was declared by the President as passed and adopted at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

**DATED** this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

By: \_\_\_\_\_  
President

Attest: \_\_\_\_\_  
Secretary

**“Appendix 1” to Policy 502.02**

The following is “Appendix 1” to policy 502.02 for the 2023-2024 school year. The Board of Education hereby sets forth the maximum enrollment that may be result from the acceptance of option-enrollment students for the 2023-2024 school year in any program, class, grade level or school building or in any special education programs operated by this school district, based on available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. **Any program, class, grade level, or school building that has “0” listed as the Maximum Enrollment Allowed Resulting From The Acceptance Of Option Enrollment Students is hereby declared to be at capacity by the Board of Education and is thereby closed to option enrollment for the specified year.**

<b>Maximum Enrollment Allowed Resulting From The Acceptance Of Option-Enrollment Students</b>					
<b>Pre-Established Sections In Place Prior To Or At The Time Of Application</b>					
<b>Pre-Established Sections</b>	<b>1</b>	<b>2</b>	<b>Pre-Established Sections</b>	<b>1</b>	<b>2</b>
<b>Grade-Level / Program</b>	<b>Max. Enrollment</b>		<b>Grade-Span</b>	<b>Max. Enrollment</b>	
Kindergarten	18	28	Kindergarten	18	28
First Grade	20	32	1 <sup>st</sup> Grade - 3 <sup>rd</sup> Grade	60	84
Second Grade	20	32			
Third Grade	20	32			
Fourth Grade	20	32	4 <sup>th</sup> Grade - 6 <sup>th</sup> Grade	60	84
Fifth Grade	20	32			
Sixth Grade	20	32			
Grades K-6: Special Education	<b>0</b>				
Seventh Grade	25		7 <sup>th</sup> Grade - 8 <sup>th</sup> Grade	52	
Eighth Grade	25				
Ninth Grade	25		9 <sup>th</sup> Grade - 11 <sup>th</sup> Grade	84	
Tenth Grade	25				
Eleventh Grade	25				
Twelfth Grade	<b>0</b>				
Grades 7-12: Special Education	<b>0</b>				
Grades 9-12: Credit Recovery	<b>0</b>				

### Administrative Regulation to Policy 502.02 – Non-resident Students/Option Enrollment

The Board of Education hereby sets forth the maximum number of option enrollment student allowed in each grade level or program within the Heartland Community Schools based upon available staff, facilities, projected enrollment of resident students, and availability of staffing and services available for appropriate special education programming. Any program, class, grade level, or school building is declared unavailable to option students if current capacity is at or above the “program capacity” number.

Program	Program Capacity
Pre-school	16 per session
Kindergarten	24
1 <sup>st</sup> Grade	24
2 <sup>nd</sup> Grade	24
3 <sup>rd</sup> Grade	24
4 <sup>th</sup> Grade	24
5 <sup>th</sup> Grade	24
6 <sup>th</sup> Grade	24
Elementary Special Education	15
Elementary Building Capacity	199
7 <sup>th</sup> Grade	24
8 <sup>th</sup> Grade	24
9 <sup>th</sup> Grade	24
10 <sup>th</sup> Grade	24
11 <sup>th</sup> Grade	24
12 <sup>th</sup> Grade	24
Secondary Special Education	15
Secondary Building Capacity	159

**CURRENT**

**Heartland Community Schools: Enrollment Variations  
2022 - 2023**

A		B		C	D	E		F	G	H		
Grade Level	2022-2023		22-23 Feb 1 enrollment	22-23 Feb 1 enrollment	22-23 Feb 1 enrollment		22-23 Feb 1 enrollment		22-23 Feb 1 enrollment	22-23 Feb 1 enrollment	22-23 Feb 1 enrollment	Grade Level
	Snapshot (Feb 1, 2023)		- Opt-In	- Opt-In + Opt-Out	+ Opt-Out		+ Home School		- Opt-In	- Opt-In + Opt-Out	+ Opt-Out + Home School	
PK	33		33	33	33		33		33	33	33	PK
K	29		28	40	41		30		29	41	42	K
1	16		16	22	22		26		26	32	32	1
2	25		25	32	32		30		30	37	37	2
3	23		21	28	30		26		24	31	33	3
4	23		22	23	24		29		28	29	30	4
5	21		19	25	27		25		23	29	31	5
6	29		29	33	33		33		33	37	37	6
7	22		19	27	30		24		21	29	32	7
8	24		23	29	30		24		23	29	30	8
9	33		31	36	38		36		34	39	41	9
10	23		20	26	29		24		21	27	30	10
11	20		19	28	29		23		22	31	32	11
12	30		26	32	36		32		28	34	38	12
<b>K-12 Enrollment</b>	<b>318</b>	<b>K-12 Enrollment</b>	<b>298</b>	<b>381</b>	<b>401</b>	<b>K-12 Enrollment</b>	<b>362</b>	<b>K-12 Enrollment</b>	<b>342</b>	<b>425</b>	<b>445</b>	<b>K-12 Enrollment</b>
Average Enrollment per Grade Level	24.46	Average Enrollment per Grade Level	22.92	29.31	30.85	Average Enrollment per Grade Level	27.85	Average Enrollment per Grade Level	26.31	32.69	34.23	Average Enrollment per Grade Level
<b>PK-12 Enrollment</b>	<b>351</b>	<b>PK-12 Enrollment</b>	<b>331</b>	<b>414</b>	<b>434</b>	<b>PK-12 Enrollment</b>	<b>395</b>	<b>PK-12 Enrollment</b>	<b>375</b>	<b>458</b>	<b>478</b>	<b>PK-12 Enrollment</b>
Average Enrollment per Grade Level	25.07	Average Enrollment per Grade Level	23.64	29.57	31.00	Average Enrollment per Grade Level	28.21	Average Enrollment per Grade Level	26.79	32.71	34.14	Average Enrollment per Grade Level
Grades PK-6	199	Grades PK-6	193	236	242	Grades PK-6	232	Grades PK-6	226	269	275	Grades PK-6
Grades K-6	166	Grades K-6	160	203	209	Grades K-6	199	Grades K-6	193	236	242	Grades K-6
Grades 7-12	152	Grades 7-12	138	178	192	Grades 7-12	163	Grades 7-12	149	189	203	Grades 7-12
Grades PK&K	62	Grades PK&K	61	73	74	Grades PK&K	63	Grades PK&K	62	74	75	Grades PK&K
Grades 1-3	64	Grades 1-3	62	82	84	Grades 1-3	82	Grades 1-3	80	100	102	Grades 1-3
Grades 4-6	73	Grades 4-6	70	81	84	Grades 4-6	87	Grades 4-6	84	95	98	Grades 4-6
Grades 7-8	46	Grades 7-8	42	56	60	Grades 7-8	48	Grades 7-8	44	58	62	Grades 7-8
Grades 9-12	106	Grades 9-12	96	122	132	Grades 9-12	115	Grades 9-12	105	131	141	Grades 9-12
Grades 7-9	79	Grades 7-9	73	92	98	Grades 7-9	84	Grades 7-9	78	97	103	Grades 7-9
Grades 10-12	73	Grades 10-12	65	86	94	Grades 10-12	79	Grades 10-12	71	92	100	Grades 10-12
Grades 9-11	76	Grades 9-11	70	90	96	Grades 9-11	83	Grades 9-11	77	97	103	Grades 9-11

**HEARTLAND COMMUNITY SCHOOLS  
NET OPTION ENROLLMENT SUMMARY  
2022 - 2023**

Opt-In		Opt-Out	
TOTAL	20	TOTAL	83
Kindergarten	1	Kindergarten	12
1st	0	1st	6
2nd	0	2nd	7
3rd	2	3rd	7
4th	1	4th	1
5th	2	5th	6
6th	0	6th	4
7th	3	7th	8
8th	1	8th	6
9th	2	9th	5
10th	3	10th	6
11th	1	11th	9
12th	4	12th	6

District	NET	Option-In			Option-Out		
		Total Students	K-6 Students	7-12 Students	Total Students	K-6 Students	7-12 Students
Sutton	-8	4	3	1	12	8	4
Fillmore Central	-1	0	0	0	1	0	1
Hampton	-11	7	2	5	18	12	6
Aurora	-2	4	0	4	6	3	3
Cross County	-5	0	0	0	5	3	2
Shelby-Rising City	-1	0	0	0	1	0	1
High Plains	-4	0	0	0	4	2	2
Centennial	1	1	0	1	0	0	0
York	-27	4	0	4	31	14	17
McCool Junction	-5	0	0	0	5	1	4
<b>Totals</b>	<b>-63</b>	<b>20</b>	<b>5</b>	<b>15</b>	<b>83</b>	<b>43</b>	<b>40</b>
	<b>NET</b>	<b>Total Students</b>	<b>K-6 Students</b>	<b>7-12 Students</b>	<b>Total Students</b>	<b>K-6 Students</b>	<b>7-12 Students</b>
		<b>Option-In</b>			<b>Option-Out</b>		

**HEARTLAND COMMUNITY SCHOOLS**  
**EXEMPT SCHOOL ENROLLMENT SUMMARY**  
**22-23**

---

<b>Exempt Schools</b>	<b>22</b>
<b>Students</b>	<b>46</b>
<b>Age-Approximated Grade Distribution</b>	
<b>Other / Unidentifiable</b>	<b>2</b>
<b>Kindergarten</b>	<b>1</b>
<b>1st</b>	<b>10</b>
<b>2nd</b>	<b>5</b>
<b>3rd</b>	<b>3</b>
<b>4th</b>	<b>6</b>
<b>5th</b>	<b>4</b>
<b>6th</b>	<b>4</b>
<b>7th</b>	<b>2</b>
<b>8th</b>	<b>0</b>
<b>9th</b>	<b>3</b>
<b>10th</b>	<b>1</b>
<b>11th</b>	<b>3</b>
<b>12th</b>	<b>2</b>

**HEARTLAND COMMUNITY SCHOOLS  
PK-12 OFFICIAL FALL ENROLLMENT  
06-07 to Present**

Grade Level	Count Day 2006-2007 Enrollment	Count Day 2007-2008 Enrollment	Count Day 2008-2009 Enrollment	Count Day 2009-2010 Enrollment	Count Day 2010-2011 Enrollment	Count Day 2011-2012 Enrollment	Count Day 2012-2103 Enrollment	Count Day 2013-2014 Enrollment	Count Day 2014-2015 Enrollment	Count Day 2015-2016 Enrollment	Count Day 2016-2017 Enrollment	Count Day 2017-2018 Enrollment	Count Day 2018-2019 Enrollment	Count Day 2019-2020 Enrollment	Count Day 2020-2021 Enrollment	Count Day 2021-2022 Enrollment	2022-2023 (Oct 4, 2022)	Grade Level			
PK	0	13	19	18	21	28	28	25	24	24	26	27	23	36	29	35	30	PK			
K	26	27	18	21	26	19	27	30	24	16	21	20	21	19	24	20	29	K			
1	20	24	25	18	21	26	17	22	32	24	16	21	19	22	19	25	17	1			
2	22	18	22	27	18	21	27	16	23	34	23	15	21	20	19	23	25	2			
3	19	19	20	23	26	19	21	23	16	26	33	22	16	26	20	23	23	3			
4	24	18	20	22	23	23	19	23	24	20	26	32	23	17	25	20	24	4			
5	17	22	18	23	23	24	23	21	22	23	18	26	31	25	21	27	21	5			
6	24	19	23	18	21	25	23	20	23	23	26	19	25	34	25	22	28	6			
7	19	24	17	26	20	20	24	22	21	25	21	27	21	27	35	26	22	7			
8	31	24	24	19	24	18	22	23	23	23	24	20	26	23	25	35	26	8			
9	26	32	30	28	21	26	17	21	22	25	24	27	22	28	22	24	33	9			
10	39	24	31	24	26	25	23	21	25	24	28	23	25	26	29	22	23	10			
11	37	36	23	34	27	21	22	29	24	22	24	25	23	24	26	29	21	11			
12	37	34	29	26	33	31	26	22	30	24	20	23	26	26	25	30	32	12			
<b>K-12 Enrollment</b>	<b>341</b>	<b>321</b>	<b>300</b>	<b>309</b>	<b>309</b>	<b>298</b>	<b>291</b>	<b>293</b>	<b>309</b>	<b>309</b>	<b>304</b>	<b>300</b>	<b>299</b>	<b>317</b>	<b>315</b>	<b>326</b>	<b>324</b>	<b>K-12 Enrollment</b>			
<b>Average Enrollment per Grade Level</b>	<b>26.23</b>	<b>24.69</b>	<b>23.08</b>	<b>23.77</b>	<b>23.77</b>	<b>22.92</b>	<b>22.38</b>	<b>22.54</b>	<b>23.77</b>	<b>23.77</b>	<b>23.38</b>	<b>23.08</b>	<b>23.00</b>	<b>24.38</b>	<b>24.23</b>	<b>25.08</b>	<b>24.92</b>	<b>Average Enrollment per Grade Level</b>			
<b>PK-12 Enrollment</b>	<b>341</b>	<b>334</b>	<b>319</b>	<b>327</b>	<b>330</b>	<b>326</b>	<b>319</b>	<b>318</b>	<b>333</b>	<b>333</b>	<b>330</b>	<b>327</b>	<b>322</b>	<b>353</b>	<b>344</b>	<b>361</b>	<b>354</b>	<b>PK-12 Enrollment</b>			
<b>Average Enrollment per Grade Level</b>	<b>26.23</b>	<b>23.86</b>	<b>22.79</b>	<b>23.36</b>	<b>23.57</b>	<b>23.29</b>	<b>22.79</b>	<b>22.71</b>	<b>23.79</b>	<b>23.79</b>	<b>23.57</b>	<b>23.36</b>	<b>23.00</b>	<b>25.21</b>	<b>24.57</b>	<b>25.79</b>	<b>25.29</b>	<b>Average Enrollment per Grade Level</b>			
<b>PK-6</b>	<b>152</b>	<b>160</b>	<b>165</b>	<b>170</b>	<b>179</b>	<b>185</b>	<b>185</b>	<b>180</b>	<b>188</b>	<b>190</b>	<b>189</b>	<b>182</b>	<b>179</b>	<b>199</b>	<b>182</b>	<b>195</b>	<b>197</b>	<b>PK-6</b>			
<b>7-12</b>	<b>189</b>	<b>174</b>	<b>154</b>	<b>157</b>	<b>151</b>	<b>141</b>	<b>134</b>	<b>138</b>	<b>145</b>	<b>143</b>	<b>141</b>	<b>145</b>	<b>143</b>	<b>154</b>	<b>162</b>	<b>166</b>	<b>157</b>	<b>7-12</b>			
<b>K-6</b>	<b>152</b>	<b>147</b>	<b>146</b>	<b>152</b>	<b>158</b>	<b>157</b>	<b>157</b>	<b>155</b>	<b>164</b>	<b>166</b>	<b>163</b>	<b>155</b>	<b>156</b>	<b>163</b>	<b>153</b>	<b>160</b>	<b>167</b>	<b>K-6</b>			
<b>PK&amp;K</b>	<b>26</b>	<b>40</b>	<b>37</b>	<b>39</b>	<b>47</b>	<b>47</b>	<b>55</b>	<b>55</b>	<b>48</b>	<b>40</b>	<b>47</b>	<b>47</b>	<b>44</b>	<b>55</b>	<b>53</b>	<b>55</b>	<b>59</b>	<b>PK&amp;K</b>			
<b>1-3</b>	<b>61</b>	<b>61</b>	<b>67</b>	<b>68</b>	<b>65</b>	<b>66</b>	<b>65</b>	<b>61</b>	<b>71</b>	<b>84</b>	<b>72</b>	<b>58</b>	<b>56</b>	<b>68</b>	<b>58</b>	<b>71</b>	<b>65</b>	<b>1-3</b>			
<b>4-6</b>	<b>65</b>	<b>59</b>	<b>61</b>	<b>63</b>	<b>67</b>	<b>72</b>	<b>65</b>	<b>64</b>	<b>69</b>	<b>66</b>	<b>70</b>	<b>77</b>	<b>79</b>	<b>76</b>	<b>71</b>	<b>69</b>	<b>73</b>	<b>4-6</b>			
<b>7-8</b>	<b>50</b>	<b>48</b>	<b>41</b>	<b>45</b>	<b>44</b>	<b>38</b>	<b>46</b>	<b>45</b>	<b>44</b>	<b>48</b>	<b>45</b>	<b>47</b>	<b>47</b>	<b>50</b>	<b>60</b>	<b>61</b>	<b>48</b>	<b>7-8</b>			
<b>9-12</b>	<b>139</b>	<b>126</b>	<b>113</b>	<b>112</b>	<b>107</b>	<b>103</b>	<b>88</b>	<b>93</b>	<b>101</b>	<b>95</b>	<b>96</b>	<b>98</b>	<b>96</b>	<b>104</b>	<b>102</b>	<b>105</b>	<b>109</b>	<b>9-12</b>			
<b>7-9</b>	<b>76</b>	<b>80</b>	<b>71</b>	<b>73</b>	<b>65</b>	<b>64</b>	<b>63</b>	<b>66</b>	<b>66</b>	<b>73</b>	<b>69</b>	<b>74</b>	<b>69</b>	<b>78</b>	<b>82</b>	<b>85</b>	<b>81</b>	<b>7-9</b>			
<b>10-12</b>	<b>113</b>	<b>94</b>	<b>83</b>	<b>84</b>	<b>86</b>	<b>77</b>	<b>71</b>	<b>72</b>	<b>79</b>	<b>70</b>	<b>72</b>	<b>71</b>	<b>74</b>	<b>76</b>	<b>80</b>	<b>81</b>	<b>76</b>	<b>10-12</b>			
<b>9-11</b>	<b>102</b>	<b>92</b>	<b>84</b>	<b>86</b>	<b>74</b>	<b>72</b>	<b>62</b>	<b>71</b>	<b>71</b>	<b>71</b>	<b>76</b>	<b>75</b>	<b>70</b>	<b>78</b>	<b>77</b>	<b>75</b>	<b>77</b>	<b>9-11</b>			
<b>Selected year's K</b>	<b>K(in) v Grad(out)</b>	<b>-</b>	<b>-10</b>	<b>-16</b>	<b>-8</b>	<b>0</b>	<b>-14</b>	<b>-4</b>	<b>4</b>	<b>2</b>	<b>-14</b>	<b>-3</b>	<b>0</b>	<b>-2</b>	<b>-7</b>	<b>-2</b>	<b>-5</b>	<b>-1</b>	<b>K(in) v Grad(out)</b>	<b>Selected year's K</b>	
<b>Selected year's 12</b>	<b>net gain (K to 12)</b>													<b>0</b>	<b>-1</b>	<b>7</b>	<b>9</b>	<b>6</b>	<b>net gain (K to 12)</b>	<b>Selected year's 12</b>	
	<b>net gain (6 to 12)</b>							<b>2</b>	<b>3</b>	<b>7</b>	<b>6</b>	<b>-1</b>	<b>-2</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>7</b>	<b>6</b>	<b>net gain (6 to 12)</b>		
	<b>net gain (7 to 12)</b>							<b>12</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>-1</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>9</b>	<b>5</b>		<b>net gain (7 to 12)</b>
	<b>net gain (9 to 12)</b>				<b>0</b>	<b>1</b>	<b>1</b>	<b>-2</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>-1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>-2</b>	<b>8</b>	<b>4</b>	<b>net gain (9 to 12)</b>		
<b>Selected year's 6</b>	<b>net gain (K to 6)</b>							<b>-3</b>	<b>-7</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>-2</b>	<b>4</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>net gain (K to 6)</b>	<b>Selected year's 6</b>	
	<b>net gain (3 to 6)</b>				<b>-1</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>-6</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>-1</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>net gain (3 to 6)</b>		
<b>Selected year's 7</b>	<b>net gain (K to 7)</b>							<b>-4</b>	<b>-6</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>net gain (K to 7)</b>	<b>Selected year's 7</b>	
	<b>net gain (6 to 7)</b>		<b>0</b>	<b>-2</b>	<b>3</b>	<b>2</b>	<b>-1</b>	<b>-1</b>	<b>-1</b>	<b>1</b>	<b>2</b>	<b>-2</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>net gain (6 to 7)</b>		
<b>Selected year's 9</b>	<b>net gain (K to 9)</b>										<b>-1</b>	<b>-3</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>-3</b>	<b>3</b>	<b>net gain (K to 9)</b>	<b>Selected year's 9</b>	
	<b>net gain (6 to 9)</b>				<b>4</b>	<b>2</b>	<b>3</b>	<b>-1</b>	<b>0</b>	<b>-3</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>-1</b>	<b>2</b>	<b>3</b>	<b>-1</b>	<b>-1</b>	<b>net gain (6 to 9)</b>		
	<b>net gain (7 to 9)</b>			<b>11</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>-3</b>	<b>1</b>	<b>-2</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-3</b>	<b>-2</b>	<b>net gain (7 to 9)</b>		
<b>Grade Level</b>	<b>Count Day 2006-2007 Enrollment</b>	<b>Count Day 2007-2008 Enrollment</b>	<b>Count Day 2008-2009 Enrollment</b>	<b>Count Day 2009-2010 Enrollment</b>	<b>Count Day 2010-2011 Enrollment</b>	<b>Count Day 2011-2012 Enrollment</b>	<b>Count Day 2012-2103 Enrollment</b>	<b>Count Day 2013-2014 Enrollment</b>	<b>Count Day 2014-2015 Enrollment</b>	<b>Count Day 2015-2016 Enrollment</b>	<b>Count Day 2016-2017 Enrollment</b>	<b>Count Day 2017-2018 Enrollment</b>	<b>Count Day 2018-2019 Enrollment</b>	<b>Count Day 2019-2020 Enrollment</b>	<b>Count Day 2020-2021 Enrollment</b>	<b>Count Day 2021-2022 Enrollment</b>	<b>2022-2203 (Oct 4, 2022)</b>	<b>Grade Level</b>			

**HEARTLAND COMMUNITY SCHOOLS  
SUPERINTENDENT COMPENSATION RECOMMENDATIONS**

		Salary	Health	Dental	Vision	NPERS	FICA	LTD	Life Ins	Annuity	Total Payroll	Total Health, Dental, Vision	Total Other	Total Compensation	Total Compensation Increase			
															Annual	2-yr CAGR	3-yr CAGR	
23-24	HCS Superintendent	\$163,425	\$25,787.76	\$1,794.36	\$0.00	\$16,146.39	\$12,502.01	\$0.00	\$0.00	\$0.00	\$192,073.40	\$27,582.12	\$0.00	\$219,655.52	\$6,915.72	3.251%	-	-

**HEARTLAND COMMUNITY SCHOOLS  
PRINCIPALS' COMPENSATION RECOMMENDATIONS**

		Salary	Health	Dental	Vision	NPERS	FICA	LTD	Life Ins	Annuity	125	Total Payroll	Total Health, Dental, Vision	Total Other	Total Compensation	Total Compensation Increase			
																Annual	2-yr CAGR	3-yr CAGR	
23-24	HCS PK-6 Principal	\$106,432	\$19,205.28	\$636.12	\$0.00	\$10,515.48	\$8,142.05	\$0.00	\$0.00	\$0.00	\$0.00	\$125,089.53	\$19,841.40	\$0.00	\$144,930.93	\$5,850.16	4.206%	4.229%	4.106%
23-24	HCS 7-12 Principal	\$123,754	\$25,787.76	\$636.12	\$0.00	\$12,226.90	\$9,467.18	\$0.00	\$0.00	\$0.00	\$0.00	\$145,448.08	\$26,423.88	\$0.00	\$171,871.96	\$6,937.48	4.206%	4.248%	4.115%

**HEARTLAND COMMUNITY SCHOOLS  
COMPENSATION INCREASE SUMMARY: CLASSIFIED STAFF  
23 - 24 (RECOMMENDED)**

ALL CLASSIFIED STAFF							
All Groups	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$794,489.12	\$43,956.38	5.85%	\$34,882	5.42%	\$38,249	5.42%
FICA	\$60,778.42	\$3,362.66	5.85%	\$2,668	5.42%	\$2,926	5.42%
RETIREMENT	\$78,495.53	\$4,342.89	5.85%	\$3,446	5.42%	\$3,779	5.42%
INSURANCE	\$182,324.60	\$21,373.88	13.28%	\$9,363	6.14%	\$18,943	11.96%
<b>TOTALS</b>	<b>\$1,116,087.67</b>	<b>\$73,035.82</b>	<b>7.00%</b>	<b>\$50,359</b>	<b>5.58%</b>	<b>\$63,899</b>	<b>6.47%</b>
Employees(FTE)	37.875			37.875		40.000	
Ave. Per Employee	\$29,467.66	\$1,928.34	7.00%	\$1,329.61	5.58%	\$1,597.43	6.47%
All Groups (ex. Foods)	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$701,621.72	\$37,344.98	5.62%	\$30,219	5.42%	\$33,947	5.39%
FICA	\$53,674.06	\$2,856.89	5.62%	\$2,311	5.42%	\$2,596	5.39%
RETIREMENT	\$69,320.23	\$3,689.68	5.62%	\$2,985	5.42%	\$3,354	5.39%
INSURANCE	\$167,727.60	\$19,264.68	12.98%	\$8,486	6.136%	\$11,677	7.729%
<b>TOTALS</b>	<b>\$992,343.61</b>	<b>\$63,156.24</b>	<b>6.79%</b>	<b>\$44,001</b>	<b>5.55%</b>	<b>\$51,574</b>	<b>5.729%</b>
Employees(FTE)	33.750			33.750		36.250	
Ave. Per Employee	\$29,402.77	\$1,871.30	6.79%	\$1,303.73	5.55%	\$1,422.73	5.729%
Office / Clerical	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$116,235.60	\$3,551.60	3.15%	\$4,576	4.23%	\$5,096	4.78%
FICA	\$8,892.02	\$271.70	3.15%	\$361	4.23%	\$401	4.78%
RETIREMENT	\$11,484.08	\$350.90	3.15%	\$452	4.23%	\$503	4.78%
INSURANCE	\$43,940.28	\$4,263.12	10.74%	\$2,269	6.066%	\$1,096	3.025%
<b>TOTALS</b>	<b>\$180,551.98</b>	<b>\$8,437.32</b>	<b>4.90%</b>	<b>\$7,658</b>	<b>4.649%</b>	<b>\$7,096</b>	<b>4.309%</b>
Employees(FTE)	3.000			3.000		3.000	
Ave. Per Employee	\$60,183.99	\$2,812.44	4.90%	\$2,552.67	4.649%	\$2,365.33	4.309%
Maintenance (All) incl. P-T & seasonal	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$130,564.80	\$4,764.60	3.78%	\$4,789	4.50%	\$8,827	5.66%
FICA	\$9,988.21	\$364.49	3.78%	\$377	4.50%	\$695	5.66%
RETIREMENT	\$12,899.80	\$470.74	3.78%	\$473	4.50%	\$872	5.66%
INSURANCE	\$36,205.32	\$2,346.36	6.93%	\$1,391	5.973%	\$1,194	3.025%
<b>TOTALS</b>	<b>\$189,658.13</b>	<b>\$7,946.19</b>	<b>4.37%</b>	<b>\$7,030</b>	<b>4.735%</b>	<b>\$11,588</b>	<b>5.201%</b>
Employees(FTE)	5.500			5.500		7.000	
Ave. Per Employee	\$34,483.30	\$1,444.76	4.37%	\$1,278.18	4.735%	\$1,655.43	5.201%
Maintenance: P-T & seasonal	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$18,632.00	\$900.00	5.076%	\$864	5.047%	\$980	6.072%
FICA	\$1,425.35	\$68.85	5.076%	\$66	5.047%	\$75	6.072%
RETIREMENT	\$1,840.84	\$88.92	5.076%	\$85	5.047%	\$97	6.072%
INSURANCE	\$0.00	\$0.00	N/DIV/0%	\$0	-	\$0	-
<b>TOTALS</b>	<b>\$21,898.19</b>	<b>\$1,057.77</b>	<b>5.076%</b>	<b>\$1,015</b>	<b>5.047%</b>	<b>\$1,152</b>	<b>6.072%</b>
Employees	3.000			3.000		3.000	
Ave. Per Employee	\$7,299.40	\$352.59	5.076%	\$338.49	5.047%	\$383.93	6.072%
Para	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$302,499.00	\$19,143.00	6.756%	\$17,030	6.394%	\$15,986	6.390%
FICA	\$23,141.17	\$1,464.44	6.756%	\$1,341	6.394%	\$1,259	6.390%
RETIREMENT	\$29,886.90	\$1,891.33	6.756%	\$1,682	6.394%	\$1,579	6.390%
INSURANCE	\$87,582.00	\$12,655.20	16.89%	\$4,825	6.219%	\$9,385	12.470%
<b>TOTALS</b>	<b>\$443,109.07</b>	<b>\$35,153.97</b>	<b>8.617%</b>	<b>\$24,878</b>	<b>6.494%</b>	<b>\$28,209</b>	<b>7.950%</b>
Employees(FTE)	15.250			15.250		16.250	
Ave. Per Employee	\$29,056.33	\$2,305.18	8.617%	\$1,631.38	6.494%	\$1,735.94	7.950%
Foods	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$92,867.40	\$6,611.40	7.665%	\$4,662	5.713%	\$4,302	5.566%
FICA	\$7,104.36	\$505.77	7.665%	\$356	5.713%	\$329	5.566%
RETIREMENT	\$9,175.30	\$653.21	7.665%	\$460	5.713%	\$425	5.566%
INSURANCE	\$14,597.00	\$2,109.20	16.89%	\$877	6.219%	\$726	10.194%
<b>TOTALS</b>	<b>\$123,744.06</b>	<b>\$9,879.58</b>	<b>8.677%</b>	<b>\$6,355</b>	<b>5.911%</b>	<b>\$5,807</b>	<b>12.945%</b>
Employees(FTE)	4.125			4.125		3.750	
Ave. Per Employee	\$29,998.56	\$2,395.05	8.677%	\$1,540.69	5.911%	\$1,548.87	12.945%
DRIVERS	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$147,406.32	\$9,711.78	7.053%	\$6,691	4.900%	\$4,175	3.390%
FICA	\$11,276.58	\$742.95	7.053%	\$512	4.900%	\$319	3.390%
RETIREMENT	\$14,563.74	\$959.52	7.053%	\$661	4.900%	\$412	3.390%
INSURANCE	\$0.00	\$0.00	-	\$0	-	\$0	-
<b>TOTALS</b>	<b>\$173,246.65</b>	<b>\$11,414.26</b>	<b>7.053%</b>	<b>\$7,864</b>	<b>4.900%</b>	<b>\$4,907</b>	<b>3.390%</b>
Employees	8.000			8.000		8.000	
Ave. Per Employee	\$21,655.83	\$1,426.78	7.053%	\$982.99	4.900%	\$613.36	3.390%
ROUTES	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$135,419.82	\$9,711.78	7.726%	\$4,341	4.000%	\$4,175	4.000%
FICA	\$10,359.62	\$742.95	7.726%	\$332	4.000%	\$319	4.000%
RETIREMENT	\$13,379.48	\$959.52	7.726%	\$429	4.000%	\$412	4.000%
INSURANCE	\$0.00	\$0.00	-	\$0	-	\$0	-
<b>TOTALS</b>	<b>\$159,158.92</b>	<b>\$11,414.26</b>	<b>7.726%</b>	<b>\$5,102</b>	<b>4.000%</b>	<b>\$4,907</b>	<b>4.000%</b>
Employees	8.000			8.000		8.000	
Ave. Per Employee	\$19,894.86	\$1,426.78	7.726%	\$637.75	4.000%	\$613.36	4.000%
COMMUNITY SERVICES	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$4,916.00	\$174.00	3.669%	\$0	0.000%	\$360	3.604%
FICA	\$376.07	\$13.31	3.669%	\$0	0.000%	\$27	3.604%
RETIREMENT	\$485.70	\$17.19	3.669%	\$0	0.000%	\$35	3.604%
INSURANCE	\$0.00	\$0.00	-	\$0	-	\$0	-
<b>TOTALS</b>	<b>\$5,777.77</b>	<b>\$204.50</b>	<b>3.669%</b>	<b>\$0</b>	<b>0.000%</b>	<b>\$422</b>	<b>3.604%</b>
Employees	2.000			2.000		2.000	
Ave. Per Employee	\$2,888.89	\$102.25	3.669%	\$0.00	0.000%	\$211.00	3.604%
All Part-time & Seasonal (Maint & Comm Svcs)	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$23,548.00	\$1,074.00	4.779%	\$864.00	4.000%	\$1,340.00	6.610%
FICA	\$1,801.42	\$82.16	4.779%	\$66.10	4.000%	\$102.51	6.610%
RETIREMENT	\$2,326.54	\$106.11	4.779%	\$85.36	4.000%	\$132.39	6.610%
INSURANCE	\$0.00	\$0.00	-	\$0.00	-	\$0.00	-
<b>TOTALS</b>	<b>\$27,675.96</b>	<b>\$1,262.27</b>	<b>4.779%</b>	<b>\$1,015.46</b>	<b>4.000%</b>	<b>\$1,574.90</b>	<b>6.610%</b>
Employees	5.000			5.000		5.000	
Ave. Per Employee	\$5,535.19	\$252.45	4.779%	\$203.09	4.000%	\$314.98	6.610%

REGULARLY EMPLOYED CLASSIFIED STAFF							
All Groups	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$770,941.12	\$42,882.38	5.890%	\$34,018	5.514%	\$36,909	5.439%
FICA	\$58,977.00	\$3,280.50	5.890%	\$2,602	5.514%	\$2,823	5.439%
RETIREMENT	\$76,168.98	\$4,236.78	5.890%	\$3,361	5.514%	\$3,646	5.439%
INSURANCE	\$182,324.60	\$21,373.88	13.28%	\$9,363	6.144%	\$18,943	11.96%
<b>TOTALS</b>	<b>\$1,088,411.70</b>	<b>\$71,773.54</b>	<b>7.060%</b>	<b>\$49,344</b>	<b>5.993%</b>	<b>\$62,321</b>	<b>6.523%</b>
Employees(FTE)	32.875			32.875		35.000	
Ave. Per Employee	\$33,107.58	\$2,183.23	7.060%	\$1,500.96	5.993%	\$1,780.60	6.523%
All Groups (ex. Foods)	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$678,073.72	\$36,270.98	5.651%	\$29,355	5.520%	\$32,607	5.410%
FICA	\$51,872.64	\$2,774.73	5.651%	\$2,245	5.520%	\$2,494	5.410%
RETIREMENT	\$66,993.68	\$3,583.57	5.651%	\$2,900	5.520%	\$3,221	5.410%
INSURANCE	\$167,727.60	\$19,264.68	12.98%	\$8,486	6.136%	\$11,677	7.729%
<b>TOTALS</b>	<b>\$964,667.65</b>	<b>\$61,893.97</b>	<b>6.856%</b>	<b>\$42,986</b>	<b>5.650%</b>	<b>\$49,999</b>	<b>6.523%</b>
Employees(FTE)	28.750			28.750		31.250	
Ave. Per Employee	\$33,553.66	\$2,152.83	6.856%	\$1,495.17	5.650%	\$1,599.97	6.523%
Office / Clerical	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$116,235.60	\$3,551.60	3.152%	\$4,576	4.233%	\$5,096	4.788%
FICA	\$8,892.02	\$271.70	3.152%	\$361	4.233%	\$401	4.788%
RETIREMENT	\$11,484.08	\$350.90	3.152%	\$452	4.233%	\$503	4.788%
INSURANCE	\$43,940.28	\$4,263.12	10.74%	\$2,269	6.066%	\$1,096	3.025%
<b>TOTALS</b>	<b>\$180,551.98</b>	<b>\$8,437.32</b>	<b>4.902%</b>	<b>\$7,658</b>	<b>4.649%</b>	<b>\$7,096</b>	<b>4.309%</b>
Employees(FTE)	3.000			3.000		3.000	
Ave. Per Employee	\$60,183.99	\$2,812.44	4.902%	\$2,552.67	4.649%	\$2,365.33	4.309%
Maintenance Regular	23-24		22-23		21-22		
	Amount	Increase	Increase	Increase	Increase	Increase	
WAGES	\$111,932.80	\$3,864.60	3.767%	\$3,925	4.401%	\$7,847	5.630%
FICA	\$8,562.86	\$295.64	3.767%	\$309	4.401%	\$618	5.630%
RETIREMENT	\$11,058.96	\$381.82	3.767%	\$387	4.401%	\$775	5.630%
INSURANCE	\$36,205.32	\$2,346.36	6.93%	\$1,392	5.973%	\$1,194	3.025%
<b>TOTALS</b>	<b>\$167,759.94</b>	<b>\$6,888.42</b>	<b>4.282%</b>	<b>\$6,013</b>	<b>4.687%</b>	<b>\$10,434</b>	<b>5.125%</b>
Employees(FTE)	2.500			2.500		4.000	
Ave. Per Employee	\$67,103.98	\$2,755.37	4.282%	\$2,405.12	4.687%	\$2,608.50	5.125%



**HEARTLAND COMMUNITY SCHOOLS**  
**CLASSIFIED STAFF: INITIAL WAGE & SALARY PLACEMENT SCHEDULES**  
**2023-2024 (RECOMMENDED)**

1		
Para: Media / Clerical		
Step	Highly Qualified	Teaching Certificate
1	\$12.59	\$13.33
2	\$12.83	\$13.57
3	\$13.08	\$13.82
4	\$13.33	\$14.07
5	\$13.57	\$14.31

5	
Maint. / Trans. Director	
Step	Annual
1	\$41,376
2	\$42,203
3	\$43,031
4	\$43,858
5	\$44,686

9	
Foods Director	
Step	Hourly
1	\$17.89
2	\$18.25
3	\$18.61
4	\$18.97
5	\$19.32

12	
Secretary / Administrative Assistant	
Step	Hourly
1	\$15.92
2	\$16.24
3	\$16.56
4	\$16.87
5	\$17.19

2		
Para: less than 1/2 regularly assigned one-on-one		
Step	Highly Qualified	Teaching Certificate
1	\$12.90	\$13.66
2	\$13.15	\$13.91
3	\$13.41	\$14.17
4	\$13.66	\$14.42
5	\$13.91	\$14.67

6	
Maint. Assistant	
Step	Hourly
1	\$15.18
2	\$15.48
3	\$15.79
4	\$16.09
5	\$16.39

10	
Asst. Lead Cook	
Step	Hourly
1	\$13.12
2	\$13.38
3	\$13.64
4	\$13.90
5	\$14.17

13	
Business Manager	
Step	Hourly
1	\$27.02
2	\$27.57
3	\$28.11
4	\$28.65
5	\$29.19

3		
Para: at least 1/2 regularly assigned one-on-one		
Step	Highly Qualified	Teaching Certificate
1	\$13.85	\$14.66
2	\$14.12	\$14.93
3	\$14.39	\$15.20
4	\$14.66	\$15.47
5	\$14.93	\$15.75

7	
Custodian: Days	
Step	Hourly
1	\$14.19
2	\$14.47
3	\$14.76
4	\$15.04
5	\$15.33

11	
Kitchen Aide / Cafeteria POS	
Step	Hourly
1	\$12.59
2	\$12.84
3	\$13.09
4	\$13.34
5	\$13.59

4		
Para: Intensive Needs		
Step	Highly Qualified	Teaching Certificate
1	\$13.85	\$14.66
2	\$14.12	\$14.93
3	\$14.39	\$15.20
4	\$14.66	\$15.47
5	\$14.93	\$15.75

8	
Custodian: Nights	
Step	Hourly
1	\$14.81
2	\$15.10
3	\$15.40
4	\$15.70
5	\$15.99

14			
Transportation			
Route	Non-CDL	CDL	
Regular Routes	\$38.01	\$41.81	
Pre-School	\$38.01	\$41.81	
General Van	\$31.00		
JH Athletic Shuttle Van	\$31.00		
Geneva (Van)	\$49.83		
Milford (Van)	\$64.91		
York (Van)	\$31.00		
Activities Transport	\$15.50		Flat
	\$0.20		per Mile (round trip)
	\$11.00	per Hour (round trip)	

15	
Summer Maintenance	
Step	Hourly
Student	\$10.50
1	\$12.59
2	\$13.14
3	\$13.70

16	
Classified Substitutes	
Position	Hourly
Bldg. & Grnds	\$12.59
Kitchen	\$12.59
Para-Educator	\$12.59

**HEARTLAND COMMUNITY SCHOOLS  
HENDERSON/BRADSHAW**

**NEGOTIATED AGREEMENT  
2023-2024**

**A. SALARY SCHEDULE INFORMATION**

SALARY BASE: \$40,010

VERTICAL INCREMENT: 4%

HORIZONTAL INCREMENT: 4%

**1. SALARY SCHEDULE INITIAL PLACEMENT:**

1.1. Credit for previous experience, up to a maximum of eight (8) years, will be granted for each year of experience obtained in accredited schools prior to employment by the district. In instances where the years of previous experience obtained in accredited schools exceeds eight (8) years, credit for additional years of relevant, previous experience obtained in accredited schools beyond eight (8) years may be granted for up to each year of actual experience obtained prior to employment. The number of years of credit allowed beyond eight (8) years will be determined by and at the discretion of the Superintendent of Schools. The number of years of experience a that teacher is allowed upon signing their first contract shall be the base figure for all future contracts.

**2. SALARY SCHEDULE ADVANCEMENT:**

2.1. Staff members must have the recommendation of the administrative staff before they can advance on the salary schedule. A teacher may be rehired without advancement on the salary schedule, but in no instances shall a teacher be held two consecutive years due to lack of administrative recommendation. If a teacher is not recommended for advancement on the schedule for a second consecutive year, they shall not be rehired.

**3. VERTICAL ADVANCEMENT:**

3.1. In no case can a teacher move vertically more than one step per year.

#### 4. HORIZONTAL ADVANCEMENT:

- 4.1. A teacher wishing to move horizontally on the salary schedule must meet the following criteria:
  - 4.1.1. All hours beyond the B.A. must be graduate hours.
  - 4.1.2. Additional courses must be in the teacher's assignment area, or be a part of an approved program working toward an advanced degree in education.
  - 4.1.3. Teachers wishing to take courses not meeting criteria in A and B of this section, but wishing to count them toward advancement on the salary schedule, may provide the Superintendent of Schools with such a written notice in advance for consideration. The request may or may not be approved.
  - 4.1.4. Credits earned after the opening day of school will not be counted toward the salary schedule until the next contract year.
  - 4.1.5. Teachers may move horizontally without limitation, except that teachers may carry no more than (6) six hours of course work during any given semester of the Heartland Community Schools school year.
  - 4.1.6. Teachers having reached the maximum on a preparation increment shall be frozen at that step until such time that academic preparations qualify the teacher for the next column. At that time only one (1) vertical advancement may be used.
  - 4.1.7. Teachers must indicate to the Superintendent of Schools before June 5<sup>th</sup> of their intention to move horizontally on the schedule for the coming school term.
  - 4.1.8. It is the teacher's responsibility to provide a complete transcript of all college credits to the school office files.

## **B. ADMINISTRATION OF SALARY SCHEDULE POLICIES**

Judgments or interpretations necessary to administer these policies shall be made by the Superintendent of Schools.

1. NON-SCHEDULE PERSONNEL:
  - 1.1. Administrative personnel are not considered to be on this schedule.
2. AUTHORITY TO VARY SCHEDULE:
  - 2.1. The Board of Education and/or its Superintendent have the right to vary from this schedule in cases of extreme need when hiring new personnel as they feel is essential to the welfare of the system.
3. TEACHER CONTRACT LENGTH:
  - 3.1. The length of a normal contract year will be 185 days of employment.
  - 3.2. The board and/or superintendent may exercise the option of increasing the length of the contract year to a maximum of 187 days within a proposed calendar for the following school year. Teachers will be compensated at a rate of 1/185<sup>th</sup> of their contracted salary for each additional day beyond 185 days.
  - 3.3. Un-excused absences will be deducted from an employee's pay at a rate of 1/185<sup>th</sup> of their contracted salary.
4. TEACHER DUTY HOURS:
  - 4.1. A normal teaching day is from 8:00AM to 4:00PM.
5. GUARANTEED DUTY-FREE LUNCH PERIOD:
  - 5.1. Elementary teachers are to be free of lunchroom duties through the use of an aide who will supervise students in grades one (1) through six (6) during the time at which they are eating lunch.
6. EXTENDED CONTRACTS:
  - 6.1. Extended contracts may be assigned by the Superintendent to the staff members whose jobs require extended contract time.
  - 6.2. Duty during extended contract time shall be considered to be an 8-hour day. Extended contract work will be paid at the rate of 0.075% of the base salary (0.00075 x base salary) per hour.
  - 6.3. Summer curriculum work will always remain at \$2.00 per hour less than the extended contract rate.

7. SALARY PAYMENTS:

- 7.1. All salaries shall be paid in 12 equal payments with the first check payable on the 20<sup>th</sup> of the first month of service then on the 20<sup>th</sup> of each month thereafter.

8. CERTIFICATE REGISTRATION:

- 8.1. Teachers must have a current certificate registered in the Superintendent's office and on file in the school office before salary will be paid.

9. TAX SHELTERED ANNUITIES:

- 9.1. Tax sheltered plans are available to those teachers who wish to take advantage of opportunities to defer their income until a later date.

10. JURY DUTY:

- 10.1. Teachers who serve on court juries shall receive their full salary less per diem from the courts.

11. SUBSTITUTE RATES FOR IN-HOUSE SUBSTITUTES:

- 11.1. High School teachers will be paid 0.0005 (0.05%) of the base salary per planning period when substituting in-house.
- 11.2. Elementary teachers will be paid two-thirds (2/3<sup>rd</sup>) of the high school rate.
- 11.3. Teachers will be paid \$25 per day when substituting for an athletic or activity practice outside of their assigned coaching/sponsorship duties if the absence is for allowable leave as identified in the negotiated agreement.

12. IN-SERVICE – PART TIME TEACHER:

- 12.1. Part-time teachers are required to attend inservice meetings beyond their normal workday, and shall be reimbursed at the rate of summer curriculum work, when requested to stay an hour or portion thereof before or after normal working hours.
- 12.2. Part-time teachers are expected to attend the meetings unless the superintendent has approved other arrangements with the part-time staff member.

## C. FRINGE BENEFITS

### 1. Health Insurance:

- 1.1. The Board shall pay the full premium for health insurance for the Educators Health Alliance
  - 1.1.1. \$1050 Deductible Blue Preferred Health Coverage **OR**  
\$3,800 Deductible HSA Eligible Dual Choice
  - 1.1.2. Single dental for the PPO – 100% A, 80% B, 80% C with 50% D dental coverage.
- 1.2. There are 4 tiers of coverage available for the employee to select from:
  - 1.2.1. Employee,
  - 1.2.2. Employee and Children,
  - 1.2.3. Employee and Spouse, and
  - 1.2.4. Employee, Spouse, and Children.
- 1.3. No cash payments (cash in lieu) will be made to employees who do not choose to participate in either plan. For employees choosing the \$3,500 deductible, the difference in premium between the \$1050 deductible and \$3,500 deductible will be placed in an employee's health savings account to be used for medical expenses. The timeline for deposits will be determined by the superintendent.

### 2. Long Term Disability:

- 2.1. Each full-time certificated employee who works 20 hours or more per week shall be required to participate in and pay the premium cost for a group long-term disability insurance program.
- 2.2. The school district will select a long-term disability insurance carrier which provides coverage that begins immediately upon the expiration of a teacher's accumulated sick leave, without a waiting period, and which provides a disability payment of 66-2/3 percent of the disabled teacher's monthly pay and health/dental insurance premium.

**3. Sick Leave:**

- 3.1. Ten (10) days per year, cumulative to fifty (50).
- 3.2. This sick leave will be awarded on the first day of the contract year and may be for personal illness or illness in the immediate family.
- 3.3. Immediate family shall be defined as the teacher's: spouse, child, father, mother, sister, brother, grandparent, or grandchild. Immediate family of the spouse is included.
- 3.4. In case of absence beyond sick leave, the employee shall forfeit salary, based on number of duty days in the current calendar.
- 3.5. The district will reimburse the employee for unused sick leave above 40 days at the rate of \$50.00 per day. This shall be paid in July.
- 3.6. The superintendent has the right to require a physician's written evidence regarding the illness of a teacher if it is deemed necessary.

**4. Shared Sick Leave Bank:**

- 4.1. Teachers who have a need for leave due to personal illness or injury, or illness or injury to the employee's spouse, children, or parent, can apply for up to 50 extra days of sick leave from the district's shared sick leave bank. (maternity leave is not included)
- 4.2. All accumulated sick leave and personal leave must be exhausted before the teacher may utilize this borrowing option.
- 4.3. Teachers must make a written request for extended leave directly to the superintendent containing the number of days requested and the reason for the request. The Superintendent will notify the HEA President of the request. The Superintendent and HEA President will determine whether the request meets the criteria for which the board and teachers established the plan.
- 4.4. At the beginning of the school year, to be eligible for the shared sick leave bank, a staff member must donate one day at the beginning of each contract year by September 1st. Staff members that choose not to donate a day are not eligible to use days from the shared sick leave bank that year. Staff members are eligible to apply for and to utilize extended sick leave from this bank without the requirement of donating a day, as previously described, after making said donation for a period of 15 consecutive years.
- 4.5. The number of days that may be utilized from the shared sick leave bank may not exceed 150 days in any consecutive, 3-year period.

- 4.6. At the end of each year, the superintendent will present a written report to the HEA President concerning the following:
  - 4.6.1. the names of staff who were eligible for the applying for extended sick leave from the shared sick leave bank that year;
  - 4.6.2. the names of the staff members that borrowed days from the shared sick leave bank that year;
  - 4.6.3. the number of days borrowed from the shared sick leave bank that year;
  - 4.6.4. the number of days borrowed from the shared sick leave bank in each of the prior two years.

**5. Bereavement Leave:**

- 5.1. Up to five (5) days shall be granted, if requested, in the event of death of child, spouse, or parent, which shall not be charged against any sick leave accumulation.
  - 5.1.1. Up to five additional days may be granted which shall be charged against accumulated sick leave. Full pay deduction shall be made after ten (10) days.
- 5.2. Up to three (3) days shall be granted, if requested, in the event of death of other relative or close family friend that shall not be charged against accumulated sick leave. Up to two (2) additional days may be granted, if requested, which shall be charged against accumulated sick leave.

**6. Personal Leave or Business Leave:**

- 6.1. Two (2) days of personal leave will be awarded at the beginning of each contract year for personal leave or business leave, cumulative to four (4) days. Notification of leave will be made at least two (2) days in advance to the superintendent.
- 6.2. When any leave request is submitted more than ten (10) days in advance, the response will be within five (5) days of the initial request.
- 6.3. Personal leave may be used to extend a scheduled break under the following conditions:
  - 6.3.1. Teachers may not use more than 3 personal leave days to extend a scheduled school vacation period.
  - 6.3.2. In all instances, no more than three (3) employees may take personal leave on the same day. Approval will be granted on a first-come, first-served basis.
  - 6.3.3. Personal leave may not be used on a day of scheduled professional development, except in rare circumstances approved by the superintendent prior to the leave.

**7. Professional Leave:**

- 7.1. Employees are encouraged to participate in the professional and educational organization as members of such are expected to assume responsibility in as far as regional, state, or national meetings are concerned. The Superintendent shall establish criteria needed in order for teachers to be eligible to use this leave.
- 7.2. Two (2) days will be allowed for professional leave, cumulative to four (4) days. Sponsors or coaches may utilize one (1) professional leave day, if available, to attend state championships in the event in which they are actively coaching.
- 7.3. Professional Leave shall not be deemed to include those meetings, workshops, etc., which the school administration or supervisors require a teacher to attend.

**8. Activity Passes:**

- 8.1. Full time employees will be granted family passes, which will provide free admittance to all local school activities for members of the family attending elementary or secondary school.

This agreement is hereby ratified by the representatives of the School Board and Heartland Education Associated by their signatures below:

\_\_\_\_\_ Board President                      Date: \_\_\_\_\_

\_\_\_\_\_ H.E.A. President                      Date: \_\_\_\_\_





January 23, 2023

Supt. Jeremy Klein and Heartland School Board  
Heartland Community Schools  
1501 Front Street  
Henderson, NE 68371

Dear Mr. Klein and Heartland Board Members:

After 35 years of teaching business and computer classes at Henderson Community School (10 years) and Heartland Community Schools (25 years), I have decided to retire at the end of the 2022-23 school year with May 23, 2023, as my final day unless we have more snow days.

It has been an honor to spend my entire teaching career working in the Henderson and Bradshaw communities. I look forward to spending extra time with my family, but I will miss the connections I have made with so many students, parents, teachers, administrators, board members, and community members over the years. It truly is an extraordinary community! Thank you for the best 35 years in education!

Sincerely,

  
Kristy Most

# ***HEARTLAND COMMUNITY SCHOOLS***

## **Certificated Employment Contract**

This agreement is made by and between the Heartland Community Schools, District No. 0096 in the County of York, in the state of Nebraska, hereinafter referred to as the District and **Andrea Happel**, hereinafter referred to as the Employee.

1. The terms hereinafter enumerated in this contract shall take effect on August 1, 2023.
2. The salary of the Employee shall be payable in equal installments. The first installment shall be payable on or about the 20<sup>th</sup> day of September and the remaining installments shall be payable on or about the 20<sup>th</sup> day of each month thereafter.

### **INITIAL CONTRACT PLACEMENT**

**FTE: 1.0**

**BA+27, Step 7     Index: 1.36**

Future amendments or additions to indexed salary resulting from extra duty assignment or allowable advancement shall established through written memoranda of understanding and attached hereto.

3. The Employee hereby agrees to be governed by the policies of the Board of Education of the District and the duties to be performed by the Employee under this contract shall be subject to assignment of the Superintendent of the District.
4. The Employee agrees to devote full time, during days of employment, to his/her position in all respects, to diligently and faithfully perform the assigned duties to the best of his/her professional ability.
5. In addition to the duties set forth herein, the Employee may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as outlined in the collective bargaining agreement or between the parties of this agreement.
6. This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the professional certificate or licensure by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12, 110, R.R.S. (1982 Supp.)
7. That upon the termination of this contract for just cause, or upon the release of the Employee from this contract, the compensation paid or to be paid hereunder shall be an amount that bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid, but not earned prior to termination of the contract, shall be refunded by the Employee.



# ***HEARTLAND COMMUNITY SCHOOLS***

## **Certificated Employment Contract**

8. There shall be no penalty for release or resignation by the Employee from this contract, provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District, and the Board shall fix the time at which the resignation is to take effect.
9. This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, social security, and Employee's retirement. Other deductions may be withheld as agreed to by the parties to this contract.
10. The Employee hereby affirms that he/she is not under contract with another Board of Education within the state of Nebraska during the term(s) of employment covered by this contract.
11. It is understood and agreed that this contract is not valid until the Employee's professional certificate is registered in the office of the Superintendent and that the Employee shall not be compensated for any services performed prior to the date of registration of this certificate.
12. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and Employees or a duly recognized collective bargaining agent for said Employees, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.
13. Hereafter, renewal, amendment, termination, or cancellation of this agreement shall be subject to the requirements of Section 79-824 through 79-842 R.R.S. and any other applicable state statutes.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

Executed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ by

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary



# ***HEARTLAND COMMUNITY SCHOOLS***

## **Certificated Employment Contract**

This agreement is made by and between the Heartland Community Schools, District No. 0096 in the County of York, in the state of Nebraska, hereinafter referred to as the District and **James McCartney**, hereinafter referred to as the Employee.

1. The terms hereinafter enumerated in this contract shall take effect on August 1, 2023.
2. The salary of the Employee shall be payable in equal installments. The first installment shall be payable on or about the 20<sup>th</sup> day of September and the remaining installments shall be payable on or about the 20<sup>th</sup> day of each month thereafter.

### **INITIAL CONTRACT PLACEMENT**

**FTE: 1.0**

**BA+42, Step 8     Index: 1.44**

Future amendments or additions to indexed salary resulting from extra duty assignment or allowable advancement shall established through written memoranda of understanding and attached hereto.

3. The Employee hereby agrees to be governed by the policies of the Board of Education of the District and the duties to be performed by the Employee under this contract shall be subject to assignment of the Superintendent of the District.
4. The Employee agrees to devote full time, during days of employment, to his/her position in all respects, to diligently and faithfully perform the assigned duties to the best of his/her professional ability.
5. In addition to the duties set forth herein, the Employee may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as outlined in the collective bargaining agreement or between the parties of this agreement.
6. This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the professional certificate or licensure by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12, 110, R.R.S. (1982 Supp.)
7. That upon the termination of this contract for just cause, or upon the release of the Employee from this contract, the compensation paid or to be paid hereunder shall be an amount that bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid, but not earned prior to termination of the contract, shall be refunded by the Employee.



# ***HEARTLAND COMMUNITY SCHOOLS***

## **Certificated Employment Contract**

8. There shall be no penalty for release or resignation by the Employee from this contract, provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District, and the Board shall fix the time at which the resignation is to take effect.
9. This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, social security, and Employee's retirement. Other deductions may be withheld as agreed to by the parties to this contract.
10. The Employee hereby affirms that he/she is not under contract with another Board of Education within the state of Nebraska during the term(s) of employment covered by this contract.
11. It is understood and agreed that this contract is not valid until the Employee's professional certificate is registered in the office of the Superintendent and that the Employee shall not be compensated for any services performed prior to the date of registration of this certificate.
12. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and Employees or a duly recognized collective bargaining agent for said Employees, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.
13. Hereafter, renewal, amendment, termination, or cancellation of this agreement shall be subject to the requirements of Section 79-824 through 79-842 R.R.S. and any other applicable state statutes.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

Executed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ by

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary



# ***HEARTLAND COMMUNITY SCHOOLS***

## **Certificated Employment Contract**

This agreement is made by and between the Heartland Community Schools, District No. 0096 in the County of York, in the state of Nebraska, hereinafter referred to as the District and **Rachel Petts**, hereinafter referred to as the Employee.

1. The terms hereinafter enumerated in this contract shall take effect on August 1, 2023.
2. The salary of the Employee shall be payable in equal installments. The first installment shall be payable on or about the 20<sup>th</sup> day of September and the remaining installments shall be payable on or about the 20<sup>th</sup> day of each month thereafter.

### **INITIAL CONTRACT PLACEMENT**

**FTE: 1.0**

**BA, Step 1     Index: 1.00**

Future amendments or additions to indexed salary resulting from extra duty assignment or allowable advancement shall established through written memoranda of understanding and attached hereto.

3. The Employee hereby agrees to be governed by the policies of the Board of Education of the District and the duties to be performed by the Employee under this contract shall be subject to assignment of the Superintendent of the District.
4. The Employee agrees to devote full time, during days of employment, to his/her position in all respects, to diligently and faithfully perform the assigned duties to the best of his/her professional ability.
5. In addition to the duties set forth herein, the Employee may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as outlined in the collective bargaining agreement or between the parties of this agreement.
6. This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the professional certificate or licensure by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12, 110, R.R.S. (1982 Supp.)
7. That upon the termination of this contract for just cause, or upon the release of the Employee from this contract, the compensation paid or to be paid hereunder shall be an amount that bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid, but not earned prior to termination of the contract, shall be refunded by the Employee.



# ***HEARTLAND COMMUNITY SCHOOLS***

## **Certificated Employment Contract**

8. There shall be no penalty for release or resignation by the Employee from this contract, provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District, and the Board shall fix the time at which the resignation is to take effect.
9. This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, social security, and Employee's retirement. Other deductions may be withheld as agreed to by the parties to this contract.
10. The Employee hereby affirms that he/she is not under contract with another Board of Education within the state of Nebraska during the term(s) of employment covered by this contract.
11. It is understood and agreed that this contract is not valid until the Employee's professional certificate is registered in the office of the Superintendent and that the Employee shall not be compensated for any services performed prior to the date of registration of this certificate.
12. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and Employees or a duly recognized collective bargaining agent for said Employees, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.
13. Hereafter, renewal, amendment, termination, or cancellation of this agreement shall be subject to the requirements of Section 79-824 through 79-842 R.R.S. and any other applicable state statutes.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

Executed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ by

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary



# Apple Inc. Education Price Quote

<b>Customer:</b>	Stephanie Buzek HEARTLAND COMMUNITY SCHLS email: sbuzek@heartlandschools.net	<b>Apple Inc:</b>	Ryan Meyer One Apple Park Way Cupertino, CA 95014 email: meyer@apple.com
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**Apple Quote:** 2211780939

**Quote Date:** Friday, January 20, 2023

**Quote Valid Until:** Sunday, February 19, 2023

**Quote Comments:**  
Please reference Apple Quote number on your Purchase Order.

Row #	Details & Comments	Qty	Unit List Price	Extended List Price
1	<p><b>13-inch MacBook Air: Apple M1 chip with 8-core CPU and 7-core GPU, 128GB – Space Gray with 4-Year AppleCare+ for Schools (Packaged in a 5-pack) (No Service Fee)</b> Part Number: BSG92LL/A</p> <p><b>13-inch MacBook Air: Apple M1 chip with 8-core CPU and 7-core GPU, 128GB – Space Gray (Packaged in a 5-pack)</b> Part Number: MGNF3LL/A Quantity: 155</p> <p><b>4-Year AppleCare+ for Schools – MacBook Air (no service fees)</b> Part Number: S8245LL/A Quantity: 155</p>	31	\$5,040.00	\$156,240.00

<b>Edu List Price Total</b>	<b>\$156,240.00</b>
– Additional Tax	\$0.00
– Estimated Tax	\$0.00
<b>Extended Total Price*</b>	<b>\$156,240.00</b>

\*In most cases Extended Total Price does not include Sales Tax  
\*If applicable, eWaste/Recycling Fees are included. Standard shipping is complimentary

Complete your order by one of the following:

- This document has been created for you as Apple Quote ID 2211780939. Please contact your institution's Authorized Purchaser to submit the above quote online. For account access or new account registration, go to <https://ecommerce.apple.com>. Simply go to the Quote area of your Apple Education Online Store, click on it and convert to an order.
  - For registration assistance, call 1.800.800.2775
- If you are unable to submit your order online, please send a copy of this Quote with your Purchase Order via email to [institutionorders@apple.com](mailto:institutionorders@apple.com). **Be sure to reference the Apple Quote number on the PO to ensure expedited processing of your order.**
  - For more information, go to provision C below, for details.

THIS IS A QUOTE FOR THE SALE OF PRODUCTS OR SERVICES. YOUR USE OF THIS QUOTE IS SUBJECT TO THE FOLLOWING PROVISIONS WHICH CAN CHANGE ON SUBSEQUENT QUOTES:

- A. ANY ORDER THAT YOU PLACE IN RESPONSE TO THIS QUOTE WILL BE GOVERNED BY (1) ANY CONTRACT IN EFFECT BETWEEN APPLE INC. ("APPLE") AND YOU AT THE TIME YOU PLACE THE ORDER OR (2), IF YOU DO NOT HAVE A CONTRACT IN EFFECT WITH APPLE, CONTACT [contracts@apple.com](mailto:contracts@apple.com).
- B. ALL SALES ARE FINAL. PLEASE REVIEW RETURN POLICY BELOW IF YOU HAVE ANY QUESTIONS. IF YOU USE YOUR INSTITUTION'S PURCHASE ORDER FORM TO PLACE AN ORDER IN RESPONSE TO THIS QUOTE, APPLE REJECTS ANY TERMS SET OUT ON THE PURCHASE ORDER THAT ARE INCONSISTENT WITH OR IN ADDITION TO THE TERMS OF YOUR AGREEMENT WITH APPLE.
- C. YOUR ORDER MUST REFER SPECIFICALLY TO THIS QUOTE AND IS SUBJECT TO APPLE'S ACCEPTANCE. ALL FORMAL PURCHASE ORDERS SUBMITTED BY EMAIL MUST SHOW THE INFORMATION BELOW:
  - APPLE INC. AS THE VENDOR
  - BILL-TO NAME AND ADDRESS FOR YOUR APPLE ACCOUNT
  - PHYSICAL SHIP-TO NAME AND ADDRESS (NO PO BOXES)
  - PURCHASE ORDER NUMBER
  - VALID SIGNATURE OF AN AUTHORIZED PURCHASER
  - APPLE PART NUMBER AND/OR DESCRIPTION OF PRODUCT AND QUANTITY
  - TOTAL DOLLAR AMOUNT AUTHORIZED OR UNIT PRICE AND EXTENDED PRICE ON ALL LINE ITEMS
  - CONTACT INFORMATION: NAME, PHONE NUMBER AND EMAIL
- D. UNLESS THIS QUOTE SPECIFIES OTHERWISE, IT REMAINS IN EFFECT UNTIL Sunday, February 19, 2023 UNLESS APPLE WITHDRAWS IT BEFORE YOU PLACE AN ORDER, BY SENDING NOTICE OF ITS INTENTION TO WITHDRAW THE QUOTE TO YOUR ADDRESS SET OUT IN THE QUOTE.
  - APPLE MAY MODIFY OR CANCEL ANY PROVISION OF THIS QUOTE, OR CANCEL ANY ORDER YOU PLACE PURSUANT TO THIS QUOTE, IF IT CONTAINS A TYPOGRAPHIC OR OTHER ERROR.
- E. THE AMOUNT OF THE VOLUME PURCHASE PROGRAM (VPP) CREDIT SHOWN ON THIS QUOTE WILL ALWAYS BE AT UNIT LIST PRICE VALUE DURING REDEMPTION ON THE VPP STORE.
- F. UNLESS SPECIFIED ABOVE, APPLE'S STANDARD SHIPPING IS INCLUDED IN THE TOTAL PRICE.

Opportunity ID: 18000008118079

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Document rev 10.6.1

Date of last revision – June 20th, 2016

**Minutes for  
Heartland Community Schools  
Board of Education Regular Meeting**

Monday, January 9, 2023 7:00 PM  
Conference Room  
1501 Front St  
Henderson, NE 68371-8929

Notice of the meeting was posted in *The Henderson News* on January 5, 2023.

**MISSION STATEMENT:**

**Heartland Community School strives to provide challenging educational opportunities for ALL students to reach their highest level of excellence.**

1. **Preliminary Procedures**

1.1. **Call to Order**

1.2. **Public Notice of the Meeting**

1.3. **Roll Call**

2. **Oath Of Office**

3. **Election Of Officers**

3.1. **President**

Gary Braun was elected to the office of president by 5-0-1 vote.

Braun - abstain

Gloystein - Yes

Goertzen - Yes

Hiebner - Yes

Ott - Yes

Newton - Yes

3.2. **Vice President**

Lacey Gloystein was elected to the office of vice president by 5-0-1 vote.

Braun - Yes

Gloystein - abstain

Goertzen - Yes

Hiebner - Yes

Ott - Yes

Newton - Yes

3.3. **Secretary**

Tammy Ott was elected to the office of secretary by 5-0-1 vote.

Braun - Yes

Gloystein - Yes

Goertzen - Yes

Hiebner - Yes

Ott - abstain

Newton - Yes

4. **Public Comments On Agenda Items**

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

5. **Reports**

## 5.1. Superintendent's Report

## 5.2. Principals' Reports

## 6. Discussion Items

### 6.1. Conflict Of Interest Statements

### 6.2. Committee Assignments

Discussion was held regarding committee assignments

The following board members will serve

American Civics: Lacey Gloystein-Chair, Tyler Newton, Jen Hiebner

Finance/Negotiations: Gary Braun, Tammy Ott, Ryan Goertzen

Building: Gary Braun, Tyler Newton, Tammy Ott ALT-Jen Hiebner

### 6.3. 2021-2022 Financial Audit Report

Mr. Klein shared that the audit took place in October and the intent is to approve/accept the audit report at the February board meeting.

### 6.4. Scheduling Board Retreat

### 6.5. Building & Construction Project Scope Revisions

## 7. Action Items

### 7.1. Policy Re-Adoption Resolution

Mr Klein shared that the board is required to re-adopt by resolution all policies.adopt the 2023 Policy Re-Adoption Resolution as presented. Passed with a motion by Lacey Gloystein and a second by Jen Hiebner.

Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Tyler Newton: Yea, Tammy Ott: Yea

## 8. Future Agenda Items

9. **Consent Agenda** Motion to approve the consent agenda Passed with a motion by Lacey Gloystein and a second by Ryan Goertzen.

Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Tyler Newton: Yea, Tammy Ott: Yea

## 9.1. Approval of Minutes

9.1.1. Regular Meeting: December 12, 2022

9.1.2. Special Meeting: December 28, 2022

## 9.2. Approval of Treasurer's Report

## 9.3. Approval of Claims

## 9.4. Financial Reports

## 9.5. Appoint At-Will Board Treasurer

## 9.6. Appoint Superintendent As Non-Discrimination Compliance Coordinator

## 9.7. Appoint Superintendent As Authorized Representative For All Federal, State, and Inter-Local Programs

## 10. Public Comments On Topics Not On The Agenda

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided

at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

11. **Closed Session**

We exited executive session at 10:37pmThe Board enter into Closed Session for the express purpose of conducting a strategy session with respect to collective bargaining. Passed with a motion by Tyler Newton and a second by Jen Hiebner.

Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Tyler Newton: Yea, Tammy Ott: Yea

11.1. **23-24 Collective Bargaining**

12. **Adjournment**

At this time, the next currently scheduled meeting to be held on February 13, 2023 at 7 PM.Motion to adjourn Passed with a motion by Tyler Newton and a second by Jen Hiebner.

Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Tyler Newton: Yea, Tammy Ott: Yea

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Board President

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Board Secretary

**Minutes for  
Heartland Community Schools  
Board of Education Special Meeting**

Monday, January 23, 2023 7:00 PM  
School Theater  
1501 Front St  
Henderson, NE 68371-8929

Advance public notice of the meeting was published in the January 19, 2023 edition of *The Henderson News*.

**MISSION STATEMENT:**

**Heartland Community School strives to provide challenging educational opportunities for ALL students to reach their highest level of excellence.**

1. **Preliminary Procedures**

1.1. **Call to Order**

President Braun opened the meeting at 7:00 pm and thanked everyone for coming. All board members present with Ryan Goertzen joining by zoom.

1.2. **Public Notice of the Meeting**

1.3. **Roll Call** Motion to excuse Ryan Goertzen. Passed with a motion by Tyler Newton and a second by Tammy Ott.

Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Jen Hiebner: Yea, Tyler Newton: Yea, Tammy Ott: Yea

2. **Action Items**

2.1. **Accept Certified Resignations**

2.1.1. *K. Nixon* accept the resignation of Kylee Nixon to be effective at the conclusion of her 2022-2023 contract. Passed with a motion by Lacey Gloystein and a second by Jen Hiebner.

Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Jen Hiebner: Yea, Tyler Newton: Yea, Tammy Ott: Yea

2.2. **Approve Certified Contracts**

2.2.1. *K. Vnoucek* approve the 2023 - 2024 certified employment contract for Kelsey Vnoucek as presented. Passed with a motion by Lacey Gloystein and a second by Jen Hiebner.

Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Jen Hiebner: Yea, Tyler Newton: Yea, Tammy Ott: Yea

3. **Discuss & Consider Possible Architectural Revisions And Cost Considerations With Regards To Pending Construction Projects**

Mr. Klein gave an analysis of the project from the process with the architects through bond, bidding and discussion to date. He went into depth on the increases and the two areas that they came from- cost additions and cost increases. Discussion then proceeded to where we go from here.

4. **Public Comments on Agenda Items**

**Public Comment will be limited to a total of no more than 1 hour - this limit may be extended at the discretion of the president of the board. Individual speakers will be limited to a total of no more than 5 minutes.**

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

This is your opportunity to speak to items on the agenda. If you are not part of the presentation of the agenda, please speak now. Thank you for your participation.

5. **Discuss & Consider Possible Architectural Revisions And Cost Considerations With Regards To Pending Construction Projects**

6. **Adjournment**

The next scheduled meeting to be held on Monday, February 13, 2023 at 7 PM. Motion to adjourn the meeting Passed with a motion by Lacey Gloystein and a second by Jen Hiebner.

Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Jen Hiebner: Yea, Tyler Newton: Yea, Tammy Ott: Yea

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary

**HEARTLAND COMMUNITY SCHOOLS-HENDERSON/BRADSHAW**  
**General Fund Treasurer's Statement for**  
**Month Ending January 31, 2022**

	CHECKING	SAVINGS	TOTAL
<b>Balance January 1, 2022</b>	<b>\$8,114.62</b>	<b>\$2,554,267.49</b>	<b>\$2,562,382.11</b>
Receipts:			
York/Fillmore/Hamilton Co Taxes	\$792,591.68		\$792,591.68
State of Nebraska:			
- SPED Reimbursement	\$41,087.00		\$41,087.00
- TEEOSA	\$6,640.00		\$6,640.00
- Medicaid Reimbursement			\$0.00
- Apportionment			\$0.00
- IDEA Base & Preschool			\$0.00
- Title IA	\$32,879.00		\$32,879.00
- Title IIA	\$8,779.00		\$8,779.00
Other:			
- Interest	\$151.05	\$3,853.87	\$4,004.92
- Preschool Tuition	\$520.00		\$520.00
- Rental of Facilities			\$0.00
-			\$0.00
-			\$0.00
-			\$0.00
-			\$0.00
<b>Subtotal:</b>	<b>\$882,647.73</b>	<b>\$3,853.87</b>	<b>\$886,501.60</b>
Transfer to MMA	\$500,000.00	(\$500,000.00)	
<b>Total Funds Available:</b>	<b>\$1,390,762.35</b>	<b>\$2,058,121.36</b>	<b>\$3,448,883.71</b>
Less Disbursements	\$476,624.24		\$476,624.24
<b>Balance December 31, 2022</b>	<b>\$914,138.11</b>	<b>\$2,058,121.36</b>	<b>\$2,972,259.47</b>

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
Checking	1		
<b>Checking</b>	<b>1</b>	<b>Fund: 01 GENERAL FUND</b>	
30329	A-MAY-ZING CONSTRUCTION & PLUMBING SERVICES LLC		690.00
30375	AGTAC SERVICES	JANITORIAL SERVICES	7,745.24
30330	AMAZON CAPITAL SERVICES	SUPPLIES	2,318.50
30331	APPLE, INC	COMPUTER SUPPLIES	60,680.00
30376	BLACK HILLS ENERGY	NATURAL GAS	7,599.40
30332	BRUNING-DAVENPORT USD	REIMBURSEMENT	3,253.24
30377	BURTON ENTERPRISES	TRASH REMOVAL	190.00
30333	BYTESPEED	COMPUTER SUPPLIES	679.00
9010523	CAPITAL ONE	SUPPLIES	60.32
30334	CENTRAL NEBRASKA REHABILITATION SERVICES	SERVICES	7,136.75
30335	CENTRAL VALLEY AG	SERVICES	4,336.29
30336	CHEMSEARCH	SUPPLIES	663.15
30378	CITY OF HENDERSON	WATER/SEWER	540.00
30337	COUNCIL FOR AID TO EDUCATION INC	TESTING	2,409.50
30379	DAS STATE ACCT-CENTRAL FINANCE	STATE REPORTING	238.13
30338	DIETZE MUSIC HOUSE	SUPPLIES	95.75
30339	EAKES OFFICE SOLUTIONS	SUPPLIES	1,671.46
30340	ESSENTIAL SCREENS	DRUG SCREENING	34.24
30341	ESU 6	SERVICES	331.91
30342	ESU 9	SERVICES	287.50
30343	ESU COORDINATING COUNCIL	SERVICES	225.00
30344	FASTENAL	SUPPLIES	183.55
30346	FILLMORE COUNTY HOSPITAL	SERVICES	5,916.67
30345	FILLMORE COUNTY	GENERAL ELECTION COSTS	156.68
30347	GRAINGER	SUPPLIES	277.37
30348	GREATER FEDERATION OF WOMEN'S CLUB	REGISTRATION	100.00
30349	GUMDROP BOOKS	SUPPLIES	1,044.54
30350	HAMILTON COUNTY CLERK	GENERAL ELECTION COSTS	188.32
30351	HENDERSON FOOD MART	SUPPLIES	162.98
30352	HENDERSON MOTORS	SERVICES	1,528.34
30353	HIEBNER BODY SHOP	SERVICES	447.79
30354	HOME DEPOT PRO, THE	SUPPLIES	4,342.17
30380	HOMETOWN LEASING	COPY MACHINE LEASE	1,301.28
30355	INTEGRATED SECURITY SOLUTIONS	INSPECTIONS	500.00
30356	J.W. PEPPER & SON	SUPPLIES	189.04
30357	JAY HUEBERT PIANO SERVICE	PIANO TUNING	240.00
30358	KSB SCHOOL LAW	LEGAL SERVICES	65.00
30381	MAINSTAY COMMUNICATIONS	TELEPHONE	358.35
30359	MATHESON TRI GAS INC	SUPPLIES	127.10
30382	MCI	TELEPHONE	74.18
30360	MENARDS	SUPPLIES	74.25
30361	NASB	REGISTRATION	4,723.00
30362	NEBRASKA FBLLA	REGISTRATION	2,343.00
30363	NEBRASKA ORTHOPAEDIC CENTER	SERVICES	1,177.50
30364	NEBRASKA STATE FIRE MARSHAL	BOILER INSPECTION	108.00

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
30365	PAPER TIGER SHREDDING	SERVICES	50.00
30383	PAYFLEX	CAFETERIA 125 PLAN	790.52
30384	PERENNIAL PUBLIC POWER DISTRICT	ELECTRICITY	3,792.84
30366	PETERSON'S PETAL COMPANY	SUPPLIES	52.00
9012723	QUADIENT LEASING	POSTAGE MACHINE	500.00
30367	QUILL	SUPPLIES	322.93
30385	SERVICE PRESS	SERVICES	164.27
30368	THAYER CENTRAL COMMUNITY SCHOOLS	REGISTRATION	60.00
30386	TIME MANAGEMENT SYSTEMS	SERVICES	124.00
30369	TRANSPORTATION ACCESSORIES CO	SUPPLIES	141.07
30370	U.S. BANK	SUPPLIES	680.88
30387	UNITE PRIVATE NETWORKS	SERVICES	426.77
2097	UNITED STATES POSTAL SERVICE	NEWSLETTER	175.81
30371	UNIVERSITY OF NEBRASKA	REGISTRATION	200.00
30388	VERIZON WIRELESS	TELEPHONE	168.52
30372	VOSS LIGHTING	SUPPLIES	771.00
30373	YORK COUNTY CLERK	SERVICES	268.45
30374	YORK MEDICAL CLINIC	SERVICES	140.00

**Fund Total: 135,643.55**

**Checking Account Total: 135,643.55**

Checking 2

**Checking 2 Fund: 02 DEPRECIATION RESERVE FUND**

1106	NEBRASKA SPORTS	SUPPLIES	5,146.01
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**Fund Total: 5,146.01**

**Checking Account Total: 5,146.01**

Checking 6

**Checking 6 Fund: 06 SCHOOL LUNCH/MILK FUND**

4188	HENDERSON FOOD MART	SUPPLIES	9.95
4189	HILAND DAIRY	SUPPLIES	2,814.58
4190	U.S. BANK	SUPPLIES	107.64
4191	US FOODS	SUPPLIES	14,599.04

**Fund Total: 17,531.21**

**Checking Account Total: 17,531.21**

Checking 8

**Checking 8 Fund: 08 SPECIAL BUILDING FUND**

1062	CLARK & ENERSEN	SERVICES	22,128.98
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**Fund Total: 22,128.98**

**Checking Account Total: 22,128.98**

# HEARTLAND COMMUNITY SCHOOLS

## Fund Account Balances

	January 31, 2022	January 31, 2023
General Fund	\$3,315,919.00	\$2,972,259.47
Activity Fund	\$132,437.04	\$106,698.19
School Lunch Fund	\$107,000.50	\$162,531.47
Depreciation Fund	\$581,705.55	\$508,218.31
Unemployment Fund	\$2,998.55	\$3,005.49
Qualified Capital Purpose Fund	\$0.00	\$0.00
Special Building Fund	\$256,774.51	\$7,152,033.64
Bond Fund	\$0.00	\$94,022.82

Regular; Beginning Month 09/2022; Processing Month 01/2023; Active Chart of Account Number True; Fund Number 05

**Fund: 05      ACTIVITIES FUND**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0101	FOOTBALL	1,220.00	5,858.42	6,118.82	0.00	1,480.40
05 704 0102	VOLLEYBALL	(680.00)	5,136.32	3,842.72	0.00	(1,973.60)
05 704 0103	BOYS BASKETBALL	0.00	5,606.74	2,821.03	0.00	(2,785.71)
05 704 0104	GIRLS BASKETBALL	45.00	2,363.25	2,821.02	0.00	502.77
05 704 0105	TRACK	136.95	2,552.41	0.00	0.00	(2,415.46)
05 704 0107	GENERAL ATHLETICS	0.00	1,635.93	0.00	0.00	(1,635.93)
05 704 0110	JH FOOTBALL	0.00	360.00	0.00	0.00	(360.00)
05 704 0111	JH VOLLEYBALL	0.00	645.00	0.00	0.00	(645.00)
05 704 0112	JH BOYS BASKETBALL	0.00	684.99	0.00	0.00	(684.99)
05 704 0113	JH GIRLS BASKETBALL	0.00	1,200.00	0.00	0.00	(1,200.00)
05 704 0114	JH TRACK	0.00	0.00	0.00	0.00	0.00
05 704 0116	SEASON PASS	900.00	0.00	3,590.00	0.00	4,490.00
05 704 0117	GIRLS GOLF	0.00	1,445.00	375.00	0.00	(1,070.00)
05 704 0118	BOYS GOLF	0.00	702.03	0.00	0.00	(702.03)
05 704 0119	DISTRICT ACCOUNT	0.00	0.00	0.00	0.00	0.00
05 704 0120	CONFERENCE ACCOUNT	0.00	0.00	0.00	0.00	0.00
05 704 0129	COACH - FB	1,646.35	200.00	0.00	0.00	1,446.35
05 704 0130	COACH - VB	1,139.87	456.00	299.00	0.00	982.87
05 704 0131	COACH - GIRLS BB	2,584.92	254.00	713.42	0.00	3,044.34
05 704 0132	COACH - BOYS BB	2,350.71	683.94	643.83	0.00	2,310.60
05 704 0133	COACH - JH BB	555.00	0.00	0.00	0.00	555.00
05 704 0135	COACH - GIRLS GOLF	361.80	(30.00)	0.00	0.00	391.80
05 704 0136	COACH - BOYS GOLF	1,094.93	0.00	1,672.57	0.00	2,767.50
05 704 0137	COACH - TRACK	2,112.37	0.00	0.00	0.00	2,112.37
05 704 0138	COACH - JH VB	512.99	173.50	0.00	0.00	339.49
05 704 0200	BAND UNIFORMS	433.68	0.00	0.00	0.00	433.68
05 704 0201	BAND	1,419.13	271.68	0.00	0.00	1,147.45
05 704 0202	CHORUS	1,589.50	0.00	0.00	0.00	1,589.50
05 704 0203	MARCHING SHOES	34.25	657.59	0.00	0.00	(623.34)
05 704 0204	VOCAL CLINIC	973.53	2,965.40	0.00	0.00	(1,991.87)
05 704 0206	MUSIC TRIP	2,017.34	0.00	1,262.81	0.00	3,280.15
05 704 0207	DISTRICT MUSIC	2,307.09	0.00	540.00	0.00	2,847.09
05 704 0301	ART	2,798.29	162.79	0.00	0.00	2,635.50
05 704 0302	MUSICAL	0.00	493.64	0.00	0.00	(493.64)
05 704 0304	ALL SCHOOL PLAY	5,200.73	0.00	616.88	0.00	5,817.61
05 704 0305	ONE ACT	223.54	1,400.45	0.00	0.00	(1,176.91)
05 704 0403	FBLA	3,426.56	1,590.47	2,216.17	0.00	4,052.26

Regular; Beginning Month 09/2022; Processing Month 01/2023; Active Chart of Account Number True; Fund Number 05

**Fund: 05      ACTIVITIES FUND**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0404	IND TECH/AG PROJECTS	(301.00)	585.35	563.00	0.00	(323.35)
05 704 0405	FFA	3,896.46	13,496.34	13,584.00	0.00	3,984.12
05 704 0407	SCIENCE CLUB	1,229.12	0.00	0.00	0.00	1,229.12
05 704 0408	BIOLOGY/ENGLISH TRIP	367.20	0.00	0.00	0.00	367.20
05 704 0409	QUIZ BOWL/MATH CLUB	529.36	0.00	0.00	0.00	529.36
05 704 0410	COACH - JH ROBOTICS	511.73	0.00	0.00	0.00	511.73
05 704 0411	COACH - HS ROBOTICS	702.15	0.00	0.00	0.00	702.15
05 704 0450	JH ROBOTICS	247.33	0.00	0.00	0.00	247.33
05 704 0451	HS ROBOTICS	0.00	189.66	0.00	0.00	(189.66)
05 704 0500	CLASS OF 2020	0.00	0.00	0.00	0.00	0.00
05 704 0501	CLASS OF 2021	0.00	0.00	0.00	0.00	0.00
05 704 0502	CLASS OF 2022	0.00	0.00	0.00	0.00	0.00
05 704 0503	CLASS OF 2023	2,337.73	1,568.00	0.00	0.00	769.73
05 704 0504	CLASS OF 2024	3,855.61	322.10	1,205.00	0.00	4,738.51
05 704 0505	CLASS OF 2025	3,176.60	0.00	0.00	0.00	3,176.60
05 704 0506	CLASS OF 2026	628.23	0.00	1,955.75	0.00	2,583.98
05 704 0507	CLASS OF 2027	0.00	0.00	0.00	0.00	0.00
05 704 0508	CLASS OF 2028	0.00	0.00	0.00	0.00	0.00
05 704 0509	CLASS OF 2029	0.00	0.00	0.00	0.00	0.00
05 704 0601	NATIONAL HONOR SOCIETY	832.86	694.87	1,592.59	0.00	1,730.58
05 704 0701	HCS CUSTOMS	(1,461.08)	10,335.28	9,148.24	0.00	(2,648.12)
05 704 0709	YEARBOOK	0.00	2,054.70	2,105.00	0.00	50.30
05 704 0801	STUDENT COUNCIL	1,345.13	703.87	241.00	0.00	882.26
05 704 0802	CONCESSIONS	(3,117.08)	17,595.50	20,176.36	0.00	(536.22)
05 704 0804	INTEREST ON ACT ACCT	3.44	0.00	27.29	0.00	30.73
05 704 0805	LOCKERS PROJECT	0.00	0.00	0.00	0.00	0.00
05 704 0806	ELEM STUDENT COUNCIL	1,580.47	(324.47)	827.06	0.00	2,732.00
05 704 0810	JH HOMEROOM	0.00	0.00	0.00	0.00	0.00
05 704 0913	REVOLVING - SECONDARY	750.00	400.00	(350.00)	0.00	0.00
05 704 0914	REVOLVING - ELEMENTARY	0.00	0.00	0.00	0.00	0.00
05 704 0915	STUDENT SUPPLIES	250.00	0.00	0.00	0.00	250.00
05 704 0918	JOHN BAYLOR TEST PREP	2,200.00	0.00	0.00	0.00	2,200.00
05 704 0924	OTT SCHOLARSHIP	29,189.44	1,000.00	91.92	0.00	28,281.36
05 704 0930	MONSANTO/BAYER GRANT	0.00	0.00	0.00	0.00	0.00
05 704 0936	FIELD TRIP GRANT	4,273.89	0.00	0.00	0.00	4,273.89
05 704 0937	CIRCLE OF FRIENDS AUTISM GRANT	828.84	0.00	0.00	0.00	828.84
05 704 0938	IF KIDS COULD CURE GRANT	5,783.63	0.00	0.00	0.00	5,783.63

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

09/2022 - 01/2023

Regular; Beginning Month 09/2022; Processing Month 01/2023; Active Chart of Account Number True; Fund Number 05

**Fund: 05      ACTIVITIES FUND**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0939	GIRLS ON THE RUN	657.75	0.00	0.00	0.00	657.75
05 704 0940	HUSKIE BEEF	0.00	0.00	0.00	0.00	0.00
05 704 0950	COMPUTER DEPOSITS	13,856.54	0.00	0.00	0.00	13,856.54
05 704 0951	STAFF LOUNGE ACCOUNT	1,257.76	698.21	350.00	0.00	909.55
05 704 0952	EHA ELEVATE PROGRAM	1,975.62	2,865.59	5,510.00	0.00	4,620.03
Fund Total: 05		<u>111,792.26</u>	<u>89,654.55</u>	<u>84,560.48</u>	<u>0.00</u>	<u>106,698.19</u>

Function Number		Revised Budget	Activity During Month	Activity to Date	Balance at EOM	% of Budget
<b>Expenditure</b>						
<b>01</b>	<b>GENERAL FUND</b>					
1100	REGULAR INSTRUCTION	2,508,143.00	206,823.67	988,910.79	1,519,232.21	39.43
1200	SPED - SA	853,090.00	70,547.15	281,063.19	572,026.81	32.95
1291	SPED - 3-5	0.00	12,977.34	63,155.12	(63,155.12)	0.00
1292	SPED - 0-2	0.00	1,054.12	4,393.44	(4,393.44)	0.00
1300	SUMMER SCHOOL	3,526.00	0.00	0.00	3,526.00	0.00
2120	GUIDANCE SERVICES	74,495.00	4,847.69	24,930.95	49,564.05	33.47
2130	HEALTH SERVICES - GEN ED	11,351.00	0.00	0.00	11,351.00	0.00
2140	PSYCHOLOGICAL SVCS - GEN ED	0.00	160.00	3,216.00	(3,216.00)	0.00
2141	PSYCHOLOGICAL SVCS - SPED SA	131,000.00	5,756.67	26,367.35	104,632.65	20.13
2151	SPEECH PATH & AUDIOLOGY SVCS - SPED SA	99,923.00	11,359.13	47,482.10	52,440.90	47.52
2153	SPEECH PATH & AUDIOLOGY SVCS - SPED 0-2	0.00	865.68	1,333.68	(1,333.68)	0.00
2161	OCCUPATIONAL THERAPY SVCS - SPED SA	15,000.00	5,034.51	19,648.83	(4,648.83)	130.99
2162	OCCUPATIONAL THERAPY SVCS - SPED 3-5	0.00	651.00	1,922.69	(1,922.69)	0.00
2163	OCCUPATIONAL THERAPY SVCS - SPED 0-2	0.00	788.63	807.88	(807.88)	0.00
2171	PHYSICAL THERAPY SVCS - SPED SA	22,000.00	1,666.00	8,101.76	13,898.24	36.83
2172	PHYSICAL THERAPY SVCS - SPED 3-5	0.00	96.25	616.00	(616.00)	0.00
2173	PHYSICAL THERAPY SVCS - SPED 0-2	0.00	693.00	2,548.00	(2,548.00)	0.00
2181	VISION SERVICES - SPED SA	10,000.00	770.00	3,045.25	6,954.75	30.45
2183	VISION SERVICES - SPED 0-2	0.00	0.00	348.88	(348.88)	0.00
2213	INSTRUCTIONAL STAFF TRAINING	20,800.00	301.03	2,583.69	18,216.31	12.42
2220	LIBRARY/MEDIA SERVICES	162,709.00	13,822.71	67,698.11	95,010.89	41.61
2230	INSTRUCTION-RELATED TECHNOLOGY	42,108.00	4,568.14	19,331.99	22,776.01	45.91
2240	ACADEMIC STUDENT ASSESSMENT	22,000.00	0.00	2,893.00	19,107.00	13.15
2310	BOARD OF EDUCATION	72,600.00	5,364.34	21,093.09	51,506.91	29.05
2320	EXECUTIVE ADMINISTRATION	375,791.00	30,233.05	149,676.02	226,114.98	39.83
2330	DISTRICT LEGAL SERVICES	15,000.00	100.00	2,603.00	12,397.00	17.35
2410	OFFICE OF THE PRINCIPAL	379,988.00	28,518.62	149,134.72	230,853.28	39.25
2490	SCHOOL ADMINISTRATION - OTHER	5,540.00	461.69	2,308.45	3,231.55	41.67
2510	FISCAL SERVICES	38,700.00	274.00	11,720.00	26,980.00	30.28
2560	PUBLIC INFORMATION SERVICES	108,075.00	3,281.73	22,887.58	85,187.42	21.18
2580	ADMINISTRATIVE TECHNOLOGY SERVICES	60,497.00	4,583.17	20,374.56	40,122.44	33.68
2610	OPERATION OF BUILDINGS	631,568.00	35,496.21	280,432.54	351,135.46	44.40
2620	MAINTENANCE OF BUILDINGS	0.00	570.00	570.00	(570.00)	0.00
2710	VEHICLE OPERATION & PURCH - GEN ED	235,753.00	11,323.43	123,771.41	111,981.59	52.50
2712	VEHICLE OPERATION & PURCH - SPED SA	59,131.00	4,246.80	26,808.55	32,322.45	45.34
2713	VEHICLE OPERATION & PURCH - SPED 3-5	12,052.00	816.63	5,355.93	6,696.07	44.44
2730	VEHICLE SERVICING & MAINT - GEN ED	50,000.00	1,174.41	8,969.44	41,030.56	17.94
2732	VEHICLE SERVICING & MAINT - SPED SA	3,000.00	0.00	636.79	2,363.21	21.23
2733	VEHICLE SERVICING & MAINT - SPED 3-5	3,000.00	0.00	469.63	2,530.37	15.65
3300	COMMUNITY SERVICES OPERATIONS	5,289.00	0.00	0.00	5,289.00	0.00
3535	HIGH ABILITY LEARNERS	8,000.00	0.00	6,902.75	1,097.25	86.28
6200	TITLE IA	94,869.00	6,952.00	34,760.00	60,109.00	36.64
6406	IDEA - PRESCHOOL	7,390.00	0.00	0.00	7,390.00	0.00
6408	IDEA - BASE & ENROLLMENT/POVERTY	100,894.00	0.00	0.00	100,894.00	0.00
6992	REAP	32,000.00	0.00	14,240.06	17,759.94	44.50
6997	ELE & SEC SCH EMERGENCY RELIEF (ESSERII)	82,291.00	1,608.99	1,608.99	80,682.01	1.96
6998	ELE & SEC SCH EMERGENCY RELIEF (ESSERIII)	194,970.00	0.00	5,597.71	189,372.29	2.87
8000	OUTGOING TRANSFERS	135,000.00	0.00	0.00	135,000.00	0.00
9000	NON-PROGRAM EXPENDITURES	943,537.00	0.00	0.00	943,537.00	0.00
		<u>7,631,080.00</u>	<u>477,787.79</u>	<u>2,460,319.92</u>	<u>5,170,760.08</u>	<u>32.24</u>

**Expenditure Summary**

Regular; Processing Month 01/2023; Fund Number 06

Function Number		Revised Budget	Activity During Month	Activity to Date	Balance at EOM	% of Budget
<b>Expenditure</b>						
<b>06</b>	<b>SCHOOL LUNCH/MILK FUND</b>					
3100	FOOD SERVICES OPERATIONS	0.00	27,885.78	130,403.03	(130,403.03)	0.00
		<u>0.00</u>	<u>27,885.78</u>	<u>130,403.03</u>	<u>(130,403.03)</u>	<u>0.00</u>