

**Wakefield Community School  
Board of Education Regular January Meeting  
Monday, January 12, 2026 5:30 PM**

**Posted Locations:**

**Wakefield Post Office  
BankFirst  
Wakefield Republican  
School Main Entrance**

**Posted Date: 01/08/2026**

The Board of Education Regular Meeting convened in open and public session on Monday, January 12, 2026 at 5:30 PM in the Board of Education Room at the Media Center 802 Highland Street Wakefield, NE 68784.

President Brown informed the group of the Open Meetings Act posted in the room and accessible to all members of the public as required by law. All board members had received notice of the meeting and the meeting notice had been published/posted in a timely manner prior to the meeting date.

**ATTENDANCE TAKEN AT 5:30 PM:**

**Absent:** Josh Dorcey, **Present:** Dex Driskell, Erik Haglund, Jeffrey Keagle, Sherri Lundahl, Eric Riewer. Present: 5, Absent: 1.

Opening Procedures

Call to Order

Open Meetings Act

Roll Call

School District Mission Statement

Pledge of Allegiance

Adjourn Sine Die and Elect School Board Officers for the 2025 calendar year.

Motion to adjourn Sine Die and elect school board officers for the 2026 calendar year Passed with a motion by Eric Riewer and a second by Sherri Lundahl.

Dex Driskell: Yea

Erik Haglund: Yea

Jeffrey Keagle: Yea

Sherri Lundahl: Yea

Eric Riewer: Yea

Yea: 5, Nay: 0

Hold for nomination and election the position of Board President for calendar year 2026.

Riewer nominated Jeff Keagle as President Passed with a motion by Eric Riewer and a second by Sherri Lundahl.

Dex Driskell: Yea

Erik Haglund: Yea

Jeffrey Keagle: Yea

Sherri Lundahl: Yea

Eric Riewer: Yea

Yea: 5, Nay: 0

Reconvene the regular meeting of the Board of Education

Move to reconvene the regular meeting of the Board of Education Passed with a motion by Sherri Lundahl and a second by Eric Riewer.

Dex Driskell: Yea

Erik Haglund: Yea

Jeffrey Keagle: Yea

Sherri Lundahl: Yea

Eric Riewer: Yea

Yea: 5, Nay: 0

Hold for nomination and election the Vice President of the Board of Education

Motion to cease nominations and elect Eric Riewer as Vice President for 2026 Passed with a motion by Sherri Lundahl and a second by Erik Haglund.

Dex Driskell: Yea

Erik Haglund: Yea

Jeffrey Keagle: Yea

Sherri Lundahl: Yea

Eric Riewer: Yea

Yea: 5, Nay: 0

Hold for nomination and election for the position of Board of Education Secretary.

Motion to cease nominations and elect Sherri Lundahl as Secretary for 2026 Passed with a motion by Jeffrey Keagle and a second by Eric Riewer.

Dex Driskell: Yea

Erik Haglund: Yea

Jeffrey Keagle: Yea

Sherri Lundahl: Yea

Eric Riewer: Yea

Yea: 5, Nay: 0

Oath of Office

Appoint Board Members for the 2026 calendar year to board committees

Review and sign the Code of Conduct document as written by the Nebraska Association of School Boards

Review and sign a Potential Conflict of Interest Statement as required by the Nebraska Accountability and Disclosure Act and board policy #2005

Awards and Special Recognition

Recognition of Visitors/Communication from the Public

WEA

Reports

Administrators

Secondary Principal Report

Director of Student Services Report

Superintendent/Elementary Principal Report

Board Committees

Board Policy

Building, Sites & Transportation

Business & Finance

American Civics, Curriculum & Technology

Negotiations & Public Relations

School Improvement & Strategic Planning

Discussion and Action Items

Consent Agenda

Motion to approve the Consent Agenda Passed with a motion by Sherri Lundahl and a second by Dex Driskell.

Dex Driskell: Yea

Erik Haglund: Yea

Jeffrey Keagle: Yea

Sherri Lundahl: Yea

Eric Riewer: Yea

Yea: 5, Nay: 0

Minutes of the previous meeting

## Financial Reports

Discuss and take appropriate actions:

- To designate Security Bank of Allen and Bank First of Wakefield as the official district depositories
- Authorizing Board Officers, Superintendent Matt Farup, and Treasurer Becky Gothier to sign checks for the General Fund; Contingency Fund; Depreciation Fund; Lunch Fund; Special Building Fund; Employee Benefit Fund; Bond Fund; Cooperative Fund, and Qualified Capital Purpose Undertaking Fund.
- Authorizing the Activities Secretary Niki Haglund, the District Business Manager Becky Gothier, and the Superintendent of Schools Matt Farup to sign checks for the Activities Fund.
- To designate The Wakefield Republican as the official news publication for the school district for 2026.
- To retain the law firm KSB School Law as the district's legal counsel authorized to provide the Board of Education with legal counsel.

Motion to approve the presented procedural actions. Passed with a motion by Jeffrey Keagle and a second by Sherri Lundahl.

Dex Driskell: Yea

Erik Haglund: Yea

Jeffrey Keagle: Yea

Sherri Lundahl: Yea

Eric Riewer: Yea

Yea: 5, Nay: 0

Discuss and take appropriate action on the Negotiated Agreement for the 2026-2027 school year as negotiated and offered to the WEA.

Move to approve the attached 2026-2027 proposal package to the Negotiated Agreement between the district and the Wakefield Education Association. Passed with a motion by Erik Haglund and a second by Jeffrey Keagle.

Dex Driskell: Yea

Erik Haglund: Yea

Jeffrey Keagle: Yea

Sherri Lundahl: Yea

Eric Riewer: Yea

Yea: 5, Nay: 0

Discuss and take appropriate action on the renewal of membership with NASB for 2026.

I move to approve the 2026 membership renewal with the Nebraska Association of School Boards (NASB) in the amount of \$4,687. Passed with a motion by Eric Riewer and a second by Dex Driskell.

Dex Driskell: Yea

Erik Haglund: Yea

Jeffrey Keagle: Yea

Sherri Lundahl: Yea

Eric Riewer: Yea

Yea: 5, Nay: 0

Upcoming Dates and Times

Set the date and time for the next regular meeting

Adjournment

Motion to adjourn the meeting at 6:27pm Passed with a motion by Eric Riewer and a second by Erik Haglund.

Dex Driskell: Yea

Erik Haglund: Yea

Jeffrey Keagle: Yea

Sherri Lundahl: Yea

Eric Riewer: Yea

Yea: 5, Nay: 0

# School District of Wakefield

In Dixon, Wayne and Thurston Counties

District No. 90-0560

WAKEFIELD, NEBRASKA 68784

"I, \_\_\_\_\_, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of member of the board of education, according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God."

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## Nebraska Association of School Boards Board of Education / Code of Conduct

This Code has been developed and revised by the Nebraska Association of School Boards to help school boards carry out the important education decision-making role while maintaining effective relationships with school administrators, staff, and community members. Given the complexity of the education governance structure, nothing is more important than clarifying appropriate roles and responsibilities for the school board, superintendent, and principal(s).

A school board member has no legal powers unless participating at a meeting that complies with the Nebraska Open Meetings Act, or acting on behalf of the school board after the board formally grants authority to do so. Thus, it is essential that every school board member work as a member of the broader leadership team to perform board duties and act in a manner consistent with the Code.

*Board members can demonstrate personal commitment to the Code by signing this document signifying agreement to uphold the principles of the Code, both, in letter and spirit.*

Many school boards post a copy of the signed Code in the front entrance of the school(s). This public display of school leadership team commitment sends a powerful message and sets the tone for how the business of education will be conducted in the community.

As citizens of the United States, board members have certain Constitutional rights, including freedom of speech that cannot be taken away, whether or not you choose to sign this document. The only sections of this Code that require legal compliance are the “*conflict of interest*” and “*act only as a member of the board.*” All other sections represent effective practice.

### **BOARD GOVERNANCE**

- Attend all regularly scheduled board meetings, insofar as possible, and review advance materials provided.
- In consultation with the principal, teachers, and superintendent, set education goals for the school(s).
- Maintain confidentiality of information and discussion conducted in executive/closed session.

- Review essential facts, consider others' ideas, and then present personal opinions during board deliberations but, once the board vote has been taken, support board decisions regardless of how individuals voted.
- Act only as a member of the board and do not assume any individual authority when the board is not in session, unless otherwise directed by the board.
- Rely on school policies that are continually updated and aligned with Nebraska and federal education laws, and guidance from the superintendent, when making board decisions.
- Request recommendations from the superintendent and seek legal counsel, when required for full and informed board consideration of issues requiring legal expertise.
- Expect an equitable amount of board meeting time be spent both learning about educational programs and conducting the business of the board.
- Maintain a priority board focus on increasing student achievement and ensuring efficient use of education resources.

### **BOARD-ADMINISTRATION RELATIONS**

- Provide policy support for school administrators in the performance of their duties and delegate authority commensurate with those responsibilities.
- Expect the superintendent to keep the board adequately informed through regular written and oral reports.
- Refer complaints, requests, and concerns to the superintendent or other appropriate staff members.
- Avoid making commitments that may compromise the decision-making ability of the board or administrators.
- Maintain open and candid communication with the superintendent.
- Hold the superintendent accountable by jointly creating job performance standards and at least annually perform a comprehensive evaluation process based on the job description, contract, and identified performance standards.
- Recognize that a board member's responsibility is to see that schools are well run, but not to run them.

### **BOARD MEMBER RELATIONS**

- Retain independent judgment and refuse to surrender that judgment to individuals or special interest groups.
- Voice opinions respectfully and maintain good relations with other board members, administrators, school staff, and members of the public.

## **PERSONNEL RELATIONS**

- Seek to employ the most qualified school staff and insist on regular, impartial employee evaluations.
- Hire no superintendent, principal or teacher already under contract with another school district unless assurance is first secured from the proper authority that the person can be released from his or her contract.
- Individual board members shall not give directives to any school administrator or employee, publicly or privately.

## **COMMUNITY RELATIONS**

- Perform a liaison communications role by interpreting the attitudes, wishes, and needs of both the community and the school.
- Consider the needs of the entire community and vote for what is best for students.
- Encourage collaboration between the school and community.
- Request that periodic surveys be conducted with the community to assess the quality of education services and use the data to establish and monitor goals.

## **CONFLICT OF INTEREST**

- Do not solicit or receive directly or indirectly any gift or compensation in return for making a recommendation or casting a vote.
- Do not receive anything of value by contract or otherwise, from the school district you serve unless it is received:
  - as a result of a contract accepted after a public bid.
  - in public recognition of service or achievement.
  - as expenses allowed by law for official duties performed as a member of such board.
- Follow the school board conflict of interest policy regarding the appearance of conflict of interest.

## **BOARD PREPARATION AND TRAINING**

- Be informed about educational issues through individual study and by participating in board development opportunities such as those sponsored by the Nebraska and National School Boards Associations, the Nebraska Department of Education, and other education organizations.
- Support new school board members by sharing your experience and knowledge.
- Ensure that adequate board orientation and team building opportunities are available for board members and administrators.

- Associate with board members from other school districts to discuss school problems and collaborate on school improvement initiatives.

*I agree to abide by the principles outlined in the Board of Education Code of Conduct and will do everything in my power to work as a productive member of the leadership team.*

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Board Member

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Date

## 2012: Board Code of Ethics

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;
10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Board Member: \_\_\_\_\_ Date: \_\_\_\_\_

Adopted on: 12/14/2009

Revised on:

Reviewed on: 06/09/2025

**Board of Education Report  
7-12 Principal  
January 12, 2026**

**1. 1st Semester Perfect Attendance Awards (No absences or tardies)**

**Joseph Armendariz  
Christian Comer  
Breanna Desmond  
Blake Haase  
Cinch Hampl  
Colt Lynn Lortz  
Emersen Mackling  
Maricarmen Martin Hernandez  
Maricela Quinilla Perez  
Mateo Ralios Ramos  
Citlali Solano Mejia  
Kimberly Solano  
Ashley Torres Solano**

**Guiding Principle IV:** Enhance student, family, and community engagement with learning experiences that are culturally relevant for each student. Student success and engagement rely on positive partnerships and relationships to fundamentally improve the outcomes for each student, school, district, and community.

**2. EHC Honor Band (Feb. 9)**

**-Ruby Boeckenhauer  
-Zoe Craig  
-Jazmyynn Scott  
-Natalie Zuniga  
-Nathaniel Johnson  
-Sawyer Brudigam  
-Maribel Fernandez**

**Stanton Jr. High Honor Band (Feb. 14)**

**-Donna Ekberg  
-Hadassah Kaufmann  
-Jordan Valenzuela  
-Anabelle Reeves  
-Dane McAfee  
-Helena Wiltman  
-Maya Zarate**

**Nebraska Wesleyan Honor Band (Feb. 12-14)**

- Natalie Zuniga
- Maribel Fernandez
- Sawyer Brudigam
- Nate Johnson
- Jazmynn Scott (Alternate)

**Patriots of the Plains Honor Band (Feb. 7)**

- Natalie Zuniga
- Nathaniel Johnson

**Guiding Principle IV:** Enhance student, family, and community engagement with learning experiences that are culturally relevant for each student. Student success and engagement rely on positive partnerships and relationships to fundamentally improve the outcomes for each student, school, district, and community.

**3. High School Academic All State Recipients (Fall Sports)**

**Girls Cross Country**

- Jamie Lopez
- Natalie Zuniga Hernandez

**Play Production (One Act)**

- Mayte Flores Garcia
- Sawyer Brudigam

**Volleyball**

- Ashlyn Riewer
- Sierra Kaufman

**Football**

- Jaden Sievers
- Jacob Borg

**Guiding Principle IV:** Enhance student, family, and community engagement with learning experiences that are culturally relevant for each student. Student success and engagement rely on positive partnerships and relationships to fundamentally improve the outcomes for each student, school, district, and community.

**4. The High School Boys Basketball Team finished runner-up at the Holiday Tournament at Summerland.**

**5. 7-12 Enrollment Numbers**

**7th- 40**

**8th- 32**

**9th- 42**

**10th- 37**

**11th- 33**

**12th- 41**

**Total Enrollment: 225**

- 6. In January, I will start to look at class offerings for the next school year and work closely with Mrs. Rose and Mrs. Ziska to start developing a rough draft schedule for next year's classes. We will also start looking at getting student requests for classes for the 26-27 school year.**
- 7. JV Boys finished 4th place out of 8 schools in the Allen "A" Club Tournament this past Saturday.**

### **Guiding Principle I: Infrastructure and Shared Leadership**

**Objective:** Establish a vision for achieving educational equity through core beliefs and norms, team structures and routines, clarity of roles and data-based decision-making process, professional learning, and system alignment.

- At the January District Leadership Team meeting, the team finalized the external visit schedule. The schedule will be discussed with Heidi Farmer, external team lead, when Mr. Farup and I meet with her on January 12. A survey was sent and completed by all external team members to find out things they needed in their workspace. The DLT returned to the preparation checklist and reviewed each task to see what still needs to be done. The DLT will be meeting outside of in-service/PD time to polish up our CIP and data profile. It is worth mentioning the fantastic work Cathy Hoffart has done to update data sets within our profile.
- I attended a Sped Director/Coordinator meeting at ESU1 in December. I was only able to attend during the the morning. We discussed creating hubs to provide resources to our sped staff within our district. At Wakefield, we do have a hub that was created 3 years ago. I continue to update and add resources as NDE requirements change. With the reduction in PD time to meet as a department, our hub has been vital as a means to pass along information and resources.

### **Guiding Principle II: Layered Continuum of Supports**

**Objective:** Provide tiered supports to meet the social, emotional, behavioral, physical, environmental, and academic needs of the whole child to ensure student growth.

- The HAL team met in January. We finalized survey to collect input from students, teachers, and stakeholders. All surveys have been sent out with a collection due date of Feb. 6. During our February meeting, we will review the results and plan next steps to create our district's HAL framework.

### **Guiding Principle III: Data-Based Decision-Making**

**Objective:** Community, caregivers, district, school, collaborative and student support teams use a variety of data points to identify student needs and support planning. This includes a balanced assessment system to generate data, data-based decision-making to reinforce student support, and data-based decision-making to support continuous improvement of systems.

- I participated in the most recent secondary grade level team meeting. It was determined that we will use FastBridge instead of STAR CBM to progress monitor students receiving reading interventions. STAR CBM can only be used for grades K-6. Due to this change, it was also determined that FastBridge will be used at the secondary level to screen ELA, math, and science student performance. As a reminder, FastBridge is taking the place of MAP testing.
- We received our Indicator 13 (transition plans) letter of findings. We must complete a corrective action plan (CAP) for one file that was reviewed. The CAP entails correcting the specific file, creating or reviewing Indicator 13 procedure, providing training specific

to the areas of noncompliance (which must be approved by the NDE Part B Specialist), and providing a list of IEPs held or amended between Feb. 27 and March 31, 2026. From that list, random files will be selected for review. After review, the Office of Special Education will send the district a letter of findings by May 8. The letter will either closeout the CAP or give us additional corrective actions to complete.

Since receiving our initial letter, I have created an Indicator 13 checklist which will fulfill one requirement of the CAP. The checklist will be a resource added to our special education hub and become part of our practice when developing transition plans in IEPs.

Board Report  
Matt Farup  
Superintendent/Elementary Principal  
January 12, 2026

- **Nebraska Department of Education (NDE) External Visit**

Dates: March 16–17, 2026

The Nebraska Department of Education (NDE) External Visit is a required component of Nebraska’s five-year continuous school improvement cycle. This visit provides Wakefield Community Schools with an outside, objective perspective on the district’s school improvement efforts and their impact over the past five years.

The visit is not evaluative of individual teachers, administrators, or Board members. Instead, the external team examines district-wide systems, instructional practices, and evidence of alignment between improvement initiatives, professional development, and classroom instruction.

The External Visit is designed to:

- Provide an objective, external review of district improvement practices
- Engage professional colleagues from outside the district for feedback and guidance
- Identify strengths and areas for continued growth
- Inform planning and direction for the district’s next five years of improvement

Feedback from the visit will help guide future district priorities and continuous improvement planning.

Monday, March 16, 2026

- Opening presentation and leadership interviews
- Student, parent, and teacher interviews
- Board of Education interview: 5:00–6:00 p.m.

Tuesday, March 17, 2026

- Classroom visits throughout the morning
- External team work time and analysis
- Exit Presentation: 5:00–6:00 p.m. (Zoom)

On March 17, the external team will visit as many classrooms as possible. Given the district’s size, nearly all classrooms are expected to be visited. Observations are not evaluative and do not result in individual teacher feedback. The focus is on general evidence of district-wide

instructional practices, student engagement, and the impact of improvement initiatives.

## Board Role

Board members will participate in the scheduled Board interview and are encouraged to attend the Exit Presentation. The visit reflects the collective work of the Board, staff, students, and community stakeholders.

- **Staffing, Recruitment, and Retention**

As we plan for the 2026–2027 school year, Wakefield Community Schools has identified several key positions that are open or anticipated to be open, including Elementary Principal, Pre-School Teacher, High School Science Teacher, Speech-Language Pathologist, and Technology Teacher. These vacancies reflect both normal turnover and the increasing difficulty rural districts face in recruiting qualified educators in specialized and high-demand areas. Filling these positions—and retaining the high-quality staff we currently have—is critical to maintaining instructional continuity, program stability, and long-term student success.

The proposed 2026–2027 negotiated agreement is intentionally aligned to address these challenges. Competitive base salary growth, sustainable health insurance options, district-reimbursed long-term disability coverage, signing bonuses for new hires, longevity incentives for long-term employees, and increased flexibility through a modernized PTO structure are not isolated benefits; together, they form a comprehensive strategy to strengthen recruitment while reinforcing retention. In a competitive labor market, these investments signal that Wakefield Community Schools values its employees, supports their well-being, and is committed to being an employer of choice. This approach is essential to attracting qualified applicants, retaining experienced staff, and ensuring the district remains stable, effective, and positioned for continued improvement.

- **Strategic Plan Renewal with NASB**

As Wakefield Community Schools approaches the conclusion of its current strategic planning cycle, it is an appropriate and necessary time to renew our strategic focus through a formal partnership with the Nebraska Association of School Boards (NASB). Our previous strategic plan has provided meaningful direction and resulted in measurable progress across multiple guiding principles, particularly in the areas of infrastructure and shared leadership, data-based decision-making, and instructional systems. The 2025 Strategic Plan Progress Analysis indicates that several strategies are now rated as *progressing* or *accomplished*, reflecting intentional work by the Board, administration, staff, and community to move the district forward.

At the same time, the progress analysis also identifies areas that remain *developing*, including communication and collaboration, layered systems of support, and aspects of board governance and long-term resource planning. These findings do not signal failure, but rather confirm that the district has reached a natural transition point—one where continued improvement will

require renewed clarity, alignment, and community engagement. Strategic planning is not a static document; it is a living process that must evolve alongside changing student needs, staffing realities, fiscal pressures, and accountability expectations.

Renewing our strategic planning process with NASB provides a structured, external, and objective framework to build upon our current foundation while recalibrating priorities for the next three to five years. The NASB process includes broad stakeholder engagement, data analysis, facilitated committee work, and annual progress monitoring to ensure the plan remains actionable and relevant over time. This renewal will allow the Board and administration to reaffirm the district's mission and vision, align resources more intentionally, and ensure that future decisions remain grounded in shared priorities and evidence-based practices.

Continuing this work with NASB represents a proactive investment in governance, coherence, and long-term district stability. It positions Wakefield Community Schools not only to sustain the progress already made, but to sharpen our focus, strengthen accountability, and move confidently into the next phase of continuous improvement



# Wakefield Community Schools Strategic Planning

2025 Progress Analysis Summary

## Strategy Averages by Guiding Principle

### September 2025 Results

Infrastructure and Shared Leadership - 3.17

Layered Continuum of Supports - 2.67

Data-Based Decision-Making - 3.33

Communication and Collaboration - 2.33

Board Governance - 2.56

*Averages range from 1.00-4.00 with averages closer to 4.00 indicating higher accomplishment and averages closer to 1.00 indicating areas that have not been met.  
Scale: Accomplished (4.00); Progressing (3.00); Developing (2.00); Not Met (1.00)*

#### **Definitions:**

**Accomplished** - This strategy has been realized and is sustainable.

**Progressing** - Some measurable progress has been made, but this strategy has not been fully realized.

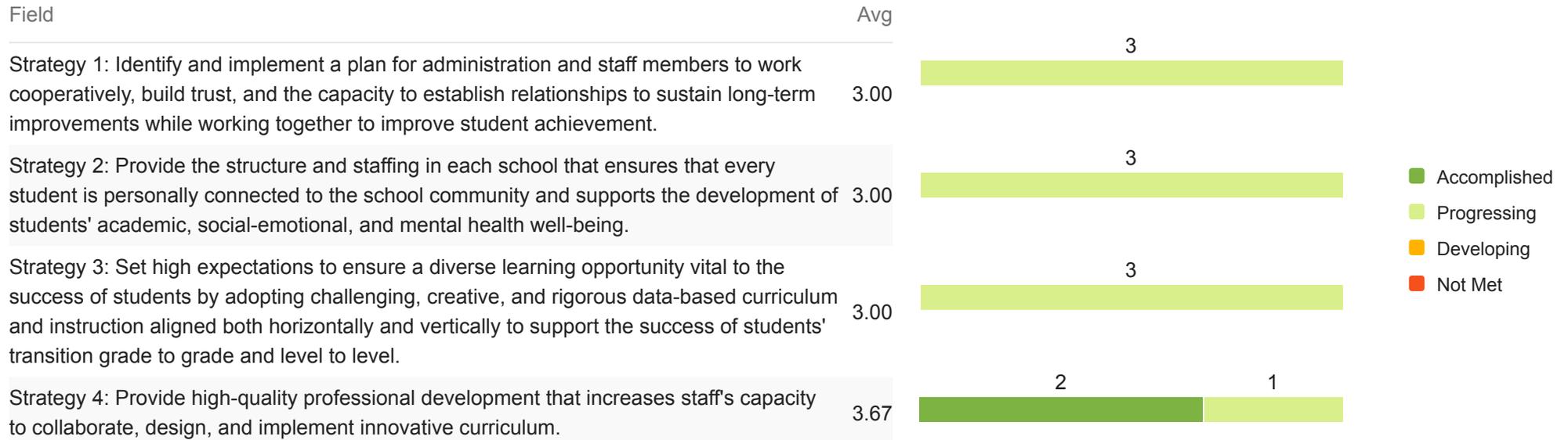
**Developing** - This strategy has been initiated.

**Not Met** - This strategy has not been addressed.

## Guiding Principle I: Infrastructure and Shared Leadership

**Average Strategy Score: 3.17**

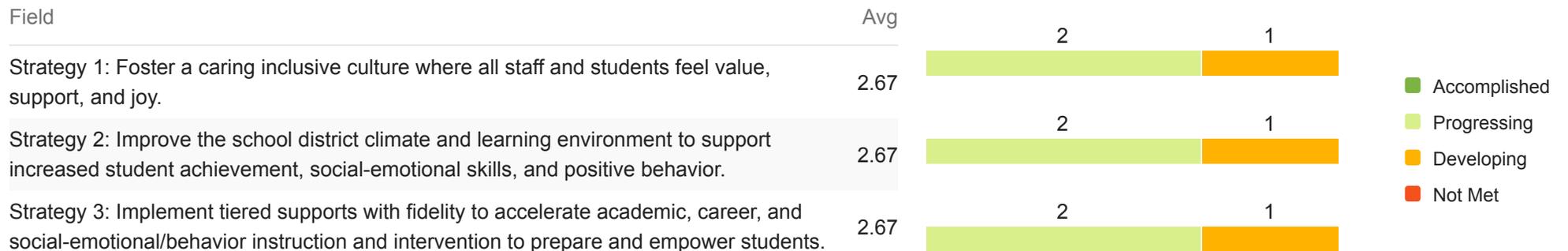
**Please rate the district's progress for planning and implementing each strategy:**



## Guiding Principle II: Layered Continuum of Supports

**Average Strategy Score: 2.67**

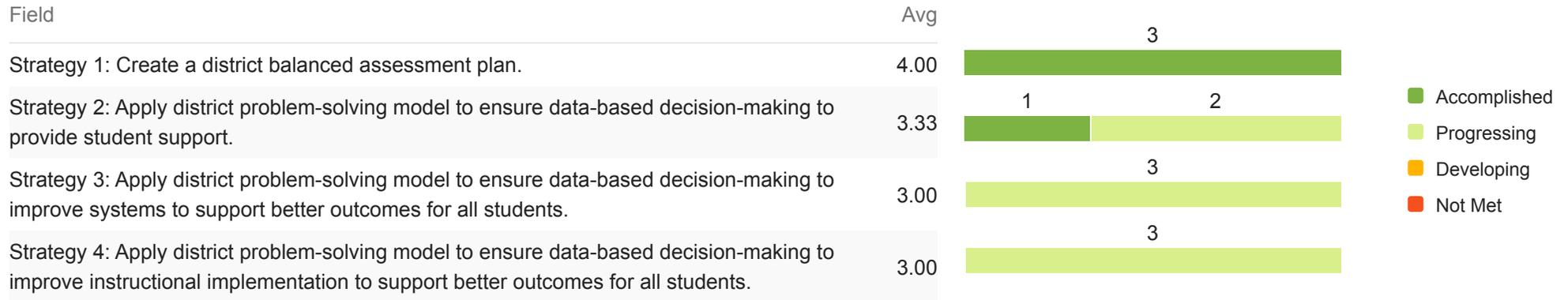
**Please rate the district's progress for planning and implementing each strategy:**



## Guiding Principle III: Data-Based Decision-Making

**Average Strategy Score: 3.33**

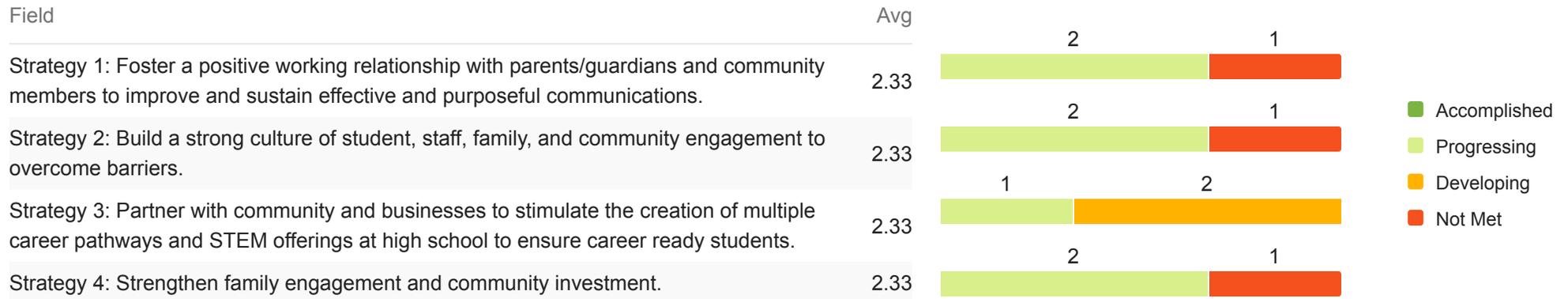
**Please rate the district's progress for planning and implementing each strategy:**



## Guiding Principle IV: Communication and Collaboration

**Average Strategy Score: 2.33**

**Please rate the district's progress for planning and implementing each strategy:**



## Guiding Principle V: Board Governance

### Average Strategy Score: 2.56

**Please rate the district's progress for planning and implementing each strategy:**



**Wakefield Community School  
Board of Education Regular Meeting  
Monday, December 8, 2025 5:30 PM**

Posted Locations:

• Wakefield Post Office • BankFirst • Wakefield Republican • School Main Entrance

Posted Date: 12/04/2025

The Board of Education Regular Meeting convened in open and public session on Monday, December 8, 2025 at 5:30 PM in the Media Center at 802 Highland Street, Wakefield, NE 68784.

President Keagle informed the group of the Open Meetings Act posted in the room and accessible to all members of the public as required by law. All board members had received notice of the meeting and the meeting notice had been published/posted in a timely manner prior to the meeting date.

### **Opening Procedures**

Call to Order

Open Meetings Act

Pledge of Allegiance

School District Mission Statement

Roll Call

### **Attendance Taken at 5:30 PM:**

**Present:** Josh Dorcey, Dex Driskell, Erik Haglund, Jeffrey Keagle, Sherri Lundahl, Eric Riewer.

**Present:** 6, **Absent:** 0.

### **Awards and Special Recognition**

- One Act received 5<sup>th</sup> at Districts in Homer on December 3. All three judges gave the team a superior rating including the technical crew. They actually tied with Ponca and Wakefield was the judge's preference.
- One Act: East Husker Conference Tournament – 2 Superiors.
  - Outstanding Wakefield Crew: Shelby English, Oliver Sievers, Natalie Nelson, Ella Hoffart, Naomi Nelson, Bella Ramirez Tello
  - Outstanding Wakefield Actors: Jaden Sievers, Nate Johnson, Jazmyynn Scott, Mayte Flores Garcia, Sawyer Brudigam, Gracyn Keagle
  - Outstanding EHC Supporting Actor: Sawyer Brudigam
- Nate Johnson competed in the eSports State event held in Fremont on November 21, 2025. Nate finished the competition with a 1-2 record in Mario Kart. Nate is our first ever qualifier in eSports. The program has been in existence for only two years.
- 2025 East Husker All Conference Volleyball Selections
  - Honorable Mention: Ashlyn Riewer and Sierra Kaufman
- 2025 All-District Football Selections -Mason Lamprecht, Jacob Borg, and Ruben Vega
- University of Nebraska Honor Band selections: -Ruby Boeckenhauer (Flute) -Natalie Zuninga (Clarinet) -Jazmyynn Scott (Clarinet) -Nathaniel Johnson (Trombone)

### **Reports**

#### **Secondary Principal – Mr. Brenn**

- 7-12 Enrollment: 215

#### **Director of Student Services – Mrs. Zach**

- At the November District Leadership Team meeting, the team reviewed the TIP report and the NE Counts reports. Connections were made to our CIP. The team worked on planning for the external visit.
- Mrs. Johnson, Mr. McPhillips, Mrs. Holcomb, and I attended the Tri-State Special Education Law Conference. Topics centered around evaluations, child find, 504 plans, and least restrictive

environment. All breakout sessions were presented by lawyers with KSB providing multiple sessions.

- I met with new teachers during the November in-service. We had a great discussion about our core values, how our values present themselves in the classroom, and how we respond when student behaviors do not align with our core values.
- The HAL team met in November. Student, teacher, and caregiver surveys were drafted to collect input on the vision of our HAL program. In January, we will finalize then distribute the surveys.
- Students selected for interventions completed the FastBridge CAT assessment. This assessment is used to provide more detail to the specific areas a student needs to focus on for interventions. After reviewing the data, we felt that we did not need data beyond the STAR reading assessment. Two teachers have volunteered to lead literacy circles for those students in need of fluency interventions. Before parent letters go out, we are meeting with identified students to talk about the interventions they will be receiving and doing reading interest inventories. Additionally, I will be meeting with the two teachers to talk about literacy circle teaching strategies and what my ongoing support will look like.

### **Superintendent/Elementary Principal Report – Mr. Farup**

- Our change in State Aid is not due to a change in district valuations. Instead, the shift came from a change in the Local Effort Rate (LER) used within the Nebraska TEEOSA school funding formula. After the Legislature finalizes the statewide public-school budget, the LER can increase or decrease depending on the amount of state funding available. In most years the LER changes very little, but this year it shifted more significantly. Two significant factors caused this adjustment:
  - The final statewide school funding allotment differed from earlier projections.
  - The OPS reporting error, which did influence the recalculation, was not the only factor contributing to our change in aid.
- We will not receive the \$242,723 correction during this current school year. That payment will be made next year, as part of the 2026–2027 State Aid certification.
- As we begin planning for the 2026–2027 school year, I want to share the list of positions Wakefield Community Schools will be looking to fill:
  - Elementary Principal
  - Pre-School Teacher
  - High School Science Teacher
  - Speech-Language Pathologist
  - Technology Teacher
- As the Board is aware, I have been serving in the dual role of Superintendent and Elementary Principal throughout the current school year. I want to report that this experience has been highly valuable. I have enjoyed the principal responsibilities, learned a great deal, and have especially appreciated the daily interactions with students and the opportunity to work closely with the elementary staff.

It is my professional recommendation that the district is best served by having full-time administrators in both the Superintendent and Elementary Principal roles. I believe this structure provides the most stability, the most capacity to support staff and students, and the strongest long-term alignment with our district goals. The recent state aid recalculation—which will increase our funding by more than \$224,000 next year—also makes hiring a full-time Elementary Principal financially feasible.

### **Board Committee Reports**

#### **Business & Finance**

- The committee met to review the 2024-25 Financial Audit prepared by our auditors, Dana Cole. Everything looks good, and we are operating within the budget. The report is on the website.

#### **Negotiations & Public Relations**

- The negotiation process is ongoing. The committee met with WEA on November 24, and the next meeting is scheduled for December 15.

## **Strategic Planning**

- NASB will be discussing the process of restarting our 5-year strategic plan and the board will be voting on it later in the agenda.

## **Recognition of Visitors/Communication from the Public**

### **Strategic Planning Proposal Presentation by NASB Board Leadership Team**

The Nebraska Association of School Boards (NASB) Leadership Team provided a presentation outlining the components and services included in NASB's comprehensive strategic planning process. NASB's Board Leadership Department offers a well-established framework designed to support districts in developing a purposeful, actionable three- to five-year strategic plan that aligns vision, resources, and instructional priorities.

This presentation described the scope and sequence of NASB's proposed process, including engagement of both internal and external stakeholders through online surveys and structured focus-group discussions. NASB utilizes an adopted set of protocols and procedures that reflect best practices in organizational planning, ensuring transparent communication, broad stakeholder input, and a plan tailored to the expectations of the Wakefield Community Schools Board of Education and administrative team.

The NASB Leadership Team brings a collective commitment of time, expertise, and resources aimed at supporting the district in designing a meaningful strategic plan that will guide decision-making, strengthen instructional focus, and move the district forward with clarity and purpose.

## **Discussion and Action Items**

### **Consent Agenda**

Motion to approve the Consent Agenda passed with a motion by Dorcey and a second by Riewer.

Yea: Dorcey, Driskell, Haglund, Keagle, Lundahl, Riewer

Yea: 6, Nay: 0

Bills were reviewed by the Finance Committee and approved as follow: General: \$432,410.09; Lunch: \$34,401.66; Payroll: \$282,957.06; Activities: \$9,412.18.

### **Hold for discussion and take appropriate action to approve the Nebraska Association of School Boards (NASB) Strategic Planning Proposal for Wakefield Community School.**

The Board will review and consider approval of the NASB proposal outlining a multi-year strategic planning process, including stakeholder engagement, data analysis, plan development, and ongoing progress review. Approval of this proposal would allow NASB to partner with Wakefield Community School in facilitating a strategic planning process that ensures broad stakeholder input, transparent communication, and a clearly defined plan to advance district goals and continuous improvement efforts.

Motion to approve the Nebraska Association of School Boards (NASB) Strategic Planning Proposal as presented, authorizing the district to enter into an agreement with NASB to facilitate a multi-year strategic planning process for Wakefield Community School. Passed with a motion by Keagle and a second by Haglund.

Yea: Dorcey, Driskell, Haglund, Keagle, Lundahl, Riewer

Yea: 6, Nay: 0

### **Hold for discussion and take appropriate action to approve the renewal of the School Resource Officer (SRO) Memorandum of Understanding (MOU) between Wakefield Community Schools and the Dixon County Sheriff's Office for the period of October 1, 2025, through September 30, 2028. The MOU outlines the provision of a full-time SRO assigned to the district, supported in part by a federal COPS Hiring Program grant in the amount of \$41,666.65 per year for three years. Attached are the proposed MOU and the three-year estimated budget.**

Wakefield Community Schools has partnered with the Dixon County Sheriff's Office for more than two years to provide a full-time School Resource Officer assigned to the district. This partnership has been instrumental in supporting student and staff safety, emergency preparedness, positive school climate, law enforcement coordination, and relationship-building between students and local law enforcement.

The proposed renewal MOU formalizes this continued partnership and defines the roles, responsibilities, and expectations of both the School District and the Sheriff's Office. As outlined in the MOU, the SRO remains an employee of Dixon County, fully trained, supervised, and equipped by the Sheriff's Office, while serving as a proactive and collaborative presence within the school environment. Duties include safety planning, emergency response, positive relationship-building, and coordination with school administrators on matters involving student welfare and safety (MOU Sections 1, 4, and 6).

Financially, the agreement is supported by a **federal FY25 COPS Hiring Program grant** that reimburses **\$41,666.65 annually** over the three-year period, significantly reducing the district's cost. The estimated annual personnel and operational costs for the SRO total **\$131,285 (2025-26)**, **\$141,472 (2026-27)**, and **\$153,635 (2027-28)**, as shown in the attached budget tables, leaving a net district cost of **\$89,618**, **\$99,805**, and **\$111,968** respectively after applying the grant reimbursement.

Given the ongoing need to maintain a safe and supportive learning environment—and the strong effectiveness of the existing partnership—the administration believes renewing the agreement is in the best interest of Wakefield Community Schools.

Motion to approve the renewal of the School Resource Officer (SRO) Memorandum of Understanding with the Dixon County Sheriff's Office for the period October 1, 2025, through September 30, 2028, including acceptance of the associated COPS Hiring Program grant funding in the amount of \$41,666.65 per year, as presented passed with a motion by Dorcey and a second by Driskell.

Yea: Dorcey, Driskell, Haglund, Keagle, Lundahl, Riewer

Yea: 6, Nay: 0

**Upcoming Dates and Times**— *all times and dates are tentative and may change*

- Negotiations – December 15 at 4:00pm
- Elementary Concerts – December 15 at 4:00pm
- Regular Board Meeting – January 12 at 5:30pm

**Adjournment**

Motion to adjourn the meeting at 6:33pm passed with a motion by Dorcey and a second by Haglund.

Yea: Dorcey, Driskell, Haglund, Keagle, Lundahl, Riewer

Yea: 6, Nay: 0

  
Sherri Lundahl, Board Secretary

  
Becky Gothier, Recording Secretary

# Wakefield Community School

## Cash Summary Report

Accounting Cycle: FY25-26; Beginning Period: Period 04 (12/01/2025 - 12/31/2025) ; Ending Period: Period 04 (12/01/2025 - 12/31/2025) ; Show Prior Year Expense/Encumbrance: No; Prior Year Ending Balance for Beginning Balance: No; Include Transactions after the Last Period: None; Exclude Closing Entries: Yes; Include Unposted Transactions: No; Created On: 1/7/2026 10:52:26 AM

Fund	Description	Beginning Balance	Revenue	Expenditure	Other	Ending Balance	Encumbrances	Liabilities	Available
01	General Fund	\$1,468,932.73	\$455,344.91	(\$709,273.51)	(\$218.91)	\$1,214,785.22	(\$24,531.11)	\$218.91	\$1,190,473.02
02	Depreciation Fund	\$387,020.97	\$907.33	\$0.00	\$0.00	\$387,928.30	\$0.00	\$0.00	\$387,928.30
03	Employee Benefit Fund	\$79,095.84	\$187.31	(\$1,029.62)	\$0.00	\$78,253.53	\$0.00	\$0.00	\$78,253.53
05	Activity Fund	\$39,915.88	\$15,063.10	\$15,931.85	\$0.00	\$39,047.13	\$0.00	\$0.00	\$39,047.13
06	School Nutrition Fund	\$47,438.53	\$40,458.70	(\$40,404.28)	\$0.00	\$47,492.95	\$0.00	\$0.00	\$47,492.95
07	Bond Fund	\$31,660.01	\$55.08	\$0.00	\$0.00	\$31,715.09	\$0.00	\$0.00	\$31,715.09
08	Special Building Fund	\$575,705.49	\$1,521.79	\$0.00	\$0.00	\$577,227.28	\$0.00	\$0.00	\$577,227.28
09	QCPUF Fund	\$2,877.06	\$5.01	\$0.00	\$0.00	\$2,882.07	\$0.00	\$0.00	\$2,882.07
11	Interim Fund	\$6,212.60	\$157.57	(\$320.00)	\$0.00	\$6,050.17	\$0.00	\$0.00	\$6,050.17
<b>Sub Total</b>		<b>\$2,638,859.11</b>	<b>\$513,700.80</b>	<b>(\$766,959.26)</b>	<b>(\$218.91)</b>	<b>\$2,385,431.74</b>	<b>(\$24,531.11)</b>	<b>\$218.91</b>	<b>\$2,361,069.54</b>

**GENERAL FUND  
TREASURER'S REPORT AS OF DECEMBER 31, 2025**

**BALANCE AS OF DECEMBER 1, 2025** **\$1,468,932.73**

**REVENUE**

Various Summer Insurance Premium Reimb.	369.18	
Hospitality Class Proceeds	210.00	
Facility Rent	20.00	
C N A Textbook/State Testing Reimbursement	340.00	
Toy Drive Donation	750.00	
Personal Charge on Credit Card Reimb	328.84	
Sale of Surplus Property	2,100.00	
SON - IDEA/SPED SA Reimb	260,412.00	
SON - State Aid	131,197.00	
SON - Title I Reimbursement	33,391.00	
Dixon County - Proceeds	18,392.85	
Thurston County - Proceeds	282.95	
Wayne County- Proceeds	7,593.57	
Bank - Interest	568.59	
Money Market - Interest	1,386.95	
<b>TOTAL REVENUE</b>		<b><u><u>\$457,342.93</u></u></b>

**EXPENSES**

December Payables	429,731.93	
December Payroll	281,758.51	
<b>TOTAL EXPENDITURES</b>		<b><u><u>\$711,490.44</u></u></b>

**TOTAL** **\$1,214,785.22**

**GENERAL FUND AS OF DECEMBER 31, 2025** **\$1,214,785.22**

**SPECIAL BUILDING FUND  
TREASURER'S REPORT AS OF DECEMBER 31, 2025**

<b>BALANCE AS OF DECEMBER 1, 2025</b>		<b>\$575,705.49</b>
<b>REVENUE</b>		
Dixon County - Proceeds	148.06	
Thurston County - Proceeds	2.85	
Wayne County- Proceeds	31.16	
Bank - Interest	115.05	
Money Market - Interest	1,224.67	
<b>TOTAL REVENUE</b>		<u><u><b>\$1,521.79</b></u></u>
<b>TOTAL EXPENDITURES</b>		<u><u><b>\$0.00</b></u></u>
<b>SPECIAL BUILDING FUND AS OF DECEMBER 31, 2025</b>		<u><u><b>\$577,227.28</b></u></u>

**MONEY MARKET  
TREASURER'S REPORT AS OF DECEMBER 31, 2025**

<b>BALANCE AS OF DECEMBER 1, 2025</b>		<b>\$2,214,736.12</b>
<b>REVENUE</b>		
Interest Earned	3,640.02	
<b>TOTAL REVENUE</b>		<u><u><b>3,640.02</b></u></u>
<b>EXPENSES</b>		
Transfer to General Fund	700,000.00	
<b>TOTAL EXPENDITURES</b>		<u><u><b>\$700,000.00</b></u></u>
<b>MONEY MARKET AS OF DECEMBER 31, 2025</b>		<b>1,518,376.14</b>

# Wakefield Community School

## Budget Report - December 2025

FUNCTION	December Expenses	Current Budget	Actuals (YTD)	Encumbrances (YTD)	Available	% of Budget Remaining
01100 - Regular Instruction	\$308,726.15	\$0.00	\$1,241,673.53	\$22,257.92	(\$1,263,931.45)	
01150 - Limited English Proficiency Programs	\$28,340.19	\$0.00	\$127,955.70	\$1,025.00	(\$128,980.70)	
01160 - Poverty Programs	\$26,880.29	\$0.00	\$107,881.74	\$0.00	(\$107,881.74)	
01190 - Early Childhood Educational Programs	\$8,984.55	\$0.00	\$38,751.40	\$339.89	(\$39,091.29)	
01200 - Special Education Instructional Programs - School Age	\$80,239.73	\$0.00	\$258,061.75	\$718.99	(\$258,780.74)	
01300 - Summer School	\$0.00	\$0.00	\$72.27	\$0.00	(\$72.27)	
02120 - Guidance Services	\$12,506.76	\$0.00	\$55,797.63	\$0.00	(\$55,797.63)	
02130 - Health Services	\$6,820.84	\$0.00	\$29,672.01	\$0.00	(\$29,672.01)	
02141 - Psychological Services - SPED - School Age	\$9,505.91	\$0.00	(\$59,786.94)	\$0.00	\$59,786.94	
02151 - Speech Pathology and Audiology Services - SPED - School Age	\$26,125.00	\$0.00	\$26,125.00	\$0.00	(\$26,125.00)	
02161 - Occupational Therapy-Related Services - SPED - School Age	\$6,903.74	\$0.00	\$6,903.74	\$0.00	(\$6,903.74)	
02171 - Physical Therapy-Related Services - SPED - School Age	\$2,428.75	\$0.00	\$2,428.75	\$0.00	(\$2,428.75)	
02190 - Support Services - Student - Other	\$1,954.70	\$0.00	\$2,534.70	\$0.00	(\$2,534.70)	
02220 - Library or Media Services	\$7,038.14	\$0.00	\$28,390.77	\$15.31	(\$28,406.08)	
02290 - Other Support Services - Instructional Staff	\$0.00	\$0.00	\$5,076.54	\$0.00	(\$5,076.54)	
02310 - Board of Education	\$3,981.58	\$0.00	\$85,763.99	\$174.00	(\$85,937.99)	
02320 - Executive Administration	\$10,306.73	\$0.00	\$40,528.79	\$0.00	(\$40,528.79)	
02330 - District Legal Services	\$80.00	\$0.00	\$4,400.00	\$0.00	(\$4,400.00)	
02410 - Office of the Principal	\$30,845.29	\$0.00	\$129,591.50	\$0.00	(\$129,591.50)	
02490 - School Administration Other	\$1,287.65	\$0.00	\$5,625.60	\$0.00	(\$5,625.60)	
02510 - Fiscal Services	\$29,586.10	\$0.00	\$67,329.08	\$0.00	(\$67,329.08)	
02570 - Personnel Services	\$579.75	\$0.00	\$1,287.75	\$0.00	(\$1,287.75)	
02580 - Administrative Technology Service	\$9,576.86	\$0.00	\$89,399.12	\$0.00	(\$89,399.12)	
02610 - Operation of Buildings	\$31,249.70	\$0.00	\$163,085.27	\$0.00	(\$163,085.27)	
02630 - Care and Upkeep of Grounds	\$13,310.50	\$0.00	\$27,187.21	\$0.00	(\$27,187.21)	
02670 - Safety	\$0.00	\$0.00	\$470.00	\$0.00	(\$470.00)	
02710 - Vehicle Operation and Purchasing - Regular Education	\$11,871.99	\$0.00	\$69,253.63	\$0.00	(\$69,253.63)	
02712 - Vehicle Operation and Purchasing - School Age SPED	\$2,930.52	\$0.00	\$11,942.02	\$0.00	(\$11,942.02)	
02730 - Vehicle Servicing and Maintenance - Regular Education	\$3,721.30	\$0.00	\$15,033.30	\$0.00	(\$15,033.30)	
03400 - Categorical Grants from Corporations and Other Private Interests	\$589.92	\$0.00	\$2,359.37	\$0.00	(\$2,359.37)	
03535 - High Ability Learners	\$785.74	\$0.00	\$3,143.05	\$0.00	(\$3,143.05)	
06200 - Federal Services - Title I, Part A ESSA Improving Basic Programs Operated by Local Educational Agencies	\$12,828.26	\$0.00	\$48,096.06	\$0.00	(\$48,096.06)	
06406 - Federal Services - IDEA Preschool (619) Base Allocation	\$0.00	\$0.00	\$909.00	\$0.00	(\$909.00)	
06408 - IDEA Part B Base & Enrollment Poverty Allocation	\$16,063.65	\$0.00	\$138,933.48	\$0.00	(\$138,933.48)	
06700 - Federal Services - Federal Vocational and Applied Technology Education (Carl Perkins)	\$1,979.56	\$0.00	\$6,130.05	\$0.00	(\$6,130.05)	
06925 - Federal Services - Title III ESSA - ELL	\$1,243.66	\$0.00	\$4,974.62	\$0.00	(\$4,974.62)	
06926 - Federal Services - Title III ESSA - Immigrant	\$0.00	\$0.00	\$360.41	\$0.00	(\$360.41)	
<b>General Fund Grand Total</b>	<b>\$709,273.51</b>	<b>\$10,119,300.00</b>	<b>\$2,787,341.89</b>	<b>\$24,531.11</b>	<b>\$7,307,427.00</b>	<b>72.21</b>
<b>General Fund Grand Total Prior Year</b>	<b>\$689,693.70</b>	<b>\$10,109,900.00</b>	<b>\$3,134,415.72</b>	<b>\$24,093.19</b>	<b>\$6,951,391.09</b>	<b>68.76</b>

# Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.  
From 12/01/2025 to 12/31/2025.

Site ID	Site Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
Group ID	Group Name					
Activity ID	Activity Name					
<b>WCS</b>	<b>Wakefield Community School</b>					
<b>A</b>	<b>ATHLETICS</b>					
100	FOOTBALL	4,998.46	0.00	0.00	0.00	4,998.46
110	VOLLEYBALL	1,926.54	0.00	68.00	0.00	1,858.54
125	BOYS BASKETBALL	5,814.11	0.00	476.14	0.00	5,337.97
130	GIRLS BASKETBALL	3,290.97	1,476.00	0.00	0.00	4,766.97
145	TRACK	5,948.70	0.00	0.00	0.00	5,948.70
160	NEW UNIFORMS	-8,984.41	0.00	0.00	0.00	-8,984.41
170	WRESTLING	3,787.86	935.00	1,429.00	0.00	3,293.86
175	GEN ATHLETICS	-28,502.87	2,435.00	6,055.88	0.00	-32,123.75
580	GOLF	967.64	0.00	0.00	0.00	967.64
GIRLSW	GIRLS WRESTLING	1,524.91	0.00	0.00	0.00	1,524.91
<b>A Totals:</b>		<b>-9,228.09</b>	<b>4,846.00</b>	<b>8,029.02</b>	<b>0.00</b>	<b>-12,411.11</b>
<b>B</b>	<b>CLASSES</b>					
216	CLASS OF 2025	1,882.38	0.00	0.00	0.00	1,882.38
582	CLASS OF 2026	2,031.05	0.00	0.00	0.00	2,031.05
584	CLASS OF 2027	1,164.09	0.00	0.00	0.00	1,164.09
CLASS28	Class of 2028	593.67	0.00	0.00	0.00	593.67
CLASS29	Class of 2029	109.96	0.00	0.00	0.00	109.96
CLASS30	Class of 2030	214.36	0.00	0.00	0.00	214.36
<b>B Totals:</b>		<b>5,995.51</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>5,995.51</b>

# Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.  
From 12/01/2025 to 12/31/2025.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
<b>C</b>	<b>ORGANIZATIONS</b>							
	303		SPEECH	450.86	0.00	0.00	0.00	450.86
	305		DISTRICT 7 FCCLA	6,401.24	0.00	0.00	0.00	6,401.24
	306		MUSIC BOOSTERS	0.00	0.00	0.00	0.00	0.00
	310		NATIONAL HONOR SOCIETY	2,822.21	0.00	0.00	0.00	2,822.21
	315		FBLA	7,550.10	0.00	379.54	0.00	7,170.56
	320		ANNUAL	10,270.16	670.00	0.00	0.00	10,940.16
	330		FCCLA	1,718.71	0.00	0.00	0.00	1,718.71
	335		STUCO	2,403.24	0.00	202.20	0.00	2,201.04
	345		ONE ACT	1,450.18	0.00	527.10	0.00	923.08
	346		ART CLUB	294.79	0.00	39.96	0.00	254.83
	355		TROJAN ZONE	12,418.92	0.00	222.68	0.00	12,196.24
	385		LIBRARY	1,924.76	0.00	0.00	0.00	1,924.76
	395		HOMECOMING	-1,207.68	0.00	0.00	0.00	-1,207.68
	501		COLOR GUARD	342.46	0.00	0.00	0.00	342.46
	553		ELEMENTARY STUCO	471.48	0.00	0.00	0.00	471.48
	578		SKILLS USA	-492.43	2,300.00	1,471.75	0.00	335.82
	581		FCA	242.50	0.00	0.00	0.00	242.50
	CHEER		CHEER GROUP	2,390.61	0.00	0.00	0.00	2,390.61
	EDURIS		EDUCATORS RISING	5,021.05	0.00	80.81	0.00	4,940.24
	OWORLDCLUB		ONE WORLD CLUB	3,212.23	0.00	0.00	0.00	3,212.23
	SNACK		SNACK SHACK	750.00	0.00	0.00	0.00	750.00
			<b>C Totals:</b>	<b>58,435.39</b>	<b>2,970.00</b>	<b>2,924.04</b>	<b>0.00</b>	<b>58,481.35</b>
<b>D</b>	<b>CONCESSIONS</b>							
	400		CONCESSIONS	1,567.18	6,302.00	4,878.35	0.00	2,990.83
			<b>D Totals:</b>	<b>1,567.18</b>	<b>6,302.00</b>	<b>4,878.35</b>	<b>0.00</b>	<b>2,990.83</b>

# Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.  
From 12/01/2025 to 12/31/2025.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
E	MISC							
		190	ACTIVITY PASSES	6,660.00	0.00	0.00	0.00	6,660.00
		390	STUDENT ASSISTANCE	3,435.79	0.00	100.44	0.00	3,335.35
		503	LOUNGE	-971.81	235.10	0.00	0.00	-736.71
		505	CHECKING INTEREST	1,278.39	0.00	0.00	0.00	1,278.39
		510	CD Plus Interest	2,701.60	0.00	0.00	0.00	2,701.60
		520	ELEMENTARY	2,109.40	72.00	0.00	0.00	2,181.40
		540	POP FUND	5,787.69	253.00	0.00	0.00	6,040.69
		550	STUDENT FEES	0.00	0.00	0.00	0.00	0.00
		555	WAKEFIELD PLAYGROUND FUND	0.00	0.00	0.00	0.00	0.00
		560	MEMORIALS	200.00	0.00	0.00	0.00	200.00
		577	STATE TOURNAMENTS	-40,087.28	0.00	0.00	0.00	-40,087.28
		901	D-Day Band Trip	396.43	0.00	0.00	0.00	396.43
		903	MUSIC TOUR	-3,222.68	0.00	0.00	0.00	-3,222.68
	BETTERB		BETTER BLENDED	4,543.53	385.00	0.00	0.00	4,928.53
	HAWAII		HAWAII MUSIC 2025	0.00	0.00	0.00	0.00	0.00
	VIDEOP		VIDEO PRODUCTION	314.83	0.00	0.00	0.00	314.83
<b>E Totals:</b>				<b>-16,854.11</b>	<b>945.10</b>	<b>100.44</b>	<b>0.00</b>	<b>-16,009.45</b>
<b>WCS Activity Totals:</b>				<b>39,915.88</b>	<b>15,063.10</b>	<b>15,931.85</b>	<b>0.00</b>	<b>39,047.13</b>

	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
WCS Checking:	39,915.88	0.00	15,063.10	15,931.85	0.00	39,047.13
WCS Investment:	0.00	0.00			0.00	0.00
<b>WCS Bank Balances:</b>	<b>39,915.88</b>		<b>15,063.10</b>	<b>15,931.85</b>	<b>0.00</b>	<b>39,047.13</b>

<b>Report Activity Totals:</b>	<b>39,915.88</b>	<b>15,063.10</b>	<b>15,931.85</b>	<b>0.00</b>	<b>39,047.13</b>
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# Receipt History

Detail report. Sorted by Site, Receipt Number.

From 12/01/2025 to 12/31/2025.

Receipt Number	Receipt Date	Void Date	Deposit Number	Check Number	Received From	Amount	Sales Tax	Amount
Activity ID	Activity Name		Fee Name & Student ID			Tax Rate %	Tax Amount	
Tax Name			Tax Activity					
<b>WCS Wakefield Community School</b>								
002233	12/01/2025				Wrestling Fundraiser			Wrestling Fundraiser
170	WRESTLING						935.00	0.00
								935.00
								Total For 002233: 935.00
002234	12/03/2025				Skills USA Chocolate			Skills USA Chocolate Fundraiser
578	SKILLS USA						2,300.00	0.00
								2,300.00
								Total For 002234: 2,300.00
002238	12/05/2025				iPad Fees			iPad Fees
175	GEN ATHLETICS						20.00	0.00
								20.00
								Total For 002238: 20.00
002239	12/05/2025				Elementary Pop Machine			Elementary Pop Machine
520	ELEMENTARY						72.00	0.00
								72.00
								Total For 002239: 72.00
002240	12/05/2025				HS POP Machine			HS Pop Machine
540	POP FUND						253.00	0.00
								253.00
								Total For 002240: 253.00
002241	12/05/2025				HS Break Room POP			HS Break Room POP Machine
503	LOUNGE						235.10	0.00
								235.10
								Total For 002241: 235.10
002242	12/05/2025				Gate Bag BBALL 12.4.25			Gate Bag BBALL 12.4.25
175	GEN ATHLETICS						1,030.00	0.00
								1,030.00
								Total For 002242: 1,030.00
002243	12/05/2025				Concessions Money Bag			Concessions Money Bag BBALL
400	CONCESSIONS						1,262.00	0.00
								1,262.00
								Total For 002243: 1,262.00
002244	12/08/2025				Youth Rec BBALL Conc			Youth Rec BBALL Con After
400	CONCESSIONS						962.00	0.00
								962.00
								Total For 002244: 962.00
002245	12/09/2025				Concessions Girls			Concessions Girls Wrestling
400	CONCESSIONS						38.00	0.00
								38.00
								Total For 002245: 38.00
002246	12/09/2025				Gate Girls Wrestling			Gate Girls Wrestling 12.8.25
175	GEN ATHLETICS						235.00	0.00
								235.00
								Total For 002246: 235.00
002247	12/11/2025				Yearbook Button Sales			Yearbook Button Sales
320	ANNUAL						105.00	0.00
								105.00
								Total For 002247: 105.00
002248	12/11/2025				Yearbook Sales			Yearbook Sales
320	ANNUAL						565.00	0.00
								565.00
								Total For 002248: 565.00
002249	12/15/2025				After School Program Youth			After School Program Youth Rec
400	CONCESSIONS						981.00	0.00
								981.00

# Receipt History

Detail report. Sorted by Site, Receipt Number.  
From 12/01/2025 to 12/31/2025.

Receipt Number	Receipt Date	Void Date	Deposit Number	Check Number	Received From	Amount	Sales Tax	Amount
Activity ID	Activity Name		Fee Name & Student ID			Tax Amount		
Tax Name	Tax Activity				Tax Rate %			
						Total For 002249:		981.00
002250	12/15/2025				Basketball vs. Battle Creek			
400	CONCESSIONS					954.00	0.00	954.00
						Total For 002250:		954.00
002251	12/15/2025				Basketball vs. Battle Creek			
175	GEN ATHLETICS					545.00	0.00	545.00
						Total For 002251:		545.00
002252	12/16/2025				Girls Basketball			
130	GIRLS BASKETBALL					1,476.00	0.00	1,476.00
						Total For 002252:		1,476.00
002253	12/16/2025				IPad Fee			
175	GEN ATHLETICS					10.00	0.00	10.00
						Total For 002253:		10.00
002254	12/18/2025				Smoothie Better Blended			
BETTERB	BETTER BLENDED					385.00	0.00	385.00
						Total For 002254:		385.00
002255	12/19/2025				Concessions One World/Ed			
400	CONCESSIONS					978.00	0.00	978.00
						Total For 002255:		978.00
002256	12/19/2025				Gate BBall 12.18.25			
175	GEN ATHLETICS					595.00	0.00	595.00
						Total For 002256:		595.00
002257	12/22/2025				Youth Rec Concessions			
400	CONCESSIONS					1,127.00	0.00	1,127.00
						Total For 002257:		1,127.00
						Site Total		15,063.10
						Report Total		15,063.10

# Check Summary

Sorted by Activity ID, Site ID.  
From 12/01/2025 to 12/31/2025.

Activity ID Site ID			Activity Name Site Name				Amount
Check Number	Status	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	
<hr/>							
110	<b>VOLLEYBALL</b>						
<hr/>							
WCS	Wakefield Community School						
013302	Printed	12/12/2025	A to Z Designs		1181	Volleyball Shirts	68.00
<b>Total:</b>							<b>\$ 68.00</b>
<hr/>							
125	<b>BOYS BASKETBALL</b>						
<hr/>							
WCS	Wakefield Community School						
013305	Printed	12/12/2025	TOTAL GRAPHICS		6087	Team up for the Metzler's BBall Shirts	391.00
013311	Printed	12/18/2025	Amazon		1KTKL1QNLJ WT	Boys Basketball	85.14
<b>Total:</b>							<b>\$ 476.14</b>
<hr/>							
170	<b>WRESTLING</b>						
<hr/>							
WCS	Wakefield Community School						
013303	Printed	12/12/2025	Little Ceaser's Pizza Kits		473366	Boys Wrestling Little Ceasars Pizza Kits	1,429.00
<b>Total:</b>							<b>\$ 1,429.00</b>

# Check Summary

Sorted by Activity ID, Site ID.  
From 12/01/2025 to 12/31/2025.

Activity ID Site ID	Activity Name Site Name		Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	Amount
175	GEN ATHLETICS							
WCS	Wakefield Community School							
013254	Printed	12/01/2025	RMH Systems		7078297		Wrestling Scale	470.00
013255	Printed	12/01/2025	Paul Schlecht		12.4.25W		HS Girls Wrestling 12.4.25	175.00
013257	Printed	12/01/2025	Derrick Leise		12425BB1		Ref Wakefield vs. Pender BBALL 12.4.25	170.00
013258	Printed	12/01/2025	Brad Hoffman		12425BB		Ref Wakefield vs. Pender BBALL 12.4.25	170.00
013259	Printed	12/01/2025	Chad Cattau		12425BB3		Ref Wakefield vs. Pender BBALL 12.4.25	170.00
013260	Printed	12/01/2025	Ron Williams		12425BB4		Ref Wakefield vs. Pender BBALL 12.4.25	110.00
013261	Printed	12/01/2025	Mark English		12425BB5		Ref Wakefield vs. Pender BBALL 12.4.25	110.00
013271	Printed	12/05/2025	RMH Systems		70782971		Frieght Out Difference	15.81
013272	Printed	12/08/2025	Eric Brandl		12082025		Girls Wrestling Ref 12.8.25	175.00
013273	Printed	12/08/2025	Ron Williams		12425BBJV		JV BBall Ref	50.00
013274	Printed	12/08/2025	Mark English		12425BBJV1		JV BBall Ref	50.00
013275	Printed	12/08/2025	Howells-Dodge Consolidated Schools		1206HDWIn		12.6.25 HD Wrestling Invite	150.00
013278	Printed	12/09/2025	Homer High School		12325OA		District One Act Production	60.87
013279	Printed	12/09/2025	Lyons Decatur Northeast High School		1225WakeWR e		Wrestling Entry Fee	125.00
013280	Printed	12/09/2025	Brad Hoffmann		121225BB1		BBall Ref 12.18.25 Wakefield vs. HNC	170.00
013281	Printed	12/09/2025	Nate Hahne		121225BB2		BBall Ref 12.18.25 Wakefield vs. HNC	170.00
013282	Printed	12/09/2025	Aaron Kruger		121225BB3		BBall Ref 12.18.25 Wakefield vs. HNC	170.00
013285	Printed	12/09/2025	Levi Belina		WRS1211		Wrestling Ref 12.11.25 Wakefield	320.00
013286	Printed	12/09/2025	Bryson Bussinger		1211WRS		Wrestling Ref 12.11.25 Wakefield	160.00
013287	Printed	12/09/2025	Grady Gatewood		1212BB3		BBall Ref JV 12.12.25 Wakefield vs. BC	80.00
013288	Printed	12/09/2025	Jack Whemhoff		1212BB4		BBall Ref JV 12.12.25 Wakefield vs. BC	80.00
013289	Printed	12/09/2025	Paul Steuter		1212BB5		BBall Ref Varsity 12.12.25 Wakefield vs. BC	170.00
013290	Printed	12/09/2025	Chris Wooldrik		1212BB6		BBall Ref Varsity 12.12.25 Wakefield vs. BC	170.00
013291	Printed	12/09/2025	Derek Westring		1212BB7		BBall Ref Varsity 12.12.25 Wakefield vs. BC	170.00
013293	Printed	12/09/2025	Roger Bentz		1212BB12		BBall Ref JV 12.12.25 Wakefield vs. BC	80.00
013294	Printed	12/09/2025	Roger Bentz		120925BB122		JHBBall Ref 12.9.25	110.00
013295	Printed	12/09/2025	Zach Johnson		1212BB1221		BBall Ref JV 12.12.25 Wakefield vs BC	80.00
013296	Printed	12/09/2025	Zach Johnson		120925JHB11 111		JHBBall Ref 12.9.25	110.00
013298	Printed	12/10/2025	Pierce Public Schools		1220GW		Girls Wrestling vs. Pierce 12.20.25	150.00
013306	Printed	12/18/2025	Hauff Sports		186343		Basketballs	1,247.20
013309	Printed	12/18/2025	Terry Mailloux		121825JVBB8		JV Ref BB 12.18.25 Wakefield vs. HNC	80.00
013310	Printed	12/18/2025	Roger Bentz		121825JVBB9		JV Ref BB 12.18.25 Wakefield vs. HNC	80.00
013313	Printed	12/22/2025	CNOS, PC		0005736-in		ATC Coverage	260.00
013315	Printed	12/22/2025	VISA		ONEAMK		One Act Makeup DG	197.00

**Total: \$ 6,055.88**

# Check Summary

Sorted by Activity ID, Site ID.  
From 12/01/2025 to 12/31/2025.

Activity ID Site ID			Activity Name Site Name				Amount
Check Number	Status	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	
<b>315</b>		<b>FBLA</b>					
WCS		Wakefield Community School					
013276	Printed	12/08/2025	Mercy Meals		120925FBLA	FBLA Mercy Meals	200.00
013315	Printed	12/22/2025	VISA		ONEAMK	One Act Makeup DG	179.54
<b>Total:</b>							<b>\$ 379.54</b>
<b>335</b>		<b>STUCO</b>					
WCS		Wakefield Community School					
013256	Printed	12/01/2025	Scooters		124STUCSCO	Scooters 12 Days of Christmas	184.04
013266	Printed	12/04/2025	Pac N Save		3DEC2025	STUCO Coffee Creamer	18.16
<b>Total:</b>							<b>\$ 202.20</b>
<b>345</b>		<b>ONE ACT</b>					
WCS		Wakefield Community School					
013253	Printed	12/01/2025	Pac N Save		14Nov20252	One Act	63.16
013269	Printed	12/05/2025	Amazon		1hdljw3v3ly71	One Act Refund	11.99
013315	Printed	12/22/2025	VISA		ONEAMK	One Act Makeup DG	451.95
<b>Total:</b>							<b>\$ 527.10</b>
<b>346</b>		<b>ART CLUB</b>					
WCS		Wakefield Community School					
013265	Printed	12/04/2025	Mack-Miller Supply		7221	Art Club	39.96
<b>Total:</b>							<b>\$ 39.96</b>
<b>355</b>		<b>TROJAN ZONE</b>					
WCS		Wakefield Community School					
013267	Printed	12/04/2025	A to Z Designs		2025/02076	Trojan Zone Material	168.99
013304	Printed	12/12/2025	A to Z Designs		68477591	Crewneck Sweatshirts	53.69
<b>Total:</b>							<b>\$ 222.68</b>
<b>390</b>		<b>STUDENT ASSISTANCE</b>					
WCS		Wakefield Community School					
013314	Printed	12/22/2025	Amazon		13CDJDKNPZ DH	Student Assistance	100.44
<b>Total:</b>							<b>\$ 100.44</b>

# Check Summary

Sorted by Activity ID, Site ID.  
From 12/01/2025 to 12/31/2025.

Activity ID Site ID			Activity Name Site Name				Amount
Check Number	Status	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	
<b>400</b>			<b>CONCESSIONS</b>				
WCS			Wakefield Community School				
013262	Printed	12/03/2025	Pepsi-Cola of Siouxland		2100225594	Refund POP	847.55
013263	Printed	12/03/2025	Post Prom		POPRefPEPSI	Concessions POP Post Prom Refund	1,386.65
013268	Printed	12/05/2025	Cubbys		1112BB1	Pizza Concessions	159.84
013270	Printed	12/05/2025	Pac N Save		004068521245	Hot Dog Buns Concessions	223.32
013277	Printed	12/08/2025	Pepsi-Cola of Siouxland		21002437181	Pop Reimbursement	24.70
013297	Printed	12/10/2025	Pepsi-Cola of Siouxland		2100271137	Gym Concessions	1,283.40
013307	Printed	12/18/2025	Cubbys		121225Con	Concessions Pizza 12.12.25	79.92
013308	Printed	12/18/2025	Pac N Save		12.14PSCON	Concessions Hotdogs 12.14.25	49.01
013312	Printed	12/19/2025	Cubbys		12.18ConPiz	Concessions Pizza 12.18.25	59.94
013315	Printed	12/22/2025	VISA		ONEAMK	One Act Makeup DG	764.02
<b>Total:</b>							<b>\$ 4,878.35</b>
<b>578</b>			<b>SKILLS USA</b>				
WCS			Wakefield Community School				
013264	Printed	12/03/2025	Bakers Candies Inc.		45570	Skills USA Candy Sales	1,471.75
<b>Total:</b>							<b>\$ 1,471.75</b>
<b>EDURIS</b>			<b>EDUCATORS RISING</b>				
WCS			Wakefield Community School				
013314	Printed	12/22/2025	Amazon		13CDJDKNPZ	Student Assistance	16.98
013315	Printed	12/22/2025	VISA		DH ONEAMK	One Act Makeup DG	63.83
<b>Total:</b>							<b>\$ 80.81</b>
<b>Report Total :</b>							<b>15,931.85</b>

# Wakefield Community School

## Check Payments By Fund Report

Accounting Cycle: FY25-26; Begin Date: 01/10/2026; End Date: 01/10/2026; Display Element Description: BUILDING; Check Type: Warrants; Sort By Element: FUND; Account Expression: [ALL]; Created On: 1/10/2026 9:37:42 AM

Sorted By	Value	Description		
FUND	01	General Fund		
Check Number	Check Date	Payee	Reason	Amount
	12/22/2025	VISA	AD Meeting - Valentino's	\$16.68
	12/22/2025	VISA	AD Mtg Lodging	\$358.20
	12/22/2025	VISA	AD Mtg Meal	\$9.92
	12/22/2025	VISA	AD Mtg Meal - Qdoba	\$13.39
	12/22/2025	VISA	ECH AD Mtg Meal	\$17.38
	12/22/2025	VISA	Parking	\$5.95
	12/22/2025	VISA	Batteries/Coffee	\$98.91
	12/22/2025	VISA	Conveyor Belt	\$371.59
	12/22/2025	VISA	JBB-14 Blade Block Set JWBS-14 (Set of 4)	\$35.34
	12/22/2025	VISA	MIG gun cones	\$219.86
	12/22/2025	VISA	Premium	\$1.40
	12/22/2025	VISA	Hospitality & Event Planning Supplies	\$149.38
	12/22/2025	VISA	Batteries/Coffee	\$98.91
	12/22/2025	VISA	Need Would like to use 100 throughout the year to spend on christmas gifts, end of year gifts, gum for testing, treats for parties.	\$91.27
	12/22/2025	VISA	Supplemental Curriculum	\$100.00
	12/22/2025	VISA	Site License Math 7-12	\$2,650.00
	12/22/2025	VISA	Spelling Bee Enrollment	\$199.00
	12/22/2025	VISA	Subscription - JeopardyLabs	\$20.00
	12/22/2025	VISA	Planbook membership	\$20.00
	12/22/2025	VISA	SPED Law Conf Lodging/Parking	\$823.45
	12/22/2025	VISA	SPED Law Conf Lodging/Parking	\$178.00
	12/22/2025	VISA	SPED Law Conf Meal	\$17.77
	12/22/2025	VISA	SPED Law Conf Meal - Blatt Beer & Table	\$43.31
	12/22/2025	VISA	SPED Law Conf Lodging/Parking	\$195.00
	12/22/2025	VISA	SPED Law Conf Meal	\$17.78
	12/22/2025	VISA	SPED Law Conf Meal - Blatt Beer & Table	\$43.32
	12/22/2025	VISA	SPED Law Conf Parking	\$100.00
	12/22/2025	VISA	State Ed Conf Lodging	\$176.01
	12/22/2025	VISA	State Ed Conf Meal	\$12.46
	12/22/2025	VISA	State Ed Conf Meal - Blue Sushi Sake Grill	\$30.99
	12/22/2025	VISA	State Ed Conf Lodging	\$172.20
	12/22/2025	VISA	Caps & Gowns	\$340.17
	12/22/2025	VISA	State Ed Conf Meal - Texas De Brazil	\$305.88
	12/22/2025	VISA	State Ed Conf Parking	\$115.00
	12/22/2025	VISA	State Ed Conf Parking	\$46.00
	12/22/2025	VISA	Blinds	\$195.84
	12/22/2025	VISA	Floor Mats	\$393.71
	12/22/2025	VISA	Floor Savers	\$184.33
	12/22/2025	VISA	Suburban Fuel	\$75.27
	12/22/2025	VISA	International 6.4L MaxxForce Cooler with Gasket Kit	\$1,432.58

Check Number	Check Date	Payee	Reason	Amount
	12/22/2025	VISA	Scaffolding for construction	\$596.00
		<b>VISA Total</b>		<b>\$9,972.25</b>
10469	1/10/2026	ACE Hardware & Home	Supplies	\$41.00
		<b>ACE Hardware &amp; Home Total</b>		<b>\$41.00</b>
	1/10/2026	Amazon	Accessory USA AC DC Adapter for Befour 03049-06 0304906 PS-7700 PS-8070 Pro BMI Bariatric Scale Power Supply Cord	\$9.85
	1/10/2026	Amazon	Barbell Wall Holder	\$74.97
	1/10/2026	Amazon	Dry Erase Lapboards, HERKKA 25 Pack Double Sided Dry Erase Lap Boards 9 x 12.5 Inch, 25 Markers, 25 Erasers, Small Dry Erase Boards for Students Classroom Teacher Supplies	\$31.44
	1/10/2026	Amazon	Shipping	\$6.99
	1/10/2026	Amazon	50 Pack Cut Off Wheels 4 1/2 inch Thin Metal & Stainless Steel Cutting Wheel, Professional Fast Cutting Disc for Angle Grinder	\$49.78
	1/10/2026	Amazon	Baker and Bolt Extra Long 12" Brad Point Drill Bit Set for Wood High-Speed Steel Wood Drill Bits Set Titanium Coated Pack of 10 with Storage Sleeve (10 Pcs Brad Point 12" Long 1/8"-1/2")	\$18.89
	1/10/2026	Amazon	Beccollo 8-Pieces SDS-Plus Rotary Hammer Drill Bit Set, Carbide Tip 4-Cutter for Brick,Stone & Concrete	\$49.99
	1/10/2026	Amazon	BIJOKETTEN Metal Garden Hose Holder, Wall Mounted Water Hose Holder for Outside Yard, Sturdy Hose Reel Hooks-3 Pack	\$26.99
	1/10/2026	Amazon	Goodyear 50' x 3/8" Hybrid Air Hose - 300 PSI - Kink Free - Made in USA	\$29.99
	1/10/2026	Amazon	HYRIXDIRECT Mop and Broom Holder Wall Mount Heavy Duty Stainless Steel Wall Mounted Broom Organizer Laundry Room Home Garden Garage Storage and Organization Rack (Silver)	\$11.98
	1/10/2026	Amazon	VEVOR Roller Stand, Heavy Duty 2500 LBS Load Capacity Tool Stand - 28"-52" Height Adjustable - Foldable Space-Saving Design - for Woodworking and Metalworking Long Boards, Metal Pipes or Bars	\$120.82
	1/10/2026	Amazon	VOTMELL 8 Rolls 1/2 Inch(W) X 520 Inches(L) Teflon Plumbers Tape,Pipe Sealing & Plumbing Thread Tape,PTFE Water Sealant Seal for Shower Head,White	\$7.89
	1/10/2026	Amazon	SALI 25 Pack 4-1/2 Inch Grinding Wheels for General Purpose Metal & Stainless Steel, Aluminum Oxide Grinding Disc for Angle Grinder, Depressed Center 4.5" * 1/4" * 7/8"(115 * 6.0 * 22.2 mm)	\$62.98
	1/10/2026	Amazon	Shipping	\$13.98
	1/10/2026	Amazon	SILVEL Retractable Air Hose Reel, 3/8 in x 115FT Hybrid Hose Max 300PSI, Air Compressor Hose Reel with 6.5Ft Lead in, Auto-Rewind & 180° Swivel Bracket, Wall Mount for Garage, Workshop, Home Studio	\$199.99
	1/10/2026	Amazon	Taping Knife	(\$35.37)
	1/10/2026	Amazon	Taping Knife	\$25.88
	1/10/2026	Amazon	VEVOR Roller Stand	(\$53.42)
	1/10/2026	Amazon	Champion Sports Rhino Playground Ball Set	\$75.02
	1/10/2026	Amazon	Classroom Supplies	\$354.98
	1/10/2026	Amazon	Deekin Fam Brick Building Blocks	\$164.99
	1/10/2026	Amazon	H&W 4PCS 5mm Fuse Beads Boards, Large Clear Pegboards Kits, with Gift 4 Lroning Paper (WA3-Z1)	\$5.99
	1/10/2026	Amazon	Meland Fuse Beads with Mini Iron - 24,000pcs Beads for Crafts for Girls Age 3-12 Year Old, 24 Color 5MM Melty Bead Set, Art & Craft Kit for Girls Gift Idea for Birthday Christmas	\$41.69
	1/10/2026	Amazon	Room Divider	\$147.99

Check Number	Check Date	Payee	Reason	Amount
	1/10/2026	Amazon	Sleds	\$191.98
	1/10/2026	Amazon	Three-Color Plastic Fuse Beads Tweezers Handmake Beads Crafts, Manual DIY Creative Craft Game Tool for Kids(1 Pack of 6 Tweezers,White,Green,Blue)	\$5.44
	1/10/2026	Amazon	Wall Cabinets	\$150.98
	1/10/2026	Amazon	The House on Mango Street	\$83.00
	1/10/2026	Amazon	4 Pack NRR 28dB Safety Ear Muffs, Foldable Noise Reduction Safety Ear Protection Adult Noise Cancelling Earmuffs for Shooting (Red and Blue)	\$36.99
	1/10/2026	Amazon	Comet Cleaner/Batteries	\$93.96
	1/10/2026	Amazon	Disinfectant Fogger	\$94.05
	1/10/2026	Amazon	Dolly Wheels	\$38.66
	1/10/2026	Amazon	Drain Snake	\$15.98
	1/10/2026	Amazon	Eye Wash Station	\$50.47
	1/10/2026	Amazon	Janitorial Cart/Fogger	\$203.84
	1/10/2026	Amazon	Urinal Cakes	\$26.88
		<b>Amazon Total</b>		<b>\$2,436.51</b>
10470	1/10/2026	Appeara	Mops & Towels	\$226.19
10470	1/10/2026	Appeara	BB Towels	\$44.60
		<b>Appeara Total</b>		<b>\$270.79</b>
10471	1/10/2026	Benson, Michael A	Commercial Driver's License Reimb	\$60.00
		<b>Benson, Michael A Total</b>		<b>\$60.00</b>
10472	1/10/2026	Bomgaars	Softner Salt, Funnel Set, Extension Cord, Sink Trap	\$85.86
		<b>Bomgaars Total</b>		<b>\$85.86</b>
10473	1/10/2026	Bussinger, Bryson T	First Aid, Health & Safety	\$55.00
10473	1/10/2026	Bussinger, Bryson T	Fundamentals of Coaching	\$60.00
		<b>Bussinger, Bryson T Total</b>		<b>\$115.00</b>
	1/10/2026	Century Link	Phone Service	\$441.70
	1/10/2026	Century Link	BB Phone/Internet	\$118.86
		<b>Century Link Total</b>		<b>\$560.56</b>
10474	1/10/2026	City of Wakefield	BB Utilities	\$48.50
10474	1/10/2026	City of Wakefield	Utilities	\$394.00
10474	1/10/2026	City of Wakefield	BB Utilities	\$261.00
10474	1/10/2026	City of Wakefield	PF Utilities	\$93.53
10474	1/10/2026	City of Wakefield	Stadium Utilities	\$427.79
10474	1/10/2026	City of Wakefield	Utilities	\$3,639.98
		<b>City of Wakefield Total</b>		<b>\$4,864.80</b>
10475	1/10/2026	City of Wakefield - Civic Center	Civic Center Rent - Pre-ACT	\$95.00
		<b>City of Wakefield - Civic Center Total</b>		<b>\$95.00</b>
10476	1/10/2026	Cubby's Inc.	Skidloader Fuel	\$32.57
10476	1/10/2026	Cubby's Inc.	Bus Diesel	\$2,423.11
10476	1/10/2026	Cubby's Inc.	Suburban Fuel	\$291.56
10476	1/10/2026	Cubby's Inc.	Van Fuel	\$795.15
10476	1/10/2026	Cubby's Inc.	Handi Van Fuel	\$36.32
10476	1/10/2026	Cubby's Inc.	SPED Van Fuel	\$103.33
		<b>Cubby's Inc. Total</b>		<b>\$3,682.04</b>
10477	1/10/2026	Dollar General	Classroom Supplies	\$15.00
		<b>Dollar General Total</b>		<b>\$15.00</b>
10478	1/10/2026	Egan Supply Co.	Cleaning Supplies	\$59.04
10478	1/10/2026	Egan Supply Co.	Supplies	\$2,500.48

Check Number	Check Date	Payee	Reason	Amount
		<b>Egan Supply Co. Total</b>		<b>\$2,559.52</b>
10479	1/10/2026	Ekberg Auto Parts, Inc.	Adapter	\$2.36
10479	1/10/2026	Ekberg Auto Parts, Inc.	PTEX Thrdseal Tape	\$2.86
10479	1/10/2026	Ekberg Auto Parts, Inc.	Couplers/Fitting	\$25.93
10479	1/10/2026	Ekberg Auto Parts, Inc.	Fitting/Adapter	\$4.67
10479	1/10/2026	Ekberg Auto Parts, Inc.	Fitting/Coupler	\$10.54
10479	1/10/2026	Ekberg Auto Parts, Inc.	Ice Scrapers	\$48.96
10479	1/10/2026	Ekberg Auto Parts, Inc.	Oil Filter/Ball Mount/Pin Clip	\$192.94
10479	1/10/2026	Ekberg Auto Parts, Inc.	Oil Filter/Shop Towels	\$38.57
		<b>Ekberg Auto Parts, Inc. Total</b>		<b>\$326.83</b>
10480	1/10/2026	Essential Screens	Background Checks	\$344.60
		<b>Essential Screens Total</b>		<b>\$344.60</b>
10481	1/10/2026	ESU #1	SPED Coord Mtg	\$25.00
10481	1/10/2026	ESU #1	LAN Manager Mtg	\$25.00
		<b>ESU #1 Total</b>		<b>\$50.00</b>
10482	1/10/2026	Fire Protection Services, LLC	Semi-Annual Fire Alarm Inspection	\$625.00
		<b>Fire Protection Services, LLC Total</b>		<b>\$625.00</b>
10483	1/10/2026	Flatland Construction LLC	Aug Mowing	\$2,880.00
10483	1/10/2026	Flatland Construction LLC	Fertilizer	\$720.00
10483	1/10/2026	Flatland Construction LLC	Oct Mowing	\$2,880.00
10483	1/10/2026	Flatland Construction LLC	Sept Mowing	\$2,880.00
10483	1/10/2026	Flatland Construction LLC	Stadium Tree Trimming	\$1,150.00
		<b>Flatland Construction LLC Total</b>		<b>\$10,510.00</b>
10484	1/10/2026	Grossenburg Implement, Inc	Mower Maintenance	\$443.48
		<b>Grossenburg Implement, Inc Total</b>		<b>\$443.48</b>
10485	1/10/2026	Harris School Solutions	Tax Forms	\$211.50
		<b>Harris School Solutions Total</b>		<b>\$211.50</b>
10486	1/10/2026	IXL Learning	Site License - Grade 3: Math, ELA & Science	\$1,137.50
		<b>IXL Learning Total</b>		<b>\$1,137.50</b>
10487	1/10/2026	KSB School Law, PC LLO	Legal Services	\$588.50
		<b>KSB School Law, PC LLO Total</b>		<b>\$588.50</b>
10488	1/10/2026	Mack-Miller Supply	Coupler Air Line	\$5.69
10488	1/10/2026	Mack-Miller Supply	Cutoff Disc	\$19.25
10488	1/10/2026	Mack-Miller Supply	Zip Ties	\$4.29
10488	1/10/2026	Mack-Miller Supply	Lumber	\$172.40
10488	1/10/2026	Mack-Miller Supply	Metal Pail/Air Blow Gun/Scrubber	\$48.60
10488	1/10/2026	Mack-Miller Supply	Plier Snap Ring Combo	\$15.49
10488	1/10/2026	Mack-Miller Supply	Sheetrock/Lumber	\$1,444.02
10488	1/10/2026	Mack-Miller Supply	Statement Correction	(\$3.50)
10488	1/10/2026	Mack-Miller Supply	Wood Stain	\$30.24
10488	1/10/2026	Mack-Miller Supply	Dowel	\$38.00
10488	1/10/2026	Mack-Miller Supply	Drywall Supplies	\$80.57
10488	1/10/2026	Mack-Miller Supply	Duplicate Payment	(\$145.11)
10488	1/10/2026	Mack-Miller Supply	Eye Bolt	\$2.34
10488	1/10/2026	Mack-Miller Supply	Fastener	\$27.13
10488	1/10/2026	Mack-Miller Supply	Hanger Hose	\$13.45
10488	1/10/2026	Mack-Miller Supply	Duplicate Payment	(\$80.75)
10488	1/10/2026	Mack-Miller Supply	Cleaning Supplies	\$12.64
10488	1/10/2026	Mack-Miller Supply	Sink Tailpiece/Extension Tube/Waste Arm	\$17.73

Check Number	Check Date	Payee	Reason	Amount
10488	1/10/2026	Mack-Miller Supply	Sink Talepiece/S-Trap	\$15.60
10488	1/10/2026	Mack-Miller Supply	Toilet Flapper	\$4.59
10488	1/10/2026	Mack-Miller Supply	Impact Bit/Spraybottle	\$11.53
		<b>Mack-Miller Supply Total</b>		<b>\$1,734.20</b>
10489	1/10/2026	Matheson Tri-Gas Inc	ITE Gases	\$1,134.88
		<b>Matheson Tri-Gas Inc Total</b>		<b>\$1,134.88</b>
10490	1/10/2026	Nebr Assoc Of School Boards	State Ed Conf	\$1,890.00
10490	1/10/2026	Nebr Assoc Of School Boards	Strategic Planning	\$5,000.00
10490	1/10/2026	Nebr Assoc Of School Boards	Superintendent Evaluation	\$300.00
10490	1/10/2026	Nebr Assoc Of School Boards	State Ed Conf	\$458.00
		<b>Nebr Assoc Of School Boards Total</b>		<b>\$7,648.00</b>
10491	1/10/2026	Nebr Council Of School Adm	Legislative Preview	\$120.00
		<b>Nebr Council Of School Adm Total</b>		<b>\$120.00</b>
10492	1/10/2026	Nebraska Air Filters Inc	Air Filters	\$498.27
		<b>Nebraska Air Filters Inc Total</b>		<b>\$498.27</b>
10493	1/10/2026	Olson's Pest Technicians	Pest Control	\$120.00
		<b>Olson's Pest Technicians Total</b>		<b>\$120.00</b>
10494	1/10/2026	Pac N Save, Inc.	FCS Supplies	\$176.13
10494	1/10/2026	Pac N Save, Inc.	Lab Supplies	\$24.81
10494	1/10/2026	Pac N Save, Inc.	Classroom Supplies	\$11.37
		<b>Pac N Save, Inc. Total</b>		<b>\$212.31</b>
10495	1/10/2026	Ray's Mid-Bell Music, Inc.	French Horns	\$6,198.00
		<b>Ray's Mid-Bell Music, Inc. Total</b>		<b>\$6,198.00</b>
10496	1/10/2026	RTI	Managed Print Agreement	\$982.90
10496	1/10/2026	RTI	Managed Print Agreement	\$982.90
		<b>RTI Total</b>		<b>\$1,965.80</b>
10497	1/10/2026	Sixta C Sass	Interpreting Services	\$200.00
		<b>Sixta C Sass Total</b>		<b>\$200.00</b>
10498	1/10/2026	SparqData Solutions	Sparq Meeting Subscription 4/1/26-3/31/27	\$2,700.00
10498	1/10/2026	SparqData Solutions	Sparq Negotiations Subscription 4/1/26-3/31/27	\$1,800.00
		<b>SparqData Solutions Total</b>		<b>\$4,500.00</b>
10499	1/10/2026	Staples	Construction Paper	\$65.98
10499	1/10/2026	Staples	Tempera Paint	\$71.70
		<b>Staples Total</b>		<b>\$137.68</b>
10500	1/10/2026	Trojan Zone	Staff P2 Shirts	\$720.00
10500	1/10/2026	Trojan Zone	Staff P2 Shirts	\$720.00
		<b>Trojan Zone Total</b>		<b>\$1,440.00</b>
	1/10/2026	Verizon	Mobile Hot Spots	\$201.54
		<b>Verizon Total</b>		<b>\$201.54</b>
10501	1/10/2026	Wakefield Community Club	Membership Renewal	\$40.00
		<b>Wakefield Community Club Total</b>		<b>\$40.00</b>
10502	1/10/2026	Wakefield School-Interim	Honor Choir	\$150.00
10502	1/10/2026	Wakefield School-Interim	Honor Choir Audition Fee	\$50.00
10502	1/10/2026	Wakefield School-Interim	Registration fees for JH Honor Band and Honor Choir	\$510.00
10502	1/10/2026	Wakefield School-Interim	Registration fees for NWU Honor Band - Natalie, Sawyer, Maribel, Nate	\$200.00
10502	1/10/2026	Wakefield School-Interim	Send in the mail attn: Lauren Rastede, WSC, 1111 Main Street, Wayne NE. 68787 In memo - WSC Honor Band fees	\$80.00
10502	1/10/2026	Wakefield School-Interim	UNK Honor Band	\$120.00

Check Number	Check Date	Payee	Reason	Amount
10502	1/10/2026	Wakefield School-Interim	Wakefield \$ - Spelling Bee Awards	\$75.00
		<b>Wakefield School-Interim Total</b>		<b>\$1,185.00</b>
10503	1/10/2026	Waste Connections of Nebraska Inc	Garbage Service	\$1,203.75
10503	1/10/2026	Waste Connections of Nebraska Inc	Rolloff Fee	\$75.00
		<b>Waste Connections of Nebraska Inc Total</b>		<b>\$1,278.75</b>
10504	1/10/2026	Wayne Community Schools	Contracted SPED Services	\$11,250.00
		<b>Wayne Community Schools Total</b>		<b>\$11,250.00</b>
	1/10/2026	WoodRiver Energy LLC	Natural Gas	\$2,676.35
		<b>WoodRiver Energy LLC Total</b>		<b>\$2,676.35</b>
<b>Sub Total</b>				<b>\$81,536.52</b>

Sorted By	Value	Description
FUND	03	Employee Benefit Fund

Check Number	Check Date	Payee	Reason	Amount
3000	12/23/2025	Farup, Matthew C	Nutritional Supplements Reimb - per contract	\$1,029.62
		<b>Farup, Matthew C Total</b>		<b>\$1,029.62</b>
3001	1/10/2026	Retirement Plan Consultants LLC	Gov't Mandated Amendment	\$400.00
		<b>Retirement Plan Consultants LLC Total</b>		<b>\$400.00</b>
<b>Sub Total</b>				<b>\$1,429.62</b>

Sorted By	Value	Description
FUND	06	School Nutrition Fund

Check Number	Check Date	Payee	Reason	Amount
6058	1/10/2026	Appeara	Aprons, Mops & Towels	\$131.70
		<b>Appeara Total</b>		<b>\$131.70</b>
	1/10/2026	Cash-Wa Distributing	Food/Supplies	\$651.09
	1/10/2026	Cash-Wa Distributing	Food	\$1,339.15
	1/10/2026	Cash-Wa Distributing	Food/Supplies	\$18,177.91
		<b>Cash-Wa Distributing Total</b>		<b>\$20,168.15</b>
6059	1/10/2026	Dollar General	Hamburger Buns	\$18.00
		<b>Dollar General Total</b>		<b>\$18.00</b>
6060	1/10/2026	Floor Maintenance & Paper Supply	Hand Towels/Liners/Gloves	\$260.86
		<b>Floor Maintenance &amp; Paper Supply Total</b>		<b>\$260.86</b>
6061	1/10/2026	Hiland Dairy	Milk/Juice	\$3,070.24
		<b>Hiland Dairy Total</b>		<b>\$3,070.24</b>
6062	1/10/2026	Pac N Save, Inc.	Holiday Meal	\$340.00
		<b>Pac N Save, Inc. Total</b>		<b>\$340.00</b>
6063	1/10/2026	Quality Foods	Oven Cleaner	\$72.60
6063	1/10/2026	Quality Foods	Groceries	\$574.35
		<b>Quality Foods Total</b>		<b>\$646.95</b>
	1/10/2026	Sysco Lincoln	Turner Mini Stainless Steel	\$51.05
		<b>Sysco Lincoln Total</b>		<b>\$51.05</b>
6064	1/10/2026	Wakefield School-Interim	Taco Seasoning	\$245.52
		<b>Wakefield School-Interim Total</b>		<b>\$245.52</b>
<b>Sub Total</b>				<b>\$24,932.47</b>
<b>Grand Total</b>				<b>\$107,898.61</b>

# Wakefield Community School

## Payroll Voucher By Vendor Report

Accounting Cycle: FY25-26; Voucher: 011426,011426 HSA; Vendor: [All]; Order By: Vendor; Account Type: Liability; Created On: 1/9/2026 4:29:43 PM

Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426	Security Bank	585254		Aflac	\$88.66
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	Aflac - Short Term Disability		\$88.66
<b>Sub Total</b>					<b>\$88.66</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426 HSA	Security Bank	585254		Allie Holcomb - HSA	\$269.07
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	HSA Allie Holcomb		\$269.07
<b>Sub Total</b>					<b>\$269.07</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426	Security Bank	585254		American Fidelity	\$6,403.77
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	Amer Fidelity - Accident 125		\$464.22
011426	1/14/2026	01-00941-000	Amer Fidelity - Cancer		\$103.24
011426	1/14/2026	01-00941-000	Amer Fidelity - Cancer 125		\$295.30
011426	1/14/2026	01-00941-000	Amer Fidelity - Critical Illness		\$97.16
011426	1/14/2026	01-00941-000	Amer Fidelity - Disability		\$178.81
011426	1/14/2026	01-00941-000	Amer Fidelity - Hospital Indemnity		\$259.36
011426	1/14/2026	01-00941-000	Amer Fidelity - Term Life		\$262.43
011426	1/14/2026	01-00941-000	Amer Fidelity - Whole Life		\$22.52
011426	1/14/2026	01-00941-000	Child Care 125		\$833.32
011426	1/14/2026	01-00941-000	Med Reimb 125		\$3,487.45
011426	1/14/2026	06-00941-000	Amer Fidelity - Accident 125		\$28.30
011426	1/14/2026	06-00941-000	Amer Fidelity - Cancer		\$35.50
011426	1/14/2026	06-00941-000	Amer Fidelity - Cancer 125		\$82.00
011426	1/14/2026	06-00941-000	Med Reimb 125		\$254.16
<b>Sub Total</b>					<b>\$6,403.77</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426	Security Bank	585254		Blue Cross and Blue Shield of NE	\$108,118.33
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00903-000	BCBS Empl Dental 125		(\$39.72)
011426	1/14/2026	01-00903-000	BCBS Employer Hlth		(\$759.99)
011426	1/14/2026	01-00941-000	BCBS Empl Dental 125		\$1,780.20
011426	1/14/2026	01-00941-000	BCBS Empl Health 125		\$4,676.05
011426	1/14/2026	01-00941-000	BCBS Employer Dental		\$1,996.96
011426	1/14/2026	01-00941-000	BCBS Employer Hlth		\$97,181.47
011426	1/14/2026	06-00941-000	BCBS Empl Dental 125		\$57.83
011426	1/14/2026	06-00941-000	BCBS Employer Dental		\$63.56
011426	1/14/2026	06-00941-000	BCBS Employer Hlth		\$3,161.97
<b>Sub Total</b>					<b>\$108,118.33</b>

Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426 HSA	Security Bank	585254		Brent Schmidt - HSA	\$134.89
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	HSA Brent Schmidt		\$134.89
<b>Sub Total</b>					<b>\$134.89</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426 HSA	Security Bank	585254		Brittany Vinchattle - HSA	\$380.34
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	HSA Brittany Vinchattle		\$380.34
<b>Sub Total</b>					<b>\$380.34</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426 HSA	Security Bank	585254		Caitlin Smith - HSA	\$380.34
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	HSA Caitlin Smith		\$380.34
<b>Sub Total</b>					<b>\$380.34</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426 HSA	Security Bank	585254		Colton McCreary - HSA	\$134.89
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	HSA Colton McCreary		\$134.89
<b>Sub Total</b>					<b>\$134.89</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426 HSA	Security Bank	585254		Connie Wageman - HSA	\$134.89
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	HSA Connie Wageman		\$134.89
<b>Sub Total</b>					<b>\$134.89</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426	Security Bank	585254	10465	Erin M McCartney	\$785.00
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	Loberg Chapter 13		\$785.00
<b>Sub Total</b>					<b>\$785.00</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426	Security Bank	585254		Federal Reserve KC	\$287,165.92
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	Direct Deposit		\$280,058.56
011426	1/14/2026	06-00941-000	Direct Deposit		\$7,107.36
<b>Sub Total</b>					<b>\$287,165.92</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426 HSA	Security Bank	585254		Jamie Gamble - HSA	\$399.53
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	HSA Jamie Gamble		\$399.53
<b>Sub Total</b>					<b>\$399.53</b>

Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426 HSA	Security Bank	585254		Kim Barge - HSA	\$184.89	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00941-000	HSA Kim Barge		\$184.89	
<b>Sub Total</b>					<b>\$184.89</b>	
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426	Security Bank	585254	10466	Madison National Life	\$2,961.24	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00903-000	Life Ins Employer		\$117.75	
011426	1/14/2026	01-00903-000	Long Term Disability		\$79.88	
011426	1/14/2026	01-00941-000	Addtl Life Ins		\$234.56	
011426	1/14/2026	01-00941-000	Dependent Life Ins		\$4.10	
011426	1/14/2026	01-00941-000	Life Ins Employer		\$721.50	
011426	1/14/2026	01-00941-000	Long Term Disability		\$1,756.29	\$2,914.08
011426	1/14/2026	06-00941-000	Life Ins Employer		\$29.25	
011426	1/14/2026	06-00941-000	Long Term Disability		\$17.91	\$47.16
<b>Sub Total</b>					<b>\$2,961.24</b>	
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426 HSA	Security Bank	585254		Megan Virgil - HSA	\$380.34	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00941-000	HSA Megan Virgil		\$380.34	
<b>Sub Total</b>					<b>\$380.34</b>	
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426	Security Bank	585254		MG Trust Company	\$7,338.59	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00941-000	403b Plan		\$175.00	
011426	1/14/2026	01-00941-000	403b Plan ROTH		\$6,068.33	
011426	1/14/2026	01-00941-000	403b Plan ROTH - 10%		\$519.54	
011426	1/14/2026	01-00941-000	403b Plan ROTH - 5%		\$575.72	
<b>Sub Total</b>					<b>\$7,338.59</b>	
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426 HSA	Security Bank	585254		Michelle Galles - HSA	\$480.34	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00941-000	HSA Michelle Galles		\$480.34	
<b>Sub Total</b>					<b>\$480.34</b>	
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426	Security Bank	585254		Nebraska Department of Revenue	\$12,519.11	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00941-000	State Withholding - NE		\$12,284.85	
121225	12/12/2025	01-00941-000	State Withholding - NE		(\$17.45)	\$12,267.40
011426	1/14/2026	06-00941-000	State Withholding - NE		\$251.71	\$251.71
<b>Sub Total</b>					<b>\$12,519.11</b>	

Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426	Security Bank	585254		Nebraska Retirement System	\$60,869.11	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00941-000	NPERS		\$56,740.36	
011426	1/14/2026	01-00941-000	NPERS Incr Contribution		\$2,698.40	\$59,438.76
011426	1/14/2026	06-00941-000	NPERS		\$1,365.42	
011426	1/14/2026	06-00941-000	NPERS Incr Contribution		\$64.93	\$1,430.35
<b>Sub Total</b>					<b>\$60,869.11</b>	
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426 HSA	Security Bank	585254		Paulina Vallejo - HSA	\$134.89	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00941-000	HSA Paulina Vallejo		\$134.89	
<b>Sub Total</b>					<b>\$134.89</b>	
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426 HSA	Security Bank	589845		Richard Chavanu - HSA	\$134.89	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	06-00941-000	HSA Richard Chavanu		\$134.89	
<b>Sub Total</b>					<b>\$134.89</b>	
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426	Security Bank	585254		Security Bank	\$86,895.65	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00941-000	Federal Withholding		\$25,761.02	
011426	1/14/2026	01-00941-000	FICA		\$48,303.12	
011426	1/14/2026	01-00941-000	Medicare		\$11,296.82	
121225	12/12/2025	01-00941-000	FICA		(\$163.28)	
121225	12/12/2025	01-00941-000	Medicare		(\$38.18)	\$85,159.50
011426	1/14/2026	06-00941-000	Federal Withholding		\$321.43	
011426	1/14/2026	06-00941-000	FICA		\$1,146.56	
011426	1/14/2026	06-00941-000	Medicare		\$268.16	\$1,736.15
<b>Sub Total</b>					<b>\$86,895.65</b>	
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426 HSA	Security Bank	585254		Shannon Carroll - HSA	\$783.24	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00941-000	HSA Shannon Carroll		\$783.24	
<b>Sub Total</b>					<b>\$783.24</b>	
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount	
011426 HSA	Security Bank	585254		Tara Valenzuela - HSA	\$249.53	
Register	Register Paid Date	Account Code	Deduction		Amount	
011426	1/14/2026	01-00941-000	HSA Tara Valenzuela		\$249.53	
<b>Sub Total</b>					<b>\$249.53</b>	

Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426 HSA	Security Bank	585254		Teresa Soderberg - HSA	\$134.89
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	HSA Teresa Soderberg		\$134.89
<b>Sub Total</b>					<b>\$134.89</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426	Security Bank	585254		Texas Life Insurance Company	\$488.37
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	Amer Fidelity - TX Life		\$394.67
011426	1/14/2026	06-00941-000	Amer Fidelity - TX Life		\$93.70
<b>Sub Total</b>					<b>\$488.37</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426 HSA	Security Bank	585254		Tory Gemelke - HSA	\$283.24
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	HSA Tory Gemelke		\$283.24
<b>Sub Total</b>					<b>\$283.24</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426	Security Bank	585254		Vision Service Plan	\$974.95
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00903-000	Vision 125		(\$3.85)
011426	1/14/2026	01-00941-000	Vision 125		\$937.98
011426	1/14/2026	06-00941-000	Vision 125		\$40.82
<b>Sub Total</b>					<b>\$974.95</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426	Security Bank	585254	10467	Washington National Insurance Co	\$60.90
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	WA Natl - Cancer Ins 125		\$60.90
<b>Sub Total</b>					<b>\$60.90</b>
Voucher Number	Bank Name	Account Number	Check Number	Vendor	Amount
011426	Security Bank	585254	10468	WCS-General Fund	\$374.62
Register	Register Paid Date	Account Code	Deduction		Amount
011426	1/14/2026	01-00941-000	Summer Ins 125		\$369.18
011426	1/14/2026	06-00941-000	Summer Ins 125		\$5.44
<b>Sub Total</b>					<b>\$374.62</b>
<b>Grand Total</b>					<b>\$579,644.42</b>

**January 7, 2026**

## **Wakefield Board of Education Proposal**

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### **Article V, Section B: Health and Major Medical Insurance**

#### **Proposal #1:**

The district proposes to provide each eligible employee with the following insurance package through the Educators Health Alliance (EHA):

1. Health Insurance
  - a. EHA PPO and Dual Choice HSA Plan
  - b. \$1,450 / \$3,800 deductible
  - c. Major medical coverage pursuant to the terms of the adopted EHA program
2. Each eligible employee shall be provided with the EHA PPO Dental Coverage
  - a. 100% preventative (A)
  - b. 75% basic (B)
  - c. 50% major (C) coverage

#### **Proposal #1 Rationale:**

*While the district remains committed to offering high-quality health and dental insurance, rising premium costs require careful financial stewardship. Moving to the **\$1,450 deductible plan** aligns Wakefield with regional norms and provides significant cost savings that are directly reinvested into **increasing base pay**. This adjustment allows the district to maintain strong insurance coverage while prioritizing compensation improvements that strengthen recruitment and support staff retention.*

*By balancing deductible adjustments with higher salaries, the district ensures employees still receive a net financial benefit and preserves a competitive benefits package.*

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### **Article IV, Section F: Base Salary**

#### **Proposal #3**

The Board proposes a one-year agreement with a base salary of \$42,750.00 for the 2026-2027 contract year, reflecting an increase of \$1,900. This salary increase is contingent upon the acceptance of Proposal #1 in its entirety.

#### **Proposal #3 Rationale:**

*The board aims to ensure that Wakefield Community Schools remains a competitive employer within the region. Increasing the base salary by **\$1,900** helps the district attract and retain highly qualified teachers, reduces turnover, and strengthens instructional stability for students. Maintaining competitive wages is essential not only for recruitment but also for preserving existing programs and avoiding hard-to-fill vacancies. A stronger base salary structure benefits staff across all experience levels and supports long-term compensation growth.*

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## Long-Term Disability Benefit Addition

### Proposal #3

Wakefield Community Schools is committed to supporting the health, financial stability, and long-term well-being of all employees. As part of our continued efforts to strengthen the district's total compensation package, we are presenting the following proposal for inclusion in the 2026-27 negotiated agreement.

#### 1. Addition of Long-Term Disability Insurance for All Employees

The District proposes to **provide a long-term disability (LTD) insurance policy** to all eligible employees beginning with the 2026-2027 contract year through Madison National Life.

##### 1.1. Policy Structure

- The **employee will be the policyholder** and will pay the premium directly.
- **The District will reimburse the employee** for the full cost of the LTD premium monthly through payroll.
- This structure ensures that:
  - The **benefit is non-taxable** to the employee in the event they must use LTD, and
  - The cost does not increase the employee's taxable income.

##### 1.2. Purpose of LTD Coverage

Providing LTD coverage:

- Protects employees and their families from loss of income during serious illness or injury.
- Strengthens the benefit package without increasing employee tax liability.
- Supports district recruitment and retention goals.

#### 2. Implementation Details

##### 2.1. Reimbursement Process.

- The District will reimburse the premium amount monthly through payroll.

##### 2.2. Enrollment

- The district will coordinate with Madison National Life Insurance Company to establish a smooth enrollment process for all staff.

##### 2.3. Eligibility

- All eligible employees under the negotiated agreement will be included in this benefit.

### **Proposal #3 Rationale:**

*Wakefield Community Schools believes this addition enhances the district's competitive standing and demonstrates a strong commitment to the long-term well-being of our staff. It also adds a significant, permanent benefit for all employees, ensures LTD benefits remain non-taxable, increases employee financial protection, supports workforce stability and retention as well as keeps the District's original offer (base increase + deductible structure) fully intact.*

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## Article VII - TEMPORARY LEAVES OF ABSENCE

### Proposal #3

#### Conversion from Traditional Leave to PTO (DRAFT)

1. Purpose

Wakefield Community Schools (WSC) values the health, well-being, and professional balance of its staff. This Paid Time Off (PTO) program consolidates sick, personal, and bereavement leave into one unified leave bank, providing flexibility while maintaining accountability and support for employees' personal and family needs.

2. PTO Eligibility

All full-time certificated staff members on a regular contract are eligible for PTO benefits. Part-time certificated employees will receive prorated PTO based on their FTE percentage.

3. Annual PTO Allotment

Each full-time certificated employee will be granted 12 days of PTO per school year, accrued as follows:

- PTO is front-loaded at the beginning of the school year.
- Unused PTO may be carried over up to a maximum of 45 sick leave days.

4. PTO Usage

PTO may be used for the following reasons:

- Personal illness or injury.
- Illness or injury in the employee's immediate family.
- Bereavement or funeral attendance for family or close friends.
- Personal business or family activities that cannot be scheduled outside the school day.
- Professional or civic obligations not otherwise covered by district policy.

PTO usage is limited to five (5) consecutive days.

5. Notification and Approval

- PTO requests should be submitted through the district's online leave system at least five **(5) days in advance** when foreseeable.
- In cases of illness or emergency, notice should be given **as soon as reasonably possible**.
- The Superintendent or building Principal may deny requests when excessive absences occur on the same day or when a substitute cannot be secured.

6. PTO Payouts and Conversions

- **Excess Accumulation:** At the beginning of the first contract year, employees with sick leave balances above 45 days will be paid **\$50 per day** for each day over the limit.
- After the first year of PTO agreement, unused PTO days that exceed the 45-day limit will be paid out at 50% of the district sub pay.
- **Upon Separation:** Employees leaving the district in good standing will receive **\$10 per unused PTO/Sick day**.
  - After **10 years of service**, the payout rate increases to **\$50 per day**.
- Payouts for unused sick leave are limited to 45 days.

7. Special Circumstances

- **Maternity/Adoption Leave:** Staff may use PTO for maternity, paternity, or adoption leave, including well-baby appointments.
- **Extended Illness or FMLA Events:** When PTO is exhausted, additional leave may be granted in accordance with FMLA guidelines or at the discretion of the Superintendent and Board of Education.
- **District Leadership Team Members:** Receive **2 additional PTO days per year** in recognition of leadership service.

8. Professional Leave

Professional development and school-related travel will continue to be handled separately as **Professional Leave**, requiring prior administrative approval and not deducted from PTO.

9. Transition & Implementation

This PTO system replaces the existing categories of sick leave, personal leave, and bereavement leave beginning September 1st, 2026. All accrued balances will be converted in accordance with the transition plan below.

**Transition Plan from Traditional Leave to PTO System**

**Step 1: Communication & Agreement**

- Present the proposed PTO policy to staff and the Education Association for feedback.

**Step 2: Conversion Formula**

To ensure fairness, convert all existing leave banks into sick days as follows:

Type of Leave	Conversion Rate	Notes
Sick Leave	1:1 conversion	Up to 45 days max may be carried over
Personal Leave	1:1 conversion to sick leave	Included in sick leave total
Bereavement Leave	Not converted	Covered by the new PTO agreement
Banked or Excess Sick Leave over 45	Paid out at \$50/day at conversion	One-time payout

This maintains continuity while starting everyone on equal footing with the new system.

**Step 3: Pilot and Review Year**

- Launch the new PTO system at the start of the 2026-2027 school year.
- Conduct a 1-year review with staff input to determine if the number of days, payout rate, or carryover cap needs adjustment.

**Step 4: Optional Incentives**

To reward strong attendance:

- Staff using **3 or fewer PTO days** in a year receive a **\$300 attendance incentive** at year-end.

- Staff using **zero (0) PTO days** receive a **\$750 incentive**.
- Receive 50% of sub pay for unused PTO days that cannot be banked towards the 45 day sick bank.

This balances flexibility with responsible use.

### **Sick Leave**

At the beginning of each school year, each teacher shall be credited with twelve (12) days paid time off annually which convert to sick days when unused by August 1st of the following year. Sick days accumulate to 45 days and **can only be used once a teacher has exhausted their PTO leave each year**.

The District shall furnish each teacher with access to PTO balances in AptaFund at the beginning of each school year setting forth the total of sick leave credit. Teachers will be compensated at a rate of fifty dollars (\$50.00) per day for all accumulated sick leave days exceeding forty-five (45) at the start of each contract year. For the 2025-26 school year, any teacher who has already accrued more sick days than the new maximum of 45 will be paid out on the August 2026 paycheck in accordance with the new agreement (\$50 per day). Their number of banked days will then drop to the 45 maximum to begin the 2026-27 school year.

Upon separation from employment, each teacher will be compensated at a rate of ten dollars (\$10.00) for each unused sick leave day. After ten (10) years of service, the compensation rate for unused sick leave days shall increase to fifty dollars (\$50.00) per day.

Sick leave may be used for the employee's illness or injury, or for the illness or injury of a member of the employee's immediate family requiring the teacher's personal attendance. **Immediate family** is defined as spouse, son, daughter, mother, father, sister, brother, grandparent, grandchild, son-in-law, daughter-in-law, or child of spouse. An online leave request shall be completed upon return to work, and must state the reason for the absence.

Absences due to illness, disability, or injury that extend beyond the allotted sick leave may be authorized as administrative leave without pay. Teachers shall be docked at a rate of 1/185 of their contracted compensation for each day of absence beyond their available leave.

Employees returning from maternity leave or adoption who have exhausted all available sick/PTO days may request up to five (5) additional sick days from the Superintendent/Board of Education for illness and well-baby checkups.

The Superintendent/Board of Education reserves the right to grant additional sick leave days to any certificated employee under extraordinary circumstances, consistent with FMLA-qualifying events or guidelines.

## **Notice of Leave**

Notification of leave must be submitted at least five (5) days in advance to the building Principal or Superintendent, except in cases of emergency, and approval is contingent upon securing a substitute.

The administration reserves the discretion to deny PTO leave requests if a substitute is unavailable.

### ***Proposal #3 Rationale:***

*Wakefield Community Schools recognizes the evolving needs of employees who increasingly value flexibility in managing personal, medical, and family responsibilities. A PTO model consolidates various leave categories into a single bank, giving staff more autonomy in how they use their allotted time. This system simplifies administration, improves transparency, and can enhance job satisfaction and employee well-being.*

*The proposed change to the PTO system reflects a desire by the Board to modernize the district's leave policy while ensuring that any changes remain sustainable, cost-neutral, and aligned with staff needs.*

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## **Article VII - TEMPORARY LEAVES OF ABSENCE**

### **Proposal #3**

#### **Catastrophic Illness or Injury Leave Bank**

1. Purpose

The Board of Education establishes the Catastrophic Illness or Injury Leave Bank ("the Bank") to provide limited paid leave to eligible employees who must care for an immediate family member with such a condition, after exhausting all available sick leave. This leave is intended as temporary income protection for the employee as a caregiver and is not a substitute for long-term disability insurance or other wage-replacement benefits.

2. Definitions

a. Catastrophic Illness or Injury

A life-threatening or severely debilitating medical condition of an immediate family member resulting in:

- Extended inpatient hospitalization;
- Major surgery or extensive medical treatment;
- A condition of an immediate family member requiring the employee's physical presence as a caregiver

Examples include: cancer requiring treatment, terminal conditions, major cardiac events, severe trauma, complicated childbirth, and inpatient mental health crisis.

Approved by the Superintendent.

- b. Immediate Family  
Includes spouse, child, stepchild, foster child, parent
3. Eligibility  
An employee may apply for Catastrophic Leave when acting as a caregiver when:
  - All annual PTO and accumulated sick leave has been exhausted.
  - The condition of the family member meets the definition in Section 2;
  - The absence is not for an elective or non-essential procedure; and
  - The employee has not exceeded annual or lifetime maximum limits.
4. Maximum Leave Allowed
  - Up to **thirty (30)** days per fiscal year.
  - Leave may be consecutive or intermittent.
  - No more than **two consecutive years** of leave for the same condition.
  - Lifetime limit of **ninety (90)** days unless otherwise authorized by the Board.
5. Application Procedures Employees must submit:
  - a. A completed Catastrophic Leave Application Form;
  - b. Additional documentation if requested.
6. Review and Approval
  - a. The Superintendent reviews all requests.
  - b. A written decision will be provided within **ten (10) business days**, when practicable.
7. Coordination with Other Leave and Benefits
  - a. Catastrophic Leave shall run concurrently with FMLA, when applicable
  - b. Catastrophic Leave ends immediately if the employee becomes eligible for long-term disability or other wage-replacement benefits.
  - c. Employees may not receive duplicate wage-replacement benefits concurrently.
8. Appeal Process  
Employees denied leave may appeal to the Board of Education within ten (10) business days. The Board shall review the appeal in closed session. The Board's decision is final.
9. Liminations  
Catastrophic Leave will not be granted for:
  - a. Elective or cosmetic procedures;
  - b. Minor, short-term illnesses;
  - c. Post-partum recovery or child-bonding leave;
  - d. Absences that are not medically verified or do not meet policy definitions.

The District may require periodic documentation.
10. Non-Transferability and No Cash Value
  - a. Days are not the property of employees.
  - b. Days may not be donated, transferred, exchanged, or paid out.
  - c. Unused days revert to the District each fiscal year.
11. LTD still applies while on Paid Catastrophic Leave  
This Leave of Absence allows the Employee to remain on the LTD plan with premium payment while on a Paid Catastrophic Leave (up to 30 days per fiscal year - per language provided),

## 12. Administrative Authority

The Superintendent shall develop administrative procedures to implement this policy. The Board reserves the right to amend, suspend, or terminate this policy at any time.

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## Signing Bonus for New Certified Staff

### Proposal #3

A signing bonus will be offered to newly hired certified teachers who:

1. Accept a **full-time (1.0 FTE)** teaching contract with Wakefield Community Schools, and
2. Newly entering the district for the contract year in which the bonus is offered. Applied to all new hires.

### Bonus Amount

Eligible teachers shall receive a **\$2,500** signing bonus.

### Disbursement

The bonus shall be paid in two installments:

- **\$1,250** upon signing the teaching contract and completing all hiring documentation
- **\$1,250** upon completion of the first semester of employment

### Repayment Conditions

- If the teacher does not complete the first semester, the second installment will not be issued.
- If the teacher does not complete the full school year, the teacher must **repay the second installment** to the district.

### Tax and Retirement Status

- The bonus is considered **taxable income** and will be processed through the district's standard payroll system.
- The bonus **will not** be included in salary schedule placement, retirement contributions, or base salary calculations.

### **Proposal # 3 Rationale:**

*Teacher recruitment remains a significant challenge across Nebraska and the nation, particularly in specialized fields and rural districts. Many neighboring or comparable districts have adopted signing bonuses as a standard recruitment tool.*

*Adding a **\$2,500 signing bonus** helps Wakefield Community Schools stay competitive in this environment by:*

- *Attracting high-quality candidates quickly*
- *Reducing the likelihood of unfilled or underfilled positions*
- *Supporting long-term workforce stability*

*This bonus is structured to encourage retention through the first school year while ensuring fiscal responsibility for the district.*

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## Article VIII - MISCELLANEOUS PROVISIONS, Section J

### Proposal #3

#### Longevity Bonus

Wakefield Community Schools recognizes and values the long-term commitment, professional expertise, and organizational stability provided by employees who dedicate their careers to the district. The longevity benefit is established to honor and reward continuous service to the district.

#### 1. Eligibility for Longevity Bonus

##### 1.1. Continuous Service Requirement

To qualify for a longevity bonus, an employee must have completed all required years of *continuous* service with Wakefield Community Schools. Only years worked for Wakefield Community Schools count towards eligibility.

##### 1.2. Employment Status

The employee must complete the contract year in **good standing**, meaning:

- The employee fulfilled the terms of their contract,
- Is not subject to termination or nonrenewal for cause, and
- Has not resigned in lieu of disciplinary action.

##### 1.3. Payment Schedule

The longevity bonus shall be paid in **July** following the completion of the qualifying contract year.

#### 2. Longevity Bonus Structure

##### 2.1. Bonus Amount

Eligible employees will receive a **one-time bonus equal to 3% of the base salary** at the completion of each of the following years of continuous service:

- 15th year
- 20th year
- 25th year
- 30th year
- 35th year
- 40th year
- 45th year

##### 2.2. Calculation Method

The bonus shall be calculated using the **base salary for the qualifying year**.

##### 2.3. Payment Method

The bonus will be issued as a separate, one-time payment in July, subject to applicable payroll deductions.

### **3. Grandfather Clause for Current Employees**

#### **3.1. Eligibility for Grandfathering**

Current Wakefield Community Schools employees who have **already reached one or more of the above service milestones** prior to the adoption of this policy will be grandfathered into the longevity benefit program.

#### **3.2. Grandfathered Bonus Payment**

Eligible employees will receive a one-time longevity payment equal to **3% of the current base salary in July 2026**.

#### **3.3. Future Eligibility**

After receiving the grandfathered bonus, employees will remain eligible to receive subsequent longevity bonuses when they reach future milestones (20th, 25th, 20th, 30th, 35th, 40th and 45th year), provided all other policy requirements are met.

#### **3.4. Continuous Service Requirement**

Only years served with Wakefield Community Schools shall count toward the calculation of service milestones for grandfathered employees.

### **4. Administration of Policy**

#### **4.1. Responsibility**

The Superintendent or designee is responsible for verifying eligibility, calculating the bonus, and authorizing payment.

#### **4.2. Record Keeping**

Human Resources will maintain accurate records of employee service years to ensure proper tracking of milestone eligibility.

#### **4.3. Non-Retroactivity**

Except as provided in the Grandfather Clause, bonuses will not be applied retroactively.

#### **4.4. Policy Review**

The district reserves the right to review and amend this policy as needed. No modification shall reduce a bonus already earned but not yet paid.

#### ***Proposal #3 Rationale:***

*A longevity clause recognizes and rewards the continued commitment, experience, and institutional knowledge that long-term employees bring to a school district. Educators and support staff who remain with the district provide stability for students, contribute to a positive school culture, and reduce turnover-related costs. Their accumulated expertise enhances instructional quality, improves efficiency, and strengthens mentorship for newer staff members.*

*By offering longevity compensation, the district demonstrates that it values employee dedication and encourages retention in an increasingly competitive job market. This investment ultimately benefits students, supports consistent program development, and helps maintain a high-quality, experienced workforce.*

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