

MINUTES OF THE REGULAR MEETING OF THE BOARD OF  
EDUCATION, SCHOOL DISTRICT #22, CASS COUNTY,  
WEEPING WATER, NEBRASKA  
March 20, 2023

President Adam DeMike called the meeting to order at 6:00 PM in the Weeping Water Public School Conference Room.

Board members attendance at roll call were **Present:** Jason Brack, Haley Dehne, Adam DeMike, Betty Harms, Neil Huskey, Doug Meyer, Mark Rathe.

{{Name: Agenda Item Name}}

1. AGENDA

**Present:** Jason Brack, Haley Dehne, Adam DeMike, Betty Harms, Neil Huskey, Doug Meyer, Mark Rathe.

1.a. Call the meeting to order

1.b. Roll Call

Also present were Superintendent Kevin Reiman, Director of School Improvement and Special Education Amy Kroll, Middle School Principal Mary Mozena, Elementary Principal Bristol Wenzl (via zoom), and Asst. Principal/AD Michelle Heath.

1.c. Acknowledgement of Nebraska Open Meetings Act posted

The BOE President acknowledged the posting of the Nebraska Meetings Act.

1.d. Approval of consent agenda

Neil Huskey moved to approve the consent agenda, which includes the minutes of the last regular meeting, financial report and payment of general funds bills. Betty Harms seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0

1.d.a. Approval of previous meetings minutes

1.d.b. Notification of meeting publication site, date, and time

The meeting date, time and location was published in the Syracuse Journal - Democrat

1.d.c. Financial Reports

1.d.d. Payment of Bills

1.d.e. Next regular meeting date - April 17, 2023 @ 6:00pm

2. Communications

3. Visitors/Open Forum and staff and program presentations

Visitors may address the board during this portion of the meeting. Each speaker is limited to 5 minutes. Multiple speakers for the same subject should appoint a single spokesperson to address the board for a maximum of 5 minutes.

#### 4. Action Items

- 4.a. Discuss, consider, and take all necessary action to give Trevor Bickford access to the Wellness Center

Doug Meyer moved to give Trevor Bickford access to the Wellness Center. Betty Harms seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0

- 4.b. Discuss, consider, and take all necessary action to give approval on the proposed proclamation.

Haley Dehne moved to to approve April at School Library Month, April 1st - 7th as Week of the Early Child, and April 26th as Administrative Professionals' Day, and April 3, 2023 as "Weeping Water Paraprofessional Day. Jason Brack seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0

- 4.c. Discuss, consider, and take all necessary action to give approval for the Military Child Week and the Resolution for the Support of Military Children and Families

Mark Rathe moved to approve the Month of the Military Child Proclamation and the Resolution for the Support of Military Children and Families. Betty Harms seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0 Weeping Water is one of eight school districts in Nebraska to be designated as a Purple Ribbon School

- 4.d. Discuss, consider, and take all necessary action to accept the resignation of Taylor Vasa, David Kay, and Mitch Shepherd

Neil Huskey moved to accept the resignation of Taylor Vasa, David Kay, and Mitch Shepherd effective the end of the 22/23 school year. Jason Brack seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0

- 4.e. Discuss, consider, and take all necessary action to offer a contract to Mark Hrabik for the 23/24 school year

Jason Brack moved to contract to Mark Hrabik for the 23/24 school year. Neil Huskey seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0

- 4.f. Discuss, consider, and take all necessary action to offer a contract to Heather Peters for the 23/24 school year

Neil Huskey moved to offer a contract to Heather Peters for the 23/24 school year. Jason Brack seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey:

Yea, Doug Meyer: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0

- 4.g. Discuss, consider, and take all necessary action to offer a contract to Mallory Dillon for the 23/24 school year

Jason Brack moved to offer a contract to Mallory Dillon for the 23/24 school year. Doug Meyer seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0

- 4.h. Discuss, consider, and take all necessary action to offer a contract to Chris Smith for the 23/24 school year

Mark Rathe moved to offer a contract to Chris Smith for the 23/24 school year. Jason Brack seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0

- 4.i. Discuss, consider, and take all necessary action to approve classified staff raises for the 2023/2024 contract year

Neil Huskey moved to approve classified staff raises of 1.5% for the 2023-24 contract year. Haley Dehne seconded the motion. Motion Passed

Jason Brack: Abstain (With Conflict), Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea  
Yea: 6, Nay: 0, Abstain (With Conflict): 1

- 4.j. Discuss, consider, and take all necessary action to approve 2023/2024 administrative contracts with Michelle Heath

Haley Dehne moved to 2023/2024 administrative contracts with Michelle Heath. Betty Harms seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0

- 4.k. Discuss, consider, and take all necessary action to approve 2023/2024 administrative contract with Amy Kroll

Mark Rathe moved to 2023/2024 administrative contract with Amy Kroll. Jason Brack seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0

- 4.l. Discuss, consider, and take all necessary action to approve a 2023/2024 contract with Mary Mozena

Betty Harms moved to approve a 2023/2024 contract with Mary Mozena. Neil Huskey seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0

- 4.m. Discuss, consider, and take all necessary action to approve the contract addendum with Kevin Reiman for the 2023/24 contract year.

Haley Dehne moved to to approve the contract addendum with Kevin Reiman for the 2023/24 contract year. Neil Huskey seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0

- 4.n. Discuss, consider, and take all necessary action to declare items as excess equipment  
Haley Dehne moved to to declare items as the school's kiln, a Vulcan Rice Steamer and Four Well Steam Table as excess equipment. Betty Harms seconded the motion. Motion Passed  
Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea  
Yea: 7, Nay: 0

- 4.o. Discuss, consider, and take all necessary action to give approval to policies to be reviewed

Mark Rathe moved to give approval to review policies 4003-Drug Testing of Drivers, 4004-Employment of Relatives, 4005-Communication between Board and District Employees, 4006-Insurance, 4007-Personnel Records. Neil Huskey seconded the motion. Motion Passed

Jason Brack: Yea, Haley Dehne: Yea, Adam DeMike: Yea, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Mark Rathe: Yea

Yea: 7, Nay: 0The following policies meet KSB's recommendations:

- 4003-Drug Testing of Drivers,
- 4004-Employment of Relatives,
- 4005-Communication between Board and District Employees,
- 4006-Insurance,
- 4007-Personnel Records

## 5. Reports

### 5.a. Administration Reports

#### **Activities Director / Asst. Principal**

- Scheduling
  - Fall Schedules are complete
  - Basketball schedules are completed
  - Wrestling is still a work in progress
- Winter All-Conference Honorees
  - Wrestling - 3 all-conference/4 H-M
  - Basketball - meeting Wednesday
- Extra-Duty Assignments for 2022-23
- Spring Sports
  - Track - 34
    - Concordia University on 3/17/23
    - Auburn on 3/28/23
  - Baseball - 9
    - Games postponed last week
- School Musical
  - Thursday and Saturday this week @ 7:00pm
- Attendance Concerns

### **Elementary Principal**

1. Elementary Math - had a review and action planning meeting March 16th with Instruction Partners and ESU3.
  1. Discussed the transition to Mary and how we can help her come in. Reviewed the visit from February 28th and overall findings
  2. Will meet again May 15th and Mary will join.
  3. Sharing our success with Instruction Partners Thursday, March 30th at ESU3 PLD
2. ESU4 staff developers and principals visited Tuesday, March 14th
  1. Networked and did some instructional rounds
3. Kindergarten Family Engagement Night was Thursday, March 9th.
  1. Mrs. Schafer did a wonderful job with this. Great turnout - 12 out of 15 families
4. Read Across America Week is being celebrated March 21-24th
  1. Laurie, Ashley, and Cora organized this fun week
  2. Various activities, dress up days, and an assembly Friday
5. Kindergarten Information Night is scheduled for Wednesday, March 22nd @ 6:30 pm
6. Musical Matinee will be Thursday, March 23rd @ 2:30 pm for students
7. Preschool Information Night is scheduled for Thursday, April 6th @ 6:30 pm
  1. Lisa sent out 32 letters
8. Summative evaluations, teacher self-assessments, and end of year professional growth plan conferences are being scheduled
9. On Palmyra's External Review Team April 12-13
  1. Great opportunity to see how other districts do things and bring ideas back

### **Middle School Principal**

#### MS Principal

- March 30th: 8 MS PlaySmart Presentation at Werner Enterprise
  - Toy Drive-donations to Be the Light and Tabitha's Threads
- Tuesday, March 16th- Mrs. Dawn Bickford held the first annual Freshman Orientation
  - 11 of the 20 8th graders and parents attended.

#### Test Coordinator

- John Baylor visited on March 16th- gave great motivation to Juniors
- Test this Wednesday, March 22nd
  - Testing 8-noon for 9-11
  - Interviews 8-noon for Seniors

### **Director of School Improvement / Special Education**

#### **Secondary:**

1. Hiring staff for vacant positions.

2. 6-12 Teachers started implementing Positive Action curriculum (the goal was to have 5 lessons in before the end of the school year).

**Special Education;**

1. Indicator 13 File Review was completed and submitted to NDE.
2. Special Education Policies and Procedures are due 3/31.
3. Maintenance of Effort plan is due 4/17.
4. Targeted Improvement Plan is due 5/1.

**Sixpence/Bright Arrows Childcare:**

1. CQI visit for both Conestoga and Weeping Water were completed in February/March. Both programs met all of the Quality Indicators. The focus now is to continue to get better at what we are currently doing.
2. ITERS Assessment was completed for both programs. All classrooms fell just below the definition of a high-quality program of 5.0. All rooms were scored between 4.03 and 4.78. This is baseline information and many programs have initial scores between 1.0-2.0. Interaction with children scored the highest in both programs.
3. Early childhood staff (childcare, teachers, paras) completed Module 2a of the Pyramid Model today.
3. March Socialization will be language development facilitated by Crystal Smith, our Speech Language Pathologist.
4. The Early Childhood/Sixpence Advisory Meeting will be held on Tuesday, March 28th at 4:30 at the Weeping Water Conference Room.
5. Will be sitting on a panel at NRCSA in Kearney Thursday to discuss school-based childcare programs.

**Superintendent**

- Work continues on the HVAC trouble shooting
- We are looking to replace teacher laptops this coming year. The current ones are several years old. Depending on price, we may give staff the option of a mac or a PC

5.b. Board Reports

6. Adjournment

Respectfully submitted,

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Board Secretary



**Weeping Water Public School  
Financial Report for Board  
March 2023**

CASH ASSETS

CASH ASSET REPORT

DATE: 03/17/2023

FUND	ACCOUNT TYPE	INFORMATION	HOLDER	CURRENT BALANCE	BALANCE 2019
GENERAL FUND/KITCHEN FUND	CHECKING	300380832	Farmers & Merchants	\$ 529,850.80	\$ 619,320.44
	CLOSED ACCOUNT	300382812	Farmers & Merchants	\$ -	\$ 19,991.94
<b>TOTAL GENERAL FUND</b>				<b>\$ 529,850.80</b>	<b>\$ 639,312.38</b>
ACTIVITY FUND	CHANGE			\$ 1,140.00	\$ 1,140.00
ACTIVITY FUND	PETTY CASH			\$ 100.00	\$ 100.00
ACTIVITY FUND	CHECKING	300444190	Farmers & Merchants	\$ 87,303.23	\$ 117,958.61
ACTIVITY FUND	CLOSED ACCOUNT - COMBINED W/300444190	300689661	Farmers & Merchants	\$ -	\$ 3,069.78
<b>TOTAL ACTIVITY FUND</b>				<b>\$ 88,543.23</b>	<b>\$ 122,268.39</b>
BOND FUND	MONEY MARKET	95010505	First Nebraska Bank	\$ 633,116.50	\$ 444,784.92
<b>TOTAL BOND FUND</b>				<b>\$ 633,116.50</b>	<b>\$ 444,784.92</b>
QCPUF FUND	CHECKING-2009 & 2010 BAB	86483570	First Nebraska Bank	\$ 84,065.98	\$ 114,670.29
<b>TOTAL QCPU FUND</b>				<b>\$ 84,065.98</b>	<b>\$ 114,670.29</b>
BUILDING FUND	CHECKING	300381079	Farmers & Merchants	\$ 292,764.03	\$ 307,942.28
<b>TOTAL BUILDING FUND</b>				<b>\$ 292,764.03</b>	<b>\$ 307,942.28</b>
DEPRECIATION FUND	CHECKING	300446542	Farmers & Merchants	\$ 370,011.23	\$ 667,894.46
<b>TOTAL DEPRECIATION FUND</b>				<b>\$ 370,011.23</b>	<b>\$ 667,894.46</b>
EMPLOYEE BENEFIT FUND	CHECKING/RETIREMENT	300381061	Farmers & Merchants	\$ 28,980.40	\$ 67.36
EMPLOYEE BENEFIT FUND	CHECKING/SECTION 125-Account Closed & Combined with Retirement*	86234570	First Nebraska Bank	\$ -	\$ 32,543.92
<b>TOTAL EMPLOYEE BENEFITS FUND</b>				<b>\$ 28,980.40</b>	<b>\$ 32,611.28</b>
STUDENT FEES FUND	CHECKING	85834670	First Nebraska Bank	\$ 12,614.03	\$ 12,034.40
<b>TOTAL STUDENT FEES FUND</b>				<b>\$ 12,614.03</b>	<b>\$ 12,034.40</b>
<b>TOTAL</b>				<b>\$ 2,039,946.20</b>	<b>\$ 2,341,518.40</b>

# Weeping Water Public School

## March 2023 Claims for Payment

Vendor	Amount	Notes
Abby Barnhart	\$93.42	Sixpence Reimbursement
Amazon E-Commerce	\$365.02	Sixpence Reimbursement
Amazon E-Commerce	\$48.99	
Amazon E-Commerce	\$226.05	
Amazon E-Commerce	\$43.76	
Amazon E-Commerce	\$1,503.75	
Amy Kroll	\$63.66	
Amy Kroll	\$93.60	
Bristol Wenzl	\$51.91	
C&C Truck Repair, Inc.	\$629.00	
C&C Truck Repair, Inc.	\$538.57	
C&C Truck Repair, Inc.	\$359.00	
Capital Business Systems, Inc. (Lease)	\$1,336.53	
Capital Business Systems, Inc. (Subscription)	\$89.00	
Cherryroad Media	\$11.59	
City Of Weeping Water	\$698.89	
City Of Weeping Water	\$8,295.95	Annual Football Field Maintenance/Lights/Etc.
Community Memorial Hospital DBA Syracuse Area Health	\$2,081.00	
Conestoga Public Schools	\$7,528.39	Sixpence Reimbursement
Conestoga Public Schools	\$7,085.91	Sixpence Reimbursement
Conestoga Public Schools	\$7,720.04	Sixpence Reimbursement
Dawn Bickford	\$205.92	
Debra Wilson	\$60.00	
Dietze Music House - Lincoln	\$31.52	
Educational Service Unit 3	\$19,683.78	Aug-Dec 2022 School Psych Services
Francisca Padilla	\$80.00	
Harris School Solutions (HARRIS)	\$350.00	
Hiland Dairy	\$2,271.05	
Hoss's Lawn Care & Snow Removal	\$1,275.00	
Houghton Mifflin Harcourt Inc	\$3,417.59	
KanEquip Inc.	\$1,862.45	
KanEquip Inc.	\$171.88	
KanEquip Inc.	\$2,336.45	
KanEquip Inc.	\$203.86	
KanEquip Inc.	\$70.00	
Keckler Oil Co Inc	\$509.12	
Kevin Reiman	\$90.47	
Kinetic Business by Windstream	\$522.46	
KSB School Law	\$232.50	
LEARNING Without Tears	\$2,058.24	
Linda Cox	\$198.00	
Meeske Auto Parts	\$33.99	
Meeske Auto Parts	\$29.99	
Meeske Auto Parts	\$31.98	
Meeske Auto Parts	\$62.47	
Meeske Hardware Inc	\$1,101.32	
Meyer Laboratory, Inc.	\$900.50	
Michelle Heath	\$437.25	

My Central Supply	\$395.34	
NCS Pearson Inc.	\$211.47	
Nebraska Iowa Supply Co., Inc.	\$1,940.11	
Nebraska State Fire Marshal Agency	\$144.00	
NIC Nebraska	\$5.00	
Omaha Public Power District	\$8,607.31	
Omaha World Herald	\$87.39	
One Source, Inc.	\$62.50	
Really Great Reading, LLC	\$1,729.00	
Rebecca Burch	\$1,077.00	Tuition Reimbursement Program
Rise Vision, Inc.	\$999.00	
Schmitt Music Company Inc	\$54.40	
Stericycle, Inc./Shred It	\$63.71	
Stop 'N Shop Inc	\$56.41	
Sysco	\$4,114.54	
Teacher Innovations, Inc.	\$513.00	
TK Elevator Corporation	\$410.22	
Tree Frog Publishing LLC	\$247.00	
Unite Private Networks, LLC	\$416.32	
US BANK	\$995.40	
US FOODS, INC.	\$5,007.14	
Verizon Wireless LLC	\$214.20	
Verizon Wireless LLC	\$60.08	
Weeping Water Express Lane, Inc.	\$40.25	
Weeping Water Public Schools - Activity Fund	\$11,253.04	Farm Credit Services & NE FFA Foundation Grants (\$20,000) for AG/FFA - Deposited to Gen Fund to pay AG purchases, remaining going to FFA
WEX Bank	\$682.15	
WoodRiver Energy, LLC	\$5,663.78	
<b>March 2023 Claims for Payment</b>	<b>\$122,141.58</b>	
<b>March 2023 Payroll</b>	<b>\$428,231.02</b>	
<b>Total March 2023 (General Fund/Lunch Fund)</b>	<b>\$550,372.60</b>	

**Plus Invoices to Pay by Building Fund**

CB Plumbing Services	\$14,451.13	Waterline Issues
Clark & Enersen	\$2,395.85	Waterline Issues
Electronic Contracting Company	\$165.00	
Guilizia Electrical LLC	\$489.98	
MMC Contractors	\$3,912.00	Quarterly Maintenance Agreement
Prime Secured	\$2,488.48	
<b>Total March 2023 (Building Fund)</b>	<b>\$23,902.44</b>	

**Plus Invoices to Pay by QCPU Fund**

MMC Contractors	\$16,279.90	
<b>Total March 2023 (QCPU Fund)</b>	<b>\$16,279.90</b>	

**Total March 2023 All Funds** \$590,554.94

FISCAL BUDGET USE PER MONTH

2022-2023 UPDATED: 03/17/23

MONTH END	FISCAL 21 % USED 21 Budget =	FISCAL 21 \$ USED	FISCAL 22 % USED 22 Budget =	FISCAL 22 \$ USED	FISCAL 23 % USED 23 Budget =	FISCAL 22 \$ USED
September	9.84%	\$ 549,119.46	8.24%	\$ 516,539.55	7.86%	\$ 493,251.53
October	8.66%	\$ 482,318.88	8.54%	\$ 535,488.92	8.94%	\$ 561,007.27
November	8.02%	\$ 447,296.05	8.21%	\$ 514,638.41	7.98%	\$ 500,532.42
December	7.18%	\$ 401,048.09	8.98%	\$ 563,121.80	8.84%	\$ 554,328.70
January	7.25%	\$ 404,367.83	8.76%	\$ 549,302.80	8.14%	\$ 510,561.23
February	8.59%	\$ 479,065.59	8.66%	\$ 543,031.91	8.78%	\$ 550,372.60
March	9.00%	\$ 502,362.41	9.01%	\$ 565,226.14	0.00%	\$ -
April	8.19%	\$ 456,974.29	8.45%	\$ 529,694.82	0.00%	\$ -
May	8.65%	\$ 482,601.97	9.18%	\$ 575,462.89	0.00%	\$ -
June	7.70%	\$ 429,852.67	8.65%	\$ 542,271.19	0.00%	\$ -
July	9.45%	\$ 527,205.00	8.41%	\$ 527,636.84	0.00%	\$ -
August	9.76%	\$ 544,620.05	8.67%	\$ 543,532.22	0.00%	\$ -
<b>Cumulative</b>	<b>102.29%</b>	<b>\$5,706,832.29</b>	<b>103.73%</b>	<b>\$6,505,947.49</b>	<b>50.54%</b>	<b>\$3,170,053.75</b>

	2021		2022		2023
TOTAL EXPENSE BUDGET	\$5,579,513.00	OPERATING BUDGET	\$ 5,746,903.00	OPERATING BUDGET	\$5,746,903.00
		W/ SIXPENCE	\$ 6,271,903.00	W/ SIXPENCE	\$6,271,903.00

# **WEEPING WATER PUBLIC SCHOOLS**

**204 WEST O STREET, PO BOX 206  
WEEPING WATER NE 68463  
PHONE: 402-267-2445 FAX: 402-267-5217**

## **ADMINISTRATIVE PROFESSIONAL DAY PROCLAMATION**

**Whereas, Administrative Professionals contribute greatly to the education vitality of the State of Nebraska with their talent, discipline, and skill, which provide a strong base for the smooth operation of any office; and**

**Whereas, Administrative Professionals perform not only clerical tasks, but are often responsible for administrative and public relations duties as well; and**

**Whereas, Without their wealth of knowledge and keen awareness of procedure in the workplace, efficiency and effectiveness would drop dramatically; and**

**Whereas, The annual observance of Administrative Professionals' Day is an excellent opportunity for employers and fellow employees in all office settings to recognize the countless contributions made by administrative professionals throughout the year;**

**Now, therefore, be it resolved that Weeping Water Public Schools, Board of Education and Superintendent of Schools declare April 26, 2023 as "Administrative Professionals' Day".**

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**Adam DeMike, President**

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**Kevin Reiman, Superintendent**

# **WEEPING WATER PUBLIC SCHOOLS**

**204 WEST O STREET, PO BOX 206  
WEEPING WATER NE 68463  
PHONE: 402-267-2445      FAX: 402-267-5217**

## **PARAPROFESSIONAL DAY PROCLAMATION**

**Whereas, public schools are the backbone of our democracy, providing young people with the tools they need to maintain our nation's precious values of freedom, civility, and equality; and**

**Whereas, Paraprofessionals are integral to the education process; and**

**Whereas, Paraprofessionals provide a safe and healthy learning environment for students; and**

**Whereas, Paraprofessionals work tirelessly to serve our children and communities with care and professionalism;**

**Now, therefore, be it resolved that Weeping Water Public Schools Board of Education and Superintendent of Schools declare April 3, 2023 as "Weeping Water Paraprofessional Day" .**

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**Adam DeMike, President**

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**Kevin Reiman, Superintendent**

# **WEEPING WATER PUBLIC SCHOOLS**

**204 WEST O STREET, PO BOX 206  
WEEPING WATER NE 68463  
PHONE: 402-267-2445 FAX: 402-267-5217**

## **SCHOOL LIBRARY PROCLAMATION**

**WHEREAS, the school library is to ensure that students and staff are effective users of ideas and information; and**

**WHEREAS, the school librarian's role is to provide the leadership and expertise necessary to ensure that the school library is an integral part or the instructional program of the school; and**

**WHEREAS, the Board of Education has entrusted the school librarian in each school to teach the skills of locating and using information through traditional resources and new technologies, to provide literature appreciation activities, and to guide and encourage content and recreational reading to every student; and**

**WHEREAS, lifelong learning begins and is systematically developed through the school library curriculum of the elementary and secondary schools; and**

**WHEREAS, the school library contributes to the individual growth and development of all students, while fostering both excellence and equity in education; and**

**WHEREAS, the school librarian of Weeping Water Public Schools has dedicated themselves to work for quality school libraries for all students;**

**NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of Weeping Water Public Schools does hereby proclaim April 2022 as School Library Month calls upon school administrators, teachers, students and citizens of Weeping Water to recognize and support this action and to participate throughout the month of April in the celebration of School Library Month.**

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**Adam DeMike, President**

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**Kevin Reiman, Superintendent**



WHEREAS Children’s cognitive, physical, social and emotional, and language and literacy development are built on a foundation of children’s positive interactions with adults, peers, and their environment, and a high percentage of mothers return work in the first six weeks after the birth of a child,

AND WHEREAS high quality early care and education can help ameliorate the effects of poverty, detect and remediate delays, identify and help prevent child neglect, and lead to positive outcomes for individual children, helping them be better prepared for school and more likely to succeed in life, and

AND WHEREAS participation in high–quality early childhood education saves taxpayer dollars, makes working families more economically secure, and prepares children to succeed in school, earn higher wages, and live healthier lives, and

AND WHEREAS high–quality early childhood education depends on high–quality early childhood educators who ensure that children, supported by families, have the early experiences they need for a strong foundation.

AND WHEREAS YOUNG CHILDREN NEED Skilled, educated, competent, consistent, and compensated early childhood educators,

AND WHEREAS WORKING FAMILIES NEED sufficient high–quality child care spaces beginning at birth to be available in the community,

AND WHEREAS EARLY CHILDHOOD EDUCATORS NEED opportunities to acquire critical skills, knowledge, and competencies through pathways to credentials and higher education degrees, without incurring college debt,

AND WHEREAS WE CELEBRATE The 50th Anniversary of the WOYC so that we can continue to recognize and advance the early childhood education profession.

Therefore, be it resolved that the Weeping Water Public Schools does hereby proclaim April 1<sup>st</sup> – 7<sup>th</sup> as the Week of the Young Child and urge all members of our community to support efforts that increase children and families’ access to high–quality early childhood education.

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Adam DeMike  
Board of Education President

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Kevin Reiman  
Superintendent

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Amy Kroll  
Director of School Improvement



## **Resolution for the Support of Military Children and Families**

WHEREAS, our country owes the daily freedoms to the members of the Armed Forces, their family members and loved ones who share in their service, and sacrifice; and

WHEREAS, we celebrate the exceptional service, strength and character of military-connected students and families in Weeping Water Public Schools; and

WHEREAS, we acknowledge that military families face unique challenges due to deployment, reintegration, service in combat zones and frequent relocations based on duty assignments; and

WHEREAS, the School Board of Weeping Water Public Schools affirms their commitment to providing the resources and programs to support military-connected students academically, socially and emotionally; and

WHEREAS, the School Board of Weeping Water Public Schools calls for the continued creation of opportunities for military families and community members to purposely partner with schools in supporting student achievement, aspirations and social-emotional development.

NOW, THEREFORE, BE IT RESOLVED ON March 20, 2023 That the School Board of Weeping Water Public Schools officially supports all military children and families; and be it

FURTHER RESOLVED: That the School Board of Weeping Water Public Schools encourages all school staff and community members to initiate support and participate in appreciation activities designed to recognize the exceptional role and unique sacrifices our military-connected youth make in our nation's best interest.

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Adam DeMike, President

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Kevin Reiman, Superintendent

# WEeping WATER PUBLIC SCHOOLS

204 WEST O STREET, PO BOX 206  
WEeping WATER NE 68463  
PHONE: 402-267-2445 FAX: 402-267-5217

## Month of the Military Child

WHEREAS the Weeping Water School and Community acknowledges the sacrifices made by military families; and

WHEREAS there are more than 1.6 million military children who face many challenges and unique experiences as a result of their parents' service; and

WHEREAS while military members serve around the world, we often forget the challenges faced by their children. Military families move on average every two to three years, impacting military children through changing schools and support networks; and

WHEREAS the month of the Military Child is an opportunity to remember children's roles in strengthening the military family.

WHEREAS, living in different states, countries and continents, military children face unique challenges that most youth their age do not experience. They are equipped to adapt to present and future changes, such as permanent changes of station, deployments, reintegration, care of their wounded warrior parent or coping with the loss of a fallen parent. Through each new step in life, they always remain ready and resilient; and

WHEREAS this month and throughout the year, we recognize the children of military members for their sacrifices.

NOW THEREFORE, the Weeping Water Public Schools Board of Education, Staff, and Students to hereby proclaim April 2023 as Month of the Military Child in Weeping Water Public Schools and commend its observance to all.

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Adam DeMike, President

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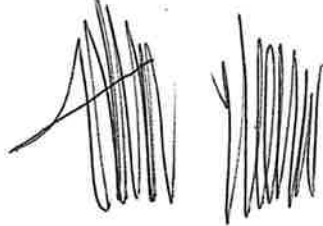
Kevin Reiman, Superintendent

Weeping Water Public Schools Board of Education  
204 West O St.  
Weeping Water, NE 68463

Members of the Board of Education:

I hereby resign my employment with Weeping Water Public Schools, effective at the end of the 2022-23 contract year.

Sincerely,

A handwritten signature in black ink, consisting of several vertical, slightly wavy lines that form a stylized representation of the name Taylor Vasa.

Taylor Vasa

## **PRINCIPAL'S CONTRACT OF EMPLOYMENT WEeping WATER PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Weeping Water Public Schools**, legally known as **Cass County School District No. 13-0022**, and referred to as "the Board" and "the School District" respectively, and **Michelle Heath**, referred to herein as "the Principal". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Principal, and the Principal agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Principal shall be employed for a period of 1 year(s) beginning on August 1, 2023, and expiring on June 30, 2024. References to "contract year" shall mean the period from August 1<sup>st</sup> through June 30<sup>th</sup> and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11.

**Section 2. Renewal of Contract.** Unless the Superintendent recommends the nonrenewal, termination, amendment, and/or cancellation of this contract, the contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract.

**Section 3. Salary.** The Principal's salary for the contract year shall be \$81,300 which shall be paid in 12 equal monthly installments beginning in the month of August 2023. The Board shall not reduce the Principal's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

**Section 4. Deductions.** This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Principal authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Principal or the value of property or money entrusted to the Principal or owed by the Principal to the District during the course of or as a result of the Principal's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Principal and Board may agree.

**Section 5. Professional Status.** The Principal affirms that she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, Principal will hold a valid and appropriate certificate to act as a principal in the State of Nebraska which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Principal for any service performed prior to the date that he or she registers her certificate. The Principal represents that: (1) all information she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a

material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

**Section 6. Principal's Duties.** The Principal's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Principal agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The Principal shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Principal may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district.

**Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment.** Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Principal's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Principal's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Principal or the failure to report the same; (n) any filing against the Principal under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

**Section 8. Disability.** If the Principal is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for a period of more than thirty (30) days or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties

and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Principal under any insurance coverage furnished by the district.

**Section 9. Transportation.** The Board shall provide the Principal with transportation or reimburse him or her for mileage required in the performance of his or her official duties at the rate approved by the Board.

**Section 10. Fringe Benefits.** The Board shall provide the Principal with the following fringe benefits:

- a. Health Insurance.** Health insurance for which the Principal qualifies that is provided to certificated staff through the District's health insurance carrier.
- b. Dental Insurance.** Dental insurance for which the Principal qualifies that is available to certificated staff through the District's health insurance carrier.
- c. Leave:**

#### **Cumulative and Non-Cumulative**

- a. The Principal shall be granted ten (10) days Leave-of- Absence (LOA) per year. A maximum of forty-five (45) LOA days can be accumulated. Accumulated LOA days may only be used for reasons relating to an employee or employees' immediate family, birth/adoption of child, illness, accident, or other family emergency.
- b. All days used as leave-of-absence require notification of the superintendent. In cases of illness, bereavement, and other emergencies, this notification must be as soon as possible.

#### **Leave in Excess of Accumulated Leave**

In the event that leave-of-absence exceeds cumulative leave days; salary may be deducted at a rate of one day/total number of contract days (as set by the administration) for each full day in excess of the LOA day accumulation limit.

#### **Remuneration of Non-Accumulative Unused Leave**

- a. The principal having accumulated the maximum of 45 days of unused leave shall receive remuneration of \$45 per day for all current unused leave of their 10-day annual allotment. Payment to individual staff members will be made after July 1<sup>st</sup>, and prior to July 21<sup>st</sup> of each year.
- b. The principal leaving the district, with a minimum of 15 continuous years of service in the district, will receive \$25 per day up to the maximum accumulated number of sick days allowed in this agreement.

Payment will be made in the last payroll check following such resignation/retirement.

### **Leave Record Information**

Individual records of accumulated leave shall be kept in forms provided in the Superintendent's office. Each teacher is responsible for information required to properly maintain these records and shall verify their accuracy at least once a year. Employees' cumulative sick leave shall be credited with any unused portion as of July 20" of each school year.

- d. Disability Insurance.** The Principal shall purchase long-term disability insurance from the school district's carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.
- e. Professional Development.** The Principal is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Principal attends a national convention and does not return following the initial year of employment as Principal, the Principal agrees to repay the District in full for national convention expenses paid by the District.
- f. Professional Dues.** The school district will pay the annual dues for the Principal's membership in the following organizations: Nebraska Council of School Administrators, Nebraska State Association of Secondary School Principals, and any other related professional organizations as approved by the superintendent.
- g. Physical Examination.** The Principal may voluntarily undergo a physical examination. The Principal agrees that he or she will authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$100 of the cost of such physical examination and physician's reports which are not paid for by the Principal's insurance coverage shall be paid by the District.
- h. Cell Phone.** The Principal shall be required to purchase and maintain a cellular phone so that he or she can be reached at all times for work-related emergencies or while away from school grounds during the work day. The School District will reimburse the Principal up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.
- i. Expense Reimbursement.** The Board shall pay or reimburse the Principal for expenses that are actually, necessarily, and reasonably

incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Principal shall secure the prior approval of the Superintendent before incurring any such expense when the anticipated aggregate expense of any single event is \$250.00 or more.

**Section 12. No Penalty for Release or Resignation.** There shall not be a penalty for the release or resignation of the Principal from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

**Section 13. Compensation Upon Termination and Credit for Accrued Vacation.** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Principal shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract. The shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

**Section 14. Evaluation.** The Superintendent shall evaluate the Principal as required by state statute. The Principal agrees that the full instructional/observational evaluation period, as required by section 79-828, shall mean any observation of the Principal's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Principal agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

**Section 15. Legal Actions.** The Board will support the Principal if there is a legal dispute caused by him or her carrying out his or her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Principal as a result of his or her performance of his or her duties or his or her position as Principal of the district, the Board will provide him or her with a legal defense to the maximum extent permitted by law so long as he or she acted in good faith and in a manner which he or she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

**Section 16. Physical or Mental Examination.** The Principal agrees that, at the request of the Board or Superintendent, he or she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board and/or

Superintendent must address whether the Principal is able to perform the "essential functions" of his or her position.

**Section 17. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

**Section 18. Amendments to be in Writing.** This contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board.

**Section 19. Severability.** If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

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

**Executed by the Board this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.**

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

**Executed by the Principal this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.**

\_\_\_\_\_  
Principal

## **DIRECTOR'S CONTRACT OF EMPLOYMENT WEEPING WATER PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Weeping Water Public Schools**, legally known as **Cass County School District No. 13-0022**, and referred to as "the Board" and "the School District" respectively, and **Amy Kroll**, referred to herein as "the Director". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Director, and the Director agrees to accept such employment, subject to the terms and conditions set forth herein.

### **Section 1. Term of Contract**

The Director shall be employed for 1 year beginning on July 1, 2023, and expiring on June 30, 2024. During this and any subsequent year under this contract, the Director shall render at least 220 working days of service in the performance of her duties as Director. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Director actually and necessarily completes her contractual duties. The Director agrees to work sufficient hours and days to satisfactorily complete the duties of this contract. The Director shall keep complete and accurate records of his or her working days and shall provide the Superintendent with a report of his or her accumulated working days at least quarterly.

**Section 2. Renewal of Contract.** Unless the Superintendent recommends the nonrenewal, termination, amendment, and/or cancellation of this contract, the contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract.

**Section 3. Salary.** The Director's salary for the contract year shall be **\$95,300.00** which shall be paid in 12 equal monthly installments beginning in the month of August 2023. The Board shall not reduce the Director's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

**Section 4. Deductions.** This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Director authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Director or the value of property or money entrusted to the Director or owed by the Director to the District during the course of or as a result of the Director's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Director and Board may agree.

**Section 5. Professional Status.** The Director affirms that she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, Director will hold a valid and appropriate

certificate to act as a Director in the State of Nebraska which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Director for any service performed prior to the date that he or she registers her certificate. The Director represents that: (1) all information she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

**Section 6. Director's Duties.** The Director's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Director agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The Director shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Director may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district.

**Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment.** Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Director's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Director's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Director or the failure to report the same; (n) any filing against the Director under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

**Section 8. Disability.** If the Director is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for a period of more than thirty (30) days or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Director under any insurance coverage furnished by the district.

**Section 9. Transportation.** The Board shall provide the Director with transportation or reimburse him or her for mileage required in the performance of his or her official duties at the rate approved by the Board.

**Section 10. Fringe Benefits.** The Board shall provide the Director with the following fringe benefits:

- a. Health Insurance.** Family health insurance that is provided to certificated staff through the District's health insurance carrier.
- b. Dental Insurance.** Family dental insurance that is available to certificated staff through the District's health insurance carrier.
- c. HSA.** Contribute the to the Director's Health Saving Account. The amount will be determined by subtracting the amount required by the District's health insurance provider from the maximum allowed under federal law. This amount is payable no later than January 20<sup>th</sup> of the contract year.
- d. Disability Insurance.** The Director shall purchase long-term disability insurance from the school district's carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.
- e. Professional Development.** The Director is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Director attends a national convention and does not return following the initial year of employment as Director, the Director agrees to repay the District in full for national convention expenses paid by the District.
- f. Professional Dues.** The school district will pay the annual dues for the Director's membership in the following organizations: Nebraska Council of School Administrators, Nebraska Association of Special Education Supervisors, Nebraska ASCD, and any other related professional organizations as approved by the superintendent.

- g. Physical Examination.** The Director may voluntarily undergo a physical examination. The Director agrees that he or she will authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$100 of the cost of such physical examination and physician's reports which are not paid for by the Director's insurance coverage shall be paid by the District.
- h. Cell Phone.** The Director shall be required to purchase and maintain a cellular phone so that he or she can be reached at all times for work-related emergencies or while away from school grounds during the work day. The School District will reimburse the Director up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.
- i. Expense Reimbursement.** The Board shall pay or reimburse the Director for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Director shall secure the prior approval of the Superintendent before incurring any such expense when the anticipated aggregate expense of any single event is \$250.00 or more.

**Section 12. No Penalty for Release or Resignation.** There shall not be a penalty for the release or resignation of the Director from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

**Section 13. Compensation Upon Termination and Credit for Accrued Vacation.** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Director shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract. The shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

**Section 14. Evaluation.** The Superintendent shall evaluate the Director as required by state statute. The Director agrees that the full instructional/observational evaluation period, as required by section 79-828, shall mean any observation of the Director's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Director agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

**Section 15. Legal Actions.** The Board will support the Director if there is a legal dispute caused by him or her carrying out his or her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Director as a result of his or her performance of his or her duties or his or her position as Director of the district, the Board will provide him or her with a legal defense to the maximum extent permitted by law so long as he or she acted in good faith and in a manner which he or she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

**Section 16. Physical or Mental Examination.** The Director agrees that, at the request of the Board or Superintendent, he or she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board and/or Superintendent must address whether the Director is able to perform the "essential functions" of his or her position.

**Section 17. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

**Section 18. Amendments to be in Writing.** This contract may be modified or amended only by a writing duly authorized and executed by the Director and the Board.

**Section 19. Severability.** If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

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

**Executed by the Board this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.**

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

**Executed by the Director this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.**

\_\_\_\_\_  
Director

# **PRINCIPAL'S CONTRACT OF EMPLOYMENT WEEPING WATER PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Weeping Water Public Schools**, legally known as **Cass County School District No. 13-0022**, and referred to as "the Board" and "the School District" respectively, and **Mary Mozena**, referred to herein as "the Principal". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Principal, and the Principal agrees to accept such employment, subject to the terms and conditions set forth herein.

## **Section 1. Term of Contract**

The Principal shall be employed for 1 year beginning on July 1, 2023, and expiring on June 30, 2024. During this and any subsequent year under this contract, the Principal shall render at least 220 working days of service in the performance of her duties as Principal. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Principal actually and necessarily completes her contractual duties. The Principal agrees to work sufficient hours and days to satisfactorily complete the duties of this contract. The Principal shall keep complete and accurate records of his or her working days and shall provide the Superintendent with a report of his or her accumulated working days at least quarterly.

**Section 2. Renewal of Contract.** Unless the Superintendent recommends the nonrenewal, termination, amendment, and/or cancellation of this contract, the contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract.

**Section 3. Salary.** The Principal's salary for the contract year shall be \$87,500 which shall be paid in 12 equal monthly installments beginning in the month of August 2023. The Board shall not reduce the Principal's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

**Section 4. Deductions.** This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Principal authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Principal or the value of property or money entrusted to the Principal or owed by the Principal to the District during the course of or as a result of the Principal's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Principal and Board may agree.

**Section 5. Professional Status.** The Principal affirms that she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, Principal will hold a valid and appropriate

certificate to act as a principal in the State of Nebraska which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Principal for any service performed prior to the date that he or she registers her certificate. The Principal represents that: (1) all information she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

**Section 6. Principal's Duties.** The Principal's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Principal agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The Principal shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Principal may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district.

**Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment.** Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Principal's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Principal's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Principal or the failure to report the same; (n) any filing against the Principal under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

**Section 8. Disability.** If the Principal is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for a period of more than thirty (30) days or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Principal under any insurance coverage furnished by the district.

**Section 9. Transportation.** The Board shall provide the Principal with transportation or reimburse him or her for mileage required in the performance of his or her official duties at the rate approved by the Board.

**Section 10. Fringe Benefits.** The Board shall provide the Principal with the following fringe benefits:

- a. Health Insurance.** Family health insurance that is provided to certificated staff through the District's health insurance carrier.
- b. Dental Insurance.** Family dental insurance that is available to certificated staff through the District's health insurance carrier.
- c. HSA.** Contribute to the principal's Health Saving Account. The amount will be determined by subtracting the amount required by the District's health insurance provider from the maximum allowed under federal law. This amount is payable no later than January 20<sup>th</sup> of the contract year.
- d. Disability Insurance.** The Principal shall purchase long-term disability insurance from the school district's carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.
- e. Professional Development.** The Principal is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Principal attends a national convention and does not return following the initial year of employment as Principal, the Principal agrees to repay the District in full for national convention expenses paid by the District.
- f. Professional Dues.** The school district will pay the annual dues for the Principal's membership in the following organizations: Nebraska Council of School Administrators, Nebraska Association of Elementary School Principals, and any other related professional organizations as approved by the superintendent.

- g. Physical Examination.** The Principal may voluntarily undergo a physical examination. The Principal agrees that he or she will authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$100 of the cost of such physical examination and physician's reports which are not paid for by the Principal's insurance coverage shall be paid by the District.
- h. Cell Phone.** The Principal shall be required to purchase and maintain a cellular phone so that he or she can be reached at all times for work-related emergencies or while away from school grounds during the work day. The School District will reimburse the Principal up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.
- i. Expense Reimbursement.** The Board shall pay or reimburse the Principal for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Principal shall secure the prior approval of the Superintendent before incurring any such expense when the anticipated aggregate expense of any single event is \$250.00 or more.

**Section 12. No Penalty for Release or Resignation.** There shall not be a penalty for the release or resignation of the Principal from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

**Section 13. Compensation Upon Termination and Credit for Accrued Vacation.** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Principal shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract. The shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

**Section 14. Evaluation.** The Superintendent shall evaluate the Principal as required by state statute. The Principal agrees that the full instructional/observational evaluation period, as required by section 79-828, shall mean any observation of the Principal's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Principal agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

**Section 15. Legal Actions.** The Board will support the Principal if there is a legal dispute caused by him or her carrying out his or her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Principal as a result of his or her performance of his or her duties or his or her position as Principal of the district, the Board will provide him or her with a legal defense to the maximum extent permitted by law so long as he or she acted in good faith and in a manner which he or she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

**Section 16. Physical or Mental Examination.** The Principal agrees that, at the request of the Board or Superintendent, he or she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board and/or Superintendent must address whether the Principal is able to perform the "essential functions" of his or her position.

**Section 17. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

**Section 18. Amendments to be in Writing.** This contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board.

**Section 19. Severability.** If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

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

**Executed by the Board this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.**

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

**Executed by the Principal this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.**

\_\_\_\_\_  
Principal

**Addendum to the contract between Kevin Reiman and  
Weeping Water Public Schools**

**Section 1. Term of Contract.** The Superintendent shall be employed for a period of 2 year(s) beginning on July 1, 2023, and expiring on June 30, 2025.

**Section 3. Salary.** The Superintendent's salary for the contract year shall be \$140,300.00 which shall be paid in 12 equal monthly installments beginning in the month of July 2023.

**Executed by the Board this \_\_\_\_ day of \_\_\_\_\_, 2023.**

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

**Executed by the Superintendent this \_\_\_\_ day of \_\_\_\_\_, 2023.**

\_\_\_\_\_  
Superintendent

**Superintendent Pay Transparency Notice—Proposed Contract Kevin Reiman**

Notice is hereby given that Weeping Water Public Schools Schools will consider the proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on March 20, 2023 at 6:00pm at the Conference Room in Weeping Water, Nebraska.

After Year 1 of Contract, how many years remain on the contract: 1  
 (Column F must be completed if additional years remain on contract.)

Superintendent Contract covers the following year(s): 2023/24 & 2024/25

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 140,300.00	\$ 140,300.00	\$ 280,600.00

**Compensation for activities outside of the regular salary:**

• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -

**Benefits and Payroll Costs Paid by district:**

• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 31,117.00	\$ 31,117.00	\$ 62,234.00
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 24,591.00	\$ 24,591.00	\$ 49,182.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 2,500.00	\$ 2,500.00	\$ 5,000.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 1,200.00	\$ 1,200.00	\$ 2,400.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>	\$ 1,200.00	\$ 1,200.00	\$ 2,400.00
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
<b>Totals:</b>	<b>\$ 200,908.00</b>	<b>\$ 200,908.00</b>	<b>\$ 401,816.00</b>

**Addendum to the contract between Kevin Reiman and  
Weeping Water Public Schools**

**Section 1. Term of Contract.** The Superintendent shall be employed for a period of 2 year(s) beginning on July 1, 2023, and expiring on June 30, 2025.

**Section 3. Salary.** The Superintendent's salary for the contract year shall be \$140,300.00 which shall be paid in 12 equal monthly installments beginning in the month of July 2023.

**Executed by the Board this \_\_\_\_ day of \_\_\_\_\_, 2023.**

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

**Executed by the Superintendent this \_\_\_\_ day of \_\_\_\_\_, 2023.**

\_\_\_\_\_  
Superintendent