

MINUTES OF THE REGULAR MEETING OF THE BOARD OF
EDUCATION, SCHOOL DISTRICT #22, CASS COUNTY,
WEEPING WATER, NEBRASKA
February 17, 2025

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:** Haley Dehne, Betty Harms, Neil Huskey, Doug Meyer, **Absent:** Adam DeMike, Brandon Nash, Mark Rathe.

{{Name: Agenda Item Name}}

1. AGENDA

Present: Haley Dehne, Betty Harms, Neil Huskey, Doug Meyer, **Absent:** Adam DeMike, Brandon Nash, 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, PreK-8th grade Principal Mary Mozena, 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. Excuse absent board members

Neil Huskey moved to approve the absence of board members Brandon Nash, Adam DeMike and Mark Rathe. Betty Harms seconded the motion. Motion Passed
Haley Dehne: Yea, Adam DeMike: Absent, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Absent
Yea: 4, Nay: 0, Absent: 3

1.e. Approval of consent agenda

Doug Meyer moved to approve the consent agenda, which includes the minutes of the last regular meeting, Notification of meeting publication site, date, and time, financial report and payment of general funds bills, and the next regular meeting date March 17, 2025. Neil Huskey seconded the motion. Motion Passed
Haley Dehne: Yea, Adam DeMike: Absent, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Absent
Yea: 4, Nay: 0, Absent: 3

1.e.a. Approval of previous meetings minutes

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

The meeting date, time, and location was published in the Southeast Nebraska Voice

1.e.c. Financial Reports and Payment of Bills

1.e.d. The next regular meeting date is March 17, 2025, at 6:00 p.m. in the Conference Room at Weeping Water Public Schools, Weeping Water, Nebraska.

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 approval on the proposed proclamations.

Neil Huskey moved to to proclaim March as Music in our Schools and March 3-7, 2025 as National School Breakfast Week in WWPS. Doug Meyer seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Absent, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Absent

Yea: 4, Nay: 0, Absent: 3

4.b. Discuss, consider, and take all necessary action to accept the resignation of Amy Kroll

Neil Huskey moved to accept the resignation of Amy Kroll effective the end of the 2024/25 school year. Betty Harms seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Absent, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Absent

Yea: 4, Nay: 0, Absent: 3

4.c. Discuss, consider, and take all necessary action to approve the 2025-2026 Master Agreement

Neil Huskey moved to approve the 2025-2026 Master Agreement. Doug Meyer seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Absent, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Absent

Yea: 4, Nay: 0, Absent: 3

4.d. Discuss, consider, and take all necessary action to renew the school's Nebraska School Boards Association membership.

Doug Meyer moved to renew the school's membership in the Nebraska School Boards Association at a cost of \$3,685. Neil Huskey seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Absent, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Absent

Yea: 4, Nay: 0, Absent: 3

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

Neil Huskey moved to give approval to review policies 3007 - Review of Bills, 3009 - Audit, and 3010 - Insurance. Betty Harms seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Absent, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Absent

Yea: 4, Nay: 0, Absent: 3 The following policies meet KSB's recommendations:

- 3007 - Review of Bills
- 3009 - Audit
- 3010 - Insurance

4.f. Discuss, consider, and take all necessary action to give approval to policies to be revised
Neil Huskey moved to to give approval to revise Policies 3008 - Gifts, Grants and Bequests, 6043 - Sharing Mapping Data. Doug Meyer seconded the motion. Motion Passed
Haley Dehne: Yea, Adam DeMike: Absent, Betty Harms: Yea, Neil Huskey: Yea, Doug Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Absent
Yea: 4, Nay: 0, Absent: 3
The following policies need to be revised to meet KSB recommendations or school district practices:

- 3008 - Gifts, Grants and Bequests
- 6043 - Sharing Mapping Data

5. Reports

5.a. Administration Reports

Activities Director / Asst. Principal

- Attendance
 - 56% of HS students have missed 5 or more days of school
 - Previously at the same time of year: 2022-23 - 49%, 2023-24 - 61%
 - 31% have missed 10 or more days (19% last year)
 - 42% of MS Students missed 5 or more days
 - Previously 2022-23 - 40%, 2023-24 - 48%
 - 6% have missed 10 or more days (10% this year)

Activities Director

- Wrapping up winter sports seasons with the exception of JH wrestling
- Speech has started competitions
- Cheer has State Competition on Friday
- Celebrating FCCLA, FFA, and FBLA Weeks in February
- Spring sports practices begin March 3

PreK-8th Grade Principal

- Attendance Hero for January
 - Elementary 55/105 52% Easton Clausen (K)
 - MS 16/54 30% Aubree Fulton (8th)
 - HS 13/89 15% Jace McGill (9th)
 - Currently Perfect attendance- El 14/13%; MS 2/3%; HS 0)
- We hosted the Cass County Spelling Bee on Wednesday 12th
 - 16 students from the county schools participated
 - WW- was represented by Erin Oliver(8th)
 - Marshall Shane (5th)

Director of School Improvement / Special Education

MTSS/Continuous Improvement:

- 2 /3 Staff participated in Suicide Awareness Training provided by the Kim Foundation
- 2/17 Inservice
 - Planned district writing assessment
 - Reviewed NSCAS scores

- 2/25 Universal Design for Learning Day 2 with the Leadership Team (rescheduled)

Secondary:

- Mid-year professional growth goals complete
- Scheduling second semester formal observations

Special Education:

- Communities of Practice met on 2/4 - identified characteristics of high-quality student plans.
- Indicator 13 Corrective Action (will follow required steps)

Sixpence/Bright Arrows Childcare:

- ITERS (Toddler classroom) - overall score of 5.06/7.00
 - Strengths in Language and Literacy
 - Growth - Activities
- Three new eligible Sixpence families (three have left)
- February socialization: take-home activity
- Sixpence/Early Childhood Advisory meeting will be 3/17

Superintendent

- SPED Coordinator position for 2025/26

5.b. Board Reports

6. Discuss HVAC system

7. Closed Session

Neil Huskey moved to go in closed session to discuss negotiations for the protection of the public interest. Doug Meyer seconded the motion. Motion Passed

Haley Dehne: Yea, Adam DeMike: Absent, Betty Harms: Yea, Neil Huskey: Yea, Doug

Meyer: Yea, Brandon Nash: Absent, Mark Rathe: Absent

Yea: 4, Nay: 0, Absent: 3

8. Adjournment

Respectfully submitted,

Board Secretary



**Weeping Water Public School
Financial Report for Board
February 2025**

FISCAL BUDGET USE PER MONTH

2024-2025 UPDATED: 2/14/2025

MONTH END	FISCAL 23 % USED 23 Budget =	FISCAL 23 \$ USED	FISCAL 24 % USED 24 Budget =	General/Food Service FISCAL 24 \$ USED	FISCAL 25 % USED 25 Budget =	General/Food Service FISCAL 25 \$ USED
September	7.86%	\$ 493,251.53	8.12%	\$ 511,449.49	8.99%	\$ 571,200.15
October	8.94%	\$ 561,007.27	7.91%	\$ 498,609.88	8.74%	\$ 555,398.19
November	7.98%	\$ 500,532.42	8.16%	\$ 514,462.24	7.94%	\$ 504,353.13
December	8.84%	\$ 554,328.70	8.96%	\$ 564,744.90	8.77%	\$ 557,212.46
January	8.14%	\$ 510,561.23	7.87%	\$ 496,131.19	8.33%	\$ 529,401.56
February	8.78%	\$ 550,372.60	8.66%	\$ 545,845.39	0.00%	\$ -
March	8.18%	\$ 512,849.30	7.95%	\$ 501,182.62	0.00%	\$ -
April	8.27%	\$ 518,650.31	8.58%	\$ 540,623.33	0.00%	\$ -
May	9.19%	\$ 576,167.26	9.01%	\$ 567,500.40	0.00%	\$ -
June	7.13%	\$ 447,120.01	7.92%	\$ 499,229.48	0.00%	\$ -
July	7.41%	\$ 464,671.70	7.50%	\$ 472,429.00	0.00%	\$ -
August	9.27%	\$ 581,586.71	10.44%	\$ 657,714.61	0.00%	\$ -
Cumulative	99.99%	\$6,271,099.04	101.09%	\$6,369,922.53	42.78%	\$2,717,565.49

	2023	2024	2025
OPERATING BUDGET	\$5,746,903.00	\$5,948,300.00	\$6,000,000.00
W/ SIXPENCE	\$6,271,903.00	\$6,301,300.00	\$6,353,000.00

WeepingWater Public School

Claims for Payment

Signed off by:

Adam DeMike, President of the Board

Date

Account Code	Payment Vendor	Invoice Total	Invoice Description
Multiple	Amazon E-Commerce	\$501.03	District Supplies
01-2-02620-610-000	Amazon E-Commerce	\$390.97	Maintenance Supplies
01-2-03300-610-000	Amazon E-Commerce	\$181.76	Childcare Supplies
01-2-01100-610-001	Amazon E-Commerce	\$144.41	Secondary Supplies
01-2-01100-610-002	Amazon E-Commerce	\$57.27	Elementary Supplies
Multiple	Amy Kroll	\$226.18	Mileage/Cell Reimbursement
06-2-03100-570-000	Bernard Food Industries, Inc.	\$415.16	Food Order
01-2-02510-443-000	Capital Business Systems, Inc. (Lease)	\$1,331.10	Copier Lease: 027-1825924-001
01-2-02510-643-000	Capital Business Systems, Inc. (Subscription)	\$50.25	Poster Printer Subscription: CONT18251-01
01-2-02310-610-000	Carole's Flowers & Vintage Finds	\$55.00	Flowers: AKeckler Baby
Multiple	Cassgram c/o Stephen C Warga	\$156.00	Advertising
01-2-01100-640-001	Cavendish Square	\$204.44	Cultures of the World
01-2-02620-430-000	Cerris Systems North Central, Inc.	\$4,033.00	Jan Preventative Maintenance
01-2-02610-410-000	City Of Weeping Water	\$678.28	Monthly Water/Sewer
Multiple	Community Memorial Hospital DBA Syracuse Area Health	\$4,634.17	OT/PT Services
06-2-03100-810-000	Crane Payment Innovations, Inc.	\$6.95	Kitchen Vendor Machine -Connect Fees
Multiple	Crisis Prevention Institute	\$200.00	Annual Membership Fee Renewal
01-2-01100-610-001	Dietze Music House - Lincoln	\$163.60	Statement - Repairs
Multiple	Educational Service Unit 3	\$5,150.56	Dec Psychology Services
01-2-02610-610-000	Egan Supply Company,Inc	\$160.90	Fastdraw & Polish Pads
01-2-02610-610-000	Egan Supply Company,Inc	\$106.00	Mop Heads for Gym
06-2-03100-610-000	Egan Supply Company,Inc	\$683.75	Kitchen Supplies
01-2-02610-340-000	Enviro-Master International	\$17,450.00	Building Cleaning Services
01-2-02510-810-000	Farmers & Merchants Bank ACH Departmen	\$240.00	2024 Payroll ACH Billing
01-2-01100-382-000	Fiber Platform, LLC	\$558.32	ACCT:WEE3254_2255 (Network)
01-2-02510-610-000	Futuramic's Clean Water Center	\$43.50	Drinking Water
06-2-03100-630-000	Hiland Dairy	\$1,680.67	Milk
01-2-01100-610-001	Juice Plus Company	\$96.00	Tower Garden Supplies
01-2-01100-530-000	Kajeet	\$903.80	Student Unlimited Annual Plan
01-2-02710-350-000	Keckler Oil Co Inc	\$198.58	09 Fusion Repair
Multiple	Kevin Reiman	\$59.00	Monthly Cell/Mileage Reimbursement
01-2-02510-530-000	Kinetic Business by Windstream	\$649.66	ACCT: 090073839
01-2-02330-317-000	KSB School Law	\$110.00	Legal
Multiple	Mary Mozena	\$80.73	Mileage/Cell/Other Reimbursement
01-2-01100-734-001	McGraw Hill, LLC	\$2,090.00	ELA Site Fee/Support
01-2-02620-610-000	Meeske Hardware Inc	\$1,732.05	District Supplies
Multiple	Michelle Heath	\$255.29	Cell Phone/Mileage Reimbursement
01-2-02610-340-000	Mid-America Termite & Pest Control, Inc	\$156.96	Monthly Pest Control
01-2-03300-610-000	My Central Supply	\$228.29	Childcare Supplies
01-2-02620-610-000	My Central Supply	\$469.43	District Supplies
01-2-02310-810-000	NASB	\$3,685.00	Annual Dues
Multiple	National Insurance Services	\$1,163.04	Monthly LTD Premiums
01-2-02181-320-000	NCECBVI	\$1,284.00	School Age Student Consultation
01-2-01200-610-002	NCS Pearson, Inc,	\$130.40	GFTA Record Forms
01-2-02710-626-000	Nebraska Iowa Supply Co., Inc.	\$1,914.98	Fuel
01-2-02610-621-000	Omaha Public Power District	\$11,100.40	ACCT: 1333000080
Multiple	One Source, Inc.	\$161.00	Background Checks
01-2-02660-340-000	Per Mar Security Services	\$135.44	Security Trip Charge and Battery
Multiple	PowerSchool Group LLC	\$1,445.40	Annual Subscription for Applicant Tracking
01-2-01100-320-000	Propio LS LLC	\$39.10	Language Interpretation-Acct 20348
01-2-02510-440-000	Quadient Inc.	\$89.97	Postage Machine Rental
Multiple	Ralston Public Schools	\$1,816.88	Deaf & Hard of Hearing Services
01-2-02230-432-000	Riverside Technologies, Inc	\$98.00	Repairs
01-2-02230-432-000	Riverside Technologies, Inc	\$98.00	Repairs
01-2-02230-432-000	Riverside Technologies, Inc	\$85.00	Repairs

01-2-02130-610-000	School Health Corporation	\$499.99	AED Battery
01-2-02710-810-000	Sumali LLC DBA Diversified Drug Testing	\$205.00	Random Drug Testing: KBergdolt, RRobinett
06-2-03100-570-000	Sysco	\$5,039.72	Kitchen Food Orders
01-2-02310-540-000	The Voice News	\$274.98	Public Records Ads
01-2-02620-340-000	TK Elevator Corporation	\$1,035.00	Elevator Maint, Cust #:8002131
Multiple	US BANK	\$1,219.29	Monthly CC Acct: 4485-5945-5566-2533
06-2-03100-570-000	US FOODS, INC.	\$4,027.47	Food Purchases Acct: 64120801
01-2-01100-530-000	Verizon Wireless LLC	\$60.08	Cell ACCT: 342439595-0001
01-2-01100-530-000	Verizon Wireless LLC	\$107.44	Cell ACCT: 942359001-00001
01-1-01990-000	Weeping Water Public Schools - Activity Fund	\$96.97	Vending Machine CC Sales Due Activity Fund (POS 422104642)
01-2-02610-621-000	WoodRiver Energy, LLC	\$1,911.24	Customer #: 13005
01-2-02610-621-000	WoodRiver Energy, LLC	\$2,271.86	Customer #: 13005
February 2025 Claims for Payment		\$86,528.71	
February 2025 Payroll		\$442,872.85	
February 2025 (General Fund/Food Service Fund)		\$529,401.56	

Plus Invoices Paid out of Building Fund

Account Code	Payment Vendor	Invoice Total	Invoice Description
08-2-02610-340-000	Clark & Enersen, Inc.	\$10,863.75	Professional Services for Mechanical Improvements

Total Invoices February 2025 **\$540,265.31**

CASH ASSETS

CASH ASSET REPORT

DATE: 02/14/2025

FUND	ACCOUNT TYPE	INFORMATION	HOLDER	CURRENT BALANCE	BALANCE 02/14/2024
GENERAL FUND/KITCHEN FUND	CHECKING	300380832	Farmers & Merchants	\$ 392,551.40	\$ 693,360.64
	CLOSED ACCOUNT	300382812	Farmers & Merchants	\$ -	\$ -
TOTAL GENERAL FUND				\$ 392,551.40	\$ 693,360.64
ACTIVITY FUND	CHANGE			\$ 1,140.00	\$ 1,140.00
ACTIVITY FUND	PETTY CASH			\$ 100.00	\$ 100.00
ACTIVITY FUND	CHECKING	300444190	Farmers & Merchants	\$ 92,559.32	\$ 97,716.11
OUTSIDE OF ACTIVITY FUND	ELEMENTARY SAVINGS PROGRAM	XXX7959	First Nebraska Bank	\$ 2,994.66	\$ 1,656.20
OUTSIDE OF ACTIVITY FUND	LIMESTONE COFFEE	300474478	Farmers & Merchants	\$ 9,943.12	\$ 3,571.12
TOTAL ACTIVITY FUND				\$ 106,737.10	\$ 104,183.43
BOND FUND	MONEY MARKET	95010505	First Nebraska Bank	\$ 440,098.19	\$ 434,066.37
TOTAL BOND FUND				\$ 440,098.19	\$ 434,066.37
QCPU FUND	CHECKING-2009 & 2010 BAB	86483570	First Nebraska Bank	\$ 20,714.21	\$ 109,807.59
TOTAL QCPU FUND				\$ 20,714.21	\$ 109,807.59
BUILDING FUND	CHECKING	300381079	Farmers & Merchants	\$ 23,930.45	\$ 85,145.21
TOTAL BUILDING FUND				\$ 23,930.45	\$ 85,145.21
DEPRECIATION FUND	CHECKING	300446542	Farmers & Merchants	\$ 83,899.55	\$ 90,210.18
TOTAL DEPRECIATION FUND				\$ 83,899.55	\$ 90,210.18
EMPLOYEE BENEFIT FUND	CHECKING/RETIREMENT	300381061	Farmers & Merchants	\$ 9,213.32	\$ 28,980.40
TOTAL EMPLOYEE BENEFITS FUND				\$ 9,213.32	\$ 28,980.40
STUDENT FEES FUND	CHECKING	85834670	First Nebraska Bank	\$ 25,474.83	\$ 15,088.03
TOTAL STUDENT FEES FUND				\$ 25,474.83	\$ 15,088.03

TOTAL \$ 1,102,619.05 \$ 1,560,841.85



MUSIC IN OUR SCHOOLS MONTH®

WHEREAS, the study of music contributes to young people’s development through heightened skills in listening, reading, self-expression, and creativity; and

WHEREAS, music education in the schools includes a broad range of types of music and active musical experiences; and

WHEREAS, music and the other arts significantly enhance the morale and quality of the school environment; and

WHEREAS, it is the stated objective of the public school to prepare children for a productive role in our society; and

WHEREAS, the National Association for Music Education has designated March as Music In Our Schools Month, focusing on the theme ; now,

THEREFORE, be it resolved, that the Board of Education of Weeping Water Public Schools endorses the observance of Music In Our Schools Month as an opportunity to support the purposes and practices of music education and encourages teachers, parents, students, and all citizens to participate.

The Board of Education of the Weeping Water School District, for its own part, rededicates itself to the maintenance of a music education program that will be relevant to the needs of the children placed in its care and will reach and positively influence each child.

Adam DeMike, WWPS BOE President.

Kevin Reiman, Superintendent



National School Breakfast Week Official Proclamation

- WHEREAS The School Breakfast Program has served our nation admirably since it was permanently established in 1975; and
- WHEREAS the School Breakfast Program is dedicated to the health and well-being of our nation's children; and
- WHEREAS the School Breakfast Program joins and has been joined through the years by many other excellent child nutrition programs; and recent research shows students are receiving their healthiest meals at school; and
- WHEREAS there is evidence of continued need for nutrition education and awareness of the value of school nutrition programs

NOW THEREFORE, I Adam DeMike, President of the Weeping Water Board of Education do hereby proclaim the week of March 3-7, 2025, as NATIONAL SCHOOL BREAKFAST WEEK and I encourage all residents to become aware of the benefits of the School Breakfast Program and support good nutrition habits for their children, in the hope of achieving a more healthful citizenry for today and the future.

Done at the Weeping Water Public Schools this 17th day of February in the year, Two Thousand and Twenty-Five.

Adam DeMike, President

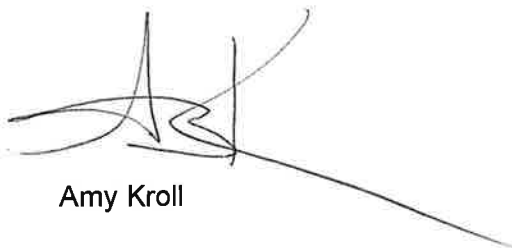
2/11/25

Dear Mr. Reiman,

I am writing to formally resign from my position as Director of School Improvement and Student Services at the conclusion of my contract.

I want to express my sincere gratitude for the opportunities and experiences I have gained during my time at Weeping Water Public Schools. Working with such a talented and supportive team has been an invaluable experience. It has been an honor to be a part of an incredible school district.

I wish Weeping Water Public Schools, its student and staff company nothing but the best in the future.

A handwritten signature in black ink, appearing to be 'AK', with a long horizontal line extending to the right from the bottom of the signature.

Amy Kroll

**WEeping WATER PUBLIC SCHOOLS
MASTER AGREEMENT
2025-2026**

The Weeping Water Board of Education and the teaching staff recognize that the development of a quality educational program for the children attending the public schools of District #22 is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The public officials and the teaching staff enter into this Agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community.

ARTICLE I

The Board recognizes the Weeping Water Education Association as the exclusive collective bargaining unit for the certificated teaching staff for the period of this Agreement.

ARTICLE II

1. **Salary Schedule** - base pay is set at \$39,500 for the 2025-26 school year.

- a. The salary of each teacher covered by this Agreement is set forth in the Schedule attached hereto and made a part hereof. Such Salary Schedule shall remain in effect during the designated periods. Placement on vertical steps (experience) on the salary schedule for first time certificated will be at the discretion of the administration, with approval of the Board of Education.
- b. Unless a teacher has misrepresented his or her qualifications, initial placement on the Salary Schedule by the School Board will be final. Subsequent movement on the Salary Schedule shall be computed, using those college hours accepted by the superintendent at the time of initial placement as the basis for future movement. Hours earned beyond the Bachelors' Degree must be graduate hours. The only exceptions are undergraduate hours approved in advance by the superintendent because an additional endorsement would benefit the district.
- c. Movement horizontally beyond the salary lane BA+36/MA requires graduate level courses earned ***after the date the master's degree was earned***. Exceptions to the requirement for graduate level courses can be applied for through the administration.
- d. Movements between columns are predicated on multiples of 9 hours of approved graduate credit. A transcript indicating successful completion of all college hours must be submitted ***prior to September 1*** of each school year to qualify for credit on the Salary Schedule. Movement within the salary schedule is limited to a maximum of ***two columns over and maximum of one step down within a one- year period*** (given that the required college hours are completed to move over 2 columns at once).
- e. The highest salary in each column is computed as a multiple of the base salary using the following multiples:

BA	1.24	BA+36/MA	1.64
BA+9	1.28	MA+9	1.72
BA+18	1.40	MA+18	1.76
BA+27	1.52	MA+27	1.84

2. **Extra-Curricular**

Standard duties-sponsorship of activities may be assigned at a percent of the Salary Schedule base as listed on attached page.

Remuneration to teachers for sales at extra-curricular activities.

- A written policy concerning sales procedures, use of passes, and specific duties shall be provided by the Athletic Director to each faculty member.
- Assignment of staff for ticket sales at extra-curricular activities shall be the amount of nights needed, distributed equitably, not to exceed five nights per year, only if enough staff members do not volunteer to cover the events.
- Remuneration to staff for assignments at extra-curricular activities, i.e. timekeepers, scorers, line judges, ticket-sellers shall be at least minimum wage.

3. **Payment of Salary**

Salary payments shall be made in twelve equal installments with the first and ensuing payment dates specified in the individual teacher's contract.

Payroll checks shall be issued on the 20th day of each month. If the 20th falls on a weekend (Saturday or Sunday) teachers shall receive their checks on the preceding Friday.

4. **Retirement**

Compliance with Federal and State Laws concerning retirement shall be followed in the case of all employees.

5. **Substituting for Classroom Teacher**

The secondary staff shall receive 15% of the daily substitute pay for substituting during their planning period.

The elementary staff shall receive 8% of the daily substitute pay for keeping their students during a 30-minute PE, Computer, Art, Music, or Library periods, 15% of the daily substitute pay for keeping their students during a 50-minute PE, Computer, Art, Music, or Library periods

Elementary teachers will be compensated by \$70.00/\$35.00 dollars a day or half day when classes are combined due to lack of a substitute being hired.

ARTICLE III

1. **Leave: Cumulative and Non-Cumulative**

- a. All certificated staff 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 administration. In cases of illness, bereavement, and other emergencies, this notification must be as soon as possible.

In all other cases, notification must be given at least three days prior to the day(s) leave is to be taken.

- c. Only days used as leave-of-absence in excess of cumulative limits, when more employees request leave than there are substitutes available, or as otherwise specified in this agreement, are subject to approval of administration.
- d. Personal leave, leave other than family illness, medical reasons, or for bereavement, may not be used during:
 - 1. the first two (2) or last two (2) contract days of the students' term (1st & 2nd semester),
 - 2. one contract day prior to or after an established holiday (Labor Day, Thanksgiving, Christmas, and Easter),
 - 3. during parent-teacher conferences or
 - 4. no more than half of the inservice days. Those inservice days that are designated as non-PTO days will be designated at the start of the school year.

Employees may request an exception to these situations in writing to the Administration. If the exception is granted, the employee would incur the use of a leave-of-absence day.

2. Leave in Excess of Accumulated Leave

- a. 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.

3. Remuneration of Non-Accumulative Unused Leave

- a. Any staff member 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^o, and prior to July 21* of each year.
- b. Staff 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 under the negotiated agreement. Payment will be made in the last payroll check following such resignation/retirement.

4. Leave Record Information

- a. 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.

ARTICLE IV

1. Duties of Employees

All school personnel are expected to be on duty for the hours as stated in the personnel handbook for the current year or through written agreement with the Administration and/or Board of Education.

2. Responsibilities of Employees

Teachers shall be on duty at their regularly assigned responsibilities each school day unless otherwise excused. In addition, teachers may be assigned responsibilities at other hours by the Superintendent or Principals for supervising or directing school activities at or away from school on as equitable a basis as possible.

ARTICLE V

1. Health and Accident Insurance

- a. During the first year of employment and all years thereafter, the District will provide the full single premium or the full family premium (and family dental coverage) for all full-time teachers who elect to receive the health and dental insurance coverage. The plan shall be the EHA \$1200 deductible/ \$3800 deductible HSA Dual Choice Option / Dental PPO – 100% A, 75% B, 50 C Coverage – Option 2 for the 2025-26 school years.
- b. The period of district contribution to the above plans shall be for twelve (12) months each year the teacher is employed, beginning with the September pay period and ending with the August pay period.

2. Long-Term Disability

The District will provide long-term disability benefits for full-time employees who have been employed by the district for at least 30 calendar days. This plan will provide a monthly benefit of 66.67% of the employee's monthly gross salary and health insurance premiums to a maximum of \$160,000/\$13,333 monthly. This monthly benefit will be coordinated with other benefits the employee may be eligible to receive. The benefit will begin on the 30-calendar day following the date of disability approval.

ARTICLE VI

Definition-A grievance is a claim based upon an event or condition that affects the welfare and/or terms and conditions of employment of a certified staff member, or group of certified staff members and/or the interpretations, meaning or application of any of the policies, rules, or regulation of the school district.

Step 1

The grievance shall be presented orally by the employee to his immediate supervisor.

Step 2

If a satisfactory adjustment of such grievance shall not be reached with three (3) school days thereafter, it may be presented in writing to the immediate supervisor of the grievant who will, within five (5) days thereafter, present a decision in writing to the grievance.

Step 3

If a satisfactory adjustment of such grievance shall not thereby be reached, it may be presented in writing to the Superintendent of Schools or his designated representative who will, within five (5) school days thereafter, present a decision thereon in writing to the grievant.

Step 4

If a satisfactory adjustment of said grievance is not thereby reached, it may be presented in writing to the Board of Education who will hear the grievance within thirty (30) days and will present a written decision to the grievant with ten (10) days following the hearing.

ARTICLE VII

1. NONDISCRIMINATION

The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

2. SAFETY COMMITTEE

The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.

3. JOINT PREPARATION AND CONSTRUCTION

This Negotiated Agreement is the product of a collectively bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.

4. MANAGEMENT RIGHTS

Anything herein to the contrary notwithstanding, the Board, except as is expressly provided in this Agreement, reserves exclusively unto itself all the rights, powers, discretion, authorities, and prerogatives vested in it, whether exercised or not; and nothing herein shall be construed in any manner as constituting a delegation or waiver of any rights, powers, discretion, authority or prerogative so vested in the Board its designees.

5. WAIVER OF BARGAINING RIGHTS AND AMENDMENT TO AGREEMENT

During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such

matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.

ARTICLE VIII

~~Weeping Water Public Schools Teacher Educational Tuition Reimbursement Program~~ – This section was eliminated after the 2023/24 contract year.

**ARTICLE IX
DOCUMENT AUTHORIZATION**

The terms of this Negotiated Agreement shall remain in full force and effect from year to year until they are superseded by an agreement of the parties or by an order of the Commission of Industrial Relations.

Weeping Water Education Association

By 
Chief Negotiator

Date 2-5-25

Board of Education, School District #22

By _____
President, Board of Education

Date _____

Weeping Water Public Schools Extra Duty Salary Schedule 2025/26

EXTRA-DUTY 2025/26 Base \$39,500

Activities Director	20%	22%	22%
	(1 - 2	(3 - 4	(5 - 6
COACHING & SPONSORS	YRS)	YRS)	YRS)
Head Football	13%	14%	15%
Head Volleyball	13%	14%	15%
Head Cross County	13%	14%	15%
Head Basketball	13%	14%	15%
Head Wrestling	13%	14%	15%
Head Track	13%	14%	15%
Head Softball	13%	14%	15%
Co-Head Softball Coach	9%	10%	11%
Co-Head Baseball Coach	9%	10%	11%
Head Cheerleading	7%	8%	9%
add 2% if the sponsor has stunting certification			
add 2% if the team prepares and attends the State			
Assistant Football	8%	9%	10%
Assistant Volleyball	8%	9%	10%
Assistant Cross County	3%	4%	5%
Assistant Basketball	8%	9%	10%
Assistant Wrestling	8%	9%	10%
Assistant Track ** (May also assist with JH Track)	7%	8%	9%
Assistant Softball	8%	9%	10%
Assistant Baseball	8%	9%	10%
Head J.H. Football	4%	5%	6%
Head J.H. Volleyball	4%	5%	6%
Head J.H. Basketball	4%	5%	6%
Head J.H. Wrestling	4%	5%	6%
Head Boys and Girls J.H. Track	7%	8%	9%
Assistant J.H. Volleyball	3%	4%	5%
Assistant J.H. Basketball	3%	4%	5%
Assistant J.H. Wrestling* If Needed	3%	4%	5%
Assistant J.H. Track (only coaches during the J.H. season)	3%	4%	5%
Vocal Music	8%	9%	10%
Musical Play/All School Play	4%	5%	6%
Assistant Musical Play/All School Play / Musical Theatrical Asst.	2%	3%	4%
Concessions Sponsor	6%	7%	8%
Concessions Assistant	3%		
Speech Sponsor	5%	6%	7%
Drama Sponsor	5%	6%	7%
Annual Sponsor	4%	5%	6%
Senior Class Sponsor	3%	3.5%	4%
Junior Class Sponsor	4%	4.5%	5%
Sophomore Class Sponsor	0.5%		
Freshman Class Sponsor	0.5%		
FBLA Sponsor	4%	5%	6%
FCCLA / HOSA Sponsor	4%	5%	6%
Life of an Athlete Sponsor	4%	5%	6%

Nat'l Honor Society Co-Sponsors	1%	2%	3%
Mock Trial Sponsor*	3%	4%	5%
Computer Coordinator	3%	4%	5%

COACHING & SPONSORS	(1 - 2 YRS)	(3 - 4 YRS)	(5 - 6 YRS)
Elementary S.A.T.	3%	4%	5%
High School S.A.T.	1%	2%	3%
Skills U.S.A. / FFA Sponsor	5%	6%	7%
Weight Room Sponsors= \$15 per session for 7 sessions a week, for 10 weeks. *To be assigned ONLY when needed			

MEMBERSHIP DUES INVOICE

in account with

Nebraska Association of School Boards

1311 Stockwell, Lincoln, NE 68502 (402) 423-4951 or 1-(800) 422-4572

Name: Weeping Water Public Schools

County: Cass

NASB Region: 10

DATE	DESCRIPTION	AMOUNT DUE
January 1, 2025	Annual Membership Dues for NASB Fiscal Year 4/1/2025 to 3/31/2026	\$3,760
	All districts/ESUs who pay dues by 4/1/2025 may subtract 2% from their total dues.	\$75
	TOTAL AMOUNT DUE IF PAID BY APRIL 1, 2025	\$3,685

Thank you for your support and participation in NASB.