

Board of Education Regular Meeting Template

School District of Seward

410 South Street

Seward, NE 68434

Monday, November 11, 2024 5:30 PM

Attendance Taken at 5:30 PM.

Paul Duer: Absent

Matt Hastings: Present

Jill Hochstein: Present

Ryne Seaman: Present

Danielle Shipley: Present

Shawn Svoboda: Present

Attendance Update Taken at 5:47 PM.

Paul Duer: Present

1. Preliminary Procedures

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

1.2. Public Notice as publicized per board policy

The public notice was publicized in the Seward County Independent and posted at city hall, library and courthouse. The public notice was dated November 6, 2024.

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

Motion to excuse Paul Duer from tonights meeting Passed with a motion by Jill Hochstein and a second by Matt Hastings.

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

1.4. Pledge of Allegiance

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

1.6. Approval of Agenda

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

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

1.7. Alternative School Graduation

Catrina Kottich completed the requirements at Seward High School and received her high school diploma from President Seaman.

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

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

There was none.

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

There was none.

3. Recognition of the Board of Education Certified Staff Member

Laura Goracke was presented with the District Bluejay Award for certified staff. Laura is a Science teacher at the High School.

4. Discussion Items

4.1. Middle School Girls Wrestling

Dr. Fields discussed girls' middle school wrestling and asked for the boards thoughts.

4.2. New Band Uniforms

Amanda Kenney discussed getting new band uniforms and provided examples of what she would like to go with.

4.3. Turf Project Update

Dr. Fields discussed the turf project facility study.

4.4. Stay Surveys

The board is going to present at the NASB Conference and Dr. Dominy went through the presentation.

4.5. Facility Study Update

Clark Enersen is scheduled to come to the December Board Meeting to be interviewed and DLR will be at the January Board Meeting. Dr. Fields will check with JEO to see if they can come to a meeting also. The district will ask the same questions for all interviews.

5. Reports

5.1. Administrator Reports

Written reports were received from the administrators.

5.2. Student Board Report

Esten Johnsen presented his report to the board.

5.3. Superintendent's Report

NASB State Conference is next week and Jill will be attending the pre-conference. Construction on highway 15 is scheduled to be completed by the end of the month with a few landscaping things to be finished this spring. We are still short bus drivers

and have a post on social media trying to attract new drivers. Our audit was delayed at no fault to us and we did receive the draft today. Dr. Fields will remind staff about resignation letters to the board by December to receive the \$1000. We are looking at our student and staff records and starting to go paperless when possible. We still have paper time cards and are exploring going electronically. Veterans Day programs were held at all three buildings today. The Wellness Center Visit is next Monday, November 18th at 4:00 or 4:30. Congratulations to Ryne, Shawn, and Paul for winning the school board election. Dr. Fields thanked the board for all of their service. It does not go unnoticed.

6. New Business

6.1. NWEA/ ACT Data Update

Dr. Dominy updated the board on the data that can be shared at this time. Classification and NSCAS data will be able to be shared at the December Board Meeting.

7. Action Items

7.1. Middle School Girls Wrestling

Motion to approve middle school girls wrestling and coop with Milford Public Schools for middle school girls' wrestling. Passed with a motion by Paul Duer and a second by Shawn Svoboda.

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

7.2. Insight Ex Culture Survey and PD

Motion to approve the quote of \$9,500 for the Insight Ex Culture Staff Survey and Professional Development. Passed with a motion by Matt Hastings and a second by Paul Duer.

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

7.3. SHS Boiler and Hot Water Summer Project

Motion to enter into Phase 2 of an ESCO contract with Facility Advocates for the amount not to exceed \$572,250 for the scope of work discussed. Passed with a motion by Paul Duer and a second by Danielle Shipley.

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

8. Future Agenda Items

Band Uniforms

Superintendent Evaluation

9. Consent Agenda

9.1. Approval of Minutes

9.2. Approval of Financial Reports

9.2.1. Treasurer

9.2.2. Budget

9.2.3. Activities

9.2.4. Athletic

9.3. Approval of Claims

9.3.1. General Fund

9.3.2. Special Building Fund

9.3.3. Depreciation Fund

9.3.4. Qualified Capital Purpose Undertaking Fund

9.4. Approval of Consent Agenda

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

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

10. Enter into Executive Session to discuss teacher negotiations for the 25-26 school year.

Motion to enter into executive session at 7:53 p.m. to discuss teacher negotiations. Passed with a motion by Matt Hastings and a second by Shawn Svoboda.

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

10.1. Restate the Reason for entering into an executive session: Discuss Teacher Negotiations for the 2025-2026 school year.

11. Adjournment

Motion to adjourn the meeting at 8:22 PM with the next study session and regular board meeting scheduled for December 9, 2024 at 5:30 PM Passed with a motion by Paul Duer and a second by Shawn Svoboda.

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

Please publish the following legal notice in the November 6, 2024 edition of the Seward County Independent. Thank you.

NOTICE OF SCHOOL BOARD MEETING

The board of education of the School District of Seward will meet in regular session on Monday, November 11, 2024 at 5:30 p.m. for a regular business meeting. The meeting will be held at the Administrative Offices located at 410 South St., Seward, Nebraska. An agenda for the meeting which shall be kept continually current is readily available for public inspection at the Superintendent's Office during normal business hours.

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

New Band Uniforms!

Why do we need new uniforms?

- 14th season with current uniforms (since 2011)
- Outdated logo on jacket
- Older materials
 - Heavy weight=too hot for early season games and some competitions
 - Have to be dry cleaned
 - Don't allow for movements needed in current shows
- Wear and tear showing
 - Multiple hems in pants and sleeves, often coming out and needing to be redone during season
 - Holes in bottoms of pants
 - Buttons coming off, some lost
 - Tearing of some seams
 - Staining that can't be removed

*I currently spend 6-10 extra hours per season on uniform adjustments and fixing

- Potential for large growth in the next 4 years
 - Currently 17 seniors, 22 juniors, 21 sophomores
 - Currently 40 8th grade, 30 7th grade, 53 6th grade bands at SMS

Option 1- Fruhauf



Features

Multiple look options

Hat wrap

Updated logo

“Bluejay” on vest

White variation for drum majors

Much lighter fabrics

More form fitting

Machine washable

Snap to hem pants

Uniform management software

Steam press to help set pant hems

Option 2- Stanbury



Features

Multiple look options

Hat wrap

Updated logo on shirt and vest

White variation for drum majors

Much lighter fabrics

More form fitting

Machine washable

Snaps to hem pants

Uniform management software

Wrinkle resistant and no iron
fabrics

Comparison

Both offer an updated design with multiple ways to wear the uniform

Both offer a modern fit and lighter weight that will allow for better body movement

Both offer ease of fitting/altering with fitted shirts and pants with snaps to hem

Stanbury offers a more traditional design while Fruhauf's design is more contemporary

*Designs could still be modified by either company

Fruhauf offers a 10 year warranty while Stanbury offers a lifetime warranty

Stanbury- 150-180 days to completion; Fruhauf- up to 210 days to completion

Cost

125 uniforms- pants, shirts, vests, gauntlets, hats, wraps, plumes

Extra items for drum majors

Includes shipping

Fruhauf bid: \$93,994.68

Stanbury bid: \$77,158.75

*Stanbury bid also includes hat boxes and garment bags

*Fruhauf bid has option to add new banner for additional \$3169.95

Seward Public Schools- Facility Study and possible Bond Issue for Projects

Firm: _____

Interviewer: _____

Team Experience & Qualifications (25 points)

1. Discuss the history of your firm and recent school projects you have done around the area?–
2. What experience on past projects makes your team particularly qualified to design and manage this project, and what sets you apart from other firms?

Project Understanding and Approach (35 points)

1. Discuss how you would identify specific needs vs. wants to get the best facility study possible?
2. Discuss challenges you foresee with bond issues across the state of Nebraska?
3. What techniques do you use to reach consensus on difficult design issues?
4. Share with us the process/techniques you will use for engaging the community to develop the facility design?

Relevant Firm Experience (20 points)

1. What are some lessons learned from previous projects, successful v. non-successful? –
2. How do you assure quality on design documents that minimize change orders during construction?

Approach to Project Delivery Methods (15 points)

1. What is your firm's perspective on the possible Project Delivery Methods, specifically Design-Bid-Build and Construction Manager at Risk? –
 - a. When should a contractor be engaged in this Process? –
 - b. How does your firm handle estimating during the Design Process before a contractor is on board?

School District of Seward Board Report

November 11, 2024

Jessica Dominy, Principal

Seward Elementary School

Enrollment: as of November 4, 2024

- Preschool: 66
- Kindergarten: 83
- 1st Grade: 75
- 2nd Grade: 98
- 3rd Grade: 94
- 4th Grade: 106
- Total: 522

Upcoming Seward Elementary Events:

- November 11th: Thank you Veterans! Program @ 2:00 PM
- November 19th: Turkey Bingo 5:30-6:30 PM
- November 19th: Cherrydale Pick Up (PTO fundraiser)
- November 19th-22nd: Kindergarten Inside View Meetings
- November 27th: No School
- November 28th: No School - Happy Thanksgiving!
- November 29th: No School
- December 2nd-13th: All School Writing Assessment; mid-year MAP testing/DIBELS testing

Inside View Meetings:

I am looking forward to holding Inside View Meetings once again this year. Inside View meetings are 90 minute meetings with parents of each kindergarten class and myself. Together, we discuss instructional videos of SES teachers in action with students in kindergarten, and walk through curriculum, instruction, and how school is different and the same from when parents were in school. I see these meetings as a great opportunity to build relationships with parents and establish open communication with school from when children are at a young age.

Turkey Bingo:

Turkey Bingo will be held on November 19th from 5:30-6:30 PM at the elementary school. Turkey Bingo is a free PTO sponsored event where families can come play bingo for an hour and win turkeys (adults) and Thanksgiving toys (children). We always coordinate Turkey Bingo with our PTO fundraiser, Cherrydale, pick up. Families who participated in the fundraiser can also pick up items ordered during the fundraiser that afternoon before Turkey Bingo. We typically have a huge turnout for Turkey Bingo, and I'm sure this year is no exception!

Action Team Update:

Each of our Action Teams are having meetings after school this month so we can review how the plans were developed and why we have a Site Plan. We also plan to go through action plans in detail and create a solid plan for our teams to work through this year and beyond. These meetings are a great opportunity to get teams on the same page and ready to dive into the work ahead of us.

Board of Education Report
Seward Middle School - Mr. Kirk J. Gottschalk
11 November, 2024

1. Middle School Activities:

- 12 Nov. – 7th Girls BBall vs Friend, Home 1600 hrs. (4:00 pm)
- 12 Nov. – Wrestling Triangular @ Aurora, 1630 hrs. (4:30 pm)
- 14 Nov. – 8th Girls BBall @ Central City, 1630 hrs. (4:30 pm)
- 18 Nov. - 7th Girls BBall @ Columbus Middle School, 1615 hrs. (4:15 pm)
- 18 Nov. - 8th Girls BBall vs. Columbus MS, Home, 1600 hrs. (4:00 pm)
- 19 Nov. - Wrestling Quad @ Columbus MS, 1615 hrs. (4:15 pm)
- 19 Nov. – 7/8 Girls BBall vs Norfolk, both gyms, 1600 hrs. (4:00 pm)
- 21 Nov. – 7th Girls BBall vs Barr MS, Home, 1600 hrs. (4:00 pm)
- 21 Nov. – 8th Girls BBall vs A team vs Lin. Eagles, Home, 1600 hrs. (4:00 pm)
- 25 Nov. – 7th Girls BBall vs Aurora, Home, 1600 hrs. (4:00 pm)
- 25 Nov. - 8th Girls BBall @ Aurora, 1600 hrs. (4:00 pm)
- 26 Nov. - 7th Girls BBall vs Col. Scotus, Home, 1600 hrs. (4:00 pm)
- 26 Nov. - 8th Girls BBall @ Col. Scotus, 1830 hrs. (6:30 pm)
- 2 Dec. - Wrestling Quad., Home, 1630 hrs. (4:30 pm)
- 3 Dec. - Seward 7/8 Girls BBall Tournament @ M.S., 1600 hrs. (4:00 pm)
- 3 Dec. - 7/8 Girls Basketball at Schuyler (B/C Teams Only), 1630 hrs. (4:30 pm)
- 5 Dec. - Seward 7/8 Girls BBall Tournament @ M.S., 1600 hrs. (4:00 pm)
- 5 Dec. - 7/8 Girls Basketball at Crete (B/C Teams Only), 1600 hrs. (4 pm)
- 7 Dec. - Wrestling at Schuyler Invite, 0830 hrs. (8:30 am)
- 9 Dec. - 7th Girls Basketball vs York (Home), 1600 hrs. (4:00 pm)
- 9 Dec. - 8th Girls Basketball at York MS, 1630 hrs. (4:30 pm)

2. Character Building Recognition. Each quarter our teachers nominate students who have displayed good character consistently, discuss it at their team meeting, provide a rationale then submit the names to me for final approval. The M.S. PTO supports this recognition by purchasing a gift card for each student from a local business, usually Dairy Queen. Parents will also receive a letter from school acknowledging their recognition. Students recognized 1st quarter:

5th Grade: Van Buell, Hannah Frihauf, Ethan Ventre, Miles Erwin, McKenzie Wobken, Heidi Hemphill, Paxton Hartman, Sienna Maca

6th Grade: Addison Curry, Boston Stutzman, Sadie Owens, Marshall Weverka, Ruby Pflughaupt, Emerson Wagenknecht

7th Grade: Joann Oborny, Sam Hedges, Addison Hicks

8th Grade: Carter Hanes, Lydia Lukert Braylon Siebert, Alex Mobley

3. SCIP - School Community Intervention Program. We currently have 10 students who have been referred to the SCIP team. Nobody is currently involved in the Youth Assistance Program (YAP), which involves a counselor from Blue Valley Behavioral Health coming in and conducting a screening/evaluation which includes 6 sessions at no charge to the family.

With the remaining kids we are in the discussion, encouraging and monitoring stage as we wait for parents to return paperwork which gives Blue Valley permission to see their kids.

4. Teammates. This is our mentoring program where adults in the community are trained then matched with students who could benefit from a positive role model from outside the home. Students meet with their mentor for one hour a week at school. We currently have 10 kids who are matched with mentors and four more we are waiting on mentors to complete their training. Mrs. Kimbrough is our Teammates district Program Coordinator.



**Board of Education Report
November 2024
Seward High School
Scott Axt Rich Eber Scott Curry**



Winter Sports Key Dates:

Winter Sports Practice: will begin Monday, November 18.

NSAA Moratorium:

There will be no sports practices or competitions from December 22 through December 26 because of the mandatory five-day NSAA moratorium. Additional information regarding sports practices and competitions during the winter break will be communicated directly by the coach of each sport/team.

Parent/Teacher Conferences:

The second round of parent/teacher conferences is scheduled for Wednesday, November 13th from 5:30-7:30 p.m.

Junior Parent/Guardian Session with Counselors (5:45-6:30)

A special program will be held for the parents/guardians of junior students on the evening of the November 13th parent/teacher conferences. The presentation will start at 5:45 p.m. in the new theater and will last approximately 45 minutes. School staff will share information regarding post-high school admissions tests, college planning, financial aid, and 2025-26 course registration.

End of First Semester and Start of Second Semester:

The last day of classes before winter vacation is Friday, December 20. Classes will dismiss early at 1:30. School resumes with the start of the second semester on Monday, January 6.

Class of 2024 Commencement Ceremony:

The 140th annual Seward High School commencement ceremony will be held on Sunday, May 18th at 2:00 p.m.

College Week:

October 28th-November 1st was "College Week" for SHS. All staff at SHS contributed to the week by wearing gear associated with the colleges they attended, by sharing their personal postsecondary stories with students, and participating in the array of activities offered throughout the week. A big thank you to our counselors Noelle Baker and Kevin Fields for the work they did behind the scenes to make the week a success! Overall it was a great short week for our students and school. We had a tremendous number of students apply to many different colleges. I feel that we accomplished our objectives of improving college and career awareness to all of our student body.

ACT Test:

All Juniors took the ACT on October 29th. Individual meetings are scheduled in November with each student to review their scores and set an improvement plan. We plan to use the John Baylor On to College Test Prep beginning in January with all Juniors. It was very successful last year

Seward FFA

Seward FFA is already busy and preparing for multiple events and competitions. The Seward FFA chapter consists of 88 members for the 2024-2025 school year. These members are the ones who completed all pieces to the membership information and paid dues. Each member should have picked up their Seward FFA t-shirt. The chapter's most recent events include: Husker Harvest Days, Ag Appreciations Luncheon, Elementary Ag Safety Day, Regional Land Evaluation (congratulations to Esten Johnsen for earning his way to STATE), State Land Evaluation, and Feed-A-Farmer. Current events are the National FFA Convention in Indianapolis, ID and Fruit Sales. The National Convention is Oct. 22nd-Oct. 26th, and there are 12 members attending. Our biggest fundraiser of the year is happening NOW! We are selling fruit, jerky, candy, cookie dough, and Jisa Cheese. Each member should have picked up their packet at our fruit sales meeting on Oct. 15th, where we went over all the important details. Packets are due Nov. 8th and all items should be in the week of Dec. 2nd. Please make sure all money is included in the packet, and checks are made out to Seward FFA. We encourage members to sell as many items as possible, as there is a competition between families. Other rewards include receiving a free t-shirt for selling 20 items or \$400 worth, or receiving a free sweatshirt by selling 40 items or \$800 worth. If you are a new member or freshman top seller you have the opportunity to win a free FFA Jacket. We also have scholarship money to the top seller out of the whole chapter. Each year the top seller will get a \$100 scholarship that will be awarded to them their senior year. Our fundraiser money will be going towards competition fees, and state convention. Our chapter is also preparing for LDEs (leadership development events). There is a practice schedule in google sheets with times available for both Mrs. Cast or Ms. Eggerling. To help us prepare for this district contest we are hosting a community showcase the night of November 19th at Seward High School. Everyone is welcome to come support our members. All information about events & updates will be sent to member emails. Check Emails Daily!

Some of our upcoming events include:

Oct. 15- Nov. 8th Fruit Sales Fundraiser
Oct. 22-26 National FFA Convention Contest
Oct. 30 District Livestock Judging Contest
Nov. 4th FFA Fall Festival with Pet Parade
Nov. 5th Chapter meeting in access
Nov. 5th Announcement of Adopt-a-Family Christmas project
Nov. 7-8th PSC Conference & Ag Ed Symposium
Nov. 8th Fruit Sales Fundraiser Ends
Nov. 13th Nebraska Ag Summit @CUNE
Nov. 19th LDE Community Showcase, 5:30pm @school - everyone is welcome
Nov. 25th Food Drive

Update Music Program: The SHS Music Department has had a successful fall season! The Pride of Seward High Bluejay Marching Band received Superior ratings at 4 out of 5 competitions, including the NSBA State Festival. Seward was also recognized for their 40th year of participation at State. The Vocal Performance class shared music with residents at assisted living facilities and other schools, and the annual Opening Night choral event hosted a great dinner and show. SHS music students have been selected for many upcoming honor bands and choirs, including 22 singers for the Concordia National Honor Choir on November 1, 9 instrumentalists for the Doane Fall Festival of Winds on November 2, and 18 instrumentalists for the Concordia National Honor Band on November 15. Additionally, Kayla Albright was selected for the Nebraska All State Orchestra, and Sophie Matthias, Kyla Novak, Brynlie Robbins, Avery Rodocker, Madison Sides, Lucy Huntington, Emma Matulka, Samantha Quist, Brecken Grady, and Adam Rickert were selected for the Nebraska All State Choir. These ensembles are very competitive, and it's a great honor to earn a spot to perform. Many of these students are going to be performing with these groups for their 2nd or 3rd times! There are several home concerts in November and December. The

wind ensemble and jazz band will perform on Monday, November 4, all instrumental ensembles on December 9, and all vocal ensembles on December 16. All concerts are at 7pm in the SHS theater and will be live streamed. Please join us to listen to all the wonderful music our students create!

Activities:

Softball - Top 8 finish in the state

Volleyball - Top 10 finish in the state

Girls Cross Country - 5th place finish at state

Football - Top 8 and still playing!

Girls Golf - 2 girls in the top 50 at state

Kratos Update: Dr. Fields and I met with David the Co-Founder of Kratos last week to discuss successes and challenges for the upcoming year.

- Kratos has put together information about performance testing before summer and after summer <https://sites.google.com/kratospf.com/2024shsp/> .
- Many positive takeaways from the data. Our students who attend get better. We agreed that attendance is the most important factor for our programs to get better. We also know that July field work is important to our students. We did see a rise in attendance in the afternoon in July.
- Will is starting to come once a week for the entire day to work with our PE Teachers and Students in a variety of capacities.
- Kratos will be putting together 2 options for programming; 1)Just Summer 2)Summer and school year.

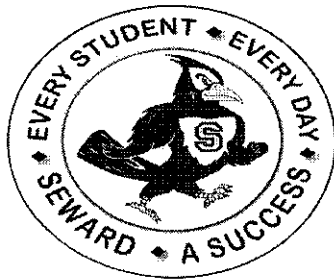
Staying Connected with Seward High School:

Building/District Website: www.sewardschools.org

Facebook: <http://www.facebook.com/sewardpublicschools>

Twitter: @SewardBlueJays

Activity Calendar: www.centralconference.org



School District of Seward
Board Report
Shannon Hall-Schmeckpeper, Director of Special Services
November 11, 2024

Once again, it feels like the year is flying by. We are already in November and before we know it the first semester will be over.

We get a little bit of a break from state reporting during the month of November. The next two big reports Alternative Assessment Justification and Proportionate share will both be due in December.

On November 7th and 8th, Nate Stepp and I attended the Tri-State Special Education Law Conference in Omaha. The conference will update us on any new legislation, and court cases across the country. They also provide us with several good reminders on Child Find obligations, 504 legislation, and discipline procedures.

A key focus of our strategic plan is creating and implementing a multi-tiered system of support that empowers educators to use a data-driven approach to support all students academically. Dr. Dominy, Mr. Stepp, Mrs. Collins, and myself have met with the building leadership teams for MTSS on the last two professional development days. We are focusing on giving the building leadership team the tools they need to be able to provide professional development to increase understanding of the MTSS diamond (Tier I, II, III, interventions, data points, progress monitor, etc.) with their building staff.

Unified Bowling at the high school is off to a great start. A total of 26 students are participating in Unified Bowling this year. This includes ten athletes and sixteen partners who make up the team. Special Olympics bowling has also started practice at the middle school .

Thank you for all you do for our students, staff, and community. I am grateful to work in a community where education is valued.

Shannon Hall-Schmeckpeper

Dr. Shannon Hall-Schmeckpeper
Director of Special Services

Seward Public Schools Special Programs Enrollment Data

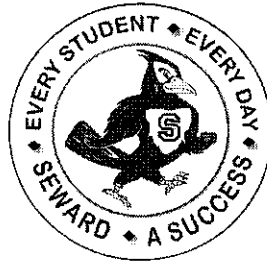
Data as of
30th of last
month

2024-2025

	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
Special Education Open Evaluations										
Public School										
Birth to 3 (IFSP)	2	3	1							
3-5	0	2	2							
School Age	0	3	0							
Non-Public School										
	0	0	1							
Special Education Numbers										
Birth to 3 (IFSP)	12	10	12							
Preschool Numbers										
Community (IEP)	11	12	11							
Pre-K (IEP)	27	28	30							
PreK (No IEP)	37	37	37							
Total Birth to 5 Special Education	50	50	53							
School Age (K-21 programming)	213	207	208							
Total Public School Special Education Enrollment	263	257	261							
Total Non-Public School Special	25	23	21							

Education Enrollment	288	280	282
Special Programs			
HAL	119	125	125
ELL	3	3	3
ELL Monitor	3	3	3
504	46	51	53
Sixpence	19	18	18
Title 1: Public	0	75	73
Title1:			
Non-Public	0	7	13
Migrant	0	0	0
Immigrant	0	0	0

SCHOOL DISTRICT OF SEWARD
410 South Street
Seward, NE 68434



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

November 2024 Board Report for Curriculum and Staff Development

Board Members,

Our Fall athletics and activities are coming to a close and we have administered our District Fall ACT test. It certainly has been a good fall academically as well as for our athletics and activities. We are blessed to have people in our district, including you, who are committed to excellence in all that we do!

Curriculum

We had our first meeting of the math curriculum team during the October Staff Development Day. In our first meeting, we identified our beliefs and philosophy regarding math instruction. We took time examining the state standards and we also read article regarding current strategies/philosophies in teaching mathematics. Finally, we identified the companies that we would like to get sample materials from for both core math as well as intervention and we selected the format (curriculum storyboards) that we will use to share the information with the Board as well as our stakeholders.

Instruction

Our strategic plan calls for us to review our plans related to MTSS and we have made some great progress. We have really been focusing on our why for MTSS, which I have listed below. I have been very proud of our principals and how they have embraced the process and are working with the district leadership team and their own staff to create a structure that we can all be proud of.

The Why behind MTSS:

- We organize our resources
- So kids get help early
- We do stuff that's likely to work
- We provide supports to staff to do it right
- And make sure they're successful

Staff Development

Our October Staff Development Day was a success. Staff began their day by hearing from Jamie and Kelsey from Wellness 4 All. Jamie and Kelsey presented information regarding suicide prevention. Warning signs were provided to the staff as well as resources to support both staff and students. As mentioned above, our math curriculum teams met and made good progress on our curriculum review cycle and our building leadership teams participated in MTSS training. We were also able to meet in our action teams, complete a district wellness committee meeting, and provide flu shots to our staff through Memorial Healthcare.

Assessment

NSCAS Growth 3-8 and NSCAS ACT are still currently embargoed as of writing of this newsletter. I will be presenting information regarding ACT and NWEA at our October meeting.

Food Service/Wellness

A number of our staff received \$150 Gift cards for completing the Elevate requirements of the EHA wellness program part of our insurance. Our schools were also granted \$1005 in funds to support wellness activities for staff in our schools.

Thank you for your support!

Dr. Matt Dominy

November Staff Development News

November, 1, 2024

A newsletter for the Seward Staff by Dr. Dominy

A note from Matt

Welcome to November everyone! The holiday months are upon us and I hope you get the time to enjoy this season and embrace all that it has to offer. October/November is also the time period for our capstone experiences for our Fall activities. We have certainly had great success in all areas, and I am thankful to our coaches, sponsors, and volunteers for sharing countless hours ensuring a successful experience for our students.

In this newsletter, I wanted to reflect and celebrate on the Band's Division 1 Superior rating at the the NSBA state festival. There are so many parallels to teaching and learning and the band experience.

*Band Director selects a Routine that will showcase the skills of the Band- Teacher selects materials that will engage students in the learning.

*Daily guided practice in the heat of Summer and the cold of Fall where the Band Director makes adjustments to the routine based on what the students are demonstrating- Daily practice in the classroom, guided practice, and independent practice with adjustments made by the teacher when the students are getting it, not getting it.

*Performances on Friday nights and statewide band competitions- Formative assessment- are the students getting it, do we need to make adjustments, how are we doing related to our course objectives/rubrics, end of course goals/standards?

*NASB state festival- Summative assessment measured against a predetermined rubric that was clearly defined at the beginning of the season/course.

Congratulations to Mrs. Kenney and the SHS Band- we are proud of your efforts as well as the efforts of all of our Fall activities- Thank you for creating special moments for our students!



Jon Gordon- Play to Win

There was a time in most of our lives when we had no fear-that feeling when we jumped from the jungle gym and slammed our little bodies to the ground. Perhaps it was when we went on our first roller coaster, or when we were in high school or college and felt that there was nothing we couldn't do. No goal was unattainable. We were an unstoppable force that would think of something and then make it happen. Then, as time goes by, the world tells us more frequently that we can't do what we want. The doubters laugh at our goals and try to persuade us from going after our dreams.

They say, "You're crazy. It's too hard. Why don't you do this instead? You should play it safe." They act as if dreams were meant for others but not people like us. They surround us with negative energy and try to instill their own fears and insecurities in us. We not only begin to know the word "fear" we start to understand what it's like to be fearful. With so many people telling us we can't do something and so few telling us we can, it's hard not to let fear into our lives. Unfortunately this is how many of us go through life.

Whether you are 20 or 50, many of us become so scared of losing what we have that we don't go after what we truly want. We play it safe and hold on so tight to the status quo that we never experience what could be. We believe the doubters and don't take chances that will move us one step towards our dreams. I call this "playing to lose."

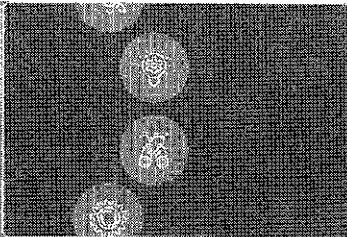
We see this in sports all the time when a team has the lead. They start to think about how not to lose instead of how to win. They hold on so tight to their lead that they start playing safe and scared. You can see it in their energy and body language. As a result the other team takes chances, plays with no fear and eventually gains the momentum and wins.

To live a life filled with positive energy we must learn to repel the energy of fear. Whether it comes from within or from another person, we must overcome fear and adopt a "Play to Win" mindset. Playing to win requires a commitment to yourself that even if you fail, you will never give up and never let your goals and dreams die.

Those who play to win know that success is not given to us. It is pursued with all the energy and sweat we can muster. Obstacles and struggles are part of life and only serve to make us appreciate our success.

If everything came easy we wouldn't know what it felt like to truly succeed. Obstacles are meant to be overcome. Fear is meant to be conquered. Success is meant to be achieved. They are all part of the game of life and the people who succeed play to win and never give up until the game is over.

-Jon



The Guide to Solving the Top Four MTSS Challenges

A guide that explores the top four MTSS challenges, and how to solve them

📄 branchingminds.com

Patriotic Holidays

PATRIOTIC HOLIDAYS

Nebraska Revised Statute 79-724 requires the following:

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

Veterans Day- November 11

Thanksgiving- November 28

Native American Heritage Day- November 29



Seward Public Schools

November School Board Report

BLT (Esten Johnsen): This month Bluejay Leadership Team has not given up on our goals and our mission to make SHS a better school. I have seen our team and other students want to be involved more and truly make a difference. An example of this is definitely the Pink Out Volleyball Game on October 24th and the Pink Out Football Game on October 25th. During this week, BLT designed and printed 50 exclusive shirts that were FLYING off the racks. Not only did we make money, but all this money went towards furthering breast cancer research. Another opportunity that we have had our hands on was the Quarter 1 P.R.I.D.E. Rally. I was not able to attend, but the team was prepared and I heard great things from students, teachers, and our BLT. Everyone that had a hand in that P.R.I.D.E. Rally deserves a round of applause for working hard and helping out when they could have said no. Like I said, we didn't let up this month... so there is more. We have been working on having more student hope and happiness and York Weeks, Walk Outs, and State Recognitions have been perfect to fuel our flames! This month was BUSY... but that is how we prefer to make a change!

Girl's Golf (Jena Eberspacher): The golf season wrapped up September 15th and 16th. We had a very successful season with 2 players, Bryn Christensen and Blair Briggs qualifying for state.

Football (Hayden Burhoop): This month, playoffs are about to begin. The Seward Bluejays have ended the regular season with a 9-0 record. The Bluejays have not been undefeated in the regular season since 1998. The Bluejays hope to keep it rolling in the playoffs and keep doing what we are doing to get these Bluejay victories! Our first playoff game is November 1 at home against Pius X. Come and support!

Volleyball (Abby Covalt): This month has been a grind for the volleyball team, but we are embracing it. We are currently 27-6 and this month we competed in the conference tournament and got 4th losing to GINW who would later go on to win the whole thing. This past week we hosted subs and were able to take care of business against Crete, but came up just short against York in the championship. Even though subs did not go the way we hoped we are still sitting at 5 in points and will host a district final against Pius X. We are ready to get back in the gym and compete for a chance to return to state for the third year in a row! We will play at 11 am on Saturday, November 2nd. We are thankful for all of the support Bluejay Nation has shown us so far, but we aren't done yet!!! Hope to see you all on Saturday!!

Cheer (Ashley Martin): The Cheer Team has greatly improved from this summer learning more and more cheers. We have attended all home games and as many away games as possible! We are sad to see the fall season go but are excited to start learning things about the winter season sports.

Girl's Cross Country (Tessa Greisen): The Girls Cross Country team really left it all out on the course in the 2024 championship season. With a first place finish in both our Conference and District meets,

the girls were seeing times drop and all their hard work pay off. At the state meet, we placed 5th as a team, and competed in a stacked race with many returning medalists. Some top placings were Tessa Greisen in 16th and Jordyn Samuels in 19th. The girls team finished the season feeling confident for the upcoming season as we should return as an even more competitive team.

Boy's Cross Country (Jack Schulz): The Boys' Cross Country Team fought hard in a competitive district to make state as a team, but unfortunately, we came up just short and ended up sending 3 individuals to state instead. Our 3 individuals didn't place the best at state, but they still ran their hearts out with Micah Royuk leading the pack in a 17:41. Our boys' team is looking to improve themselves next year and hopefully accomplish great things with lots of returning varsity members.

Quiz Bowl (Abby Moore): Quizbowl has been moving along well as the season has progressed. We've taken team pictures and held multiple practices. Our most recent competition was at Central City last Friday, November 1st. I am unsure of our official placement, but 2 teams made it through multiple rounds in the gold bracket and our freshman team made it through at least one round in the silver bracket. Overall it has been a successful season so far!

FFA (Bryn Christensen): FFA has once again had a very busy month. In the month of October we had to feed a farmer, the start of our fruit sales fundraiser, State Land Evaluation where Esten Johnsen competed, National Convention in Indianapolis, and lastly district livestock evaluation where our team punched their ticket to state. Then coming up in the month of November we have our fall festival, a chapter meeting, announce our adopt a family Christmas project, Ag Summit conference, LDE Community showcase, and our food drive. The officer still continues to meet on a weekly basis and we still hold monthly chapter meetings to keep our whole chapter up to date.

FBLA (Addilyn Sugden): FBLA has been working as the Stock Market Challenge is still in full swing! Our next meeting is scheduled for Tuesday, November 12th to discuss upcoming opportunities and past competitions. Seward's FBLA Chapter had the chance to compete on October 15th at the Wayne State Business day, with 2 competitors placing within the top 5. We have our annual giving tree with CASA coming up, and are excited about that as well! Big things are happening as we begin preparing for the upcoming state competition this Spring, and we can not wait to compete again!

SkillsUSA (Landan Waegli): The SkillsUSA officer team has been working hard to set up better systems to incorporate our chapter here at Seward to be more student-led. The officer team has continued to have meetings on Friday every other week and we plan to start holding chapter meetings the first Thursday of every month. Coming up this November on the 26th we are fortunate enough to be participating in the national award ceremony for Nebraska at our capital in Lincoln to further congratulate those who won at nationals.

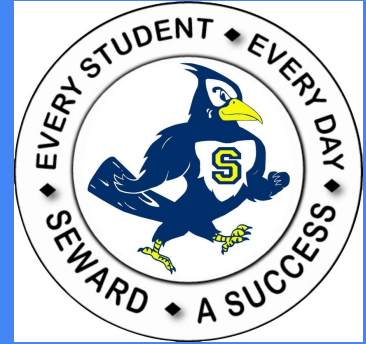
Show Choir (Madison Sides): Both Show Choir groups have been rehearsing and preparing for our upcoming competition season and the Christmas concert. We had two amazing performances at the annual opening night performance where we had a ton of support! In the next few months, we are going out to different areas in the community and showing off the skills that we have been working on. We are working very hard to make our shows the best that they can be and we can't wait to perform!

FCCLA (Maya Hubach): FCCLA had a successful pumpkin painting event, and 15 members attended. We are planning to attend the food drive with other clubs at SHS, and Breakfast with Santa will be coming up before we know it at the library. We have had a great start to the year and can't wait to see what members do with their STAR projects!

Key Club (Grace Matulka): Key club has divided itself into committees to get more work done. So far, we have done Bluejay Way community service day, concessions, and the UNICEF trick or treat. Officers will meet this Wednesday to discuss upcoming events and get a head start on planning our annual Multicultural fair for the SES students. We will also talk about agendas for upcoming club meetings and the possibility of collaborating with Seward Kiwanis. We look forward to continuing community outreach and getting more service hours.

Marching Band (Marisa Schmeckpeper): Marching Band finished up its competition season with a ⅔ superior season. While it was not what we expected or wanted, not having a superior season taught us that we still need to work and give it our all. We are excited to continue playing as football continues to do well at the playoffs.

Softball (McKenna Sides): The softball team finished their season a couple of weeks ago at state. We had a very successful season and reached our goal of making it to the state tournament and having a chance to compete for a state championship. We had a great amount of growth this year from a lot of different girls and we ended the season with a 22-12 record. We capped off our season last Tuesday with our banquet and got to celebrate the last couple of months.



2023-2024 Preliminary Board Data Presentation

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

Presentation for today

Our presentation today will focus on NWEA as well as ACT composite scores.

We are unable to share NSCAS Growth, and ACT proficiency status scores at this time.

Parents have received score reports for ACT and have received individual score reports for NSCAS Growth with their student's report card.

Reading

	ELA 2	ELA 3	ELA 4	ELA 5	ELA 6	ELA 7	ELA 8	ELA 9	ELA10
Fall 2024-2025	179 (85)	191 (73)	206 (90)	206 (59)	215 (75)	216 (60)	220 (60)	228 (83)	228 (78)
Fall 2023-2024	176.3 (73)	195.1 (88)	199.2 (63)	209.9 (78)	213.1 (66)	217.3 (67)	220.1 (61)	226.1 (78)	230.7 (86)
Fall 2022-2023	180.2 (89)	190.3 (70)	204.1 (85)	208.6 (72)	214 (70)	217.4 (67)	219.3 (57)	228.4 (84)	230.9 (87)
Fall 2021-2022	175 (66)	194 (85)	203 (81)	208 (69)	215 (75)	216 (60)	221 (65)	228 (83)	227 (74)
Fall /Spring 2020-2021	178.8 192	192.4 204	200.2 208	211 218	215.7 219	221.8 224	223.7 227	227.6 228	230.5 233

Literary- Prose and Poetry

	ELA 2	ELA 3	ELA 4	ELA 5	ELA 6	ELA 7	ELA 8	ELA 9	ELA10
Fall 2024-2025	180	191	204	206	215	215	219	227	227
Fall 2023-2024	178	196	198	209	213	217	219	225	230
Fall 2022-2023	182	189	203	209	213	217	218	228	230

Informational Text

	ELA 2	ELA 3	ELA 4	ELA 5	ELA 6	ELA 7	ELA 8	ELA 9	ELA10
Fall 2024-2025	177	190	206	205	216	215	219	228	228
Fall 2023-2024	176	195	199	210	212	217	219	227	229
Fall 2022-2023	180	192	205	208	214	217	219	228	231

Vocabulary

	ELA 2	ELA 3	ELA 4	ELA 5	ELA 6	ELA 7	ELA 8	ELA 9	ELA10
Fall 2024-2025	180	191	207	207	215	217	222	230	231
Fall 2023-2024	175	194	200	210	215	218	223	227	233
Fall 2022-2023	179	190	205	209	215	219	222	229	232

Math

	Math 2	Math 3	Math 4	Math 5	Math 6	Math 7	Math 8	Math 9	Math 10
Fall 2024-2025	179 (76)	194 (82)	208 (90)	210 (55)	218 (66)	226 (75)	233 (80)	241 (93)	244 (93)
Fall 2023-2024	178.1 (70)	197.4 (93)	202.2 (66)	214.4 (76)	217.6 (64)	224.7 (70)	230.1 (70)	238.3 (88)	245.1 (94)
Fall 2022-2023	183.9 (94)	193.7 (81)	209.2 (92)	216.6 (85)	218.1 (66)	226.3 (76)	232.1 (77)	241 (93)	243.1 (91)
Fall 2021-2022	179 (75)	197 (92)	207 (87)	216 (83)	219 (71)	224 (67)	233 (80)	240 (91)	242 (89)
Fall/Spring 2020-2021	180.9 193	194 209	204.1 217	214.2 225	217.3 229	225.8 236	231.4 240	238.3 240	242.8 247
Fall 2019-2020	180.4	194.8	209.9	217.8	222	228.5	233.1	239.6	247.6

Number

	Math 2	Math3	Math 4	Math 5	Math 6	Math 7	Math 8	Math 9	Math 10
Fall 2024-2025	180	192	207	212	220	225	234	241	242
Fall 2023-2024	180	196	201	216	218	226	233	237	243
Fall 2022-2023	180	191	208	217	220	228	235	242	241
Fall 2021-2022	175	194	206	216	220	226	236	240	241
Fall/Spring 2020-2021	179 189	192 208	203 217	213 228	218 230	228 238	233 241	239 239	240 246
Fall 2019-2020	176.9	192.9	208.7	218.7	223.8	229.7	235.5	239.1	246.2

Algebra

	Math 2	Math3	Math 4	Math 5	Math 6	Math 7	Math 8	Math 9	Math 10
Fall 2024-2025	173	193	208	209	217	225	232	244	247
Fall 2023-2024	170	195	202	214	217	224	230	239	248
Fall 2022-2023	182	194	208	215	219	226	231	241	243
Fall 2021-2022	177	196	207	215	220	223	231	241	244
Fall/Spring 2020-2021	180 193	195 208	204 215	213 223	218 228	225 234	230 241	239 241	244 248
Fall 2019-2020	181.9	196.3	209	217	222.6	227.7	231.8	239.4	248.9

Geometry

	Math 2	Math3	Math 4	Math 5	Math 6	Math 7	Math 8	Math 9	Math 10
Fall 2024-2025	180	194	207	211	219	226	234	239	244
Fall 2023-2024	179	198	201	215	218	225	228	238	245
Fall 2022-2023	184	193	208	214	218	226	230	240	244
Fall 2021-2022	178	196	206	213	218	223	231	238	243
Fall/Spring 2020-2021	180 196	193 208	202 216	212 224	216 227	225 235	231 239	237 241	243 248
Fall 2019-2020	181.4	194.5	207.7	215.7	221.5	227.6	231.9	239.6	246

Data

	Math 2	Math3	Math 4	Math 5	Math 6	Math 7	Math 8	Math 9	Math 10
Fall 2024-2025	183	195	211	210	217	227	232	242	245
Fall 2023-2024	182	200	205	213	218	224	230	239	245
Fall 2022-2023	189	196	213	220	217	225	233	241	243
Fall 2021-2022	184	200	211	219	217	224	233	240	241
Fall/Spring 2020-2021	185 195	195 213	207 220	217 226	217 230	225 237	231 241	238 240	244 246
Fall 2019-2020	181.6	195.9	214	219.8	220.4	228.8	233.3	241.1	249.2

ACT 2023-2024

ACT	Composite	Math	Science	English	Reading
Fall	19.2	19.8	19.5	17.2	19.6
Spring	20.8	20.7	21.3	20.3	20.6

24-25	Composite	Math	Science	English	Reading
Fall	N/A				

ACT 3rd Year Cohort Test

Year	Composite	Math	Science	English	Reading
23-24	20.8	20.7	21.3	20.3	20.6
22-23	19.8	20.4	20.3	18.3	20
21-22	20.6	20.5	20.7	19.6	21.5
20-21	20.6	20.8	20.9	19.9	20.7
19-20 (Fall Test during Senior Year)	20.6	20.1	21	19.6	21.2

Thoughts? Questions?



INSIGHTeX Growth Mindset

Full Organization
Sample Organization

October 2024

Dimensions

Dimension	Mean
Pride	4.25 = 0.00
Engage-Inspire	4.16 -0.14
Quality	4.11 + 0.02
Satisfaction	4.08 -0.01
Relationships	3.98 + 0.21
Innovation	3.94 -0.09
Talent/Fit	3.93 -0.05
Continuous Improvement	3.92 -0.22
Career Development	3.90 + 0.10
Performance Planning	3.87 + 0.15
Training & Development	3.84 + 0.17
Mission Conscious	3.83 + 0.04
Communication	3.82 + 0.11
Recognition	3.80 + 0.09
Support-Equip	3.75 + 0.12

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.50 -0.02	SD: 9 (1.64%)	D: 5 (0.91%)	N: 25 (4.56%)	A: 168 (30.66%)	SA: 332 (60.58%)	NA: 9 (1.64%)
45. I feel great pride in the team of which I am a part.	4.23 + 0.02	SD: 7 (1.28%)	D: 12 (2.19%)	N: 67 (12.23%)	A: 222 (40.51%)	SA: 236 (43.07%)	NA: 4 (0.73%)
78. I feel proud of and inspired by the success of others on my team.	4.17 ---	SD: 8 (1.46%)	D: 4 (0.73%)	N: 67 (12.23%)	A: 275 (50.18%)	SA: 190 (34.67%)	NA: 4 (0.73%)
14. I feel great pride in being a part of our organization.	4.10 -0.07	SD: 8 (1.46%)	D: 24 (4.38%)	N: 71 (12.96%)	A: 243 (44.34%)	SA: 199 (36.31%)	NA: 3 (0.55%)

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.47 -0.05	SD: 10 (1.82%)	D: 9 (1.64%)	N: 15 (2.74%)	A: 189 (34.49%)	SA: 320 (58.39%)	NA: 5 (0.91%)
8. I am driven to contribute to the success of our organization.	4.32 -0.06	SD: 9 (1.64%)	D: 5 (0.91%)	N: 42 (7.66%)	A: 232 (42.34%)	SA: 255 (46.53%)	NA: 5 (0.91%)
12. I am highly committed to and energized by my work.	4.25 + 0.04	SD: 3 (0.55%)	D: 13 (2.37%)	N: 53 (9.67%)	A: 251 (45.80%)	SA: 223 (40.69%)	NA: 5 (0.91%)
76. I would recommend our organization to a friend as a great place to work.	3.88 -0.10	SD: 11 (2.01%)	D: 34 (6.20%)	N: 107 (19.53%)	A: 249 (45.44%)	SA: 143 (26.09%)	NA: 4 (0.73%)
67. Our organization promotes a positive and engaging culture.	3.87 ---	SD: 15 (2.74%)	D: 37 (6.75%)	N: 80 (14.60%)	A: 287 (52.37%)	SA: 127 (23.18%)	NA: 2 (0.36%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.33 ---	SD: 1 (0.18%)	D: 2 (0.36%)	N: 45 (8.21%)	A: 266 (48.54%)	SA: 231 (42.15%)	NA: 3 (0.55%)
		N A SA					
43. My teammates demonstrate a commitment to quality work and excellence.	4.25 + 0.06	SD: 5 (0.91%)	D: 10 (1.82%)	N: 51 (9.31%)	A: 255 (46.53%)	SA: 223 (40.69%)	NA: 4 (0.73%)
		N A SA					
71. Our organization is committed to quality collaboration and excellence.	3.95 -0.17	SD: 11 (2.01%)	D: 24 (4.38%)	N: 83 (15.15%)	A: 287 (52.37%)	SA: 139 (25.36%)	NA: 4 (0.73%)
		N A SA					
47. I am on a team that encourages each member to surpass expectations.	3.92 -0.02	SD: 10 (1.82%)	D: 39 (7.12%)	N: 97 (17.70%)	A: 233 (42.52%)	SA: 164 (29.93%)	NA: 5 (0.91%)
		D N A SA					

Satisfaction

Question	Mean	Distribution					
13. My work is fulfilling and enjoyable.	4.25 + 0.10	SD: 2 (0.36%)	D: 12 (2.19%)	N: 54 (9.85%)	A: 258 (47.08%)	SA: 218 (39.78%)	NA: 4 (0.73%)
		N A SA					
46. I am satisfied being a part of our team.	4.21 + 0.01	SD: 8 (1.46%)	D: 13 (2.37%)	N: 57 (10.40%)	A: 242 (44.16%)	SA: 223 (40.69%)	NA: 5 (0.91%)
		N A SA					
87. Overall, I am very satisfied with our organization as a place to work.	3.97 -0.10	SD: 9 (1.64%)	D: 30 (5.47%)	N: 76 (13.87%)	A: 284 (51.82%)	SA: 147 (26.82%)	NA: 2 (0.36%)
		N A SA					
20. I look forward to coming to work every day.	3.91 -0.04	SD: 2 (0.36%)	D: 37 (6.75%)	N: 98 (17.88%)	A: 281 (51.28%)	SA: 128 (23.36%)	NA: 2 (0.36%)
		D N A SA					

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Relationships

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.35 ---	SD: 2 (0.36%)	D: 1 (0.18%)	N: 43 (7.85%)	A: 257 (46.90%)	SA: 241 (43.98%)	NA: 4 (0.73%)
5. I have at least one close friend at work.	4.35 -0.01	SD: 12 (2.19%)	D: 22 (4.01%)	N: 46 (8.39%)	A: 146 (26.64%)	SA: 313 (57.12%)	NA: 9 (1.64%)
66. I look forward to interacting with our team when I come to work.	4.15 + 0.04	SD: 11 (2.01%)	D: 18 (3.28%)	N: 54 (9.85%)	A: 261 (47.63%)	SA: 203 (37.04%)	NA: 1 (0.18%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.08 = 0.00	SD: 13 (2.37%)	D: 22 (4.01%)	N: 74 (13.50%)	A: 236 (43.07%)	SA: 199 (36.31%)	NA: 4 (0.73%)
64. Our team is committed to creating an enjoyable work environment.	4.06 -0.04	SD: 12 (2.19%)	D: 21 (3.83%)	N: 73 (13.32%)	A: 258 (47.08%)	SA: 181 (33.03%)	NA: 3 (0.55%)
53. I trust my teammates to follow through on projects.	4.02 -0.05	SD: 16 (2.92%)	D: 25 (4.56%)	N: 64 (11.68%)	A: 263 (47.99%)	SA: 174 (31.75%)	NA: 6 (1.09%)
63. I am highly energized by the people I work with on our team.	4.00 + 0.04	SD: 9 (1.64%)	D: 32 (5.84%)	N: 87 (15.88%)	A: 240 (43.80%)	SA: 176 (32.12%)	NA: 4 (0.73%)
25. My supervisor cares about me as a person.	3.97 -0.04	SD: 23 (4.20%)	D: 29 (5.29%)	N: 91 (16.61%)	A: 203 (37.04%)	SA: 201 (36.68%)	NA: 1 (0.18%)
65. Our team members invest time developing relationships with each other.	3.97 + 0.04	SD: 14 (2.55%)	D: 28 (5.11%)	N: 85 (15.51%)	A: 251 (45.80%)	SA: 165 (30.11%)	NA: 5 (0.91%)
51. Our team has open and trusting relationships.	3.92 + 0.03	SD: 20 (3.65%)	D: 30 (5.47%)	N: 92 (16.79%)	A: 236 (43.07%)	SA: 167 (30.47%)	NA: 3 (0.55%)
68. Quality and inclusive relationships are valued across our organization.	3.89 + 0.02	SD: 16 (2.92%)	D: 29 (5.29%)	N: 91 (16.61%)	A: 275 (50.18%)	SA: 135 (24.64%)	NA: 2 (0.36%)
32. I have an open and trusting relationship with my supervisor.	3.74 = 0.00	SD: 33 (6.02%)	D: 47 (8.58%)	N: 107 (19.53%)	A: 199 (36.31%)	SA: 159 (29.01%)	NA: 3 (0.55%)
31. My supervisor inspires me to grow to new levels.	3.69 ---	SD: 23 (4.20%)	D: 53 (9.67%)	N: 122 (22.26%)	A: 213 (38.87%)	SA: 129 (23.54%)	NA: 8 (1.46%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Question	Mean	Distribution					
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.56	SD: 28	D: 64	N: 139	A: 202	SA: 111	NA: 4
	+ 0.17	(5.11%)	(11.68%)	(25.36%)	(36.86%)	(20.26%)	(0.73%)
		D	N	A	SA		

Innovation

Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.25	SD: 3	D: 7	N: 58	A: 259	SA: 218	NA: 3
	-0.13	(0.55%)	(1.28%)	(10.58%)	(47.26%)	(39.78%)	(0.55%)
		N	A	SA			
42. Our team encourages innovation.	4.02	SD: 8	D: 27	N: 77	A: 264	SA: 168	NA: 4
	+ 0.06	(1.46%)	(4.93%)	(14.05%)	(48.18%)	(30.66%)	(0.73%)
		N	A	SA			
83. Our organization encourages innovation.	3.74	SD: 10	D: 40	N: 128	A: 270	SA: 97	NA: 3
	= 0.00	(1.82%)	(7.30%)	(23.36%)	(49.27%)	(17.70%)	(0.55%)
		D	N	A	SA		
75. Our organization embraces an innovative mindset to maximize our potential.	3.73	SD: 14	D: 45	N: 118	A: 269	SA: 100	NA: 2
	---	(2.55%)	(8.21%)	(21.53%)	(49.09%)	(18.25%)	(0.36%)
		D	N	A	SA		

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.32 -0.08	SD: 21 (3.83%)	D: 7 (1.28%)	N: 32 (5.84%)	A: 201 (36.68%)	SA: 287 (52.37%)	NA: 0 (0.00%)
		N		A		SA	
60. I fit in well with our team.	4.11 -0.03	SD: 8 (1.46%)	D: 16 (2.92%)	N: 78 (14.23%)	A: 247 (45.07%)	SA: 196 (35.77%)	NA: 3 (0.55%)
		N		A		SA	
70. I feel our organization is a great fit for me.	4.11 -0.09	SD: 5 (0.91%)	D: 11 (2.01%)	N: 89 (16.24%)	A: 256 (46.72%)	SA: 184 (33.58%)	NA: 3 (0.55%)
		N		A		SA	
11. I am in a role that allows me to maximize my talents and strengths.	4.06 + 0.04	SD: 10 (1.82%)	D: 34 (6.20%)	N: 64 (11.68%)	A: 240 (43.80%)	SA: 195 (35.58%)	NA: 5 (0.91%)
		D N		A		SA	
7. I have encouraged someone to apply at our organization.	3.85 -0.05	SD: 24 (4.38%)	D: 42 (7.66%)	N: 85 (15.51%)	A: 221 (40.33%)	SA: 162 (29.56%)	NA: 14 (2.55%)
		D N		A		SA	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.74 -0.16	SD: 30 (5.47%)	D: 43 (7.85%)	N: 99 (18.07%)	A: 234 (42.70%)	SA: 135 (24.64%)	NA: 7 (1.28%)
		D N		A		SA	
86. Our organization selects highly talented individuals when hiring.	3.69 -0.06	SD: 21 (3.83%)	D: 36 (6.57%)	N: 131 (23.91%)	A: 257 (46.90%)	SA: 99 (18.07%)	NA: 4 (0.73%)
		D N		A		SA	
77. Our organization selects the right people for the right job.	3.58 -0.08	SD: 22 (4.01%)	D: 60 (10.95%)	N: 132 (24.09%)	A: 244 (44.53%)	SA: 88 (16.06%)	NA: 2 (0.36%)
		D N		A		SA	

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.24 ---	SD: 1 (0.18%) N	D: 4 (0.73%)	N: 53 (9.67%) A	A: 291 (53.10%)	SA: 195 (35.58%) SA	NA: 4 (0.73%)
54. Our team continuously seeks ways to improve our performance.	4.00 -0.04	SD: 11 (2.01%) N	D: 21 (3.83%)	N: 87 (15.88%) A	A: 265 (48.36%)	SA: 160 (29.20%) SA	NA: 4 (0.73%)
69. I am part of an organization that continues to pursue excellence every day.	3.97 -0.08	SD: 11 (2.01%) N	D: 21 (3.83%)	N: 86 (15.69%) A	A: 286 (52.19%)	SA: 142 (25.91%) SA	NA: 2 (0.36%)
52. I am on a team that continuously challenges me to grow and improve.	3.95 ---	SD: 8 (1.46%) N	D: 26 (4.74%)	N: 106 (19.34%) A	A: 250 (45.62%)	SA: 154 (28.10%) SA	NA: 4 (0.73%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.73 ---	SD: 18 (3.28%) D	D: 43 (7.85%) N	N: 111 (20.26%) A	A: 273 (49.82%)	SA: 101 (18.43%) SA	NA: 2 (0.36%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.67 ---	SD: 25 (4.56%) D	D: 40 (7.30%) N	N: 120 (21.90%) A	A: 260 (47.45%)	SA: 97 (17.70%) SA	NA: 6 (1.09%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.29 ---	SD: 2 (0.36%)	D: 2 (0.36%)	N: 41 (7.48%)	A: 292 (53.28%)	SA: 206 (37.59%)	NA: 5 (0.91%)
		N A SA					
84. I would like to work at our organization long term.	4.09 -0.08	SD: 6 (1.09%)	D: 13 (2.37%)	N: 100 (18.25%)	A: 233 (42.52%)	SA: 193 (35.22%)	NA: 3 (0.55%)
		N A SA					
72. Our organization provides the experience and development for me to further my career here.	3.73 + 0.06	SD: 13 (2.37%)	D: 41 (7.48%)	N: 146 (26.64%)	A: 224 (40.88%)	SA: 118 (21.53%)	NA: 6 (1.09%)
		D N A SA					
73. My supervisor advocates for my role and career growth.	3.71 ---	SD: 21 (3.83%)	D: 58 (10.58%)	N: 120 (21.90%)	A: 196 (35.77%)	SA: 145 (26.46%)	NA: 8 (1.46%)
		D N A SA					
74. I have the opportunity to express my career interests at our organization.	3.70 + 0.07	SD: 18 (3.28%)	D: 48 (8.76%)	N: 135 (24.64%)	A: 214 (39.05%)	SA: 122 (22.26%)	NA: 11 (2.01%)
		D N A SA					

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Performance Planning

Question	Mean	Distribution					
17. I embrace challenges as opportunities for growth.	4.16 + 0.04	SD: 2 (0.36%)	D: 14 (2.55%)	N: 55 (10.04%)	A: 300 (54.74%)	SA: 177 (32.30%)	NA: 0 (0.00%)
57. Our team has improved our performance over time by learning from each other.	4.09 = 0.00	SD: 13 (2.37%)	D: 15 (2.74%)	N: 58 (10.58%)	A: 281 (51.28%)	SA: 173 (31.57%)	NA: 8 (1.46%)
58. I am satisfied that our team performs up to our potential.	3.93 + 0.03	SD: 13 (2.37%)	D: 29 (5.29%)	N: 81 (14.78%)	A: 279 (50.91%)	SA: 139 (25.36%)	NA: 7 (1.28%)
49. Our team effectively sets goals to further enhance our performance.	3.89 + 0.08	SD: 10 (1.82%)	D: 33 (6.02%)	N: 103 (18.80%)	A: 260 (47.45%)	SA: 140 (25.55%)	NA: 2 (0.36%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.85 + 0.12	SD: 10 (1.82%)	D: 35 (6.39%)	N: 105 (19.16%)	A: 267 (48.72%)	SA: 124 (22.63%)	NA: 7 (1.28%)
37. My supervisor motivates me to achieve my goals.	3.76 + 0.06	SD: 22 (4.01%)	D: 47 (8.58%)	N: 116 (21.17%)	A: 213 (38.87%)	SA: 144 (26.28%)	NA: 6 (1.09%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.42 + 0.22	SD: 39 (7.12%)	D: 98 (17.88%)	N: 107 (19.53%)	A: 174 (31.75%)	SA: 111 (20.26%)	NA: 19 (3.47%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Training & Development

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.21 + 0.48	SD: 7 (1.28%)	D: 11 (2.01%)	N: 62 (11.31%)	A: 242 (44.16%)	SA: 219 (39.96%)	NA: 7 (1.28%)
35. My supervisor supports my personal and professional development.	3.89 + 0.07	SD: 18 (3.28%)	D: 35 (6.39%)	N: 98 (17.88%)	A: 228 (41.61%)	SA: 164 (29.93%)	NA: 5 (0.91%)
15. I am properly trained to achieve excellence in my work.	3.87 + 0.06	SD: 10 (1.82%)	D: 50 (9.12%)	N: 86 (15.69%)	A: 252 (45.99%)	SA: 145 (26.46%)	NA: 5 (0.91%)
36. My supervisor builds a culture of learning and growth.	3.87 ---	SD: 20 (3.65%)	D: 42 (7.66%)	N: 86 (15.69%)	A: 239 (43.61%)	SA: 158 (28.83%)	NA: 3 (0.55%)
30. My supervisor encourages opportunities for my growth and development.	3.85 + 0.21	SD: 18 (3.28%)	D: 41 (7.48%)	N: 103 (18.80%)	A: 226 (41.24%)	SA: 155 (28.28%)	NA: 5 (0.91%)
81. Our organization provides the "right" training for me to excel in my role.	3.33 -0.02	SD: 25 (4.56%)	D: 101 (18.43%)	N: 153 (27.92%)	A: 201 (36.68%)	SA: 64 (11.68%)	NA: 4 (0.73%)

SD : Strongly Disagree D : Disagree N : Neutral A : Agree SA : Strongly Agree NA : Not Applicable

Mission Conscious

Question	Mean	Distribution					
22. I support our organization's mission.	4.21 + 0.12	SD: 3 (0.55%) N	D: 4 (0.73%)	N: 65 (11.86%) A	A: 277 (50.55%)	SA: 197 (35.95%) SA	NA: 2 (0.36%)
59. Our team is very inspired by the work we do.	4.03 -0.02	SD: 8 (1.46%) N	D: 18 (3.28%)	N: 72 (13.14%) A	A: 298 (54.38%)	SA: 148 (27.01%) SA	NA: 4 (0.73%)
41. My supervisor effectively communicates our organizational mission to me.	3.79 -0.10	SD: 18 (3.28%) D	D: 51 (9.31%) N	N: 109 (19.89%) A	A: 219 (39.96%)	SA: 149 (27.19%) SA	NA: 2 (0.36%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.78 -0.03	SD: 11 (2.01%) N	D: 30 (5.47%)	N: 117 (21.35%) A	A: 293 (53.47%)	SA: 92 (16.79%) SA	NA: 5 (0.91%)
82. Business decisions made are consistent with our mission and core values.	3.34 -0.02	SD: 37 (6.75%) SD	D: 79 (14.42%) D	N: 163 (29.74%) N	A: 186 (33.94%) A	SA: 74 (13.50%) SA	NA: 9 (1.64%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Communication

Question	Mean	Distribution					
79. My teammates share important information with me.	4.02 + 0.73	SD: 6 (1.09%)	D: 28 (5.11%)	N: 75 (13.69%)	A: 272 (49.64%)	SA: 161 (29.38%)	NA: 6 (1.09%)
44. Our team effectively communicates with each other.	3.98 + 0.05	SD: 17 (3.10%)	D: 35 (6.39%)	N: 69 (12.59%)	A: 246 (44.89%)	SA: 178 (32.48%)	NA: 3 (0.55%)
27. My supervisor and I have effective two-way communication.	3.84 + 0.04	SD: 22 (4.01%)	D: 50 (9.12%)	N: 90 (16.42%)	A: 213 (38.87%)	SA: 169 (30.84%)	NA: 4 (0.73%)
55. Information is shared effectively within our team.	3.79 -0.06	SD: 21 (3.83%)	D: 54 (9.85%)	N: 80 (14.60%)	A: 255 (46.53%)	SA: 135 (24.64%)	NA: 3 (0.55%)
24. My supervisor effectively communicates his/her expectations.	3.74 -0.05	SD: 28 (5.11%)	D: 51 (9.31%)	N: 100 (18.25%)	A: 222 (40.51%)	SA: 145 (26.46%)	NA: 2 (0.36%)
26. My supervisor gives me constructive feedback about my work performance.	3.68 + 0.13	SD: 21 (3.83%)	D: 61 (11.13%)	N: 118 (21.53%)	A: 214 (39.05%)	SA: 128 (23.36%)	NA: 6 (1.09%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	3.67 + 0.04	SD: 25 (4.56%)	D: 47 (8.58%)	N: 120 (21.90%)	A: 237 (43.25%)	SA: 109 (19.89%)	NA: 10 (1.82%)

SD

 : Strongly Disagree

D

 : Disagree

N

 : Neutral

A

 : Agree

SA

 : Strongly Agree

NA

 : Not Applicable

Recognition

Question	Mean	Distribution					
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.18 + 0.20	SD: 3 (0.55%)	D: 13 (2.37%)	N: 42 (7.66%)	A: 313 (57.12%)	SA: 175 (31.93%)	NA: 2 (0.36%)
		<div><div></div><div>N</div><div data-cs="3" data-kind="parent">A</div><div data-kind="ghost"></div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
48. My teammates promote gratitude in our culture.	4.01 -0.02	SD: 14 (2.55%)	D: 20 (3.65%)	N: 80 (14.60%)	A: 265 (48.36%)	SA: 167 (30.47%)	NA: 2 (0.36%)
		<div><div></div><div></div><div>N</div><div data-cs="3" data-kind="parent">A</div><div data-kind="ghost"></div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
29. My supervisor recognizes me for a job well done.	3.74 + 0.11	SD: 28 (5.11%)	D: 51 (9.31%)	N: 104 (18.98%)	A: 215 (39.23%)	SA: 148 (27.01%)	NA: 2 (0.36%)
		<div><div></div><div>D</div><div></div><div>N</div><div data-cs="3" data-kind="parent">A</div><div data-kind="ghost"></div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
80. Our organization practices gratitude by recognizing excellence in our work.	3.67 + 0.09	SD: 17 (3.10%)	D: 54 (9.85%)	N: 117 (21.35%)	A: 261 (47.63%)	SA: 98 (17.88%)	NA: 1 (0.18%)
		<div><div></div><div>D</div><div></div><div>N</div><div data-cs="3" data-kind="parent">A</div><div data-kind="ghost"></div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
9. I have received meaningful recognition in the past 10 days.	3.38 + 0.07	SD: 44 (8.03%)	D: 109 (19.89%)	N: 93 (16.97%)	A: 185 (33.76%)	SA: 108 (19.71%)	NA: 9 (1.64%)
		<div><div>SD</div><div></div><div>D</div><div></div><div>N</div><div data-cs="3" data-kind="parent">A</div><div data-kind="ghost"></div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Support-Equip

Question	Mean	Distribution					
62. My teammates demonstrate commitment to helping and supporting each other.	4.09 -0.04	SD: 9 (1.64%)	D: 27 (4.93%)	N: 48 (8.76%)	A: 283 (51.64%)	SA: 176 (32.12%)	NA: 5 (0.91%)
		<div><div></div><div>N</div><div data-cs="2" data-kind="parent">A</div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
56. Our team actively responds when needs arise within our team.	4.07 -0.04	SD: 15 (2.74%)	D: 23 (4.20%)	N: 54 (9.85%)	A: 269 (49.09%)	SA: 183 (33.39%)	NA: 4 (0.73%)
		<div><div></div><div>N</div><div data-cs="2" data-kind="parent">A</div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
34. My supervisor is actively responsive to my needs.	3.76 -0.01	SD: 25 (4.56%)	D: 51 (9.31%)	N: 95 (17.34%)	A: 233 (42.52%)	SA: 142 (25.91%)	NA: 2 (0.36%)
		<div><div></div><div>D</div><div>N</div><div data-cs="2" data-kind="parent">A</div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
23. I have a supportive coaching relationship with my supervisor.	3.76 + 0.04	SD: 26 (4.74%)	D: 57 (10.40%)	N: 103 (18.80%)	A: 197 (35.95%)	SA: 162 (29.56%)	NA: 3 (0.55%)
		<div><div></div><div>D</div><div>N</div><div data-cs="2" data-kind="parent">A</div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
33. My supervisor supports me through challenges and failures in order to succeed.	3.75 ---	SD: 24 (4.38%)	D: 44 (8.03%)	N: 103 (18.80%)	A: 246 (44.89%)	SA: 129 (23.54%)	NA: 2 (0.36%)
		<div><div></div><div>D</div><div>N</div><div data-cs="2" data-kind="parent">A</div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
3. I am provided the core needs necessary for me to excel in my role.	3.74 + 0.02	SD: 17 (3.10%)	D: 55 (10.04%)	N: 93 (16.97%)	A: 269 (49.09%)	SA: 110 (20.07%)	NA: 4 (0.73%)
		<div><div></div><div>D</div><div>N</div><div data-cs="2" data-kind="parent">A</div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.49 -0.07	SD: 20 (3.65%)	D: 90 (16.42%)	N: 115 (20.99%)	A: 245 (44.71%)	SA: 78 (14.23%)	NA: 0 (0.00%)
		<div><div></div><div>D</div><div>N</div><div data-cs="2" data-kind="parent">A</div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					
28. I am provided the opportunity to spend quality time with my supervisor.	3.32 + 0.09	SD: 38 (6.93%)	D: 102 (18.61%)	N: 147 (26.82%)	A: 163 (29.74%)	SA: 95 (17.34%)	NA: 3 (0.55%)
		<div><div>SD</div><div>D</div><div>N</div><div data-cs="2" data-kind="parent">A</div><div data-kind="ghost"></div><div data-cs="2" data-kind="parent">SA</div><div data-kind="ghost"></div></div>					

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Top Items

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.50 -0.02	SD: 9 (1.64%)	D: 5 (0.91%)	N: 25 (4.56%)	A: 168 (30.66%)	SA: 332 (60.58%)	NA: 9 (1.64%)
2. I am fully engaged in the work that I do.	4.47 -0.05	SD: 10 (1.82%)	D: 9 (1.64%)	N: 15 (2.74%)	A: 189 (34.49%)	SA: 320 (58.39%)	NA: 5 (0.91%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.35 ---	SD: 2 (0.36%)	D: 1 (0.18%)	N: 43 (7.85%)	A: 257 (46.90%)	SA: 241 (43.98%)	NA: 4 (0.73%)
5. I have at least one close friend at work.	4.35 -0.01	SD: 12 (2.19%)	D: 22 (4.01%)	N: 46 (8.39%)	A: 146 (26.64%)	SA: 313 (57.12%)	NA: 9 (1.64%)
92. I demonstrate effort in building a positive workplace culture.	4.33 ---	SD: 1 (0.18%)	D: 2 (0.36%)	N: 45 (8.21%)	A: 266 (48.54%)	SA: 231 (42.15%)	NA: 3 (0.55%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

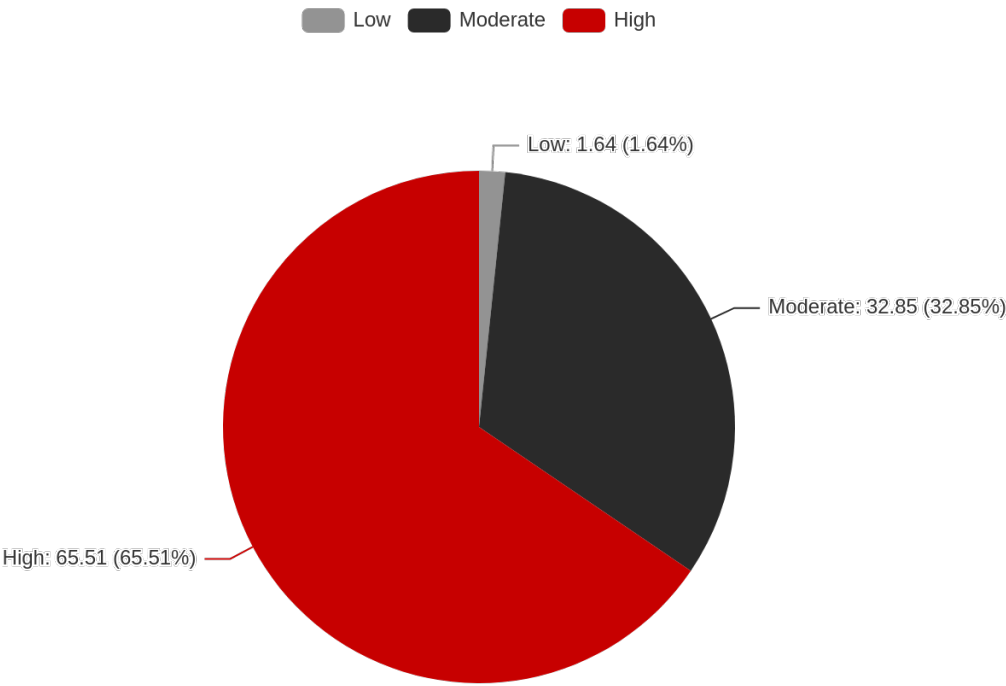
SA : Strongly Agree

NA : Not Applicable

Bottom Items

Question	Mean	Distribution					
28. I am provided the opportunity to spend quality time with my supervisor.	3.32 + 0.09	SD: 38 (6.93%)	D: 102 (18.61%)	N: 147 (26.82%)	A: 163 (29.74%)	SA: 95 (17.34%)	NA: 3 (0.55%)
		SD	D	N	A	SA	
81. Our organization provides the "right" training for me to excel in my role.	3.33 -0.02	SD: 25 (4.56%)	D: 101 (18.43%)	N: 153 (27.92%)	A: 201 (36.68%)	SA: 64 (11.68%)	NA: 4 (0.73%)
			D	N	A	SA	
82. Business decisions made are consistent with our mission and core values.	3.34 -0.02	SD: 37 (6.75%)	D: 79 (14.42%)	N: 163 (29.74%)	A: 186 (33.94%)	SA: 74 (13.50%)	NA: 9 (1.64%)
		SD	D	N	A	SA	
9. I have received meaningful recognition in the past 10 days.	3.38 + 0.07	SD: 44 (8.03%)	D: 109 (19.89%)	N: 93 (16.97%)	A: 185 (33.76%)	SA: 108 (19.71%)	NA: 9 (1.64%)
		SD	D	N	A	SA	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.42 + 0.22	SD: 39 (7.12%)	D: 98 (17.88%)	N: 107 (19.53%)	A: 174 (31.75%)	SA: 111 (20.26%)	NA: 19 (3.47%)
		SD	D	N	A	SA	

Current Growth Mindset Chart



SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

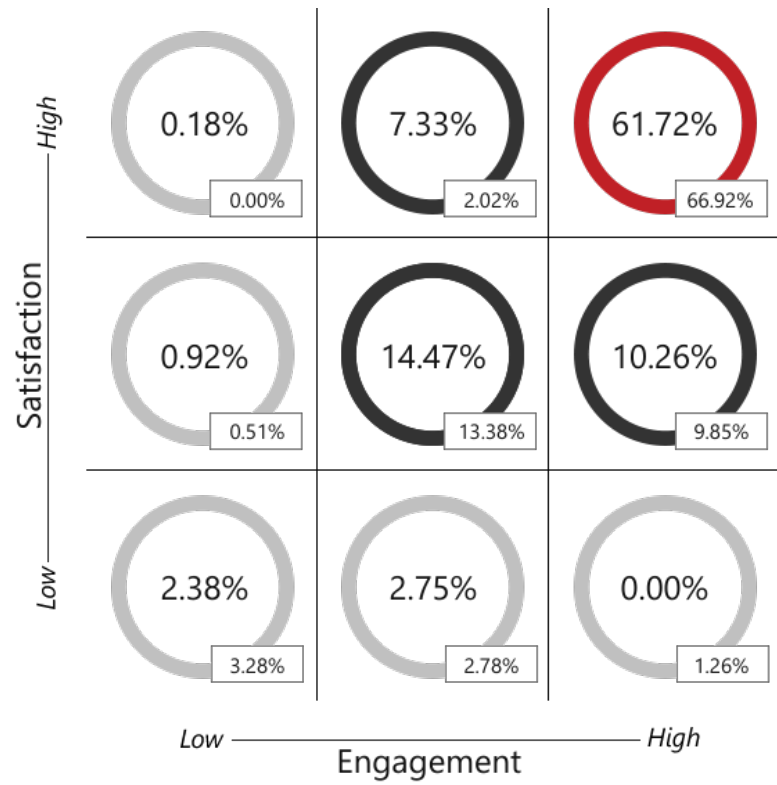
SA : Strongly Agree

NA : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.35 ---	SD: 2 (0.36%)	D: 1 (0.18%)	N: 43 (7.85%)	A: 257 (46.90%)	SA: 241 (43.98%)	NA: 4 (0.73%)
		N A SA					
85. I am committed to achieving my potential through learning and growing.	4.29 ---	SD: 2 (0.36%)	D: 2 (0.36%)	N: 41 (7.48%)	A: 292 (53.28%)	SA: 206 (37.59%)	NA: 5 (0.91%)
		N A SA					
21. I am committed to a growth mindset to achieve my potential.	4.24 ---	SD: 1 (0.18%)	D: 4 (0.73%)	N: 53 (9.67%)	A: 291 (53.10%)	SA: 195 (35.58%)	NA: 4 (0.73%)
		N A SA					
6. I seek opportunities to further my growth and development.	4.21 + 0.48	SD: 7 (1.28%)	D: 11 (2.01%)	N: 62 (11.31%)	A: 242 (44.16%)	SA: 219 (39.96%)	NA: 7 (1.28%)
		N A SA					
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.18 + 0.20	SD: 3 (0.55%)	D: 13 (2.37%)	N: 42 (7.66%)	A: 313 (57.12%)	SA: 175 (31.93%)	NA: 2 (0.36%)
		N A SA					
78. I feel proud of and inspired by the success of others on my team.	4.17 ---	SD: 8 (1.46%)	D: 4 (0.73%)	N: 67 (12.23%)	A: 275 (50.18%)	SA: 190 (34.67%)	NA: 4 (0.73%)
		N A SA					
17. I embrace challenges as opportunities for growth.	4.16 + 0.04	SD: 2 (0.36%)	D: 14 (2.55%)	N: 55 (10.04%)	A: 300 (54.74%)	SA: 177 (32.30%)	NA: 0 (0.00%)
		N A SA					
52. I am on a team that continuously challenges me to grow and improve.	3.95 ---	SD: 8 (1.46%)	D: 26 (4.74%)	N: 106 (19.34%)	A: 250 (45.62%)	SA: 154 (28.10%)	NA: 4 (0.73%)
		N A SA					
36. My supervisor builds a culture of learning and growth.	3.87 ---	SD: 20 (3.65%)	D: 42 (7.66%)	N: 86 (15.69%)	A: 239 (43.61%)	SA: 158 (28.83%)	NA: 3 (0.55%)
		D N A SA					
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.73 ---	SD: 18 (3.28%)	D: 43 (7.85%)	N: 111 (20.26%)	A: 273 (49.82%)	SA: 101 (18.43%)	NA: 2 (0.36%)
		D N A SA					

3x3



All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.50 -0.02
2. I am fully engaged in the work that I do.	Engage-Inspire	4.47 -0.05
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.35 ---
5. I have at least one close friend at work.	Relationships	4.35 -0.01
92. I demonstrate effort in building a positive workplace culture.	Quality	4.33 ---
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.32 -0.06
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.32 -0.08
85. I am committed to achieving my potential through learning and growing.	Career Development	4.29 ---
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.25 + 0.06
13. My work is fulfilling and enjoyable.	Satisfaction	4.25 + 0.10
12. I am highly committed to and energized by my work.	Engage-Inspire	4.25 + 0.04
16. I seek new ways to achieve excellence in my role.	Innovation	4.25 -0.13
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.24 ---
45. I feel great pride in the team of which I am a part.	Pride	4.23 + 0.02
22. I support our organization's mission.	Mission Conscious	4.21 + 0.12
46. I am satisfied being a part of our team.	Satisfaction	4.21 + 0.01
6. I seek opportunities to further my growth and development.	Training & Development	4.21 + 0.48
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.18 + 0.20
78. I feel proud of and inspired by the success of others on my team.	Pride	4.17 ---

Question	Dimension	Mean
17. I embrace challenges as opportunities for growth.	Performance Planning	4.16 + 0.04
66. I look forward to interacting with our team when I come to work.	Relationships	4.15 + 0.04
60. I fit in well with our team.	Talent/Fit	4.11 -0.03
70. I feel our organization is a great fit for me.	Talent/Fit	4.11 -0.09
14. I feel great pride in being a part of our organization.	Pride	4.10 -0.07
84. I would like to work at our organization long term.	Career Development	4.09 -0.08
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.09 = 0.00
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.09 -0.04
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.08 = 0.00
56. Our team actively responds when needs arise within our team.	Support-Equip	4.07 -0.04
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.06 -0.04
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.06 + 0.04
59. Our team is very inspired by the work we do.	Mission Conscious	4.03 -0.02
79. My teammates share important information with me.	Communication	4.02 + 0.73
42. Our team encourages innovation.	Innovation	4.02 + 0.06
53. I trust my teammates to follow through on projects.	Relationships	4.02 -0.05
48. My teammates promote gratitude in our culture.	Recognition	4.01 -0.02

Question	Dimension	Mean
63. I am highly energized by the people I work with on our team.	Relationships	4.00 + 0.04
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.00 -0.04
44. Our team effectively communicates with each other.	Communication	3.98 + 0.05
25. My supervisor cares about me as a person.	Relationships	3.97 -0.04
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	3.97 -0.08
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	3.97 -0.10
65. Our team members invest time developing relationships with each other.	Relationships	3.97 + 0.04
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	3.95 ---
71. Our organization is committed to quality collaboration and excellence.	Quality	3.95 -0.17
58. I am satisfied that our team performs up to our potential.	Performance Planning	3.93 + 0.03
47. I am on a team that encourages each member to surpass expectations.	Quality	3.92 -0.02
51. Our team has open and trusting relationships.	Relationships	3.92 + 0.03
20. I look forward to coming to work every day.	Satisfaction	3.91 -0.04
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	3.89 + 0.08
35. My supervisor supports my personal and professional development.	Training & Development	3.89 + 0.07
68. Quality and inclusive relationships are valued across our organization.	Relationships	3.89 + 0.02
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.88 -0.10

Question	Dimension	Mean
15. I am properly trained to achieve excellence in my work.	Training & Development	3.87 + 0.06
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	3.87 ---
36. My supervisor builds a culture of learning and growth.	Training & Development	3.87 ---
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.85 + 0.21
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.85 -0.05
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	3.85 + 0.12
27. My supervisor and I have effective two-way communication.	Communication	3.84 + 0.04
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.79 -0.10
55. Information is shared effectively within our team.	Communication	3.79 -0.06
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.78 -0.03
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.76 + 0.06
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.76 + 0.04
34. My supervisor is actively responsive to my needs.	Support-Equip	3.76 -0.01
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	3.75 ---
29. My supervisor recognizes me for a job well done.	Recognition	3.74 + 0.11
32. I have an open and trusting relationship with my supervisor.	Relationships	3.74 = 0.00

Question	Dimension	Mean
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.74 -0.16
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.74 + 0.02
83. Our organization encourages innovation.	Innovation	3.74 = 0.00
24. My supervisor effectively communicates his/her expectations.	Communication	3.74 -0.05
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.73 ---
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.73 ---
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.73 + 0.06
73. My supervisor advocates for my role and career growth.	Career Development	3.71 ---
74. I have the opportunity to express my career interests at our organization.	Career Development	3.70 + 0.07
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.69 -0.06
31. My supervisor inspires me to grow to new levels.	Relationships	3.69 ---
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.68 + 0.13
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	3.67 + 0.04
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.67 ---
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	3.67 + 0.09
77. Our organization selects the right people for the right job.	Talent/Fit	3.58 -0.08

Question	Dimension	Mean
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.56 + 0.17
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.49 -0.07
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.42 + 0.22
9. I have received meaningful recognition in the past 10 days.	Recognition	3.38 + 0.07
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.34 -0.02
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.33 -0.02
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.32 + 0.09



Seward Public Schools

Seward, Nebraska

October, 2024

Presented to:

Dr. Josh Fields, Superintendent

Presented by:

Dr. Jim Sutfin, Senior Associate

Brad Black, CEO

2900 S. 70th Street
Suite 100
Lincoln, NE 68506

100 W. Michigan Avenue
Suite 250
Kalamazoo, MI 49007

INSIGHTeX – Staff Engagement Survey

The INSIGHTeX Culture Assessments are research and expert practitioner developed workplace survey instruments, which equip organizations with the knowledge and understanding of their organizational culture in order to drive “culture of excellence.”

Our integration of research, the expertise of “practitioner scientists” and technology solutions provides the added value of continuous “pulse” surveying, customized reports, longitudinal comparisons, causal analysis and interpretation to drive meaningful and sustained impact.

INSIGHTeX Results and Feedback Delivering data that guides action, combined with our extensive human resources and consulting knowledge and expertise, we supply organizations with the ability to expertly interpret their results. This is followed by collaboration in feedback and action planning sessions, as well as processes to drive continuous impact and culture excellence.

\$5,600 Base administration fee + \$400 Per department + \$3,500/ for feedback sessions

\$9,500.00 *Capped for full district Staff Engagement each year with three-year agreement

Additional 5% discount available with three-year Summit table sponsorship commitment

****Payment Information:** Payment due upon receipt of invoice**

Form of Payment:	CREDIT CARD: ONLY eligible on proposals under \$2,000
Payer Contact Name:	
Payer Phone & Email:	

Form of Payment: (Circle One)	CHECK PURCHASE ORDER ACH OTHER: _____
Accounts Payable Contact Name:	
Accounts Payable Phone & Email:	

Seward Public Schools	Humanex Ventures:
Dr. Josh Field	Dr. Jim Sutfin
Name/Title	Name/Title
josh.fields@sewardschools.org	Jim.Sutfin@humanexventures.com brad.black@humanexventures.com
Email & Phone	Email & Phone
Signature	Signature
Date	Date

PARTNERS ON FACILITY IMPROVEMENTS

NOVEMBER 8, 2024



Seward Public Schools



Present Situation

High School

Multiple pieces of HVAC equipment are past their useful life and are due for replacement.

Recommended Solutions - Option A

Replace (2) existing LES low efficiency boilers with (2) High efficiency Aerco boilers

- Aerco Benchmark BMK3000 condensing boilers – 3 million BTU each
- Boiler sizing requirements were verified by professional engineer
- Existing expansion pressure tank to be replaced with bladder style tank
- Glycol will be captured and reused
- New boilers will be connected to BMS controls via BACnet interface

Replace (1) existing low efficiency domestic hot water heater/storage tank with (2) new High efficiency PVI Conquest hot water heaters

- Demo and remove existing heater and oversized 1,200 gallon storage tank
- Install (2) 399,000 btu PVI Conquest hot water heaters – no storage tank required
- Hot Water sizing requirements were verified by professional engineer
- New HW heaters will be connected to BMS controls via BACnet interface
- Existing temperature mixing station will be reused

Project Budget

The selected projects above have a Guaranteed Maximum Price (GMP) of..... **\$574,750**



Recommended Solutions - Option B

Replace (2) existing LES low efficiency boilers with (2) High efficiency Aerco boilers

- Aerco Benchmark BMK3000 condensing boilers – 3 million BTU each
- Boiler sizing requirements were verified by professional engineer
- Existing expansion pressure tank to be replaced with bladder style tank
- Glycol will be captured and reused
- New boilers will be connected to BMS controls via BACnet interface

Replace (1) existing low efficiency domestic hot water heater/storage tank with (1) new High efficiency PVI conquest hot water heater and (1) Aerco smartplate domestic hot water heat exchanger.

- Demo and remove existing heater and oversized 1,200 gallon storage tank
- Install (1) 399,000 btu PVI Conquest hot water heater – for summer operation and backup
- Install (1) Aerco SP 33 Smartplate domestic hot water heating system with 400 gallon hot water buffer tank and circulating pump – for operation when boilers are fired
- New HW heater and smartplate will be connected to BMS controls via BACnet interface
- Existing temperature mixing station will be reused
- Double wall HX included, Deduct \$5,000 for single wall heat exchanger

Project Budget

The selected projects above have a Guaranteed Maximum Price (GMP) of..... **\$572,250**

SAMPLE - School Board/Committee Resolution

MOVE THAT: Whereas the Board of Education, intends to enter into Phase 2 of an ESCO contract with Facility Advocates for the amount not to exceed \$XXX,XXX for the scope of work discussed.



Board of Education Regular Meeting

School District of Seward

410 South Street

Seward, NE 68434

Monday, October 14, 2024 5:30 PM

Attendance Taken at 5:38 PM.

Paul Duer: Present

Matt Hastings: Present

Jill Hochstein: Absent

Ryne Seaman: Present

Danielle Shipley: Absent

Shawn Svoboda: Present

1. Preliminary Procedures

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

1.2. Public Notice as publicized per board policy

The public notice was publicized in the Seward County Independent and posted at city hall, library and courthouse. The public notice was dated October 9, 2024.

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

Motion to excuse Danielle Shipley and Jill Hochstein from tonight's meeting Passed with a motion by Matt Hastings and a second by Paul Duer.

Paul Duer: Yea, Matt Hastings: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

1.4. Pledge of Allegiance

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

1.6. Approval of Agenda

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

Paul Duer: Yea, Matt Hastings: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

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

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

There was none.

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

There was none.

3. Discussion Items

3.1. Facility Advocates

Dave Raymond from Facility Advocates discussed the option of doing a contract like we have done in the past vs. taking everything out to bid and hiring an engineer.

3.2. Facility Study

Dr. Fields discussed doing a future facility study and asked the board for their thoughts about moving forward with bringing in a few architect firms to interview.

3.3. Perception Survey Results

Dr. Dominy discussed the perception survey results which is required to be done every two years for accreditation. The survey was done in April 2024

3.4. Branding SPS- Teacher recruitment and retention

Dr. Fields and Dr. Dominy discussed branding SPS and we are working on updating our website. Dr. Fields also discussed teacher recruitment and retention and the Humanex InsightEx Culture and Climate Survey.

4. Reports

4.1. Administrator Reports

Written reports were received from the administrators.

4.2. Student Board Report

Esten Johnsen presented his report to the board.

4.3. Superintendent's Report

Dr. Fields attended a Property Tax State Chamber Debrief. Some superintendents will meet with Senator Hughes and Millard Public Schools to discuss the TEOSSA Formula and what could look different with it. The NASB State Conference is November 20-22, 2024. We have submitted a couple of students for some of the student panels from SHS and both students were selected for the panel. Negotiations will start in the next couple of weeks so we need to schedule a meeting soon. Matt worked with Sodexo to hopefully help with the last people going through the line to ensure there is enough choices. Dr. Fields updated the board on the turf collaboration with the City, CUNE, and SPS. Dr. Fields had his first Superintendent's Parent Advisory and had a great turnout with great feedback. The Wellness Center has a Corporate Member discussion we are looking into. We had a Seward County Roads meeting before the winter weather hit. NASB Monthly Update

5. New Business

5.1. Civics meeting and update on new Social Studies Curriculum Implementation

We had our second civics meeting and discussed upcoming holidays, civics test and our new social studies curriculum.

5.2. Safety and Security Update (NIAC)

Dr. Fields discussed the Safety and Security update from NIAC.

6. Action Items

6.1. Mitigation Resolution 102024

Motion to approve Mitigation Resolution 102024 as presented. Passed with a motion by Paul Duer and a second by Matt Hastings.

Paul Duer: Yea, Matt Hastings: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

7. Future Agenda Items

ESCO

8. Consent Agenda

8.1. Approval of Minutes

8.2. Approval of Financial Reports

8.2.1. Treasurer

8.2.2. Budget

8.2.3. Activities

8.2.4. Athletic

8.3. Approval of Claims

8.3.1. General Fund - \$2,134,803.90

8.4. Approval of Consent Agenda

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

Paul Duer: Yea, Matt Hastings: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

9. Adjournment

Motion to adjourn the meeting at 7:58 PM with the next study session and regular board meeting scheduled for Monday, November 11 at 5:30 PM Passed with a motion by Matt Hastings and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

Prepared by:

Jill Hochstein

Heidi Covert

Secretary

**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED OCTOBER 31, 2024**

GENERAL FUND (ACCOUNT NUMBER 100-172)

Bank Balance		3,620,162.59
Seward County Treasurer--Local Taxes	471,720.14	
Butler County Treasurer--Local Taxes	38,917.41	
Seward Hot Lunch--Reimbursement	1,815.34	
Lost English Book	22.70	
Kurt Reinders--Sale of books	117.00	
Allison Sommerfeld--2Q Preschool Pymt	175.00	
Krista Koranda--2Q Preschool Pymt	250.00	
Abby Jensen--2 Q Preschool Pymt	250.00	
Codr Plumbing--2Q Preschool Pymt	250.00	
Hallie Zimmerman--2Q Preschool Pymt	250.00	
Katherine Rohren--2Q Preschool Pymt	250.00	
Halie Hemenway--2Q Preschool Pymt	250.00	
Sarah Dolezal--2Q Preschool Pymt	400.00	
Drew Carr--2Q Preschool Pymt	400.00	
Kelli Fleek--2Q Preschool Pymt	400.00	
Claribel Schulz--2Q Preschool Pymt	400.00	
Allison Haskin--2Q Preschool Pymt	250.00	
Shanae Hentzen--2Q Preschool Pymt	400.00	
Audrey Ahrens--2Q Preschool Pymt	400.00	
Brittany Carroll--2Q Preschool Pymt	250.00	
Tracy Hull--2Q Preschool Pymt	260.00	
Haley Martin--2Q Preschool Pymt	250.00	
Tysha Smith--2Q Preschool Pymt	250.00	
Alison Koch--2Q Preschool Pymt	250.00	
Lauren Kitchen--2Q Preschool Pymt	250.00	
Kennedy--2Q Preschool Pymt	245.00	
Allison Wisco--2Q Preschool Pymt	400.00	
Tyler Luebbe--2Q Preschool Pymt	250.00	
Chelsea Kulsziski--2Q Preschool Pymt	250.00	
Lakin Bohac--2Q Preschool Pymt	275.00	
Amanda Osten--2Q Preschool Pymt	250.00	
Natasha Andersen--2Q Preschool Pymt	250.00	
Madison Trevino--2Q Preschool Pymt	250.00	
Jordyn Hilger--2Q Preschool Pymt	250.00	
Elisabeth Preister--2Q Preschool Pymt	400.00	
Charlotte Runcie--2Q Preschool Pymt	250.00	
Fehlhafer's--Sale of junk	191.35	
Civitech--Records Request	50.00	
Civitech--Records Request	34.00	
Jays Club--Rental	800.00	
St John's--Transportation	800.00	
St John's--Transportation	800.00	
Willow Path--Transportation	1,800.00	
Methodist Church--Transportation	800.00	
Methodist Church--Transportation	800.00	
City of Seward--Fines	39.28	
Jones Bank - Interest	9,451.97	

**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED OCTOBER 31, 2024**

Centennial Public Schools--Sixpence	115.66
Milford Public Schools--Sixpence	115.66
Carly Blackwell--Lost book	15.50
ESU 6--Stipends/Reimbursement	862.37
State of Nebraska--Title IIA 6310	19,327.00
EHA Wellness--ELEVATE	1,005.00
State of Nebraska--Medicaid	3,491.67
State of Nebraska--State Aid	241,308.00
Jones Bank - Interest	1,446.23

804,751.28

4,424,913.87

Disbursements for the Month ----- 1,909,658.45

Returned Deposit----- 1,700.00

Bank Balance----- 2,513,555.42

Less Outstanding Checks ----- 574,301.98

Available Balance ----- 1,939,253.44

GENERAL FUND MONEY MARKET (ACCOUNT NUMBER 60037340)

Beginning Balance ----- 1,008,070.40

Transfer to General Fund for Cash Flow Purposes ----- 0.00

Transfer from General Fund----- 0.00

Interest ----- 2,205.88

Bank Balance ----- 1,010,276.28

GENERAL RESERVE FUND (ACCOUNT NUMBER 461-170)

Beginning Balance ----- 1,126,634.79

Transfer to General Fund for Cash Flow Purposes ----- 0.00

Interest ----- 2,273.64

Bank Balance ----- 1,128,908.43

CD #45932 CNB--Interest Rate: 4.84%-Maturity Date 1/27/2025 1,500,000.00

CD #70003334-JB-Interest Rate: 4.89%-Maturity Date 12/24/2024 700,771.44

2,200,771.44

TOTAL IN GENERAL RESERVE FUND 3,329,679.87

DEPRECIATION FUND (ACCOUNT NUMBER 154--006)

Beginning Account Balance ----- 275,441.50

Deposit: Jones ----- 4,046.38

Disbursements: ----- 0.00

Interest----- 539.26

Bank Balance ----- 280,027.14

**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED OCTOBER 31, 2024**

CD#49403--CB--5.39% DATE DUE 11/01/2024-----	545,150.76
CD#70003335-JB--4.89% DATE DUE 12/24/2024-----	<u>300,000.00</u>
TOTAL CD'S	<u>845,150.76</u>

<u>TOTAL IN DEPRECIATION FUND ACCOUNTS</u>	<u>1,125,177.90</u>
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SPECIAL BUILDING FUND (ACCOUNT NUMBER 10-074-9)

Beginning Balance -----	247,660.06
Deposits: Seward County Treasurer--Local Taxes-----	4,734.24
Butler County Treasurer--Local Taxes-----	480.83
Disbursements -----	<u>0.00</u>
Interest-----	<u>138.98</u>
Bank Balance -----	<u>253,014.11</u>

SPECIAL BUILDING FUND MONEY MARKET(ACCOUNT NUMBER 810304)

Beginning Balance -----	302,531.63
Deposits: Transfer from Special Building Fund acct 100749	0.00
Interest-----	<u>601.42</u>
Bank Balance -----	<u>303,133.05</u>

<u>TOTAL IN SPECIAL BUILDING FUND ACCOUNTS</u>	<u>556,147.16</u>
---	--------------------------

UNEMPLOYMENT FUND ACCOUNT (ACCT # 473-633)

Beginning Balance -----	21,813.14
Interest -----	15.06
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>21,828.20</u>

GIFTS AND DONATIONS (ACCT # 162036)

Beginning Balance -----	25,416.91
Interest-----	18.70
Deposit: -----	0.00
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>25,435.61</u>

**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED OCTOBER 31, 2024**

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

Beginning Balance -----	5,120.14
Seward County Treasurer & Butler County Treasurer --Local Taxes -----	0.00
Interest -----	2.08
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>5,122.22</u>

BOARD REVOLVING FUND (ACCOUNT NUMBER 159-913)

Beginning Balance -----	17,349.36
Interest -----	7.05
Disbursements -----	<u>20.00</u>
Deposit: SPS -----	<u>0.00</u>
Bank Balance -----	<u>17,336.41</u>

HOT LUNCH FUND (ACCOUNT # 10 353 5)

Beginning Balance -----	263,123.15
Interest -----	168.12
State of NE Payments -----	0.00
Other Receipts -----	79,538.78
Disbursements -----	2,033.44
Bank Balance -----	340,796.61
Amount Due District -----	<u>172,419.46</u>
Available Balance -----	<u>168,377.15</u>

HOT LUNCH FUND MONEY MARKET (ACCOUNT #810312)

Beginning Balance -----	302,531.63
Interest -----	601.42
Transfer from Hot Lunch Acct 103535 -----	0.00
Available Balance -----	<u>303,133.05</u>

TOTAL IN HOT LUNCH FUND ACCOUNTS	<u>471,510.20</u>
---	--------------------------

STUDENT FEE FUND (ACCOUNT #668-157)

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

SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED OCTOBER 31, 2024

BOND FUND (ACCOUNT #60000586)

Beginning Balance-----	1,526,944.13
Seward County Treasurer - Local Taxes-----	44,595.41
Butler County Treasurer - Local Taxes-----	4,525.77
Deposit - Jones-----	0.00
Interest-----	3,333.14
Disbursements-----	<u>0.00</u>
Bank Balance -----	<u>1,579,398.45</u>

CD#49101--CNB RATE OF 5.42% DATE DUE 11/26/2024-----	<u>226,055.36</u>
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TOTAL IN BOND FUND ACCOUNT 1,805,453.81

Heidi Covert, Treasurer

**BUDGET PRINTOUT
RECAPITULATION
OCTOBER 31, 2024**

RECEIPTS PORTION OF THE 2024-2025 BUDGET

	AMOUNT BUDGETED	AMOUNT RECEIVED	AMOUNT REMAINING	% RECEIVED TO DATE
RECEIPTS	23,095,000.00	4,291,704.90	18,803,295.10	18.58%
HOT LUNCH		<u>83,250.54</u>		
TOTAL RECEIPTS		4,374,955.44	18,720,044.56	

EXPENDITURES PORTION OF THE 2024-2025 BUDGET

CATEGORY	BUDGET	SPENT	REMAINING	% EXPENDED
REG INSTRUCTION	11,200,000.00	1,790,689.25	9,409,310.75	15.99%
SPECIAL ED	3,200,000.00	514,432.76	2,685,567.24	16.08%
SS--PUPILS	1,550,000.00	212,440.30	1,337,559.70	13.71%
SS-INSTRUCTION	700,000.00	109,027.94	590,972.06	15.58%
GENERAL ADM	475,000.00	61,376.92	413,623.08	12.92%
PRIN ADMIN	1,370,000.00	217,927.38	1,152,072.62	15.91%
GEN BUSINESS	350,000.00	43,248.33	306,751.67	12.36%
OPER/MAINT	2,280,000.00	504,123.88	1,775,876.12	22.11%
TRANSPORTATION	1,160,000.00	201,156.09	958,843.91	17.34%
FOUNDATION	0.00	5,125.00	-5,125.00	0.00%
TRANSFERS	50,000.00	0.00	50,000.00	0.00%
GEN FUND TOTALS	22,335,000.00	3,659,547.85	18,675,452.15	16.38%
FEDERAL FUNDS	760,000.00	109,859.47	650,140.53	14.46%
SIXPENCE		30,198.02		
GRAND TOTAL	23,095,000.00	3,799,605.34	19,295,394.66	16.45%
HOT LUNCH	1,698,291.00	174,234.80		
TOTAL	24,793,291.00	3,973,840.14		

Seward Elementary
Activities Account Report
As of Oct. 31, 2024

Line Item:	Date:	Number:	Name:	Receipts:	Debits:	Balance:
Total of All Line Items Included: Beginning Balance:						
Activities Account Beginning Balance: (Not including Library balance.)						
	10/02/24	2273	Sarah Rising-TPT		\$30.58	\$12,083.32
	10/02/24	2272	Brumm-Autho items		\$201.48	\$11,881.84
	10/03/24	2271	McGill nursing items		\$ 62.52	\$11,819.32
	10/17/24	2275	RMH donation		\$1,215.04	\$10,604.28
	10/23/24		Deposit- Coke/donation	\$56.35		\$10,660.63
	10/28/24	2271	Walmart-staff supplies		\$399.92	\$10,260.71
	10/31/24		Interest	\$ 6.91		\$10,267.62
Total Of Activities Account: Ending Balance:						
Lunch Donation: (Money set aside within the activities account for lunch donations.)						
(Not to be added to the total again.)						
Compounded Interest included in the total balance:						
\$6.91 total = \$412.20						

\$688.17

Library

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

\$2,198.00

10/01/24

Deposit

2,875.00

\$5,073.00

10/01/24

Deposit adjustment

34.00

\$5,107.00

10/24/24

Deposit

39.99

\$5,146.99

Total of Elementary Library Line Item: Ending Balance:

\$5,146.99

Total of All Line Items Included: Ending Balance:

\$15,414.61

Principal: Jessica Dominguez

Date: 11-7-24

Bookkeeper: Jin Peto

Date: 11/7/24

Seward Middle School
Balance Sheet Standard
As of October 31, 2024

	Oct 31, '24
ASSETS	
Current Assets	
Checking/Savings	
5th Grade	40.00
Skills USA	80.19
Gaming	343.23
Special Olympics	1,373.42
Posters	3.00
FCCLA	1,444.47
Book Fair	848.28
Art	177.10
PTO	14,874.95
Buttons/Posters	5,720.68
Music	3,032.94
Athletics	28,321.64
Band	199.89
Builders Club	1,785.70
Bully Response Team	2,478.39
Courtesy Fund	955.86
FCS	0.16
Industrial Arts	512.87
Interest	1,605.91
Library	1,712.50
Milk	0.94
MS Computer	3.10
Outdoor Ed	12,537.96
PE	501.27
Sales Tax	7.61
Student Council	2,398.46
Wellness	462.50
Yearbook	6,721.46
Total Checking/Savings	<u>88,144.48</u>
Total Current Assets	<u>88,144.48</u>
TOTAL ASSETS	<u>88,144.48</u>
LIABILITIES & EQUITY	
Equity	
Opening Bal Equity	88,144.48
Total Equity	<u>88,144.48</u>
TOTAL LIABILITIES & EQU...	<u>88,144.48</u>



Kirk Gottschalk, Principal



Janet Seaman, Bookkeeper

11/04/24

Seward Middle School

Balance Sheet Detail

As of October 31, 2024

ASSETS	Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Current Assets										86,198.76
Checking/Savings										86,198.76
5th Grade										40.00
Total 5th Grade										40.00
Skills USA										80.19
Total Skills USA										80.19
Gaming										341.37
General Journal		10/09/24	10411	Kelley Kimbrough	Equipment		Opening Bal Eq...	70.50	68.64	272.73
Funds Transfer		10/29/24			Fall concessio...		Athletics			343.23
Total Gaming								70.50	68.64	343.23
Special Olympics										1,373.42
Total Special Olympics										1,373.42
Posters										0.00
General Journal		10/25/24					Opening Bal Eq...	3.00		3.00
Total Posters								3.00	0.00	3.00
FCCLA										981.44
Funds Transfer		10/29/24			Fall concessio...		Athletics	463.03	0.00	1,444.47
Total FCCLA								463.03	0.00	1,444.47
Book Fair										848.28
Total Book Fair										848.28
Art										177.10
Total Art										177.10
PTO										16,573.95
General Journal		10/09/24	10412	Friends of Choral Music	Donation		Opening Bal Eq...		2,000.00	14,573.95
General Journal		10/25/24					Opening Bal Eq...	406.00		14,979.95
General Journal		10/31/24	10428	Dairy Queen	Gift cards 8 Ke...		Opening Bal Eq...		105.00	14,874.95
Total PTO								406.00	2,105.00	14,874.95
Buttons/Posters										5,930.96

Seward Middle School

Balance Sheet Detail

As of October 31, 2024

Type	Date	Nun	Name	Memo	Clr	Split	Debit	Credit	Balance
General Journal	10/02/24			Supplies		Opening Bal Eq...	6.00		5,936.96
General Journal	10/09/24			Supplies		Opening Bal Eq...	15.00		5,951.96
General Journal	10/21/24	10424	Amazon Capital Servi...			Opening Bal Eq...		231.28	5,720.68
Total Buttons/Posters							21.00	231.28	5,720.68
Music									
General Journal	10/21/24	10425	Jill Bisbee	Assn members...		Opening Bal Eq...	217.60	142.00	2,957.34
Funds Transfer	10/29/24			Fall concessio...	Athletics				2,815.34
Total Music							217.60	142.00	3,032.94
Athletics									
General Journal	10/01/24	10400	Amy Harms	Official		Opening Bal Eq...		100.00	25,000.89
General Journal	10/01/24	10401	Tasha Osten	Official		Opening Bal Eq...		100.00	24,900.89
General Journal	10/02/24			Gate/Concessi...		Opening Bal Eq...	2,750.00		24,800.89
General Journal	10/03/24	10402	Bill Dutton	Official		Opening Bal Eq...		85.00	27,550.89
General Journal	10/03/24	10403	Justin Hartman	Official		Opening Bal Eq...		85.00	27,465.89
General Journal	10/03/24	10404	Bob Miers	Official		Opening Bal Eq...		85.00	27,380.89
General Journal	10/04/24	10406	Heather Muller	Official		Opening Bal Eq...		120.00	27,295.89
General Journal	10/04/24	10407	Fastmart	Concession		Opening Bal Eq...		27.60	27,175.89
General Journal	10/04/24	10409	Cash-Wa Distributing	Concession		Opening Bal Eq...		27.60	27,148.29
General Journal	10/04/24	10410	Chesterman Co	Concession		Opening Bal Eq...		1,618.09	25,530.20
General Journal	10/10/24	10413	Bill Dutton	Official		Opening Bal Eq...		330.00	25,200.20
General Journal	10/10/24	10414	Ryan Kratochvil	Official		Opening Bal Eq...		85.00	25,115.20
General Journal	10/10/24	10415	Bob Miers	Official		Opening Bal Eq...		85.00	25,030.20
General Journal	10/10/24	10416	Amy Harms	Official		Opening Bal Eq...		100.00	24,945.20
General Journal	10/11/24			P2P, Pass, Gat...		Opening Bal Eq...	2,540.00		24,845.20
General Journal	10/14/24	10417	Justin Hartman	Official		Opening Bal Eq...		75.00	27,385.20
General Journal	10/14/24	10418	Ryan Kratochvil	Official		Opening Bal Eq...		75.00	27,310.20
General Journal	10/14/24	10419	Bob Miers	Official		Opening Bal Eq...		75.00	27,235.20
General Journal	10/15/24	10420	Justin Hartman	Official		Opening Bal Eq...		75.00	27,160.20
General Journal	10/15/24	10421	Bob Miers	Official		Opening Bal Eq...		85.00	27,075.20
General Journal	10/15/24	10422	Matt Wilkensen	Official		Opening Bal Eq...		85.00	26,990.20
General Journal	10/16/24			Pass, Gate, Co...		Opening Bal Eq...	1,274.22		26,905.20
General Journal	10/25/24					Opening Bal Eq...	801.40		28,179.42
Funds Transfer	10/29/24			Fall concessio...	FCCLA			463.03	28,980.82
Funds Transfer	10/29/24			Fall concessio...	Music			217.60	28,517.79
Funds Transfer	10/29/24			Fall concessio...	Gaming			70.50	28,300.19
Funds Transfer	10/29/24			Fall concessio...	Builders Club			43.05	28,229.69
General Journal	10/29/24			Pass, P2P, Ent...	Opening Bal Eq...		135.00		28,186.64
Total Athletics							7,500.62	4,179.87	28,321.64

Seward Middle School
Balance Sheet Detail
As of October 31, 2024

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Band									
General Journal	10/09/24			Supplies		Opening Bal Eq...	20.00		179.89
Total Band							20.00	0.00	199.89
Builders Club									
General Journal	10/07/24			2024-25 Dues		Opening Bal Eq...	207.00		1,535.65
Funds Transfer	10/29/24			Fall concessio...		Athletics	43.05		1,742.65
Total Builders Club							250.05	0.00	1,785.70
Bully Response Team									
Total Bully Response Team									2,478.39
Courtesy Fund									
General Journal	10/03/24	10405	Margaret Barry Memor...	Donation		Opening Bal Eq...		40.00	992.29
General Journal	10/04/24	10408	Culligan Water	Supplies		Opening Bal Eq...		60.00	952.29
General Journal	10/09/24			Donation		Opening Bal Eq...	38.57		892.29
General Journal	10/16/24			Donation		Opening Bal Eq...	25.00		930.86
Total Courtesy Fund							63.57	100.00	955.86
FCS									
Total FCS									0.16
Industrial Arts									
Total Industrial Arts									0.16
Interest									
General Journal	10/09/24			7th field trip		Opening Bal Eq...	307.00		1,848.77
General Journal	10/15/24	10423	Henry Doorly Zoo	7th Field Trip		Opening Bal Eq...		826.50	2,155.77
General Journal	10/16/24			7th Field Trip		Opening Bal Eq...	508.00		1,329.27
General Journal	10/24/24	10426	Valentino's	Food P/T Conf		Opening Bal Eq...		161.84	1,897.27
General Journal	10/25/24	10427	Julie Christensen	Supplies TT pics		Opening Bal Eq...		119.40	1,675.43
General Journal	10/31/24			October		Opening Bal Eq...	49.88		1,556.03
Total Interest							864.88	1,107.74	1,605.91
Jay Mart									
Total Jay Mart									0.00
Library									
									0.00
									1,712.50

Seward Middle School
Balance Sheet Detail
 As of October 31, 2024

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Total Library									1,712.50
Milk									0.94
Total Milk									0.94
MS Computer									3.10
Total MS Computer									3.10
Outdoor Ed									12,537.96
Total Outdoor Ed									12,537.96
PE									501.27
Total PE									501.27
Project Citizen									0.00
Total Project Citizen									0.00
Sales Tax									7.61
Total Sales Tax									7.61
Student Council									2,398.46
Total Student Council									2,398.46
Wellness									462.50
Total Wellness									462.50
Yearbook									6,721.46
Total Yearbook									6,721.46
Total Checking/Savings							9,880.25	7,934.53	88,144.48
Accounts Receivable									0.00
Accounts Receivable									0.00
Total Accounts Receivable									0.00
Total Accounts Receivable									0.00

Seward Middle School
Balance Sheet Detail
As of October 31, 2024

Type	Date	Nun	Name	Memo	Clr	Split	Debit	Credit	Balance
Other Current Assets									0.00
Undeposited Funds									0.00
Total Undeposited Funds									0.00
Total Other Current Assets									0.00
Total Current Assets							9,880.25	7,934.53	88,144.48
Fixed Assets									0.00
Total Fixed Assets									0.00
Other Assets									0.00
Total Other Assets									0.00
TOTAL ASSETS							9,880.25	7,934.53	88,144.48
LIABILITIES & EQUITY									88,198.76
Liabilities									0.00
Current Liabilities									0.00
Accounts Payable									0.00
Accounts Payable									0.00
Total Accounts Payable									0.00
Total Accounts Payable									0.00
Credit Cards									0.00
Total Credit Cards									0.00
Other Current Liabilities									0.00
Sales Tax Payable									0.00
Total Sales Tax Payable									0.00
Total Other Current Liabilities									0.00
Total Current Liabilities									0.00
Long Term Liabilities									0.00

Seward Middle School

Balance Sheet Detail

As of October 31, 2024

Type	Date	Nun	Name	Memo	Clr	Split	Debit	Credit	Balance
Total Long Term Liabilities									
							0.00		
Total Liabilities									
							0.00		
Equity									
Opening Bal Equity									
General Journal	10/01/24	10400	Amy Harms	Official	X	Athletics	100.00		86,198.76
General Journal	10/01/24	10401	Tasha Osten	Official	X	Athletics	100.00		86,198.76
General Journal	10/02/24				X	-SPLT-		2,756.00	85,998.76
General Journal	10/03/24	10402	Bill Dutton	Official	X	Athletics	85.00		85,998.76
General Journal	10/03/24	10403	Justin Hartman	Official	X	Athletics	85.00		85,998.76
General Journal	10/03/24	10404	Bob Miers	Official	X	Athletics	85.00		85,998.76
General Journal	10/03/24	10405	Margaret Barry Memor...	Donation	X	Courtesy Fund	40.00		88,459.76
General Journal	10/04/24	10406	Heather Muller	Official	X	Athletics	120.00		88,339.76
General Journal	10/04/24	10407	Fastmart	Concession	X	Athletics	27.60		88,312.16
General Journal	10/04/24	10408	Culligan Water	Supplies	X	Courtesy Fund	60.00		88,252.16
General Journal	10/04/24	10409	Cash-Wa Distributing	Concession	X	Athletics	1,618.09		86,634.07
General Journal	10/04/24	10410	Chesterman Co	Concession	X	Athletics	330.00		86,304.07
General Journal	10/07/24			2024-25 Dues	X	Builders Club		207.00	86,511.07
General Journal	10/09/24			7th field trip	X	Interest		307.00	86,818.07
General Journal	10/09/24				X	-SPLT-		73.57	86,891.64
General Journal	10/09/24	10411	Kelley Kimbrough	Equipment	X	Gaming	68.64		86,823.00
General Journal	10/09/24	10412	Friends of Choral Music	Donation	X	PTO	2,000.00		84,823.00
General Journal	10/10/24	10413	Bill Dutton	Official	X	Athletics	85.00		84,738.00
General Journal	10/10/24	10414	Ryan Kratochvil	Official	X	Athletics	85.00		84,653.00
General Journal	10/10/24	10415	Bob Miers	Official	X	Athletics	85.00		84,568.00
General Journal	10/10/24	10416	Amy Harms	Official	X	Athletics	100.00		84,468.00
General Journal	10/11/24			P2P, Pass, Gat...	X	Athletics		2,540.00	87,008.00
General Journal	10/14/24	10417	Justin Hartman	Official	X	Athletics	75.00		86,933.00
General Journal	10/14/24	10418	Ryan Kratochvil	Official	X	Athletics	75.00		86,858.00
General Journal	10/14/24	10419	Bob Miers	Official	X	Athletics	75.00		86,783.00
General Journal	10/15/24	10420	Justin Hartman	Official	X	Athletics	85.00		86,698.00
General Journal	10/15/24	10421	Bob Miers	Official	X	Athletics	85.00		86,613.00
General Journal	10/15/24	10422	Matt Wilkensen	Official	X	Athletics	85.00		86,528.00
General Journal	10/15/24	10423	Henry Doorty Zoo	7th Field Trip	X	Interest	826.50		85,701.50
General Journal	10/16/24				X	-SPLT-		1,807.22	87,508.72
General Journal	10/21/24	10424	Amazon Capital Servi...			Buttons/Posters	231.28		87,277.44
General Journal	10/21/24	10425	Jill Bisbee	Assn members...	X	Music	142.00		87,135.44
General Journal	10/24/24	10426	Valentino's		X	Interest	161.84		86,973.60
General Journal	10/25/24	10427	Julie Christensen	Supplies TT plics	X	Interest	119.40		86,854.20
General Journal	10/25/24				X	-SPLT-		1,210.40	88,064.60
General Journal	10/29/24			Pass, P2P, Ent...	X	Athletics		135.00	88,199.60

Seward Middle School
Balance Sheet Detail
As of October 31, 2024

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
General Journal	10/31/24	10428	Dairy Queen	Gift cards 8 Ke...		PTO	105.00		88,094.60
General Journal	10/31/24			October	X	Interest		49.88	88,144.48
Total Opening Bal Equity							7,140.35	9,086.07	88,144.48
Retained Earnings									0.00
Total Retained Earnings									0.00
Net Income									0.00
Total Net Income									0.00
Total Equity							7,140.35	9,086.07	88,144.48
TOTAL LIABILITIES & EQUITY							7,140.35	9,086.07	88,144.48

SEWARD HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 10/1/2024
To Date: 10/31/2024

From Acct: 1
To Acct: 999999

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	DUAL CREDIT CLASSES	\$8,278.15	\$0.00	\$0.00	\$0.00	\$8,278.15	\$0.00	\$8,278.15
105	ALTERNATIVE SCHOOL	\$268.84	\$0.00	\$0.00	\$0.00	\$268.84	\$0.00	\$268.84
110	ACT CLASS	\$379.96	\$0.00	\$0.00	\$0.00	\$379.96	\$0.00	\$379.96
115	HONOR SOCIETY	\$43.99	\$0.00	\$0.00	\$0.00	\$43.99	\$0.00	\$43.99
120	ALUMNI ASSOCIATION	\$738.03	\$0.00	\$0.00	\$0.00	\$738.03	\$0.00	\$738.03
125	GUIDANCE	\$1,440.82	\$0.00	\$0.00	\$0.00	\$1,440.82	\$0.00	\$1,440.82
126	AMBASSADORS	\$407.09	\$0.00	\$0.00	\$0.00	\$407.09	\$0.00	\$407.09
127	AP EXAMS	\$5,029.50	\$0.00	\$0.00	\$0.00	\$5,029.50	\$0.00	\$5,029.50
130	CAREER ACADEMY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
135	BOWLING	\$2,084.41	\$0.00	\$0.00	\$0.00	\$2,084.41	\$0.00	\$2,084.41
137	UNIFIED BOWLING	\$890.86	\$300.00	\$(29.99)	\$0.00	\$1,160.87	\$0.00	\$1,160.87
140	FOOTBALL	\$6,394.22	\$0.00	\$(199.98)	\$0.00	\$6,194.24	\$0.00	\$6,194.24
142	FOOTBALL-UNIFORMS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
144	GIRLS WRESTLING	\$1,009.24	\$0.00	\$0.00	\$0.00	\$1,009.24	\$0.00	\$1,009.24
145	WRESTLING	\$4,427.26	\$0.00	\$(523.80)	\$0.00	\$3,903.46	\$0.00	\$3,903.46
147	X-COUNTRY	\$2,110.71	\$0.00	\$(1,875.63)	\$0.00	\$235.08	\$0.00	\$235.08
149	TRACK	\$1,805.40	\$0.00	\$0.00	\$0.00	\$1,805.40	\$0.00	\$1,805.40
150	GIRLS BB CAMP	\$3,927.84	\$0.00	\$0.00	\$0.00	\$3,927.84	\$0.00	\$3,927.84
155	BOYS BB CAMP	\$9,421.44	\$0.00	\$(1,797.60)	\$0.00	\$7,623.84	\$0.00	\$7,623.84
160	BOYS SOCCER	\$412.10	\$0.00	\$0.00	\$0.00	\$412.10	\$0.00	\$412.10
165	GIRLS SOCCER	\$1,180.73	\$0.00	\$0.00	\$0.00	\$1,180.73	\$0.00	\$1,180.73
170	SOFTBALL	\$9,626.78	\$64.00	\$(1,115.90)	\$0.00	\$8,574.88	\$0.00	\$8,574.88
175	VOLLEYBALL	\$4,181.41	\$0.00	\$0.00	\$0.00	\$4,181.41	\$0.00	\$4,181.41
180	VIDEO ACCOUNT	\$3,659.79	\$1,268.00	\$(678.24)	\$0.00	\$4,249.55	\$0.00	\$4,249.55
185	BASEBALL	\$17,145.08	\$0.00	\$0.00	\$0.00	\$17,145.08	\$0.00	\$17,145.08
190	GIRLS GOLF	\$977.45	\$0.00	\$(166.38)	\$0.00	\$811.07	\$0.00	\$811.07
195	BOYS GOLF	\$1,098.35	\$0.00	\$0.00	\$0.00	\$1,098.35	\$0.00	\$1,098.35
198	POWERLIFTING	\$230.60	\$0.00	\$0.00	\$0.00	\$230.60	\$0.00	\$230.60
200	SMUTNY SCHOLARSHIP	\$(200.00)	\$0.00	\$0.00	\$0.00	\$(200.00)	\$0.00	\$(200.00)
225	ACADEMIC CONTESTS	\$1,763.40	\$0.00	\$(300.00)	\$0.00	\$1,463.40	\$0.00	\$1,463.40
230	SCIP	\$342.50	\$0.00	\$0.00	\$0.00	\$342.50	\$0.00	\$342.50
240	THORELL SCHOLARSHIPS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
250	PEPSI SCHOLARSHIPS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
260	SCHOLARSHIP ACCT.	\$140.00	\$0.00	\$0.00	\$0.00	\$140.00	\$0.00	\$140.00
270	BOWMASTER SCHOLARSHIP	\$(775.00)	\$0.00	\$0.00	\$0.00	\$(775.00)	\$0.00	\$(775.00)
275	CONCESSIONS	\$21,428.19	\$17,072.11	\$(10,968.40)	\$(294.00)	\$27,237.90	\$0.00	\$27,237.90
300	Teacher Pop Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
310	VENDING SALES	\$4,919.68	\$2,261.50	\$(1,246.59)	\$0.00	\$5,934.59	\$0.00	\$5,934.59
315	DLC ACCOUNT	\$25.81	\$0.00	\$0.00	\$0.00	\$25.81	\$0.00	\$25.81
330	DRIVER EDUCATION	\$140.00	\$80.00	\$0.00	\$0.00	\$220.00	\$0.00	\$220.00
400	FBLA	\$1,825.09	\$1,860.00	\$0.00	\$0.00	\$3,685.09	\$0.00	\$3,685.09
410	FFA	\$21,486.76	\$7,492.50	\$(2,195.00)	\$0.00	\$26,784.26	\$0.00	\$26,784.26
415	FCS LAB FEES	\$9,338.35	\$90.00	\$0.00	\$0.00	\$9,428.35	\$0.00	\$9,428.35
418	DISTRICT 2 FCCLA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
420	FCCLA	\$5,578.44	\$480.00	\$(987.79)	\$0.00	\$5,070.65	\$0.00	\$5,070.65
425	DRILL TEAM/DANCE	\$1,936.32	\$0.00	\$0.00	\$0.00	\$1,936.32	\$0.00	\$1,936.32
430	SOCIAL MEDIA TEAM	\$7,151.98	\$0.00	\$0.00	\$(1,375.00)	\$5,776.98	\$0.00	\$5,776.98
440	LEADERSHIP TEAM	\$1,959.17	\$4,870.75	\$(1,433.09)	\$0.00	\$5,396.83	\$0.00	\$5,396.83
445	E SPORTS	\$306.41	\$15.00	\$(71.92)	\$0.00	\$249.49	\$0.00	\$249.49
450	MATH	\$44.46	\$0.00	\$0.00	\$0.00	\$44.46	\$0.00	\$44.46
460	SCIENCE LAB FEES	\$310.07	\$920.00	\$(931.00)	\$0.00	\$299.07	\$0.00	\$299.07

SEWARD HIGH SCHOOL

General Ledger Report

From Date: 10/1/2024
To Date: 10/31/2024

Financial Report

From Acct: 1
To Acct: 999999

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
470	KEY CLUB	\$6,554.78	\$795.00	\$(420.40)	\$0.00	\$6,929.38	\$0.00	\$6,929.38
475	SPANISH ACCOUNT	\$66.94	\$0.00	\$0.00	\$0.00	\$66.94	\$0.00	\$66.94
490	ART	\$2,725.04	\$85.00	\$0.00	\$0.00	\$2,810.04	\$0.00	\$2,810.04
495	Study Abroad	\$1,182.83	\$3,460.00	\$(3,413.80)	\$0.00	\$1,229.03	\$0.00	\$1,229.03
500	YEARBOOK	\$2,026.13	\$1,055.00	\$(4,097.07)	\$1,375.00	\$359.06	\$0.00	\$359.06
520	BAND TRIP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
525	SPANISH/SCIENCE TRIP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
530	SPEECH	\$1,190.65	\$0.00	\$0.00	\$0.00	\$1,190.65	\$0.00	\$1,190.65
535	DRAMATICS	\$4,124.99	\$1,000.00	\$(618.14)	\$0.00	\$4,506.85	\$0.00	\$4,506.85
540	LIBRARY	\$1,512.32	\$0.00	\$0.00	\$0.00	\$1,512.32	\$0.00	\$1,512.32
542	EDUCATORS RISING	\$780.37	\$0.00	\$0.00	\$0.00	\$780.37	\$0.00	\$780.37
545	ALL SCHOOL READS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
550	BAND	\$3,378.09	\$1,618.00	\$(420.00)	\$0.00	\$4,576.09	\$0.00	\$4,576.09
554	CHEERLEADERS	\$5,790.98	\$0.00	\$(178.40)	\$0.00	\$5,612.58	\$0.00	\$5,612.58
555	CHORUS	\$22,446.06	\$8,752.51	\$(6,413.14)	\$0.00	\$24,785.43	\$0.00	\$24,785.43
557	SKILLS/TECHNICAL SCIENCE	\$1,920.00	\$0.00	\$0.00	\$0.00	\$1,920.00	\$0.00	\$1,920.00
560	INDUSTRIAL ARTS/WOODS	\$666.21	\$65.00	\$(359.52)	\$0.00	\$371.69	\$0.00	\$371.69
565	TECH PREP/SKILLS USA	\$(122.67)	\$0.00	\$0.00	\$0.00	\$(122.67)	\$0.00	\$(122.67)
570	AUTO/WELDING	\$1,244.47	\$0.00	\$(395.73)	\$0.00	\$848.74	\$0.00	\$848.74
575	POWER DRIVE	\$76.57	\$0.00	\$0.00	\$0.00	\$76.57	\$0.00	\$76.57
580	PAY TO PLAY	\$9,525.04	\$350.00	\$0.00	\$0.00	\$9,875.04	\$0.00	\$9,875.04
600	PHYSICAL EDUCATION	\$34.11	\$0.00	\$0.00	\$0.00	\$34.11	\$0.00	\$34.11
615	REVOLVING ACCT	\$250.12	\$0.00	\$0.00	\$0.00	\$250.12	\$0.00	\$250.12
620	NOW ACCOUNT	\$10,663.18	\$209.78	\$0.00	\$0.00	\$10,872.96	\$0.00	\$10,872.96
700	SOCIAL STUDIES SCHOL	\$50.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$50.00
800	ATHLETICS	\$88,967.86	\$29,722.05	\$(20,188.97)	\$294.00	\$98,794.94	\$0.00	\$98,794.94
825	WEIGHTROOM	\$129.19	\$0.00	\$0.00	\$0.00	\$129.19	\$0.00	\$129.19
850	PRIDE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
860	AOK	\$393.91	\$0.00	\$0.00	\$0.00	\$393.91	\$0.00	\$393.91
865	HOPE SQUAD	\$162.42	\$0.00	\$0.00	\$0.00	\$162.42	\$0.00	\$162.42
870	STUDENT HELP FUND	\$467.48	\$0.00	\$0.00	\$0.00	\$467.48	\$0.00	\$467.48
900	MEMORIALS	\$70.00	\$0.00	\$0.00	\$0.00	\$70.00	\$0.00	\$70.00
950	IPAD FEES	\$3,753.41	\$40.00	\$(65.00)	\$0.00	\$3,728.41	\$0.00	\$3,728.41
955	HORTICULTURE	\$505.00	\$0.00	\$0.00	\$0.00	\$505.00	\$0.00	\$505.00
2015	CLASS OF 2015	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2016	CLASS OF 2016	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2017	CLASS OF 2017	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	CLASS OF 2018	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2019	CLASS OF 2019	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2020	CLASS OF 2020	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2021	Class of 2021	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2022	CLASS OF 2022	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2023	CLASS OF 2023	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2024	CLASS OF 2024	\$(444.00)	\$0.00	\$0.00	\$0.00	\$(444.00)	\$0.00	\$(444.00)
2025	CLASS OF 2025	\$2,667.52	\$0.00	\$0.00	\$0.00	\$2,667.52	\$0.00	\$2,667.52
2026	CLASS OF 2026	\$3,668.00	\$0.00	\$0.00	\$0.00	\$3,668.00	\$0.00	\$3,668.00
2027	CLASS OF 2027	\$665.00	\$0.00	\$0.00	\$0.00	\$665.00	\$0.00	\$665.00
Activity Accounts Grand Total		\$341,983.68	\$83,926.20	\$(61,091.48)	\$0.00	\$364,818.40	\$0.00	\$364,818.40

SEWARD HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 10/1/2024
To Date: 10/31/2024

From Acct: 1
To Acct: 999999

GL Accounts

GL Acct	Begin Bal	Recpt / JV	Disb / JV	Transfers	End Bal	YTD Payables	Work Bal
992 CHECK ACCOUNT	\$341,983.68	\$83,926.20	\$(61,091.48)	\$0.00	\$364,818.40	\$0.00	\$364,818.40
General Ledger Grand Total	\$341,983.68	\$83,926.20	\$(61,091.48)	\$0.00	\$364,818.40	\$0.00	\$364,818.40

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

Bookkeeper: Mary Russell Date: 11/15/24
Principal: [Signature] Date: 11/15/24

SEWARD HIGH SCHOOL
Bank Reconciliation Report

Date From 10/1/2024

Date to 10/31/2024

Checking Account

992

Ending Balance on Statement Dated : 10/31/2024	\$387,627.73
Outstanding Deposits (Bank Deposits) -> +	\$0.00
Less Outstanding Checks:	\$22,809.33
Cash Balance as of : 10/31/2024	\$364,818.40 ***

Cash Balance for Checking as of 10/1/2024	\$341,983.68
Add: Total Deposits (Bank Deposits):	\$83,926.20
Less: Total Checks and Withdrawals:	(\$61,091.48)
Computer Cash Balance as of : 10/31/2024	\$364,818.40 ***

Summary of Asset Accounts

<u>Gl Acct</u>	<u>Account Name</u>	<u>Begin Bal</u>	<u>Recpt/JV</u>	<u>Disb/JV</u>	<u>Transfer</u>	<u>End Bal.</u>
992	CHECK ACCOUNT	\$341,983.68	\$83,926.20	(\$61,091.48)	\$0.00	\$364,818.40 ***
Grand Total		\$341,983.68	\$83,926.20	(\$61,091.48)	\$0.00	\$364,818.40

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

Bookkeeper: Mary Lynell Date: 11/5/24
 Principal: [Signature] Date: 11/5/27

*** Entries Must Match

SEWARD HIGH SCHOOL
Reconciliation Activity Account Report

From Date: 10/1/2024
 To Date: 10/31/2024

From Acct: 800
 To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
Activity Acct: 800 - ATHLETICS							Beginning Balance: \$88,967.86		
Advisor:	John Moody								
10/1/24	RECEIPTS			8567	\$635.00	\$0.00	\$0.00	\$89,602.86	992
	JV FB GATE - WAHOO								
10/1/24	RECEIPTS			8570	\$170.00	\$0.00	\$0.00	\$89,772.86	992
	XC ENTRIES								
10/1/24	RECEIPTS			8571	\$284.00	\$0.00	\$0.00	\$90,056.86	992
	GOFAN GATE								
10/1/24	RECEIPTS			8572	\$1,078.00	\$0.00	\$0.00	\$91,134.86	992
	GOFAN GATE								
10/1/24	RECEIPTS			8573	\$442.00	\$0.00	\$0.00	\$91,576.86	992
	GOFAN GATE								
10/1/24	RECEIPTS			8574	\$3,200.00	\$0.00	\$0.00	\$94,776.86	992
	ACTIVITY PASSES								
10/2/24	RECEIPTS			8576	\$376.00	\$0.00	\$0.00	\$95,152.86	992
	SB GATE - AURORA								
10/2/24	SCOTT WAGNER		16850	61541	\$0.00	\$300.00	\$0.00	\$94,852.86	992
	CONF SB OFFICIAL								
10/2/24	CARLOS SANDOVAL		16850	61542	\$0.00	\$300.00	\$0.00	\$94,552.86	992
	CONF SB OFFICIAL								
10/2/24	CHRISTOPHER GIANZUNZ		16850	61543	\$0.00	\$300.00	\$0.00	\$94,252.86	992
	CONF SB OFFICIAL								
10/2/24	MIKE HERZ		16850	61544	\$0.00	\$300.00	\$0.00	\$93,952.86	992
	CONF SB OFFICIAL								
10/2/24	GREG LOVETTE		16850	61545	\$0.00	\$300.00	\$0.00	\$93,652.86	992
	CONF SB OFFICIAL								
10/2/24	LEXINGTON HIGH SCHOC		16845	61547	\$0.00	\$60.00	\$0.00	\$93,592.86	992
	DIST GOLF ENTRY								
10/2/24	SPORTS EXPRESS	E 143503	16847	61552	\$0.00	\$98.00	\$0.00	\$93,494.86	992
	BOWLING BAGS LOGO EMBROIDERY								
10/2/24	BSN SPORTS	926696190	16586	61553	\$0.00	\$1,797.60	\$0.00	\$91,697.26	992
	BBB UNIFORMS								
10/3/24	ELAN FINANCIAL SERVIC		16826	61555	\$0.00	\$1,399.30	\$0.00	\$90,297.96	992
	TEAM BOWLING BAGS								
10/3/24	ELAN FINANCIAL SERVIC		16813	61555	\$0.00	\$22.45	\$0.00	\$90,275.51	992
	ADMIN MEALS - FB SCOTTSBLUFF								
10/3/24	BSN SPORTS	926736004	16856	61556	\$0.00	\$1,233.96	\$0.00	\$89,041.55	992
	ADMIN STAFF JACKETS								
10/3/24	VISA		16812	61558	\$0.00	\$559.74	\$0.00	\$88,481.81	992
	VB TOURN HOSPITALITY ROOM								
10/3/24	PATRICK CLARE		16784	61560	\$0.00	\$5.00	\$0.00	\$88,476.81	992
	JV FB OFFICIAL - COLUMBUS								
10/3/24	TODD SENTER		16784	61561	\$0.00	\$5.00	\$0.00	\$88,471.81	992
	JV FB OFFICIAL - COLUMBUS								
10/3/24	JOHN KUCERA		16784	61562	\$0.00	\$5.00	\$0.00	\$88,466.81	992
	JV FB OFFICIAL - COLUMBUS								
10/3/24	ETHAN SHERMAN		16784	61563	\$0.00	\$5.00	\$0.00	\$88,461.81	992
	JV FB OFFICIAL - COLUMBUS								
10/4/24	RECEIPTS			8587	\$2,066.75	\$0.00	\$0.00	\$90,528.56	992
	CONF SB TOURN GATE								
10/4/24	RECEIPTS			8595	\$38.00	\$0.00	\$0.00	\$90,566.56	992
	GOFAN GATE								

SEWARD HIGH SCHOOL
Reconciliation Activity Account Report

From Date: 10/1/2024

To Date: 10/31/2024

From Acct: 800

To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
10/4/24	LEXINGTON HIGH SCHOC DIST GOLF ENTRY		16845	61566	\$0.00	\$100.00	\$0.00	\$90,466.56	992
10/7/24	MARK HICKSON VB OFFICIAL - CENTENNIAL		16864	61568	\$0.00	\$120.00	\$0.00	\$90,346.56	992
10/7/24	WILLIE BEAMON VB OFFICIAL - CENTENNIAL		16864	61569	\$0.00	\$120.00	\$0.00	\$90,226.56	992
10/7/24	RAY WALL SB SUB DIST OFFICIAL		16865	61570	\$0.00	\$140.00	\$0.00	\$90,086.56	992
10/7/24	LANDON BLOEDORN SB SUB DIST OFFICIAL		16865	61571	\$0.00	\$140.00	\$0.00	\$89,946.56	992
10/7/24	KEVIN STUHR SB SUB DIST OFFICIAL		16865	61572	\$0.00	\$140.00	\$0.00	\$89,806.56	992
10/7/24	VALENTINO'S G GOLF INVITE HOSPITALITY MEAL		16870	61573	\$0.00	\$56.00	\$0.00	\$89,750.56	992
10/7/24	MERLES FLOWER SHOP SR NIGHT FLOWERS	0000441	16872	61574	\$0.00	\$109.75	\$0.00	\$89,640.81	992
10/8/24	RECEIPTS VB GATE - CENTENNIAL			8598	\$262.00	\$0.00	\$0.00	\$89,902.81	992
10/8/24	RECEIPTS SB SUB DIST GATE			8599	\$1,084.00	\$0.00	\$0.00	\$90,986.81	992
10/8/24	RECEIPTS VB, SB ENTRIES			8601	\$300.00	\$0.00	\$0.00	\$91,286.81	992
10/8/24	RECEIPTS MEYER - ADVERTISING PIUS FB			8605	\$469.00	\$0.00	\$0.00	\$91,755.81	992
10/8/24	RECEIPTS ACTIVITY PASSES			8606	\$50.00	\$0.00	\$0.00	\$91,805.81	992
10/8/24	NSAA B-7 SUBDIST SB EXP SHARE		16740	61579	\$0.00	\$247.30	\$0.00	\$91,558.51	992
10/8/24	CENTRAL CONFERENCE CENT CONF SB PAYOUT		16873	61580	\$0.00	\$284.00	\$0.00	\$91,274.51	992
10/8/24	NBDA, INC NBCA BBB/GBB COACH MEMB		16741	61581	\$0.00	\$150.00	\$0.00	\$91,124.51	992
10/8/24	BLACK SQUIRREL ENTER XC TIMING SERV - THORELL INVIT	4295	16878	61585	\$0.00	\$1,216.84	\$0.00	\$89,907.67	992
10/9/24	BRIAN REESE VB OFFICIAL - SCHUYLER		16882	61590	\$0.00	\$170.00	\$0.00	\$89,737.67	992
10/9/24	PATRICK GLUNZ VB OFFICIAL - SCHUYLER		16882	61591	\$0.00	\$170.00	\$0.00	\$89,567.67	992
10/9/24	TONY CONELL 9TH FB OFFICIAL - AURORA		16881	61592	\$0.00	\$85.00	\$0.00	\$89,482.67	992
10/9/24	RICH SOUKUP 9TH FB OFFICIAL - AURORA		16881	61593	\$0.00	\$85.00	\$0.00	\$89,397.67	992
10/9/24	LUKE DEROWITSCH FB OFFICIAL - BLAIR		16883	61594	\$0.00	\$140.00	\$0.00	\$89,257.67	992
10/9/24	JIM PORTER FB OFFICIAL - BLAIR		16883	61595	\$0.00	\$140.00	\$0.00	\$89,117.67	992
10/9/24	LYLE ZIEMS FB OFFICIAL - BLAIR		16883	61596	\$0.00	\$140.00	\$0.00	\$88,977.67	992
10/9/24	MARK MCELROY FB OFFICIAL - BLAIR		16883	61597	\$0.00	\$140.00	\$0.00	\$88,837.67	992
10/9/24	MICHAEL FERGUSON FB OFFICIAL - BLAIR		16883	61598	\$0.00	\$140.00	\$0.00	\$88,697.67	992
10/10/24	RECEIPTS			8609	\$408.00	\$0.00	\$0.00	\$89,105.67	992

SEWARD HIGH SCHOOL
Reconciliation Activity Account Report

From Date: 10/1/2024

To Date: 10/31/2024

From Acct: 800

To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
10/10/24	GOFAN GATE CASH		16890	61601	\$0.00	\$225.00	\$0.00	\$88,880.67	992
10/14/24	STATE G GOLF MEALS RECEIPTS			8612	\$581.00	\$0.00	\$0.00	\$89,461.67	992
10/14/24	9TH FB GATE - AURORA RECEIPTS			8613	\$308.00	\$0.00	\$0.00	\$89,769.67	992
10/14/24	VB GATE - SCHUYLER RECEIPTS			8614	\$2,186.00	\$0.00	\$0.00	\$91,955.67	992
10/14/24	FB GATE - BLAIR CASH		16894	61603	\$0.00	\$1,400.00	\$0.00	\$90,555.67	992
10/14/24	STATE SOFTBALL MEALS MATT SEEGBARTH		16743	61604	\$0.00	\$200.00	\$0.00	\$90,355.67	992
10/15/24	SB SCOREBOARD - 10 GAMES HAMPTON INN & SUITES		16907	61612	\$0.00	\$498.56	\$0.00	\$89,857.11	992
10/16/24	STATE G GOLF HOTEL RECEIPTS			8617	\$25.00	\$0.00	\$0.00	\$89,882.11	992
10/16/24	ACTIVITY PASS KIM KWAPNOSKI		16898	61622	\$0.00	\$262.50	\$0.00	\$89,619.61	992
10/16/24	CENT CONF VB OFFICIAL HILIARY VANNESS		16898	61623	\$0.00	\$262.50	\$0.00	\$89,357.11	992
10/16/24	CENT CONF VB OFFICIAL CHAD SABATKA		16897	61624	\$0.00	\$140.00	\$0.00	\$89,217.11	992
10/16/24	FB OFFICIAL - YORK ERIC WEMHOFF		16897	61625	\$0.00	\$140.00	\$0.00	\$89,077.11	992
10/16/24	FB OFFICIAL - YORK ZACH PODRAZA		16897	61626	\$0.00	\$140.00	\$0.00	\$88,937.11	992
10/16/24	FB OFFICIAL - YORK DYLAN STEINKRUGER		16897	61627	\$0.00	\$140.00	\$0.00	\$88,797.11	992
10/16/24	FB OFFICIAL - YORK AWARDS UNLIMITED	208399	16746	61628	\$0.00	\$205.20	\$0.00	\$88,591.91	992
10/21/24	BB INVITE MEDALS/AWARDS Transfer in				\$0.00	\$0.00	\$294.00	\$88,885.91	275
10/21/24	15% JR HIGH FB CONC RECEIPTS			8622	\$656.00	\$0.00	\$0.00	\$89,541.91	992
10/21/24	VB CONF TOURN GATE RECEIPTS			8623	\$3,321.00	\$0.00	\$0.00	\$92,862.91	992
10/21/24	FB GATE - YORK RECEIPTS			8624	\$700.00	\$0.00	\$0.00	\$93,562.91	992
10/21/24	STATE SB MEALS NOT USED AARON DUEKER		16897	61632	\$0.00	\$140.00	\$0.00	\$93,422.91	992
10/22/24	FB OFFICIAL - YORK RECEIPTS			8626	\$18.00	\$0.00	\$0.00	\$93,440.91	992
10/22/24	GOFAN GATE RECEIPTS			8633	\$990.00	\$0.00	\$0.00	\$94,430.91	992
10/22/24	BLJY BOOSTERS - GPA, COMM SERV BRD RECEIPTS			8633	\$1,865.00	\$0.00	\$0.00	\$96,295.91	992
10/22/24	BLJY BOOSTERS - FB MARKER, CHAINS RECEIPTS			8633	\$1,497.30	\$0.00	\$0.00	\$97,793.21	992
10/23/24	BLJY BOOSTERS - BOWLING BAGS SCOTT CURRY		16748	61639	\$0.00	\$57.24	\$0.00	\$97,735.97	992
10/23/24	REIMB - COACH ACADEMY MEAL CHUCK TAYLOR		16917	61640	\$0.00	\$170.00	\$0.00	\$97,565.97	992
	VB OFFICIAL - ASH/GRNWOOD								

SEWARD HIGH SCHOOL
Reconciliation Activity Account Report

From Date: 10/1/2024
 To Date: 10/31/2024

From Acct: 800
 To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
10/23/24	ISAAK RUSSELL VB OFFICIAL - ASH/GRNWOOD		16917	61641	\$0.00	\$170.00	\$0.00	\$97,395.97	992
10/23/24	CASH STATE XC MEALS		16916	61642	\$0.00	\$300.00	\$0.00	\$97,095.97	992
10/24/24	RECEIPTS ACTIVITY PASSES			8637	\$50.00	\$0.00	\$0.00	\$97,145.97	992
10/24/24	MALCOLM HIGH SCHOOL 9TH VB TOURN ENTRY		16920	61644	\$0.00	\$100.00	\$0.00	\$97,045.97	992
10/24/24	LINCOLN SOUTHEAST HI XC INVITE ENTRY		16921	61645	\$0.00	\$80.00	\$0.00	\$96,965.97	992
10/25/24	MARK HICKSON 9TH VB TOURN OFFICIAL		16922	61646	\$0.00	\$290.00	\$0.00	\$96,675.97	992
10/25/24	WILLIE BEAMON 9TH VB TOURN OFFICIAL		16922	61647	\$0.00	\$290.00	\$0.00	\$96,385.97	992
10/25/24	HANNAH MOODY 9TH VB TOURN OFFICIAL		16922	61648	\$0.00	\$100.00	\$0.00	\$96,285.97	992
10/25/24	ROGER MARCELINO 9TH VB TOURN OFFICIAL		16922	61649	\$0.00	\$480.00	\$0.00	\$95,805.97	992
10/28/24	RECEIPTS VB GATE - ASHLND/GRNWD			8638	\$625.00	\$0.00	\$0.00	\$96,430.97	992
10/28/24	RECEIPTS FR VB TOURN GATE			8639	\$1,034.00	\$0.00	\$0.00	\$97,464.97	992
10/28/24	RECEIPTS GOFAN GATE			8640	\$122.00	\$0.00	\$0.00	\$97,586.97	992
10/28/24	RECEIPTS XC, VB ENTRIES			8641	\$440.00	\$0.00	\$0.00	\$98,026.97	992
10/29/24	NANCY FUCHS VB SUB DIST OFFICIAL		16930	61654	\$0.00	\$210.00	\$0.00	\$97,816.97	992
10/29/24	CHUCK GUBBELS VB SUB DIST OFFICIAL		16930	61655	\$0.00	\$210.00	\$0.00	\$97,606.97	992
10/29/24	MALCOLM HIGH SCHOOL UNIFIED BOWLING ENTRY		16936	61660	\$0.00	\$20.00	\$0.00	\$97,586.97	992
10/29/24	CENTRAL CONFERENCE CENT CONF VB PAYOUT		16935	61661	\$0.00	\$98.25	\$0.00	\$97,488.72	992
10/30/24	RECEIPTS VB SUB DIST GATE			8642	\$1,875.00	\$0.00	\$0.00	\$99,363.72	992
10/30/24	RECEIPTS VB, GOLF ENTRIES			8643	\$570.00	\$0.00	\$0.00	\$99,933.72	992
10/30/24	RECEIPTS ACTIVITY PASSES			8645	\$100.00	\$0.00	\$0.00	\$100,033.72	992
10/30/24	NANCY FUCHS VB SUB DIST OFFICIAL MILEAGE		16930	61662	\$0.00	\$56.00	\$0.00	\$99,977.72	992
10/30/24	CHUCK GUBBELS VB SUB DIST OFFICIAL MILEAGE		16930	61663	\$0.00	\$126.00	\$0.00	\$99,851.72	992
10/30/24	CASH EXTRA GATE/CONCESSION		16938	61664	\$0.00	\$600.00	\$0.00	\$99,251.72	992
10/30/24	JIM PORTER FB PLAYOFF OFFICIAL - PIUS		16937	61666	\$0.00	\$130.00	\$0.00	\$99,121.72	992
10/30/24	MICHAEL FERGUSON FB PLAYOFF OFFICIAL - PIUS		16937	61667	\$0.00	\$130.00	\$0.00	\$98,991.72	992
10/30/24	LUKE DEROWITSCH FB PLAYOFF OFFICIAL - PIUS		16937	61668	\$0.00	\$130.00	\$0.00	\$98,861.72	992
10/30/24	LYLE ZIEMS		16937	61669	\$0.00	\$130.00	\$0.00	\$98,731.72	992

SEWARD HIGH SCHOOL
Reconciliation Activity Account Report

From Date: 10/1/2024

To Date: 10/31/2024

From Acct: 800

To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
10/30/24	FB PLAYOFF OFFICIAL - PIUS JEREMY FOOTE		16937	61670	\$0.00	\$130.00	\$0.00	\$98,601.72	992
10/31/24	FB PLAYOFF OFFICIAL - PIUS RECEIPTS			8647	\$1,524.00	\$0.00	\$0.00	\$100,125.72	992
10/31/24	VB SUB DIST GATE RECEIPTS			8648	\$372.00	\$0.00	\$0.00	\$100,497.72	992
10/31/24	GOFAN GATE NSAA		16939	61671	\$0.00	\$1,231.13	\$0.00	\$99,266.59	992
10/31/24	B-6 SUBDIST VB EXP SHARE AURORA HIGH SCHOOL		16939	61672	\$0.00	\$143.84	\$0.00	\$99,122.75	992
10/31/24	B-6 SUBDIST VB EXP SHARE CRETE HIGH SCHOOL		16939	61673	\$0.00	\$108.14	\$0.00	\$99,014.61	992
10/31/24	B-6 SUBDIST VB EXP SHARE YORK HIGH SCHOOL		16939	61674	\$0.00	\$219.67	\$0.00	\$98,794.94	992
	B-6 SUBDIST VB EXP SHARE								
Totals					\$29,722.05	\$20,188.97	\$294.00	\$98,794.94	
								Accounts Payable	\$0.00
								Working Balance	\$98,794.94
								Currently Encumbered (PO)	\$0.00

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

Bookkeeper: Mary Russell Date: 11/5/24
Principal: [Signature] Date: 11/5/24

**SCHOOL DISTRICT OF SEWARD
PROPOSED WARRANTS
NOVEMBER 11, 2024**

Salaries for October	Salaries	809,603.97
Jones Bank	FIT/FICA	22,743.16
Tennessee Child Support	Garnishment	9.99
NIC Nebraska	Transportation	7.50
Jones Bank	FIT/FICA	179,005.25
Nebraska Child Support	Garnishment	1,166.00
ASPIRE	403b	10,550.00
Jones Bank	FIT/FICA	23,369.53
Tennessee Child Support	Garnishment	9.99
Jones Bank	FIT/FICA	20,510.49
Tennessee Child Support	Garnishment	9.99
NPERS	Retirement	210,327.85
NE Dept. of Revenue	State Tax	35,011.73
Inspira Financial	Section 125	5,348.56
Allen, Jennifer	Pupil Services	10,412.36
Allo	Phone	177.00
Amazon Capital Services	Supplies	663.81
Americom	School Safety Grant	2,000.00
Ameritas	Vision Insurance	1,145.28
Andersen, Jennifer	Supplies	18.13
Apace	Pupil Services	5,097.03
Baker, Noelle	Supplies	113.40
Baker & Taylor	Books	36.13
Bakken Books	Books	212.59
Barton Solvents, Inc	Maintenance	1,982.79
Bern's Body Shop	Transportation	500.00
BEST	Pupil Services	15,760.80
Bisbee, Jill	Supplies	513.19
Bishop Business	Supplies	389.32
Blue Cross Blue Shield	Health Insurance	249,892.61
Bockmann Inc	Hot Lunch Repairs	220.00
Brandenburgh, Celeste	Supplies	18.98
BSN Sports	Grounds	475.00
Campbells Cleaning	Services	16,875.00
Cast, Krystin	Supplies	20.70
CDWG	Transportation	348.24
City of Seward Utility Dept	Utilities	37,949.80
Computer Hardware	Tech. Repairs	1,705.00
Credit Bureau Services Inc	Garnishment	362.33
Culligan	Maintenance	40.00
Dana F. Cole & Company, LLP	Audit	11,080.00
DAS	Distance Learning	292.87
Eakes	Maintenance	6,885.20
Elan Financial Services	Staff Dev.	509.49
Engineered Controls, Inc	Maintenance	1,975.80
ESU 6	ESU Expense	16,641.34
ESU 7	Pupil Services	396.00
Farmers Coop	Transportation	243.00
Fastenal	Maintenance	5.47
Go Physical Therapy	Pupil Services	8,442.29
Grainger	Maintenance	944.91
Helmink Printing	Supplies	532.00
Hillyard	Equipment	2,127.03
Hire Right	Transportation	38.55

**SCHOOL DISTRICT OF SEWARD
PROPOSED WARRANTS
NOVEMBER 11, 2024**

Innovative Office Solutions	Supplies	66.20
Inspira Financial	Section 125	25.50
John Deere Financial	Maint. Of Equipment	18.85
JWPepper	Supplies	374.99
Kottich, Doug	Supplies	250.00
Krause, Katherine	St. John's Title IIA	1,080.00
KSB School Law	Legal Fees	220.00
Lee's Refrigeration	Hot Lunch Repairs	415.85
Library Store, The	Supplies	429.27
Lincoln Journal Star	Periodicals	405.00
Madison National Life	LTD Ins.	2,925.92
Matheson	Supplies	577.41
Memorial Health Care Systems	Transportation	35.00
Meehl, Jan	Pupil Services	4,506.89
NCS Pearson	Supplies	712.13
Nebraska Landscape Solutions	Grounds	4,106.77
Nebraska Music Education Association	Dues & Fees	315.00
Nebraska Safety Center	Transportation	200.00
Omnify	Insurance	20.80
One Source	Admin. Expense	146.00
Opfer, Jamie	Supplies	31.00
Oriental Trading	Supplies	161.43
Overhead Door Co. of Lincoln	Maintenance	185.00
Pac N Save	Supplies	1,008.29
Paper Tiger	Business Support	35.00
Pitney Bowes	Supplies	156.27
Pitsco Education	Supplies	248.77
Placke, Jim	Fuel	102.55
Prestwick House	Books	194.80
Rise Vision	Software	378.00
Rising, Sarah	Mileage	73.90
Rockler	Supplies	7,197.09
Sasha Vazzano Choreography	Supplies	500.00
School District of Seward-Board Revolving	District Office Other	16,013.18
Seward County Independent	Advertising	252.18
Seward Lumber	Maintenance	845.31
Seward Motor Freight, Inc	Transportation	183.07
Sodexo	Services	97,636.75
Sweetwater	Supplies	622.98
Tech Masters	Hot Lunch Repairs	842.15
Tractor Supply Credit Plan	Maintenance	75.89
Truck Center Companies	Transportation	12,538.15
Uline	Furn & Equip	989.51
Unite Private Networks, LLC	Distance Learning	3,588.09
Unity School Bus Parts	Equipment	407.49
UNUM	Life Ins.	529.20
Uribe	Services	2,566.79
US Bank	Lease	2,485.29
USA Clean	Maintenance	418.89
Verizon	Telephone	208.36
Visa	Staff Dev.	811.17

**SCHOOL DISTRICT OF SEWARD
PROPOSED WARRANTS
NOVEMBER 11, 2024**

Voss Lighting	Maintenance	2,561.25
Ward's Science	Supplies	100.57
Waterlink	Maintenance	225.00
Windstream	Phone	316.28
Zultys	Phone	2,314.76
TOTAL GENERAL FUND CLAIMS		1,888,353.44

**SCHOOL DISTRICT OF SEWARD
PROPOSED SPECIAL BUILDING FUND CLAIMS
NOVEMBER 11, 2024**

AMERICOM	CAMERAS/SOFTWARE	7,707.20
MAMMOTH SPORTS	FEASIBILITY STUDY	32,500.00
	TOTAL	40,207.20

TOTAL 115,800.00

SCHOOL DISTRICT OF SEWARD
PROPOSED QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND CLAIMS
NOVEMBER 11, 2024

AMERICOM	CAMERAS/SOFTWARE	4,000.00
	TOTAL	<u>4,000.00</u>