

**Board of Education Regular Meeting**

School District of Seward

410 South Street

Seward, NE 68434

Monday, January 13, 2025 5:30 PM

Attendance Taken at 5:32 PM.

Paul Duer: Present

Matt Hastings: Present

Jill Hochstein: Present

Ryne Seaman: Present

Danielle Shipley: Present

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

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

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 Paul Duer and a second by Jill Hochstein.

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

2. Recognition of Classified Staff Members for the Bluejay Award

Carman Johnson and Mary Russell were presented with the District Bluejay Award for classified staff. Carman and Mary are administrative assistants at the High School.

3. Election of Board Officers

3.1. President

Paul Duer nominated Ryne Seaman as President and all members agreed.

3.2. Vice President

Shawn Svoboda nominated Paul Duer as Vice President and all members agreed.

3.3. Secretary

Ryne Seaman nominated Jill Hochstein as Secretary and all members agreed.

3.4. Treasurer

Matt Hastings nominated Heidi Covert as Treasurer and all members agreed.

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

4.1. 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.

4.2. 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.

## 5. Discussion Items

### 5.1. DLR Architect Firm Interview

The board interviewed DLR Architect Firm for future projects.

### 5.2. Soft Skills Pilot

Mr. Axt and Mr. Eber discussed the soft skill pilot program they are currently doing at the high school.

### 5.3. Nebraska Teacher Shortage

Dr. Fields discussed data from NDE on teacher shortages and the Teach in Nebraska website.

## 6. Short Recess

Motion to move into a short recess at 6:52 p.m. Passed with a motion by Danielle Shipley and a second by Jill Hochstein.

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

## 7. Reports

### 7.1. Administrator Reports

Written reports were received from the administrators.

### 7.2. Student Board Report

Esten Johnsen presented his report to the board.

### 7.3. Superintendent's Report

Dr. Fields received great comments about the John Bacon professional development day with Milford and Centennial. Dr Fields discussed the Wellness Center corporate membership, gave the board an update on the start of the Legislation Session, discussed the PowerSchool Security Breach, Title IX changes and a Sixpence update. The Wellness Center tours will be January 20, 2025 at 4:00 and 4:30. The NASB Legislative conference is January 26 & 27. ***Board Quicks link - January 2025 e-update***

### 7.4. Loss Control Report from ALICAP

Dr. Fields discussed the loss control visit from ALICAP. We received positive comments with a few minor things they would like us to change.

## 8. Action Items

### 8.1. 2025-2026 School Calendar

Motion to approve the 2025 - 2026 school calendar Passed with a motion by Jill Hochstein and a second by Shawn Svoboda.

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

### 8.2. Contract for Strength and Conditioning Teacher

Motion to offer teaching contract to Todd Berner for the 2025-2026 school year Passed with a motion by Danielle Shipley and a second by Matt Hastings.

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

### 8.3. 2025-2026 Teacher Negotiated Agreement

Motion to approve the 2025-2026 Teachers Negotiations Agreement as presented Passed with a motion by Paul Duer and a second by Matt Hastings.

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

### 8.4. Elementary Hot Water Heater

Motion to approve the purchase a new hot water heater from Cerris at the Elementary 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

## 9. Future Agenda Items

Architecture presentations

## 10. Consent Agenda

### 10.1. Approval of Minutes

### 10.2. Approval of Financial Reports

#### 10.2.1. Treasurer

#### 10.2.2. Budget

#### 10.2.3. Activities

#### 10.2.4. Athletic

10.3. Approval of Claims

10.3.1. General Fund

10.3.2. Unemployment Fund

10.4. Approval of Consent Agenda

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

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

11. Closed Session

Motion to enter into closed session at 7:50 p.m. to discuss personnel issues. Passed with a motion by Shawn Svoboda and a second by Danielle Shipley.

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

11.1. Restate the reason for entering into a closed session: to discuss personnel issues.

12. Adjournment

Motion to adjourn the meeting at 8:24 PM with the next regular board meeting scheduled for Monday, February 10, at 5:30. Passed with a motion by Matt Hastings and a second by Danielle Shipley.

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 January 8, 2025 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, January 13, 2025 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.

## **2002 Organization of the Board**

### **1. Membership, Term and Election**

- a. The Board of Education shall be comprised of six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

### **2. Internal Organization and Officers**

#### **a. President**

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

#### **b. Vice President**

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

#### **c. Secretary**

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.
- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the

proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Treasurer

- i. At the regular January meeting, the board shall elect, employ, or appoint a treasurer who need not be a member of the board if permitted by law. The treasurer shall serve in that capacity for one year, unless the board designates a longer term for the treasurer.
- ii. The treasurer may be designated to sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized.

3. Signing and Authorizing Checks, Warrants, and other Instruments.

- a. Unless otherwise delegated by the board, the president and secretary of the board shall sign checks, warrants, and other instruments of the district.
- b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
- c. The board delegates that the vice president or treasurer may sign any warrant in the absence of either the president or the secretary..

#### 4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:

If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.

- i. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
- ii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

#### 5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
  - i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;

- ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
- iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
- iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
- v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
- vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
- vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
  - 1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
  - 2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
  - 3. Completion of a project or paper and a class presentation between the commencement of eighth

- grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event; and
- viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

## 6. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
  - i. A member submits his or her formal resignation from the board.
  - ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.
  - iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.
  - iv. Such other reasons as are set forth in Nebraska statutes.
- b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.
- c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: June 12, 2010

Revised on: July 11, 2001, August 11, 2014, August 12, 2019, August 10, 2020

Reviewed on: \_\_\_\_\_

# 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 (20 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?

# Teacher Vacancy Survey Comparison

The Nebraska Department of Education (NDE) administers the Teacher Vacancy Survey to assess shortage areas annually. This report serves as a comparison between the 2024 and 2023 survey results.

To view the full reports, visit [education.ne.gov](http://education.ne.gov).

## Top Reason:

**2024**

Of 153 respondents, 63% reported “No applicants,” and 15% reported “No fully qualified applicants.”

**2023**

Of 176 respondents, 57% reported “No applicants,” and 17% reported “No fully qualified applicants.”

## Top Solution:

In 2024, 22% of respondents reported the “Position was not filled.”

In 2023, 24% of respondents reported the “Position was not filled.”

## Top 5 Unfilled:

- 2024**
1. Special Education
  2. Elementary Ed.
  3. Career Education
  4. Language Arts
  5. Early Childhood

- 2023**
1. Special Education
  2. Elementary Ed.
  3. Career Education
  4. Language Arts
  5. Mathematics

**2024** **71%**  
**2023** **71%**

### Responses

In 2024, 310 of 436 (71%) districts/systems responded.  
In 2023, 310 of 436 (71%) districts/systems responded.

### Unfilled Positions

In 2024, 153 respondents reported 669.35 unfilled positions compared to 176 reporting 908.18 in 2023.

**2024** **669**  
**2023** **908**

**2024** **25%**  
**2023** **40%**

### Vacancies

In 2024, 200.65 of 669.35 (25%) positions were vacant.  
In 2023, 361.78 of 908.18 (40%) positions were vacant.

### Top Unfilled

Special Education topped the list of unfilled positions by endorsement area with 149 in 2024 and 209 in 2023.

**2024** **Special Education**  
**2023** **Special Education**



## 2024-25 Teacher Vacancy Survey Report Summary

The Nebraska Department of Education (NDE) conducted the 2024-25 Teacher Vacancy Survey in the fall of 2024. All public-school districts, nonpublic school systems and Educational Service Units (ESU) have been included in the collection of data. For purposes of this report, the ESU data has been combined with the public-school data (district) while the nonpublic data (system) is combined with them into the total counts. This summary shows the totals. For the separate district and system counts, see the full report.

The survey of all 436 Nebraska districts/systems (262 PK-12 public school districts and ESUs, and 174 nonpublic school systems) in the state requested the following information:

- The number of districts/systems that could not find fully qualified teachers\* to fill positions;
- The endorsement areas of the positions that were unfilled\*\*;
- The reasons why the applicant pool was not sufficient; and
- What the district/system did to address the unfilled positions.

The overall response rate was average (71.10%) with 310 completing the survey. The district rate (public/ESU) was 255 of 262 responding for a 97.33% response rate, while the system rate (nonpublic) was 55 of 174 responding for a 31.61% response rate. Participation by public districts, ESUs, and nonpublic systems remained steady this year. Unfilled positions in descending order by endorsement area (excluding Other and Middle Level – include under content area) are as follows:

Endorsement Area	Unfilled**		Vacant***	Endorsement Area	Unfilled**		Vacant***
	#	%	#		#	%	#
Special Education	149.50	22.34%	50.50	School Psychologist	28.10	4.20%	14.00
Elementary Education	68.00	10.16%	25.00	Music Instrumental/Vocal	24.70	3.69%	6.25
Career Education Areas	57.30	8.56%	11.00	World Language	18.85	2.82%	10.50
Language Arts	51.50	7.69%	4.00	Health/Physical Education	16.50	2.47%	11.00
Early Childhood Education	45.50	6.80%	10.00	Art	11.40	1.70%	6.00
Mathematics	44.00	6.57%	20.00	School Library	9.50	1.42%	0.00
Speech Language Pathology	42.40	6.33%	17.40	ESL/ELL <sup>†</sup>	9.00	1.34%	1.00
School Counselor	32.00	4.78%	1.00	Social Studies/Social Science	6.00	0.90%	0.00
Science	30.50	4.56%	8.00				

<sup>†</sup>ESL/ELL are traditional shortage areas for federal consideration so Nebraska recognizes them as well.

Overall, there were 153 districts/systems reporting unfilled positions, or 49.35% of the returned sample, at the beginning of the 2024-25 school year.

Districts/systems reported 669.35 positions as unfilled with fully qualified personnel, and 200.65 left vacant for 2024-25. Of those 669.35 positions, 167.95 positions (25.09%) were in districts/systems with **less than 500** students.

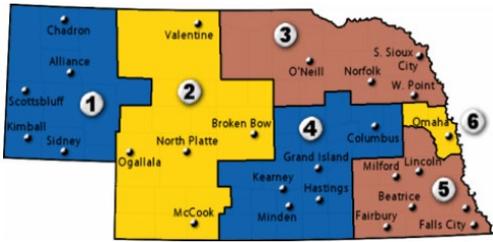
For the purposes of this survey:

\***Fully qualified teacher** is an individual who holds an Initial, Standard, or Professional Nebraska teaching certificate with the appropriate endorsement for the assigned class and the professional attributes sought by the school district.

\*\***Unfilled** refers to a position that was filled by someone other than a fully qualified teacher **or** a position that was left vacant.

\*\*\***Vacant** refers to a position that was not filled at all – i.e., in Special Education of the 149.5 unfilled positions, 99 have teachers and 50.5 were left vacant.

2024-2025 Teacher Vacancy Survey Report Summary Continued



- 1 – Western
- 2 – West Central
- 3 – Northeast
- 4 – Central
- 5 – Southeast
- 6 – Metro

Region	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts/Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled Vacant for Region
Western	17	11.11%	47.25	7.06%	9.00	19.05%
West Central	21	13.73%	35.50	5.30%	9.00	25.35%
Northeast	27	17.65%	67.60	10.10%	24.40	36.09%
Central	36	23.53%	84.50	12.62%	35.00	41.42%
Southeast	27	17.65%	196.00	29.28%	105.75	53.95%
Metro	25	16.34%	238.50	35.63%	17.50	7.34%
<b>Total</b>	<b>153</b>	<b>100.00%</b>	<b>669.35</b>	<b>100.00%</b>	<b>200.65</b>	<b>Avg. 30.53%</b>

Districts/systems were allowed to identify multiple reasons for unfilled\*\* positions. Of the 153 districts/systems reporting unfilled positions, the main reasons given were divided between “No applicants” (63%) and “No fully qualified applicants based on endorsement area” (15%).

The survey offered solutions from which districts/systems could choose from when identifying how they solved the dilemma of unfilled\*\* positions. The most frequently reported solutions for unfilled positions include: “Position was not filled” (22%); “Used substitute teachers” (18%); “Hired a person NOT appropriately endorsed in the content area” (11%); “Hired a person who holds a provisional permit in the content area” (10%); and “Hired a person who holds a provisional permit” (10%). For further information, see Tables 10a-c in the full report.

Of the 17 endorsement shortage areas, six have been designated shortage areas each year for the last 15 years: Language Arts, Mathematics, Science, Special Education, Speech-Language Pathology, and World Language. In addition to these, 8 others have been designated shortage areas each of the last five years: Career Education Areas; Art; Early Childhood Education; Health and/or Physical Education; School Counselor; School Library; School Psychologist; and Music/Instrumental/Vocal.

Find the full report at <https://www.education.ne.gov/educatorprep/teacher-shortage-survey/>. Tables included in the Report Summary combine public and nonpublic system responses. The full report provides an analysis of public and nonpublic in separate tables as well.

For the purposes of this survey:

- \*Fully qualified teacher is an individual who holds an Initial, Standard, or Professional Nebraska teaching certificate with the appropriate endorsement for the assigned class and the professional attributes sought by the school district.
- \*\*Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.
- \*\*\*Vacant refers to a position that was not filled at all – i.e., in Special Education of the 149.5 unfilled positions, 99 have teachers and 50.5 were left vacant.



**NEBRASKA**  
DEPARTMENT OF EDUCATION

## **Teacher Vacancy Survey Report**

Report prepared by  
Office of Coordinated School and District Support  
Nebraska Department of Education  
December 2024

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The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2024 and what the district/system did to address those shortages. The survey conducted by the Nebraska Department of Education (NDE) and disseminated to all Nebraska PK-12 public school districts, Educational Service Units (ESU), and nonpublic school systems, determined the following:

- The number of districts/systems that could not find fully qualified personnel;
- The number of teacher positions for which districts/systems could not find fully qualified personnel;
- The endorsement areas of those positions;
- The reasons why individuals in the applicant pool were not sufficient/appropriate for the positions; and
- What districts/systems did to address the positions not filled with fully qualified personnel.

## PROCEDURES

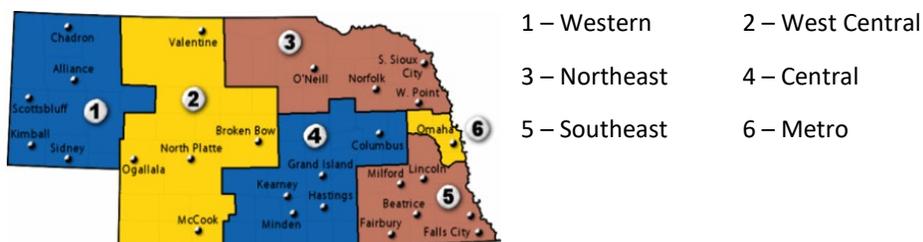
The Teacher Vacancy Survey, which is administered online through the NDE Portal, was opened to all Nebraska PK-12 public school districts, Educational Service Units (ESU), and nonpublic school systems, in October 2024. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users), phone calls, and email reminders were utilized to encourage participation.

The survey asked districts/systems to report the following information:

- The number of positions the district/system needed to fill at the beginning of the 2024-25 school year;
- The number of those positions not filled with fully qualified personnel\*;
- The full-time equivalency (FTE) and endorsement area of each unfilled\*\* position;
- The reason for not being able to fill the position with a fully qualified teacher; and
- How the district/system solved the dilemma for the position.

NDE gathered the following information using data available from NDE databases:

- Community College Region in which district/system is located
- Size of PK-12 school enrollment



For purposes of this report, public districts, ESUs, and nonpublic systems’ data are combined into total counts as **Districts/Systems** (coded in orange, Table #a); ESUs are combined with the public-school data as **Districts** (coded in green, Table #b), while the nonpublic data are shown as **Systems** (coded in yellow, Table #c).

\***Fully qualified** is defined as “an individual who holds a regular Nebraska teaching certificate, the appropriate endorsement for the assigned class, and the professional attributes sought by the school district.”

\*\***Unfilled** refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

\*\*\***Vacant** refers to a position that was not filled at all.

## RESULTS

### Response Rate

All 436 districts/systems (public districts and ESUs, and nonpublic systems) in Nebraska had the opportunity to respond to the survey. The overall response rate was average (71.10%) with 310 completing the survey. The district rate (public/ESU) was 255 of 262 responding for a 97.33% response rate, while the system rate (nonpublic) was 55 of 174 responding for an 31.61% response rate. Participation by public districts, ESUs, and nonpublic systems remained steady this year. Tables 1a (districts/systems), 1b (districts), and 1c (systems) report the distribution and the return sample by Community College Region (region). Tables 2a-c show the return sample by size of district/system.

### Districts/Systems with Unfilled Positions

Unfilled positions are those positions for which fully qualified personnel were not hired, including positions that were left vacant\*\*\*. Overall, there were 153 districts/systems reporting unfilled positions, or 49.35% of the returned sample. Tables 3a (districts/systems), 3b (districts), and 3c (systems) report the distribution of those districts/systems by region. Tables 4a-c report the distribution of districts/systems with unfilled positions by size of district/system. Of the districts/systems reporting unfilled positions, almost 60% have **less than 500** students, while one half (50%) of nonpublic systems reporting unfilled positions have **less than 250** students.

### Unfilled Positions

There were 669.35 unfilled positions reported. Tables 3a-c identify the percentage of unfilled positions by region. Tables 4a-c identify the percentage of unfilled positions by district/system size. Of the 669.35 unfilled positions, 167.95 positions (25.09%) were in districts/systems with **less than 500** students. Overall, 200.65 of the unfilled positions (29.98%) were reported with a solution of 'not filled' (vacant).

Tables 3a-c and 4a-c show the number of unfilled positions in each region or size, as well as the percent of unfilled positions left vacant. The Metro region had the largest number of unfilled positions and the most difficulty filling open positions. The largest schools (>10,000) had the most unfilled positions and more positions left vacant.

### Unfilled Positions by Endorsement Area

Tables 5a-c and 6a-c indicate the number of unfilled positions by endorsement area, by region and district/system size, respectively. The endorsement areas of Special Education (149.5 positions; 22.34%), Elementary Education (68 positions; 10.16%), Career Education (57.3 positions; 8.56%), Language Arts (51.5 positions; 7.69%), Early Childhood Education Areas (45.5 positions; 6.80%), Mathematics (44 positions; 6.57%), and Speech Language Pathology (42.4 positions; 6.33%) topped the list of unfilled positions. Additional areas of need include School Counselor, Science, School Psychologist, and Music Instrumental/Vocal.

### Reasons for Unfilled Positions

Districts/systems were provided with and allowed multiple reasons for an unfilled position. Of the 153 districts/systems reporting unfilled positions, the main reasons given were divided between “No applicants” (63%) and “No fully qualified applicants based on endorsement area” (15%). Tables 7a-c, 8a-c and 9a-c report the percentage of reasons for unfilled positions by region, district/system size, and endorsement area respectively.

### Solutions for Unfilled Positions

The most frequently reported solutions for unfilled positions include: “Position was not filled” (22%); “Used substitute teachers” (18%); “Hired a person NOT appropriately endorsed in the content area” (11%); “Hired a person who holds a provisional permit in the content area” (10%); and “Hired a person who holds a provisional permit” (10%). Tables 10a-c report the number of solutions by endorsement area. Nonpublic systems indicated a higher rate of the solution: “Used substitute teachers” (36% compared to 17%); whereas public and nonpublic systems indicated a similar rate of the solution: “Position was not filled” (22% and 25% respectively).

### Trend Analysis

Of the top 10 unfilled positions by endorsement area, several are the same for districts and systems – Elementary Education, Career Education Areas, Language Arts, Mathematics, School Counselor, and Science. Public districts and ESUs show Special Education, Elementary Education, Career Education Areas, and Language Arts as their top four areas of need this year. Nonpublic systems show Elementary Education, Language Arts, Music Instrumental/Vocal, and Mathematics as their top four areas of need. Special Education, Elementary Education, and Mathematics reported the highest number of positions left vacant in the top 10 unfilled endorsement areas.

Top 10 Shortage Areas							
Public				Non-Public			
Endorsement Area	Unfilled**		Vacant	Endorsement Area	Unfilled**		Vacant
	Total	%	***		Total	%	***
Special Education	149.50	23.20%	50.50	Elementary Education	7.00	28.00%	0.00
Elementary Education	61.00	9.47%	25.00	Language Arts	3.00	12.00%	1.00
Career Education Areas	55.30	8.58%	9.00	Music Instrumental/Vocal	2.60	10.40%	0.50
Language Arts	48.50	7.53%	3.00	Mathematics	2.00	8.00%	0.00
Early Childhood Education Areas	45.50	7.06%	10.00	Career Education Areas	2.00	8.00%	2.00
Speech Language Pathology	42.40	6.58%	17.40	Art	1.40	5.60%	0.00
Mathematics	42.00	6.52%	20.00	Social Studies/Social Science	1.00	4.00%	0.00
School Counselor	31.00	4.81%	0.00	Science	1.00	4.00%	0.00
Science	29.50	4.58%	8.00	School Counselor	1.00	4.00%	1.00
School Psychologist	28.10	4.36%	14.00	Other and Middle Level – include under content area	4.00	16.00%	2.00

Represents Common Shortage Areas

Of the 17 endorsement shortage areas, six have been designated shortage areas each year for the last 15 years: Language Arts, Mathematics, Science, Special Education, Speech-Language Pathology, and World Language. In addition to these, 8 others have been designated shortage areas each of the last five years: Career Education Areas; Art; Early Childhood Education; Health and/or Physical Education; School Counselor; School Library; School Psychologist; and Music/Instrumental/Vocal.

Comments were provided by 53 unique districts/systems. Over two-thirds of the comments stated that the overall applicant pool continues to get smaller, along with fewer fully qualified candidates applying. In addition, just over 10% of the comments from respondents identified a key struggle with finding quality applicants within the teacher pool or they described the difficulty of recruiting and hiring full-time teachers to rural areas in Nebraska.

## Table 1 Original and Return Sample by Region

### Table 1a. Districts/Systems (Public, ESU, and Nonpublic)

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
Central	108	24.77%	79	25.48%	73.15%
Metro	82	18.81%	45	14.52%	54.88%
Northeast	78	17.89%	60	19.35%	76.92%
Southeast	97	22.25%	66	21.29%	68.04%
West Central	42	9.63%	34	10.97%	80.95%
Western	29	6.65%	26	8.39%	89.66%
<b>Total</b>	<b>436</b>	<b>100.00%</b>	<b>310</b>	<b>100.00%</b>	<b>Avg. 73.93%</b>

### Table 1b. Districts (Public and ESU)

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts	%	No. Of Districts	%	
Central	74	28.24%	73	28.63%	98.65%
Metro	21	8.02%	19	7.45%	90.48%
Northeast	54	20.61%	53	20.78%	98.15%
Southeast	53	20.23%	53	20.78%	100.00%
West Central	36	13.74%	33	12.94%	91.67%
Western	24	9.16%	24	9.41%	100.00%
<b>Total</b>	<b>262</b>	<b>100.00%</b>	<b>255</b>	<b>100.00%</b>	<b>Avg. 96.49%</b>

### Table 1c. Systems (Nonpublic)

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Systems	%	No. Of Systems	%	
Central	34	19.54%	6	10.91%	17.65%
Metro	61	35.06%	26	47.27%	42.62%
Northeast	24	13.79%	7	12.73%	29.17%
Southeast	44	25.29%	13	23.64%	29.55%
West Central	6	3.45%	1	1.82%	16.67%
Western	5	2.87%	2	3.64%	40.00%
<b>Total</b>	<b>174</b>	<b>100.00%</b>	<b>55</b>	<b>100.00%</b>	<b>Avg. 29.27%</b>

**Table 2 Original and Return Sample by District/System Size**

**Table 2a. Districts/Systems (Public, ESU, and Nonpublic)**

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
<100	95	21.79%	30	9.68%	31.58%
101-250	117	26.83%	88	28.39%	75.21%
251-500	116	26.61%	94	30.32%	81.03%
501-1000	61	13.99%	53	17.10%	86.89%
1001-2500	27	6.19%	25	8.06%	92.59%
2501-5000	9	2.06%	9	2.90%	100.00%
5001-10,000	6	1.38%	6	1.94%	100.00%
>10,000	5	1.15%	5	1.61%	100.00%
<b>Total</b>	<b>436</b>	<b>100.00%</b>	<b>310</b>	<b>100.00%</b>	<b>Avg. 83.41%</b>

**Table 2b. Districts (Public and ESU)**

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Districts	%	No. Of Districts	%	
<100	21	8.02%	18	7.06%	85.71%
101-250	72	27.48%	69	27.06%	95.83%
251-500	79	30.15%	79	30.98%	100.00%
501-1000	45	17.18%	45	17.65%	100.00%
1001-2500	25	9.54%	24	9.41%	96.00%
2501-5000	9	3.44%	9	3.53%	100.00%
5001-10,000	6	2.29%	6	2.35%	100.00%
>10,000	5	1.91%	5	1.96%	100.00%
<b>Total</b>	<b>262</b>	<b>100.00%</b>	<b>255</b>	<b>100.00%</b>	<b>Avg. 97.19%</b>

**Table 2c. Systems (Nonpublic)**

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Systems	%	No. Of Systems	%	
<100	74	42.53%	12	21.82%	16.22%
101-250	45	25.86%	19	34.55%	42.22%
251-500	37	21.26%	15	27.27%	40.54%
501-1000	16	9.20%	8	14.55%	50.00%
1001-2500	2	1.15%	1	1.82%	50.00%
<b>Total</b>	<b>174</b>	<b>100.00%</b>	<b>55</b>	<b>100.00%</b>	<b>Avg. 39.80%</b>

### Table 3 Unfilled Positions by Region

**Table 3a. Districts/Systems (Public, ESU, and Nonpublic)**

Region	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled Left Vacant for Region
Central	36	23.53%	84.50	12.62%	35.00	41.42%
Metro	25	16.34%	238.50	35.63%	17.50	7.34%
Northeast	27	17.65%	67.60	10.10%	24.40	36.09%
Southeast	27	17.65%	196.00	29.28%	105.75	53.95%
West Central	21	13.73%	35.50	5.30%	9.00	25.35%
Western	17	11.11%	47.25	7.06%	9.00	19.05%
<b>Total</b>	<b>153</b>	<b>100.00%</b>	<b>669.35</b>	<b>100.00%</b>	<b>200.65</b>	<b>Avg. 30.53%</b>

**Table 3b. Districts (Public and ESU)**

Region	Districts with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. Of Districts	%	No. Of Unfilled	%	Number Vacant	% Unfilled Left Vacant for Region
Central	35	25.93%	84.00	13.04%	35.00	41.67%
Metro	14	10.37%	218.50	33.91%	12.50	5.72%
Northeast	26	19.26%	66.60	10.34%	24.40	36.64%
Southeast	23	17.04%	193.50	30.03%	104.25	53.88%
West Central	21	15.56%	35.50	5.51%	9.00	25.35%
Western	16	11.85%	46.25	7.18%	9.00	19.46%
<b>Total</b>	<b>135</b>	<b>100.00%</b>	<b>644.35</b>	<b>100.00%</b>	<b>194.15</b>	<b>Avg. 30.45%</b>

**Table 3c. Systems (Nonpublic)**

Region	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. Of Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled Left Vacant for Region
Central	1	5.56%	0.50	2.00%	0.00	0.00%
Metro	11	61.11%	20.00	80.00%	5.00	25.00%
Northeast	1	5.56%	1.00	4.00%	0.00	0.00%
Southeast	4	22.22%	2.50	10.00%	1.50	60.00%
Western	1	5.56%	1.00	4.00%	0.00	0.00%
<b>Total</b>	<b>18</b>	<b>100.00%</b>	<b>25.00</b>	<b>100.00%</b>	<b>6.50</b>	<b>Avg. 17.00%</b>

\*\*Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

\*\*\*Vacant refers to a position that was not filled at all.

**Table 4 Unfilled Positions by District/System Size**

**Table 4a. Districts/Systems (Public, ESU, and Nonpublic)**

Size	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled Left Vacant for Size
<100	15	9.80%	39.50	5.90%	13.90	35.19%
101-250	41	26.80%	62.25	9.30%	10.50	16.87%
251-500	38	24.84%	66.20	9.89%	9.25	13.97%
501-1000	24	15.69%	46.00	6.87%	10.50	22.83%
1001-2500	16	10.46%	44.50	6.65%	15.00	33.71%
2501-5000	9	5.88%	59.50	8.89%	36.00	60.50%
5001-10,000	5	3.27%	23.50	3.51%	6.00	25.53%
>10,000	5	3.27%	327.90	48.99%	99.50	30.34%
<b>Total</b>	153	100.00%	669.35	100.00%	200.65	Avg. 29.87%

**Table 4b. Districts (Public and ESU)**

Size	Districts with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. Of Districts	%	No. Of Unfilled	%	Number Vacant	% Unfilled Left Vacant for Size
<100	12	8.89%	35.50	5.51%	10.40	29.30%
101-250	35	25.93%	56.85	8.82%	9.50	16.71%
251-500	32	23.70%	54.60	8.47%	7.25	13.28%
501-1000	21	15.56%	42.00	6.52%	10.50	25.00%
1001-2500	16	11.85%	44.50	6.91%	15.00	33.71%
2501-5000	9	6.67%	59.50	9.23%	36.00	60.50%
5001-10,000	5	3.70%	23.50	3.65%	6.00	25.53%
>10,000	5	3.70%	327.90	50.89%	99.50	30.34%
<b>Total</b>	135	100.00%	644.35	100.00%	194.15	Avg. 29.30%

**Table 4c. Systems (Nonpublic)**

Size	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. Of Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled Left Vacant for Size
<100	3	16.67%	4.00	16.00%	3.50	87.50%
101-250	6	33.33%	5.40	21.60%	1.00	18.52%
251-500	6	33.33%	11.60	46.40%	2.00	17.24%
501-1000	3	16.67%	4.00	16.00%	0.00	0.00%
<b>Total</b>	18	100.00%	25.00	100.00%	6.50	Avg. 30.81%

\*\*Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

\*\*\*Vacant refers to a position that was not filled at all.

**Table 5 Unfilled Positions by Endorsement Area and Region**

**Table 5a. Unfilled Positions in Districts/Systems by Endorsement Area and Region**

Endorsement Area	District/System Region						Unfilled**		Vacant ***	
	Central	Metro	Northeast	Southeast	West Central	Western	Total	%		
Art		3		6.4	1	1	11.4	1.70%	6	
Career Education Areas		5	16	6	21.8	3.5	5	57.3	8.56%	11
	Agricultural Education	3		2	3	2	3	13	1.94%	0
	BMIT	1	8	1	7.8	0.5	1	19.3	2.88%	1
	Family & Consumer Science Occupational	1	3	2	6	1		13	1.94%	6
	Skilled & Technical Sciences Education		5	1	5		1	12	1.79%	4
Early Childhood Education Areas		5	9	2.5	13		16	45.5	6.80%	10
	Early Childhood Ed – PK-Grade 3	2		1.5	9		11	23.5	3.51%	7
	Early Childhood Inclusive - Birth-Gr. 3	1		1	2		4	8	1.20%	1
	Special Ed Early Childhood Ed – Birth-K	2			1		1	4	0.60%	1
	Special Ed Early Intervention – Birth-PK		9		1			10	1.49%	1
Elementary Education	3	19	7	30	5	4	68	10.16%	25	
ESL/ELL	1	6		2			9	1.34%	1	
Health and/or Physical Education		2	1	11.5	1	1	16.5	2.47%	11	
Language Arts		8	19.5	2	15	5	2	51.5	7.69%	4
	English Language Arts	8	13.5	2	14.5	5	2	45	6.72%	4
	Journalism & Media		1					1	0.15%	0
	Reading & Writing		4		0.5			4.5	0.67%	0
	Speech/Theatre		1					1	0.15%	0
Mathematics	6	13	7	12	4	2	44	6.57%	20	
Middle Level - Include under content area	4	5		1			10	1.49%	2	
Music Instrumental/Vocal	8	2.5	6	3.95	2	2.25	24.7	3.69%	6.25	
Other	3	4	2	3.6		2	14.6	2.18%	3	
School Counselor	3	4	5	18	1	1	32	4.78%	1	
School Library		4	1	2	1.5	1	9.5	1.42%	0	
School Psychologist	4	7	7.1	8	2		28.1	4.20%	14	
Science		6	10	2	11.5		1	30.5	4.56%	8
	Biology				1.5		1	2.5	0.37%	0.5
	Chemistry	1		1	1			3	0.45%	0
	Science	5	10	1	9			25	3.73%	7.5
Social Studies/Science		4		1	1		6	0.90%	0	
Special Education		18.5	81	11	26	6	7	149.5	22.34%	50.5
	Behavior Intervention	2	2		1			5	0.75%	2
	Functional Academic Skills	2	1	2	1	2		8	1.20%	4
	Inclusion and Collaboration	1	4	2			1	8	1.20%	4
	Secondary Transition		1			1		2	0.30%	2
	Special Ed Generalist	13.5	73	7	24	3	6	126.5	18.90%	38.5
Speech Language Pathology	7	23	6.4	3	1	2	42.4	6.33%	17.4	
World Language		3	6.5	1.6	6.25	1.5		18.85	2.82%	10.5
	Spanish	3	4	1.6	5.25	1.5		15.35	2.29%	9
	Other		2.5		1			3.5	0.52%	1.5
	84.5	238.5	67.6	196	35.5	47.25	669.35	100.00%	200.65	

\*\*Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

\*\*\*Vacant refers to a position that was not filled at all.

**Table 5b. Unfilled Positions in Public and ESU by Endorsement Area and Region**

Endorsement Area	District Region						Unfilled**		Vacant ***	
	Central	Metro	Northeast	Southeast	West Central	Western	Total	%		
Art		2		6	1	1	10	1.55%	6	
Career Education Areas		5	15	6	20.8	3.5	5	55.3	8.58%	9
	Agricultural Education	3		2	3	2	3	13	2.02%	0
	BMIT	1	8	1	6.8	0.5	1	18.3	2.84%	0
	Family & Consumer Science Occupational	1	3	2	6	1		13	2.02%	6
	Skilled & Technical Sciences Education		4	1	5		1	11	1.71%	3
Early Childhood Education Areas		5	9	2.5	13		16	45.5	7.06%	10
	Early Childhood Ed - PK-Grade 3	2		1.5	9		11	23.5	3.65%	7
	Early Childhood Inclusive - Birth-Gr. 3	1		1	2		4	8	1.24%	1
	Special Ed Early Childhood Ed – Birth-K	2			1		1	4	0.62%	1
	Special Ed Early Intervention - Birth-PK		9		1			10	1.55%	1
Elementary Education	3	12	7	30	5	4	61	9.47%	25	
ESL/ELL	1	6		2			9	1.40%	1	
Health and/or Physical Education		2	1	11.5	1	1	16.5	2.56%	11	
Language Arts		8	16.5	2	15	5	2	48.5	7.53%	3
	English Language Arts	8	11.5	2	14.5	5	2	43	6.67%	3
	Journalism & Media		1					1	0.16%	0
	Reading & Writing		4		0.5			4.5	0.70%	0
Mathematics	6	12	7	12	4	1	42	6.52%	20	
Middle Level - Include under content area	4	2		1			7	1.09%	0	
Music Instrumental/Vocal	7.5	2.5	5	2.85	2	2.25	22.1	3.43%	5.75	
Other	3	3	2	3.6		2	13.6	2.11%	3	
School Counselor	3	3	5	18	1	1	31	4.81%	0	
School Library		4	1	2	1.5	1	9.5	1.47%	0	
School Psychologist	4	7	7.1	8	2		28.1	4.36%	14	
Science		6	9	2	11.5		1	29.5	4.58%	8
	Biology				1.5		1	2.5	0.39%	0.5
	Chemistry	1		1	1			3	0.47%	0
	Science	5	9	1	9			24	3.72%	7.5
Social Studies/Science		3		1	1		5	0.78%	0	
Special Education		18.5	81	11	26	6	7	149.5	23.20%	50.5
	Behavior Intervention	2	2		1			5	0.78%	2
	Functional Academic Skills	2	1	2	1	2		8	1.24%	4
	Inclusion and Collaboration	1	4	2			1	8	1.24%	4
	Secondary Transition		1			1		2	0.31%	2
	Special Ed Generalist	13.5	73	7	24	3	6	126.5	19.63%	38.5
Speech Language Pathology	7	23	6.4	3	1	2	42.4	6.58%	17.4	
World Language		3	6.5	1.6	6.25	1.5		18.85	2.93%	10.5
	Spanish	3	4	1.6	5.25	1.5		15.35	2.38%	9
	Other		2.5		1			3.5	0.55%	1.5
		84	218.5	66.6	193.5	35.5	46.25	644.35	100.00%	194.15

\*\*Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

\*\*\*Vacant refers to a position that was not filled at all.

**Table 5c. Unfilled Positions in Nonpublic by Endorsement Area and Region**

Endorsement Area	System Region					Unfilled**		Vacant ***
	Central	Metro	Northeast	Southeast	Western	Total	%	
Art		1		0.4		1.4	5.60%	0
Career Education Areas		1		1		2	8.00%	2
	BMIT			1		1	4.00%	1
	Skilled & Technical Sciences Education		1			1	4.00%	1
Elementary Education		7				7	28.00%	0
Language Arts		3				3	12.00%	1
	English Language Arts		2			2	8.00%	1
	Speech/Theatre		1			1	4.00%	0
Mathematics		1			1	2	8.00%	0
Middle Level - Include under content area		3				3	12.00%	2
Music Instrumental/Vocal	0.5		1	1.1		2.6	10.40%	0.5
Other		1				1	4.00%	0
School Counselor		1				1	4.00%	1
Science		1				1	4.00%	0
	Science		1			1	4.00%	0
Social Studies/Social Science		1				1	4.00%	0
	0.5	20	1	2.5	1	25	100.00%	6.5

\*\*Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

\*\*\*Vacant refers to a position that was not filled at all.

**Table 6 Unfilled Positions by Endorsement Area and Size**

**Table 6a. Unfilled Positions in Districts/Systems by Endorsement Area and Size**

Endorsement Area	District/System Size								Unfilled**	
	<100	101-250	251-500	501-1000	1001-2500	2501-5000	5001-10,000	>10,000	Total	%
Art		1	1.4	1				8	11.4	1.70%
Career Education Areas	1	10.5	10	2	6	2		25.8	57.3	8.56%
Agricultural Education	1	3	4	2	2	1			13	1.94%
BMIT		5.5	1		1			11.8	19.3	2.88%
Family & Consumer Science Occupational		1	3			1		8	13	1.94%
Skilled & Technical Sciences Education		1	2		3			6	12	1.79%
Early Childhood Education Areas	12	4	2.5	3	3	5		16	45.5	6.80%
Early Childhood Ed – PK-Grade 3	11	1	2.5	3				6	23.5	3.51%
Early Childhood Inclusive - Birth-Gr. 3		3			2	3			8	1.20%
Special Ed Early Childhood Ed - Birth-K	1					2		1	4	0.60%
Special Ed Early Intervention - Birth-PK					1			9	10	1.49%
Elementary Education		10	11	6	7	4	2	28	68	10.16%
ESL/ELL			1				1	7	9	1.34%
Health and/or Physical Education	1		2	0.5				13	16.5	2.47%
Language Arts	1	6	7	4	5	3	4.5	21	51.5	7.69%
English Language Arts	1	6	6	4	4.5	3	3.5	17	45	6.72%
Journalism & Media							1		1	0.15%
Reading & Writing					0.5			4	4.5	0.67%
Speech/Theatre			1						1	0.15%
Mathematics	1	2	4	4	2	9	2	20	44	6.57%
Middle Level - Include under content area	2	3	1		1	2	1		10	1.49%
Music Instrumental/Vocal	3	6.5	6.7	3	2	0.5		3	24.7	3.69%
Other			2	3		3	1	5.6	14.6	2.18%
School Counselor		5	5	4			1	17	32	4.78%
School Library		2.5		1	2			4	9.5	1.42%
School Psychologist	10.1	2		1		4	1	10	28.1	4.20%
Science	1	2	6	1	1.5	2	2	15	30.5	4.56%
Biology	1		0.5		1				2.5	0.37%
Chemistry			2	1					3	0.45%
Science		2	3.5		0.5	2	2	15	25	3.73%
Social Studies/Science			2					4	6	0.90%
Special Education	1	7	3	6.5	10	18	7	97	149.5	22.34%
Behavior Intervention		2				1	1	1	5	0.75%
Functional Academic Skills			1	2		3		2	8	1.20%
Inclusion and Collaboration		1		2		1	2	2	8	1.20%
Secondary Transition		1						1	2	0.30%
Special Education Generalist	1	3	2	2.5	10	13	4	91	126.5	18.90%
Speech Language Pathology	6.4		1	1	3	7		24	42.4	6.33%
World Language		0.75	0.6	5	2		1	9.5	18.85	2.82%
Other								3.5	3.5	0.52%
Spanish		0.75	0.6	5	2		1	6	15.35	2.29%
	39.5	62.25	66.2	46	44.5	59.5	23.5	327.9	669.35	100.00%

\*\*Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

**Table 6b. Unfilled Positions in Public and ESU by Endorsement Area and District Size**

Endorsement Area	District Size								Unfilled**	
	<100	101-250	251-500	501-1000	1001-2500	2501-5000	5001-10,000	>10,000	Total	%
Art		1		1				8	10	1.55%
Career Education Areas	1	9.5	9	2	6	2		25.8	55.3	8.58%
Agricultural Education	1	3	4	2	2	1			13	2.02%
BMIT		4.5	1		1			11.8	18.3	2.84%
Family & Consumer Science Occupational		1	3			1		8	13	2.02%
Skilled & Technical Sciences Education		1	1		3			6	11	1.71%
Early Childhood Education Areas	12	4	2.5	3	3	5		16	45.5	7.06%
Early Childhood Ed – PK-Grade 3	11	1	2.5	3				6	23.5	3.65%
Early Childhood Inclusive - Birth-Gr. 3		3			2	3			8	1.24%
Special Ed Early Childhood Ed - Birth-K	1					2		1	4	0.62%
Special Ed Early Intervention - Birth-PK					1			9	10	1.55%
Elementary Education		8	8	4	7	4	2	28	61	9.47%
ESL/ELL			1				1	7	9	1.40%
Health and/or Physical Education	1		2	0.5				13	16.5	2.56%
Language Arts		6	5	4	5	3	4.5	21	48.5	7.53%
English Language Arts		6	5	4	4.5	3	3.5	17	43	6.67%
Journalism & Media							1		1	0.16%
Reading & Writing					0.5			4	4.5	0.70%
Mathematics	1	1	3	4	2	9	2	20	42	6.52%
Middle Level - Include under content area		2	1		1	2	1		7	1.09%
Music Instrumental/Vocal	2	6.1	6.5	2	2	0.5		3	22.1	3.43%
Other			2	2		3	1	5.6	13.6	2.11%
School Counselor		5	4	4			1	17	31	4.81%
School Library		2.5		1	2			4	9.5	1.47%
School Psychologist	10.1	2		1		4	1	10	28.1	4.36%
Science	1	2	5	1	1.5	2	2	15	29.5	4.58%
Biology	1		0.5		1				2.5	0.39%
Chemistry			2	1					3	0.47%
Science		2	2.5		0.5	2	2	15	24	3.72%
Social Studies/Science			1					4	5	0.78%
Special Education	1	7	3	6.5	10	18	7	97	149.5	23.20%
Behavior Intervention		2				1	1	1	5	0.78%
Functional Academic Skills			1	2		3		2	8	1.24%
Inclusion and Collaboration		1		2		1	2	2	8	1.24%
Secondary Transition		1						1	2	0.31%
Special Education Generalist	1	3	2	2.5	10	13	4	91	126.5	19.63%
Speech Language Pathology	6.4		1	1	3	7		24	42.4	6.58%
World Language		0.75	0.6	5	2		1	9.5	18.85	2.93%
Other								3.5	3.5	0.55%
Spanish		0.75	0.6	5	2		1	6	15.35	2.38%
	35.5	56.85	54.6	42	44.5	59.5	23.5	327.9	644.35	100.00%

\*\*Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

**Table 6c. Unfilled Positions in Nonpublic by Endorsement Area and System Size**

Endorsement Area	System Size				Unfilled**	
	<100	101-250	251-500	501-1000	Total	%
Art			1.4		1.4	5.60%
Career Education Areas		1	1		2	8.00%
	BMIT		1		1	4.00%
	Skilled & Technical Sciences Education			1	1	4.00%
Elementary Education		2	3	2	7	28.00%
Language Arts		1		2	3	12.00%
	English Language Arts	1		1	2	8.00%
	Speech/Theatre			1	1	4.00%
Mathematics		1	1		2	8.00%
Middle Level - Include under content area	2	1			3	12.00%
Music Instrumental/Vocal	1	0.4	0.2	1	2.6	10.40%
Other				1	1	4.00%
School Counselor			1		1	4.00%
Science			1		1	4.00%
	Science			1	1	4.00%
Social Studies/Social Science			1		1	4.00%
	4	5.4	11.6	4	25	100.00%

\*\*Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

## Table 7 Reasons for Unfilled Positions by Region

### Reasons:

- No Applicants
- No fully qualified applicants based on endorsement area
- No fully qualified applicants based on professional attributes
- Preferred a specific non-fully qualified applicant over fully qualified applicant(s)
- Qualified applicant refused offer for position
- Other

**Table 7a. Districts/Systems (Public, ESU, and Nonpublic) – 408 reasons**

Region	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	59	22.9%	15	25.0%	4	20.0%	2	7.1%	4	23.5%	7	28.0%
Metro	59	22.9%	7	11.7%	9	45.0%	12	42.9%	10	58.8%	4	16.0%
Northeast	33	12.8%	14	23.3%	2	10.0%	4	14.3%	3	17.6%	1	4.0%
Southeast	64	24.8%	8	13.3%	2	10.0%	7	25.0%	0	0.0%	9	36.0%
West Central	26	10.1%	7	11.7%	1	5.0%	1	3.6%	0	0.0%	2	8.0%
Western	17	6.6%	9	15.0%	2	10.0%	2	7.1%	0	0.0%	2	8.0%
<b>Total</b>	<b>258</b>	<b>63%</b>	<b>60</b>	<b>15%</b>	<b>20</b>	<b>5%</b>	<b>28</b>	<b>7%</b>	<b>17</b>	<b>4%</b>	<b>25</b>	<b>6%</b>

**Table 7b. Districts (Public and ESU) – 379 reasons**

Region	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	58	24.0%	15	25.9%	4	20.0%	2	8.3%	4	36.4%	7	29.2%
Metro	51	21.1%	5	8.6%	9	45.0%	8	33.3%	4	36.4%	3	12.5%
Northeast	32	13.2%	14	24.1%	2	10.0%	4	16.7%	3	27.3%	1	4.2%
Southeast	59	24.4%	8	13.8%	2	10.0%	7	29.2%	0	0.0%	9	37.5%
West Central	26	10.7%	7	12.1%	1	5.0%	1	4.2%	0	0.0%	2	8.3%
Western	16	6.6%	9	15.5%	2	10.0%	2	8.3%	0	0.0%	2	8.3%
<b>Total</b>	<b>242</b>	<b>64%</b>	<b>58</b>	<b>15%</b>	<b>20</b>	<b>5%</b>	<b>24</b>	<b>6%</b>	<b>11</b>	<b>3%</b>	<b>24</b>	<b>6%</b>

**Table 7c. Systems (Nonpublic) – 29 reasons**

Region	System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Metro	8	50.0%	2	100.0%	0	0.0%	4	100.0%	6	100.0%	1	100.0%
Northeast	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Southeast	5	31.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Western	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>16</b>	<b>55%</b>	<b>2</b>	<b>7%</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>14%</b>	<b>6</b>	<b>21%</b>	<b>1</b>	<b>3%</b>

*Multiple reasons were allowed for an unfilled position.*

**Table 8 Reasons for Unfilled Positions by District/System Size**

**Table 8a. Districts/Systems (Public, ESU, and Nonpublic) – 408 Reasons**

Size	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	18	7.0%	3	5.0%	0	0.0%	0	0.0%	2	11.8%	0	0.0%
101-250	42	16.3%	13	21.7%	2	10.0%	2	7.1%	2	11.8%	5	20.0%
251-500	42	16.3%	15	25.0%	3	15.0%	8	28.6%	6	35.3%	6	24.0%
501-1000	22	8.5%	10	16.7%	3	15.0%	6	21.4%	1	5.9%	4	16.0%
1001-2500	23	8.9%	7	11.7%	1	5.0%	3	10.7%	0	0.0%	6	24.0%
2501-5000	34	13.2%	8	13.3%	1	5.0%	1	3.6%	0	0.0%	2	8.0%
5001-10,000	14	5.4%	4	6.7%	1	5.0%	7	25.0%	3	17.6%	2	8.0%
>10,000	63	24.4%	0	0.0%	9	45.0%	1	3.6%	3	17.6%	0	0.0%
<b>Total</b>	<b>258</b>	<b>63%</b>	<b>60</b>	<b>15%</b>	<b>20</b>	<b>5%</b>	<b>28</b>	<b>7%</b>	<b>17</b>	<b>4%</b>	<b>25</b>	<b>6%</b>

**Table 8b. Districts (Public and ESU) – 379 Reasons**

Size	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	15	6.2%	2	3.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
101-250	38	15.7%	13	22.4%	2	10.0%	2	8.3%	0	0.0%	5	20.8%
251-500	34	14.0%	14	24.1%	3	15.0%	5	20.8%	4	36.4%	6	25.0%
501-1000	21	8.7%	10	17.2%	3	15.0%	5	20.8%	1	9.1%	3	12.5%
1001-2500	23	9.5%	7	12.1%	1	5.0%	3	12.5%	0	0.0%	6	25.0%
2501-5000	34	14.0%	8	13.8%	1	5.0%	1	4.2%	0	0.0%	2	8.3%
5001-10,000	14	5.8%	4	6.9%	1	5.0%	7	29.2%	3	27.3%	2	8.3%
>10,000	63	26.0%	0	0.0%	9	45.0%	1	4.2%	3	27.3%	0	0.0%
<b>Total</b>	<b>242</b>	<b>64%</b>	<b>58</b>	<b>15%</b>	<b>20</b>	<b>5%</b>	<b>24</b>	<b>6%</b>	<b>11</b>	<b>3%</b>	<b>24</b>	<b>6%</b>

**Table 8c. Systems (Nonpublic) – 29 Reasons**

Size	System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	3	18.8%	1	50.0%	0	0.0%	0	0.0%	2	33.3%	0	0.0%
101-250	4	25.0%	0	0.0%	0	0.0%	0	0.0%	2	33.3%	0	0.0%
251-500	8	50.0%	1	50.0%	0	0.0%	3	75.0%	2	33.3%	0	0.0%
501-1000	1	6.3%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	1	100.0%
1001-2500	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>16</b>	<b>55%</b>	<b>2</b>	<b>7%</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>14%</b>	<b>6</b>	<b>21%</b>	<b>1</b>	<b>3%</b>

*Multiple reasons were allowed for an unfilled position.*

**Table 9 Reasons for Unfilled Positions by Endorsement Area**

**Table 9a. District/System Reasons for Unfilled Positions by Endorsement Area**

Endorsement Area	District/System Reasons						Total FTE
	No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art	5	1					11.4
Career Education Areas	35	6		2	1	2	57.3
Agricultural Education	7	4		2		1	13
BMIT	11	2				1	19.3
Family & Consumer Science	7				1		13
Occupational							
Skilled & Technical Sciences Education	10						12
Early Childhood Education Areas	13	4		1		2	45.5
Early Childhood Ed - PK-Grade 3	6	1		1		1	23.5
Early Childhood Inclusive - Birth-Gr. 3	2	2				1	8
Special Ed Early Childhood Ed - Birth-K	3						4
Special Ed Early Intervention Specialist - Birth-PK	2	1					10
Elementary Education	15	5	1	7	1	8	68
ESL/ELL	3			2			9
Health and/or Physical Education	4	1		2			16.5
Language Arts	25	10	4	2	1	2	51.5
English Language Arts	23	9	3	1	1	2	45
Journalism & Media				1			1
Reading & Writing	2		1				4.5
Speech/Theatre		1					1
Mathematics	16	5	1	1		1	44
Middle Level - Include under content area	4	2		1	3	2	10
Music Instrumental/Vocal	22	2	4	1	2	2	24.7
Other	5	2	1	1		3	14.6
School Counselor	6	5	2	2	2		32
School Library	4	1	1	2			9.5
School Psychologist	11		1		1		28.1
Science	15	7			1		30.5
Biology	2	1					2.5
Chemistry	3	2					3
Science	10	4			1		25
Social Studies/Science	3			1			6
Special Education	39	8	5	2	3	3	149.5
Behavior Intervention	4	1					5
Functional Academic Skills	7						8
Inclusion and Collaboration	5	2					8
Secondary Transition	2						2
Special Education Generalist	21	5	5	2	3	3	126.5
Speech Language Pathology	16	1			1		42.4
World Language	17			1	1		18.85
Other	4						3.5
Spanish	13			1	1		15.35
<b>Total</b>	<b>258</b>	<b>60</b>	<b>20</b>	<b>28</b>	<b>17</b>	<b>25</b>	<b>669.35</b>
<b>408</b>	<b>63%</b>	<b>15%</b>	<b>5%</b>	<b>7%</b>	<b>4%</b>	<b>6%</b>	

**Table 9b. Public and ESU Reasons for Unfilled Positions by Endorsement Area**

Endorsement Area	District Reasons						Total FTE
	No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art	3	1					10
Career Education Areas	33	6		2	1	2	55.3
Agricultural Education	7	4		2		1	13
BMIT	10	2				1	18.3
Family & Consumer Science Occupational	7				1		13
Skilled & Technical Sciences Education	9						11
Early Childhood Education Areas	13	4		1		2	45.5
Early Childhood Ed - PK-Grade 3	6	1		1		1	23.5
Early Childhood Inclusive - Birth-Gr. 3	2	2				1	8
Special Ed Early Childhood Ed - Birth-K	3						4
Special Ed Early Intervention - Birth-PK	2	1					10
Elementary Education	13	5	1	6		7	61
ESL/ELL	3			2			9
Health and/or Physical Education	4	1		2			16.5
Language Arts	23	8	4	2		2	48.5
English Language Arts	21	8	3	1		2	43
Journalism & Media				1			1
Reading & Writing	2		1				4.5
Mathematics	14	5	1			1	42
Middle Level - Include under content area	4	2		1		2	7
Music Instrumental/Vocal	17	2	4	1	2	2	22.1
Other	5	2	1			3	13.6
School Counselor	6	5	2	2	1		31
School Library	4	1	1	2			9.5
School Psychologist	11		1		1		28.1
Science	14	7			1		29.5
Biology	2	1					2.5
Chemistry	3	2					3
Science	9	4			1		24
Social Studies/Science	3						5
Special Education	39	8	5	2	3	3	149.5
Behavior Intervention	4	1					5
Functional Academic Skills	7						8
Inclusion and Collaboration	5	2					8
Secondary Transition	2						2
Special Education Generalist	21	5	5	2	3	3	126.5
Speech Language Pathology	16	1			1		42.4
World Language	17			1	1		18.85
Other	4						3.5
Spanish	13			1	1		15.35
<b>Total</b>	<b>242</b>	<b>58</b>	<b>20</b>	<b>24</b>	<b>11</b>	<b>24</b>	<b>644.35</b>
	<b>379</b>	<b>64%</b>	<b>15%</b>	<b>5%</b>	<b>6%</b>	<b>3%</b>	<b>6%</b>

**Table 9c. Nonpublic Reasons for Unfilled Positions by Endorsement Area**

Endorsement Area	System Reasons						Total FTE
	No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art	2						1.4
Career Education Areas	2						2
	BMIT	1					1
	Skilled & Technical Sciences Education	1					1
Elementary Education	2			1	1	1	7
Language Arts	2	2			1		3
	English Language Arts	2	1		1		2
	Speech/Theatre		1				1
Mathematics	2			1			2
Middle Level - Include under content area					3		3
Music Instrumental/Vocal	5						2.6
Other				1			1
School Counselor					1		1
Science	1						1
	Science	1					1
Social Studies/Science				1			1
<b>Total</b>	<b>16</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>25</b>
<b>29</b>	<b>55%</b>	<b>7%</b>	<b>0%</b>	<b>14%</b>	<b>21%</b>	<b>3%</b>	

**Table 10 Solutions for Unfilled Positions by Endorsement Area**

**Table 10a. District/System Solutions for Unfilled Positions by Endorsement Area**

- |   |  |    |  |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 7  | Used existing staff appropriately endorsed in the content area     |
| 2 | Hired a person who holds a provisional permit                          | 8  | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit                         | 9  | Used substitute teachers   |
| 4 | Hired a person who holds a career education teaching permit            | 10 | Position was not filled  |
| 5 | Hired a person NOT appropriately endorsed in the content area          | 11 | Other  |
| 6 | Used distance education or a collaborative arrangement                 |    |  |

Endorsement Area	District/System Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Art	1		2						4	1	
Career Education Areas	4	8	8	4	6	1	5	1	7	7	2
Agricultural Education	2	3	3		1	1		1	2		
BMIT	1	1	3	2	3			3	3	1	2
Family & Consumer Science Occupational	1	4	2					1		2	
Skilled & Technical Sciences Education				2	2			1	2	4	
Early Childhood Education Areas	4	3	2		1		1	1	4	5	1
Early Childhood Ed - PK-Grade 3	1	2	2		1			1	1	2	1
Early Childhood Inclusive - Birth-Gr. 3	2	1							1	1	
Special Ed Early Childhood Ed - Birth-K	1								1	1	
Special Ed Early Intervention - Birth-PK							1		1	1	
Elementary Education	2	7	3		7	1			11	4	3
ESL/ELL	1	1	1		1		1		1	1	
Health and/or Physical Education	1		3		1	1			1	1	1
Language Arts	1	8	2	1	11	1	5	3	5	4	2
English Language Arts	1	8	1	1	8	1	4	3	5	4	2
Journalism & Media					1						
Reading & Writing					2		1				
Speech/Theatre			1								
Mathematics	1	4	2		3		2	1	7	5	1
Middle Level - Include under content area					3		1	1	2	2	1
Music Instrumental/Vocal	5		2		2	2	1	1	11	8	
Other	1			2	3		1		3	2	1
School Counselor	6	2	2	1	2			2	1	1	1
School Library	1				1			5	3		
School Psychologist	3		1		1	2	2			5	2
Science	2	1	5		4		2	1	4	4	1
Biology							1	1		1	
Chemistry		1	1		1						
Science	2		4		3		1		4	3	1
Social Studies/Science	1	1					1		1		
Special Education	9	8	3		2	1	3		9	23	2
Behavior Intervention	1	1	1							1	
Functional Academic Skills			1			1			1	4	
Inclusion and Collaboration					1		1		1	3	1
Secondary Transition										2	
Special Education Generalist	8	7	1		1		2		7	13	1
Speech Language Pathology	1						2			13	1
World Language	1	2			1	2	1	1	3	8	
Other		1							1	2	
Spanish	1	1			1	2	1	1	2	6	
<b>Total</b>	<b>45</b>	<b>45</b>	<b>36</b>	<b>8</b>	<b>49</b>	<b>11</b>	<b>28</b>	<b>17</b>	<b>77</b>	<b>94</b>	<b>19</b>
	<b>10%</b>	<b>10%</b>	<b>8%</b>	<b>2%</b>	<b>11%</b>	<b>3%</b>	<b>7%</b>	<b>4%</b>	<b>18%</b>	<b>22%</b>	<b>4%</b>

**Table 10b. Public and ESU Solutions for Unfilled Positions by Endorsement Area**

- |   |  |    |  |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 7  | Used existing staff appropriately endorsed in the content area     |
| 2 | Hired a person who holds a provisional permit                          | 8  | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit                         | 9  | Used substitute teachers   |
| 4 | Hired a person who holds a career education teaching permit            | 10 | Position was not filled  |
| 5 | Hired a person NOT appropriately endorsed in the content area          | 11 | Other  |
| 6 | Used distance education or a collaborative arrangement                 |    |  |

Endorsement Area	District Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Art	1		2						2	1	
Career Education Areas	4	8	8	4	6	1	5	1	7	5	2
Agricultural Education	2	3	3		1	1		1	2		
BMIT	1	1	3	2	3		3		3		2
Family & Consumer Science	1	4	2				1			2	
Occupational											
Skilled & Technical Sciences Education				2	2		1		2	3	
Early Childhood Education Areas	4	3	2		1		1	1	4	5	1
Early Childhood Ed - PK-Grade 3	1	2	2		1			1	1	2	1
Early Childhood Inclusive - Birth-Gr. 3	2	1							1	1	
Special Ed Early Childhood Ed - Birth-K	1								1	1	
Special Ed Early Intervention - Birth-PK							1		1	1	
Elementary Education	2	5	3		6	1			9	4	3
ESL/ELL	1	1	1		1		1		1	1	
Health and/or Physical Education	1		3		1	1			1	1	1
Language Arts	1	8	1	1	11	1	5	3	4	3	2
English Language Arts	1	8	1	1	8	1	4	3	4	3	2
Journalism & Media					1						
Reading & Writing					2		1				
Mathematics	1	3	2		3		2	1	5	5	1
Middle Level - Include under content area					3			1	2		1
Music Instrumental/Vocal	5		1		2	2		1	8	7	
Other	1			2	2		1		3	2	1
School Counselor	6	2	2	1	2			2	1		1
School Library	1				1			5	3		
School Psychologist	3		1		1	2	2			5	2
Science	2	1	5		3		2	1	4	4	1
Biology							1	1		1	
Chemistry		1	1		1						
Science	2		4		2		1		4	3	1
Social Studies/Science	1						1		1		
Special Education	9	8	3		2	1	3		9	23	2
Behavior Intervention	1	1	1							1	
Functional Academic Skills			1			1			1	4	
Inclusion and Collaboration					1		1		1	3	1
Secondary Transition										2	
Special Education Generalist	8	7	1		1		2		7	13	1
Speech Language Pathology	1						2			13	1
World Language	1	2			1	2	1	1	3	8	
Other		1							1	2	
Spanish	1	1			1	2	1	1	2	6	
<b>Total</b>	<b>45</b>	<b>41</b>	<b>34</b>	<b>8</b>	<b>46</b>	<b>11</b>	<b>26</b>	<b>17</b>	<b>67</b>	<b>87</b>	<b>19</b>
<b>401</b>	<b>11%</b>	<b>10%</b>	<b>8%</b>	<b>2%</b>	<b>11%</b>	<b>3%</b>	<b>6%</b>	<b>4%</b>	<b>17%</b>	<b>22%</b>	<b>5%</b>

**Table 10c. Nonpublic Solutions for Unfilled Positions by Endorsement Area**

- |   |  |    |  |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 7  | Used existing staff appropriately endorsed in the content area     |
| 2 | Hired a person who holds a provisional permit                          | 8  | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit                         | 9  | Used substitute teachers   |
| 4 | Hired a person who holds a career education teaching permit            | 10 | Position was not filled  |
| 5 | Hired a person NOT appropriately endorsed in the content area          | 11 | Other  |
| 6 | Used distance education or a collaborative arrangement                 |    |  |

Endorsement Area	System Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Art									2		
Career Education Areas										2	
BMIT										1	
Skilled & Technical Sciences Education										1	
Elementary Education		2			1				2		
Language Arts			1						1	1	
English Language Arts									1	1	
Speech/Theatre			1								
Mathematics		1							2		
Middle Level - Include under content area							1			2	
Music Instrumental/Vocal			1				1		3	1	
Other					1						
School Counselor										1	
Science					1						
Science					1						
Social Studies/Social Science		1									
<b>Total</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>0</b>
<b>28</b>	<b>0%</b>	<b>14%</b>	<b>7%</b>	<b>0%</b>	<b>11%</b>	<b>0%</b>	<b>7%</b>	<b>0%</b>	<b>36%</b>	<b>25%</b>	<b>0%</b>

**Table 11 Shortage Areas for 2025-2026**

The Nebraska Department of Education will propose the shortage areas below to the US Department of Education in 2024 as shortage areas for federal loan forgiveness in 2025-2026. The Nebraska Excellence in Teaching Act will use these as shortage areas for 2025-2026 applications.

Endorsement Area	Total Unfilled** FTE	Percentage Unfilled** FTE to Total Teaching FTE in NE
Art	11.40	0.04%
Career Education Areas	57.30	0.20%
Early Childhood Education Areas	45.50	0.16%
Elementary Education	68.00	0.24%
ESL/ELL*	9.00	0.03%
Health and/or Physical Education	16.50	0.06%
Language Arts	51.50	0.18%
Mathematics	44.00	0.16%
Music Instrumental/Vocal	24.70	0.09%
School Counselor	32.00	0.11%
School Library	9.50	0.03%
School Psychologist	28.10	0.10%
Science	30.50	0.11%
Social Studies/Social Science	6.00	0.02%
Special Education	149.50	0.53%
Speech Language Pathology	42.40	0.15%
World Language	18.85	0.07%
<b>Total</b>	<b>644.75</b>	<b>2.29%</b>

With 28,099.05 FTE available in Nebraska schools, 644.75 Unfilled\*\* FTE represents 2.29% of the total (excluding Other and Middle Level – include under content area). The 200.65 Vacant\*\*\* FTE represents 0.71% of the total.

\*ESL/ELL are traditional shortage areas for federal consideration so Nebraska recognizes them as well.

\*\*Unfilled refers to FTE that was filled by someone other than a fully qualified teacher or was left vacant.

\*\*\*Vacant refers to a position that was not filled at all.

# SCHOOL DISTRICT OF SEWARD BOARD REPORT

January 13, 2025

Jessica Dominy, Principal  
Seward Elementary School

## ENROLLMENT AS OF December 19, 2024:

- Preschool – 67
- Kindergarten – 83
- Grade 1 – 75
- Grade 2 – 97
- Grade 3 – 94
- Grade 4 – 106
- TOTAL: 522

## UPCOMING SEWARD ELEMENTARY ACTIVITIES

- January 6th: No School - Professional Development Day
- January 7th: School Resumes
- January 24th: No School - Elementary Only
- January 27th: PTO Meeting @ 5:30 PM
- January 29th: School Improvement Team Meeting

## Midyear Data Meetings:

Before winter break, we were able to meet with grade level teams, including special education and Title I teachers, to analyze first semester data. These meetings were very beneficial in determining how our interventions and instructional practices are working together, and we had many opportunities to celebrate the accomplishments of our students. We are proud of our intervention program this year and we can see that the changes we've made have been helping our students improve their literacy skills.

## 2025-2026 Kindergarten:

We will soon begin the process of seeking out children who will come to Kindergarten next year. Kindergarten Round Up will take place on Friday, March 21st this year.

Thank you,

Jessica Dominy

**Board of Education Report**  
**Seward Middle School - Kirk J. Gottschalk**  
*13 January, 2025*

**1. Middle School Activities:**

- 16 January - 5-8 Band Concert, 1900 hrs. (7 pm)
- 18 January - Girls Wrestling tourney at Fairbury. 0900 hrs.
- 25 January - Singing Youth of NE, Fairbury, Depart at 0600 (6:00 am)
- 25 January - Girls Wrestling Tourney at Schuyler, 0900 hrs.
- 28 January - 7 BBB vs Columbus (Home), 1615 hrs., (4:15 pm)
- 28 January - 8 BBB @ Columbus 1615 hrs., (4:15 pm)
- 28 January - Girls Wrestling Quad @ York, 1630 hrs. (4:30 pm)
- 30 January - 7/8 BBB vs Columbus Lakeview, (Home) 1600 hrs., (4:00 pm)
- 31 January - 8<sup>th</sup> Choir to Heartland Music Festival in Henderson, 1800 (6 pm) Concert
- 3 Feb. - 7/8 A Teams @ Columbus Scotus 1600 hrs. (4:00 pm)
- 4 Feb. - 7 BBB @ York MS., 1630 hrs. (4:30 pm).
- 4 Feb. - 8 BBB vs York (Home), 1600 hrs. (4:00 pm).
- 4 Feb. - Girls Wrestling Quad at Schuyler, 1630 hrs. (4:30 pm).
- 6 Nov. - 7/8 BBB vs Norfolk, (Home) (4:00 pm)
- 10 Feb. - 7/8 BBB @ Schuyler MS (B & C), 1630 hrs. (4:30 pm).

**2. Middle School Sports:**

The 7<sup>th</sup> and 8<sup>th</sup> grade boys basketball practices have started second semester as well as our newly implemented girls wrestling program. We currently have five wrestling events scheduled for the girls with two more potential events. The number of kids out was not available at press time.

**3. Enrollment:**

<u>Jan. 2025</u>	<u>Jan. 2024</u>	<u>Jan. 2023</u>	<u>Jan. 2022</u>	<u>Jan. 2021</u>	
8 <sup>th</sup> Grade - 114	8 <sup>th</sup> Grade - 115	8 <sup>th</sup> Grade - 104	8 <sup>th</sup> Grade - 112	8 <sup>th</sup> Grade - 109	
7 <sup>th</sup> Grade - 93	7 <sup>th</sup> Grade - 114	7 <sup>th</sup> Grade - 114	7 <sup>th</sup> Grade - 104	7 <sup>th</sup> Grade - 108	
6 <sup>th</sup> Grade - 110	6 <sup>th</sup> Grade - 90	6 <sup>th</sup> Grade - 110	6 <sup>th</sup> Grade - 109	6 <sup>th</sup> Grade - 100	5 <sup>th</sup>
Grade - <u>100</u>	5 <sup>th</sup> Grade - <u>113</u>	5 <sup>th</sup> Grade - <u>91</u>	5 <sup>th</sup> Grade - <u>114</u>	5 <sup>th</sup> Grade - <u>105</u>	
TOTAL 417	TOTAL 432	TOTAL 419	TOTAL 439	TOTAL 422	

**4. Middle School happenings.**

**A. FFA.** In December our FFA teacher, Mrs. Cast, took a small group of MS kids to a District Leadership event where the Conduct of Chapter Team received a blue ribbon. Congratulations to those team members: Haley Curry, Kinley Ohmberger, Lillian Harmony, Elle Vail, Emma Hackbart, Kaitlyn Wegman, Chloe Keslar

**B. Patriot's Pen Awards.** The following students placed in the local VFW Patriots Pen writing contest this year. These are judged locally then those placing are sent to the Regional VFW

groups who have a different panel of judges. Congratulations to 8<sup>th</sup> grader Angela Wynegar who placed first over-all. SMS students who placed locally are:

First Place: Angela Wynegar, 8<sup>th</sup> grade

Honorable Mention:

8<sup>th</sup> Graders - Layla Luebbe, Lily Naber, Madison Pliefke, Madeline Rangel

7<sup>th</sup> Graders – Braydon Hotovy, Abigail Howe, Ty Whisler

6<sup>th</sup> Grader – Ruby Pflughaupt

**5. Donations.**

SMS continued to provide donations to those locals in need this time of year. Our middle school staff and students donated right at \$2700 to two different families in need. We have a very generous group in our building.

6. I truly appreciate your gift of the local gift card to our staff at Christmas. Thank you.



**Board of Education Report  
January 2025  
Seward High School  
Scott Axt    Rich Eber    Scott Curry**



**1st Semester:**

We had a strong 1st semester and are very proud of the students and staff. We had some tremendous successes in the classroom and several extracurricular activities. Below are some examples of those accomplishments:

- The football team qualified for State Playoffs and made it to the Semi-Finals
- The volleyball team qualified for a home district championship game
- Softball team qualified for state.
- Boys and Girls Cross Country Teams qualified for the State Meet
- Marching Band Superior ratings in all but one competition
- Great performances at the State Fair in multiple categories.
- The Show Choir had an excellent opening night performance and great attendance from the community.

**Staffing:**

We have offered Todd Berner (Head Strength Coach at Concordia) a position pending board approval to replace Tom Pallas (retirement). Todd has an extensive background in strength and conditioning. Prior to his stint at Concordia, he was the Head Strength coach at Northern State and also served as a strength coach at Winona State.

We are conducting interviews this week for a Head Volleyball Coach. Mr. Curry has scheduled three interviews and researched each of the candidates. We had three candidates apply.

**SHS Jan/Feb Newsletter:**

<https://secure.smore.com/n/ms1je>

**Parent/Teacher Conferences:**

The third round of parent/teacher conferences is scheduled from 5:30-7:30 p.m. on Wednesday, February 5th. We have an optional sophomore parent session with school counselors from 6:00-6:45 in the school theater.

**Mid-Year Graduates:**

Seward High School had 23 seniors finish their coursework and graduate at the end of the first semester. A meeting was held with these students before the end of the semester to discuss the expectations for mid-year graduates and offer advice and support as they transition into the next phase of their lives. Students also completed a brief mid-year graduate survey.

### **2025-2026 Course Registration Process/Timeline for Current SHS Students:**

The course selection and pre-registration process for the 2025-2026 school year will begin in January. The purpose of the pre-registration meetings is to share important information regarding the course registration process such as available courses, recommendations, timelines, and graduation requirements. This will also link the course registration process to post-secondary planning.

#### **Activities:**

##### **Girls Basketball: 2nd place at the Holiday Tournament in Wahoo**

- Played very well against the #2 teams in the state Lincoln Pius. This group of girls is not backing down to anyone!

##### **Boys Basketball: 4th place at the Holiday Tournament in Wahoo**

- The team is still working hard and trying to find ways to win.

##### **Girls Wrestling: 3rd place finish at Weeping Water Duals**

- Tied Beatrice 42-42 a top 5 team in the state, but lost on criteria. Beatrice went on to win the Tournament. These girls continue to show dominance in the face of adversity.

##### **Boys Wrestling: 2nd place finish at Wahoo**

- The boys team has been sick, banged up a bit, but still fighting hard and getting better with every tournament.

##### **Boys Bowling: Took 3rd at the Millard North Meet with 16 teams**

- Lost a close one to Lincoln Pius, who went on to win the tournament

##### **Girls Bowling: took 6th at the Millard North Meet with 16 teams**

- The girls are gaining experience with every meet.

Students below were Academic All State for the Fall Season

#### **REQUIREMENTS:**

A nominated student must be a varsity player or organizational leader who has played a significant role on the team or in the organizational activity during the seasons for which nominations are accepted. A nominated student must have a minimum cumulative Grade Point Average, in all curricular subjects, of 93% on a 100 point scale or the equivalent, (3.7-4.0 or A-, etc.).

NSAA high schools or their cooperative sponsorship may nominate a maximum of two students per NSAA activity program. Students who meet these requirements and are nominated by their school administration shall be awarded the NCPA Academic All-State Award for that activity.

Girls Golf

Bryn Christensen and Jena Eberspacher

Girls Cross-Country  
Tessa Greisen and Jordyn Samuels

Boys Cross-Country  
Micah Royuk and Jack Schulz

Football  
Hayden Burhoop and Caden Schadwinkel

Volleyball  
Abby Covalt and Mikayla Miller

Softball  
Lauren Frihauf and Karlee Baack

Unified Bowling  
Avery Rodocker and Landon Ford

One Acts  
Kayla Albright and Ella Gabriel

**Enrollment:**

<b>Grade Level</b>	<b>Enrollment</b>
<b>Grade 9</b>	139
<b>Grade 10</b>	121
<b>Grade 11</b>	123
<b>Grade 12</b>	119

**\*Includes Mid-Term grads**



School District of Seward Board Report  
 Dr. Shannon Hall-Schmeckpeper,  
 Director of Special Services  
 January 13, 2025

**Special Education**

The number of students who are eligible for special education services fluctuates throughout the year due to a number of factors: students moving in and out of the district; students who are found eligible for special education services after Tier II interventions have not been successful; and students who meet their IEP goals and are dismissed from special education services. Here is a breakdown by building the number of students on IEPs and the number of special education teachers and paras who support these students as of January 2025.

	Number of students on IEPs (all disabilities)	Number of Teachers	Number of Paras
Preschool	29	2	4
K-4th	73	5	10
5th-8th	70	5	12
9th-12+	54 (9-12) 2 (18-21 program)	5	7 paras; 1 job coach
Nonpublic Schools (including homeschooled students)	16 Non-public 4 homeschooled	1	0

Special Olympics Regional Bowling Competition will be held on Sunday, January 19th at Sun Valley Lanes in Lincoln. Eleven middle school students will compete in this event.

### **High Ability Learners (HAL)**

Now that mid-year NWEA assessments are completed we are in the process of reviewing the data and determining the students who need to be recommended for the High Ability Learner Program. We met with grade-level teams during the second quarter to discuss their recommendations. Specifically, 2nd-grade students showing high academic achievement in the classroom and on NWEA testing will be invited to take the CogAT assessment later this spring.

Additionally, the NDE is reviewing the state's criteria for High Ability Learners (Rule 3) and the hope is that we will have new guidance on identification and programming later this school year.

### **Title**

The number of students who have received Tier II Title Reading services has remained consistent.

1st semester: 70 students were eligible for Tier II reading support grades kindergarten through 4th grade. Twenty of these students graduated because of their academic performance on the middle of the year assessments and classroom performance (29%).

2nd semester: 70 students are eligible for Tier II reading support grades kindergarten through 4th grade based on the middle of the year assessment. This includes 50 students who received Title first semester and 20 students who will begin receiving Title Reading support second semester.

We will continue to monitor their progress in the classroom and their Tier II reading intervention.

### **Preschool**

This week, our preschool welcomed two new students into one of the afternoon sessions, increasing our total enrollment to 67 students across four sessions. Twenty-nine students are eligible for special education services, while 38 students are peers.

As we look ahead, planning for the 2025-2026 school year is underway. We will begin by surveying our current families to confirm if their children will be returning to preschool in the fall. Additionally, we will host an open house in March for prospective new students, particularly those turning three, who will join our morning session.

### **English Language Learners**

The ELPA21 (English Language Proficiency Assessment for the 21st Century) is an important test designed to measure the English language proficiency of students identified as English Language Learners (ELL) or who are on monitor status for ELL. This annual assessment helps educators understand the progress of these students in their English language skills, ensuring they receive the support they need to succeed academically. For the upcoming testing window, which opens on January 27, 2025, and closes on March 14, 2025, our district will be administering the ELPA21 to six students.

The usual special services program count report is not attached this month but will be provided next month. Waiting until February will allow mid-term graduates to be finalized and newly enrolled students to be added.

Thank you for all you do!

*Dr. Shannon Hall-Schmeckpeper*

Dr. Shannon Hall-Schmeckpeper  
Director of Special Services

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

## January 2025 Board Report for Curriculum and Staff Development

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Board Members,

I hope you had a wonderful holiday season! The second semester is here and with it comes preparation for testing, curriculum adoption, and maintaining a high level of instruction through the end of the year. The second semester will come to a close before we know it, but there will be many memories and academic learning created before that!

### **Curriculum**

As mentioned above, we will be in our final stages of the curriculum review cycle math. Our teachers will be reviewing materials that we have requested that align with our purpose, belief, and Nebraska standards. After our review, we will select publishers to present their materials at the March staff development day and then we will share the selected materials with parents and solicit their feedback. The materials will be shared with all of you for your feedback in the April meeting and we will ask for your approval during the May board meeting.

### **Instruction**

We have a District MTSS Leadership Team that has been meeting several times last year and this year. The purpose of this team is to provide guidance to our building MTSS Teams to ensure that we have processes and supports in place to support students with their core instruction and then any supports/intervention that may be needed. Our goal by the end of the year is to publish our MTSS document and have this available to our stakeholders.

### **Staff Development**

As of this writing, we have not completed our January staff development day, however, we have a great day planned. We have been working with Milford and Centennial to provide an experience that is motivating and engaging for our staff to celebrate the start of the second semester. We will start the day by having the Waffleman available to our staff for a Waffle and sausage breakfast. Following breakfast, author, speaker, professor, coach John Bacon will be speaking to our staff and celebrating the profession of education. Please note that we have also invited St. John's, Our Redeemer, and St. Vincent's to join us for the morning. Later in the morning we will have our annual safety meeting.

**Assessment**

Several of our grade levels completed winter NWEA before the break, and the other grade levels will complete NWEA shortly after we get back. We will be generating reports regarding students who met their growth goal from Fall to Winter. This can help inform us regarding how students are doing in reading, math, and science to monitor their future success on the NSCAS Growth assessment.

Thank you for your support!

Dr. Matt Dominy

# January Staff Dev. Newsletter

January 1, 2025

## **Happy New Year!**

As we step into the new year, let us take a moment to reflect on the incredible journey we've shared so far. Each one of you has played an essential role in our success, and your hard work, dedication, and resilience have been nothing short of inspiring. Together, we've overcome challenges, embraced opportunities, and achieved milestones that have brought us closer to our goals. This is a testament to the power of teamwork.

The year ahead holds limitless potential. It is a chance to innovate, grow, and reach new heights. Let's approach it with courage, creativity, and a mindset of continuous improvement. Remember, every challenge is an opportunity in disguise, and every effort, no matter how small, contributes to the bigger picture. Trust in your abilities and lean on one another—together, we can turn our aspirations into reality.

As we forge ahead, let's also prioritize kindness, gratitude, and balance in our journey. Celebrate your achievements, support your colleagues, and never lose sight of the vision that drives us. Here's to another year of success, growth, and making a positive impact—both in our work and in the lives we touch. Thank you for your unwavering commitment, and let's make this year our best one yet!

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## **The Science of Math**

As many of you know, the Science of Reading has become a term that is broadly used in all education circles. Not to be forgotten, math researches have also outlined the Science of Math. In this article linked below you will see an outline of the Science of Math.

<https://journals.sagepub.com/doi/10.1177/00400599221121721>

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## Bacon and Waffles!

Our January 6th Staff Development Day is sure to be a great day as we start our morning with the Waffleman and we get to hear from award-winning speaker, author, professor and coach- John Bacon. Mr. Bacon will start presenting at 8:45 and conclude at 10:00 for the all staff presentation. Coaches will then get an encore presentation by Mr. Bacon which will be more focused on developing leadership among your athletes.



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## MTSS

A few of us attended an online MTSS conference that was facilitated by our data warehouse, Branching Minds. One of the presentations is attached below and had several good examples of forms and processes that we could adapt as necessary.



**MTSS structures, practices and resources.pdf**

Download  
1.4 MB

## 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.

Dr. Martin Luther King Jr's Birthday is January 15th but celebrated on January 20th.

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# January School Board Report

BLT (Esten Johnsen): Bluejay Leadership Team has worked relentlessly to finish everything that was needed to be done before the beginning of break! We finished making and sending orders from Bluejay Customs, sent out Academic Letters, and had a successful P.R.I.D.E. Rally! Our future events that we are currently working on are new stickers for lockers and we will be having a meeting soon!

Boys Wrestling (Caden Schadwinkel): The boys wrestling team is working hard to prepare for the NSAA State Tournament in February. We won our first tournament of the year at the Fillmore Central Invite. Every day we are focused on getting better and growing as individuals.

Girls Wrestling (Annaliese Sistek): Our girls are working hard to get ready for state next month. We will have a couple more tournaments and some hard matches coming our way. We placed third as a team at Fillmore Central with four of our girls placing 1st and had seven placers overall, pretty good for the first tournament of the year! We are bettering ourselves everyday in practice and working hard to reach our goals.

Cheer (Ashley Martin): In the past couple of months the cheer team has been practicing in the mornings and going to basketball games at night. We have been extremely busy with all of the games going on but we are keeping our energy up to support the teams as they start this new year!

Boys Basketball (Lawson Luebbe): Our boys basketball team has faced many obstacles thus far throughout the winter sports season, dealing with injuries, few things not go our way. Our team is determined to turn things around and get back to our original goals and are not stopping until we reach them. I'm proud of all our guy's determination to showing up over break and stacking days together which will help in a big way to getting this train back on track. As always- Go Bluejays!

Girls Basketball (Kelsey Miller): We have had a very successful season thus far and continue the grind into the new year. We are 7-3 and hope to continue our win streak as we play more these next few months. We have overcome setbacks as a team and each day find more ways to be in tune with each other. Although it is a new year we have the same goal, make it to state. We placed second in the Wahoo Holiday tournament against a very strong Pius team. Overall we have seen lots of success with little failure and hope for people to continue to support us. We hope to see more faces at our games and Go Bluejays!

FFA (Bryn Christensen): In December we had one of the biggest competitions of the year, Leadership Development Events. We had 2 teams qualify and 7 individuals. Our chapter also participated in a Christmas Adopt-A-Family. Some of our members went out and bought presents for two families in

need and then we wrapped and delivered them. This coming month we will have Ice Skating for all of our Leadership Development Event participants, Proficiency Awards due, and State degree interviews. The officers are still having weekly meetings and we are still hosting monthly chapter meetings.

FBLA (Addilyn Sugden): FBLA completed another successful Giving Tree for CASA in December! We were able to get toys for over 80 local children, and spread a little holiday cheer! We also had two members who were able to help Mr. Kolterman judge holiday lights around Seward. Our next big push is getting projects to a good point before state, and many members will work tirelessly on all sorts of events. We are excited to see what our chapter will achieve at SLC!

FCCLA (Maya Hubach): FCCLA is preparing for STAR competitions! We have 11 members competing in Districts on January 24, and they have been working hard for months to prepare. Officers meet once a month to plan out service activities, and we have member meetings once a month. We had a great time decorating cookies with Ridgewood residents in December. Members were also provided with a donut and hot chocolate to celebrate the end of first semester.

Key Club (Grace Matulka): Key Club has been preparing for our upcoming events in the spring! We plan to meet next week on the 14th to discuss our spring events such as Bluejay Way Community Service Day and the Multicultural fair. Members will be asked at our meeting to form teams and start thinking about what country they will do. We will also talk about scholarships for upperclassmen and requirements for those. We are so excited to see what this spring has in store!

Dance (Hannah Colfack): Dance Team has been more than just a performance group; we've become a source of school spirit and pride for our entire community. We've performed at the basketball halftime shows where we've had the opportunity to showcase our talent and hard work. The energy and dedication this team brings to every performance are a testament to their hard work and commitment to excellence. We're excited about what the future holds for our dance program. From expanding our performances to growing as leaders and ambassadors for our school, we know the best is yet to come!

Speech (Marisa Schmeckpeper): The speech team is gearing up for the competition season. We worked hard over the break and are ready to compete.

Girls Bowling (Mckenzie Martin): The girls bowling team has had a nice start with winning the Hastings tournament. We are all having a fun time and getting ready for districts and hopefully state!

Esports (Lincoln Stockwell): Our esports players are getting back into the swing of things after a break in between seasons. We are ready to jump into another round of competitions in Mario Kart and

Valorant. I have high hopes for all teams in reaching towards another state appearance.

# 2025-2026 CALENDAR

## SEWARD PUBLIC SCHOOLS

### AUGUST

- 1 New Teacher Orientation
- 4-6 New Teacher Work Day
- 1-7 Teacher Workday (floating)
- 8-12 Professional Development Days
- 11 Student Orientation/Open House: Elementary 5:00-6:30, Middle 6:00-7:30 & High School 7:00-8:30 PM
- 13 First Student Day - Dismiss 1:30

### SEPTEMBER

- 1 No School - Labor Day
- 15 Professional Development Day - No Students

### OCTOBER

- 10 Elementary Planning Day--No Elem. Students
- 16 End of 1st Quarter - 45 Days
- 17 No School--Fall Break
- 20 Professional Development Day - No Students

### NOVEMBER

- 26-28 Thanksgiving Vacation

### DECEMBER

- 19 End 2nd Quarter - 41 Days -- 1:30 Dismissal
- 24-28 NSAA Competition Moratorium
- 22-31 Winter Vacation

### JANUARY

- 1-5 Winter Vacation
- 5 Professional Development Day - No Students
- 6 School Resumes
- 23 No Elementary School

### FEBRUARY

- 13 No School
- 16 Professional Development Day - No Students

### MARCH

- 9 Elementary Planning Day - No Elem. Students
- 12 End of 3rd Quarter - 46 Days
- 13 No School
- 16 Professional Development Day - No Students

### APRIL

- 3-6 No School--Spring Break

### MAY

- 1 Elementary Planning Day - No Elem. Students
- 17 Graduation
- 21 Last Day Scheduled (subject to change) - 11:30 Dismissal
- 21 End of 4th Quarter - 43 Days
- 22 Professional Development Day
- 25 Memorial Day

### PARENTS - PLEASE READ BELOW

\* Three snow days are built into the school calendar. If we have less than three snow days the last day of school will be moved to an earlier date by the number of days not used (Example- we use 2 snow days our last day of school will be 1 day earlier).

AUGUST 2025							SEPTEMBER 2025						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2	1	2	3	4	6	7	
3	4	5	6	7	8	9	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28	29	30				
31													

OCTOBER 2025							NOVEMBER 2025						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	29
							30						

DECEMBER 2025							JANUARY 2026							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
		1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10	
14	15	16	17	18	19	20	11	12	13	14	15	16	17	
21	22	23	24	25	26	27	18	19	20	21	22	23	24	
28	29	30	31				25	26	27	28	29	30	31	

FEBRUARY 2026							MARCH 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28
							29	30	31				

APRIL 2026							MAY 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4					1	2	
5	6	7	8	9	10	11	3	4	5	6	7	8	9
12	13	14	15	16	17	18	10	11	12	13	14	15	16
19	20	21	22	23	24	25	17	18	19	20	21	22	23
26	27	28	29	30			24	25	26	27	28	29	30
							31						

- End of Quarter
- ◆ Professional Development - No Students
- No School/No Students
- No Elementary School



Visit the school district website for calendar event information at: [www.sewardpublicschools.org](http://www.sewardpublicschools.org)

**Parent-Teacher Conferences**

**High School - 5:30 to 7:30 PM**

**Wed., Sept. 17      Wed., Nov. 12**

**Wed., Feb. 4      Wed., April 8**

**Middle School - 4:00 to 8:00 PM**

**Tues., Oct. 21      - Grade 5 Only**

**Thurs., Oct. 23      - Grades 5-8**

**Thurs., Feb. 19      - Grades 5-8**

**Elementary School - 4:00 to 8:00 PM**

**Mon., Oct. 13      Tues., Oct. 14**

**Mon., March 9      Tues., March 10**

**School District  
Of Seward  
District No. 9  
2025-2026**

**Negotiations  
Agreement**

# NEGOTIATIONS AGREEMENT

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# School District of Seward

## District No. 9

2025-2026

### Negotiations Agreement

This agreement is made and entered into by and between the Seward Education Association, and the Board of Education for the School District of Seward, Seward, Nebraska.

WHEREAS, representatives of the parties have conducted negotiations pursuant to the Nebraska Public Employee Act, and

WHEREAS, a mutual agreement has been reached between the parties such agreement shall be reduced to written form and signed by each of the parties to the negotiations.

NOW, THEREFORE, the parties do hereby stipulate and agree that the following items have been agreed upon between the parties and shall be adopted as a part of all teachers' contracts signed for the 2025-2026 school year.

#### I.

#### INDEX SALARY SCHEDULE

The base salary for a bachelor degree teacher with no prior experience shall be \$38,550 for 2025-2026. All new hires will be placed on Step 3, not Step 1. They will remain on Step 3, but may move horizontally until successful completion of their 3<sup>rd</sup> year at which point they will advance to Step 4. All current teachers who would be at Step 2 will advance to Step 3.

The vertical index shall be a 5% increment and the horizontal index shall be a 4%. The number of steps, horizontal and vertical, are shown on the Salary Schedule attached hereto, and made a part hereof.

Salary increment for additional duties shall be shown on the Extra Duty increment schedule attached hereto, and made a part of the salary schedule.

#### I. Salary and Related Items

##### A. Salary Package

1. \$38,550 base, 5 x 4 increments
2. Extra Duty Schedule (Item II)
3. Income Protection Insurance (66-2/3% of salary)
4. Each certified full time staff member shall be entitled to health insurance as specified with full family and dental coverage where needed to be paid by the district. (Specifications of Coverage are on file at the District Office and with the SEA President. The district insurance plan is the Educators Health Alliance \$0 Deductible Alternative Network Health Coverage (which includes \$1200 deductible option for network blue) or the HSA high deductible option through the alternate network or network blue. Eligible employees may choose the BCBS EHA \$3800 high deductible HSA plan instead of the \$1200 deductible plan. On September 1, 2025 the district will contribute the 4 months difference in premiums (Sept-Dec. of 2025) and on January 1, 2026 the district will contribute the 8 months difference in premiums (Jan-Aug of 2026) into the employees' HSA accounts. The "difference" in premiums will be calculated using the discounted amounts for the \$1200 deductible plan. Employees who do not fulfill their contractual obligations would be required to return the prorated portion to the district upon their resignation or cancellation/termination of their contract. Any fees associated with the employees HSA account are the responsibility of the employee.
5. Each certificated contract staff member shall be entitled to participate in a Choices 125 flexible benefit plan to be paid by the district.
6. All first year teachers in the school district, regardless of previous experience, shall have a 192 day contract the first year of employment. First year teachers shall be paid \$200.00 per day for each of the six extra contract days. The six extended contract days for the first year shall be paid as soon as possible after September 1st.  
The extra contract days shall be accounted for outside of the regular 186 contract days, and those work days and activities shall be determined by the administration. Upon completion of the first year of employment the extended contracts shall no longer be offered.
7. Upon initial hire, teachers new to the school district may be credited with all years of prior acceptable teaching service (vertical placement), and given credit for pertinent graduate hours earned from accredited institutions (horizontal placement).

Every effort will be made to hire quality teachers using the above initial placement guidelines. However, in order to provide

the school district with the means to hire quality teachers endorsed in areas of limited availability, the district may initially pay a qualified new hire the equivalent of their initial placement on the salary schedule plus 10% of that year's base. He/She shall remain at that salary until his/her placement on future salary schedules exceeds their first year's pay. (For example, if teacher A is hired and base pay is \$30,000, and teacher A's initial placement on the salary schedule is BA+27 Step 4 or \$38,100, then the superintendent could increase his/her salary by 10% of the base or \$3,000 for a starting salary of \$41,100. In subsequent years, teacher A will remain at \$41,100 until the combination of base pay increases, or horizontal or vertical movement on the salary schedule in future years pushes teacher A's salary over \$41,100.)

The additional 10% of the base may only be given in instances where there are 3, or fewer, total qualified applicants for the open position. The SEA will be notified, and the applications will be available for the SEA president to view whenever this deviation process is offered.

8. Seward Public Schools has VSP vision insurance as a benefit at the employee's cost. Seward Public Schools would manage the payroll deductions for any certified staff member who elects to participate in the vision insurance.

9. Retention Bonus: "New Hire" employees will receive \$1000 for each year of successful completion for up to three years. A "new hire" employee is one who has not worked as a certified staff member for more than three years of service from any school district. Essentially a new hire or employee qualifies for the retention bonus for their first three years of experience. Retention bonus will be paid in July of each year.

				2025-2026						
				38,550						
STEP	BA	BA+9	BA+18	BA+27	BA+45/MA	MA+9	MA+18	MA+27		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
1	38,550	40,092	41,634	43,176	44,718	46,260	47,802	49,344		
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33		
2	40,478	42,020	43,562	45,104	46,646	48,188	49,730	51,272		
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38		
3	42,405	43,947	45,489	47,031	48,573	50,115	51,657	53,199		
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43		
4	44,333	45,875	47,417	48,959	50,501	52,043	53,585	55,127		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
5	46,260	47,802	49,344	50,886	52,428	53,970	55,512	57,054		
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53		
6	48,188	49,730	51,272	52,814	54,356	55,898	57,440	58,982		
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58		
7	50,115	51,657	53,199	54,741	56,283	57,825	59,367	60,909		
	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67		
8		53,585	55,127	56,669	58,211	59,753	61,295	62,837		
	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76		
9			57,054	58,596	60,138	61,680	63,222	64,764		
	1.57	1.61	1.65	1.69	1.73	1.77	1.81	1.85		
10				60,524	62,066	63,608	65,150	66,692		
	1.66	1.70	1.74	1.78	1.82	1.86	1.90	1.94		
11					63,993	65,535	67,077	68,619		
	1.71	1.75	1.79	1.83	1.87	1.91	1.95	1.99		
12					65,921	67,463	69,005	70,547		
	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08		
13						69,390	70,932	72,474		
	1.89	1.93	1.97	2.01	2.05	2.09	2.13	2.17		
14							72,860	74,402		
	1.98	2.02	2.06	2.10	2.14	2.18	2.22	2.26		
15								76,329		
	2.03	2.07	2.11	2.15	2.19	2.23	2.27	2.31		
16								78,257		

**II.**  
**EXTRA DUTY SCHEDULE**

**Category I:** Head Varsity Coaches: Football, Softball, Basketball, Track, Wrestling, Volleyball, Soccer, Baseball, Cross Country, High School Band, High School Vocal Music, FFA, Middle School Activities Director.

**Category II:** Head Varsity Coaches: Golf, Bowling, Head Middle School Coach in Track and Assistant Varsity Coaches: Football, Basketball, Baseball, Softball, Track, Wrestling, Volleyball, Soccer, Cross Country, High School Associate Band Director, Cheerleading Sponsor, FCCLA, Key Club, Speech Contests, Skills USA, FBLA.

**Category III:** Head Middle School Coaches in Football, Basketball, Volleyball, Cross Country (boys/girls combined), and Wrestling; Middle School Band, Middle School Vocal Music, Assistant Varsity Bowling, One Act Plays, High School Student Council, **High School Musical Director**.

**Category IV:** Middle School Assistant Coaches in Football, Volleyball, Basketball, Track, Wrestling, Associate High School Musical Director, High School E-Sports Head Coach, Unified Head Bowling Coach.

**Category V:** Dance Team, Quiz Bowl, Middle School Bully Response Sponsor, Middle School Builders Club Sponsor, Assistant Speech, Assistant One Act Plays, FCCLA Middle School Sponsor, Unified Assistant Bowling Coach.

**Category VI:** High School Class Sponsors, Middle School Student Council, Elementary Music, National Honor Society.

**Category VII:** Summer curriculum committees will be paid at the rate of the **substitute teacher pay** per hour.

**Category VIII:** Clock Operators, Ticket Sellers, Monitors and Scorekeepers will be paid .0009 of the base salary, per activity. The rate will be rounded down to the nearest \$5.00 increment. Payment will not be made if persons receive remuneration for those responsibilities as part of an extra duty assignment.

**Category IX:** Teachers who are asked to cover another teacher's class during his or her prep time, may submit a time card for pay at current substitute teacher pay rates. The certified staff member must cover a minimum of 30 consecutive minutes before such compensation will be made.

Teachers who teach college credit courses to Seward High School students during the school day, will be paid the amount given to Seward Public Schools by the hosting college/university—not to exceed \$1,500 per course per semester.

The Board has the right to adjust a job assignment from one category to another either up or down for reasons of changes in job responsibility, changes in work load or schedule, or changes in numbers of students or other extenuating circumstances.

Board initiated changes in category placement shall be based upon the criteria present in the job description and will be undertaken only after a thorough investigation by the activities director, the administrator and the coach or person involved.

Vertical movement on the extra duty schedule Categories I-V shall be limited to one step in any one fiscal year unless otherwise authorized by the Board of Education.

**Category X:** New Teacher Mentors will be paid \$400.

**Category XI:** Weight Room Supervision: .0007 times the base salary per hour. Hours must be approved in advance by the Superintendent of Schools or his or her representative. A log and documentation of hours will be required.

Extra Duty Salary Schedule On Base of				
		\$ 38,550		
	STEP		PERCENT	DOLLAR AMOUNT
CATEGORY I	1		0.100	\$3,855
	2		0.110	\$4,241
	3		0.120	\$4,626
	4		0.130	\$5,012
	5		0.140	\$5,397
	6		0.150	\$5,783
	7		0.160	\$6,168
	8		0.170	\$6,554
	9		0.180	\$6,939
	10		0.190	\$7,325
	11		0.200	\$7,710
	12		0.210	\$8,096
	13		0.220	\$8,481
CATEGORY II	1		0.060	\$2,313
	2		0.066	\$2,544
	3		0.072	\$2,776
	4		0.078	\$3,007
	5		0.084	\$3,238
	6		0.090	\$3,470
	7		0.096	\$3,701
	8		0.102	\$3,932
	9		0.108	\$4,163
	10		0.114	\$4,395
	11		0.120	\$4,626
	12		0.126	\$4,857
	13		0.132	\$5,089
CATEGORY III	1		0.040	\$1,542
	2		0.044	\$1,696
	3		0.048	\$1,850
	4		0.052	\$2,005
	5		0.056	\$2,159
	6		0.060	\$2,313
	7		0.064	\$2,467
	8		0.068	\$2,621
	9		0.072	\$2,776
	10		0.076	\$2,930
	11		0.080	\$3,084
	12		0.084	\$3,238
	13		0.088	\$3,392
CATEGORY IV	1		0.036	\$1,388
	2		0.039	\$1,503
	3		0.042	\$1,619
	4		0.045	\$1,735
	5		0.048	\$1,850
	6		0.051	\$1,966
	7		0.054	\$2,082
	8		0.057	\$2,197
	9		0.060	\$2,313
	10		0.063	\$2,429
	11		0.066	\$2,544
	12		0.069	\$2,660
	13		0.072	\$2,776
CATEGORY V	1		0.020	\$771
	2		0.022	\$848
	3		0.024	\$925
	4		0.026	\$1,002
	5		0.028	\$1,079
	6		0.030	\$1,157
	7		0.032	\$1,234
	8		0.034	\$1,311
	9		0.036	\$1,388
	10		0.038	\$1,465
	11		0.040	\$1,542
	12		0.042	\$1,619
	13		0.044	\$1,696
CATEGORY VI			0.006	\$231

### **III. INCOME PROTECTION**

In the event of temporary or total disability resulting in the inability of a teacher to perform the teaching contract, the teacher shall receive 66 2/3% of gross salary commencing on the 46th day after the occurrence of disability, which shall continue so long as the teacher is disabled or until age 70, as provided by the district's Income Protection Policy of Insurance, which is incorporated herein by reference, and Social Security. The district shall have no liability for income protection over and above that provided by the insurance and social security. The district shall continue paying the amount of health, dental, income protection, and life insurance through the school year (September to August) of a contracted teacher who goes on disability any time during the year.

### **IV. HORIZONTAL AND VERTICAL ADVANCEMENT**

A teacher wishing to move horizontally on the salary schedule must meet the following criteria:

All approved credit hours beyond BA must be:

1. graduate hours; AND
  2. in part of an approved program working toward an advanced degree in education, in the teachers assignment area, or other approved course; AND
  3. be approved by the Superintendent. Such courses may include methods, educational psychology, and other related courses.
- B. Credits earned after the opening day of school will not be counted toward the salary schedule until the next contract year.
- C. Teachers shall report and document intention of summer graduate hours to the Superintendent in May – prior to the beginning of classes. Graduate hours taken during the teaching year shall be documented prior to the beginning of such classes. Transcripts verifying successful completion of such hours will be sent to the Superintendent before September 5 of the following year. Failure on the part of the teacher to document hours may result in the non-approval of such hours by the Superintendent.
- D. Horizontal and vertical movement on the salary schedule shall be limited to one horizontal and one vertical step in any contract year.
- E. It is the responsibility of the teacher to see that complete transcripts of all college credit earned by each teacher which are pertinent to the teacher's placement on salary schedule or pertinent to meeting the state accreditation standards shall be on file in the school's administration office. If they are not on file, no credit will be given.
- F. In the event a teacher is erroneously placed on the salary schedule, such placement shall be corrected at such time as the error is determined, and the Board shall have the right to seek reimbursement of overpayments or make appropriate salary adjustments relative thereto.
- G. If disagreement occurs, that person may file through the grievance procedure as provided by board policy.

### **V. CONTRACT YEAR**

There will be 186 contract days. Elementary teachers will have three less student contact days than teachers in grades 5-12. The in-service day hours will count toward each teacher's professional growth points. In the event weather conditions necessitate closing school, the superintendent may call an in-service day for those teachers who can safely get to school.

### **VI. COMMUNICATIONS**

The Board of Education and/or board committees will meet with the SEA negotiators on a year around basis in order to improve communications between the Board and teachers on any items in this agreement.

The Superintendent, as the representative of the Board will meet with SEA representatives on a quarterly basis to improve communications between the board, teachers, and administration.

### **VII. LEAVE POLICIES**

Full time certified staff shall be entitled to ten (10) days of unspecified leave per school year. This shall include sick leave, personal leave, bereavement leave, and professional leave requests that are not made at the direction of the administration:

1. Any of the leave (10 days per year) which is not utilized by the employee shall accumulate to a maximum of fifty (50) days of accumulated leave.

2. When an employee has accumulated the maximum leave (50) days, any of the annual unspecified leave not utilized will be reimbursed to the employee at the rate of 50% of the substitute teacher pay per day of such unused leave. (paid in July payroll)
3. Once leave is accumulated, the leave can only be used for accident, illness, medical emergencies or bereavement (after the current year's days are exhausted) of the immediate family\*.
4. Leave for professional and school reasons, at the request of the administration, shall not be counted against the annual leave allotment.
5. No accumulated leave (sick days) can be used until all 10 unspecified leave days from the current school year are expended. Scheduling and pre-approval of unspecified days for personal use does not constitute an expended day.
6. Certified contracted staff serving as a volunteer coach for high school activities will be allotted one day professional leave for state participation.

Leave requests are subject to 1) availability of substitute teachers; 2) adequate notice to employer; 3) restriction of use of leave on professional and plan days; 4) providing enough non substitute teachers in the building to maintain an orderly environment.

Adequate notice: employees must submit a leave request form a minimum of five (5) working days in advance of the leave date for professional and personal leave, as well as for other types of leave whenever possible. In the case of an emergency, the employee should contact building principals directly. The general reason for leave must be specified on the notice (personal, professional, etc.), as the district is required to report types of teacher leave to the Nebraska Department of Education.

Teachers will not be allowed to use personal leave during professional development days and elementary planning days (exceptions that are beyond the control of the employee will be determined by the superintendent).

High School head coaches shall be allotted 2 days for professional development per NSAA activity they coach. Assistant coaches (9<sup>th</sup> grade included) will be allotted 1 day. These days may be used to attend the NSAA state tournament, conferences or clinics directly related to their sport.

\* Immediate family defined: employee's spouse, the employee's or spouse's father, mother, children, grandparents, grandchildren, brothers, sisters, or their spouses and children.

Personal leave days must be taken in full day increments, except two days of the ten days for that year may be taken in half-day increments. Previous leave requests may cause newly requested leave days to be denied due to the availability of substitutes. In these instances, personal leave will be granted on a first come, first served basis. Approval from the principals to leave the building for short periods of time (longer than 15 minutes) shall accrue toward used leave time. An employee may take up to a maximum of five (5) consecutive days of personal leave.

An employee who is absent from work beyond the amount of his/her annual unspecified leave plus his/her accumulated leave days shall have one day of his/her annual salary deducted for each day that the employee is absent beyond total leave days available at their daily rate of pay. The Superintendent also has the authority to grant additional leave at full salary pay deduction (1/186<sup>th</sup> of contracted salary amount, if contract calls for 186 days) if he/she feels a need warrants it.

Abuse of the District's leave policy shall be considered insubordination on the part of the staff member. The Superintendent may request a doctor's statement after five (5) consecutive sick days.

No accumulated leave benefits accrue as severance pay upon termination of services for any cause or when an employee retires (except if the employee is retiring under the Separation Incentive Program).

Teachers contracted to teach a minimum of .5 F.T.E. (Full Time Equivalency) will receive a prorated leave benefit. Temporary employees and part time employees (less than one-half time) shall not be entitled to leave privileges unless specifically stated.

All leave days shall be expended in the order in which they were accrued.

#### **ADOPTION LEAVE**

- a. Reporting: Any teacher who is actively pursuing adoption is asked to notify the building principal in advance.
- b. Upon placement of the child under a certificated staff member's care, the certificated staff member may use up to six consecutive weeks of leave beginning when the child is placed under the staff member's care. Certificated staff members may use unspecified leave and accumulated sick leave up to the six weeks allowed. Should the certificated staff member not have enough accumulated leave to account for all days missed, the staff member shall be docked 1/186 of salary for each day of work missed beyond accumulated leave.
- c. There will be no loss of seniority or tenure for time the certificated staff member is absent on adoption leave.

## **ASSOCIATION LEAVE**

The President of the Seward Education Association or his/ her designee(s) shall be granted three leave days total per year for association work or meetings pertinent to the association at the local, state, or national level. The SEA will reimburse the Seward School District at equivalent substitute pay for any leave taken.

## **EXTENDED LEAVE POLICY**

### **1. Care of family member.**

A leave of absence without pay for up to one (1) year may be granted for the purpose of caring for an ill member of the teacher's immediate family. Additional leave may be granted at the discretion of the Board.

### **2. Professional study.**

A leave of absence without pay of up to one (1) year may be granted for any teacher requesting said leave subject to the following stipulations and regulations:

a. Professional study leave shall be for the purpose of enhancing professional competence by attendance at an accredited college or university.

b. The teacher shall have completed at least four (4) years of service to the School District before being considered eligible for said service.

c. Any teacher requesting study leave shall submit in writing the proposed program of studies indicating desired goals and outcome. The written proposal shall be submitted at least 90 days before desired commencement of said study leave. The Board of Education shall review said proposal and shall have the sole responsibility for granting or denying said request.

d. Any teacher granted study leave shall be restored at request to his/her former teaching position at the completion of said leave.

### **3. Extended maternity leave.**

a. Reporting: Any teacher who becomes pregnant shall notify her principal in writing as soon as pregnancy has been definitely determined.

b. Maternity shall be regarded the same as any other illness. The teacher shall continue active service until her physician certifies leave of absence should commence, and she shall return to active service when her physician certifies she is able to perform the duties of her employment.

c. There will be no loss of seniority or tenure for time the teacher is absent on maternity leave.

### **4. Personal extended leave.**

a. A one time leave of absence without pay for a specified period of time up to one year may be granted for reasons of a personal nature subject to Board of Education approval.

b. The teacher shall have completed ten years of service to the Seward School District before being considered eligible for said leave.

### **5. Family and Medical/Military Leave.**

The District will provide eligible employees unpaid leaves of absence to attend to family or medical needs in compliance with the Family and Medical Leave Act and for family military leave in compliance with the Family Military Leave Act.

## **LEAVE NOT COVERED IN POLICY**

If it cannot be determined that an employee's absence is covered in the foregoing policy, the absence shall be considered a full pay deduction (e.g. 1/186th of contractual salary amount if contract calls for 186 days).

## **SICK LEAVE BANK**

The purpose of the voluntary Sick Leave Bank is to provide additional paid leave for employees who have exhausted their accumulated sick leave and their annual unspecified leave as the result of a catastrophic illness or injury. The Sick Leave Bank does not provide unlimited paid sick leave for any medical reason, and it is intended to alleviate the hardship caused when employees lose compensation as the result of a catastrophic illness or injury for a limited time.

The Sick Leave Bank serves as a depository into which participating employees may voluntarily contribute leave for allocation to other participating employees.

### **Establishment of the Bank**

The Sick Leave Bank will be established through the voluntary contribution of one leave day by eligible employees during an initial enrollment period. Contributing a leave day establishes membership in the Sick Leave Bank and eligibility to apply for withdrawal from the Bank within the limitations outlined in the Agreement.

To establish the Sick Leave Bank, an initial enrollment period will be held during the first five contractual days of the 2019-2020 contract year. After the initial enrollment period to establish the Sick Leave Bank, there will be an annual enrollment period consistent of the first five (5) contractual days of each contract year. During each annual enrollment period, any eligible employee may join the bank by contributing one unspecified leave day. Any employee who wishes to donate a day of leave to join the bank must sign a statement indicating the donation is voluntary. Donation forms must be submitted to the district office within the five-day window during the initial enrollment period and each annual enrollment period. Failure to submit the required form to the district office will result in denial of membership in the Sick Leave Bank.

Anytime in which the Sick Leave Bank reaches a balance of ten (10) or fewer available days, a special contribution period will be opened. It will last five days from the date of notice to the employees that the Sick Leave Bank balance has reached ten or fewer days. All current members who wish to remain eligible must donate another unspecified leave day at that time by submitting the voluntary participation statement and returning it to the district office within the five-day window. New members are not able to join during special contribution periods.

No other days may be contributed outside of the initial enrollment period, annual enrollment periods, and special contribution periods. Employees may not contribute more than one day during any enrollment periods, and no employee can make one-time contributions outside of enrollment periods defined in this Agreement.

The Sick Leave Bank may only roll over one hundred (100) days to the next school year. All others days will be expunged.

#### Membership Eligibility, Obligations, and Limitations

Once enrolled, membership is automatically continued until the balance of the Sick Leave Bank reaches ten or fewer days. Eligibility is discontinued upon termination of employment, retirement, death, or failure to donate a leave day during the special contribution period. By contributing days to become eligible, members waive all claims to leave voluntarily donated to the Sick Leave Bank, including any monetary or retirement-related value the days may hold, and no payment of benefits will be made to the employee or any survivors once the employee ceases to be a Sick Leave Bank member for any reason.

The Sick Leave Bank is available to eligible employees who have a catastrophic illness or injury or have an immediate family member with a catastrophic illness or injury, as defined in this Agreement, and have completely exhausted all personal banked sick days, annual unspecified days, and who are not eligible to receive disability (LTD) or any other paid leave provided by insurance, contract, or law. Sick Leave Bank leave used during any period of FMLA leave or leave provided as a reasonable accommodation under the ADA or other applicable law will be used consistent with district policy and practices.

An employee who has fewer than 20 days of accumulated sick leave will not be able to access the Sick Leave Bank until day 21, regardless of the number of days below 20 the employee has in their personal accumulated sick leave. No member may receive more than fifty (50) Sick Leave Bank days in any contract year, and no member may receive more than ninety-three (93) total sick leave days in any contract year unless otherwise required by law, combining the employee's personal sick leave days and days from the Sick Leave Bank (capped at 50). Neither cap described in this paragraph is a guarantee, and any employee requesting days from the Sick Leave Bank must have exhausted all other eligible leave and be ineligible for any other type of paid leave as discussed in this Agreement. For example, an employee who is eligible at any point for LTD is not eligible for days from the Sick Leave Bank even if they have not taken 93 total sick leave days.

#### Administration of the Bank

The Sick Leave Bank will be administered by the superintendent and a representative from SEA (the "Committee"). This Committee will be responsible for reviewing requests, approving/denying claims, recording usage, monitoring the balance, and for reviewing the policies and operations of the Sick Leave Bank on an annual basis. The superintendent and/or SEA representative may recommend changes or modifications to the BOE and SEA as needed.

The Committee will prepare a written notification to the requesting member approving or denying the application for paid sick leave. An application shall be denied if it is incomplete, lacks supporting statements from a licensed health care provider, or if the member fails to provide any requested documentation. If denied, an application may be resubmitted only if the resubmission is for purposes of correcting an error in the application or based on failure to submit required documentation. Employees cannot resubmit applications due to disagreements with the decision made by the Committee.

The Committee may not grant paid sick leave days to members when the Sick Leave Bank does not have available days. There are no advances from the bank in anticipation that other employees will participate in either an annual or special contribution period.

In recognition that the Sick Leave Bank is a benefit provided by the board which is not otherwise a prevalent practice within the district's array, any disagreements between the members of the Committee will be resolved by the Superintendent's decision. The district is the entity which risks claims based on operation of the Sick Leave Bank, so in the event the Committee is not unanimous in granting or denying a request, the Superintendent will make the decision and issue the written notification to the requesting employee. The Superintendent's decision will then be deemed the decision of the Committee.

#### Withdrawals from the Bank

Leave may be used for catastrophic illness or injury of the employee or to care for an immediate family member (parents, spouse, and children) who is under the employee's direct care if that immediate family member has suffered a catastrophic illness or injury. A member or his/her designee must complete an application for leave and submit it to the Superintendent at the District Office.

All applications must be accompanied by a statement from a licensed health care provider that includes the following: (1) the beginning date of the condition; (2) a statement that the employee's or immediate family member's illness or injury meets the definition of a "catastrophic illness or injury" defined in this Agreement; and a prognosis for recovery. The purpose of the prognosis for recovery will be used to engage the

employee in the interactive process in the event the employee's catastrophic illness or injury entitles the employee to reasonable accommodations under the ADA or any other applicable law.

For the same reason, requests must indicate the estimated number of Sick Leave Bank days requested and any other information related to any pending or anticipated requests for accommodations or other disability claims. Application for withdrawal must be made by the member or his/her designee no later than five (5) working days after their personal unspecified day and sick leave time has been exhausted. The Committee will render a written decision to the employee within five (5) working days after receipt of the request. Any request which is granted will be applied as of the first day the employee was eligible for Sick Leave Bank leave, even though the determination could be made as late as ten (10) days after the first eligibility date.

Any leave granted may be used only for the purpose requested on the application. Any unused portion of leave otherwise granted when the employee made the application and anticipated the amount needed will be returned to the Sick Leave Bank.

#### Definitions

"Catastrophic Illness or Injury" means illness or injury which has totally incapacitated an employee's ability to work; a severe medical condition which requires an employee's absence from work for a prolonged period of time. A qualifying illness or injury might include, but is not limited to, cancer, major non-elective surgery, serious accident, heart attack, debilitating mental illness, or complications of pregnancy. In order to be defined as catastrophic, an illness or injury must be seriously incapacitating, of extended duration, and require the services of a licensed health care provider.

"Licensed Health Care Provider" means a trained, licensed, and/or board-certified health care provider practicing within the scope of his/her license and treating the affected employee or the employee's immediate family member within the scope of his/her specific area of expertise and ability to prescribe treatment/medication and make the certifications required by this Agreement. Licensed Health Care Provider excludes chiropractors.

"Immediate Family Member" means a parent (biological or in-law), spouse (must be legally married), or child (biological, adopted, or step-children) who is under the employee's direct care if that immediate family member has suffered a catastrophic illness or injury.

"Sick Leave Bank Committee" means the review and decision-making body that receives and acts upon all applications for paid sick leave from the Sick Leave Bank. The Committee is comprised of the Superintendent and a representative from SEA.

## VIII. GRIEVANCE PROCEDURE

This agreement made and entered into by and between the Board of Education and the School District of Seward, in the County of Seward in the State of Nebraska, hereinafter referred to as "Board," and the Seward Education Association, herein after referred to as "Association," witnesseth:

Whereas, the Court of Industrial Relations to the State of Nebraska has determined that grievance procedures fall within the scope of the phrase "terms and conditions of employment" under Chapter 8, Article 8 of the Nebraska Statutes and has ordered the parties to undertake good faith negotiations in regard to the determination of grievance procedures, and

Whereas, pursuant to such orders the parties have so negotiated and have arrived at an agreement in the premises.

Now, therefore, the parties do hereby stipulate and agree that the following procedure has been agreed upon between the parties and shall be adopted for use during the 1971-1972 school year and subsequent years.

### (A) DEFINITION OF TERMS

1. **Grievance** - claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of a teacher, or group of teachers, and/or the interpretation, meaning, or application of the terms of this agreement.

2. **Aggrieved Person** - person or persons making the claim, and any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

### (B)PURPOSE

1. Unobstructed communication with respect to alleged grievances without fear of reprisal.

2. Reduction of the potential areas of conflict among staff members and administrators and Board of Education.

3. Two-way communication through recognized channels among administrators, staff members, local professional associations, and Boards of Education.

4. Development of improved morale and effectiveness of staff members.

5. Encouragement of teacher expression regarding conditions that affect him/her.

### (C) SUGGESTED PROCEDURES

If an employee has a grievance, he/she should first discuss the matter with his/her immediate superior within 15 calendar days from the occurrence in an effort to resolve the problem informally. At the building level, the immediate superior is the Principal.

If the immediate superior does not have power or authority to resolve the problem, he/she shall immediately report it to the Superintendent to be handled as hereinafter provided.

If the grievance is one within the power and authority of immediate superior to resolve, he/she shall do as quickly and diplomatically as possible within seven working days of receipt of the grievance.

If the grievance is not resolved by the immediate superior in a manner satisfactory to the aggrieved party within seven working days, he/she shall have authority to report the grievance to the Superintendent within seven working days from the immediate superior action. This report shall be in writing, and may be privileged and confidential as the aggrieved party may elect. Upon receipt of such grievance the Superintendent shall conduct a personal investigation and undertake to resolve the problem within seven working days of receipt of grievance.

If the Superintendent is unable to resolve the problem, or if the aggrieved party is dissatisfied with the determination of the Superintendent, the aggrieved party shall then submit his/her grievance in writing directed to the President of the Board of Education within seven working days of the Superintendent's action. The Board of Education shall make an investigation, either as Board or by committee, and shall give the aggrieved party an opportunity to appear before the full Board in person, either privately, or accompanied by the PRR committee on the Teacher's Association and/or legal counsel, with the right to present facts and witnesses in full hearing within 30 working days of receipt of the grievance. ALL OTHER PERSONS INVOLVED SHALL HAVE EQUAL RIGHTS. NOTICE OF AT LEAST 10 DAYS SHALL BE GIVEN AS TO THE TIME AND PLACE OF HEARING. NOTICE SHALL BE GIVEN TO ALL PRINCIPAL PARTIES CONCERNED AS TO THE REASON FOR SUCH HEARING. DOCUMENTATION IN WRITING OF THE HEARING AND ALL EVIDENCE AND FACTS PRESENTED SHALL BE THE RESPONSIBILITY OF THE BOARD OF EDUCATION.

At the conclusion of such hearing, the Board of Education shall, within 30 calendar days, render its determination in writing.

The elimination of grievances is for the best interests of the educational system, and no reprisals of any kind, implied, direct or indirect, shall be invoked against any person or persons involved in grievance procedures, BY ANY PARTY – TEACHER, ADMINISTRATOR OR BOARD OF EDUCATION.

## **IX. RESIDENCY OF CERTIFICATED PERSONNEL**

It is agreed that there shall be no Board of Education policy restricting the location of any teacher's personal residence.

## **X. Establishment of District Safety Committee**

The Seward Staff shall participate and accept the establishment of a district safety committee as established by the Board of Education.

## **XI. MASTER CONTRACT MODIFICATION**

All portions of the master contract agreed to will remain in effect until replaced by a successor agreement or as amended by a final order of the Commission of Industrial Relations except for those provisions herein set forth.

Dated in Seward, Nebraska, this 13<sup>th</sup> day of January, 2025.

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SEWARD EDUCATION ASSOCIATION  
By Beth Seegebarth

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SCHOOL DISTRICT OF SEWARD  
By Ryne Seaman, President Board of Education



January 10, 2025

To: Seward Public Schools, Attn: Adam Dowling

Re: Replace Hot Water Heater – Elementary Building  
Proposal No: 25-0017

We are pleased to offer our proposal for the mechanical work on this project.

**We propose to furnish labor and materials for the above referenced project as follows:**

1. Disconnect gas, water, flue, electrical and controls to existing PVI water heater.
2. Remove water heater and dispose of.
3. Decommission and commissioning paperwork with the State of Nebraska.
4. Install new water heater – PVI Model #40 L 130A-CGML “Conquest” hot water heater.
  - 399 MBH input NG featuring up to 99% thermal efficiency and low Nox emissions.
  - 130 gallon “Aquaplex” tank and combustion chamber (unlined SS duplex alloy material with 150 psi ASME construction and 15 year tank warranty (8 years full and 7 years prorated).
  - 787 gph recovery
5. Reconnect gas, water, flue, electrical and controls.
6. Run new PVC combustion through roof. Roofing patch by Conner Roofing.
7. Temperature controls by ECI.
8. Electrical by Commonwealth Electric.
9. Repair pipe insulation to match existing.
10. Plumbing permits and inspections as required.

**Our proposal is also based on the following *exclusions*:**

1. Any work outside of the above-described scope.
2. All concrete work including grout, concrete saw cutting, removal, replacement, housekeeping pads, etc.
3. Painting of any piping, duct, or equipment.
4. Temporary facilities and services such as water, heat, light, power, toilets, costs for soil testing, and security.



5. Fire protection piping systems and backflow preventer, together with underground service or any related activity such as pipe identification, testing, etc.
6. Overtime or shift work.
7. Allowances or contingency.
8. Sales tax on material and equipment.
9. Bond Premium – add 1% for performance and payment bond if required.

**BASE BID AMOUNT FOR MECHANICAL WORK OUTLINED IN THIS PROPOSAL: \$51,800.00**

- ADD to install Boiler/Hot Water Heater Emergency Stops \$5,435.00 if required.
- Current lead time for water heater is approximately 1 week.

We reserve the right to approve the construction schedule as it relates to our work. This proposal is offered for acceptance within 30 days and subject to review thereafter. If we are awarded this contract, we assume that our subcontract will be written in the standard AIA format and that this proposal letter will be included in the subcontract between our two firms.

We appreciate the opportunity to submit this proposal and hope we may be of service to you on this project. If you have any questions or further information, do not hesitate to call me at (402) 432-0901.

Respectfully submitted,

*Jim Zieg*

Jim Zieg  
Account Representative  
Cerris Systems, Inc.

**ACCEPTED BY:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

## Board of Education Regular Meeting

School District of Seward

410 South Street

Seward, NE 68434

Monday, December 9, 2024 5:30 PM

Attendance Taken at 5:30 PM.

Paul Duer: Present  
Matt Hastings: Present  
Jill Hochstein: Present  
Ryne Seaman: Present  
Danielle Shipley: Present  
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 December 4, 2024.

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

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 Paul Duer and a second by Jill Hochstein.

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

### 1.7. Alternative School Graduation

Justin Timmerman and Holly Venetis completed the requirements at Seward High School and received their high school diplomas 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. Discussion Items

#### 3.1. Clark & Enersen

The board interviewed Clark Enersen for future projects.

#### 3.2. Student Data Presentation

Dr. Dominy presented student data to the board. He reviewed NSCAS and ACT scores and AQuESTT ratings.

#### 3.3. Annual Report

Dr. Dominy and his team put the annual report together and it will be sent out to the community in the local newspaper.

### 4. Short Board Recess

Motion to go into recess at 7:10 p.m. and return at 7:15 p.m. to resume the meeting. Passed with a motion by Jill Hochstein and a second by Matt Hastings.

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

## 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

Dr. Fields did a recap of the STANCE Meeting with two state senators and the Central Conference meeting. Dr. Fields is one of the interview candidates for the new Justice of the State Supreme Court. Dr. Fields thanked the board for doing the presentation at the NASB State Conference. The middle school gym floor was refinished over Thanksgiving break. Marty Telecky is looking at buses with air brakes for the future. **[Board Quicks link - December 2024 e-update](#)**

### 5.4. NASB State Conference Report from School Board Members

The school board members discussed the sessions they attended at the NASB state conference.

### 5.5. Annual Safety Report

Dr. Dominy went over the annual safety audit that is required yearly.

### 5.6. Financial Literacy Report

Dr. Dominy provided a financial literacy report to the board which is required annually.

## 6. New Business

### 7. Action Items

#### 7.1. Teacher Resignations

Motion to accept the resignation of Tom Pallas at the end of the 2024-2025 school year. 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. 2023-2024 Audit

Motion to approve the 2023-2024 audit of Seward Public Schools. 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

### 7.3. Band Uniforms

Motion to approve the bid of \$74, 852.42 from Stanbury Unfiorms Inc,. to be paid out of the deprecation fund. 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

### 8. Future Agenda Items

Architech Firm interview

### 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 - \$1,672,139.44

9.3.2. Bond Fund - \$1,509,382.50

,9.3.3. Special Building Fund - \$143,065.00

#### 9.4. Out of State Travel

#### 9.5. Approval of Consent Agenda

Motion to approve the consent agenda as presented Passed with a motion by Jill Hochstein and a second by Matt Hastings.

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

### 10. Enter into a closed session to discuss teacher negotiations

Motion to enter into closed session at 8:10 p.m. to discuss teacher negotiations. Passed with a motion by Shawn Svoboda and a second by Jill Hochstein.

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 a closed session is to discuss teacher negotiations

11. Superintendent Evaluation

The board discussed Dr. Fields evaluation.

12. Adjournment

Motion to adjourn the meeting at 9:05 PM with the next meeting at 5:30 on Monday, January 13, 2025 Passed with a motion by Jill Hochstein and a second by Danielle Shipley.

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

Prepared by:

Jill Hochstein

Heidi Covert

Secretary

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

**GENERAL FUND (ACCOUNT NUMBER 100-172)**

Bank Balance		1,487,273.91
Seward County Treasurer--Local Taxes	153,758.18	
Butler County Treasurer--Local Taxes	1,870.69	
Seward Hot Lunch--Reimbursement	101,729.16	
Audrey Ahrns--3Q Preschool Pymt	400.00	
Codr Plumbing--3Q Preschool Pymt	250.00	
Jamie Casanova--3Q Preschool Pymt	125.00	
Krista Koranda--3Q Preschool Pymt	250.00	
Abby Jensen--3Q Preschool Pymt	475.00	
Ma Soledad Garcia--3Q Preschool Pymt	250.00	
Brittany Carroll--3Q Preschool Pymt	250.00	
Jays Club--Rental	800.00	
St John's--Transportation	800.00	
Willow Path--Transportation	800.00	
Methodist Church--Transportation	800.00	
EMC Insurance--Dividends	17,062.00	
Lighthouse Church--Purchased bus	3,500.00	
Macbook Keyboard Litigation	395.00	
Macbook Keyboard Litigation	395.00	
Mercy City Church--Rental	50.00	
SCC--Dual Credit	1,192.80	
City of Seward--Fines/Licenses	1,858.28	
State of Nebraska--HAL	12,194.00	
State of Nebraska--Sixpence	15,769.00	
State of Nebraska--State Aid	241,308.00	
Jones Bank - Interest	455.88	
		<u>556,737.99</u>
		2,044,011.90
Disbursements for the Month -----		1,683,160.22
Bank Balance-----		360,851.68
Less Outstanding Checks -----		<u>364,440.97</u>
Available Balance -----		<u>-3,589.29</u>

**GENERAL FUND MONEY MARKET (ACCOUNT NUMBER 60037340)**

Beginning Balance -----		1,012,299.05
Transfer to General Fund for Cash Flow Purposes -----		0.00
Transfer from General Fund-----		0.00
Interest -----		<u>2,236.49</u>
Bank Balance -----		<u>1,014,535.54</u>



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

**SPECIAL BUILDING FUND MONEY MARKET (ACCOUNT NUMBER 810304)**

Beginning Balance -----	303,830.51
Deposits: Transfer from Special Building Fund acct 100749 -----	0.00
Interest -----	<u>585.44</u>
Bank Balance -----	<u>304,415.95</u>

**TOTAL IN SPECIAL BUILDING FUND ACCOUNTS                    376,695.48**

**UNEMPLOYMENT FUND ACCOUNT (ACCT # 473-633)**

Beginning Balance -----	21,845.06
Interest -----	15.26
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>21,860.32</u>

**GIFTS AND DONATIONS (ACCT # 162036)**

Beginning Balance -----	25,452.79
Interest -----	18.97
Deposit: -----	0.00
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>25,471.76</u>

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

Beginning Balance -----	1,124.07
Seward County Treasurer & Butler County Treasurer --Local Taxes -----	1.72
Interest -----	0.25
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>1,126.04</u>

**BOARD REVOLVING FUND (ACCOUNT NUMBER 159-913)**

Beginning Balance -----	17,311.81
Interest -----	6.81
Disbursements -----	<u>48.43</u>
Deposit: SPS -----	<u>0.00</u>
Bank Balance -----	<u>17,270.19</u>



**BUDGET PRINTOUT  
RECAPITULATION  
DECEMBER 31, 2024**

**RECEIPTS PORTION OF THE 2024-2025 BUDGET**

	AMOUNT BUDGETED	AMOUNT RECEIVED	AMOUNT REMAINING	% RECEIVED TO DATE
RECEIPTS	23,095,000.00	5,512,484.70	17,582,515.30	23.87%
HOT LUNCH		<u>357,399.16</u>		
TOTAL RECEIPTS		5,869,883.86	17,225,116.14	

**EXPENDITURES PORTION OF THE 2024-2025 BUDGET**

CATEGORY	BUDGET	SPENT	REMAINING	% EXPENDED
REG INSTRUCTION	11,200,000.00	3,445,314.09	7,754,685.91	30.76%
SPECIAL ED	3,200,000.00	992,901.42	2,207,098.58	31.03%
SS--PUPILS	1,550,000.00	422,325.11	1,127,674.89	27.25%
SS-INSTRUCTION	700,000.00	216,856.96	483,143.04	30.98%
GENERAL ADM	475,000.00	118,959.41	356,040.59	25.04%
PRIN ADMIN	1,370,000.00	411,695.74	958,304.26	30.05%
GEN BUSINESS	350,000.00	110,954.55	239,045.45	31.70%
OPER/MAINT	2,280,000.00	768,643.19	1,511,356.81	33.71%
TRANSPORTATION	1,160,000.00	352,449.62	807,550.38	30.38%
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	6,845,225.09	15,489,774.91	30.65%
FEDERAL FUNDS	760,000.00	220,316.93	539,683.07	28.99%
SIXPENCE		62,818.82		
GRAND TOTAL	23,095,000.00	7,128,360.84	15,966,639.16	30.87%
HOT LUNCH	1,698,291.00	277,581.66		
TOTAL	24,793,291.00	7,405,942.50		

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

Line Item:	Date:	Number:	Name:	Receipts:	Debits:	Balance:
<b>Total of All Line Items Included: Beginning Balance:</b>						
						<b>\$14,551.44</b>
<b>Activities Account Beginning Balance: (Not including Library balance.)</b>						
	12/2/24	2291	Walmart-Dec. supplies		\$329.64	\$9,047.81
	12/3/24		Donation	\$100		\$9,147.81
	12/3/24	2289	Jimmy Johns gift cards		\$ 100	\$9,047.81
	12/3/24	2288	Scooters gift cards		\$ 200	\$8,847.81
	12/9/24	2292	Walmart-Dec. supplies		\$ 418.13	\$8,429.68
	12/10/24	2293	Ideal Pure Water		\$ 120.00	\$8,309.68
	12/11/24	2297	DeAnn Warren-class supplies		\$ 26.55	\$8,283.13
	12/11/21	2277	Wignall Memorial		\$ 30.00	\$8,253.13
	12/11/24	2295	Scooters syrups		\$ 30.84	\$8,222.29
	12/11/24	2296	Walmart- staff supplies		\$ 150.95	\$8,071.34
	12/12/24	2290	Michelle Smith gingerbread supplies		\$ 23.67	\$8,047.67
	12/16/24	2299	Walmart- staff supplies		\$ 260.68	\$7,786.99
	12/19/24	2284	Visa payment		\$ 498.97	\$7,288.02
	12/20/24	2300	LaCarreta-staff lunch		\$ 115.00	\$7,173.02
	12/24/24	2301	Dairy Queen Camp champ G.C.		\$ 100.00	\$7,073.02
	12/31/24		Interest	\$5.20		\$7,078.22
<b>Total Of Activities Account: Ending Balance:</b>						
						<b>\$7,078.22</b>
<b>Lunch Donation: (Money set aside within the activities account for lunch donations.)</b>						
						<b>\$182.72</b>
<b>(Not to be added to the total again.)</b>						
<b>Compounded Interest included in the total balance:</b>						
				\$5.20		<b>total = \$423.35</b>



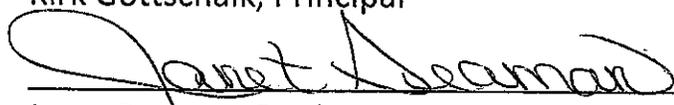
Seward Middle School  
Balance Sheet Standard  
As of December 31, 2024

Dec 31, '24

<u>ASSETS</u>	
Current Assets	
Checking/Savings	
5th Grade	40.00
Skills USA	80.19
Gaming	168.23
Special Olympics	1,234.04
Posters	3.00
FCCLA	1,444.47
Book Fair	848.28
Art	177.10
PTO	18,151.07
Buttons/Posters	5,881.43
Music	3,032.94
Athletics	25,051.95
Band	199.89
Builders Club	1,756.32
Bully Response Team	2,478.39
Courtesy Fund	196.74
FCS	0.16
Industrial Arts	512.87
Interest	1,211.17
Library	1,712.50
Milk	0.94
MS Computer	153.10
Outdoor Ed	12,537.96
PE	501.27
Sales Tax	7.61
Student Council	2,272.61
Wellness	462.50
Yearbook	6,645.19
Total Checking/Savings	<u>86,761.92</u>
Total Current Assets	<u>86,761.92</u>
<b>TOTAL ASSETS</b>	<b><u>86,761.92</u></b>
<u>LIABILITIES &amp; EQUITY</u>	
Equity	
Opening Bal Equity	86,761.92
Total Equity	<u>86,761.92</u>
<b>TOTAL LIABILITIES &amp; EQU...</b>	<b><u>86,761.92</u></b>

  
Kirk Gottschalk, Principal

Page 1

  
Janet Seaman, Bookkeeper

Seward Middle School  
**Balance Sheet Detail**  
 As of December 31, 2024

01/07/25

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
ASSETS									
Current Assets									87,905.22
Checking/Savings									87,905.22
5th Grade									87,905.22
									40.00
Total 5th Grade									40.00
Skills USA									80.19
Total Skills USA									80.19
Gaming									168.23
Total Gaming									168.23
Special Olympics									1,373.42
General Journal	12/20/24	10484	Lori Voss					139.38	1,234.04
Total Special Olympics							0.00	139.38	1,234.04
Posters									3.00
Total Posters									3.00
FCCLA									1,444.47
Total FCCLA									1,444.47
Book Fair									848.28
Total Book Fair									848.28
Art									177.10
Total Art									177.10
PTO									17,077.67
General Journal	12/05/24								17,102.67
General Journal	12/09/24	10460	Jill Bisbee				25.00		17,052.67
General Journal	12/09/24	10461	Kelley Kimbrough					50.00	17,002.67
General Journal	12/09/24	10464	Pac 'N Save	Concessions				50.00	16,987.49
General Journal	12/10/24						371.00		17,358.49
General Journal	12/11/24	10468	Fastmart					55.20	17,303.29
General Journal	12/13/24							64.78	17,368.07
General Journal	12/20/24							783.00	18,151.07

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

01/07/25

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Total PTO							1,243.78	170.38	18,151.07
Buttons/Posters									
General Journal	12/03/24					Opening Bal Eq...			5,794.43
General Journal	12/05/24					Opening Bal Eq...	48.00		5,842.43
General Journal	12/10/24					Opening Bal Eq...	24.00		5,866.43
							15.00		5,881.43
Total Buttons/Posters							87.00	0.00	5,881.43
Music									
Total Music									3,032.94
Athletics									
General Journal	12/02/24	10450	Todd Berner			Opening Bal Eq...			26,679.10
General Journal	12/02/24	10451	Ryan Kratochvil	Official		Opening Bal Eq...		95.00	26,584.10
General Journal	12/02/24	10452	Schuyler Middle School	Wrestling entry		Opening Bal Eq...		100.00	26,489.10
General Journal	12/03/24					Opening Bal Eq...	109.00		26,389.10
General Journal	12/03/24	10453	Justin Hartman	Official		Opening Bal Eq...		110.00	26,498.10
General Journal	12/03/24	10454	Dennis Johnson			Opening Bal Eq...		220.00	26,388.10
General Journal	12/03/24	10455	Valentino's	Food P/T Conf		Opening Bal Eq...		154.00	26,168.10
General Journal	12/04/24					Opening Bal Eq...	2,235.00		26,014.10
General Journal	12/05/24					Opening Bal Eq...	39.00		28,249.10
General Journal	12/05/24					Opening Bal Eq...		220.00	28,288.10
General Journal	12/05/24					Opening Bal Eq...		265.00	28,068.10
General Journal	12/09/24	10458	Amy Harms	Concession		Opening Bal Eq...		113.95	27,803.10
General Journal	12/09/24	10462	Chesterman Co	Concession		Opening Bal Eq...		106.53	27,689.15
General Journal	12/09/24	10463	Laurie Morse	Concession		Opening Bal Eq...		100.00	27,582.62
General Journal	12/09/24	10465	Amazon Capital Servi...	Wrestling quad		Opening Bal Eq...			27,482.62
General Journal	12/10/24					Opening Bal Eq...	995.00		28,477.62
General Journal	12/10/24	10467	FloSports	Concession		Opening Bal Eq...		692.00	27,785.62
General Journal	12/12/24	10469	Chesterman Co	Concession		Opening Bal Eq...		105.00	27,680.62
General Journal	12/13/24					Opening Bal Eq...	1,381.61		29,062.23
General Journal	12/13/24	10470	AJ Frazey	Concession		Opening Bal Eq...		1,165.25	27,896.98
General Journal	12/13/24	10471	Cash-Wa Distributing	Concession		Opening Bal Eq...		89.95	27,807.03
General Journal	12/19/24	10474	Amazon Capital Servi...	Concession		Opening Bal Eq...		297.50	27,509.53
General Journal	12/19/24	10475	Seward High School			Opening Bal Eq...		85.41	27,424.12
General Journal	12/19/24	10476	April Roth			Opening Bal Eq...		1,024.00	26,400.12
General Journal	12/19/24	10477	Chesterman Co	Concession		Opening Bal Eq...			26,700.12
General Journal	12/20/24	10478	Todd Berner			Opening Bal Eq...		225.00	26,475.12
General Journal	12/20/24	10479	Jeremy Geidel			Opening Bal Eq...		225.00	26,250.12
General Journal	12/20/24	10480	Eron Haynes			Opening Bal Eq...		225.00	26,025.12
General Journal	12/20/24	10481	Wyatt Schoepf			Opening Bal Eq...		225.00	25,800.12
General Journal	12/20/24	10481	Jeff Zimmerman			Opening Bal Eq...		225.00	25,575.12

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

01/07/25

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
General Journal	12/20/24	10482	Fastmart			Opening Bal Eq...		96.60	25,478.52
General Journal	12/20/24	10483	Valentino's	Food P/T Conf		Opening Bal Eq...		392.00	25,086.52
General Journal	12/20/24	10485	April Roth			Opening Bal Eq...		34.57	25,051.95
Total Athletics							5,059.61	6,686.76	25,051.95
Band									199.89
Total Band									199.89
Builders Club									1,756.32
Total Builders Club									1,756.32
Bully Response Team									2,478.39
Total Bully Response Team									2,478.39
Courtesy Fund									827.88
General Journal	12/05/24	10457	Culligan Water	Supplies		Opening Bal Eq...		60.00	767.88
General Journal	12/05/24	10459	Garland Legion	Christmas Party		Opening Bal Eq...		150.00	617.88
General Journal	12/10/24					Opening Bal Eq...	195.00		812.88
General Journal	12/19/24	10473	Pizza Kitchen	Christmas Party		Opening Bal Eq...		616.14	196.74
Total Courtesy Fund							195.00	826.14	196.74
FCS									0.16
Total FCS									0.16
Industrial Arts									512.87
Total Industrial Arts									512.87
Interest									1,267.20
General Journal	12/03/24					Opening Bal Eq...			1,587.20
General Journal	12/10/24	10466	Nebraska Children's H...	Jeans---donation		Opening Bal Eq...		320.00	1,267.20
General Journal	12/31/24					Opening Bal Eq...	47.97		1,315.17
General Journal	12/31/24		Check Order			Opening Bal Eq...		104.00	1,211.17
Total Interest							367.97	424.00	1,211.17
Jay Mart									0.00
Total Jay Mart									0.00
Library									1,712.50

Seward Middle School  
**Balance Sheet Detail**  
 As of December 31, 2024

01/07/25

Type	Date	Num	Name	Memo	Cir	Split	Debit	Credit	Balance
Total Library									1,712.50
Milk									0.94
Total Milk									0.94
MS Computer									3.10
General Journal	12/20/24						150.00		153.10
Total MS Computer							150.00	0.00	153.10
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									2,272.61
Total Student Council									2,272.61
Wellness									462.50
Total Wellness									462.50
Yearbook									6,645.19
Total Yearbook									6,645.19
Total Checking/Savings							7,103.36	8,246.66	86,761.92
Accounts Receivable									0.00
Accounts Receivable									0.00
Total Accounts Receivable									0.00

Seward Middle School  
**Balance Sheet Detail**  
 As of December 31, 2024

01/07/25

Type	Date	Num	Name	Memo	Cir	Split	Debit	Credit	Balance
Total Accounts Receivable									0.00
Other Current Assets									0.00
Undeposited Funds									0.00
Total Undeposited Funds									0.00
Total Other Current Assets									0.00
Total Current Assets							7,103.36	8,246.66	86,761.92
Fixed Assets									0.00
Total Fixed Assets									0.00
Other Assets									0.00
Total Other Assets									0.00
<b>TOTAL ASSETS</b>							<b>7,103.36</b>	<b>8,246.66</b>	<b>86,761.92</b>
<b>LIABILITIES &amp; EQUITY</b>									<b>87,905.22</b>
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

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

01/07/25

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
<b>Total Current Liabilities</b>									
									0.00
<b>Long Term Liabilities</b>									
									0.00
<b>Total Long Term Liabilities</b>									
									0.00
<b>Total Liabilities</b>									
									0.00
<b>Equity</b>									
<b>Opening Bal Equity</b>									
General Journal	12/02/24	10450	Todd Berner		X	Athletics			87,905.22
General Journal	12/02/24	10451	Ryan Kratochvili	Official	X	Athletics	95.00		87,905.22
General Journal	12/02/24	10452	Schuyler Middle School	Wrestling entry	X	Athletics	95.00		87,810.22
General Journal	12/03/24				X	-SPLIT-	100.00	477.00	87,715.22
General Journal	12/03/24	10453	Justin Hartman	Official	X	Athletics	110.00		87,615.22
General Journal	12/03/24	10454	Dennis Johnson		X	Athletics	220.00		88,092.22
General Journal	12/03/24	10455	Valentino's		X	Athletics	154.00		87,982.22
General Journal	12/04/24				X	Athletics		2,235.00	87,762.22
General Journal	12/05/24				X	-SPLIT-		88.00	87,608.22
General Journal	12/05/24		Amy Harms	Official	X	Athletics	220.00		89,843.22
General Journal	12/05/24	10457	Culligan Water	Supplies	X	Courtesy Fund	60.00		89,711.22
General Journal	12/05/24	10458	Chesterman Co	Concession	X	Athletics	265.00		89,651.22
General Journal	12/05/24	10459	Garland Legion	Christmas Party	X	Courtesy Fund	150.00		89,386.22
General Journal	12/09/24	10460	Jill Bisbee		X	PTO	50.00		89,236.22
General Journal	12/09/24	10461	Kelley Kimbrough		X	PTO	50.00		89,186.22
General Journal	12/09/24	10462	Laurie Morse	Concession	X	Athletics	113.95		89,136.22
General Journal	12/09/24	10463	Amazon Capital Servi...		X	Athletics	106.53		89,022.27
General Journal	12/09/24	10464	Pac 'N Save		X	PTO	15.18		88,915.74
General Journal	12/09/24	10465	FloSports	Wrestling quad	X	Athletics	100.00		88,900.56
General Journal	12/10/24				X	-SPLIT-		1,576.00	90,376.56
General Journal	12/10/24	10466	Nebraska Children's H...	Jeans---donation	X	Interest	320.00		90,056.56
General Journal	12/10/24	10467	Chesterman Co	Concession	X	Athletics	692.00		89,364.56
General Journal	12/11/24	10468	Fastmart		X	PTO	55.20		89,309.36
General Journal	12/12/24	10469	AJ Frazey		X	Athletics	105.00		89,204.36
General Journal	12/13/24				X	-SPLIT-		1,446.39	90,650.75
General Journal	12/13/24	10470	Cash-Wa Distributing	Concession	X	Athletics	1,165.25		89,485.50
General Journal	12/13/24	10471	Amazon Capital Servi...		X	Athletics	89.95		89,395.55
General Journal	12/19/24	10473	Pizza Kitchen	Christmas Party	X	Courtesy Fund	616.14		88,779.41
General Journal	12/19/24	10474	Seward High School		X	Athletics	297.50		88,481.91
General Journal	12/19/24	10475	April Roth		X	Athletics	85.41		88,396.50
General Journal	12/19/24	10476	Chesterman Co	Concession	X	Athletics	1,024.00		87,372.50
General Journal	12/20/24				X	-SPLIT-		1,233.00	88,605.50

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

01/07/25

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
General Journal	12/20/24	10477	Todd Berner		X	Athletics	225.00		88,380.50
General Journal	12/20/24	10478	Jeremy Geidel		X	Athletics	225.00		88,155.50
General Journal	12/20/24	10479	Eron Haynes		X	Athletics	225.00		87,930.50
General Journal	12/20/24	10480	Wyatt Schoepf		X	Athletics	225.00		87,705.50
General Journal	12/20/24	10481	Jeff Zimmerman		X	Athletics	225.00		87,480.50
General Journal	12/20/24	10482	Fastmart		X	Athletics	96.60		87,383.90
General Journal	12/20/24	10483	Valentino's		X	Athletics	392.00		86,991.90
General Journal	12/20/24	10484	Lori Voss		X	Special Olympics	139.38		86,852.52
General Journal	12/20/24	10485	April Roth		X	Athletics	34.57		86,817.95
General Journal	12/31/24		Check Order		X	Interest	104.00	47.97	86,865.92
General Journal	12/31/24				X	Interest			86,761.92
Total Opening Bal Equity							8,246.66	7,103.36	86,761.92
Retained Earnings									0.00
Total Retained Earnings									0.00
Net Income									0.00
Total Net Income									0.00
Total Equity							8,246.66	7,103.36	86,761.92
TOTAL LIABILITIES & EQUITY							8,246.66	7,103.36	86,761.92

**SEWARD HIGH SCHOOL**

**General Ledger Report**

**Financial Report**

**From Date:** 12/1/2024  
**To Date:** 12/31/2024

**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	\$1,534.92	\$0.00	\$0.00	\$0.00	\$1,534.92	\$0.00	\$1,534.92
126	AMBASSADORS	\$407.09	\$0.00	\$0.00	\$0.00	\$407.09	\$0.00	\$407.09
127	AP EXAMS	\$5,029.50	\$194.00	\$0.00	\$0.00	\$5,223.50	\$0.00	\$5,223.50
130	CAREER ACADEMY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
135	BOWLING	\$2,084.41	\$0.00	\$(118.00)	(\$75.00)	\$1,891.41	\$0.00	\$1,891.41
137	UNIFIED BOWLING	\$1,160.87	\$0.00	\$0.00	\$0.00	\$1,160.87	\$0.00	\$1,160.87
140	FOOTBALL	\$6,994.24	\$312.00	\$(6,684.74)	\$0.00	\$621.50	\$0.00	\$621.50
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	\$3,903.46	\$4,862.25	\$(6,315.25)	\$0.00	\$2,450.46	\$0.00	\$2,450.46
147	X-COUNTRY	\$1,185.08	\$180.00	\$(1,357.44)	\$0.00	\$7.64	\$0.00	\$7.64
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	\$900.00	\$0.00	\$0.00	\$4,827.84	\$0.00	\$4,827.84
155	BOYS BB CAMP	\$7,584.25	\$390.00	\$(560.00)	\$0.00	\$7,414.25	\$0.00	\$7,414.25
160	BOYS SOCCER	\$412.10	\$840.00	\$0.00	\$0.00	\$1,252.10	\$0.00	\$1,252.10
165	GIRLS SOCCER	\$1,669.73	\$0.00	\$(33.00)	\$490.00	\$2,126.73	\$0.00	\$2,126.73
170	SOFTBALL	\$7,031.88	\$0.00	\$0.00	\$0.00	\$7,031.88	\$0.00	\$7,031.88
175	VOLLEYBALL	\$4,181.41	\$0.00	\$(2,645.71)	\$0.00	\$1,535.70	\$0.00	\$1,535.70
180	VIDEO ACCOUNT	\$4,249.55	\$0.00	\$0.00	\$0.00	\$4,249.55	\$0.00	\$4,249.55
185	BASEBALL	\$17,145.08	\$0.00	\$(280.00)	\$0.00	\$16,865.08	\$0.00	\$16,865.08
190	GIRLS GOLF	\$811.07	\$0.00	\$0.00	\$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	\$1,463.40	\$0.00	\$0.00	\$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	\$32,153.94	\$3,912.42	\$(6,756.01)	(\$15,831.00)	\$13,479.35	\$0.00	\$13,479.35
300	Teacher Pop Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
310	VENDING SALES	\$6,282.74	\$1,425.14	\$(1,144.16)	\$0.00	\$6,563.72	\$0.00	\$6,563.72
315	DLC ACCOUNT	\$25.81	\$0.00	\$0.00	\$0.00	\$25.81	\$0.00	\$25.81
330	DRIVER EDUCATION	\$220.00	\$0.00	\$0.00	\$0.00	\$220.00	\$0.00	\$220.00
400	FBLA	\$4,025.09	\$0.00	\$(705.00)	\$0.00	\$3,320.09	\$0.00	\$3,320.09
410	FFA	\$52,498.38	\$0.00	\$(22,647.37)	\$490.00	\$30,341.01	\$0.00	\$30,341.01
415	FCS LAB FEES	\$9,653.35	\$0.00	\$0.00	\$0.00	\$9,653.35	\$0.00	\$9,653.35
418	DISTRICT 2 FCCLA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
420	FCCLA	\$4,571.82	\$20.00	\$(134.32)	\$327.00	\$4,784.50	\$0.00	\$4,784.50
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	\$5,776.98	\$0.00	\$0.00	\$0.00	\$5,776.98	\$0.00	\$5,776.98
440	LEADERSHIP TEAM	\$5,866.83	\$529.46	\$(409.27)	\$75.00	\$6,062.02	\$0.00	\$6,062.02
445	E SPORTS	\$344.49	\$0.00	\$0.00	\$0.00	\$344.49	\$0.00	\$344.49
450	MATH	\$44.46	\$0.00	\$0.00	\$0.00	\$44.46	\$0.00	\$44.46
460	SCIENCE LAB FEES	\$299.07	\$0.00	\$0.00	\$0.00	\$299.07	\$0.00	\$299.07

**SEWARD HIGH SCHOOL**

**General Ledger Report**

**Financial Report**

**From Date:** 12/1/2024  
**To Date:** 12/31/2024

**From Acct:** 1  
**To Acct:** 999999

**Activity Accounts**

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
470	KEY CLUB	\$6,344.12	\$0.00	\$(50.50)	\$981.00	\$7,274.62	\$0.00	\$7,274.62
475	SPANISH ACCOUNT	\$66.94	\$0.00	\$0.00	\$0.00	\$66.94	\$0.00	\$66.94
490	ART	\$3,045.04	\$10.00	\$0.00	\$0.00	\$3,055.04	\$0.00	\$3,055.04
495	Study Abroad	\$1,229.03	\$2,275.00	\$(3,644.98)	\$2,534.00	\$2,393.05	\$0.00	\$2,393.05
500	YEARBOOK	\$359.06	\$70.00	\$0.00	\$0.00	\$429.06	\$0.00	\$429.06
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	\$1,635.65	\$0.00	\$(26.99)	\$0.00	\$1,608.66	\$0.00	\$1,608.66
535	DRAMATICS	\$3,994.60	\$15.00	\$(119.73)	\$0.00	\$3,889.87	\$0.00	\$3,889.87
540	LIBRARY	\$1,512.32	\$0.00	\$0.00	\$0.00	\$1,512.32	\$0.00	\$1,512.32
542	EDUCATORS RISING	\$655.37	\$0.00	\$(150.00)	\$0.00	\$505.37	\$0.00	\$505.37
545	ALL SCHOOL READS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
550	BAND	\$4,093.59	\$37.80	\$(615.00)	\$0.00	\$3,516.39	\$0.00	\$3,516.39
554	CHEERLEADERS	\$7,580.39	\$537.16	\$(12,520.00)	\$1,798.00	\$(2,604.45)	\$0.00	\$(2,604.45)
555	CHORUS	\$23,013.67	\$827.00	\$(2,856.31)	\$2,615.00	\$23,599.36	\$0.00	\$23,599.36
557	SKILLS/TECHNICAL SCIENCE	\$2,060.00	\$80.00	\$0.00	\$0.00	\$2,140.00	\$0.00	\$2,140.00
560	INDUSTRIAL ARTS/WOODS	\$604.69	\$0.00	\$(79.92)	\$0.00	\$524.77	\$0.00	\$524.77
565	TECH PREP/SKILLS USA	\$587.33	\$790.00	\$0.00	\$1,553.00	\$2,930.33	\$0.00	\$2,930.33
570	AUTO/WELDING	\$953.74	\$160.00	\$0.00	\$0.00	\$1,113.74	\$0.00	\$1,113.74
575	POWER DRIVE	\$76.57	\$0.00	\$0.00	\$0.00	\$76.57	\$0.00	\$76.57
580	PAY TO PLAY	\$10,250.04	\$275.00	\$0.00	\$0.00	\$10,525.04	\$0.00	\$10,525.04
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	\$11,085.60	\$217.75	\$0.00	\$0.00	\$11,303.35	\$0.00	\$11,303.35
700	SOCIAL STUDIES SCHOL	\$50.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$50.00
800	ATHLETICS	\$106,330.53	\$6,486.50	\$(7,447.31)	\$3,000.00	\$108,369.72	\$0.00	\$108,369.72
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	\$65.00	\$0.00	\$0.00	\$3,818.41	\$0.00	\$3,818.41
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	\$572.00	\$4,240.00	\$0.00	\$4,240.00
2027	CLASS OF 2027	\$665.00	\$0.00	\$0.00	\$899.00	\$1,564.00	\$0.00	\$1,564.00
2028	CLASS OF 2028	\$0.00	\$0.00	\$0.00	\$572.00	\$572.00	\$0.00	\$572.00
<b>Activity Accounts Grand Total</b>		<b>\$405,685.66</b>	<b>\$25,411.48</b>	<b>\$(77,301.01)</b>	<b>\$0.00</b>	<b>\$353,796.13</b>	<b>\$0.00</b>	<b>\$353,796.13</b>

SEWARD HIGH SCHOOL

General Ledger Report

Financial Report

From Date:	12/1/2024
To Date:	12/31/2024

From Acct:	1
To Acct:	999999

GL Accounts

GL Acct	Begin Bal	Recept / JV	Disb / JV	Transfers	End Bal	YTD Payables	Work Bal
992 CHECK ACCOUNT	\$405,685.66	\$25,411.48	\$(77,301.01)	\$0.00	\$353,796.13	\$0.00	\$353,796.13
<b>General Ledger Grand Total</b>	<b>\$405,685.66</b>	<b>\$25,411.48</b>	<b>\$(77,301.01)</b>	<b>\$0.00</b>	<b>\$353,796.13</b>	<b>\$0.00</b>	<b>\$353,796.13</b>

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: 1/9/25  
 Principal: [Signature] Date: 1/9/25

**SEWARD HIGH SCHOOL  
Bank Reconciliation Report**

Date From 12/1/2024  
Date to 12/31/2024

**Checking Account  
992**

Ending Balance on Statement Dated : 12/31/2024	\$406,877.53
Outstanding Deposits (Bank Deposits) -> +	\$0.00
Less Outstanding Checks:	\$53,081.40
<b>Cash Balance as of : 12/31/2024</b>	<b>\$353,796.13 ***</b>

Cash Balance for Checking as of 12/1/2024	\$405,685.66
Add: Total Deposits (Bank Deposits):	\$25,411.48
Less: Total Checks and Withdrawals:	(\$77,301.01)
<b>Computer Cash Balance as of : 12/31/2024</b>	<b>\$353,796.13 ***</b>

**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	\$405,685.66	\$25,411.48	(\$77,301.01)	\$0.00	\$353,796.13 ***
<b>Grand Total</b>		<b>\$405,685.66</b>	<b>\$25,411.48</b>	<b>(\$77,301.01)</b>	<b>\$0.00</b>	<b>\$353,796.13</b>

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: 1/9/25  
Principal: [Signature] Date: 1/9/25

**\*\*\* Entries Must Match**

**SEWARD HIGH SCHOOL**  
**Reconciliation Activity Account Report**

<b>From Date:</b> 12/1/2024
<b>To Date:</b> 12/31/2024

<b>From Acct:</b> 800
<b>To Acct:</b> 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
<b>Activity Acct: 800 - ATHLETICS</b>							<b>Beginning Balance: \$106,330.53</b>		
<u>Advisor:</u>	<u>John Moody</u>								
12/2/24	NHSSHOF		17045	61752	\$0.00	\$621.00	\$0.00	\$105,709.53	992
	VAR BB JAMBOREE PAYOUT								
12/3/24	RECEIPTS			8698	\$1,366.00	\$0.00	\$0.00	\$107,075.53	992
	BB GATE - LNE JAMBOREE								
12/3/24	RECEIPTS			8703	\$1,100.00	\$0.00	\$0.00	\$108,175.53	992
	FB JERSEYS SOLD								
12/4/24	FAST MART		17053	61760	\$0.00	\$41.40	\$0.00	\$108,134.13	992
	COACH MEETING DONUTS								
12/5/24	RECEIPTS			8708	\$500.00	\$0.00	\$0.00	\$108,634.13	992
	BCBS OF NE - ADV GRANT								
12/5/24	RECEIPTS			8712	\$100.00	\$0.00	\$0.00	\$108,734.13	992
	ACTIVITY PASSES								
12/6/24	Transfer in				\$0.00	\$0.00	\$3,000.00	\$111,734.13	275
	FALL CONCESSIONS								
12/6/24	ISAAK RUSSELL		17054	61767	\$0.00	\$165.00	\$0.00	\$111,569.13	992
	BB OFFICIAL - NORTH BEND								
12/6/24	TROY HAYES		17054	61768	\$0.00	\$165.00	\$0.00	\$111,404.13	992
	BB OFFICIAL - NORTH BEND								
12/6/24	JEFF BRACHT		17054	61769	\$0.00	\$165.00	\$0.00	\$111,239.13	992
	BB OFFICIAL - NORTH BEND								
12/6/24	JOSHUA PUELZ		17054	61770	\$0.00	\$120.00	\$0.00	\$111,119.13	992
	BB OFFICIAL - NORTH BEND								
12/6/24	NATE MASON		17054	61771	\$0.00	\$120.00	\$0.00	\$110,999.13	992
	BB OFFICIAL - NORTH BEND								
12/10/24	ELAN FINANCIAL SERVIC		16999	61786	\$0.00	\$61.75	\$0.00	\$110,937.38	992
	HAND STAMPS								
12/10/24	ELAN FINANCIAL SERVIC		17065	61786	\$0.00	\$119.65	\$0.00	\$110,817.73	992
	POPCORN, OIL								
12/10/24	ELAN FINANCIAL SERVIC		16750	61786	\$0.00	\$97.81	\$0.00	\$110,719.92	992
	POPCORN, OIL								
12/10/24	MERLES FLOWER SHOP	0000441	17073	61788	\$0.00	\$21.25	\$0.00	\$110,698.67	992
	SENIOR NIGHT FLOWERS								
12/11/24	RECEIPTS			8717	\$716.00	\$0.00	\$0.00	\$111,414.67	992
	BB GATE - NORTH BEND								
12/11/24	AMY HARMS		17078	61789	\$0.00	\$140.00	\$0.00	\$111,274.67	992
	9TH BB OFFICIAL - MILFORD								
12/11/24	KARTER CARLSON		17078	61790	\$0.00	\$140.00	\$0.00	\$111,134.67	992
	9TH BB OFFICIAL - MILFORD								
12/11/24	KEARNEY HIGH SCHOOL		17080	61791	\$0.00	\$300.00	\$0.00	\$110,834.67	992
	WRESTLING ENTRY								
12/11/24	LINCOLN NORTHEAST HI		17081	61792	\$0.00	\$160.00	\$0.00	\$110,674.67	992
	JV WRESTLING ENTRY								
12/11/24	CRETE HIGH SCHOOL		17082	61793	\$0.00	\$400.00	\$0.00	\$110,274.67	992
	WR TOURN ENTRY								
12/11/24	HASTINGS HIGH SCHOOL		17083	61794	\$0.00	\$250.00	\$0.00	\$110,024.67	992
	BOWLING ENTRY FEE								
12/11/24	GRAND ISLAND HIGH SCI		17084	61795	\$0.00	\$350.00	\$0.00	\$109,674.67	992
	G WR INVITE ENTRY								
12/11/24	WAHOO HIGH SCHOOL		17085	61796	\$0.00	\$140.00	\$0.00	\$109,534.67	992
	WRESTLING ENTRY								

**SEWARD HIGH SCHOOL  
Reconciliation Activity Account Report**

<b>From Date:</b> 12/1/2024
<b>To Date:</b> 12/31/2024

<b>From Acct:</b> 800
<b>To Acct:</b> 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
12/13/24	JUSTIN HARTMAN BB OFFICIAL - NORTHWEST		17079	61798	\$0.00	\$140.00	\$0.00	\$109,394.67	992
12/13/24	RYAN LEWIS BB OFFICIAL - NORTHWEST		17079	61799	\$0.00	\$165.00	\$0.00	\$109,229.67	992
12/13/24	KEN MAR BB OFFICIAL - NORTHWEST		17079	61800	\$0.00	\$165.00	\$0.00	\$109,064.67	992
12/13/24	KEVIN MAR BB OFFICIAL - NORTHWEST		17079	61801	\$0.00	\$165.00	\$0.00	\$108,899.67	992
12/13/24	PHIL STAUFFER BB OFFICIAL - NORTHWEST		17079	61802	\$0.00	\$140.00	\$0.00	\$108,759.67	992
12/17/24	RECEIPTS 9TH BB GATE - MILFORD			8726	\$266.00	\$0.00	\$0.00	\$109,025.67	992
12/17/24	RECEIPTS BB GATE - NORTHWEST			8727	\$874.00	\$0.00	\$0.00	\$109,899.67	992
12/17/24	RECEIPTS ACTIVITY PASSES			8731	\$100.00	\$0.00	\$0.00	\$109,999.67	992
12/17/24	PHIL STAUFFER BB OFFICIAL - LINC LUTH		17094	61812	\$0.00	\$105.00	\$0.00	\$109,894.67	992
12/17/24	JAKE DILSAVER BB OFFICIAL - LINC LUTH		17094	61813	\$0.00	\$165.00	\$0.00	\$109,729.67	992
12/17/24	DOUG VEIK BB OFFICIAL - LINC LUTH		17094	61814	\$0.00	\$165.00	\$0.00	\$109,564.67	992
12/17/24	DOUG VEIK VOID: PRINT ERROR		17094	61814	\$0.00	(\$165.00)	\$0.00	\$109,729.67	992
12/17/24	DOUG VEIK BB OFFICIAL - LINC LUTH		17094	61814	\$0.00	\$165.00	\$0.00	\$109,564.67	992
12/17/24	MITCH RIEKER BB OFFICIAL - LINC LUTH		17094	61815	\$0.00	\$105.00	\$0.00	\$109,459.67	992
12/17/24	AMY STEPHENS BB OFFICIAL - LINC LUTH		17094	61816	\$0.00	\$165.00	\$0.00	\$109,294.67	992
12/17/24	JUSTIN HARTMAN 9TH BBB OFFICIAL - BEATRICE		17095	61817	\$0.00	\$70.00	\$0.00	\$109,224.67	992
12/17/24	BRAD SCHLEGEL 9TH BBB OFFICIAL - BEATRICE		17095	61818	\$0.00	\$70.00	\$0.00	\$109,154.67	992
12/17/24	AWARDS UNLIMITED XC CENT CONF AWARDS	305202	16759	61820	\$0.00	\$84.00	\$0.00	\$109,070.67	992
12/17/24	PLATTEVIEW HIGH SCHO JV WRESTLING ENTRY		17102	61821	\$0.00	\$150.00	\$0.00	\$108,920.67	992
12/17/24	SHELBY-RISING CITY HS B WR INVITE ENTRY		17103	61822	\$0.00	\$150.00	\$0.00	\$108,770.67	992
12/17/24	WEeping WATER HIGH S G WRESTLING ENTRY		17099	61823	\$0.00	\$150.00	\$0.00	\$108,620.67	992
12/17/24	PIUS X HIGH SCHOOL BOWLING ENTRY FEE		17100	61824	\$0.00	\$280.00	\$0.00	\$108,340.67	992
12/17/24	RSCHOOLSTODAY ACTIVITY SCHEDULER RENEWAL	107782	17104	61825	\$0.00	\$595.00	\$0.00	\$107,745.67	992
12/18/24	RECEIPTS BB GATE - LINC LUTHERAN			8735	\$967.00	\$0.00	\$0.00	\$108,712.67	992
12/18/24	RECEIPTS 9TH BB TOURN ENTRY			8736	\$150.00	\$0.00	\$0.00	\$108,862.67	992
12/19/24	JAKE MILLER BB OFFICIAL - GICC		17096	61832	\$0.00	\$140.00	\$0.00	\$108,722.67	992
12/19/24	JOSHUA PUELZ		17096	61833	\$0.00	\$140.00	\$0.00	\$108,582.67	992

**SEWARD HIGH SCHOOL**  
**Reconciliation Activity Account Report**

**From Date:** 12/1/2024  
**To Date:** 12/31/2024

**From Acct:** 800  
**To Acct:** 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
12/19/24	SHANE GODTEL BB OFFICIAL - GICC		17096	61834	\$0.00	\$165.00	\$0.00	\$108,417.67	992
12/19/24	JAKOB GODTEL BB OFFICIAL - GICC		17096	61835	\$0.00	\$165.00	\$0.00	\$108,252.67	992
12/19/24	BRENDAN LIPOVSKY BB OFFICIAL - GICC		17096	61836	\$0.00	\$165.00	\$0.00	\$108,087.67	992
12/20/24	RECEIPTS ACTIVITY PASSES			8744	\$50.00	\$0.00	\$0.00	\$108,137.67	992
12/20/24	RECEIPTS SMS - RSCHOOL FEE '25			8746	\$297.50	\$0.00	\$0.00	\$108,435.17	992
12/20/24	AWARDS UNLIMITED NEXT LEVEL PLATES - BAND	302210	16958	61838	\$0.00	\$65.45	\$0.00	\$108,369.72	992
<b>Totals</b>					<b>\$6,486.50</b>	<b>\$7,447.31</b>	<b>\$3,000.00</b>	<b>\$108,369.72</b>	
								<b>Accounts Payable</b>	<u>\$0.00</u>
								<b>Working Balance</b>	<u>\$108,369.72</u>
								<b>Currently Encumbered (PO)</b>	<u>\$0.00</u>

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 Kugiel Date: 1/9/25  
Principal: [Signature] Date: 1/9/25

**SCHOOL DISTRICT OF SEWARD  
PROPOSED WARRANTS  
JANUARY 13, 2025**

Salaries for December	Salaries	713,308.46
Jones Bank	FIT/FICA	20,235.01
Tennessee Child Support	Garnishment	9.99
NIC Nebraska	Transportation	30.00
Jones Bank	FIT/FICA	176,959.06
Nebraska Child Support	Garnishment	1,166.00
ASPIRE	403b	10,550.00
Jones Bank	FIT/FICA	23,279.50
Tennessee Child Support	Garnishment	9.99
NPERS	Retirement	189,912.60
NE Dept. of Revenue	State Tax	32,327.13
Inspira Financial	Section 125	7,580.62
Ahern, J.F.	Maintenance	2,261.00
Allen, Jennifer	Pupil Services	6,369.22
Allo	Phone	172.00
Amazon Capital Services	Supplies	1,814.32
Ameritas	Vision Insurance	1,134.72
Apace	Pupil Services	4,899.43
Awards Unlimited	Supplies	59.04
Axt, Scott	Phone	150.00
Baker & Taylor	Books	34.63
Bern's Body Shop	Transportation	500.00
BEST	Pupil Services	18,113.40
Blue Cross Blue Shield	Health Insurance	250,060.22
Brandenburgh, Celeste	Supplies	31.67
Butler County Clerk	Services	100.00
Campbells Cleaning	Services	16,875.00
C.A.P. Inc	Software	176.00
Cast, Krystin	Supplies	24.71
CDWG	Tech. Supplies	4,824.60
Churchich Recreation	Maintenance	439.61
City of Seward Utility Dept	Utilities	31,504.31
Computer Hardware	Tech. Repairs	10.00
Connot, Megan	Mileage	314.00
Crouch's Farm & Hardware	Grounds	136.56
Culligan	Maintenance	40.00
Curry, Scott	Phone	150.00
Dana F. Cole & Company, LLP	Audit	7,632.58
DAS	Distance Learning	292.87
Eakes	Maintenance	7,175.20
Eber, Rich	Phone	150.00
Elan Financial Services	Repairs	1,947.30
Engineered Controls, Inc	Maintenance	143.15
ESU 6	ESU Expense	47,191.96
ESU 7	Pupil Services	360.00
Farmers Coop	Transportation	372.66
Friesen Chevrolet, Inc	Transportation	429.97
Futureware	Tech. Repairs	391.96
Go Physical Therapy	Pupil Services	8,889.09
Gottschalk, Kirk	Phone	150.00
Grainger	Hot Lunch Repairs	136.92
Gumdrop Books	Books	2,304.68
Hall-Schmeckpeper, Shannon	Phone	150.00
Hilton Omaha	Travel	1,812.00

**SCHOOL DISTRICT OF SEWARD  
PROPOSED WARRANTS  
JANUARY 13, 2025**

Hire Right	Transportation	38.55
Hughes Brothers	Maint. Of Equipment	300.00
Humanex Ventures	Staff Dev.	3,000.00
Inspira Financial	Section 125	137.70
Interstate All Battery Center	Maint. Of Equipment	2,588.40
IXL Learning, Inc	Subscription	595.00
John U. Bacon LLC	Staff Dev.	313.84
JP Boiler Service	Maintenance	1,894.75
JWPepper	Supplies	1,450.12
Kidwell	Maintenance	506.25
KSB School Law	Legal Fees	350.00
Lampe's Clean Air Specialists	Maintenance	4,085.80
Lee's Refrigeration	Maintenance	335.55
Madison National Life	LTD Ins.	2,925.92
Matheson	Supplies	2,011.33
Mattice Lock & Safe	Maintenance	1,447.65
Memorial Health Care Systems	Transportation	240.00
Meehl, Jan	Pupil Services	1,351.24
Middle Creek Printing	Supplies	1,425.60
Midwest Automotive Inc	Transportation	98.48
Nebraska/Central Equipment, Inc	Transportation	304.24
Nebraska Council of School Admin	Training	190.00
Nebraska Landscape Solutions	Grounds	2,345.57
Nebraska Library Commission	Subscription	376.60
Nebraska Safety Center	Transportation	395.00
Nebraska Snow Equipment	Maint. Of Equipment	3,775.25
Omnify	Insurance	41.80
One Source	Admin. Expense	145.00
O'Reilly's	Maint. Of Equipment	688.48
Pac N Save	Supplies	1,007.55
Paper Tiger	Business Support	35.00
Pinkall, Jenny	Supplies	46.61
Precision Alignment LLC	Maintenance	1,300.00
Reed Electric	Maintenance	268.83
Safety Kleen	Transportation	294.90
Saum, Rana	Reimbursement	99.33
Schaefer Concrete, LLC	Maintenance	1,675.00
Seward County Chamber & Development	Dues & Fees	825.00
Seward County Independent	Advertising	8.18
Seward Lumber	Supplies	380.67
Sodexo	Services	161,021.42
Sparq Data	Subscription	5,600.00
Summit Fire Protection	Hot Lunch Repairs	470.00
Tractor Supply Credit Plan	Maintenance	479.93
Ty's Outdoor Power & Service	Maint. Of Equipment	124.00
University of Nebraska-Lincoln	HAL	800.00
UNUM	Life Ins.	529.20
Uribe	Services	2,579.00
USA Clean	Maint. Of Equipment	152.23
US Bank	Lease	3,205.30
Verizon	Telephone	208.36
Visa	Supplies	1,290.23

**SCHOOL DISTRICT OF SEWARD  
PROPOSED WARRANTS  
JANUARY 13, 2025**

<b>Waffleman, The</b>	<b>Staff Dev.</b>	<b>520.00</b>
<b>Waterlink</b>	<b>Maintenance</b>	<b>225.00</b>
<b>WHC NE LLC</b>	<b>Services</b>	<b>3,099.80</b>
<b>Windstream</b>	<b>Phone</b>	<b>318.03</b>
<b>WoodRiver Energy</b>	<b>Utilities</b>	<b>9,329.39</b>
<b>Zultys</b>	<b>Phone</b>	<b>2,314.93</b>
<b>TOTAL GENERAL FUND CLAIMS</b>		<b>1,826,659.15</b>

**SCHOOL DISTRICT OF SEWARD  
PROPOSED UNEMPLOYMENT FUND CLAIMS  
JANUARY 13, 2025**

<b>NEBRASKA UC FUND</b>	<b>UNEMPLOYMENT</b>	<b>572.17</b>
	<b>TOTAL</b>	<b><u>572.17</u></b>