

MINUTES OF THE REGULAR MONTHLY MEETING OF THE BOARD OF
EDUCATION OF ALMA PUBLIC SCHOOLS

A meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, May 13, 2019, at 7:00 PM at The Library at Alma Public Schools 515 Jewell Street

Alma, NE 68920. The roll was called and the following Board members were present or absent:

Present: Allen Brugh, Brett Hammond, Jerry Kovarik, Scott Prickett, Nick Simonson, Janna Tripe. Present: 6..

Notice of the meeting was given in advance by publication and/or posted in accordance with the Board approved method for giving notice of meetings. Notice of this meeting and hearing were given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A motion was made by Scott Prickett and seconded by Nick Simonson to to approve consent agenda which includes the minutes of the April meeting, General Fund expenditures of \$509,563.09, Activity Fund expenditures of \$14,279.46 for bills submitted, financial reports. After discussion and on roll call vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

Yea: 6, Nay: 0

A motion was made by Janna Tripe and seconded by Brett Hammond to approve working with Team Concepts of Kearney to provide the Be Kind 4 Life Program, Motivation Monday, and coach for the 2019-2020 school year. After discussion and on roll call vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

Yea: 6, Nay: 0

A motion was made by Jerry Kovarik and seconded by Nick Simonson to to approve Krista's resignation. After discussion and on roll call vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

Yea: 6, Nay: 0

A motion was made by Janna Tripe and seconded by Scott Prickett to hire Julie Dietz as secondary Language Arts teacher for the 2019-2020 school term. After discussion and on roll call vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

Yea: 6, Nay: 0

A motion was made by Jerry Kovarik and seconded by Brett Hammond to approve paying Isaac Frecks to act as Assistant Principal, at 6% extra-duty pay (\$2,094), for the 2019-2020 school term. After discussion and on roll call vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

Yea: 6, Nay: 0

A motion was made by Jerry Kovarik and seconded by Brett Hammond to approve wage increases for classified (non-certified) staff by 3.5% with other adjustments as discussed. After discussion and on roll call vote the Board voted as follows: Passed.

Nick Simonson: Abstain (With Conflict), Allen Brugh: Nay, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Janna Tripe: Yea

Yea: 4, Nay: 1, Abstain (With Conflict): 1

A motion was made by Brett Hammond and seconded by Nick Simonson to approve a 3.5% increase of administrative salaries for the 2019-2020 school term with other adjustments as discussed and approved. After discussion and on roll call vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea

Yea: 6, Nay: 0

MINUTES OF THE REGULAR MONTHLY MEETING OF THE BOARD OF
EDUCATION OF ALMA PUBLIC SCHOOLS

A meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, April 8, 2019, at 7:00 PM at The Library at Alma Public Schools, 515 Jewell Street, Alma, NE 68920.

The roll was called and the following Board members were present or absent: Allen Brugh, Brett Hammond, Jerry Kovarik, Scott Prickett, Nick Simonson, Janna Tripe. Present: 6. Kim Molzahn, Kynn Molzahn, Kris Eddy, Josh Ericson (with Team Concepts) were also present.

Notice of the meeting and hearing were given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A motion was made by Scott Prickett and seconded by Nick Simonson to approve the receipts, expenditures, and payment of claims from the General Fund for \$415,949.57, Lunch Fund for \$21,392.89 and from Activity Fund for \$14,671.25. After discussion and on roll call vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 6, Nay: 0

A motion was made by Janna Tripe and seconded by Jerry Kovarik to approve consent agenda. After discussion and on roll call vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 6, Nay: 0

Josh Ericson with Team Concepts presented information on his program and how he believes it could benefit APS staff and students.

A motion was made by Nick Simonson and seconded by Scott Prickett to approve contract with Jenni Guthrie for the 2019-2020 school term as Speech Pathologist. Halftime employment is 91.5 days (89 teaching days) and allowing up to twenty additional contract days. After discussion and on roll call vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick Simonson: Yea, Janna Tripe: Yea
Yea: 6, Nay: 0

A motion was made by Brett Hammond and seconded by Nick Simonson to approve the bid from Midwest Roofing for \$27,620 (with the fifteen year warranty) for repair/replacement of library roof. After discussion and on roll call vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick
Simonson: Yea, Janna Tripe: Yea
Yea: 6, Nay: 0

A motion was made by Scott Prickett and seconded by Janna Tripe to approve the bid from
Gregory Shephard for \$2450 for refinishing the gym floors. After discussion and on roll call
vote the Board voted as follows: Passed.

Allen Brugh: Yea, Brett Hammond: Yea, Jerry Kovarik: Yea, Scott Prickett: Yea, Nick
Simonson: Yea, Janna Tripe: Yea
Yea: 6, Nay: 0

Principal Brandyberry reported: Prom was held April 6, 2019; State FFA had several students
place in various categories; ACT for all juniors was hosted April 2, 2019; and NSCAS Testing is
in progress.

Superintendent Davis reported: Legislation discussed at the Representative Assembly he
attended last week (particularly LB 399 – American Civics Education); Property Insurance;
Summer Projects; State Aid; NRCSA Convention; and a request to use the facilities for a music
recital.

President Brugh declared the meeting adjourned at 8:57 pm.

DATED Monday, April 8, 2019
HARLAN COUNTY SCHOOL DISTRICT #2,
a/k/a ALMA PUBLIC SCHOOLS

April 2019

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total
4/1/2019 General			\$128,803.73
4/1/2019 Money Market			\$133,663.25
4/1/2019 Transaction			\$1,994.17
Franklin County Treasurer	\$2,060.26		
Furnas County Treasurer	\$1,298.84		
Harlan County Treasurer	\$204,165.64		
SpEd SA	\$2,027.00		
State Aid	\$62,616.00		
St of NE SpEd FFR 17-18	\$51,167.00		
BCBS self-pay (2)	\$2,870.96		
NDEQ Clean Diesel Rebate	\$42,000.00		
interest earned - Transaction Acct	\$0.38		
interest earned - MMA	\$41.43		
interest earned - Gen Fund	\$17.29		
TOTAL RECEIPTS	\$368,264.80		\$632,725.95
April exp cleared		\$492,380.62	\$140,345.33
outstanding checks		\$46,960.83	\$93,384.50
<u>Certificates of Deposit</u>			\$405,886.18
Total			\$499,270.68

Bldg/Sinking Fund

Beginning Balance 4/1/2019			\$120,861.82
Harlan County Treasurer	\$12,069.73		
Franklin County Treasurer	\$127.86		
Furnas County Treasurer	\$91.26		
interest earned	\$25.97		
Total Receipts	\$12,314.82		\$133,176.64
ck#587 MidWest Roofing (deposit)		\$19,320.00	
Balance 4/30/2019			\$113,856.64

QCPU Fund

Beginning Balance 4/1/2019			\$41,564.18
Franklin County Treasurer	\$45.89		
Harlan County Treasurer	\$5,207.91		
Furnas County Treasurer	\$32.75		
trfr back from General Fund	\$75,000.00		
interest earned	\$30.50		
Total Receipts	\$80,317.05		
Balance 4/30/2019			\$121,881.23

April 2019

Depreciation Fund

Beginning Balance 4/1/2019			\$39,126.53
interest earned	\$8.04		
Balance 4/30/2019			\$39,134.57

Lunch Fund

Beginning Balance 4/1/2019			\$12,770.90
Total Receipts	\$17,561.04		
April cks cleared		\$21,418.26	\$8,913.68
Balance 4/30/2019			\$8,913.68

Activity Fund

Beginning Balance 4/1/2019			\$127,861.01
Receipts	\$32,563.68		
cks cleared in April		\$14,279.46	\$146,145.23
outstanding deposits	\$4,373.60		
Balance 4/30/2019			\$150,518.83

Fund: 05 ACTIVITY FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Fund Balance					
05 704 0100	ART	2,480.98	0.00	0.00	2,480.98
05 704 0101	elementary students fund balance	248.40	0.00	0.00	248.40
05 704 0110	COMPUTERS	6,790.78	350.95	249.00	6,688.83
05 704 0120	MISCELLANEOUS	3,400.98	0.00	27.06	3,428.04
05 704 0130	MUSIC SUPPLIES	(891.53)	320.00	6.00	(1,205.53)
05 704 0131	ELEMENTARY CHOIR	1,622.66	0.00	0.00	1,622.66
05 704 0133	DISTRICT MUSIC	2,102.28	2,301.15	2,340.00	2,141.13
05 704 0134	BAND PROJECTS	15.72	0.00	0.00	15.72
05 704 0135	CASH BOXES	(500.00)	0.00	0.00	(500.00)
05 704 0140	COURTESY FUND	3,000.84	50.00	0.00	2,950.84
05 704 0141	WOW	3,779.57	0.00	0.00	3,779.57
05 704 0142	CIRCLE OF FRIENDS	2,033.24	0.00	0.00	2,033.24
05 704 0143	CHRISTMAS DONATION	(2,411.40)	0.00	0.00	(2,411.40)
05 704 0144	RESOURCE	556.91	0.00	0.00	556.91
05 704 0160	INDUSTRIAL ARTS	(648.75)	0.00	0.00	(648.75)
05 704 0161	FFA SCHOLARSHIP	6,152.43	0.00	6,790.00	12,942.43
05 704 0165	FUTURE FARMS OF AMERICA	13,592.92	2,046.66	9,009.00	20,555.26
05 704 0170	STUDENT COUNCIL	8,821.44	2,290.90	2,136.10	8,666.64
05 704 0180	FACULTY-STAFF	421.88	0.00	0.00	421.88
05 704 0190	DISTANCE LEARNING COURSES	18.00	0.00	0.00	18.00
05 704 0218	CLASS OF 2018	243.89	0.00	0.00	243.89
05 704 0219	CLASS OF 2019	3,049.83	1,444.99	40.00	1,644.84
05 704 0220	CLASS OF 2020	1,354.81	199.68	25.00	1,180.13
05 704 0221	CLASS OF 2021	3,758.02	0.00	0.00	3,758.02
05 704 0222	CLASS OF 2022	1,657.96	0.00	0.00	1,657.96
05 704 0240	PLATE FUND	251.19	0.00	0.00	251.19
05 704 0250	ANNUAL/YEARBOOK	4,360.16	110.94	397.90	4,647.12
05 704 0251	PICTURES	8,019.53	71.26	1,422.50	9,370.77
05 704 0260	HOME EC/CONS ED	2,786.70	0.00	0.00	2,786.70
05 704 0270	BOOK/SOFTWARE ORDERS	6,378.57	42.00	42.00	6,378.57
05 704 0271	GENERAL MILLS BOX TOPS	4,757.65	47.88	84.70	4,794.47
05 704 0280	FIELD TRIPS	1,203.68	557.00	0.00	646.68
05 704 0300	ATHLETICS	6,957.51	930.19	1,721.92	7,749.24
05 704 0301	FOOTBALL	5,612.30	0.00	0.00	5,612.30
05 704 0302	VOLLEYBALL	1,789.09	225.00	120.00	1,684.09
05 704 0303	BOYS BASKETBALL	1,486.20	0.00	0.00	1,486.20
05 704 0304	GIRLS BASKETBALL	4,684.51	0.00	0.00	4,684.51
05 704 0305	CROSS COUNTRY	659.24	0.00	0.00	659.24
05 704 0306	TRACK	690.50	746.00	670.00	614.50
05 704 0400	CHEERLEADERS	2,900.41	1,458.67	6,400.50	7,842.24
05 704 0500	NAT'L HONOR SOCIETY	541.72	55.97	0.00	485.75
05 704 0550	MILK MACHINE	3,882.40	496.02	707.00	4,093.38
05 704 0600	QUIZ BOWL	511.69	0.00	25.00	536.69
05 704 0940	SCHOOL CLIMATE COMMITTEE	621.75	0.00	0.00	621.75
05 704 0950	SCHOLARSHIP FUND	774.00	0.00	0.00	774.00
05 704 0970	WEIGHT ROOM	3,031.98	0.00	0.00	3,031.98
05 704 0971	DEPOSITS WEIGHT ROOM USE	4,365.00	0.00	175.00	4,540.00
05 704 0980	MATH/SCIENCE CLUB	21.00	188.00	175.00	8.00
05 704 0990	SPEECH	(260.25)	346.20	0.00	(606.45)
05 704 0991	DRAMA	1,182.62	0.00	0.00	1,182.62
Total: Fund Balance		127,861.01	14,279.46	32,563.68	146,145.23
Total: 05		127,861.01	14,279.46	32,563.68	146,145.23

Invoice Listing - Summary

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>Invoice Amount</u>
LUNCH	ALMA SCHOOL LUNCH FUND	20190508	prom expense & jh track hosp	04/15/2019	04/15/2019	5	17689	68.81
AMERINNOG	AmericInn Ogallala	20190508	lodging for jh volleyball	04/05/2019	04/05/2019	5	17678	225.00
ARAPAHOE	ARAPAHOE PUBLIC SCHOOL	20190508	golf entry	04/02/2019	04/02/2019	5	17676	50.00
ARAPAHOE	ARAPAHOE PUBLIC SCHOOL	20190508-0001	track entry	04/17/2019	04/17/2019	5	17693	110.00
AXTELL	AXTELL HIGH SCHOOL	20190508	track entry	04/02/2019	04/02/2019	5	17673	100.00
BELLEVUE	BELLEVUE TOGETHER	20190508	flood donation	04/03/2019	04/03/2019	5	17677	1,115.00
BERTRAND	BERTRAND PUBLIC SCHOOL	20190508	track entry	04/18/2019	04/18/2019	5	17703	110.00
BERTRAND	BERTRAND PUBLIC SCHOOL	20190508-0001	jh track entry	04/23/2019	04/23/2019	5	17707	60.00
BERTRAND	BERTRAND PUBLIC SCHOOL	20190508-0002	dist music hospitality	04/15/2019	04/29/2019	5	17718	90.63
CASHWA	CASH-WA DISTRIBUTING	20190508	milk for vending/candy, chips for conces	03/31/2019	04/10/2019	5	17687	328.97
CHAMPION	CHAMPION TEAMWEAR	10950251	cheer shorts	04/02/2019	04/10/2019	5	17686	27.95
CHAMPION	CHAMPION TEAMWEAR	10950252	cheer shell	04/02/2019	04/10/2019	5	17686	68.00
CHAMPION	CHAMPION TEAMWEAR	10954674	pompons	04/12/2019	04/17/2019	5	17702	210.00
CHESTER	CHESTERMAN CO	20190508	pop	04/01/2019	04/08/2019	5	17683	756.00
EDGERTON	EDGERTON EXPLORIT CENTER	sr19087	radil field trip	04/02/2019	04/02/2019	5	17674	250.00
ESU11	EDUCATIONAL SERVICE UNIT #11	3508	ffa poster	03/28/2019	04/08/2019	5	17682	15.12
ELWOOD	ELWOOD PUBLIC SCHOOLS	20190508	golf entry	04/02/2019	04/02/2019	5	17672	70.00
FSB	FIRST STATE BANK	20190508	cash for senior trip	04/26/2019	04/26/2019	5	17710	520.00
FLOWPAT	FLOWER PATCH	8247	ffa pots	04/17/2019	04/29/2019	5	17715	38.95
FRANKLIN	FRANKLIN HIGH SCHOOL	20190508	jh track entry	04/15/2019	04/15/2019	5	17691	100.00
FRITMEAT	FRITZ'S MEAT	27462	meat for concessions	03/14/2019	04/08/2019	5	17684	69.00
FRITMEAT	FRITZ'S MEAT	27491	meat for concessions	04/06/2019	04/15/2019	5	17690	178.44
GONE	GONE LOGO	27214	science olym t-shirts	03/15/2019	04/18/2019	5	17704	188.00
HCMP	HARLAN COUNTY MEAT PROCESSORS	20190508	meat for ffa banquet	04/15/2019	04/29/2019	5	17717	211.05
HENRY	HENRY-DOORLY ZOO	219273	senior trip	04/23/2019	04/23/2019	5	17708	175.00
HOGELAND	HOGELANDS MARKET	20190508	misc	04/12/2019	04/12/2019	5	17688	231.85
LANHAM	LANHAM, MIKE	20190508	jh track starter	04/08/2019	04/08/2019	5	17680	150.00
LIBERTY	LIBERTY HARDWOODS, INC.	6333001a	greenhouse supplies	02/26/2019	04/01/2019	5	17671	39.05
LIVESTOCK	LIVESTOCK JUDGING	20190508	1 year site license	04/01/2019	04/02/2019	5	17675	200.00
MCCOOKLET	MCCOOK LETTERING	38280	track t-shirts	03/27/2019	04/08/2019	5	17679	746.00
MEDICINE	MEDICINE VALLEY HIGH SCHOOL	20190508	rpac speech	04/26/2019	04/26/2019	5	17712	346.20
MEMORIALS	MEMORIALS	20190508	jim gowlovech memorial	04/15/2019	04/15/2019	5	17692	50.00
DISTRICTMU	MUSIC, DISTRICT	20190508	Mark Butler-dist music judge	04/17/2019	04/17/2019	5	17694	353.36
DISTRICTMU	MUSIC, DISTRICT	20190508-0001	Gary Davis-dist music judge	04/17/2019	04/17/2019	5	17695	361.48
DISTRICTMU	MUSIC, DISTRICT	20190508-0002	Morgan Harms-dist music judge	04/17/2019	04/17/2019	5	17696	497.20
DISTRICTMU	MUSIC, DISTRICT	20190508-0003	Dave Klein-dist music judge	04/17/2019	04/17/2019	5	17697	353.36
DISTRICTMU	MUSIC, DISTRICT	20190508-0004	Lance Bristol-dist music judge	04/17/2019	04/17/2019	5	17698	458.00

Invoice Listing - Summary

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>Invoice Amount</u>
DISTRICTMU	MUSIC, DISTRICT	20190508-0005	Phil Parker-dist music judge	04/17/2019	04/17/2019	5	17699	187.12
NEFF	NEFF COMPANY	23064706	1 cap & gown	04/19/2019	04/29/2019	5	17716	49.99
NEWVICTOR	NEW VICTORIAN STS LINCOLN	208	state ffa accomodations	04/05/2019	04/17/2019	5	17700	1,399.80
RAINBOW	RAINBOW HOUSE	20190508	senior donation	04/26/2019	04/26/2019	5	17711	700.00
SCHOLAS	SCHOLASTIC INC	20190508	howsden books	04/29/2019	04/29/2019	5	17713	42.00
SOUTHVAL	SOUTHERN VALLEY	20190508	jv track meet entry	04/23/2019	04/23/2019	5	17706	50.00
STUHR	STUHR MUSEUM	20190508	first grade field trip	04/23/2019	04/23/2019	5	17709	112.00
STUHR	STUHR MUSEUM	5970	ellis field trip	04/05/2019	04/10/2019	5	17685	195.00
TRUSTWORTH	TRUSTWORTHY HARDWARE	47517	supplies for greenhouse	03/07/2019	04/08/2019	5	17681	29.61
UNIVERSAL	UNIVERSAL CHEERLEADING ASSN.	10477743	cheer camp	04/17/2019	04/17/2019	5	17701	1,099.00
USB	US BANK	20190508	misc	04/18/2019	04/18/2019	5	17705	1,122.52
WILCOXHIL	WIL-HIL PS	20190508	jh track entry refund-paid 2xs	04/29/2019	04/29/2019	5	17714	50.00
Report Total:								13,959.46

Vendor ID	Vendor Name	Invoice Number	Description	Invoice Date	Check Date	Checking Account ID	Check Number	Invoice Amount
ALMACHAM	ALMA CHAMBER OF COMMERCE	annual membership du	1 year dues	04/16/2019	05/13/2019	1	29459	75.00
LUNCH	ALMA SCHOOL LUNCH FUND	Mar/Apr Friday morn	7 Friday morning meetings	04/30/2019	05/13/2019	1	29460	43.40
BANNERCAP	BANNER CAPITAL BANK	bus loan #75392	principal only payment	05/10/2019	05/13/2019	1	29517	42,000.00
BERNIEJON	BERNIE JONES AUTO LLC	52382	103-0867 Vac Bel	04/17/2019	05/13/2019	1	29461	18.32
BLUECROS	BLUE CROSS BLUE SHIELD	May 2019 self pay	Brugh, Whitney	05/01/2019	05/13/2019	1	29462	2,870.96
BLDGSINK	BUILDING/SINKING FUND	9/2017-8/2018 Exp	GenFd owes BldgFd per audit	05/10/2019	05/13/2019	1	29518	57,892.53
CHS	C H S / AGRI SERVICE CENTER	100151 4 30 169	April charges	04/30/2019	05/13/2019	1	29463	3,401.52
CEIANDSE	CEI & SECURITY SOUND	WO-0434	reposition ag camera	04/29/2019	05/13/2019	1	29464	164.00
SPECTRUM	CHARTER BUSINESS	0000096042419	MBPS Optical Etnr Intra	04/24/2019	05/13/2019	1	29465	294.75
CITYALMA	CITY OF ALMA	3/25/19 - 4/25/19	gas, water, sewer, trash	04/25/2019	05/13/2019	1	29466	4,478.26
COLLECTIVE	COLLECTIVE GOODS	marketboard markers	5 pkgs white board markers	04/23/2019	04/23/2019	1	1715	55.00
CORNHUSKER	CORNHUSKER INTERNATIONAL TRUCKS, INC.	3333956	rear tail light 2014	03/12/2019	05/13/2019	1	29467	33.39
CORNHUSKER	CORNHUSKER INTERNATIONAL TRUCKS, INC.	3334024	rear tail light 2014	03/15/2019	05/13/2019	1	29467	144.64
CUMMINSI	CUMMINS INC.	J7-11429	Blue Bird '11-A	05/01/2019	05/13/2019	1	29468	4,999.32
DANAFCOLE	DANA F COLE & CO.	3288596	cafeteria plan admin	04/13/2019	05/13/2019	1	29469	65.00
DASSTATE	DAS STATE ACCTING - CENTRAL FINANCE	1159528	Mar 2019 interagency billing	04/01/2019	05/13/2019	1	29470	229.49
EAKES	EAKES OFFICE PRODUCTS	127596	contract billing charge	04/12/2019	05/13/2019	1	29471	3,596.44
EAKES	EAKES OFFICE PRODUCTS	7772325-0	staples	04/30/2019	05/13/2019	1	29471	80.00
ECOLAB	ECOLAB PEST ELIM DIVISION	6779043	pest control	04/25/2019	05/13/2019	1	29472	84.26
EDPUZZLE	Edpuzzle, Inc.	2742	site access - quote #00002774	04/26/2019	05/13/2019	1	29473	780.00
ESU11	EDUCATIONAL SERVICE UNIT #11	3527	Mystery Science Membership	04/26/2019	05/13/2019	1	29474	192.00
ELLISON	ELLISON EDUCATION	3243510	4 Standard Cutting Pad(s)	04/30/2019	05/13/2019	1	29475	38.00
FSBACH	FIRST STATE BANK - ACH	May 2019 ACH	monthly ACH fee	04/30/2019	05/13/2019	1	51979	35.00
FRONTIER	FRONTIER	4/25/19 010165-2	2 mo land lines	04/01/2019	05/13/2019	1	29476	1,620.50
GRAHAM	GRAHAM TIRE GRAND ISLAND	2 invoices	tires Silv Suburban + '12 Van	04/02/2019	05/13/2019	1	29477	930.24
HCHS	HARLAN COUNTY HEALTH SYSTEM	HF167916	I Frecks - bus driver physical	03/04/2019	05/13/2019	1	29478	75.00
HARCOJOU	HARLAN COUNTY JOURNAL	mtg notice April	board mtg notice	04/08/2019	05/13/2019	1	29479	5.50
HASTMUSE	HASTINGS MUSEUM	001000783	Museum-Out 3 students	04/25/2019	05/13/2019	1	29480	51.00
HOGELAND	HOGELANDS MARKET	20190430	April charges - General Fund	04/30/2019	05/13/2019	1	29481	407.94
HOLDSOFT	HOLDREGE SOFT WATER SERVICE	4/30/19 372	63 bags salt (40#)	04/30/2019	05/13/2019	1	29482	551.25
HOMEDEPOT	Home Depot Pro, The	498810672	custodial supplies	04/23/2019	05/13/2019	1	29483	708.95
HOMETOWN	HOMETOWN LEASING	12792282 #056	copier lease payment	04/26/2019	05/13/2019	1	29484	100.55
HOMETOWN	HOMETOWN LEASING	12793052 #041	copier lease payment	04/26/2019	05/13/2019	1	29484	1,603.67
HOBY	HUGH O'BRIAN YOUTH LEADERSHIP	156625	Haylee Wing registration fee	04/26/2019	05/13/2019	1	29485	225.00
INSPIRERE	INSPIRE REHABILITATION, LLC	134	Damian Rogers-Beason	03/31/2019	05/13/2019	1	29486	146.25

Vendor ID	Vendor Name	Invoice Number	Description	Invoice Date	Check Date	Checking Account ID	Check Number	Invoice Amount
JOSTENS	JOSTENS, INC	22928171	27 diplomas	04/05/2019	05/13/2019	1	29487	143.51
JOSTENS	JOSTENS, INC	728624	16 Heritage Medal w/Velcro	04/30/2019	05/13/2019	1	29487	311.46
KEARTOWI	KEARNEY TOWING & REPAIR CENTER, INC	136865	tow from RC to Krny - 2011a BlueBird	04/29/2019	05/13/2019	1	29488	540.00
JANSENMO	LEE JANSSEN MOTOR CO	000873	coach bus - track	04/05/2019	05/13/2019	1	29489	183.00
MADISONNA	MADISON NATIONAL LIFE	May 2019 self pay	prepaid life ins.	05/01/2019	05/13/2019	1	29490	14.50
MAINSTREE	MAIN STREET VARIETY	008919	batteries	04/08/2019	05/13/2019	1	29491	10.57
MENARDS	MENARDS STORE #3200	78329-32000491	2 - 10" circular valve box	04/06/2019	05/13/2019	1	29492	21.98
MARC	MID-AMERICAN RESEARCH CHEM	0862951	Wash 'n Wax	04/17/2019	05/13/2019	1	29493	309.60
NCSA	NE COUNCIL OF SCHOOL ADMIN	e12785-591790	2019 DATA Conference	04/26/2019	05/13/2019	1	29494	150.00
NPPD	NEBRASKA PUBLIC POWER DISTRICT	211010052391	3/20 - 4/18	04/22/2019	05/13/2019	1	29495	3,893.34
NPPD	NEBRASKA PUBLIC POWER DISTRICT	elec 3/20 - 4/18	meter readings	04/22/2019	05/13/2019	1	29495	386.34
NESAFE	NEBRASKA SAFETY CENTER	57-6584BUS	Michael Bell Level 2 course	04/09/2019	05/13/2019	1	29496	100.00
NWEA	NORTHWEST EVALUATION ASSOCIATION	16931	MAP Growth Math, Reading, Language	04/26/2019	05/13/2019	1	29497	1,962.50
OFFISOLU	OFFICE SOLUTIONS ASSOCIATES	190659	Guthrie bookcase/#10 envelopes	04/18/2019	05/13/2019	1	29498	312.78
OFFISOLU	OFFICE SOLUTIONS ASSOCIATES	190707	calendar paper	04/26/2019	05/13/2019	1	29498	770.37
PAPER101	PAPER101	157966-00	ESUC-549539	04/30/2019	05/13/2019	1	29499	4,382.84
PLAYSCRIPT	PLAYSCRIPTS, INC	2180661	"What A Glorious Feeling" scripts/fees	04/03/2019	05/13/2019	1	29500	1,305.00
PROTEX	PROTEX CENTRAL INC	105046	fire alarm "Sec System Keypad"	04/20/2019	05/13/2019	1	29501	1,418.35
QUILL	QUILL CORPORATION	6828279	Velcro	04/23/2019	05/13/2019	1	29502	190.05
RSKLAWN	R & S K-LAWN, INC.	396290	athletic field, school yard	04/20/2019	05/13/2019	1	29503	3,249.00
RASMUSSE	RASMUSSEN MECH SERVICE	SRV063378	rooftop unit kindergarten area	04/04/2019	05/13/2019	1	29504	700.85
RENALEAR	RENAISSANCE LEARNING, INC	334521	6/1/19 - 5/31/20 renewal	03/02/2019	05/13/2019	1	29505	3,378.50
SW	S & W AUTO PARTS, INC	April charges	batteries, lamps	04/30/2019	05/13/2019	1	29506	285.35
SCOTTELEC	SCOTT ELECTRIC	1371982	transparencies	04/25/2019	05/13/2019	1	29507	5.50
SMART	SMART APPLE MEDIA	G146397	order #G 146397	03/20/2019	05/13/2019	1	29508	229.45
SOUTHVAL	SOUTHERN VALLEY	pitching machine	1/2 of softball pitching machine	04/30/2019	05/13/2019	1	29509	1,099.50
SPORTSAFE	SPORT SAFE Testing Service, Inc.	10527	15 substance abuse panels 13A	04/30/2019	05/13/2019	1	29510	375.00
STAPLES	STAPLES ADVANTAGE	3411744023	elem sp ed supplies	04/24/2019	05/13/2019	1	29511	35.46
STAPLES	STAPLES ADVANTAGE	3411878476	plastic binding, Pentel RTX	04/25/2019	05/13/2019	1	29511	64.06
TRIPLE	TRIPLE MOTOR CO	47179	mount and balance tires	04/25/2019	05/13/2019	1	29512	35.81
TRUSTWORTH	TRUSTWORTHY HARDWARE	47601,47623,47635	April charges	03/29/2019	05/13/2019	1	29513	48.22
USCELLULA	U.S.CELLULAR	448702450-April	cell phones	03/29/2019	05/13/2019	1	29514	19.71
USB	US BANK	6808 04 22 19	Mar 20 - Apr 17	03/29/2019	05/13/2019	1	29515	2,034.12
WOODWARDS	WOODWARD'S DISPOSAL SVC, INC	8855-1823	document destruction (every-other month)	03/29/2019	05/13/2019	1	29516	20.00

Report Total: 155,923.85

509,563.09
353,639.24
155,923.85
0.00
0.00
0.00

Nutrition Services/Lunch Fund

<u>Check Number</u>	<u>Check Date</u>	<u>Entity Name</u>	<u>Amount</u>
ACH	05/10/2019	ELECTRONIC FEDERAL TAX PAYMENT	1,222.60
1689	05/10/2019	BLUE CROSS BLUE SHIELD	667.00
1690	05/10/2019	KANSAS CITY LIFE - LTD	26.27
1691	05/10/2019	NEBRASKA DEPARTMENT OF REVENUE	110.68
1692	05/10/2019	NEBRASKA SCHOOL RETIREMENT SYS	1,173.54
1693	05/10/2019	VISION SERVICE PLAN	21.91
1694	05/13/2019	CASH-WA DISTRIBUTING	495.97
1695	05/13/2019	DEAN FOODS	1,871.65
1696	05/13/2019	HOGELANDS MARKET	1,185.85
1697	05/13/2019	IDEAL LINEN SUPPLY	271.30
1698	05/13/2019	SYSCO LINCOLN	1,722.84
1699	05/13/2019	US Foods dba Thompson Co, The	1,129.66
1700	05/09/2019	PARENT of Alissa Vlach	8.30
1701	05/09/2019	PARENT of Carter Davis	52.35
1702	05/09/2019	PARENT of Dorothy Sandoz	16.80
1703	05/09/2019	PARENT of Cole Lindsay	73.40
1704	05/09/2019	PARENT of Jackson McKenzie	9.60
1705	05/09/2019	PARENT of Hunter Webster	55.20
1706	05/09/2019	PARENT of Tiffany Wells	51.75
1707	05/09/2019	PARENT of Maloree Graf	2.40
1708	05/09/2019	PARENT of Tanner Kauk	284.79
1709	05/09/2019	PARENT of Dakota Hughes	11.00
1710	05/09/2019	PARENT of Kayla Kindler	17.41
1711	05/09/2019	PARENT of Sadie Ritter	7.75
ACH	05/10/2019	THERESA DUNSE	63.72
ACH	05/10/2019	BRENDA THULIN	60.75
ACH	05/10/2019	AMANDA DUNSE	1,255.32
ACH	05/10/2019	ANITA LUEKING	1,347.04
ACH	05/10/2019	KATHLEEN WHETSTINE	<u>1,905.76</u>
	Check Type Total:		15,122.61

May 2019 General Fund Expense

<u>Check Number</u>	<u>Entity Name</u>	<u>Amount</u>
51979	FIRST STATE BANK - ACH	35.00
1715	COLLECTIVE GOODS	55.00
29459	ALMA CHAMBER OF COMMERCE	75.00
29460	ALMA SCHOOL LUNCH FUND	43.40
29461	BERNIE JONES AUTO LLC	18.32
29462	BLUE CROSS BLUE SHIELD	2,870.96
29463	C H S / AGRI SERVICE CENTER	3,401.52
29464	CEI & SECURITY SOUND	164.00
29465	CHARTER BUSINESS	234.75
29466	CITY OF ALMA	4,478.26
29467	CORNHUSKER INTERNATIONAL TRUCKS	178.03
29468	CUMMINS INC.	4,999.32
29469	DANA F COLE & CO.	65.00
29470	DAS STATE ACCTING - CENTRAL FINANC	229.49
29471	EAKES OFFICE PRODUCTS	3,676.44
29472	ECOLAB PEST ELIM DIVISION	84.26
29473	Edpuzzle, Inc.	780.00
29474	EDUCATIONAL SERVICE UNIT #11	192.00
29475	ELLISON EDUCATION	38.00
29476	FRONTIER	1,620.50
29477	GRAHAM TIRE GRAND ISLAND	930.24
29478	HARLAN COUNTY HEALTH SYSTEM	75.00
29479	HARLAN COUNTY JOURNAL	5.50
29480	HASTINGS MUSEUM	51.00
29481	HOGELANDS MARKET	407.94
29482	HOLDREGE SOFT WATER SERVICE	551.25
29483	The Home Depot Pro	708.95
29484	HOMETOWN LEASING	1,704.22
29485	HUGH O'BRIAN YOUTH LEADERSHIP	225.00
29486	INSPIRE REHABILITATION, LLC	146.25
29487	JOSTENS, INC	454.97
29488	KEARNEY TOWING & REPAIR CENTER, I	540.00
29489	LEE JANSSEN MOTOR CO	183.00
29490	MADISON NATIONAL LIFE	14.50
29491	MAIN STREET VARIETY	10.57
29492	MENARDS STORE #3200	21.98
29493	MID-AMERICAN RESEARCH CHEM	309.60
29494	NE COUNCIL OF SCHOOL ADMIN	150.00
29495	NEBRASKA PUBLIC POWER DISTRICT	4,279.68
29496	NEBRASKA SAFETY CENTER	100.00
29497	NORTHWEST EVALUATION ASSOCIATIO	1,962.50
29498	OFFICE SOLUTIONS ASSOCIATES	1,083.15
29499	PAPER101	4,382.84
29500	PLAYSCRIPTS, INC	1,305.00
29501	PROTEX CENTRAL INC	1,418.35
29502	QUILL CORPORATION	190.05
29503	R & S Klawn	3,249.00
29504	RASMUSSEN MECH SERVICE	700.85
29505	RENAISSANCE LEARNING, INC	3,378.50
29506	S & W AUTO PARTS, INC	285.35
29507	SCOTT ELECTRIC	5.50
29508	SMART APPLE MEDIA	229.45
29509	SOUTHERN VALLEY	1,099.50
29510	SPORT SAFE Testing Service, Inc.	375.00
29511	STAPLES ADVANTAGE	99.52
29512	TRIPE MOTOR CO	35.81
29513	TRUSTWORTHY HARDWARE	48.22
29514	U.S.CELLULAR	19.71

29515	US BANK	May 2019 General Fund Expense	<u>2,031.18</u>
29516	WOODWARD'S DISPOSAL SVC, INC		<u>20.00</u>
	sub-total		<u>56,031.32</u>
	PAYROLL		<u>353,639.24</u>
	TOTAL		<u><u>409,670.56</u></u>

**Krista Cox
PO Box 452
Alma, NE. 68920**

May 1, 2019

Dear Mr. Davis and Alma School Board of Education:

Thank you for the opportunity to serve the students of Alma Public School for the last 32 years. Please accept this as my letter of resignation and retirement.

The job of English teacher at Alma Public School has been more than a vocation. In fact, it became my avocation as I found myself thinking of ways to add to my curriculum or change a presentation, even during breaks and vacations. I truly loved what I was doing. The school and its staff have been my family since day one. I am so thankful for the friendships, the support, the kindness, and the love that has surrounded me and my family.

The word "good-bye" is too final, as I hope to remain involved in the school in other ways. So, it is with sincere appreciation that I say, "See you later!"

Sincerely,

A handwritten signature in black ink that reads "Krista Cox". The signature is written in a cursive style with a large, looped 'K' and a long, sweeping 'C'.

Krista Cox

Monday @ 4:00

Julie Dietz

Superintendent
Alma Public School
PO Box 170
Alma, NE 68920

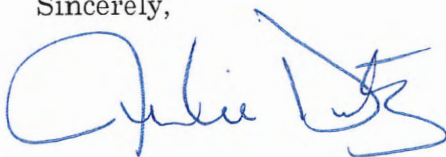
Dear Mr. Jon Davis,

Please consider this my letter of application for the physical education position that will be open in your school district for the 2019 school year. I am familiar with your school district, and I am aware of the high academic standards and expectations that you have for your students and staff members.

As you will note on my resume, I taught for 6 years in the Kearney, Nebraska area before my ex-husband decided to pursue his doctorate degree from the University of Nebraska at Lincoln. We moved to the Lincoln area where I taught 7th, 9th, and 10th grade English for 4 years. When a job opportunity opened for my ex-husband back in the Kearney area, we decided to return. I then taught at Axtell for two years until a job opened up at Amherst, where my son was actually attending, and I have been in this school district for the last 7 years. I recently got remarried, and my son is now attending college at Lincoln, so my husband and I moved back to the Orleans, Nebraska area where he grew up last summer. I currently drive 120 miles daily to work and I would like to be able to be a little closer to home, and I have been very interested in job openings you have had at your school. I believe your school would be a great fit for my certification and experience.

I am excited about the possibility of teaching in your school district and I would welcome the opportunity to discuss the position with you in detail. Thank you for considering my application, and I look forward to hearing from you.

Sincerely,



Julie Dietz

Julie Dietz

Education

University of Nebraska at Kearney, May 1999

Bachelor of Arts in Education

Endorsements: **7-12 English & 7-12 Physical Education**

Teaching Experience

2012-Present Amherst Public Schools Amherst, NE

7-12 English/Language Arts/Jr. High PE

- Taught English/ Language Arts curriculum to students in grades 7,8,9,12
- Taught Language Arts to students in grades 7-8
- Taught Physical Education to students in grade 7-8

2010-2012 Axtell Community Schools Axtell, NE

9-12 English and Speech instructor

- Taught English/ Language Arts curriculum to students in grades 9-12
- Taught Speech curriculum to students in grade 9

2006-2010 District OR-1 Palmyra, NE

7-10 English and Speech

- Taught English/ Language Arts curriculum to students in grades 7, 9 and 10
- Taught Speech curriculum to students in grade 10

2001-2005 Overton Public School Overton, NE

9-12 English and Speech

- Taught English/ Language Arts curriculum to students in grades 9-12
- Taught Speech curriculum to students in grade 10

1999-2001 Pleasanton Public School Pleasanton, NE

9-12 English and Speech instructor / Junior High PE

- Taught English/ Language Arts curriculum to students in grades 9-12
- Taught Speech curriculum to students in grade 10

**Leadership
Experience**

Speech and Drama Coach

- Axtell Community School – 2010-Present
- Palmyra Public School - 2006-2010
- Overton Public School - 2001-2005
- Pleasanton Public School - 1999-2000

Assistant Volleyball Coach

- Palmyra Public School - 2008-2010
- Pleasanton Public School - 1999-2001

Head Volleyball Coach

- Amherst Public School – 2014-2016

Junior High Volleyball/Basketball/Track Coach

- Amherst Public School - 2012-Present



Application for Certificated Personnel
Alma Public Schools
 An Equal Opportunity/Affirmative Action Employer

P.O. Box 170
 Alma, NE 68920
 Phone: 308-928-2131
 Fax: 308-928-2763

Please type or print your responses in ink.

I. PERSONAL & CONTACT INFORMATION

Name Julie Ann Dietz Fritz
 First Middle Last (Maiden)
 Present Address 301 E Spruce St Orleans NE 68966 Telephone 308-390-2077
 Street City State Zip
 Permanent Address _____ Telephone _____
 (If different from present address.) Street City State Zip
 Social Security Number 508-06-3347 E-mail address kdietz@amherstbroncos.org

Yes No. Are you a former Alma Public Schools employee? Date of separation _____
 Date available to work with Alma Public Schools _____

II. CERTIFICATION

CERTIFICATION--Type of certificate now held
 None Valid Nebraska teaching certificate. * 8/31/21 Expiration date Standard Type _____ Rank _____ Level _____
 Areas of Specialization 7-12 English, 7-12 Physical Education
 _____ Valid certificate--other state (specify) _____
 * Attach photocopy of current teaching certificate if available. (Front and back)

III. POSITION DESIRED

If you are endorsed in more than one area, mark first choice 1, second choice 2, etc.:

Specialist Elementary _____ Secondary _____

SPECIALIST--check below the specialist area in which you are certified and seek assignment:

___ Art Counselor ___ English Language Learners ___ Family Specialist (Social Worker) ___ Media Specialist
 ___ Music Physical Education ___ School Psychologist ___ Speech Pathologist ___ Other _____
 Special Ed. (check): ___ Behaviorally Disordered ___ Early Childhood Special Education ___ Hearing Impaired
 ___ Learning Disabled ___ Mentally Handicapped: Mild ___ Mentally Handicapped: Moderate
 ___ Mentally Handicapped: Severe/Profound ___ Orthopedically Impaired ___ Visually Handicapped

Level preferred: Mark first choice 1, second choice 2, etc.

Elementary _____ Middle School 1 High School 2

ELEMENTARY TEACHER--complete the following:

Level preferred: Mark first choice 1, second choice 2, etc.

Kindergarten _____ Grade 1-2 _____ Grade 3-4 _____ Grade 5-6 _____

Check any of the following in which you have additional training or expertise for an elementary setting: ___ Art
 ___ Computer ___ Early Childhood ___ English Language Learners ___ Gifted ___ Headstart ___ Reading ___ Science

SECONDARY TEACHER--complete the following:

Level preferred: Mark first choice 1, second choice 2.

Middle School (6-8) 1 High School (9-12) 2

List in order of preference the subjects you are certified to teach:

1. Physical Education 2. English 3. _____

Activities: Check any of the following that you would be willing to sponsor, direct, coach or manage.

Basketball Cross Country Football Golf Softball Track Volleyball
 Cheerleader Speech Drama Newsletter Instrumental Music Vocal Music Yearbook
 Other _____

Describe Your Experiences/Success/Qualifications for marked activities:

As noted on my resume, I coached speech/drama for several years at many schools. I was assistand volleyball at two other schools and was the head volleyball coach at Amherst for 3 years, as well as coached all jr. high sports.

IV. PROFESSIONAL TRAINING & EXPERIENCE

A. SECONDARY SCHOOL(S) ATTENDED

Name of School	Grades Attended	Special Honors or Recognition
Wheeler Central High School	K-12	National Honor society

B. STUDENT TEACHING

From	To	School	Location	Grade & Subject
1/99	5/99	Centura	City/State/State Cairo NE	7-12 English, Physical Education
Cooperating Teacher:				
From	To	School	Location	Grade & Subject
			City/State/State	
Cooperating Teacher:				

C. COLLEGE or UNIVERSITIES ATTENDED

Name of Institution (City, State)	Major	Hrs	Minor	Hrs	Year Graduated	Degree	GPA (4.0 scale) & Special Honors or Recognition
See Resume							

D. EDUCATIONAL WORK EXPERIENCE--Include at least the last five employers

Years Taught	No. of Mos.	Position (also state if full or part-time)	Grades and Subject Taught & Extracurricular Duties	Name and Mailing Address of School	Reason for Leaving
See Resume					

V. REFERENCES

List names and addresses of persons who are qualified to answer questions concerning your fitness for the position you seek. Include especially supervisors, principals and superintendents under whom you have taught in the past 15 years. If you have not taught previously, include the names of cooperating teachers, college or university supervisors and building principals who have been associated with your student teaching. Indicate with an (*) any reference which is included in your credentials.

Name	Position	Contact Info: Telephone & Complete Mailing Address
Roger Thomson	Principal Amherst Public School	308-826-3131 100 N Sycamore St Amherst NE 68812
Tom Moore	Superintendent Amherst Public School	308-826-3131 100 N Sycamore St Amherst NE 68812
Bill Gilbreath	Former Principal Axtell Community School	308-830-3408
David Bottrell	Former Principal District OR-1	402-366-1776

Please state where your current references may be secured (College or University Placement Office or Agency)
University of NE Kearney

NOTE: Please have references sent. Be certain that they are up to date. It is important to include evaluations from principals, superintendents, or supervisors under whom you have taught or worked.

VI. QUESTIONS

Directions: Please answer each of the questions below as best you can. If more space is needed please attach additional pages. If you are typing your answers, please respond to at least one question in your own handwriting.

1. Eligibility for hire:

• Are you now under contract? Yes No.

If yes, with which school are you under contract & why do you wish to leave your current position? Amherst Public School
I love Amherst school, it has been my home for several years. However, driving 120 miles a day in Nebraska weather is very difficult, and I would love to be closer.

• Do you have any condition (physical, mental, or otherwise) which prevents you from performing the essential functions of any of the positions for which you have applied, with or without accommodation? (Note: regular, dependable attendance is an essential function of certificated positions at Alma Public Schools.)

Yes No. If yes, describe: _____

2. Interest in Alma Public Schools:

• Have you previously filed a written application for employment with Alma Public Schools? Yes No. If yes, give date: _____

• Why do you want to be employed at Alma Public Schools? I love the community and the area. My husband and I moved back to Orleans
last summer and we have a house and shop there. We would like to stay in the area, and Alma seems to be a great fit for me.

• What experiences have you had with Alma Public Schools or the community of Alma? I have many friends that have children that
attend Alma, and I have been to many different sporting events as a coach, and as a spectator. My son plays baseball every year against the Alma teams and we
enjoy spending time on the lake throughout the summer.

3. Prior History:

• Have you ever had failed or refused to fulfill a contract of employment with any school district? Yes No. If yes, describe: _____

• Have you ever had a diploma, credential, or certificate denied or revoked? Yes No.
If yes, describe: _____

4. Educational & Multi-cultural Background:

• Are you familiar with the School Improvement Process? Yes No.
If yes, describe your familiarity/experience with that process I have been a part of the Amherst school Improvement team for the past 3 years. I
have attended multiple workshops at the ESU for school improvement and was one of the major writers for the last external visit.

• What experiences do you have with computers/technology in the classroom?
If yes, describe your experiences with such instruction Amherst has been 1:1 with the ipads since about my second year here. We use Schoology
as our learning management platform, and I am one of the administrators on our account and I am the contact person when our Schoology coordinator is busy or absent
My classroom has been paperless since we began our 1:1 journey here at Amherst.

• How would you address different racial/ethnic, gender or culturally based attitudes of students and infuse a multicultural perspective into your classroom/subject area? It has been very easy to address different racial/ethnic, gender and cultural differences in my classroom
because of the way Literature can lend itself to finding examples in all of these areas to encourage conversations about multicultural perspective. The physical
education class may be a little more difficult to do this in, but I can definitely see bringing in different activities that students can participate in for this purpose.

5. **Personal and Professional Self Evaluation:**

- Describe an effective teacher: An effective teacher realizes that all students can be successful, regardless of their ability. They are able to adapt and change lesson plans to meet the needs of all students in the class, whether they are high level students or low level students, and challenge each of them to reach beyond their comfort zones.
- Describe your professional strengths and abilities and personal characteristics that will apply to your position: I feel like I have always been a teacher that can change and adapt, whether it be with technology changes or whether it be with teaching different classes dependent on student or staffing needs. I have created and recreated curriculum for my Jr. High language arts classes at Amherst to fit the needs of not only the students, but also to fit the changing standards and assessments at that level.
- Describe your weakness/areas in which you feel you need to improve: I feel like I need to keep attending more and more technology inservices that are offered to keep up with the things that my kids already know. Sometimes I don't feel like I do enough to keep up with them.
- Describe your future plans and goals in education & your plans for remaining at our school if hired: My husband and I would love to be able to stay and retire in this area. I would like to be able to make Alma Public School my home until I retire.

VII. PERSONAL DISCLOSURE

Respond to EACH item. If there is no response to any item, or if the required attachments do not accompany your application, your application WILL BE REMOVED FROM CONSIDERATION. Information provided in this disclosure will not automatically bar you from employment but will be considered in view of all relevant circumstances.

1. Have you ever received a ticket, been charged with an offense, been arrested or been convicted for a criminal offense relating to sexual or physical abuse? Yes ___ No X
2. If you answered "Yes" to Question #1 above, you must explain each situation including location(s), date(s), agency(ies) involved, and the outcome of the each ticket, charge, or arrest (use an attachment if needed):

3. Have you ever had any license, permit, or certificate terminated, revoked, suspended, received a private or public reprimand or admonishment from a licensing agency (e.g., Nebraska Department of Education) or been subject to a judicial restraining or contempt order? Yes ___ No X
4. If you answered "Yes" to Question #3 above, you must attach an explanation of each situation including location(s), date(s), agency(ies) involved, and the outcome of the each situation (use an attachment if needed):

5. Have you ever been involuntarily terminated or asked to resign, or resigned in lieu of termination from employment? Yes ___ No X
6. If you answered "Yes" to Question #5 above, you must explain each situation including the name of the employer(s), the date(s) and the reason(s) for the resignation or termination.

Note: School policy requires that a criminal history record information check be completed prior to employment

VIII. VERIFICATION

I certify that I have made true, correct and complete answers and statements on this application in the knowledge that they may be relied upon in considering my application. I understand it is my responsibility to immediately provide updated, correct information if any of the information changes at any time. I understand that any omission, falsification or misrepresentation made by me on this application or any supplement will be sufficient grounds for failure to employ me or for my discharge should I become employed with the school district. I understand that disclosure of social security number is optional. It will be used to conduct background checks for employment purposes and for personnel and payroll processing and required reporting if I am employed.



Legal Signature of Applicant

Date: 2-6, 2019

It is the policy of Alma Public Schools to not discriminate on the basis of sex, handicap or disability, race, color, religion, marital status, veteran status, or national or ethnic origin in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions with Alma Public Schools are asked to make their request to the Superintendent.

Background Check

Activities: Check any of the following that you would be willing to sponsor, direct, coach or manage.

Basketball Cross Country Football Golf Softball Track Volleyball
 Cheerleader Speech Drama Newsletter Instrumental Music Vocal Music Yearbook
 Other _____

Describe Your Experiences/Success/Qualifications for marked activities:

As noted on my resume, I coached speech/drama for several years at many schools. I was assistand volleyball at two other schools and was the head volleyball coach at Amherst for 3 years, as well as coached all jr. high sports.

IV. PROFESSIONAL TRAINING & EXPERIENCE

A. SECONDARY SCHOOL(S) ATTENDED

Name of School	Grades Attended	Special Honors or Recognition
Wheeler Central High School	K-12	National Honor society

B. STUDENT TEACHING

From	To	School	Location	Grade & Subject
1/99	5/99	Centura	City/State/State Cairo NE	7-12 English, Physical Education
Cooperating Teacher:				
From	To	School	Location	Grade & Subject
			City/State/State	
Cooperating Teacher:				

C. COLLEGE or UNIVERSITIES ATTENDED

Name of Institution (City, State)	Major	Hrs	Minor	Hrs	Year Graduated	Degree	GPA (4.0 scale) & Special Honors or Recognition
See Resume							

D. EDUCATIONAL WORK EXPERIENCE--Include at least the last five employers

Years Taught	No. of Mos.	Position (also state if full or part-time)	Grades and Subject Taught & Extracurricular Duties	Name and Mailing Address of School	Reason for Leaving
See Resume					

V. REFERENCES

List names and addresses of persons who are qualified to answer questions concerning your fitness for the position you seek. Include especially supervisors, principals and superintendents under whom you have taught in the past 15 years. If you have not taught previously, include the names of cooperating teachers, college or university supervisors and building principals who have been associated with your student teaching. Indicate with an (*) any reference which is included in your credentials.

Name	Position	Contact Info: Telephone & Complete Mailing Address
Roger Thomson	Principal Amherst Public School	308-826-3131 100 N Sycamore St Amherst NE 68812
Tom Moore	Superintendent Amherst Public School	308-826-3131 100 N Sycamore St Amherst NE 68812
Bill Gilbreath	Former Principal Axtell Community School	308-830-3408
David Bottrell	Former Principal District OR-1	402-366-1776

Please state where your current references may be secured (College or University Placement Office or Agency)
University of NE Kearney

NOTE: Please have references sent. Be certain that they are up to date. It is important to include evaluations from principals, superintendents, or supervisors under whom you have taught or worked.

VI. QUESTIONS

Directions: Please answer each of the questions below as best you can. If more space is needed please attach additional pages. If you are typing your answers, please respond to at least one question in your own handwriting.

1. Eligibility for hire:

•Are you now under contract? Yes ___ No.

If yes, with which school are you under contract & why do you wish to leave your current position? Amherst Public School
I love Amherst school, it has been my home for several years. However, driving 120 miles a day in Nebraska weather is very difficult, and I would love to be closer.

•Do you have any condition (physical, mental, or otherwise) which prevents you from performing the essential functions of any of the positions for which you have applied, with or without accommodation? (Note: regular, dependable attendance is an essential function of certificated positions at Alma Public Schools.)

___ Yes No. If yes, describe: _____

2. Interest in Alma Public Schools:

•Have you previously filed a written application for employment with Alma Public Schools? ___ Yes No. If yes, give date: _____

•Why do you want to be employed at Alma Public Schools? I love the community and the area. My husband and I moved back to Orleans
last summer and we have a house and shop there. We would like to stay in the area, and Alma seems to be a great fit for me.

•What experiences have you had with Alma Public Schools or the community of Alma? I have many friends that have children that
attend Alma, and I have been to many different sporting events as a coach, and as a spectator. My son plays baseball every year against the Alma teams and we
enjoy spending time on the lake throughout the summer.

3. Prior History:

•Have you ever had failed or refused to fulfill a contract of employment with any school district? ___ Yes No. If yes, describe: _____

•Have you ever had a diploma, credential, or certificate denied or revoked? ___ Yes No.
If yes, describe: _____

4. Educational & Multi-cultural Background:

•Are you familiar with the School Improvement Process? Yes ___ No.
If yes, describe your familiarity/experience with that process I have been a part of the Amherst school improvement team for the past 3 years. I
have attended multiple workshops at the ESU for school improvement and was one of the major writers for the last external visit.

•What experiences do you have with computers/technology in the classroom?
If yes, describe your experiences with such instruction Amherst has been 1:1 with the ipads since about my second year here. We use Schoology
as our learning management platform, and I am one of the administrators on our account and I am the contact person when our Schoology coordinator is busy or absent
My classroom has been paperless since we began our 1:1 journey here at Amherst.

•How would you address different racial/ethnic, gender or culturally based attitudes of students and infuse a multicultural perspective into your classroom/subject area? It has been very easy to address different racial/ethnic, gender and cultural differences in my classroom
because of the way literature can lend itself to finding examples in all of these areas to encourage conversations about multicultural perspective. The physical
education class may be a little more difficult to do this in, but I can definitely see bringing in different activities that students can participate in for this purpose.

5. Personal and Professional Self Evaluation:

- Describe an effective teacher: An effective teacher realizes that all students can be successful, regardless of their ability. They are able to adapt and change lesson plans to meet the needs of all students in the class, whether they are high level students or low level students, and challenge each of them to reach beyond their comfort zones.
- Describe your professional strengths and abilities and personal characteristics that will apply to your position: I feel like I have always been a teacher that can change and adapt, whether it be with technology changes or whether it be with teaching different classes dependent on student or staffing needs. I have created and recreated curriculum for my Jr. High language arts classes at Amherst to fit the needs of not only the students, but also to fit the changing standards and assessments at that level.
- Describe your weakness/areas in which you feel you need to improve: I feel like I need to keep attending more and more technology inservices that are offered to keep up with the things that my kids already know. Sometimes I don't feel like I do enough to keep up with them.
- Describe your future plans and goals in education & your plans for remaining at our school if hired: My husband and I would love to be able to stay and retire in this area. I would like to be able to make Alma Public School my home until I retire.

VII. PERSONAL DISCLOSURE

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ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2019-2020 SCHOOL YEAR

Table with multiple columns: 5% INS Discount, 900 Deductible, % INC, CURRENT 2018-2019 TOTAL BENEFIT PACKAGE, PROPOSED 2019-2020 TOTAL BENEFIT PACKAGE. Rows include Kitchen Staff, Office Staff, Teacher Aides, Custodial Staff, and Bus Drivers.

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2019-2020 SCHOOL YEAR

5% INS Discount 900 Deductible		INC 3.0%		CURRENT 2018-2019 TOTAL BENEFIT PACKAGE							19-20		PROPOSED 2019-2020 TOTAL BENEFIT PACKAGE										
		PER HR	HRS	18-19	18-19	18-19	18-19	18-19	18-19	18-19	18-19	PER HR	HRS	19-20	19-20	19-20	19-20	19-20	19-20	19-20	TOTAL	%	
NAME	POSITION	RATE	WRK	SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	PACKAGE	TOTAL	RATE	WRK	SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	PACKAGE	TOTAL	%	
KITCHEN STAFF																							
KATHY WHESTINE	HEAD COOK	\$15.76	1500	\$23,640.00	\$2,333.27	\$1,808.46	\$134.75	\$104.02	\$6,003.00	\$34,023.49	\$16.23	1500	\$24,345.00	\$2,402.85	\$1,862.39	\$138.77	\$107.12	\$6,304.32	\$35,160.45	3.4%			
ANITA LUEKING	ASST. COOK	\$13.11	1300	\$17,043.00	\$1,682.14	\$1,303.79	\$97.15	\$74.99	\$6,003.00	\$26,204.07	\$11.30	1300	\$17,550.00	\$1,732.19	\$1,342.58	\$100.04	\$77.22	\$6,304.32	\$27,106.34	3.4%			
AMANDA DUNSE	ASST. COOK	\$11.85	1300	\$15,405.00	\$1,520.47	\$1,178.48	\$87.81	\$67.78	\$6,003.00	\$24,262.55	\$12.21	1300	\$15,873.00	\$1,566.67	\$1,214.28	\$90.48	\$69.84	\$6,304.32	\$25,118.59	3.5%			
Substitute		\$11.00	500	\$5,500.00	\$542.85	\$420.75	\$31.35	\$24.20	\$0.00	\$6,519.15	\$11.33	500	\$5,665.00	\$559.14	\$433.37	\$32.79	\$24.93	\$0.00	\$6,714.72				
TOTALS				\$61,588.00	\$6,078.74	\$4,711.48	\$351.05	\$270.99	\$18,009.00	\$91,009.26				\$63,433.00	\$6,260.84	\$4,852.62	\$361.57	\$279.11	\$18,912.96	\$94,100.09	3.40%		
OFFICE STAFF																							
DIANNA MELTON	BOOKKEEPER	\$24.08	1920	\$46,233.60	\$4,563.26	\$3,536.87	\$263.53	\$203.43	\$14,897.88	\$69,698.57	\$24.80	1920	\$47,616.00	\$4,699.70	\$3,642.62	\$271.41	\$209.51	\$15,658.20	\$72,097.44	3.44%			
JUDY DIETZ	RECEPT.	\$16.82	1840	\$30,948.80	\$3,054.65	\$2,367.58	\$176.41	\$136.17	\$13,656.39	\$50,340.00	\$17.32	1840	\$31,877.26	\$3,146.29	\$2,438.61	\$181.70	\$140.26	\$14,234.73	\$52,018.85	3.34%			
MELANIE FISCHER	REC. CLERK	\$15.79	1840	\$29,053.60	\$2,867.59	\$2,222.60	\$165.61	\$127.84	\$18,802.96	\$53,240.19	\$16.26	1840	\$29,918.40	\$2,952.95	\$2,288.76	\$170.53	\$131.64	\$19,005.27	\$54,467.55	2.31%			
TOTALS				\$106,236.00	\$10,485.49	\$8,127.05	\$605.55	\$467.44	\$47,357.23	\$173,278.76				\$109,411.66	\$10,798.93	\$8,369.99	\$623.65	\$481.41	\$48,898.20	\$178,583.85	3.06%		
TEACHER AIDES																							
Chris Albin	AIDE	\$12.73	1464	\$18,636.72	\$1,839.44	\$1,425.71	\$106.23	\$82.00	\$6,003.00	\$28,093.10	\$13.11	1464	\$19,193.04	\$1,894.35	\$1,468.27	\$109.40	\$84.45	\$6,304.32	\$29,053.83	3.42%			
Tristin Eddy	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.33	1464	\$16,587.12	\$1,637.15	\$1,268.91	\$94.55	\$72.98	\$6,304.32	\$25,965.03	3.48%			
Corinne Bell	AIDE	\$15.75	1464	\$23,058.00	\$2,275.82	\$1,679.94	\$131.43	\$101.46	\$0.00	\$27,246.65	\$16.22	1464	\$23,746.08	\$2,343.74	\$1,816.58	\$128.93	\$104.48	\$0.00	\$28,139.80	3.28%			
Jessica Coon	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,287.95	\$91.79	\$70.86	\$6,003.00	\$25,147.07	\$11.33	1464	\$16,587.12	\$1,637.15	\$1,268.91	\$99.22	\$72.98	\$6,304.32	\$26,969.71	3.27%			
Alece Crooker	AIDE	\$15.00	1464	\$21,960.00	\$2,167.45	\$1,357.39	\$125.17	\$96.62	\$6,003.00	\$31,709.64	\$15.45	1464	\$22,618.80	\$2,232.48	\$1,730.34	\$84.26	\$99.52	\$6,304.32	\$33,069.72	4.29%			
Shelba Ehrke	AIDE	\$11.50	1464	\$16,836.00	\$1,661.71	\$1,097.93	\$95.97	\$74.08	\$6,003.00	\$25,768.68	\$11.85	1464	\$17,348.40	\$1,712.29	\$1,327.15	\$61.85	\$76.33	\$6,304.32	\$26,830.34	4.12%			
Renae Shrlver	AIDE	\$12.12	1464	\$17,743.68	\$1,751.30	\$1,097.93	\$101.14	\$78.07	\$6,003.00	\$26,775.12	\$12.48	1464	\$18,270.72	\$1,803.32	\$1,397.71	\$104.14	\$80.39	\$6,304.32	\$27,960.60	4.43%			
Kerleigh Shrlver	AIDE	\$11.54	1464	\$16,894.56	\$1,667.49	\$1,292.43	\$96.30	\$74.34	\$6,003.00	\$26,028.12	\$11.89	1464	\$17,406.96	\$1,718.07	\$1,331.63	\$99.22	\$76.59	\$6,304.32	\$26,936.79	3.49%			
Melissa Simonson	AIDE	\$13.00	1104	\$14,532.00	\$1,416.54	\$1,097.93	\$81.81	\$63.15	\$6,003.00	\$23,014.43	\$13.39	1104	\$14,782.56	\$1,459.04	\$1,130.87	\$84.26	\$65.04	\$6,304.32	\$23,826.09	3.53%			
Melissa Simonson	Nurse	\$29.26	360	\$10,533.60	\$1,039.67	\$805.82	\$60.04	\$46.35	\$0.00	\$12,485.48	\$30.14	360	\$10,850.40	\$1,070.93	\$830.06	\$61.85	\$47.74	\$0.00	\$13,860.98	3.01%			
Tammy Wells	AIDE	\$13.69	1464	\$20,042.16	\$1,978.16	\$1,533.23	\$114.24	\$88.19	\$6,003.00	\$29,758.97	\$14.10	1464	\$20,642.40	\$2,037.40	\$1,579.14	\$117.66	\$117.66	\$6,304.32	\$30,798.59	3.49%			
Teresa Whitney	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.33	1464	\$16,587.12	\$1,637.15	\$1,268.91	\$94.55	\$72.98	\$6,304.32	\$25,965.03	3.48%			
Tabitha Zywiec	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.33	1464	\$16,587.12	\$1,637.15	\$1,268.91	\$94.55	\$72.98	\$6,304.32	\$25,965.03	3.48%			
		\$12.00	1464	\$17,568.00	\$1,733.96	\$1,343.95	\$100.14	\$77.30	\$6,003.00	\$26,826.35	\$12.00	1464	\$17,568.00	\$1,733.96	\$1,343.95	\$100.14	\$77.30	\$6,304.32	\$27,127.62	1.12%			
TOTALS				\$242,040.72	\$23,889.42	\$17,716.08	\$1,379.63	\$1,064.98	\$72,036.00	\$358,126.83				\$248,775.84	\$24,854.18	\$19,031.38	\$1,334.86	\$1,121.45	\$75,681.84	\$370,469.22	3.48%		
TOTAL NON-CERT COSTS				\$409,864.72	\$40,483.65	\$30,554.61	\$2,336.23	\$1,803.40	\$137,402.23	\$622,414.85				\$421,620.80	\$35,353.11	\$32,253.97	\$2,319.78	\$1,881.97	\$143,463.00	\$643,153.16	3.33%		
CUSTODIAL STAFF																							
BRUCE RING	HEAD CUST.	\$23.37	2230	\$52,115.10	\$5,143.76	\$3,986.81	\$297.06	\$229.31	\$19,886.16	\$81,658.19	\$24.07	2230	\$53,676.10	\$5,297.83	\$4,106.22	\$305.95	\$236.17	\$20,905.80	\$94,528.08	3.51%			
RICK WALKER	CUSTODIAN	\$16.88	2180	\$36,798.40	\$3,632.00	\$2,815.08	\$209.75	\$161.91	\$7,274.40	\$50,891.54	\$17.39	2180	\$37,910.20	\$3,741.74	\$2,900.13	\$216.09	\$166.80	\$27,638.24	\$52,573.20	3.30%			
JEFF LYNCH	CUSTODIAN	\$18.10	2180	\$39,458.00	\$3,894.50	\$3,018.54	\$224.91	\$173.62	\$19,886.16	\$66,655.73	\$18.64	2180	\$40,635.20	\$4,010.69	\$3,108.59	\$231.62	\$178.79	\$20,905.80	\$69,070.70	3.62%			
CINDY KING	CUSTODIAN	\$13.99	2180	\$30,498.20	\$3,010.17	\$2,333.11	\$173.84	\$134.19	\$7,274.40	\$43,423.92	\$14.41	2180	\$31,413.80	\$3,100.54	\$2,403.16	\$179.06	\$138.22	\$7,638.24	\$44,872.02	3.34%			
Summer Help	CUSTODIAN	\$11.00	1000	\$11,000.00	\$1,085.70	\$841.50	\$62.70	\$48.40	\$0.00	\$13,038.30	\$11.33	1000	\$11,330.00	\$1,118.22	\$866.75	\$64.58	\$49.85	\$0.00	\$13,429.45	3.00%			
TOTALS				\$169,869.70	\$16,766.14	\$12,995.03	\$968.26	\$747.43	\$54,321.12	\$255,667.68				\$174,965.30	\$17,269.08	\$13,384.85	\$997.30	\$769.85	\$57,088.08	\$264,474.45	3.44%		
TOTAL CUSTODIAL SALARY INCLUDING OVERTIME																							
			HRS	18-19	18-19	18-19	18-19	18-19	18-19	18-19	OVT RATE	HRS	19-20	19-20	19-20	19-20	19-20	19-20	19-20	19-20	TOTAL	%	
				OVT SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	TOTAL	PACKAGE	OVT BENEFITS			OVT SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL	PACKAGE	TOTAL	INCREASE
BRUCE RING	HEAD CUST.	\$35.06	150	\$5,259.00	\$519.06	\$402.31	\$29.98	\$23.14	\$6,233.49	\$87,891.68	\$36.11	150	\$5,416.50	\$534.61	\$414.36	\$30.87	\$23.83	\$0.00	\$6,420.18	\$90,948.26	3.48%		
RICK WALKER	CUSTODIAN	\$25.32	100	\$2,532.00	\$249.91	\$193.70	\$14.43	\$11.14	\$3,001.18	\$53,892.72	\$26.09	100	\$2,609.00	\$257.51	\$199.59	\$14.87	\$11.48	\$0.00	\$3,092.45	\$55,665.65	3.29%		
JEFF LYNCH	CUSTODIAN	\$27.15	100	\$2,715.00	\$267.97	\$207.70	\$15.48	\$11.95	\$3,218.09	\$69,873.82	\$27.96	100	\$2,796.00	\$275.97	\$213.89	\$15.94	\$12.30	\$0.00	\$3,314.10	\$72,384.80	3.59%		
CINDY KING	CUSTODIAN	\$20.99	100	\$2,099.00	\$207.17	\$160.57	\$11.96	\$9.24	\$2,487.94	\$45,911.86	\$21.62	100	\$2,162.00	\$213.39	\$165.39	\$12.32	\$9.51	\$0.00	\$2,562.62	\$47,435.64	3.32%		
Summer Help	CUSTODIAN	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,038.30	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,429.45	3.00%	
OVT Totals				\$12,605.00	\$1,244.11	\$964.28	\$71.85	\$55.46	\$14,940.71	\$270,608.38				\$12,983.50	\$1,281.47	\$993.24	\$74.01	\$57.13	\$0.00	\$15,389.34	\$279,863.79	3.42%	
Regular Wage Totals				\$169,869.70	\$16,766.14	\$12,995.03	\$968.26	\$747.43	\$54,321.12	\$255,667.68				\$174,965.30	\$17,269.08	\$13,384.85	\$997.30	\$769.85	\$57,088.08	\$264,474.45			
Custodial Staff Totals				\$182,474.70	\$18,010.25	\$13,959.31	\$1,040.11	\$802.89	\$14,940.71	\$270,608.38				\$187,948.80	\$18,550.55	\$14,378.08	\$1,071.31	\$826.97	\$0.00	\$279,863.79	\$279,863.79	3.42%	
TOTAL NON-CERT COSTS / WITH OVT				\$592,339.42	\$58,463.90	\$44,813.93	\$3,376.33	\$2,606.29	\$191,723.35	\$893,023.23				\$609,569.30	\$53,903.65	\$46,632.05	\$3,391.09	\$2,708.94	\$200,551.08	\$279,863.79	\$923,016.95	3.36%	
<																							

ALMA PUBLIC SCHOOL
NON-CERTIFIED STAFF COST - 2019-2020
SCHOOL YEAR

5% INS Discount 900 Deductible		2.5% % INC		CURRENT 2018-2019 TOTAL BENEFIT PACKAGE								PROPOSED 2019-2020 TOTAL BENEFIT PACKAGE															
Salary		PER HR		18-19		9.87%		7.65%		0.57%		0.440%		Salary		PER HR		19-20		9.87%		7.65%		0.57%		0.440%	
NAME	POSITION	RATE	WRK	SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	RATE	WRK	SALARY	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL PACKAGE	% INCREASE							
KITCHEN STAFF																											
KATHY WHEATSTONE	ASST. COOK	\$15.76	1500	\$23,640.00	\$2,333.27	\$1,808.46	\$134.75	\$104.02	\$6,003.00	\$34,023.49	\$16.15	1500	\$24,225.00	\$2,391.01	\$1,853.21	\$138.08	\$106.59	\$6,304.32	\$35,018.21	2.92%							
NANTA LUEKING	ASST. COOK	\$13.11	1300	\$17,043.00	\$1,682.14	\$1,303.79	\$97.15	\$74.99	\$6,003.00	\$26,204.07	\$13.44	1300	\$17,472.00	\$1,724.49	\$1,336.61	\$99.59	\$76.88	\$6,304.32	\$27,013.88	3.09%							
AMANDA DUNSE	ASST. COOK	\$11.85	1300	\$15,405.00	\$1,520.47	\$1,178.48	\$87.81	\$67.78	\$6,003.00	\$24,262.55	\$12.15	1300	\$15,795.00	\$1,558.97	\$1,208.32	\$90.03	\$69.50	\$6,304.32	\$25,026.13	3.15%							
Substitute		\$11.00	500	\$5,500.00	\$542.85	\$420.75	\$31.35	\$24.20	\$0.00	\$6,519.15	\$11.28	500	\$5,640.00	\$556.67	\$431.46	\$32.15	\$24.82	\$0.00	\$6,685.08								
TOTALS				\$61,588.00	\$6,078.74	\$4,711.48	\$351.05	\$270.99	\$18,009.00	\$91,009.26			\$63,132.00	\$6,231.13	\$4,829.60	\$359.85	\$277.78	\$0.00	\$18,912.96	\$93,743.32	3.00%						
OFFICE STAFF																											
DIANNA MELTON	BOOKKEEPER	\$24.08	1920	\$46,233.60	\$4,563.26	\$3,536.87	\$263.53	\$203.43	\$14,897.88	\$69,698.57	\$24.68	1920	\$47,385.60	\$4,676.96	\$3,625.00	\$270.10	\$208.50	\$15,658.20	\$71,824.38	3.05%							
JUDY DIETZ	RECEPT.	\$16.82	1840	\$30,948.80	\$3,054.65	\$2,367.58	\$176.41	\$136.17	\$13,656.39	\$50,340.50	\$17.24	1840	\$31,722.52	\$3,131.01	\$2,426.77	\$180.82	\$139.58	\$14,234.73	\$51,835.43	2.97%							
MELANIE FISCHER	REC. CLERK	\$15.79	1840	\$29,053.60	\$2,867.59	\$2,222.60	\$165.61	\$127.84	\$18,078.33	\$52,515.56	\$16.18	1840	\$29,771.20	\$2,938.42	\$2,277.50	\$169.20	\$130.99	\$19,005.27	\$54,293.08	3.38%							
TOTALS				\$106,236.00	\$10,485.49	\$8,127.05	\$608.55	\$467.44	\$46,632.60	\$172,554.13			\$108,879.32	\$10,746.39	\$8,329.27	\$620.61	\$479.07	\$48,898.20	\$177,952.86	3.13%							
TEACHER AIDES																											
Chris Albin	AIDE	\$12.73	1464	\$18,636.72	\$1,839.44	\$1,425.71	\$106.23	\$82.00	\$6,003.00	\$28,093.10	\$13.05	1464	\$19,105.20	\$1,885.68	\$1,461.55	\$108.90	\$84.06	\$6,304.32	\$28,949.71	3.05%							
Tristin Eddy	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.28	1464	\$16,513.92	\$1,629.92	\$1,263.31	\$94.13	\$72.66	\$6,304.32	\$25,878.27	3.14%							
Corinne Bell	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.28	1464	\$16,513.92	\$1,629.92	\$1,263.31	\$94.13	\$72.66	\$6,304.32	\$25,878.27	3.14%							
Jessica Coon	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.28	1464	\$16,513.92	\$1,629.92	\$1,263.31	\$94.13	\$72.66	\$6,304.32	\$25,878.27	3.14%							
Alice Crooker	AIDE	\$15.00	1464	\$21,960.00	\$2,167.45	\$1,357.39	\$125.17	\$96.62	\$6,003.00	\$31,709.64	\$15.38	1464	\$22,516.32	\$2,222.36	\$1,722.50	\$83.88	\$99.07	\$6,304.32	\$32,948.45	3.91%							
Shelba Ehrke	AIDE	\$11.50	1464	\$16,836.00	\$1,661.71	\$1,097.93	\$95.97	\$74.08	\$6,003.00	\$25,768.68	\$11.79	1464	\$17,260.56	\$1,703.62	\$1,320.43	\$61.54	\$75.95	\$6,304.32	\$26,726.42	3.72%							
Rena Pool	AIDE	\$12.12	1464	\$17,743.68	\$1,751.30	\$1,097.93	\$101.14	\$78.07	\$6,003.00	\$26,775.12	\$12.42	1464	\$18,182.88	\$1,794.65	\$1,390.99	\$103.64	\$80.00	\$6,304.32	\$27,856.49	4.04%							
KeriLeigh Shriver	AIDE	\$11.54	1464	\$16,894.56	\$1,667.49	\$1,292.43	\$96.30	\$74.37	\$6,003.00	\$26,028.12	\$11.83	1464	\$17,319.12	\$1,709.40	\$1,324.91	\$98.72	\$76.20	\$6,304.32	\$26,832.67	3.09%							
Melissa Simonson	AIDE	\$13.00	1104	\$14,352.00	\$1,416.54	\$1,097.93	\$81.81	\$63.15	\$6,003.00	\$23,014.43	\$13.33	1104	\$14,716.32	\$1,452.50	\$1,125.80	\$83.88	\$64.75	\$6,304.32	\$23,747.57	3.19%							
Melissa Simonson	Nurse	\$29.26	360	\$10,533.60	\$1,039.67	\$805.82	\$60.04	\$46.35	\$0.00	\$12,484.48	\$29.99	360	\$10,796.40	\$1,065.60	\$825.92	\$61.54	\$47.50	\$0.00	\$12,796.97	2.49%							
Tammy Wells	AIDE	\$13.69	1464	\$20,042.16	\$1,978.16	\$1,533.23	\$114.24	\$88.19	\$6,003.00	\$29,758.97	\$14.03	1464	\$20,539.92	\$2,027.29	\$1,571.30	\$117.08	\$117.08	\$6,304.32	\$30,676.99	3.08%							
Teresa Whitney	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.28	1464	\$16,513.92	\$1,629.92	\$1,263.31	\$94.13	\$72.66	\$6,304.32	\$25,878.27	3.14%							
Tabitha Zywlec	AIDE	\$11.00	1464	\$16,104.00	\$1,589.46	\$1,231.96	\$91.79	\$70.86	\$6,003.00	\$25,091.07	\$11.28	1464	\$16,513.92	\$1,629.92	\$1,263.31	\$94.13	\$72.66	\$6,304.32	\$25,878.27	3.14%							
Substitute	AIDE	\$12.00	1464	\$17,568.00	\$1,733.95	\$1,343.95	\$100.14	\$77.30	\$6,003.00	\$26,826.35	\$12.30	1464	\$18,007.20	\$1,777.31	\$1,377.55	\$102.64	\$79.23	\$6,304.32	\$27,688.25	3.06%							
TOTALS				\$242,040.72	\$23,889.42	\$17,716.08	\$1,379.63	\$1,064.98	\$72,036.00	\$358,126.83			\$248,128.56	\$24,490.29	\$18,981.83	\$1,331.27	\$1,118.47	\$76,651.84	\$369,702.27	3.23%							
TOTAL NON-CERT COSTS				\$409,864.72	\$40,453.65	\$30,554.81	\$2,336.23	\$1,803.40	\$136,677.60	\$621,690.21			\$420,139.88	\$35,236.68	\$32,140.70	\$2,311.74	\$1,878.32	\$143,463.00	\$641,398.44	3.17%							
CUSTODIAL STAFF																											
BRUCE RING	HEAD CUST.	\$23.37	2230	\$52,115.10	\$5,143.76	\$3,986.81	\$297.06	\$229.31	\$20,905.80	\$82,677.83	\$23.95	2230	\$53,408.50	\$5,271.42	\$4,085.75	\$304.43	\$235.00	\$20,905.80	\$84,210.90	1.85%							
RICK WALKER	CUSTODIAN	\$16.88	2180	\$36,798.40	\$3,632.00	\$2,815.08	\$209.75	\$161.91	\$7,274.40	\$50,891.54	\$17.30	2180	\$37,714.00	\$3,722.37	\$2,885.12	\$214.97	\$165.94	\$7,638.24	\$52,340.64	2.85%							
JEFF LYNCH	CUSTODIAN	\$18.10	2180	\$39,458.00	\$3,894.50	\$3,018.54	\$224.91	\$173.62	\$20,905.80	\$67,675.37	\$18.55	2180	\$40,439.00	\$3,991.33	\$3,093.58	\$230.50	\$177.93	\$20,905.80	\$68,838.15	1.72%							
CINDY KING	CUSTODIAN	\$13.99	2180	\$30,498.20	\$3,010.17	\$2,333.11	\$173.84	\$134.19	\$7,274.40	\$43,423.92	\$14.34	2180	\$31,261.20	\$3,085.48	\$2,391.48	\$178.19	\$137.55	\$7,638.24	\$44,692.14	2.92%							
Summer Help	CUSTODIAN	\$11.00	1000	\$11,000.00	\$1,085.20	\$841.50	\$62.70	\$48.40	\$0.00	\$13,038.30	\$11.28	1000	\$11,280.00	\$1,113.34	\$862.92	\$64.30	\$49.63	\$0.00	\$13,370.18	2.55%							
TOTALS				\$169,869.70	\$16,766.12	\$12,995.03	\$968.26	\$747.43	\$56,360.40	\$257,706.96			\$174,102.70	\$17,183.94	\$13,318.86	\$992.39	\$766.05	\$57,088.08	\$263,452.01	2.23%							
TOTAL CUSTODIAL SALARY INCLUDING OVERTIME																											
			HRS	18-19	RETIRE	SOC. SEC	WORKMAN	DISAB	TOTAL	TOTAL	OVT RATE	HRS	19-20	RETIRE	SOC. SEC	WORKMAN	DISAB	INSURANCE	TOTAL	TOTAL	% INCREASE						
BRUCE RING	HEAD CUST.	\$35.06	150	\$5,259.00	\$519.06	\$402.31	\$29.98	\$23.14	\$6,233.49	\$88,911.32	\$35.93	150	\$5,389.50	\$531.94	\$412.30	\$30.72	\$23.71	\$0.00	\$6,388.17	\$90,599.07	1.90%						
RICK WALKER	CUSTODIAN	\$25.32	100	\$2,532.00	\$249.91	\$193.70	\$14.43	\$11.14	\$3,001.18	\$53,892.72	\$25.95	100	\$2,595.00	\$256.13	\$198.52	\$14.79	\$11.42	\$0.00	\$3,075.85	\$55,416.50	2.83%						
JEFF LYNCH	CUSTODIAN	\$27.15	100	\$2,715.00	\$267.97	\$207.70	\$15.48	\$11.95	\$3,218.09	\$70,893.46	\$27.83	100	\$2,781.00	\$274.68	\$212.90	\$15.86	\$12.25	\$0.00	\$3,298.69	\$72,136.84	1.75%						
CINDY KING	CUSTODIAN	\$20.99	100	\$2,099.00	\$207.17	\$160.57	\$11.96	\$9.24	\$2,487.94	\$45,911.86	\$21.51	100	\$2,153.00	\$212.60	\$164.55	\$12.26	\$9.46	\$0.00	\$2,549.58	\$47,241.72	2.90%						
Summer Help	CUSTODIAN	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,038.30	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,370.18	2.55%						
OVT Totals				\$12,605.00	\$1,244.11	\$964.28	\$71.85	\$55.46	\$14,940.71	\$272,647.66			\$12,918.50	\$1,275.06	\$988.27	\$73.64	\$56.84	\$0.00	\$15,312.30	\$278,764.31	2.24%						
Regular Wage Totals				\$169,869.70	\$16,766.12	\$12,995.03	\$968.26	\$747.43	\$56,360.40	\$257,706.96			\$174,102.70	\$17,183.94	\$13,318.86	\$992.39	\$766.05	\$57,088.08	\$263,452.01								
Custodial Staff Totals				\$182,474.70	\$18,010.23	\$13,959.31	\$1,040.11	\$802.89	\$14,940.71	\$272,647.66			\$187,021.20	\$18,458.99	\$14,307.12	\$1,066.02	\$822.89	\$0.00	\$278,764.31	\$278,764.31	2.24%						
TOTAL NON-CERT COSTS / WITH OVT																											
				\$592,339.42	\$58,463.90	\$44,513.93	\$3,376.33	\$2,606.29	\$193,038.00	\$894,337.87			\$607,161.08	\$53,695.67	\$46,447.82	\$3,377.76	\$2,698.21	\$200,551.08	\$278,764.31	\$920,162.75	2.89%						
BUS DRIVERS																											
			DAYS	18-19	Other Incr.	2.5% SOC. SEC	WORKMAN	DISAB	Per Route Total Cost	5 Routes Total Cost	per trip per hr	DAYS	19-20	RETIRE	SOC. SEC	WORKMAN	DISAB	Per Route Total Cost	5 Routes Total Cost	% INCREASE							
REGULAR		\$78.37	178	\$13,949.86	\$1,376.85	\$1,067.16	\$79.51																				

ALMA PUBLIC SCHOOL
NON-CERTIFIED Salary COMPARSIONS

2019-2020

		<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
Whetstine	Kathy	1500	\$15.76	\$16.39	\$16.31	\$16.23	\$16.15
Lueking	Anita	1300	\$13.11	\$13.63	\$13.57	\$13.50	\$13.44
Dunse	Amanda	1300	\$11.85	\$12.32	\$12.26	\$12.21	\$12.15

		<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
Melton	Dianna	1920	\$24.08	\$25.04	\$24.92	\$24.80	\$24.68
Dietz	Judy	1840	\$16.82	\$17.49	\$17.41	\$17.32	\$17.24
Fisher	Mel	1840	\$15.79	\$16.42	\$16.34	\$16.26	\$16.18

		<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
Albin	Chris	1464	\$12.73	\$13.24	\$13.18	\$13.11	\$13.05
Beck	Katie	1464	\$11.00	\$11.44	\$11.39	\$11.33	\$11.28
Bell	Corinne	1464	\$15.75	\$16.38	\$16.30	\$16.22	\$16.14
Coon	Jessica	1464	\$11.00	\$11.44	\$11.39	\$11.33	\$11.28
Crooker	Allece	1464	\$15.00	\$15.60	\$15.53	\$15.45	\$15.38
Ehrke	Shelbea	1464	\$11.50	\$11.96	\$11.90	\$11.85	\$11.79
Pool	Rena	1464	\$12.12	\$12.60	\$12.54	\$12.48	\$12.42
Shriver	KeriLeigh	1464	\$11.54	\$12.00	\$11.94	\$11.89	\$11.83
Simonson	Melissa	1104	\$13.00	\$13.52	\$13.46	\$13.39	\$13.33
Simonson	Melissa	360	\$29.26	\$30.43	\$30.28	\$30.14	\$29.99
Wells	Tammy	1464	\$13.69	\$14.24	\$14.17	\$14.10	\$14.03
Whitney	Teresa	1464	\$11.00	\$11.44	\$11.39	\$11.33	\$11.28
Zywiec	Tabitha	1464	\$11.00	\$11.44	\$11.39	\$11.33	\$11.28

		<u>Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
Ring	Bruce	2230	\$23.37	\$24.30	\$24.19	\$24.07	\$23.95
Walker	Rick	2180	\$16.88	\$17.56	\$17.47	\$17.39	\$17.30
Lynch	Jeff	2180	\$18.10	\$18.82	\$18.73	\$18.64	\$18.55
King	Cindy	2180	\$13.99	\$14.55	\$14.48	\$14.41	\$14.34

		<u>Ovt. Hours</u>	<u>Current Wage</u>	<u>4%</u>	<u>3.50%</u>	<u>3%</u>	<u>2.50%</u>
Ring	Bruce	150	\$35.06	\$36.46	\$36.29	\$36.11	\$35.94
Walker	Rick	100	\$25.32	\$26.33	\$26.21	\$26.08	\$25.95
Lynch	Jeff	100	\$27.15	\$28.24	\$28.10	\$27.96	\$27.83
King	Cindy	100	\$20.99	\$21.83	\$21.72	\$21.62	\$21.51

RPAC Support Staff FTE, Salary, & Benefit Survey (Yellow Highlight indicates a formula used to calculate the total) Please enter information only in the areas that are white.

9/1/18	updated 11/21/18	2/16/2015	Updated 9/26/17	updated 10/12/16	updated 6/26/17	updated 3/15/17	updated 03/27/17	updated 3/14/2017	updated 06/13/17	Updated 9/26/17	updated 3/9/16	9/1/2017	updated 9-27-17	updated 11/12/14	updated 10/19/17	
CLERICAL POSITION # 1 (Job Title)	Alma-3% Bkbp	Arapahoe-3% BM/Clerk	Bertrand-3.81% bkkp	Cambridge BKBP	Dundy/Stratton Business Mgr	Haves Center-4% Bkbp	Hitchcock County Bkbp	Maxwell Bookkeeper	Maxwood Admin Asst	Medicine Valley Bookkeeper	Paxton Bookkeeper	Southern Valley Bookkeeper	Southwest-1% Bookkeeper	Wallace-3.6% Bookkeeper	Wanneta-Palissade Secretary	Elwood Bookkeeper
F.T.E.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Amount of wage	\$24.08	\$23.72	\$23.85	\$24.37	\$26.74	\$22.82	\$19.76	\$27.00	\$26.09	\$20.19	\$20.10	\$22.61	19.64	28.25	\$13.76	16.46
Contract/ work agreement length in months	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
Hours worked per year	1920	2230	1784	2000	2080	2080	2100	2080	2080	2080	2080	2300	2080	2080	2000	2080
Cost of Health Ins.	\$14,898.00	\$18,107.34	\$7,639.20	\$17,525.64	\$12,821.00	\$19,753.92	\$13,790.00	\$7,727.00	\$7,431.00	\$21,289.44	\$14,961.00	\$20,518.00	\$20,570.64	\$0.00	\$0.00	\$7,295.00
# days sick leave	10	7	5	5	8	10	10	10	10	10	10	10	10	10	5	7
# of accumulated sick days	55	21	30	20	19	30	40	20	50	60	35	45	20	30	no limit	40
# paid vacation, holiday, personal days	21	1p/10v/10h	10	10	10+6	15v/7h	15	15	24	15 v:3p:7h	10v:3p:7h	10	22	36	10	20+6
# of years employed	25	3	17	22	12	18	20	35	28	18	30	3	34	30	12	12
Monthly salary & benefit @ 1.0 FTE:	\$5,094.30	\$5,916.91	\$4,182.30	\$5,522.14	\$5,703.35	\$1,648.06	\$4,607.17	\$5,323.92	\$5,141.52	\$5,273.72	\$4,730.75	\$6,043.42	\$5,118.49	\$4,550.00	\$2,293.33	\$3,460.98
Hourly wage including benefits @ 1.0 FTE:	\$31.84	\$31.84	\$28.13	\$33.13	\$32.90	\$32.32	\$26.33	\$30.71	\$29.66	\$30.43	\$27.29	\$31.53	\$29.53	\$26.25	\$13.76	\$19.97
Yearly Salary (wage x hours)	\$46,233.60	\$52,895.60	\$42,548.40	\$48,740.00	\$55,619.20	\$47,465.60	\$41,496.00	\$56,160.00	\$54,267.20	\$41,995.20	\$41,808.00	\$52,003.00	\$40,851.20	\$54,600.00	\$27,520.00	\$34,236.80

CLERICAL POSITION # 2 (Job Title)	Receptionist	Secondary	Sec	Sec	Dist/Purch/AD	HS Sec	HS Sec	HS Sec	Secretary	HS Sec	Sec	HS Sec	JH/HS Sec	HS Sec	Act Bookkeeper	HS Sec
F.T.E.	1	1	1	1	1	1	1	1	0.75	1	1	1	1	1	1	1
Amount of wage	\$16.82	\$14.35	\$18.03	\$17.00	\$16.15	\$13.85	\$16.06	\$15.00	\$13.50	\$12.48	\$17.00	\$17.60	15.93	\$26.80	\$12.35	\$13.37
Contract/ work agreement length in months	11	12	12	11	12	10	12	10	10	10	12	10	12	10	12	12
Hours worked per year	1840	1976	1784	1920	2080	1600	2100	0	1080	1500	1960	1840	2080	2080	2000	2080
Cost of Health Ins.	\$13,544.00	\$6,930.36	\$7,639.20	\$17,525.64	\$21,188.00	\$0.00	\$13,790.00	\$0.00	\$0.00	\$0.00	\$0.00	\$16,099.00	\$20,570.64	\$0.00	\$0.00	\$7,295.00
# days sick leave	10	7	5	5	8	10	10	0	10	10	10	10	10	10	5	7
# of accumulated sick days	45	21	30	20	19	25	40	0	20	60	35	10	20	30	40	40
# paid vacation, holiday, personal days	16	1P/10V/10H	10	10	10+6	5	15	0	7	No v:3p:6h	10v:3p:7h	21	36.00	10	10+6	
# of years employed	22	1	5	16	1	11	20	0	5	9	19	20	7	13	7	10
Monthly salary & benefit @ 1.0 FTE:	\$4,044.80	\$2,940.50	\$3,317.06	\$4,560.51	\$4,565.00	\$2,216.00	\$3,959.67	\$0.00	\$1,458.00	\$1,872.00	\$2,776.67	\$4,848.30	\$4,475.42	\$4,645.33	\$2,058.33	\$2,925.38
Hourly wage including benefits @ 1.0 FTE:	\$24.18	\$17.86	\$22.31	\$26.13	\$26.34	\$13.85	\$22.63	#DIV/0!	\$13.50	\$12.48	\$17.60	\$17.61	\$25.82	\$26.80	\$12.35	\$16.88
Yearly Salary (wage x hours)	\$30,948.80	\$28,355.60	\$32,165.52	\$32,640.00	\$33,592.00	\$22,160.00	\$33,726.00	\$0.00	\$14,580.00	\$18,720.00	\$33,320.00	\$32,384.00	\$33,134.40	\$55,744.00	\$24,700.00	\$27,809.60

CLERICAL POSITION # 3 (Job Title)	Record Clerk	Elem Sec	Principal Secretary	HS	Elem Sec	Elem Sec	Elem Sec	Secretary	Elem. Sec.	HS Lunch Sec	Elem Sec	Secretary			
F.T.E.	1	1	1	1	1	1	1	1	1	1	1	1			
Amount of wage	\$15.79	\$13.33	\$13.54	\$17.10	\$12.17	\$14.17	\$14.33	\$0.00	\$12.99	\$14.95	17.36	\$0.00	\$12.07		
Contract/ work agreement length in months	11	11	11	9.5	10	10	10	0	10	9	11	0	10		
Hours worked per year	1840	1976	1920	1680	1600	1950	0	0	1500	1500	1920	0	2000		
Cost of Health Ins.	\$18,078.00	\$6,930.36	\$0.00	\$0.00	\$0.00	\$669.00	\$0.00	\$0.00	\$0.00	\$6,099.00	\$0.00	\$0.00	\$0.00		
# days sick leave	10	7	5	4	10	10	0	0	10	10	9	0	5		
# of accumulated sick days	45	21	20	7	25	40	0	0	60	18	0	0	no limit		
# paid vacation, holiday, personal days	16	1P/7S/8H	10	0	5	14	0	0	No v:3p:6h	18	0	0	10		
# of years employed	32	7	11	15	5	14	0	0	10	2	29	0	6		
Monthly salary & benefit @ 1.0 FTE:	\$4,284.69	\$2,970.11	#DIV/0!	\$2,993.38	\$3,024.00	\$1,947.20	\$2,358.38	\$0.00	#DIV/0!	\$1,948.50	#DIV/0!	\$3,169.33	\$3,030.11	#DIV/0!	\$2,011.67
Hourly wage including benefits @ 1.0 FTE:	\$25.62	\$16.84	#DIV/0!	\$13.54	\$17.10	\$12.17	\$14.51	#DIV/0!	#DIV/0!	\$12.99	#DIV/0!	\$19.02	\$17.36	\$0.00	\$12.07
Yearly Salary (wage x hours)	\$29,053.60	\$26,340.08	\$0.00	\$25,996.80	\$28,728.00	\$19,472.00	\$27,631.50	\$0.00	\$0.00	\$19,485.00	\$0.00	\$22,425.00	\$33,331.20	\$0.00	\$24,140.00

CLERICAL POSITION # 4 (Job Title)	k-6 sec and nurse	Elem	Elem Sec	Bookkeeper
F.T.E.	1	1	0	0.5
Amount of wage	\$17.69	\$14.50	\$0.00	\$13.50
Contract/ work agreement length in months	10	9.5	0	12
Hours worked per year	1760	2080	0	900
Cost of Health Ins.	\$0.00	\$3,219.90	\$0.00	\$13,500.00
# days sick leave	5	4	0	0
# of accumulated sick days	20	7	0	0
# paid vacation, holiday, personal days	10	10+6	0	0
# of years employed	11	1	0	20
Monthly salary & benefit @ 1.0 FTE:	\$3,113.44	\$3,513.67	\$0.00	\$3,750.00
Hourly wage including benefits @ 1.0 FTE:	\$17.69	\$16.05	#DIV/0!	\$22.50
Yearly Salary (wage x hours)	\$0.00	\$0.00	\$0.00	\$13,500.00

CUSTODIAL POSITION # 1 (Job Title)	Alma Head	Arapahoe Head	Bertrand Head	Cambridge head	Dundy/Stratton HS/Supervisor	Haves Center Head	Hitchcock County Bldg/Grounds	Maxwell Head	Maxwood Head	Medicine Valley Head Cust.	Paxton Head Cust.	Southern Valley Head	Southwest Head	Wallace Head	Wanneta-Palissade Head
F.T.E.	1	1	1	1	1	1	1	1	0.5	1	1	1	1	1	1
Amount of wage	\$23.37	\$19.40	\$24.14	\$19.33	\$21.00	\$19.14	\$16.43	\$0.00	\$20.50	\$16.53	\$18.95	\$42.31	25.7	17.50	\$17.50
Contract/ work agreement length in months	12	12	12	12	12	12	12	0	12	12	12	12	12	12	12

20,667,777.8

Hours worked per year	2230	2280	2080	2340	2340	2480	2100	0	1040	2200	2080	2080	2080	2000	
Cost of Health Ins.	\$19,886.00	\$14,553.77	\$7,639.20	\$17,525.64	\$19,118.00	\$14,532.12	\$18,415.00	\$0.00	\$7,431.00	\$21,289.44	\$0.00	\$6,099.00	\$15,319.80	\$22,039.00	\$12,012.24
# days sick leave	10	7	5	5	8	10	10	8	10	10	10	10	10	10	5
# of accumulated sick days	55	21	30	20	19	30	40	19	50	60	35	35	20	30	40
# paid vacation, holiday, personal days	21	20	10	10	10+6	10v/7h	15	0	24	10v:7h:3p	10v:3p:7h	22	36	10	10
# of years employed	25	29	26	6	4	18	16	0	2	4	8	6	13	1	1
Monthly salary & benefit @ 1.0 FTE:	\$6,000.09	\$4,898.81	\$4,820.87	\$5,229.82	\$5,688.17	\$5,166.61	\$4,409.83	#DIV/0!	\$2,395.92	\$4,804.62	\$3,474.17	\$7,841.98	\$5,731.32	\$4,869.92	\$3,917.69
Hourly wage including benefits @ 1.0 FTE:	\$32.29	\$25.78	\$27.81	\$26.82	\$29.17	\$25.00	\$25.20	#DIV/0!	\$27.65	\$26.21	\$18.95	\$45.24	\$28.10	\$23.51	\$23.51
Yearly Salary (wage x hours)	\$52,115.10	\$44,232.00	\$50,211.20	\$45,232.20	\$49,140.00	\$47,467.20	\$34,503.00	\$0.00	\$21,320.00	\$36,366.00	\$41,690.00	\$88,004.80	\$51,456.00	\$36,400.00	\$35,000.00

CUSTODIAL POSITION # 2	Custodian	Maintenance	Cust	custodian	Cust #2	HS	Elem Head	Custodian	HS Cust.	HS Cust.	HS	Elem.	Asst. Cust.	Custodian	
F.T.E.	1	1	1	1	1	0.25	1	0	1	1	1	1	1	1	
Amount of wage	\$18.10	\$16.16	\$17.61	\$12.82	\$10.55	\$9.88	\$12.80	\$0.00	\$12.75	\$11.44	\$18.50	12.4	\$13.30	\$8.00	
Contract/work agreement length in months	12	12	12	12	12	12	12	0	12	12	12	12	12	12	
Hours worked per year	2180	2280	2080	2340	2340	450	2100	0	2080	2080	2080	2080	2080	2000	
Cost of Health Ins.	\$19,886.00	\$14,553.77	\$7,639.20	\$17,525.64	\$0.00	\$0.00	\$13,790.00	\$0.00	\$0.00	\$0.00	\$11,283.00	\$7,295.16	\$22,039.00	\$0.00	
# days sick leave	10	7	5	5	8	10	10	0	10	10	10	10	10	5	
# of accumulated sick days	55	21	30	20	3	30	40	0	50	60	35	14	30	40	
# paid vacation, holiday, personal days	16	1P/10V	10	10	10+6	10v/7h	10	0	24	15v:7h:3p	10v:3p:7h	17	24	0	
# of years employed	9	27	17	1	11	4	2	0	5	1	10	13	3	1	
Monthly salary & benefit @ 1.0 FTE:	\$4,945.33	\$4,283.21	\$3,689.00	\$1,960.37	\$2,057.25	\$370.50	\$3,389.17	#DIV/0!	\$2,210.00	\$1,982.93	\$2,522.00	\$4,146.92	\$2,757.26	\$4,141.92	\$1,333.33
Hourly wage including benefits @ 1.0 FTE:	\$27.22	\$22.54	\$21.28	\$20.31	\$10.55	\$9.88	\$19.37	#DIV/0!	\$12.75	\$11.44	\$14.55	\$23.92	\$15.91	\$23.90	\$8.00
Yearly Salary (wage x hours)	\$39,458.00	\$36,844.80	\$36,628.80	\$29,998.80	\$24,687.00	\$4,446.00	\$26,880.00	\$0.00	\$26,520.00	\$23,795.20	\$30,264.00	\$38,480.00	\$25,792.00	\$27,664.00	\$16,000.00

CUSTODIAL POSITION # 3	Custodian	Custodian	Malnt	custodian	HS #2	Elem	Elem Cust	HS #2	Elem	Elem. Cust.	Elem. Cust.	Custodian	JH/HS	Custodian	
F.T.E.	1	1	1	1	1	1	1	0	1	1	1	1	1	1	
Amount of wage	\$16.88	\$12.64	\$17.82	\$15.24	\$11.71	\$10.54	\$16.53	\$0.00	\$13.00	\$12.41	\$15.00	\$14.05	12.56	\$8.00	
Contract/work agreement length in months	12	12	12	12	12	12	12	0	12	12	12	12	12	12	
Hours worked per year	2180	2080	2,080.00	2340	2080	2080	2100	0	2080	1920	2080	1960	2080	2000	
Cost of Health Ins.	\$7,274.00	\$6,930.36	\$7,639.20	\$0.00	\$0.00	\$0.00	\$13,790.00	\$0.00	\$7,431.00	\$21,289.44	\$0.00	\$13,023.00	\$7,295.16	\$0.00	
# days sick leave	10	7	5	5	4	10	10	0	10	10	10	10	7	5	
# of accumulated sick days	55	21	30	10	7	30	40	0	50	60	35	14	40	40	
# paid vacation, holiday, personal days	21	1P/10V/10H	10	10	10+6	10v/7h	15	0	7	15v:7h:3p	10v:3p:7h	17	0	0	
# of years employed	15	8	3	6	3	2	25	0	5	11	2	5	1	1	
Monthly salary & benefit @ 1.0 FTE:	\$3,672.70	\$2,768.46	\$3,725.40	\$2,971.80	\$2,029.73	\$1,826.93	\$4,041.92	#DIV/0!	\$2,872.58	\$3,759.72	\$2,600.00	\$3,380.08	\$2,785.00	#DIV/0!	\$1,333.33
Hourly wage including benefits @ 1.0 FTE:	\$20.22	\$15.97	\$21.49	\$15.24	\$11.71	\$10.54	\$23.10	#DIV/0!	\$16.57	\$23.50	\$15.00	\$20.69	\$16.07	#DIV/0!	\$8.00
Yearly Salary (wage x hours)	\$36,798.40	\$26,291.20	\$37,065.60	\$35,661.60	\$24,356.80	\$21,923.20	\$34,713.00	\$0.00	\$27,040.00	\$23,827.20	\$31,200.00	\$27,538.00	\$26,124.80	\$0.00	\$16,000.00

CUSTODIAL POSITION # 4	Custodian	Custodian		I	HS PT	HS	Elem # 2					Custodian	JH/HS			
F.T.E.	1	0.47		0	0.13	0.25	0					1	1			
Amount of wage	\$13.99	\$11.00		\$11.30	\$9.50	\$11.00	\$0.00					\$19.00	12.16			
Contract/work agreement length in months	12	12		12	9	9	0					12	12			
Hours worked per year	2180	978		1320	180	560	0					1960	2080			
Cost of Health Ins.	\$7,274.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00					\$13,023.00	\$7,295.16			
# days sick leave	10	3.5		4	0	0	0					7	7			
# of accumulated sick days	55	10.5		15	0	0	0					14	14			
# paid vacation, holiday, personal days	16	SP/SV/SH		10+6	0	0	0					17	0			
# of years employed	10	New		2	1	1	0					3	3			
Monthly salary & benefit @ 1.0 FTE:	\$3,147.68	\$896.50		#DIV/0!	#DIV/0!	\$1,243.00	\$190.00	\$684.44	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$4,188.58	\$2,715.66	#DIV/0!	#DIV/0!
Hourly wage including benefits @ 1.0 FTE:	\$17.33	\$11.00		#DIV/0!	#DIV/0!	\$11.30	\$9.50	\$11.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$25.64	\$15.67	#DIV/0!	#DIV/0!
Yearly Salary (wage x hours)	\$30,498.20	\$10,758.00	\$0.00	\$0.00	\$14,916.00	\$1,710.00	\$6,160.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$37,240.00	\$25,292.80	\$0.00	\$0.00

TEACHER AIDE PAY RATE # 1	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palmside
Total FTE of para's at this pay rate	1	1	1	1	1	1	1	2	1	1	2	1	1	3	1
Amount of wage	\$15.75	\$12.12	\$13.49	\$14.34	\$13.51	\$12.42	\$11.72	\$11.34	\$16.70	\$14.49	\$13.50	\$18.76	12.16	\$12.50	\$12.42
Hours worked per year	1464	1446	1464	1440	1288	1472	1440	1288	2080	1440	1440	1440	9	1500	1440
Contract/work agreement length in months	9	9	9	9	9.5	9	9	12	9	9	9	9	1440	9	9
Cost of Health Ins.	\$0.00	\$6,930.36	\$7,639.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,431.00	\$0.00	\$0.00	\$0.00	\$5,471.16	\$0.00	\$0.00
# days sick leave	10	7	5	5	4	10	8	4	10	10	10	5	4	7	5
# of accumulated sick days	55	21	30	0	7	20	36	7	50	60	35	10	8	20	no limit
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	24	5h:3p	5h:3p	0	0	13.00	0
# of years employed	x	10	0	12	18	18	28	28	21	21	4	4	4	4	4
Monthly salary & benefit @ 1.0 FTE:	\$2,862.00	\$2,717.32	\$3,043.17	\$2,294.40	\$1,831.67	\$2,031.36	\$1,875.20	\$1,337.47	\$3,513.92	\$2,318.40	\$2,160.00	\$3,001.60	\$3.88	\$2,083.33	\$1,987.20
Hourly wage including benefits @ 1.0 FTE:	\$15.75	\$16.91	\$18.71	\$14.34	\$13.51	\$12.42	\$11.72	\$11.34	\$20.27	\$14.49	\$13.50	\$18.76	\$620.07	\$12.50	\$12.42

Yearly Salary (wage x hours)	\$23,058.00	\$17,525.52	\$19,749.36	\$20,649.60	\$17,400.88	\$18,282.24	\$16,876.80	\$14,605.92	\$34,736.00	\$20,865.60	\$19,440.00	\$27,014.40	\$109.44	\$18,750.00	\$17,884.80
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TEACHER AIDE PAY RATE # 2				TA	Elem Sp Ed			Elem	Aide						
Total FTE of para's at this pay rate	1	2	1	1	1	1	1	0	1	4	1	1	2	1	
Amount of wage	\$15.00	\$11.86	\$12.25	\$9.79	\$12.01	\$11.65	\$11.00	\$0.00	\$11.75	\$12.99	\$12.50	\$17.68	\$12.16	\$11.65	\$11.68
Hours worked per year	1464	1460	1464	1440	1288	1440	1440	0	1440	1440	1440	1440	9	1500	1440
Contract/ work agreement length in months	9	9	9	0	9.5	9	9	0	9	9	9	1440	9	9	9
Cost of Health Ins. Or Annuity	\$6,003.00	\$6,930.36	\$7,639.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
# days sick leave	10	7	5	4	10	8	0	10	10	10	5	4	7	5	
# of accumulated sick days	55	21	30	0	7	20	36	0	20	60	35	10	8	20	no limit
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	7	5h:3p	5h:3p		0	13.00	0
# of years employed	x	5			9	24			1	21			4		
Monthly salary & benefit @ 1.0 FTE:	\$3,107.00	\$2,694.00	\$2,841.47	#DIV/0!	\$1,628.30	\$1,864.00	\$1,760.00	#DIV/0!	\$1,880.00	\$2,078.40	\$2,000.00	\$2,828.80	\$0.08	\$1,941.67	\$1,868.80
Hourly wage including benefits @ 1.0 FTE:	\$19.10	\$16.61	\$17.47	\$9.79	\$12.01	\$11.65	\$11.00	#DIV/0!	\$11.75	\$12.99	\$12.50	\$17.68	\$12.16	\$11.65	\$11.68
Yearly Salary (wage x hours)	\$21,960.00	\$17,315.60	\$17,934.00	\$14,097.60	\$15,468.88	\$16,776.00	\$15,840.00	\$0.00	\$16,920.00	\$18,705.60	\$18,000.00	\$25,459.20	\$109.44	\$17,475.00	\$16,819.20

TEACHER AIDE PAY RATE # 3				TA	Elem			Elem	Aide						
Total FTE of para's at this pay rate	1	1.0	1	1	2	1	2	0	1	1	1	1	1	0.5	1
Amount of wage	\$13.69	\$11.34	\$11.32	\$10.38	\$11.96	\$9.50	\$10.53	\$0.00	\$12.25	\$12.01	\$11.50	\$10.50	\$11.41	\$11.65	\$10.71
Hours worked per year	1464	1460	1464	1440	1304	1440	1440	0	1440	1440	1440	1440	1440	1500	1440
Contract/ work agreement length in months	9	9	9	9	9.5	9	9	0	9	9	9	9	9	9	9
Cost of Health Ins. Or Annuity	\$6,003.00	\$0.00	\$7,639.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,471.16	\$0.00	\$0.00
# days sick leave	10	7	5	4	4	10	8	0	10	10	10	5	4	7	5
# of accumulated sick days	55	21	30	7	7	20	36	0	20	60	35	10	8	20	no limit
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	7	5h:3p	5h:3p		0	13.00	0
# of years employed	x	4			6	1			4	10			2		
Monthly salary & benefit @ 1.0 FTE:	\$2,893.91	\$1,839.60	\$2,690.19	\$1,660.80	\$1,641.67	\$1,520.00	\$1,684.80	#DIV/0!	\$1,960.00	\$1,921.60	\$1,840.00	\$1,680.00	\$2,433.51	\$1,941.67	\$1,713.60
Hourly wage including benefits @ 1.0 FTE:	\$17.79	\$11.34	\$16.54	\$10.38	\$11.96	\$9.50	\$10.53	#DIV/0!	\$12.25	\$12.01	\$11.50	\$10.50	\$15.21	\$11.65	\$10.71
Yearly Salary (wage x hours)	\$20,042.16	\$16,556.40	\$16,572.48	\$14,947.20	\$15,595.84	\$13,680.00	\$15,163.20	\$0.00	\$17,640.00	\$17,294.40	\$16,560.00	\$15,120.00	\$16,430.40	\$17,475.00	\$15,422.40

TEACHER AIDE PAY RATE # 4				TA	HS										
Total FTE of para's at this pay rate	2	6.0	1	1	2	1	2	1	2	1	1	1	1	1	1
Amount of wage	\$12.73	\$10.91	\$12.25	\$9.50	\$11.25	\$9.50	\$10.00	\$0.00	\$10.31	\$11.00	\$10.00	\$11.41	\$11.41	\$10.37	
Hours worked per year	1464	1480	1464	1440	1406	1440	1440	0	1440	1440	1440	1440	9	1440	
Contract/ work agreement length in months	9	9	9	9	9.5	9	9	0	9	9	9	1440	9	9	
Cost of Health Ins. Or Annuity	\$6,003.00	\$6,930.36	\$7,639.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
# days sick leave	10	7	5	4	4	10	8	0	10	10	5	4	7	5	
# of accumulated sick days	55	21	30	7	7	20	36	0	20	60	35	10	8	20	no limit
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	7	5h:3p	5h:3p		0	13.00	0
# of years employed	x				2	1			3				2		
Monthly salary & benefit @ 1.0 FTE:	\$2,737.75	\$2,564.13	\$2,841.47	\$1,520.00	\$1,665.00	\$1,520.00	\$1,600.00	#DIV/0!	#DIV/0!	\$1,649.60	\$1,760.00	\$1,600.00	\$0.07	#DIV/0!	\$1,659.20
Hourly wage including benefits @ 1.0 FTE:	\$16.83	\$15.59	\$17.47	\$9.50	\$11.25	\$9.50	\$10.00	#DIV/0!	#DIV/0!	\$10.31	\$11.00	\$10.00	\$11.41	#DIV/0!	\$10.37
Yearly Salary (wage x hours)	\$18,636.72	\$16,146.80	\$17,934.00	\$13,680.00	\$15,817.50	\$13,680.00	\$14,400.00	\$0.00	\$0.00	\$14,846.40	\$15,840.00	\$14,400.00	\$102.69	\$0.00	\$14,932.80

TEACHER AIDE PAY RATE # 5				TA	Elem(sped)					PreK					
Total FTE of para's at this pay rate	1		1	1	1	0.5	1	2	1	1	1	3			
Amount of wage	\$12.12		\$15.91	\$9.79	\$14.00	\$9.88	\$0.00	\$9.92	\$11.50	\$13.38	\$11.25	\$9.70			
Hours worked per year	1464		1464	1464	900	720	0	1440	1440	1440	9	1440			
Contract/ work agreement length in months	9		9	9	9.5	9	0	9	9	9	1440	9			
Cost of Health Ins. Or Annuity	\$0.00		\$7,639.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,471.16			
# days sick leave	10		5	4	4	10	0	10	10	5	4	5			
# of accumulated sick days	55		30	7	7	20	0	20	60	35	10	8			
# paid vacation, holiday, personal days	3		0	0	0	5h	0	0	7	5h:3p	5h:3p				
# of years employed	x				14	2			3			1			
Monthly salary & benefit @ 1.0 FTE:	\$1,971.52	#DIV/0!	\$3,436.83	\$1,592.51	\$1,326.32	\$790.40	#DIV/0!	#DIV/0!	#DIV/0!	#VAL/UE!	\$1,840.00	\$2,140.80	\$3.87	#DIV/0!	\$1,552.00
Hourly wage including benefits @ 1.0 FTE:	\$12.12	#DIV/0!	\$21.13	\$9.79	\$14.00	\$9.88	#DIV/0!	#DIV/0!	#DIV/0!	#VAL/UE!	\$11.50	\$13.38	\$619.16	#DIV/0!	\$9.70
Yearly Salary (wage x hours)	\$17,743.68	\$0.00	\$23,292.24	\$14,332.56	\$12,600.00	\$7,113.60	\$0.00	\$0.00	\$0.00	\$14,284.80	\$16,560.00	\$19,267.20	\$101.25	\$0.00	\$13,968.00

TEACHER AIDE PAY RATE # 6				TA	Elem #4(sped)										
Total FTE of para's at this pay rate	1		1	1	2			0	1			1			
Amount of wage	\$11.54		\$16.19	\$9.79	\$11.50			\$0.00				\$15.50			
Hours worked per year	1464		1464	1464	1250			0				1440			
Contract/ work agreement length in months	9		9	9	9.5			0				9			
Cost of Health Ins. Or Annuity	\$0.00		\$7,639.20	\$0.00	\$0.00			\$0.00				\$0.00			

# days sick leave	10		5	5	4									5		
# of accumulated sick days	45		30	10	7									10		
# paid vacation, holiday, personal days	4		0		0											
# of years employed	x				4											
Monthly salary & benefit @ 1.0 FTE:	\$1,877.17	#DIV/0!	\$3,482.37	\$1,592.51	\$1,513.16	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$2,480.00	#DIV/0!	#DIV/0!
Hourly wage including benefits @ 1.0 FTE:	\$11.54	#DIV/0!	\$21.41	\$9.79	\$11.50	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$15.50	#DIV/0!	#DIV/0!
Yearly Salary (wage x hours)	\$16,894.56	\$0.00	\$23,702.16	\$14,372.56	\$14,375.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$22,320.00	\$0.00	\$0.00

TEACHER AIDE PAY RATE # 7																
Total FTE of para's at this pay rate	4		1	1	HS(speed)									1		
Amount of wage	\$11.00		\$12.25	\$9.79	\$11.60									\$0.00	\$12.50	\$14.29
Hours worked per year	1464		1464	1260	1260									0	1440	
Contract/ work agreement length in months	9		9	9	9.5									0	9	
Cost of Health Ins.	\$6,003.00		\$7,639.20	\$0.00	\$0.00									\$0.00	\$0.00	\$0.00
# days sick leave	10		5	5	4									0	5	
# of accumulated sick days	55		30	10	7									0	10	
# paid vacation, holiday, personal days	3		0		0									0		
# of years employed	1				8											
Monthly salary & benefit @ 1.0 FTE:	\$2,456.33	#DIV/0!	\$2,841.47	\$1,592.51	\$1,538.53	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$2,000.00	#DIV/0!	#DIV/0!
Hourly wage including benefits @ 1.0 FTE:	\$15.10	#DIV/0!	\$17.47	\$9.79	\$11.60	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$12.50	#DIV/0!	#DIV/0!
Yearly Salary (wage x hours)	\$16,104.00	\$0.00	\$17,934.00	\$14,372.56	\$14,616.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,000.00	\$0.00	\$0.00

FOOD SERVICE POSITION # 1																
F.T.E.	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Haves Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauwata/Palisade	
Amount of wage	\$15.76	\$14.18	\$17.44	\$18.95	\$17.40	\$15.23	\$15.75	\$0.00	\$16.75	\$16.23	\$16.15	\$13.25	15.98	\$14.00	\$12.07	
Hours worked per year	1480	1440	1372	1372	1824	1260	1152	0	1176	1250	1456	1440	9	1500	1464	
Contract/ work agreement length in months	9	9	9	9	9.5	9	9	0	9	9	9	9	1440	9	9	
Cost of Health Ins.	\$0.00	\$6,930.36	\$7,639.20	\$0.00	\$6,755.00	\$7,086.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,295.16	\$0.00	\$6,629.88	
# days sick leave	10	7	5	5	4	10	8	0	10	10	10	10	5	7	5	
# of accumulated sick days	55	21	30	20	7	20	36	0	20	60	35	10	10	20	40	
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	7	5h,3p	5h,3p		5	13	0	
# of years employed	19		7	1	1	14	19	0	27	13	3		24	14	6	
Monthly salary & benefit @ 1.0 FTE:	\$2,591.64	\$3,038.84	\$3,507.43	\$2,888.82	\$4,051.85	\$2,919.63	\$2,016.00	#DIV/0!	\$2,188.67	\$2,254.17	\$2,612.71	\$2,120.00	\$5.17	\$2,333.33	\$2,700.04	
Hourly wage including benefits @ 1.0 FTE:	\$15.76	\$18.99	\$23.01	\$18.95	\$21.10	\$20.85	\$15.75	#DIV/0!	\$16.75	\$16.23	\$16.15	\$13.25	\$826.55	\$14.00	\$16.60	
Yearly Salary (wage x hours)	\$23,324.80	\$20,419.20	\$23,927.68	\$25,999.40	\$31,737.60	\$19,189.80	\$18,144.00	\$0.00	\$19,698.00	\$20,287.50	\$23,514.40	\$19,080.00	\$143.82	\$21,000.00	\$17,670.48	

FOOD SERVICE POSITION # 2																
F.T.E.	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	
Amount of wage	\$13.11	\$11.34	\$14.68	\$9.50	\$17.00	\$11.72	\$12.50	\$0.00	\$12.50	\$9.48	\$12.50	\$11.50	13.35	\$13.10	\$11.28	
Hours worked per year	1295	1440	1372	1372	1680	1150	1152	0	1176	1250	1440	9	9	1500	1464	
Contract/ work agreement length in months	9	9	9	9	9.5	9	9	0	9	9	9	9	1260	9	9	
Cost of Health Ins.	\$6,003.00	\$0.00	\$7,639.20	\$6,215.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,295.16	\$0.00	\$0.00	
# days sick leave	10	7	5	5	4	10	8	0	10	10	10	10	5	7	5	
# of accumulated sick days	55	21	30	0	7	20	36	0	20	60	35	10	10	20	40	
# paid vacation, holiday, personal days	3	1p	0	0	0	5h	0	0	7	5h,3p	5h,3p		0	13	0	
# of years employed	4		10	2	1	9	5	0	5	6	6		18	20	5	
Monthly salary & benefit @ 1.0 FTE:	\$2,553.38	\$1,814.40	\$3,086.68	\$2,138.80	\$3,066.32	\$1,497.56	\$1,600.00	#DIV/0!	\$1,633.33	\$1,316.67	\$2,000.00	#DIV/0!	\$5.89	\$2,183.33	\$1,834.88	
Hourly wage including benefits @ 1.0 FTE:	\$17.75	\$11.34	\$20.25	\$14.03	\$17.00	\$11.72	\$12.50	#DIV/0!	\$12.50	\$9.18	\$12.50	#DIV/0!	\$823.92	\$13.10	\$11.28	
Yearly Salary (wage x hours)	\$16,977.45	\$16,329.60	\$20,140.96	\$13,074.00	\$28,360.00	\$13,478.00	\$14,400.00	\$0.00	\$14,700.00	\$11,850.00	\$18,000.00	\$0.00	\$120.15	\$19,650.00	\$16,513.92	

FOOD SERVICE POSITION # 3																
F.T.E.	1	1	1	1	1	0.25	1	1	0	1	1	1	1	0.5	1	
Amount of wage	\$11.85	\$11.34	\$15.27	\$9.50	\$13.54	\$9.50	\$11.50	\$0.00	\$0.00	\$11.00	\$11.00	\$11.50	12.16	\$11.75	\$9.22	
Hours worked per year	1295	368	1372	1372	1200	352	1152	0	0	1440	1260	1500	1260	1500	1464	
Contract/ work agreement length in months	9	9	9	9	9.5	9	9	0	0	9	9	9	9	9	9	
Cost of Health Ins.	\$0.00	\$0.00	\$7,639.20	\$6,215.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
# days sick leave	10	7	5	5	3	0	8	0	0	10	10	10	4	7	5	
# of accumulated sick days	55	21	30	0	7	0	36	0	0	35	0	8	8	20	40	
# paid vacation, holiday, personal days	3	1p	0	0	0	0	0	0	0	5h,3p	0	0	0	13	0	
# of years employed	2		4	1	0.5	1	4	0	0	1	0		7	5	3	
Monthly salary & benefit @ 1.0 FTE:	\$1,705.08	\$463.68	\$3,176.63	\$2,138.80	\$1,710.32	\$371.56	\$1,472.00	#DIV/0!	#DIV/0!	#DIV/0!	\$1,750.00	#DIV/0!	\$1,702.40	\$1,958.33	\$1,499.79	
Hourly wage including benefits @ 1.0 FTE:	\$11.85	\$11.34	\$20.84	\$14.03	\$13.54	\$9.50	\$11.50	#DIV/0!	#DIV/0!	#DIV/0!	\$11.00	#DIV/0!	\$12.16	\$11.75	\$9.22	
Yearly Salary (wage x hours)	\$15,345.75	\$4,173.12	\$20,950.44	\$13,074.00	\$16,248.00	\$3,344.00	\$13,248.00	\$0.00	\$0.00	\$0.00	\$15,840.00	\$0.00	\$15,321.60	\$17,625.00	\$13,498.08	

FOOD SERVICE POSITION # 4																
F.T.E.		1		1		1		1		1		1		1		
Amount of wage		\$11.00		\$0.00		\$11.66		\$10.50		\$0.00		\$9.75		11.75		\$8.00
Hours worked per year		368		0		1330		1152		0		1260		9		1281
Contract/ work agreement length in months		9		9		9.5		9		0		9		9		9
Cost of Health Ins.		\$0.00		\$0.00		\$0.00		\$0.00		\$0.00		\$5,471.16		\$0.00		\$0.00
# days sick leave		0		0		4		8		0		4		5		5
# of accumulated sick days		0		0		7		36		0		8		40		40
# paid vacation, holiday, personal days		0		0		0		0		0		0		0		0
# of years employed		1		0		3		2		0		6		1		1
Monthly salary & benefit @ 1.0 FTE:	#DIV/0!	\$449.78	#DIV/0!	\$0.00	#DIV/0!	\$1,632.40	#DIV/0!	\$1,344.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$2,292.91	#DIV/0!	\$1,386.67
Hourly wage including benefits @ 1.0 FTE:	#DIV/0!	\$11.00	#DIV/0!	\$0.00	#DIV/0!	\$11.66	#DIV/0!	\$10.50	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$16.09	#DIV/0!	\$8.00
Yearly Salary (wage x hours)	\$0.00	\$4,048.00	\$0.00	\$0.00	\$15,507.80	\$0.00	\$12,096.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,808.00	\$0.00	\$10,248.00

Head of Transportation	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
F.T.E.	Superintendent	0.24	SUPT		1	1		0	0.5	Head Custodian				JII/HS Prin	Assistant Principal
Amount of wage		\$12.87			\$21.93	\$23.08		\$0.00	\$20.50			\$64,255.00			\$12,000.00
Hours worked per year		480			2280	1200		0	1040						
Contract/ work agreement length in months		12			12	10		0	12						
Cost of Health Ins.		\$0.00			\$19,118.00	\$0.00		\$0.00	\$0.00						
# days sick leave		7			8	10		0	10						
# of accumulated sick days		15			19	25		0	50						
# paid vacation, holiday, personal days		0			10+6	5h		0	24						
# of years employed					18	12		0	2						
Monthly salary & benefit @ 1.0 FTE:	#DIV/0!	\$514.90	#DIV/0!	#DIV/0!	\$5,799.87	\$2,769.60	#DIV/0!	#DIV/0!	\$1,776.67	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Hourly wage including benefits @ 1.0 FTE:	#DIV/0!	\$12.87	#DIV/0!	#DIV/0!	\$30.32	\$23.08	#DIV/0!	#DIV/0!	\$20.50	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Yearly Salary (wage x hours)	\$0.00	\$6,177.60	\$0.00	\$0.00	\$50,000.40	\$27,696.00	\$0.00	\$0.00	\$21,320.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Bus Routes	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
Per Route	\$78.37	\$36.96	\$50.11	\$36.50	29.99 per hour average	67.18/day avg or 33.59/rtc	\$33.60	\$0.00	50.75 to 76.75 per day	\$8.21-109.43 per day	\$24.00/trip plus \$.34/mile \$30.00 min.	\$88.76	\$43.62	\$26.15 per route plus .28 per mile	\$23.00
Pre-School	0	27.95			11.09			0		NA			NA		\$18/hr
Bus Activity Trips	\$13.50 p/hr	\$11.00/hr	\$0.11	\$13.00	13.25	16.88 Driving	12.7	0	\$9.43/hour	11.93 per hr.	13.25/hr	\$13.52	12.56/hr.	13.00	\$11/hr first 3 hrs, \$8/hr after
Van Activity Trips	\$25.63	\$11.00/hr	18.01	\$13.00					\$9.43/hour	11.93 per hr.					\$11/hr first 3 hrs, \$8/hr after
Bus Per Hour				\$13.00											
Suburban/Van Per Hour				\$13.00		\$11.96									
Wait Time	\$13.50	\$11.00/hr		\$13.00		\$8.83		\$0.00	\$9.43/hour	11.93 per hr.			12.56/hr.		

Board Secretary	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
F.T.E.	BKKP	DM/Clerk	BKKP		bkkp	BKKP	bkkp			Non-paid	NA		BKKP		
Amount of wage or salary															
Hours worked per year															
Contract/ work agreement length in months															
Cost of Health Ins.															
# days sick leave															
# of accumulated sick days															
# paid vacation, holiday, personal days															
# of years employed					11										

Activity Director	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
F.T.E.	0.2	0.5	0.25		Principal	Principal			0	14% of base	11% of base			0.13	1
Amount of wage or salary	14% of Base	24% of Base	\$2,500.00		\$1,300.00		\$4,489.00		\$0.00	\$4,704.00	\$3,685.00		\$9,500.00	\$4,368.00	\$54,658.25
Hours worked per year															2000
Contract/ work agreement length in months															12
Cost of Health Ins.															\$18,152.40
# days sick leave															10
# of accumulated sick days															40
# paid vacation, holiday, personal days															0
# of years employed					1								2	5	3

Nurse	Alma	Arapahoe	Bertrand	Cambridge	Dundy/Stratton	Hayes Center	Hitchcock County	Maxwell	Maywood	Medicine Valley	Paxton	Southern Valley	Southwest	Wallace	Wauneta/Palisade
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