

HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

**Minutes for
Board of Education Regular Meeting**

Monday, April 14, 2025 7:00 PM

Conference Room

1501 Front St

Henderson, NE 68371-8929

Notice of the meeting was posted in the Henderson News on April 10, 2025.

Attendance

Lacey Gloystein: Present

Ryan Goertzen: Present

Jen Hiebner: Present

Jeb Mierau: Present

Tyler Newton: Present

Tammy Ott: Present

1. Preliminary Procedures

1.1. Call to Order

1.2. Recognize Notice of Meeting

1.3. Recognize Open Meetings Act Posting

1.4. Roll Call

2. Public Comments On Agenda Items

Public comment will be limited to items on the current agenda. Public comment may be limited to a total of 30 minutes, individuals will be limited to 5 minutes each.

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

3. Reports

3.1. Superintendent's Report

3.2. Principals' Reports

4. Discussion Items

4.1. Policy Review: Section 504

The Board took a look at Section 504. Jeremy answered questions around training regarding 504.23. He let the group know that staff takes NDE approved Alicap training each year.

4.2. Annual Report

4.3. H&H Logo And Branding Development

Jen and Lacey are on the Logo/Branding team. Lacey updated the group with the process around developing concepts/suites and narrow it from those selections. The group will meet again in April. Discussion was held around board input regarding the logo selection process.

4.4. Building / Construction Update

OAC meeting is Wednesday April 16th. The crew is working to make the entrance usable by graduation. Jeremy updated the board on issues in the corridor that is causing temperature concerns at the ceiling level. The solution would be spray foam in that area. The board discussed the two options for spray foam in the corridor and recommended foam at the wall beam and under deck.

4.5. Owner's Direct Proposals From MAINSTAY

Jeremy discussed the four proposals with the Board including security cameras, door access, relocation of the IT room, and paging system. This would include upgrading and unifying the existing as well as expanding the current systems.

4.6. Bin Site Development

The board discussed a few options for the development of the bin site and gave Jeremy approval to visit with the city regarding additional options.

4.7. Capital Projects

The Board took a look at the list of capital projects and discussed the timeline and cost of each item. Jeremy discussed with the group the projects that were on the list for Summer 2025 and asked for feedback.

4.8. Board Retreat Followup

Overall, the board had positive feedback from the retreat and intends to be intentional on focusing on the Strategic Plan that the district has developed alongside of patrons and stakeholders.

5. Action Items

5.1. 25-26 Superintendent Compensation

Discussion was held around changes to the compensation plan. Board members discussed the changes and the evaluation that was performed in regards to final proposal.

Approve 25-26 superintendent compensation as presented and recommended by the Negotiations Committee. Passed with a motion by Lacey Gloystein and a second by Jen Hiebner.

Jeb Mierau: Nay, Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.2. 25-26 Principals' Compensation

Approve 25-26 principals' compensation as presented and recommended by the Negotiations Committee.. Passed with a motion by Lacey Gloystein and a second by Jen Hiebner.

Jeb Mierau: Nay, Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.3. 25-26 Classified Staff Compensation

Jeremy addressed questions from the board regarding if the minimum wage law would affect classified staff compensation.

Approve 25-26 classified staff compensation as presented and recommended by the Negotiations Committee. Passed with a motion by Jen Hiebner and a second by Jeb Mierau.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.4. 25-26 Substitute Teacher Pay Rates

Approve 25-26 substitute teacher rates as presented and recommended by the Negotiations Committee. Passed with a motion by Jeb Mierau and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.5. MAINSTAY Camera Proposal

Approve and authorize the superintendent to execute MainStay proposal Q-87 (4-11-25) for security camera expansion, upgrade, and installation as presented. Passed with a motion by Lacey Gloystein and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.6. MAINSTAY Door Access Proposal

Approve and authorize the superintendent to execute MainStay proposal Q-99 (4-11-25) for door security access expansion, upgrade, and installation as presented. Passed with a motion by Jen Hiebner and a second by Jeb Mierau.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.7. MAINSTAY IT Relocation Proposal

Approve and authorize the superintendent to execute MainStay proposal Q-105 (4-11-25) for IT infrastructure and cabling reconfiguration and consolidation as presented. Passed with a motion by Jen Hiebner and a second by Lacey Gloystein.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

6. Future Agenda Items

6.1. Regular May Meeting: Monday, May 12, 2025 @ 8 PM

Discussion was held around time change for the May meeting. The board decided to hold the May meeting at 7PM

6.2. Regular June Meeting

The regular June meeting is scheduled for June 9 at 8PM. The board approved moving that meeting to June 16th at 7PM to accommodate Jeremy being out of office on June 9th.

7. Consent Agenda

Motion to approve the consent agenda Passed with a motion by Ryan Goertzen and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

7.1. Approval of Minutes

7.1.1. *Regular Meeting: March 10, 2025*

7.1.2. *Special Meeting: March 20, 2025*

7.2. Approval of Treasurer's Report

7.3. Approval of Claims

7.4. Financial Reports

7.5. Approval Of Construction Claims

8. Adjournment

Motion to adjourn at 9:39PM Passed with a motion by Jen Hiebner and a second by Tammy Ott.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

Board President

Board Secretary

HEARTLAND

COMMUNITY SCHOOLS

**1501 Front Street
Henderson, Nebraska 68371**

**Phone: (402) 723-4434
Fax: (402) 723-4431**

April 14, 2025

TO: Heartland Community Schools Board of Education
FROM: Jeremy Klein, Superintendent
RE: Board Report (April 2025)

Regular March Board Meeting Reminder

Our regular April board meeting is scheduled for Monday, April 14, 2025, at 7 PM in the Conference Room.

There are no committee meetings scheduled prior to the board meeting.

Please let Tyler or I know if you need to be absent.

Meeting Reminders

- Monday, April 14th – Regular Meeting @ 7 PM
- Monday, May 12th – Regular Meeting @ 8 PM (not the time change)

Committee Meeting Reminders

- Wednesday, April 16th – OAC @ 1 PM

Consent Agenda: Minutes

Approval of the consent agenda will include approval of the minutes from the following meetings:

- Regular Meeting (March 10, 2025)
- Special Meeting (March 20, 2025)

Consent Agenda: Claims

Approval of the month's claims are included in the consent agenda. Let me know if you have any questions on any claims prior to the meeting - I can either answer your question or bring an answer to the meeting.

Consent Agenda: Construction Claims

Approval of the consent agenda will include approval of certified construction claims from the Special Building Fund of \$1,080,479.19 to Hausmann Construction Inc. This amount includes pay applications #8 & #9. As a reminder, #8 is the regular monthly application and #9 is the retainage reduction from 10% to 5%.

No School Tuesday, April 15th

As a reminder there is no school Tuesday, April 15th. We hold our HS invitational track meet on Tuesday. It is, however, a workday for teachers.

During the week of April 7th we conducted a site-safety review with our team and with Hausmann for the upcoming track meets.

No School Friday, April 18th and Monday, April 21st

As a reminder there is no school Friday, April 18th or Monday, April 21st for spring break.

Cooperative Sponsorship Coaching Positions

All Fall season coaching openings have been filled except for one remaining position (Asst. HS Volleyball).

Coaching openings for the coming 2025-2026 Winter season on March 17th with a March 28th application deadline. Head coaching interviews are scheduled over the next two weeks.

As a reminder, Spring season coaching openings will be filled after the completion of the current Spring season.

Weightroom Buildout

We are scheduled to begin the weight room flooring install on Wednesday, April 16th. Equipment install could be completed by April 25th.

Certificated Renewal Agreements

Renewal agreements for certificated staff were distributed in March and were due back on March 17th. There are currently no certificated staff vacancies for next year.

Spring Success

This time of year is incredibly busy for our staff and our students. Our students take the opportunity to showcase a lot of their talents this time of year, as well. Some highlights from the last few weeks include:

- Quiz Bowl won the Southern Nebraska Conference quiz bowl competition.
- FFA students had a terrific showing at the recent their state convention.
- FBLA students had great results at their state convention, qualifying nine for nationals.
- HS Robotics team placed 3rd at the US Open Robotics competition.

Dates / Events Of Note

April 14: Regular April Board Meeting @ 7 PM

April 15: NO SCHOOL – HS Invitational Track Meet

April 18: NO SCHOOL – Spring Break

April 21: NO SCHOOL – Spring Break

May 11: Graduation @ 2 PM

May 12: Regular May Board Meeting @ 8 PM

May 21: Last Day Of School

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Elementary Principal's Report

April, 2025

Nebraska Mothers Association Essay Contest Top 10 Finalist

Congratulations to fifth grade student, Braden Mierau. He earned a trip to the Capitol on Friday, March 14, as a top ten finalist for this year's Nebraska Mothers Association essay contest, "What My Mother Means to Me." Braden's essay was about his mother, Nicole. Governor Jim Pillen was present at the ceremony. Way to go Braden! Thanks to Mrs. Maltsberger for promoting this essay contest with her students every year.



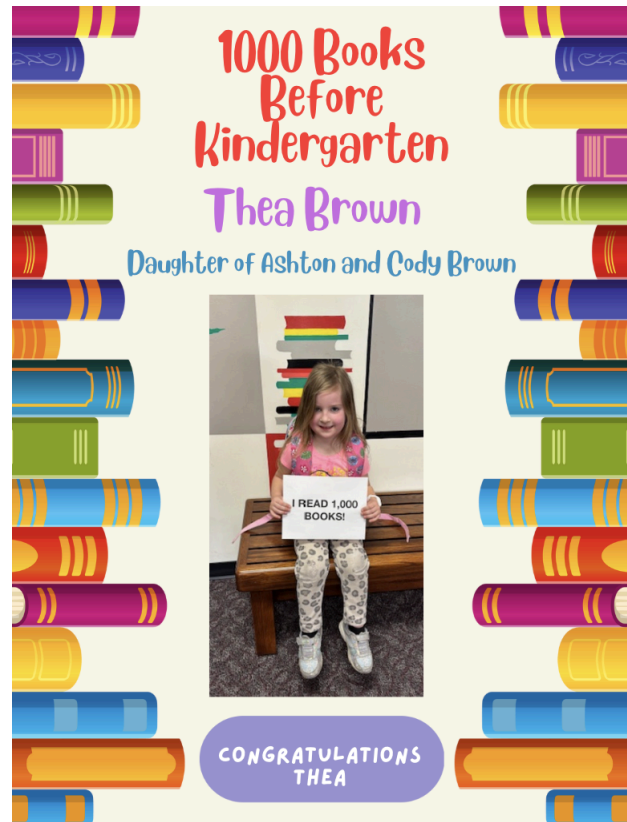
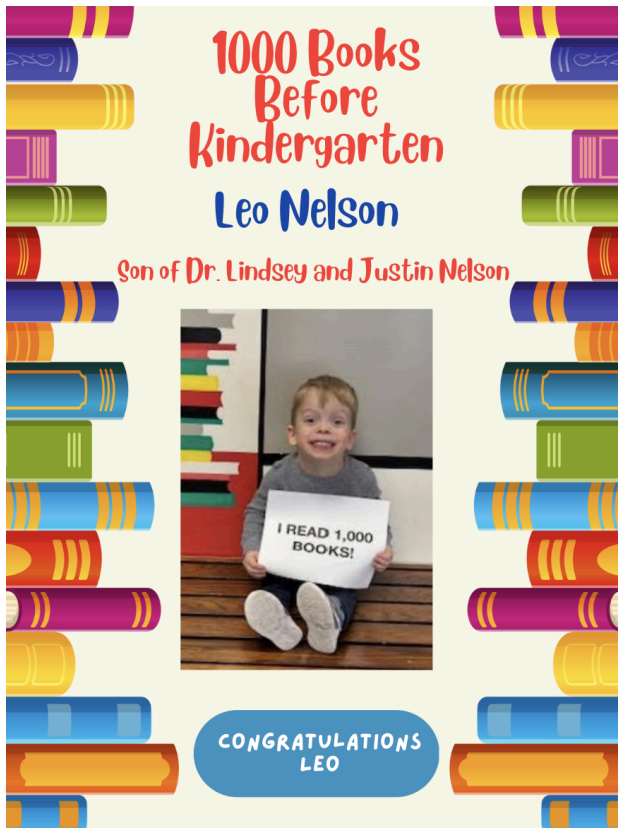
Fifth Grade Field Trip

Fifth grade had the privilege of visiting the Governor's Mansion and Capitol on March 10. They saw all the awesome sites of these two locations and met our Senator, Jana Hughes. She helped the kids understand what it's like to introduce a new bill and all of the discussion that comes throughout the process. The students enjoyed lunch in the basement of the Capitol.



1000 Books Before Kindergarten

- Promotion of early literacy for any child ages birth to Kindergarten that lives in the Heartland district. Every 100 books that a child has read to them, they receive a free book of their choice. When kids reach the 1,000 book milestone, this photo goes into the school newsletter. Books are dispersed at the Bradshaw Village Office, Henderson City Hall and Heartland School.
- Congratulations to our first two students for achieving this accomplishment.



Art Workshop

- Mrs. Gooder and the Art Club hosted Elementary Art Workshops two days after school for K-3 and 4-6 students.
- This was an enjoyable learning experience for all involved.



Kindergarten Round-up

- March 28, 2025
- Nineteen students are registered for Kindergarten at this time.
- Students met with Mrs. Thiesen, Mrs. Regier and Miss Peters while parents met for an informational meeting with Mrs. Reinke.

Elementary Field Day

- Wednesday, April 30 @ 12:00 p.m.
- Make-up Date: May 6

Elementary Assessment Schedule

Grade	Dates	Tests
K	May 6	DIBELS
1st	May 8	DIBELS
2nd	May 1 - 2 May 7 - 8 May 6	MAP Reading MAP Math DIBELS
3rd	April 9 - 10 April 22 - 23 April 29 / May 1 May 6 - 7 May 5	NSCAS ELA NSCAS Math MAP Reading MAP Math DIBELS
4th	April 9 - 10 April 22 - 23 April 29 / May 1 May 6 - 7 May 8 May 5	NSCAS ELA NSCAS Math MAP Reading MAP Math MAP Science DIBELS
5th	April 9 - 10 April 22 - 23 April 24 - 25 April 29 / May 1 May 6 - 7 May 7	NSCAS ELA NSCAS Math NSCAS Science MAP Reading MAP Math DIBELS
6th	April 9 - 10 April 22 - 23 April 29 / May 1 May 6 - 7 May 7	NSCAS ELA NSCAS Math MAP Reading MAP Math DIBELS

Please avoid scheduling appointments on these important dates.

NSCAS = State Testing

MAP & DIBELS = District Testing

Principal's Report, April 2025

1. Student opportunities-

- a. The Musical was a success! The students and directors did an excellent job!
- b. Academic Signing will be May 2 @ 9 a.m. in the theater.
- c. Awards Night will be May 6 @ 7 p.m. in the theater.
- d. FBLA state coming up. Results will be in May's report.
- e. FFA
 - i. Nine seniors received their state degrees:
 1. Jacob Buller
 2. KatrinaMarie Epp
 3. Jace Friesen
 4. Cale Friesen
 5. Blake Goertzen
 6. Madison Mason
 7. Zach Miller
 8. Samuel Quiring
 9. Thane Wetjen
 - ii. The chapter received the Connecting Chapters Ag Literacy award and was recognized as a Premier National Chapter Award (Superior rating)!
 - iii. Two proficiency finalists
 1. Blake Goertzen in the area of Diversified Agriculture Entrepreneurship
 2. Blake Goertzen in Grain Production
 - iv. Two Top 24 State Star Finalists:
 1. Zach Miller was a finalist in Placement
 2. Blake Goertzen was a finalist in Production
 - v. The FFA sent two competing teams to state:
 1. Food Science team placed 2nd (Emma Ott, Kinsley Friesen, Grace Splinter, and Riley Quiring)
 - a. Emma Ott placed 6th in the state
 2. Agriscience placed 29th (Brian Bearinger, Katy Farrall, Ashlyn Rotter, Damon Ostrander)
 - vi. Three members were selected into the State Honor Choir:
 1. Zach Miller
 2. Braden Janzen
 3. Lexi Inglsbee

2. Upcoming Events

- a. Graduation, May 11 @ 2 p.m.

2023 - 2024
August 1, 2023 - July 31, 2024

HEARTLAND COMMUNITY SCHOOLS

Annual Report



EMPOWERING EXCELLENCE - Every Student, Every Day

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HEARTLAND COMMUNITY SCHOOLS

OUR MISSION

EMPOWERING EXCELLENCE - Every Student, Every Day

OUR VISION

A school that is uniquely focused on supporting all students as they build the knowledge, skills, and dispositions necessary for:

- Life-Long Learning
- Problem Solving
- Critical Thinking
- Civic Engagement
- Healthy Living



OUR BELIEFS

- All students have value.
- All students are capable of learning.
- Our school must provide a positive, safe, and caring environment for learning and teaching.
- Our school must prepare students for a lifetime of learning.
- Our school must provide all students with challenging, learning opportunities.
- Community support is a strength of our school and fostering positive relationships between our school and our communities, based on cooperation and respect, is essential.
- We must always demonstrate integrity in our words and in our actions.

EMPOWERING EXCELLENCE - Every Student, Every Day

HEARTLAND COMMUNITY SCHOOLS

PK-12 Fall Enrollment: 339 Students

School Mascot: Huskies

School Colors: Crimson / Black / White

Inaugural Year: 1998 - 1999

Districts Re-Organized To Form Bradshaw Public Schools
Heartland Community Schools: Henderson Community Schools

Communities Within The District: Bradshaw
Henderson

District Size: 154 sq. mi.

District Schools (2): Heartland Elementary School
Heartland Jr.-Sr. High School

Activities Conference: Southern Nebraska Conference

Educational Service Unit: ESU 6, Milford

State Legislative District: 24

State Board Of Education District: 5

US Congressional District: 3



Heartland Community Schools
1501 Front Street
Henderson, NE 68371
402-723-4434

Website: www.heartlandschools.org

Facebook: www.facebook.com/heartlandcommunityschools

Twitter: Heartland Huskies @hcsdogpound

BOARD MEMBERS & DISTRICT PERSONNEL

Board of Education 2023

President: Gary Braun
 Vice President: Lacey Gloystein
 Secretary: Tammy Ott
 Ryan Goertzen
 Jen Hiebner
 Tyler Newton

Board of Education 2024

President: Gary Braun
 Vice President: Tyler Newton
 Secretary: Tammy Ott
 Lacey Gloystein
 Ryan Goertzen
 Jen Hiebner

Administration

Superintendent: Jeremy Klein
 PK-6 Principal: Dana Reinke
 7-12 Principal: Tim Carr

Certificated Staff

Instructional & Educational Staff number of staff:	35	
Instructional & Educational Staff FTE:	35.00	
Instructional & Educational Staff with Masters Degrees:	21 60%	NE Ave. 59%
Instructional & Educational Staff average of total years experience:	15.7	14
Instructional & Educational Staff average of years experience with district:	9.8	

Classified & Support Staff

Clerical Staff number of staff:	3
Para-Educators number of staff:	16
Maintenance Staff number of staff:	3
Transportation Staff number of staff:	7

New Staff Members

James McCartney: Business Teacher
 Caitlin O'Brien: Para Educator
 Paige Peters: K-6 Math
 Amy Pinney: 7-12 English Language Arts Teacher
 Andrea Happel: 3rd Grade Teacher
 Rachael Strong: 7-12 English Language Arts Teacher
 Kathy Taylor: Kitchen / Foods

SERVICE MILESTONES

5 Years Of Service

Connie Bechtel
 Jolene Campbell
 Michelle McClelland
 Lindsey Mierau
 Tammy Ott

15 Years Of Service

Michelle Goertzen

20 Years Of Service

Marcia Traudt

10 Years Of Service

Karen Kroeker
 Carol Nissen

25 Years Of Service

Marc Regier
 Sherry Thiesen



Retirement

Royce Schweitzer: Instrumental Music Teacher; 47 years with the district

Heartland Community Schools is an Equal Opportunity Employer

STUDENT ENROLLMENT & DEMOGRAPHICS

Student Enrollment

<i>School Year</i>	<i>PK-12</i>	<i>K-12</i>	<i>PK</i>	<i>K</i>	<i>K-6</i>	<i>7-12</i>
<i>23-24</i>	339	308	31	18	156	152
<i>22-23</i>	353	323	30	29	167	156
<i>21-22</i>	361	326	35	20	160	166
<i>20-21</i>	344	315	29	24	153	162
<i>19-20</i>	353	317	36	19	163	154
<i>18-19</i>	322	299	23	21	156	143
<i>17-18</i>	327	300	27	20	155	145
<i>16-17</i>	330	304	26	21	163	141
<i>15-16</i>	333	309	24	16	166	143
<i>14-15</i>	333	309	24	24	164	145

Daily Attendance Rate

<i>School Year</i>	<i>Heartland</i>	<i>NE-Statewide</i>
<i>23-24</i>	94.99%	92.59%
<i>22-23</i>	95.30%	92.50%
<i>21-22</i>	93.64%	92.28%
<i>20-21</i>	93.98%	93.21%
<i>19-20</i>	95.55%	94.30%
<i>18-19</i>	96.02%	94.48%
<i>17-18</i>	97.13%	94.30%
<i>16-17</i>	95.96%	94.59%
<i>15-16</i>	95.88%	94.89%
<i>14-15</i>	95.95%	95.17%

4-Year Graduation Rate

<i>School Year</i>	<i>Heartland</i>	<i>NE-Statewide</i>
<i>23-24</i>	100.00%	88.18%
<i>22-23</i>	96.15%	87.25%
<i>21-22</i>	96.15%	87.12%
<i>20-21</i>	95.65%	87.56%
<i>19-20</i>	96.00%	87.51%
<i>18-19</i>	96.15%	88.42%
<i>17-18</i>	100.00%	89.03%
<i>16-17</i>	95.24%	89.11%
<i>15-16</i>	95.65%	89.27%
<i>14-15</i>	96.43%	88.89%

Free & Reduced Lunch Participation

<i>School Year</i>	<i>Heartland</i>	<i>NE-Statewide</i>
<i>23-24</i>	30.97%	51.80%
<i>22-23</i>	32.58%	49.69%
<i>21-22</i>	24.65%	41.31%
<i>20-21</i>	30.23%	46.33%
<i>19-20</i>	29.46%	45.60%
<i>18-19</i>	30.12%	45.21%
<i>17-18</i>	33.94%	45.83%
<i>16-17</i>	31.82%	44.65%
<i>15-16</i>	30.33%	44.12%
<i>14-15</i>	29.43%	44.23%

Students Receiving SPED Services

<i>School Year</i>	<i>Heartland</i>	<i>NE-Statewide</i>
<i>23-24</i>	12.01%	16.77%
<i>22-23</i>	13.31%	16.45%
<i>21-22</i>	13.50%	15.92%
<i>20-21</i>	15.56%	15.67%
<i>19-20</i>	12.93%	15.56%
<i>18-19</i>	13.38%	15.48%
<i>17-18</i>	16.00%	15.12%
<i>16-17</i>	15.46%	14.97%
<i>15-16</i>	17.48%	14.71%
<i>14-15</i>	22.65%	14.71%



NEBRASKA STUDENT-CENTERED ASSESSMENT SYSTEM (NSCAS)

ENGLISH LANGUAGE ARTS

The tables on this page list the percentage of students that met or exceeded the Nebraska College & Career Readiness benchmark levels of performance that are established by the Nebraska State Department of Education for the statewide NSCAS English Language Arts assessment . These percentages are listed for both Heartland students and for all students across Nebraska that took the assessment at each grade level for which the statewide NSCAS assessments are administered.

Students Meeting Nebraska College & Career Readiness Grade Level Benchmarks

3RD GRADE

	Heartland	NE - Statewide
23-24	100%	59%
22-23	91%	62%
21-22	52%	50%
20-21	65%	50%
19-20	<i>not tested due to statewide closure</i>	
18-19	63%	56%

4TH GRADE

	Heartland	NE - Statewide
23-24	80%	59%
22-23	61%	55%
21-22	71%	53%
20-21	60%	54%
19-20	<i>not tested due to statewide closure</i>	
18-19	78%	58%

5TH GRADE

	Heartland	NE - Statewide
23-24	74%	57%
22-23	67%	57%
21-22	59%	47%
20-21	67%	46%
19-20	<i>not tested due to statewide closure</i>	
18-19	58%	48%

6TH GRADE

	Heartland	NE - Statewide
23-24	68%	58%
22-23	66%	55%
21-22	62%	44%
20-21	58%	45%
19-20	<i>not tested due to statewide closure</i>	
18-19	58%	49%

7TH GRADE

	Heartland	NE - Statewide
23-24	46%	58%
22-23	68%	54%
21-22	46%	42%
20-21	65%	44%
19-20	<i>not tested due to statewide closure</i>	
18-19	68%	49%

8TH GRADE

	Heartland	NE - Statewide
23-24	74%	63%
22-23	100%	63%
21-22	51%	46%
20-21	71%	50%
19-20	<i>not tested due to statewide closure</i>	
18-19	48%	50%

11TH GRADE STATEWIDE ACT

	Heartland	NE - Statewide
23-24	64%	46%
22-23	75%	46%
21-22	67%	46%
20-21	38%	46%
19-20	<i>not tested due to statewide closure</i>	
18-19	64%	51%



NEBRASKA STUDENT-CENTERED ASSESSMENT SYSTEM (NSCAS)

MATHEMATICS

The tables on this page list the percentage of students that met or exceeded the Nebraska College & Career Readiness benchmark levels of performance that are established by the Nebraska State Department of Education for the statewide NSCAS Math assessment. These percentages are listed for both Heartland students and for all students across Nebraska that took the assessment at each grade level for which the statewide NSCAS assessments are administered.

Students Meeting Nebraska College & Career Readiness Grade Level Benchmarks

3RD GRADE

	Heartland	NE - Statewide
23-24	89%	61%
22-23	77%	58%
21-22	70%	50%
20-21	50%	47%
19-20	<i>not tested due to statewide closure</i>	
18-19	56%	55%

4TH GRADE

	Heartland	NE - Statewide
23-24	92%	60%
22-23	78%	58%
21-22	76%	46%
20-21	52%	46%
19-20	<i>not tested due to statewide closure</i>	
18-19	91%	52%

5TH GRADE

	Heartland	NE - Statewide
23-24	70%	61%
22-23	71%	65%
21-22	44%	49%
20-21	38%	46%
19-20	<i>not tested due to statewide closure</i>	
18-19	61%	54%

6TH GRADE

	Heartland	NE - Statewide
23-24	82%	57%
22-23	69%	57%
21-22	57%	46%
20-21	62%	47%
19-20	<i>not tested due to statewide closure</i>	
18-19	88%	55%

7TH GRADE

	Heartland	NE - Statewide
23-24	64%	55%
22-23	86%	65%
21-22	69%	44%
20-21	68%	46%
19-20	<i>not tested due to statewide closure</i>	
18-19	73%	49%

8TH GRADE

	Heartland	NE - Statewide
23-24	82%	57%
22-23	92%	61%
21-22	66%	41%
20-21	79%	45%
19-20	<i>not tested due to statewide closure</i>	
18-19	70%	47%

11TH GRADE STATEWIDE ACT

	Heartland	NE - Statewide
23-24	59%	42%
22-23	75%	42%
21-22	63%	24%
20-21	63%	44%
19-20	<i>not tested due to statewide closure</i>	
18-19	64%	38%



NEBRASKA STUDENT-CENTERED ASSESSMENT SYSTEM (NSCAS)

SCIENCE

The tables on this page list the percentage of students that met or exceeded the Nebraska College & Career Readiness benchmark levels of performance that are established by the Nebraska State Department of Education for the statewide NSCAS Science assessment. These percentages are listed for both Heartland students and for all students across Nebraska that took the assessment at each grade level for which the statewide NSCAS assessments are administered.

Students Meeting Nebraska College & Career Readiness Grade Level Benchmarks

5TH GRADE

	Heartland	NE - Statewide
23-24	87%	76%
22-23	81%	76%
21-22	74%	71%
20-21	<i>not tested - new assessment released in 21-22</i>	
19-20	<i>not tested due to statewide closure</i>	
18-19	90%	69%

8TH GRADE

	Heartland	NE - Statewide
23-24	74%	64%
22-23	83%	64%
21-22	74%	63%
20-21	<i>not tested - new assessment released in 21-22</i>	
19-20	<i>not tested due to statewide closure</i>	
18-19	78%	63%

The 21-22 school year represents the first year of new Science standards being fully utilized in the Science assessment for Grades 5 & 8. Assessments for the 17-18 & 18-19 school years assessed the prior standards on the statewide Science assessment. Because of the revision in standards, results from 21-22 and after are not directly comparable to results prior to 21-22.

11TH GRADE STATEWIDE ACT

	Heartland	NE - Statewide
23-24	68%	49%
22-23	60%	49%
21-22	63%	48%
20-21	67%	50%
19-20	<i>not tested due to statewide closure</i>	
18-19	68%	53%



ACT

The ACT is a standardized assessment designed to indicate general readiness for first-year, post-secondary course work in areas such as English Composition, Algebra, Social Studies, and Biology. The test traditionally has four sub-tests (English, Reading, Math, and Science), with each sub-test having a maximum scale-score of 36. A composite score (roughly the average of the sub-test scores) also has a maximum score of 36. In recent years an optional Writing sub-test has been added to the ACT test. Historically, post-secondary institutions have relied upon ACT scores as a part of their admissions process as a means of contextualizing academic records for students from their local schools as local districts across the nation may vary widely in a variety of factors. In recent years, the reliance upon measures such as ACT scores by post-secondary institutions in their admissions processes has begun to vary widely by institutions across the nation. Currently in Nebraska, virtually all students will take the ACT test in the Spring of their 11th grade year as a part of Nebraska's statewide assessment requirements. Many students in Nebraska, including students at Heartland, will take the ACT test multiple times, both before or after their participation in the statewide assessment.

The Nebraska Department of Education has established benchmark scores for the 11th Grade, statewide ACT in line with its College & Career Readiness Benchmarks. Information related to meeting these specific NDE benchmarks can be found in this report on the previous pages containing NSCAS performance information.

The information on this page includes information related to average performance and the percentage of students meeting the readiness benchmark scores that are determined by ACT. The ACT information titled, "11th Grade Statewide ACT" includes only performance of students on the statewide ACT taken in the Spring of the 11th Grade year. The ACT information titled, "Graduates" accounts for students taking the ACT multiple times prior to their graduation.

ACT has long established its own readiness benchmarks, these are different than the benchmarks that are set by the Nebraska Department of Education. The ACT benchmarks are designed to indicate a 50% probability of being able to perform B-level work in the first year of college and a 75% probability of performing C-level work or higher in the first year of college in each sub-test area. The ACT benchmark scores are as follows: English - 18; Reading - 22; Math - 22; Science - 23.

ENGLISH

11TH GRADE STATEWIDE ACT

	Heartland				NE - Statewide			
	Average Score	Met ACT Benchmark	Scoring in Top 25% Statewide	Scoring in Top 50% Statewide	Average Score	Met ACT Benchmark	Scoring in Top 25% Statewide	Scoring in Top 50% Statewide
23-24	20.0	57%	36%	68%	17.5	46%	25%	50%
22-23	22.4	80%	45%	80%	17.6	46%	25%	50%
21-22	19.0	63%	19%	63%	17.7	46%	25%	50%
20-21	20.0	70%	28%	64%	17.8	46%	25%	50%
20-21F	20.0	53%	33%	56%	18.3	51%	25%	50%

GRADUATES

	Heartland		NE - Statewide	
	Average Score	Met ACT Benchmark	Average Score	Met ACT Benchmark
23-24	22.4	80%	18.1	49%
22-23	19.5	67%	18.3	50%
21-22	20.1	70%	18.6	51%
20-21	20.1	53%	19.1	55%
19-20	20.8	68%	19.2	54%

READING

11TH GRADE STATEWIDE ACT

	Heartland				NE - Statewide			
	Average Score	Met ACT Benchmark	Scoring in Top 25% Statewide	Scoring in Top 50% Statewide	Average Score	Met ACT Benchmark	Scoring in Top 25% Statewide	Scoring in Top 50% Statewide
23-24	21.4	48%	32%	64%	19.1	33%	25%	50%
22-23	21.4	50%	45%	70%	19.0	33%	25%	50%
21-22	18.8	37%	11%	59%	18.9	31%	25%	50%
20-21	20.6	40%	24%	44%	19.1	32%	25%	50%
20-21F	20.8	32%	28%	56%	20.1	38%	25%	50%

GRADUATES

	Heartland		NE - Statewide	
	Average Score	Met ACT Benchmark	Average Score	Met ACT Benchmark
23-24	21.4	50%	19.5	36%
22-23	20.3	44%	19.5	36%
21-22	21.3	42%	19.8	37%
20-21	22.2	40%	20.7	42%
19-20	21.2	32%	20.2	38%

MATHEMATICS

11TH GRADE STATEWIDE ACT

	Heartland				NE - Statewide			
	Average Score	Met ACT Benchmark	Scoring in Top 25% Statewide	Scoring in Top 50% Statewide	Average Score	Met ACT Benchmark	Scoring in Top 25% Statewide	Scoring in Top 50% Statewide
23-24	20.0	24%	18%	73%	18.6	26%	25%	50%
22-23	21.5	55%	55%	85%	18.6	27%	25%	50%
21-22	19.3	30%	26%	74%	18.6	26%	25%	50%
20-21	21.8	45%	28%	72%	18.8	27%	25%	50%
20-21F	20.7	37%	39%	83%	19.2	30%	25%	50%

GRADUATES

	Heartland		NE - Statewide	
	Average Score	Met ACT Benchmark	Average Score	Met ACT Benchmark
23-24	21.5	55%	18.8	28%
22-23	20.0	37%	18.9	29%
21-22	20.2	35%	19.1	30%
20-21	21.4	35%	19.6	33%
19-20	20.4	41%	19.7	34%

SCIENCE

11TH GRADE STATEWIDE ACT

	Heartland				NE - Statewide			
	Average Score	Met ACT Benchmark	Scoring in Top 25% Statewide	Scoring in Top 50% Statewide	Average Score	Met ACT Benchmark	Scoring in Top 25% Statewide	Scoring in Top 50% Statewide
23-24	21.6	43%	41%	68%	19.0	28%	25%	50%
22-23	20.8	50%	50%	60%	19.1	26%	25%	50%
21-22	20.6	30%	30%	63%	19.0	27%	25%	50%
20-21	20.9	25%	24%	68%	19.1	27%	25%	50%
20-21F	21.5	37%	39%	89%	19.8	33%	25%	50%

GRADUATES

	Heartland		NE - Statewide	
	Average Score	Met ACT Benchmark	Average Score	Met ACT Benchmark
23-24	20.9	50%	19.4	28%
22-23	21.0	33%	19.4	30%
21-22	20.9	35%	19.6	31%
20-21	22.2	40%	20.2	35%
19-20	20.1	27%	20.0	31%

COMPOSITE & ALL FOUR BENCHMARKS

11TH GRADE STATEWIDE ACT

	Heartland				NE - Statewide			
	Average Composite Score	Met All 4 Benchmarks	Scoring in Top 25% Statewide	Scoring in Top 50% Statewide	Average Composite Score	Met All 4 Benchmarks	Scoring in Top 25% Statewide	Scoring in Top 50% Statewide
23-24	20.8	24%	32%	68%	18.7	16%	25%	50%
22-23	21.5	40%	50%	65%	18.7	17%	25%	50%
21-22	19.5	11%	22%	59%	18.6	16%	25%	50%
20-21	20.9	20%	28%	52%	18.8	16%	25%	50%
20-21F	20.8	21%	33%	56%	19.5	20%	25%	50%

GRADUATES

	Heartland		NE - Statewide	
	Average Composite Score	Met All 4 Benchmarks	Average Composite Score	Met All 4 Benchmarks
23-24	21.5	37%	19.1	18%
22-23	20.3	19%	19.2	19%
21-22	20.7	27%	19.4	20%
20-21	21.7	25%	20.0	23%
19-20	20.7	26%	19.9	22%

OPPORTUNITIES BEYOND THE CLASSROOM

Heartland Community Schools and our staff offers students a wide array of opportunities to grow, to learn, and to excel beyond the classroom. Heartland is focused on the whole-student and we offer our students an array of high-quality, extra-curricular and co-curricular opportunities in support of our students' success both inside and outside of the classroom. Below are some of the activities and organizations that allow our students to engage, learn, and excel beyond the regular classroom setting.

CO-CURRICULAR

Fine & Performing Arts

Choir Ensembles
Concert Band
Concert Choir
Jazz Band
Marching Band
Musical Production
One-Act Play Production
Play Production

Honors & Leadership

National Honor Society
Student Council

CTE & STEM

Broadcast & Multi-Media Production
Future Business Leaders of America (FBLA)
Future Farmers of America (FFA)
Journalism & Graphic Media Production
HCS Customs
Robotics (High School)
Robotics (Junior High)

Civic Engagement

County Government Day
Nebraska Boys' State
Nebraska Girls' State
Nebraska State Capitol Field Trip (5th Grade)
Veterans' Day Program & Essay Contest

Extensions

Art Club
Biology Field Trip: Sandhill Cranes, Ground Water, Wetlands
Math Club
Quiz Bowl

EXTRA-CURRICULAR

High School

Basketball (Boys)
Basketball (Girls)
Football
Golf (Boys)
Golf (Girls)
Track & Field (Boys)
Track & Field (Girls)
Volleyball

Junior High School

Basketball (Boys)
Basketball (Girls)
Football
Track & Field (Boys)
Track & Field (Girls)
Volleyball



NOTEABLE MENTIONS

Class of 2024

The 26th Commencement Ceremony for Heartland High School was held on Sunday, May 5, 2024. The Class of 2024 consisted of 18 graduates. 2024 Co-Valedictorians: Allie Boehr, Kaylee Goertzen, Benjamin Janzen, Jack McCormick, Ava Stebbing, Hendric Switzer, Mariah Tessman, & Nicholas Thiesen.

Class of 2036

The Heartland Class of 2036 began its K-12 journey as 18 students experienced their first day of Kindergarten on Thursday, August 17, 2023.

National Competition

Six students qualified to compete in the 2024 FBLA National Leadership Conference held in Orlando, Florida from June 29th - July 2, 2024.

The Heartland High School Robotics Team in the 2024 U.S. Open Robotics Open Program Championship. The 3-day competition took place in Council Bluffs, IA on Thursday, March 21st through Saturday, March 23rd. The Heartland robotics team earned 2nd place in the Match Play Competition and 3rd place in the Skills Competition.

Performing Arts

The Heartland Marching Band was crowned Champion of the 2023 Yorkfest Marching Competition held in York. At the 2023 Harvest of Harmony Field Competition in Grand Island, the Heartland Marching Band was awarded 3rd place in the combined Class C & D division.

On Friday, March 22nd and Saturday, March 23rd, a cast and crew of approximately high school students put on the play production of Murder in Bloom in the Heartland Community Schools Theater for two nights of sold-out performances.

Conference Champions

The Heartland High School Quiz Bowl team was crowned Southern Nebraska Conference quiz bowl champion.

Investments In Teaching & Learning

Implementation of new instructional materials in the subject area of English Language Arts for grades K-12 coincided with the start of the 23-24 school year. The review and selection process for the English Language Arts materials took place during the 22-23 school year. The final selection and purchase of the new materials occurred towards the conclusion of the 22-23 school year.

In continuation of Heartland's 1-to-1, 24/7 learning initiative for grades 7-12, a replacement cycle of student laptop computers was rolled out at the start of the 23-24 school year. The computers were selected and purchased towards the conclusion of the 22-23 school year.

2024 Bond Election & General Contractor Selection

In May 2022, two bond issues were approved by the voters of the Heartland Community Schools district. The voter-approved initiatives provided approximately \$7 million for the renovation and expansion of existing PK-12 facilities, as well as the addition of early-childhood facilities. Initial bids of the proposed project were opened in December 2022 that exceeded the funding provided from the bond issuance by \$4.5 million - \$5.5 million.

With the intent of completing the comprehensive project in a manner similar to its initial proposal, the board and the district secured additional financing in March 2023. However, in early June 2023, significant legislative changes were adopted at the state level that negated the board and the district's ability to fund the additional cost of the project through the financing that was secured and previously allowable in March.

A ballot initiative that would have allowed the board and the district to fund the completion of the comprehensive project was proposed to the voters under the requirements of the new statutes. The election for the ballot initiative took place in August 2023. The ballot initiative was approved by 56% of the voters, but it failed due to the new legislation requiring 60% voter approval of the ballot initiative.

Following the failed ballot initiative in August 2023, the board and the district examined options for moving forward during the first half of the 23-24 school year. February 2024, the board approved a resolution calling for a bond election asking for voter approval of \$6.85 million in bonds to complete the facilities project. The election was to be held on May 14, 2024 in conjunction with that year's statewide primary election.

The bond issuance was approved by the voters of the district at the May 2024 election by a margin of 61% to 39%. The board held a bid opening for general contractors in June 2024. Shortly after, entered into a contract with Hausmann Construction for a bid of \$10,231,500. With a total expected project cost of approximately \$12.3 million, the district planned for construction to begin in September 2024 and an estimated completion date of August 2025.

GENERAL FUND

REVENUE & RECEIPTS

	FY23-24		FY22-23	
	Receipt	% Total	Receipt	% Total
Property Tax	\$3,720,767	56.4%	\$3,621,534	54.9%
Other Local Sources	\$919,260	13.9%	\$356,257	5.4%
Local Sources	\$4,640,027	70.3%	\$3,977,791	60.3%
County Sources	\$43,395	0.7%	\$82,783	1.3%
State Aid	\$556,199	8.4%	\$66,397	1.0%
SPED Reimbursement	\$727,275	11.0%	\$328,108	5.0%
Other State Sources	\$269,159	4.1%	\$566,364	8.6%
State Sources	\$1,552,633	23.5%	\$960,869	14.6%
Federal Sources	\$356,870	5.4%	\$227,033	3.4%
Other Non-Revenue Receipts	\$5,935	0.1%	\$2,593	0.0%
Total Revenue & Receipts	\$6,598,860		\$5,251,069	

EXPENDITURES & DISBURSEMENTS

	FY23-24		FY22-23	
	Expense	% Total	Expense	% Total
Regular Instruction	\$2,637,754	41.9%	\$2,475,039	39.3%
General Student & Staff Support Services	\$330,607	5.3%	\$222,806	3.5%
Special Education (SPED) Instruction	\$704,649	11.2%	\$685,957	10.9%
SPED Support Services	\$326,796	5.2%	\$334,355	5.3%
Administrative & Centralized Operations	\$899,495	14.3%	\$865,868	13.8%
Building Operations & Maintenance	\$552,833	8.8%	\$553,810	8.8%
Regular Transportation & Vehicle Maint.	\$160,511	2.5%	\$207,454	3.3%
SPED Transportation & Vehicle Maint.	\$39,884	0.6%	\$66,942	1.1%
State & Federal Categorical Programs	\$283,705	4.5%	\$224,508	3.6%
ARP: ESSER	\$0	0.0%	\$281,639	4.5%
Transfers	\$360,099	5.7%	\$312,539	5.0%
To Activities Fund	\$53,887	0.9%	\$50,808	0.8%
To Depreciation Fund	\$306,212	4.9%	\$261,731	4.2%
To Lunch Fund	\$0	0.0%	\$0	0.0%
To Other	\$0	0.0%	\$0	0.0%
Total Expenditures & Disbursements	\$6,296,333		\$6,230,917	



LEVY & VALUATION

Heartland Community Schools

FY23-24

FY22-23

Assessed Valuation	\$860,540,663	\$812,140,998
Annual Increase/Decrease	\$48,399,665 6.0%	\$30,805,744 3.9%
Assessed Valuation <i>For Bonds</i>	\$750,232,572	\$613,444,222
Annual Increase/Decrease	\$136,788,350 22.3%	
	Tax Request	Levy
General Fund	\$4,246,991	\$0.49353
Special Building Fund	\$101,010	\$0.01174
Qualified Capital Purpose Undertaking	\$0	\$0.00000
Bond Fund	\$545,455	\$0.07270
Total Consolidated Tax Request	\$4,893,456	\$4,808,055
	Total Non-Bond Levy	\$0.50526
	Total Bond Levy	\$0.07270
	Total Non-Bond Levy	\$0.52486
	Total Bond Levy	\$0.08892

FY 23-24 Regional/Area Levies & Valuations

	General	Bond	Building	Qualified	Total	Valuation
CLAY						
SUTTON PUBLIC SCHOOLS	\$0.5686	\$0.0000	\$0.1160	\$0.0000	\$0.6846	\$844,078,604
HARVARD PUBLIC SCHOOLS	\$0.9216	\$0.0000	\$0.0000	\$0.0000	\$0.9216	\$393,656,577
FILLMORE						
EXETER-MILLIGAN PUBLIC SCHS	\$0.5334	\$0.0000	\$0.0543	\$0.0000	\$0.5877	\$744,112,977
FILLMORE CENTRAL PUBLIC SCHS	\$0.5548	\$0.0000	\$0.0521	\$0.0000	\$0.6069	\$1,221,412,160
SHICKLEY PUBLIC SCHOOLS	\$0.7320	\$0.0000	\$0.0554	\$0.0458	\$0.8333	\$527,385,066
HAMILTON						
GILTNER PUBLIC SCHOOLS	\$0.7403	\$0.0000	\$0.0475	\$0.0321	\$0.8199	\$382,770,714
HAMPTON PUBLIC SCHOOL	\$0.6397	\$0.1483	\$0.0000	\$0.0344	\$0.8224	\$379,624,873
AURORA PUBLIC SCHOOLS	\$0.7816	\$0.0220	\$0.0079	\$0.0000	\$0.8115	\$1,880,705,257
POLK						
CROSS COUNTY COMMUNITY SCHS	\$0.6197	\$0.1074	\$0.0232	\$0.0000	\$0.7503	\$869,700,205
OSCEOLA PUBLIC SCHOOLS	\$0.7855	\$0.1011	\$0.0137	\$0.0000	\$0.9003	\$554,794,305
SHELBY - RISING CITY PUBLIC SCHS	\$0.6167	\$0.1081	\$0.0050	\$0.0000	\$0.7298	\$840,851,569
HIGH PLAINS COMMUNITY SCHS	\$0.5027	\$0.0000	\$0.1198	\$0.0000	\$0.6225	\$910,177,125
SEWARD						
MILFORD PUBLIC SCHOOLS	\$0.9158	\$0.0000	\$0.0341	\$0.0000	\$0.9499	\$792,030,552
SEWARD PUBLIC SCHOOLS	\$0.7038	\$0.0852	\$0.0090	\$0.0000	\$0.7980	\$1,896,782,132
CENTENNIAL PUBLIC SCHOOLS	\$0.4492	\$0.0488	\$0.0368	\$0.0000	\$0.5348	\$1,646,029,327
THAYER						
DESHLER PUBLIC SCHOOLS	\$0.6959	\$0.0000	\$0.0269	\$0.0000	\$0.7228	\$562,092,478
THAYER CENTRAL COMMUNITY SCHS	\$0.6076	\$0.0382	\$0.0352	\$0.0000	\$0.6810	\$931,906,762
BRUNING-DAVENPORT UNIFIED SYS	\$0.4698	\$0.0000	\$0.0096	\$0.0000	\$0.4794	\$913,635,979
YORK						
YORK PUBLIC SCHOOLS	\$0.9615	\$0.1236	\$0.0432	\$0.0208	\$1.1491	\$1,306,699,005
MC COOL JUNCTION PUBLIC SCHS	\$0.7492	\$0.0147	\$0.0241	\$0.0000	\$0.7880	\$384,236,763
HEARTLAND COMMUNITY SCHOOLS	\$0.4935	\$0.0727	\$0.0117	\$0.0000	\$0.5779	\$860,540,663

HEARTLAND COMMUNITY SCHOOLS

GUIDING PRINCIPLES FOR PLANNING, ACTING, and DECISION-MAKING

I. Diverse Student Learning Experiences

Diverse and robust learning experiences, supported by relevant curriculum and effective instructional methods, are critical to the growth, the learning, and the achievement of all students. Offering varied and engaging experiences (e.g. STEM, CTE, co-curricular, etc.) ensures that our students will have access to multiple pathways for learning and growth thus enabling our students to more fully prepare and position themselves for future success.

II. Family and Community Partnerships

Key partnerships (e.g. family-based, community-based, extra-agency) are both increasingly beneficial and increasingly necessary for the achievement of our long-term goals. Communication, engagement, and transparency with all stakeholders is important for building relationships and maintaining trust among stakeholders and partners - establishing, maintaining, and adjusting our methods and practices in how we continually engage and communicate will also be important.

III. Personnel Effectiveness

Fundamental to our success is the district's ability to recruit, develop, and retain high-quality educators and support staff while simultaneously investing in their knowledge, skills, and personal expertise.

IV. Whole-Child Focused

Expecting, leading, supporting, and contributing to a district climate that emphasizes the importance of respect, acceptance, inclusion, and health & well-being (physical / social-emotional / mental) is vital to the success of our students and our staff.

V. District Resources

We are committed to investing our resources in exceptional learning opportunities for all students, meaningful instruction, professional development, innovation, and collaboration while simultaneously providing buildings, grounds, and services-infrastructure that are safe and well-maintained. This commitment is necessary to support an environment where students and staff can consistently learn, work, and perform at high levels.

VI. Board Governance

The Board will commit itself and the necessary resources in support of the long-term goals of the school district. The Board will use its evaluation, accountability, and policy-making capacities as mechanisms for reaching and supporting established goals.

EMPOWERING EXCELLENCE - Every Student, Every Day



HEARTLAND COMMUNITY SCHOOLS

STRATEGIC PLAN: DISTRICT

PRIORITY OUTCOMES FOR PLANNING, ACTING, and DECISION-MAKING

Outcome 1: Provide diverse, high-quality, learning experiences (basic skills, college-preparatory curricula, CTE programming, soft skills, living skills) for the purpose of providing all students with multiple pathways for current and future success.

Strategy 1.1: Implementing robust, rigorous, and standards-based curricula that is aligned both vertically and horizontally.

Strategy 1.2: Utilizing effective, varied, and differentiated instructional practices to lead students towards reaching curricular outcomes and meeting curricular standards.

Strategy 1.3: Utilizing valid, reliable, and authentic assessment methods to guide instructional processes and to provide evidence of meeting curricular standards.

Strategy 1.4: Expanding or extending learning opportunities for students that increase their post-secondary/college/career readiness skills and knowledge.

Strategy 1.5: Expanding or extending learning opportunities for students that increase their access to post-secondary/college/career pathways.

Strategy 1.6: Intervening as appropriate through a multi-tiered system of supports for the purpose of improving academic, behavioral, social-emotional outcomes/performance.

Outcome 2: Provide, and continually plan to provide for, the capital resources required to appropriately meet the district's priorities in a reasonable and responsible manner.

Strategy 2.1: Comprehensive facilities planning to address both short-term and long-term needs & goals including, but not limited to, new construction, renovation, and maintenance of facilities, and acquiring property to meet the future needs of the district.

Strategy 2.2: Building the district's internal and external resource capabilities and committing the resources necessary to support meaningful learning opportunities, necessary staffing levels, effective space allocation, and health & safety.

Strategy 2.3: Providing safe, well-maintained, and highly functional buildings and grounds to support an environment in which students can learn and staff can perform effectively.

Strategy 2.4: Sustaining financial stability through disciplined, long-term, financial/capital planning and purposeful, financial/capital management.

Outcome 3: Recruit, develop, and retain high-quality educators & staff, and support the district's capacity to continuously do so.

Strategy 3.1: Structuring & staffing each school and each department in full support of both the academic development and the physical-mental-social-emotional wellbeing of all students while ensuring that the district's operations are safe, efficient, and effective.

Strategy 3.2: Cultivating a positive culture of learning for teachers, support staff, and administrators that includes purposeful professional development intended to build the knowledge, skills, and dispositions for sustained improvement and collective efficacy.

Strategy 3.3: Identifying and implementing effective efforts towards maintaining working environments and working relationships that promote employee engagement, fulfillment, and renewal.

Outcome 4: Utilize systems and well-matched opportunities that are highly supportive of a districtwide climate emphasizing and directed towards respect, acceptance, inclusion, and health & wellbeing (physical / mental / social-emotional).

Strategy 4.1: Supporting the social-emotional and behavioral needs of all students through a multi-tiered system of supports as a means for aligning supports for students with student needs, district priorities, and established initiatives.

Strategy 4.2: Cultivating a positive, safe, and supportive learning environment for all students through the use of systems and practices that are supportive of positive behavioral outcomes and student well-being (physical / mental / social-emotional).

EMPOWERING EXCELLENCE - Every Student, Every Day



HEARTLAND COMMUNITY SCHOOLS

STRATEGIC PLAN: BOARD GOVERNANCE

PRIORITY OUTCOMES FOR PLANNING, ACTING, and DECISION-MAKING

Outcome 1: Establish and sustain a professional and collaborative working relationship with the superintendent to support and advocate for growth and student achievement.

Strategy 1.1: Work with the superintendent to achieve mutual trust and commitment to each other through teamwork and clear communications.

Strategy 1.2: Using policy, delegate authority to the superintendent to manage district operations and to carry out the implementation of policy.

Strategy 1.3: Demonstrate collaborative problem solving and decision-making with the superintendent and thoughtfully consider the superintendent's recommendations prior to making decisions.

Strategy 1.4: Ensure that the superintendent's job description and evaluation framework: 1) are consistent with policy, 2) clearly state expectations, 3) clarify authority, and 4) are regularly reviewed by the board & superintendent and revised as needed.

Strategy 1.5: Provide clear expectations for the superintendent's performance and evaluate accordingly.

Strategy 1.6: Evaluate the superintendent's performance based upon mutually defined expectations and his success and progress towards mutually identified goals.

Strategy 1.7: Ensure the superintendent's contract renewal and deadline process are clear and the board and superintendent honor the appropriate dates of the contract.

Strategy 1.8: Share responsibility for the orientation of new board members with the superintendent.

Strategy 1.9: Conduct an annual, board self-assessment to identify areas of strength and areas for growth related to the working relationship with the superintendent.

Outcome 2: Continuously review, revise, and develop policies and procedures to ensure accountability focused on growth and student achievement.

Strategy 2.1: Utilize a process to ensure regular review, revision, and adoption of board policies and aspire to complete a review of the board policy manual every one to three years.

Strategy 2.2: Align the process of reviewing, revising, and adopting board policies to the district's mission, vision and goals.

Strategy 2.3: Evaluate the superintendent's implementation of policy as one factor in the superintendent's annual evaluation.

Strategy 2.4: Consider recommendations from the superintendent and administrators when developing and updating policies.

Strategy 2.5: Follow an adopted policy for referring stakeholders with questions, concerns, comments, or feedback to the appropriate personnel.

Strategy 2.6: Ensure board policies are accessible to the public.

Strategy 2.7: Review and discuss the contents of the District Annual Report.

Strategy 2.8: Annually review the district's status/progress related to student achievement.

Strategy 2.9: Conduct an annual, board self-assessment to identify areas of strength and areas for growth related to policy review, development, and implementation.

Outcome 3: Maintain congruence between the board's governance of the district and the district's mission, vision, beliefs and strategic planning.

Strategy 3.1: Annually review the district's mission and vision statements.

Strategy 3.2: Engage district patrons to discuss status/progress of strategic planning, as well as the needs and vision of the school district.

Strategy 3.3: Annually review the district's status/progress related strategic planning outcomes.

Strategy 3.4: Conduct an annual, board self-assessment to identify areas of strength and areas for growth related to the congruence between the board's governance of the district and the district's mission, vision, and strategic planning.

Outcome 4: Communicate and engage with stakeholders (parents, students, staff, and community members) for the purpose of promoting the district, building positive, stakeholder relationships, and sustaining long-term partnerships that will serve education.

Strategy 4.1: Foster positive and ongoing engagement within our communities.

Strategy 4.2: Seek input from internal and external stakeholders (i.e., administrators, certified & classified staff, parents, students, community members, and business leaders) when setting goals.

Strategy 4.3: Maintain a cohesive communications plan to inform and educate our communities on district issues.

Strategy 4.4: Engage our communities to build understanding and support for public education and the school district.

Strategy 4.5: Consider opportunities to collaborate with village/city/county/regional/state officials to address community growth to support the growing viability of the school district.

Strategy 4.6: Ensure that a district report is provided to patrons annually.

Strategy 4.7: Conduct an annual, board self-assessment to identify areas of strength and areas for growth related to effective communication and engagement with stakeholders.

EMPOWERING EXCELLENCE - Every Student, Every Day

UNANIMOUS ★ JUMPSTART



- What is your name?
- What is your job title?
- What is your role in this project?
- How many years at this organization?
- What is your favorite thing about the organization?
- Any other relevant background?

- Who will be our main point of contact?
- What is your preferred method of communication?
- How frequently would you like to touch base?
- What email should be used for invoices and financial questions?

OUR PROCESS /// Strategic & Intentional.

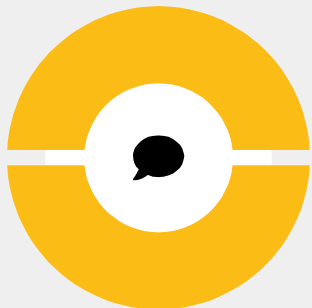
Full Service Branding — Marketing + Creative + Web + Video



1

DISCOVERY

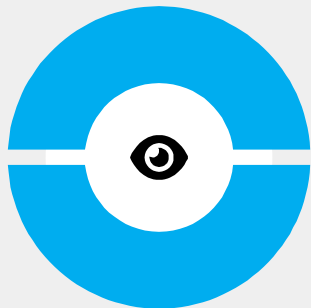
Onboarding &
Research



2

VERBAL

Messaging &
Communication



3

VISUAL

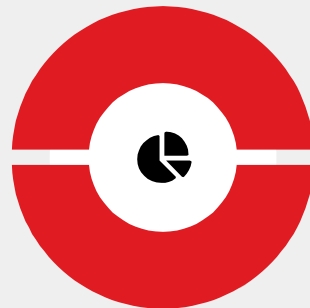
Design &
Aesthetics



4

TACTICS

Initiatives &
Implementation



5

REVIEW

Analyze &
Refine

UNANIMOUS ★ UNITED WE BRAND

	BRANDING DEVELOPMENT	
X	Discovery Kickoff Meeting	March 31, 2025
	Visual Identity Concept Review	April, 2025
	Deliver Brand Assets	May, 2025
	Deliver Brand Guide + Online Assets	May, 2025



Purpose & Goals

- ❑ Build brand awareness and engagement
- ❑ Increase donations, awareness, and support
- ❑ Provide or sell products
- ❑ Provide or sell services
- ❑ Promote or increase membership
- ❑ Education, resources, and training
- ❑ Build or create a community
- ❑ Recruitment
- ❑ Other reasons and/or goals?

Discovery

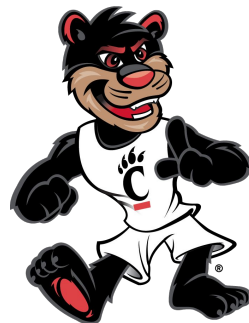
- What is the official name of your organization?
- What is the significance of the name?
- Are you able to provide organization/brand history?
- Tell us about the purpose of the grant and these three communities are coming together
- Why is now the time to create this brand?
- What plans do you have for the future?
- What are you most excited about?

- Tell us about the following brands
 - Hampton Hawks
 - Henderson Huskies
 - Bradshaw Bulldogs
- Should these brand influence the Bearcat brand in anyway?
- Do you have a current brand guide or brand book?

- Who do you consider to be your biggest competitors?
- Which competitor do you consider to be your greatest rival, and why?
- Why do people come to you instead of your competitors?
- Why do people go to your competitor instead of you?
- How are you perceived in your communities?
- What do you admire most about those organizations?
- What sports will you compete in?

Visual Identity

CINCINNATI **BEARCATS**®



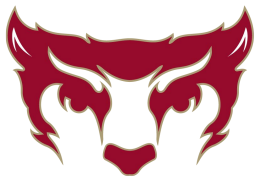
CINCINNATI
BEARCATS®





**SCOTTSBLUFF
BEARCATS**





Crossroads Conference



Southern Nebraska Conference



- What do you like about your current mascot name/brand? **Bearcat**
- What are the challenges with your current brand?
- Are there any brand elements that you don't have but like?
- Are there any brand elements you are sure you don't want?
- Are there any other brands that want to inspire this project?
- Are there any specific images, icons, graphics, or symbols that come to mind?
- Do you have any color preferences?
- How would you describe your ideal brand?

- What emotions or feelings do you want your logo to evoke in viewers?
- What is the main message or story behind your brand that the logo should convey?
- Are there any cultural or regional factors that should be considered in the logo design?
- Are there any design elements or motifs that are significant to your industry or niche?
- How/where will the logo be primarily used (e.g., websites, business cards, signage, merchandise)?
- Are there any elements or characteristics that must exist per business mandate?
- Are there any legal or trademark considerations that need to be addressed in the logo design?
- Do you have any documentation, data, or research that could inform or impact the project?

PERSONA /// Mark 1 Box Per Row to Define Your Desired Audience Perception ////////////////////////////////////// Full Service Branding — Marketing + Creative + Web + Video

		1	2	3	4	5	6	
A	Feminine							Masculine
B	Small							Large
C	Simple							Sophisticated
D	Economical							Expensive
E	Playful							Professional
F	Common							Rare
G	Patient							Aggressive
H	Refined							Raw
I	Conservative							Liberal
J	Classic							Modern
K	Generalist							Specialist
L	Trusted							New Ideas
M	Quiet							Loud
N	Subtle							Obvious
O	Subdued							Colorful
P	Services							Products

Next Steps





UNANIMOUS

UNANIMOUS
8600 Executive Woods Dr.
Suite 300 | Lincoln, NE 68512
BeUNANIMOUS.com

SCOTT CLAYPOOL
Scott@BeUNANIMOUS.com
Phone: 1.402.423.5447
Toll-Free: 1.888.317.5947

H&H Bearcats

Hampton Public Schools / Heartland Community Schools

Visual Identity Suite - Brand Development

PROJECT#: 36512 - SUBMITTED 3.21.2025



March 21, 2025
Project: # 36512



UNANIMOUS

Lacey Gloystein
laceygloystein@hotmail.com
620-338-5756
Heartland Community Schools

jklein@heartlandschools.net
hherzberg@hamptonhawks.us

Dear Lacey,

Thank you for taking the time recently to discuss the branding needs of H&H Bearcats (Hampton Public Schools / Heartland Community Schools). We are excited about the opportunity to partner with you on these projects and are pleased to submit a formal proposal for our services. Based on our past experience, UNANIMOUS is an excellent fit for this exciting venture.

The marketing, creative, web, and video teams at UNANIMOUS understand the importance of solid research, powerful messages, and a cohesive appearance. From the onset of the project, our team implements a formalized development and design process to ensure the successful, timely completion of each part of the project. At UNANIMOUS, we also strive to foster a collaborative relationship with our clients so the finished project fulfills your business requirements and expectations.

UNANIMOUS greatly appreciates your consideration of our agency's services for this exciting project. If you have any questions regarding the proposal or would like to discuss any details or modifications to the project as we have defined it, please contact me at Scott@BeUNANIMOUS.com or by calling 402.423.5447.

Thank you for this opportunity,

Sincerely,

Scott Claypool
Vice President, Creative



Why UNANIMOUS?

UNANIMOUS is a Lincoln, Nebraska-based marketing agency that assists clients with branding, marketing, creative, web, and video projects of all sizes and scopes. Founded in 1979, UNANIMOUS has over 350 active clients across 15 states. Our agency is known for its collaborative style, and we pride ourselves on rhyme, reason, and results.

SPECIALISTS

Non-profits & Education.

We have vast experience in both the non-profit and education markets. We understand the unique needs of the various stakeholders, from staff, board members, community members, foundations, donors, and more. We regularly partner with similar organizations and will gladly provide you with case studies and references.

ALIGNED

Strategic & Intentional.

We utilize our proven process to seek truth, gain understanding, and provide organizational clarity. We look to fully understand your unique brand while we examine your goals and needs. We dig deep, ask questions, and pride ourselves on being avid listeners. These insights fuel our ability to create compelling strategies, thoughtful designs, intuitive websites, engaging videos, and powerful results for true brand alignment.

COMPREHENSIVE

Complete & Coordinated.

We focus on brand alignment. From research and strategy to verbal and visual, we deliver opportunities for you to showcase your organization's very best. Our team provides intuitive web design and development, creative design and illustration, resourceful marketing strategy and execution, and inspiring video storytelling and photography. Our agency size enables us to be agile and efficient while offering complete depth of service and responsiveness.

EXPERT

Skilled & Professional.

Our agency has been serving clients for over 40 years. Our professional team delivers measurable results for diverse projects in both size and scope. Our vast experience translates to outstanding quality and enables us to provide you with industry insights and efficient communication platforms. We are detail-oriented and consultative, staying current on the latest trends and technology to meet the ever-changing needs of our clients.

CONNECTED

Collaborative & Consultative.

We are a positive partner making powerful changes for your organization. Our expert team is accessible, responsive, and we look forward to being a trusted extension of your team. We establish a partnership that creates efficiencies and multiplies the impact of your organization. We involve you throughout our creative process to bring unity and consensus to every project. Our strategy for success evolves as your objectives expand and your vision unfolds.

IMPACTFUL

Results & Returns.

We are discerning and seek to establish measurable metrics as we develop your goals and objectives. We are thoughtful and intentional as we consider the evolution of your brand, audiences, services, differentiators, competitors, and how your bottom line is impacted. We remain proactive and schedule regular reviews to assess and refine tactics and strategies for the future.



Our Agency Services

If you're looking for brand alignment, re-branding, or want to start something new, UNANIMOUS will build a foundation, generate awareness, and take your brand to the next level! We create effective marketing campaigns, design intentional communication strategies, and develop custom websites that accurately represent your organization, identify workflow efficiencies, convert leads, and boost returns.

Marketing & Advertising

STRATEGY + VERBAL IDENTITY

Connecting with and engaging your audience is the key to success in a competitive marketplace. We work diligently to understand your organization, research the market, and make sure you stay top of mind. We will analyze your competition, develop strategies to reach your targets, motivate action, and build brand loyalty.

- Internal Communication
- External Messaging
- Research & Analysis
- Brand Naming & Renaming
- Digital & Traditional Media
- Social Media Management
- Fully Integrated Campaigns
- Copywriting & Content
- Public Relations

Creative & Design

AESTHETICS + VISUAL IDENTITY

Like most things, you get out of it what you put into it—your brand is no different. It's your first impression, and people will make an instant decision about the merit of your work based on your appearance alone. It's important to be intentional and to ensure your brand represents the quality of your organization.

- Logo & Identity Design
- Guidelines & Standards
- Brand Architecture
- Brand Stationery & Collateral
- Vehicle Graphics
- Signage & Outdoor
- Tradeshow & Exhibits
- Promotional Materials
- UX/UI Design

Website & Interactive

WEB DESIGN + DEVELOPMENT

Comprehensive website planning, design, and development is the true passion of the UNANIMOUS web team. Our website projects range in size, scope, and complexity. We ensure our websites offer a professional user experience to engage visitors with compelling messaging and intuitive functionality.

- Custom Web Design
- In-House Web Development
- Web Planning & Architecture
- E-commerce & E-Transaction
- API & Third-Party Integrations
- Analytics & Search Console
- Landing Pages & Micro-sites
- Hosting & Maintenance
- Website Support

Video & Photography

STORYTELLING + IMAGERY

Put your organization in the spotlight, bring your story to life, and activate your brand. UNANIMOUS will guide the entire process from storyboarding, animating, shooting, editing, and distribution. Our experts combine strong imagery with compelling stories to connect and encourage audience action.

- Pre-Production & Planning
- Video Shoot Production
- Post-Production & Editing
- Project Scripting & Storyboarding
- Professional Portraits
- Product Photography
- Drone Video & Aerial Photography
- Motion Graphics & Animation
- Video Distribution & Promotion



Your Expert Team

UNANIMOUS is a full-service branding agency based in the heart of the Midwest—Lincoln, Nebraska. We have partnered with clients to develop strong brand alignment through strategic marketing, creative design, engaging websites, and compelling video projects of all sizes and scopes. UNANIMOUS is known for collaborative partnerships and works with a variety of clients nationwide. Our agency prides itself on rhyme, reason, and results.



Trent Wilcox
President
Experience: 28 years
Trent@BeUNANIMOUS.com

Trent shares an equal passion for technology, design, strategy, and people. As the leader of the organization, Trent focuses on building a talented team to achieve goals and get results for a growing list of clients while lending vision to all facets.



Matt O'Gorman
Vice President, Web
Experience: 20 years
Matt@BeUNANIMOUS.com

Matt works strategically and collaboratively with several of our largest accounts. With a true passion for web design and development, Matt is always on the cutting edge of the newest and latest technologies, trends, tools, and tactics.



Scott Claypool
Vice President, Creative
Experience: 26 years
Scott@BeUNANIMOUS.com

Scott is constantly developing and inspiring innovative ideas. His passion for design and attention to detail is on display in every project. He has a unique ability to understand specific needs and translate those into iconic brands.



Jamie Riha
Marketing Director
Experience: 14 years
Jamie@BeUNANIMOUS.com

Jamie creates results-driven strategies to meet short-term and long-term goals. As an avid multitasker, Jamie manages multiple projects to ensure the timely integration and execution of cohesive, cross-channel marketing strategies.

OUR AGENCY

Please note that each member of the project team will be available by phone and email throughout the course of the project. Additional team members may join the project when/if deemed necessary.

<u>Trent Wilcox</u> PRESIDENT		<u>Matt O'Gorman</u> VICE PRESIDENT, WEB		<u>Scott Claypool</u> VICE PRESIDENT, CREATIVE	
OFFICE	MARKETING	WEB	DESIGN	VIDEO	
<u>Fronia Jeppson</u> FINANCE DIRECTOR	<u>Jamie Riha</u> MARKETING DIRECTOR	<u>Patrick Sullivan</u> WEB DIRECTOR	<u>Cam O'Brien</u> SENIOR GRAPHIC DESIGNER	<u>Bill Gripenstroh</u> LEAD VIDEO DIRECTOR	
	<u>Tina Joyce</u> SENIOR MARKETING STRATEGIST	<u>Kurt Naeve</u> SENIOR WEB DEVELOPER	<u>Branden Bopp</u> SENIOR GRAPHIC DESIGNER	<u>Makayla Hogenson</u> VIDEO PRODUCTION SPECIALIST	
	<u>Ashden Denton</u> DIGITAL MARKETING STRATEGIST	<u>Caleb Wiedel</u> WEB DEVELOPER	<u>Emily Bray</u> GRAPHIC DESIGNER	<u>Chelsea Marine</u> VIDEO PRODUCER	
	<u>Avery Smith</u> MARKETING STRATEGIST	<u>Uriah Rittenhouse</u> WEB DEVELOPER	<u>Thea Seibel</u> GRAPHIC DESIGNER		
		<u>Holden Steinhauser</u> WEB DEVELOPER			

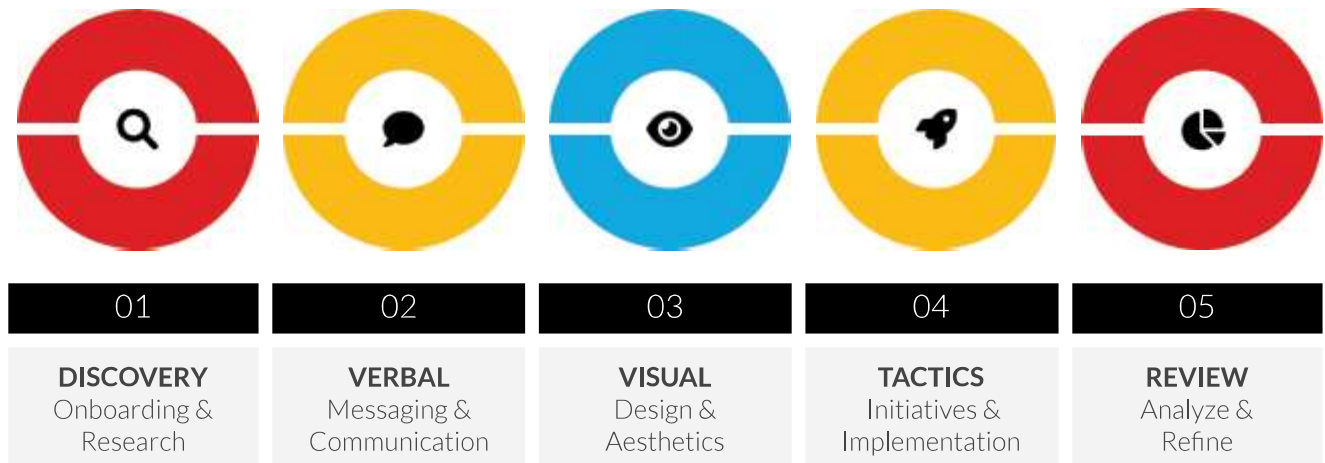




Project Overview

STRATEGIC BRAND ALIGNMENT PROCESS

UNANIMOUS knows you are seeking to partner with a firm to design and develop a modern and visually memorable brand. The experienced brand team at UNANIMOUS fully understands the importance of properly blending strategy and design. To ensure the successful completion of each project, we follow a customized and formalized process.



01. Discovery

ONBOARDING & RESEARCH

Through our customized JUMPSTART discovery session, UNANIMOUS will meet with key stakeholders of your organization to better understand the goals and overall perceptions of your organization. We will focus on learning everything about your current mission, brand, and goals for the future.

- **Jumpstart Kickoff Meeting:** UNANIMOUS will dive into your history and background, core audiences, challenges, pain points, and metrics for future success. Various activities, exercises, and guided discussions will take place to understand the full scope of your organization. We'll use this information as the driving force behind our campaign strategy and creative recommendations. UNANIMOUS will document the discovery.





02. Visual Identity

DESIGN & AESTHETICS

The Visual Identity Suite for brand development at UNANIMOUS offers a comprehensive approach to creating a memorable and engaging brand suite that embodies your brand's essence. Our process begins with in-depth research to understand your brand's story, values, and target audience, ensuring the brand aligns perfectly with your identity. We craft detailed designs, incorporating distinct color palettes, typography, and visual elements that resonate with your audience and enhance brand recognition. This suite includes various applications and orientations, from digital assets and print materials to promotional merchandise, ensuring consistency and cohesion across all touchpoints. With a focus on creativity, strategy, and impact, UNANIMOUS delivers a brand that not only stands out visually but also strengthens your connection with its audience, driving engagement and loyalty.

- **Visual Identity Concepts:** UNANIMOUS will develop three brand concepts. The concepts will include logo and wordmark design, color, typography, and orientation options. They will be presented as standalone marks and use case mockups for visualization. Initial colors and typography will be presented and finalized through rounds of feedback. UNANIMOUS will deliver the approved design in a variety of digital formats.
- **Static Brand Guide (PDF):** Once the visual identity concept has been approved, UNANIMOUS will provide a PDF brand standards guide. The visual identity guide will include the overall brand architecture, verbal identity, and visual identity and include how each logo variation should be treated, color palette codes and usage, typography standards, and other graphic elements related to the brand. The verbal identity guide will include internal communication and external messaging developed for the brand.
- **Online Brand Management Tool:** Elevate your brand with UNANIMOUS's custom online brand guide, a comprehensive asset library that inventories your logos, photos, icons, to videos, animations, design files and more. Enjoy features like automatic file conversion, asset resizing, and support for multiple formats such as JPG, PNG, SVG, MP4, and MOV. Document your brand's colors, fonts, and usage guidelines to keep everyone aligned, and take advantage of versioning, user management, and password protection for complete control. Share your assets privately or publicly to maintain brand consistency and accessibility.



Project Examples

PROFESSIONAL BRANDING EXPERTS

Per your request, UNANIMOUS is happy to provide you with some examples of our branding work. You will find a comparable industry example, a recent work example, and an example of one of our favorite branding projects. [Please click here to see even more examples of our branding work.](#)





[Omaha Sports Academy](#)

OSA (Omaha Sports Academy) has established itself as Nebraska's premier competitive basketball club, developing elite athletes since 1992. UNANIMOUS embarked on a journey to rebrand the organization. The new brand honors OSA's rich history by preserving the club's iconic colors and shield while introducing a modern, simplified identity for the future. The rebrand strengthens the club's identity by officially adopting "OSA" as its primary name, making it more adaptable across jerseys, apparel, and court graphics. The updated branding and website design celebrate OSA's legacy while embracing a bold, streamlined aesthetic that resonates with today's athletes, coaches, and fans

Brian Willet
Owner/Operator
Omaha Sports Academy
brian@willet-cumro.biz
402.782.5900



[Southeast Community College - Bobcats](#)

Introducing Southeast Community College's new college mascot design, the Bobcat. Brought to life by the creative team at UNANIMOUS, the Bobcat is more than just a mascot—it represents school spirit, unity, and the aspirational values of the college community. With its intricate design, dynamic expression, and undeniable charisma, the Bobcat is a symbol that unites students, faculty, and alumni. This college mascot perfectly blends traditional elements and modern aesthetics, capturing the essence of Southeast Community College's commitment to innovation, inclusivity, and excellence.

Kat Kreikemeier, MS
Administrative Director, Admissions
kkreikemeier@southeast.edu
402.437.2624



[Millard Central Middle School](#)

Millard Central Middle School is a public school located in Omaha, Nebraska. CMS, formerly Millard Junior High, is a feeder school for Millard South High School. Millard's CMS seeks to provide inclusive learning environments for every learner to achieve personal academic excellence.

Rebecca Kleeman
Director of Communications
Millard Public Schools
rdkleeman@mpsomaha.org
402.715.8209

Michelle Klug
Principal
Millard Central Middle School
mmklug@mpsomaha.org
402.715.8230





[St. Teresa Catholic School](#)

St. Teresa Catholic School is a ministry of the St. Teresa Parish in Lincoln, NE. The educational community serves families and students from pre-k through eighth grade. As decision-makers met to discuss the need to refinish the gym floor, dialog emerged about the center-court logo. Realizing they needed more modern and versatile artwork, St. Teresa approached UNANIMOUS to create a logo for the court and complete a brand redesign for the school. St. Teresa wanted to enhance multiple elements of their visual presence to accurately reflect its powerful ministry's broad reach.

Rev. Jamie Hottovy
St Teresa Church
735 South 36th Street
Lincoln: NE: 68510
402.477.3979



[Millard South High School](#)

UNANIMOUS partnered with Millard South High School to refresh its school branding and create a visual identity that is modern, functional, and instantly recognizable as Millard South. Their existing logo was challenging to reproduce with legibility, and their graphic files were dated and difficult to use. UNANIMOUS simplified the mark for usability and updated the visual elements to modernize the brand.

Rebecca Kleeman
Director of Communications
Millard Public Schools
rdkleeman@mpsomaha.org
402.715.8209

Heidi Weaver
Principal
Millard South High School
402.715.8268



[Upchurch Elementary](#)

Upchurch S.T.E.M. Elementary offers a positive and nurturing learning environment where students excel both personally and academically through innovative, challenging, and diverse programs. Located in Omaha, NE, Upchurch is the Millard School District's dedicated S.T.E.M. (science, technology, engineering, and mathematics) elementary school. UNANIMOUS collaborated with Upchurch, Millard Public Schools, and Millard Career Academies to design a refreshed visual identity for the Upchurch Leapers while establishing a cohesive brand across the entire family of Millard S.T.E.M. schools.

Rebecca Kleeman
Director of Communications
Millard Public Schools
rdkleeman@mpsomaha.org
402.715.8209





Please Note

This proposal does not include media costs, mailing lists, postage, printing, video production, photography, or additional services outside of what is outlined above. Upon request, competitive estimates will be presented and approved before materials are sent to the preferred vendor. This proposal is written to the best of our knowledge based on the information provided. A separate budget will be provided if additional services are needed.

RISK ANALYSIS

The following issues could put this project at risk of not meeting the stated objectives, budget, and timeline. UNANIMOUS will monitor and notify you of any issues affecting the discussed timeline or agreed budget.

- Unspecified expectations for functionality or features not included in this proposal.
- Late changes to graphic design or site map after signed approval has been received.
- Additional rounds of changes beyond what is specified in this document.
- Delays in payment, design feedback, or content development.
- Assignment of additional employees or contacts from your team to this project.

STALLED PROJECTS

We understand several things can delay or hold up a project. We simply ask for communication. If an open project goes over 30 days without any partner communication, UNANIMOUS reserves the right to cancel the project and final bill for all work completed. If you wish to resume the project later, a new proposal and timeline will be provided.

PORTFOLIO CONSENT

At UNANIMOUS, we aim to feature the work we create for our clients in our online portfolio. This allows us to showcase our capabilities, skills, and success stories to future prospects. We strongly believe that this not only elevates our professional reputation but also promotes our valued partners. Unless a specific request is made not to promote your project, your acceptance of this proposal will be deemed consent.

CREATIVE CONCEPT OWNERSHIP

UNANIMOUS will produce and present multiple creative concepts, variations, or options. You will select and own the rights to ONE version of the presented options from those options. This applies to all branding, logos, naming, copywriting, and content options. All other options provided shall remain the property of UNANIMOUS. If desired, additional options may be purchased.

TOOLS & TECHNOLOGY

In our commitment to innovation and excellence, UNANIMOUS may utilize Artificial Intelligence (AI) or other tools to enhance or inspire projects. AI technologies may support and refine our strategies, design concepts, and content. Please be aware that if AI assists in our efforts, final decisions, and creative use are subjectively curated by our team of experts, ensuring that all deliverables meet standards and are tailored to align specifically with your brand.



March 21, 2025
Project: # 36512

Lacey Gloystein
laceygloystein@hotmail.com
620-338-5756
Heartland Community Schools

jklein@heartlandschools.net
hherzberg@hamptonhawks.us



UNANIMOUS



Investment Outline

Please check the boxes in the far left column to indicate selections.

1. DISCOVERY		
X	Jumpstart Kickoff Meeting (Required)	Included
2. VISUAL IDENTITY		
☒	Visual Identity Concepts	\$9,400
☒	Static Brand Guide (PDF)	\$1,200
☒	Online Brand Management Tool (optional)	\$1,800 setup + \$800/year
TOTAL INVESTMENT		

PAYMENT TERMS: 25% down payment due upfront. Work is billed monthly as "in progress" until completed. If this proposal meets with your approval and you agree to the terms, please sign and return this page of the proposal, authorizing our team to proceed. This page may be emailed to Scott@BeUNANIMOUS.com.

Jeremy Klein
Jeremy Klein (Mar 24, 2025 07:47 CDT)

24/03/2025

Authorized Signature

Date

Holly Herzberg
Holly Herzberg (Mar 23, 2025 20:37 CDT)

23/03/2025

Authorized Signature

Date

Sales tax is added when applicable. This proposal represents a good-faith estimate. Any additional costs exceeding 10% of the estimated amount will be submitted to you in writing for review and approval. **Billing Structure:** The project outlined in this proposal will be billed monthly for work completed during each given month.

Conditions of Sale: Proposals are only for work according to the original specifications. If, through a customer's error or change of mind, work must be altered, such alterations will incur an additional charge. If the client cancels an order or withdraws materials while work is in process prior to completion of the end product, UNANIMOUS assumes no responsibility for the completion of the work and is entitled to compensation for all work completed at the time of cancellation or withdrawal. In addition, if the client cancels prior to completion of the project, the client assumes no responsibility for payment of work that has not been done. Each end product produced by UNANIMOUS becomes the property of the client who ordered the product when all invoices are paid in full. Projects not completed by the end of the month will be billed for time and expenses incurred each month. Payments net 30 days from the date of invoice unless otherwise noted. A finance charge of 2% per month, or 24% annually, will be charged on all past-due invoices.



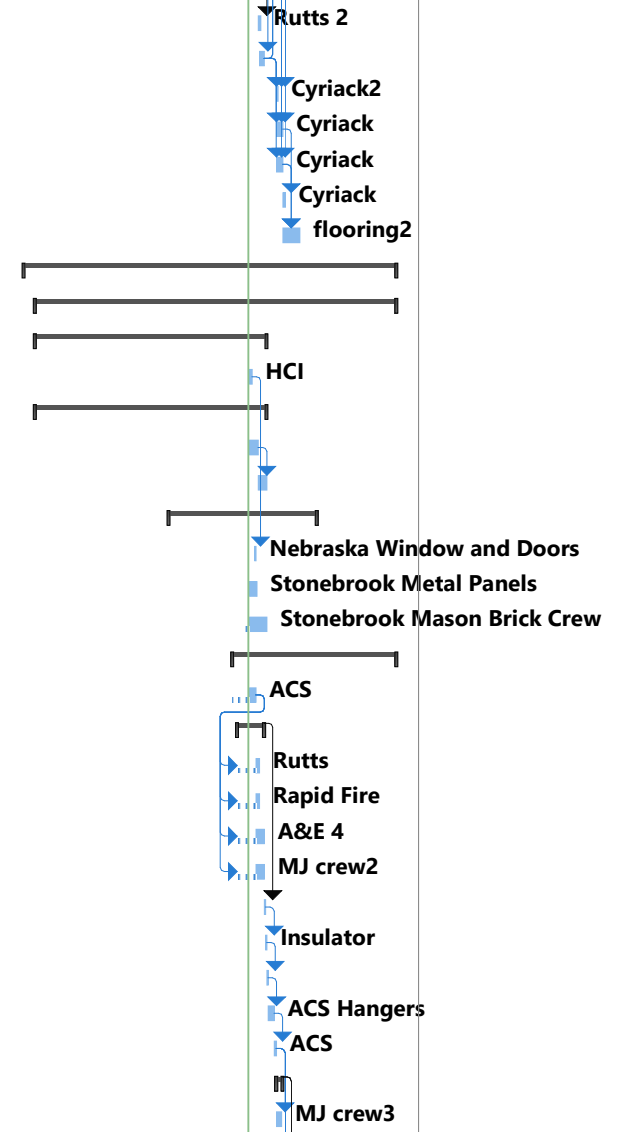
ID	Task Name	Start	Finish	Half 2, 2024	Half 1, 2025	Half 2, 2025	Half 1, 2026
				J J A S O N D	J F M A M J	J A S O N D	J F
0	HCS NT Master 10.02.24 UPDATE	Mon 7/15/24	Mon 8/18/25				
1	Heartland Community School	Mon 7/15/24	Mon 8/18/25				
64	Procurement	Mon 8/26/24	Fri 4/18/25				
38	Contract/Permitting/Submittals	Tue 7/16/24	Wed 4/23/25				
2	Milestones	Thu 4/3/25	Mon 8/18/25				
97	Construction	Mon 7/15/24	Mon 8/18/25				
102	Site Utilities	Wed 7/31/24	Mon 4/7/25				
632	Existing Building MEPF Interior Build Out	Mon 12/23/24	Mon 6/16/25				
165	Locker Room/Weight Room Addition (Area C)	Wed 8/7/24	Thu 6/19/25				
170	Construction	Mon 8/12/24	Thu 6/19/25				
190	Shell	Wed 10/16/24	Mon 4/7/25				
203	Entrances	Wed 1/8/25	Wed 4/2/25				
210	Install Windows.	Fri 3/28/25	Mon 4/7/25				
212	Storm Windows	Thu 4/3/25	Mon 4/7/25				
213	Site Scapes	Tue 4/8/25	Thu 4/24/25				
218	Interior Buildout	Fri 12/27/24	Thu 6/19/25				
259	Boring of Conduits to Area A	Thu 4/3/25	Fri 4/4/25				
244	Install Grid Ceiling	Fri 3/21/25	Mon 4/7/25				
258	Pad Out Ceilings	Thu 4/3/25	Mon 4/7/25				
245	MEP Locker Rooms Above Ceiling Trim	Mon 3/31/25	Thu 4/10/25				
246	Electrical	Mon 3/31/25	Thu 4/10/25				
247	HVAC	Mon 3/31/25	Thu 4/10/25				
248	Fire Sprinkler	Mon 3/31/25	Thu 4/10/25				
264	Hang Doors and Hardware	Tue 4/8/25	Fri 4/11/25				
266	OH Door Install	Fri 4/11/25	Mon 4/14/25				
267	Install Lockers	Thu 4/3/25	Mon 4/14/25				
265	Solid Surface Locker Bench and Cap	Tue 4/15/25	Thu 4/17/25				
260	Pull Wire to Area C	Fri 4/18/25	Tue 4/22/25				
249	Install Tile	Thu 4/3/25	Wed 4/23/25				
261	Air On	Wed 4/23/25	Thu 4/24/25				
273	Install Bathroom Accessories	Thu 4/24/25	Fri 4/25/25				
250	Toilet/Shower Partitions	Thu 4/24/25	Tue 4/29/25				
262	Install Casework	Fri 4/25/25	Tue 4/29/25				
263	Install Countertops	Wed 4/30/25	Thu 5/1/25				

- TC Grid
- TC Pad
- A&E
- Rutts
- Rapid Fire
- Cyriack
- lockers
- Cyriack
- Tile 1
- Cyriack
- Partition Crew
- Cyriack
- Cyriack

ID	Task Name	Start	Finish	Half 2, 2024							Half 1, 2025							Half 2, 2025							Half 1, 2026							
				J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	J	F	M	A	M	J	J	F	
272	 Install Marker/Tack Boards	Fri 5/2/25	Fri 5/2/25																													
274	Install Flooring	Mon 4/28/25	Mon 5/5/25																													
275	 Install Base	Tue 5/6/25	Wed 5/7/25																													
374	New Class Room Addition (Area B)	Wed 8/7/24	Tue 6/24/25																													
379	Construction	Tue 9/10/24	Tue 6/24/25																													
396	Shell	Thu 12/19/24	Mon 4/7/25																													
403	 Metal Panel Install	Thu 4/3/25	Mon 4/7/25																													
406	Site Scapes	Thu 4/3/25	Wed 4/30/25																													
411	Interior Buildout	Mon 2/10/25	Tue 6/24/25																													
443	 Pad Out Ceilings	Thu 4/3/25	Fri 4/4/25																													
444	 Boring of Conduits to Area A	Thu 4/3/25	Fri 4/4/25																													
427	 Install Tackable Wall Surface	Thu 4/3/25	Tue 4/8/25																													
428	 Install Hallway Tile	Wed 4/9/25	Wed 4/9/25																													
425	 Install Bathroom Tile	Thu 4/3/25	Fri 4/11/25																													
445	Pull Wire to Area B	Tue 4/15/25	Thu 4/17/25																													
446	Air On	Fri 4/18/25	Mon 4/21/25																													
434	 Install Casework	Mon 4/21/25	Fri 4/25/25																													
435	 Install Countertops	Mon 4/28/25	Wed 4/30/25																													
436	 Hang Doors and Install Hardware	Fri 4/25/25	Thu 5/1/25																													
447	 Install Marker/Tack Boards	Thu 5/1/25	Fri 5/2/25																													
437	Install Lockers	Thu 5/1/25	Mon 5/5/25																													
438	MEP Wall Trim Out	Mon 3/31/25	Tue 5/6/25																													
439	 Electrical	Mon 3/31/25	Wed 4/2/25																													
441	 HVAC	Mon 3/31/25	Wed 4/2/25																													
442	 Fire Alarm	Mon 3/31/25	Wed 4/2/25																													
440	Plumbing	Thu 5/1/25	Tue 5/6/25																													
452	MEP Final Inspections	Thu 4/3/25	Thu 5/8/25																													
453	Electrical	Thu 4/3/25	Fri 4/4/25																													
455	HVAC	Thu 4/3/25	Fri 4/4/25																													
456	Fire	Thu 4/3/25	Fri 4/4/25																													
454	Plumbing	Wed 5/7/25	Thu 5/8/25																													
448	 Install Flooring	Tue 5/6/25	Fri 5/9/25																													
286	New Day Care (Area A)	Mon 8/5/24	Tue 7/1/25																													
290	Construction	Wed 9/4/24	Tue 7/1/25																													
312	Site Scapes	Thu 4/3/25	Tue 4/8/25																													
317	Interior Buildout	Fri 11/22/24	Tue 7/1/25																													
345	 Boring of Conduits to Area A	Thu 4/3/25	Mon 4/7/25																													

ID	Task Name	Start	Finish	Half 2, 2024							Half 1, 2025							Half 2, 2025							Half 1, 2026									
				J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
350	 KH-1 Fix	Thu 4/3/25	Wed 4/9/25																															
351	 A/E and Owner Solution	Thu 4/3/25	Thu 4/3/25																															
352	 Install Solution	Thu 4/3/25	Wed 4/9/25																															
346	Pull Wire to Area A	Tue 4/8/25	Thu 4/10/25																															
354	MEP Wall Trimout	Wed 3/12/25	Fri 4/11/25																															
357	 HVAC	Thu 4/10/25	Fri 4/11/25																															
347	Air On	Fri 4/11/25	Mon 4/14/25																															
359	 Install Bathroom Accessories	Fri 4/25/25	Fri 4/25/25																															
349	 Install Countertops	Fri 4/25/25	Tue 4/29/25																															
353	 Hang Doors and Hardware	Fri 4/25/25	Tue 4/29/25																															
358	 Install Marker/Tack Boards	Wed 4/30/25	Thu 5/1/25																															
360	Install Flooring	Wed 4/30/25	Tue 5/13/25																															
463	New Lobby/Concessions Addition (Area C)	Tue 10/1/24	Thu 7/31/25																															
470	Construction	Thu 10/10/24	Thu 7/31/25																															
471	Structure	Thu 10/10/24	Wed 4/16/25																															
493	 Install Wood Bucks	Thu 4/3/25	Fri 4/4/25																															
472	RFI 51 New Sanitary Line	Thu 10/10/24	Wed 4/16/25																															
479	 Review and Respond	Thu 4/3/25	Wed 4/9/25																															
480	 Complete modifications	Thu 4/10/25	Wed 4/16/25																															
494	Shell	Mon 1/27/25	Tue 5/27/25																															
503	 FV Windows	Mon 4/7/25	Mon 4/7/25																															
502	 Metal Panel Install	Thu 4/3/25	Tue 4/8/25																															
497	 Install Brick	Wed 3/26/25	Wed 4/16/25																															
505	Interior Buildout	Thu 3/20/25	Thu 7/31/25																															
506	Interior Framing	Thu 3/20/25	Mon 4/7/25																															
507	MEP Rough In	Mon 3/24/25	Mon 4/14/25																															
510	 HVAC	Mon 3/24/25	Thu 4/10/25																															
511	 Fire	Mon 3/24/25	Thu 4/10/25																															
508	Electrical	Mon 3/24/25	Mon 4/14/25																															
509	Plumbing	Mon 3/24/25	Mon 4/14/25																															
512	 Rough In Inspection	Tue 4/15/25	Tue 4/15/25																															
513	 Insulation Install	Wed 4/16/25	Wed 4/16/25																															
514	Insulation Inspection	Thu 4/17/25	Thu 4/17/25																															
515	Hang Drywall	Fri 4/18/25	Tue 4/22/25																															
516	Frame Bulkheads and HardLids	Wed 4/23/25	Thu 4/24/25																															
523	MEP Ceiling Rough In	Fri 4/25/25	Tue 4/29/25																															
525	Plumbing	Fri 4/25/25	Mon 4/28/25																															

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ID	Task Name	Start	Finish	Half 2, 2024							Half 1, 2025							Half 2, 2025							Half 1, 2026	
				J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F		
524	Electrical	Fri 4/25/25	Tue 4/29/25																							
526	HVAC	Fri 4/25/25	Tue 4/29/25																							
527	Fire	Fri 4/25/25	Tue 4/29/25																							
528	Above Ceiling Inspection	Wed 4/30/25	Wed 4/30/25																							
517	Hang Drywall on Bulkheads	Wed 4/30/25	Fri 5/2/25																							
518	Finish Drywall	Mon 5/5/25	Fri 5/9/25																							

- ▶ **A&E 4**
- ▶ **Rutts**
- ▶ **Rapid Fire**
- ▶ **ACS Hangers**
- ▶ **ACS Finishers**

Project Budget(E): Starting June 20, 2024							
Comprehensive Project: \$12,307,364.00		\$8,101,797.79	Category		\$12,307,364.00	Expensed	
Construction: General Contractor	\$10,700,500.00	\$7,703,501.45		Hausmann PC	\$10,231,500.00	\$7,703,501.45	75.29%
				Soil Contingency	\$46,000.00	\$0.00	0.00%
				Budgeted Contingency	\$423,000.00	\$206,080.67	48.72%
Owner Direct:	\$1,026,000.00	\$173,871.88		Weight Room	\$300,000.00	\$173,871.88	57.96%
				Training Room	\$15,000.00	\$0.00	0.00%
			\$505,000.00	^Cameras	\$200,000.00	\$0.00	0.00%
				\$0.00	^PA & Bells	\$120,000.00	\$0.00
			Doors & Security		\$75,000.00	\$0.00	0.00%
			IT Server		\$35,000.00	\$0.00	0.00%
			^Classroom Phones		\$75,000.00	\$0.00	0.00%
					Classroom Furn. & Equip.	\$30,000.00	\$0.00
				Office Furn. & Equip.	\$5,000.00	\$0.00	0.00%
				Other Furn. & Equip.	\$30,000.00	\$0.00	0.00%
				PK Outdoor	\$15,000.00	\$0.00	0.00%
				PK Furn. & Equip.	\$15,000.00	\$0.00	0.00%
				Displays & Sound	\$15,000.00	\$0.00	0.00%
				Misc.	\$5,000.00	\$0.00	0.00%
			Overage	\$91,000.00	\$0.00	0.00%	
Related Services:	\$492,464.00	\$138,314.55		Architectural & Engineering	\$377,352.00	\$129,397.55	34.29%
				Legal	\$15,112.00	\$0.00	0.00%
				Insurance	\$25,000.00	\$8,917.00	35.67%
				Other	\$25,000.00	\$0.00	0.00%
				Asbestos Abatement	\$50,000.00	\$0.00	0.00%
Borrowing Costs:	\$88,400.00	\$86,109.91		Rating Agency	\$20,000.00	\$20,000.00	100.00%
				Bond Counsel	\$13,700.00	\$13,700.00	100.00%
				Paying Agent	\$750.00	\$750.00	100.00%
				Underwriters Discount	\$47,950.00	\$47,950.00	100.00%
				Election	\$6,000.00	\$3,709.91	61.83%
						\$8,101,797.79	65.83%

		General Contract	
		PC	\$10,231,500.00
		Gross PCCO	\$206,080.67
		Adjusted Gross Amount	\$10,437,580.67
		Adjusted Gross Amount Paid minus retainage	\$7,703,501.45 73.81%
		Remaining Adjusted Gross Amount minus retainage	\$2,212,200.19 21.19%
		Adjusted Gross Retainage	\$521,879.03 5.00%
		Balance To Finish	\$2,734,079.22
		Balance To Finish	\$2,734,079.22
		Change Order	Owner's Contingency
		22	8
		\$206,080.67	\$75,000.00

\$9,915,701.64 \$521,879.03

Project Budget(O): Starting June 20, 2024								
Comprehensive Project: \$12,307,364.00		\$11,456,763.39	Category		\$12,307,364.00	Obligated		
Construction: General Contractor	\$10,700,500.00	\$10,437,580.67		Hausmann PC	\$10,231,500.00	\$10,437,581	102.01%	
				Soil Contingency	\$46,000.00	\$0.00	0.00%	
				Budgeted Contingency	\$423,000.00	\$206,080.67	48.72%	
Owner Direct:	\$1,026,000.00	\$529,318.81		Weight Room	\$300,000.00	\$347,743.74	115.91%	
				Training Room	\$15,000.00	\$0.00	0.00%	
			\$505,000.00	^Cameras	\$200,000.00	\$77,634.67	38.82%	
				\$181,575.07	^PA & Bells	\$120,000.00	\$5,701.66	4.75%
					Doors & Security	\$75,000.00	\$34,784.97	46.38%
					IT Server	\$35,000.00	\$63,453.77	181.30%
				^Classroom Phones	\$75,000.00	\$0.00	0.00%	
					Classroom Furn. & Equip.	\$30,000.00	\$0.00	0.00%
					Office Furn. & Equip.	\$5,000.00	\$0.00	0.00%
			Other Furn. & Equip.		\$30,000.00	\$0.00	0.00%	
			PK Outdoor		\$15,000.00	\$0.00	0.00%	
			PK Furn. & Equip.		\$15,000.00	\$0.00	0.00%	
			Displays & Sound		\$15,000.00	\$0.00	0.00%	
			Misc.		\$5,000.00	\$0.00	0.00%	
			Overage	\$91,000.00	\$47,743.74	52.47%		
Related Services:	\$492,464.00	\$403,754.00		Architectural & Engineering	\$377,352.00	\$377,352.00	100.00%	
				Legal	\$15,112.00	\$0.00	0.00%	
				Insurance	\$25,000.00	\$8,917.00	35.67%	
				Other	\$25,000.00	\$0.00	0.00%	
				Asbestos Abatement	\$50,000.00	\$17,485.00	34.97%	
Borrowing Costs:	\$88,400.00	\$86,109.91		Rating Agency	\$20,000.00	\$20,000.00	100.00%	
				Bond Counsel	\$13,700.00	\$13,700.00	100.00%	
				Paying Agent	\$750.00	\$750.00	100.00%	
				Underwriters Discount	\$47,950.00	\$47,950.00	100.00%	
				Election	\$6,000.00	\$3,709.91	61.83%	
						\$11,456,763.39	93.09%	

General Contract	
PC	\$10,231,500.00
Gross PCCO	\$206,080.67
Adjusted Gross Amount	\$10,437,580.67
Adjusted Gross Amount Paid	\$10,437,581 100.00%
Balance To Finish	-\$262,919.33

Change Order	Owner's Contingency
22	8
\$206,080.67	\$75,000.00

**PCO #028A**

Hausmann Construction, Inc.
 8885 Executive Woods Drive
 Lincoln, Nebraska 68512
 Phone: (402) 438-3230
 Fax: (402) 438-3235

Project: 24-026 - Heartland Community Schools - Additions /
 Renovations
 1501 Front St
 Henderson, Nebraska 68371

Prime Contract Potential Change Order #028A: PCO #028A - RFI 086 - Option A: Spray Beams and roof Deck in Corridor 119

TO:	York County School District No. 93-0096, commonly known as Heartland Community Schools 1501 Front St Henderson, Nebraska 68371	FROM:	Hausmann Construction, Inc. 8885 Executive Woods Drive Lincoln, Nebraska 68512
PCO NUMBER/REVISION:	028A / 0	CONTRACT:	24-026 - Heartland Community School - Additions / Renovations
REQUEST RECEIVED FROM:		CREATED BY:	Lucas Sullivan (Hausmann Construction, Inc.)
STATUS:	Pending - In Review	CREATED DATE:	4/8/2025
REFERENCE:		PRIME CONTRACT CHANGE ORDER:	None
FIELD CHANGE:	No		
LOCATION:		ACCOUNTING METHOD:	Amount Based
SCHEDULE IMPACT:		PAID IN FULL:	No
EXECUTED:	No	SIGNED CHANGE ORDER RECEIVED DATE:	
		TOTAL AMOUNT:	\$9,848.44

POTENTIAL CHANGE ORDER TITLE: PCO #028A - RFI 086 - Option A: Spray Beams and roof Deck in Corridor 119

CHANGE REASON: Change Proposal Request

POTENTIAL CHANGE ORDER DESCRIPTION: *(The Contract Is Changed As Follows)*

CE #PCO #028A - RFI 086 - Option A: Spray Beams and Roof Deck in Corridor 119

We are pleased to offer the following specifications and pricing to make the following changes:

The scope of work covered under this change order request is to incorporate the construction changes made, as itemized herein, as per the solution proposed in RFI 086- Existing Building Above Ceiling Temperatures Issues Option A spray beams and roof deck - reference attached RFI.

Item #1 - Spray Foam Changes

Item #2 - Caulk vertical window to wall joints on west window.

Note: This proposed spray foam cost is as directed by the Owner & Architect, HCI makes no guarantees that this change eliminates the low temperature issues as described in RFI 086.

ATTACHMENTS:

[Stokes - Quote - Owner.pdf](#)

#	Description	Amount
1	Item #1 - Spray Foam Changes	\$9,093.00
2	Item #2 - Caulk vertical window to wall joints on west window.	\$100.00
3	Project Management	\$85.00
4	Bond	\$64.95
5	Insurance	\$32.47
6	Fee	\$473.02
Grand Total:		\$9,848.44



PCO #028A

Shane Nickelson (Clark & Enersen, Inc.)

1010 Lincoln Mall Suite 200
Lincoln, Nebraska 68508

York County School District No. 93-0096,
commonly known as Heartland
Community Schools

1501 Front St
Henderson, Nebraska 68371

Hausmann Construction, Inc.

8885 Executive Woods Drive
Lincoln, Nebraska 68512

SIGNATURE DATE

SIGNATURE DATE

DocuSigned by:
 4/8/2025
SIGNATURE DATE



PO Box 29678
Lincoln, NE 68529
O: 402-476-2846
F: 402-476-2850

Proposal Submitted To:
Hausmann Construction
8885 Executive Woods Drive
Lincoln, NE 68512
ATTN: Nick Tripe
Phone: 402-438-3230
Fax:
Cell 402-641-4371
Email: nicktr@hausmannconstruction.com

Proposal Number: TH8141-2
Date: 3/6/2025
Job Location: Heartland Public Schools
Henderson, NE
Square Footage: 706 Square Feet of Surface

Scope of work: Foamed in Place Insulation.

We propose to furnish and install the following:

- Prep areas to receive foam by hanging poly to prevent overspray.
- Apply 3" of Closed Cell foam to exterior header beam and brick wall above ceiling panels in Hallway.
- Apply 2" of Closed Cell foam to underside of roof deck, above the ceiling panels in the same Hallway.
- Apply DC-315 Intumescent Paint over new foam to provide a thermal barrier.
- Clean up any job created debris.
-

Exclusions:

- Pricing is good for 45 days.
- Permits
- Electricity
- Restrooms



Furnished and installed: \$ 9,093.00

Conditions: 50% down with signed proposal, balance due upon completion.

It is understood and agreed that we shall not be held liable for any loss, damage or delays occasioned by strikes, material stolen after delivery upon premises, fire, lockouts, acts of god, or the public enemy, accidents, boycotts, material shortage, disturbed labor conditions, delayed delivery of material from seller supplier, inclement weather, embargoes caused incident to national emergencies, war or other causes beyond the reasonable control of the seller, whether of like or different character, or other causes beyond his control. Prices quoted in this contract are based upon present prices and general conditions, which are standard for specialty contractors in the construction industry. Final invoice based on field verification of quantities. **Quotes not accepted within thirty (30) days are subject to price changes.**

There will be a 1.5% monthly penalty for late payment.

Proposal submitted by: Tom Hamilton

Proposal accepted by: _____ **Date:** _____

and agrees the above price and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified and payments will follow as agreed to above.



PO Box 29678
Lincoln, NE 68529
O: 402-476-2846
F: 402-476-2850

Proposal Submitted To:
Hausmann Construction
8885 Executive Woods Drive
Lincoln, NE 68512
ATTN: Nick Tripe
Phone: 402-438-3230
Fax:
Cell 402-641-4371
Email: nicktr@hausmannconstruction.com

Proposal Number: TH8141-1
Date: 3/6/2025
Job Location: Heartland Public Schools
Henderson, NE
Square Footage: 154 Square Feet of Surface

Scope of work: Foamed in Place Insulation.

We propose to furnish and install the following:

- Prep areas to receive foam by hanging poly to prevent overspray.
- Apply 3" of Closed Cell foam to exterior header beam and brick wall above ceiling panels in Hallway.
- Apply DC-315 Intumescent Paint over new foam to provide a thermal barrier.
- Clean up any job created debris.
-

Exclusions:

- Pricing is good for 45 days.
- Permits
- Electricity
- Restrooms



Furnished and installed: \$ 5,202.00

Conditions: 50% down with signed proposal, balance due upon completion.

It is understood and agreed that we shall not be held liable for any loss, damage or delays occasioned by strikes, material stolen after delivery upon premises, fire, lockouts, acts of god, or the public enemy, accidents, boycotts, material shortage, disturbed labor conditions, delayed delivery of material from seller supplier, inclement weather, embargoes caused incident to national emergencies, war or other causes beyond the reasonable control of the seller, whether of like or different character, or other causes beyond his control. Prices quoted in this contract are based upon present prices and general conditions, which are standard for specialty contractors in the construction industry. Final invoice based on field verification of quantities. **Quotes not accepted within thirty (30) days are subject to price changes.**

There will be a 1.5% monthly penalty for late payment.

Proposal submitted by: Tom Hamilton

Proposal accepted by: _____ **Date:** _____
and agrees the above price and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified and payments will follow as agreed to above.

Option A: Spray headers above windows and roof deck.

Occupancy Type Legend

- Accessory Storage Areas, Mechanical Room
- Assembly Concentrated
- Assembly Un-Concentrated
- Business
- Day Care
- Educational Classroom
- Educational Shops & Other Vocational Areas

Exercise Rooms w/ EquipmentKitchenLibrary - Stack AreaLockersStages & Platforms

CODE SYMBOL LEGEND

SYMBOL	DESCRIPTION	PROTECTION ELEMENTS
	CLEAR WIDTH MAX EGRESS LOAD ASSUMED EGRESS LOAD	
	EXIT - INTERIOR (assembly occ. over 50 and exits from floors.)	
	FIRE EXTINGUISHER	
	FIRE DEPARTMENT CONNECTION (FDC)	
	STANDPIPE	
	HOSE CABINET	
	HOSE CABINET WITH EXTINGUISHER	
	PUBLIC FIRE HYDRANT	
	FIRE EXTINGUISHER SPACING (radius)	
	SMOKE BARRIER	1-hour resistive rated walls, 20-minute door assembly, Smoke dampers.
	1 HOUR FIRE BARRIER (occupancy & incidental use)	1-hour fire barrier wall construction, 1-hour rated door assembly for shaft, exit enclosure, & exit passageway wall. 45-min rated door assembly in other fire barriers. Fire dampers.
	2 HOUR FIRE BARRIER (occupancy)	2-hour fire barrier wall construction, 1 1/2-hour rated door assembly. Fire dampers.
	3 HOUR FIRE BARRIER (occupancy)	3-hour fire barrier wall construction, 3-hour rated door assembly. Fire dampers.
	4 HOUR FIRE BARRIER (occupancy)	4-hour rated wall assembly, 3-hour rated door assembly. Fire dampers.
	2 HOUR FIRE WALL (building separation)	2-hour fire wall construction, 1 1/2-hour rated door assembly. Fire dampers when ductwork penetration is allowed.
	3 HOUR FIRE WALL (building separation)	3-hour fire wall construction, 3-hour rated door assembly. Fire dampers when ductwork penetration is allowed.
	4 HOUR FIRE WALL (building separation)	4-hour fire wall construction, 3-hour rated door assembly. Fire dampers when ductwork penetration is allowed.
	FIRE PARTITION (dwelling / unit separations I-1 & R occupancies)	1-hour resistive rated walls, 45-minute rated door assembly. Fire dampers.
	CONF. / A3 50	Room type / Occupancy type Maximum Allowable Occupants
	Accumulated occupant loads for complex exit paths.	

GENERAL INFORMATION
LOCATION: Heartland Community School
1501 Front Street
Henderson, NE 68371

AGENCY INFORMATION: Heartland Community Schools

AUTHORITY HAVING JURISDICTION:
Code authority

PROJECT DESCRIPTION
Renovation of main entry, activities entry and administration offices. Addition of new daycare facility, classrooms, weightroom, locker rooms and support spaces.

APPLICABLE CODES
2018 - International Building Code (IBC)
2018 - International Plumbing Code (IPC)
2018 - International Mechanical Code (IMC)
2018 - International Fire Code (IFC)
2020 - National Electric Code (NEC)
Americans With Disabilities Act
Accessability Guidelines (ADAAG)
American National Standards Institute
(ANSI) 117.1 Guidelines for Accessible & Usable Buildings & Facilities

2010 - NFPA 110 - Standard for Emergency and Standby Power Systems
2009 - NFPA 90A - Installation of Air Conditioning and Ventilating Systems
2010 - NFPA 72 - National Fire Alarm Code
2009 - NFPA 54 - National Fuel Gas Code
2007 ASHREA 90.1

OCCUPANCY / STRUCTURAL CLASSIFICATION
Existing building with steel and load bearing masonry structure. Existing roof with wood and steel joists. Exterior walls of additions will be masonry and metal panel with metal stud and CMU backup walls. Interior walls will be metal stud and gypsum board as well as non load bearing cmu. Floors will be concrete slab-on-grade. Roof structure will be steel joists and metal deck. Low slope roof areas will be a membrane roof system atop rigid insulation.

ACTIVE LIFE SAFETY SYSTEMS:
Fire Alarm: Required/Provided: Per NFPA 72
Smoke Detection: Required/Provided: Per NFPA 72
Exit Signs: Required/Provided: Emergency Generator
Emergency Lighting: Required/Provided: Emergency Generator
Suppression-Automatic: Required/Provided: Wet System
Fire Extinguishers: Required/Provided: Per NFPA 10

PASSIVE LIFE SAFETY SYSTEMS:
Corridor ratings: None
Stairwells: 1 hr, if less than 4 stories, 2hr, 4 stories or more.
Shafts: 1 hr, if less than 4 stories, 2hr, 4 stories or more.
Occupancy Separations: None
Fire Separations: None.

CODE ITEM	MIXED USE NON-SEPARATED A3 & E	TOTAL BUILDING SQUARE FOOTAGE:
OCCUPANCY CLASSIFICATION:		FIRST FLOOR EXISTING 107,239 SF
CONSTRUCTION TYPE:	TYPE IIB	FIRST FLOOR ADDITION 15,857 SF
		TOTAL 123,021 SF
INCIDENTAL USE SEPARATIONS:	NA	DAYCARE ADDITION 4,446 SF
BUILDING HEIGHT: (2018 IBC TABLE 504.4)		
ALLOWABLE	3	
ACTUAL	1	
		EXIT ACCESS TRAVEL DISTANCE:
		*"A" OCCUPANCY 250 feet (2012 LSC 12.2.6.2)
		*"E" OCCUPANCY 200 feet (2012 LSC 14.2.6)
BLDG. SQ. FT.: (2018 IBC TABLE 506.2)		COMMON PATH OF EGRESS TRAVEL: (IBC 2018 TABLE 1006.2.1)
ALLOWABLE PER FLOOR	38,000 SF	*"A" OCCUPANCY 75 feet
MODIFIED PER SECTION 506	66,500 SF	*"E" OCCUPANCY 75 feet
ACTUAL	123,021 SF	MAXIMUM DEAD-END CORRIDOR: (IBC 2018 1020.4)
		*"A" OCCUPANCY 20 feet
		*"E" OCCUPANCY 50 feet
FIRE RESISTIVE REQUIREMENTS: (2018 IBC TABLE 601)		EGRESS WIDTH: (IBC 2018 1005)
STRUCTURAL FRAME	0	STAIRWAYS 0.3 inches per occupant
EXT. BEARING WALLS	0	OTHER COMPONENTS 0.2 inches per occupant
INT. BEARING WALLS	0	
EXT. NON-BEARING WALLS	0	INTERIOR WALL & CEILING FINISH
INT. NON-BEARING WALLS	0	*"E" OCCUPANCY CLASS A
FLOORS	0	Exit Enclosures & Passageways CLASS A, B
ROOFS	0	Corridors CLASS A, B
		Rooms & Enclosed Spaces CLASS A, B
		ELEVATOR RECALL
		FIRE SERVICE ACCESS ELEV. Not Required / Not Provided
		OCCUPANT EVAC. ELEV. Not Required / Not Provided
		ELEV. EMERGENCY SHUTDOWN Required / Provided

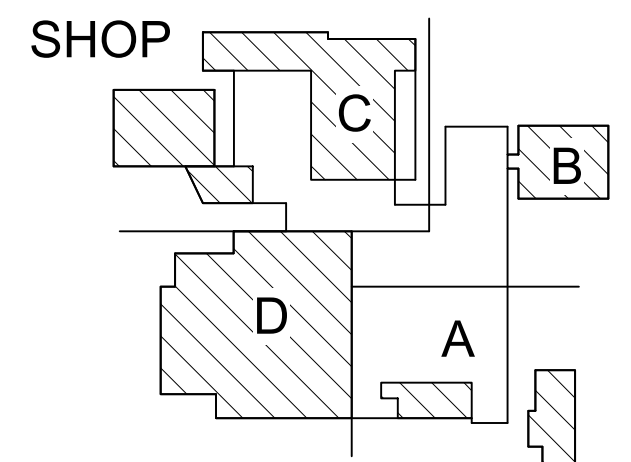
CLARK & ENERSEN

Architecture \ Engineering \ Interior Design \ Landscape Architecture \ Planning

clarkensersen.com
Lincoln, Nebraska
1010 Lincoln Mall, Suite 200
Lincoln, NE 68508-2883
P: 402.477.9291 F: 402.477.6542
Kansas City, Missouri
Fairway, Kansas
Portland, Oregon
Fort Collins, Colorado

SHEET HISTORY:
ISSUED: 05/22/2024 CONSTRUCTION DOCUMENTS
1 - 007 08/21/2024 ARCH. SUPP. INST. #007

Per Nebraska State Statute 81-3436, section 6.5.3
Required information on Technical Submissions
Clark & Enersen, Inc.
Architecture Contact: Tim Ripp
Engineering Contact: TJ Schirmer
1010 Lincoln Mall, Suite 200
Lincoln, NE 68508
COA No. CA00294E
Note that this information is being provided as required by state statutes for an organization. The individual in responsible charge for design is designated by the professional stamps on individual drawings. Please follow information in the Project Manual for submitting questions during bidding or construction



Key Plan

Heartland Community Schools Addition & Renovation

1501 Front Street
Henderson, NE 68371

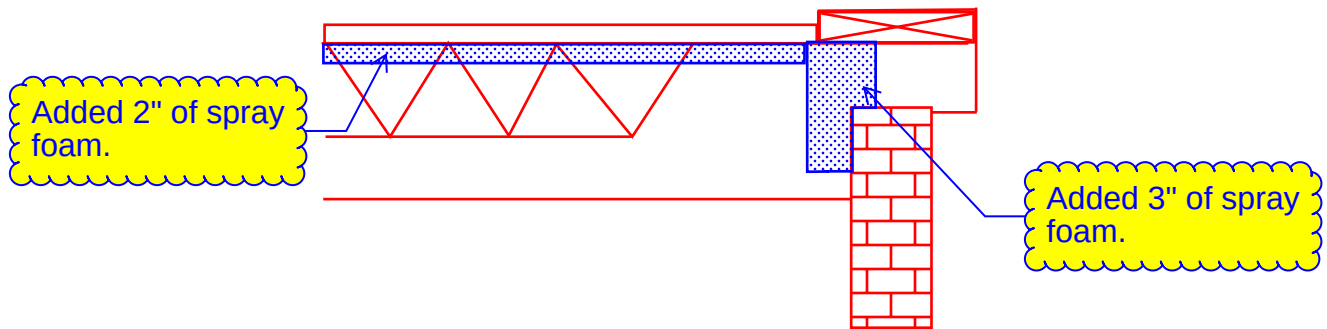
CE No.: 380-001-21

May 22, 2024

Code Compliance Plan

G0.10

Option A: Spray headers above windows and roof deck.



Option B: Spray headers above windows only

Occupancy Type Legend

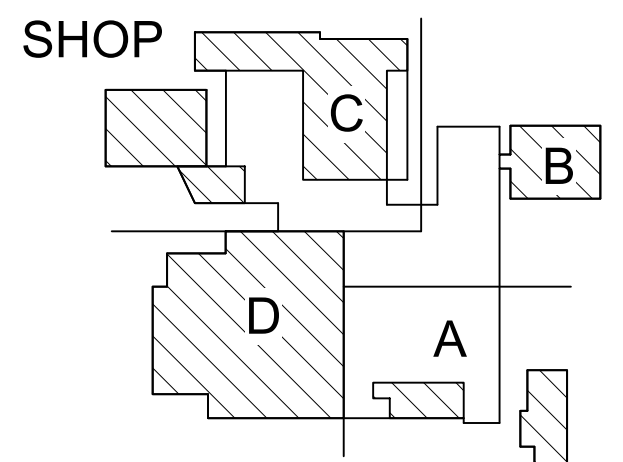
- Accessory Storage Areas, Mechanical Room
- Assembly Concentrated
- Assembly Un-Concentrated
- Business
- Day Care
- Educational Classroom
- Educational Shops & Other Vocational Areas

Exercise Rooms w/ EquipmentKitchenLibrary - Stack AreaLockersStages & Platforms

CODE SYMBOL LEGEND

SYMBOL	DESCRIPTION	PROTECTION ELEMENTS
	EXIT - INTERIOR (assembly occ. over 50 and exits from floors.)	
	FIRE EXTINGUISHER	
	FIRE DEPARTMENT CONNECTION (FDC)	
	STANDPIPE	
	HOSE CABINET	
	HOSE CABINET WITH EXTINGUISHER	
	PUBLIC FIRE HYDRANT	
	FIRE EXTINGUISHER SPACING (radius)	
	SMOKE BARRIER	1-hour resistive rated walls, 20-minute door assembly, Smoke dampers.
	1 HOUR FIRE BARRIER (occupancy & incidental use)	1-hour fire barrier wall construction, 1-hour rated door assembly for shaft, exit enclosure, & exit passageway wall. 45-min rated door assembly in other fire barriers. Fire dampers.
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	CONF. / A3 50	Room type / Occupancy type Maximum Allowable Occupants
	Accumulated occupant loads for complex exit paths.	

GENERAL INFORMATION LOCATION: Heartland Community School 1501 Front Street Henderson, NE 68371	AGENCY INFORMATION: Heartland Community Schools	AUTHORITY HAVING JURISDICTION: Code authority
REASON FOR SUBMITTAL: Addition & Renovation		
PROJECT DESCRIPTION Renovation of main entry, activities entry and administration offices. Addition of new daycare facility, classrooms, weightroom, locker rooms and support spaces.		
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ACTIVE LIFE SAFETY SYSTEMS: Fire Alarm: Required/Provided: Per NFPA 72 Smoke Detection: Required/Provided: Per NFPA 72 Exit Signs: Required/Provided: Emergency Generator Emergency Lighting: Required/Provided: Emergency Generator Suppression-Automatic: Required/Provided: Wet System Fire Extinguishers: Required/Provided: Per NFPA 10		
PASSIVE LIFE SAFETY SYSTEMS: Corridor ratings: None Stairwells: 1 hr, if less than 4 stories, 2hr, 4 stories or more. Shafts: 1 hr, if less than 4 stories, 2hr, 4 stories or more. Occupancy Separations: None Fire Separations: None.		



Key Plan

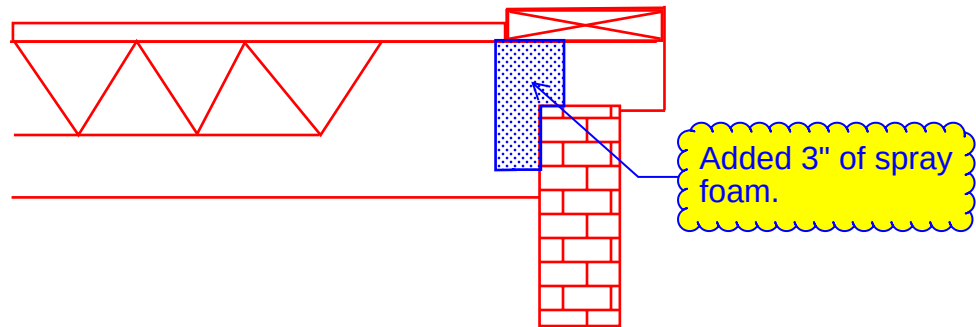
Heartland Community Schools Addition & Renovation

1501 Front Street
Henderson, NE 68371

CE No.: 380-001-21

May 22, 2024

Option B: Spray headers above windows only



**PCO #028B**

Hausmann Construction, Inc.
 8885 Executive Woods Drive
 Lincoln, Nebraska 68512
 Phone: (402) 438-3230
 Fax: (402) 438-3235

Project: 24-026 - Heartland Community Schools - Additions /
 Renovations
 1501 Front St
 Henderson, Nebraska 68371

Prime Contract Potential Change Order #028B: PCO #028B - RFI 086 - Option B: Spray Beams in Corridor 119

TO:	York County School District No. 93-0096, commonly known as Heartland Community Schools 1501 Front St Henderson, Nebraska 68371	FROM:	Hausmann Construction, Inc. 8885 Executive Woods Drive Lincoln, Nebraska 68512
PCO NUMBER/REVISION:	028B / 0	CONTRACT:	24-026 - Heartland Community School - Additions / Renovations
REQUEST RECEIVED FROM:		CREATED BY:	Lucas Sullivan (Hausmann Construction, Inc.)
STATUS:	Pending - In Review	CREATED DATE:	4/8/2025
REFERENCE:		PRIME CONTRACT CHANGE ORDER:	None
FIELD CHANGE:	No		
LOCATION:		ACCOUNTING METHOD:	Amount Based
SCHEDULE IMPACT:		PAID IN FULL:	No
EXECUTED:	No	SIGNED CHANGE ORDER RECEIVED DATE:	
		TOTAL AMOUNT:	\$5,719.99

POTENTIAL CHANGE ORDER TITLE: PCO #028B - RFI 086 - Option B: Spray Beams in Corridor 119

CHANGE REASON: Change Proposal Request

POTENTIAL CHANGE ORDER DESCRIPTION: *(The Contract Is Changed As Follows)*

CE #PCO #028B - RFI 086 - Option B: Spray Beams in Corridor 119

We are pleased to offer the following specifications and pricing to make the following changes:

The scope of work covered under this change order request is to incorporate the construction changes made, as itemized herein, as per the solution proposed in RFI 086- Existing Building Above Ceiling Temperatures Issues Option B spray beams only - reference attached RFI.

Item #1 - Spray Foam Changes

Item #2 - Caulk vertical window to wall joints on west window

Note: This proposed spray foam cost is as directed by the Owner & Architect, HCI makes no guarantees that this change eliminates the low temperature issues as described in RFI 086.

ATTACHMENTS:

[Stokes - Quote - Owner.pdf](#)

#	Description	Amount
1	Item #1 - Spray Foam Changes	\$5,202.00
2	Item #2 - Caulk vertical window to wall joints on west window.	\$100.00
3	Project Management	\$85.00
4	Bond	\$37.71
5	Insurance	\$18.85
6	Fee	\$276.43
Grand Total:		\$5,719.99



PCO #028B

Shane Nickelson (Clark & Enersen, Inc.)

1010 Lincoln Mall Suite 200
Lincoln, Nebraska 68508

York County School District No. 93-0096,
commonly known as Heartland
Community Schools

1501 Front St
Henderson, Nebraska 68371

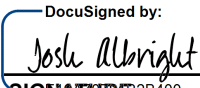
Hausmann Construction, Inc.

8885 Executive Woods Drive
Lincoln, Nebraska 68512

SIGNATURE DATE

Hausmann Construction, Inc.

SIGNATURE DATE

DocuSigned by:
 4/8/2025
SIGNATURE DATE



PO Box 29678
Lincoln, NE 68529
O: 402-476-2846
F: 402-476-2850

Proposal Submitted To:
Hausmann Construction
8885 Executive Woods Drive
Lincoln, NE 68512
ATTN: Nick Tripe
Phone: 402-438-3230
Fax:
Cell 402-641-4371
Email: nicktr@hausmannconstruction.com

Proposal Number: TH8141-2
Date: 3/6/2025
Job Location: Heartland Public Schools
Henderson, NE
Square Footage: 706 Square Feet of Surface

Scope of work: Foamed in Place Insulation.

We propose to furnish and install the following:

- Prep areas to receive foam by hanging poly to prevent overspray.
- Apply 3" of Closed Cell foam to exterior header beam and brick wall above ceiling panels in Hallway.
- Apply 2" of Closed Cell foam to underside of roof deck, above the ceiling panels in the same Hallway.
- Apply DC-315 Intumescent Paint over new foam to provide a thermal barrier.
- Clean up any job created debris.
-

Exclusions:

- **Pricing is good for 45 days.**
- Permits
- Electricity
- Restrooms



Furnished and installed: \$ 9,093.00

Conditions: 50% down with signed proposal, balance due upon completion.

It is understood and agreed that we shall not be held liable for any loss, damage or delays occasioned by strikes, material stolen after delivery upon premises, fire, lockouts, acts of god, or the public enemy, accidents, boycotts, material shortage, disturbed labor conditions, delayed delivery of material from seller supplier, inclement weather, embargoes caused incident to national emergencies, war or other causes beyond the reasonable control of the seller, whether of like or different character, or other causes beyond his control. Prices quoted in this contract are based upon present prices and general conditions, which are standard for specialty contractors in the construction industry. Final invoice based on field verification of quantities. **Quotes not accepted within thirty (30) days are subject to price changes.**

There will be a 1.5% monthly penalty for late payment.

Proposal submitted by: Tom Hamilton

Proposal accepted by: _____ **Date:** _____

and agrees the above price and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified and payments will follow as agreed to above.



PO Box 29678
Lincoln, NE 68529
O: 402-476-2846
F: 402-476-2850

Proposal Submitted To:
Hausmann Construction
8885 Executive Woods Drive
Lincoln, NE 68512
ATTN: Nick Tripe
Phone: 402-438-3230
Fax:
Cell 402-641-4371
Email: nicktr@hausmannconstruction.com

Proposal Number: TH8141-1
Date: 3/6/2025
Job Location: Heartland Public Schools
Henderson, NE
Square Footage: 154 Square Feet of Surface

Scope of work: Foamed in Place Insulation.

We propose to furnish and install the following:

- Prep areas to receive foam by hanging poly to prevent overspray.
- Apply 3" of Closed Cell foam to exterior header beam and brick wall above ceiling panels in Hallway.
- Apply DC-315 Intumescent Paint over new foam to provide a thermal barrier.
- Clean up any job created debris.
-

Exclusions:

- Pricing is good for 45 days.
- Permits
- Electricity
- Restrooms



Furnished and installed: \$ 5,202.00

Conditions: 50% down with signed proposal, balance due upon completion.

It is understood and agreed that we shall not be held liable for any loss, damage or delays occasioned by strikes, material stolen after delivery upon premises, fire, lockouts, acts of god, or the public enemy, accidents, boycotts, material shortage, disturbed labor conditions, delayed delivery of material from seller supplier, inclement weather, embargoes caused incident to national emergencies, war or other causes beyond the reasonable control of the seller, whether of like or different character, or other causes beyond his control. Prices quoted in this contract are based upon present prices and general conditions, which are standard for specialty contractors in the construction industry. Final invoice based on field verification of quantities. **Quotes not accepted within thirty (30) days are subject to price changes.**

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Proposal accepted by: _____ **Date:** _____
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Option A: Spray headers above windows and roof deck.

Occupancy Type Legend

- Accessory Storage Areas, Mechanical Room
- Assembly Concentrated
- Assembly Un-Concentrated
- Business
- Day Care
- Educational Classroom
- Educational Shops & Other Vocational Areas

Exercise Rooms w/ EquipmentKitchenLibrary - Stack AreaLockersStages & Platforms

CODE SYMBOL LEGEND

SYMBOL	DESCRIPTION	PROTECTION ELEMENTS
	CLEAR WIDTH MAX EGRESS LOAD ASSUMED EGRESS LOAD	
	EXIT - INTERIOR (assembly occ. over 50 and exits from floors.)	
	FIRE EXTINGUISHER	
	FIRE DEPARTMENT CONNECTION (FDC)	
	STANDPIPE	
	HOSE CABINET	
	HOSE CABINET WITH EXTINGUISHER	
	PUBLIC FIRE HYDRANT	
	FIRE EXTINGUISHER SPACING (radius)	
	SMOKE BARRIER	1-hour resistive rated walls, 20-minute door assembly, Smoke dampers.
	1 HOUR FIRE BARRIER (occupancy & incidental use)	1-hour fire barrier wall construction, 1-hour rated door assembly for shaft, exit enclosure, & exit passageway wall. 45-min rated door assembly in other fire barriers. Fire dampers.
	2 HOUR FIRE BARRIER (occupancy)	2-hour fire barrier wall construction, 1 1/2-hour rated door assembly. Fire dampers.
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	4 HOUR FIRE BARRIER (occupancy)	4-hour rated wall assembly, 3-hour rated door assembly. Fire dampers.
	2 HOUR FIRE WALL (building separation)	2-hour fire wall construction, 1 1/2-hour rated door assembly. Fire dampers when ductwork penetration is allowed.
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	CONF. / A3 50	Room type / Occupancy type Maximum Allowable Occupants
	Accumulated occupant loads for complex exit paths.	

GENERAL INFORMATION LOCATION: Heartland Community School 1501 Front Street Henderson, NE 68371	AGENCY INFORMATION: Heartland Community Schools	AUTHORITY HAVING JURISDICTION: Code authority
REASON FOR SUBMITTAL: Addition & Renovation		
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ACTIVE LIFE SAFETY SYSTEMS: Fire Alarm: Required/Provided: Per NFPA 72 Smoke Detection: Required/Provided: Per NFPA 72 Exit Signs: Required/Provided: Emergency Generator Emergency Lighting: Required/Provided: Emergency Generator Suppression-Automatic: Required/Provided: Wet System Fire Extinguishers: Required/Provided: Per NFPA 10		
PASSIVE LIFE SAFETY SYSTEMS: Corridor ratings: None Stairwells: 1 hr, if less than 4 stories, 2hr, 4 stories or more. Shafts: 1 hr, if less than 4 stories, 2hr, 4 stories or more. Occupancy Separations: None Fire Separations: None.		

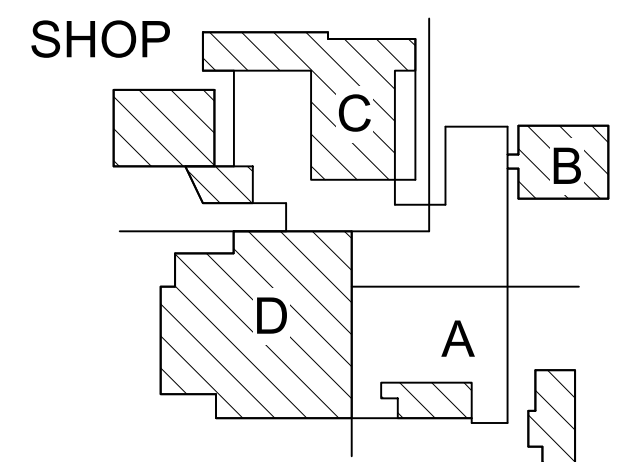
CLARK & ENERSEN

Architecture \ Engineering \ Interior Design \ Landscape Architecture \ Planning

clarkenserscn.com
Lincoln, Nebraska
1010 Lincoln Mall, Suite 200
Lincoln, NE 68508-2883
P: 402.477.9291 F: 402.477.6542
Kansas City, Missouri
Fairway, Kansas
Portland, Oregon
Fort Collins, Colorado

SHEET HISTORY:
ISSUED: 05/22/2024 CONSTRUCTION DOCUMENTS
1 - 007 08/21/2024 ARCH. SUPP. INST. #007

Per Nebraska State Statute 81-3436, section 6.5.3
Required information on Technical Submissions
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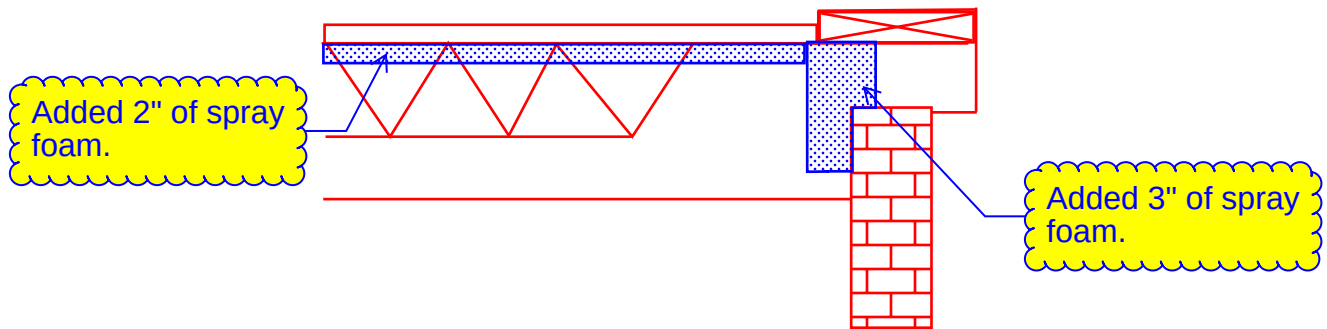
CE No.: 380-001-21

May 22, 2024

Code Compliance Plan

G0.10

Option A: Spray headers above windows and roof deck.



Option B: Spray headers above windows only

Occupancy Type Legend

- Accessory Storage Areas, Mechanical Room
- Assembly Concentrated
- Assembly Un-Concentrated
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OCCUPANCY / STRUCTURAL CLASSIFICATION Existing building with steel and load bearing masonry structure. Existing roof with wood and steel joists. Exterior walls of additions will be masonry and metal panel with metal stud and CMU backup walls. Interior walls will be metal stud and gypsum board as well as non load bearing cmu. Floors will be concrete slab-on-grade. Roof structure will be steel joists and metal deck. Low slope roof areas will be a membrane roof system atop rigid insulation.		
ACTIVE LIFE SAFETY SYSTEMS: Fire Alarm: Required/Provided: Per NFPA 72 Smoke Detection: Required/Provided: Per NFPA 72 Exit Signs: Required/Provided: Emergency Generator Emergency Lighting: Required/Provided: Emergency Generator Suppression-Automatic: Required/Provided: Wet System Fire Extinguishers: Required/Provided: Per NFPA 10		
PASSIVE LIFE SAFETY SYSTEMS: Corridor ratings: None Stairwells: 1 hr, if less than 4 stories, 2hr, 4 stories or more. Shafts: 1 hr, if less than 4 stories, 2hr, 4 stories or more. Occupancy Separations: None Fire Separations: None		

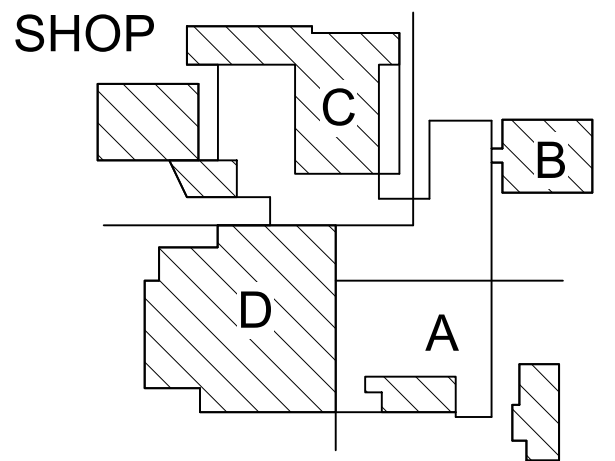
CLARK & ENERSEN

Architecture \ Engineering \ Interior Design \ Landscape Architecture \ Planning

clarkenersen.com
Lincoln, Nebraska
1010 Lincoln Mall, Suite 200
Lincoln, NE 68508-2883
P: 402.477.9291 F: 402.477.6542
Kansas City, Missouri
Fairway, Kansas
Portland, Oregon
Fort Collins, Colorado

SHEET HISTORY:
ISSUED: 05/22/2024 CONSTRUCTION DOCUMENTS
1 - 007 08/21/2024 ARCH. SUPP. INST. #007

Per Nebraska State Statute 81-3436, section 6.5.3
Required information on Technical Submissions
Clark & Enersen, Inc.
Architecture Contact: Tim Ripp
Engineering Contact: TJ Schirmer
1010 Lincoln Mall, Suite 200
Lincoln, NE 68508
COA No. CA00294E
Note that this information is being provided as required by state statutes for an organization. The individual in responsible charge for design is designated by the professional stamps on individual drawings. Please follow information in the Project Manual for submitting questions during bidding or construction



Key Plan

Heartland Community Schools Addition & Renovation

1501 Front Street
Henderson, NE 68371

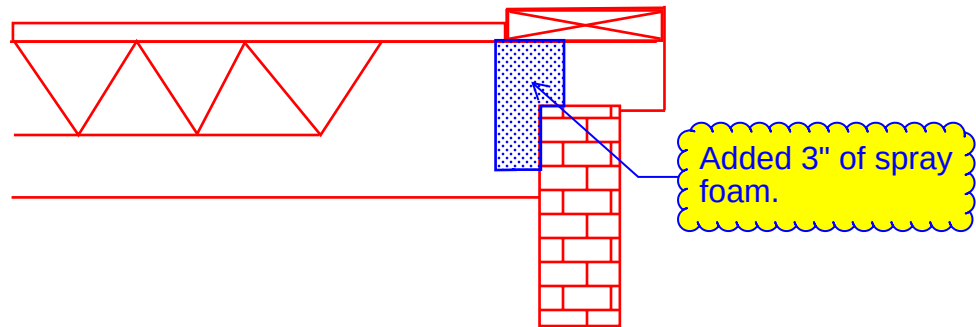
CE No.: 380-001-21

May 22, 2024

Code Compliance Plan

G0.10

Option B: Spray headers above windows only





Mainstay Technologies
1000 North Main Street
Henderson, Nebraska 68371
United States
(402) 723-4448
jeremiah@mainstaycomm.com

Quote - 4K Cameras

Quote Q-87
Issued on Apr 11, 2025

Client Heartland Community School sbuzek@heartlandschools.net +1 (402) 723-4434	Site Address 1501 Front Street York County Henderson, Nebraska 68371 United States	Prepared By Jeremiah Duerksen jeremiah@mainstaycomm.com (402) 723-4448
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Overview

Thank you for considering Mainstay Technologies for the security upgrades at Heartland School. This proposal is to provide the school with new (83) 4K cameras. This proposal also includes the cameras for the daycare (8) and bus barn (5).

Please note that Mainstay offers these services at a cost-plus rate. This means all equipment will be sold at the purchase cost from manufacturers or distributors, with a modest 10–15% markup to cover expenses such as shipping, handling, and administrative fees.

Each camera is a 4K HD IP camera equipped with AI-powered features to identify people, faces, vehicles, and animals. The system is cloud-connected, enabling both remote and local viewing and management. Mainstay will handle all cabling and camera installation.

Mainstay Control Monthly Camera Cost per Camera: \$3/month (Typically \$5)

Controller

The proposal also includes the controllers, recorder and storage to manage the cameras and access control system. The controller features built-in hard drives for video storage. However, storage capacity is not included in this proposal, as the required amount will depend on the number of days the school wishes to retain footage.

Products

Unassigned

ITEM	QTY	
Category 6A (UTP) 550 MHz Network Patch Cable 1Ft. Blue	8	
Total	8	\$4792

Controller & NVR

ITEM	QTY
------	-----

	1	
3U Nvr With (16) 25/35 Drive Bays Supporting Up To (70) 4K Cameras Or (210) Full Hd Cameras		
	15	
Access Card (Black / 10-Pack)		
	8	
Enterprise 3.5" HDD, 16TB		
	1	
Network Video Recorder Pro		
	3	
Category 6A (UTP) 550 MHz Network Patch Cable 1Ft. Blue		
Total	28	\$6,492.45

Surveillance

ITEM	QTY	
	83	
Quick Connect CAT6 RJ45 Keystone Insert, Grey		
	34	
Turret mount		
	83	
4K Turret Camera		
	15000	
Cat 6 Plenum Black, (ETL), CMP, RoHS/CE		
	6	
Modular Keystone Patch Panel - 24 Port: 1 Unit		
	83	
Category 6A (UTP) 550 MHz Network Patch Cable 1Ft. Blue		
Total	15289	\$43,783.85

Office TV

ITEM	QTY	
	1	
Large TV Tilt Mount		
	1	
UniFi Protect ViewPort PoE		

Total	2	\$293.84
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Daycare

ITEM	QTY	
Quick Connect CAT6 RJ45 Keystone Insert, Grey	8	
Turret mount	3	
Compact Unifi Console - Ssd	1	
24 Port Switch	1	
	8	
CAT6 UTP, White	900	
Modular Keystone Patch Panel - 24 Port: 1 Unit	1	
Category 6A (UTP) 550 MHz Network Patch Cable 1Ft. Blue	8	
Total	930	\$5,148.30

Bus Barn

ITEM	QTY	
PoE Injector, 802.3AT	1	
Turret mount	5	
Compact Unifi Console - Ssd	1	
The USW-Lite-8-PoE is a fully managed Layer 2 switch with eight Gigabit Ethernet ports for your RJ45 Ethernet devices. Four ports also offer auto-sensing 802.3at PoE+ that provide up to a total PoE wattage of 52W for UniFi Access Points or other PoE devices.	1	
	5	

CAT6 UTP, White	650	
Total	663	\$3,069.46

Unassigned		\$115.92
Controller & NVR		\$6,907.53
Surveillance		\$56,800.69
Office TV		\$400.09
Daycare		\$6,448.82
Bus Barn		\$4,019.83

	Product + Labor	\$74,692.88
	Adjustment	\$2,941.79
	Subtotal	\$77,634.67
	Total Price	\$77,634.67

Signature

Date



Mainstay Technologies
1000 North Main Street
Henderson, Nebraska 68371
United States
(402) 723-4448
jeremiah@mainstaycomm.com

Quote - Access Control

Quote Q-99
Issued on Apr 11, 2025

Client

Heartland Community School
sbuzek@heartlandschools.net
+1 (402) 723-4434

Site Address

1501 Front Street York County
Henderson, Nebraska 68371
United States

Prepared By

Jeremiah Duerksen
jeremiah@mainstaycomm.com
(402) 723-4448

Overview

Thank you for considering Mainstay Technologies for the access control at Heartland School and Daycare building.

Please note that Mainstay offers these services at a cost-plus rate. This means all equipment will be sold at the purchase cost from manufacturers or distributors, with a modest 10–15% markup to cover expenses such as shipping, handling, and administrative fees.

Mainstay proposes adding access control to 18 entry points throughout the main school building and five at the daycare. This number is based on the bid documents provided by the contractor. We will supply card/mobile readers, controllers, cabling, and power supplies for each door as outlined in the bid documents.

Additionally, we propose installing nine intercoms designed to ring a mobile device or computer when activated. These intercoms will allow for quick and easy visitor access via a numeric code or QR code.

Mainstay Control Monthly Access Cost per Entry: \$3/month (Typically \$5)

Products

Access Control - School

ITEM	QTY
2 Amp at 12VDC or 24VDC continuous, with up to 16 independently controlled power limited outputs.	18
Access Control Cable - Plenum	400
Access Card (Black / 10-Pack)	15
Compact third-generation access reader with Apple Touch Pass support - Black	9

	8	
Third-generation, indoor/outdoor NFC reader and intercom with Apple Touch Pass support.		
	18	
Single-door mechanism that provides complete entry and exit control via connected Access Readers		
	1	
Indoor/outdoor intercom terminal for managing residential and commercial building entry requests		
	10	
Access Reader Pro Junction Box		
	5500	
Plen Cat6 Black		
Total	5979	\$16,753.64

Access Control - Daycare

ITEM	QTY	
	3	
Door Contact External - White		
	3	
Electric Strike, Satin Bronze		
	1000	
Access Control Cable - Plenum		
	5	
Third-generation, indoor/outdoor NFC reader and intercom with Apple Touch Pass support.		
	5	
Single-door mechanism that provides complete entry and exit control via connected Access Readers		
	1	
Access Reader Pro Junction Box		
	1	
1U, professional-grade 10-port, Layer 3 Etherlighting™ PoE+++ switch with (10) 10 GbE and (2) 10G SFP+ ports.		
Total	1018	\$5,970.34

Access Control - School	\$25,643.11
Access Control - Daycare	\$8,005.66

Product + Labor	\$33,648.77
Adjustment	\$1,136.20
Subtotal	\$34,784.97
Total Price	\$34,784.97

Signature	Date
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Mainstay Technologies
1000 North Main Street
Henderson, Nebraska 68371
United States
(402) 723-4448
jeremiah@mainstaycomm.com

Quote - Cabling

Quote Q-105
Issued on Apr 11, 2025

Client

Heartland Community School
sbuzek@heartlandschools.net
+1 (402) 723-4434

Site Address

1501 Front Street York County
Henderson, Nebraska 68371
United States

Prepared By

Jeremiah Duerksen
jeremiah@mainstaycomm.com
(402) 723-4448

Products

Move IT Closet

ITEM	QTY
12 Strand 9/125 SSF G657 A2&B2 In/Out - Per Foot	350
1 RU, 3 Adapter Plate Capable, Empty	2
Quick Connect CAT 6A RJ45 Keystone Insert, Black	122
Cable ladder, 6'X18', black, 1	5
1space Laminated Sliding Shelf	1
IT Datacomm Network Rack Enclosure	2
Horizontal Wire Management	8
Vertical Wire Management	4
Cat6A UTP Plenum - 10Gbase-T, 600Mhz 23AWG Solid Bc 4Pr, UTP, ANSI/TIA 568.2-D, ISO/IEC 11801 Class Ea, UL Cmp, Jkt- White- 1000Ft Spool	13000
Modular Keystone Patch Panel - 48 Port: 2 Unit	2

Surface Mount Housings For Datacom Jacks- Color: White & Type: Single Housing	26
3/4" J Hook w/Bat Wing	25
2" Basic J Hook	25

Elem Cabling

ITEM	QTY
Quick Connect CAT 6A RJ45 Keystone Insert, Black	96
Horizontal Wire Management	2
Cat6A UTP Plenum - 10Gbase-T, 600Mhz 23AWG Solid Bc 4Pr, UTP, ANSI/TIA 568.2-D, ISO/IEC 11801 Class Ea, UL Cmp, Jkt- White- 1000Ft Spool	10000
Modular Keystone Patch Panel - 48 Port: 2 Unit	1
Surface Mount Housings For Datacom Jacks- Color: White & Type: Single Housing	22
3/4" J Hook w/Bat Wing	25
2" Basic J Hook	20

Move IT Closet	\$35,770.76
Elem Cabling	\$25,353.77

Product	\$46,584.82
Labor	\$14,539.71
Adjustment	\$2,329.24
Subtotal	\$63,453.77
Total Price	\$63,453.77

Signature

Date



Mainstay Technologies
1000 North Main Street
Henderson, Nebraska 68371
United States
(402) 723-4448
jeremiah@mainstaycomm.com

**Quote - New Addition
Paging**

Quote Q-102
Issued on Apr 11, 2025

Client Heartland Community School sbuzek@heartlandschools.net +1 (402) 723-4434	Site Address 1501 Front Street York County Henderson, Nebraska 68371 United States	Prepared By Jeremiah Duerksen jeremiah@mainstaycomm.com (402) 723-4448
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Overview

Thank you for considering Mainstay Technologies for the paging in the new additions of the school. This proposal is to add paging that will connect to the existing paging solution and provide bells and paging to the new weightroom area and classrooms in the elementary.

Products

New Addition Paging

ITEM	QTY
SIP Audio Alerter gen2	3
800 70V In-Ceiling Speaker w/ Tile Bridge & 4 Woofer	14
Plen Cat6 Black	300
Viking 250 Watt SIP Multicast Paging Unit	1
12-2 Plenum Speaker Wire	400

New Addition Paging	\$5,485.81
---------------------	------------

Product	\$4,317.06
Labor	\$1,168.75
Adjustment	\$215.85
Subtotal	\$5,701.66
Total Price	\$5,701.66

Signature

Date

Multi-Year Total				\$2,144,175	\$2,144,175.00	Building Fund	Depreciation Fund	General Fund	Lunch Fund
						\$1,528,637.50	\$615,537.50	\$0.00	\$0.00
0	Risk Premium			\$279,675		\$199,387.50	\$80,287.50	\$0.00	\$0.00
A	Summer '25 (Base) / (Base + Premium)			\$119,000	\$136,850	\$76,475.00	\$60,375.00	\$0.00	\$0.00
B	Summer '26 (Base) / (Base + Premium)			\$1,195,500	\$1,374,825	\$1,043,912.50	\$330,912.50	\$0.00	\$0.00
C	Summer '27 (Base) / (Base + Premium)			\$550,000	\$632,500	\$408,250.00	\$224,250.00	\$0.00	\$0.00
				\$1,864,500	\$2,144,175	Building Fund	Depreciation Fund	General Fund	Lunch Fund
	Completion	Origination Date	Description	Estimated / Budgeted (Base) Cost	Source	\$1,329,250.00	\$535,250.00	\$0.00	\$0.00
1	Su' 25		Roof Repair (W Corridor)	\$20,000	Depreciation Fund	0	\$20,000.00	0	0
2	Su' 25		Complete Metal Fascia on Ag-Shop	\$20,000	Building Fund	\$20,000.00	0	0	0
3	Su' 25		Exterior Shop/Track Entrance Lighting Addition	\$6,000	Building Fund	\$6,000.00	0	0	0
4	Su' 25		Exterior South Light Upgrade	\$28,000	Building Fund	\$28,000.00	0	0	0
5	Su' 25		Lighting Replacement & Upgrade in Theater (stage & house)	\$25,000	Split	\$12,500.00	\$12,500.00	0	0
6	Su' 25		Room Carpet	\$20,000	Depreciation Fund	0	\$20,000.00	0	0
7	Su' 26		West CY Exterior Windows Panels	\$110,500	Split	\$55,250.00	\$55,250.00	0	0
8	Su' 26		East CY Exterior Windows Panels	\$65,000	Split	\$32,500.00	\$32,500.00	0	0
9	Su' 26		K-6 Playground Surface Upgrade	\$120,000	Building Fund	\$120,000.00	0	0	0
10	Su' 26		Parking Lot Expansion	\$700,000	Building Fund	\$700,000.00	0	0	0
11	Su' 26		Track Resurface	\$180,000	Depreciation Fund	0	\$180,000.00	0	0
12	Su' 26		Room Carpet	\$20,000	Depreciation Fund	0	\$20,000.00	0	0
13	Su '27		HS Boys/Girls RR (SW)	\$60,000	Building Fund	\$60,000.00	0	0	0
14	Su '27		ELEM Boys/Girls RR (N)	\$60,000	Building Fund	\$60,000.00	0	0	0
15	Su '27		ELEM Boys/Girls RR (S)	\$60,000	Building Fund	\$60,000.00	0	0	0
16	Su '27		South HS Exterior (window, et al.)	\$350,000	Split	\$175,000.00	\$175,000.00	0	0
17	Su '27		Room Carpet	\$20,000	Depreciation Fund	0	\$20,000.00	0	0
18						0	0	0	0
19						0	0	0	0
20						0	0	0	0

21						0	0	0	0
22						0	0	0	0

HEARTLAND COMMUNITY SCHOOLS
SUPERINTENDENT COMPENSATION RECOMMENDATIONS

Year	Position	Salary	Health	Dental	Vision	NPERS	FICA	Other - LTD	Other - Life Ins	Other - Annuity	Other - 125	Other - NPERS Addtl	Other - Other	Total Payroll	Total Health, Dental, Vision	Total Other	Total Comp.	Supt. Experience Rank (12)	EEF Rank (12)	SEEF Rank (12)	Total Comp. Rank (12)	Salary Rank (12)	Conference Array (ex. HCS) Total Comp. Mdpt. Excluding Replacement Hires				Heartland Total Comp. Increase				Heartland Salary Increase			Heartland Health & Dental & Vision Increase			Conference Array (ex. HCS) Total Comp. Mdpt. With Replacement Hires																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
																							EEF	Annual			EEF	Annual			2-yr CAGR	3-yr CAGR	Annual	2-yr CAGR	3-yr CAGR	Annual	2-yr CAGR	3-yr CAGR	EEF	Annual			2-yr CAGR	3-yr CAGR																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
18-19	HCS Supt.	\$148,000	\$14,553.84	\$617.52	\$0.00	\$14,622.40	\$11,322.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173,944.40	\$15,171.36	\$0.00	\$189,115.76	-	-	-	-	-																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						

ALL-DISTRICT PERSONNEL SUMMARY: 25-26 COMPENSATION INCREASES (m-i-t)

	Compensation Increases by Category				Percentage				
	25-26 Increase		24-25 Increase		% Of 25-26 Personnel Cost Increase	% Of 24-25 Personnel Cost Increase	% Of 25-26 Total Personnel Cost	% Of 24-25 Total Personnel Cost	
Existing Certificated Staff & Extra Duty	\$110,889	3.203%	\$105,118	3.153%	61.24%	60.71%	66.05%	65.87%	Existing Bargaining Staff & Extra Duty
Additional Certificated FTE	\$0	-	\$0	-	0.00%	0.00%	0.00%	0.00%	Additional Certificated FTE
Substitute Teachers	\$2,350	3.448%	\$2,350	3.571%	1.30%	1.36%	1.30%	1.31%	Substitute Teachers
Regular Classified Staff	\$48,542	4.418%	\$46,573	4.360%	26.81%	26.90%	21.21%	21.35%	Regular Classified Staff
Part-Time / Seasonal Classified Staff	\$1,250	2.713%	\$2,259	5.156%	0.69%	1.30%	0.87%	0.88%	Part-Time / Seasonal Classified Staff
Elem. Princ	\$5,013	3.301%	\$6,915	4.771%	2.77%	3.99%	2.90%	2.91%	Elem. Princ
Sec. Princ	\$5,852	3.301%	\$5,414	3.150%	3.23%	3.13%	3.39%	3.40%	Sec. Princ
Supt.	\$7,174	3.200%	\$4,516	2.056%	3.96%	2.61%	4.28%	4.29%	Supt.
TOTALS	\$181,069	3.463%	\$173,145	3.430%	100%	100%	100%	100%	TOTALS
TOTALS (ex. additional teaching FTE)	\$181,069	3.463%	\$173,145	3.430%					
	25-26 Increase		24-25 Increase						

	Compensation Increases by Category				Percentage				
	25-26 Increase		24-25 Increase		% Of 25-26 Personnel Cost Increase	% Of 24-25 Personnel Cost Increase	% Of 25-26 Total Personnel Cost	% Of 24-25 Total Personnel Cost	
Existing Certificated Staff & Extra Duty	\$110,889	3.203%	\$105,118	3.153%	61.24%	60.71%	66.05%	65.87%	Existing Bargaining Staff & Extra Duty
Additional Certificated FTE	\$0	-	\$0	-	0.00%	0.00%	0.00%	0.00%	Additional Certificated FTE
Substitute Teachers	\$2,350	3.448%	\$2,350	3.571%	1.30%	1.36%	1.30%	1.31%	Substitute Teachers
Regular Classified Staff	\$48,542	4.418%	\$46,573	4.360%	26.81%	26.90%	21.21%	21.35%	Regular Classified Staff
Part-Time / Seasonal Classified Staff	\$1,250	2.713%	\$2,259	5.156%	0.69%	1.30%	0.87%	0.88%	Part-Time / Seasonal Classified Staff
Administration	\$18,039	3.260%	\$16,845	3.813%	9.96%	9.73%	10.56%	10.60%	Administration
TOTALS	\$181,069	3.463%	\$173,145	3.430%	100%	100%	100%	100%	TOTALS
TOTALS (ex. additional teaching FTE)	\$181,069	3.463%	\$173,145	3.430%					
	25-26 Increase		24-25 Increase						

	Compensation Increases by Category				Percentage				
	25-26 Increase		24-25 Increase		% Of 25-26 Personnel Cost Increase	% Of 24-25 Personnel Cost Increase	% Of 25-26 Total Personnel Cost	% Of 24-25 Total Personnel Cost	
Certificated Staff & Extra Duty	\$110,889	3.203%	\$105,118	3.450%	61.24%	60.71%	66.05%	65.87%	Bargaining Staff & Extra Duty
Regular Classified Staff	\$48,542	4.418%	\$46,573	4.592%	26.81%	26.90%	21.21%	21.35%	Regular Classified Staff
Part-Time Classified & Substitute Teachers	\$3,600	3.152%	\$4,360	3.910%	1.99%	2.52%	2.18%	2.19%	Part-Time Classified & Substitute Teachers
Administration	\$18,039	3.260%	\$16,845	2.185%	9.96%	9.73%	10.56%	10.60%	Administration
TOTALS	\$181,069	3.463%	\$173,145	3.430%	100%	100%	100%	100%	TOTALS
TOTALS (ex. additional teaching FTE)	\$181,069	3.463%	\$173,145	3.430%					
	25-26 Increase		24-25 Increase						

Superintendent Pay Transparency Notice—Proposed Contract (Jeremy Klein)

Notice is hereby given that Heartland Community Schools has approval of a proposed superintendent employment contract amendment on its agenda for the board meeting to be held on April 14, 2025 at 7:00 PM in the Heartland Community Schools Board Room in Henderson, Nebraska.

After the 2025/26 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

1

The estimated costs to the district for the 2025/26 year and future years are listed below:

	2025/26 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 171,590.00	\$ 171,590.00	\$ 343,180.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 29,675.40	\$ 29,675.40	\$ 59,350.80
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 30,079.73	\$ 30,079.73	\$ 60,159.45
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 850.00	\$ 850.00	\$ 1,700.00
• <i>Cell Phone/Internet reimbursement</i>			\$ -
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 232,195.13	\$ 232,195.13	\$ 464,390.25



HEARTLAND COMMUNITY SCHOOLS

SUPERINTENDENT CONTRACT: AMENDMENT / AGREEMENT 2025-2026 CONTRACT YEAR

Superintendent: Jeremy Klein

Start Of Annual Term: July 1, 2025

End Of Annual Term: June 30, 2026

Current Contract Expiration Date: June 30, 2027

Automatic One-Year Extension Date: January 15th

Salary Paid By The Board of Education:

Annual Salary: \$171,590

Health Insurance Provided & Paid For By The Board of Education:

Health Plan Deductible: PPO \$1,050 Ded

Health Coverage Tier: 4-Family

Dental Plan: PPO: 100A-80B-80C-50D (Option 4)

Dental Coverage Tier: 4-Family

Supplemental Contract Terms:

- 1. Paid Sick Leave: 10 days each contract-year, accrued on July 1st - accumulated up to 50.**
 - 2. Paid Sick Leave: No reimbursement for unused Sick Leave.**
 - 3. Paid Vacation Leave: 20 days each contract-year, accrued on July 1st.**
 - 4. Paid Vacation Leave: No reimbursement for unused Vacation Leave except to the extent required by law.**
 - 5. Paid Holidays: Labor Day, Thanksgiving Day, Christmas Day, New Years Day, Good Friday, Memorial Day, July 4th**
 - 6. Payment / reimbursement of necessary costs to annually attend a National Conference.**
 - 7. Payment of annual dues for one State-level professional organization.**
 - 8. Payment of annual dues for one National-level professional organization.**
-

This amendment / agreement automatically incorporates and continues all material and lawful provisions of the Superintendent's existing / extended contract and its prior amendments, except such provisions that are specifically stated within this amendment / agreement.

Superintendent Signature

Date

Board President Signature

Date

Board Secretary Signature

Date

ALL-DISTRICT PERSONNEL SUMMARY: 25-26 COMPENSATION INCREASES (m-i-t)

	Compensation Increases by Category				Percentage				
	25-26 Increase		24-25 Increase		% Of 25-26 Personnel Cost Increase	% Of 24-25 Personnel Cost Increase	% Of 25-26 Total Personnel Cost	% Of 24-25 Total Personnel Cost	
Existing Certificated Staff & Extra Duty	\$110,889	3.203%	\$105,118	3.153%	61.24%	60.71%	66.05%	65.87%	Existing Bargaining Staff & Extra Duty
Additional Certificated FTE	\$0	-	\$0	-	0.00%	0.00%	0.00%	0.00%	Additional Certificated FTE
Substitute Teachers	\$2,350	3.448%	\$2,350	3.571%	1.30%	1.36%	1.30%	1.31%	Substitute Teachers
Regular Classified Staff	\$48,542	4.418%	\$46,573	4.360%	26.81%	26.90%	21.21%	21.35%	Regular Classified Staff
Part-Time / Seasonal Classified Staff	\$1,250	2.713%	\$2,259	5.156%	0.69%	1.30%	0.87%	0.88%	Part-Time / Seasonal Classified Staff
Elem. Princ	\$5,013	3.301%	\$6,915	4.771%	2.77%	3.99%	2.90%	2.91%	Elem. Princ
Sec. Princ	\$5,852	3.301%	\$5,414	3.150%	3.23%	3.13%	3.39%	3.40%	Sec. Princ
Supt.	\$7,174	3.200%	\$4,516	2.056%	3.96%	2.61%	4.28%	4.29%	Supt.
TOTALS	\$181,069	3.463%	\$173,145	3.430%	100%	100%	100%	100%	TOTALS
TOTALS (ex. additional teaching FTE)	\$181,069	3.463%	\$173,145	3.430%					
	25-26 Increase		24-25 Increase						

	Compensation Increases by Category				Percentage				
	25-26 Increase		24-25 Increase		% Of 25-26 Personnel Cost Increase	% Of 24-25 Personnel Cost Increase	% Of 25-26 Total Personnel Cost	% Of 24-25 Total Personnel Cost	
Existing Certificated Staff & Extra Duty	\$110,889	3.203%	\$105,118	3.153%	61.24%	60.71%	66.05%	65.87%	Existing Bargaining Staff & Extra Duty
Additional Certificated FTE	\$0	-	\$0	-	0.00%	0.00%	0.00%	0.00%	Additional Certificated FTE
Substitute Teachers	\$2,350	3.448%	\$2,350	3.571%	1.30%	1.36%	1.30%	1.31%	Substitute Teachers
Regular Classified Staff	\$48,542	4.418%	\$46,573	4.360%	26.81%	26.90%	21.21%	21.35%	Regular Classified Staff
Part-Time / Seasonal Classified Staff	\$1,250	2.713%	\$2,259	5.156%	0.69%	1.30%	0.87%	0.88%	Part-Time / Seasonal Classified Staff
Administration	\$18,039	3.260%	\$16,845	3.813%	9.96%	9.73%	10.56%	10.60%	Administration
TOTALS	\$181,069	3.463%	\$173,145	3.430%	100%	100%	100%	100%	TOTALS
TOTALS (ex. additional teaching FTE)	\$181,069	3.463%	\$173,145	3.430%					
	25-26 Increase		24-25 Increase						

	Compensation Increases by Category				Percentage				
	25-26 Increase		24-25 Increase		% Of 25-26 Personnel Cost Increase	% Of 24-25 Personnel Cost Increase	% Of 25-26 Total Personnel Cost	% Of 24-25 Total Personnel Cost	
Certificated Staff & Extra Duty	\$110,889	3.203%	\$105,118	3.450%	61.24%	60.71%	66.05%	65.87%	Bargaining Staff & Extra Duty
Regular Classified Staff	\$48,542	4.418%	\$46,573	4.592%	26.81%	26.90%	21.21%	21.35%	Regular Classified Staff
Part-Time Classified & Substitute Teachers	\$3,600	3.152%	\$4,360	3.910%	1.99%	2.52%	2.18%	2.19%	Part-Time Classified & Substitute Teachers
Administration	\$18,039	3.260%	\$16,845	2.185%	9.96%	9.73%	10.56%	10.60%	Administration
TOTALS	\$181,069	3.463%	\$173,145	3.430%	100%	100%	100%	100%	TOTALS
TOTALS (ex. additional teaching FTE)	\$181,069	3.463%	\$173,145	3.430%					
	25-26 Increase		24-25 Increase						

HEARTLAND COMMUNITY SCHOOLS PK-6 PRINCIPAL COMPENSATION RECOMMENDATIONS	
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Dana Reinke																																															
Year	Position	Salary	Health	Dental	Vision	NPERS	FICA	Other - LTD	Other - Life Ins	Other - Annuity	Other - 125	Other - NPERS Addtl	Other - Other	TOTAL Payroll	TOTAL Health, Dental, Vision	TOTAL Other	TOTAL Comp.	Administrative Experience Rank (II)	Experience-Enrollment Factor Rank (II)	Total Comp. Rank (II)	Salary Rank (II)	Conference Array Total Comp. Mdpt. Increase Excluding Replacements (or Irr)	Heartland Total Comp. Increase				Heartland Salary Increase			Heartland Health & Dental & Vision Increase			Conference Array Total Comp. Mdpt. Increase with replacements														
																						Annual	EEF	Annual	2-yr CAGR	3-yr CAGR	Annual	2-yr CAGR	3-yr CAGR	Annual	2-yr CAGR	3-yr CAGR	EEF	Annual	2-yr CAGR	3-yr CAGR											
18-19	HCS PK-6 Principal	\$86,000	\$14,553.84	\$617.52	\$0.00	\$8,496.80	\$6,579.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$101,075.80	\$15,171.36	\$0.00	\$116,247.16	-	-	-	-																										
19-20	HCS PK-6 Principal	\$90,300	\$15,310.68	\$623.64	\$0.00	\$8,921.64	\$6,907.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$106,129.59	\$15,934.32	\$0.00	\$122,063.91	-	-	-	-	-	-	\$5,817	5.004%	-	-	\$4,300	5.000%	-	-	\$763	5.029%	-	-	-	-	-	-								
20-21	HCS PK-6 Principal	\$94,815	\$16,377.84	\$636.12	\$0.00	\$9,367.72	\$7,253.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$111,436.07	\$17,013.96	\$0.00	\$128,450.03	-	-	-	-	-	-	\$6,386	5.232%	5.118%	-	\$4,515	5.000%	5.000%	-	\$1,080	6.776%	5.899%	-	-	-	-	-	-							
21-22	HCS PK-6 Principal	\$98,608	\$16,878.96	\$636.12	\$0.00	\$9,742.47	\$7,543.51	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$115,893.98	\$17,515.08	\$0.00	\$133,409.06	-	-	7	-	-	-	10.0	\$4,959	3.861%	4.544%	4.697%	\$3,793	4.000%	4.499%	4.666%	\$501	2.945%	4.843%	4.905%	8.4	-	-	-	-	-					
22-23	HCS PK-6 Principal	\$102,552	\$17,915.28	\$636.12	\$0.00	\$10,132.14	\$7,845.23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$120,529.37	\$18,551.40	\$0.00	\$139,080.77	3	5	6	4	\$4,689	3.974%	11.0	\$5,672	4.251%	4.056%	4.446%	\$3,944	4.000%	4.000%	4.332%	\$1,036	5.917%	4.420%	5.200%	8.5	\$3,253	2.768%	-	-	-	-				
23-24	HCS PK-6 Principal	\$106,432	\$19,205.28	\$636.12	\$0.00	\$10,515.48	\$8,142.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$125,089.53	\$19,841.40	\$0.00	\$144,930.93	2	3	5	3	\$5,170	3.869%	12.0	\$5,850	4.206%	4.229%	4.106%	\$3,880	3.783%	3.892%	3.928%	\$1,290	6.954%	6.434%	5.258%	8.4	\$4,373	3.555%	2.971%	-	-	-	-			
24-25	HCS PK-6 Principal	\$109,980	\$19,587.36	\$648.72	\$0.00	\$10,866.02	\$8,413.47	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$129,259.49	\$20,236.08	\$0.00	\$149,495.57	3	4	6	2	\$5,094	4.017%	13.0	\$4,565	3.150%	3.677%	3.868%	\$3,548	3.334%	3.558%	3.705%	\$395	1.989%	4.442%	4.931%	10.1	\$5,260	4.116%	4.679%	3.773%						
24-25	HCS SIP Coord	\$2,000	\$0.00	\$0.00	\$0.00	\$197.60	\$153.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,350.60	\$0.00	\$0.00	\$2,350.60							-	-	-	-	-	-	-	-	-	-	-	-	-										-	-
24-25	HCS PK-6 Principal Composite	\$111,980	\$19,587.36	\$648.72	\$0.00	\$11,064	\$8,566.47	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$131,610.09	\$20,236.08	\$0.00	\$151,846.17							13.0	\$6,915	4.771%	4.488%	4.409%	\$5,548	5.213%	4.496%	4.330%	\$395	1.989%	4.442%	4.931%											
25-26	HCS PK-6 Principal	\$113,260	\$20,662.68	\$684.36	\$0.00	\$11,190.09	\$8,664.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$133,114.48	\$21,347.04	\$0.00	\$154,461.52	3	4	7	2	-	-	14.0	\$4,966	3.322%	3.236%	3.558%	\$3,280	2.982%	3.158%	3.366%	\$1,111	5.490%	3.725%	4.790%	11.1	\$4,312	3.312%	4.140%	3.311%						
25-26	HCS SIP Coord	\$2,040	\$0.00	\$0.00	\$0.00	\$201.55	\$156.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,397.61	\$0.00	\$0.00	\$2,397.61					-	-	-	\$47	2.000%	-	-	\$40	2.000%	-	-	-	-	-	-										-	-
25-26	HCS PK-6 Principal Composite	\$115,300	\$20,662.68	\$684.36	\$0.00	\$11,392	\$8,820.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$135,512.09	\$21,347.04	\$0.00	\$156,859.13					-	-	14.0	\$5,013	3.301%	4.034%	4.091%	\$3,320	2.965%	4.083%	3.983%	\$1,111	5.490%	3.725%	4.790%											
Year	Position	Salary	Health	Dental	Vision	NPERS	FICA	Other - LTD	Other - Life Ins	Other - Annuity	Other - 125	Other - NPERS Addtl	Other - Other	TOTAL Payroll	TOTAL Health, Dental, Vision	TOTAL Other	TOTAL Comp.	Administrative Experience Rank (II)	Experience-Enrollment Factor Rank (II)	Total Comp. Rank (II)	Salary Rank (II)	Annual	EEF	Annual	2-yr CAGR	3-yr CAGR	Annual	2-yr CAGR	3-yr CAGR	Annual	2-yr CAGR	3-yr CAGR	EEF	Annual	2-yr CAGR	3-yr CAGR	Conference Array Total Comp. Mdpt. Increase With Replacements (and Irr)										
																					Conference Array Total Comp. Mdpt. Increase Excluding Replacements (or Irr)	Heartland Total Comp. Increase				Heartland Salary Increase			Heartland Health & Dental & Vision Increase			Conference Array Total Comp. Mdpt. Increase with replacements															

HEARTLAND COMMUNITY SCHOOLS 7-12 PRINCIPAL COMPENSATION RECOMMENDATIONS	
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Tim Carr																																																					
Year	Position	Salary	Health	Dental	Vision	NPERS	FICA	Other - LTD	Other - Life Ins	Other - Annuity	Other - 125	Other - NPERS Addtl	Other - Other	TOTAL Payroll	TOTAL Health, Dental, Vision	TOTAL Other	TOTAL Comp.	Administrative Experience Rank (II)	Experience-Enrollment Rank (II)	Total Comp. Rank (II)	Salary Rank (II)	Conference Array Total Comp. Mdpt. Increase Excluding Replacements (or Irr)				Heartland Total Comp. Increase				Heartland Salary Increase				Heartland Health & Dental & Vision Increase				Conference Array Total Comp. Mdpt. Increase With Replacements (and Irr)															
																						Annual	EEF	Annual	2-yr CAGR	3-yr CAGR	Annual	2-yr CAGR	3-yr CAGR	Annual	2-yr CAGR	3-yr CAGR	EEF	Annual	2-yr CAGR	3-yr CAGR	EEF	Annual	2-yr CAGR	3-yr CAGR													
18-19	HCS 7-12 Principal	\$102,000	\$19,542.12	\$617.52	\$0.00	\$10,077.60	\$7,803.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$119,880.60	\$20,159.64	\$0.00	\$140,040.24	-	-	-	-																																
19-20	HCS 7-12 Principal	\$106,080	\$20,558.28	\$623.64	\$0.00	\$10,480.70	\$8,115.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$124,675.82	\$21,181.92	\$0.00	\$145,857.74	-	-	-	-	-	-	-	\$5,818	4.154%	-	-	\$4,080	4.000%	-	-	\$1,022	5.071%	-	-	-	-	-	-	-	-											
20-21	HCS 7-12 Principal	\$110,323	\$21,991.20	\$636.12	\$0.00	\$10,899.91	\$8,439.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$129,662.62	\$22,627.32	\$0.00	\$152,289.94	-	-	-	-	-	-	-	\$6,432	4.410%	4.282%	-	\$4,243	4.000%	4.000%	-	\$1,445	6.824%	5.944%	-	-	-	-	-	-	-											
21-22	HCS 7-12 Principal	\$114,736	\$22,664.16	\$636.12	\$0.00	\$11,335.92	\$8,777.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$134,849.22	\$23,300.28	\$0.00	\$158,149.50	-	-	1	-	-	-	13.0	\$5,860	3.848%	4.128%	4.137%	\$4,413	4.000%	4.000%	4.000%	\$673	2.974%	4.881%	4.944%	13.2	-	-	-	-	-	-										
22-23	HCS 7-12 Principal	\$119,325	\$24,055.68	\$636.12	\$0.00	\$11,789.31	\$9,128.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$140,242.67	\$24,691.80	\$0.00	\$164,934.47	4	5	1	2	\$5,436	4.206%	14.0	\$6,785	4.290%	4.069%	4.182%	\$4,589	4.000%	4.000%	4.000%	\$1,392	5.972%	4.462%	5.244%	14.1	\$4,934	3.806%	-	-	-	-										
23-24	HCS 7-12 Principal	\$123,754	\$25,787.76	\$636.12	\$0.00	\$12,226.90	\$9,467.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$145,448.08	\$26,423.88	\$0.00	\$171,871.96	2	3	1	2	\$6,160	3.255%	15.0	\$6,937	4.206%	4.248%	4.115%	\$4,429	3.712%	3.856%	3.904%	\$1,732	7.015%	6.492%	5.306%	12.2	-\$407	-0.302%	1.731%	-	-	-	-									
24-25	HCS 7-12 Principal	\$127,913	\$26,301.00	\$648.72	\$0.00	\$12,637.80	\$9,785.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150,336.15	\$26,949.72	\$0.00	\$177,285.87	2	3	1	2	\$8,848	6.525%	16.0	\$5,414	3.150%	3.677%	3.881%	\$4,159	3.361%	3.536%	3.690%	\$526	1.990%	4.472%	4.970%	11.5	\$5,872	4.377%	2.011%	2.606%	-	-	-	-								
25-26	HCS 7-12 Principal	\$131,633	\$27,744.84	\$684.36	\$0.00	\$13,005.34	\$10,069.92	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$154,708.26	\$28,429.20	\$0.00	\$183,137.46	2	3	1	2	-	-	17.0	\$5,852	3.301%	3.225%	3.551%	\$3,720	2.908%	3.134%	3.326%	\$1,479	5.490%	3.725%	4.810%	12.1	\$4,814	3.377%	3.891%	2.478%	-	-	-	-								
Year	Position	Salary	Health	Dental	Vision	NPERS	FICA	Other - LTD	Other - Life Ins	Other - Annuity	Other - 125	Other - NPERS Addtl	Other - Other	TOTAL Payroll	TOTAL Health, Dental, Vision	TOTAL Other	TOTAL Comp.	Administrative Experience Rank (II)	Experience-Enrollment Rank (II)	Total Comp. Rank (II)	Salary Rank (II)	Annual	EEF	Annual																													
																						Conference Array Total Comp. Mdpt. Increase Excluding Replacements (or Irr)	Heartland Total Comp. Increase				Heartland Salary Increase				Heartland Health & Dental & Vision Increase				Conference Array Total Comp. Mdpt. Increase With Replacements (and Irr)																		

**HEARTLAND COMMUNITY SCHOOLS
RECOMMENDED COMPENSATION INCREASE SUMMARY: CLASSIFIED STAFF
25-26**

ALL CLASSIFIED STAFF			
All Groups	25-26		
	Amount	Increase	
WAGES	\$866,434.68	\$34,561.92	4.155%
FICA	\$66,282.25	\$2,643.99	4.155%
RETIREMENT	\$85,603.75	\$3,414.72	4.155%
INSURANCE	\$176,214.88	\$9,171.20	5.49%
TOTALS	\$1,194,535.55	\$49,791.82	4.350%
Employees(FTE)	39.000		
Ave. Per Employee	\$30,629.12	\$1,276.71	4.350%
All Groups. (ex. Foods)	25-26		
	Amount	Increase	
WAGES	\$760,416.48	\$30,438.12	4.170%
FICA	\$58,171.86	\$2,328.52	4.170%
RETIREMENT	\$75,129.15	\$3,007.29	4.170%
INSURANCE	\$160,510.08	\$8,353.80	5.49%
TOTALS	\$1,054,227.56	\$44,127.72	4.369%
Employees(FTE)	34.875		
Ave. Per Employee	\$30,228.75	\$1,265.31	4.369%
Office / Clerical	25-26		
	Amount	Increase	
WAGES	\$141,070.80	\$4,919.20	3.613%
FICA	\$10,791.92	\$376.32	3.613%
RETIREMENT	\$13,937.80	\$486.02	3.613%
INSURANCE	\$47,274.96	\$2,460.36	5.49%
TOTALS	\$213,075.47	\$8,241.90	4.024%
Employees(FTE)	3.000		
Ave. Per Employee	\$71,025.16	\$2,747.30	4.024%
Maintenance (Total) incl. P-T & seasonal	25-26		
	Amount	Increase	
WAGES	\$150,326.20	\$5,233.40	3.607%
FICA	\$11,499.95	\$400.36	3.607%
RETIREMENT	\$14,852.23	\$517.06	3.607%
INSURANCE	\$28,429.20	\$1,479.48	5.49%
TOTALS	\$205,107.58	\$7,630.30	3.864%
Employees(FTE)	6.625		
Ave. Per Employee	\$30,959.64	\$1,151.74	3.864%
Para	25-26		
	Amount	Increase	
WAGES	\$287,665.65	\$10,719.90	3.871%
FICA	\$22,006.42	\$820.07	3.871%
RETIREMENT	\$28,421.37	\$1,059.13	3.871%
INSURANCE	\$84,805.92	\$4,413.96	5.49%
TOTALS	\$422,899.36	\$17,013.06	4.192%
Employees(FTE)	14.250		
Ave. Per Employee	\$29,677.15	\$1,193.90	4.192%
Foods	25-26		
	Amount	Increase	
WAGES	\$106,018.20	\$4,123.80	4.047%
FICA	\$8,110.39	\$315.47	4.047%
RETIREMENT	\$10,474.60	\$407.43	4.047%
INSURANCE	\$15,704.80	\$817.40	5.49%
TOTALS	\$140,307.99	\$5,664.10	4.207%
Employees(FTE)	4.125		
Ave. Per Employee	\$34,014.06	\$1,373.12	4.207%
Transportation (Total)	25-26		
	Amount	Increase	
WAGES	\$166,254.33	\$9,030.12	5.743%
FICA	\$12,718.46	\$690.80	5.743%
RETIREMENT	\$16,425.93	\$892.18	5.743%
INSURANCE	\$0.00	\$0.00	-
TOTALS	\$195,398.71	\$10,613.10	5.743%
Employees	8.000		
Ave. Per Employee	\$24,424.84	\$1,326.64	5.743%

DRIVERS - ROUTES	25-26		
	Amount	Increase	
WAGES	\$152,952.58	\$8,309.37	5.745%
FICA	\$11,700.87	\$635.67	5.745%
RETIREMENT	\$15,111.71	\$820.97	5.745%
INSURANCE	\$0.00	\$0.00	-
TOTALS	\$179,765.16	\$9,766.00	5.745%

REGULARLY EMPLOYED CLASSIFIED STAFF			
All Groups	25-26		
	Amount	Increase	
WAGES	\$826,171.18	\$33,498.42	4.226%
FICA	\$63,202.09	\$2,562.63	4.226%
RETIREMENT	\$81,625.71	\$3,309.64	4.226%
INSURANCE	\$176,214.88	\$9,171.20	5.49%
TOTALS	\$1,147,213.86	\$48,541.89	4.418%
Employees(FTE)	32.000		
Ave. Per Employee	\$35,850.43	\$1,516.93	4.418%
All Groups. (ex. Foods)	25-26		
	Amount	Increase	
WAGES	\$720,152.98	\$29,374.62	4.252%
FICA	\$55,091.70	\$2,247.16	4.252%
RETIREMENT	\$71,151.11	\$2,902.21	4.252%
INSURANCE	\$160,510.08	\$8,353.80	5.49%
TOTALS	\$1,006,905.87	\$42,877.79	4.448%
Employees(FTE)	27.875		
Ave. Per Employee	\$36,122.18	\$1,538.22	4.448%
Office / Clerical	25-26		
	Amount	Increase	
WAGES	\$141,070.80	\$4,919.20	3.613%
FICA	\$10,791.92	\$376.32	3.613%
RETIREMENT	\$13,937.80	\$486.02	3.613%
INSURANCE	\$47,274.96	\$2,460.36	5.49%
TOTALS	\$213,075.47	\$8,241.90	4.024%
Employees(FTE)	3.000		
Ave. Per Employee	\$71,025.16	\$2,747.30	4.024%
Maintenance Regular	25-26		
	Amount	Increase	
WAGES	\$125,162.20	\$4,705.40	3.906%
FICA	\$9,574.91	\$359.96	3.906%
RETIREMENT	\$12,366.03	\$464.89	3.906%
INSURANCE	\$28,429.20	\$1,479.48	5.49%
TOTALS	\$175,532.33	\$7,009.74	4.160%
Employees(FTE)	2.625		
Ave. Per Employee	\$66,869.46	\$2,670.38	4.160%
Para	25-26		
	Amount	Increase	
WAGES	\$287,665.65	\$10,719.90	3.871%
FICA	\$22,006.42	\$820.07	3.871%
RETIREMENT	\$28,421.37	\$1,059.13	3.871%
INSURANCE	\$84,805.92	\$4,413.96	5.49%
TOTALS	\$422,899.36	\$17,013.06	4.192%
Employees(FTE)	14.250		
Ave. Per Employee	\$29,677.15	\$1,193.90	4.192%
Foods	25-26		
	Amount	Increase	
WAGES	\$106,018.20	\$4,123.80	4.047%
FICA	\$8,110.39	\$315.47	4.047%
RETIREMENT	\$10,474.60	\$407.43	4.047%
INSURANCE	\$15,704.80	\$817.40	5.49%
TOTALS	\$140,307.99	\$5,664.10	4.207%
Employees(FTE)	4.125		
Ave. Per Employee	\$34,014.06	\$1,373.12	4.207%
Transportation (Total)	25-26		
	Amount	Increase	
WAGES	\$166,254.33	\$9,030.12	5.743%
FICA	\$12,718.46	\$690.80	5.743%
RETIREMENT	\$16,425.93	\$892.18	5.743%
INSURANCE	\$0.00	\$0.00	-
TOTALS	\$195,398.71	\$10,613.10	5.743%
Employees	8.000		
Ave. Per Employee	\$24,424.84	\$1,326.64	5.743%

DRIVERS - ACTIVIITES	25-26		
	Amount	Increase	
WAGES	\$13,301.75	\$720.75	5.729%
FICA	\$1,017.58	\$55.14	5.729%
RETIREMENT	\$1,314.21	\$71.21	5.729%
INSURANCE	\$0.00	\$0.00	-
TOTALS	\$15,633.55	\$847.10	5.729%

[illegible]

ALL-DISTRICT PERSONNEL SUMMARY: 25-26 COMPENSATION INCREASES (m-i-t)

	Compensation Increases by Category				Percentage				
	25-26 Increase		24-25 Increase		% Of 25-26 Personnel Cost Increase	% Of 24-25 Personnel Cost Increase	% Of 25-26 Total Personnel Cost	% Of 24-25 Total Personnel Cost	
Existing Certificated Staff & Extra Duty	\$110,889	3.203%	\$105,118	3.153%	61.24%	60.71%	66.05%	65.87%	Existing Bargaining Staff & Extra Duty
Additional Certificated FTE	\$0	-	\$0	-	0.00%	0.00%	0.00%	0.00%	Additional Certificated FTE
Substitute Teachers	\$2,350	3.448%	\$2,350	3.571%	1.30%	1.36%	1.30%	1.31%	Substitute Teachers
Regular Classified Staff	\$48,542	4.418%	\$46,573	4.360%	26.81%	26.90%	21.21%	21.35%	Regular Classified Staff
Part-Time / Seasonal Classified Staff	\$1,250	2.713%	\$2,259	5.156%	0.69%	1.30%	0.87%	0.88%	Part-Time / Seasonal Classified Staff
Elem. Princ	\$5,013	3.301%	\$6,915	4.771%	2.77%	3.99%	2.90%	2.91%	Elem. Princ
Sec. Princ	\$5,852	3.301%	\$5,414	3.150%	3.23%	3.13%	3.39%	3.40%	Sec. Princ
Supt.	\$7,174	3.200%	\$4,516	2.056%	3.96%	2.61%	4.28%	4.29%	Supt.
TOTALS	\$181,069	3.463%	\$173,145	3.430%	100%	100%	100%	100%	TOTALS
TOTALS (ex. additional teaching FTE)	\$181,069	3.463%	\$173,145	3.430%					
25-26 Increase		24-25 Increase							

	Compensation Increases by Category				Percentage				
	25-26 Increase		24-25 Increase		% Of 25-26 Personnel Cost Increase	% Of 24-25 Personnel Cost Increase	% Of 25-26 Total Personnel Cost	% Of 24-25 Total Personnel Cost	
Existing Certificated Staff & Extra Duty	\$110,889	3.203%	\$105,118	3.153%	61.24%	60.71%	66.05%	65.87%	Existing Bargaining Staff & Extra Duty
Additional Certificated FTE	\$0	-	\$0	-	0.00%	0.00%	0.00%	0.00%	Additional Certificated FTE
Substitute Teachers	\$2,350	3.448%	\$2,350	3.571%	1.30%	1.36%	1.30%	1.31%	Substitute Teachers
Regular Classified Staff	\$48,542	4.418%	\$46,573	4.360%	26.81%	26.90%	21.21%	21.35%	Regular Classified Staff
Part-Time / Seasonal Classified Staff	\$1,250	2.713%	\$2,259	5.156%	0.69%	1.30%	0.87%	0.88%	Part-Time / Seasonal Classified Staff
Administration	\$18,039	3.260%	\$16,845	3.813%	9.96%	9.73%	10.56%	10.60%	Administration
TOTALS	\$181,069	3.463%	\$173,145	3.430%	100%	100%	100%	100%	TOTALS
TOTALS (ex. additional teaching FTE)	\$181,069	3.463%	\$173,145	3.430%					
25-26 Increase		24-25 Increase							

	Compensation Increases by Category				Percentage				
	25-26 Increase		24-25 Increase		% Of 25-26 Personnel Cost Increase	% Of 24-25 Personnel Cost Increase	% Of 25-26 Total Personnel Cost	% Of 24-25 Total Personnel Cost	
Certificated Staff & Extra Duty	\$110,889	3.203%	\$105,118	3.450%	61.24%	60.71%	66.05%	65.87%	Bargaining Staff & Extra Duty
Regular Classified Staff	\$48,542	4.418%	\$46,573	4.592%	26.81%	26.90%	21.21%	21.35%	Regular Classified Staff
Part-Time Classified & Substitute Teachers	\$3,600	3.152%	\$4,360	3.910%	1.99%	2.52%	2.18%	2.19%	Part-Time Classified & Substitute Teachers
Administration	\$18,039	3.260%	\$16,845	2.185%	9.96%	9.73%	10.56%	10.60%	Administration
TOTALS	\$181,069	3.463%	\$173,145	3.430%	100%	100%	100%	100%	TOTALS
TOTALS (ex. additional teaching FTE)	\$181,069	3.463%	\$173,145	3.430%					
25-26 Increase		24-25 Increase							

HEARTLAND COMMUNITY SCHOOLS

CLASSIFIED STAFF: INITIAL WAGE & SALARY PLACEMENT SCHEDULES

2025-2026

1		
Para: Media / Clerical		
Step	Highly Qualified	Teaching Certificate
1	\$13.37	\$14.15
2	\$13.64	\$14.43
3	\$13.90	\$14.71
4	\$14.17	\$14.99
5	\$14.44	\$15.28

5	
Maint. / Trans. Director	
Step	Annual
1	\$43,967
2	\$44,846
3	\$45,726
4	\$46,605
5	\$47,484

9	
Foods Director	
Step	Hourly
1	\$19.01
2	\$19.39
3	\$19.77
4	\$20.15
5	\$20.53

12	
Secretary / Administrative Assistant	
Step	Hourly
1	\$16.91
2	\$17.25
3	\$17.59
4	\$17.93
5	\$18.27

2		
Para: less than 1/2 regularly assigned one-on-one		
Step	Highly Qualified	Teaching Certificate
1	\$13.70	\$14.51
2	\$13.98	\$14.80
3	\$14.25	\$15.09
4	\$14.53	\$15.38
5	\$14.80	\$15.67

6	
Maint. Assistant	
Step	Hourly
1	\$16.14
2	\$16.46
3	\$16.78
4	\$17.11
5	\$17.43

10	
Asst. Lead Cook	
Step	Hourly
1	\$13.94
2	\$14.22
3	\$14.50
4	\$14.78
5	\$15.06

13	
Business Manager	
Step	Annual
1	\$60,180
2	\$61,384
3	\$62,587
4	\$63,791
5	\$64,994

3		
Para: at least 1/2 regularly assigned one-on-one		
Step	Highly Qualified	Teaching Certificate
1	\$14.71	\$15.56
2	\$15.00	\$15.87
3	\$15.30	\$16.19
4	\$15.59	\$16.50
5	\$15.88	\$16.81

7	
Custodian: Days	
Step	Hourly
1	\$15.08
2	\$15.38
3	\$15.68
4	\$15.99
5	\$16.29

11	
Kitchen Aide / Cafeteria POS	
Step	Hourly
1	\$13.37
2	\$13.64
3	\$13.90
4	\$14.17
5	\$14.44

4		
Para: Intensive Needs		
Step	Highly Qualified	Teaching Certificate
1	\$16.04	\$15.56
2	\$16.36	\$15.87
3	\$16.69	\$16.19
4	\$17.01	\$16.50
5	\$17.33	\$16.81

8	
Custodian: Nights	
Step	Hourly
1	\$15.72
2	\$16.04
3	\$16.35
4	\$16.67
5	\$16.98

14		
Transportation		
Route	Non-CDL	CDL
Regular Routes	\$42.75	\$47.03
Pre-School	\$42.75	\$47.03
General Van	\$34.86	
JH Athletic Shuttle Van	\$34.86	
Geneva (Van)	\$56.04	
Milford (Van)	\$73.00	
York (Van)	\$34.86	
Activities Transport	\$15.50	Flat
	\$0.22	per Mile (round trip)
	\$11.50	per Hour (round trip)

15	
Summer Maintenance	
Step	Hourly
Student	\$11.15
1	\$13.37
2	\$13.96
3	\$14.55

16	
Classified Substitutes	
Position	Hourly
Bldg. & Grnds	\$13.37
Kitchen	\$13.37
Para-Educator	\$13.37

Recommended Substitute Teacher Rates
2025-2026

RECOMMENDED 25-26 PAY RATES					CURRENT 24-25 PAY RATES				
DAILY RATE: \$150 per day					DAILY RATE: \$145 per day				
LONG-TERM RATE: 1/185th base salary starting 11th consecutive day \$224.39 per day					LONG-TERM RATE: 1/185th base salary starting 11th consecutive day \$221.15 per day				

	Recommended Rate			Recommended Rate Estimates			Current/Prior Rate Estimates			Estimated Cost Increase For Rate Increase			2-Year CAGR	
	Daily Rate	Annual Increase		Salary Cost	Total Cost		Salary Cost	Total Cost		\$	%		%	
25-26	\$150	3.448%		\$60,000	\$70,500		\$58,000	\$68,150		\$2,350	3.448%		3.510%	25-26

HEARTLAND COMMUNITY SCHOOLS				
Year	Daily Sub Rate	Teacher's Base Salary	Relative to Base Salary	
25-26	\$150	\$41,513	0.361%	
24-25	\$145	\$40,913	0.354%	
23-24	\$140	\$40,010	0.350%	
22-23	\$135	\$39,283	0.344%	
21-22	\$120	\$38,683	0.310%	
20-21	\$115	\$38,033	0.302%	
19-20	\$115	\$37,633	0.306%	
18-19	\$110	\$37,083	0.297%	
17-18	\$110	\$36,333	0.303%	

ALL-DISTRICT PERSONNEL SUMMARY: 25-26 COMPENSATION INCREASES (m-i-t)

	Compensation Increases by Category				Percentage				
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Additional Certificated FTE	\$0	-	\$0	-	0.00%	0.00%	0.00%	0.00%	Additional Certificated FTE
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Elem. Princ	\$5,013	3.301%	\$6,915	4.771%	2.77%	3.99%	2.90%	2.91%	Elem. Princ
Sec. Princ	\$5,852	3.301%	\$5,414	3.150%	3.23%	3.13%	3.39%	3.40%	Sec. Princ
Supt.	\$7,174	3.200%	\$4,516	2.056%	3.96%	2.61%	4.28%	4.29%	Supt.
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TOTALS (ex. additional teaching FTE)	\$181,069	3.463%	\$173,145	3.430%					
	25-26 Increase		24-25 Increase						



Mainstay Technologies
1000 North Main Street
Henderson, Nebraska 68371
United States
(402) 723-4448
jeremiah@mainstaycomm.com

Quote - 4K Cameras

Quote Q-87
Issued on Apr 11, 2025

Client Heartland Community School sbuzek@heartlandschools.net +1 (402) 723-4434	Site Address 1501 Front Street York County Henderson, Nebraska 68371 United States	Prepared By Jeremiah Duerksen jeremiah@mainstaycomm.com (402) 723-4448
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Overview

Thank you for considering Mainstay Technologies for the security upgrades at Heartland School. This proposal is to provide the school with new (83) 4K cameras. This proposal also includes the cameras for the daycare (8) and bus barn (5).

Please note that Mainstay offers these services at a cost-plus rate. This means all equipment will be sold at the purchase cost from manufacturers or distributors, with a modest 10–15% markup to cover expenses such as shipping, handling, and administrative fees.

Each camera is a 4K HD IP camera equipped with AI-powered features to identify people, faces, vehicles, and animals. The system is cloud-connected, enabling both remote and local viewing and management. Mainstay will handle all cabling and camera installation.

Mainstay Control Monthly Camera Cost per Camera: \$3/month (Typically \$5)

Controller

The proposal also includes the controllers, recorder and storage to manage the cameras and access control system. The controller features built-in hard drives for video storage. However, storage capacity is not included in this proposal, as the required amount will depend on the number of days the school wishes to retain footage.

Products

Unassigned

ITEM	QTY	
Category 6A (UTP) 550 MHz Network Patch Cable 1Ft. Blue	8	
Total	8	\$4792

Controller & NVR

ITEM	QTY
------	-----

	1	
3U Nvr With (16) 25/35 Drive Bays Supporting Up To (70) 4K Cameras Or (210) Full Hd Cameras		
	15	
Access Card (Black / 10-Pack)		
	8	
Enterprise 3.5" HDD, 16TB		
	1	
Network Video Recorder Pro		
	3	
Category 6A (UTP) 550 MHz Network Patch Cable 1Ft. Blue		
Total	28	\$6,492.45

Surveillance

ITEM	QTY	
	83	
Quick Connect CAT6 RJ45 Keystone Insert, Grey		
	34	
Turret mount		
	83	
4K Turret Camera		
	15000	
Cat 6 Plenum Black, (ETL), CMP, RoHS/CE		
	6	
Modular Keystone Patch Panel - 24 Port: 1 Unit		
	83	
Category 6A (UTP) 550 MHz Network Patch Cable 1Ft. Blue		
Total	15289	\$43,783.85

Office TV

ITEM	QTY	
	1	
Large TV Tilt Mount		
	1	
UniFi Protect ViewPort PoE		

Total	2	\$293.84
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Daycare

ITEM	QTY	
Quick Connect CAT6 RJ45 Keystone Insert, Grey	8	
Turret mount	3	
Compact Unifi Console - Ssd	1	
24 Port Switch	1	
	8	
CAT6 UTP, White	900	
Modular Keystone Patch Panel - 24 Port: 1 Unit	1	
Category 6A (UTP) 550 MHz Network Patch Cable 1Ft. Blue	8	
Total	930	\$5,148.30

Bus Barn

ITEM	QTY	
PoE Injector, 802.3AT	1	
Turret mount	5	
Compact Unifi Console - Ssd	1	
The USW-Lite-8-PoE is a fully managed Layer 2 switch with eight Gigabit Ethernet ports for your RJ45 Ethernet devices. Four ports also offer auto-sensing 802.3at PoE+ that provide up to a total PoE wattage of 52W for UniFi Access Points or other PoE devices.	1	
	5	

CAT6 UTP, White	650	
Total	663	\$3,069.46

Unassigned		\$115.92
Controller & NVR		\$6,907.53
Surveillance		\$56,800.69
Office TV		\$400.09
Daycare		\$6,448.82
Bus Barn		\$4,019.83

	Product + Labor	\$74,692.88
	Adjustment	\$2,941.79
	Subtotal	\$77,634.67
	Total Price	\$77,634.67

Signature

Date



Mainstay Technologies
1000 North Main Street
Henderson, Nebraska 68371
United States
(402) 723-4448
jeremiah@mainstaycomm.com

Quote - Access Control

Quote Q-99
Issued on Apr 11, 2025

Client

Heartland Community School
sbuzek@heartlandschools.net
+1 (402) 723-4434

Site Address

1501 Front Street York County
Henderson, Nebraska 68371
United States

Prepared By

Jeremiah Duerksen
jeremiah@mainstaycomm.com
(402) 723-4448

Overview

Thank you for considering Mainstay Technologies for the access control at Heartland School and Daycare building.

Please note that Mainstay offers these services at a cost-plus rate. This means all equipment will be sold at the purchase cost from manufacturers or distributors, with a modest 10–15% markup to cover expenses such as shipping, handling, and administrative fees.

Mainstay proposes adding access control to 18 entry points throughout the main school building and five at the daycare. This number is based on the bid documents provided by the contractor. We will supply card/mobile readers, controllers, cabling, and power supplies for each door as outlined in the bid documents.

Additionally, we propose installing nine intercoms designed to ring a mobile device or computer when activated. These intercoms will allow for quick and easy visitor access via a numeric code or QR code.

Mainstay Control Monthly Access Cost per Entry: \$3/month (Typically \$5)

Products

Access Control - School

ITEM	QTY
2 Amp at 12VDC or 24VDC continuous, with up to 16 independently controlled power limited outputs.	18
Access Control Cable - Plenum	400
Access Card (Black / 10-Pack)	15
Compact third-generation access reader with Apple Touch Pass support - Black	9

	8	
Third-generation, indoor/outdoor NFC reader and intercom with Apple Touch Pass support.		
	18	
Single-door mechanism that provides complete entry and exit control via connected Access Readers		
	1	
Indoor/outdoor intercom terminal for managing residential and commercial building entry requests		
	10	
Access Reader Pro Junction Box		
	5500	
Plen Cat6 Black		
Total	5979	\$16,753.64

Access Control - Daycare

ITEM	QTY	
	3	
Door Contact External - White		
	3	
Electric Strike, Satin Bronze		
	1000	
Access Control Cable - Plenum		
	5	
Third-generation, indoor/outdoor NFC reader and intercom with Apple Touch Pass support.		
	5	
Single-door mechanism that provides complete entry and exit control via connected Access Readers		
	1	
Access Reader Pro Junction Box		
	1	
1U, professional-grade 10-port, Layer 3 Etherlighting™ PoE+++ switch with (10) 10 GbE and (2) 10G SFP+ ports.		
Total	1018	\$5,970.34

Access Control - School	\$25,643.11
Access Control - Daycare	\$8,005.66

Product + Labor	\$33,648.77
Adjustment	\$1,136.20
Subtotal	\$34,784.97
Total Price	\$34,784.97

Signature	Date
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Mainstay Technologies
1000 North Main Street
Henderson, Nebraska 68371
United States
(402) 723-4448
jeremiah@mainstaycomm.com

Quote - Cabling

Quote Q-105
Issued on Apr 11, 2025

Client

Heartland Community School
sbuzek@heartlandschools.net
+1 (402) 723-4434

Site Address

1501 Front Street York County
Henderson, Nebraska 68371
United States

Prepared By

Jeremiah Duerksen
jeremiah@mainstaycomm.com
(402) 723-4448

Products

Move IT Closet

ITEM	QTY
12 Strand 9/125 SSF G657 A2&B2 In/Out - Per Foot	350
1 RU, 3 Adapter Plate Capable, Empty	2
Quick Connect CAT 6A RJ45 Keystone Insert, Black	122
Cable ladder, 6'X18', black, 1	5
1space Laminated Sliding Shelf	1
IT Datacomm Network Rack Enclosure	2
Horizontal Wire Management	8
Vertical Wire Management	4
Cat6A UTP Plenum - 10Gbase-T, 600Mhz 23AWG Solid Bc 4Pr, UTP, ANSI/TIA 568.2-D, ISO/IEC 11801 Class Ea, UL Cmp, Jkt- White- 1000Ft Spool	13000
Modular Keystone Patch Panel - 48 Port: 2 Unit	2

Surface Mount Housings For Datacom Jacks- Color: White & Type: Single Housing	26
3/4" J Hook w/Bat Wing	25
2" Basic J Hook	25

Elem Cabling

ITEM	QTY
Quick Connect CAT 6A RJ45 Keystone Insert, Black	96
Horizontal Wire Management	2
Cat6A UTP Plenum - 10Gbase-T, 600Mhz 23AWG Solid Bc 4Pr, UTP, ANSI/TIA 568.2-D, ISO/IEC 11801 Class Ea, UL Cmp, Jkt- White- 1000Ft Spool	10000
Modular Keystone Patch Panel - 48 Port: 2 Unit	1
Surface Mount Housings For Datacom Jacks- Color: White & Type: Single Housing	22
3/4" J Hook w/Bat Wing	25
2" Basic J Hook	20

Move IT Closet	\$35,770.76
Elem Cabling	\$25,353.77

Product	\$46,584.82
Labor	\$14,539.71
Adjustment	\$2,329.24
Subtotal	\$63,453.77
Total Price	\$63,453.77

Signature

Date

HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

**Minutes for
Board of Education Regular Meeting**

Monday, March 10, 2025 7:00 PM
Conference Room
1501 Front St
Henderson, NE 68371-8929

Notice of the meeting was posted in the Henderson News on March 6, 2025.

Attendance

Lacey Gloystein: Present
Ryan Goertzen: Present
Jen Hiebner: Present
Jeb Mierau: Present
Tyler Newton: Present
Tammy Ott: Present

1. Preliminary Procedures

1.1. Call to Order

1.2. Recognize Notice of Meeting

1.3. Recognize Open Meetings Act Posting

1.4. Roll Call

2. Public Comments On Agenda Items

Public comment will be limited to items on the current agenda. Public comment may be limited to a total of 30 minutes, individuals will be limited to 5 minutes each.

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

3. Reports

3.1. Superintendent's Report

3.2. Principals' Reports

4. Discussion Items

4.1. Policy Review: Section 503

The Board reviewed Section 503.

4.2. Discuss Lease Of Motor Coach Activity Bus

Mr Klein approached the board with a request to authorize the lease of a motorcoach bus. Buying one is approximately \$300,000 and requires a lead time of 2 years. The motorcoach is a 56-passenger and exceeds the capacity of the current white bus and yellow bus. The recommendation would be to lease the bus for the remainder of the school year during the track season to determine if it would meet our needs/expectations. Going forward, we would enter into a multi-year lease option and explore options to wrap the bus. Matt was on hand to answer questions regarding mechanics and logistics.

4.3. Discuss Disposal Of Two Excess School Buses From Fleet

Mr. Klein brought forward the option to dispose of two excess school buses providing that we authorize the lease of a motorcoach bus. Matt answered questions around which buses were being disposed.

4.4. Discuss Track Resurfacing

Mr Klein recommended tabling the authorization to resurface the track until we bid it out at a later time.

4.5. Discuss Release Of Excess Weight Room Equipment To Booster Club

Mr Klein discussed the authorization of moving excess weight room equipment to the Booster Club for a fundraising opportunity.

4.6. Discuss Early Childhood Facility Lease Agreement With HCDC

The committee met with HCDC last week and shared with the board the minimal changes to the agreement as well as the progress on the construction. HCDC approved the agreement at their meeting March 6th.

4.7. 25-26 Superintendent Compensation

Mr Klein shared that the Negotiations Committee met with him prior to the board meeting regarding recommendations for the 25-26 superintendent compensation. The intent is to discuss compensation at this board meeting with an approval at the April meeting.

Jeb M. made a motion to go into executive session at 8:32pm for the purpose of Motion dies due to lack of a second. Unseconded with a motion by Jeb Mierau.

4.8. 25-26 Principals' Compensation

The Negotiations Committee met with Mr. Klein ahead of the board meeting to discuss recommendations for 25-26 Principals' compensation. The intent is to discuss at this board meeting with final approval at the April meeting. The committee and Mr. Klein answered questions around percentages across Certificated and Classified staff as well as rankings across the array.

4.9. 25-26 Classified Staff Compensation

The Negotiations committee met with Mr. Klein ahead of the board meeting to discuss recommendations for Classified Staff. The intent is to discuss at this meeting and approve at the April Meeting.

4.10. 25-26 Substitute Teacher Pay Rates

The Negotiations Committee met with Mr Klein to discuss recommendations for the 25-26 Substitute Teacher rates. The intent was to discuss these rates at this board meeting with approval at the April board meeting.

4.11. Discuss Building / Construction Update

The Board discussed signage on the interior/exterior of the building entrances as well as material choices for the Huskie logo at the entrance.

5. Action Items

5.1. Approve Calendar For 2025-2026 School Year

Approve the calendar for the 2025-2026 school year as presented. Passed with a motion by Lacey Gloystein and a second by Ryan Goertzen.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.2. Approve Early Childhood Facility Lease Agreement With HCDC

Approve the Early Childhood Facility Lease Agreement with Henderson Child Development Center as presented. Passed with a motion by Jen Hiebner and a second by Ryan Goertzen.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.3. Approve Designation Of Authorized Account Signatories

Motion to approve authorized account signatories at Cornerstone Bank. Passed with a motion by Jen Hiebner and a second by Lacey Gloystein.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.3.1. Cornerstone Bank

Approve the designation and listing of Tyler Newton, Ryan Goertzen, Tammy Ott, and Jeremy Klein as authorized signatories on all Heartland Community Schools' bank accounts held with Cornerstone Bank. AND Approve the removal of Gary Braun and Lacey Gloystein as authorized signatories on all Heartland Community Schools' bank accounts held with Cornerstone Bank. Passed with a motion by Jen Hiebner and a second by Lacey Gloystein.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.3.2. Henderson State Bank

Approve the designation and listing of Tyler Newton, Ryan Goertzen, Tammy Ott, and Jeremy Klein as authorized signatories on all Heartland Community Schools' bank accounts held with Henderson State Bank. AND Approve the removal of Gary Braun and Lacey Gloystein as authorized signatories on all Heartland Community Schools' bank accounts held with Henderson State Bank. Passed with a motion by Jen Hiebner and a second by Lacey Gloystein.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.4. Authorize The Release Of Excess Weight Room Equipment To The Heartland Sports Boosters Club

Authorize the superintendent to transfer ownership and possession of excess weight room equipment to the Heartland Sports Boosters Club at the conclusion of the 24-25 school year. Passed with a motion by Jen Hiebner and a second by Lacey Gloystein.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.5. Authorize The Lease Of Motor Coach Activity Bus

Authorize the superintendent to enter into and execute a vehicle lease agreement with Prestige Group Inc. for the use of a 56-passenger motorcoach bus for a period not to exceed 6 years. Passed with a motion by Jen Hiebner and a second by Tammy Ott.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.6. Authorize Disposal Of Two Excess School Buses From Fleet

Authorize the superintendent to execute the reasonable disposal of and the removal of a 59-passenger 1995 Chevy/Bluebird school bus and a 47-passenger 2006 Bluebird Vision school bus from the existing Heartland transportation fleet. Passed with a motion by Jeb Mierau and a second by Ryan Goertzen.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

5.7. Authorize Track Resurfacing

Motion to Table the authorization of track resurfacing. Passed with a motion by Lacey Gloystein and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

6. Future Agenda Items

6.1. Board Retreat: Thursday, March 20th @ 6 PM

6.2. Regular Meeting: Monday, April 14th @ 7 PM

7. Consent Agenda

Motion to approve consent agenda. Passed with a motion by Jen Hiebner and a second by Ryan Goertzen.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea,

Tammy Ott: Yea

Motion to Approve Consent Agenda Passed with a motion by Jen Hiebner and a second by Ryan Goertzen.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

7.1. Approval of Minutes

7.1.1. *Special Meeting: February 10, 2025*

7.1.2. *Regular Meeting: February 10, 2025*

7.1.3. *Special Meeting: February 12, 2025*

7.2. Approval of Treasurer's Report

7.3. Approval of Claims

7.4. Financial Reports

7.5. Approval Of Construction Claims

7.6. Approve Out Of State Travel - US Open Robotics, Council Bluffs, IA

8. Adjournment

Motion to adjourn at 9:38pm Passed with a motion by Jen Hiebner and a second by Lacey Gloystein.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea, Tammy Ott: Yea

Board President

Board Secretary

HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

**Minutes for
Board of Education Special Meeting**

Thursday, March 20, 2025 6:00 PM
York Country Club
1016 W Elm St.
York, NE 68467

Advance public notice of the meeting was published in The Henderson News on March 13, 2025.

Attendance

Lacey Gloystein: Present
Ryan Goertzen: Present
Jen Hiebner: Present
Jeb Mierau: Present
Tyler Newton: Present
Tammy Ott: Absent

1. Preliminary Procedures

1.1. Call to Order

1.2. Recognize Notice of Meeting

1.3. Recognize Open Meetings Act Posting

1.4. Roll Call

Excuse the absence of Tammy Ott. Passed with a motion by Ryan Goertzen and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

2. Public Comments On Agenda Items

Public comment will be limited to items on the current agenda. Public comment may be limited to a total of 10 minutes, individuals will be limited to 2 minutes each.

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

No public comment was offered.

3. Discussion Items

3.1. Review Board Self-Evaluation Results

Stephanie Summers (NASB Board Development Team) discussed the results of the Board's self-evaluation.

3.2. Review & Discuss Strategic Plans

Stephanie Summers (NASB Board Development Team) discussed the strategic plans with the Board. A timeline for future examination was discussed.

3.3. Board Development

Stephanie Summers (NASB Board Development Team) instructed on and discussed the governance standards for boards of education.

3.4. **Goals & Plans**

Limited discussion was held on future goals and plans. No new goals or plans were set.

4. **Adjournment**

Adjourn the meeting at 9:28 PM Passed with a motion by Lacey Gloystein and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

Board President

Board Secretary

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
Checking	1		
Checking	1 Fund: 01	GENERAL FUND	
31973	AMAZON CAPITAL SERVICES	SUPPLIES	375.85
31974	ATS, LLC	JANITORIAL SERVICES	8,844.00
31975	BIO CORPORATION	SUPPLIES	61.80
31976	BLACK HILLS ENERGY	NATURAL GAS	4,602.86
31977	BURTON ENTERPRISES	TRASH REMOVAL	220.00
31978	CARR, TIMOTHY	REIMBURSEMENT	17.50
31979	CENTRAL VALLEY AG	SERVICES	2,246.95
31980	CHEMSEARCH	SUPPLIES	180.00
31981	CITY OF HENDERSON	WATER/SEWER	595.14
31982	CLAUSEN, TAMALA		7,969.84
31983	CREATE FOUNDATION, THE		200.00
31984	CSLP	SUMMER READING	77.84
31985	DAS STATE ACCT-CENTRAL FINANCE	STATE REPORTING	292.87
31986	EAKES OFFICE SOLUTIONS	SUPPLIES	4,492.97
31987	ESU 6	SERVICES	22,910.15
31988	ESU 7	SERVICES	135.47
31989	ESU 9	SERVICES	250.00
31990	FILLMORE COUNTY HOSPITAL	SERVICES	6,125.00
31991	FOLLETT SOFTWARE LLC	BOOKS	1,275.67
31992	GO PHYSICAL THERAPY	SERVICES	6,865.49
31993	HD SUPPLY	SUPPLIES	169.93
31994	HEARTLAND ACTIVITY FUND	FUND TRANSFER	42.00
31995	HENDERSON FOOD MART	SUPPLIES	529.72
31996	HENDERSON MOTORS	SERVICES	1,091.49
31997	HOMETOWN LEASING	COPY MACHINE LEASE	1,429.54
31998	INSPIRA FINANCIAL	CAFETERIA 125 PLAN	300.00
31999	INSTRUMENTALIST AWARDS LLC	SUPPLIES	33.50
32000	J.W. PEPPER & SON	SUPPLIES	531.20
32001	KULLY PIPE & STEEL SUPPLY	SUPPLIES	37.58
32002	LINCOLN JOURNAL STAR	SUBSCRIPTIONS	366.22
32003	LINCOLN JOURNAL STAR	ADVERTISING	366.22
32004	LP HVAC LLC	SERVICES	2,519.29
32005	MAINSTAY COMMUNICATIONS	TELEPHONE	362.95
32006	MATHESON TRI GAS INC	SUPPLIES	187.48
32007	MCI	TELEPHONE	168.56
32008	MENARDS	SUPPLIES	304.46
32009	NASB	REGISTRATION	1,034.20
32010	NEBRASKA FBLA	REGISTRATION	260.00
32011	NEBRASKA PIANO TUNING		150.00
32012	NRCSA	SERVICES	400.00
32013	OLD HOMESTEAD MARKET & FLORAL, THE	SUPPLIES	70.00
32014	PERENNIAL PUBLIC POWER DISTRICT	ELECTRICITY	8,421.54
32015	PETERSON'S PETAL COMPANY	SUPPLIES	60.20
32016	PRESTIGE GROUP INC		7,300.00
32017	QUILL	SUPPLIES	735.55
32018	SALTINE	SERVICES	293.00

NEW BOARD REPORT

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
32019	SERVICE PRESS	SERVICES	313.47
32020	SOUTHEAST COMMUNITY COLLEGE		8,954.40
32021	STUHR, AUSTIN	OFFICIAL	65.00
32022	TIME MANAGEMENT SYSTEMS	SERVICES	127.72
32023	TRI COUNTY AUTO	SERVICES	1,488.16
32024	U.S. BANK	SUPPLIES	548.90
32025	UNANIMOUS INC		3,100.00
32026	UNITE PRIVATE NETWORKS	SERVICES	428.98
21270001	UNITED STATES POSTAL SERVICE	NEWSLETTER	352.63
32027	VERIZON WIRELESS	TELEPHONE	810.18
32028	YORK ACE HARDWARE	SUPPLIES	18.02
32029	YORK COUNTY DEVELOPMENT CORP	MEMBERSHIP DUES	132.00
Fund Total:			111,243.49
Checking Account Total:			111,243.49

<u>Checking</u>	<u>6</u>	<u>Fund: 06</u>	<u>SCHOOL LUNCH/MILK FUND</u>	
4315	AMAZON CAPITAL SERVICES	SUPPLIES	85.69	
4320	HENDERSON FOOD MART	SUPPLIES	127.17	
4316	HILAND DAIRY	SUPPLIES	2,692.78	
4317	SYSCO	SYSCO	6,590.18	
4318	US FOODS	SUPPLIES	3,537.26	
Fund Total:			13,033.08	
Checking Account Total:			13,033.08	

<u>Checking</u>	<u>8</u>	<u>Fund: 08</u>	<u>SPECIAL BUILDING FUND</u>	
1097	CLARK & ENERSEN	SERVICES	12,919.67	
1096	HAUSMANN CONSTRUCTION	SERVICES	1,080,479.19	
1098	NATIONAL CONCRETE CUTTING INC		147,600.00	
Fund Total:			1,240,998.86	
Checking Account Total:			1,240,998.86	

04/14/2025 05:32 PM

User ID: TCLAUSEN

Function Part 3	Revised Budget	Activity During Month	Activity to Date	Balance at EOM	% of Budget
9 Expenditure					
01 GENERAL FUND					
1100 REGULAR INSTRUCTION	2,962,679.00	8,971.51	1,610,047.85	1,352,631.15	54.34
1200 SPED - SA	1,018,049.00	29.58	375,061.37	642,987.63	36.84
1290 1290	63,881.00	0.00	36,413.39	27,467.61	57.00
1300 SUMMER SCHOOL	3,526.00	0.00	0.00	3,526.00	0.00
2110 ATTENDANCE & SOCIAL WORK SVCS	0.00	0.00	1,900.00	(1,900.00)	0.00
2120 GUIDANCE SERVICES	105,846.00	70.00	53,708.90	52,137.10	50.74
2130 HEALTH SERVICES - GEN ED	11,351.00	0.00	13,977.00	(2,626.00)	123.13
2140 PSYCHOLOGICAL SVCS - GEN ED	170,000.00	25,747.83	90,421.14	79,578.86	53.19
2150 SPEECH PATH & AUDIOLOGY SVCS - GEN ED	116,261.00	3,086.60	78,406.99	37,854.01	67.44
2160 OCCUPATIONAL THERAPY SVCS - GEN ED	64,556.00	4,713.29	38,042.71	26,513.29	58.93
2170 PHYSICAL THERAPY SVCS - GEN ED	32,021.00	2,032.20	16,272.89	15,748.11	50.82
2180 VISION SERVICES - GEN ED	11,060.00	0.00	3,116.39	7,943.61	28.18
2210 2210	32,957.00	261.90	4,454.59	28,502.41	13.52
2220 LIBRARY/MEDIA SERVICES	188,727.00	1,768.33	98,921.59	89,805.41	52.42
2230 INSTRUCTION-RELATED TECHNOLOGY	38,710.00	0.00	29,745.02	8,964.98	76.84
2240 ACADEMIC STUDENT ASSESSMENT	26,450.00	0.00	538.50	25,911.50	2.04
2310 BOARD OF EDUCATION	77,000.00	2,301.39	29,420.99	47,579.01	38.21
2320 EXECUTIVE ADMINISTRATION	396,684.00	99.60	191,430.76	205,253.24	48.26
2330 DISTRICT LEGAL SERVICES	15,000.00	0.00	8,070.50	6,929.50	53.80
2410 OFFICE OF THE PRINCIPAL	420,518.00	0.00	234,240.29	186,277.71	55.70
2490 SCHOOL ADMINISTRATION - OTHER	35,439.00	0.00	6,711.41	28,727.59	18.94
2510 FISCAL SERVICES	37,700.00	8,292.03	63,456.62	(25,756.62)	168.32
2560 PUBLIC INFORMATION SERVICES	113,275.00	3,858.56	35,397.39	77,877.61	31.25
2580 ADMINISTRATIVE TECHNOLOGY SERVICES	58,403.00	15.00	27,763.01	30,639.99	47.54
2610 OPERATION OF BUILDINGS	757,375.00	28,596.61	439,080.22	318,294.78	57.97
2620 MAINTENANCE OF BUILDINGS	0.00	18.02	5,405.53	(5,405.53)	0.00
2710 VEHICLE OPERATION & PURCH - GEN ED	386,530.00	9,546.95	122,290.68	264,239.32	31.64
2730 VEHICLE SERVICING & MAINT - GEN ED	71,725.00	2,529.69	28,320.75	43,404.25	39.49
3300 COMMUNITY SERVICES OPERATIONS	20,723.00	0.00	0.00	20,723.00	0.00
3530 3530	8,000.00	9,154.40	20,584.50	(12,584.50)	257.31
6200 TITLE IA	77,050.00	0.00	46,063.07	30,986.93	59.78
6400 6400	237,307.00	0.00	63,012.18	174,294.82	26.55
6990 OTHER FEDERAL PROGRAMS	225,100.00	0.00	6,528.98	218,571.02	2.90
01 GENERAL FUND	7,783,903.00	111,093.49	3,778,805.21	4,005,097.79	48.55
9 Expenditure	7,783,903.00	111,093.49	3,778,805.21	4,005,097.79	48.55

TO OWNER/CLIENT:

York County School District No. 93-0096,
commonly known as Heartland Community Schools
1501 Front St
Henderson, Nebraska 68371

FROM CONTRACTOR:

Hausmann Construction, Inc.
8885 Executive Woods Drive
Lincoln, Nebraska 68512

PROJECT:

Heartland Community Schools - Additions /
Renovations
1501 Front St
Henderson, Nebraska 68371

VIA ARCHITECT/ENGINEER:

Shane Nickelson (Clark & Enersen, Inc.)
1010 Lincoln Mall Suite 200
Lincoln, Nebraska 68508

APPLICATION NO: 8**INVOICE NO:** 24026008**PERIOD:** 03/01/25 - 03/31/25**PROJECT NO:** 24-026**CONTRACT DATE:****CONTRACT FOR:** Heartland Community School - Additions / Renovations**CONTRACTOR'S APPLICATION FOR PAYMENT**

Application is made for payment, as shown below, in connection with the Contract. Continuation Sheet is attached.

1.	Original Contract Sum	\$10,231,500.00
2.	Net change by change orders	\$165,971.75
3.	Contract Sum to date (Line 1 ± 2)	\$10,397,471.75
4.	Total completed and stored to date (Column G on detail sheet)	\$8,108,948.90
5.	Retainage:	
	a. 10.00% of completed work	\$776,990.01
	b. 10.00% of stored material	\$33,904.71
	Total retainage (Line 5a + 5b or total in column I of detail sheet)	\$810,894.72
6.	Total earned less retainage (Line 4 less Line 5 Total)	\$7,298,054.18
7.	Less previous certificates for payment (Line 6 from prior certificate)	\$6,623,022.26
8.	Current payment due:	\$675,031.92
9.	Balance to finish, including retainage (Line 3 less Line 6)	\$3,099,417.57

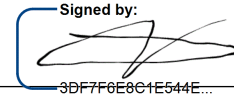
CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner/Client:	\$392,199.85	\$(226,228.10)
Total approved this month:	\$0.00	\$0.00
Totals:	\$392,199.85	\$(226,228.10)
Net change by change orders:	\$165,971.75	

The undersigned certifies that to the best of the Contractor's knowledge, information and belief, the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work which previous Certificates for payment were issued and payments received from the Owner/Client, and that current payments shown herein is now due.

CONTRACTOR: Hausmann Construction, Inc.



By:

Signed by:

 3DF7F0E8C1E544E...

Date: 3/26/2025

State of:

County of:

Subscribed and sworn to before

me this day of

Notary Public:

My commission expires:

ARCHITECT'S/ENGINEER'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on the on-site observations and the data comprising this application, the Architect/Engineer certifies to the Owner/Client that to the best of the Architect's/Engineer's knowledge, information and belief that Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED: \$675,031.92

(Attach explanation if amount certified differs from the amount applied for. Initial all figures on this Application and on the Continuation Sheet that are changed to confirm the amount certified.)

ARCHITECT/ENGINEER:

By:



Date: 04/07/2025

This certificate is not negotiable. The amount certified is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to the rights of the Owner/Client or Contractor under this Contract.

A		B	C	D	E	F	G		H	I
ITEM NO.	BUDGET CODE	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE
				FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
1	001 - Site Mobilization		\$45,000.00	\$45,000.00	\$0.00	\$0.00	\$45,000.00	100.00%	\$0.00	\$4,500.00
2	002 - Building Permit		\$10,500.00	\$10,500.00	\$0.00	\$0.00	\$10,500.00	100.00%	\$0.00	\$1,050.00
3	003 - Payment and Performance Bond		\$55,000.00	\$55,000.00	\$0.00	\$0.00	\$55,000.00	100.00%	\$0.00	\$5,500.00
4	004 - General Liability Insurance		\$51,157.00	\$51,157.00	\$0.00	\$0.00	\$51,157.00	100.00%	\$0.00	\$5,115.70
5	005 - General Conditions		\$475,000.00	\$318,661.78	\$42,100.00	\$0.00	\$360,761.78	75.95%	\$114,238.22	\$36,075.97
6	006 - Testing and Inspections		\$44,310.00	\$37,081.00	\$1,500.00	\$0.00	\$38,581.00	87.07%	\$5,729.00	\$3,858.10
7	007 - Owner Contingency		\$75,000.00	\$8,860.37	\$0.00	\$0.00	\$8,860.37	11.81%	\$66,139.63	\$886.04
8	008 - Selective Demolition		\$47,790.00	\$14,289.50	\$9,800.00	\$0.00	\$24,089.50	50.41%	\$23,700.50	\$2,408.95
9	009 - Footing and Foundations		\$351,000.00	\$343,063.06	\$0.00	\$0.00	\$343,063.06	97.74%	\$7,936.94	\$34,306.31
10	010 - Flatwork		\$355,000.00	\$211,812.00	\$23,025.00	\$0.00	\$234,837.00	66.15%	\$120,163.00	\$23,483.70
11	011 - Masonry		\$911,000.00	\$878,731.05	\$21,268.95	\$0.00	\$900,000.00	98.79%	\$11,000.00	\$90,000.01
12	012 - Steel Supply		\$310,000.00	\$310,000.00	\$0.00	\$0.00	\$310,000.00	100.00%	\$0.00	\$31,000.00
13	013 - Steel Install		\$156,251.00	\$156,251.00	\$0.00	\$0.00	\$156,251.00	100.00%	\$0.00	\$15,625.10
14	014 - Rough Carpentry		\$127,000.00	\$118,500.00	\$4,000.00	\$0.00	\$122,500.00	96.46%	\$4,500.00	\$12,250.01
15	015 - Finish Carpentry		\$80,000.00	\$15,000.00	\$19,026.25	\$0.00	\$34,026.25	42.53%	\$45,973.75	\$3,402.63
16	016 - Metal Wall Panels		\$57,000.00	\$47,321.10	\$3,705.00	\$0.00	\$51,026.10	89.52%	\$5,973.90	\$5,102.61
17	017 - EPDM Roofing		\$305,000.00	\$292,900.00	\$9,337.00	\$0.00	\$302,237.00	99.09%	\$2,763.00	\$30,223.70
18	018 - Air Barrier and Waterproofing		\$82,373.00	\$78,211.90	\$0.00	\$0.00	\$78,211.90	94.95%	\$4,161.10	\$7,821.19
19	019 - Joint Sealants and Fireproofing		\$51,000.00	\$22,145.00	\$9,500.00	\$0.00	\$31,645.00	62.05%	\$19,355.00	\$3,164.50
20	020 - Spray Foam Insulation		\$7,600.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$7,600.00	\$0.00
21	021 - Expansion Control		\$21,750.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$21,750.00	\$0.00
22	022 - Doors and Hardware		\$250,000.00	\$0.00	\$137,300.66	\$0.00	\$137,300.66	54.92%	\$112,699.34	\$13,730.07
23	023 - Aluminum and Glazing		\$440,000.00	\$26,449.34	\$37,873.67	\$166,679.66	\$231,002.67	52.50%	\$208,997.33	\$23,100.27
24	024 - Overhead Doors		\$25,000.00	\$0.00	\$0.00	\$17,374.38	\$17,374.38	69.50%	\$7,625.62	\$1,737.44
25	025 - Framing, Drywall, and Insulation		\$244,159.00	\$240,790.00	\$0.00	\$0.00	\$240,790.00	98.62%	\$3,369.00	\$24,079.00
26	026 - Hardcoat Exterior Finish System		\$30,000.00	\$23,500.00	\$0.00	\$0.00	\$23,500.00	78.33%	\$6,500.00	\$2,350.00

A		B	C	D	E	F	G		H	I
ITEM NO.	BUDGET CODE	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE
				FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
27	027 - Acoustical Ceilings and Wall Treatments		\$70,000.00	\$27,633.00	\$30,000.00	\$0.00	\$57,633.00	82.33%	\$12,367.00	\$5,763.30
28	028 - Flooring		\$216,204.00	\$26,841.00	\$12,000.00	\$110,494.00	\$149,335.00	69.07%	\$66,869.00	\$14,933.50
29	029 - Painting		\$85,000.00	\$40,000.00	\$26,723.00	\$0.00	\$66,723.00	78.50%	\$18,277.00	\$6,672.30
30	030 - Toilet, Bath, and Fire Protection Specialties		\$20,426.00	\$18,350.00	\$2,076.00	\$0.00	\$20,426.00	100.00%	\$0.00	\$2,042.60
31	031 - Wall Protection		\$9,000.00	\$0.00	\$9,000.00	\$0.00	\$9,000.00	100.00%	\$0.00	\$900.00
32	032 - Visual Display Surfaces		\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$10,000.00	100.00%	\$0.00	\$1,000.00
33	033 - Signage		\$18,435.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$18,435.00	\$0.00
34	034 - Metal Lockers		\$60,000.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$60,000.00	\$0.00
35	035 - Track and Field Equipment		\$20,754.00	\$20,754.00	\$0.00	\$0.00	\$20,754.00	100.00%	\$0.00	\$2,075.40
36	036 - Window Coverings		\$26,000.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$26,000.00	\$0.00
37	037 - Casework, Countertops, and Solid Surfacing		\$162,500.00	\$0.00	\$25,000.00	\$44,499.00	\$69,499.00	42.77%	\$93,001.00	\$6,949.90
38	038 - Gymnasium Bleachers		\$185,000.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$185,000.00	\$0.00
39	039 - Site Accessories		\$100,511.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$100,511.00	\$0.00
40	040 - Fire Suppression		\$639,500.00	\$381,650.00	\$95,500.00	\$0.00	\$477,150.00	74.61%	\$162,350.00	\$47,715.00
41	041 - Plumbing		\$635,000.00	\$477,902.00	\$60,326.00	\$0.00	\$538,228.00	84.76%	\$96,772.00	\$53,822.80
42	042 - HVAC		\$1,625,000.00	\$1,231,405.50	\$114,740.00	\$0.00	\$1,346,145.50	82.84%	\$278,854.50	\$134,614.55
43	043 - Electrical		\$1,100,000.00	\$850,595.00	\$51,234.00	\$0.00	\$901,829.00	81.98%	\$198,171.00	\$90,182.90
44	044 - Earthwork and Site Clearing		\$195,650.00	\$173,802.50	\$5,000.00	\$0.00	\$178,802.50	91.39%	\$16,847.50	\$17,880.25
45	045 - Track Surfacing		\$25,000.00	\$25,000.00	\$0.00	\$0.00	\$25,000.00	100.00%	\$0.00	\$2,500.00
46	046 - Fencing		\$32,350.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$32,350.00	\$0.00
47	047 - Retaining Walls		\$6,780.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$6,780.00	\$0.00
48	048 - Seeding and Landscaping		\$45,000.00	\$6,562.00	\$0.00	\$0.00	\$6,562.00	14.58%	\$38,438.00	\$656.20
49	049 - Site Utilities		\$335,500.00	\$335,500.00	\$0.00	\$0.00	\$335,500.00	100.00%	\$0.00	\$33,550.00
50	050 - PCCO 001									
	50.1 PCCO #001 PCCO #001									

A			B	C	D	E	F	G		H	I	
ITEM NO.		BUDGET CODE		DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE
						FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
		50.1.1 PCO #004 PCO #004 - PR 002 - Rolling Door 333 - Substitution			(\$5,000.00)	(\$5,000.00)	\$0.00	\$0.00	(\$5,000.00)	100.00%	\$0.00	(\$500.00)
		50.1.2 PCO #002 PCO #002 - PR 001 - Wire Mesh			(\$13,914.00)	(\$13,914.00)	\$0.00	\$0.00	(\$13,914.00)	100.00%	\$0.00	(\$1,391.40)
		50.1.3 PCO #001 PCO #001 - Masonry Testing and Inspections			\$22,827.00	\$22,827.00	\$0.00	\$0.00	\$22,827.00	100.00%	\$0.00	\$2,282.70
		PCCO #001 Subtotals			\$3,913.00	\$3,913.00	\$0.00	\$0.00	\$3,913.00	100.00%	\$0.00	\$391.30
050 - PCCO 001 Subtotals					\$3,913.00	\$3,913.00	\$0.00	\$0.00	\$3,913.00	100.00%	\$0.00	\$391.30
51 051 - PCCO 002												
		51.1 PCCO #002 PCCO #002										
		51.1.1 PCO #008 PCO #008 - PR-003: Seeded Island Pavement Revision		\$724.27	\$724.27	\$0.00	\$0.00	\$724.27	100.00%	\$0.00	\$72.43	
		51.1.2 PCO #006 PCO #006 - PR-006 HRU Electrical Connections		\$3,096.08	\$3,096.08	\$0.00	\$0.00	\$3,096.08	100.00%	\$0.00	\$309.61	
		51.1.3 PCO #007 PCO #007 - PR-005: Restroom Heaters		(\$2,140.00)	(\$2,140.00)	\$0.00	\$0.00	(\$2,140.00)	100.00%	\$0.00	(\$214.00)	
		51.1.4 PCO #009 PCO #009 - PR 007: CMU Vestibule Footings		\$5,324.49	\$5,324.49	\$0.00	\$0.00	\$5,324.49	100.00%	\$0.00	\$532.45	
		PCCO #002 Subtotals		\$7,004.84	\$7,004.84	\$0.00	\$0.00	\$7,004.84	100.00%	\$0.00	\$700.49	
051 - PCCO 002 Subtotals					\$7,004.84	\$7,004.84	\$0.00	\$0.00	\$7,004.84	100.00%	\$0.00	\$700.49
52 052 - PCCO 003												
		52.1 PCCO #003 PCCO #003										
		52.1.1 PCO #015 PCO #015 - Lobby Carpet Asbestos Abatement		(\$2,456.00)	(\$2,456.00)	\$0.00	\$0.00	(\$2,456.00)	100.00%	\$0.00	(\$245.60)	
		52.1.2 PCO #017a #PCO # 017a - RFI 041 Site Utilities East Manhole Option 1: Stepping Cut		\$53,471.42	\$53,471.42	\$0.00	\$0.00	\$53,471.42	100.00%	\$0.00	\$5,347.14	
		52.1.3 PCO #016 PCO #016 - RFI 058 - Missing Existing Water Line for New Fire Hydrant		\$13,364.14	\$13,364.14	\$0.00	\$0.00	\$13,364.14	100.00%	\$0.00	\$1,336.41	
		PCCO #003 Subtotals		\$64,379.56	\$64,379.56	\$0.00	\$0.00	\$64,379.56	100.00%	\$0.00	\$6,437.95	
052 - PCCO 003 Subtotals					\$64,379.56	\$64,379.56	\$0.00	\$0.00	\$64,379.56	100.00%	\$0.00	\$6,437.95
53 053 - PCCO 004												
		53.1 PCCO #004 PCCO #004 & CFA #003										

A		B	C	D	E	F	G		H	I
ITEM NO.	BUDGET CODE	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	%(G / C)	BALANCE TO FINISH (C - G)	RETAINAGE
				FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
53.1.1	PCO #019	PR 010 Storm Sewer	\$11,438.92	\$11,438.92	\$0.00	\$0.00	\$11,438.92	100.00%	\$0.00	\$1,143.89
53.1.2	PCO #014	PCO #014 - Irwin to Inkerkal	\$46,488.64	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$46,488.64	\$0.00
53.1.3	PCO #011	PCO #011 - PR 009: Lobby 126 Ceiling	\$779.81	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$779.81	\$0.00
53.1.4	PCO #013	PCO #013 - RFI 51: Area C New Entrance Footing and Existing Pipe Conflict	\$30,056.07	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$30,056.07	\$0.00
53.1.5	PCO #023	PCO #023 - RFI 078 - New Water Line Feeding Day Care	\$1,910.91	\$1,910.91	\$0.00	\$0.00	\$1,910.91	100.00%	\$0.00	\$191.09
PCCO #004 Subtotals			\$90,674.35	\$13,349.83	\$0.00	\$0.00	\$13,349.83	14.72%	\$77,324.52	\$1,334.98
053 - PCCO 004 Subtotals			\$90,674.35	\$13,349.83	\$0.00	\$0.00	\$13,349.83	14.72%	\$77,324.52	\$1,334.98
Grand Totals			\$10,397,471.75	\$7,019,866.33	\$750,035.53	\$339,047.04	\$8,108,948.90	77.99%	\$2,288,522.85	\$810,894.72

Certificate Of Completion

Envelope Id: 81B432D0-67F0-44EC-AD03-AD3CC9250C9B

Status: Completed

Subject: Invoice #8

Source Envelope:

Document Pages: 5

Signatures: 1

Envelope Originator:

Certificate Pages: 2

Initials: 2

Lucas Sullivan

AutoNav: Enabled

8885 Executive Woods Drive

Envelopeld Stamping: Enabled

Lincoln, NE 68512

Time Zone: (UTC-06:00) Central Time (US & Canada)

lucass@hausmannconstruction.com

IP Address: 18.235.99.181

Record Tracking

Status: Original

Holder: Lucas Sullivan

Location: DocuSign

3/25/2025 1:43:12 PM

lucass@hausmannconstruction.com

Signer Events

Sharon Knox

SharonK@hausmannconstruction.com

Accounting Assistant

Hausmann Construction

Security Level: Email, Account Authentication
(None)

Signature

^{DS}
SK

Signature Adoption: Pre-selected Style
Using IP Address: 173.244.130.122

Timestamp

Sent: 3/25/2025 1:44:32 PM

Viewed: 3/25/2025 3:40:55 PM

Signed: 3/25/2025 3:46:07 PM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Josh Albright

josha@hausmannconstruction.com

Project Manager

Hausmann Construction, Inc.

Security Level: Email, Account Authentication
(None)

^{DS}
JL

Signature Adoption: Pre-selected Style
Using IP Address: 173.244.130.122

Sent: 3/25/2025 3:46:09 PM

Viewed: 3/26/2025 7:32:18 AM

Signed: 3/26/2025 7:33:23 AM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Jesse Vlopp

jessev@hausmannconstruction.com

Vice President

Hausmann Construction, Inc.

Security Level: Email, Account Authentication
(None)

Signed by:

3DF7F6E8C1E544E...

Signature Adoption: Drawn on Device
Using IP Address: 173.244.130.122

Sent: 3/26/2025 7:33:24 AM

Viewed: 3/26/2025 7:38:24 AM

Signed: 3/26/2025 7:38:36 AM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Carbon Copy Events	Status	Timestamp
Lucas Sullivan lucass@hausmannconstruction.com Project Manager Hausmann Construction, Inc. Security Level: Email, Account Authentication (None)	COPIED	Sent: 3/26/2025 7:38:36 AM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		

Witness Events	Signature	Timestamp
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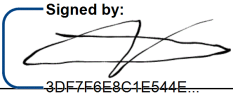
Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	3/25/2025 1:44:32 PM
Certified Delivered	Security Checked	3/26/2025 7:38:24 AM
Signing Complete	Security Checked	3/26/2025 7:38:36 AM
Completed	Security Checked	3/26/2025 7:38:36 AM

Payment Events	Status	Timestamps
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TO OWNER/CLIENT: York County School District No. 93-0096, commonly known as Heartland Community Schools 1501 Front St Henderson, Nebraska 68371	PROJECT: Heartland Community Schools - Additions / Renovations 1501 Front St Henderson, Nebraska 68371	APPLICATION NO: 9 INVOICE NO: 24026009 PERIOD: 03/01/25 - 03/31/25 PROJECT NO: 24-026
FROM CONTRACTOR: Hausmann Construction, Inc. 8885 Executive Woods Drive Lincoln, Nebraska 68512	VIA ARCHITECT/ENGINEER: Shane Nickelson (Clark & Enersen, Inc.) 1010 Lincoln Mall Suite 200 Lincoln, Nebraska 68508	CONTRACT DATE:

CONTRACT FOR: Heartland Community School - Additions / Renovations

CONTRACTOR'S APPLICATION FOR PAYMENT		The undersigned certifies that to the best of the Contractor's knowledge, information and belief, the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work which previous Certificates for payment were issued and payments received from the Owner/Client, and that current payments shown herein is now due.
Application is made for payment, as shown below, in connection with the Contract. Continuation Sheet is attached.		CONTRACTOR: Hausmann Construction, Inc. SK JL
1. Original Contract Sum	\$10,231,500.00	Signed by:  3DF7F6E8C1E544E...
2. Net change by change orders	\$165,971.75	
3. Contract Sum to date (Line 1 ± 2)	\$10,397,471.75	
4. Total completed and stored to date (Column G on detail sheet)	\$8,108,948.90	
5. Retainage:		
a. 4.78% of completed work	\$371,542.74	By: _____ Date: <u>3/31/2025</u>
b. 10.00% of stored material	\$33,904.71	
Total retainage (Line 5a + 5b or total in column I of detail sheet)	\$405,447.45	State of: _____
6. Total earned less retainage (Line 4 less Line 5 Total)	\$7,703,501.45	County of: _____
7. Less previous certificates for payment (Line 6 from prior certificate)	\$7,298,054.18	Subscribed and sworn to before
8. Current payment due:	\$405,447.27	me this _____ day of _____
9. Balance to finish, including retainage (Line 3 less Line 6)	\$2,693,970.30	Notary Public: _____
		My commission expires: _____

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner/Client:	\$392,199.85	\$(226,228.10)
Total approved this month:	\$0.00	\$0.00
Totals:	\$392,199.85	\$(226,228.10)
Net change by change orders:	\$165,971.75	

ARCHITECT'S/ENGINEER'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on the on-site observations and the data comprising this application, the Architect/Engineer certifies to the Owner/Client that to the best of the Architect's/Engineer's knowledge, information and belief that Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED: \$405,447.27

(Attach explanation if amount certified differs from the amount applied for. Initial all figures on this Application and on the Continuation Sheet that are changed to confirm the amount certified.)

ARCHITECT/ENGINEER:

By:  Date: 04/07/2025

This certificate is not negotiable. The amount certified is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to the rights of the Owner/Client or Contractor under this Contract.

A		B	C	D	E	F	G		H	I
ITEM NO.	BUDGET CODE	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE
				FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
1	001 - Site Mobilization		\$45,000.00	\$45,000.00	\$0.00	\$0.00	\$45,000.00	100.00%	\$0.00	\$2,151.82
2	002 - Building Permit		\$10,500.00	\$10,500.00	\$0.00	\$0.00	\$10,500.00	100.00%	\$0.00	\$502.09
3	003 - Payment and Performance Bond		\$55,000.00	\$55,000.00	\$0.00	\$0.00	\$55,000.00	100.00%	\$0.00	\$2,630.00
4	004 - General Liability Insurance		\$51,157.00	\$51,157.00	\$0.00	\$0.00	\$51,157.00	100.00%	\$0.00	\$2,446.24
5	005 - General Conditions		\$475,000.00	\$360,761.78	\$0.00	\$0.00	\$360,761.78	75.95%	\$114,238.22	\$17,250.90
6	006 - Testing and Inspections		\$44,310.00	\$38,581.00	\$0.00	\$0.00	\$38,581.00	87.07%	\$5,729.00	\$1,844.87
7	007 - Owner Contingency		\$75,000.00	\$8,860.37	\$0.00	\$0.00	\$8,860.37	11.81%	\$66,139.63	\$423.66
8	008 - Selective Demolition		\$47,790.00	\$24,089.50	\$0.00	\$0.00	\$24,089.50	50.41%	\$23,700.50	\$1,151.92
9	009 - Footing and Foundations		\$351,000.00	\$343,063.06	\$0.00	\$0.00	\$343,063.06	97.74%	\$7,936.94	\$16,404.67
10	010 - Flatwork		\$355,000.00	\$234,837.00	\$0.00	\$0.00	\$234,837.00	66.15%	\$120,163.00	\$11,229.49
11	011 - Masonry		\$911,000.00	\$900,000.00	\$0.00	\$0.00	\$900,000.00	98.79%	\$11,000.00	\$43,036.40
12	012 - Steel Supply		\$310,000.00	\$310,000.00	\$0.00	\$0.00	\$310,000.00	100.00%	\$0.00	\$14,823.65
13	013 - Steel Install		\$156,251.00	\$156,251.00	\$0.00	\$0.00	\$156,251.00	100.00%	\$0.00	\$7,471.64
14	014 - Rough Carpentry		\$127,000.00	\$122,500.00	\$0.00	\$0.00	\$122,500.00	96.46%	\$4,500.00	\$5,857.74
15	015 - Finish Carpentry		\$80,000.00	\$34,026.25	\$0.00	\$0.00	\$34,026.25	42.53%	\$45,973.75	\$1,627.08
16	016 - Metal Wall Panels		\$57,000.00	\$51,026.10	\$0.00	\$0.00	\$51,026.10	89.52%	\$5,973.90	\$2,439.98
17	017 - EPDM Roofing		\$305,000.00	\$302,237.00	\$0.00	\$0.00	\$302,237.00	99.09%	\$2,763.00	\$14,452.44
18	018 - Air Barrier and Waterproofing		\$82,373.00	\$78,211.90	\$0.00	\$0.00	\$78,211.90	94.95%	\$4,161.10	\$3,739.95
19	019 - Joint Sealants and Fireproofing		\$51,000.00	\$31,645.00	\$0.00	\$0.00	\$31,645.00	62.05%	\$19,355.00	\$1,513.21
20	020 - Spray Foam Insulation		\$7,600.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$7,600.00	\$0.00
21	021 - Expansion Control		\$21,750.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$21,750.00	\$0.00
22	022 - Doors and Hardware		\$250,000.00	\$137,300.66	\$0.00	\$0.00	\$137,300.66	54.92%	\$112,699.34	\$6,565.48
23	023 - Aluminum and Glazing		\$440,000.00	\$64,323.01	\$0.00	\$166,679.66	\$231,002.67	52.50%	\$208,997.33	\$19,743.78
24	024 - Overhead Doors		\$25,000.00	\$0.00	\$0.00	\$17,374.38	\$17,374.38	69.50%	\$7,625.62	\$1,737.44
25	025 - Framing, Drywall, and Insulation		\$244,159.00	\$240,790.00	\$0.00	\$0.00	\$240,790.00	98.62%	\$3,369.00	\$11,514.15
26	026 - Hardcoat Exterior Finish System		\$30,000.00	\$23,500.00	\$0.00	\$0.00	\$23,500.00	78.33%	\$6,500.00	\$1,123.73

A		B	C	D	E	F	G		H	I
ITEM NO.	BUDGET CODE	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE
				FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
27	027 - Acoustical Ceilings and Wall Treatments		\$70,000.00	\$57,633.00	\$0.00	\$0.00	\$57,633.00	82.33%	\$12,367.00	\$2,755.91
28	028 - Flooring		\$216,204.00	\$38,841.00	\$0.00	\$110,494.00	\$149,335.00	69.07%	\$66,869.00	\$12,906.71
29	029 - Painting		\$85,000.00	\$66,723.00	\$0.00	\$0.00	\$66,723.00	78.50%	\$18,277.00	\$3,190.58
30	030 - Toilet, Bath, and Fire Protection Specialties		\$20,426.00	\$20,426.00	\$0.00	\$0.00	\$20,426.00	100.00%	\$0.00	\$976.73
31	031 - Wall Protection		\$9,000.00	\$9,000.00	\$0.00	\$0.00	\$9,000.00	100.00%	\$0.00	\$430.36
32	032 - Visual Display Surfaces		\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$10,000.00	100.00%	\$0.00	\$478.18
33	033 - Signage		\$18,435.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$18,435.00	\$0.00
34	034 - Metal Lockers		\$60,000.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$60,000.00	\$0.00
35	035 - Track and Field Equipment		\$20,754.00	\$20,754.00	\$0.00	\$0.00	\$20,754.00	100.00%	\$0.00	\$992.42
36	036 - Window Coverings		\$26,000.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$26,000.00	\$0.00
37	037 - Casework, Countertops, and Solid Surfacing		\$162,500.00	\$25,000.00	\$0.00	\$44,499.00	\$69,499.00	42.77%	\$93,001.00	\$5,645.36
38	038 - Gymnasium Bleachers		\$185,000.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$185,000.00	\$0.00
39	039 - Site Accessories		\$100,511.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$100,511.00	\$0.00
40	040 - Fire Suppression		\$639,500.00	\$477,150.00	\$0.00	\$0.00	\$477,150.00	74.61%	\$162,350.00	\$22,816.46
41	041 - Plumbing		\$635,000.00	\$538,228.00	\$0.00	\$0.00	\$538,228.00	84.76%	\$96,772.00	\$25,737.11
42	042 - HVAC		\$1,625,000.00	\$1,346,145.50	\$0.00	\$0.00	\$1,346,145.50	82.84%	\$278,854.50	\$64,370.28
43	043 - Electrical		\$1,100,000.00	\$901,829.00	\$0.00	\$0.00	\$901,829.00	81.98%	\$198,171.00	\$43,123.86
44	044 - Earthwork and Site Clearing		\$195,650.00	\$178,802.50	\$0.00	\$0.00	\$178,802.50	91.39%	\$16,847.50	\$8,550.02
45	045 - Track Surfacing		\$25,000.00	\$25,000.00	\$0.00	\$0.00	\$25,000.00	100.00%	\$0.00	\$1,195.46
46	046 - Fencing		\$32,350.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$32,350.00	\$0.00
47	047 - Retaining Walls		\$6,780.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$6,780.00	\$0.00
48	048 - Seeding and Landscaping		\$45,000.00	\$6,562.00	\$0.00	\$0.00	\$6,562.00	14.58%	\$38,438.00	\$313.78
49	049 - Site Utilities		\$335,500.00	\$335,500.00	\$0.00	\$0.00	\$335,500.00	100.00%	\$0.00	\$16,043.01
50	050 - PCCO 001									
	50.1 PCCO #001 PCCO #001									

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ITEM NO.		BUDGET CODE		DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G / C)	BALANCE TO FINISH (C - G)	RETAINAGE
						FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
	50.1.1	PCO #004 PCO #004 - PR 002 - Rolling Door 333 - Substitution			(\$5,000.00)	(\$5,000.00)	\$0.00	\$0.00	(\$5,000.00)	100.00%	\$0.00	(\$239.09)
	50.1.2	PCO #002 PCO #002 - PR 001 - Wire Mesh			(\$13,914.00)	(\$13,914.00)	\$0.00	\$0.00	(\$13,914.00)	100.00%	\$0.00	(\$665.35)
	50.1.3	PCO #001 PCO #001 - Masonry Testing and Inspections			\$22,827.00	\$22,827.00	\$0.00	\$0.00	\$22,827.00	100.00%	\$0.00	\$1,091.54
	PCCO #001 Subtotals				\$3,913.00	\$3,913.00	\$0.00	\$0.00	\$3,913.00	100.00%	\$0.00	\$187.10
050 - PCCO 001 Subtotals					\$3,913.00	\$3,913.00	\$0.00	\$0.00	\$3,913.00	100.00%	\$0.00	\$187.10
51 051 - PCCO 002												
	51.1 PCCO #002 PCCO #002											
	51.1.1	PCO #008 PCO #008 - PR-003: Seeded Island Pavement Revision			\$724.27	\$724.27	\$0.00	\$0.00	\$724.27	100.00%	\$0.00	\$34.62
	51.1.2	PCO #006 PCO #006 - PR-006 HRU Electrical Connections			\$3,096.08	\$3,096.08	\$0.00	\$0.00	\$3,096.08	100.00%	\$0.00	\$148.05
	51.1.3	PCO #007 PCO #007 - PR-005: Restroom Heaters			(\$2,140.00)	(\$2,140.00)	\$0.00	\$0.00	(\$2,140.00)	100.00%	\$0.00	(\$102.34)
	51.1.4	PCO #009 PCO #009 - PR 007: CMU Vestibule Footings			\$5,324.49	\$5,324.49	\$0.00	\$0.00	\$5,324.49	100.00%	\$0.00	\$254.61
	PCCO #002 Subtotals				\$7,004.84	\$7,004.84	\$0.00	\$0.00	\$7,004.84	100.00%	\$0.00	\$334.94
051 - PCCO 002 Subtotals					\$7,004.84	\$7,004.84	\$0.00	\$0.00	\$7,004.84	100.00%	\$0.00	\$334.94
52 052 - PCCO 003												
	52.1 PCCO #003 PCCO #003											
	52.1.1	PCO #015 PCO #015 - Lobby Carpet Asbestos Abatement			(\$2,456.00)	(\$2,456.00)	\$0.00	\$0.00	(\$2,456.00)	100.00%	\$0.00	(\$117.45)
	52.1.2	PCO #017a #PCO # 017a - RFI 041 Site Utilities East Manhole Option 1: Stepping Cut			\$53,471.42	\$53,471.42	\$0.00	\$0.00	\$53,471.42	100.00%	\$0.00	\$2,556.92
	52.1.3	PCO #016 PCO #016 - RFI 058 - Missing Existing Water Line for New Fire Hydrant			\$13,364.14	\$13,364.14	\$0.00	\$0.00	\$13,364.14	100.00%	\$0.00	\$639.04
	PCCO #003 Subtotals				\$64,379.56	\$64,379.56	\$0.00	\$0.00	\$64,379.56	100.00%	\$0.00	\$3,078.51
052 - PCCO 003 Subtotals					\$64,379.56	\$64,379.56	\$0.00	\$0.00	\$64,379.56	100.00%	\$0.00	\$3,078.51
53 053 - PCCO 004												
	53.1 PCCO #004 PCCO #004 & CFA #003											

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ITEM NO.	BUDGET CODE	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	%(G / C)	BALANCE TO FINISH (C - G)	RETAINAGE
				FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
53.1.1	PCO #019	PR 010 Storm Sewer	\$11,438.92	\$11,438.92	\$0.00	\$0.00	\$11,438.92	100.00%	\$0.00	\$546.98
53.1.2	PCO #014	PCO #014 - Irwin to Inkerkal	\$46,488.64	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$46,488.64	\$0.00
53.1.3	PCO #011	PCO #011 - PR 009: Lobby 126 Ceiling	\$779.81	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$779.81	\$0.00
53.1.4	PCO #013	PCO #013 - RFI 51: Area C New Entrance Footing and Existing Pipe Conflict	\$30,056.07	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$30,056.07	\$0.00
53.1.5	PCO #023	PCO #023 - RFI 078 - New Water Line Feeding Day Care	\$1,910.91	\$1,910.91	\$0.00	\$0.00	\$1,910.91	100.00%	\$0.00	\$91.36
PCCO #004 Subtotals			\$90,674.35	\$13,349.83	\$0.00	\$0.00	\$13,349.83	14.72%	\$77,324.52	\$638.34
053 - PCCO 004 Subtotals			\$90,674.35	\$13,349.83	\$0.00	\$0.00	\$13,349.83	14.72%	\$77,324.52	\$638.34
Grand Totals			\$10,397,471.75	\$7,769,901.86	\$0.00	\$339,047.04	\$8,108,948.90	77.99%	\$2,288,522.85	\$405,447.45