

Ashland-Greenwood Public Schools
Board Agenda
Saunders County School District No. One
Monday, August 24, 2009
Library, Ashland-Greenwood High School
1842 Furnas Street
Ashland, NE 68003

Regular Meeting
7:30 p.m.

If this agenda is not completed by 11:00 p.m., the meeting should be recessed to a later date.

1. Call to Order. Roll Call.
2. Acknowledgement of Open Meetings Law posting.
3. Recognition of public participation at the meeting, identification of speakers and determination of time limits on participation.
4. Approval of any changes in the mailed agenda and/or changes in the agenda order. (Note: All agenda action items must be submitted to the Superintendent of Schools at least 24 hours in advance of the meeting to be included on the agenda.)

5. Approval of Consent Agenda Action Items

- A. Approval of minutes of previous meetings. Pages 1-10
- B. Financial Reports: District Funds. Pages 11-18
- C. Action on Claims. Pages 19-23
- D. Contract Renewals:

6. Visitors and Communications from the Public

No visitors have requested time on the agenda at this time.

7. Administrative and Practitioners Reports

- A. Mr. Bentzen
- B. Ms. Bray
- C. Ms. Finkey
- D. Mr. Pease

8. Old Business

- A. Consideration, discussion and action on 2009-10 collective bargaining contract with AGEA. (The Board may want to move this item to the end of the agenda and discuss in executive session.) Pages 24-40
- B. Consideration and action on board policies 5111.1 related to Option Enrollment and 4112/8261 related to Conflict of Interest. Pages 41-43
- C. Review and consideration of 2009-10 school district budget

9. New Business

- A. Consideration and action related to refinancing the 1994 Bond Series (2003 Refund)
[The Board may want to consider moving this item ahead of Old Business items]
 - 1. Consider Resolution calling a portion of the outstanding Series 2002 Refunding Bonds for redemption.
 - 2. Consider Resolution authorizing the issuance of Refunding Bonds, Series 2009 in the amount presented. Pages 44-46
- B. Consider and action to approve personnel items
 - 1. Approval of hiring new personnel
 - 2. Approval of staff assignments Page 47-49
 - 3. Approval of substitute personnel Page 50
 - 4. Approval of extra-curricular assignments
- C. Consideration and action to approve bus routes for 2009-10. To Be Distributed.
- D. Consideration and action to approve planning for long distance travel by the Ashland-Greenwood High School Band in May 2010 to Kansas City. Page 51

11. Information Items

- A. ACT Test Score Results of the Class of 2009. Page 52-53
- B. Nebraska Association of School Boards Area Meeting has been set for September 30, 2009 in Fremont. The Metro Area School Boards will be meeting October 7, 2009 at Quarry Oaks. If the Board is interested in attending the Metro meeting instead of the Fremont meeting I would seek permission for us to attend the meeting out of our area.

12. Other items presented by Board members for future consideration.

13. The next meeting is scheduled for Tuesday, September 8, 2009 at 7:30 p.m. in the Library at Ashland-Greenwood High School at 1842 Furnas Street in Ashland, NE 68003. A budget hearing for the 2009-10 budget will be held at 7:30 PM followed by the regular meeting.

Notices:

COPY OF OPEN MEETINGS ACT: The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the North wall of the meeting room west of the main entrance.

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM:

Getting Started: When it is your turn to speak during the public forum portion of the agenda, please come forward, sign your name and address on the sign-in sheet and state your name to the Board of Education.

Time Limit: You may speak only one time and must limit comments to 5 minutes or less.

Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions you ask or comments you make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board meeting.

General Rules: Please remember that this is a meeting of the Board of Education held in public for conducting the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

**Ashland-Greenwood Public Schools
Board of Education
Meeting Minutes
July 20, 2009**

Opening

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened in open and public session at 7:30 p.m. on 20th day of July 2009 by President Kevin Garner.

Present

The roll was called and the following Board members were present: Randy Beranek, Melvin Cerny, Kevin Garner, Dave Lutton, David Nygren and Suzanne Sapp.

Notice

Notice of the meeting was posted in advance in the Superintendent's Office, 1225 Clay Street, Ashland, NE. Notice of this meeting was given in advance to all members of the Board of Education. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the public.

Public Participation

No public requested participation in the agenda.

Visitors and Communication from the Public

No visitors or communication from the public were present.

Call to Order

The meeting was duly called to order.

Announcement of Open Meetings Act Posting

At the beginning of this meeting, President Garner announced and informed the public that a current copy of the Open Meetings Act is posted on the north wall of the meeting room, behind the board members.

Agenda Change

There were no changes to the mailed agenda

Consent Agenda

A motion was made by Beranek with second by Cerny to approve all of the items on the consent agenda including contract renewals for Skyline Physical Therapy and Beverly Wiggs. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

Public Hearing

Student Fees Policy

Public hearing was held to discuss, consider and receive input on a proposed Student Fees Policy. No public input was received.

Public Hearing

Parental Involvement Policy

Public hearing was held to discuss, consider and receive input on the Parental Involvement Policy. No public input was received.

Administrative and Practitioners Reports

Mr. Bentzen had nothing to report.

Mrs. Bray reported that today was the first day of summer school. Three sections of summer school are being held this year with 42 students. Megan Laune, Colleen Lewin and Trisha Nicholson will be teaching the classes. One teacher's aide will assist with the program. The district is providing transportation from Greenwood as a part of the district poverty program.

Mrs. Finkey reported that Mr. Bentzen and Mrs. Finkey submitted student performance data to the Nebraska Department of Education and were able to review preliminary results. Finkey told the board that student data will meet all academic state and federal goals and she will share those results with the board when they are released in the fall.

Supt. Pease reported on the building projects. Pease reported that site surveys compiled by Ehrhart, Griffin & Associates and soil testing is being done by Geotechnical Services, Inc. The plans are hopeful to break ground this September. Pease told board members that he plans to have the architect report at the Aug. 3 board meeting. Pease plans to have the architect and the construction manager report regularly throughout the project.

Member Cerny reported for the record a conflict of interest with Geotechnical Services, Inc.

OLD BUSINESS

Bond Election/Bond Issue

Dan Smith from D. A. Davidson presented to the board on the resolution to formally accept the results of the school bond election and to authorize the sale of bonds. Smith discussed with board members the budget and payment of the bonds. Smith told board members that D. A. Davidson had begun selling bonds and would deliver the money on August 6. The overall percentage of the sale of the bond is 4.57%

Motion by Cerny with second by Sapp to pass the proposed resolution to formally accept the results of the school bond election and to authorize the fiscal agent to sell bonds in the amount of \$6,700,000.00. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

Baseball

Supt Pease told board members that he does not have the cooperative agreement for baseball. Pease updated on the board on the information regarding the possible baseball cooperative. It has been discussed that some practices would be held in Ashland as well as Yutan, games would be held in Ashland, transportation would be shared however the coach does have a bus license and drives to most games, team colors would be red, white and blue, and an assistant coach would be from our school. Pease also told board members that he had surveyed students and schools and would present those results at the next board meeting. Discussion was held. Member Sapp asked what the duties would be of our assistant coach. Pease responded that he anticipated the terms of duties would be equal to their assistant coach. Nygren asked if legal counsel would review the cooperative agreement. Pease stated that the agreement used is a standard NSAA Cooperative Agreement. The baseball cooperative will hopefully be reviewed at the next board meeting.

2009-10 Staff Handbook

Supt. Pease recommended a change at the suggestion of the school legal counsel outlining professional boundaries focusing on social networking including emails, texting and social networking friendships such as MySpace or Facebook. Discussion was held.

Motion by Lutton with second by Beranek to approve the 2009-10 staff handbook changes as proposed. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

2009-10 Student Handbook

Consideration and action to approve the proposed student handbook changes. The change discussed at the last meeting regarding late assignments was deleted.

Motion by Nygren with second by Lutton to approve the student handbook changes for 2009-10. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

AGEA Collective Bargaining

This matter will be placed at the end of the agenda and discussed in executive session.

Boiler Replacement

Supt. Pease presented the boiler replacement agreement with Waldinger Inc. for \$184,250 with a completion date of September 30, 2009. Pease reported that the previous low bidder Control Services had withdrawn their bid. Discussion was held.

Motion by Cerny with second by Sapp to approve the boiler replacement agreement with Waldinger Inc. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

NEW BUSINESS

Overnight Travel

Supt. Pease presented a request from Eric Stuthman for overnight travel for FFA officers to Nebraska City Lied Lodge for officers leadership retreat.

Motion by Lutton with second by Beranek to approve overnight travel for FFA officers to Nebraska City for officers leadership retreat. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

2009-10 Student Fee Policy

Supt. Pease presented the proposed 2009-10 student fees to the board. The school activity participation fee will be reduced this year to \$20.00. For the 2009-10 year a technology fee will be charged for all 9th through 12th grade students that plan to take the student laptop home. Discussion was held.

Motion by Beranek with second by Nygren to approve the 2009-10 Student Fee schedule. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

Parental Involvement Policy 1240

Motion by Nygren with second by Sapp to reaffirm the Parental Involvement Policy 1240 without alteration. After discussion and on roll call vote the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

2009-10 Hot Lunch Prices

Supt. Pease presented to the board a survey of area school districts' meal prices. Pease also presented the proposed 2009-10 hot lunch budget. The recommended prices for 2009 -10 are breakfast price for all students \$1.10; elementary student lunch will be \$1.95 and middle school high school student lunch will be set at \$2.10. The price of milk will increase to 35 cents.

Motion by Sapp with second by Lutton to approve the proposed 2009-10 meal prices. After discussion and on roll call vote the board voted as follows: Voting yes: Beranek,

Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

2009-10 Substitute teacher pay

Supt. Pease presented to the board a survey of area school districts substitute teacher pay rate. Supt. Pease proposed for the 2009-10 school year that substitute teacher pay be \$120.00 per day and \$155.00 for long term subbing after 10 consecutive days.

2009-10 Substitute teacher pay, continued

Motion by Lutton with second by Nygren to approve the proposed 2009-10 substitute teacher rate. After discussion and on roll call vote the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, and Nygren. Voting no: none. Member Sapp abstained from the vote. No members were absent and not voting. Motion carried.

Personnel

Principal Bentzen recommended Barry Fangmeyer for the middle school math position and head softball coach and Kurt Finkey as head girls basketball coach. Supt. Pease recommended Kim Smith for the custodian position at the middle school high school. Supt. Pease also asked the board to reduce Erin Koesters FTE to 70% at her request. Principal Bentzen told board members he would be able to accommodate this request with some scheduling changes. Discussion was held.

Motion by Nygren with second by Cerny to approve the hiring of Barry Fangmeyer, Kurt Finkey, Kim Smith and reduce Erin Koesters' FTE to 70%. After discussion and on roll call vote the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

District Treasurer

Consideration and action to reappoint Carrie Holz as school district treasurer.

Motion by Beranek with second by Lutton to reappoint Carrie Holz as school district treasurer. After discussion and on roll call vote the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

Policy 8232

Supt. Pease presented policy 8232 regarding use of public resources at the recommendation of districts legal counsel. The policy is for board review and input and will be presented for possible adoption at the next board meeting. Discussion was held.

Executive Session

Motion by Nygren with second by Cerny to enter executive session at 8:49 p.m. to discuss negotiations of a collective bargaining agreement with the AGEA for certified teachers. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Garner, Lutton, Nygren, and Sapp. Voting no: none. No members were absent and not voting. Motion carried.

Reconvene

The board reconvened from executive session at 9:18 p.m. and no action was taken.

Information Item

No additional items were presented.

Other business presented for future considerations

No other items were presented for future consideration.

Adjournment

President Garner adjourned the meeting at 9:19 p.m. The next Regular Meeting at 7:30 p.m. on Monday, August 3, 2009 in the Library of the High School at 1842 Furnas Street, Ashland, Nebraska. All meetings are open to the public. An agenda for the meeting, kept continuously current, is available for public inspection during normal business hours at the Superintendent's Office, 1225 Clay Street, Ashland, Nebraska.

Minutes submitted by:

**Ashland-Greenwood Public Schools
Board of Education
Meeting Minutes
August 3, 2009**

Opening

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened in open and public session at 7:30 p.m. on 3rd day of August 2009 by Vice-President Randy Beranek.

Present

The roll was called and the following Board members were present: Randy Beranek, Melvin Cerny, Dave Lutton, David Nygren and Suzanne Sapp. Member Kevin Garner was absent.

Notice

Notice of the meeting was posted in advance in the Superintendent's Office, 1225 Clay Street, Ashland, NE. Notice of this meeting was given in advance to all members of the Board of Education. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the public.

Public Participation

No public requested participation in the agenda.

Visitors and Communication from the Public

No visitors or communication from the public were present.

Call to Order

The meeting was duly called to order.

Announcement of Open Meetings Act Posting

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Agenda Change

There were no changes to the mailed agenda

Administrative and Practitioners Reports

Matt Flynn and Jerry Wendelin were present and brought in student laptops for the board members to demon. Flynn and Wendelin demonstrated a variety of student and teacher applications. Flynn and Wendenlin then presented an overview of the Laptop Handbook. Flynn told board members that the handbook will reference the most current version will be kept on line.

Mr. Bentzen had nothing to report.

Mrs. Bray had nothing to report.

Mrs. Finkey presented a handout that outlined training and inservices planned for staff prior to the start of school.

Supt. Pease told board members that demolition of the boiler in the elementary building had begun.

OLD BUSINESS

Construction Progress

Paul Kelly of BCDM was present and reported to the board on the construction progress. Kelly brought in sketches of preliminary designs of both buildings and discussed some changes that had been made. Kelly told board members that as plans go through mechanical and schematic phase sometime adjustments are needed.

Some changes at the elementary site are that the plans now call for 10' pre cast concrete panels which allowed minimal change in the visual effect of the building. Kelly also showed an addition of a vending closet in the cafeteria area which could ease the crowding in the teachers lounge.

Kelly told board members that not a lot of adjustments had been made to the addition at the middle school/high school building there is an addition of a sidewalk to the north side of the building. Currently they are looking into geothermal heat of the addition which would be an efficient means and would serve most of the existing middle school. Extra costs of adding this system can come in for drilling of wells but overall the systems are warranted for thirty years which reduce maintenance costs. Adding this system would help in long term to poise the remaining building the direction of geothermal. Member Lutton asked about the large amount of windows on the northwest side for the efficiency of and heating and cooling. Kelly said that would be something he can look into with the mechanical people. It could be possible to reduce windows or look into windows which have a gel added for efficiency in heating and cooling.

Policy 8232

Consideration and action to approve policy 8232 and 1332.

Motion by Lutton with second by Sapp to approve the approve policy 8232 and 1332
After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Lutton, Nygren and Sapp. Voting no: none. Member Garner was absent and not voting. Motion carried.

AGEA Collective Bargaining

Supt. Pease advised the board he had not received a response from the AGEA on the last proposal sent by the board therefore he had nothing further to report on this matter.

Speech Therapy

Consideration and action to renew a contract with Amanda Stuthman for Speech Therapy services.

Motion by Nygren with second by Cerny renew a contract with Amanda Stuthman for Speech Therapy services. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Lutton, Nygren and Sapp. Voting no: none. Member Garner was absent and not voting. Motion carried.

NEW BUSINESS

403 TPA Services

Carrie Holz reported that Mid American had requested a revision to the existing agreement. The revision will provide for early incentive retirement payments. By making the incentive payment through this program it will reduce the districts tax payment on said sum. The program allows the employee to draw funds from the account.

Motion by Sapp with second by Lutton to approve the revision to Mid America Services 403b TPA agreement. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Lutton, Nygren and Sapp. Voting no: none. Member Garner was absent and not voting. Motion carried.

2009-10 Budget Preparation

Pease presented an adoption calendar for the 2009-10 budget. Pease told board members the preliminary budget is set at \$8,162,939 and built on a 7.5 valuation growth. Pease discussed ARRA funds and expenditures. Pease discussed the state's plan to use the stabilization funds for state aid and recommends unspent budget be set as cash reserve to plan for when stabilization funds are not available. Pease will present property valuations certified by counties at the next board meeting and will present the board with the final budget for review.

Policy 5111.1 & 4112/8261

Pease presented two policy for the board's review. Policy 5111.1 deals with the process of Option Enrollment. Policy 8261 addresses conflict of interest of family members of board members. These policies will be brought back to the next meeting for discussion and possible adoption.

NASB Medicaid Consortium Agreement

Pease presented a resolution to approve terms and conditions set forth in the NASB Medicaid Consortium Agreement including Articles and Bylaw of the NASB Medicaid Consortium.

*Ashland Greenwood Public Schools Board of Education Meeting
August 3, 2009 Meeting Minutes*

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NASB Medicaid Consortium Agreement, continued

Motion by Lutton with second by Nygren to approve the resolution from NASB Medicaid Consortium Agreement including Articles and Bylaw of the NASB Medicaid Consortium. After discussion and on roll call vote, the board voted as follows: Voting yes: Beranek, Cerny, Lutton, Nygren and Sapp. Voting no: none. Member Garner was absent and not voting. Motion carried.

Information Item

No additional items were presented.

Other business presented for future considerations

No other items were presented for future consideration.

Adjournment

Vice-President Beranek adjourned the meeting at 9:27 p.m. The next Regular Meeting at 7:30 p.m. on Monday, August 24, 2009 in the Library of the High School at 1842 Furnas Street, Ashland, Nebraska. All meetings are open to the public. An agenda for the meeting, kept continuously current, is available for public inspection during normal business hours at the Superintendent's Office, 1225 Clay Street, Ashland, Nebraska.

Minutes submitted by:

GENERAL FUND

| | | |
|-------------------|--|-----------------|
| Beginning Balance | | \$ 3,710,483.49 |
|-------------------|--|-----------------|

RECEIPTS

| | | |
|--|----|-----------|
| 7/1/09 State of NE: Medicaid | \$ | 495.38 |
| 7/1/09 State of NE: Medicaid | \$ | 328.61 |
| 7/1/09 State of NE: Medicaid | \$ | 320.00 |
| 7/2/09 Village of Greenwood License Fees | \$ | 1,470.00 |
| 7/7/09 Donation Lost books | \$ | 5.95 |
| 7/14/09 Saunders Co: Property Taxes | \$ | 11,146.96 |
| 7/14/09 Saunders Co: MV Taxes | \$ | 11,055.17 |
| 7/14/09 Saunders Court Fines | \$ | 2,528.71 |
| 7/16/09 Cass County Property Taxes | \$ | 3,055.60 |
| 7/16/09 Cass County Homestead Exempt | \$ | 5,237.21 |
| 7/16/09 Cass County MV Taxes | \$ | 8,552.10 |
| 7/16/09 Cass County Fines | \$ | 1,800.96 |
| 7/15/09 Title IV | \$ | 1,516.00 |
| 7/15/09 Title IIA | \$ | 11,974.00 |
| 7/17/09 Title I | \$ | 3,162.00 |
| ESU #6 Perkins Reimb | \$ | 316.00 |
| 7/28/09 Saunders Co: Property Taxes | \$ | 22,928.83 |
| 7/28/09 Saunders Co: MV Taxes | \$ | 9,375.45 |
| 7/28/09 Saunders Co: Homestead Exemption | \$ | 12,122.49 |
| 7/29/09 Cass County Property Taxes | \$ | 7,175.54 |
| 7/29/09 Sale of Property - Surplus Goods | \$ | 245.00 |
| 7/30/09 Sale of Property - Surplus Goods | \$ | 61.00 |
| 7/30/09 Meals Reimb Teacher | \$ | 87.90 |
| 7/30/09 F & M CD Interest | \$ | 3,273.62 |
| 7/30/09 NLAF Interest | \$ | 436.42 |

Total

| | | |
|--|---------------|-----------------|
| | \$ 118,670.90 | \$ 3,829,154.39 |
|--|---------------|-----------------|

DISBURSEMENTS

| | | |
|----------------|----|------------|
| June 09 Claims | \$ | 555,405.81 |
| NLAF Bank Fees | \$ | 493.64 |

Total

| | | |
|--|---------------|-----------------|
| | \$ 555,899.45 | \$ 3,273,254.94 |
|--|---------------|-----------------|

ENDING BALANCE

| | |
|--|------------------------|
| | <u>\$ 3,273,254.94</u> |
|--|------------------------|

RECONCILIATION

| | | |
|-----------------------------------|----|--------------|
| NLAF Liquid Balance | \$ | 1,904,627.23 |
| NLAF CD Balance | \$ | 495,000.00 |
| Less: Outstanding Claims | \$ | 8,345.08 |
| Plus: F & M National Bank Balance | \$ | 61,972.79 |
| F&M Certificate of Deposit | \$ | 820,000.00 |
| Plus: Receipt in Transit | | |
| Reconciled Balance | \$ | 3,273,254.94 |

| | |
|--|------------------------|
| | <u>\$ 3,273,254.94</u> |
|--|------------------------|

ADMINISTRATIVE OPERATIONS ACCOUNT

| | | | | |
|--------------------------|---|----------------|------------|--------------------|
| Beginning Balance | | | \$ | 1,470.30 |
| <u>RECEIPTS</u> | | | | |
| Deposit GF Check | \$ | 1,333.69 | | |
| Total | | <hr/> | \$ | 1,333.69 |
| | | | \$ | 2,803.99 |
| <u>Chk #</u> | <u>DISBURSEMENTS</u> | | | |
| 4465 | J Gutierrez, Title IIA Mileage | \$66.00 | | |
| 4466 | J Finkey, Curr Super Mileage | \$33.00 | | |
| 4466 | J Finkey, Curr Super Mileage | \$90.20 | | |
| 4467 | K Rung, Supt Off Cenuse Taker Mileage | \$13.20 | | |
| 4468 | C Tucker, Nat Nurse Conf. Travel Expense | \$110.74 | | |
| 4469 | J Wendelin Title IID NECC Conf Travel Expense | \$282.95 | | |
| 4472 | M Flynn Title IID NECC Conf Travel Expense | \$415.65 | | |
| 4473 | C Pease Supt; NECC Conf Travel Expense | \$245.68 | | |
| 4474 | T Luers, Elem Instruct: Mileage | \$44.00 | | |
| 4475 | Platte Valley Equip Mower Part | \$2.57 | | |
| 4476 | Jean A Watermeier, Vocal Bus Conf & Travel | \$316.00 | | |
| | | | \$1,619.99 | \$ 1,184.00 |
| Ending Balance | | | | <u>\$ 1,184.00</u> |
| <u>RECONCILIATION</u> | | | | |
| Bank Balance | \$ | 1,190.33 | | |
| Less: Claims Outstanding | \$ | 6.33 | | |
| | \$ | <hr/> 1,184.00 | | |
| Reconciled Balance | \$ | <hr/> 1,184.00 | | <u>\$ 1,184.00</u> |

PAYROLL ACCOUNT

| | | | | |
|------------------------------------|-------------------|------------|----|---------------------|
| | Beginning Balance | | \$ | 14,062.63 |
| <u>RECEIPTS</u> | | | | |
| General Fund | \$ | 355,567.86 | | |
| Hot Lunch | \$ | 292.82 | | |
| FM National Bank: Interest | \$ | 14.00 | | |
| Emp Monthly Prem | \$ | 1,832.68 | | |
| Total | | | \$ | 357,707.36 |
| | | | \$ | 371,769.99 |
| <u>DISBURSEMENTS</u> | | | | |
| Net Payroll | \$ | 225,776.58 | | |
| Retirement | \$ | 46,213.66 | | |
| State Tax Withholdings | \$ | 11,106.40 | | |
| Federal/FICA Taxes | \$ | 72,764.04 | | |
| Retiree Life Insurance Mo. Premium | \$ | 84.00 | | |
| Emp Health Insurance Mo Premium | \$ | 916.34 | | |
| Total | | | \$ | 356,861.02 |
| | | | \$ | 14,908.97 |
| Ending Balance | | | | <u>\$ 14,908.97</u> |
| <u>RECONCILIATION</u> | | | | |
| Bank Balance | \$ | 67,030.16 | | |
| Claims Outstanding | \$ | 52,121.19 | | |
| | \$ | 14,908.97 | | |
| Receipts Outstanding | | | | |
| Reconciled Balance | \$ | 14,908.97 | | <u>\$ 14,908.97</u> |

EMPLOYEE BENEFIT (SECTION 125) ACCOUNT

| | | | | |
|---------------------------|-------------------|-----------|----|---------------------|
| | Beginning Balance | | \$ | 18,704.04 |
| <u>RECEIPTS</u> | | | | |
| July Payroll Check | \$ | 9,075.32 | | |
| Centennial Bank: Interest | \$ | 1.44 | | |
| Total | | | \$ | 9,076.76 |
| | | | \$ | 27,780.80 |
| <u>DISBURSEMENTS</u> | | | | |
| 7/2/09 Payflex | \$ | 2,291.51 | | |
| 7/9/09 Payflex | \$ | 1,848.49 | | |
| 7/16/09 Payflex | \$ | 2,083.11 | | |
| 7/23/09 Payflex | \$ | 2,007.55 | | |
| 7/30/09 Payflex | \$ | 148.76 | | |
| Total | | | \$ | 8,379.42 |
| | | | \$ | 19,401.38 |
| Ending Balance | | | | <u>\$ 19,401.38</u> |
| <u>RECONCILIATION</u> | | | | |
| Bank Balance | \$ | 19,401.38 | | |
| Outstanding Claims | | | | |
| | \$ | 19,401.38 | | |
| Outstanding Receipt | | | | |
| Reconciled Balance | \$ | 19,401.38 | | <u>\$ 19,401.38</u> |

SPECIAL BUILDING ACCOUNT

Beginning Balance \$ 1,249,221.60

RECEIPTS

| | | | | |
|---------|-----------------|---------------------|----|----------|
| 7/10/09 | Saunders County | Property Taxes | \$ | 888.88 |
| 7/16/09 | Cass County | Property Taxes | \$ | 244.47 |
| 7/16/09 | Cass County | Homestead Exemption | \$ | 419.04 |
| 7/24/09 | F & M | Interest on CD | \$ | 4,337.63 |
| 7/28/09 | Saunders County | Property Taxes | \$ | 1,838.15 |
| 7/28/09 | Saunders County | Homestead Exemption | \$ | 970.04 |
| 7/29/09 | Cass County | Property Taxes | \$ | 574.12 |
| 7/31/09 | NLAF | Interest | \$ | 80.03 |
| 7/31/09 | F & M | Interest | \$ | 248.84 |

Total

\$ 9,601.20 \$ 1,258,822.80

DISBURSEMENTS

\$ -

Total

\$ - \$ 1,258,822.80

Ending Balance

\$ 1,258,822.80

RECONCILIATION

| | | |
|------------------------------------|----|------------|
| F&M Bank Balance | \$ | 337,433.07 |
| F&M Certificate of Deposit 68-0677 | \$ | 507,175.25 |
| Plus: NLAF Investment Balance | \$ | 414,214.48 |

Reconciled Balance \$ 1,258,822.80

\$ 1,258,822.80

QUALIFIED CAPITAL PURPOSE FUND

Beginning Balance \$ 5,578.03

RECEIPTS

| | | | | |
|---------|-------------------|--|----|-------------|
| 7/31/09 | F&M National Bank | | \$ | <u>1.07</u> |
|---------|-------------------|--|----|-------------|

Total

\$ 1.07

DISBURSEMENTS

| | | | | |
|---------|-----------------------------------|--|----|-------------|
| 7/31/09 | Service Charge (Bank will refund) | | \$ | <u>5.00</u> |
|---------|-----------------------------------|--|----|-------------|

Total

\$ 5.00

Ending Balance

\$ 5,574.10

RECONCILIATION

| | | |
|----------------------------|----|-----------------|
| Bank Balance | \$ | 5,574.10 |
| Less: Outstanding Claims | | |
| Plus: Outstanding Deposits | | |
| Reconciled Balance | \$ | <u>5,574.10</u> |

\$ 5,574.10

DEPRECIATION FUND

| | | | | | | |
|---------|----------------------------|----------|----|------------|------------|----------------------|
| | Beginning Balance | | | \$ | 418,284.51 | |
| | <u>RECEIPTS</u> | | | | | |
| 7/31/09 | F&M National Bank | Interest | \$ | 63.12 | | |
| 7/31/09 | NLAF | Interest | \$ | 39.99 | | |
| | Total | | | \$ | 103.11 | \$ 418,387.62 |
| | <u>DISBURSEMENTS</u> | | | | | |
| | None | | \$ | - | | |
| | Total | | | \$ | - | \$ 418,387.62 |
| | Ending Balance | | | | | <u>\$ 418,387.62</u> |
| | <u>RECONCILIATION</u> | | | | | |
| | F & M Bank Balance | | \$ | 211,417.38 | | |
| | Plus: NLAF Investment Fund | | \$ | 206,970.24 | | |
| | Less: Outstanding Claims | | \$ | 418,387.62 | | |
| | Reconciled Balance | | \$ | 418,387.62 | | <u>\$ 418,387.62</u> |

STUDENT FEE FUND

| | | | | | | |
|---------|-----------------------|----------|----|----------|----------|--------------------|
| | Beginning Balance | | | \$ | 3,220.29 | |
| | <u>RECEIPTS</u> | | | | | |
| 7/31/09 | Centennial Bank | Interest | \$ | 0.28 | | |
| | Total | | | \$ | 0.28 | \$ 3,220.57 |
| | <u>DISBURSEMENTS</u> | | | | | |
| | Total | | | \$ | - | |
| | Ending Balance | | | | | <u>\$ 3,220.57</u> |
| | <u>RECONCILIATION</u> | | | | | |
| | Bank Balance | | \$ | 3,220.57 | | |
| | Outstanding Claims | | \$ | - | | |
| | Reconciled Balance | | \$ | 3,220.57 | | <u>\$ 3,220.57</u> |

HOT LUNCH ACCOUNT

| | | | | |
|---|-------------------|------------------|----|------------------|
| | Beginning Balance | | \$ | 26,817.46 |
| <u>RECEIPTS</u> | | | | |
| Student and Staff Deposits | \$ | 1,760.12 | | |
| Federal Reimbursement | | | | |
| State Reimbursement | | | | |
| Snack Reimbursement | | | | |
| F&M National Bank: Interest | \$ | <u>4.12</u> | | |
| Total | | | \$ | 1,764.24 |
| | | | \$ | 28,581.70 |
| <u>DISBURSEMENTS</u> | | | | |
| Wages & Benefits | \$ | 771.37 | | |
| Food | | | | |
| Supplies | \$ | 31.69 | | |
| Contracted Services | \$ | 68.50 | | |
| Wkshop Travel | \$ | <u>255.76</u> | | |
| Total | | | \$ | 1,127.32 |
| | | | \$ | 27,454.38 |
| Ending Balance | | | \$ | <u>27,454.38</u> |
| <u>RECONCILIATION</u> | | | | |
| Bank Balance | \$ | 27,646.53 | | |
| Claims Outstanding | \$ | <u>212.15</u> | | |
| | \$ | 27,434.38 | | |
| Receipts Outstanding | \$ | <u>20.00</u> | | |
| Reconciled Balance | \$ | <u>27,454.38</u> | | |
| | | | \$ | <u>27,454.38</u> |
| Student and Staff Deposits Held on Account - End of Month | | | \$ | 6,170.56 |

LOCAL BANK SECURITIES PLEDGE TO SCHOOL DISTRICT DEPOSITS & FDIC INSURANCE ON DEPOSITS

CENTENNIAL BANK

| | | | |
|----------------|--|----|-------------------|
| FDIC INSURANCE | | \$ | <u>250,000.00</u> |
| Total Secured | | \$ | <u>250,000.00</u> |

FARMERS AND MERCHANTS NATIONAL BANK

| | | | |
|-------------------------------------|-----------|----|---------------------|
| FDIC INSURANCE | | \$ | 250,000.00 |
| FHLB (Irrevocable Letter of Credit) | No. 18774 | \$ | <u>2,125,000.00</u> |
| Total Secured | | \$ | <u>2,375,000.00</u> |

**FINANCIAL STATEMENT
ACTIVITY FUND**

FOR MONTH ENDING July, 2009

- 17 -

Beginning Balance \$ 56,420.56

| <i>Date</i> | <i>Check #</i> | <i>Payee</i> | <i>Description</i> | <i>Receipt</i> | <i>Disbursed</i> | <i>Balance</i> |
|----------------------------|----------------|--------------------|--------------------|----------------|------------------|----------------|
| | | | | | | \$ 7,209.98 |
| ATHLETICS | | | | | | |
| 7/10/09 | | Riverview Church | Rental of Elem Gym | \$ 832.00 | | |
| 7/21/09 | | Pepsi First Choice | Vending Proceeds | \$ 246.35 | | |
| TOTALS | | | | \$ 1,078.35 | \$ - | \$ 8,288.33 |
| ATHLETIC EQUIPMENT | | | | | | \$ 4,915.62 |
| TOTALS | | | | \$ - | \$ - | \$ 4,915.62 |
| BAND | | | | | | \$ 4,055.63 |
| 7/9/09 | 009943 | Univ of NE/Kearney | Camp Registrations | | \$ 180.00 | |
| TOTALS | | | | \$ - | \$ 180.00 | \$ 3,875.63 |
| CLASS OF 2009 | | | | | | \$ - |
| TOTALS | | | | \$ - | \$ - | \$ - |
| CLASS OF 2010 | | | | | | \$ 764.17 |
| TOTALS | | | | \$ - | \$ - | \$ 764.17 |
| ELM BOOK FAIR | | | | | | \$ 1,542.22 |
| TOTALS | | | | \$ - | \$ - | \$ 1,542.22 |
| ELM STAFF | | | | | | \$ 1,169.78 |
| 7/21/09 | | Pepsi First Choice | Vending Proceeds | \$ 59.56 | | |
| TOTALS | | | | \$ 59.56 | \$ - | \$ 1,229.34 |
| ELM STUDENT COUNCIL | | | | | | \$ 9,071.32 |
| TOTALS | | | | \$ - | \$ - | \$ 9,071.32 |
| FBLA | | | | | | \$ 853.83 |
| TOTALS | | | | \$ - | \$ - | \$ 853.83 |
| HONOR SOCIETY | | | | | | \$ 2,029.61 |
| TOTALS | | | | \$ - | \$ - | \$ 2,029.61 |
| FFA | | | | | | \$ 6,508.55 |
| 7/9/09 | 009940 | FFA Conv.Tour | Convention Deposit | | \$ 225.00 | |
| 7/9/09 | 009942 | Nebraska FFA Assn | Conference Fees | | \$ 160.00 | |
| TOTALS | | | | \$ - | \$ 385.00 | \$ 6,123.55 |
| HS STUDENT COUNCIL | | | | | | \$ 685.57 |
| TOTALS | | | | \$ - | \$ - | \$ 685.57 |
| MS/HS STAFF | | | | | | \$ 1,128.51 |
| 7/21/09 | | Pepsi First Choice | Vending Proceeds | \$ 73.30 | | |
| TOTALS | | | | \$ 73.30 | \$ - | \$ 1,201.81 |
| MS STUDENT COUNCIL | | | | | | \$ 661.97 |
| TOTALS | | | | \$ - | \$ - | \$ 661.97 |

**FINANCIAL STATEMENT
ACTIVITY FUND**

FOR MONTH ENDING July, 2009

- 18 -

| | | | | <i>Beginning Balance</i> | | \$ 56,420.56 |
|--|----------------|-------------------------|---------------------|--------------------------|------------------|----------------|
| <i>Date</i> | <i>Check #</i> | <i>Payee</i> | <i>Description</i> | <i>Receipt</i> | <i>Disbursed</i> | <i>Balance</i> |
| TALENTED/GIFTED ACTIVITES (Formerly OM) | | | | | | \$ 345.68 |
| TOTALS | | | | \$ - | \$ - | \$ 345.68 |
| SCHOOL STORE | | | | | | \$ 1,763.67 |
| 7/9/09 | 009939 | AG Hot Lunch | Online Deposits | | \$ 1,720.12 | |
| TOTALS | | | | \$ - | \$ 1,720.12 | \$ 43.55 |
| SHOP | | | | | | \$ 258.54 |
| TOTALS | | | | \$ - | \$ - | \$ 258.54 |
| SPANISH CLUB | | | | | | \$ 633.58 |
| TOTALS | | | | \$ - | \$ - | \$ 633.58 |
| SPIRIT SQUAD | | | | | | \$ 2,348.61 |
| 7/9/09 | 009938 | Ashland Gazette | Camp Ad | | \$ 18.72 | |
| 7/9/09 | 009941 | Jackie Fudge | Camp Supplies | | \$ 424.00 | |
| 7/9/09 | 009944 | Varsity Spirit Fashions | Supplies | | \$ 713.30 | |
| 7/9/09 | 009945 | Varsity Spirit Fashions | Uniforms | | \$ 32.05 | |
| 7/13/09 | | Various Patrons | Camp Entry Fee | \$ 2,008.00 | | |
| 7/15/09 | | Townlsey | Camp Entry Fee | \$ 40.00 | | |
| 7/20/09 | | Various Patrons | Stir Up Spa | \$ 217.46 | | |
| 7/20/09 | | Various Patrons | Stir Up Burger Bash | \$ 702.50 | | |
| 7/20/09 | | Craven | Camp Entry Fee | \$ 32.00 | | |
| 7/21/09 | | Pepsi First Choice | Vending Proceeds | \$ 30.79 | | |
| TOTALS | | | | \$ 3,030.75 | \$ 1,188.07 | \$ 4,191.29 |
| THESPIANS | | | | | | \$ 1,625.18 |
| TOTALS | | | | \$ - | \$ - | \$ 1,625.18 |
| VOCAL MUSIC | | | | | | \$ 2,067.70 |
| TOTALS | | | | \$ - | \$ - | \$ 2,067.70 |
| YEARBOOK/ANNUAL | | | | | | \$ 4,460.76 |
| 7/21/09 | | Pepsi First Choice | Vending Proceeds | \$ 30.80 | | |
| TOTALS | | | | \$ 30.80 | \$ - | \$ 4,491.56 |
| INTEREST | | | | | | \$ 2,320.08 |
| 7/31/09 | | Interest | | \$ 4.83 | | |
| TOTALS | | | | \$ 4.83 | \$ - | \$ 2,324.91 |
| ACTIVITY FUND TOTALS ALL ACCOUNTS | | | | \$ 4,277.59 | \$ 3,473.19 | \$ 57,224.96 |
| Ending Balance | | | | | | \$ 57,224.96 |
| Plus: Outstanding Checks | | | | | | \$ - |
| Less: Outstanding Receipts | | | | | | \$ - |
| Equals: Bank Balance | | | | | | \$ 57,224.96 |

**Ashland-Greenwood Public Schools
General Fund Disbursements
August 24, 2009**

August 24, 2009

| Check # | Vendor | Amount | Description |
|----------------|---------------------------------------|---------------|----------------------------------|
| 026441 | AG Payroll Acct | \$ 211,539.26 | Net Payroll |
| 026442 | AGEA | \$ 2,039.00 | Employee Dues |
| 026443 | Blue Cross/Blue Shield | \$ 67,795.73 | Payroll Employee Health Ins |
| 026444 | Centennial Bank | \$ 9,075.32 | Payroll Section 125 Deduct |
| 026445 | Guardian | \$ 694.50 | Payroll Employee Life Prem |
| 026446 | Guardian | \$ 568.14 | Employee Vision Plan |
| 026447 | GWN Marketing/Emp. Acct | \$ 1,160.00 | Payroll Annuity Deduction |
| 026448 | National Insurance Service | \$ 899.43 | Payroll LTD Insurance Prem |
| 026449 | AG Payroll Acct | \$ 10,644.54 | Payroll State Tax Wthhldg |
| 026450 | NE Child Support Pay. Cntr | \$ 200.00 | Child Support Deduction |
| 026451 | AG Payroll Acct | \$ 69,330.45 | Payroll Federal Tax Wthhldg |
| 026452 | Retirement | \$ 45,187.34 | Payroll Retirement Wthhldg |
| 026453 | Loftus Septic | \$ 8,222.25 | Concrete Repair |
| 026454 | Ashland Auto Parts | \$ 182.70 | Transportation: Parts |
| 026455 | Atomic Learning | \$ 1,943.50 | Instruct Tech:Teacher Resource |
| 026456 | Barnes & Noble Bookstore | \$ 74.00 | Curric Sup:Teacher Resources |
| 026457 | Beringer Ciaccio Dennell Mabrey | \$ 7,611.90 | Maintenance: Architect Services |
| 026458 | Bennington Equipment, Inc. | \$ 432.95 | Maintenance: Mower Repair |
| 026459 | Beyond Play, LLC | \$ 151.45 | Sped Instruction: Supplies |
| 026460 | Kelly Brakenhoff | \$ 180.00 | Instruction: Interpreter |
| 026461 | Calloway House Inc | \$ 395.67 | Instruction: Supplies |
| 026462 | Carlex | \$ 116.38 | Instruction: Supplies |
| 026463 | Carson-Dellosa Publishing | \$ 236.58 | Instruction: Supplies |
| 026464 | CDWG | \$ 325.00 | Instruction: Network Equipment |
| 026465 | Cengage Learning | \$ 2,693.34 | Instruction: Textbook |
| 026466 | Custom Countertop Inc | \$ 100.10 | Maintenance: Building Material |
| 026467 | DATAVIZION LLC | \$ 2,210.00 | Instruction: Comp. Tech. |
| 026468 | Deane's Auto Body Repair | \$ 258.00 | Transportation:Body Repair |
| 026469 | Delta Education | \$ 14.90 | Instruction:Supplies |
| 026470 | Dick Blick Company | \$ 368.29 | MS/HS Art:Supplies |
| 026471 | Discount School Supply | \$ 23.73 | Instruction:Supplies |
| 026472 | Electronic Sound, Inc. | \$ 1,549.30 | Elem Bldg Telephone Repair |
| 026473 | Esu #2 | \$ 13,800.00 | SPED: Contract Services |
| 026474 | Esu #3 | \$ 110.00 | SPED Instruct: WS Regist. |
| 026475 | Federal Express Corp | \$ 130.21 | Supt: Pkg. Shipment Charge |
| 026476 | Flinn Scientific Inc | \$ 1,725.05 | HS Science: Equipment |
| 026477 | Follett Software Company | \$ 2,047.72 | Media/Library: Software Supp. |
| 026478 | Frey Scientific | \$ 1,118.25 | HS Science: Equipment |
| 026479 | GovConnection Inc. | \$ 5,807.37 | Instruct. Tech: Computer Equip |
| 026480 | Graham Tire Lin. North | \$ 651.07 | Transportation: BusTire Repair |
| 026481 | Hamilton Equipment | \$ 412.00 | Maintenance: Equip. Rental |
| 026482 | Hammond & Stephens | \$ 56.84 | Elem Admin: Supplies |
| 026483 | HARRIS | \$ 5,524.14 | Acct. program Annual Support |
| 026484 | Hewlett-Packard Company | \$ 286,200.00 | Instruction: Computers |
| 026485 | Hillyard/Sioux Falls | \$ 460.42 | Custodial: Mats |
| 026486 | Holiday Inn Hotel & Convention Center | \$ 259.90 | Curriculum Supv: Travel Expenses |
| 026487 | Hometown Leasing | \$ 118.00 | Supt: Copier Lease |

**Ashland-Greenwood Public Schools
General Fund Disbursements
August 24, 2009**

August 24, 2009

| Check # | Vendor | Amount | Description |
|----------------|----------------------------------|---------------|----------------------------------|
| 026488 | Internet Additions | \$ 8,409.13 | Wireless Access Equipment |
| 026489 | Interstate Music Supply | \$ 222.41 | Band:Equipment |
| 026490 | J. A. Sexauer | \$ 259.20 | Maintenance: Shower Parts |
| 026491 | Lakeshore Learning Materials | \$ 369.77 | Instruction: Supplies |
| 026492 | Lampe's Clean Air Specialists | \$ 133.40 | Maintenance: Air Filters |
| 026493 | Lincoln Family Med. Group | \$ 154.00 | Transportation: Physical |
| 026494 | Mead Lumber Co. | \$ 1,287.43 | Maintenance: Boiler Rm Walls |
| 026495 | Menards | \$ 45.44 | Maintenance: Supplies |
| 026496 | Mid-west Tech | \$ 5,050.00 | Ind Tech: Drafting Software |
| 026497 | Midwest Turf & Irrigation | \$ 163.17 | Maintenance: Edger blades |
| 026498 | Modern Litho, Inc | \$ 2,280.00 | Instruction: VIP Booklets |
| 026499 | NASB Alicap | \$ 67,323.00 | All Areas: Insurance |
| 026500 | NASCO | \$ 753.09 | Elem Instruction: Supplies |
| 026501 | Nebraska Council of School Admin | \$ 340.00 | Curric Sup: Workshop Regist. |
| 026502 | Nebraska Scientific | \$ 147.20 | Instruction: Supplies |
| 026503 | Nebraska/Central Equip., Inc. | \$ 71,560.00 | Transportation: Bus Purchase |
| 026504 | NEXTEL | \$ 201.08 | Cell Phone Use |
| 026505 | No Frills Supermarkets | \$ 3.69 | Supt: Supplies |
| 026506 | Omaha Paper Co Inc | \$ 190.53 | Supt: Supplies |
| 026507 | Paper Tiger Sherdding | \$ 274.50 | Paper Shredding |
| 026508 | Paxton Patterson LLC | \$ 108.60 | Ind Tech: Supplies |
| 026509 | Pearson Education | \$ 3,514.73 | Instruction: Lang. Workbook |
| 026510 | Pitsco Inc | \$ 79.45 | Ind Tech: Supplies |
| 026511 | Quill Corp | \$ 532.89 | Supt Office: Supplies |
| 026512 | Renaissance Learning, Inc. | \$ 89.00 | Media: Books |
| 026513 | Sax Arts & Crafts | \$ 915.03 | MS/HS Art: Supplies |
| 026514 | Schmitt Music Center | \$ 850.00 | Instr Music: Equipment |
| 026515 | Scholastic Inc. | \$ 131.25 | Instruction: Periodical |
| 026516 | Scholastic Magazines | \$ 152.90 | MS/HS Art: Periodicals |
| 026517 | School Datebooks | \$ 1,641.75 | Instruction: Assignment Bks. |
| 026518 | School Specialty Supply/eda C | \$ 8,693.14 | Instruction: Supplies |
| 026519 | Shaffer Communications | \$ 164.75 | Transp: Radio Repair Bus 01 |
| 026520 | Solution One | \$ 75.50 | Instruction: Supplies |
| 026521 | The Speech Bin/Abilitations | \$ 82.33 | Speech/Language: Supplies |
| 026522 | SPORTTIME FITNESS & SPORT | \$ 867.45 | MS/HS PE: Supplies |
| 026523 | Suburban Schools' Program | \$ 297.30 | Elem Sped: Special Ed Consult |
| 026524 | Teacher's Discovery | \$ 861.69 | Instruction: Supplies |
| 026525 | Todd Valley Plbg. & Htg | \$ 6.20 | Maintenance: Irrigation Repair |
| 026526 | Trade Well Pallet Inc | \$ 25.00 | Maintenance: Mulch |
| 026527 | Trugreen-Chemlawn | \$ 334.00 | Maintenance: Grub Control |
| 026528 | Tyco SimplexGrinnell | \$ 593.50 | Custodial: Sprinkler Inspections |
| 026529 | U.S. Post Office | \$ 214.98 | Supt: Bulk Mailing |
| 026530 | Vernier Software and Technology | \$ 278.00 | HS Science: Equipment |
| 026531 | Voss Lighting | \$ 221.24 | Custodial: Light Bulbs |
| 026532 | Voyager Fleet Systems | \$ 332.06 | Transportation: Fuel |
| 026533 | Wahoo-Waverly-Ashland Newspapers | \$ 198.67 | Advertising & Printing |
| 026534 | Walkers Uniform Rental | \$ 131.00 | Uniform Rental |

**Ashland-Greenwood Public Schools
General Fund Disbursements
August 24, 2009**

August 24, 2009

| Check # | Vendor | Amount | Description |
|----------------|-----------------------------------|---------------|---------------------------------|
| 026535 | Waverly Public Schools | \$ 13,400.00 | 09-10 Life Program |
| 026536 | Weekly Reader | \$ 393.76 | Instruction: Periodical |
| 026537 | West Music Co | \$ 214.70 | Elem Instruction: Instruments |
| 026538 | Western Sand & Gravel Co. | \$ 562.66 | Maintenance: Parking Gravel |
| 026539 | William V Macgill & Co | \$ 901.75 | School Nurse: Equipment |
| 026540 | W. T. Cox Subscriptions, Inc | \$ 1,161.43 | Media: Periodicals |
| 026578 | Ashland Auto Parts | \$ 15.91 | Maintenance: Filters |
| 026579 | Ashland Disposal Service | \$ 205.00 | Elem Cust: Waste Removal |
| 026580 | Ashland-Greenwood Activities Acct | \$ 1,000.00 | Transportation: Bus Washing |
| 026581 | City Of Ashland | \$ 2,083.25 | All Areas: Water and Sewer |
| 026582 | Cornhusker State Industries | \$ 4,270.00 | Instruction: Furniture |
| 026583 | DATAVIZION LLC | \$ 4,080.00 | Inst. Tech.: Contract Service |
| 026584 | Demco Inc. | \$ 61.76 | Media/Library: Supplies |
| 026585 | Ehrhart Griffin & Associates | \$ 6,250.00 | Maintenance: Survey |
| 026586 | ESU 5 | \$ 5,250.00 | Instruction: Membership Fees |
| 026587 | Federal Express Corp | \$ 19.69 | Business Manager: Postage |
| 026588 | GovConnection Inc. | \$ 27.00 | Instruction: HP ink |
| 026589 | Hewlett-Packard Company | \$ 4,292.01 | Instructional Tech.:VM Server |
| 026590 | Hillyard/Sioux Falls | \$ 1,058.00 | Custodial: Supplies and Equip |
| 026591 | Lincoln Family Med. Group | \$ 398.00 | Transportation: Driver Phys. |
| 026592 | Linweld | \$ 23.61 | Voc Ag: Tank/Gas |
| 026593 | Mcdougal Littell/Houghton Mif | \$ 32,334.99 | Instruct: Textbooks MS/HS Math |
| 026594 | MCI-Mega Preferred | \$ 67.17 | Long Distance Service |
| 026595 | Menards | \$ 86.23 | Maintenance: Elec. Supplies |
| 026596 | Midwest Office Automations | \$ 265.00 | Instruction: Copier Lease |
| 026597 | NECO | \$ 202.50 | Custodial: Building Security |
| 026598 | Nicholson & Associates | \$ 162.00 | Transport: Random Screenings |
| 026599 | One Source, Inc | \$ 19.50 | Employee Screening |
| 026600 | OPPD | \$ 10,628.26 | All Areas: Electricity |
| 026601 | PayFlex Systems USA Inc | \$ 312.00 | Employee Benefit |
| 026602 | Platte Valley Sanitation Inc | \$ 325.00 | Custodial: Waste/Recycling |
| 026603 | Prentice Hall | \$ 4,451.92 | MS/HS Instruction: Math Texts |
| 026604 | School Specialty Supply/eda C | \$ 538.66 | Instruction: Step Ladders |
| 026605 | Skyline Physical Therapy, Inc | \$ 180.95 | Sped: Physical Therapy |
| 026606 | Solution One | \$ 51.01 | Instruction: Copier Contract |
| 026607 | Sparkling Klean | \$ 4,893.93 | Custodial: Janitorial Service |
| 026608 | Specialized Engineering Solutions | \$ 400.70 | Maint: Professional Services |
| 026609 | VISA | \$ 154.32 | Instruction: Software |
| 026610 | Walkers Uniform Rental | \$ 32.75 | Uniform Rental |
| 026611 | Williams Sales & Service | \$ 7,087.20 | Transportation: Bus Inspection |
| 026612 | Windstream | \$ 1,040.39 | Local Telephone Serice |
| 026613 | The Wright Group/McGraw Hill | \$ 28,732.76 | Elem Instruct: Math Textbooks |
| 026614 | Youth Frontiers Inc | \$ 1,745.00 | Title II A: Prof.Collab. Wkshop |

Ashland-Greenwood Public Schools
General Fund Disbursements
August 24, 2009

August 24, 2009

| Check # | Vendor | Amount | Description |
|-------------|-----------------------------------|--------|-----------------------------------|
| Incompletes | | | |
| | Robert Rist | | Electrical Elem Basement |
| | Administration Operations Account | | Mileage, Supplies |
| | Waldingers | | Partial Payment Elementary Boiler |
| | Seminole Energy | | All Areas: Natural Gas |
| | Pearson Education | | LEP Curriculum Materials |
| | Rigby | | LEP Curriculum Materials |
| | Scholartic | | LEP Curriculum Materials |
| | Soft Choice | | MS Office Licenses |
| | CCS Presentation | | LEP Curriculum Materials |
| | Imagiforce Inc | | LEP Curriculum Materials |
| | VISA | | LEP Curriculum Materials |
| | Heartland | | ARRA IDEA Tuition |
| | Pitney Bowes | | Postage |

Authorized by:

Ashland-Greenwood Public Schools
General Fund Disbursements
July 20, 2009

Page

| Check | Payable to | Amount | Description |
|--------------|---------------------------------|---------------|--------------------------|
| 026438 | Nebraska School Activities Assn | \$ 765.00 | NSAA Registration |
| 026439 | Seminole - Post Rock | \$ 248.18 | All Areas: Natural Gas |
| 026440 | Open Text | \$ 2,539.69 | Software License Renewal |

Authorized by:

**Master Agreement for Certified Teaching Staff
Ashland-Greenwood Public Schools
2009-10 and 2010-11**

This agreement made and entered into this 24th day of August 2009 by and between the Ashland-Greenwood Education Association and the Saunders County School District Number One.

Section 1
Association and District Relationships

1. RECOGNITION - The Board of Education recognizes the Ashland-Greenwood Education Association as the sole and exclusive representative for all the full and part time, teaching 1/2 time or more, certified teachers of Saunders County School District Number One.

2. MANAGEMENT PREROGATIVES - Subject only to the limitations contained in this agreement, the Board retains the exclusive right to manage its business including (but not limited to) the right to determine the methods and means by which its operations are to be carried on, to hire, assign and direct the staff and to conduct its operations in an effective manner; provided nothing in this paragraph is to be construed as statutorily impermissible or professionally unethical.

As the elected legislative body charged with the operation of the Ashland-Greenwood Public Schools, it is acknowledged that the Board has the final responsibility of establishing the educational policies of the Ashland-Greenwood Public Schools.

3. ASSOCIATION DUES - The Board of Education agrees to deduct and transfer to the Ashland-Greenwood Education Association an amount of salary as requested in writing by the AGEA member through the Association.

The Association will indemnify and hold harmless the Board of Education from any liability for such service.

The Association agrees to compensate the Board of Education with an initial \$5.00 for each member who utilizes the service. The fee is payable only once. All 1985-86 members exempt.

4. USE OF COMMUNICATIONS SYSTEMS - The Association and its members shall be allowed to make reasonable use of the school district's communications systems, including teachers' mailboxes, intercom, teacher bulletins, and e-mail for association business. Such use shall not cause an interruption of the educational programs of the school.

Section II
Compensation

1. SALARY SCHEDULE - The salary schedule for teachers of the district for the 2009-10 shall be in accordance with Exhibit "C" attached with a base of \$29,215. (2009) Placement on the schedule will reflect a vertical freeze in the years 1987-1988 and 1999-2000.

2010-11 BASE PAY -The base salary for 2010-11 be established on or before June 1, 2010 such that the overall increase in wages and benefits in 2010-2011 shall not exceed an increase of 5.5% of the 2009-10 wage and benefit using the methodology as described in Exhibit E. (2009)

TRIGGER CLAUSE - If the total BC/BS BluePreferred EHA insurance premiums paid by the district increases by 10% or more for 2010-2011 over 2009-2010 than the AGEA may at its discretion request a change in deductibles, vertical freeze or may make other changes as to not adversely affect the base for 2010-2011, provided the total increase in wages and benefits (including salary, insurance premium paid by district, cash in lieu, attendance incentive pay, etc.) shall not increase by more than 5.5% in total package. (2009)

2. SCHEDULE PLACEMENT - The following shall be the procedures for staff to advance on the salary schedule:

(A) Vertical Movement. Staff shall move one step vertically each year unless they are the bottom of the column appropriate for their education, in which case they would be frozen vertically. No one may move more than one step vertically in any year. One step vertical represents one year of experience in the school district less any previous freezes or rollbacks. Steps 1, 2 and 3, although at the same salary schedule index factor, shall be considered separate steps for the purposes of placement on the salary schedule. The AGEA may request that all teachers covered by this agreement be frozen in step in 2010-11 if the cost of insurance activates the trigger clause in paragraph I.1. (2009)

(B) New Staff Vertical Placement. New staff members to the district may be given credit for prior teaching experience outside of the school district at the administration's discretion that may be less than but may not exceed the actual number of years of verifiable experience working ½ time or more. (2001) New staff members will be provided with a copy of the most current Master Agreement at the time a contract is offered. (2002)

(C) New Staff Horizontal Placement. College hours earned to advance on the salary schedule must be earned upon completion of the Baccalaureate Degree and upon completion of initial certification with the Nebraska Department of Education. All new teachers shall initially be placed on the BA Column until the presentation of an official college transcript.

(D) Horizontal Advancement. In order to advance horizontally beyond the BA Column on the salary schedule, the staff member is required to present an official college transcript prior to October 1 of the contract year demonstrating:

- a. earned post-baccalaureate degree graduate hours from an NCTE (Nebraska Council on Teacher Education) or NCATE (National Council for Accrediting Teacher Education) accredited institution in a teaching related field of study provided by the education college or department, or
- b. post-baccalaureate degree hours in another education field hours from an NCTE (Nebraska Council on Teacher Education) or NCATE (National Council for Accrediting Teacher Education) accredited institution which would lead to an additional Nebraska teaching or administrative certificate endorsement or endorsements. (2002)

(E) Masters Degree Placement. In order to advance horizontally to the Masters Degree (MA) or Master Degree Plus (MA+) columns, a staff member shall have earned a Masters Degree and presented an official college transcript representing that fact by October 1 of the contract year. A Masters Degree shall be defined as an earned Masters Degree from a NCTE (Nebraska Council on Teacher Education) or NCATE (National Council for Accrediting Teacher Education) accredited college or university.

(F) Horizontal Advancement beyond a Masters Degree. College hours earned and approved under and according to this contract beyond 36 hours may use the hours for advancement beyond the Masters Degree column once the Masters Degree is earned. (2001, 2007)

(G) Horizontal Advancement Notice 2010-11. Employees covered by this agreement will need to notify the Superintendent of Schools by May 1, 2010 if they intend to advance horizontally on the salary schedule for 2010-11. If the employee fails to notify the Superintendent or indicates that he or she will not advance horizontally they will be frozen in their column placement and not be allowed to advance horizontally during the 2010-11 contract year.

3. EXTRA CURRICULAR SCHEDULE - The extra curricular schedule for the teachers of the district shall be in accordance with Exhibit "D" attached.

4. EXTRA CURRICULAR SCHEDULE PLACEMENT - The schedule shall be as a percentage of the base salary schedule. Placement shall be based on experience in the same sport or activity

Five years longevity in the same extra-curricular position shall be the maximum allowed for placing staff members on the extra-curricular schedule.

Staff members may be given credit for middle school or assistant or head high school coaching or activity sponsorship when being placed on the schedule for a middle school or assistant coaching or activity sponsorship positions.

Each year of experience as a head coach in the same sport shall be credited as one year when placing head coaches on the extra-curricular schedule. Each year of high school assistant coaching experience shall be credited as ½ year of experience when placing head coaches on the extra-curricular schedule. (2000, 2008)

5. EVENT SUPERVISION - In the event a teacher either sells or takes tickets or assists with the supervision of an event for school activities, that teacher shall be paid an hourly rate equal to the then established minimum wage, unless it is a part of the teacher's compensated duties. (2007) This hourly pay shall be in addition to the teacher's annual contract salary. (1976) Participation in supervising athletic games will be done on a quasi-voluntary basis. Respective building staffs will be allowed to sign up for the dates to work on a first come first serve basis. Those who do not sign up after a period of time determined by the building principal or activities director will be assigned to dates. (1994)

The teacher and the teacher's spouse and children under age 19 shall be admitted to home activity events at no charge. (2001)

6. COACHING CLINIC PAY -The Board shall pay registration fees for any and all coaches, coaching at the middle or high school levels, to attend one professional development coaching clinic within the state of Nebraska each year. (2007)

7. ADDITIONAL COMPENSATION - Teachers of the district may not receive compensation from other sources for performing duties covered and paid through this master agreement. (1998)

8. UNUSED SICK/PERSONAL LEAVE INCENTIVE PAY - The AGEA and the Board agrees to set aside \$5,000 from the total compensation package for the purpose of providing a reward to staff for positive attendance records. These funds shall be considered the Unused Sick Leave/Personal Leave Compensation Pool.

In June, the number of days of sick leave which are unused for covered employees in excess of the days which are accumulative and can be carried over from year to year and the first two days of personal leave (unrelated to sick leave) which is unused by employees covered by this agreement shall be added together. The total of these unused leave days shall be divided into the Unused Sick Leave/Personal Leave Compensation Pool of \$5,000. The resulting sum shall be considered as one share of the Pool.

As a part of July payroll, employees shall be paid a reward for positive attendance of one share of the pool for each unused sick leave day above the 45 accumulated and for the first day of personal leave if it is unused.

All staff members will be notified by June 20th of the number of pool shares they will be eligible for and the estimated amount of a single share. Staff members' grievances or objections on the distribution of funds shall be denied if the grievance or objection is filed on or after July 1, regardless of the merit of the grievance or objection. If an objection or grievance is filed, the district may withhold distribution of the funds until the month following the resolution of the grievance(s) or objection(s). (1995)

9. UNUSED SICK LEAVE PAY- Upon leaving the Ashland-Greenwood Public Schools after 15 or more years a teacher shall be paid one-half of the current substitute teacher's daily pay for each day of accumulated unused sick leave up to 45 days. Termination of employment for just cause shall disqualify the teacher from receiving this benefit.

10. PAYDAY - The Board shall pay teachers monthly, in twelve payments which are nearly equal as possible, except as may be provided for in other parts of this contract. Payment shall take place on the 20th of each month with the first payment due on September 20th.

11. REIMBURSEMENT FOR COLLEGE TUITION - The school district shall reimburse teachers after being employed for one school term for tuition for graduate courses taken from an institution

approved by the Nebraska Council for Teacher Education (NCTE) or the National Council on Accreditation of Teacher Education (NCATE) and that leads to a Masters Degree in the teacher's content area and that will lead to qualifying the employee to teach college credit courses to high school students at Ashland Greenwood High School and for such other priorities that from time to time may be established by the Board of Education. The following provisions shall apply:

(A) Eligibility. In order to be eligible for reimbursement the teacher shall make application and enter into an agreement with the district. The teacher must be employed by the school district for at least one school term and shall not be on a leave of absence.

(B) Reimbursement. The reimbursement shall be for the amount of tuition only and shall not exceed \$2,000 annually per eligible teacher. Reimbursement will only be made upon successful completion of the college credit with a grade of B or better. Successful completion shall be determined by the filing of an official transcript from the institution with the Superintendent's Office. No reimbursement will be permitted for ungraded courses. The agreement shall stipulate that the teacher must teach for at least five (5) complete school years for the school district after successful completion of the course. Reimbursement will be subject to payroll withholdings to the extent it is required by state and federal law and Nebraska Department of Revenue and IRS regulations.

(C) Return of Reimbursement. In order to receive reimbursement the teacher must be employed by the school district at the time of reimbursement. Any employee who receives reimburse must commit to five (5) years of continuous employment with the school district. If the employee who receives reimbursement fails to continue employment for five years with the school district, then the employee will be responsible to repay the school district 20% of the reimbursement for each year that they fail to satisfy the employment requirement.

(D) Application and Agreement. An application for college reimbursement must be made in advance and approved by the Superintendent. The district reserves the right to limit the number of agreements it enters into annually. The determination of qualifying courses for reimbursement shall be at the sole discretion of the Superintendent of Schools. Payment shall be made in October of each year based on the completion of courses in the prior school term.

Section III Insurance Benefits

1. HEALTH AND DENTAL INSURANCE 2009-10- The Board shall pay for either single employee only premium; employee and children premium; employee and spouse premium; or employee, spouse and children ~~or family~~ premium Health and Accident Insurance in accordance with the coverage provided in Exhibit "A" attached, with the provision that the maximum amounts payable by the Board for 2009-10 shall be the full employee only premium each month or up to \$1,276.15 each month towards the employee and children; employee and spouse; or the employee, spouse & children health and towards the employee only dental premium. (2008) If husband and wife are both teaching, an additional employee only dental amount will be paid toward family dental. Staff members declining Health and Accident Insurance coverage may receive \$2,000 annually according to the provisions of the district's "Cafeteria Plan" as adopted by the Board of Education. (1999, 2000)

Certified teaching staff members who are covered by this agreement during 2009-10 school term but who work less than full time shall receive the employee only premium for Health and Accident and Dental Insurance or the district shall pay a percentage towards the employee and children; employee and spouse; or employee, spouse and children health premium and the employee only dental premium of \$1,276.15 based on the percentage of the staff member's full time equivalency. A staff member covered by this agreement, electing something other than employee only health and dental insurance, shall pay the balance of the health and dental premium through a payroll deduction. (2008)

Coverage would be restricted to retiring employees who meet the qualifications as provided for by the carrier.

Health and dental coverage shall be available for new staff members on September 1 ~~of each year~~ or on the 1st day of the month following the month in which the staff member begins employment duties.

HEALTH AND DENTAL INSURANCE 2010-11- The Board shall pay for either employee only premium; employee and children premium; employee and spouse premium; or employee, spouse and children premium Health and Accident Insurance in accordance with the coverage provided in Exhibit "A" attached, with the provision that the maximum amount payable monthly by the Board for 2010-11 shall be the full employee only premium each month or up to maximum of the rate for the EHA Blue Preferred \$600 Deductible (or most similar plan) for the employee, spouse & children health and employee only dental premium. Except that, if the trigger clause is invoked the AGEA shall have the option to request a different coverage or a district paid premium less than that established by the EHA for employee, spouse and children health and accident insurance and employee only dental. If husband and wife are both teaching, an additional employee only dental amount will be paid toward family dental. Staff members declining Health and Accident Insurance coverage may receive \$2,000 annually according to the provisions of the district's "Cafeteria Plan" as adopted by the Board of Education or that amount that may be set should the trigger clause be invoked.

Certified teaching staff members who are covered by this agreement during 2010-11 but who work less than full time shall receive the employee only premium for Health and Accident and Dental Insurance or the district shall pay a percentage towards the employee and children; employee and spouse; or employee, spouse and children health and accident premium and the employee only dental premium based on the percentage of the staff member's full time equivalency multiplied against the maximum premium paid to fulltime employees. A staff member covered by this agreement, electing something other than employee only health and dental insurance, shall pay the balance of the health and dental premium through a payroll deduction.

Coverage would be restricted to retiring employees who meet the qualifications as provided for by the carrier.

Health and dental coverage shall be available for new staff members on September 1 or on the 1st day of the month following the month in which the staff member begins employment duties. (2009)

2. LIFE INSURANCE - A minimum of a \$10,000 term policy will be provided. The carrier will be chosen by the Board of Education.

Section IV Leave Benefits

1. SICK LEAVE - (A) At the beginning of each school year each teacher shall be credited with one {1} sick leave day for each day worked, up to five {5} days, to be used for absences caused by illness, hospitalization or physical disability of the teacher and/or his/her dependents. Dependent shall be defined as minor children (sons and daughters) residing at home. (B) At the beginning of the second semester each teacher shall be credited with one {1} sick leave day for each day worked, up to five {5} days, for a total of ten {10} sick leave days per year. (C) The unused portion of sick leave shall be accumulated from year to year up to a total of forty-five {45} days. (D) Amounts being paid to teachers as Workers' Compensation will be deducted from sick leave pay or other leave benefits so that the teacher does not receive more than full pay when on leave. (E) Sick leave days will not be earned while an employee is on unpaid leave.

Teacher use of sick leave days for discretionary - elective surgery for themselves or dependent children will be prohibited. Such surgical procedures shall be accomplished outside the framework of the teacher's contracted days. A physician's statement may be required to verify the urgency of the scheduled surgery.

2. SICK LEAVE DONATION PROGRAM - A Sick Leave Donation Program will be available for use by any certified teacher covered by this Master Agreement who is absent due to personal illness or injury or the personal illness or injury of an immediate family member provided the eligible teacher has first exhausted all other accumulated paid leave. Immediate family members shall only include a spouse and dependent children. Parents and adult children are not considered immediate family for the purposes of this benefit.

A staff member meeting these criteria may request in writing, to the Superintendent, for accumulated sick leave from other certified staff members covered by this agreement. Upon receipt of a request the Superintendent shall notify all certified staff covered by this agreement of the request to voluntarily surrender sick leave. The staff member requesting the leave shall be deemed to consent to sharing of information about the staff member's health status to the extent such information is reasonably shared as part of the Sick Leave Donation Program, and will be required to sign a release to share information.

Any certified staff member covered by this agreement may voluntarily donate up to one (1) sick leave day. Staff willing to donate a day must notify the Superintendent within 7 calendar days of the notice being sent or it will be considered a refusal to donate. Staff shall be under no obligation to donate and any donations shall remain anonymous. Upon being donated, the sick leave days may not be returned to the donor even if the donee is unable to use all of the donated leave.

In order for a staff member to be eligible to request accumulated sick leave from other staff members, the employee must be enrolled in the district's Group Long Term Disability insurance program. The sick leave donation program is not to be used to permit a teacher to receive both benefits from the sick leave donations and other compensation while on leave; as such, a teacher may not use donated sick leave while receiving disability or workers compensation benefits. There is no pay for unused donated sick leave upon termination of employment. Donated sick leave days may not be carried forward nor shall the employee receive any further benefit from the donated days once the employee returns to work or at the conclusion of the school term in which the application is made whatever comes later. (2004)

3. EMERGENCY LEAVE - Unlimited. The situation must be beyond the control of the employee. Emergency leave must be approved and is at the discretion of the Superintendent. Emergency leave will be deducted from an employee's accumulated sick leave.

Emergency Leave may be granted for the following reasons at the discretion of the Superintendent of Schools:

- 1) Legal arrangements which are related to the immediate family of the employee
- 2) Compliance with a court summons
- 3) Transactions of serious personal business that cannot be arranged at a time other than school hours
- 4) Serious illness, injury, hospitalization or surgery of a child, parent or spouse
- 5) Other emergencies approved by the Superintendent

Emergency Leave shall not be granted for the following:

- 1) An employee who cannot make it to work due to inclement weather
- 2) Absences for which there are other applicable leaves that the employee could elect

4. PROFESSIONAL LEAVE - Unlimited. Professional Leave shall be granted to any employee at the discretion of the building principal. Professional leave will not be granted unless it is part of a plan of professional growth developed by the staff member in cooperation with the building principal.

5. PERSONAL LEAVE - Three (3) days of personal leave will be granted to each individual teacher. Said personal leave days to be applied for to the Principal prior to their need. Said leave days to be approved if a qualified substitute can be found. No more than 10% of an instructional level teaching staff shall be absent at any given time because of personal leave requests. Instructional levels are defined as K-6, 7-12. Two (2) personal leave day will be granted without loss of sick leave. If an additional day is requested, it shall be taken from the ten days of sick leave already in effect. Personal leave days are not cumulative except one {1} personal leave day may be carried forward for a maximum of four (4) personal leave days during a school year. A personal leave day, which is carried forward, shall

be considered as used with respect to coordination with sick leave, Unused Sick/Personal Leave Incentive Pay and any other portions of this agreement. (2008)

6. DEATH / BEREAVEMENT LEAVE - A total of not more than four {4} consecutive days on full pay is allowed each employee for absence in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in-law, or a person in the same home as part of the family. A total of not more than two {2} consecutive days on full pay is allowed for each employee for absence in the case of death of other members of the immediate family, defined as son-in-law, daughter-in-law, brother, brother-in-law, sister, sister-in-law, grandparent, grandchildren, aunt, uncle, niece, or nephew. A total of one {1} day on full pay is allowed for each employee in the case of death of a close friend or neighbor.

Death leave is not limited to four {4} days in one year, but covers each death in the immediate family which occurs during the year. The above mentioned days are a minimum and the number of days granted shall be at the discretion of the superintendent.

7. FAMILY MEDICAL LEAVES - The Board of Education will comply with the Family Medical Leave Act of 1993. The year for considering families medical leave shall consist of the school district's fiscal year, which begins September 1 and ends August 31. Leave shall commence on the first day of absence regardless of whether that absence is covered by paid leave or whether the absence is unpaid leave. Under no circumstances shall leave be granted which exceeds the maximum time as specified in the Family Medical Leave Act of 1993.

8. UNPAID LEAVE - A teacher who requests leave and who does not have leave available may request unpaid leave. This unpaid leave request must be made to the Principal in writing. The employee will receive a salary deduction equal to a ratio of 1 to the number of contract days multiplied times their yearly salary. (For example if the contract days were 185 the deduction would be 1/185th of the salary).

9. JURY DUTY - The Board will allow jury duty pay during the contract school year; the teacher will receive regular teaching salary from the school, but must assign any jury duty compensation back to the school, less the reimbursement of expenses.

Section V Other Employment Matters and Conditions

1. CONTRACT DAYS - The contract of employment and subsequent contracts for continued employment shall prescribe the number of days that teachers shall perform their duties. (1976)

2. SAFETY COMMITTEE - The Ashland-Greenwood Education Association shall participate and accept the establishment of a district safety committee as established by the Board of Education.

3. SUBSTITUTE TEACHERS - Substitute teachers will be provided to teach the classes of an absent teacher whenever possible. In the event that an acceptable substitute teacher cannot be obtained, the administration may reassign teachers so as to provide for suitable teacher supervision of the students. (1976)

4. GRIEVANCE PROCEDURE - The Grievance Procedure for employees covered by this contract shall be as contained in Exhibit B of this Contract.

5. TEMPORARY EARLY LEAVING INCENTIVE - The board shall offer a temporary early leaving incentive program in 2010-11 that shall be established at its discretion but shall be similar to the program offered in 2008-09.

Section VI Contract Stipulations and Signatures

1. ZIPPER CLAUSE - The acceptance and execution of this Agreement by the Board and the Association shall end all negotiations between the parties for the 2009-10 and 2010-11 school years. The Association and the Board agree that each has had the opportunity to bargain for any provisions that it wished in this contract and each expressly waives the right to reopen the contract for any further demands or proposals. This Agreement shall be effective as of August 24, 2009 and shall continue in effect until August 20, 2011.

2. SEVERABILITY CLAUSE - If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ENTIRE AGREEMENT

This agreement sets forth the entire intent and understanding of all of the parties hereto on the subject hereof:

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the 24th day of August 2009.

ASHLAND-GREENWOOD EDUCATION
ASSOCIATION

SAUNDERS COUNTY SCHOOL
DISTRICT NUMBER ONE

EXHIBIT A

2009-10 Health, Accident and Dental Insurance Benefit

The district shall pay the amount of the full employee only rate for single employee only health and accident insurance with single employee only dental insurance coverage or \$1,217.76 monthly towards employee and children; employee and spouse; or employee, spouse and children health and accident insurance and employee only dental coverage but will allow no additional compensation in the event that full family employee, spouse and children coverage is not required except as may be provided in Section 7 of this agreement and as specified in the "Cafeteria Plan" adopted by the Board of Education. If husband and wife are both teaching, an additional employee only dental will be paid toward dental insurance.

The health insurance will be a BluePreferred Plan \$550 \$600 Deductible. The Dental Coverage will be the Blue Cross Blue Shield PPO 80% A&B - 50% C plan.

2010-11 Health, Accident and Dental Insurance Benefit

The district shall pay the amount of the employee only rate for employee only health and accident insurance with employee only dental insurance or the maximum monthly EHA \$600 Deductible Blue Preferred Plan (or most similar plan offered) premium for employee, spouse and child coverage towards employee and children; employee and spouse; or employee, spouse and children health and accident insurance and employee only dental coverage but will allow no additional compensation in the event that employee, spouse and children coverage is not required except as may be provided in Section 7 of this agreement and as specified in the "Cafeteria Plan" adopted by the Board of Education. If husband and wife are both teaching, an additional employee only dental will be paid toward dental insurance.

If the trigger clause in II.1. is invoked the AGEA may request that the maximum district paid premium be less than the EHA \$600 Deductible Blue Preferred Plan (or most similar plan) 2010-11 premium for employee, spouse and child premium.

The health insurance will be a BluePreferred Plan \$600 Deductible or most similar plan. The Dental Coverage will be the Blue Cross Blue Shield PPO 80% A&B - 50% C plan. In the event the trigger clause is activated, the AGEA may request a different level of insurance or a district contribution rate less than the premium for employee, spouse and children health and accident insurance and employee only dental insurance.

EXHIBIT B GRIEVANCE PROCEDURE

1.1 PURPOSE

The purpose of this procedure is to provide a way for the Board of Education and its employees to clarify issues that may arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district.

1.2 DEFINITIONS

- a. Grievance, by definition, is any alleged violation, misinterpretation, or misapplication of the terms and conditions of employment.
- b. Employee - Employee shall mean a person eligible for membership in the Ashland-Greenwood Education Association.
- c. Days - Days shall mean working days exclusive of Saturday, Sunday, or official holidays.
- d. Immediate Supervisor - Immediate supervisor is that employee possessing that degree of administrative authority next in rank above any grievant.
- e. Parties in Interest - Any persons or the Association involved in processing the grievance.
- f. Board - The Board of Education.
- g. Administration - The Superintendent or his designated representatives.
- h. Association - The Ashland-Greenwood Education Association.

1.3 GENERAL CONDITIONS

a. Compliance - Employees of the school district will follow all verbal and written directives, even if they are in conflict with the provisions of an applicable policy. Compliance with such directives will not in any way prejudice their right to file a grievance within the time limits contained herein, nor shall it affect the ultimate resolution of the grievance.

b. No Reprisals - The Board shall use every means at its disposal to assure every employee the unobstructed use of this grievance procedure without fear of reprisal or prejudice to his/her employment status.

c. Time Limits - Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum, and every effort should be made to expedite the process. The time limit specified may be extended by mutual written agreement of the grievant and the employer.

If a grievance is filed which might not be finally resolved under the time limits set forth herein prior to the end of the year, and which if left unresolved until the beginning of the following school year could result in irreparable harm to a grievant, the time limit set forth herein will be reduced to the extent possible so that the grievance procedure may be concluded prior to the end of the school year, or as soon thereafter as its practicable.

d. Failure to Meet Time Limits - The failure of the aggrieved party to proceed to the first or any subsequent step of this grievance procedure within the time limits set forth shall be deemed to have elected not to file a grievance or have accepted the response previously rendered, and shall constitute a waiver of any future appeal concerning the particular grievance. The failure of any administrator at any step to communicate his/her decision to the aggrieved party within the specified time limit shall permit the aggrieved party to proceed to the next step.

e. Communications - All communications concerning the grievance, after the grievance is formally submitted, shall be in writing.

f. Adjustments - No adjustment shall be made in any grievance, which is in conflict with or contrary to, the provisions of any policies, applicable laws, or administrative regulations.

g. Forms - Forms for filing grievances, serving notice, taking appeals, making reports and recommendations and all documents shall be mutually agreed upon by the parties to this agreement. The standard procedure form and the bypass procedure form shall be attached to this agreement as Appendix C.

h. Meetings - All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this article. Provided, that no meeting or hearing before the Board of Education shall be held in closed session if such a meeting or hearing would result in a violation of the public meetings law. The determination as to legality of a closed session shall be made by the Board of Education.

i. No Interference - Grievances should be processed in a manner which does not interfere with the employee's work and the normal operation of the schools.

j. Representation Assistance - A teacher may have a representative of the Association present at all levels of the grievance procedure.

k. Withdrawal of a Grievance - The employee may withdraw the grievance at any step of the procedure by indicating the acceptance of the last decision rendered.

1.4 PROCEDURE

Informal Step - All grievances must be initiated within twenty {20} days of the alleged occurrence. It shall first be discussed orally by the aggrieved party with the employee's immediate supervisor. The supervisor must give an answer orally within five {5} days of such meeting.

Step One - If a satisfactory settlement is not reached in the Informal Step, the aggrieved party may reduce his/her grievance to writing on the approved forms, and give or send a copy of the same to the building principal within five {5} days after receipt of the Informal Step answer. The principal, the aggrieved party, and the employee representatives shall meet in an attempt to settle the dispute within five {5} days. The principal must give a written answer within five {5} days after such meeting.

Step Two - If a satisfactory settlement is not reached in Step One, the aggrieved party must file their grievance in writing with the superintendent, within five {5} days from the date the employee received or should have received a response at Step One. The superintendent shall conduct a hearing with the aggrieved party and the employee representatives within five {5} days of receipt of the grievance. A written answer must be given by the superintendent within ten {10} days of the date the superintendent received the grievance if no meeting is held, or within ten {10} days of the date of the meeting.

Step Three - If a satisfactory settlement is not reached at Step Two the aggrieved party must file their grievance in writing with the Board of Education within five {5} days of the date he/she received or should have received a response at Step Two. The Board or a committee thereof shall conduct a hearing with the aggrieved party and his/her representatives within fifteen {15} days of receipt of the grievance. A written answer must be given by the Board within twenty {20} days of the date it received the grievance. After the determination by the Board, the parties may agree to binding arbitration under the rules of the American Arbitration Association. In the event both parties do not agree to arbitration, the decision by the Board of Education shall be final except proper redress may be sought through the courts, should the employee choose.

1.5 BYPASSING BUILDING LEVEL HEARINGS

If, in the judgment of the teacher, following consultation with the Association, the alleged grievance cannot be resolved at the building level due to the administrator not having the authority to resolve the grievance, the teacher may submit such grievance to the superintendent with a copy to the building principal, and the processing shall commence at Step 2. Within two {2} days of receipt of the grievance, the superintendent shall review whether the building administrator has the authority to resolve the alleged grievance and, if so, may remand the grievance to the building level for a Step 1 hearing.

EXHIBIT C 2009-10 Salary Schedule
 ASHLAND-GREENWOOD SALARY SCHEDULE

| Column | BS | BS+9 | BS+18 | BS+27 | MS BA+36 | MS+9 | MS+18 | MS+27 | MA+36 |
|--------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Step Base | 29,215.00 | | | | | | | | |
| 1-3 | 31,552.20 1.08 | 33,012.95 1.13 | 34,473.70 1.18 | 35,934.45 1.23 | 37,395.20 1.28 | 38,855.95 1.33 | 40,316.70 1.38 | 41,777.45 1.43 | 43,238.20 1.48 |
| 4 | 32,720.80 1.12 | 34,181.55 1.17 | 35,642.30 1.22 | 37,103.05 1.27 | 38,563.80 1.32 | 40,024.55 1.37 | 41,485.30 1.42 | 42,946.05 1.47 | 44,406.80 1.52 |
| 5 | 33,889.40 1.16 | 35,350.15 1.21 | 36,810.90 1.26 | 38,271.65 1.31 | 39,732.40 1.36 | 41,193.15 1.41 | 42,653.90 1.46 | 44,114.65 1.51 | 45,575.40 1.56 |
| 6 | 35,058.00 1.20 | 36,518.75 1.25 | 37,979.50 1.30 | 39,440.25 1.35 | 40,901.00 1.40 | 42,361.75 1.45 | 43,822.50 1.50 | 45,283.25 1.55 | 46,744.00 1.60 |
| 7 | 36,226.60 1.24 | 37,687.35 1.29 | 39,148.10 1.34 | 40,608.85 1.39 | 42,069.60 1.44 | 43,530.35 1.49 | 44,991.10 1.54 | 46,451.85 1.59 | 47,912.60 1.64 |
| 8 | | 38,855.95 1.33 | 40,316.70 1.38 | 41,777.45 1.43 | 43,238.20 1.48 | 44,698.95 1.53 | 46,159.70 1.58 | 47,620.45 1.63 | 49,081.20 1.68 |
| 9 | | 40,024.55 1.37 | 41,485.30 1.42 | 42,946.05 1.47 | 44,406.80 1.52 | 45,867.55 1.57 | 47,328.30 1.62 | 48,789.05 1.67 | 50,249.80 1.72 |
| 10 | | | 42,653.90 1.46 | 44,114.65 1.51 | 45,575.40 1.56 | 47,036.15 1.61 | 48,496.90 1.66 | 49,957.65 1.71 | 51,418.40 1.76 |
| 11 | | | 43,822.50 1.50 | 45,283.25 1.55 | 46,744.00 1.60 | 48,204.75 1.65 | 49,665.50 1.70 | 51,126.25 1.75 | 52,587.00 1.80 |
| 12 | | | | 46,451.85 1.59 | 47,912.60 1.64 | 49,373.35 1.69 | 50,834.10 1.74 | 52,294.85 1.79 | 53,755.60 1.84 |
| 13 | | | | | 49,081.20 1.68 | 50,541.95 1.73 | 52,002.70 1.78 | 53,463.45 1.83 | 54,924.20 1.88 |
| 14 | | | | | 50,249.80 1.72 | 51,710.55 1.77 | 53,171.30 1.82 | 54,632.05 1.87 | 56,092.80 1.92 |
| 15 | | | | | | | 54,339.90 1.86 | 55,800.65 1.91 | 57,261.40 1.96 |

EXHIBIT C 2010-11 Salary Schedule
ASHLAND-GREENWOOD SALARY SCHEDULE

| Column | BS | BS+9 | BS+18 | BS+27 | MS BA+36 | MS+9 | MS+18 | MS+27 | MA+36 |
|--------------|----|------|-------|-------|-------------|------|-------|-------|-------|
| Step Base | | | | | | | | | |
| 1-3 | | | | | | | | | |
| 4 | | | | | | | | | |
| 5 | | | | | | | | | |
| 6 | | | | | | | | | |
| 7 | | | | | | | | | |
| 8 | | | | | | | | | |
| 9 | | | | | | | | | |
| 10 | | | | | | | | | |
| 11 | | | | | | | | | |
| 12 | | | | | | | | | |
| 13 | | | | | | | | | |
| 14 | | | | | | | | | |
| 15 | | | | | | | | | |

TO BE DETERMINED

Exhibit D-1 Extra Curricular Schedule

Saunders County School District One – 2009-10

| Category Year | Initial | 3rd Year | 5th Year | 8th Year | 10th Year | Maximum Total |
|---------------|---------|----------|----------|----------|-----------|---------------|
| A | 18% | -- | 1% | - | 1% | 20% |
| IA | 12% | 2% | 2% | 1% | 1% | 18% |
| IB | 10% | 2% | 2% | 1% | 1% | 16% |
| II | 9% | 1% | 2% | - | - | 12% |
| III | 6% | 1% | 2% | - | - | 9% |
| IV | 5% | 1% | 1% | 1% | 1% | 9% |
| V | 4% | 1% | 1% | - | - | 6% |
| VI | 3% | 1% | - | - | - | 4% |
| VII | 1% | - | 1% | - | - | 2% |
| VIII | 1% | - | - | - | - | 1% |

CATEGORY LIST

- A Activities Director
- IA Head Football, Head Basketball (Boys & Girls), Head Wrestling,
Head Volleyball, Head Softball
- IB Head Track (Boys & Girls)
- II Assistant Football, Assistant Basketball (Boys & Girls), Instrumental Music,
Assistant Wrestling, Assistant Volleyball, Assistant Softball, 9th Grade Basketball
- III Vocal Music, Spirit Squad (2 Sponsors) Assistant Track (Boys & Girls), Speech
- IV Head Middle School Coach, Golf (Boys & Girls), FFA
- V Assistant Middle School Coach, Yearbook, Spirit Squad Sponsor (3 Sponsors), Asst Speech
One-Act Play Production, All-School Play
- VI Student Assistant Team (SAT) Chairperson, Elementary Choir, FBLA
- VII Student Council, Senior Class Sponsor, Junior Class Sponsor
Middle School Student Council, Spanish Club, Academic Decathlon
- VIII Thespians, Honor Society

DOLLAR VALUE - Percent of Base Salary

Exhibit D-2 Extra Curricular Schedule

Saunders County School District One – 2010-11

| Category Year | Initial | 3rd Year | 5th Year | 8th Year | 10th Year | Maximum Total |
|---------------|---------|----------|----------|----------|-----------|---------------|
| A | 18% | -- | 1% | - | 1% | 20% |
| IA | 12% | 2% | 2% | 1% | 1% | 18% |
| IB | 10% | 2% | 2% | 1% | 1% | 16% |
| II | 9% | 1% | 2% | - | - | 12% |
| III | 6% | 1% | 2% | - | - | 9% |
| IV | 5% | 1% | 1% | 1% | 1% | 9% |
| V | 4% | 1% | 1% | - | - | 6% |
| VI | 3% | 1% | - | - | - | 4% |
| VII | 1% | - | 1% | - | - | 2% |
| VIII | 1% | - | - | - | - | 1% |

CATEGORY LIST

- A Activities Director
- IA Head Football, Head Basketball (Boys & Girls), Head Wrestling, Head Volleyball, Head Softball
- IB Head Track (Boys & Girls)
- II Assistant Football, Assistant Basketball (Boys & Girls), Instrumental Music, Assistant Wrestling, Assistant Volleyball, Assistant Softball, 9th Grade Basketball
- III Spirit Squad (2 Sponsors) Assistant Track (Boys & Girls), Speech
- IV Head Middle School Coach, Golf (Boys & Girls), FFA
- V Assistant Middle School Coach, Yearbook, Spirit Squad Sponsor (3 Sponsors), Asst Speech One-Act Play Production, All-School Play, Vocal Music, School Musical
- VI Student Assistant Team (SAT) Chairperson, Elementary Choir, FBLA
- VII Student Council, Senior Class Sponsor, Junior Class Sponsor Middle School Student Council, Spanish Club, Academic Decathlon
- VIII Thespians, Honor Society

DOLLAR VALUE - Percent of Base Salary

EXHIBIT E
METHODOLOGY TO CALCULATE 2010-11 BASE PAY

On or before June 1, 2010 a representative of the board, a representative of the AGEA and the Superintendent of Schools shall meet to calculate the 2010-11 base pay rate for the school district. No further contract negotiations shall take place and the contract in place for the 2009-10 school year shall remain in full force and effect for the 2010-11 school term. The following steps will be taken for calculating the base pay rate on the 2010-11 Contract.

I. CALCULATING THE 2009-10 BASE YEAR:

1. The schedule factor multiplied by the FTE for all teachers shall be calculated based on their FTE and schedule factor on May 1, 2010 and a modified schedule factor shall be obtained.

[Note: For the purpose of this calculation Teachers shall mean certified staff members working ½ time or more (.50 FTE) or greater time who work in a position for the school district and under contract with the school district that requires a teaching certificate. Teachers for this calculation shall not include any administrators, substitute teachers, school nurses, teachers working less than ½ time.]

2. The modified schedule factor shall be added for all teachers to obtain a salary schedule index.

3. Each Teacher who is assigned an extra-duty assignment shall have their extra duty schedule factor for each assignment added to obtain an Extra-Duty Index.

4. The Salary Schedule Index and the Extra-Duty Index shall be added together and multiplied times the 2009-10 Base Salary to obtain the total regular and extra duty wages.

5. The district contribution for 12 months of premiums during the 2009-10 school fiscal year for health, dental and life for all teachers shall be calculated. Such calculations shall be based on enrollment of staff members on May 1, 2010.

6. The amount of cash in lieu paid to employees not electing health and dental coverage during the 2009-10 based on \$2,000 for each employee receiving cash in lieu benefits on May 1, 2010.

7. An additional \$5,000 shall be included in the calculation of total compensation for sick/personal leave incentive program.

8. Total Compensation for 2009-10 fiscal year shall be calculated by adding Regular Wages; Extra Duty Wages; District Paid Health, Dental and Life Insurance Premiums, Cash in Lieu payments and Sick/Personal Leave Incentive payments as described and calculated above.

II. CALCULATING 2010-11 BASE PAY RATE AND COMPENSATION

1. Total Compensation for 2009-10 shall be multiplied by 1.055 in order to determine total compensation for 2010-11.

2. The District shall project District Paid Premiums for Health, Dental and Life Insurance for 2010-11. This shall be done using the new premium rates established by the Educators Health Alliance effective for the 2010-11 school term and the enrollments in plans by teachers effective on May 1, 2010.

3. From the Total Compensation for 2010-11 the Projected Annual District Paid Premiums for Health, Dental and Life Insurance for 2010-11 shall be subtracted.

4. Cash in Lieu for teachers not electing health and dental coverage shall be subtracted from the Total Compensation for 2010-11 next based on those participating in Cash-In-Lieu program on May 1, 2010 multiplied by \$2,000.

5. Finally the sick/personal leave incentive fund of \$5,000 shall be subtracted from the Total Compensation for 2010-11.

6. After subtracting for health, dental and life insurance; cash in lieu and sick/personal incentive pay from the Total Compensation for 2010-11 the balance shall be Regular and Extra-duty Wages or Salaries for 2010-11.

7. Teachers shall be moved horizontally on the salary schedule based on a survey of those intending to take college hours to project horizontal movement. Any teacher who fails to notify the district that they intend to move horizontally on the schedule at the time of the survey shall not be allowed to use additional college hours to move on the schedule during the 2010-11 school term. Teachers not frozen at the bottom of a column shall be moved vertical on the salary schedule to project vertical movement. Teachers with Extra-Duty assignments shall be projected to move on the Extra-Duty Schedule based on the Master Agreement.

8. Each Teacher's projected new salary schedule factor for 2010-11 shall be multiplied by their FTE and added together with all Teachers in order to obtain a Salary Schedule Index for 2010-11.

9. Each Teacher's Projected Extra-Duty Schedule placement for 2010-11 shall be added together to obtain a Total Extra-Duty Index for all Teachers.

10. The Extra-Duty Index and the Salary Schedule Index shall be added together and that sum shall be divided into the 2010-11 Regular and Extra-duty Wages and Salaries calculated in paragraph II.6. The resultant factor shall be the base salary for 2010-11.

III. ILLUSTRATION OF CALCULATION METHOD FOR 2010-11 CONTRACT

2009-10

+ (Salary Index + Extra Duty Index) * Base Pay
+ District Paid Health, Dental and Life Insurance Premiums
+ Cash In Lieu Paid by District
+ Sick/Personal Leave Incentive

Equals: Total Compensation 2009-10

2010-11

Total Compensation 2009-10 * 1.055
Less: Projected District Paid Health, Dental and Life Insurance Premiums 2010-11
Less: Projected Cash In Lieu Paid by District 2010-11
Less: Sick/Personal Leave Incentive for 2010-11

Equals: Total Regular and Extra-Duty Wages and Salaries 2010-11

Total Regular and Extra Duty Wages and Salaries 2010-11 Divided by: [Sum of Projected 2010-11 Salary Index Using Teachers as of May 1, 2010 and Projected 2010-11 Extra-Duty Index] Equals: Base Salary for 2010-11

SOURCES AND USES OF FUNDS

**SAUNDERS COUNTY SCHOOL DISTRICT 001, NE
(ASHLAND-GREENWOOD PUBLIC SCHOOLS)
SERIES 2009 REFUNDING BONDS
Pay & Cancel Refunding of Series 2002
Non-Rated, 2014 Final Maturity (assumes non-callable)**

Dated Date 09/24/2009
Delivery Date 09/24/2009

Sources:

| | |
|----------------|--------------|
| Bond Proceeds: | |
| Par Amount | 1,330,000.00 |
| | <hr/> |
| | 1,330,000.00 |

Uses:

| | |
|----------------------------|--------------|
| Refunding Escrow Deposits: | |
| Cash Deposit | 1,312,469.60 |
| Delivery Date Expenses: | |
| Underwriter's Discount | 15,295.00 |
| Cost of Issuance | 1,995.00 |
| | <hr/> |
| | 17,290.00 |
| Other Uses of Funds: | |
| Contingency | 240.40 |
| | <hr/> |
| | 1,330,000.00 |

SAVINGS

**SAUNDERS COUNTY SCHOOL DISTRICT 001, NE
(ASHLAND-GREENWOOD PUBLIC SCHOOLS)
SERIES 2009 REFUNDING BONDS
Pay & Cancel Refunding of Series 2002
Non-Rated, 2014 Final Maturity (assumes non-callable)**

| Date | Prior Debt Service | Refunding Debt Service | Refunding Receipts | Refunding Net Cash Flow | Savings | Annual Savings | Present Value to 09/24/2009 @ 2.0467200% |
|------------|--------------------|------------------------|--------------------|-------------------------|-----------|----------------|--|
| 09/24/2009 | | | 240.40 | -240.40 | 240.40 | | 240.40 |
| 01/01/2010 | 27,042.50 | 6,590.61 | | 6,590.61 | 20,451.89 | | 20,339.98 |
| 07/01/2010 | 267,042.50 | 272,230.00 | | 272,230.00 | -5,187.50 | 15,504.79 | -5,106.85 |
| 01/01/2011 | 22,422.50 | 10,540.00 | | 10,540.00 | 11,882.50 | | 11,579.27 |
| 07/01/2011 | 272,422.50 | 270,540.00 | | 270,540.00 | 1,882.50 | 13,765.00 | 1,815.88 |
| 01/01/2012 | 17,360.00 | 8,590.00 | | 8,590.00 | 8,770.00 | | 8,373.93 |
| 07/01/2012 | 277,360.00 | 273,590.00 | | 273,590.00 | 3,770.00 | 12,540.00 | 3,563.28 |
| 01/01/2013 | 11,965.00 | 6,205.00 | | 6,205.00 | 5,760.00 | | 5,389.01 |
| 07/01/2013 | 281,965.00 | 276,205.00 | | 276,205.00 | 5,760.00 | 11,520.00 | 5,334.42 |
| 01/01/2014 | 6,160.00 | 3,437.50 | | 3,437.50 | 2,722.50 | | 2,495.80 |
| 07/01/2014 | 286,160.00 | 278,437.50 | | 278,437.50 | 7,722.50 | 10,445.00 | 7,007.75 |
| | 1,469,900.00 | 1,406,365.61 | 240.40 | 1,406,125.21 | 63,774.79 | 63,774.79 | 61,032.87 |

Savings Summary

| | |
|------------------------------|-----------|
| PV of savings from cash flow | 61,032.87 |
| Net PV Savings | 61,032.87 |

BOND PRICING

**SAUNDERS COUNTY SCHOOL DISTRICT 001, NE
 (ASHLAND-GREENWOOD PUBLIC SCHOOLS)
 SERIES 2009 REFUNDING BONDS
 Pay & Cancel Refunding of Series 2002
 Non-Rated, 2014 Final Maturity (assumes non-callable)**

| Bond Component | Maturity Date | Amount | Rate | Yield | Price |
|----------------|---------------|-----------|--------|--------|---------|
| Serial Bond: | | | | | |
| | 07/01/2010 | 260,000 | 1.300% | 1.300% | 100.000 |
| | 07/01/2011 | 260,000 | 1.500% | 1.500% | 100.000 |
| | 07/01/2012 | 265,000 | 1.800% | 1.800% | 100.000 |
| | 07/01/2013 | 270,000 | 2.050% | 2.050% | 100.000 |
| | 07/01/2014 | 275,000 | 2.500% | 2.500% | 100.000 |
| | | 1,330,000 | | | |

| | | |
|-------------------------|--------------|-------------|
| Dated Date | 09/24/2009 | |
| Delivery Date | 09/24/2009 | |
| First Coupon | 01/01/2010 | |
| Par Amount | 1,330,000.00 | |
| Original Issue Discount | | |
| Production | 1,330,000.00 | 100.000000% |
| Underwriter's Discount | -15,295.00 | -1.150000% |
| Purchase Price | 1,314,705.00 | 98.850000% |
| Accrued Interest | | |
| Net Proceeds | 1,314,705.00 | |

Internal Board Policies

Conflict of Interest - Employment of Family Member of Board Member or Supervisor and Employment of Board Member

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:
 - a. He or she does not abuse his or her official position (for this purpose, "abuse" means employing an immediate family member: who is not qualified for and able to perform the duties of the position; at an unreasonably high salary; or who is not required to perform the duties of the position);
 - b. He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
 - c. The Board of Education approves the employment or supervisory position.

2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:
 - a. Without first having made a reasonable solicitation and consideration of applications for such employment.
 - b. Who is not qualified for and able to perform the duties of the position.
 - c. For any unreasonably high salary.
 - d. Who is not required to perform the duties of the position.

3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes his or her responsibilities, such Board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.

5. A member of the Board of Education may not be engaged in a contract to teach with the Ashland-Greenwood Public School District. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

Legal Reference: Neb. Rev. Stat. §§ 49-1499.04; ' 49-1499.05; 79-544; and 79-818

Date of Adoption: _____, 2009

Personnel

Recruitment and Selection of Professional Personnel

The superintendent of schools shall be responsible for determining the personnel needs of the school district and shall prepare both long-range and annual staffing plans and shall specify, in writing, the procedures to be used for the recruitment and selection of professional personnel. Rules and regulations for the selection of professional personnel shall be in accord with any requirements or limitations established by statute, court decree or negotiated agreement with professional employees. Rules, regulations and procedures established by the superintendent for the recruitment and selection of professional personnel shall be submitted, in writing, to the board of education for review.

All professional employees shall be nominated for employment by the board of education only upon the recommendation of the superintendent or his or her designee. Should the board choose to reject a nomination for employment made by the superintendent or his or her designee, it shall be the duty of the superintendent or his or her designee to nominate another qualified person.

~~It is the intent of the board of education to comply with both the spirit and the specific content of statutory and ethical guidelines which are pertinent whenever a member of the immediate family (spouse and children) of the members of the board or of the superintendent of schools are being considered for employment as a professional employee of the district.~~

Upon verification of teaching experience from previous employment, the superintendent or designee may place a new teacher to the district on the appropriate step of the salary schedule. Full credit for each verified year of experience may be allowed for that salary placement.

Legal Reference: R.R.S.
79-818 School board; employment of teachers and administrators;
contracts; how executed; prohibitions.
79-843 Teachers and school nurses; contract; renewal; exceptions;
amend or terminate; notice; hearings; decision.

Revised: September 18, 2006

4112.8
Policy

Personnel

Nepotism

~~Although members of the same family may be employed in the Ashland-Greenwood District, no administrator of the school system shall have direct hiring or supervisory responsibilities for a member of his or her immediate family.~~

Legal Reference: 48, Article 11 Nebraska Fair Employment Practice Act

Ashland-Greenwood Public Schools - Staff Roster

Administration

| | | |
|--------|--------|----------------------------|
| Jill | Finkey | Curriculum Supervisor |
| Carrie | Holz | Supt. Office Manager |
| Craig | Pease | Superintendent |
| Kent | Rung | Clerical, Bus Driver |
| Jolene | Wagner | Superintendent's Secretary |

Ashland-Greenwood Elementary Staff

| | | |
|-----------|-----------|--------------------------------------|
| Mary | Bahm | Para-Professional |
| Naomi | Barent | 1st Grade, Title I |
| Sharon | Bebout | Elementary Music |
| Teresa | Bray | Elementary Principal |
| Kristi | Bundy | 6th Grade |
| Kelsy | Bundy | Kindergarten |
| Christine | Cook | Elementary Guidance |
| Kristen | Cooper | Para-Professional, Special Education |
| Cheryl | Devlin | 5th Grade |
| Alisa | Durst | Para-Professional Special Education |
| Stuart | Essman | 6th Grade |
| Jody | Gude-Rung | Elementary Special Education |
| Janet | Gutierrez | 3rd Grade |
| Mary | Hall | 3rd Grade |
| Yong | Hansen | Para-Professional |
| Jennifer | Johnson | Psychologist |
| Roxanne | Kingston | 2nd Grade |
| Michaela | Laune | ASAP |
| Megan | Laune | 1st Grade |
| Colleen | Lewin | 5th Grade |
| Barbara | Lichtas | Media Clerical |
| Cori | Lightfoot | Art |
| Michelle | Lindhorst | Elementary Secretary |
| Teresa | Luers | 4th Grade |
| Nancy | Metzger | Para-Professional |
| Julie | Mink | 1st Grade |
| Barb | Murphy | 1st Grade |
| Trisha | Nichelson | 2nd Grade |
| Sharilyn | Nygren | Kindergarten |
| Peggy | Petersen | Para-Professional |
| Erin | Rathe | 4th Grade |
| Janet | Rolofson | Preschool Teacher |
| Patti | Schofield | 3rd Grade |

| | | |
|----------|-----------|--------------------------------------|
| Brian | Smith | 5th Grade |
| Rita | Smits | Elementary Special Education |
| Diane | Starns | Kindergarten |
| Brian | Thimm | 6th Grade |
| Ryan | Thompson | Physical Education |
| Jennifer | Washburn | 2nd Grade |
| Darci | Welling | Para-Professional, Special Education |
| Alice | West | Reach Program / ASAP Program |
| Earl | West | Para-Professional, Special Education |
| Connie | Willadsen | 4th Grade |
| Patricia | Yardley | Title I |

Middle School/Senior High and Elementary Staff

| | | |
|----------|----------|------------------------|
| Jean | Bernth | Speech Therapist |
| Jonathan | Jaworski | Instrumental Music |
| Sarah | Pearson | World Language Teacher |
| Carol | Tucker | Nurse |
| Jerry | Wendelin | Media |
| Patricia | Yunker | Vocal Music |

Middle School/Senior High Staff

| | | |
|----------|-------------|-------------------------------------|
| Paula | Akers | Para-Professional Special Education |
| Janice | Alcorn | English |
| Brian | Bennetzen | MS/HS Special Education |
| Ray | Bentzen | MS/HS Principal |
| Dan | Brokaw | Technology Coordinator, Math |
| Jo | Christenham | MS/SH Secretary |
| Kimberly | Cornish | Para-Professional-ESL-Special Ed |
| Kendra | Craven | Middle School English |
| Laura | Duff | High School Science |
| Kimberli | Evans | Art |
| Barry | Fangmeyer | Middle School Math |
| Kristin | Fangmeyer | MS/HS Special Education |
| Matthew | Flynn | Tech. Integration Specialist |
| Dustin | Foutch | Industrial Technology |
| Lou Ann | Hoehner | High School Science |
| Beverly | Hohensee | Media Clerical |
| Brad | Jacobsen | Physical Education |
| Erin | Koesters | High School English |
| Renee | Kucera | MS English |
| Nancy | Lueking | Spanish, Family & Consumer Science |
| James | Mohrmann | Math |
| Philip | Onwiler | MS Social Studies |

| | | |
|----------|------------|--------------------------------------|
| Brian | Petermann | Social Science |
| Lona | Pinkall | Middle School Science |
| Jon | Richards | Counselor |
| Leisa | Rogers | Health, Physical Education |
| Reed | Schwartz | Social Science |
| Shirley | Simpson | Guidance Secretary |
| Bette | Starns | College English, ASAP Program |
| Eric | Stuthman | Agriculture Education |
| Nathan | Tonjes | High School Math |
| Victoria | Washburn | English, Spanish |
| Jean Ann | Watermeier | Business Education |
| Randy | Wiese | Asst. Principal, Activities Director |

Support Staff - Building Services

| | | |
|-----------|----------|--------------------------------------|
| Matthew | Anderson | MS/HS Maintenance/ Transportation |
| Eric | Beranek | Bus Maintenance/Grounds |
| David | Holman | Elem Maintenance & Maint. Supervisor |
| Rodney | Kissel | Head Custodian |
| Kevin | Meyer | Custodian |
| Kimberly' | Smith | Custodial Services |

Support Staff - Hot Lunch

| | | |
|----------|-----------|-------------------------|
| Virginia | Armbrust | Cook |
| Kathy | Beranek | Food Service Supervisor |
| Elaine | Flowerday | Cook |
| Stormi | Kissel | Cook |
| Karee | Nielsen | Cook |
| Debra | Sillman | Cook |
| Diana | Sillman | Cook/Cashier |

Transportation

| | | |
|---------|----------|------------|
| Jack | Eager | Bus Driver |
| Jerry | Froistad | Bus Driver |
| Steve | Herman | Bus Driver |
| Lowell | Krueger | Bus Driver |
| William | Lewis | Bus Driver |
| Eileen | Smith | Bus Driver |

**Ashland-Greenwood Public Schools
Substitute Personnel 2009-10**

Substitutes

| NAME | CITY | TYPE | |
|-----------------------------|-------------|--------------|------------|
| Beranek, Karen | Ashland | Local | 2010 |
| Beranek, Daniel | Ashland | Initial | 7/29/2014 |
| Blobaum, Carolyn | Ashland | Standard | 2012 |
| Brower, Jake | Ashland | Initial | 2012 |
| Eisler, Reesa | Greenwood | Standard | 2011 |
| Erickson, Deb | Greenwood | Local | 2010 |
| Harms, Janette | Ashland | Substitute | 12/21/2009 |
| Hennings, June | Greenwood | Substitute | 2011 |
| Hohensee, Beverly | Ashland | Standard | 2013 |
| Hughes, Wendy | Papillion | Standard | 5/5/2013 |
| Klaudt, Jill | Ashland | Initial | 2012 |
| Laune, Kayla | Ashland | Standard | 2013 |
| Lewis, Bill | Gretna | Professional | Lifetime |
| Lewis, LaVonne | Greenwood | Substitute | 2010 |
| Lightfoot, Cori | Papillion | Standard | 2013 |
| Lindhorst, Michelle | Ashland | Substitute | 2011 |
| Maack, Nancy | Ashland | Substitute | 2012 |
| Chancellor (Meyer), Tiffany | Lincoln | Initial | 2012 |
| Nissen, Lora | Ashland | Substitute | 2010 |
| Ray, Nancy | Lincoln | Standard | 2014 |
| Sapp, Suzanne | Ashland | Substitute | 2010 |
| Schelkopf, Jan | Ashland | Substitute | 2013 |
| Smith, Jenny | Ashland | Local | 2009* |
| VanderSchaaf, Lawrence | Ashland | Ashland | 8/31/2010 |
| West, Alice | Ashland | Professional | 2015 |
| Wilson, Candy | Lincoln | Standard | 1/4/2014 |
| Ziegenbein, Mary | Ashland | Standard | 2013 |

*pending certificate renewal

Para-Professional

| | |
|----------------------|---------|
| Kimberly Beckenhauer | Ceresco |
| Peggy Curtis | Ashland |
| Angie Goff | Ashland |
| Lori Howard | Ashland |
| Ginger Rist | Ashland |

Cooks

| | |
|----------------|---------|
| Peggy Curtis | Ashland |
| Ginger Rist | Ashland |
| Janice Newsham | Ashland |

Custodian

| | |
|-------------------|---------|
| Virginia Armbrust | Ashland |
| Kathy Bogus | |
| Peggy Curtis | Ashland |



Message

Tue, Aug 18, 2009 11:13 AM

From: **Jonathan Jaworski**
To: **Craig Pease**

Subject: **Band Trip**

Craig--

I'd like to take the senior high band to the World of Fun Music Festival in Kansas City, Missouri again next spring. The group that attended in spring of 2008 had a great time, heard some other fine groups from the region, and received some excellent feedback from the judging panel.

I am looking at Saturday, May 8 as the best date for us to travel. There are no scheduled track or golf meets, and the Studio Dance Recital is the previous weekend, so the majority of the band would be available to attend.

The band's registration cost is \$25.00. Each student in 2008 needed to pay \$26.00 to attend. Bus costs were additional.

The festival's website is <http://festival.worldsoffun.com/> if you need any additional information.

Performance times are already filling up for that date; please let me know if this something that we can do or not.

Thanks!!

Jonathan Jaworski
Director of Instrumental Music
Ashland-Greenwood Public Schools
**Note New E-mail Address: Jonathan.Jaworski@agps.org

July 19, 2009

Code: 287544

SUPERINTENDENT
ASHLAND GREENWOOD SCH DIST 1
1225 CLAY ST
ASHLAND, NE 68003

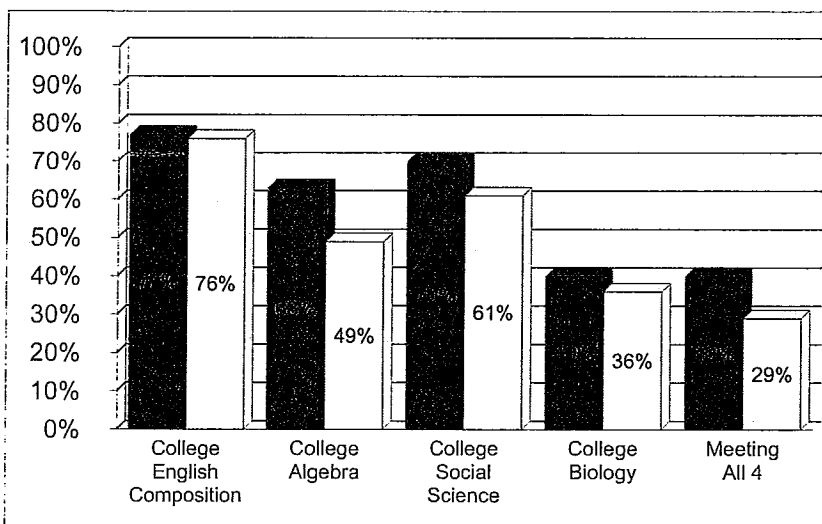
This report reflects the achievement of your graduates on the ACT over time and an indication of the extent to which they are prepared for college-level work. The ACT consists of curriculum-based tests of educational development in English, mathematics, reading, and science designed to measure the skills needed for success in first year college coursework. Table 1 shows the five-year trend of your ACT-tested graduates. From this table you can determine:

- Changes in the number and percentage of participants
- Score changes in subject areas and the ACT composite
- How your graduates compare with state averages

Table 1: Five Year Trends - Average ACT Scores

| Grad Year | Total Tested | | Mathematics | | Reading Test | | Science | | Composite | | | |
|-----------|--------------|--------|-------------|-------|--------------|-------|----------|-------|-----------|-------|------|------|
| | District | State | District | State | District | State | District | State | District | State | | |
| 2005 | 35 | 16,220 | 23.6 | 21.4 | 22.7 | 21.6 | 23.7 | 21.9 | 22.7 | 21.7 | 23.4 | 21.8 |
| 2006 | 44 | 15,892 | 22.0 | 21.5 | 22.8 | 21.6 | 22.4 | 22.2 | 22.5 | 21.8 | 22.5 | 21.9 |
| 2007 | 43 | 16,137 | 22.3 | 21.8 | 22.5 | 21.8 | 22.4 | 22.4 | 22.7 | 21.9 | 22.6 | 22.1 |
| 2008 | 43 | 16,573 | 22.0 | 21.8 | 22.2 | 21.8 | 22.0 | 22.5 | 21.5 | 21.9 | 22.0 | 22.1 |
| 2009 | 30 | 16,286 | 22.9 | 21.9 | 23.2 | 21.8 | 22.5 | 22.5 | 21.9 | 22.0 | 22.8 | 22.1 |

Figure 1. Percent of ACT-Tested Students Ready for College-Level Coursework



Are Your Students Ready for College?

While students will pursue a variety of paths after high school, all students should be prepared for college and work. Through collaborative research with postsecondary institutions nationwide, ACT has established the following as college readiness benchmark scores for designated college courses:

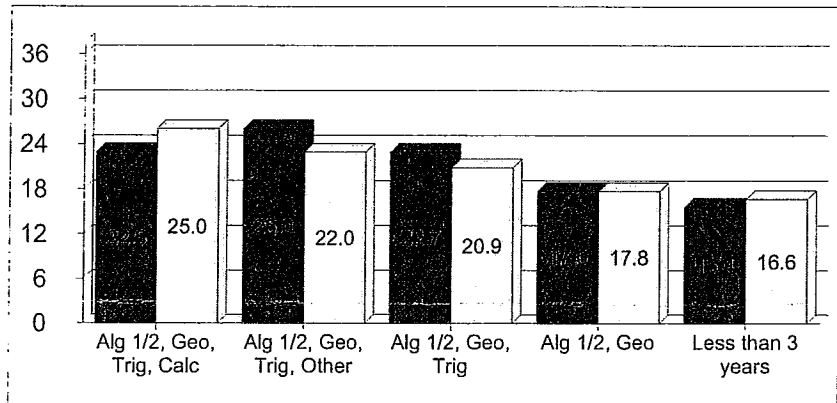
- * English Composition: 18 on ACT English Test
- * Algebra: 22 on ACT Mathematics Test
- * Social Science: 21 on ACT Reading Test
- * Biology: 24 on ACT Science Test

A benchmark score is the minimum score needed on an ACT subject-area test to indicate a 50% chance of obtaining a B or higher or about a 75% chance of obtaining a C or higher in the corresponding credit-bearing college courses.

A High School College Readiness Letter has been sent to the Principal of each high school with at least one ACT-tested graduate.

ACT Research has shown that it is the rigor of coursework - rather than simply the number of core courses - that has the greatest impact on ACT performance and college readiness. Figures 2 and 3 report the value added by increasingly rigorous coursework in mathematics and science respectively.

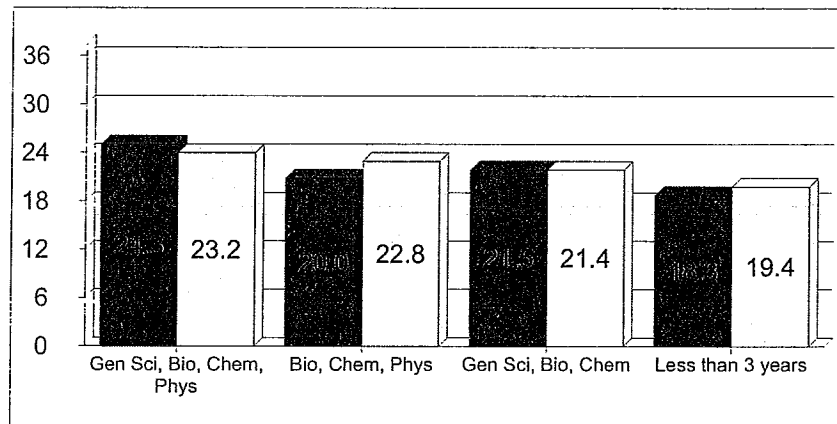
Figure 2. Average ACT Mathematics Scores by Course Sequence



Value Added by Mathematics Courses

Students who take a minimum of Algebra 1, Algebra 2, and Geometry typically achieve higher ACT Mathematics scores than students who take less than three years of mathematics. In addition, students who take more advanced mathematics courses substantially increase their ACT Mathematics score.

Figure 3. Average ACT Science Scores by Course Sequence



Value Added by Science Courses

Students taking Biology and Chemistry in combination with Physics typically achieve higher ACT Science scores than students taking less than three years of science courses.

In order to ensure that all students are ready for college and work, an overview of vital action steps is provided.

College Readiness for All: An Action Plan for Schools and Districts

- 1. Create a Common Focus.** Establish collaborative partnerships with local and state postsecondary institutions to come to a shared understanding of what students need to know for college and workplace readiness. Use ACT's College Readiness Standards and the ACT as a common language to define readiness.
- 2. Establish High Expectations for All.** Create a school culture that identifies and communicates the need for all students to meet or exceed College Readiness Benchmark Scores.
- 3. Require a Rigorous Curriculum.** Review and evaluate the rigor and alignment of courses offered and required in your school in English, mathematics, and science to ensure that the foundational skills leading to readiness for college-level work are taught, reaffirmed, and articulated across courses.
- 4. Provide Student Counseling.** Engage all students in early college and career awareness, help them to set high aspirations, and ensure that they plan a rigorous high school coursework program.
- 5. Measure and Evaluate Progress.** Monitor and measure every student's progress early and often using college readiness assessments like EXPLORE, PLAN and the ACT. Make timely interventions with those students who are not making adequate progress in meeting college readiness standards.

To learn more about these recommended action steps and ACT programs that will help improve college readiness for your students, contact your ACT Regional Director at 916-631-9200 or email westreg@act.org.