



**Ashland-Greenwood Public Schools  
Board of Education Meeting  
February 17, 2014  
5:15 PM  
Conference Room, High School  
1842 Furnas Street  
Ashland, NE 68003  
Regular Meeting**

1. Call to Order. Roll Call.
2. Acknowledgement of Open Meetings Law posting.
3. Pledge of Allegiance
4. Recognition of public participation.
5. Visitors and Communication from the public.
6. Approval of changes in the mailed agenda and/or changes in the agenda order.
7. Approval of Consent Agenda Items
  - a. Approval of minutes of previous meetings:
    - i. 1/20/2014 annual meeting (pgs. 1-3)
    - ii. 1/20/2014 regular meeting (pgs. 4-9)
    - iii. 2/3/2014 regular meeting (pgs. 10-13)
  - b. Acceptance of Financial Reports (pgs. 14-23)
  - c. Action on Claims (pgs. 24-29)
  - d. Approval of Contracts
    - i. Membership Dues for Nebraska Association of School Boards (pg. 30)
8. Administrators' and Practitioners' reports
  - A. Administrative Team
9. Old Business
  - a. Motion to excuse/approve the absence of board member(s).
  - b. Discussion and action to approve Master Agreement with the AGEA for all certified staff teaching ½ time or more for the 2014-15 and 2015-16 school terms. (pgs. 31-46)
  - c. Discussion and action to opt out of Open Enrollment for 2014-15. (pg. 47)
10. New Business
  - a. Discussion and action to accept the resignation of non-certificated staff. (pg. 48)
  - b. Discussion and action to approve option enrollment grade level capacities.  
(To Be Distributed)
  - c. Discussion on capital outlay. (To Be Distributed)

## 11. Informational items

- ESU 2 Annual School Board Dinner: February 26, 2014 at 6:00 PM. Fremont Country Club.
- 2014 Education Forum; February 27<sup>th</sup> and 28<sup>th</sup> – Kearney
- NASB Judge and Jury Workshop: March 18<sup>th</sup>, 2014 - Omaha

12. The next meeting is set for Monday, **March 17th, 2014 at 7:30 PM** in the conference room at the Ashland-Greenwood High School; 1842 Furnas Street; Ashland, NE 68003. An agenda for the meeting shall be kept continuously current in the Office of the Superintendent of Schools at 1225 Clay Street in Ashland, NE 68003.

### **BOARD OF EDUCATION MEETING INFORMATION:**

*The Ashland-Greenwood Public Schools Board of Education is empowered to act on any item listed on the agenda at any time during the meeting, irrespective of the time or order listed. Pages listed, or further detail, are available upon request. The Open Meetings Act requires and the intention of the Board is that agenda items be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The Ashland-Greenwood Board of Education releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question or needs clarification about the sufficiency of a descriptive item should contact the Office of the Superintendent of Schools.*

**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.*

### **REQUEST FOR CLOSED SESSIONS:**

The Ashland-Greenwood Public Schools is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; b) discussion regarding deployment of security personnel or devices; c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and e) legal advice.

**Ashland-Greenwood Public Schools  
Board of Education  
Meeting Minutes  
January 20, 2014**

**Opening**

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened open and public session on January 20, 2014

**Attendance**

The roll was called and the following Board members were present:

**Attendance Taken at 7:30 PM:**

Present Board Members:

Melvin Cerny  
Kevin Garner  
David Nygren  
Karen Stille  
Tom Walsh

Absent Board Members:

Suzanne Sapp

**Notice**

Notice of the meeting was posted in advance in the Superintendent's Office, 1225 Clay Street, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and Centennial Bank, 2433 Silver St., 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.

A brief summary of board proceedings and list of claims will be published in the Ashland Gazette.

**1. Call to Order. Roll Call.**

Discussion:

The annual meeting was convened in open and public session at 7:30 p.m on January 20, 2014 by Karen Stille.

**2. Acknowledge of Open Meetings Law posting.**

Discussion:

Karen Stille announced and informed the public of the current copy of the Open Meetings Act in the meeting room.

**3. Pledge of Allegiance.**

Discussion:

All stood and recited the Pledge of Allegiance.

**4. Appointment of superintendent of Schools as Temporary Chairperson**

**5. Elections**

**5.1. Election of a Board President for 2014**

**Motion Passed:** Nomination of Kevin Garner for the office of president passed with a motion by David Nygren and a second by Melvin Cerny.

Melvin Cerny	Yes
Kevin Garner	Abstain
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**5.2. Election of Board Vice President**

**Motion Passed:** Nomination of Tom Walsh for the office of vice president passed with a motion by David Nygren and a second by Karen Stille.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Abstain

**5.3. Election of a Board Secretary 2014**

**Motion Passed:** Nomination of David Nygren for office of Board Secretary passed with a motion by Tom Walsh and a second by Melvin Cerny.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

**6. Appointments**

**6.1. Appointment by the Board of an Executive**

**Motion Passed:** Appointment of Carrie Holz to be the Executive Secretary of the Board passed with a motion by Tom Walsh and a second by Melvin Cerny.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**6.2. Appointment by the Board of School District Legal Counsel.**

**Motion Passed:** Reappointment of the law firm of Perry, Guthery, Haase and Gessford as district legal counsel passed with a motion by Karen Stille and a second by Tom Walsh.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**6.3. Re-Appointment of Board member to Foundation Board of Directors**

**Motion Passed:** Re-appointment of Board member Suzanne Sapp to Foundation Board of Directors passed with a motion by Tom Walsh and a second by Melvin Cerny.

Melvin Cerny	Yes
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Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**7. Designation of a District Newspaper**

**Motion Passed:** Redesignation of the Ashland Gazette as the district newspaper passed passed with a motion by David Nygren and a second by Karen Stille.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**8. Adjournment**

Discussion:  
Meeting adjourned at 7:34 p.m.

**Ashland-Greenwood Public Schools  
Board of Education  
Meeting Minutes  
January 20, 2014**

**Opening**

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened open and public session on January 20, 2014

**Attendance**

The roll was called and the following Board members were present:

**Attendance Taken at 7:36 PM:**

Present Board Members:

Melvin Cerny  
Kevin Garner  
David Nygren  
Karen Stille  
Tom Walsh

Absent Board Members:

Suzanne Sapp

Updated Attendance:

Suzanne Sapp was updated to present at: 8:50 PM

**Notice**

Notice of the meeting was posted in advance in the Superintendent's Office, 1225 Clay Street, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and Centennial Bank, 2433 Silver St., 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.

A brief summary of board proceedings and list of claims will be published in the Ashland Gazette.

**1. Call to Order. Roll Call.**

Discussion:

A regular 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 January, 2014 by President Garner.

**2. Acknowledge of Open Meetings Law posting.**

Discussion:

President Garner announced and informed the public of the current copy of the Open Meetings Act in the meeting room.

**3. Recognition of public participation**

Discussion:

There was no public participation.

**4. Visitors and Communication from the public.**

Discussion:

There were no visitors or communication from the public.

**5. Approval of changes in the mailed agenda and/or changes in the agenda order.**

Discussion:  
There were no changes to the mailed agenda.

**6. Approval of Consent Agenda Items.**

**Motion Passed:** Approval of consent agenda including previous board meeting minutes, current monthly financial statements for all accounts and current monthly claims for all accounts. No contracts were presented. passed with a motion by Melvin Cerny and a second by David Nygren.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**7. Administrators' and Practitioners' Reports**

**7.1. Ms. Finkey**

Discussion:  
Mrs. Finkey reported to the board on the Nebraska Teacher Evaluation Pilot program including opportunities for staff collaboration and collection of staff feedback. Mrs. Finkey reported on the January 3 staff in-service which focused on the Seven Effective Practices from the NDE Teacher Evaluation Pilot model. Mrs. Finkey discussed the teacher ratings. Mrs. Finkey also discussed plans of improvement and plans of assistance as a result of evaluations. Discussion was held.

**7.2. Ms. Bray**

Discussion:  
Mrs. Bray reported on parent meetings held at the Elementary School which included a Title I Parent Meeting and the Jan. 13 PTO meeting that Kindergarten teachers shared information on early literacy skills. Mrs. Bray also reported on staff professional activities and mid year evaluations.

Mrs. Bray told board members that a guest speaker, Diane Gubbels is coming to kick off the Young Authors Program in February.

**7.3. Mr. Jacobsen**

Discussion:  
Mr. Jacobsen reported on the Back to School Student Assembly that served as reminder to students of expectation, motivation and celebration. He included the I CAN/WE CAN attitude in the assembly. During the assembly students were recognized for applying or being accepted to college. Mr. Jacobsen also reported on staff development in his building.

**7.4. Dr. Kassebaum**

Discussion:  
Dr. Kassebaum reported on legislative updates, two proposals would limit the valuation of ag land. These would not be favorable for our district. One legislation proposal would lower the local effort number to \$1.00, this may benefit the district.

Dr. Kassebaum asked the board to take a look at the completed independent study rooms and counselor office. The construction will begin on the Superintendent's Office within the next few weeks.

**8. Old Business**

**8.1. Discussion and possible action HVAC project at MS/HS**

Discussion:

Eric Sherman from SES presented to the board a project update including information on HVAC project at the MSHS. Bids were similar. Kingery came in with the low bid. Mr. Sherman discussed suggested savings and scope savings and return on investment. Discussion was held. Dr. Kassebaum advised the board he is waiting on a few final items and numbers; this matter will be brought to the board at the February 3, 2014 meeting for possible action.

**8.2. Discussion and action to approve school calendar for 2014-15**

**Motion Passed:** Approval of 2014-15 school calendar passed with a motion by David Nygren and a second by Tom Walsh.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9. New Business**

**9.1. Discussion and action to suspend policy 6111.1 and to give the superintendent discretion in the dismissal of school as it is related to the state wrestling tournament**

Discussion:

Dr. Kassebaum asked to suspend policy 6111.1 and to give him the discretion for dismissal of school. This would give him the authority to cancel school in the event there are students qualifying for the State Wrestling Tournament.

**Motion Passed:** Approval to suspend 6111.1 and give the superintendent discretion in the dismissal of school as it is related to the state wrestling tournament for February 2014 passed with a motion by Karen Stille and a second by Melvin Cerny.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.2. Discussion and action to add non-certificated substitute**

**Motion Passed:** Approval of Rachel Hegwood as a non certified substitute passed with a motion by Tom Walsh and a second by David Nygren.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.3. Discussion and action to add certified substitute**

**Motion Passed:** Approval of Beth Benes as a substitute teacher passed with a motion by Melvin Cerny and a second by Tom Walsh.

Melvin Cerny	Yes
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Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.4. Discussion and action to hire Head MS Wrestling Coach**

**Motion Passed:** Approval to hire Cole Washburn as Head Middle School Wrestling Coach passed with a motion by David Nygren and a second by Karen Stille.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.5. Discussion and action to approve overnight travel request**

**Motion Passed:** Approval for overnight and long distance travel in the event student athletes qualify for State Wrestling Tournament Feb 20 & Feb 21 passed with a motion by Melvin Cerny and a second by Tom Walsh.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.6. Appointment of President of Board Committees and Assignments**

**Motion Passed:** Appoitment of Board Committees as follows: BUILDING, GROUNDS & TRANSPORTATION COMMITTEE: Mel Cerny, Dave Nygren and Suzanne Sapp. PERSONNEL COMMITTEE: Kevin Garner, Karen Stilleand Tom Walsh. FINANCE COMMITTEE: Dave Nygren, Karen Stille, Tom Walsh. CURRICULUM & AMERICANISM COMMITTEE: Mel Cerny, Kevin Garner, and Suzanne Sapp. NON-CERTIFIED SALARY TEAM: Dave Nygren, Kevin Garner, and Suzanne Sapp. CERTIFIED STAFF NEGOTIATIONS TEAM: Mel Cerny, Karen Stille and Tom Walsh. SAFETY AND SECURITY COMMITTEE: Kevin Garner. FOUNDATION BOARD OF DIRECTORS: Suzanne Sapp. STUDENT WELLNESS COMMITTEE: Karen Stille passed with a motion by David Nygren and a second by Melvin Cerny.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.7. Appointment of Zach Kassebaum as District Representative for all state and federal programs**

**Motion Passed:** Appointment of Zach Kassebaum as District Representative for all state and federal programs passed with a motion by Tom Walsh and a second by Karen Stille.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.8. Declaration of Conflict of Interest by Board Members for the record**

Discussion:

Melvin Cerny noted no conflicts for the record.

Kevin Garner noted no conflicts for the record.

David Nygren noted for the record that his wife Shari Nygren is employed by the district as a Kindergarten teacher. He also noted he is a board member for the Ashland Youth Ball Association, AYBA.

Suzanne Sapp noted for the record that she is a substitute teacher for the district. She also noted for the record her husband's business is Lee Sapp Ford-Mercury, Ashland, NE.

Karen Stille noted for the record that she is a member of the Ashland Chamber of Commerce Board and St. Mary's Catholic Church Board of Directors.

Tom Walsh noted for the record his sister Kayla Laune is a teacher for the district. Tom Walsh noted for the records he is a board member for the Ashland Library Board of Directors. Tom Walsh also noted that his wife is the President of the Ashland Area Chamber of Commerce.

**9.9. Consideration and action to appoint Farmers and Merchants Bank, Core Bank and Nebraska Liquid Asset Fund as district depositories and investment account for all funds**

**Motion Passed:** Approval of appointment of Farmers and Merchants Bank, Core Bank and Nebraska Liquid Asset Fund as district depositories and investment account for all funds passed with a motion by Melvin Cerny and a second by David Nygren.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.10. Action to seek legal counsel of other than Perry, Guthery, Haase and Gessford of Lincoln, Nebraska on specific topics in which there is a conflict of interest and/or when deemed in the best interest of Ashland-Greenwood Public Schools.**

**Motion Passed:** Approval to seek legal counsel of other than Perry, Guthery, Haase and Gessford of Lincoln, Nebraska on specific topics in which there is a conflict of interest and/or when deemed in the best interest of Ashland-Greenwood Public Schools passed with a motion by Tom Walsh and a second by Karen Stille.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.11. Discussion and action to pay annual dues to Ashland Area Chamber of Commerce and renew membership.**

**Motion Passed:** Approval to renew membership with Ashland Area Chamber and to pay annual dues of \$325 passed with a motion by Melvin Cerny and a second by David Nygren.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Abstain

**9.12. Discussion and action to accept the resignation of certificated staff member**

**Motion Passed:** Acceptance with regret of resignation of Kelli Garwood at the conclusion of the 2013-14 school year passed with a motion by David Nygren and a second by Tom Walsh.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.13. Closed Session: For the protection of public interest and for the prevention of needless injury to the reputation of individual**

**Motion Passed:** Approval of entry to closed session at 8:54 p.m. for discussion strategy session in regard to negotiations for protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law passed with a motion passed with a motion by Tom Walsh and a second by Karen Stille.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Absent
Karen Stille	Yes
Tom Walsh	Yes

**9.14. Reconvene**

**Motion Passed:** Approval to reconvene at 10:30 p.m. passed with a motion by Tom Walsh and a second by Karen Stille.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

**10. Informational Items**

**10.1. 2014 Education Forum, February 27 & February 28 in Kearney.**

**10.2. Notice of Board election**

**11. Call for Next Meeting**

Discussion:

The next meeting is set for 7:30 p.m. Monday, February 3, 2014. All meetings are held in Ashland-Greenwood Middle/High School, Conference Room at 1842 Furnas Street, Ashland, NE 68003. Notice of the meeting are posted in advance in the Superintendent's Office, 1225 Clay Street, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and CORE Bank, 2433 Silver St., Ashland, NE. All meetings are open to the public. An agenda for the meeting shall be kept continuously current in the Office of the Superintendent of Schools at 1225 Clay Street.

**12. Adjournment.**

Discussion:

The meeting adjourned at 10:32 p.m.

**Ashland-Greenwood Public Schools  
Board of Education  
Meeting Minutes  
February 03, 2014**

**Opening**

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened open and public session on February 03, 2014

**Attendance**

The roll was called and the following Board members were present:

**Attendance Taken at 7:30 PM:**

Present Board Members:

Kevin Garner  
David Nygren  
Suzanne Sapp  
Karen Stille  
Tom Walsh

Absent Board Members:

Melvin Cerny

**Notice**

Notice of the meeting was posted in advance in the Superintendent's Office, 1225 Clay Street, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and Centennial Bank, 2433 Silver St., 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.

A brief summary of board proceedings and list of claims will be published in the Ashland Gazette.

**1. Call to Order. Roll Call.**

Discussion:

A regular 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 February, 2014 by President Garner.

**2. Acknowledge of Open Meetings Law posting.**

Discussion:

President Garner announced and informed the public of the current copy of the Open Meetings Act in the meeting room.

**3. Pledge of Allegiance.**

Discussion:

All stood and recited the Pledge of Allegiance.

**4. Recognition of public participation**

Discussion:

There was no public participation.

**5. Visitors and Communication from the public.**

Discussion:

There were no visitors or communications from the public.

**6. Approval of changes in the mailed agenda and/or changes in the agenda order.**

Discussion:

There were no changes to the mailed agenda.

**7. Administrators' and Practitioners' Reports**

**7.1. Dr. Kassebaum**

Discussion:

Dr. Kassebaum reported on fire code issues being addressed at the MSHS due to the building project.

**8. Old Business**

**8.1. Motion to excuse/approve the absence of board member(s).**

**Motion Passed:** Approval to excuse/approve the absence of Melvin Cerny passed with a motion by Karen Stille and a second by Suzanne Sapp.

Melvin Cerny	Absent
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

**8.2. Discussion and possible action to enter agreement with Specialized Engineering Solutions**

**Motion Passed:** Approval of contract with SES, Specialized Engineering Solutions to provide mechanical engineering services for the mechanical upgrade at the high school with a fixed fee of \$30,000.00 passed with a motion by Suzanne Sapp and a second by Tom Walsh.

Melvin Cerny	Absent
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

**8.3. Discussion and possible action to select Kingery Construction as contractor to proceed with HVAC project**

**Motion Passed:** Approval of Kingery CONstruction as contractor to proceed with HVAC project for the bid of \$600,000 passed with a motion by David Nygren and a second by Karen Stille.

Melvin Cerny	Absent
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

**9. New Business**

**9.1. Discussion and action to approve travel request per FBLA**

**Motion Passed:** Approval of overnight travel for FBLA members to FBLA State Leadership Conference trip on April 3 - 5, 2014 passed with a motion by Suzanne Sapp and a second by Karen Stille.

Melvin Cerny	Absent
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

**9.2. Accept resignation of certified staff members**

**Motion Passed:** Approval to accept with regret the resignations of Jean Bernth, Megan Laune and Patricia Yardley passed with a motion by David Nygren and a second by Suzanne Sapp.

Melvin Cerny	Absent
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

**9.3. Discussion and action to approve the purchase of new ban uniforms**

**Motion Passed:** Approval of new band uniforms with a district contribution of \$40,000 towards the purchase passed with a motion by David Nygren and a second by Suzanne Sapp.

Melvin Cerny	Absent
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

**9.4. Closed Session: for protection of public interest and for the prevention of needless injury to the reputation of individuals(s).**

**Motion Passed:** Approval of entry to closed session at 8:59 p.m. for discussion strategy session in regard to collective bargaining for protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law passed with a motion passed with a motion by Karen Stille and a second by Suzanne Sapp.

Melvin Cerny	Absent
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

**9.5. Reconvene**

**Motion Passed:** Approval to reconvene at 9:25 p.m. passed with a motion by Tom Walsh and a second by Kevin Garner.

Melvin Cerny	Absent
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

**10. Informational Items**

**10.1. 2014 Education Forum, Feb 27 and Feb 28, 2014 in Kearney, NE**

**10.2. ESU 2 Board Dinner, Wednesday Feb 26, Fremont Country Club**

**11. Call for Next Meeting**

Discussion:

The next meeting is set for Monday, February 17, 2014 at 5:15 p.m. All meetings are held in Ashland-Greenwood Middle/High School, Conference Room at 1842 Furnas Street, Ashland, NE 68003. Notice of the meeting are posted in advance in the Superintendent's Office, 1225 Clay Street, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and CORE Bank, 2433 Silver St., Ashland, NE. All meetings are open to the public. An agenda for the meeting shall be kept continuously current in the Office of the Superintendent of Schools at 1225 Clay Street.

**12. Adjournment.**

Discussion:

The meeting adjourned at 9:26 p.m.

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

MONTH ENDING Jan-14

GENERAL FUND

Beginning Balance \$ 4,645,610.96

RECEIPTS

1/8/14	NASB Medicaid Admin Reimb	\$7,993.41
1/10/14	Sarpy Co Property Taxes	\$3,005.21
1/10/14	Sarpy Co MV	\$2.94
1/14/14	Saunders County MV	\$12,559.67
1/14/14	Saunders County MV Pro Rate	\$1,908.53
1/14/14	Saunders County Fines	\$1,239.69
1/14/14	Saunders Co Property	\$537,487.66
1/15/14	Cass County MV	\$10,164.10
1/15/14	Cass County Fines & Licenses	\$1,163.52
1/15/14	Cass County Property Taxes	\$152,726.37
1/15/14	Cass County MV Prorate	\$940.61
1/17/14	Sped SA Reimb 12-13	\$69,411.00
1/28/14	Autism Action Circle of Friends Grant	\$1,000.00
1/29/14	Saunders County MV	\$12,894.11
1/29/14	Saunders County MV Pro Rate	\$98,371.46
1/31/14	NE State Aid	\$188,327.62
1/30/14	F & M CD Interest	\$634.77
1/31/14	NLAF Interest	\$67.22
1/31/14	F & M Interest	\$ 42.76

\$1,099,940.65 \$ 5,745,551.61

DISBURSEMENTS

Jan Claims	\$ 664,354.95
Payment/Stipend Paid/Dividend	\$ (43,474.61)

Total

\$ 620,880.34 \$ 5,124,671.27

ENDING BALANCE

\$ 5,124,671.27

RECONCILIATION

NLAF Liquid Balance	\$ 3,222,497.40
Plus: F& M Bank Balance	\$ 465,971.58
Plus General Fund Investments	\$1,438,064.01
Less: Outstanding Claims	\$ 1,861.72
Reconciled Balance	\$ 5,124,671.27

\$ 5,124,671.27



**ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT**

**MONTH ENDING Jan-14**

**ADMINISTRATIVE OPERATIONS ACCOUNT**

	Beginning Balance			\$	1,434.88
	<u>RECEIPTS</u>				
1/22/14	GF Deposit	\$	124.32		
	<b>Total</b>			\$	124.32
				\$	1,559.20
	<u>DISBURSEMENTS</u>				
1/14/14	J Eager, Transp: Mileage	\$	28.60		
1/14/14	J Eager, Bus Permit	\$	7.50		
1/17/14	S Nygren, Mileage	\$	23.10		
1/27/14	C Holz, Wkshop Mileage	\$	39.60		
1/30/14	USPS, Newsletter Postage	\$	22.83		
	<b>Total</b>			\$121.63	\$ 1,437.57
	Ending Balance				\$ <u>1,437.57</u>
	<u>RECONCILIATION</u>				
	Bank Balance	\$	1,460.40		
	Less: Claims Outstanding	\$	22.83		
	Reconciled Balance	\$	<u>1,437.57</u>		\$ <u>1,437.57</u>

**PAYROLL ACCOUNT**

	Beginning Balance			\$	16,360.65
	<u>RECEIPTS</u>				
	General Fund	\$	457,578.46		
	Hot Lunch	\$	13,201.44		
	Employee CS Payment	\$	369.00		
	FM National Bank: Interest	\$	3.47		
	Emp Monthly Prem	\$	<u>1,040.42</u>		
	<b>Total</b>			\$	472,192.79
				\$	488,553.44
	<u>DISBURSEMENTS</u>				
	Net Payroll	\$	281,300.46		
	Retirement		\$80,418.78		
	State Tax Withholdings		\$12,610.66		
	Federal/FICA Taxes		\$96,450.00		
	CS Payment	\$	369.00		
	Retiree Life Insurance Mo. Premium	\$	159.00		
	Emp Health Insurance Mo Premium	\$	<u>1,068.49</u>		
	<b>Total</b>			\$	472,376.39
	Ending Balance				\$ <u>16,177.05</u>
	<u>RECONCILIATION</u>				
	Bank Balance	\$	16,177.05		
	Claims Outstanding	\$	-		
		\$	<u>16,177.05</u>		
	Receipts Outstanding	\$	-		
	Reconciled Balance	\$	<u>16,177.05</u>		\$ <u>16,177.05</u>

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

MONTH ENDING Jan-14

EMPLOYEE BENEFIT (SECTION 125) ACCOUNT

Beginning Balance			\$	9,482.89
<u>RECEIPTS</u>				
Employee Payroll Deposit	\$	9,788.93		
Centennial Bank: Interest	\$	0.40		
<b>Total</b>			\$	9,789.33
			\$	19,272.22
<u>DISBURSEMENTS</u>				
Payflex, Employee Benefit	\$	1,963.38		
Payflex, Employee Benefit	\$	2,696.89		
Payflex, Employee Benefit	\$	4,168.67		
Payflex, Employee Benefit	\$	4,159.41		
Payflex, Employee Benefit	\$	3,278.28		
<b>Total</b>			\$	16,266.63
			\$	3,005.59
Ending Balance				<u>\$ 3,005.59</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	3,005.59		
Outstanding Claims				
Misdirected Deposit	\$	-		
Reconciled Balance	\$	3,005.59		<u>\$ 3,005.59</u>

SPECIAL BUILDING ACCOUNT

Beginning Balance			\$	967,426.78
<u>RECEIPTS</u>				
F & M Interest	\$	105.41		
NLAF - Money Market: Interest	\$	8.19		
<b>Total</b>			\$	113.60
			\$	967,540.38
<u>DISBURSEMENTS</u>				
<b>Total</b>			\$0.00	\$ 967,540.38
Ending Balance				<u>\$ 967,540.38</u>
<u>RECONCILIATION</u>				
F&M Bank Balance	\$	620,656.55		
NLAF #9300590 Balance	\$	346,883.83		
Outstanding Claims	\$	-		
Reconciled Balance	\$	967,540.38		<u>\$ 967,540.38</u>

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

MONTH ENDING Jan-14

QUALIFIED CAPITAL PURPOSE FUND

Beginning Balance			\$	35,417.47
<u>RECEIPTS</u>				
Sarpy County	\$	31.19		
Saunders County	\$	5,589.06		
Saunders County	\$	2,635.97		
Interest		\$3.26		
<b>Total</b>			\$	8,259.48
<u>DISBURSEMENTS</u>				
Simplex, Fire Alarm Upgrades	\$	4,050.00		
<b>Total</b>			\$	4,050.00
Ending Balance			\$	<u>39,626.95</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	39,626.95		
Less: Outstanding Claims	\$	-		
Plus: Outstanding Deposits misdirected deposit				
Reconciled Balance	\$	<u>39,626.95</u>	\$	<u>39,626.95</u>

DEPRECIATION FUND

Beginning Balance			\$	339,298.87
<u>RECEIPTS</u>				
F&M National Bank, Interest	\$	28.82		
<b>Total</b>			\$	28.82
			\$	339,327.69
<u>DISBURSEMENTS</u>				
<b>Total</b>			\$	-
			\$	339,327.69
Ending Balance			\$	<u>339,327.69</u>
<u>RECONCILIATION</u>				
F & M Bank Balance	\$	339,325.27		
NLAF Balance	\$	2.42		
Less: Outstanding Claims	\$	-		
	\$	<u>339,327.69</u>		
Reconciled Balance	\$	<u>339,327.69</u>	\$	<u>339,327.69</u>

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

MONTH ENDING Jan-14

STUDENT FEE FUND

Beginning Balance			\$	4,337.60
<u>RECEIPTS</u>				
Participation Fees	\$	50.00		
Interest	\$	0.18		
<b>Total</b>			\$50.18	\$ 4,387.78
<u>DISBURSEMENTS</u>				
<b>Total</b>			\$0.00	
Ending Balance			\$	<u>4,387.78</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	4,387.78		
Claims Outstanding				
Misdirected Deposit				
Reconciled Balance	\$	<u>4,387.78</u>		\$ <u>4,387.78</u>

HOT LUNCH ACCOUNT

		Beginning Balance	\$	36,114.32
<u>RECEIPTS</u>				
Student and Staff Deposits	\$	15,850.05		
Online Student Deposits	\$	11,134.85		
Federal & State Reimbursement	\$	16,011.84		
F&M National Bank: Interest	\$	3.84		
Vending Proceeds	\$	320.19		
<b>Total</b>			\$ 43,320.77	\$ 79,435.09
<u>DISBURSEMENTS</u>				
Wages & Benefits	\$	13,403.75		
Food/ Supplies/ Contracted Services	\$	21,747.84		
less	\$	(0.07)		
<b>Total</b>			\$ 35,151.52	\$ 44,283.57
Ending Balance			\$	<u>44,283.57</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	45,903.91		
Claims Outstanding		\$2,134.44		
	\$	<u>43,769.47</u>		
Receipts Outstanding	\$	514.10		
Reconciled Balance	\$	<u>44,283.57</u>		\$ <u>44,283.57</u>
Student and Staff Deposits Held on Account - End of Month			\$	15,441.90

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT

MONTH ENDING Jan-14

**INVESTMENTS**

Date Bought	Security Description	Maturity Date	Rate	Investment
<b>General Fund Investments</b>				
1/30/14	Farmers & Merchants Bank, Ashland	01/30/15	0.3000%	\$840,096.09
10/22/13	Core Bank, Ashland	10/22/14	0.4000%	\$101,967.92
11/7/13	One West Bank, California	11/07/14	0.7000%	\$248,000.00
11/7/13	Israel Discount Bank, NY, NY	11/07/14	0.7000%	\$248,000.00
<b>Total Investments</b>				<u>\$1,438,064.01</u>

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

<b>CENTENNIAL BANK</b>		
FDIC INSURANCE		<u>\$ 250,000.00</u>
Total Secured		<u>\$ 250,000.00</u>
<b>FARMERS AND MERCHANTS BANK</b>		
FDIC INSURANCE		\$ 250,000.00
<b>Pledged Safekeeping Security</b>	<b>Total Face Value</b>	<b>Actual Value</b>
Various pledged amounts at Agencies, Municipals, SBA, CD's etc, monitored by: Farmers Merchant Bank	\$ 3,415,516.00	\$ 2,845,516.00
Total Secured		<u>\$ 3,095,516.00</u>

**FINANCIAL STATEMENT  
ACTIVITY FUND**

**FOR MONTH ENDING Jan-14**

				<i>Beginning Balance</i>			\$100,158.37
<i>Date</i>	<i>Check #</i>	<i>Payee</i>	<i>Description</i>	<i>Receipt</i>	<i>Disbursed</i>	<i>Balance</i>	
<b>ATHLETICS</b>							\$ 9,814.65
1/6/14		Gate	BB vs Mt. Michael	\$ 474.00			
1/8/14		Gate	HS Wr vs Gross, Mt Michael	\$ 346.00			
1/9/14		Patron	Donation	\$ 1,428.00			
1/9/14	011613	Jeremy Broz	Wr Trny Official		\$ 310.00		
1/9/14	011614	RMH Systems	Scale		\$ 263.16		
1/9/14	011616	Deena Curtis	FB Trainer		\$ 135.00		
1/9/14	011617	Garrett J Eikmeier	GB Official		\$ 195.00		
1/9/14	011618	Brad L Fedde	BB Official		\$ 195.00		
1/9/14	011619	Rod Foutch	Wr Trny Official		\$ 285.00		
1/9/14	011620	Heath Holtz	JV BB Official		\$ 100.00		
1/9/14	011621	Sean Johnston	GB Official		\$ 210.00		
1/9/14	011622	Nebraska Sports	Embroidery Charges		\$ 88.50		
1/9/14	011623	Lincoln Christian	MS BB Trny Fee		\$ 80.00		
1/9/14	011624	Ryan Luetkenhaus	JV BB Official		\$ 100.00		
1/9/14	011626	Justin P. Pavich	BB Official		\$ 195.00		
1/9/14	011630	Jordan M Spatz	Hldy Trny Official		\$ 285.00		
1/9/14	011631	Vincent J. Stremiau	JV BB Official		\$ 100.00		
1/9/14	011632	Syracuse Public Schls	Wr Fees		\$ 125.00		
1/9/14	011634	Timothy S. Washburn	GB Official		\$ 195.00		
1/9/14	011635	Weeping Water PS	JV Wr Trny Fee		\$ 60.00		
1/9/14	011636	Garrett J Eikmeier	BB Official		\$ 195.00		
1/9/14	011637	Heath Holtz	JV GB Official		\$ 100.00		
1/13/14		Gate	AGHS Wr Trny`	\$ 1,099.00			
1/15/14		Various	T Shirt Sales	\$ 645.00			
1/15/14		Gate	GB/BB vs Platteview	\$ 602.00			
1/17/14		Gate	C Boys BB vs Platteview	\$ 106.00			
1/17/14	011638	Awards Unlimited, Inc.	Rotary Track Invite Awards		\$ 841.59		
1/17/14	011639	Steven M Cooley	JV Wr Trny Official		\$ 105.00		
1/17/14	011641	William C Hronek	JV Wr Trny Official		\$ 105.00		
1/17/14	011642	Lee Luetkenhaus	JV BB Official		\$ 50.00		
1/17/14	011643	John Patrick	JV Wr Trny Official		\$ 105.00		
1/17/14	011645	Raymond Central PS	Shooting for a Cure Fundraiser		\$ 1,225.00		
1/17/14	011647	Erin Walker	JV Wr Trny Official, 1/14, 1/24		\$ 150.00		
1/20/14	011649	Dave Aschwege	Athletics: C BB official		\$ 50.00		
1/20/14	011650	Vernon J Breakfield	NCC GB trny offici		\$ 196.00		
1/20/14	011651	Kyle DeBuse	NCC GB trny offici		\$ 206.00		
1/20/14	011652	Garrett J Eikmeier	NCC GB trny offici		\$ 200.00		
1/20/14	011653	Dale A. Eurek	NCC BB trny offici		\$ 171.00		
1/20/14	011654	Brad L Fedde	NCC BB trny offici		\$ 175.00		
1/20/14	011655	Jeremy Gilfry	NCC GB trny offici		\$ 165.00		
1/20/14	011656	Cody Hoegh	NCC BB trny offici		\$ 183.00		
1/20/14	011657	Arl Johnson	Athletics:		\$ 175.00		
1/20/14	011658	Ken Scheel	c bb official		\$ 50.00		
1/20/14	011660	Kyle DeBuse	NCC GB trny offici		\$ 175.00		
1/20/14	011661	Garrett J Eikmeier	NCC BB trny offici		\$ 206.00		
1/20/14	011662	Jeremy Gilfry	NCC BB trny offici		\$ 167.00		
1/20/14	011663	Jeremy Gilfry	NCC BB trny offici		\$ 167.00		
1/21/14		Various	Activity Passes	\$ 300.00			
1/21/14		Various	AGHS Wr Trny Entry Fees	\$ 440.00			

**FINANCIAL STATEMENT  
ACTIVITY FUND**

**FOR MONTH ENDING Jan-14**

1/22/14		Gate	GB/BB vs Yutan	\$	576.00			
1/27/14		Gate	GB/BB vs Syracuse	\$	532.00			
1/28/14	011665	Sean Johnston	NCC GB Trny Official	\$		\$	182.00	
1/28/14	011666	Ryan Luetkenhaus	C BB Official	\$		\$	50.00	
1/28/14	011667	John Moody	NCC GB Trny Official	\$		\$	220.00	
1/28/14	011669	Justin P. Pavich	NCC GB Trny Official	\$		\$	182.00	
1/28/14	011670	Ken Scheel	C BB Official	\$		\$	50.00	
1/28/14	011672	Ken Scheel	NCC GB Trny Official	\$		\$	209.00	
1/29/14		Gate	NCC Trny BB vs DC West	\$	426.00			
1/29/14		Yutan	Wr Trny Entry Fee	\$	110.00			
1/30/14	011673	Kyle DeBuse	NCC BB Trny Official	\$		\$	182.00	
1/30/14	011674	Garrett J Eikmeier	NCC BB Trny Official	\$		\$	230.00	
1/30/14	011675	Brad L Fedde	NCC BB Trny Official	\$		\$	202.00	
1/30/14	011676	Justin P. Pavich	NCC BB Trny Official	\$		\$	186.00	
1/31/14		Gate	NCC Trny GB vs Ft Calhoun	\$	269.00			
<b>TOTALS</b>					<b>\$ 7,353.00</b>	<b>\$ 9,777.25</b>	<b>\$ 7,390.40</b>	
<b>ALUMNI DIGITAL DISPLAY</b>								<b>\$ 3,452.91</b>
					<b>\$0.00</b>	<b>\$ -</b>	<b>\$ 3,452.91</b>	
<b>BAND</b>								<b>\$ 2,083.82</b>
<b>TOTALS</b>					<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,083.82</b>	
<b>DRAMA</b>								<b>\$ 4,234.55</b>
1/17/14	011644	Pioneer Drama Serv.	Play Books	\$		\$	34.75	
					<b>\$ -</b>	<b>\$ 34.75</b>	<b>\$ 4,199.80</b>	
<b>ELM BOOK FAIR</b>								<b>\$ 744.23</b>
<b>TOTALS</b>					<b>\$ -</b>	<b>\$ -</b>	<b>\$ 744.23</b>	
<b>ELM STAFF</b>								<b>\$ 2,809.69</b>
1/17/14		Pepsi Cola	Pop Machine Proceeds	\$	28.84			
1/22/14		First Choice	Elem Snack Proceeds	\$	10.96			
<b>TOTALS</b>					<b>\$39.80</b>	<b>\$ -</b>	<b>\$ 2,849.49</b>	
<b>ELM STUDENT COUNCIL</b>								<b>\$ 5,860.74</b>
1/8/14		General Mills	Boxtops for Education	\$	1,439.60			
<b>TOTALS</b>					<b>\$1,439.60</b>	<b>\$ -</b>	<b>\$ 7,300.34</b>	
<b>FBLA</b>								<b>\$ 9,262.52</b>
1/6/14		Donation	Pop That shot/Ashland Food I	\$	70.00			
1/6/14		Donation	Clubs Choice	\$	174.50			
1/6/14		Donation	Hometown Xmas	\$	16.00			
1/6/14		Donation	T-Shirts	\$	140.65			
1/9/14	011610	Ashland Area Found	ACRC Donations	\$		\$	63.48	
1/9/14	011615	Choice Products USA,	Fundraiser	\$		\$	3,803.50	
1/17/14	011640	Future Bus.s Leaders	State & Nat'l. Dues	\$		\$	400.00	
1/22/14		Various	Concessions, Oxbow Sp Mee	\$	657.00			
1/31/14		SLC Donations	Parent Donations	\$	219.00			
1/31/14		Various	Pop That Shot	\$	92.00			
1/31/14		Clubs Choice Refund	Feed NE Project	\$	12.80			
<b>TOTALS</b>					<b>\$ 1,381.95</b>	<b>\$ 4,266.98</b>	<b>\$ 6,377.49</b>	

**FINANCIAL STATEMENT  
ACTIVITY FUND**

**FOR MONTH ENDING Jan-14**

<b>FFA</b>							\$ 34,109.74
1/7/14	Various	Fruit Surplus Sales	\$	86.00			
1/8/14	Various	Fruit Surplus Sales	\$	36.00			
1/9/14	Various	Cookie Dough Sales	\$	30.00			
1/9/14	011609	4 Seasons Fundraising	Cookie Dough Fundraiser			\$ 12,638.75	
1/13/14	Various	Jerky/Cookie Dough/Fruit Sale	\$	22.00			
1/15/14	Various	Fruit Surplus Sales	\$	25.00			
1/15/14	Various	Fruit Surplus Sales	\$	352.00			
1/15/14	Various	Fruit Surplus Sales	\$	23.80			
1/16/14	Various	Fruit Surplus Sales	\$	38.25			
1/17/14	011648	Wyhe's Choice Fund.	Fundraiser			\$ 2,478.00	
1/21/14		Hot Lunch	Fruit Purchase	\$	210.00		
1/24/14	Public	Jerky Sales	\$	33.00			
1/28/14	011668	Nebraska FFA Assn	AG Fees			\$ 25.00	
1/28/14	011671	Nebraska FFA Assn	Membership Dues			\$ 36.00	
TOTALS			\$	856.05	\$ 15,177.75	\$ 19,788.04	
<b>HONOR SOCIETY</b>							\$ 725.46
1/22/14	Donations	Pennies for Patients	\$	107.66			
1/27/14	Various	Bake Sale	\$	330.00			
TOTALS				\$437.66	\$ -	\$ 1,163.12	
<b>HS STUDENT COUNCIL</b>							\$ 2,032.32
TOTALS			\$	-	\$ -	\$ 2,032.32	
<b>MS/HS STAFF</b>							\$ 1,275.91
1/21/14	Pepsi Cola	Pop Proceeds	\$	48.36			
TOTALS				\$48.36	\$ -	\$ 1,324.27	
<b>MS STUDENT COUNCIL</b>							\$ 1,597.99
TOTALS			\$	-	\$ -	\$ 1,597.99	
<b>PROM ACCT (established 7-2012)</b>							\$ 2,305.77
				\$0.00	\$ -	\$ 2,305.77	
<b>SCHOOL STORE</b>							\$ 186.10
TOTALS			\$	-	\$ -	\$ 186.10	
<b>SENIORS (created 7-2012)</b>							\$ 518.24
				\$ -	\$ -	\$ 518.24	
<b>SHOP</b>							\$ 591.39
TOTALS			\$	-	\$ -	\$ 591.39	
<b>SPANISH CLUB</b>							\$ 244.11
TOTALS			\$	-	\$ -	\$ 244.11	
<b>SPIRIT SQUAD</b>							\$ 5,691.17
1/17/14	011646	Team Ashley	Fundraiser			\$ 74.00	
TOTALS			\$	-	\$ 74.00	\$ 5,617.17	



**FINANCIAL STATEMENT  
ACTIVITY FUND**

**FOR MONTH ENDING Jan-14**

<b>SPEECH</b>							\$ 2,143.80
1/9/14	011611	Awards Unlimited, Inc.	Tournament Awards	\$	627.85		
1/9/14	011625	Millard North HS	Entry Fee	\$	98.00		
1/9/14	011627	School Specialty	Supplies	\$	94.50		
1/9/14	011628	Bruce W Sedivy	Speech Trny Director	\$	300.00		
1/16/14		Various	Fundraising	\$	65.00		
1/17/14		Various	Fundraising	\$	580.00		
1/18/14		Various	Fundraising	\$	150.00		
1/18/14		Various	Fundraising	\$	400.00		
1/20/14	011659	VISA	Judge registration fee	\$	25.00		
1/21/14		Various	Oxbow Sp invite entry fees	\$	1,071.00		
1/22/14		Blair Comm Sch	Entry Fee, Oxbow Speech	\$	48.00		
1/24/14	011664	Lincoln Public Schools	Team Entry Fees	\$	128.00		
1/29/14		Waverly, Platteview	Oxbow Speech Invite Entry Fe	\$	72.00		
1/31/14	011677	Millard PS	Speech Meet Entry Fees	\$	159.00		
TOTALS					\$2,386.00	\$ 1,432.35	\$ 3,097.45
<b>TALENTED/GIFTED ACTIVITES (Formerly OM)</b>							\$ 345.68
TOTALS				\$	-	\$ -	\$ 345.68
<b>VOCAL MUSIC</b>							\$ 3,527.90
1/9/14	011612	Band Shoppe	Show Choir Shoes	\$	107.80		
1/9/14	011629	Southeastern Career Appa	Dress	\$	100.00		
TOTALS				\$0.00	\$ 207.80	\$	\$ 3,320.10
<b>YEARBOOK/ANNUAL</b>							\$ 4,594.97
1/6/14		Linoma Software	Ad	\$	45.00		
1/9/14	011633	Walsworth Pub	First payment			\$ 3,613.83	
1/10/14		T Henson	Tribute	\$	70.00		
1/15/14		Various	MS Yearbooks, Tribute	\$	154.00		
1/21/14		Various	MS Yearbooks	\$	60.00		
1/22/14		Various	MS Yearbooks, Tribute	\$	142.00		
1/27/14		Booster Club	Donation	\$	600.00		
1/30/14		Various	MS & HS Books, Sr Tribute	\$	199.00		
1/31/14		Various	MS Books	\$	72.00		
TOTALS				\$1,342.00	\$ 3,613.83	\$	\$ 2,323.14
<b>INTEREST</b>							\$ 2,004.71
1/31/14		CORE Bank	Interest	\$	3.94		
TOTALS				\$	3.94	\$ -	\$ 2,008.65
<b>ACTIVITY FUND TOTALS ALL ACCOUNTS</b>					\$15,288.36	\$ 34,584.71	\$ 80,862.02

<b>Ending Balance</b>	\$ 80,862.02
Plus: Outstanding Checks	\$ 3,367.48
Less: Outstanding Receipts	
<b>Equals: Bank Balance</b>	<u>\$ 84,229.50</u>

**January 2014 Incomplete  
General Fund Disbursements**

<b>Check</b>	<b>Payable to</b>	<b>Amount</b>	<b>Description</b>
031897	Brooke L Cheleen	\$ 229.21	Physical Therapy
031898	Father Flanagan's Boys' Home	\$ 1,863.75	Student Tuition

Authorized by:

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Ashland-Greenwood Public Schools' Claims  
 General Fund Claims  
 Feb 17, 2014

Check No.	Vendor	Amount	Description
031899	AG Payroll Acct	\$ 280,229.08	Feb Net Payroll
031900	AGEA	\$ 2,667.50	Employee Dues
031901	BCBS	\$ 90,944.51	Payroll Employee Health Ins
031902	COREBank	\$ 9,763.93	Payroll Section 125 Deduct
031903	Guardian	\$ 782.56	Payroll Employee Life Prem
031904	Madison National Life	\$ 1,180.63	Payroll LTD Insurance Prem
031905	MidAmerica 403b	\$ 1,875.00	Payroll Annuity Deduction
031906	AG Payroll Acct	\$ 12,515.37	Payroll State Tax Wthhldg
031907	AG Payroll Acct	\$ 369.00	Child Support Order
031908	AG Payroll Acct	\$ 95,650.02	Payroll Federal Tax Wthhldg
031909	Retirement	\$ 79,331.70	Payroll Retirement Wthhldg
031910	TheStandard	\$ 832.64	Employee Vision Plan
031911	Ashland Auto Parts	\$ 411.39	Transportation: Supplies
031912	Ashland Disposal Service	\$ 230.00	Garbage Service
031913	Ashland Pharmacy	\$ 19.77	School Nurse: Medical Supplies
031914	Stevi Azure	\$ 32.63	Activity Worker
031915	Russel Beard	\$ 47.13	Activity Worker
031916	Bishop Business Equipment Co Inc	\$ 95.80	Supplies
031917	Maris Buller	\$ 230.00	Sped: Respiratory Services
031918	C & L Hardware	\$ 214.50	Maintenance: Supplies
031919	Cash Campbell	\$ 47.13	Activity Worker
031920	Brooke L Cheleen	\$ 591.67	Physical Therapy
031921	City Of Ashland	\$ 1,700.75	All Bldgs Water & Sewer
031922	Dana F Cole & Co., LLP	\$ 3,800.00	Gen Bus: Audit Services
031923	Datavision	\$ 552.50	Inst. Tech.: Comp. Serv.
031924	GovConnection Inc.	\$ 334.67	Elem/Mshs Instr: Supplies
031925	Jennifer S Haralson	\$ 2,536.18	Visually Impaired Service
031926	HARRIS	\$ 60.00	Office Manager Training
031927	Rachel Hegwood	\$ 130.00	Respiratory Services
031928	Scott Howard	\$ 47.13	Activity Worker
031929	Ryleigh Jensen	\$ 25.38	Activity Worker
031930	J. W. Pepper & Son, Inc	\$ 154.82	Instrumental Music: Supplies
031931	Layne Keith Lambert	\$ 47.13	Activity Worker
031932	Jeffrey Laughlin	\$ 215.00	Instr. Tech.: Comp. Services
031933	Matheson Tri-Gas, Inc/Linweld	\$ 91.14	Vo Ag Gas Supply
031934	MCI Communications Services, Inc.	\$ 101.05	Long Distance Service
031935	Meininger Fire Protection Inc	\$ 280.00	Custodial: Qtrly Fire Sprinkler Insp.
031936	Metal Doors And Hardware	\$ 288.00	Maintenance: Lockset
031937	Midwest Technology Prod & Ser	\$ 134.40	Instruction: Shop supplies
031938	NASB	\$ 560.00	2014 Educ. Forum Registrations(4)

Ashland-Greenwood Public Schools' Claims  
 General Fund Claims  
 Feb 17, 2014

Check No.	Vendor	Amount	Description
031939	NECO	\$ 91.80	District Off Security
031940	Nicholson & Associates	\$ 190.00	Random Bus Screenings
031941	U Save Foods Inc/Nash Finch Co	\$ 82.35	Gen Bus, Custodial, COF Supplies
031942	O'Keefe Elevator Co.	\$ 264.54	Custodial: Elev Maint
031943	Omaha World Herald	\$ 572.20	Bldg Admin: Adv & Printing
031944	One Source, Inc	\$ 76.00	Employee Background Check
031945	Omaha Public Power District	\$ 10,522.94	Electriciy
031946	Perry, Guthery, Haase & Gessf	\$ 840.00	Legal Services
031947	Pitney Bowes Postage By Phone	\$ 500.00	All Areas: Postage
031948	Platte Valley Sanitation Inc	\$ 325.00	Custodial: Waste Removal
031949	Quill Corp	\$ 119.06	Admin: Supplies
031950	Raymond Geddes & Company Inc	\$ 113.96	Circle of Friends Grant
031951	Reid's Variety	\$ 6.98	Maintenance: Supplies
031952	Eric Richards	\$ 47.13	Activity Worker
031953	Katie Richards	\$ 32.63	Activity Worker
031954	Marisa Rogers	\$ 25.38	Activity Worker
031955	Hadyn Ruge	\$ 47.13	Activity Worker
031956	Saunders Medical Center	\$ 100.00	Bus Physical
031957	School Specialty	\$ 1,177.81	Elem Instruction: Supplies
031958	Seminole Retail Energy ServLLC	\$ 5,774.59	Natural Gas
031959	Southeast Community College	\$ 66.70	9-12 Reg. Instr: Text
031960	Sparkling Klean	\$ 5,867.60	Elem Cleaning Serv
031961	U.S. Post Office	\$ 375.00	Bulk Mailing Account
031962	Voss Electric Co	\$ 478.80	Custodial: Supplies
031963	Voyager Fleet Systems, Inc.	\$ 4,251.51	Fuel
031964	Wahoo-Waverly-Ashland Newspapers	\$ 365.51	Advertising Publishing
031965	Andrea Wiese	\$ 25.38	Activity Worker
031966	Beverly Wiggs	\$ 5,908.85	Occupational Therapy
031967	Christopher Williams	\$ 29.00	Activity Worker
031968	Williams Sales & Service	\$ 2,398.70	Transp: Qtrly Inspections
031969	William V Macgill & Co	\$ 339.43	Nurse`s Office: Supplies

**Incompletes**

Administrative Operations  
 No Frills

Travel, Workshops,  
 Supplies, Food

Ashland-Greenwood Public Schools' Claims  
General Fund Claims  
Feb 17, 2014

Check No.	Vendor	Amount	Description
	VISA		Supplies, Equipment, Dues
	Post Rock/Seminole		Natural Gas
	Windstream		Long Distance Service
	Payflex		Employee Benefit
	Payflex	\$ 2,500.00	Employee Benefit
	Father Flanagans/Boys Town		Student Tuition
	Delta Construction Services		Bldging/Grnds Renov/Counselor
	NASB	\$ 5,149.00	Membership Dues

Authorized by:

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## Ashland-Greenwood Public Schools

## Activities Account

Jan 21, 2014 to Feb 17, 2014

- 28 -

<u>Date</u>	<u>Check #</u>	<u>Vendor</u>	<u>Description</u>	<u>Disbursed</u>
1/24/14	011664	Lincoln Public Schools	Speech Team Entry Fees	\$ 128.00
1/28/14	011665	Sean Johnston	NCC GB Trny Official	\$ 182.00
1/28/14	011666	Ryan Luetkenhaus	C BB Official	\$ 50.00
1/28/14	011667	John Moody	NCC GB Trny Official	\$ 220.00
1/28/14	011668	Nebraska FFA Assn	FFA AG Fees	\$ 25.00
1/28/14	011669	Justin P. Pavich	NCC GB Trny Official	\$ 182.00
1/28/14	011670	Ken Scheel	C BB Official	\$ 50.00
1/28/14	011671	Nebraska FFA Assn	Membership Dues	\$ 36.00
1/28/14	011672	Ken Scheel	NCC GB Trny Official	\$ 209.00
1/30/14	011673	Kyle DeBuse	NCC BB Trny Official	\$ 182.00
1/30/14	011674	Garrett J Eikmeier	NCC BB Trny Official	\$ 230.00
1/30/14	011675	Brad L Fedde	NCC BB Trny Official	\$ 202.00
1/30/14	011676	Justin P. Pavich	NCC BB Trny Official	\$ 186.00
1/31/14	011677	Millard Public School District	Speech Meet Entry Fees	\$ 159.00
2/6/14	011678	AG Booster Club	Oxbow Speech Meet Concessions	\$ 335.00
2/6/14	011679	Awards Unlimited, Inc.	MSWR trny awards	\$ 260.45
2/6/14	011680	Blooms Floral	Spirit Squad Supplies	\$ 17.99
2/6/14	011681	Schl Dist. 1 Boone Co.Schls	Wrestling Entry Fee	\$ 100.00
2/6/14	011682	Crete Public Schools	Speech Entry Fee	\$ 171.00
2/6/14	011683	Cary L. Culler	JVBB Official	\$ 100.00
2/6/14	011684	Kyle DeBuse	BB Official	\$ 195.00
2/6/14	011685	Heath Holtz	MSGB Official	\$ 175.00
2/6/14	011686	Christopher Janda	GB Official	\$ 195.00
2/6/14	011687	Joy Of Tourn./Jeffrey B Hinkle	Speech Tournament Web Service	\$ 150.00
2/6/14	011688	Lincoln High School	JV Wrestling Trny Fee	\$ 75.00
2/6/14	011689	Ryan Luetkenhaus	C Team Official	\$ 100.00
2/6/14	011690	John Moody	GB Official	\$ 195.00
2/6/14	011691	Nebraska Coaches Assn	Admission fee for State Cheer	\$ 230.00
2/6/14	011692	Northeast Comm. College	FFA AG dairy, poultry, and feed	\$ 70.00
2/6/14	011693	The Ohio State University	FFA AG dairy, poultry, and feed	\$ 252.03
2/6/14	011694	Pioneer Drama Service, Inc.	Drama Scripts	\$ 211.50
2/6/14	011695	Ken Scheel	BB Official	\$ 195.00
2/6/14	011696	Anderson's/Taymark	Prom Supplies	\$ 71.98
2/6/14	011697	Schmitt Music Center	Band Supplies	\$ 133.28
2/6/14	011698	Vincent J. Stremmlau	JVBB Official	\$ 100.00
2/6/14	011699	Ashland Subway	Speech Supplies	\$ 20.00
2/6/14	011700	Trackwrestling.com LLC	Wrestling Web Service	\$ 85.00
2/6/14	011701	Erin Walker	MSGB Official	\$ 175.00
2/6/14	011702	Cary L. Culler	MSGB Official	\$ 175.00
2/6/14	011703	Vincent J. Stremmlau	JVGB Official	\$ 100.00

**\*\*Activity checks will be updated prior to board meeting.\*\***

Authorized by:

Ashland-Greenwood Public Schools  
Hot Lunch Claims  
Feb-14

Check #	VENDOR	Amount	Description	DATE
009824	Nebraska Food Distribut. Pro.	\$ 1,928.94	HL: Food	1/27/2014
009825	AG Payroll Acct	\$ 9,634.52	Net Payroll	2/7/2014
009826	BCBS	\$ 55.47	Feb 14 PR	2/7/2014
009827	COREBank	\$ 25.00	Feb 14 PR	2/7/2014
009828	Guardian	\$ 58.44	Feb 14 PR	2/7/2014
009829	Madison National Life	\$ 28.40	Feb 14 PR	2/7/2014
009830	AG Payroll Acct	\$ 290.76	Feb 14 PR	2/7/2014
009831	AG Payroll Acct	\$ 3,195.23	Feb 14 PR	2/7/2014
009832	Retirement	\$ 2,561.43	Feb 14 PR	2/7/2014
009833	TheStandard	\$ 50.16	Feb 14 PR	2/7/2014
009834	Cash-Wa Distributing Co.	\$ 8,893.48	Food & Supplies	2/17/2014
009835	Hiland Dairy Foods Company	\$ 3,127.18	HL Milk	2/17/2014
009836	U Save Foods Inc/Nash Finch	\$ 5.18	HL: Food	2/17/2014
009837	Sysco Lincoln, Inc	\$ 9,525.87	Food & Supplies	2/17/2014
009838	The Thompson Co	\$ 6,402.41	Food & Supplies	2/17/2014
009839	Voyager Fleet Systems, Inc.	\$ 76.16	Fuel	2/17/2014
TBD	U Save Foods Inc/Nash Finch INC		Food	
TBD	Nebraska Food Distribut. Pro. INC		Food	

Authorized by:

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# MEMBERSHIP DUES INVOICE

in account with

## Nebraska Association of School Boards

1311 Stockwell, Lincoln, NE 68502 (402) 423-4951 or 1-(800) 422-4572

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**Name:** Ashland-Greenwood Public Schools

**County:** Saunders

**NASB Region:** 16

DATE	DESCRIPTION	AMOUNT DUE
January 29, 2014	<b>Annual Membership Dues</b> for NASB Fiscal Year 4/1/14 to 3/31/15	<b>\$5,254</b>
	All districts/ESU's who pay dues by 4/1/14 may subtract 2% from their total dues.	<b>\$105</b>
	<b>TOTAL AMOUNT DUE IF PAID BY APRIL 1, 2014</b>	<b><u>\$5,149</u></b>

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**Thank you for your support and participation in NASB.**



TERMS AND CONDITIONS OF EMPLOYMENT  
2014-15 & 2015-16 SCHOOL YEARS  
ASHLAND-GREENWOOD BOARD OF EDUCATION  
AND  
ASHLAND-GREENWOOD EDUCATION ASSOCIATION



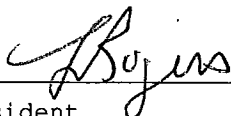
**Awaken... Develop... Enhance**

The contents of these TERMS AND CONDITIONS OF EMPLOYMENT have been agreed upon by both parties on January 16<sup>th</sup>, 2014 and formally approved February 17<sup>th</sup>, 2014.

Ashland-Greenwood Board of Education

\_\_\_\_\_  
President

Ashland-Greenwood Education Association

  
\_\_\_\_\_  
President

**Master Agreement for Certified Teaching Staff  
Ashland-Greenwood Public Schools  
2014-15 & 2015-16**

This agreement made and entered into this 17th day of February 2014 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** –

2014-2015: The salary schedule for teachers of the district for the 2012-13 contract year shall be in accordance with Exhibit "C1" attached with a base of \$32, 350.00. (2014) Placement on the schedule will reflect a vertical freeze in the years 1987-1988 and 1999-2000.

2015-2016: The salary schedule for teachers of the district for the 2013-14 contract year shall be in accordance with Exhibit "C2" attached with a base of \$32, 925.00. (2014) Placement on the schedule will reflect a vertical freeze in the years 1987-1988 and 1999-2000.

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.

(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), NCATE (National Council for Accrediting Teacher Education) or TEAC (Teacher Education Accreditation Council) 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), NCATE (National Council for Accrediting Teacher Education) or TEAC (Teacher Education Accreditation Council) accredited institution which would lead to an additional Nebraska teaching or administrative certificate endorsement or endorsements. (2002, 2011)

(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 be used for advancement beyond the Masters Degree column once the Masters Degree is earned. (2001, 2007)

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 and/or activity sponsors, representing the middle or high school levels, to attend one professional development clinic within the state of Nebraska each year. (2007 2012).

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 - Staff shall be paid in July for the first three (3) days of personal leave that are unused and that cannot be carried forward during the most recently completed school term or leave days above the forty-five (45) days of sick leave that cannot be carried forward at a \$60 daily rate of pay. (2011)

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.

12. SUMMER WEIGHTLIFTING:

\$5,000 allotted for summer weight room supervision. The money will be distributed to coaches that help out based on how many hours they work during the summer program. They will be paid based on the percentage of total hours they worked as recorded by the supervisor of the weight room for the day. The coaches will be responsible for providing the necessary information to the district office on or before July 31<sup>st</sup> of each calendar year. This includes the percentage to be paid to each person and the number of hours worked in both June and July by each person. Additionally, a calendar of the weight room "open" hours will be provided to the athletic director and will consist of at least 81 "open" hours.

Section III  
Insurance Benefits

1. HEALTH AND DENTAL INSURANCE 2014-2015 and 2015-2016:

The School District will contract the Nebraska Educator's Health Alliance (EHA) to provide group health and dental insurance coverage for the 2014-2015 contract year, September 1, 2014 through August 31, 2015, and intends to contract with EHA for the 2015-2016 contract year (EHA Group Health & Dental Insurance Plan). The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, \$750 deductible health insurance coverage with 80% A & B with 50% C dental insurance coverage. 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 amounts payable by the Board for 2014-15 shall be the full employee only premium each month or the full premium each month towards the employee and children; employee and spouse; or the employee, spouse & children health and towards the employee only dental premium. (2011) 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 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 the Educators Health Alliance approved amount for 2014-15 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, 2011). The language of this paragraph also applies to the 2015-16 contract year. (2014)

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

The Association and the School District agree to opt out of Open Enrollment periods for both the 2014-15.

Section IV  
Leave Benefits

1. SICK LEAVE - (A) At the beginning the school year each teacher shall be credited with nine (9) sick leave days.

Sick leave may be used for the personal illness or injury of the employee or of the employee's minor children living at home. Sick leave may also be used upon communicating with the Principal for the serious illness or injury of an employee's child, step-child, spouse, parent, parent-in-law, grandchild, grandparent, brother, sister, brother-in-law, or sister-in-law that results in hospitalization or medical care

by a physician and necessitates the employee being present. Sick Leave may also be used with permission of the Principal for legal arrangements which are related to the immediate family of the employee. (2011, 2012))

The unused portion of sick leave shall be accumulated from year to year up to a total of forty-five {45} days. 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. Sick leave days will not be earned while an employee is on 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.

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)

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.

3. 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.

4. 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-5, 6-12. 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 Unused Sick/Personal Leave Incentive Pay. (2008, 2011)

5. 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.

6. 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.

7. 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).

8. JURY DUTY or COURT APPEARANCES UNDER SUBPOENA - The Board will allow a staff member to be absent without the use of leave when summoned to appear for jury duty or when subpoenaed to make an appearance at a legal proceeding. The teacher will receive regular teaching salary from the school, but must assign any jury duty or witness compensation back to the school, less the reimbursement of expenses. (2011)

#### 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) The number of contract days under this agreement for 2014-15 and 2015-16 shall be 185 days for teachers who were employed during the 2013-14 school year and 186 days for teachers employed for the first time during the 2014-15 and 2015-16 school year. (2011, 2014) Certified employees will be awarded one teacher compensation day for participation in parent-teacher conferences. The compensation day will be selected by the Board of Education. (2012)

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.

Section VI  
Contract Stipulations and Signatures

1. REOPENING CLAUSE - Both the Board and the Association voluntarily waive the right to bargain collectively, during and for the term of this Agreement. Both parties understand and agree that no subject or matter, whether or not referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement will be negotiated. It is understood that the terms of this agreement in regard to pay, contract days, leave and other benefits will not be changed unless the agreement is re-opened and such changes are collectively bargained.

Either party may reopen this contract for the 2015-2016 contract year if the EHA rates for the 2015-2016 school fiscal year increase by less than 2% or increase by more than 6%; if changes are made to the \$750 deductible plan, and/or Open Enrollment for health insurance is mandated or jointly decided upon for the 15-16 school term. Such right to reopen shall be exercised by giving the other party written notice of the intent to reopen within 30 days of the posting of the new EHA rates on the EHA website.


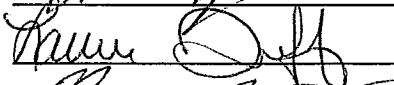
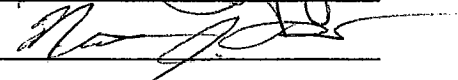
2. SEVERABILITY CLAUSE - If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions 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 17<sup>th</sup> day of February 2014.

ASHLAND-GREENWOOD EDUCATION  
ASSOCIATION

  
\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_

SAUNDERS COUNTY SCHOOL  
DISTRICT NUMBER ONE

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



EXHIBIT A

**Health, Accident and Dental Insurance Benefit**

Exhibit A: The School District will contract the Nebraska Educator's Health Alliance (EHA) to provide group health and dental insurance coverage for the 2014-2015 contract year September 1, 2014 through August 31, 2015, and intends to contract with EHA for the 2015-2016 contract year (EHA Group Health & Dental Insurance Plan). The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, \$750 deductible health insurance coverage with 80% A & B with 50% C dental insurance coverage. The maximum amounts payable by the Board shall be the full employee only premium each month or the full premium each month towards the employee and children; employee and spouse; or the employee, spouse & children health and towards the employee only dental premium.

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 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 III Part 1 of this agreement and as specified in the "Cafeteria Plan" adopted by the Board of Education (2012).

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 2014-15 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	32,350.00								
1-3	34,938.00 1.08	36,555.50 1.13	38,173.00 1.18	39,790.50 1.23	41,408.00 1.28	43,025.50 1.33	44,643.00 1.38	46,260.50 1.43	47,878.00 1.48
4	36,232.00 1.12	37,849.50 1.17	39,467.00 1.22	41,084.50 1.27	42,702.00 1.32	44,319.50 1.37	45,937.00 1.42	47,554.50 1.47	49,172.00 1.52
5	37,526.00 1.16	39,143.50 1.21	40,761.00 1.26	42,378.50 1.31	43,996.00 1.36	45,613.50 1.41	47,231.00 1.46	48,848.50 1.51	50,466.00 1.56
6	38,820.00 1.20	40,437.50 1.25	42,055.00 1.30	43,672.50 1.35	45,290.00 1.40	46,907.50 1.45	48,525.00 1.50	50,142.50 1.55	51,760.00 1.60
7	40,114.00 1.24	41,731.50 1.29	43,349.00 1.34	44,966.50 1.39	46,584.00 1.44	48,201.50 1.49	49,819.00 1.54	51,436.50 1.59	53,054.00 1.64
8		43,025.50 1.33	44,643.00 1.38	46,260.50 1.43	47,878.00 1.48	49,495.50 1.53	51,113.00 1.58	52,730.50 1.63	54,348.00 1.68
9		44,319.50 1.37	45,937.00 1.42	47,554.50 1.47	49,172.00 1.52	50,789.50 1.57	52,407.00 1.62	54,024.50 1.67	55,642.00 1.72
10			47,231.00 1.46	48,848.50 1.51	50,466.00 1.56	52,083.50 1.61	53,701.00 1.66	55,318.50 1.71	56,936.00 1.76
11			48,525.00 1.50	50,142.50 1.55	51,760.00 1.60	53,377.50 1.65	54,995.00 1.70	56,612.50 1.75	58,230.00 1.80
12				51,436.50 1.59	53,054.00 1.64	54,671.50 1.69	56,289.00 1.74	57,906.50 1.79	59,524.00 1.84
13					54,348.00 1.68	55,965.50 1.73	57,583.00 1.78	59,200.50 1.83	60,818.00 1.88
14					55,642.00 1.72	57,259.50 1.77	58,877.00 1.82	60,494.50 1.87	62,112.00 1.92
15							60,171.00 1.86	61,788.50 1.91	63,406.00 1.96

This salary schedule for 2014-15 is calculated and agreed to in accordance with the Master Agreement for Certified Teaching Staff as agreed to on February 17,, 2014.

EXHIBIT  
C 2015-16 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	32,925.00								
1-3	35,559.00 1.08	37,205.25 1.13	38,851.50 1.18	40,497.75 1.23	42,144.00 1.28	43,790.25 1.33	45,436.50 1.38	47,082.75 1.43	48,729.00 1.48
4	36,876.00 1.12	38,522.25 1.17	40,168.50 1.22	41,814.75 1.27	43,461.00 1.32	45,107.25 1.37	46,753.50 1.42	48,399.75 1.47	50,046.00 1.52
5	38,193.00 1.16	39,839.25 1.21	41,485.50 1.26	43,131.75 1.31	44,778.00 1.36	46,424.25 1.41	48,070.50 1.46	49,716.75 1.51	51,363.00 1.56
6	39,510.00 1.20	41,156.25 1.25	42,802.50 1.30	44,448.75 1.35	46,095.00 1.40	47,741.25 1.45	49,387.50 1.50	51,033.75 1.55	52,680.00 1.60
7	40,827.00 1.24	42,473.25 1.29	44,119.50 1.34	45,765.75 1.39	47,412.00 1.44	49,058.25 1.49	50,704.50 1.54	52,350.75 1.59	53,997.00 1.64
8		43,790.25 1.33	45,436.50 1.38	47,082.75 1.43	48,729.00 1.48	50,375.25 1.53	52,021.50 1.58	53,667.75 1.63	55,314.00 1.68
9		45,107.25 1.37	46,753.50 1.42	48,399.75 1.47	50,046.00 1.52	51,692.25 1.57	53,338.50 1.62	54,984.75 1.67	56,631.00 1.72
10			48,070.50 1.46	49,716.75 1.51	51,363.00 1.56	53,009.25 1.61	54,655.50 1.66	56,301.75 1.71	57,948.00 1.76
11			49,387.50 1.50	51,033.75 1.55	52,680.00 1.60	54,326.25 1.65	55,972.50 1.70	57,618.75 1.75	59,265.00 1.80
12				52,350.75 1.59	53,997.00 1.64	55,643.25 1.69	57,289.50 1.74	58,935.75 1.79	60,582.00 1.84
13					55,314.00 1.68	56,960.25 1.73	58,606.50 1.78	60,252.75 1.83	61,899.00 1.88
14					56,631.00 1.72	58,277.25 1.77	59,923.50 1.82	61,569.75 1.87	63,216.00 1.92
15							61,240.50 1.86	62,886.75 1.91	64,533.00 1.96

This salary schedule for 2015-16 is calculated and agreed to in accordance with the Master Agreement for Certified Teaching Staff as agreed to on February 17, 2014.

Saunders County School District One – 2014-15 & 2015-16

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), Asst. Activities Director, Head Cross Country
- 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, Flag Corps, Play Production Asst.
- 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 BaseSalary







Educators  
Health  
Alliance

**EHA BCBSNE 2014-15 Open Enrollment Opt Out Form  
Submission Deadline July 15, 2014**

The EHA Board has announced that in its December 16, 2013 meeting the following resolution was passed, regarding an Open Enrollment for plan year 2014-15, beginning September 1, 2014.

Motion: "An Open Enrollment period for the 2014-15 plan year for all groups unless both the district and the local Association approve of opting out."

The above resolution will result in all EHA subgroups having an Open Enrollment unless it is decided at the local level to opt out. This opting out may be applied at the subgroup level and requires the employer and the bargaining unit (for subgroups where one exists), to sign off on the desire to opt out. Sub-Groups may opt out of the Open Enrollment by completing and returning this form to Blue Cross Blue Shield of Nebraska.

The undersigned hereby acknowledge and decline to participate in the EHA Group Health Plan Open Enrollment for plan year 2014-15.

\_\_\_\_\_  
Employer Representative

\_\_\_\_\_  
Bargaining Agent

Subgroup Name: \_\_\_\_\_

Subgroup Number: \_\_\_\_\_

Date: \_\_\_\_\_

Send or Fax the completed form by July 1, 2014 to:  
Shield of Nebraska

Blue Cross Blue

Kent Trelford-Thompson  
1919 Aksarben Dr.  
Omaha, NE 68180  
Fax: 402-392-4140

104 Clare Ct.

Ashland,Ne. 68003

402.429.6949

Beranek.Eric@yahoo.com

January 31, 2014

Eric T Beranek

Transportation/Grounds Director

Ashland-Greenwood Public Schools

1200 Boyd Street

Ashland,Ne. 68003

Dear Dr. Kassebaum,

I would like to inform you that I am resigning from my position as Transportation/Grounds Director for Ashland-Greenwood School District, effective March 21<sup>st</sup> 2014.

Thank you for your support and the opportunities that the district have provided for me during the last 8 ½ years. I have enjoyed my tenure with the school district and all of the staff.

If I can be any assistance during this transition, please let me know. I would be glad to help however I can.

Sincerely,

A handwritten signature in black ink that reads "Eric T Beranek". The signature is written in a cursive style with a large, stylized "E" and "B".

Eric T Beranek