

# OVERTON EAGLES

Overton Public School 24-0004  
P.O. Box 310 401 7th Street  
Overton, NE 68863-0310



Mark A. Aten, *Superintendent*  
Brian Fleischman, *Principal*  
Jody Skallberg, *Counselor*  
Brian Fleischman, *Activities Director*

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SPECIAL BOARD MEETING: December 12, 2022  
BOARD OF EDUCATION  
OVERON PUBLIC SCHOOL 24-0004  
OVERTON, NEBRASKA

## **BOARD OF EDUCATION AGENDA:**

- 7:15 p.m.
- A. Call to meeting to order and take roll, Joel Meier, Board President
  - B. Compliance Statement
  - C. Matters Pending Before the Board
    - 1. Provide a public hearing before the Board of Education in regards to Parental Involvement board policy 5018.
    - 2. Adjourn

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SPECIAL BOARD OF EDUCATION MEETING  
NOTICE OF MEETING  
BOARD OF EDUCATION  
OF OVERTON, NEBRASKA

NOTICE IS HEREBY GIVEN, that a meeting of the School Board of Overton Public School District 24-0004 will be held at 7:15 o'clock p.m. on Monday, December 12, 2022 at the Overton Public School LMC, 401 7<sup>th</sup> Street, in Overton, Nebraska, which meeting will be open to the public. The purpose of the meeting is: to provide a public hearing before the Board of Education in regards to Parental Involvement.

Jared Walahoski  
Secretary of the Board

*Heather Brennan   Gordon Lassen   Board of Education   Doug Luther   Joel Meier   Keith Rudeen   Jared Walahoski*

Overton Public Schools  
Overton Board of Education

Minutes of the Regular Board of Education Meeting  
Overton Public School District 24-0004

**Board President or Presiding Officer: Meeting to Order and Roll Call.**

The **December 12, 2022** Parental Involvement Public Hearing of the Overton Public School Board of Education is called to order and is now in session. The purpose of this meeting is to provide a public hearing before the Board of Education in regards to Parental Involvement. Roll call.

|           | Present | Absent |
|-----------|---------|--------|
| Brennan   | _____   | _____  |
| Lassen    | _____   | _____  |
| Luther    | _____   | _____  |
| Meier     | _____   | _____  |
| Rudeen    | _____   | _____  |
| Walchoski | _____   | _____  |

**Excuse the absence of board member** \_\_\_\_\_

|           | Yes   | No    |
|-----------|-------|-------|
| Brennan   | _____ | _____ |
| Lassen    | _____ | _____ |
| Luther    | _____ | _____ |
| Meier     | _____ | _____ |
| Rudeen    | _____ | _____ |
| Walchoski | _____ | _____ |

**Vote** \_\_\_\_\_

**Compliance Statement:** To be in compliance with LB 898, the Nebraska Open Meetings Law, I would like to inform the public that a copy of the Open Meetings Law is posted near the LMC check-out counter. This meeting has been advertised in the **December 8, 2022** edition of the The Beacon Observer, and also posted on the south doors of the school, Post Office, school's web site and Security First Bank. There is packet provided for the public.

**Comment Section:** At this time, visitors may address the board. If it is regarding an agenda item, please state your name and refer to the agenda item. This is the only time you will be able to comment on the item. If it is regarding a topic not on the agenda, and not a personnel item, we will hear your comments but will not add the item to the action list, we may add it to the discussion list next month. If it is a personnel issue, you must follow steps outlined in Board Policy regarding personnel concerns. The total time allotted for the public comment will not exceed thirty minutes and each member of the public will be allotted not more than five minutes to address the Board. If a group wishes to speak, please designate one spokesperson for the group.

Guests Present: See Attached Document A.

**The following presented reports to the Board:**

1. \_\_\_\_\_ - Topic - \_\_\_\_\_

2. \_\_\_\_\_ - Topic - \_\_\_\_\_

3. \_\_\_\_\_ - Topic - \_\_\_\_\_

**The following communications were read or presented to the Board:**

1. \_\_\_\_\_ - Topic - \_\_\_\_\_

2. \_\_\_\_\_ - Topic - \_\_\_\_\_

3. \_\_\_\_\_ - Topic - \_\_\_\_\_

**A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_ to adjourn the meeting at \_\_\_\_\_ p.m.**

| Votes:    | YES   | NO    | ABSENT |
|-----------|-------|-------|--------|
| Brennan   | _____ | _____ | _____  |
| Lassen    | _____ | _____ | _____  |
| Luther    | _____ | _____ | _____  |
| Meier     | _____ | _____ | _____  |
| Rudeen    | _____ | _____ | _____  |
| Walchoski | _____ | _____ | _____  |

Vote \_\_\_\_\_

## 5018

### Parent and Guardian Involvement In Education Practices

The school district recognizes the importance of parental and guardian involvement in the education of their children. The school district will take the following steps to ensure that the rights of parents and guardians to participate in the education of their children are preserved.

1. Parents/Guardians will be provided access, as described in district procedures, to district-approved textbooks and other curricular materials and tests used in the district upon request.
  - a. A parental request to review specific approved textbooks and other district- or building-approved curricular materials (written, visual, and audio) should be made to the principal of the building where the textbooks and curriculum materials are used.
  - b. Parents may check out textbooks and may review curricular materials such as video and audio recordings within a time frame determined by the building principal to prevent disruption of the instructional process.
  - c. A parental request to review specific standardized and criterion-referenced tests used in the district should be made in writing to the building principal. Copies of the most recent tests used in the district will be available for parent review. Parents wishing to review statewide NeSA assessments will be provided with sample questions and a copy of a practice test, but will not be provided with copies of the actual assessment due to testing security. In the case of other secure tests such as the ACT, parents must contact the publisher to obtain copies of the test.
2. Parents/Guardians will be permitted, within district procedures, to attend and observe courses, assemblies, counseling sessions, and other instructional activities.
  - a. Parents/guardians are invited to make appointments with the building principal to visit classes, assemblies and other instructional activities. The principal shall give permission after determining that parental/guardian observation would not disrupt the activity. Observations that last more than 60 minutes or occur on consecutive days are typically disruptive and will not be permitted absent unusual circumstances, in the sole discretion of the building principal.

- b. Parents/guardians may contact the building principal to request permission to attend counseling sessions in which their child is involved.
3. Parents/guardians will be permitted, within district procedures, to ask that their children be excused from school experiences that parents find objectionable.
- a. Building principals may excuse a student from any single school experience at the parent's written request.
  - b. When appropriate, alternative experiences will be provided for the student by the school.
4. Parents/guardians will be informed through the student handbook and district policies of the manner that the district will provide access to records of students.
5. Parents/guardians will be informed of the standardized and criterion-referenced district testing program. Parents may request additional information from the building principal.
6. Parents/guardians will be informed of the circumstances under which they may opt-out of state and federal assessments.
- a. In accordance with federal law, at the beginning of the school year, the District shall provide notice of the right to request a copy of this policy to parents/guardians of students attending schools receiving Title I funds. The District will provide a copy of this policy to a requesting parent in a timely manner.

b. State Assessments

The District cannot approve requests to opt out of state assessments. Approval of such requests is contrary to state law.

c. National Assessment of Educational Progress

As a condition of receiving federal funds, the District participates in the National Assessment of Educational Progress (NAEP). To help ensure that the District has a representative sample of

students taking the NAEP, which will allow the District to assess the quality and effectiveness of its programming on a national level, the District strongly encourages all eligible students to participate. However, student participation in NAEP is voluntary.

The District shall provide parents/guardians of eligible students with reasonable notice prior to the exam being administered. Parents/guardians wishing to opt their students out of the NAEP assessment must notify the district in writing at least **three** days prior to the exam date to ensure that the District can coordinate supervision and alternative activities for students who have opted out.

7. Parents/guardians will be notified of their right to remove their children from surveys prior to district participation in surveys.
  - a. The principal must approve all surveys intended to gather information from students before they are administered to students.
  - b. Students' participation in surveys is voluntary. Parents/guardians may restrict their child from participating in any survey.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

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

OVERTON PUBLIC SCHOOL DISTRICT 24-0004  
OVERTON BOARD OF EDUCATION  
BOARD MEETING: December 12, 2022

BOARD OF EDUCATION AGENDA:

- 7:30            **A.      Call meeting to order**
- 7:35            **B.      Compliance Statement**
- 7:40            **C.      With consent of the Board, receive reports from School Personnel, Patrons. or  
Community Groups.**
- 7:45            **D.      Read and consider communications**
- 7:50            **E.      Approve the agenda**
- 7:55            **F.      Approve minutes**
- 8:00            **G.      Act on bills for payment**
- H.      Matters pending before the Board**
- 8:05            1.      Thank and recognize board member Doug Luther for his years of service to the  
Overton Public School District
- 8:10            2.      Consider approving the 2023-2024 school calendar
- 8:15            3.      Consider approving the 2021-2022 school audit
- 8:20            4.      Consider approving the 2023-2024 Master Agreement
- 8:25            5.      Consider accepting the resignation of Beth Sloan effective the end of the 2022-  
2023 school year
- 8:30            6.      Consider accepting the resignation of Angie Ehlers effective the end of the  
2022-2023 school year
- 8:35            7.      Consider accepting the resignation of Seth Ehlers effective the end of the 2022-  
2023 school year
- 8:40            8.      Consider approving contract renewal for the Superintendent
- 8:45            9.      Consider superintendent's evaluation
- I.      Board Reports and Discussion**
- 8:50            **Board Reports**
- a.      Meetings Attended:
- b.      Upcoming Meetings:
- c.      Transportation Committee Report:
- d.      Interlocal Committee Report:
- e.      Facilities Committee Report:
- f.      Curriculum Committee Report:
- g.      Negotiations:
- Discussion**
- J.      Administrative Reports**
- 9:00            1.      Principal's Report
- 9:20            2.      Superintendent's Report



Next regularly scheduled meeting is January 9, 2023

*“Learning Today – Leading Tomorrow”*

**Comments:**

1. The board would like to thank and recognize Doug Luther for his four years of service to the school district.
2. The board will need to review and approve the 2023-2024 school calendar
3. Board will need to review and approve the 2021-2022 school audit
4. Negotiations team has reached a settlement with the O.E.A. The board will need to act to approve the 2023-2024 Master Agreement
5. Ms. Beth Sloan has turned in her resignation effective the end of the 2022-2023 school year
6. Mrs. Angie Ehlers has turned in her resignation effective the end of the 2022-2023 school year
7. Mr. Seth Ehlers has turned in her resignation effective the end of the 2022-2023 school year
8. Board needs to consider superintendent contract
9. December is the month the board evaluates the Superintendent

**Discussion:**

1. **Board Reports and Discussion:**
  - a. Meetings Attended:
  - b. Upcoming Meetings:
  - c. Interlocal: January 9, 2023 Joint Board Meeting
  - d. Facilities Committee:
  - e. Curriculum Committee:
  - f. Negotiations Committee: Meetings Update
  - g. Committee on American Civics:
2. Discussion Topics:
  - a. Designate President Pro-Tem for January's meeting
  - b. Projects
  - c. Banking Update
  - d. Board Policy Review: 4000 Series
    - i. 4053 Conflict of Interest
    - ii. 4054 Reporting Child Abuse or Neglect
    - iii. 4055 Head Teacher
    - iv. 4056 Resignation of Certificated Staff
    - v. 4057 Superintendent Evaluation
    - vi. 4058 Confidentiality in Counseling and Guidance
    - vii. 4059 Suicide Prevention Training
    - viii. 4060 School Vehicle Use
    - ix. 4061 Workplace or Non-Workplace Injuries or Illness and Return to Work
    - xi. 4062 Locker Room Supervision
    - xii. 4063 Extra Duty and Extended Contract Assignments for Certificated Staff
    - xiii. 4064 Transporting Students in Employees Vehicles

**Administrative Reports:**

**Principal's Report**

1. 2023-2024 Calendar
2. Enrollment Update
3. Report on Teacher Evaluations

**SUPERINTENDENT'S REPORT**

**Board of Education**

**Heather Brennan   Gordon Lassen   Doug Luther   Joel Meier   Keith Rudeen   Jared Walahoski**

1. Option Enrollment:  
Out  
    a.      b.  
In  
    a.  
    b.  
    c.  
  
Change of Status:  
    a.
2. Board Meeting for January
3. Interlocal Meeting for January
4. Projects
5. Financial Report
6. Other

**Board of Education**

**Heather Brennan   Gordon Lassen   Doug Luther   Joel Meier   Keith Rudeen   Jared Walahoski**

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NOTICE OF MEETING  
BOARD OF EDUCATION  
OF OVERTON, NEBRASKA

NOTICE IS HEREBY GIVEN, that a meeting of the Board of Education at School District 24-0004, of Overton, Nebraska will be held at 7:30 p.m. on Monday, December 12, 2022 at the Overton Public School, which meeting is open to the public. An agenda for such meeting kept continuously current, is available for public inspection at the office of the Superintendent, in the Overton Public School Building, 401 7<sup>th</sup> Street, Overton, Nebraska.

Jared Walahoski  
Secretary of the Board

Board of Education  
Heather Brennan   Gordon Lassen   Doug Luther   Joel Meier   Keith Rudeen   Jared Walahoski

Overton Public Schools  
Overton Board of Education

Minutes of the Regular Board of Education Meeting  
Overton Public School District 24-0004

**Board President or Presiding Officer: Meeting to Order and Roll Call.**

The **December 12, 2022** regular monthly meeting of the Overton Public School Board of Education is called to order and is now in session. Roll call.

|           | Present | Absent |
|-----------|---------|--------|
| Brennan   | _____   | _____  |
| Lassen    | _____   | _____  |
| Luther    | _____   | _____  |
| Meier     | _____   | _____  |
| Rudeen    | _____   | _____  |
| Walahoski | _____   | _____  |

**Excuse the absence of board member** \_\_\_\_\_

|           | Yes   | No    |
|-----------|-------|-------|
| Brennan   | _____ | _____ |
| Lassen    | _____ | _____ |
| Luther    | _____ | _____ |
| Meier     | _____ | _____ |
| Rudeen    | _____ | _____ |
| Walahoski | _____ | _____ |

**Vote** \_\_\_\_\_

**Compliance Statement:** To be in compliance with LB 898, the Nebraska Open Meetings Law, I would like to inform the public that a copy of the Open Meetings Law is posted near the LMC check-out counter. This meeting has been advertised in the **December 8, 2022** edition of the The Beacon Observer, and also posted on the south doors of the school, Post Office, school's web site and the Security First Bank. There is packet provided for the public.

**Comment Section:** At this time, visitors may address the board. If it is regarding an agenda item, please state your name and refer to the agenda item. This is the only time you will be able to comment on the item. If it is regarding a topic not on the agenda, and not a personnel item, we will hear your comments but will not add the item to the action list, we may add it to the discussion list next month. If it is a personnel issue, you must follow steps outlined in Board Policy regarding personnel concerns. The total time allotted for the public comment will not exceed thirty minutes and each member of the public will be allotted not more than five minutes to address the Board. If a group wishes to speak, please designate one spokesperson for the group.

Guests Present: See Attached Document A.

**The following presented reports to the Board:**

1. \_\_\_\_\_ - Topic - \_\_\_\_\_
2. \_\_\_\_\_ - Topic - \_\_\_\_\_

3. \_\_\_\_\_ - Topic - \_\_\_\_\_

**The following communications were read or presented to the Board:**

1. \_\_\_\_\_ - Topic - \_\_\_\_\_

2. \_\_\_\_\_ - Topic - \_\_\_\_\_

3. \_\_\_\_\_ - Topic - \_\_\_\_\_

**A Motion made by \_\_\_\_\_ and seconded by \_\_\_\_\_**

**to approve the agenda of the December 12, 2022 meeting.**

**Discussion:**

| Votes:    | YES   | NO    | ABSENT     |
|-----------|-------|-------|------------|
| Brennan   | _____ | _____ | _____      |
| Lassen    | _____ | _____ | _____      |
| Luther    | _____ | _____ | _____      |
| Meier     | _____ | _____ | _____      |
| Rudeen    | _____ | _____ | _____      |
| Walchoski | _____ | _____ | _____      |
|           |       |       | Vote _____ |

**A Motion made by \_\_\_\_\_ and seconded by \_\_\_\_\_**

**to approve the minutes of the November 14, 2022 regular board minutes as presented.**

**Discussion:**

| Votes:    | YES   | NO    | ABSENT     |
|-----------|-------|-------|------------|
| Brennan   | _____ | _____ | _____      |
| Lassen    | _____ | _____ | _____      |
| Luther    | _____ | _____ | _____      |
| Meier     | _____ | _____ | _____      |
| Rudeen    | _____ | _____ | _____      |
| Walchoski | _____ | _____ | _____      |
|           |       |       | Vote _____ |

**A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_ to approve the December bill roster in the amount of \$49,234.85.**

**Discussion:**

| Votes: | YES | NO | ABSENT |
|--------|-----|----|--------|
|--------|-----|----|--------|

Brennan  
Lassen  
Luther  
Meier  
Rudeen  
Walahoski

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Vote \_\_\_\_\_

**MINUTES OF THE OVERTON PUBLIC SCHOOL BOARD OF EDUCATION  
REGULAR MEETING  
November 14, 2022  
7:30 p.m.**

**Board President called the meeting to order. Members Present:**

Brennan  
Lassen  
Luther  
Meier  
Rudeen

**Notification:** The November 14, 2022 meeting of the Overton Public School Board of Education was posted at the Overton Public School, on the Overton Public School website, Beacon Observer, Overton Post Office, and the Security First Bank.

**Open Meetings Information:** To be in compliance with LB 898, The Nebraska Open Meetings Act, Board President informed the public that a copy of the Open Meetings Law is posted near the LMC check-out counter.

**Administration Present:** Mark Aten, Superintendent, Brian Fleischman, Principal

**Guests Present:** Aaron McCoy, Jordan Rush, and Maddie Paitz

**Public Comments:** No Public Comments

**Reports:** No Reports

**Communications:** No Communications

**Other:**

1. Board excused the absence of Jared Walahoski Motion carried 5-0-1. Voting Yes (5): Brennan, Lassen, Luther, Meier, and Rudeen. Voting No: (0). Absent (1) Walahoski.
2. Board President appointed board member Brennan to act as Secretary for the meeting.

**Action Items:**

1. **Agenda:** Moved by Luther, seconded by Rudeen to approve the agenda of the November 14, 2022 regular monthly board meeting as presented. Discussion: Discussion was limited as there were no changes made to the agenda. Motion carried 5-0-1. Voting Yes (5): Brennan, Lassen, Luther, Meier, and Rudeen. Voting No: (0). Absent (1) Walahoski.
2. **Minutes:** Moved by Lassen, seconded by Brennan to approve the minutes of the October 12, 2022 regular board minutes as presented. Discussion: Discussion was limited as there were no corrections made to the minutes. Motion carried 5-0-1. Voting Yes (5): Brennan, Lassen, Luther, Meier, and Rudeen. Voting No: (0). Absent (1) Walahoski.
3. **Claims:** Moved by Luther, seconded by Lassen to pay the November General Fund bill roster in the amount \$55,307.36. Discussion: Superintendent provided additional information on several of the bills. Motion carried 5-0-1. Voting Yes (5): Brennan, Lassen, Luther, Meier, and Rudeen. Voting No: (0). Absent (1) Walahoski.



4. Moved by Brennan, seconded by Rudeen to adjourn the meeting at 8:56 p.m. Discussion: Limited discussion as the board agreed it was time to adjourn. Motion carried 5-0-1. Voting Yes (5): Brennan, Lassen, Luther, Meier, and Rudeen. Voting No: (0). Absent (1) Walahoski.

**Board Reports and Discussion Topics:**

1. **Board Reports:**
  - a. Transportation:
  - b. Facilities and Grounds:
  - c. Negotiations: Determine date and time for second meeting
  - d. American Civics: Committee meeting held on November 14, 2022
  - e. Interlocal: Family Center Update
  
2. **Discussion Topics:**
  - a. December Board Meeting scheduled for Monday, December 12, 2022 beginning at 7:30 p.m. in the LMC.
  - b. Board reviewed the following board policies:
    - i. 4040: Employment Terms for Classified Staff
    - ii. 4041: Staff Dress and Appearance
    - iii. 4042: Employee Social Security Numbers
    - iv. 4043: Professional Boundaries and Appropriate Relations Between Employees and Students
    - v. 4044: Political Activity by Staff Members
    - vi. 4045: Milk Expression
    - vii. 4046: Internet Searches Regarding Potential Employees'
    - viii. 4048: Assessment Administration and Security
    - ix. 4050: Overtime and Compensatory Time
    - x. 4051: Staff District Social Media use
    - xi. 4052: Job Reference to Prospective Employers

**Administrative Reports:**

**Principal's Report:**

- a. Calendar Update
- b. Enrollment Update
- c. 2023-2024 School Calendar Options
- d. Assessment Report

**Superintendent's Report:**

1. Enrollment Option Report
  
2. Option Enrollment -
  - Out:
    - a.
  - In
    - a.
  - Change of Status
    - a.
  
3. Financial and Budget Update
4. Projects Update Including HVAC Unit Replacement and Commons Bathrooms Flooring and Compartments
5. Banking Information Including Interest Rates Renewals on District Funds
6. 2021-2022 School Audit
7. SBPC Program Update

8. CIP External Team Visit

|                                       | Overton Public School District |   |
|---------------------------------------|--------------------------------|---|
|                                       | Bill Roster                    |   |
|                                       | Month:                         | December  |
|                                       | Status:                        | Official  |
| 12/12/2022                            | Total:                         | \$ 49,234.85  |
| Vendor                                | Total Amount                   | New Code Description  |
| Airgas                                | \$ 424.86                      | Reg. Instruct. Ind. Tech. Supplies                                |
| Amazon Business                       | \$ 49.97                       | Reg. Instruct. - Voc. Bus. Supplies                               |
| Amazon Business                       | \$ 16.98                       | Reg. Instruct. - Instrumental Music Supplies                      |
| Amazon Business                       | \$ 33.99                       | Reg. Instruct. - Indust. Tech. Supplies - Batteries               |
| Amazon Business                       | \$ 104.16                      | Reg. Instruct. - Prek Supplies                                    |
| ATC Communications                    | \$ 155.95                      | Fiscal Services - Phone Service                                   |
| Black Hills Energy                    | \$ 1,973.33                    | Operations of Buildings - Natural Gas                             |
| CenturyLink                           | \$ 59.03                       | Operation of Buildings Communications - Long Distance Phone       |
| Costume Shop                          | \$ 480.00                      | Reg. Instruct. - Language Arts - One-Act Play                     |
| D&M Security                          | \$ 330.00                      | Safety Repairs & Maintenance - Fire Alarm Inspection              |
| Dana F. Cole & Company, LLP           | \$ 2,300.00                    | Board of Education Professional Services                          |
| Dan's Sanitation                      | \$ 314.25                      | Operation of Buildings Cleaning Services - Trash Removal          |
| DAS State ACCTG - Central Finance     | \$ 238.13                      | Reg. Instruct. Network Services                                   |
| Dawson County Clerk                   | \$ 215.11                      | Board of Education Professional Services                          |
| Dawson Public Power District - Prek   | \$ 229.12                      | Operation of Preschool - Electricity                              |
| Dawson Public Power District - School | \$ 8,156.69                    | Operation of Buildings Electricity                                |
| Dawson Public Power District - Trans. | \$ 204.34                      | Vehicle Servicing and Maintenance - Reg. Ed. - Bus Barn Energy    |
| Eakes Office Solutions                | \$ 127.88                      | Reg. Instruction - Copier Supplies                                |
| ESU 10                                | \$ 40.00                       | Reg. Instruct. Employee Training - Math                           |
| ESU 10                                | \$ 20.00                       | Reg. Instruct. Employee Training - L/A                            |
| ESU 10                                | \$ 40.00                       | Reg. Instruct. Employee Training - Science                        |
| ESU 10 - SPED Services                | \$ 2,154.83                    | SPED Speech Path. & Audiology Ages Birth-2                        |
| ESU 10 - SPED Services                | \$ 9,752.32                    | SPED Speech Path. & Audiology - Elementary                        |
| ESU 10 - SPED Services                | \$ 770.05                      | SPED Speech Path. & Audiology - Age 3-4                           |
| ESU 10 - SPED Services                | \$ 530.16                      | SPED P.T. Services - Elementary                                   |
| ESU 10 - SPED Services                | \$ 289.35                      | SPED Supervision - Birth - 2                                      |
| ESU 10 - SPED Services                | \$ 289.35                      | SPED Supervision - Ages 3-4                                       |
| ESU 10 - SPED Services                | \$ 530.16                      | SPED P.T. Services - Secondary                                    |
| ESU 10 - SPED Services                | \$ 1,000.96                    | SPED O.T. Services - Elementary                                   |
| ESU 10 - SPED Services                | \$ 1,000.96                    | SPED O.T. Services - Secondary                                    |
| ESU 10 - SPED Services                | \$ 1,261.72                    | SPED Supervision - Elementary                                     |
| ESU 10 - SPED Services                | \$ 250.24                      | SPED O.T. Services - Ages 3-4                                     |
| ESU 10 - SPED Services                | \$ 250.24                      | SPED O.T. Services - Birth - 2                                    |
| ESU 10 - SPED Services                | \$ 132.54                      | SPED P.T. Services - Ages 3-4                                     |
| ESU 10 - SPED Services                | \$ 132.54                      | SPED P.T. Services - Birth - 2                                    |
| ESU 10 - SPED Services                | \$ 1,261.72                    | SPED Supervision - Secondary                                      |
| ESU 10 - SPED Services                | \$ 222.13                      | SPED Supervision - Vocational Secondary                           |
| ESU 10 - SPED Services                | \$ 1,611.59                    | SPED Psychological Services - Secondary                           |
| ESU 10 - SPED Services                | \$ 1,611.59                    | SPED Psychological Services - Elementary                          |
| ESU 10 - SPED Services                | \$ 417.90                      | SPED Psychological Services - Ages 3-4                            |
| ESU 10 - SPED Services                | \$ 417.90                      | SPED Psychological Services - Birth - 2                           |
| ESU 10 - SPED Services                | \$ 58.85                       | SPED Speech Path. & Audiology - Secondary                         |
| First Book                            | \$ 139.10                      | LMC Books & Periodicals   |
| Foster Lumber, LLC                    | \$ 8.69                        | Reg. Instruction - Industrial Tech. Supplies                      |
| Great Plains Communication            | \$ 116.95                      | Internet Connection - Family Center                               |
| HireRight Solutions                   | \$ 103.20                      | Vehicle Servicing and Maintenance - Reg. Ed. - DOT Annual Fee     |
| Hobby Lobby                           | \$ 49.44                       | Reg. Instruct. - Art Supplies                                     |
| Hobby Lobby                           | \$ 71.77                       | Regular Instruction - School Improvement - External Team Expenses |
| Lexington Chiropractic Center         | \$ 585.00                      | Reg. Transportation - DOT Physicals                               |
| LIPS                                  | \$ 120.08                      | Reg. Instruct. Office Supplies - Letterhead                       |
| LockMasters USA, Inc                  | \$ 130.76                      | Principal Supplies  |
| Menards                               | \$ 185.98                      | Regular Instruction - Custodial Supplies                          |
| MRK                                   | \$ 101.65                      | Reg. Instruct. Transportation - Wash buses                        |
| Nebraska Safety Center @ UNK          | \$ 100.00                      | Vehicle Expenditures - Bus Driver Training (1)                    |
| Nebraska Safety Center @ UNK          | \$ 100.00                      | Reg. Instruct. - Transportation Expenses                          |
| Oliver & Andy's Book Company          | \$ 422.60                      | LMC Books & Periodicals   |
| Phelps County Clerk                   | \$ 185.64                      | Board of Education Dues & Fees                                    |
| Platte Valley Communications          | \$ 282.80                      | Safety and Security - Rewritten Doors                             |

|                             |    |          |   |
|-----------------------------|----|----------|---|
| Plum Creek Market Place     | \$ | 160.30   | Reg. Instruction - Family Consumer Science Supplies         |
| S&S Worldwide               | \$ | 41.25    | Reg. Instruct. - K-4 Elementary Supplies                    |
| Shively Repair              | \$ | 919.96   | Vehicle Servicing and Maintenance - Lights for Bus          |
| TK Elevator Corporation     | \$ | 371.26   | Building Repairs and Maintenance Services - Elevator Maint. |
| Village of Overton          | \$ | 351.00   | Reg. Instruct. - Utility Services                           |
| Village of Overton - Prek 3 | \$ | 51.00    | Early Childhood Utility Services                            |
| Village Uniform             | \$ | 220.91   | Operation of Building - Uniform Cleaning                    |
| Walmart                     | \$ | 47.04    | Reg. Instruct. - Principal Supplies                         |
| Walmart                     | \$ | 20.52    | Reg. Instruct. - Principal Supplies                         |
| Yanda's Music and Pro Audio | \$ | 175.00   | Reg. Instruct. Safety and Security - Speaker Installation   |
| Clearing Account            | \$ | 4,712.06 | Supplies  |

**Matters Pending Before the Board:**

A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_

**1. Action Item:** Consider thanking and recognizing board member Doug Luther for his service to the Overton School Board.

**Motion: To thank and recognize board member Doug Luther for his service to the Overton School Board.**

**Discussion:**

| Votes:    | YES   | NO    | ABSENT |
|-----------|-------|-------|--------|
| Brennan   | _____ | _____ | _____  |
| Lassen    | _____ | _____ | _____  |
| Luther    | _____ | _____ | _____  |
| Meier     | _____ | _____ | _____  |
| Rudeen    | _____ | _____ | _____  |
| Walahoski | _____ | _____ | _____  |

Vote \_\_\_\_\_

A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_

**2. Action Item:** Consider approving the 2023-2024 school calendar.

**Motion: To approve the 2023-2024 school calendar.**

**Discussion:**

| Votes:    | YES   | NO    | ABSENT |
|-----------|-------|-------|--------|
| Brennan   | _____ | _____ | _____  |
| Lassen    | _____ | _____ | _____  |
| Luther    | _____ | _____ | _____  |
| Meier     | _____ | _____ | _____  |
| Rudeen    | _____ | _____ | _____  |
| Walahoski | _____ | _____ | _____  |

Vote \_\_\_\_\_

A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_

**3. Action Item:** Consider approving the 2021-2022 school audit.

**Motion: To approve the 2021-2022 school audit.**

**Discussion:**

| Votes:    | YES   | NO    | ABSENT |
|-----------|-------|-------|--------|
| Brennan   | _____ | _____ | _____  |
| Lassen    | _____ | _____ | _____  |
| Luther    | _____ | _____ | _____  |
| Meier     | _____ | _____ | _____  |
| Rudeen    | _____ | _____ | _____  |
| Walajoski | _____ | _____ | _____  |

Vote \_\_\_\_\_

A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_

**4. Action Item:** Consider approving the 2023-2024 Master Agreement with the O.E.A.

**Motion: To approve the 2023-2024 Master Agreement with the O.E.A.**

**Discussion:**

| Votes:    | YES   | NO    | ABSENT |
|-----------|-------|-------|--------|
| Brennan   | _____ | _____ | _____  |
| Lassen    | _____ | _____ | _____  |
| Luther    | _____ | _____ | _____  |
| Meier     | _____ | _____ | _____  |
| Rudeen    | _____ | _____ | _____  |
| Walajoski | _____ | _____ | _____  |

Vote \_\_\_\_\_

A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_

**5. Action Item:** Consider accepting the resignation of Beth Sloan effective the end of the 2022-2023 school year.

**Motion: To accept the resignation of Beth Sloan effective the end of the 2022-2023 school year.**

**Discussion:**

| Votes:    | YES   | NO    | ABSENT |
|-----------|-------|-------|--------|
| Brennan   | _____ | _____ | _____  |
| Lassen    | _____ | _____ | _____  |
| Luther    | _____ | _____ | _____  |
| Meier     | _____ | _____ | _____  |
| Rudeen    | _____ | _____ | _____  |
| Walajoski | _____ | _____ | _____  |

Vote \_\_\_\_\_

A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_

**6. Action Item:** Consider accepting the resignation of Angie Ehlers effective the end of the 2022-2023 school year.

**Motion: To accept the resignation of Angie Ehlers effective the end of the 2022-2023 school year.**

**Discussion:**

| Votes:    | YES   | NO    | ABSENT |
|-----------|-------|-------|--------|
| Brennan   | _____ | _____ | _____  |
| Lassen    | _____ | _____ | _____  |
| Luther    | _____ | _____ | _____  |
| Meier     | _____ | _____ | _____  |
| Rudeen    | _____ | _____ | _____  |
| Walahoski | _____ | _____ | _____  |

Vote \_\_\_\_\_

A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_

**7. Action Item:** Consider accepting the resignation of Seth Ehlers effective the end of the 2022-2023 school year.

**Motion: To accept the resignation of Seth Ehlers effective the end of the 2022-2023 school year.**

**Discussion:**

| Votes:    | YES   | NO    | ABSENT |
|-----------|-------|-------|--------|
| Brennan   | _____ | _____ | _____  |
| Lassen    | _____ | _____ | _____  |
| Luther    | _____ | _____ | _____  |
| Meier     | _____ | _____ | _____  |
| Rudeen    | _____ | _____ | _____  |
| Walahoski | _____ | _____ | _____  |

Vote \_\_\_\_\_

A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_

**8. Action Item:** Consider approving contract renewal for the superintendent.

**Motion: To approve the contract renewal for the superintendent.**

**Discussion:**

| Votes:  | YES   | NO    | ABSENT |
|---------|-------|-------|--------|
| Brennan | _____ | _____ | _____  |

|           |     |     |     |
|-----------|-----|-----|-----|
| Lassen    | ___ | ___ | ___ |
| Luther    | ___ | ___ | ___ |
| Meier     | ___ | ___ | ___ |
| Rudeen    | ___ | ___ | ___ |
| Walahoski | ___ | ___ | ___ |

Vote \_\_\_\_\_

A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_

**9. Action Item:** Consider approving the superintendent's evaluation.

**Motion: To approve the superintendent's evaluation.**

**Discussion:**

|           |     |     |        |
|-----------|-----|-----|--------|
| Votes:    | YES | NO  | ABSENT |
| Brennan   | ___ | ___ | ___    |
| Lassen    | ___ | ___ | ___    |
| Luther    | ___ | ___ | ___    |
| Meier     | ___ | ___ | ___    |
| Rudeen    | ___ | ___ | ___    |
| Walahoski | ___ | ___ | ___    |

Vote \_\_\_\_\_

A motion by \_\_\_\_\_ and seconded by \_\_\_\_\_

**10. Action Item:** Consider adjourning the meeting.

**Motion: To adjourn the meeting at \_\_\_\_\_ p.m.**

**Discussion:**

|           |     |     |        |
|-----------|-----|-----|--------|
| Votes:    | YES | NO  | ABSENT |
| Brennan   | ___ | ___ | ___    |
| Lassen    | ___ | ___ | ___    |
| Luther    | ___ | ___ | ___    |
| Meier     | ___ | ___ | ___    |
| Rudeen    | ___ | ___ | ___    |
| Walahoski | ___ | ___ | ___    |

Vote \_\_\_\_\_





# Overton Public School

# 2023-2024

## Academic Year Calendar



#5

**AUGUST**

- 8 Teacher In-Service (1)
- 9 Teacher In-Service (2)
- 10 First Day of School  
2:30 Dismissal
- 22 First Day of Pre-School

**August 23**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    |    | 1  | 2  | 3  | 4  | 5  |
| 6  | 7  | 8  | 9  | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 |    |    |

**September 23**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    |    |    |    |    | 1  | 2  |
| 3  | 4  | 5  | 6  | 7  | 8  | 9  |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |

**SEPTEMBER**

- 4 No School - Labor Day
- 27 P/T Conf. 12:30-6:30PM  
(11:30 Dismissal)
- 28 Teacher In-Service (3)
- 29 No School

**OCTOBER**

- 13 End of 1st Quarter  
(44 days)
- 19 & 20 No School

**October 23**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
| 1  | 2  | 3  | 4  | 5  | 6  | 7  |
| 8  | 9  | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 |    |    |    |    |

**November 23**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 |    |    |

**NOVEMBER**

- 17 Teacher In-Service (4)
- 22-24 No School  
Thanksgiving Break

**DECEMBER**

- 20 & 21 Semester Tests  
(2:30 Dismissal Both Days)
- 21 Last Day of 1st Sem.  
(43 & 87 days)
- 22-26 NSAA Moratorium
- 22-29 No School

**December 23**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    |    |    |    |    | 1  | 2  |
| 3  | 4  | 5  | 6  | 7  | 8  | 9  |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 |    |    |    |    |    |    |

**January 24**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 |    |    |    |

**JANUARY**

- 1-2 No School
- 3 1st Day of 2nd Semester
- 15 Teacher In-Service (5)

**FEBRUARY**

- 8 P/T Conf. 12:30-6:30PM  
(11:30 Dismissal)
- 9 No School
- 21 Teacher In-Service (6)

**February 24**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 |    |    |

**March 24**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    |    |    |    |    | 1  | 2  |
| 3  | 4  | 5  | 6  | 7  | 8  | 9  |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 |    |    |    |    |    |    |

**MARCH**

- 8 End of 3rd Quarter  
(45 days)
- 15 No School
- 29 No School - Spring Break

**APRIL**

- 1 No School - Spring Break
- 16 No School - TR Invite

**April 24**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 |    |    |    |    |

**May 24**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 |    |

**MAY**

- 4 Graduation 1:30PM
- 6 Pre-K Graduation 10AM
- 15 & 16 Semester Tests  
(2:30 Dismissal Both Days)
- 16 Last day of 2nd Sem.  
(45 & 90 days)

**JUNE**

**June 24**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 |    |    |    |    |    |    |

**July 24**

| Su | M  | Tu | W  | Th | F  | Sa |
|----|----|----|----|----|----|----|
|    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 |    |    |    |

**JULY**

- Student = 177  
(PK = 133)
- Teacher = 183

NO SCHOOL - Teacher In-Service Days  
 First Day of Semester  
 NO SCHOOL

End of Quarters/Semester  
 Parent/Teacher Conferences



**DANA F. COLE  
& COMPANY<sup>LLP</sup>**  
CERTIFIED PUBLIC ACCOUNTANTS

503 WEST THIRD STREET  
GRAND ISLAND, NEBRASKA 68801  
T: 308.382.3400 F: 308.382.7644

**DANACOLE.COM**

November 2, 2022

To the Board of Education  
Overton Public Schools District No. 4  
P.O. Box 310  
Overton, NE 68863

RE: AU-C 260

We have audited the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Overton Public Schools District No. 4, Overton, Nebraska, for the year ended August 31, 2022. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards and, if applicable, *Government Auditing Standards* and the Uniform Guidance, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated June 22, 2022. Professional standards also require that we communicate to you the following information related to our audit.

#### Significant Audit Findings

##### *Qualitative Aspects of Accounting Practices*

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by Overton Public Schools District No. 4, Overton, Nebraska, are described in Note 1 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during the year ended August 31, 2022. We noted no transactions entered into by the Overton Public Schools District No. 4, Overton, Nebraska, during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

The financial statement disclosures are neutral, consistent, and clear.

##### *Difficulties Encountered in Performing the Audit*

We encountered no significant difficulties in dealing with management in performing and completing our audit.

##### *Corrected and Uncorrected Misstatements*

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level

of management. Management has corrected all such misstatements. In addition, none of the misstatements detected as a result of audit procedures and corrected by management were material, either individually or in the aggregate, to each opinion unit's financial statements taken as a whole.

#### *Disagreements with Management*

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

#### *Management Representations*

We have requested certain representations from management that are included in the management representation letter dated November 2, 2022.

#### *Management Consultations with Other Independent Accountants*

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Overton Public Schools District No. 4, Overton, Nebraska's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

#### *Other Audit Findings or Issues*

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Overton Public Schools District No. 4, Overton, Nebraska's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

#### Other Matters

We were engaged to report on the General Fund Components - Combining Schedule of Receipts, Disbursements, and Changes in Fund Balance - Modified Cash Basis, the Nonmajor Funds - Combining Schedules of Receipts, Disbursements, and Changes in Fund Balances - Modified Cash Basis, which accompanies the financial statements but is not RSI. With respect to this supplementary information, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with the modified cash basis of accounting, the method of preparing it has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the financial statements or to the financial statements themselves.

Overton Public Schools District No. 4  
November 2, 2022  
Page three

We were not engaged to report on the Schedules of Receipts, Disbursements, and Changes in Fund Balance - Modified Cash Basis - Budget and Actual, Activities Fund - Schedule of Changes in Cash Balances, and Analysis of Accounts with County Treasurers - Modified Cash Basis, which accompanies the financial statements but is not RSI. Such information has not been subjected to the auditing procedures applied in the audit of the basic financial statements, and accordingly, we do not express an opinion or provide any assurance on it.

Restriction on Use

This information is intended solely for the information and use of the Board of Education and management of Overton Public Schools District No. 4, Overton, Nebraska, and is not intended to be, and should not be, used by anyone other than these specified parties.

Yours truly,



ROBERT C. BERAN  
For the Firm

e-mail: [beran@danacole.com](mailto:beran@danacole.com)

RCB:kmc

DAWSON COUNTY SCHOOL DISTRICT #24-0004

OVERTON PUBLIC SCHOOL DISTRICT

MASTER CONTRACT AGREEMENT

BETWEEN

OVERTON CERTIFICATED STAFF

AND

OVERTON BOARD OF EDUCATION

NEGOTIATED FOR THE  
2023-2024  
SCHOOL YEAR

## PREAMBLE

This agreement is made and entered into this 12th day of December, 2022, by and between the Board of Education of School District #0004 in the County of Dawson, in the State of Nebraska (hereinafter referred to as the "Board" or "District") and the Overton certificated staff (hereinafter referred to as "certificated staff").

## GENERAL PURPOSE

The Board and certificated staff recognize that the development of a quality educational program for the children attending the public schools of Overton is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The Board and certificated staff enter into this Agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community.

## NEGOTIATIONS

Both parties believe the following procedures are necessary for good faith bargaining to occur:

1. The certified staff shall initiate the negotiations process for each new contract period. To meet this requirement, the certificated staff shall meet to determine who shall represent them and then contact the Board before the February board meeting to request to be recognized as bargaining agent.
2. Upon receiving official request, the Board shall set the date and time of the first negotiations meeting. Thereafter, meeting dates and times will be scheduled by mutual consent of both parties
3. Each party shall name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first meeting.
4. The Superintendent shall keep accurate minutes of all meetings. These minutes shall be verified and signed by both parties.
5. Facts, opinions, proposals and counter-proposals will be freely discussed in good faith during meetings.
6. All participants shall treat each other professionally and with respect during discussions and shall give due consideration to all proposals.
7. Final agreements shall be reduced to writing and signed by both parties.

**2023-2024**  
**Negotiated Agreement**  
**Overton Public Schools**

1. **BASE SALARY:** The base salary shall be \$37,600 on a 4.0 x 4.5 index.
2. **INDEX:** The index shall be 4% for experience and 4.5% for graduate hours.
  - A. A certificated staff member entering the Overton system shall be given credit for all years of experience on the regular schedule, provided such experience has been obtained in a city or town secondary school or accredited elementary school.
  - B. Certificated staff shall be given credit on the salary schedule as of September 10th for additional college graduate hours. If credit is given on September 10th, the increase shall be in full. All teachers shall be responsible for having an up-to-date transcript of credits available in the Superintendent's office.
  - C. After initial placement on the salary schedule, a teacher will be allowed to move yearly on the salary schedule according to the total number of additional college graduate hours obtained after that initial placement. When a teacher reaches the last step in his/her educational level and does not earn more graduate hours, he or she shall remain on that step until enough graduate hours are earned to move to the next column.
  - D. This is a minimum salary schedule. It may be necessary to exceed it temporarily in making a salary adjustment in order to secure a teacher in a subject in which there is an unusual circumstance.
3. **SICK LEAVE:** There shall be granted ten (10) days of sick leave per year, cumulative to fifty (50). Teachers shall be permitted to take up to ten (10) days of accumulated sick leave per year for family illness or bereavement (spouse, children, and parents of self or spouse).

Pay for accumulated sick days not taken will be one-half of substitute teacher's pay at time of leaving the system. Teachers will start at zero paid sick days not taken, beginning with the 1984-85 school year.

Pay for accumulated sick days exceeding forty (40) at the end of each year will be one-half of substitute teacher's pay, beginning with the 2000-2001 school year.

A married couple who are employed by the district shall be allowed to share accumulated sick days with one another. All other sick day requirements will remain in effect. School administration shall be notified prior to the sharing of sick days.
4. **PROFESSIONAL LEAVE:** The Superintendent may grant a teacher who is an officer of a local, state, regional or national professional

organization not to exceed two (2) days of leave annually without loss of pay to attend meetings of that organization. The Board will not pay any expenses involved other than the pay of a substitute. Forty-eight (48) hours notice must be given to the Superintendent or the Superintendent's designee. The Superintendent may grant a teacher leave to attend professional meetings in the interest of the Overton schools. In such cases there shall be no loss of pay and necessary expenses involved in attendance will be paid by the Board.

5. **PERSONAL LEAVE:** Teachers requiring personal leave shall be given three (3) days, and shall be non-accumulative. Notice must be given to the Superintendent or Principal forty-eight (48) hours in advance. A married couple who are employed by the district shall be allowed to share personal leave days with one another. School administration shall be notified prior to the sharing of personal leave days. Pay for unused personal leave days will be at the end of each year and will be one-half of substitute teacher's pay, beginning with the 2000-2001 school year.

6. **BEREAVEMENT:** Certificated employees who qualify for benefits shall receive release time with pay for bereavement purposes for a total of three (3) days per school year. The days do not accumulate from year to year and are prorated given the FTE of the teacher. There is no compensation for days not used.

7. **MATERNITY LEAVE:** Maternity leave shall comply with existing federal laws. Maternity leave shall be without pay after the certificated staff member has used accumulated leave.

8. **PAYMENT REDUCTION:** A teacher who uses more leave than granted in any of the categories listed in the negotiated agreement will cause his/her base salary to be reduced by 1/183rd for each day of excess leave.

9. **HEALTH INSURANCE:** The Overton Public School system will pay health insurance at a monthly rate of \$749.18 for teachers who elect to participate in the Employee only plan, \$1,385.96 for teachers who elect to participate in the Employee and Children plan, \$1,573.23 for teachers who elect to participate in the Employee and Spouse plan, \$2,112.45 for teachers who elect to participate in the Employee and Family plan, from September 1, 2023 through August 31, 2024. If the teacher elects to participate in the \$3,800 Deductible HSA-Eligible (Dual Choice Only) the district will pay at a monthly rate of \$643.00 for Employee only plan, \$1,189.59 for teachers who elect to participate in the Employee and Children plan, \$1,350.33 who elect to participate in the Employee and Spouse plan, and \$1,813.14 for teachers who elect to participate in the Employee and Family plan, from September 1, 2023 through August 31, 2024. The district will pay the dental coverage beyond the employee level for married couples who are employed by the district and who elect this option. The dental coverage shall be PPO 100% A, 75% B, 50% C coverage at a monthly rate of \$29.54. The above rates are based upon preadmission certification. New employees shall have an effective beginning insurance date of September 1st of the current school year. Employees hired after the school year begins shall have an effective beginning coverage date determined by insurance carrier rules and regulations.



10. LONG TERM DISABILITY: The Overton system will provide long term disability coverage for certificated staff with a thirty (30) day consecutive days calendar elimination period.

11. SALARY SCHEDULE AND EXTRA-DUTY SCHEDULE: The schedules for salary and extra-duty payment shall be attached and become a part of this negotiated agreement.

12. WORK DAY: The normal work day for certified staff shall be of eight (8) hours in duration. The time schedule for length of school day and certified staff hours shall be approved by the Board prior to the opening of school each year.

13. CONTRACT DAYS: There shall be 183 contract days.

DURATION

This contract shall be effective as of the beginning of the 2022-2023 school year. If a newly negotiated agreement has not been duly entered into prior to the end of the previous contract period, the terms of this contract shall continue in full force and effect until such negotiated contract is adopted.

DOCUMENT AUTHORIZATION

This master agreement shall constitute a compilation of all the annual agreements between the Overton Board of Education and the Overton certified staff.

If proof can be shown by either party through acceptable signed copies of past negotiated agreements, that this Master Agreement includes any alterations which were not negotiated or indicates an omission which was inadvertent from previous documents, both parties agree to add or delete to this.

THIS negotiated agreement is effective for the 2023-2024 school year and shall be the Master Agreement between the Overton Education Association and the Overton Public School Board of Education.

Signatures affixed this 12th day of December, 2022.

\_\_\_\_\_  
O.E.A. President

\_\_\_\_\_  
Overton Board President

\_\_\_\_\_  
O.E.A. Negotiating Member

\_\_\_\_\_  
Board Negotiating Member

| LEVEL                                    | B.A.      | B.A.+ 9             | B.A.+ 18     | B.A.+ 27     | B.A.+ 36     | M.A.+ 9                     | M.A.+ 18     | M.A.+ 27     |            |
|--|-----------|---------------------|--------------|--------------|--------------|-----------------------------|--------------|--------------|------------|
| 0  | 1.0000    | 1.0450              | 1.0900       | 1.1350       | 1.1800       | 1.2250                      | 1.2700       | 1.3150       |            |
| \$                                       | 37,600.00 | \$ 39,292.00        | \$ 40,984.00 | \$ 42,676.00 | \$ 44,368.00 | \$ 46,060.00                | \$ 47,752.00 | \$ 49,444.00 |            |
| 1  | 1.0400    | 1.0805              | 1.1255       | 1.1705       | 1.2155       | 1.2605                      | 1.3055       | 1.3505       |            |
| \$                                       | 39,104.00 | 40626.8             | 42318.8      | 44010.8      | 45702.8      | 47394.8                     | 49086.8      | \$ 50,778.80 |            |
| 2  | 1.0800    | 1.1250              | 1.1700       | 1.2150       | 1.2600       | 1.3050                      | 1.3500       | 1.3950       |            |
| \$                                       | 40,608.00 | \$ 42,300.00        | \$ 43,992.00 | \$ 45,684.00 | \$ 47,376.00 | \$ 49,068.00                | \$ 50,760.00 | \$ 52,452.00 |            |
| 3  | 1.1200    | 1.1650              | 1.2100       | 1.2550       | 1.3000       | 1.3450                      | 1.3900       | 1.4350       |            |
| \$                                       | 42,112.00 | \$ 43,804.00        | \$ 45,496.00 | \$ 47,188.00 | \$ 48,880.00 | \$ 50,572.00                | \$ 52,264.00 | \$ 53,956.00 |            |
| 4  | 1.1600    | 1.2050              | 1.2500       | 1.2950       | 1.3400       | 1.3850                      | 1.4300       | 1.4750       |            |
| \$                                       | 43,616.00 | \$ 45,308.00        | \$ 47,000.00 | \$ 48,692.00 | \$ 50,384.00 | \$ 52,076.00                | \$ 53,768.00 | \$ 55,460.00 |            |
| Ex Duty Base                             | 43616     |                     |              |              |              |                             |              |              |            |
| 5  | 1.2000    | 1.2450              | 1.2900       | 1.3350       | 1.3800       | 1.4250                      | 1.4700       | 1.5150       |            |
| \$                                       | 45,120.00 | \$ 46,812.00        | \$ 48,504.00 | \$ 50,196.00 | \$ 51,888.00 | \$ 53,580.00                | \$ 55,272.00 | \$ 56,964.00 |            |
| 6  |           | 1.2850              | 1.3300       | 1.3750       | 1.4200       | 1.4650                      | 1.5100       | 1.5550       |            |
| \$                                       |           | \$ 48,316.00        | \$ 50,008.00 | \$ 51,700.00 | \$ 53,392.00 | \$ 55,084.00                | \$ 56,776.00 | \$ 58,468.00 |            |
| 7  |           |                     | 1.3700       | 1.4150       | 1.4600       | 1.5050                      | 1.5500       | 1.5950       |            |
| \$                                       |           |                     | \$ 51,512.00 | \$ 53,204.00 | \$ 54,896.00 | \$ 56,588.00                | \$ 58,280.00 | \$ 59,972.00 |            |
| 8  |           |                     |              | 1.4550       | 1.5000       | 1.5450                      | 1.5900       | 1.6350       |            |
| \$                                       |           |                     |              | \$ 54,708.00 | \$ 56,400.00 | \$ 58,092.00                | \$ 59,784.00 | \$ 61,476.00 |            |
| 9  |           |                     |              |              | 1.5400       | 1.5850                      | 1.6300       | 1.6750       |            |
| \$                                       |           |                     |              |              | \$ 57,904.00 | \$ 59,596.00                | \$ 61,288.00 | \$ 62,980.00 |            |
| 10                                       |           |                     |              |              | 1.5800       | 1.6250                      | 1.6700       | 1.7150       |            |
| \$                                       |           |                     |              |              | \$ 59,408.00 | \$ 61,100.00                | \$ 62,792.00 | \$ 64,484.00 |            |
| 11                                       |           |                     |              |              | 1.6200       | 1.6650                      | 1.7100       | 1.7550       |            |
| \$                                       |           |                     |              |              | \$ 60,912.00 | \$ 62,604.00                | \$ 64,296.00 | \$ 65,988.00 |            |
| 12                                       |           |                     |              |              |              | 1.7050                      | 1.7500       | 1.7950       |            |
| \$                                       |           |                     |              |              |              | \$ 64,108.00                | \$ 65,800.00 | \$ 67,492.00 |            |
| 13                                       |           |                     |              |              |              |                             | 1.7900       | 1.8350       |            |
| \$                                       |           |                     |              |              |              |                             | \$ 67,304.00 | \$ 68,996.00 |            |
| Head Fb Coach                            |           | 0.115               |              | \$5,015.84   |              | Jr. High GTr Coach          |              | 0.01         | \$436.16   |
| Assist. Fb Coach                         |           | 0.06                |              | \$2,616.96   |              | Jr. High Wr Coach           |              | 0.01         | \$436.16   |
| Head BBB Coach                           |           | 0.12                |              | \$5,233.92   |              | Jr. High Vb Coach           |              | 0.01         | \$436.16   |
| Assist. BBB Coach                        |           | 0.0625              |              | \$2,726.00   |              | Honor Society Sponsor       |              | 0.0075       | \$327.12   |
| Head GBB Coach                           |           | 0.12                |              | \$5,233.92   |              | Cheerleader Sponsor         |              | 0.05         | \$2,180.80 |
| Assist. GBB Coach                        |           | 0.0625              |              | \$2,726.00   |              | Concession Supervisor       |              | 0.02         | \$872.32   |
| Head Vb Coach                            |           | 0.115               |              | \$5,015.84   |              | Golf Coach                  |              | 0.08         | \$3,489.28 |
| Assist. Vb Coach                         |           | 0.06                |              | \$2,616.96   |              | One-Act                     |              | 0.02         | \$872.32   |
| Head Tr Coach                            |           | 0.10                |              | \$4,361.60   |              | School Play                 |              | 0.025        | \$1,090.40 |
| Asst. Track Coach                        |           | 0.06                |              | \$2,616.96   |              | Sr. Class Sponsor           |              | 0.02         | \$872.32   |
| Head Cross Country                       |           | 0.10                |              | \$4,361.60   |              | Jr. Class Sponsor           |              | 0.02         | \$872.32   |
| Counselor                                |           | \$120/day as needed |              | \$0.00       |              | Speech                      |              | 0.025        | \$1,090.40 |
| FCCLA Sponsor (5 extended contract days) |           | 0.05                |              | \$2,180.80   |              | 7th Gd. Sponsor             |              | 0.02         | \$872.32   |
| ESports Sponsor                          |           | 0.025               |              | \$1,090.40   |              | 7th Gd. Sponsor             |              | 0.02         | \$872.32   |
| FFA Sponsor (5 extended contract days)   |           | 0.05                |              | \$2,180.80   |              | Head WR Coach               |              | 0.10         | \$4,361.60 |
| Annual Sponsor                           |           | 0.04                |              | \$1,744.64   |              | Athletic Director           |              | 0.13         | \$5,670.08 |
| Instrumental Band                        |           | 0.08                |              | \$3,489.28   |              | Wrestling Aide              |              | 0.06         | \$2,616.96 |
| Jr. High Fb                              |           | 0.01                |              | \$436.16     |              | Small Music Groups          |              | 0.02         | \$872.32   |
| Jr. High BBB Coach                       |           | 0.01                |              | \$436.16     |              | MTSS Coordinator            |              | 0.01         | \$436.16   |
| Jr. High GBB Coach                       |           | 0.01                |              | \$436.16     |              | HAL Coordinator             |              | 0.01         | \$436.16   |
| Jr. High BTr Coach                       |           | 0.01                |              | \$436.16     |              | CIP Coordinator             |              | 0.01         | \$436.16   |
| Jr. High Cross Country                   |           | 0.03                |              | \$1,308.48   |              | Safety & Crisis Coordinator |              | 0.01         | \$436.16   |

SUPERINTENDENT EVALUATION  
FOR  
Mark Aten  
2022-2023 School Year

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Give a numerical rating on the space preceding each statement, based on your perception of Mark Aten's performance for each of the 15 items that are on his job description. Comments must be made on any rating of 2 or below.

5 = Excellent - possesses qualities considered unique.  
4 = Above Average - performing strongly, positively.  
3 = Average - overall satisfactory accomplishment.  
2 = Below Average - performance should be improved.  
1 = Needs Improvement - area needs definite attention.  
0 = There was limited or no opportunity to observe skill.  
-----

- \_\_\_\_\_ 1. Models appropriate moral and ethical behavior.
- \_\_\_\_\_ 2. Models appropriate personal appearance.
- \_\_\_\_\_ 3. Demonstrates good judgement, common sense and perception.
- \_\_\_\_\_ 4. Accepts suggestions in a positive manner.
- \_\_\_\_\_ 5. Acts as the chief executive officer of the school, preparing agendas for board meetings and attends board meetings.
- \_\_\_\_\_ 6. Administers the school in conformity with the adopted board of education policies.

- \_\_\_\_\_ 7. Develops administrative principles and procedures for implementing board policies focusing on the primary mission of the school.
- \_\_\_\_\_ 8. Assists the board in reaching sound judgements and establishing policies.
- \_\_\_\_\_ 9. Assists the board by providing helpful facts by means of informative reports to aid the board in reaching a decision on various topics.
  
- \_\_\_\_\_ 10. Provides the board with information on the status of the school system, its personnel and pupils.
  
- \_\_\_\_\_ 11. Maintains open lines of communications between the board, staff and public.
  
- \_\_\_\_\_ 12. Directs the hiring and termination of certified and support staff personnel.
  
- \_\_\_\_\_ 13. Recommends changes when needed in curricular programs and administrative procedures which will ensure a quality and current educational program.
  
- \_\_\_\_\_ 14. Attends professional meetings to be able to manage the school effectively and to stay current with educational issues.
  
- \_\_\_\_\_ 15. Oversees and lives within the adopted budget.

Other Comments:

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## **Superintendent Contract**

IT IS HEREBY AGREED by and between the Board of Education of the Overton School, District 24-0004, located in Dawson County, in the State of Nebraska, hereinafter referred to as "Board" and Mark A. Aten, hereinafter referred to as "Superintendent", that the said Board, in accordance with its actions as of the minutes of the meeting held on the 12th day of December, 2022, has and does hereby employ Mark A. Aten as Superintendent.

Whereas the Board of Education desires to employ the Superintendent to lead the District and the Superintendent desires to accept such employment;

Whereas the Board of Education and the Superintendent are aware of the close working relationship they must maintain in order to effectively govern and lead the school;

Whereas the Board of Education and its Superintendent recognize that there are potential areas of overlapping roles and responsibilities between their positions and desire to minimize the conflicts which may arise from such;

Now therefore it is agreed by and between the parties as follows:

### **1.0 Offer and Acceptance**

- 1.1 The Board of Education offers to employ the Superintendent to be its chief Administrative officer pursuant to the terms and conditions of this contract.
- 1.2 The Superintendent accepts such offer of employment and agrees and affirms as follows:
  - 1.2.1 That he/she agrees, during the period of this contract, to perform his/her duties and obligations pursuant to Federal and State laws, board policies and rules, and this contract.
  - 1.2.2 That he/she will hold throughout the term of this contract a valid Nebraska Professional Administrative and Supervisory Certificate.
  - 1.2.3 The Superintendent hereby agrees to devote his time, skill, labor and attention to said employment.

### **2.0 Terms of Contract**

- 2.1 This contract shall be for a period of three years commencing on July 1, 2023 and expiring on June 30, 2026. All attachments to this contract shall be considered binding and part of this agreement.
- 2.2 The Board shall devote a portion, at least annually, to a discussion of contractual arrangements between the Superintendent and the District. The official meeting for renewing the Superintendent's contract will be the official Board meeting during the month of December. The salary and compensation for the Superintendent will be negotiated prior to the regular June Board meeting. The

failure to notify the Superintendent in writing on or before the regular January Board meeting prior to the expiration of the current contract of the Board's intent not to renew the contract, will automatically result in a one-year extension of the exiting contract.

2.3 Throughout the term of this contract, the Superintendent shall be subject to discharge for good and just cause. The reason for such dismissal shall be given in writing to the Superintendent, with approval of the majority of the Board. The Superintendent shall have the right to notice of hearing and due process. If the Superintendent chooses to be accompanied by legal counsel at the hearing, said legal expenses will be incurred at the expense of the Superintendent.

2.4 Should the Superintendent be unable to perform any or all of his/her duties by reason of illness, accident or other disability than his/her accumulated sick leave during the year, the Board may, at its discretion, make proportionate deduction for the salary stipulated herein. If, after a medical examination, it is determined that such disability is permanent, irrefutable, or of such nature as will make the performance of the Superintendent's duties impossible, the Board may, at its discretion, terminate this Agreement where-upon the respective duties, rights, and obligations of both parties shall be terminated.

2.5 The Superintendent does hereby agree to have a medical examination annually, that a statement certifying to the physical competency of the Superintendent and treated as confidential information by the Board. This physical shall be given by the Superintendent's personal physician and the cost shall be borne by the District.

2.6 The Superintendent shall fulfill all aspects of this contract, any exceptions thereto being a mutual written consent of the Board and the Superintendent. Failure to fulfill the obligations agreed to in this contract will be viewed as a violation of the Administrator's Code of Ethics, will be good and just cause for discharge as noted above, and will be reported by the Board, after due process, to the appropriate State educational authorities and National Associations of School Administrators.

### **3.0 Resignation of Year End**

3.1 The Superintendent shall have the right to unilaterally resign from this contract effective June 30th of any given year if he/she submits his/her written resignation to the president of the Board on or before March 31st of that year.

3.2 If the Superintendent desires to resign on a date other than June 30th or if his/her resignation is received by the president of the Board after March 31st, the resignation must be mutually agreed by the Board.

3.3 There shall be no penalty for release or resignation of the Superintendent from this contract.

### **4.0 Compensation**

4.1 The District shall pay the Superintendent \$xxx,xxx.xx and of the further agreements and considerations herein stated. Such amount shall be paid in twelve equal installments in accordance with policies of the Board, governing payment of other professional staff in the District.

4.2 The Superintendent will receive all personal benefits accorded to other

professional staff members.

- 4.3 The District shall provide the Superintendent with eligible health and family dental on the same plan as the certified staff.
- 4.4 The District shall provide the Superintendent with Disability Insurance on the same plan as the certified staff.

**5.0 Holidays, Vacation, & Sick Leave**

- 5.1 The Superintendent shall be granted the following holidays without loss of pay: Winter School Break Days, Spring School Break Days, Easter School Break Days, Thanksgiving School Break Days, Memorial Day, Independence Day, and Labor Day.
- 5.2 On days of inclement weather when classes are not conducted and teaching staff are not required to report to work, the Superintendent shall not be required to report to work. The Superintendent shall not be required to report to work except to the extent necessary to address emergency issues related to such inclement weather.
- 5.3 The Superintendent shall be allowed fifteen (15) working days vacation leave annually, exclusive of legal holidays, and shall be entitled to the same accumulation of sick leave as prescribed by Board policies for other professional staff members. Any extended vacation period while school is in session will require advanced approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. In each subsequent contract year, the Board shall give the Superintendent the number of days necessary to restore the total to fifteen days. For example, if 8 days of vacation one year, the board will provide 7 days the following year to bring his total to 15 days. The Superintendent shall develop a system for recording his use of vacation days and shall keep such records current and on file in the District's central office. At least annually, at the Board's regularly scheduled meetings, and at other times upon the Board's request, the Superintendent shall report to the Board on the number of vacation days used. The Board may require vacation days to used and shall compensate for unused vacation days upon the conclusion of employment..
- 5.4 The Superintendent shall be allowed three (3) personal days as allowed to other professional staff members. These days are non-accumulative.
- 5.5 The Superintendent shall be allowed three (3) bereavement days as allowed to other professional staff members. These days are non-accumulative.

**6.0 Professional Activities/Professional Growth**

- 6.1 The Board requires the Superintendent to continue his professional development and to participate in relevant learning experiences. The Superintendent shall, therefore, attend appropriate professional meetings at the local, state, regional and national levels.
- 6.2 The expenses of such attendance shall be borne by the District. The Superintendent shall file itemized expense statements monthly, as required by the Board.



- 6.3 The District shall reimburse the Superintendent for all reasonable expenses incurred in the performance of his/her duties as Superintendent.
- 6.4 The Overton Board of Education annually requires a minimum of three (3) hours of college credits or its Professional Growth point equivalent.
- 6.5 The District shall pay for the Superintendent's professional dues to state and national associations including, but not necessarily limited to, NCSA.

**7.0 Job Performance Evaluation**

- 7.1 During the first year of this contract (pursuant to *Neb. Rev. Stat. 79-828*), the District's Board of Education shall evaluate the job performance of the Superintendent twice. The first evaluation be conducted on or before December 31st. The second shall be conducted on or before March 31st, unless otherwise mutually agreed to by the parties.
- 7.2 After the first year of the contract, the Board shall evaluate the Superintendent on an annual basis.

**8.0 Memorandum of Understanding**

- 8.1 In the materials submitted to board members prior to a board meeting, the Superintendent shall present all relevant information (including both the information that supports his/her recommendations and that which does not).
- 8.2 With regard to action items on the agenda, the Superintendent shall inform the Board of viable options or alternatives, if any, which may exist.
- 8.3 Neither the Superintendent nor any of the Board members engage in any of the following tactics at board meetings:
  - 8.3.1 Disclosing "surprise" information that could have been shared with others prior to the meeting.
  - 8.3.2 Asking "surprise" questions designed to "catch someone off-guard" or embarrass them rather than to seek clarification or additional information.
  - 8.3.3 Bringing up "surprise" items (other than emergency items) for discussion when such items are not on the agenda.
- 8.4 A list of bills will be included in the materials sent to the board members prior to the meeting. The board members will review those bills and call or conference with the Superintendent with any questions they may have prior to arriving for the board meeting.
- 8.5 When complaints are brought to board members, the board members will listen to the complaint, but, will direct the complainant to the appropriate level in the chain of authority in the school system. If the complainant exhausts his/her administrative remedies (including having presented his/her complaint to the Superintendent), the board member shall direct the complainant to reduce his/her complaint to writing and submit it to the president of the Board. The president of the board shall provide a copy of the written complaint to the Superintendent and review it with him/her. After conferencing with the

Superintendent, the president shall decide whether or not the complaint is a matter that warrants board consideration. If so, he/she shall place the matter on an upcoming board agenda. If not, he/she shall so notify the complainant.

- 8.6 The Superintendent shall be responsible for recruiting, screening, and interviewing processes for all employment vacancies in the district. He/she shall recommend candidates for employment in the District. The board of education shall decide whether or not to accept the recommendation. If the board of education, does not accept the recommendation of the Superintendent, the Superintendent shall submit a different recommendation at a subsequent meeting of the board.
- 8.7 The Superintendent shall have the responsibility of operating the school system within the overall limits of the approved budget. Once the budget is approved, the Superintendent shall have the authority and discretion to approve all purchases of goods, materials, and services which he/she believes are necessary or desirable for the operation of the school district.
- 8.8 The primary responsibility of the Board shall be to formulate and adopt policies. The primary responsibility of the Superintendent shall be to implement and enforce such policies and to administer the day-to-day operations of the District.
- 8.9 The Superintendent shall assist the Board with reviewing and revising its policies on a regular basis.
  - 8.9.1 When situations arise which are not covered by Board policy, the Superintendent shall have the authority to take whatever action he/she believes to be best under the circumstances.

#### **9.0 Respective Roles of Board & Superintendent**

- 9.1 The parties agree that the primary role of the Board shall be formulating and adopting policies for the District, while the Superintendent's primary role (as the chief administrative officer for the District) shall be implementing and enforcing such policies and administering the day-to-day operations of the district.

#### **10.0 Superintendent Indemnification**

- 10.1 The District shall include the Superintendent as a named insured in its liability and errors omission insurance policies.
- 10.2 The District shall, to the full extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against him/her in his/her individual capacity or his/her official capacity as an agent and/or employee of the District, provided that the incident arose while the Superintendent was acting on matters related to his/her employment with the District.

#### **11.0 Breach of Contract**

- 11.1 In event of a material break of this contract by the Superintendent, the the Board of Education may proceed with cancellation of this contract pursuant to *Neb. Rev. Stat. 79-827*.

**12.0 Miscellaneous Provisions**

- 12.1 The Superintendent shall attend all meetings of the Board of Education and shall be seated at the left of the person conducting the meeting.
- 12.2 Notwithstanding the preceding provision, the Superintendent shall not, unless invited by the Board, attend any closed session where his/her job performance is being considered.
- 12.3 This contract shall be interpreted under the laws of the State of Nebraska.
- 12.4 If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.
- 12.5 This contract may be modified or amended by the parties. Such modifications shall be in writing and duly authorized and executed by the Board and the Superintendent.
- 12.6 At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the district has complied with the Superintendent Pay Transparency Act.

Dated this 12th day of **December, 2022**

Superintendent: \_\_\_\_\_

Attest:

\_\_\_\_\_  
President - Board of Education

\_\_\_\_\_  
Date

\_\_\_\_\_  
Secretary - Board of Education

\_\_\_\_\_  
Date

Board of Education Committees

2022

2022

Transportation

1. Gordon Lassen
2. Jared Walahoski
3. Doug Luther

Interlocal:

1. Doug Luther
2. Joel Meier

Curriculum:

1. Heather Brennan
2. Gordon Lassen
3. Joel Meier

American Civics:

1. Heather Brennan
2. Jared Walahoski
3. Doug Luther

Negotiations:

1. Gordon Lassen
2. Joel Meier
3. Jared Walahoski

Facilities & Property:

1. Keith Rudeen
2. Jared Walahoski
3. Joel Meier

NOTICE OF MEETING

VILLAGE OF OVERTON

and

OVERTON BOARD OF EDUCATION

OVERTON, NE

Notice is hereby given that the Overton Village Board and the Overton Public School Board of Education will meet at 6:00 p.m., January 9, 2023 at the Overton Public School Commons Area. The meeting shall be open to the public and an agenda for such meeting, kept continuously current, is available for inspection at the office of the Overton Village Clerk or the office of the Superintendent of Schools.

## **4053 Conflict of Interest**

Any school district employee who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For the purposes of this policy:
  - a. Business with which an employee is associated shall include the following:
    - (1) A business in which the employee or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
    - (2) A business in which the employee or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or he or she, or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the employee reports the name and address of the company and stockbroker.
  - b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.
2. Contracts with the School District.
  - a. No employee or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular business hours the proposals considered and the contract awarded.

- b. The existence of any conflict of interest in any contract in which the employee has an interest and in which the school district is a party, or the failure to make public the employee's interest known, may render a contract null and void.
  - c. The prohibition of a conflict of interest or requirement for public notice shall apply when the employee, or his or her immediate family (parent, spouse, or child) has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.
3. Employing Members of the Immediate Family.
- a. An employee may employ or recommend or supervise the employment of an immediate family member if:
    - (1) The employee does not abuse his or her position.
      - (a) Abuse of official position shall include, but not be limited to, employing an immediate family member:
        - (i) who is not qualified for and able to perform the duties of the position;
        - (ii) for any unreasonably high salary;
        - (iii) who is not required to perform the duties of the position.
    - (2) The employee makes a reasonable solicitation and consideration of applications for employment.
    - (3) The employee makes a full disclosure on the record to the governing body of the school district and to the secretary of the board.
    - (4) The board approves the employment or supervisory position.
  - b. The employee shall not terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

4. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment

a. No employee shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:

(1) a public official, public employee, or candidate.

(2) a member of the immediate family of an individual listed in Subparagraph 'a' above.

(3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.

b. No employee shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the employee would thereby be influenced.

c. An employee shall not use or authorize the use of his or her public employment or any confidential information received through the public employment to obtain financial gain, other than compensation provided by law, for himself or herself or a member of his or her immediate family, or a business with which he or she is associated.

d. An employee shall not use or authorize the use of personnel, resources, property, or funds under that person's official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items for personal financial gain, other than compensation provided by law.

5. Conflict of Interest Relating to Campaigning or Political Issues

a. Except as provided below, an employee shall not authorize the use of school district personnel, property, resources, or funds for the purpose of campaigning for or against the



nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.

- b. This does not prohibit an employee from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
  - c. This does not prohibit an employee from discussing and voting upon a resolution supporting or opposing a ballot question.
  - d. This does not prohibit an employee under the direct supervision of a public official from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
  - e. An employee may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the school district. However, this shall not be done during a time that the individual is engaged in his or her official duties.
6. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

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

## 4054

### Reporting Child Abuse or Neglect

Because of their daily contact with school-age children, educators and other school employees are in a unique position to identify abused and/or neglected children. Nebraska law defines child abuse or neglect as knowingly, intentionally, or negligently causing or permitting a minor child to be (1) placed in a situation that endangers his or her life or physical or mental health; (2) cruelly confined or cruelly punished; (3) deprived of necessary food, clothing, shelter or care; (4) left unattended in a motor vehicle, if such child is six years of age or younger; (5) sexually abused; or (6) sexually exploited by allowing, encouraging, or forcing such person to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions.

**Reporting Procedure.** School employees who have reasonable cause to believe that a child has been subjected to child abuse or neglect or observe a child being subjected to conditions or circumstances which reasonably would result in child abuse or neglect will report the suspected abuse or neglect according to the following procedure.

1. Any school employee who has reasonable cause to believe that a child has been abused or neglected shall report the suspicion to the building principal immediately. Employees shall also personally report or cause a report to be made to local law enforcement or to the Department of Health and Human Services.
2. When the principal makes a report of suspected child abuse or neglect, he/she shall inform the employee(s) who made the initial report.
3. Nothing in the paragraph above shall hinder a school employee from fulfilling his/her/their obligation to report suspected abuse or neglect if he, she or they have reasonable cause to believe that a child has been abused or neglected.
4. Any doubt or question in reporting such cases shall be resolved in the favor of reporting the suspected abuse or neglect. Consultation between the administrator and school employee is encouraged, keeping in mind that prompt reporting is essential.

**Contents of the Report.** The report to authorities shall contain the following information to the extent it is available: (1) name and position of reporting person; (2) name, address, and age of abused or neglected person; (3) address of the person or persons having custody of the abused or neglected person; (4) the nature and extent of the abuse or neglect, or the conditions and circumstances which would reasonably result in such abuse or neglect; and (5) any other information that may be useful in establishing the identity of the persons involved and cause of the abuse or neglect.

**Legal Immunity.** Nebraska statutes give legal immunity from any civil or criminal liability to any person who makes a good faith report of child abuse or neglect or participates in a judicial proceeding resulting from such a report.

Adopted on: \_\_\_\_\_  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

**4055**  
**Head Teacher**

The Board of Education finds that in order to provide for the effective management of the school system, to provide for harmonious working relationships among teaching staff, and to facilitate coordination of curriculum and extracurricular instruction, the district should create the position Head Teacher.

1) Assignment and Compensation

- a) The Superintendent shall recommend an existing staff member to the Board of Education and the board shall approve or disapprove that recommendation. If the board disapproves the Superintendent's recommendation, the Superintendent shall recommend another candidate.
- b) The assignment of a staff member to the position of Head Teacher shall be for the upcoming school year only, although the same teacher may be reassigned to the position for as many successive years as the Superintendent and Board determine to be appropriate.
- c) The Head Teacher assignment is not a part of the teacher's basic teaching contract with the district, and is not subject to any of the provisions of the continuing contract law set forth in section 79-824 through 79-842 of the Nebraska Statutes.
- d) Compensation for Head Teacher duties will be negotiated with the Education Association and listed on the salary schedule for other extracurricular and non-curricular assignments.

2) Duties

- a) The Head Teacher will be the Principal's (or Superintendent's) designee for all circumstances contemplated by board policy or state statute.
- b) The Head Teacher will act as the building (or district's) administrator when the Principal (or Superintendent) is absent from the district or otherwise unable to perform administrative duties.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

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

**4056**  
**Resignation of Certificated Staff**

Certificated staff members who know they will not be returning to employment at the school district for the following school year are encouraged to submit their resignations as early as possible, to enable the board to find suitable replacements. Unless otherwise required by law or contract, the following resignation requirements apply.

Staff members who submit their resignations to the board of education by the earlier of (a) March 15th or (b) the date designated in a written request of the school board or the administrators to accept employment for the next school year pursuant to section 79-829 (provided that such acceptance date may not be earlier than March 15<sup>th</sup> of each year) will be released from the next school year's contract. Staff members who refuse to fulfill their contractual obligations will be reported to the Professional Practices Committee of the Nebraska Department of Education.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

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

## 4057 Superintendent Evaluation

The board shall observe and evaluate the superintendent based upon actual classroom observations for an entire instructional period at least twice during his first year of employment and at least once each year thereafter. Additional evaluations may be conducted at the discretion of the board. For the purposes of this policy, "actual classroom observation" shall mean observing the superintendent performing activities that are typical of his or her position. An "entire instructional period" for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of some aspect of the superintendent's work during the semester for no less than 40 minutes.

**Purpose.** The purposes of the formal job evaluation are:

1. To provide a means of rational, structured communication between the board and superintendent to create a more constructive and effective working relationship.
2. To provide a basis for commending, rewarding and reinforcing good work, as well as identifying areas where the superintendent needs to improve.
3. To clarify the superintendent's role and inform the superintendent of the board's expectations.

**Dates.** Unless otherwise provided for in the superintendent's employment contract, the first year evaluations should take place at or prior to the January board meeting. Annual evaluations shall take place at a board meeting held during the month before the date in the superintendent's employment contract by which the board must notify the superintendent of its intention to consider the nonrenewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation should take place at or prior to the March board meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and shall make his evaluation an agenda item for the board meeting.

**Evaluation Document.** The superintendent shall submit a recommended evaluation document to the board. The board shall meet and discuss the proposed document with the superintendent. The board may amend and adopt the proposed evaluation document. The board may amend the document or adopt a new document without amending this policy. The superintendent shall submit the evaluation document to the Nebraska Department of Education.

**Evaluation Procedures.** Each board member shall have the opportunity to complete a draft evaluation document. The board president shall compile the individual draft evaluations into a single and final evaluation, provide a copy to the superintendent, and discuss it with him or her. The superintendent's evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent's reputation and if he or she has not requested it be done in open session.

**Deficiencies.** If deficiencies are noted in the superintendent's work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. The board shall also provide the superintendent with follow-up evaluations and assistance when deficiencies remain, a timeline for improvement, and sufficient time to improve. In the alternative, the board may rely upon the superintendent's education, training, and expertise and require him or her to submit a "list of suggestions for improvement" or plan of improvement for the board's consideration.

**Personnel File.** The evaluation shall be signed by the board president (or other member of the board) and the superintendent. The superintendent shall place a copy of the evaluation in his or her personnel file. The superintendent may provide a written response to the evaluation to the board. A copy of the response shall also be placed in the superintendent's personnel file. The board may meet with the superintendent to discuss the written response.

**Policy Limitation.** The evaluation procedures are included in this policy as a result of the board's statutory obligation to evaluate the superintendent and do not give the superintendent any rights not provided by statute. The board's failure to comply with any procedures provided in this policy but not required by law shall not prohibit the board from taking any action regarding the superintendent's employment, up to and including the nonrenewal, amendment, or cancellation of the employment contract.

## 4058

### **Confidentiality in Counseling and Guidance**

The school district provides students with a certificated school guidance counselor. Information that students provide to counselors is confidential but not legally privileged. The counselor will attempt to respect the privacy of student disclosures, but will share all relevant information with other education professionals as appropriate or as directed. The counselor will also contact parents and law enforcement officials as appropriate.

Records of the counseling relationship, including interview notes, test data, correspondence, tape recordings and other documents, are to be considered professional information for use in counseling, not part of the student's education record.

When a counselor is in doubt about what information to release, he or she should discuss the matter with the building principal or with the superintendent.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

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



**4059**  
**Suicide Prevention Training**

The following employees are required to complete at least one hour of suicide awareness and prevention training every year:

- school nurses
- teachers
- counselors
- school psychologists
- administrators
- school social workers
- community coaches
- paraeducators
- bus drivers
- kitchen staff
- custodians
- secretarial and clerical staff

These employees must complete the online training provided by the Nebraska Department of Education no later than October 31 of each school year or within 30 days of their initial employment. Failure to complete this training shall constitute just cause for the termination or nonrenewal of an employee's contract.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

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

## 4060 School Vehicle Use

**Pupil Transportation Vehicles.** The transportation of students in a pupil transportation vehicle is governed by the rules of the Nebraska Department of Education and the district's safe pupil transportation plan or safety and security plan. See Title 92, Nebraska Administrative Code, Chapter 91 – Regulations Governing Driver Qualifications and Operational Procedures for Pupil Transportation Vehicles ("Rule 91") Title 92, Nebraska Administrative Code, Chapter 92 – Regulations Governing the Minimum Equipment Standards and Safety Inspection Criteria for Pupil Transportation Vehicles ("Rule 92"), available on NDE's website ([www.education.ne.gov](http://www.education.ne.gov)). A pupil transportation vehicle is any vehicle utilized to carry school children as sponsored and approved by the school board and that conforms to the Nebraska Department of Education definitions of pupil transportation vehicles listed as School Bus, Activity Bus, Small Vehicle, or Coach Bus.

**School Vehicles Other Than Those Transporting Students.** School district employees, board members, and other elected or appointed school district officials (collectively "school personnel") who are not transporting children are authorized to use a school district vehicle to travel to a designated location or to their home when the primary purpose of the travel serves a school district purpose. School district vehicles may not be used for personal purposes unless the vehicle, or the use of it, is provided to an employee as a condition of an employment contract or it is leased to school personnel as allowed by law. School personnel must operate school vehicles in accordance with all applicable federal, state, and local laws.

**Driver Qualifications.** School personnel who wish to use a vehicle owned or leased by the school district and who are not transporting students must:

- Possess and provide a copy of a valid Motor Vehicle operator's license.
- Be able to read and comprehend driving regulations and written test questions.
- Obtain and provide a copy of his or her current driving record from the department of motor vehicles as requested by the superintendent or his or her designee.
- Be at least 19 years of age.

School personnel must notify the superintendent or his or her designee about any change in their driving status or eligibility.

School personnel who have been convicted of any of the following or who meet any of the following conditions will not be allowed to drive a school district vehicle:

- If the citation or conviction occurred at any time—Motor vehicle homicide or driving under the influence – 3<sup>rd</sup> or subsequent offense;
- If the citation or conviction occurred within the last ten years - Driving under the influence of drugs or alcohol, failure to render aid in accident you are involved in, speeding 15 miles per hour or more above the posted speed limit, reckless driving (willful or otherwise), careless driving, leaving the scene of an accident, failure to yield to a pedestrian with bodily injury to the pedestrian, or negligent driving; or
- Have accumulated 8 points or more under an operator’s license point system within the last 3 years.

The superintendent or his or her designee has the discretion to prohibit school personnel from driving a school vehicle for a citation or arrest for the above offenses or any other offense or reason. The superintendent or his or her designee will make the final determination about the use of school district vehicles.

**Electronic Communication While Driving.** Unless the superintendent or a principal grants an exception to allow verbal communication on an as needed basis for specific district-related work based upon an employee’s duties and responsibilities, school personnel shall not use any electronic communication device to read a written communication, manually type a written communication, send a written communication, verbally communicate with others, or otherwise communicate with others while operating a school vehicle. This prohibition includes but is not limited to answering or making telephone calls, engaging in telephone conversations, and reading or responding to e-mails, instant messages, text messages or other visual media.

**Tobacco, Alcohol, and Controlled Substances.** The use of any tobacco product, including the use of vapor products, alternative nicotine products, or any other such look-alike product, is not permitted in a school vehicle at any time. The use or possession of any alcohol or controlled substance (unless legally prescribed to school personnel by a physician) is not permitted in a school vehicle at any time. All drivers shall follow and be subject to Drug Free Workplace Policy and Drug Policy Regarding Drivers Policy.

**Traffic Accidents, Infractions, Violations, or Citations.** School personnel who receive a citation or warning citation from a law enforcement officer or are involved in an accident while operating a school vehicle must report the citation to the superintendent or his or her designee as soon as practicable, but no later than 24 hours of receipt. The superintendent must

report his or her accidents, infractions, violations, or citations to the board president.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

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

## 4061

### **Workplace or Non-Workplace Injuries or Illness and Return to Work**

**Reporting Workplace Injuries.** Staff members who are injured while performing duties or who witness workplace injuries must report them to the superintendent or superintendent's designee as soon as possible after being injured or witnessing an injury. Staff members must prepare written statements regarding the injuries they sustained or witnessed when they are asked to do so by the school district. Failure to report a workplace injury as a witness will constitute insubordination and neglect of duty and may result in adverse employment action up to and including termination or cancellation of employment. Failure to report workplace injuries may also result in delayed or forfeited benefits to which an employee may otherwise be entitled.

**Returning to Work after Workplace Injuries or Non-Workplace Injuries or Illness.** Staff members whose injuries or illness prevent them from completing any or all of their duties, whether or not incurred at work, may be permitted to continue working or may be offered modified duty positions as required by law or as determined appropriate by the superintendent. This policy does not guarantee a limited or modified assignment during the recovery period unless it is otherwise required by law. The employee may be required to provide a return to work certification or report from their treating physician which delineates any restrictions, modifications, or accommodations needed to allow the employee to perform the essential functions of their position.

**Termination After Workplace Injuries or Illness.** Unless otherwise covered in an individual employment contract, employees may be terminated after suffering a workplace injury or illness when the district has a legitimate, nondiscriminatory reason for doing so. Such reasons include but are not limited to:

- Necessity to fill the position to maintain continuous services as required by law or district policy or standards;
- Performance deficiencies of the employee unrelated to the injury or illness;
- Unavailability of substitute or replacement employees;
- When the absence will negatively impact students' educational experience or opportunities; or
- Any other reason not otherwise prohibited by law.

The district may make such employment determinations regardless of whether the employee has returned to work and regardless of whether a

medical professional has certified that the employee has reached maximum medical improvement. In the event the injury or illness lasts beyond the amount of leave time provided by the district and by the Family Medical Leave Act, which is generally no greater than 12 weeks, the employee may be terminated even if the employee remains eligible for Workers' Compensation under state law or short or long-term disability under a policy available through the district. In no event will an employee be terminated as retaliation for filing a Workers' Compensation claim.

**Termination After Non-Workplace Injuries.** Unless otherwise covered in an individual employment contract or prohibited by law, employees who are unable to perform any of the essential functions of their positions with reasonable accommodation(s) due to injury or illness occurring outside of the workplace may be terminated. The employee's position or a similar position will be held open only as required by law, such as the Family Medical Leave Act.

Adopted on: \_\_\_\_\_  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

## **4062 Locker Room Supervision**

Staff members, coaches, sponsors, and students must comply with the requirements of this policy while using locker rooms at the school district or at other locations.

Staff members, coaches, and sponsors must appropriately supervise students in locker rooms and other locations where students dress, change, or engage in similar activities. This supervision must occur at all times during curricular and extracurricular activities and includes, but is not limited to, the following:

- Entering and walking through the entire locker room at regular and irregular intervals to provide direct supervision and to assess student behavior.
- Maintaining an orderly locker room free from "horseplay" and other prohibited conduct.
- Maintaining a visual presence.
- Adequately addressing any misbehaviors.
- Escorting students to and from the locker room and the activity or instructional area.
- Unlocking the locker room so that students may enter, and locking the locker room after all students have exited the locker room.
- Searching the locker room to determine that all students have exited the locker room before locking it.
- Ensuring that the locker room remains locked during any activity.

If a student is found missing during an activity, the staff member, coach, or sponsor or adult designee shall check the locker room for the missing student.

The locker room must be locked at all times when unsupervised.

Only students whose team or activity is currently playing or are in-season or who are involved in a school-sponsored activity that requires or allows presence in the locker room are allowed access to the locker room before or after the regular school day.

Students are not allowed to enter or reenter the locker room without appropriate supervision.

If the staff member, coach, or sponsor is the opposite sex of the students, he or she may designate another adult of the same sex as the students to provide the required locker room supervision. This delegation does not

remove ultimate responsibility from the staff member, coach, or sponsor who is subject to the obligations under this policy to ensure that such obligations are met. By allowing their students to participate in an activity with a cross-gender coach, parents/guardians consent to the entry of the staff member or his or her designee into the locker room at any time as necessary to maintain student safety and order.

Staff members, coaches, and sponsors must remain with students until they are picked up by the parent, guardian, or other authorized person or the student leaves in his or her own transportation. Students must never be left unattended after a game, practice, or other school-sponsored activity. In other words, the staff member, coach, or sponsor should be the first one to arrive at the activity and the last one to leave.

Cell phones and other devices with visual or auditory recording capability may not be used in the locker room at any time or for any reason.

Under no circumstance may a staff member, coach, or sponsor delegate any responsibility under this policy to a student or other minor.

School administrators or their designees may make random checks to assess policy compliance.

Adopted on: \_\_\_\_\_

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

Amended on: \_\_\_\_\_



## **4063**

### **Extra Duty and Extended Contract Assignments for Certificated Staff**

This policy details the methods of payment for performance of extra duty and extended contract assignments by certificated staff members. Noncertificated staff should refer to their individual employment contracts regarding service hours and payment for extracurricular sponsorship activities which may be assigned to the employee by the district.

#### **Extra Duty Assignments**

Certificated staff members may be assigned extra duties such as coaching a sport, sponsoring a student club, or directing other extracurricular activities. Extra duty assignments shall be assigned at the discretion of the administration.

Full time certificated staff who are anticipated to work more than 1100 hours each school year are expected to work additional hours each month of the contract year in fulfillment of their extra duty assignments. Part-time certificated staff who are anticipated to spend fewer than 1100 hours in their regular teaching assignments each school year must track the hours they spend on extra duty assignments and submit those hours to the district bookkeeper monthly.

Certificated staff covered by the collective bargaining agreement between the board and the local education association will be paid the salary amounts set in that contract for performance of their extra duties.

Subject to the other provisions of this policy, certificated employees assigned to extra duty assignments shall be paid in 12 equal installments beginning with the first regular pay period of the contract year in which the services will be rendered. The payment for exempt employees assigned extra duty sponsorship duties after the beginning of their contract for a given school year shall be distributed evenly across the remaining pay periods for the school year beginning with the first pay period following the assignment.

Certificated employees who are assigned extra duties will be informed of that assignment in an assignment letter.

In addition to their regular teaching duties, teachers with extra duty will render service hours toward the performance of each of their extra duty assignments throughout the entirety of the contract year. This time should include tasks such as: continuously reviewing best practices for coaching/sponsoring your extra duty; determining any off-season professional

development or meetings which you should attend; determining any pre-season or pre-event camps or activities which students should attend; supervising selected pre-season camps or activities; creating records and completing paperwork related to the extra duty; communicating with selected media outlets about the extra duty; training and preparing students prior to the beginning of the competition/activity/event schedule; reviewing or planning the competition/event schedule; studying film, selecting music or scripts, designing sets and costumes, arranging choreography and otherwise preparing for the competition or season; scheduling student meetings and events; actively supervising participating students before, during and after the season/event; study of best practices in sportsmanship and student character growth; and any other identified duties.

In the event a certificated staff member is assigned an extra duty assignment after the beginning of the school year in which the activity occurs, the district will report the extra duty pay and hours to the Nebraska State Retirement System beginning in the month when the teacher undertakes his/her assignment.

In the event a certificated staff member's overall employment and/or extra duty assignment is terminated prior to the end of the school year, he/she will not be paid any remaining amounts for extra duty service and those hours will not be reported to the Nebraska State Retirement System.

### **Extended Contract Days**

If a certificated staff member is assigned extended contract days, that assignment shall be included in his/her individual employment contract with the board of education. Staff shall be compensated for assigned extended contract days at the individual employee's daily contract rate calculated by dividing his/her regular salary by the number of contract days set by the board for all certificated teaching staff.

Unless otherwise directed by the administration, extended contract days shall be completed prior to the first regular duty day for teachers for the impending contract year. Teachers must document their completion of extended contract days on the form provided by the office and submit that form to their direct supervisor at the end of each month.

### **Payment for Extended Contract Days**

Teachers assigned to extended contract days shall be paid for that assignment in 12 equal installments beginning with the first regular pay day of the contract year in which the services are rendered.

Adopted on: \_\_\_\_\_  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

## **4064**

### **Transporting Students in Employee Vehicles**

With the permission of the superintendent, school employees may transport students in the employee's personal vehicle even if those students do not live within the employee's household. School employees who transport students in their personal vehicles and those children do not live within the employee's household must comply with the board's policies on pupil transportation and school vehicle use, including Pupil Transportation Driver Qualification Criteria.

| 2022-2023          | % Change<br>Total | Official            |                   |                    |                    |
|--------------------|-------------------|---------------------|-------------------|--------------------|--------------------|
|                    |                   | 0.803%<br>September | 3.248%<br>October | 3.912%<br>November | 3.296%<br>December |
| Payroll            | \$ -              | \$ 299,480.91       | \$ 304,223.98     | \$ 303,581.92      | \$ 296,403.56      |
| Bill Roster        | \$ -              | \$ 18,881.39        | \$ 77,626.99      | \$ 55,307.36       | \$ 49,234.85       |
| Adjustments        | \$ -              | \$ -                | \$ -              | \$ -               | \$ -               |
| Total Expenditures | \$ -              | \$ 318,362.30       | \$ 381,850.97     | \$ 358,889.28      | \$ 345,638.41      |
| YTD Total          | \$ -              | \$ 318,362.30       | \$ 700,213.27     | \$ 1,059,102.55    | \$ 1,404,740.96    |
| Total Receipts     | \$ -              | \$ -                | \$ -              | \$ -               | \$ -               |

#### Comparison

|                    |               |              |              |               |
|--------------------|---------------|--------------|--------------|---------------|
| Payroll            | \$ 9,859.75   | \$ 10,036.73 | \$ 9,473.08  | \$ 6,459.27   |
| Bill Roster        | \$ (7,322.97) | \$ 9,453.79  | \$ 8,373.04  | \$ (1,510.01) |
| Monthly Difference | \$ 2,536.78   | \$ 19,490.52 | \$ 17,846.12 | \$ 4,949.26   |
| Difference YTD     | \$ 2,536.78   | \$ 22,027.30 | \$ 39,873.42 | \$ 44,822.69  |
| Total Receipts     |               |              |              |               |

| 2021-2022          | % Change<br>Total | 0.000%        |               |                 |                 |
|--------------------|-------------------|---------------|---------------|-----------------|-----------------|
|                    |                   | September     | October       | November        | December        |
| Payroll            | \$ -              | \$ 289,621.16 | \$ 294,187.25 | \$ 294,108.84   | \$ 289,944.29   |
| Bill Roster        | \$ -              | \$ 26,204.36  | \$ 68,173.20  | \$ 46,934.32    | \$ 50,744.86    |
| Adjustments        | \$ -              | \$ -          | \$ -          | \$ -            | \$ -            |
| Total Expenditures | \$ -              | \$ 315,825.52 | \$ 362,360.45 | \$ 341,043.16   | \$ 340,689.15   |
| YTD Total          | \$ -              | \$ 315,825.52 | \$ 678,185.97 | \$ 1,019,229.13 | \$ 1,359,918.28 |
| Total Receipts     | \$ -              | \$ -          | \$ -          | \$ -            | \$ -            |

| Overton Public School |                         |                      |                     |                       |                             |
|-----------------------|-------------------------|----------------------|---------------------|-----------------------|-----------------------------|
| Financial Information |                         |                      |                     |                       |                             |
| Fund Securities       |                         |                      |                     |                       |                             |
| <u>Accounts</u>       | <u>Funds Available</u>  | <u>FDIC Coverage</u> | <u>Securities</u>   | <u>Coverage</u>       | <u>Date</u>                 |
| Non-Interest Bearing  | \$ 572,547.23           | \$ 250,000.00        | \$ 322,547.23       | \$ 572,547.23         | 1-Dec-22                    |
| Interest Bearing      | \$ 4,195,119.67         | \$ 250,000.00        | \$ 3,945,119.67     | \$ 4,195,119.67       |                             |
| Total Funds           | \$ 4,767,666.90         | \$ 500,000.00        | \$ 4,267,666.90     | \$ 4,767,666.90       |                             |
| Total Funds Available | \$ 4,767,666.90         |                      |                     |                       |                             |
| Securities/Insurance  | \$ 4,767,666.90         |                      |                     |                       |                             |
| Collateralization     | \$ -                    |                      |                     |                       |                             |
|                       |                         |                      |                     |                       |                             |
|                       | <b>Interest Bearing</b> |                      |                     |                       | <b>Non-Interest Bearing</b> |
|                       |                         |                      |                     |                       |                             |
| <u>Account Name</u>   | <u>Account Number</u>   | <u>Funds</u>         | <u>Account Name</u> | <u>Account Number</u> | <u>Funds</u>                |
| Depreciation Fund     | 600443255               | \$ 55,410.90         | Bond Fund           | 600443204             | \$ -                        |
| Clearing Account      | 600012733.5             | \$ 11,993.98         | Booster Checking    | 600024880             | \$ 11,449.20                |
| Reserve Fund          | 600443700               | \$ 3,162,390.25      | Activity Fund       | 600025836             | \$ 347,322.43               |
| Building Fund         | 600731064               | \$ 125,037.29        | Lunch Fund          | 600026360             | \$ 65,913.74                |
| Booster Club          | 600006539               | \$ 2,546.94          | General Fund        | 600029580             | \$ 147,351.86               |
| Depreciation Fund #5  | 126887                  | \$ 154,404.39        | Site & Building     | 600029602             | \$ 510.00                   |
| Depreciation Fund #3  | 126888                  | \$ 276,107.99        |                     |                       |                             |
| Depreciation Fund #4  | 126889                  | \$ -                 |                     | \$ 3,615,818.17       | General Fund                |
| Building Fund         | 126886                  | \$ 108,085.26        |                     | \$ 485,923.28         | Depreciation                |
| Booster Club          | 600006498               | \$ 5,060.59          |                     | \$ 233,122.55         | S & B                       |
| OHS C.D.              | 600006873               | \$ 294,082.08        |                     | \$ 347,322.43         | Activity                    |
|                       |                         |                      |                     | \$ 65,913.74          | Food Nutritional            |

|                       |                         |                         |   |                         |                        |
|-----------------------|-------------------------|-------------------------|---|-------------------------|------------------------|
|                       |                         |                         | Overton Public School<br>Board Financial Report<br>Official |                         |                        |
| <b>Month</b>          | <i>December</i>         |                         |   |                         |                        |
| <b>Year</b>           | <i>2022</i>             |                         |   |                         |                        |
| <b>Account</b>        | <b><u>2020-2021</u></b> | <b><u>2021-2022</u></b> | <b><u>2022-2023</u></b>                                     | <b><u>\$ Change</u></b> | <b><u>% Change</u></b> |
| MMA - Reserve         | \$ 3,203,057.28         | \$ 3,337,317.03         | \$ 3,456,472.33   | \$ 119,155.30           | 3.57%                  |
| Depreciation Fund     | \$ 613,196.27           | \$ 482,026.84           | \$ 485,923.28   | \$ 3,896.44             | 0.81%                  |
| Bond Fund             | \$ -                    | \$ -                    | \$ -  | \$ -                    | 0.00%                  |
| Special Building Fund | \$ 230,161.19           | \$ 230,606.56           | \$ 233,122.55   | \$ 2,515.99             | 1.09%                  |
| Food Nutritional Fund | \$ 71,891.76            | \$ 73,543.52            | \$ 65,910.19  | \$ (7,633.33)           | -10.38%                |
| Activities Fund       | \$ <u>345,256.32</u>    | \$ <u>301,739.83</u>    | \$ <u>335,888.75</u>  | \$ <u>34,148.92</u>     | <u>11.32%</u>          |
|                       |                         | \$ 40.00                |   |                         |                        |
| <b>Totals</b>         | \$ 4,463,562.82         | \$ 4,425,273.78         | \$ 4,577,317.10   | \$ 152,043.32           | 3.44%                  |
| <b>Total Reserve</b>  | \$ 3,816,253.55         | \$ 3,819,343.87         | \$ 3,942,395.61   | \$ 123,051.74           | 3.22%                  |

Overton Public School  
Board Financial Report

Updated: 12/1/2022

| <b>2021-2022</b>    |                 | <b>Difference</b>       | <b>2022-2023</b>    |                 |
|---------------------|-----------------|-------------------------|---------------------|-----------------|
| <b>Date</b>         | 1-Dec-21        |                         | <b>Date</b>         | 12/1/2022       |
| <b>Depreciation</b> | \$ 482,026.84   | \$ 3,896.44             | <b>Depreciation</b> | \$ 485,923.28   |
| <b>MMA/CD</b>       | \$ 3,337,317.04 | \$ 119,155.29           | <b>MMA/CD</b>       | \$ 3,456,472.33 |
| <b>Checking</b>     | \$ 88,773.64    | \$ 58,578.22            | <b>Checking</b>     | \$ 147,351.86   |
| <b>Total</b>        | \$ 3,908,117.52 | \$ 181,629.95           | <b>Total</b>        | \$ 4,089,747.47 |
|                     |                 |                         | <b>Current Date</b> | 12/1/2022       |
|                     |                 |                         | <b>MMA</b>          | \$ 3,162,390.25 |
|                     |                 |                         | <b>OHS C.D.</b>     | \$ 294,082.08   |
|                     |                 |                         | <b>Total</b>        | \$ 3,456,472.33 |
|                     |                 |                         | <b>Current Date</b> | 12/1/2022       |
|                     |                 | <b>Special Building</b> | <b>Depreciation</b> | \$ 55,410.90    |
|                     | 600731064       | \$ 125,037.29           | <b>Depreciation</b> | \$ 154,404.39   |
|                     | 126886          | \$ 108,085.26           | <b>Depreciation</b> | \$ 276,107.99   |
|                     | <b>Total</b>    | \$ 233,122.55           | <b>Depreciation</b> | \$ -            |
|                     |                 |                         | <b>Total</b>        | \$ 485,923.28   |





Clearing

Official  
November

## Expenditures

| <u>Vendor</u>               | <u>CHECK #</u> | <u>Amount</u> | <u>Description</u>  |
|-----------------------------|----------------|---------------|---------------------|
| Mark Aten                   | 7190           | \$ 143.31     | Supplies            |
| Dana Stelling               | 7191           | \$ 658.90     | Supples- One Act    |
| Emily Brooks                | 7192           | \$ 6.50       | Supplies-Art        |
| Todd Hoyt                   | 7193           | \$ 26.29      | Shop Supplies       |
| Elm Creek High School       | 7194           | \$ 60.00      | Meals- One Act      |
| Mackenzie Brand             | 7195           | \$ 90.01      | Gas/Fees            |
| Flatwater Food & Automotive | 7196           | \$ 299.84     | Fuel/Gas            |
| Axtell Community School     | 7197           | \$ 35.00      | Meals               |
| Flatwater Food & Automotive | 7198           | \$ 593.29     | Fuel/Gas            |
| US Bank                     | 7199           | \$ 1,549.61   | Supplies            |
| Amherst Public School       | 7200           | \$ 25.00      | Quiz Bowl Entry Fee |
| Jenny Cordes                | 7201           | \$ 235.08     | PreK Supplies       |
| Village of Overton          | 7202           | \$ 354.00     | Utility Services    |
| Katie Christiansen          | 7203           | \$ 68.45      | Mileage             |
| Food Program                | 7204           | \$ 78.19      | Supplies            |
| Flatwater Food & Automotive | 7205           | \$ 341.42     | Gas/Fuel            |
| Food Program                | 7206           | \$ 40.00      | Supplies            |
| Flatwater Food & Automotive | 7207           | \$ 107.17     | Gas                 |
|                             | TOTAL          | \$ 4,712.06   |                     |

**ACTIVITY ACCOUNT 2022-2023**

| <u>Date</u> | <u>Disbursements</u> | <u>Receipts</u> | <u>Profit/Loss</u> | <u>Ending Balance</u> |
|-------------|----------------------|-----------------|--------------------|-----------------------|
| Aug. 2022   | \$ 34,782.90         | \$ 109,242.48   | \$ 74,459.58       | \$ 328,167.64         |
| Sept.       | \$ 23,737.59         | \$ 35,317.13    | \$ 11,579.54       | \$ 339,747.18         |
| Oct.        | \$ 22,155.41         | \$ 30,859.10    | \$ 8,703.69        | \$ 348,450.87         |
| Nov.        | \$ 40,701.07         | \$ 28,138.95    | \$ (12,562.12)     | \$ 335,888.75         |
| Dec.        | \$ -                 | \$ -            | \$ -               | \$ -                  |
| Jan.        | \$ -                 | \$ -            | \$ -               | \$ -                  |
| Feb.        | \$ -                 | \$ -            | \$ -               | \$ -                  |
| March       | \$ -                 | \$ -            | \$ -               | \$ -                  |
| April       | \$ -                 | \$ -            | \$ -               | \$ -                  |
| May         | \$ -                 | \$ -            | \$ -               | \$ -                  |
| June        | \$ -                 | \$ -            | \$ -               | \$ -                  |
| July        | \$ -                 | \$ -            | \$ -               | \$ -                  |
| Aug-23      | \$ -                 | \$ -            | \$ -               | \$ -                  |
| Fiscal Year | \$ 86,594.07         | \$ 94,315.18    | \$ 7,721.11        |                       |
| School Year | \$ 121,376.97        | \$ 203,557.66   | \$ 82,180.69       |                       |

## Activity Checks

November

| <u>Amount</u> | <u>Ck#</u> | <u>Whom Paid</u>             | <u>Account</u>  | <u>Reason</u>                    |
|---------------|------------|------------------------------|-----------------|----------------------------------|
| \$ 1,330.00   | 17511      | Cash                         | Athletics       | State VB Meals                   |
| \$ 138.41     | 17512      | Foster Lumber                | Greenhouse      | Supplies                         |
| \$ 76.08      | 17513      | Mackenzie Brand              | Cheer           | State VB Bags                    |
| \$ 92.38      | 17514      | Paula Osborne                | General         | CRRSA Training & Ooutreach       |
| \$ 382.50     | 17514      | Paula Osborne                | General         | CRRSA Contract & Consulting      |
| \$ 588.00     | 17515      | FKC                          | Athletics       | FKC VB Tournament                |
| \$ 600.32     | 17516      | Cash-Wa Distributing         | Concessions     | Concession Supplies              |
| \$ 242.00     | 17517      | Moonlight Custom Screenprint | General         | One Act Shirts                   |
| \$ 3,247.50   | 17518      | Fort Kearny Conference       | Athletics       | FKC VB Tournament                |
| \$ 450.00     | 17519      | Give Big Overton             | FCCLA           | Give Big Overton                 |
| \$ 549.00     | 17520      | Hudl                         | Athletics       | WR Subscription                  |
| \$ 8.00       | 17521      | NSAA                         | Athletics       | VB Medallion                     |
| \$ 820.80     | 17522      | Chesterman Company           | Concessions     | Concession Supplies              |
| \$ 33.33      | 17523      | NSAA                         | Athletics       | VB Sub Districts                 |
| \$ 57.46      | 17524      | Plum Creek Market Place      | Athletics       | VB Sub Districts                 |
| \$ 94.40      | 17525      | Chesterman Company           | Student Council | Pop Machine                      |
| \$ 1,040.63   | 17526      | EF Educational Tours         | FFA             | FFA Ireland Trip                 |
| \$ 99.05      | 17527      | Blue Cross Blue Shield       | General         | Insurance                        |
| \$ 190.00     | 17528      | Deb Jehorek                  | EHA             | EHA Elevate                      |
| \$ 190.00     | 17529      | Kristi Shafer                | EHA             | EHA Elevate                      |
| \$ 190.00     | 17530      | Missy Eilers                 | EHA             | EHA Elevate                      |
| \$ 420.00     | 17531      | Moonlight Custom Screenprint | BBB Club        | BBB Warmups                      |
| \$ 1,343.40   | 17532      | Scholastic Book Fairs        | General         | Summer Reading Book Fair         |
| \$ 284.37     | 17533      | Angie Ehlers                 | FCCLA           | Give Big, Meeting, STAR Supplies |
| \$ 190.00     | 17534      | Kimi Wolfe                   | EHA             | EHA Elevate                      |
| \$ 190.00     | 17535      | Marcus Harvey                | EHA             | EHA Elevate                      |
| \$ 46.96      | 17536      | US Bank                      | Student Council | Pop Machine                      |
| \$ 710.00     | 17536      | US Bank                      | Athletics       | Golf Supplies                    |
| \$ 3,696.83   | 17536      | US Bank                      | Athletics       | VB Supplies                      |
|               | 17537      | Void                         |                 |                                  |
|               | 17538      | Void                         |                 |                                  |
|               | 17539      | Void                         |                 |                                  |
|               | 17540      | Void                         |                 |                                  |
| \$ 471.15     | 17541      | 4 Season Fundraising         | FFA             | FFA Fundraiser                   |
| \$ 190.00     | 17542      | Jody Skallberg               | EHA             | EHA Grant                        |
| \$ 159.96     | 17543      | Madeline Paitz               | EHA             | In-Service Meals-Nov             |
| \$ 182.64     | 17544      | National FFA Organization    | FFA             | FFA Baanquet Supplies            |
| \$ 191.31     | 17545      | Hauff Mid America Sports     | GBB Club        | GBB Coaching Jackets             |
| \$ 190.00     | 17546      | Maddie Paitz                 | EHA             | EHA Elevate                      |
| \$ 190.00     | 17547      | Emily Brooks                 | EHA             | EHA Elevate                      |
| \$ 534.50     | 17548      | Madleine Paitz               | EHA             | EHA Rep Stipend                  |
| \$ 60.00      | 17549      | Southwest High School        | Athletics       | GWR Entry Fee                    |
| \$ 60.00      | 17550      | Alma Public School           | Athletics       | JH WR Invite Entry Fee           |
| \$ 86.88      | 17551      | Lou's Sporting Goods         | Athletics       | GBB Uniform                      |
| \$ 3,400.00   | 17552      | Wilkins Architecture Design  | General         | CRRSA Contract & Consulting      |
| \$ 382.36     | 17553      | Hauff Sports                 | BBB Club        | BBB Club Coaches Gear            |
| \$ 1,054.00   | 17554      | MyHouse Sports Gear          | WR Club         | WR Warmups                       |
| \$ 190.00     | 17555      | Deb Ditson                   | EHA             | EHA Elevate                      |
| \$ 955.00     | 17556      | Miller Signs                 | Athletics       | VB Banners                       |

|             |           |                               |           |                            |
|-------------|-----------|-------------------------------|-----------|----------------------------|
| \$ 27.82    | 17557     | Melissa Eilers                | General   | Box Tops Purchases         |
| \$ 360.00   | 17558     | Tomas Margritz                | Athletics | JH Wr Official             |
| \$ 360.00   | 17559     | Dale Bean                     | Athletics | JH Wr Official             |
| \$ 240.00   | 17560     | McKenzie Kohler               | Athletics | JH Wr Official             |
| \$ 150.00   | 17561     | Jordan High                   | Athletics | JB BB Official             |
| \$ 140.00   | 17562     | Tim Higgins                   | Athletics | BB Official                |
| \$ 140.00   | 17563     | Tim O'Dey                     | Athletics | BB Official                |
| \$ 140.00   | 17564     | Jim Langin                    | Athletics | BB Official                |
| \$ 125.00   | 17565     | Eustis Farnam School          | Athletics | BWR Entry Fee              |
| \$ 60.00    | 17566     | Southwest High School         | Athletics | GWR Entry Fee              |
| \$ 26.99    | 17567     | Amazon Capital Services       | Cheer     | Cheer Santa Hats           |
| \$ 111.18   | 17567     | Amazon Capital Services       | FFA       | FFA Supplies               |
| \$ 14.49    | 17567     | Amazon Capital Services       | Athletics | Vb Supplies                |
| \$ 150.12   | 17568     | Awards Unlimited              | Athletics | VB Awards                  |
| \$ 190.00   | 17569     | Mackenzie Brand               | EHA       | EHA Elevate                |
| \$ 50.00    | 17570     | Ansley Public School          | Athletics | JH VB Tournament Entry Fee |
| \$ 50.00    | 17571     | Wilcox-Hildreth Public School | Athletics | CC Entry Fee               |
| \$ 75.00    | 17572     | Amanda Gardine                | Athletics | JV BB Official             |
| \$ 75.00    | 17573     | Gene Samuelson                | Athletics | JV BB Official             |
| \$ 3,795.00 | ACH       | TASC                          | General   | 125 Plan                   |
| \$ 12.83    | ACH       | Square                        | General   | Square Subscription        |
| \$ 609.75   | AJE 11-10 | Concessions                   | FCCLA     | Concession Supplies        |
| \$ 320.04   | AJE 11-15 | Concessions                   | FFA       | Concession Supplies        |
| \$ 7,878.63 | AJE 11-7  | EHA                           | General   | EHA Funds                  |

\$ 40,701.07

Hot Lunch

Official  
November

**Expenditures**

| <u>Vendor</u>           | <u>CHECK #</u> | <u>Amount</u> |
|-------------------------|----------------|---------------|
| Bimbo Bakery            | 5063           | \$ 312.18     |
| Cash-Wa Distributing    | 5064           | \$ 2,052.42   |
| Hiland Dairy            | 5065           | \$ 1,985.72   |
| US Foods                | 5066           | \$ 5,617.60   |
| Chesterman Company      | 5067           | \$ 72.00      |
| Plum Creek Market Place | 5068           | \$ 249.47     |
| Payroll                 | ACH            | \$ 12,362.93  |
| US Bank                 | 5069           | \$ 386.89     |

**TOTAL \$ 23,039.21**



|           | 2022-2023         |                      |                       |                       |                          |                           |                             |                         |               |
|-----------|-------------------|----------------------|-----------------------|-----------------------|--------------------------|---------------------------|-----------------------------|-------------------------|---------------|
|           | <i>Free Lunch</i> | <i>Reduced Lunch</i> | <i>Full Pay Lunch</i> | <i>Free Breakfast</i> | <i>Reduced Breakfast</i> | <i>Full Pay Breakfast</i> | <i>Coivd Free Breakfast</i> | <i>Covid Free Lunch</i> | <i>Totals</i> |
| July      | 0                 | 0                    | 0                     | 0                     | 0                        | 0                         | 0                           | 0                       | 0             |
| June      | 0                 | 0                    | 0                     | 0                     | 0                        | 0                         | 0                           | 0                       | 0             |
| May       | 0                 | 0                    | 0                     | 0                     | 0                        | 0                         | 0                           | 0                       | 0             |
| April     | 0                 | 0                    | 0                     | 0                     | 0                        | 0                         | 0                           | 0                       | 0             |
| March     | 0                 | 0                    | 0                     | 0                     | 0                        | 0                         | 0                           | 0                       | 0             |
| February  | 0                 | 0                    | 0                     | 0                     | 0                        | 0                         | 0                           | 0                       | 0             |
| January   | 0                 | 0                    | 0                     | 0                     | 0                        | 0                         | 0                           | 0                       | 0             |
| December  | 0                 | 0                    | 0                     | 0                     | 0                        | 0                         | 0                           | 0                       | 0             |
| November  | 1221              | 395                  | 1497                  | 692                   | 183                      | 437                       | 0                           | 0                       | 4425          |
| October   | 1474              | 517                  | 1905                  | 744                   | 233                      | 465                       | 0                           | 0                       | 5338          |
| September | 1451              | 533                  | 1881                  | 790                   | 249                      | 569                       | 0                           | 0                       | 5473          |
| August    | 1110              | 374                  | 1473                  | 457                   | 153                      | 355                       | 0                           | 0                       | <u>3922</u>   |
| Totals    | 5256              | 1819                 | 6756                  | 2683                  | 818                      | 1826                      | 0                           | 0                       | 19158         |



# Receipt Summary by Program November 2022

| Account           | Description             | Total Budget (Pub) | Current Month Receipts | Receipts     | Balance (Pub) | Percentage (%) |
|-------------------|-------------------------|--------------------|------------------------|--------------|---------------|----------------|
| 01-1-01100-000-00 | Local District Tax      | 0.00               | 20,014.73              | 859,442.75   | -859,442.75   | 0.00           |
|                   |                         | 0.00               | 20,014.73              | 859,442.75   | -859,442.75   | 0.00           |
| 01-1-01125-000-00 | Motor Vehicle           | 0.00               | 9,361.94               | 30,350.93    | -30,350.93    | 0.00           |
|                   |                         | 0.00               | 9,361.94               | 30,350.93    | -30,350.93    | 0.00           |
| 01-1-01370-000-00 | Preschool Tuition       | 0.00               | 1,500.00               | 5,100.00     | -5,100.00     | 0.00           |
|                   |                         | 0.00               | 1,500.00               | 5,100.00     | -5,100.00     | 0.00           |
| 01-1-01510-000-02 | Interest on Clearing    | 0.00               | 1.43                   | 3.97         | -3.97         | 0.00           |
| 01-1-01510-000-03 | Interest on MMA         | 0.00               | 8,081.88               | 12,415.51    | -12,415.51    | 0.00           |
|                   |                         | 0.00               | 8,083.31               | 12,419.48    | -12,419.48    | 0.00           |
| 01-1-02110-000-00 | County fines & Licenses | 0.00               | 1,185.61               | 3,387.44     | -3,387.44     | 0.00           |
|                   |                         | 0.00               | 1,185.61               | 3,387.44     | -3,387.44     | 0.00           |
| 01-1-03110-000-00 | State Aid               | 0.00               | 70,672.00              | 214,405.00   | -214,405.00   | 0.00           |
|                   |                         | 0.00               | 70,672.00              | 214,405.00   | -214,405.00   | 0.00           |
| 01-1-03134-000-00 | Public Service Entity - | 0.00               | 0.00                   | 2,108.11     | -2,108.11     | 0.00           |
|                   |                         | 0.00               | 0.00                   | 2,108.11     | -2,108.11     | 0.00           |
| 01-1-03180-000-00 | Pro-rata Motor Vehicle  | 0.00               | 111.75                 | 1,282.27     | -1,282.27     | 0.00           |
|                   |                         | 0.00               | 111.75                 | 1,282.27     | -1,282.27     | 0.00           |
| 01-1-04505-000-00 | Title I Part A          | 0.00               | 0.00                   | 51,278.00    | -51,278.00    | 0.00           |
|                   |                         | 0.00               | 0.00                   | 51,278.00    | -51,278.00    | 0.00           |
| 01-1-04510-000-00 | Title IV                | 0.00               | 0.00                   | 500.00       | -500.00       | 0.00           |
|                   |                         | 0.00               | 0.00                   | 500.00       | -500.00       | 0.00           |
| 01-1-04527-000-00 | Title III Part A        | 0.00               | 0.00                   | 125.00       | -125.00       | 0.00           |
|                   |                         | 0.00               | 0.00                   | 125.00       | -125.00       | 0.00           |
| 01-1-04709-000-00 | Medicaid Admin. Claim   | 0.00               | 0.00                   | 553.25       | -553.25       | 0.00           |
|                   |                         | 0.00               | 0.00                   | 553.25       | -553.25       | 0.00           |
| 01-1-05690-000-00 | Other Non-Revenue       | 0.00               | 150.00                 | 150.00       | -150.00       | 0.00           |
|                   |                         | 0.00               | 150.00                 | 150.00       | -150.00       | 0.00           |
| 06-1-01611-000    | Meal Sales              | 0.00               | 0.00                   | 14,225.55    | -14,225.55    | 0.00           |
|                   |                         | 0.00               | 0.00                   | 14,225.55    | -14,225.55    | 0.00           |
| 06-1-01990-000    | Other Local Misc        | 0.00               | 0.00                   | 2,497.71     | -2,497.71     | 0.00           |
|                   |                         | 0.00               | 0.00                   | 2,497.71     | -2,497.71     | 0.00           |
| 06-1-04210-000    | Federal Payments        | 0.00               | 0.00                   | 22,526.21    | -22,526.21    | 0.00           |
|                   |                         | 0.00               | 0.00                   | 22,526.21    | -22,526.21    | 0.00           |
|                   |                         | 0.00               | 111,079.34             | 1,220,351.70 | -1,220,351.70 | 0.00           |

## Hot Lunch Financial Report

Balance :

11/1/2022 \$ 68,317.13

### Reiepts:

|                               |     |    |           |
|-------------------------------|-----|----|-----------|
| Student Payments/ALA Carte    |     | \$ | 6,266.29  |
| Adult                         |     | \$ | 264.50    |
| Summer Food Program           |     | \$ | -         |
| Parents                       |     | \$ | -         |
| Fed. Reimbursement            | Oct | \$ | 14,017.19 |
| State Reimbursement           | Oct | \$ | -         |
| Loans to Program              |     | \$ | -         |
| Other income/ Juice / HL/Conc |     | \$ | 84.29     |
| Transfer from General         |     |    |           |

Total receipts \$ 20,632.27

Balance & Receipts \$ 88,949.40

### Disbursements

|                                   |     |    |          |
|-----------------------------------|-----|----|----------|
| Food                              |     | \$ | 9,627.91 |
| Salaries                          | Nov | \$ | 9,813.53 |
| Insurance                         | Nov | \$ | 2,549.40 |
| Other Expenses                    |     | \$ | 138.58   |
| Pre K, Ala Carte, Juice, Catering |     | \$ | 909.79   |
| Loan Repayment                    |     | \$ | -        |

Total Disbursements: \$ 23,039.21

Balance

11/30/2022 \$ 65,910.19

## Clearing Account Financial Report

Balance:

11/1/2022 \$ 9,308.08

### Reciepts:

|                       |     |    |          |
|-----------------------|-----|----|----------|
| District #4 Transfers | Oct | \$ | 6,816.35 |
| Interest              | Nov | \$ | 1.43     |

Total Receipts \$ 6,817.78

Balance & Receipts \$ 16,125.86

Total Disbursements \$ 4,712.06

Balance

11/30/2022 \$ 11,413.80

| <b>ACTIVITY FINANCIAL REPORT</b> |               |              |              |               |
|----------------------------------|---------------|--------------|--------------|---------------|
| Budgeted Expenditures            | \$ 295,000.00 |              |              |               |
| Bal November 1, 2022             | \$ 348,450.87 |              |              |               |
| Receipts:                        |               | \$ 28,138.95 |              |               |
| Disbursements:                   |               |              | \$ 40,701.07 |               |
| Bal November 30, 2022            |               |              |              | \$ 335,888.75 |
| Coca Cola Scholarship            | \$ 364.34     | \$ -         | \$ -         | \$ 364.34     |
| General/125 Plan                 | \$ 71,750.21  | \$ 6,796.86  | \$ 17,273.61 | \$ 61,273.46  |
| Athletic                         | \$ 115,696.21 | \$ 4,021.36  | \$ 13,511.61 | \$ 106,205.96 |
| Cheerleaders                     | \$ 449.53     | \$ 517.98    | \$ 103.07    | \$ 864.44     |
| Dance                            | \$ 651.57     | \$ 26.00     | \$ -         | \$ 677.57     |
| 2022-2023 Seniors                | \$ 1,111.48   | \$ -         | \$ -         | \$ 1,111.48   |
| 2022-2023 Juniors                | \$ 5,024.82   | \$ -         | \$ -         | \$ 5,024.82   |
| 2022-2023 Sophomores             | \$ 6,738.40   | \$ -         | \$ -         | \$ 6,738.40   |
| 2022-2023 Freshmen               | \$ 3,714.79   | \$ -         | \$ -         | \$ 3,714.79   |
| Shop                             | \$ 2,143.80   | \$ -         | \$ -         | \$ 2,143.80   |
| Yearbook                         | \$ 633.78     | \$ 2,804.00  | \$ -         | \$ 3,437.78   |
| Concessions                      | \$ (1,690.23) | \$ 929.79    | \$ 1,421.12  | \$ (2,181.56) |
| Student Council                  | \$ 948.58     | \$ -         | \$ 141.36    | \$ 807.22     |
| Music                            | \$ (20.04)    | \$ -         | \$ -         | \$ (20.04)    |
| FCCLA                            | \$ 4,825.79   | \$ 121.00    | \$ 1,344.12  | \$ 3,602.67   |
| Misc/Act. Deposits               | \$ 7,000.00   | \$ -         | \$ -         | \$ 7,000.00   |
| Honor Society                    | \$ 409.46     | \$ -         | \$ -         | \$ 409.46     |
| Staff Lounge                     | \$ 5,162.60   | \$ 30.85     | \$ -         | \$ 5,193.45   |
| School Play                      | \$ 1,118.95   | \$ -         | \$ -         | \$ 1,118.95   |
| Site                             | \$ 2,403.33   | \$ -         | \$ -         | \$ 2,403.33   |
| Grant                            | \$ 445.58     | \$ -         | \$ -         | \$ 445.58     |
| 2022-2023 8th Grade              | \$ 4,684.42   | \$ -         | \$ -         | \$ 4,684.42   |
| 2022-2023 7th Grade              | \$ 4,398.12   | \$ -         | \$ -         | \$ 4,398.12   |
| 2022-2023 6th Grade              | \$ -          | \$ -         | \$ -         | \$ -          |
| School Store                     | \$ 478.55     | \$ -         | \$ -         | \$ 478.55     |
| BBB Club                         | \$ 2,417.47   | \$ -         | \$ 802.36    | \$ 1,615.11   |
| FB Club                          | \$ 3,562.85   | \$ -         | \$ -         | \$ 3,562.85   |
| GBB Club                         | \$ 1,489.45   | \$ -         | \$ 191.31    | \$ 1,298.14   |
| VB CLUB                          | \$ 1,965.37   | \$ 407.48    | \$ -         | \$ 2,372.85   |
| WR Club                          | \$ 1,777.37   | \$ -         | \$ 1,054.00  | \$ 723.37     |
| TR Club                          | \$ 360.46     | \$ -         | \$ -         | \$ 360.46     |
| FCA                              | \$ 2,000.06   | \$ -         | \$ -         | \$ 2,000.06   |
| Pee Wee Football Club            | \$ 305.52     | \$ -         | \$ -         | \$ 305.52     |
| Pee Wee Wrestling                | \$ 2,468.73   | \$ -         | \$ -         | \$ 2,468.73   |
| FBLA                             | \$ 550.46     | \$ -         | \$ -         | \$ 550.46     |
| Activity Special Account         | \$ 62,707.52  | \$ -         | \$ -         | \$ 62,707.52  |
| iPads                            | \$ 12,296.08  | \$ -         | \$ -         | \$ 12,296.08  |
| FFA                              | \$ 3,855.09   | \$ 1,105.00  | \$ 2,125.64  | \$ 2,834.45   |
| Cross Country                    | \$ 675.96     | \$ -         | \$ -         | \$ 675.96     |
| Circle of Friends Elementary     | \$ 454.52     | \$ -         | \$ -         | \$ 454.52     |
| Circle of Friends Secondary      | \$ 167.47     | \$ -         | \$ -         | \$ 167.47     |
| Green House                      | \$ 12,952.45  | \$ 3,500.00  | \$ 138.41    | \$ 16,314.04  |
| EHA                              | \$ -          | \$ 7,878.63  | \$ 2,594.46  | \$ 5,284.17   |
|                                  | \$ 348,450.87 | \$ 28,138.95 | \$ 40,701.07 |               |
|                                  |               |              |              | \$ 335,888.75 |

# State of Nebraska County of Dawson

To: School District #04-Overton School Board

I, the undersigned, being the County Clerk of Dawson County, Nebraska, do hereby certify the following is a true and complete extract or copy of the abstract of the votes cast at the election held November 8<sup>th</sup>, 2022 in this county, as canvassed by the canvassing board of this county, with respect to the candidates, measures, propositions, and issues therein listed; and do further certify that to the best of my knowledge such ballots, including early voting and provisional have been voted, counted and canvassed in the manner provided by law.

| Position     | Candidate            | Votes Cast |
|--------------|----------------------|------------|
| School Board | Dr. Jared Walashoski | 268        |
|              | Gordon Lassen        | 248        |
|              | Clayton Jeffries     | 231        |
|              | Brooke Puffer        | 151        |
|              | Greg Weiland         | 148        |

Witness my hand and official seal this 17<sup>th</sup> day of November, 2022.

(Seal)

  
Karla Zlatkovsky, Dawson County Clerk

