Regular December 2025 Meeting
Monday, December 8, 2025 7:00 PM

High School Media Center
As advertised in the *Washington County Enterprise* and on fortcalhounschools.org

Agenda

ROUTINE BUSINESS
- -Call to Order
  - -Note Nebraska Open Meeting Laws
- -Excused Absences
- -Roll Call
- -Approval of Agenda

REGULAR AGENDA
- -Public Participation: This is the portion of the meeting when visitors to the meeting may speak to any item not on the agenda. Those wishing to speak to agenda items should wait until that item is under consideration by the board. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.
  Under the policies of the board, the board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time and must limit comments to no more than 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- -Approval of Claims
- -Claim from Abe's Trash Service
- -Consent Agenda: Any item on the Consent Agenda may be acted upon separately if discussion is needed. The Consent Agenda includes Meeting Minutes, Treasurer's Report, Expenditure Reports, Food Service Report, and Receipts Report.
- -Standing Committee Reports
- -Accept the Negotiated Agreement with Certified Teaching Staff for 2026-27
- -Superintendent Contract and Salary
- -Resignation
- -Access to the Schools' Surveillance Cameras Information
- -Board Member Reports
- -Administrator Reports
- -Superintendent Report: Board Goals, Ad Hoc Committee to Study Special Education Pay, New Bus, Legislative Issues Conference, Legislature Update

ADJOURNMENT
The president may declare the meeting adjourned at the conclusion of business with a consensus of the members

December 2025

ACT Education	Student Support	1,137.50
Access Leasing	Cont Services/Gen Business	4,302.05
Access Systems	Supplies/Reg Instruction	54.99
Amazon	Supplies-Equip-Travel/All Areas	1,187.44
Apple Inc	Equipment/Technology	388.00
Arlington High School	Contract Services/Special Ed	1,728.17
Cappel Auto	Supplies/Reg Transportation	55.92
Carolina Biological	Supplies/Reg Instruction	98.33
City of Fort Calhoun	Utilities/Oper of Plant	6,280.20
Country Tire	Repair/Maint of Plant	603.58
Cummins Sales	Cont Services/Operation of Plant	662.74
ESU #3	Professional Dev/WEB Based-Reg Inst	275.00
Engineered Controls	Repair/Maint of Plant	392.00
Enterprise Publishing	Advertising-Periodicals	149.25
Fastwyre	Phone Service	462.87
First National Bank	Supplies-Travel-Tech-St Support/All Area:	5,340.91
Fort Calhoun Revolving Fund	Transfers	250.00
Jerry Green	Mileage/Off of Superintendent	670.60
Home Depot	Supplies/Maint of Plant	88.80
Just for Kids	Contract Services/Special Ed	984.00
KSB	Legal Services	129.00
Kaplan School Supply	Supplies/Preschool	29.95
Lien	Cont Services Maint of Plant	96.00
Linde Gas	Supplies/Career Ed	75.98
MCH Health Systems	Misc/Transportation	262.00
MUD	Utilities/Oper of Plant	4,298.00
Midwest Alarm	Cont Services/Operation of Plant	143.00
NASB	Dues-Fees/Board of Ed-Supt.	2,716.00
Nebraska Air Filter	Supplies/Maint of Plant	5,392.20
Nebraskaland	Library Services	18.00
Nebraska Medical Center	Health Services	1,855.00
Nebraska State Fire Marshall	Cont Services/Operation of Plant	108.00
One Source	Cont Services/Gen Business	57.00
Mindy Otte	Cont Services/Special Education	5,386.50
Pioneer Cleaning	Cont Services/Maint of Plant	13,145.60
Ray Martin	Parts-Maintenance/Operation of Plant	2,714.30
Segra	Student Support	1,051.88
Shaw, Hull, Navarrette	Cont Services/Gen Business	30,803.15
Segra	Telecommunications	1,051.88
Courtney Smith	Mileage/Special Education (2 months)	1,243.20
Three Mann's Mechanic	Repair-Maintenance/Reg-SPED Transp	608.00
TruGreen	Supplies/Maint of Plant	750.45
Walsworth Publishing	Student Support	4,649.64
Linette Wemhoff	Mileage/Special Education	111.30
Total		**$101,808.38**
Abe's Trash Company	Service	$1,509.50

Bond Fund

Bond Payment	730,835.77
Total	**$730,835.77**

December 2025

	Building Fund	
Lease Payment	Final Elementary Gym	221,961.41
Total		**221,961.41**

Regular November 2025 Meeting
Monday, November 10, 2025 7:00 PM
High School Media Center

as advertised in the *Washington County Enterprise* and on fortcalhounschools.org

ROUTINE BUSINESS

- Call to Order: The meeting was called to order at 7:00 PM. There were 3 administrators and 13 visitors.
- Note Nebraska Open Meeting Laws: So noted.- Excused Absences: There were none-all members present.
- Roll Call: Josh Christensen-Present; Tony Dowling-Present; Cassie Kelly-Present; Amanda Schrum-Present; Ryan Sevcik-Present; Ted Welchert-Present
- Approval of Agenda: This motion, made by Schrum and seconded by Sevcik, Passed.
Josh Christensen: Yea, Tony Dowling: Yea, Cassie Kelly: Yea, Amanda Schrum: Yea, Ryan Sevcik: Yea, Ted Welchert: Yea
-American Education Week 2025: So noted.

REGULAR AGENDA
- Public Participation: No one asked to address the board.
- Approval of Claims --The Claims have been updated. Moved that the claims for November be approved in the amount of $150,953.26 from the General Fund, $127,820.00 from the Bond Fund, $1,550.00 from the QPC Fund and $8,682.37 from Savings and Depreciation. This motion, made by Schrum and seconded by Kelly, Passed. Josh Christensen: Yea, Tony Dowling: Yea, Cassie Kelly: Yea, Amanda Schrum: Yea, Ryan Sevcik: Yea, Ted Welchert: Yea. Mr. Green noted bills from ESU #3 for our annual coop purchase of supplies; the stipend from General to the Activity Fund; supplies to refinish the gym floors in the summer; OPPD being 2 months due to the early meetings; HVAC repairs in all buildings; vehicle inspections from 3 Manns at $350 per bus and $150 per van that are mandated by the state every 80 days; and the purchase of a new laminator for the elementary. There was a question about the vehicle inspections and it is year-round even in the summer months.
- Claim for Abe's Trash: Moved that the claim from Abe's Trash be approved in the amount of $1,509.50. This motion made by Kelly and seconded by Sevcik, Passed. Josh Christensen: Abstain, Tony Dowling: Yea, Cassie Kelly: Yea, Amanda Schrum: Yea, Ryan Sevcik: Yea, Ted Welchert: Yea.
- Consent Agenda: Moved that the Consent Agenda be approved as presented. This motion, made by Schrum and seconded by Sevcik, Passed.
Josh Christensen: Yea, Tony Dowling: Yea, Cassie Kelly: Yea, Amanda Schrum: Yea, Ryan Sevcik: Yea, Ted Welchert: Yea
- Standing Committee Reports: No committees met.
- Policies 3058-Naming School Facilities and Property, 4002-Drug Free Workplace, 4003-Drug Policy Regarding Drivers, and 4004-Employment of Relatives, Domestic Partners and Significant Others: Moved that the board of education waive first reading and affirm on second

reading Policies 3058-Naming School Facilities and Property, 4002-Drug Free Workplace, 4003-Drug Policy Regarding Drivers, and 4004-Employment of Relatives, Domestic Partners and Significant Others as reviewed and being recommended. This motion, made by Kelly and seconded by Sevcik, Passed. Josh Christensen: Yea, Tony Dowling: Yea, Cassie Kelly: Yea, Amanda Schrum: Yea, Ryan Sevcik: Yea, Ted Welchert: Yea. Mr. Green said these are part of the board's continuous policy reviews and there are no changes. They are in line with KSB, our policy legal advisors. The naming guidelines were initiated in 2021 with the expansion of the buildings/grounds; the drug free workplace is self-explanatory; drivers and random drug testing is handled for us through MCH and in addition if there would happen to be an accident, the driver will be immediately taken from the scene to the hospital for an additional test; and 4004 is a review of our hiring practices.

- Addendum to Original September 22, 2025 Meeting-Date of Original Meeting; September 22, 2025-Date of Addendum: November 10, 2025-Purpose: Allocation of transfer from General Fund to Depreciation Fund: Moved that the board of education add an addendum to the September 22, 2025 board minutes to indicate the approval for a transfer of $248,001 from the General Fund to the Depreciation Fund for the 2024-25 fiscal year as discussed and agreed upon at that time. The funds are to be utilized in the Depreciation Fund for vehicle acquisition and athletic facilities improvements in the amounts of $70,000 and $178,001 respectively. This motion, made by Schrum and seconded by Kelly, Passed. Josh Christensen: Yea, Tony Dowling: Yea, Cassie Kelly: Yea, Amanda Schrum: Yea, Ryan Sevcik: Yea, Ted Welchert: Yea. This came from the audit and has always been done, but now the exact designations for the money are necessary.
- Reallocation of Available Cash: Moved that the Board of Education approve an interfund cash transfer as presented of $39,922 from the QCPUF Fund (09) to the Bond Fund (07) effective 11/11/25. This motion, made by Kelly and seconded by Christensen, Passed. Josh Christensen: Yea, Tony Dowling: Yea, Cassie Kelly: Yea, Amanda Schrum: Yea, Ryan Sevcik: Yea, Ted Welchert: Yea. This was an error on the books caught in the audit.
- 2024-25 Audit: Moved that the audit of all funds for 2024-25 be approved as presented and discussed. This motion, made by Schrum and seconded by Kelly, Passed. Josh Christensen: Yea, Tony Dowling: Yea, Cassie Kelly: Yea, Amanda Schrum: Yea, Ryan Sevcik: Yea, Ted Welchert: Yea. The audit stated "the financial statements present fairly" the activities, business and each major fund of the District. Mr. Green pointed out the deficiencies including preparation of financial statements with personnel not having qualifications needed to complete them and the risk involved. Their recommendation is for management to monitor the risk associated versus cost or other considerations; internal controls which is not unusual or unavoidable in a school our size and number of personnel; and segregation of duties which also is not unusual or unavoidable in a school our size and number of personnel. The recommendations are to continue to monitor and review the financial procedures as adding staff is not practical. Bank reconciliations, adjustments and oversights due to lack of training or in accounting procedures was another area cited and the recommendation is to reconcile all bank accounts monthly and any "adjustments or corrections should be posted on a timely basis to ensure that financial data" is complete. The administration will make sure this happens.
- Superintendent's Evaluation: Josh Christensen compiled the evaluations from the board members' performance appraisal. Areas included continued student success; high performing personnel; efficient and effective use of resources and safe learning and working environment; and clear, accurate, responsive transparent communication and positive parent and community partnerships. He said there was positive feedback with no concerns or "needs improvement". Good and timely communication, quality staff, keeping up with staffing needs, fiscal responsibility, professional relationships, handling challenges, strong leadership, transparency, and appreciation of care given to students, staff and board were areas all noted. In conclusion he said "thank you". Mr. Green thanked the board for their support.
- Board Member Reports: Ryan Sevick said the Great Race "was a blast"-didn't win but fun. Tony Dowling also said it was a great time and congratulated Will Dennis on achieving Eagle Scout. Amanda congratulated all Fall sports and activities on all the successes they achieved.
- Administrator Reports
•Dr. Wemhoff was supervising an event and his report was noted.
•Mrs. Horstman reported on upcoming building events including a Veteran's salute with students bringing photos of their loved ones, Little Pioneers Playgroup to get eyes on the "kiddos who may be coming", and that 35 Student Council members were chosen out of the 80 that applied. 98% of the K-6 grade students were able to attend the quarterly celebration with the preschool earning an obstacle course at that time. There were 99% of the families scheduled attending Parent-Teacher Conferences, and the elementary is planning for Winter testing.
•Mr. Schleifer reported that the "Fort" has never had this much success in our Fall sports; he highlighted the Conference selections and said All State, All District, and All Area will come at the end of the seasons. In conclusion he listed the dates that Winter Sports seasons start, the Winter Sports Parents Meeting on November 16th and Winter sports pictures being on November 22nd.
-Superintendent Report: Board Goals, Negotiations, Veterans Day Program, Library Position Update, State Education Conference. Goals will be discussed with updates coming in January, a second negotiations meeting is scheduled, thanked Skills USA for always sponsoring a great Veterans Day program, having interviewed a candidate for the Librarian position but it was declined, and the upcoming State Education Conference. He also said the committees will meet before the December meeting. He thanked them for their support.

ADJOURNMENT
There being no further business the president adjourned the meeting at 7:23 PM.

GENERAL FUND - BALANCE ON HAND 11/01/2025			$1,470,832.16
Clearing Account -General Fund Activity			
BALANCE ON HAND, 11/01/2025			($367,820.01)
TRANSFERS			
11/3/2025	Transfer to GF MM	12,797.33	
11/4/2025	Transfer to GF MM	142,655.31	
11/5/2025	Transfer to GF MM	20,876.92	
11/6/2025	Transfer to GF MM	143,149.99	
11/7/2025	Transfer to GF MM	5,184.51	
11/10/2025	Transfer to GF MM	4,487.67	
11/12/2025	Transfer to GF MM	7,396.66	
11/13/2025	Transfer to GF MM	974.40	
11/14/2025	Transfer to GF MM	139,852.73	
11/17/2025	Transfer to GF MM	69,926.40	
11/18/2025	Transfer to GF MM	12,834.42	
11/19/2025	Transfer to GF MM	94,507.57	
11/20/2025	Transfer to GF MM	434,575.36	
11/24/2025	Transfer to GF MM	288.66	
11/25/2025	Transfer to GF MM	149.00	
11/26/2025	Transfer to GF MM	13,000.00	
11/28/2025	Transfer to GF MM	216,950.25	
		$1,319,607.18	
DISBURSEMENTS			
	Monthly AP checks	153,701.76	
	403(b) LLC	7,801.62	
	AP checks payroll Ben & Ded	226,394.35	
	EFTPS-Federal	141,542.45	
	Payroll - checks	898.60	
	Payroll - Direct Deposits	413,198.70	
	EFT State	39,465.23	
	Checks for S&D Funds	8,682.37	
	Checks for Bond Funds	127,820.00	
	Checks for Building Funds	0.00	
	Checks for QCP Funds	37,906.00	
	Voided Checks	(1,090.00)	
TOTAL DISBURSEMENTS		$1,156,321.08	
ENDING BALANCE 11/30/2025			($204,533.91)

General Fund			
BALANCE ON HAND, 11/01/2025			$1,470,832.16
RECEIPTS			
11/1/2025	Interest	727.54	
11/4/2025	WashCo-Prop Tax (October Check 2)	16,851.56	
11/4/2025	PAC Wage Reimbursement (October)	14,456.10	
11/4/2025	Lunch Wage Reimbursement (October)	27,104.38	
11/4/2025	Option Bus	175.00	
11/4/2025	PS Tuition	150.00	
11/4/2025	PS Tuition	150.00	
11/4/2025	PS Tuition	150.00	
11/4/2025	PS Tuition	150.00	
11/4/2025	SpartanNash-Reimbursement of HS InService c	186.07	
11/5/2025	PS Tuition	150.00	
11/6/2025	PS Tuition	450.00	
11/6/2025	State of Nebraska-MIPS	1,805.28	
11/11/2025	JE to move HVAC Panel to S&D	26,600.00	
11/13/2025	DougCo-MV tax	5,402.35	
11/13/2025	DougCo- Fines & Fees	78.06	
11/14/2025	PS Tuition	150.00	
11/17/2025	WashCo-Prop Tax	11,658.14	
11/17/2025	Washco-MV tax	41,433.58	
11/17/2025	WashCo-MV Prorate	919.05	
11/17/2025	WashCo-In-Lieu	265.94	
11/17/2025	American Fidelity Reimbursement	101.79	
11/18/2025	State of Nebraska-MIPS	1,805.28	
11/20/2025	WashCo-Prop Tax	$6,495.36	
11/20/2025	PS Tuition	$450.00	
11/20/2025	PS Tuition	$150.00	
11/20/2025	PS Tuition	$300.00	
11/20/2025	PS Tuition	$150.00	
11/20/2025	PS Tuition	$450.00	
11/21/2025	PS Tuition	$450.00	
11/26/2025	PS Tuition	$150.00	
		$159,515.48	

TRANSFERS			
11/3/2025	From Deposit Account	12,797.33	
11/4/2025	From Deposit Account	13,485.31	
11/5/2025	From Deposit Account	20,876.92	
11/6/2025	From Deposit Account	143,149.99	
11/7/2025	From Deposit Account	5,184.51	
11/10/2025	From Deposit Account	4,487.67	
11/12/2025	From Deposit Account	7,396.66	
11/13/2025	From Deposit Account	974.40	
11/14/2025	From Deposit Account	97,150.21	
11/17/2025	From Deposit Account	69,926.40	
11/18/2025	From Deposit Account	10,751.56	
11/19/2025	From Deposit Account	94,507.57	
11/20/2025	From Deposit Account	434,575.36	
11/24/2025	From Deposit Account	288.66	
11/25/2025	From Deposit Account	149.00	
11/26/2025	From Deposit Account	13,000.00	
11/28/2025	From Deposit Account	216,950.25	
	From Deposit Account		
	From Deposit Account		
TOTAL TRANSFERS		$1,145,651.80	
DISBURSEMENTS			
	Transfer to CSI	$0.00	
	WCB - fees	$0.00	
	transfer to Depreciation Fund	($12,833.33)	
TOTAL DISBURSEMENTS		($12,833.33)	
ENDING BALANCE 11/30/2025			$471,862.51

INVESTMENTS		
BALANCE ON HAND, 11/01/2025		806,141.29
RECEIPTS *	662.82	
TRANSFERS		
DISBURSEMENTS		
ENDING BALANCE 11/30/2025		$806,804.11
Sub-total		$1,074,132.71
REVOLVING FUND - Washington County Bank		$7,000.00
GENERAL FUND - ENDING BALANCE 11/30/2025		$1,081,132.71
Account balance comparison from fiscal year 24-25	**$795,745.14**	
GENERAL FUND RECAP		
BEGINNING BALANCE	$1,916,153.44	
TOTAL RECEIPTS	$160,178.30	
TOTAL DISBURSEMENTS	$1,169,154.41	
BALANCE ADJUSTMENT	$0.00	
ENDING BALANCE	$907,177.33	
GF BORROWED FROM		
LINE OF CREDIT	$0.00	
BUILDING FUND	$0.00	
S & D FUND	$0.00	

BUILDING FUND - BALANCE ON HAND, 11/01/2025			
Deposit Account			
BALANCE ON HAND, 11/01/2025			$865,058.57
RECEIPTS			
	WashCo-Prop Tax	4,050.21	
	Washco-AdjCo	429.55	
	Washco-Homestead		
	Washco-MV Prorate	106.87	
	WashCo-Property Tax Credit		
	WashCo-School Tax Credit		
	WashCo- Prop tax credit		
	WashCo-School Tax Credit		
	WashCo-Nameplate Capacity tax		
	WashCo-In-lieu-5% gross Rev		
	Interest	1,480.17	
TOTAL RECEIPTS		$6,066.80	
TRANSFERS			
TOTAL TRANSFERS		$0.00	
DISBURSEMENTS			
TOTAL DISBURSEMENTS		$0.00	
ENDING BALANCE 11/30/2025			$871,125.37
INVESTMENTS -			
BALANCE ON HAND, 11/01/2025			$155,234.73
RECEIPTS			
11/30/2025	Interest	$127.64	
TOTAL RECEIPTS		$127.64	
TRANSFERS			
TOTAL TRANSFERS		$0.00	
DISBURSEMENTS			
ENDING BALANCE 11/30/2025			$155,362.37
BUILDING FUND			
BALANCE ON HAND, 11/30/2025			$1,026,487.74
	Account balance comparison from fiscal year 24-25	**$829,814.18**	

S & D FUND BALANCE ON HAND, 11/01/2025			$2,080,397.12
RECEIPTS			
	Interest	$0.00	
	General Fund	$12,833.33	
TOTAL RECEIPTS		$12,833.33	
DISBURSEMENTS			
	Amazon - Laminator	2,082.86	
	RAY MARTIN COMPANY	6,346.52	
	JE to move HVAC Panel to S&D	26,600.00	
		$35,029.38	
S & D FUND BALANCE ON HAND, 11/30/2025			$2,058,201.07
	Account balance comparison from fiscal year 24-25	**$2,159,131.24**	

QUALIFIED CAPITAL PURPOSE FUND - BALANCE ON HAND, 11/01/2025			
	QCP Bond account		$367,226.80
	Bond payment account (Wells Fargo)		
	Debt Service Reserve		$27,500.00
	total		$394,726.80
RECEIPTS			
QCP Bond Account			
	WashCo-Prop tax	1,024.80	
	WashCo-Prop tax		
	WashCo-adj Co	107.43	
	WashCo- Homestead		
	WashCo- Prorate MV	26.72	
	WashCo- Prop tax credit		
	WashCo- School tax credit		
	WashCo-Nameplate Capacity tax		
	WashCo-In-lieu-5% gross Rev		
		$1,158.95	
Debt Service reserve			
	Interest (Accrued)	$0.00	
		$0.00	
	Interest - Bond payment account	$0.00	
TOTAL RECEIPTS		$0.00	
DISBURSEMENTS			
QCP Bond Account			
	Computershare (Wells Fargo) - int payment	1,550.00	
	Computershare (Wells Fargo) - payment	36,356.00	
		$37,906.00	
Debt Service reserve			
		$0.00	
		$0.00	
Bond Payment Account (Wells Fargo)			
		$0.00	
TOTAL DISBURSEMENTS		$0.00	
	QCP Bond Account		$330,479.75
	Bond Payment Account (Wells Fargo)		$0.00
	Debt Service reserve		$27,500.00
QUALIFIED CAPITAL PURPOSE FUND BALANCE ON HAND, 11/30/2025			$357,979.75
	Account balance comparison from fiscal year 24-25	**$104,184.11**	

BOND FUND - BALANCE ON HAND, 11/01/2025			$1,443,313.61
RECEIPTS			
	WashCo-Prop tax	7,127.68	
	WashCo-Prop tax		
	WashCo-adj Co	768.07	
	WashCo- Homestead		
	WashCo- Prorate MV	133.58	
	WashCo- Prop tax credit		
	WashCo-School Tax Credit		
	WashCo-Nameplate Capacity tax		
	WashCo-In-lieu-5% gross Rev	5.70	
	WashCo-Prop tax		
		$8,035.03	
DISBURSEMENTS			
	Wire to BOK	$127,620.00	
		$127,620.00	
BOND FUND - BALANCE ON HAND, 11/30/2025			$1,323,728.64
	Account balance comparison from fiscal year 24-25	**$1,459,468.18**	
INVESTMENTS			
BALANCE ON HAND, 11/01/2025			$1,800,211.87
RECEIPTS*		$1,480.17	
TRANSFERS			
DISBURSEMENTS			
ENDING BALANCE 11/30/2025			$1,801,692.04

Account Description	Annual Budget	Expenditures	Balance Remaining	Budget YTD Exp %	Monthly Expenditures	% of year passed
Salary - (1000)						
ACTIVITY WAGES	30,000	13,968	16,032	46.56%	4,197	
PARA WAGES	435,174	158,093	277,081	36.33%	43,709	
REGULAR SALARIES	6,221,800	1,490,394	4,731,407	23.95%	477,143	
STIPENDS	8,000	2,000	6,000	25.00%	667	
SUBSTITUTES	193,200	53,972	139,228	27.94%	14,941	
SUPERINTENDENT SALARY	154,096	38,002	116,094	24.66%	12,667	
	7,042,270	1,756,429	5,285,841	24.94%	553,324	25.00%
Benefits - (2000)						
HEALTH INSURANCE	1,613,458	394,032	1,219,426	24.42%	124,250	
LIFE INSURANCE	4,565	1,072	3,493	23.49%	326	
OTHER BENEFITS	17,021	4,395	12,626	25.82%	1,552	
RETIREMENT	567,632	127,741	439,891	22.50%	41,709	
SOCIAL SECURITY	539,667	132,891	406,776	24.62%	41,816	
TAX SHELTER ANNUITIES	2,500	415	2,085	16.61%	128	
UNEMPLOYMENT INS	3,000	-	3,000	0.00%	-	
WORKERS COMPENSATION	31,568	31,568	-	100.00%	-	
	2,779,411	692,114	2,087,297	24.90%	209,781	25.00%
Professional & Technical Services - (3000)						
AUDIT FEES	45,000	-	45,000	0.00%	-	
CONTRACTED SERVICES	118,000	26,167	91,833	22.18%	8,973	
LEGAL SERVICES	12,000	312	11,688	2.60%	75	
MILAGE TO PARENTS	10,000	2,988	7,012	29.88%	1,497	
MILAGE TO STAFF	5,000	1,418	3,582	28.36%	1,327	
PROFESSIONAL SERVICES	69,850	13,353	56,497	19.12%	4,232	
TECHNICAL SERVICES	-	-	-	0.00%	-	
TELECOMMUNICATIONS	29,500	6,314	23,186	21.40%	(24,138)	
	289,350	50,551	238,799	17.47%	(8,035)	25.00%
Purchased Property Services - (4000)						
CLEANING	120,000	34,054	85,946	28.38%	13,083	
CONSTRUCTION SERVICES	46,700	4,252	42,448	9.10%	1,761	
EQUIPMENT LEASE	56,600	12,906	43,694	22.80%	4,302	
NON-TECH REPAIR & MAINT	95,000	26,277	68,723	27.66%	9,895	
OTHER PROPERTY SERVICES	11,000	166	10,834	1.50%	166	
TECH REPAIR & MAINT	25,000	3,446	21,554	13.78%	910	
VEHICLE REPAIR & MAINT	-	-	-	0.00%	-	
WATER/SEWER	78,500	21,910	56,590	27.91%	6,690	
	432,800	103,011	329,789	23.80%	36,807	25.00%

Account Description	Annual Budget	Expenditures	Balance Remaining	Budget YTD Exp %	Monthly Expenditures	% of year passed
Other Purchased Services - (5000)						
ADVERTISING	6,200	1,245	4,955	20.09%	240	
AP TRAVEL	1,050	23	1,027	2.15%	-	
TECH FOR INSTRUCTION-COMMUNICATIONS	-	-	-	0.00%	-	
CONTRACTED PUPIL TRANSPTN	-	-	-	0.00%	-	
POSTAGE	10,500	861	9,639	8.20%	861	
PRINTING	2,500	231	2,269	9.24%	-	
PROPERTY INSURANCE	160,422	160,422	-	100.00%	-	
TRAVEL	5,500	615	4,885	11.17%	582	
TUITION PD AGENCIES SPED	200,000	-	200,000	0.00%	-	
	386,172	163,397	222,775	42.31%	1,683	25.00%
Supplies - (6000)						
ACTIVITY	54,000	13,000	41,000	24.07%	13,000	
AP SUPPLIES	2,100	-	2,100	0.00%	-	
ART SUPPLIES	6,000	2,259	3,741	37.66%	2,259	
CAREER PLANNING SUPPLIES	12,000	1,854	10,146	15.45%	490	
DIGITAL INSTRUCTIONAL MATERIAL	37,000	8,644	28,356	23.36%	298	
ELECTRICITY	152,500	44,078	108,422	28.90%	26,947	
FINE ARTS SUPPLIES	500	1,299	(799)	259.81%	1,299	
GAS/OIL	46,500	2,111	44,389	4.54%	924	
INSTRUMENTAL SUPPLIES	2,750	420	2,330	15.27%	-	
LIBRARY BOOKS	9,000	3,844	5,156	42.72%	1,222	
LIBRARY PERIODICALS	2,200	996	1,204	45.25%	-	
MAINT OF PLANT SUPPLIES	16,000	12,847	3,154	80.29%	12,544	
NATURAL GAS	50,400	12,894	37,506	25.58%	4,298	
PBIS SUPPLIES	5,500	1,182	4,318	21.48%	663	
PE SUPPLIES	3,000	95	2,905	3.18%	95	
PERKINS SUPPLIES	-	-	-	0.00%	-	
REGULAR INSTRUCTION TECH SUPPLIES	2,100	135	1,965	6.44%	128	
SCIENCE SUPPLIES	3,500	762	2,738	21.77%	213	
STUDEN SUPPORT MUSIC SUPPLIES	7,500	2,042	5,458	27.23%	1,265	
STUDENT SUPPORT SUPPLIES	22,000	1,481	20,519	6.73%	651	
SUPPLIES	150,500	41,883	108,617	27.83%	19,435	
SUPPLIES - TIRES/PARTS	-	-	-	0.00%	-	
TECH SUPPLIES	-	-	-	0.00%	-	
TEXTBOOKS	15,000	2,068	12,932	13.78%	580	
TEXTBOOKS - REPLACEMENT SCHED	50,000	60	49,940	0.12%	-	
VOCAL MUSIC SUPPLIES	2,200	443	1,757	20.13%	226	
WEB/CLOUD BASED SOFTWARE	35,000	16,014	18,986	45.75%	7,555	
	687,250	170,410	516,840	24.80%	94,092	25.00%
Property - (7000)						
COMPUTER HARDWAR PERKINS	-	-	-	0.00%	-	
COMPUTER HARDWARE<$5000	27,200	3,279	23,921	12.05%	612	
COMPUTER SOFTWARE	6,600	-	6,600	0.00%	-	
FURN/EQUIP NONCAPITALIZED	84,470	6,269	78,201	7.42%	953	
TECH REPLACEMENT SCHED	154,000	38,499	115,501	25.00%	12,833	
VEHICLE ACQ NON BUS	-	-	-	0.00%	-	
VEHICLE ACQUISITION	87,600	488	87,112	0.56%	-	
	359,870	48,534	311,336	13.49%	14,398	25.00%

2025.11 GF Expenditures Report

Account Description	Annual Budget	Expenditures	Balance Remaining	Budget YTD Exp %	Monthly Expenditures	% of year passed
Dues & Fees/Misc -(8000)						
ADDITIONAL SPENDING AUTHORITY	1,144,621	-	1,144,621	0.00%	-	
DUES & FEES	21,150	1,925	19,225	9.10%	718	
OBAMACARE PENALTY	5,000	-	5,000	0.00%	-	
OTHER MISCELLANEOUS EXP	9,000	1,433	7,567	15.92%	705	
	1,179,771	3,358	1,176,413	0.28%	1,423	25.00%
Food Service/Foundation - (9000)						
HEALTH INSURANCE	-	-	-	0.00%	-	
LIFE INSURANCE	-	-	-	0.00%	-	
OTHER BENEFITS	-	-	-	0.00%	-	
REGULAR SALARIES	-	-	-	0.00%	-	
RETIREMENT	-	-	-	0.00%	-	
SOCIAL SECURITY	-	-	-	0.00%	-	
TELECOMMUNICATIONS	-	-	-	0.00%	-	
TRANS TO LUNCH FUND	-	-	-	0.00%	-	
TRNS TO DEPRECIATION FUND	-	-	-	0.00%	-	
	-	-	-	0.00%	-	25.00%
Grand Total	13,156,894	2,987,805	10,169,089	22.71%	903,473	25.00%
Operations total (less debt & food service)	12,012,273	2,987,805	9,024,468	24.87%	903,473	25.00%

Fort Calhoun Community Schools - Cash Accounts

Fiscal year 2025-2026
9/1/25-8/31/2026

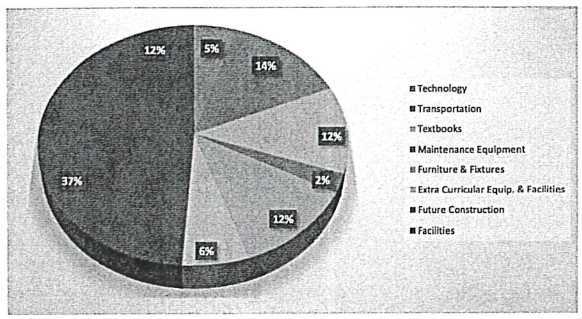
	9/30/2025	10/31/2025	11/30/2025	12/31/2025	1/31/2026	2/28/2026	3/31/2026	4/30/2026	5/31/2026	6/30/2026	7/31/2026	8/31/2026
General Fund												
GF Checking	1,815,065.34	1,470,832.16	471,862.51									
GF - outstanding checks	(198,825.06)	(367,820.01)	(204,533.91)									
Investments	805,456.96	806,141.29	806,804.11									
sub-total	2,421,697.24	1,909,153.44	1,074,132.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Revolving-WCB	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00
total	2,428,697.24	1,916,153.44	1,081,132.71	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00
Building Fund												
Building Fund	876,589.92	865,058.57	871,125.37									
ICS investment - gym	155,102.95	155,234.73	155,362.37									
total	1,031,692.87	1,020,293.30	1,026,487.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
QCP Fund (Bonds)	366,216.72	367,226.80	330,479.75									
GP Bond Fund	1,435,984.69	1,443,313.61	1,323,728.64									
Savings & Depreciation	2,067,563.79	2,080,397.12	2,058,201.07									
Line of Credit	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total assets	7,330,155.31	6,827,384.27	5,820,029.91	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00
Reconciliation by location												
Washington County Bank - deposit	4,762,736.78	4,426,616.41	3,253,705.32									
ICS Investment acct	2,759,243.60	2,761,587.88	2,763,858.51									
WCB - revolving account	7,000.00	7,000.00	7,000.00									
sub-total	7,528,980.38	7,195,204.29	6,024,563.83									
outstanding checks	(198,825.06)	(367,820.01)	(204,533.91)									
total deposits	7,330,155.32	6,827,384.28	5,820,029.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
difference	(0.02)	(0.02)	(0.02)	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00
Operating funds	7,330,155.31	6,827,384.27	5,820,029.91	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00
Fiduciary Funds:												
Activity/Student fee Fund	166,355.01	158,178.83	153,607.78									
Band	13,658.13	13,659.29	13,660.41									
Basketball - Boys	10,025.80	11,504.17	24,810.88									
Basketball - Girls	5,880.95	5,289.83	2,204.78									
Dance	7,606.80	6,344.18	6,238.50									
Grid Iron	3,257.39	3,902.39	5,402.42									
Running	4,464.63	3,409.65	3,252.10									
Wrestling - Boys	1,584.88	1,584.88	1,584.88									
Wrestling - Girls	993.11	1,000.20	1,000.28									
Volleyball	3,345.48	5,771.52	5,772.00									
Lunch Fund	137,767.84	157,848.20	140,829.58									
Total	354,940.02	368,493.14	358,363.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total cash/investments	7,685,095.33	7,195,877.41	6,178,393.52	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00
Prior year - Operating	6,560,131.16	6,445,587.78	5,175,643.52	4,445,431.22	4,748,781.46	4,157,203.60	5,603,926.12	5,804,295.66	7,064,015.26	8,058,691.37	7,069,478.33	6,522,376.96
Prior year - Fiduciary	358,510.02	361,363.22	359,616.96	326,538.90	327,072.92	343,358.98	307,427.80	290,246.18	279,289.80	307,353.13	310,690.01	332,992.46
Prior year - Total	6,918,641.18	6,806,951.00	5,535,260.48	4,771,970.12	5,075,854.38	4,500,562.58	5,911,353.92	6,094,541.84	7,343,305.06	8,366,044.50	7,380,168.34	6,855,369.42

Depreciation Fund - balance by sub-category

S&D Category	Definitions
Technology Fund	Servers, Radios, Cameras, phone systems, Chromebooks
Transportation Fund	Bus, Pick-ups, Vans
Textbooks	Textbooks, non-consumables
Maintenance Fund	Mowers, Tool Cat, Accessories
Furniture & Fixtures	Desks, Chairs, Tables, Blinds, PLC Equipment, Art, Walkie Talkie, etc
Extra- Curricular Equip	Band Uniforms, Sports Equipment, Risers, Mats, Kiln, Weights, Sound Systems, Misc.
Future Construction	Remaining Surplus Budget, Concrete, HVAC
Facilities	Track, Gym Floor, Turf, Misc.

S&D Ceiling 35% of Budget ($12.1M x 35%= $4.235M)

	Current balance (Total)	Technology	Transportation	Textbooks	Maintenance Equipment	Furniture & Fixtures	Extra Curricular Equip. & Facilities	Future Construction	Facilities
November 30, 2024	2,159,131.24	221,832.45	404,210.00	298,875.21	54,964.43	184,362.16	134,826.78	789,093.47	70,966.74
December 31, 2024	2,025,668.98	234,665.78	262,195.71	298,875.21	52,639.43	183,975.86	133,256.78	789,093.47	70,966.74
January 31, 2025	2,029,314.11	238,967.51	262,195.71	298,875.21	52,639.43	183,319.26	133,256.78	789,093.47	70,966.74
February 28, 2025	1,813,632.94	55,947.34	262,195.71	298,875.21	52,639.43	183,319.26	133,256.78	789,093.47	70,966.74
March 31, 2025	1,821,266.07	30,919.47	262,195.71	298,875.21	52,639.43	183,319.26	133,256.78	789,093.47	70,966.74
April 30, 2025	1,728,991.64	43,752.80	262,195.71	193,767.45	52,639.43	183,319.26	133,256.78	789,093.47	70,966.74
May 31, 2025	1,665,975.93	52,465.09	190,467.71	193,767.45	52,639.43	183,319.26	133,256.78	789,093.47	70,966.74
June 30, 2025	1,603,808.26	56,939.42	123,825.71	193,767.45	52,639.43	183,319.26	133,256.78	789,093.47	70,966.74
July 31, 2025	1,616,641.59	69,772.75	123,825.71	193,767.45	52,639.43	183,319.26	133,256.78	789,093.47	70,966.74
August 31, 2025	2,062,242.46	69,772.75	281,425.71	243,767.45	52,639.43	243,319.26	133,256.78	789,093.47	248,967.61
September 30, 2025	2,067,563.79	75,094.08	281,425.71	243,767.45	52,639.43	243,319.26	133,256.78	789,093.47	248,967.61
October 31, 2025	2,080,397.12	87,927.41	281,425.71	243,767.45	52,639.43	243,319.26	133,256.78	789,093.47	248,967.61
November 30, 2025	2,058,201.07	100,760.74	281,425.71	243,767.45	52,639.43	243,319.26	131,173.92	762,493.47	242,621.09



2025.11 Lunch Fund Revenues

ACCOUNT	TITLE	BUDGET	YTD REVENUE	BALANCE	%	MONTHLY REVENUE	% of Year (10 month)
	LOCAL SOURCES						
01611	A LA CARTE RECEIPTS	60,000	22,276	37,724	37.13%	8,190	
01612	BREAKFAST RECEIPTS	24,000	7,198	16,802	29.99%	2,518	
01613	LUNCH RECEIPTS	231,202	91,124	140,078	39.41%	27,585	
01620	MISC RECEIPTS-FOOD SERVICE	15,000	2,464	12,536	16.43%	1,370	
01630	SPECIAL MILK PROGRAM	0	0	0	0.00%	0	
	LOCAL REIMBURSEMENT	330,202	123,062	207,140	37.27%	39,662	30.00%
	STATE SOURCES						
03150	STATE REIMB (NUTRITION)	2,248	0	2,248	0.00%	0	
	STATE REIMBURSEMENT	2,248	0	2,248	0.00%	0	30.00%
	FEDERAL SOURCES						
04210	FED NUTRITION PROGRAMS	135,155	33,119	102,036	24.50%	13,246	
	FEDERAL REIMBURSEMENT	135,155	33,119	102,036	24.50%	13,246	30.00%
	Grand Total	467,605	156,181	311,424	33.40%	52,908	30.00%

2025.11 Lunch Expenditures Report

Account Discription	Annual Budget	YTD Expenditures	Balance Remaining	Budget YTD Exp %	Monthly Expenditures	% of 10 months passed
Salary - (1000)						
REGULAR SALARIES	168,387	54,630	113,757	32%	16,105	
	168,387	54,630	113,757	32%	16,105	30%
Benefits - (2000)						
HEALTH INSURANCE	0	4	(4)	0%	0	
LIFE INSURANCE	34	7	27	21%	4	
OTHER BENEFITS	11	0	11	0%	0	
RETIREMENT	13,273	3,513	9,760	26%	1,039	
SOCIAL SECURITY	12,356	4,189	8,167	34%	1,235	
TAX SHELTER ANNUITIES	0	0	0	0%	0	
	25,674	7,712	17,962	30%	2,277	30%
Professional & Technical Services - (3000)						
TELECOMMUNICATIONS	500	125	375	25%	42	
	500	125	375	25%	42	30%
Purchased Property Services - (4000)						
CONTRACTED SERVICES	1,988	0	1,988	0%	0	
SERVICES-REPAIR & MAINT	4,090	0	4,090	0%	0	
	6,078	0	6,078	0%	0	30%
Supplies - (6000)						
FOOD PURCHASED	293,040	101,971	191,069	35%	33,452	
SUPPLIES	16,060	8,473	7,587	53%	4,461	
	309,100	110,444	198,656	36%	37,913	30%
Property - (7000)						
FURNITURE & EQUIPMNT>5000	4,026	0	4,026	0%	0	
	4,026	0	4,026	0%	0	30%
Dues & Fees/Misc -(8000)						
DUES & FEES	300	30	270	10%	0	
OTHER MISCELLANEOUS EXP	3,609	0	3,609	0%	0	
	3,909	30	3,879	1%	0	30%
Grand Total	517,674	172,941	344,733	33%	56,337	30%

2025.11 GF Revenues Report

ACCOUNT	TITLE	BUDGET	YTD REVENUE	BALANCE	MONTHLY REVENUE	%
LOCAL SOURCES						
01100	LOCAL SOURCES PROPERTY TAX	6,161,057	1,027,553	5,133,504	35,005	17%
01120	LOCAL SOURCES OPPD IN LIEU	32,000	0	32,000	0	0%
01125	LOCAL SOURCES MOTOR VEHICLE TAX	420,000	136,233	283,767	47,755	32%
01323	LOCAL SOURCES TUITION OTHER DISTRICTS	0	0	0	0	0%
01370	LOCAL SOURCES PRESCHOOL TUITION & FEES	27,500	11,630	15,870	3,450	42%
01410	LOCAL SOURCES OPTION BUS	6,500	1,805	4,695	175	28%
01510	LOCAL SOURCES INTEREST ON INVESTMENTS	9,000	2,114	6,886	728	23%
01910	LOCAL SOURCES RENTAL-EQUIP & PROP	0	0	0	0	0%
01921	LOCAL SOURCES POLICE COURT FINES	0	0	0	0	0%
01990	LOCAL SOURCES MISC LOCAL RECEIPTS	0	766	(766)	266	0%
	TOTAL LOCAL SOURCES	6,656,057	1,180,101	5,475,956	87,379	18%
INTERIM/COUNTY SOURCES						
02110	INTERM/COUNTY SOURCES COUNTY FINES & LIC	30,000	298	29,702	78	1%
	TOTAL INTERIM/COUNTY SOURCES	30,000	298	29,702	78	1%
STATE SOURCES						
03110	STATE SOURCES STATE AID	4,249,668	849,934	3,399,734	0	20%
03120	STATE SOURCES SPED - SCHOOL AGE	770,000	373	769,627	0	0%
03125	STATE SOURCES SPED TRANSPORTATION	10,000	0	10,000	0	0%
03130	STATE SOURCES HOMESTEAD EXEMPTION	0	0	0	0	0%
03131	STATE SOURCES PROPERTY TAX CREDIT	0	13,090	(13,090)	0	0%
03133	STATE SOURCES NAMEPLATE CAPACITY TAX	0	0	0	0	0%
03134	STATE SOURCES PERSONAL PROP TAX CREDIT	0	0	0	0	0%
03180	STATE SOURCES PRO-RATE MOTOR VEHICLE	4,000	0	4,000	0	0%
03400	STATE SOURCES STATE APPORTIONMENT	85,000	0	85,000	0	0%
03535	STATE SOURCES HIGH ABILITY LEARNERS	0	8,138	(8,138)	0	0%
03540	STATE SOURCES STATE EARLY CHILDHOOD	0	0	0	0	0%
03551	STATE SOURCES CAREER EDUCATION	0	0	0	0	0%
03599	STATE SOURCES OTHER STATE CATEG PRGMS	0	0	0	0	0%
03990	STATE SOURCES OTHER STATE RECEIPTS	0	0	0	0	0%
	TOTAL STATE SOURCES	5,118,668	871,535	4,247,133	0	17%
FEDERAL SOURCES						
04505	FEDERAL SOURCES TITLE I	35,000	0	35,000	0	0%
04509	FEDERAL SOURCES TITLE IIA	100	0	100	0	0%
04516	FEDERAL SOURCES IDEA PRESCHOOL (619)	4,367	0	4,367	0	0%
04518	FEDERAL SOURCES IDEA BASE ENR/POV (611)	159,435	0	159,435	0	0%
04524	FEDERAL SOURCES OTH FED NON-CATEG RCPTS	0	0	0	0	0%
04525	FEDERAL SOURCES PERKINS	0	0	0	0	0%
04530	FEDERAL SOURCES OTH FED CATEG RECEIPTS	0	0	0	0	0%
04708	FEDERAL SOURCES MEDICAID IN PUBLIC SHOOL	5,000	5,416	(416)	3,611	108%
04709	FEDERAL SOURCES MEDICAID ADMINISTRATIVE	3,646	0	3,646	0	0%
04969	TITLE IV	0	0	0	0	0%
04998	FEDERAL SOURCES ESSER III	0	0	0	0	0%
	TOTAL FEDERAL SOURCES	207,548	5,416	202,132	3,611	3%
NON REVENUE SOURCES						
05200	NON REVENUE FUND TRANSFERS IN	0	(4,184)	4,184	14,880	0%
05320	NON REVENUE SALE OF PROPERTY	0	0	0	0	0%
05690	NON REVENUE OTH NON REVENUE RECEIPTS	0	277	(277)	102	0%
	TOTAL NON REVENUE SOURCES	0	(3,906)	3,906	14,982	0%
	OPERATING TOTAL	12,012,273	2,053,442	9,958,831	106,049	17%

Finance Agenda
December 3, 2025

Building Fund Expenditures:

NOTES: At the committee's request Mr. Green researched where building fund money has been spent over the past 5 years. This was to inform newer members of the Board about our recent history. Most of the money had been spent on the elementary gym project, the track and field project, new visitor bleachers and the wrestling addition. Other discussions centered around future projects.

Camera Access:

NOTES: Washington County Sheriff's department has asked to have access to our camera system so they can have "real time" video footage in case of an emergency. The committee is recommending granting them use. The other two Washington County schools already allow this.

Baseball/Softball Field Maintenance:

NOTES: Mr. Green shared information about the potential costs of using the city softball and baseball fields for our school teams. In the past there has been no fee for using the fields. Different options are being explored.

Board Election for 2026:

NOTES: Mr. Green shared registration information for Board members who will be up for reelection. Register by February 17th for incumbents, March 2nd for non-incumbents.

HR/Payroll Specialist Position:

NOTES: After a year in the new HR/Payroll specialist position it is being recommended to increase hours from 20 a week to 30 a week. Other benefits are being discussed.

Negotiated Agreement for Teachers:

NOTES: The committee is recommending the teachers negotiated agreement as presented for the 2026-27 school year. $500 increase on the base and a two-year phased in 15th step to the salary schedule along with some minor language updates.

Superintendent Contract:

NOTES: The committee discussed paying for a full year of insurance upon retirement and an increase in pay to be finalized at the time of the Board meeting.

American Civics Agenda
December 3, 2025

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NOTES: After a year in the new HR/Payroll specialist position it is being recommended to increase hours from 20 a week to 30 a week. Other benefits are being discussed.

Negotiated Agreement for Teachers:

NOTES: The committee is recommending the teachers negotiated agreement as presented for the 2026-27 school year. $500 increase on the base and a two-year phased in 15th step to the salary schedule along with some minor language updates.

Superintendent Contract:

NOTES: The committee discussed paying for a full year of insurance upon retirement and an increase in pay to be finalized at the time of the Board meeting.

Technology

ACCOUNT	Acct Title	Annual Budget	Monthly Expenditures	YTD Expenditures	Balance Remaining	Budget YTD Exp %	% of year
01.300.2.02580.258.11200	PARA WAGES	29,500	2,471	9,395	20,105	31.85%	
01.300.2.02580.258.11600	REGULAR SALARIES	117,685	7,250	21,750	95,935	18.48%	
01.300.2.02580.258.21600	HEALTH INSURANCE	38,218	0	0	38,218	0.00%	
01.300.2.02580.258.22XXX	SOCIAL SECURITY	11,480	754	2,416	9,064	21.04%	
01.300.2.02580.258.23XXX	RETIREMENT	13,066	794	2,541	10,525	19.45%	
01.300.2.02580.258.29600	OTHER BENEFITS	0	0	0	0	0.00%	
01.300.2.02580.258.29610	TAX SHELTER ANNUITIES	400	0	0	400	0.00%	
01.300.2.02580.258.29620	LIFE INSURANCE	44	0	0	44	0.00%	
01.300.2.02580.258.33000	PROFESSIONAL SERVICES	200	0	0	200	0.00%	
01.300.2.02580.258.33300	MILAGE TO STAFF	200	0	0	200	0.00%	
01.300.2.02580.258.38200	TELECOMMUNICATIONS	1,700	138	435	1,265	25.57%	
01.300.2.02230.258.53000	TECH FOR INSTRUCTION	0	0	0			
01.300.2.02580.258.58000	TRAVEL	500	0	0	500	0.00%	
01.300.2.02580.258.64100	DIGITAL INSTRUCTIONAL MATERIAL	37,000	0	540	36,460	1.46%	
01.300.2.02580.258.64300	WEB/CLOUD BASED SOFTWARE	35,000	7,555	16,014	18,986	45.75%	
01.300.2.02580.258.65000	TECH SUPPLIES	750	128	128	622	17.11%	
01.300.2.02580.258.73400	COMPUTER HARDWARE<$5000	21,000	588	3,255	17,745	15.50%	
01.300.2.02580.258.73410	TECH REPLACEMENT SCHED	154,000	12,833	38,499	115,501	25.00%	
01.300.2.02580.258.89000	OTHER MISCELLANEOUS EXP	0	0	0	0	0.00%	
	sub-total Technology	460,743	32,511	94,972	365,771	20.61%	25.00%
01.100.2.01200.122.73400	COMPUTER HARDWARE<$5000	1,700	0	0	1,700	0.00%	
01.200.2.01200.122.73400	COMPUTER HARDWARE<$5000	1,500	0	0	1,500	0.00%	
01.100.2.01200.122.73500	COMPUTER SOFTWARE	1,400	0	0	1,400	0.00%	
01.200.2.01200.122.73500	COMPUTER SOFTWARE	1,400	0	0	1,400	0.00%	
	sub-total SPED Departments	6,000	0	0	6,000	0.00%	25.00%
01.100.2.02410.241.73400	COMPUTER HARDWARE<$5000	1,500	24	24	1,476	1.60%	
01.300.2.02510.251.73400	COMPUTER HARDWARE<$5000	1,500	0	0	1,500	0.00%	
	sub-total Administrative Departments	3,000	24	24	2,976	0.80%	25.00%
Total expenditure by the District for computer hardware and software.							
	COMPUTER HARDWARE < $5000	181,200	13,445	41,778	139,422	23.06%	25.00%
	COMPUTER SOFTWARE	37,800	7,555	16,014	21,786	42.36%	25.00%

AGREEMENT

This Agreement is made and entered into as of the 8th day of December 2025, by and between the FORT CALHOUN COMMUNITY SCHOOLS, BOARD OF EDUCATION and the FORT CALHOUN EDUCATION ASSOCIATION, and shall be effective for the 2026-2027 school year.

I
SALARY SCHEDULE

Teacher shall mean all non-supervisory certificated teaching staff (pre-school, classroom, and specialist), counselors, psychologists, media specialists, and speech pathologists employed by the district, but excluding the technology coordinator.

The salary schedule for the teachers for the 2026-2027 school year shall be in accordance with Appendix A attached, with a base salary of $41,500, and is based on 187 contract days, with a gradual phase-in of 15 years to the salary schedule, adding .02/year to the maximum schedule value for the next 2 years so that the maximum schedule value is 1.96. For 2026-27, the multiplier value range for year 15 would be 1.74 to 1.94, and for 2027-28, the value range for year 15 would be 1.76-1.96.

Certified staff members who reach 20 years of total experience shall receive a longevity payment equal to 3% of the base salary, awarded at every additional five years of service with Fort Calhoun Community Schools (years 20, 25, 30, 35, etc.).

The longevity increment shall be paid either:

1. Over 12 months during the year following each longevity year (payments in years 21, 26, 31, 36, etc.), or
2. As a lump sum in July after completing years 20, 25, 30, 35, etc. if the employee will not be returning the subsequent year.

Payments are subject to retirement contributions and applicable withholdings.

Beginning with the 2026–27 contract year, up to ten (10) years of prior teaching experience outside Fort Calhoun Community Schools may be applied toward longevity eligibility. Accredited post-secondary instructional experience may be credited at the discretion of the Superintendent.

To qualify for a longevity increment, an employee must have:

1. A combined total of years of experience (Fort Calhoun + credited prior experience) that meets a longevity threshold and
2. At least ten (10) years of service to Fort Calhoun Community Schools before receiving the first longevity increment.

Also, there will be included the additional assignment schedule for extracurricular and extra duties.

The parties mutually agree that this contract constitutes the entire agreement and understanding concerning all proper subjects of bargaining for the duration of the contract between the parties and supersedes all previous agreements. There are no oral agreements nor is the Agreement based upon any oral representation covering the subject matter of this Agreement. This contract shall not be modified, altered, changed; or amended in any respect unless in writing and signed by both parties.

II
INSURANCE AND OTHER FRINGE BENEFITS

The insurance and other fringe benefits provided by the Board of Education shall be in accordance with Appendix B attached.

III
SICK LEAVE

Each certified teacher shall be allowed eight (8) days sick leave per year that may be used for illness or disability of the teacher and may accumulate up to a maximum total of forty (40) days. A teacher may use up to fifteen (15) days of the accumulated total days of sick leave per year when an illness or disability relating to the. teacher's spouse, child, parent, or person residing in the teacher's home necessitates the teacher's presence. Sick leave may also be used for birth or adoption of a child. Any exception to this policy must be granted by the superintendent.

A teacher who has been in the district for twenty (20) years will be paid for unused sick leave up to forty (40) days at $55.00 per day upon retirement.

IV
PERSONAL LEAVE

Each certified teacher shall be allowed four (4) days of personal leave per year. Unused personal leave may be accumulated to no more than a maximum of eight (8) days at any time. Requests for paid personal leave shall be submitted to the teacher's immediate supervisor. The request shall be made five (5) school days prior to the date for the leave. Only in the case of extreme emergencies will an exception be made as related to the five-day application. In the event that a request under the exception emergency rule is denied, the teacher may immediately appeal that denial to the Superintendent of Schools. No personal leave will be given for parent-teacher conference days, the first five contract days, and the last five contract days of the school year. The Superintendent is given discretion to approve personal leave during the first five contract days, the last five contract days, and parent-teacher conference days. Staff wishing to use personal leave on these days may submit a written request to the Superintendent for consideration. This request is used when a life event that is out of the control of the certified staff member happens. For example, an immediate family member is getting married, graduating from college, or getting recognized for an achievement. Personal leave may be taken on days before and after any scheduled No School-Vacation days. Personal leave may be granted on in-service days with the approval of the administration. Each certified teacher may be paid for up to four (4) unused personal leave days at the rate by the district to substitute teachers in effect at the time the payment is made. Teachers have the option of choosing reimbursement or a rollover for unused personal days if they have less than four (4) days of accumulated personal leave

remaining at the end of each school year; however, in the event they end the year with an accumulated balance of personal leave greater than four (4) days, the District will automatically adjust the balance to four (4) days, reimbursing up to four (4) days of the excess balance. Upon separation and completion of a teacher's contract in good standing, the district will reimburse all remaining days of personal leave.

V
PROFESSIONAL LEAVE

Each certified teacher shall be allowed at least two (2) days of professional leave per year. Professional leave is to be used at the discretion of the employee, with the employee giving at least five (5) days' notice, with the approval of the Administration. Professional leave is to be used for attending professional functions, observing other educational programs, or other programs which may reasonably be expected to enhance the teacher's professional capabilities. Should the administration require a teacher to attend a professional function, it will not be counted as the teacher's professional leave unless there is mutual agreement.

VI
BEREAVEMENT LEAVE

Each certified employee shall be allowed bereavement leave. Five (5) days per occurrence, will be granted in the event of the death of children, spouse, parents, brother, sister, or person residing in the teacher's home.

Three (3) days, per occurrence, will be granted in the event of the death of grandparents, parents-in-law, son-in-law, daughters-in-law, brothers-in-law, sisters-in- law, grandchildren, aunts, uncles, nieces, or nephews.

One (1) day per year will be granted in the event of the death of a friend or relative (not covered in bereavement leave).

Let it be understood that the bereavement leave mentioned in the previous paragraphs will also include the settling of estates and matters pertaining thereto. The days mentioned do not have to be used consecutively.

VII
LEAVE LIMITATIONS

Notwithstanding other provisions of this Agreement to the contrary, the Superintendent shall have the right to deny requested personal and professional leave under Articles IV and V of this Agreement if the number of teachers out of either building for leaves of absence under Article III through VII of the Agreement exceeds six (6) teachers, after the Superintendent has made reasonable efforts to accommodate the absence of more than six (6) teachers, regardless of whether there has been prior approval of the requested personal or professional leaves of absence. In determining which requested personal and professional leaves of absence to deny, the Superintendent shall first deny personal leaves of absence rather than professional leaves of absence and shall take into account the reasons for the requested leaves of absence, when the competing leaves of absence were requested, and the financial and other hardship on the teacher if the requested leave is denied. The librarian, guidance counselor, and band teacher shall be considered as teachers of both buildings for purposes of this Article VII.

VIII
EXTRA DUTY

When teachers are assigned to extra duties at school activities outside the regular school day, that teacher shall be paid .0012 of the base salary unless such duties are a part of the teacher's regularly compensated duties (Appendix C). If an extra duty exceeds three and one-half (3.5) hours, it shall be compensated as if it were two (2) extra duties. Supervisory duty assignments shall be made by the Activity Director.

Certified staff members will complete a minimum of three paid extra duty assignments each contract year. Certified staff are responsible to find their own replacement if they are unable to fulfill their duty once assigned. Staff that coach two or more sports are exempt from this requirement.

IX
TEACHING DURING PLANNING PERIOD

When a teacher is assigned to spend a planning period covering another teacher's class, the teacher covering the class will be compensated at the rate of .001 of the base salary.

X
OVERLOAD PAY

Teachers who are required to teach an extra class period per day shall be compensated at the rate of six percent (6%) of base pay per semester. Let it be understood that this is meant to mean that a teacher having a full preparation period each day will not be considered for overload pay.

XI
INSTRUCTIONAL LEADERS AND DEPARTMENT CHAIRPERSONS

The appointment of Instructional Leaders in the Elementary School and the Secondary School and of Department Chairpersons in the Secondary School will be made on an annual basis. Each Instructional Leader and Department Chairperson shall be paid an amount equal to three percent (3%) of base salary.

XII
HOURS OF WORK

The board of education has established that the standard school day during the 2026-27 school year shall begin at 7:45 AM and conclude at 3:30 PM. The length of the school year and the standard school day are included in the negotiated agreement but their inclusion does not limit the board of education's right to change the length of the contract day for future school years. Further, it does not limit the board's, superintendent's and superintendent's designee's right to change days on the school calendar, when necessary, schedule work outside the hours of the standard school day for reasons that include, but are not limited to, meetings of faculty members, meetings with parents, meetings with students, IEP conferences, conferences with administrators, and in-service meetings. The administration will schedule required in-service training on not more than an average of two (2) Fridays per month following dismissal of students from school. On those Fridays where there is no scheduled in-service training, teachers may leave at 2:30 PM.

XIII
PERSONAL USE OF DISTRICT OWNED EQUIPMENT

Staff who would like to use their laptops and/or iPads for personal use during non-contract hours have the option to pay $35 to cover any damage to the machines during that non-contract time. If the $35 is not paid, the staff member is responsible for any damage incurred during the contract year because of non-school related use. The $35 does not have to be paid if the computer is used only for schoolwork.

XIV
GRIEVANCE PROCEDURE

A. Any party covered by this Agreement shall, within thirty (30) days of the date he/she knew or should have known of the event, has the right to grieve a dispute as to any of the terms of this Agreement in the following manner:

1. Between the aggrieved party and his/her team leader, department chairperson, supervisor, or principal to whom he is directly responsible.

2. If the aggrieved party is not satisfied with the disposition of step 1, that person may submit said claim to the person's immediate superior with a copy to the Fort Calhoun Education Association. This shall be in writing and copies will be retained for the aggrieved person and the professional organization, within seven (7) calendar days, the person to whom the problem has been referred shall, in writing, render his/her decision. A copy of this shall be given to the Fort Calhoun Education Association.

3. If the aggrieved person is not satisfied with the decision or if no decision is rendered within the allotted time, the aggrieved person may appeal directly to the Superintendent.

4. In the event a dispute shall arise between the administration and the association with reference to the proper interpretation or application of the provisions of this Agreement and such a dispute was not resolved by Steps 1-3, then such dispute shall within thirty (30) calendar days of the initial filing of the grievance on the request of either party, be submitted to the Board of Education.

   The Board of Education shall within thirty (30) calendar days conduct a hearing on the grievance and shall render a decision thereon within ten (10) calendar days following the hearing. Written copies of the decision shall be sent to the grievant, Superintendent of Schools, Principal of the grievant, and to the local offices of the Association.

B. The aggrieved person shall have at his/her request, the assistance of the Fort Calhoun Education Association at any and all steps of the grievance including any hearings.

XV
DURATION

This Agreement shall be in full force for the 2026-2027 school year. In the event that a new Agreement is not agreed to by both parties prior to the start of the succeeding school year, the terms of this contract shall remain in full force and effect until such new Agreement is put into effect.

XVI
ENTIRE AGREEMENT

This Agreement sets forth the entire intent and understanding of all the parties hereto on the subject hereof.

IN WITNESS WHEREOF, the parties hereto have hereunder caused this instrument to be executed as of the day and year first above written.

FORT CALHOUN EDUCATION ASSOCIATION	FORT CALHOUN COMMUNITY SCHOOLS BOARD OF EDUCATION
______________________	______________________
______________________	______________________
______________________	______________________
______________________	______________________

APPENDIX A

FORT CALHOUN COMMUNITY SCHOOLS
SALARY SCHEDULE AND SPECIAL PROVISIONS
2026-2027

A. EXPERIENCE

1. In evaluating a teacher's experience, no credit shall be given for fractional years of experience unless such fractional years add up to a full year's experience.

2. Degree Teachers. Credit may be given up to and including all years of outside experience to new and current teachers, up to the maximum indicated on the salary schedule. The Board of Education at its option may allow less than all years of previous experience to teachers new to the system when (1) such experience is in a field other than that in which the new teacher will be employed, or (2) if that previous experience was more than six (6) years before the date of employment in the Fort Calhoun Community Schools. Accredited post-secondary experience will be considered at the discretion of the superintendent.

3. In order to receive credit for experience gained in other systems, affidavits attesting to this experience may be required to be filed with the Superintendent. Affidavits must be signed by qualified persons, such as the Superintendent of the school in which the experience has been received.

B. TRAINING

1. Credit for training will be based on official transcripts of credit. These must be filed in the Superintendent's Office.

C. EXTRA SERVICES

1. Directors of special activities, summer activities and adult classes as determined by the Board of Education and who carry full teaching loads shall receive extra compensation above the regular schedule in accordance with the special provisions section of the salary schedule.

D. SCHEDULE A GUIDE

1. This schedule shall be considered as a guide for issuing teachers' contracts. The Board of Education may exceed the schedule to secure desirable teachers.

E. ADMINISTRATORS

1. Administrators will not come under the salary schedule.

F. ILLNESS

1. In cases of personal illness or illness in the family, the Superintendent may ask for a doctor's statement to verify the illness.

G. CHANGE IN CLASSIFICATION

1. Teachers may receive a new or amended contract if they become eligible for re-classification to a higher column on the salary schedule after indicating a move on the spring survey. A certified transcript of the credits earned, substantiating the move, must be presented to the Superintendent of Schools by September 15th of the school year in which the advance is to become effective.

2. Each vertical step represents one additional year of experience.

3. The movement across (horizontal) the salary schedule is limited to two columns per year while working to attain a Master's Degree. All other horizontal movement will be limited to one column per year.

4. Teachers may apply for reclassification on the salary schedule if and only if courses are in their field of teaching. All courses outside of the regular teaching area must be approved in advance by the Superintendent if they are to count toward horizontal movement on the salary schedule. Graduate hours applied toward the columns beyond the Master's Column must be earned after the Master's degree has been awarded. Courses outside of the assigned teaching area may be approved if they are part of an approved degree program in a related area such as in elementary or secondary education. If the teacher and Superintendent are unable to agree on whether or not a course is to be counted for horizontal movement, a course description shall be obtained from the institution offering the course and a committee made up of one (1) elementary teacher, one (1) secondary teacher and the two (2) principals shall decide whether or not the course is related to the teaching area and should be counted for horizontal movement.

5. Teachers who are employed at the date this Agreement is signed may not be moved into a lesser position on the salary schedule even though credit may have been granted to them for hours which are unrelated to their current teaching assignment.

H. PERIOD OF EMPLOYMENT

1. The period of employment shall be stated in each contract, but in general, it will be understood to be one hundred eighty-seven (187) days. First year teachers to the District shall be paid $100 for orientation. All salaries shall be paid on a twelve (12) calendar month basis, the first payment being on September 20th and continuing the 20th of each succeeding month.

2. Where a contractual agreement has been reached between an individual teacher and the District relating to employment beyond the annual employment period defined in Article I, the salary for that extended contract shall be a prorated extension of that teacher's daily rate of pay for the annual employment period.

APPENDIX B

FORT CALHOUN COMMUNITY SCHOOLS
FRINGE BENEFITS
2026-2027

A. HOSPITAL, MEDICAL AND DENTAL INSURANCE

The Fort Calhoun Community School District will pay the charged premium for hospital, medical and single dental insurance for teachers.

The district will pay up to and including one-half of the above stated amounts for employees who are regularly employed at least one-half time but less than full time. The Board will not contribute to hospital, medical and dental coverage for teachers who are employed less than one-half time. Note: Teachers who are employed on the date of this signing of the agreement shall receive contributions toward hospital, medical and dental coverage in direct proportion to the amount of time which they are employed; e.g., a three-fourths time teacher would receive three-fourths of the amounts mentioned in paragraph 1. The benefits shall be in accordance with the policy of insurance, and will be favorably comparable (equal) or better than the Blue Cross/Blue Shield teachers' policy (EHA Blues Preferred PPO with Alternate Network $1,200.00 deductible).

B. LONG -TERM DISABILITY

The Fort Calhoun Community School District will make available a long-term disability insurance program. The policy will provide immediate coverage effective the day after the expiration of sick leave and will cover 66 2/3 of the contracted salary, and health and dental premium. All premiums will be paid by the teacher and will be mandatory for all certified teachers.

C. TERM LIFE INSURANCE

The Fort Calhoun Community School District will provide a Term Life Insurance policy for all certified teachers in the amount of $20,000.

Be it further understood that a person, upon leaving the employment of the Fort Calhoun School District, may have the option of converting this policy to Ordinary Life and assume the premium costs.

D. SECTION 125 PLAN

The Board of Education shall offer a written cafeteria plan as defined in Section 125 of the Internal Revenue Code. The cafeteria plan shall require district teacher to choose one of these options: (a) accept employer-provided family health insurance; (b) accept employer-provided single health insurance with an additional cash payment in the amount of $2,900; (c) accept no insurance and receive a cash payment in the amount of $2,900. The cash payment shall be subject to FICA taxes, disability insurance premium, and federal and state income tax but shall not be subject to the Nebraska Public Employee Retirement System deduction/payment. The District will pay annual renewal fees, and monthly administration fees. The plan will be funded by participating employees through payroll deductions.

Only those teachers under contract during the 2007-08 school year and receiving the additional cash payment of $2,900 under the terms of the 2007-08 negotiated agreement may continue to receive such payment during the 2008-09 and subsequent school years. No staff member hired for the 2008-09 and in subsequent school years shall qualify for the additional cash payment. If a teacher receiving the additional cash payment of $2,900 under the terms of the 2007-08 negotiated agreement changes insurance coverage in subsequent years, he/she cannot receive the $2,900 cash payment.

E. TAX SHELTERED ANNUITIES

The Board of Education of the Fort Calhoun School District initiated on August 18, 1980, a voluntary program of participating tax-sheltered annuities. In 2009, the terms 403b and investment savings were included to reflect current investment practices. To those persons who desire to benefit from TSA/403(b), the Board is joining in a participating investment-savings program. All of the contributions on the part of the teacher will be deducted monthly from the total amount of monthly salary. Board participation monies will be paid into the program on a monthly basis. Any person joining the staff must complete two years of successful teaching experience in the Fort Calhoun Community School District to qualify.

EMPLOYMENT YEAR	EMPLOYEES SHARE	DISTRICT SHARE
3	$400	$100
4	$400	$200
5	$400	$300
6	$400	$400

F. MISCELLANEOUS

Persons deciding to drop out of a fringe benefit plan or program may do so only under the terms and conditions provided by such plan or program and will be permitted to re-enroll only under the terms and conditions, and at such times, as provided by such plan or program.

APPENDIX C

FORT CALHOUN COMMUNITY SCHOOLS
ADDITIONAL ASSIGNMENT SCHEDULE
2026-2027

ATHLETICS AND ACTIVITIES

POSITION	YEARS 1-3	YEARS 4-6	YEARS 7+
Head Girls/Boys Track	15%	18%	20%
Head Baseball	13%	15%	17%
Head Girls Basketball	13%	15%	17%
Head Boys Basketball	13%	15%	17%
Head Football	13%	15%	17%
Head Softball	13%	15%	17%
Head Strength & Conditioning	13%	15%	17%
Head Volleyball	13%	15%	17%
Head Wrestling	13%	15%	17%
Head Girls/Boys Cross Country	11%	13%	15%
Head Golf	11%	13%	15%
Head Girls Track	11%	13%	15%
Head Boys Track	11%	13%	15%
Instrumental Music	11%	13%	15%
Vocal Music	11%	13%	15%
Cheerleading	9%	10%	11%
Dance Team	9%	10%	11%
Asst Baseball	8%	10%	
Asst Basketball	8%	10%	
Asst Football	8%	10%	
Asst Softball	8%	10%	
Asst Volleyball	8%	10%	
Asst Wrestling	8%	10%	
Asst Cross Country	7%	9%	
Asst Strength & Conditioning	7%	9%	
Asst Track	7%	9%	
Asst Golf	7%	9%	
Jr. High Basketball	5%	7%	
Jr. High Cross Country	5%	7%	
Jr. High Football	5%	7%	
Jr. High Track	5%	7%	
Jr. High Volleyball	5%	7%	
Jr. High Wrestling	5%	7%	

Dollar value calculated as a percent of the base salary (2026-27) Base: ($41,500).

CLUBS AND ACTIVITIES

POSITION	YEARS 1-3	YEARS 4-6
Data Steward	7%	9%
Computer Science Club	5%	6%
Speech	5%	6%
Drama	5%	6%
Yearbook	4%	5%
Pioneers Overcoming Peer Pressure (POPP)	4%	5%
Skills USA (2)	4%	5%
FBLA (split)	4%	5%
Unified Sports Director	4%	5%
Junior Class Sponsor (2)	3%	4%
Student Council	2%	3%
Jr. High Cheer	2%	3%
Art Club	2%	3%
MCC	2%	3%
Quiz Bowl	2%	3%
Senior Class Sponsor	2%	3%
Science Fair	1%	2%
NHS	1%	2%
Spanish Club	1%	2%
PAC	0.5%	1.5%
10th Grade Class Sponsor	0.5%	
9th Grade Class Sponsor	0.5%	
8th Grade Class Sponsor	0.5%	
7th Grade Class Sponsor	0.5%	
Teammates= $2,500.00		
Summer Band = $1,000		
Vocational = $500		

2026-27 Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
	41,500.00	43,575.00	45,650.00	47,725.00	49,800.00	49,800.00	51,875.00	53,950.00	56,025.00	58,100.00
2	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
	43,160.00	45,235.00	47,310.00	49,385.00	51,460.00	51,460.00	53,535.00	55,610.00	57,685.00	59,760.00
3	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
	44,820.00	46,895.00	48,970.00	51,045.00	53,120.00	53,120.00	55,195.00	57,270.00	59,345.00	61,420.00
4	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
	46,480.00	48,555.00	50,630.00	52,705.00	54,780.00	54,780.00	56,855.00	58,930.00	61,005.00	63,080.00
5	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
	48,140.00	50,215.00	52,290.00	54,365.00	56,440.00	56,440.00	58,515.00	60,590.00	62,665.00	64,740.00
6	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
	49,800.00	51,875.00	53,950.00	56,025.00	58,100.00	58,100.00	60,175.00	62,250.00	64,325.00	66,400.00
7	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
	51,460.00	53,535.00	55,610.00	57,685.00	59,760.00	59,760.00	61,835.00	63,910.00	65,985.00	68,060.00
8		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
		55,195.00	57,270.00	59,345.00	61,420.00	61,420.00	63,495.00	65,570.00	67,645.00	69,720.00
9			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
			58,930.00	61,005.00	63,080.00	63,080.00	65,155.00	67,230.00	69,305.00	71,380.00
10				1.51	1.56	1.56	1.61	1.66	1.71	1.76
				62,665.00	64,740.00	64,740.00	66,815.00	68,890.00	70,965.00	73,040.00
11					1.60	1.60	1.65	1.70	1.75	1.80
					66,400.00	66,400.00	68,475.00	70,550.00	72,625.00	74,700.00
12					1.64	1.64	1.69	1.74	1.79	1.84
					68,060.00	68,060.00	70,135.00	72,210.00	74,285.00	76,360.00
13					1.68	1.68	1.73	1.78	1.83	1.88
					69,720.00	69,720.00	71,795.00	73,870.00	75,945.00	78,020.00
14						1.72	1.77	1.82	1.87	1.92
						71,380.00	73,455.00	75,530.00	77,605.00	79,680.00
15						1.74	1.79	1.84	1.89	1.94
						72,210.00	74,285.00	76,360.00	78,435.00	80,510.00

CONTRACT OF EMPLOYMENT

◆ ◆ ◆

between

JERRY GREEN
SUPERINTENDENT

and the

BOARD OF EDUCATION
OF
COUNTY OF WASHINGTON SCHOOL DISTRICT NO. 3
IN
NEBRASKA
DBA
FORT CALHOUN COMMUNITY SCHOOLS

◆ ◆ ◆

2026 – 2027

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT
FORT CALHOUN SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Fort Calhoun Community Schools,** legally known as **Washington County School District 89-0003**, and referred to as "the Board" and "the District" respectively, and **Jerry Green**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of 1 year beginning on July 1, 2026, and expiring on June 30, 2027. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December board meeting** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of the Superintendent's employment contract an agenda item for the regular **December** board meeting during each year of this contract. 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.

Section 3. Salary. The Superintendent's salary for the contract year shall be $158,090.07 which shall be paid in 12 equal monthly installments beginning in the month of July 2026. The Board shall not reduce the Superintendent's salary during the term of the contract but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The

District shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that the Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Superintendent will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which the Superintendent will register and maintain on file in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that the Superintendent registers the certificate. The Superintendent represents that: (1) all information provided in connection with the Superintendent's application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Superintendent will advise the Board immediately; (2) the Superintendent has never been convicted of or plead no contest to a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives; Policy 4025 of the Board Policy Manual; and the Superintendent Job Description. The Superintendent agrees to devote the Superintendent's time, skill, labor and attention to all required duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out the Superintendent's duties and obligations to the District.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education: (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence: (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity: (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of the Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under NEB. REV. STAT. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with the obligations in the Renewal of Contract or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform any of the Superintendent's duties by reason of illness, accident or other disability beyond the Superintendent's control, and the disability continues for a period of more than thirty (30) days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Superintendent shall be provided Two Thousand Dollars and No Cents ($2,000.00) annually to cover transportation costs to all regular season activities and meetings. When a school vehicle is not available for his use to travel to activities and meetings outside the regular season, the Board shall reimburse him for use of his personal vehicle at its approved mileage rate.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

a. Health Insurance. Health insurance that is available to certificated staff through the District's health insurance carrier at the level at which the Superintendent qualifies.

b. Dental Insurance. Dental insurance that is available to certificated staff through the District's health insurance carrier at the level at which the Superintendent qualifies.

c. Life Insurance. Term life insurance with a total death benefit of $120,000.

d. Accidental Death and Dismemberment Policy. The Board shall pay the premium for a policy for the Superintendent with accidental death and dismemberment coverage of $120,000.

e. Disability Insurance. The Superintendent shall purchase long-term disability insurance from the District's carrier at the Superintendent's own expense.

f. Section 125 Plan. The Superintendent shall be eligible to participate in the District's Section 125 cafeteria plan through payroll deduction. The Board will pay annual renewal fees and monthly administration fees.

g. Tax-Sheltered Annuity. The Board will contribute a maximum of Four Hundred Dollars and No Cents ($400.00) to match the Superintendent's contribution of Four Hundred Dollars and No Cents ($400.00) to a tax-sheltered annuity.

h. Sick Leave. The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of forty-five (45) days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, the Superintendent shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of sick days accrued and used and shall provide the Board with a report of accumulated sick days at least quarterly and upon request. If the Superintendent has been in the district for twenty (20) years or more, will be paid for unused sick leave up to forty (40) days at $55 per day upon retirement.

i. Vacation. The Superintendent shall have twenty-five (25) vacation days for the initial contract year which the Superintendent may use at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. Any extended vacation period while school is in session will require advance 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. After the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to twenty-five (25) days. For example, if the Superintendent uses 15 days of vacation one year, the Board will provide the Superintendent with 10 days the following year to bring the total vacation days back to 25. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent for unused vacation days upon the conclusion of employment at a rate of **$300.00** per day.

j. **Bereavement Leave.** The Superintendent shall have bereavement leave as follows: five (5) days, per occurrence, for the death of children, spouse, parents, brother, sister or person residing in the Superintendent's home; three (3) days, per occurrence, for the death of grandparents, parents-in-law, sons-in-law, daughters-in-law, brothers-in-law, sisters-in-law, grandchildren, aunts, uncles, nieces or nephews; and one (1) day per year for the death of a friend or relative not covered above. Bereavement leave days do not have to be used consecutively and may be used for settling estates and matters pertaining thereto.

k. **Professional Development.** The Superintendent is expected to continue and seek professional development and to participate in relevant learning experiences. With the approval of the Board, the Superintendent may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance.

l. **Professional Dues.** The District will pay the annual dues for the Superintendent's membership in the following two organizations: the Nebraska Council of School Administrators (NCSA) and Nebraska Association of School Boards (NASB).

m. **Holidays.** All days on the Districts Holiday schedule will be considered non-workdays for the Superintendent.

n. **Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that the Superintendent can be reached at all times for work-related emergencies or while away from school grounds during the workday. The District will reimburse the Superintendent up to a maximum of $100 per month for the actual cost of a cellular phone service plan.

o. **Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is $1,000.00 or more.

p. **Vision Insurance.** Vision insurance that is available to certificated staff through the District's insurance carrier at the level at which the Superintendent qualifies.

q. Upon conclusion of employment, while in good standing, the superintendent's current Health Insurance Plan will remain intact for one year.

Section 12. Residence/Domicile in District. The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist on the first duty day under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Evaluation. The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make the Superintendent evaluation an agenda item for the regular **December** Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 15. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's performance of duties or position as the Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

Section 16. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this contract. In deference to the requirements of state and federal law, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the position.

Section 17. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the alleged reasons for the proposed action and provided the opportunity to present the Superintendent's version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 18. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 19. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 20. Severability. 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 enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this ____ day of ________________, 2025.

____
President, Board of Education

____
Secretary, Board of Education

Executed by the Superintendent this ____ day of ____________, 2025.

____
Superintendent

Fort Calhoun Community Schools
Board of Education Meeting
December 8th, 2025
Nick Wemhoff

1. NDE State of Schools Report
   a. HS - Rating of 4 = Excellent
   b. JRH - Rating of 3 = Great
      i. Test Scores - NSCAS, ACT
      ii. Attendance - Chronic Absenteeism
      iii. Graduation Rate
   c. I encourage you to see our NEP report and would happily answer any questions you may have.

2. MCC Blood Drive was held on December 3rd and was a huge success. Thank you to Mrs. Lloyd for leading this activity with our MCC club members.

3. Prom / Post-Prom - March 21st.
   a. Prom will be at Creighton again. More details as we get closer.
   b. Post-Prom will be off campus this year.
   c. The first Post- Prom Lasagna Dinner Fundraiser is on Dec. 11th at BB games.

4. Activities:
   a. District One-Act - December 5th
   b. Community Play - December 7th
   c. HS Band Concert - December 14th
   d. JRH/SRH Choir concert Dec. 18th
   e. Winter Break - December 19 - January 5. Students back Tuesday, Jan. 6.

December 2025 Board Report

- Activities
  - Football-
    - Adam Elofson, Blake Welchert, Colby Bentley, and Quinn Billesbach were named First Team C-1 District 2 All-District. Honorable Mention: Logan Brewer, Kade Foy, Dylan Keyser, Beau Ruma, Kaiden Rodriguez, Eli Tinkham
    - Additional Awards are expected the weekend of December 9th or 16th.
  - Girls Basketball and Boys Basketball-
    - Both of our teams opened the season with games against Nebraska City and Syracuse.
    - Teams are playing in two Showcase games: Dec. 19th vs Underwood at Mid-America Center, January 10th Girls play Broken Bow in Kearney, and on January 23rd vs Western Christian (Iowa - Boys) and Ashland-Greenwood (Girls) at DJ Sokol Arena.
    - The Holiday Tournament moves to North Bend this year and will be played on December 29th & 30th. The other teams competing are North Bend, Ord, and GACC.
  - Girls & Boys Wrestling-
    - Girls wrestling started the season at the Lyons-Decatur Duals and Boys at the Bennington Invite. We are excited to host our annual Boys JV/V meet on Saturday, December 13th, and our Girls Invite on Friday December 12th. We also host Boys Districts on Saturday, February 14th.
  - Unified Basketball –
    - Our Unified Basketball team competes against DC West on Thursday, December 11th. This continues to be an amazing program, I would like to thank all the coaches, partners, and athletes for their dedication to this.
  - One Act Play-
    - Our students competed in districts at Ashland-Greenwood on December 5th for their district One-Act competition.

Thank you for your continued support,

Mr. Schleifer

FORT CALHOUN ELEMENTARY SCHOOL

Honoring tradition, empowering students, and preparing for real-world success

DECEMBER ELEMENTARY BOARD REPORT - Mrs. Sara Horstman

1. Upcoming Building Events:
    a. December 4th through 19th - 12 Days of Holiday Fun for Staff - Students will participate in the Ugly Sweater Day (December 12th) & Pajama Day (December 19th)
    b. December 8th through 12th - Dibels & NWEA MAP Testing (K - 6th Grade)
    c. December 12th - Superintendent's Christmas Party - Mr. Keough is putting together Trivia for all district staff
    d. December 16th - 2nd Quarter Celebration - Cookie Decorating & Hot Chocolate while enjoying a holiday video.
    e. December 19th - End of the 2nd Quarter / 1st Semester
    f. December 22nd through January 5th - No School (Christmas Break)
    g. January 5th - Teacher Inservice
2. Past Events:
    a. November 18th - Thanksgiving Feast: Another great turn out - 786 people (including staff and students) enjoyed the feast.
    b. November 21st - Little Pioneers Play Group - 14 children attended
    c. December 4th - Elementary Band Concert
3. Other Building News:
    a. Miranda Weingaertner (1st Grade Teacher) and her husband welcomed their 2nd daughter (Parker Elizabeth) on November 25th. Jeramie Ryan is her long term sub.
    b. Delaney Appel will begin her maternity leave on December 10th. Ronni Pane will be her long term sub.

Fort Calhoun Community Schools
Superintendent Report
Jerry Green
December 8th, 2025

Board Goals for 2025-2026

1. Continue to develop and revise a technology philosophy that will drive (guide) the district into the future.

2. To sustain effective and efficient use of resources focused on continuous improvement and support of student learning, safe and effective facilities, and model fiscal responsibility.

3. Commit to investing in hiring, development and retention using sustained measures to ensure a high-performing staff.

4. Communicate the district vision and sustain ongoing support of the continued improvement and growth of facilities, instruction, and learning needs for the students at Fort Calhoun Community Schools.

Ad Hoc Committee to research special education pay:
- Work with FCEA and Administration to form a committee.

New Bus Purchase:
- Following our bus purchasing schedule, it is time to do a RFP.
- Derrick and I will do a request for proposal for the purchase of a new bus.

Legislative Issues Conference:
- January 25-26, 2026, in Lincoln.
- ESU #3 keeps us update through NCSA.

Legislative Update:
- Starts January 7th, 2026
- 60 Day Session