

**Regular Board of Education Meeting**

Wednesday, October 11, 2023

6:00 PM

High School Computer Lab Room 204

358 North 6th Street

Tecumseh, NE 68450

1. Call to Order and Roll Call
2. Consent Agenda
  - 2.1. Approval of Regular Meeting Minutes
  - 2.2. Approval of the Claims for Payment and Financial Report
3. Public Comment
4. Presentation to the Board - Colby Coash will be presenting on behalf of NASB (Nebraska Association of School Boards) to share information and take questions.
5. Presentation to the Board - Barry Ballou will be presenting on behalf of the Nebraska Liquid Asset Fund and investing district funds.
6. Administrator Reports
  - 6.1. HS Principal Report
  - 6.2. MS Principal Report
  - 6.3. Activities Director Report
7. Superintendent's Report
8. Future Dates
9. Regular Agenda-Business
  - 9.1. Disposal of School Property - Discuss, consider and take any necessary action in regards to the disposal of JCC School Bus #007 a 2007 Freightliner 72 passenger, by means of sealed bids or otherwise agreed upon means.
  - 9.2. Discuss, consider and take any necessary action in regards to the investing options for district funds.
  - 9.3. Community Survey - Discuss, consider and take any necessary action in regard to a survey regarding an upcoming building bond election.
  - 9.4. Building Bond Election - Discuss, consider and take any necessary action in regard to a future building bond election.
  - 9.5. Policy Review - Discuss, consider and take any necessary action in regard to Johnson County Central policy numbers 3018, 3019, 3020, 4019 & 4020.
  - 9.6. Superintendent Evaluation - Discuss, consider and take any necessary action in regard to the 2023-2024 superintendent evaluation for Mr. Rother.
  - 9.7. Teacher Negotiations - Discuss, consider and take any necessary action in regards to the 2024-2025 negotiated teacher agreement.
10. Next Meeting
11. Adjournment

**JOHNSON COUNTY SCHOOL DISTRICT NO 0050  
JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS  
BOARD OF EDUCATION  
SPECIAL PUBLIC HEARING  
2023-2024 Budget Hearing  
September 13, 2023  
6:00 P.M.**

Members Present: Arlin Beethe, Justin Beethe, Bob Hutt, Gail Hutt, Rebecca Plager, Kim Wellensiek

Also Present: Jon H. Rother, Superintendent-Elementary Principal; Laurie Badertscher, Recording Secretary; Rich Bacon, Principal PreK-4-8; Rick Lester, Principal 9-12; Garrett Collin, Activity Director

Six visitors were present

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The Johnson County Central Public Schools District No. 0050 Board of Education met in special session at 6:00 p.m. on Wednesday September 13, 2023 in the High School Room 204, Tecumseh, Nebraska. The purpose of the hearing was to receive testimony pertinent to the proposed 2023-2024 budget as published in the Tecumseh Chieftain. This hearing was also advertised on the Johnson County Schools website, U.S. Post Offices in Cook and Tecumseh, Nebraska and at the School District Buildings.

Kim Wellensiek called the meeting to order at 6:00 p.m. and stated that a copy of the Open Meetings Law was available for review. Roll call was taken, Arlin Beethe-present, Justin Beethe-present, Bob Hutt-present, Gail Hutt-present, Plager-present, Wellensiek-present.

Jon H. Rother, Superintendent reviewed the Johnson County Central Public Schools, District 49-0050 budget for the 2023-2024 fiscal year as advertised in the August 31<sup>st</sup>, 2023 and September 7<sup>th</sup>, 2023 editions of the Tecumseh Chieftain. Discussion was held.

A motion was made by Arlin Beethe and second by Plager to adjourn the meeting. Roll call vote: Arlin Beethe-yes, Justin Beethe-yes, Bob Hutt-yes, Gail Hutt-yes, Plager-yes, Wellensiek-yes. Carried 6-0.

President Kim Wellensiek declared the meeting adjourned at 6:14 p.m.

**JOHNSON COUNTY SCHOOL DISTRICT NO. 0050  
JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS  
BOARD OF EDUCATION  
SPECIAL PUBLIC HEARING  
2022-2023 Hearing to Set Final Tax Request  
September 13, 2023  
6:15 P.M.**

Members Present: Arlin Beethe, Justin Beethe, Bob Hutt, Gail Hutt, Rebecca Plager, Kim Wellensiek

Also Present: Jon H Rother, Superintendent -Elementary Principal; Laurie Badertscher, Recording Secretary, Rich Bacon- Principal PreK- 4-8; Rick Lester-Principal 9-12, Garrett Collin- Activity Director

Six visitors were present

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The Johnson County School District No. 0050 Board of Education met at 6:15 p.m. Wednesday, September 13, 2023, in the High School room 204, Tecumseh, Nebraska. The purpose of the hearing was to receive testimony pertinent to the proposed 2023-2024 property tax request. This meeting was advertised in the and September 7, 2023 edition of the Tecumseh Chieftain as well as on the Johnson County Central School website, the U.S Post Offices in Cook and Tecumseh Nebraska, and the District School Buildings.

Kim Wellensiek called the meeting to order at 6:15 p.m. and stated that a copy of the Open Meetings Law was available for review. Roll call was taken. Arlin Beethe-present, Justin Beethe-present, Bob Hutt-present, Gail Hutt- present, Plager- present, Wellensiek-present.

Jon H. Rother, Superintendent, presented information to the Board of Education regarding the proposed property tax request for the 2023-2024 school year as advertised to meet the proposed 2023-2024 budget, the following taxes are needed: General Fund Tax rate; 0.840370 to generate \$6,803,077.00 and a Special Building Fund Tax Rate of 0.136255 to generate, \$1,103,030.00 and the QCPUF Fund Tax Rate of .029976 to generate, 242,663.00.

Public Comment Period-none

A motion was made by Arlin Beethe and second by Bob Hutt to adjourn the meeting. Roll Call Vote: Justin Beethe-yes, Bob Hutt-yes, Gail Hutt-yes, Pager-yes, Wellensiek-yes, Arlin Beethe-yes, Carried 6-0

Meeting was adjourned at 6:18 p.m.

**JOHNSON COUNTY SCHOOL DISTRICT NO. 0050  
JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS  
BOARD OF EDUCATION**

**Meeting**  
September 13, 2023

Members Present: Arlin Beethe, Justin Beethe, Bob Hutt, Gail Hutt, Rebecca Plager, Kim Wellensiek

Also Present: Jon H. Rother, Superintendent; Laurie Badertscher, Recording Secretary; Rich Bacon, Principal PreK, 4-8; Rick Lester, Principal 9-12; Garrett Collin, Activity Director.

Seven visitors were present

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The Johnson County School District No. 0050 Board of Education met at 6:20 p.m., Wednesday, September 13, 2023, in the High School room 204 in Tecumseh, Nebraska. A current copy of the agenda was available for inspection in the office of the Superintendent prior to the meeting. The notice of meeting and agenda was posted at the three main school buildings as well as the Tecumseh and Cook Post Offices. Notice of the meeting was also published in the Tecumseh Chieftain.

President Kim Wellensiek called the meeting to order at 6:20 p.m. and opened the meeting by announcing that the Open Meetings Act rules were posted. Roll call was taken. Arlin Beethe-present, Justin Beethe-present, Bob Hutt-present, Gail Hutt- present, Plager- present, Wellensiek-present.

Superintendent Jon H. Rother presented the teachers new to the Johnson County Central Public Schools district for the 2023-2024 school year. The teachers introduced themselves to the Board of Education as follows: Maggie Badertscher-Kindergarten, Braden Hawley- Music, Madison Panko-2<sup>nd</sup> grade, Brittney Teeman-Art, The Board of Education is appreciative of their desire to serve as educators in the district.

Aaron Bos, Director of Investment Services from Nebraska Cooperative Liquid Assets Securities System (Nebraska CLASS) was present to address the Board of Education about investment opportunities Nebraska CLASS offers.

### **MEETING MINUTES**

A motion was made by Arlin Beethe and second by Justin Beethe to approve the August 2023 Regular Board of Education Meeting Minutes and the August 16, 2023 Special Meeting Minutes as presented. Roll Call vote: Arlin Beethe-yes, Justin Beethe-yes, Bob Hutt-yes, Gail Hutt-yes, Plager-yes, Wellensiek-yes, Carried 6-0

### **FINANCIAL REPORT**

A motion was made by Gail Hutt and second by Bob Hutt to approve the September 2023, General Fund claims for payment in the amount of \$1,179,304.66 and the Building Fund expenditures in the amount of \$72,795.00. Roll Call vote: Justin Beethe, Bob Hutt, Gail Hutt, Plager, Wellensiek, Arlin Beethe, Carried 6-0.

### **PRINCIPALS REPORT**

Prinicpal Rick Lester reported on the following:

- MAPS testing will be August 29<sup>th</sup> and 30<sup>th</sup>.



- Four day week was discussed in teacher meeting
- Random drug testing will continue for students.

Principal Rich Bacon, reported that Johnson County Central participated in the Governor’s Emergency Education Relief (GEER Funds) program. Pitsco Education, a leader in STEM learning in education worked the GEER to provide thousands of dollars of learning materials for the staff of Johnson County Central Public Schools to incorporate into their classroom curriculum. The items will be a great addition to many of the classrooms.

Mr. Bacon also reported that the 7<sup>th</sup> and 8<sup>th</sup> grade band will be marching in the Richardson County Fair on Thursday, September 14<sup>th</sup>. Sixty-nine percent of the 7<sup>th</sup> and 8<sup>th</sup> grade students are involved in a fall sport. Mrs. Bacon has submitted a grant through Education Quest.

### **ACTIVITY DIRECTOR REPORT**

- Homecoming Week – September 10<sup>th</sup>-15<sup>th</sup>
- Girls Golf Invite at Tecumseh- September 14<sup>th</sup>
- November- deadline for declaring 8-man or 11-man football

### **SUPERINTENDENT REPORT**

- The Thunderbird Golf Classic raised over \$2000 this year
- The Community Tailgate and Pep Rally was well attended
- Two 2021 Ford F-350 vans will be purchased with ESSER funds
- Two buses are being purchased with ESSER funds
- The new K-8 math series is being implemented

### **FUTURE DATES**

- NASB Area Meeting – Nebraska City Sept. 27<sup>th</sup>
- NASA & NASB Labor Relations Conference – Lincoln Oct. 4-5
- NASB State Education Conference- Omaha, Nov. 15<sup>th</sup>-17<sup>th</sup>

### **REGULAR AGENDA BUSINESS**

A motion was made by Bob Hutt and second by Plager to adopt the 2023-2024 school budget as advertised in the September 7, 2023 edition of the Tecumseh Chieftain. Roll Call vote: Bob Hutt-yes, Gail Hutt-yes, Plager-yes, Wellensiek-yes, Arlin Beethe-yes, Justin Beethe-yes, Carried 6-0.

## **RESOLUTION SETTING THE PROPERTY TAX REQUEST**

**RESOLUTION NO. 9-13-23**

WHEREAS, Nebraska Revised Statute 77-1632 and 77-1633 provides that the Governing Body of Johnson County Central passes by a majority vote a resolution or ordinance setting the tax request; and

WHEREAS, a special public hearing was held as required by law to hear and consider comments concerning the property tax request;

NOW, THEREFORE, the Governing Body of Johnson County Central resolves that:

1. The 2023-2024 property tax request be set at:

General Fund: \$6,803,077.00

Bond Fund: \$ -

Special Building Fund: \$1,103,030.00

Qualified Capital Purpose Undertaking Fund: \$242,663.00

2. The total assessed value of property differs from last year's total assessed value by 6.52 percent.

3. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be 0.985719 per \$100 of assessed value.

4. Johnson County Central proposes to adopt a property tax request that will cause its tax rate to be 1.006601 per \$100 of assessed value.

5. Based on the proposed property tax request and changes in other revenue, the total operating budget of Johnson County Central will increase last year's budget by 7.91 percent.

6. A copy of this resolution be certified and forwarded to the County Clerk on or before October 15, 2023

Motion by Gail Hutt, seconded by Bob Hutt to adopt Resolution #9-13-23.

Voting yes were:

Arlin Beethe

Justin Beethe

Bob Hutt

Gail Hutt

Rebecca Plager

Kim Wellensiek

Voting no were:

Dated this 13<sup>th</sup> day of September, 2023

Superintendent Jon H. Rother led a discussion regarding the 2024-2025 Johnson County Central Public Schools calendar. A motion was made by Plager and second by Bob Hutt to move to a Four Day School Week Calendar for the 2024-2025 school year. Roll Call vote: Gail Hutt-yes, Plager-yes, Wellensiek-yes, Arlin Beethe-yes, Justin Beethe-yes, Bob Hutt-yes. Carried 6-0.

The Board of Education and administration discussed and considered the following JCC School Board policies: 3016-Use of Tobacco Products, 3017-Press Releases, 4017- Relations with Collective Bargaining Associations, 4018- Corporal Punishment, 5005-Transportation of Option Students, 5006-

Foreign Exchange Students, 6038-Artificial Intelligence. A motion was made by Arlin Beethe and second by Gail Hutt to approve policies 3016, 3017, 4017, 4018, 5005, 5006, and 6038 as presented. Roll call vote: Plager-yes, Wellensiek-yes, Arlin Beethe-yes, Justin Beethe-yes, Bob Hutt-yes, Gail Hutt-yes. Carried 6-0.

Mr. Rother led a discussion regarding a pre-bond survey for an upcoming bond vote. The Board of Education would like to meet again with the Building Project team.

A motion was made by Plager and second by Justin Beethe to adjourn the meeting. Roll call vote: Wellensiek-yes, Arlin Beethe-yes, Justin Beethe-yes, Bob Hutt-yes, Gail Hutt-yes, Plager-yes. Carried 6-0.

Meeting adjourned at 8:12 p.m.

The next Regular Board of Education Meeting will be held October 11, 2023, in the High School room 204 in Tecumseh, Nebraska at 6:00 p.m. The notices of meetings will be published in the Tecumseh Chieftain. The agenda will be posted at the three main school buildings as well as the Tecumseh and Cook Post Offices. A current copy of the agenda will be available for inspection in the office of the Superintendent prior to the meeting.

**JOHNSON COUNTY SCHOOL DISTRICT NO. 0050  
JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS  
BOARD OF EDUCATION  
SPECIAL MEETING  
September 28, 2023  
4:30 p.m. High School Rm. 201**

Members Present: Arlin Beethe, Justin Beethe, Bob Hutt, Gail Hutt, Kim Wellensiek

Absent: Rebecca Plager (excused)

Also Present: Jon H. Rother, Superintendent; Laurie Badertscher Recording Secretary; Rich Bacon, PreK 4-8 Principal; Rick Lester, 9-12 Principal; Garrett Collin, Activity Director

Visitors Present- 7

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The Johnson County School District No. 0050 Board of Education met in a special session at 4:30 p.m. Thursday September 28, 2023, in the high school room 201, Tecumseh, NE. A current copy of the agenda was available for inspection in the office of the Superintendent prior to the meeting. The notice of the meeting and agenda was posted at the three main school buildings as well as the Tecumseh and Cook Post Offices. Notice of the meeting was also published in the Tecumseh Chieftain.

President, Kim Wellensiek called the meeting to order at 4:30 p.m. and opened the meeting by announcing that the Open Meetings Act rules were posted. Roll call was taken. Arlin Beethe-present, Justin Beethe-present, Bob Hutt-present, Gail Hutt-present, Plager-absent, Wellensiek-present.

#### **FUTURE BUILDING PROJECT**

Superintendent Rother led a discussion regarding a future building project and what the building project options look like. Tim Ripp and Hana Schafers were present representing Clark & Enersen. Several designs were presented including one and two-story designs PreK- 6, PreK-8, 7-12, and PreK-12. Emily Bannick was present to provide an opinion of cost from the Construction Manager at Risk Company, Boyd Jones.

Paul Greiger, DA Davision Bond Underwriter, was present via Zoom. Paul will work with Superintendent Rother as well as the Johnson County Assessor to look at the tax impact of a bond with the current tax and interest climate. The Board of Education will continue to look at all options available. Mr. Rother will work on a questionnaire for the public.

#### **HVAC BIDS**

Superintendent Rother consulted with the Board of Education regarding bids to replace the HVAC system in Johnson County Central's High School. The Board of Education requested that we move forward with advertising for the project.

#### **PERSONNEL**

Superintendent Rother led a discussion regarding the possibility of adding FFA to the Middle School. The Board of Education suggested that Mr. Rother move forward with this

addition in personnel. Rother reminded the Board of Education that we cut back on staffing hopeful that we would soon be at one site.

## PROPERTY TAX RESOLUTION

Superintendent Rother informed those present of the need for a correction to the property tax resolution due to a valuation error on the previously adopted budget.

### RESOLUTION NO. 9-13-23

WHEREAS, Nebraska Revised Statute 77-1632 and 77-1633 provides that the Governing Body of Johnson County Central passes by a majority vote a resolution or ordinance setting the tax request; and

WHEREAS, a special public hearing was held as required by law to hear and consider comments concerning the property tax request;

NOW, THEREFORE, the Governing Body of Johnson County Central resolves that:

1. The 2023-2024 property tax request be set at:

General Fund: \$6,803,077.00

Bond Fund: \$ -

Special Building Fund: \$1,103,030.00

Qualified Capital Purpose Undertaking Fund: \$242,663.00

2. The total assessed value of the property differs from last year's total assessed value by 6.58 percent.

3. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be 0.985186 per \$100 of assessed value.

4. Johnson County Central proposes to adopt a property tax request that will cause its tax rate to be 1.006056 per \$100 of assessed value.

5. Based on the proposed property tax request and changes in other revenue, the total operating budget of Johnson County Central will increase last year's budget by 7.91 percent.

6. A copy of this resolution be certified and forwarded to the County Clerk on or before October 15, 2023

Motion by Arlin Beethe, seconded by Bob Hutt to adopt Resolution #9-13-23 (corrected)

Voting yes were:

Voting no were:

*Arlin Beethe*  
*Justin Beethe*  
*Bob Hutt*  
*Gail Hutt*  
*Kim Wellensiek*

Dated this 28<sup>th</sup> day of September, 2023

President Wellensiek declared the meeting adjourned at 5:50 p.m.

The next regularly scheduled meeting will be held in the High School cafeteria in Tecumseh, Nebraska at 6:00 p.m., Wednesday, October 11, 2023. The notice of meeting will

be published in the Tecumseh Chieftain. The agenda will be posted at the three main school buildings as well as the Tecumseh and Cook Post Offices. A current copy of the agenda will be available for inspection in the office of the Superintendent prior to the meeting.

**JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS  
STATEMENT OF ACCOUNTS  
2023-2024**

**GENERAL FUND  
American National Bank  
Account # 1055931**

<b>Month</b>	<b>Beginning Bal .</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
May-22	1,152,665.92	683,658.77	2,058,994.24	0.00	2,528,001.39
June-22	2,528,001.39	700,313.31	297,137.05	0.00	2,124,825.13
July-22	2,124,825.13	826,333.31	140,347.35	0.00	1,438,839.17
August-22	1,438,839.17	634,607.85	229,093.40	0.00	1,033,324.72
September-22	1,033,324.72	995,745.41	1,630,851.88	0.00	1,668,431.19
October-22	1,668,431.19	774,349.05	215,761.98	0.00	1,109,844.12
November-22	1,109,844.12	782,197.80	277,959.06	0.00	605,605.38
Decmeber-22	605,605.38	734,218.69	515,148.28	0.00	386,534.97
January-23	386,534.97	698,699.84	1,384,811.67	0.00	1,072,646.80
February-23	1,072,646.80	707,324.59	719,937.64	0.00	1,085,259.85
March-23	1,085,259.85	759,857.14	376,881.58	0.00	702,284.29
April-23	702,284.29	752,507.48	725,139.60	0.00	674,916.41
May-23	674,916.41	744,465.39	2,139,950.64	0.00	2,070,401.66
June-23	2,070,401.66	924,034.21	406,371.82	0.00	1,552,739.27
July-23	1,552,739.27	679,422.43	99,238.12	0.00	972,554.96
August-23	972,548.96	760,912.46	355,527.15	0.00	567,163.65
September-23	567,163.65	1,500,135.77	1,732,254.07	0.00	799,281.95

**IMPREST ACCOUNT  
American National Bank  
Account #4084077**

<b>Month</b>	<b>Beginning Bal .</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
May-22	3,411.36	1310.07	665.79	0.00	2,767.08
June-22	2,767.08	522.94	514.60	0.00	2,758.74
July-22	2,758.74	656.46	251.34	0.00	2,353.62
August-22	2,353.62	119.33	1,407.52	0.00	3,641.81
September-22	3,641.81	343.69	0.00	0.00	3,298.12
October-22	3,298.12	2238.96	2,480.16	0.00	3,539.32
November-22	3,539.32	558.14	0.00	0.00	2,981.18
December-22	2,981.18	946.52	1,726.48	0.00	3,761.14
January-23	3,761.14	504.36	0.00	0.00	3,256.78
February-23	3,256.78	766.03	0.00	0.00	2,490.75
March-23	2,490.75	941.28	2,104.21	0.00	3,653.68
April-23	3,653.68	768.66	941.28	0.00	3,826.30
May-23	3,826.30	1193.1	769.66	0.00	3,402.86
June-23	3,402.86	520.82	0.00	0.00	2,882.04
July-23	2,882.04	1168	2,939.10	0.00	4,653.14
August-23	4,653.14	950.01	764.51	0.00	4,467.64
September-23	4,467.64	746.51	953.50	0.00	4,674.63

**BUILDING FUND  
American National Bank**

**Account MM #5000119**

<b>Month</b>	<b>Beginning Bal .</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
May-22	705,568.77	0.00	130,708.43	5.14	836,282.34
June-22	836,282.34	0.00	13,695.77	5.54	849,983.65
July-22	849,983.65	0.00	2,375.23	9.43	852,368.31
August-22	852,368.31	0.00	10,766.61	87.07	863,221.99
September-22	863,221.99	32,600.79	104,478.29	200.74	935,300.23
October-22	935,300.23	0.00	9,917.13	192.10	945,409.46
November-22	945,409.46	72,930.00	5,815.73	292.88	878,588.07
December-22	878,588.07	35,943.92	38,698.18	468.12	881,810.45
January-23	881,810.45	0.00	111,312.68	687.40	993,810.53
February-23	993,810.53	15,268.24	47,010.12	749.88	1,026,302.29
March-23	1,026,302.29	0.00	11,678.44	928.76	1,038,909.49
April-23	1,038,909.49	0.00	57,396.39	819.83	1,097,125.71
May-23	1,097,125.71	0.00	185,165.44	1035.73	1,283,326.88
June-23	1,283,326.88	0.00	23,680.45	1131.56	1,308,138.89
July-23	1,308,138.89	0.00	5,822.13	1441.47	1,315,402.49
August-23	1,315,402.49	10,204.21	19,320.94	2643.50	1,327,162.72
September-23	1,327,162.72	72,795.00	148,711.51	3551.47	1,406,630.70

**BOND FUND**

**American National Bank**

**Account MM #3188887**

<b>Month</b>	<b>Beginning Bal .</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
May-22	16,893.57	0.00	0.00	0.08	16,893.65
June-22	16,893.65	0.00	0.00	0.08	16,893.73
July-22	16,893.73	0.00	0.00	0.17	16,893.90
August-22	16,893.90	0.00	3.37	1.04	16,898.31
September-22	16,898.31	0.00	0.00	1.19	16,899.50
October-22	16,899.50	0.00	15.18	1.16	16,915.84
November-22	16,915.84	0.00	0.00	2.78	16,918.62
December-23	16,918.62	0.00	0.00	3.30	16,921.92
January-23	16,921.92	0.00	0.00	3.30	16,925.22
February-23	16,925.22	0.00	0.00	2.99	16,928.21
March-23	16,928.21	0.00	0.00	3.51	16,931.72
April-23	16,931.72	0.00	0.00	2.99	16,934.71
May-23	16,934.71	0.00	0.00	3.30	16,938.01
June-23	16,938.01	0.00	0.00	3.42	16,941.43
July-23	16,941.43	0.00	0.00	3.09	16,944.52
August-23	16,944.52	0.00	0.00	3.30	16,947.82
September-23	16,947.82	0.00	0.00	3.31	16,951.13



**QUAL CAP PURP**  
**American National Bank**  
**Savings Account #7005153**

<b>Month</b>	<b>Beginning Bal .</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
May-22	10,759.16	0.00	0.00	0.07	10,759.23
June-22	10,759.23	0.00	0.00	0.07	10,759.30
July-22	10,759.30	0.00	0.00	0.10	10,759.40
August-22	10,759.40	0.00	0.00	0.39	10,759.79
September-22	10,759.79	0.00	0.00	0.47	10,760.26
October-22	10,760.26	0.00	0.00	0.43	10,760.69
November-22	10,760.69	0.00	0.00	0.44	10,761.13
December-22	10,761.13	0.00	0.00	0.46	10,761.59
January-23	10,761.59	0.00	0.00	0.45	10,762.04
February-23	10,762.04	0.00	0.00	0.42	10,762.46
March-23	10,762.46	0.00	0.00	0.48	10,762.94
April-23	10,762.94	0.00	0.00	0.41	10,763.35
May-23	10,763.35	0.00	0.00	0.46	10,763.81
June-23	10,763.81	0.00	0.00	0.47	10,764.28
July-23	10,764.28	0.00	0.00	0.43	10,764.71
August-23	10,764.71	0.00	0.00	0.46	10,765.17
Septmeber-23	10,765.17	0.00	0.00	0.45	10,765.62

**DEPRECIATION FUND**  
**American National Bank**  
**Account MM #50000107**

<b>Month</b>	<b>Beginning Bal .</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
May-22	4,441.14	0.00	0	0.02	4,441.16
June-22	4,441.16	0.00	0	0.02	4,441.18
July-22	4,441.18	0.00	0	0.05	4,441.23
August-22	4,441.23	0.00	0	0.27	4,441.50
September-22	4,441.50	0.00	0	0.31	4,441.81
October-22	4,441.81	0.00	0	0.31	4,442.12
November-22	4,442.12	0.00	0	0.73	4,442.85
December-22	4,442.85	0.00	0	0.87	4,443.72
January-23	4,443.72	0.00	0	0.86	4,444.58
February-23	4,444.58	0.00	0	0.79	4,445.37
March-23	4,445.37	0.00	0	0.92	4,446.29
April-23	4,446.29	0.00	0	0.78	4,447.07
May-23	4,447.07	0.00	0	0.87	4,447.94
June-23	4,447.94	0.00	0	0.90	4,448.84
Jul-23	4448.84	0.00	0	0.81	4449.65
Aug-23	4449.65	0.00	0	0.87	4450.52
Septmeber-23	4450.52	0	0	0.87	4451.39

**EMPLOYEE BENEFIT FUND****Savings Account #70005160**

<b>Month</b>	<b>Beginning Bal .</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
May-22	497.77	0	0	0.00	497.77
June-22	497.77	0	0	0.01	497.78
July-22	497.78	0	0	0.00	497.78
August-22	497.78	0	0	0.02	497.80
September-22	497.80	0	0	0.02	497.82
October-22	497.82	0	0	0.02	497.84
November-22	497.84	0	0	0.02	497.86
December-22	497.86	0	0	0.02	497.88
January-23	497.88	0	0	0.02	497.90
February-23	497.90	0	0	0.02	497.92
March-23	497.92	0	0	0.02	497.94
April-23	497.94	0	0	0.02	497.96
May-23	497.96	0	0	0.02	497.98
June-23	497.98	0	0	0.03	498.01
July-23	498.01	0	0	0.02	498.03
August-23	498.03	0	0	0.02	498.05
Septmeber-23	498.05	0	0	0.02	498.07

**CONTINGENCY FUND****American National Bank****Savings Account #7005174**

<b>Month</b>	<b>Beginning Bal .</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
May-22	2,739.32	0	3.45	0.01	2,742.78
June-22	2,742.78	0	3.56	0.02	2,746.36
July-22	2,746.36	0	3.45	0.02	2,749.83
August-22	2,749.83	0	3.56	0.10	2,753.49
September-22	2,753.49	0	3.56	0.12	2,757.17
October-22	2,757.17	0	3.45	0.11	2,760.73
November-22	2760.73	0	3.56	0.11	2,764.40
December-22	2764.4	0	3.45	0.12	2,767.97
January-23	2767.97	0	3.56	0.12	2,771.65
Februrary-23	2771.65	0	3.56	0.11	2,775.32
March-23	2775.32	0	4.25	0.12	2,779.69
April-23	2779.69	0	2.53	0.11	2,782.33
May-23	2782.33	0	3.45	0.12	2,785.90
June-23	2785.9	0	3.56	0.12	2,789.58
July-23	2789.58	0	3.45	0.11	2,793.14
August-23	2793.14	0	3.56	0.12	2,796.82
September-23	2796.82	0	3.56	0.12	2,800.50

CD #001120027:TFB 12,000(3/10/2024)

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
A STREET AUTO PARTS	576800	9663	68.94
01 2730 610 000	DEF FOR BUSES		68.94
Total A STREET AUTO PARTS			68.94
Andre Rautenbach	100041023	9664	1,080.00
01 2630 420 001	FOOTBALL FIELD MOW4X/FERTILIZE/ SEED		270.00
01 2630 420 002	FOOTBALL FIELD MOW4X/FERTILIZE/ SEED		270.00
01 2630 420 003	FOOTBALL FIELD MOW4X/FERTILIZE/ SEED		270.00
01 2630 420 004	FOOTBALL FIELD MOW4X/FERTILIZE/ SEED		270.00
Total Andre Rautenbach			1,080.00
B2 ENVIRONMENTAL	30325	9665	2,125.00
01 2610 340 002	IAQ EVALUATION/MOLD SAMPLES		708.34
01 2610 340 003	IAQ EVALUATION/MOLD SAMPLES		708.33
01 2610 340 004	IAQ EVALUATION/MOLD SAMPLES		708.33
Total B2 ENVIRONMENTAL			2,125.00
Bacon, Marsha	100	9666	200.00
01 6200 610 003	PUMPKINS FOR TITLE I FAMILY NTG.		100.00
01 6200 610 004	PUMPKINS FOR TITLE I FAMILY NTG.		100.00
Total Bacon, Marsha			200.00
BEYOND SPEECH SERVICES, LLC	2	9667	10,464.22
01 2151 340 001	HS SPEECH SERVICES		1,227.03
01 2151 340 002	MS SPEECH SERVICES		1,860.62
01 2151 340 003	ELEM TEC SPEECH SERVICES		4,014.16
01 2151 340 004	ELEM COOK SPEECH SERVICES		3,362.41
Total BEYOND SPEECH SERVICES, LLC			10,464.22
BLICK ART MATERIALS	1484825	9668	218.99
01 1100 610 001	HS PENCILS/ CANVAS /CHARCOAL/ PAINTS		109.49
01 1100 610 002	HS PENCILS/ CANVAS /CHARCOAL/ PAINTS		109.50
Total BLICK ART MATERIALS			218.99
BRAIN POP	US434063	9669	4,763.01
01 1100 643 002	BRAINPOP SCHOOL SUBSCRIPTION		1,587.67
01 1100 643 003	BRAINPOP SCHOOL SUBSCRIPTION		1,587.67
01 1100 643 004	BRAINPOP SCHOOL SUBSCRIPTION		1,587.67
Total BRAIN POP			4,763.01
BRENDA R. GLUNZ	10012023	9670	11,170.97
01 2141 340 003	ELEM TEC PSYC SERV		2,521.28
01 2141 340 001	HS PYSCH SERV		860.63
01 2141 340 002	MS PYSCH SERV		2,056.77
01 6408 340 003	3-5 PSYCH SERV		24.25
01 6998 340 002	MS MENTAL HEALTH SERV		825.31
01 6998 340 001	HS MENTAL HEALTH SERV		272.81
01 2141 340 004	ELEM COOK PSYCH SERV		1,280.55

**Board Report - Detail after checks are printed**

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 6998 340 003	ELEM TEC MENTAL HEALTH SERV		2,992.81
01 6998 340 004	ELEM COOK MENTAL HEALTH SERV		294.06
01 6998 340 003	PREK MENTAL HEALTH SERV		42.50
Total BRENDA R. GLUNZ			11,170.97
BRINKMAN BROTHERS INC	22-145	9671	343.87
01 2730 431 000	BUS 12 BATTERY DISCONNECT/AC CHG.		260.56
01 2730 431 000	SUBURBAN OIL CHG.		83.31
Total BRINKMAN BROTHERS INC			343.87
Buss, Scott	09282023	9672	145.00
01 2620 340 001	PEST CONTROL SERVICES HS		40.00
01 2620 340 002	PEST CONTROL SERVICES MS		32.50
01 2620 340 003	PEST CONTROL SERVICES ELEM TEC		40.00
01 2620 340 004	PEST CONTROL SERVICES ELEM COOK		32.50
Total Buss, Scott			145.00
CANNON SPORTS INC	2025563	9673	55.38
01 1100 610 003	AIR COMPRESSOR FOR ELEM TEC OFFICE		55.38
Total CANNON SPORTS INC			55.38
Charter Communications	0002258100123	9674	44.32
01 2223 530 000	CABLE SERVICES		44.32
Total Charter Communications			44.32
CITY OF TECUMSEH-UTILITIES	102023	9675	3,861.66
01 2610 410 001	WT/SW HS		361.97
01 2610 621 001	ELEC HS		361.97
01 2610 410 003	WT/SW ELEM TEC		1,568.85
01 2610 621 003	ELEC ELEM TEC		1,568.87
Total CITY OF TECUMSEH-UTILITIES			3,861.66
CODECOMBAT	67CB900E-0004	9676	750.00
01 1100 643 002	CODE COMBAT ANNUAL LICENSE RENEWAL		750.00
Total CODECOMBAT			750.00
COMFORT INN	2245546	9677	114.95
01 2130 580 000	HOTEL RM /WILKEN KEARNEY EHA CONF		114.95
Total COMFORT INN			114.95
CONTINENTAL FIRE SPRINKLER CO.	287687	9678	1,941.10
01 2620 431 001	BACKFLOW LEAKING TEC SITE DEC 2022		970.55
01 2620 431 003	BACKFLOW LEAKING TEC SITE DEC 2022		970.55
Total CONTINENTAL FIRE SPRINKLER CO.			1,941.10
Cornhuser International Trucks	3391957	9679	34.80
01 2730 610 000	SWITCH FOR STOP ARM BUZZER BUS		34.80

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Total Cornhuser International Trucks			34.80
CRISIS PREVENTION INSTITUTE	NAIN026516/0265 03-5	9680	600.00
01 2140 330 002	CRISIS PREVENTION INSTUTUTE BGLUNZ		50.00
01 2140 330 003	CRISIS PREVENTION INSTUTUTE BGLUNZ		50.00
01 2140 330 004	CRISIS PREVENTION INSTUTUTE BGLUNZ		50.00
01 2140 330 001	CRISIS PREVENTION INSTUTUTE BGLUNZ		50.00
01 2120 330 002	CRISIS PREVENTION INSTUTUTE MB		100.00
01 2120 330 004	CRISIS PREVENTION INSTUTUTE MB		100.00
01 1200 330 002	CRISIS PREVENTION INSTITUTE RG		200.00
Total CRISIS PREVENTION INSTITUTE			600.00
CULLIGAN OF PERCIVAL	19173	9681	213.60
01 2610 440 001	WATER SOFTNER RENTAL TEC SITE		106.80
01 2610 440 003	WATER SOFTNER RENTAL TEC SITE		106.80
CULLIGAN OF PERCIVAL	19173/19075/1907 6	9681	482.60
01 2610 610 001	SOFTNER SALT HS		92.15
01 2610 610 002	SOFTNER SALT MS		42.35
01 2610 610 003	SOFTNER SALT ELME TEC		92.15
01 2610 610 004	SOFTNER SALT ELEM COOK		42.35
01 2610 440 001	SOFTNER RENTAL TEC		106.80
01 2610 440 003	SOFTNER RENTAL TEC		106.80
Total CULLIGAN OF PERCIVAL			696.20
DAMME APPLIANCE LLC	3106	9682	45.00
01 1100 610 002	RECHG BATTERIES		22.50
01 1100 610 004	RECHG BATTERIES		22.50
Total DAMME APPLIANCE LLC			45.00
DIVERSIFIED DRUG TESTING LLC	16264/17805	9683	505.00
01 1100 340 001	RANDOM DRUG TESTING HS		255.00
01 2710 340 000	RANDOM DRUG TESTING BUS DRIVERS		250.00
Total DIVERSIFIED DRUG TESTING LLC			505.00
Doug Daily	8872	9684	927.00
01 2620 431 001	FAUCET BOYS RR HS		690.75
01 2620 431 000	PLUGGED URINAL DRAIN CONC STAND		105.00
01 2620 431 000	URINAL DRAIN CONCESSION STAND		131.25
Total Doug Daily			927.00
ELECTRONIC CONTR. CO.	47644	9685	634.15
01 2670 431 002	FIRE ALARM INSPECTION COOK SITE		225.00
01 2670 431 002	FIRE ALARM INSPECTION COOK SITE		225.00
01 2670 431 000	FIRE ALARM REPAIR COOK SITE		92.07
01 2670 431 000	FIRE ALARM REPAIR COOK SITE		92.08
Total ELECTRONIC CONTR. CO.			634.15

**Board Report - Detail after checks are printed**

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
ESU #4	10486	9686	27,606.09
01 6408 591 004	0-2 EC SPED ED DIR		130.05
01 6408 591 003	3-5 EC SPED ED DIR		130.05
01 6408 591 004	0-2 AUDIOLOGY		62.50
01 6408 591 003	3-5 AUDIOLOGY		62.50
01 6408 591 004	0-2 SPEECH THERAPY		1,458.45
01 6408 591 003	3-5 SPEECH THERAPY		3,403.05
01 6408 591 004	0-2 EC CONSULT		293.78
01 6408 591 003	3-5 EC CONSULT		293.78
01 1200 591 001	HS SPED ED DIR		585.22
01 1200 591 002	MS SPED ED DIR		585.23
01 1200 591 003	ELEM TEC SPED ED DIR		585.22
01 1200 591 004	ELEM COOK SPED ED DIR		585.23
01 2151 591 001	HS AUDIOLOGY		281.25
01 2151 591 002	MS AUDIOLOGY		281.25
01 2151 591 003	ELEM TEC AUDIOLOGY		281.25
01 2151 591 004	ELEM COOK AUDIOLOGY		281.25
01 2151 591 001	DEAF ED HS		183.00
01 2151 591 002	DEAF ED MS		183.00
01 2151 591 003	DEAF ED ELEM TEC		183.00
01 2151 591 004	DEAF ED ELEM COOK		183.00
01 1200 591 001	LIFE SKILLS LEARNING CENTER		17,412.37
01 2230 591 000	NETWORKING TECH SUPPORT		75.00
01 2230 591 000	NETWORKING TECH SUPPORT		37.50
01 2230 591 000	NETWORKING TECH SUPPORT		18.75
01 1200 330 002	TRANSITION PRACTITIONERS -GENUCHI		30.00
01 2230 591 000	NETWORK SUPPORT SEPT BILLING		0.41
Total ESU #4			27,606.09
ESU 2	PROD0921-9	9687	500.00
01 2220 643 001	eLIBRARY		125.00
01 2220 643 002	eLIBRARY		125.00
01 2220 643 003	eLIBRARY		125.00
01 2220 643 004	eLIBRARY		125.00
Total ESU 2			500.00
ESU 6	09012023	9688	164.42
01 2230 591 001	TECH HOSTED SERVICES		41.10
01 2230 591 002	TECH HOSTED SERVICES		41.10
01 2230 591 003	TECH HOSTED SERVICES		41.11
01 2230 591 004	TECH HOSTED SERVICES		41.11
Total ESU 6			164.42
ESU COORDINATING COUNCIL	PS00000249	9689	6,725.00
01 2230 591 001	POWERSCHOOL MEMBER FEE 2023-2024		1,681.25
01 2230 591 002	POWERSCHOOL MEMBER FEE 2023-2024		1,681.25
01 2230 591 003	POWERSCHOOL MEMBER FEE 2023-2024		1,681.25
01 2230 591 004	POWERSCHOOL MEMBER FEE 2023-2024		1,681.25
Total ESU COORDINATING COUNCIL			6,725.00
FIRST CONCORD GROUP	09202023/102020	9690	396.00

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
	23		
01 2510 340 000	125 PLAN FEES 2 MONTHS		396.00
Total FIRST CONCORD GROUP			396.00
FOLLETT EDUCATIONAL SERVICES	717069F	9691	135.03
01 2220 430 002	LIB. BKS MS COOK		67.51
01 2220 430 004	LIB BKS ELEM / COOK		67.52
Total FOLLETT EDUCATIONAL SERVICES			135.03
GARTNER TRANSPORT INC.	10136	9692	333.76
01 2730 431 000	BUS #21 BRAKE WORK		333.76
Total GARTNER TRANSPORT INC.			333.76
GB AUTO SERVICE , INC	11484	9693	1,826.60
01 2730 431 000	BUS 20 TIRE REPAIR		54.00
01 2730 431 000	VAN 21A TIRES/ALIGN		886.30
01 2730 431 000	VAN 21B TIRES/ALIGN		886.30
Total GB AUTO SERVICE , INC			1,826.60
Generation Genius Inc	GG181605-R1	9694	175.00
01 1100 643 003	4TH GRADE CLASSROOM PLANS FOR SCI/MATH		175.00
Generation Genius Inc	GG181605-RI	9694	175.00
01 1100 641 004	CLASSROOM LESSON PLAN SUBSCRIP GR 4		175.00
Total Generation Genius Inc			350.00
GOPHER	IN314228/311966	9695	1,826.37
01 1100 610 001	BALLS		45.90
01 1100 610 001	PINNIES/BALLS/ BADMINTON		1,948.46
01 1100 610 001	CREDIT ON ACCT. (167.99)		(167.99)
Total GOPHER			1,826.37
GOVCONNECTION INC	74587795	9696	116.55
01 2660 610 001	KEY FOBS		29.13
01 2660 610 002	KEY FOBS		29.14
01 2660 610 003	KEY FOBS		29.14
01 2660 610 004	KEY FOBS		29.14
Total GOVCONNECTION INC			116.55
GRAINGER	9830265998	9697	2,477.32
01 2620 610 001	CIRCULAR SAW KIT		135.33
01 2620 610 002	CIRCULAR SAW KIT		135.33
01 2620 610 003	CIRCULAR SAW KIT		135.33
01 2620 610 004	CIRCULAR SAW KIT		135.33
01 2620 610 001	AIR FRESHNERS		17.50
01 2620 610 002	AIR FRESHNERS		17.50
01 2620 610 003	AIR FRESHNERS		17.51
01 2620 610 004	AIR FRESHNERS		17.51
01 2620 610 001	SOAP , CLEANING SUP. HS		255.85
01 2620 610 003	SOAP , CLEANING SUP ELEM TEC		255.86
01 2620 610 002	TRASH BAGS/ PAPER TOWELS COOK SITE		193.14
01 2620 610 004	TRASH BAGS/PAPER TOWELS COOK		193.14

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
	SITE		
01 2620 610 001	BARRICADES TEC SITE		58.09
01 2620 610 003	BARICADES TEC SITE		58.08
01 2620 610 001	PARKING SIGNS		52.14
01 2620 610 003	PARKING SIGNS		52.14
01 2620 610 001	PENS		1.88
01 2620 610 002	PENS		1.88
01 2620 610 003	PENS		1.88
01 2620 610 004	PENS		1.88
01 2620 610 001	HEX TORX BIT SET / SPED COUPLING		32.41
01 2620 610 002	HEX TORX BIT SET / SPED COUPLING		32.42
01 2620 610 003	HEX TORX BIT SET / SPED COUPLING		32.42
01 2620 610 004	HEX TORX BIT SET / SPED COUPLING		32.42
01 2620 610 002	TOILET PAPER/ PAPER TOWELS		305.18
01 2620 610 004	TOILET PAPER/ PAPER TOWELS		305.17
Total GRAINGER			2,477.32
HANDS OF HEARTLAND	10012023	9698	7,723.83
01 1200 569 001	HANDS OF THE HEARLAND TRANSITION SERVICE		7,723.83
Total HANDS OF HEARTLAND			7,723.83
HASSELBALCHS	1839/10/04/2023	9699	720.00
01 2130 610 001	EIPEN X 2 @ 300.00		150.00
01 2130 610 002	EIPEN X 2 @ 300.00		150.00
01 2130 610 003	EIPEN X 2 @ 300.00		150.00
01 2130 610 004	EIPEN X 2 @ 300.00		150.00
01 2130 610 001	NARCAN INHALERS X 2 @60.00		30.00
01 2130 610 002	NARCAN INHALERS X 2 @60.00		30.00
01 2130 610 003	NARCAN INHALERS X 2 @60.00		30.00
01 2130 610 004	NARCAN INHALERS X 2 @60.00		30.00
Total HASSELBALCHS			720.00
HAUG COMMUNICATIONS INC	10162023	9700	319.32
01 2710 890 000	BUS RADIO TOWER RENTAL		319.32
Total HAUG COMMUNICATIONS INC			319.32
HOME DEPOT PRO, THE	762482487	9701	209.40
01 2620 610 000	FABRIC REFRESHER		82.30
01 2620 610 000	EX. CORD W/ REEL		127.10
Total HOME DEPOT PRO, THE			209.40
HOMETOWN LEASING	15	9702	2,043.19
01 1100 550 001	COPIER LEASE		510.80
01 1100 550 002	COPIER LEASE		510.80
01 1100 550 003	COPIER LEASE		510.80
01 1100 550 004	COPIER LEASE		510.79
Total HOMETOWN LEASING			2,043.19
Illuminate Education Inc.	INVIE0101466	9703	3,243.75
01 1100 643 001	CRISIS PREVENTION INSTUTUTE		810.93
01 1100 643 002	CRISIS PREVENTION INSTUTUTE		810.94
01 1100 643 003	CRISIS PREVENTION INSTUTUTE		810.94
01 1100 643 004	CRISIS PREVENTION INSTUTUTE		810.94



Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Total	Illuminate Education Inc.		3,243.75
IMPREST ACCT	OCT 2023	9704	550.45
01 2710 810 000	VAN REGISTRATION X 2		20.00
01 2560 531 000	PSTG. OCT NEWSLETTER		356.51
01 2560 531 000	PSTG. \$ TEC SITE		163.94
01 1100 810 001	MARCHING BAND FEES NE CITY PARADE		10.00
Total	IMPREST ACCT		550.45
J.W. PEPPER & SON INC.	365590787	9705	716.88
01 1100 610 001	HS VOCAL MUSIC -365591743		2.35
01 1100 610 001	HS VOCAL MUSIC - 365654406		89.05
01 1100 610 001	HS / MS VOCAL MUSC 365590787		175.75
01 1100 610 002	HS / MS VOCAL MUSC 365590787		175.74
01 1100 610 001	HS/MS VOCAL MUSIC -365591897		136.99
01 1100 610 002	HS/MS VOCAL MUSIC -365591897		137.00
J.W. PEPPER & SON INC.	365591897/743/78	9705	627.83
	7		
01 1100 610 001	VOCAL SHEET MUSIC		313.91
01 1100 610 002	VOCAL SHEET MUSIC		313.92
Total	J.W. PEPPER & SON INC.		1,344.71
JOHNSON COUNTY HOSPITAL	23954	9706	152.00
01 2710 340 000	BUS PHYSICAL BL		152.00
Total	JOHNSON COUNTY HOSPITAL		152.00
JOHNSON COUNTY HOSPITAL	SEPT 2023	9707	3,477.11
01 6408 340 004	0-2 PT SERVICES		181.13
01 2171 340 003	ELEM TEC PT SERVICES		240.66
01 2171 340 001	HS PT SERVICES		52.65
01 6408 340 004	0-2 OT SERVICES		135.27
01 6408 340 003	3-5 OT SERVICES		141.75
01 2161 340 003	ELEM TEC OT SERV		1,117.80
01 2161 340 001	HS OT SERVICES		480.33
01 6408 340 004	3-5 OT SERVICES		222.75
01 2161 340 004	ELEM COOK OT SERVICES		817.29
01 2161 340 002	MS OT SERVICES		87.48
Total	JOHNSON COUNTY HOSPITAL		3,477.11
JOHNSON COUNTY ROAD DEPT.	231069	9708	7,038.17
01 2710 626 000	BUS DIESEL @3.849		3,070.97
01 2710 626 000	VEHICLE GAS @ 3.399		3,967.20
Total	JOHNSON COUNTY ROAD DEPT.		7,038.17
JUDI BORRENPOHL	23877	9709	128.36
01 1100 610 003	TITLE I FAMILY NIGHT SUPPLIES REIMB		42.78
01 1100 610 004	TITLE I FAMILY NIGHT SUPPLIES REIMB		42.78
01 1100 610 002	TITLE I FAMILY NIGHT SUPPLIES REIMB		42.80
Total	JUDI BORRENPOHL		128.36

**Board Report - Detail after checks are printed**

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
KERNER TRUE VALUE	092023	9710	1,964.35
01 2620 610 000	EXTN CORS		59.23
01 2620 610 000	HARDWARE MISC		7.69
01 2620 610 000	BUS BARN DOOR REPIAR SUPPLIES		320.77
01 2620 610 000	CABLE TIES/ TORCH LAMPS, FLAGTAPE,BONFIR		98.79
01 2620 610 000	UP RIGHT VACUUM AND BAGS		385.97
01 2620 610 000	DEHUMIDIFIER		289.99
01 2620 610 000	FUNNEL SPILL SAVER/ DRAIN ACID		19.38
01 2620 610 000	TORX SCREWS/ LUMBER, INSULATION BUS BARN		555.14
01 2620 610 000	SCREW SET / SCREWDRIVER SET		18.58
01 2710 610 000	BOLT EY LAG/ ROPE POLY TRANS. DEPT		27.95
01 2620 610 000	PENCILS/ UTILITY KNIFE/ ALU RAFT SQUARE		47.14
01 2620 610 000	BLADE 2X12S BUS BARN		104.76
01 2620 610 000	LED LIGHTS		6.99
01 2710 610 000	NUMBERS FOR BUSES		16.98
01 2620 610 000	ARMORED PLUG		4.99
Total KERNER TRUE VALUE			1,964.35
Kevin Koopmann	102023	9711	700.00
01 1100 610 001	TUBA PURCHASE		350.00
01 1100 610 002	TUBA PURCHASE		350.00
Total Kevin Koopmann			700.00
KSB SCHOOL LAW	14892	9712	632.50
01 2330 317 000	LEGAL SERVICES		632.50
Total KSB SCHOOL LAW			632.50
Lester, Richard	10022023	9713	150.00
01 2560 382 000	CELL PHONE STIPEND/ JULY-SEPT		150.00
Total Lester, Richard			150.00
Leuenberger, Heather	092023	9714	2,122.20
01 2712 332 001	PARENT MLG REIMB		2,122.20
Total Leuenberger, Heather			2,122.20
MANDL, KENNETH	231071	9715	80.23
01 2730 610 000	HITCH FOR SUBURBAN 2 5/16 AND 4" REIMB		80.23
Total MANDL, KENNETH			80.23
MASTERCARD	09292023	9738	2,304.70
01 2230 643 001	JAMF SOFTWARE		19.98
01 2230 643 002	JAMF SOFTWARE		19.99
01 2230 643 003	JAMF SOFTWARE		19.99
01 2230 643 004	JAMF SOFTWARE		19.99
01 2410 610 003	ELEM OFFICE SUPPLIES		49.16
01 2710 610 000	TRANS. SUP. MAGNETS/ NAME TAGS		51.64
01 1200 610 003	FOLDERS/FASTENERS ELEM TEC SPED		16.99
01 9000 890 000	DONUTS FOR RESALE FUND RAISER STU CO		825.00

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 9000 890 000	THE COFFEE HOUSE / REIMB BY ADMIN		21.64
01 2230 643 001	ENVATO ANNUAL SUBSCRIP		49.50
01 2230 643 002	ENVATO ANNUAL SUBSCRIP		49.50
01 2230 650 003	ENVATO ANNUAL SUBSCRIP		49.50
01 2230 643 004	ENVATO ANNUAL SUBSCRIP		49.50
01 2510 610 000	RECEIPT BOOKS		151.79
01 1190 610 003	PREK STORAGE CONTAINERS		59.16
01 9000 890 000	AWARDS / UNIFIED BOWLING		186.75
01 9000 890 000	NAT'L ASSOC OF MUSIC ED REIMB		137.00
01 9000 890 000	NWEA MUSIC CONF REG- REIMB		105.00
01 2710 610 000	BUS TRASH CANS/ ICE SCRAPERS		294.12
01 9000 890 000	NWEA MUSIC CONF REG REIMB		25.00
01 1200 610 001	SPEECH SERV RECORD FORMS		17.12
01 1200 610 002	SPEECH SERV RECORD FORMS		17.12
01 1200 610 003	SPEECH SERV. RECORD FORMS		17.12
01 1200 610 004	SPEECH SERV. RECORD FORMS		17.12
01 2410 610 001	STAPLER HS OFFICE		35.02
Total MASTERCARD			2,304.70
MATHESON TRI-GAS INC DBA	52228032	9716	99.55
01 1100 610 001	HS WELDING SUPPLIES		99.55
Total MATHESON TRI-GAS INC DBA			99.55
NE SAFETY CENTER	57-12072	9717	230.00
01 2710 330 000	CAT. C - SCHOOL BUS DRIVER ENDORSE KL		230.00
Total NE SAFETY CENTER			230.00
NEBR CENTER FOR EDUC VIS IMP	0-2004/0-2019	9718	684.00
01 6408 340 004	INSTRUCTION/VISUALLY IMP 0-2		342.00
01 6408 340 004	INSTRUCITON/VISUALLY IMP 0-2		342.00
Total NEBR CENTER FOR EDUC VIS IMP			684.00
NEMAHA NRD	23 930	9719	60.00
01 1100 810 001	RANGE JUDGING FEES		60.00
Total NEMAHA NRD			60.00
OLIVIA REUTER	22 2335	9720	84.05
01 2710 626 000	GAS FOR SUBURBAN/NORFOLK		84.05
Total OLIVIA REUTER			84.05
OMAHA PUBLIC POWER DIST	OCT 2023	9721	4,020.79
01 2610 621 002	ELEC COOK SITE		2,010.39
01 2610 621 004	ELECK COOK SITE		2,010.40
Total OMAHA PUBLIC POWER DIST			4,020.79
OMAHA WORLD HEARLD -NEWSPAPERS IN ED	750-000006375077	9722	72.51
01 2220 640 001	OMAHA WORLD -HERALD ON LINE		18.13
01 2220 640 002	OMAHA WORLD -HERALD ON LINE		18.13
01 2220 640 003	OMAHA WORLD -HERALD ON LINE		18.13
01 2220 640 004	OMAHA WORLD -HERALD ON LINE		18.12
Total OMAHA WORLD HEARLD -NEWSPAPERS IN			72.51

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
ED			
ONE SOURCE	2022138048	9723	295.50
01 2570 340 000	BACKGROUND CKS (lb, km, ay, ar		102.00
01 2570 340 000	BACKGROUND CKS-ARTW, MB, CB,KB,VS, BB,SP		193.50
Total ONE SOURCE			295.50
POWERSCHOOL GROUP LLC	inv367646	9724	2,053.35
01 2570 643 000	APPLICANT TRACKING SOFTWARE		2,053.35
Total POWERSCHOOL GROUP LLC			2,053.35
RASMUSSEN MECH. SERV., INC.	SRV105123	9725	413.30
01 2610 431 002	COOK SITE PRINCIPAL OFFICE HVAC		206.65
01 2610 431 004	COOK SITEPRINCIPAL OFFICE HVAC		206.65
RASMUSSEN MECH. SERV., INC.	SRV105391	9725	6,454.88
01 2610 431 003	AC UNITS REPAIR ELEM TEC		1,247.30
01 2610 431 001	HS HVAC REPAIR		345.64
01 2610 431 001	HS GYM HVAC UNIT		1,468.70
01 2610 431 002	HVAC COOK SITE		1,013.59
01 2610 431 004	HVAC COOK SITE		1,013.59
01 2610 431 001	HVAC BELTS HS		563.46
01 2610 431 002	HVAC CHILLER COOK SITE		401.30
01 2610 431 004	HVAC CHILLER COOK SITE		401.30
Total RASMUSSEN MECH. SERV., INC.			6,868.18
Ray Jay Sanitation	102023	9726	500.00
01 2620 420 001	GARBAGE SERVICIES TEC SITE		250.00
01 2620 420 003	GARBAGE SERVICIES TEC SITE		250.00
Total Ray Jay Sanitation			500.00
SCHOLASTIC INC	50945767	9727	230.93
01 1100 610 003	MAP SKILLS FOR TODAY FOR 3RD GRADE		230.93
SCHOLASTIC INC	M7371489 1	9727	61.42
01 1100 640 003	KDG. ADJ. IN # OF LET'S FIND OUT/ SCIENC		61.42
Total SCHOLASTIC INC			292.35
SCHOLASTIC MAGAZINES	m7439208	9728	287.68
01 1200 640 002	SCHOLASTIC ACTION MAG. MS SPED		143.84
01 1200 640 004	SCHOLASTIC ACTION MAG. ELEM COOK		143.84
Total SCHOLASTIC MAGAZINES			287.68
SCHOOL SPECIALTY, LLC	308104402237	9729	56.70
01 1100 111 003	POCKET FOLDERS, DIVIDERS, STIKKIWKS CL		56.70
Total SCHOOL SPECIALTY, LLC			56.70
SECURITY SERVICES	SJ4287S-264	9739	335.00
01 2610 340 001	FIRE ALARM INSPECTION HS		167.50
01 2610 340 003	FIRE ALARM INSPECTON ELEM TEC		167.50
Total SECURITY SERVICES			335.00

**Board Report - Detail after checks are printed**

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
SENCA SANITATION	OCT 2023	9730	350.00
01 2620 420 002	GARBAGE SERV COOK SITE		175.00
01 2620 420 004	GARBAGE SERV COOK SITE		175.00
Total SENCА SANITATION			350.00
TECUMSEH CHIEFTAIN	6344	9731	1,215.40
01 2510 610 000	FORMS BUS REQUEST/PO		670.00
01 2310 540 000	LEGALS		545.40
Total TECUMSEH CHIEFTAIN			1,215.40
UNITE PRIVATE NETWORKS, LLC	SI-23-036816	9732	818.22
01 2230 382 001	INTERNET /DL SERV		204.55
01 2230 382 002	INTERNET / DL SERV		204.55
01 2230 382 003	INTERNET/ DL SERV		204.56
01 2230 382 004	INTERNET /DL SERV		204.56
Total UNITE PRIVATE NETWORKS, LLC			818.22
VERIZON WIRELESS	9944859861/9944 85986	9733	348.57
01 2560 382 000	CELL PHONE SERV		135.03
01 2560 382 000	HOT SPOT SERV		213.54
Total VERIZON WIRELESS			348.57
VILLAGE OF COOK WATER DEPT	102023	9734	145.58
01 2610 610 002	WT/SW COOK SITE		72.79
01 2610 610 004	WT/SW COOK SITE		72.79
Total VILLAGE OF COOK WATER DEPT			145.58
WATER ENGINEERING INC	IN128727	9735	215.00
01 2610 431 001	WATER MANAGEMENT SERV.		53.75
01 2610 431 002	WATER MANAGEMENT SERV		53.75
01 2610 431 003	WATER MANAGEMENT SERV		53.75
01 2610 431 004	WATER MANGEMENT SERV		53.75
Total WATER ENGINEERING INC			215.00
WINDSTREAM	102023	9736	769.32
01 2560 530 000	TELEPHONE SERV COOK SITE		413.82
01 2560 530 000	TELEPHONE SERV TEC SITE		355.50
Total WINDSTREAM			769.32
WOODRIVER ENERGY	352196	9737	468.79
01 2610 621 001	NATURAL GAS HS		234.39
01 2610 621 003	NATURAL GAS ELEM TEC		234.40
WOODRIVER ENERGY	360365	9737	280.49
01 2610 621 001	NATURAL GAS HS		140.24
01 2610 621 003	NATRUAL GAS ELEM TEC		140.25
Total WOODRIVER ENERGY			749.28
Fund Number 01			138,702.00
Checking Account ID 1			138,702.00

**JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS  
DIST 49-0050 September 2023 GEN /BLDG FUND EXP.**

JCC Dist 49-0050 Gen Fund Claims for Pymnts OCT 2023	138,702.00
JCC Dist 49-0050 Oct. 2023 Payroll	674,480.80
<b>JCC DIST 49-0050 Gen Fund October. 2023 Tot. Exp.</b>	<b>813,182.80</b>

**JCC Dist 49-0050 Bldg. Fund Exp. October 2023**

Siemens-HVAC Repairs HS	11,463.78
Langfeldt Overhead Door - Bus Barn doors	23,700.00
<b>October 2023 JCC Dist 49-0050 Bldg. Fund Exp Total</b>	<b>35,163.78</b>

# **SCHOOL BOARD MEETING OCTOBER REPORT FROM PRINCIPAL – RICK LESTER**

Below are dates and events that I thought you would be interested in:

- Our senior class have ordered their graduation caps/gowns using school colors
- At our Parent/Teacher conference on Monday, October 2, 2023 we had 19% parent attendance. I believe our low attendance is due to the fact that our parents use power school and we send out a bi-weekly down list.
- First quarter ends on Friday, October 13th we will use these dates to get report cards out:
  - Monday, October 16th - All grades due in power school by 4:00 p.m.
  - Tuesday, October 17th - Teachers verify grades
  - Wednesday, October 18th - Jennifer print report cards
  - Thursday, October 19th - Mr. Lester hand out report cards
- School picture retake is set for Monday, October 30, 2023
- My high school staff and I have had two teacher meetings where we have discussed the school day format for a 4 day school week. Here are ideas we have come up with:
  - School starts at 8:00 a.m. ending at 3:50 p.m.
  - Classes would be 50 minutes long with 3 minute passing bell
  - Lunch would be 30 minutes
  - We would have 8 periods of classes and 9th period being our study session which would be 21 minutes long

## **Board Meeting – October 11, 2023**

### **M.S. Principal's Report**

- The 8<sup>th</sup> grade is planning to attend the Life Skills Pep Rally at UNL on November 6. This pep rally will feature a variety of educational messages from Husker student-athletes, coaches and entertainers all aimed at promoting the importance of education, diversity, inclusion, sportsmanship, and good decision-making. At the conclusion of the pep rally, students will receive a slice of Valentino's pizza, bottle of water and a complimentary ticket to the Women's basketball team's season opener v. Northwestern State.
- We did not receive a grant this year from Education Quest to help pay for the 8<sup>th</sup> grade college visit this year. If we are able, we would still like to take the 8th grade to visit a 2-year and 4-year school.
- The JH sports seasons will conclude with Monday's volleyball game against Southern and the football game v. Johnson-Brock. Cross country finished last Tuesday with the ECNC meet at the Cass County Fairgrounds.
- Representatives from the Cook Volunteer Fire Department will be at school to speak to the 4<sup>th</sup> and 5<sup>th</sup> grade and Pre-K students about fire safety on Friday, Oct. 13.
- Students selected to the Middle School Leadership Team are Adree Case, Trey Lubben, Sophia Schmid, Wes Schmid, Tegan Topp, Riley Wellensiek, Jackson Gottula, Jude Longsine, Heidi Reyes, Jamison Bacon and Sophia Rainey.



**Garrett Collin**  
**Activities Report**  
**October 11th, 2023**

- The ECNC volleyball tournament is taking place this week. We are the three seed.
- We hosted our annual high school volleyball invite at the HS & MS. Both sites were busy and the tournament ran smoothly.
- Cross Country districts take place on Thursday at Weeping Water at the Cass County Fairgrounds.
- Girls golf has finished up their season. We hosted the ECNC tournament in Lincoln at Crooked Creek and we had to adjust times due to the heat but other than that it went very well.
- There is a proposal to add the shot clock to C1 & C2 for next year. Freeman has already purchased clocks and will use them for any team that agrees to it. They paid roughly \$13,000 for four clocks in two gyms.
- Staff v. Students fundraiser basketball game will be Thursday, November 9.
- Winter practices start Monday, November 12.

**Mr. Rother**  
**October 2023**

**Superintendent & Tecumseh Site Elementary Board Report**

- The Tecumseh Fire Department has requested that the students be allowed to have rides on the fire trucks again as part of fire prevention week. I inquired with ALICAP and KSB School Law. This is an acceptable practice, however the district and the fire department will never totally be free of liability. Parents were sent a permission form to allow their children to ride.
- We have received Bus #24 (Yellow International with A/C and overhead racks). The additional white activity bus is in Lincoln, is paid for and is getting priced for graphics.
- The computer that runs the HVAC in the high school is a 2004 model. We will not replace this yet as we will be getting bids on a new HVAC system.
- We have advertised for a middle school Ag/Industrial Tech teacher. At this time, we do not have any applicants.
- We have been partnering with Dr. Tara Gossman from ESU4 for implementation of the new math curriculum (enVision Math) with Math Acceleration. Mr. Bacon, Dr. Gossman and myself observe classrooms as the math curriculum is taught. We then compile data on the fidelity of implementation along with the purposeful alignment of state standards and conceptual knowledge of math in the lessons. We will continue to have in-services and training for the math curriculum throughout the school year.
- September 2023 K-3 Thunderbirds of the Month:
  - K** - Caleb Griess, David Shirley, Dalary Zepeda, Thomas Wilson, Merida Britt, Brewer DeKoning, Izzabella Brown, Hazel Whited
  - 1st** - Wren Bischoff, Victoria Chavez Acosta, Addilynn McCoppin, Grady Pollard, Jacoby Heideman, Penny Barnes, Elizabeth Orozco, Johann Villalobos, Aidaly Merlin-Lara, Freyja Walton
  - 2nd** - Dawson Beethe, Baeley Neemann, Cooper Kuhl, Alexa Merlin-Lara, Georgia Russell, Will Jensen, Sophia Fazel, Easton Stafford, Lili Sejkora, August Hamilton
  - 3rd** - Henry Smith, Eliot Schultz, Annabelle Cottrell, Willow Taylor, Baylee Shirley, Ethan Barnes, Reagan Bischoff, Josie McCoy



- NSCAS & ACT scores have been compiled from the 2022-2023 school year. Designations (Excellent/Great/Good/Needs Improvement) have not yet been determined.

### NSCAS

Data Years	English Language Arts <sup>1</sup>	Mathematics <sup>1</sup>	Science <sup>1</sup>
2022-2023	64%	64%	75%
2021-2022	51%	54%	69%
2020-2021	49%	49%	
2018-2019	49%	45%	

### ACT

Percent Meeting Expectations			
Data Years	English Language Arts	Mathematics	Science
2022-2023	46%	54%	42%
2021-2022	42%	39%	42%
2020-2021	39%	30%	48%
2018-2019	33%	36%	42%
2017-2018	65%	70%	73%
2016-2017	46%	41%	54%

NE Dept. of Revenue Property Assessment Division -- 2023 CERTIFIED SCHOOL ADJUSTED VALUE REPORT, pursuant to Neb. Rev. Stat. 79-1016

2023 Adjusted value by "SCHOOL SYSTEM", for use in 2024-2025 state aid calculations

BY SCHOOL SYSTEM

DO NOT USE THIS REPORT FOR LEVY SETTING PURPOSES

OCTOBER 10, 2023

SCHOOL SYSTEM : # 49-0050 JOHNSON CO CENTRAL 50 System Class : 3

Cnty #	County Name	Base school name		Class	Basesch	Unif/LC	U/L	2023 Totals		
49	JOHNSON	JOHNSON CO CENTRAL 50		3	49-0050			UNADJUSTED		
	<b>2023</b>	<b>Personal Property</b>	<b>Centrally Assessed Pers. Prop.</b>	<b>Residential Real Prop.</b>	<b>Comm. &amp; Indust. Real Prop.</b>	<b>Ag-Bldgs,Farmsite, &amp; Non-AgLand</b>	<b>Agric. Land</b>	<b>Mineral</b>	<b>UNADJUSTED</b>	
	Unadjusted Value ==>	18,681,556	8,146,926	18,822,774	135,164,812	27,422,859	20,799,567	324,599,060	0	553,637,554
	Level of Value ==>			95.40	94.00	96.00		72.00		
	Factor		0.00628931	0.02127660						
	Adjustment Amount ==>		118,382	2,875,082	0	0	0	0		
	* TIF Base Value			36,000	0	0	0	0		ADJUSTED
	49 Cnty's adjust. value==> in this base school	18,681,556	8,146,926	18,941,156	138,039,894	27,422,859	20,799,567	324,599,060	0	556,631,018
64	NEMAHA	JOHNSON CO CENTRAL 50		3	49-0050			2023 Totals		
	<b>2023</b>	<b>Personal Property</b>	<b>Centrally Assessed Pers. Prop.</b>	<b>Residential Real Prop.</b>	<b>Comm. &amp; Indust. Real Prop.</b>	<b>Ag-Bldgs,Farmsite, &amp; Non-AgLand</b>	<b>Agric. Land</b>	<b>Mineral</b>	<b>UNADJUSTED</b>	
	Unadjusted Value ==>	207,128	109,601	24,492	1,414,101	0	236,329	12,500,607	0	14,492,258
	Level of Value ==>			95.40	97.00	0.00		71.00		
	Factor		0.00628931	-0.01030928				0.01408451		
	Adjustment Amount ==>		154	-14,578	0	0	0	176,065		
	* TIF Base Value			0	0	0	0	0		ADJUSTED
	64 Cnty's adjust. value==> in this base school	207,128	109,601	24,646	1,399,523	0	236,329	12,676,672	0	14,653,899
66	OTOE	JOHNSON CO CENTRAL 50		3	49-0050			2023 Totals		
	<b>2023</b>	<b>Personal Property</b>	<b>Centrally Assessed Pers. Prop.</b>	<b>Residential Real Prop.</b>	<b>Comm. &amp; Indust. Real Prop.</b>	<b>Ag-Bldgs,Farmsite, &amp; Non-AgLand</b>	<b>Agric. Land</b>	<b>Mineral</b>	<b>UNADJUSTED</b>	
	Unadjusted Value ==>	6,446,870	801,689	74,295	39,210,999	5,539,184	5,264,330	166,621,609	0	223,958,976
	Level of Value ==>			95.40	93.00	96.00		73.00		
	Factor		0.00628931	0.03225806				-0.01369863		
	Adjustment Amount ==>		467	1,264,871	0	0	0	-2,282,488		
	* TIF Base Value			0	0	0	0	0		ADJUSTED
	66 Cnty's adjust. value==> in this base school	6,446,870	801,689	74,762	40,475,870	5,539,184	5,264,330	164,339,121	0	222,941,826

\*TIF = Tax Increment Financing; TIF Base value is included in the taxable value, however it must remain unadjusted, therefore it is backed out prior to calculating the adjustment amount & then added back to the total adjusted school value. TIF Excess Value is never included in the taxable value for schools. Factors rounded for display. Agland adjusted to 72%, other real property adjusted to 96%.

NE Dept. of Revenue Property Assessment Division -- 2023 CERTIFIED SCHOOL ADJUSTED VALUE REPORT, pursuant to Neb. Rev. Stat. 79-1016

2023 Adjusted value by "SCHOOL SYSTEM", for use in 2024-2025 state aid calculations

BY SCHOOL SYSTEM

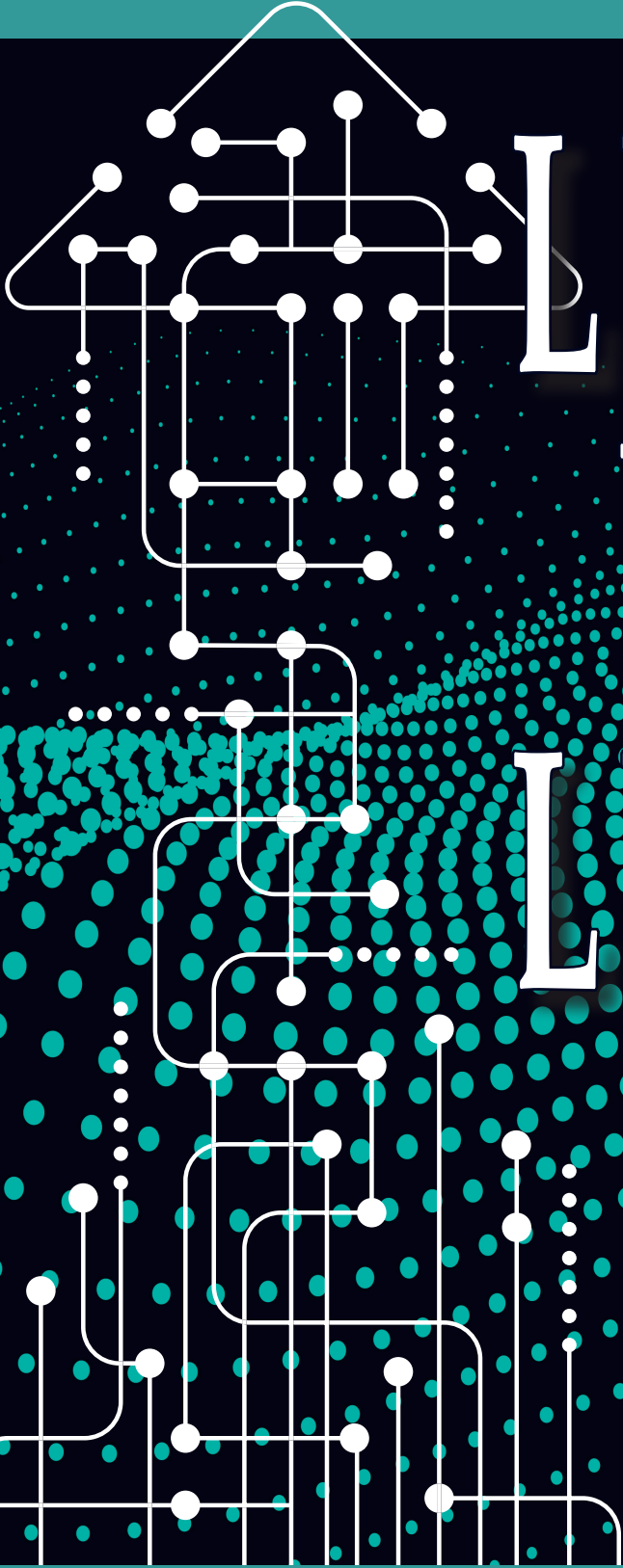
DO NOT USE THIS REPORT FOR LEVY SETTING PURPOSES

OCTOBER 10, 2023

Cnty #	County Name	Base school name		Class	Basesch	Unif/LC	U/L	<b>2023 Totals</b>		
67	PAWNEE	JOHNSON CO CENTRAL 50		3	49-0050			<b>UNADJUSTED</b>		
<b>2023</b>		<b>Personal Property</b>	<b>Centrally Assessed Pers. Prop. Real</b>	<b>Residential Real Prop.</b>	<b>Comm. &amp; Indust. Real Prop.</b>	<b>Ag-Bldgs, Farmsite, &amp; Non-Ag Land</b>	<b>Agric. Land</b>	<b>Mineral</b>		
<b>Unadjusted Value ==&gt;</b>		318,135	91,476	16,967	1,603,630	11,750	584,550	15,256,290	0	17,882,798
<b>Level of Value ==&gt;</b>				95.40	94.00	96.00		75.00		
<b>Factor</b>			0.00628931	0.02127660				-0.04000000		
<b>Adjustment Amount ==&gt;</b>			107	34,120	0	0		-610,252		
<b>* TIF Base Value</b>				0	0	0		0		<b>ADJUSTED</b>
<b>67 Cnty's adjust. value==&gt; in this base school</b>		318,135	91,476	17,074	1,637,750	11,750	584,550	14,646,038	0	17,306,773
<b>System UNadjusted total==&gt;</b>		25,653,689	9,149,692	18,938,528	177,393,542	32,973,793	26,884,776	518,977,566	0	809,971,586
<b>System Adjustment Amnts=&gt;</b>				119,110	4,159,495	0		-2,716,675		1,561,930
<b>System ADJUSTED total==&gt;</b>		<b>25,653,689</b>	<b>9,149,692</b>	<b>19,057,638</b>	<b>181,553,037</b>	<b>32,973,793</b>	<b>26,884,776</b>	<b>516,260,891</b>	<b>0</b>	<b>811,533,516</b>

\*TIF = Tax Increment Financing; TIF Base value is included in the taxable value, however it must remain unadjusted, therefore it is backed out prior to calculating the adjustment amount & then added back to the total adjusted school value. TIF Excess Value is never included in the taxable value for schools. Factors rounded for display. Agland adjusted to 72%, other real property adjusted to 96%.

2023 STATE EDUCATION CONFERENCE  
NOVEMBER 15-17  
CHI HEALTH CENTER - DOWNTOWN OMAHA



# LEARNERS LEADING LEARNERS



Co-Sponsored by the Nebraska Association of School Boards  
and the Nebraska Association of School Administrators





# REGISTRATION & RESERVATIONS

REGISTRATION FOR THE 2023 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 13, 2023

To register, go to [www.NASBOnline.org](http://www.NASBOnline.org)

Log in using your email and password, and click the 'Events' tab to register.



Registration fees for the conference are as follows:

REGISTER SEPTEMBER 13 THROUGH NOVEMBER 3	<b>\$325</b>	REGISTER NOVEMBER 4 THROUGH ON SITE	<b>\$375</b>
PRE-CONFERENCE REGISTRATION	<b>\$100</b>		
CANCELLATION FEE (PRIOR TO 11/4)	<b>\$150</b>	(No refunds after the registration deadline)	

# HOTEL RESERVATIONS

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must first register for the Conference.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 27, 2023

SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 27, 2023.

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES.

Hilton Omaha - 1001 Cass Street  
\$151 per night

**ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 15, OR UNTIL FULL**

Omaha Marriott Downtown - 222 North 10th Street  
\$169 per night

**ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 24, OR UNTIL FULL**

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE





# SCHEDULE AT A GLANCE / PRE-CONFERENCE SESSIONS

## WEDNESDAY, NOVEMBER 15

Pre-Conference Sessions  
1:00 to 4:00 PM

Exhibitor Reception  
4:00 to 5:30 PM

## THURSDAY, NOVEMBER 16

Board Member/Mentor Collaboration  
7:15 to 8:15 AM

Opening Keynote Speaker  
8:15 to 9:30 AM

A - Breakout Sessions  
9:45 to 10:45 AM

B - Breakout Sessions  
11:15 AM to 12:15 PM

Thursday Luncheon Keynote Speaker  
12:30 to 2:00 PM

C - Breakout Sessions  
2:15 to 3:15 PM

D - Breakout Sessions  
3:30 to 4:30 PM

## FRIDAY, NOVEMBER 17

Classroom Showcase  
8:00 to 11:30 AM

NASB Delegate Assembly  
8:00 to 9:30 AM

NASA Membership Meeting  
8:00 to 9:30 AM

E - Breakout Sessions  
9:15 to 10:15 AM

F - Breakout Sessions  
10:30 to 11:30 AM

Friday Luncheon Keynote Speaker  
11:45 AM to 1:15 PM

## PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 15 - 1:00 TO 4:00 PM

### SPEAK OUT, REACH OUT!

Boards are facing a sense of urgency due to the ever increasing need to engage parents and community. Boards provide a platform for parents and patrons to speak out through public comment but how does a board reach out through appropriate measures to ensure parents and patrons feel heard? Beyond the board meeting how do boards reach out and maintain a continuous dialogue with parents and community? Join us for a robust session that will include current challenges related to public comment policy and procedures, purposeful parent-community engagement, and mock scenarios to provide practical strategies.

**PRESENTERS: Marcia Herring, Caden Frank & Kari Stephens - NASB  
Dana Wiseman & James Jones - Sutton Public Schools  
Mike Hart & Brandon Desh - District OR1 Public Schools  
Justin Knight - Perry Law Firm**

### EDUCATOR WORKFORCE: STRATEGIES TO ATTRACT, DEVELOP, AND RETAIN A HIGH-QUALITY STAFF

National and state educator workforce data is important to solving issues that face Nebraska. You will hear Nebraska's story through data, be introduced to the national publication "5 Shifts to Address the National Educator Shortage", and share strategies that work to alleviate workforce challenges in our schools. Millard Public Schools representatives will share information about their homegrown programs that help them attract, develop, and retain teachers and administrators. A panel of administrators will share their journey toward implementing payment of student teachers including how they plan to fund the program in the future. Attendees will also learn about the NexGen Leadership Academy at UNK and how it provides a model for university and PK-12 school district partnerships to develop system-wide capacity and create a leadership and principal pipeline program.

**PRESENTERS: John Schwartz, Kevin Clark & Kim Saum-Mills - Millard Public Schools;  
Dan Schnoes - ESU #3; Andy Rikli - Papillion LaVista Community Schools;  
Jami Jo Thompson - Norfolk Public Schools; Jeff Rippe - Bellevue Public Schools;  
Jason Brown - Bertrand Community School; Charles Wakefield - Omaha  
Public Schools; Sara Skretta - UNL; Mike Teahon, Chelsea Feusner & Aprille  
Phillips - UNK**

**SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON**

**NASB DELEGATE ASSEMBLY - FRIDAY, NOVEMBER 17 - 8:00 TO 9:30 AM**

**NASA MEMBERSHIP MEETING - FRIDAY, NOVEMBER 17 - 8:00 TO 9:30 AM**

**SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE FRIDAY LUNCHEON**

**TO REGISTER FOR THE CONFERENCE VISIT [WWW.NASBONLINE.ORG](http://WWW.NASBONLINE.ORG)**



## BETTER TOGETHER PRINCESS SARAH

**THURSDAY MORNING OPENING SPEAKER - 8:15 TO 9:30 AM**

Princess Sarah has an extraordinary journey that has been featured on CNN, GMA, and BBC, among numerous other media outlets. She shares the story of reuniting with her birth father in "A Princess Found: An American Family, an African Chiefdom, and the Daughter Who Connected Them All". "A Princess Found" is now being adapted into a major motion picture for Disney Studios. Princess Sarah is a real-life Princess of Sierra Leone. In addition, she is a humanitarian, author, and speaker on building a culture of belonging. She uses her personal story of being adopted and growing up in a bi-racial family to illustrate understanding cultural differences.



## THE MASTERPIECE IN YOU RICHARD HIGHT

**THURSDAY LUNCHEON SPEAKER - 12:30 TO 2:00 PM**

Internationally-known artist and keynote speaker Richard Hight hails from a military family with roots deep in the red dirt of Oklahoma. Overcoming challenges faced at a young age led to valuable lessons learned about focusing on strengths and recognizing possibilities, not limitations. His artistic gift allowed him to express his ideas, and his successes built his confidence. From this his mission emerged —Vision, Focus, Grit! Richard's impressionist approach to painting equips him to successfully communicate with his audience. When he performs for groups, he wants the audience to focus on the artistic process, not the finished canvas: he shows that trusting creative impulses can yield surprising and beautiful results. With his often humorous storytelling, he has entertained diverse audiences around the world. The vivid colors he selects, the broad flourishes that coalesce into a stunning image, and the passion Richard possesses: all of these harmonize into an imaginative encounter that inspires and compels those present. Richard is sure to ignite an artistic mindset in innovative leaders. Some events you attend - This one, you experience!



## LEARNING FROM OUR NEW LEADERS GOVERNOR JIM PILLEN & COMMISSIONER BRIAN MAHER

**FRIDAY LUNCHEON SPEAKER - 11:45 AM TO 1:15 PM**

We are happy to welcome our new 2023 Nebraska leadership! Governor Jim Pillen will reflect on his first year along with vision and priorities for K-12 education moving forward. You will also have an opportunity to hear Brian Maher, Commissioner of Education, share his thoughts on education in our state and bring you up to speed on things at the Nebraska Department of Education.



# BREAKOUT SESSIONS & TRACKS



BOARDSMANSHIP



CAREER & COLLEGE READINESS



COMMUNITY ENGAGEMENT



CURRICULUM



ESU



FACILITIES



LEGAL & POLICY



LEGISLATIVE & ADVOCACY



MANAGEMENT/ADMINISTRATION



NEW BOARD MEMBER



SAFETY



STUDENTS/EARLY CHILDHOOD



TECHNOLOGY



WELLNESS

# A

## A - BREAKOUT SESSIONS THURSDAY, NOVEMBER 16 - 9:45 TO 10:45 AM



### A1 A SESSION LIKE NO OTHER

Despite an unprecedented filibuster resulting in the creation of large omnibus packages, the legislature passed several bills impacting K-12 education. From student discipline in the classroom to budget considerations in the board room, learn about all the bills districts will navigate. With an eye to 2024, Colby and Mike will breakdown the issues that will dominate the upcoming session.

**PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA**



### A2 ACCREDITATION 101: UNDERSTANDING THE MANDATORY REQUIREMENTS AND FLEXIBILITIES OF RULE 10

Whether you are a veteran administrator or new to the role, a Rule 10 review from the Office of Accountability, Accreditation and Program Approval can increase your confidence when building schedules, hiring teachers, and completing the annual Assurance Statement. This session will cover both the non-negotiables and built-in flexibilities of Nebraska's Rule 10: Regulations and Procedures for the Accreditation of Schools. NDE staff will also provide time for questions on current trends and challenges when reporting for compliance.

**PRESENTER: Brad Dirksen - NDE**



### A3 IS MY DISTRICT DOING SOMETHING WRONG WITH SPECIAL EDUCATION?

It starts off with an angry phone call from a parent and now your Superintendent received notice that the Nebraska Department of Education has placed your district under corrective action in response to a special education complaint. Is your District alone? NDE investigated 35 cases during the 2022-2023 school year. In this session, attorneys from the Perry Law Firm will discuss the state complaint process for special education, the implications of corrective action, and how to avoid corrective action by implementing appropriate policies and procedures. This presentation will cover discipline for students with disabilities, accommodations, service logs, behavior intervention plans, and more!

**PRESENTERS: Haleigh Carlson & Greg Perry - Perry Law Firm**



**TO REGISTER FOR THE CONFERENCE VISIT [WWW.NASBONLINE.ORG](http://WWW.NASBONLINE.ORG)**



# THURSDAY BREAKOUT SESSIONS



## **A4** AT THE BOARD TABLE – BEFORE, DURING, AND AFTER THE MEETING



Learn how the board can maximize time to ensure the regular board meeting agenda, utilization of best practice protocols and procedures, and how a collaborative culture between board members communicates a positive message to staff, parents, and patrons. The importance of integrating these components determines the board's effectiveness and the quality of education the district is providing. Join us to learn how to purposefully prepare for a board meeting that reflects cohesive board-superintendent leadership.

**PRESENTERS: Marcia Herring & Stacie Higgins - NASB**



## **A5** HOT TOPICS IN SCHOOL LAW

The (questionably) dynamic duo is back again this year to tell you all about recent updates in school law, including important court cases, new laws and legislation, and the legal issues boards and administrators should know about! Bring your questions, concerns, and lawyer jokes.

**PRESENTERS: Steve Williams & Bobby Truhe - KSB School Law**



## **A6** EDUCATOR SHORTAGE: IT'S TIME FOR ACTION!

The educator workforce shortage crisis is affecting schools and students across Nebraska. In this interactive session we will use the Nebraska Educator Shortage Summit Action Plan and AASPA's *"5 Shifts to Address the National Educator Shortage"* to discuss innovative ideas and recommendations for change at the local and state levels. You will also develop an action plan framework to address educator workforce challenges specific to your district. Join us as we exchange ideas, discuss strategies and implementation processes to continue the work of making sure all Nebraska districts have high quality educational leaders, teachers, and staff.

**PRESENTER: Sara Skretta - UNL**



## **A7** PUBLIC COMMENT: LEGAL CONSIDERATIONS UNDER THE OPEN MEETINGS ACT

In this session, we will walk through public comment as prescribed by the Open Meetings Act. Then, we will discuss real-world examples and how boards should handle both simple and complicated scenarios under the Open Meetings Act including complaints about staff members, discussions about student discipline matters, and threats of litigation.

**PRESENTER: Justin Knight - Perry Law Firm**



## **A8** DEVELOPING AND DEMONSTRATING LEARNING WITH TECHNOLOGY

The Westside Community Schools has a long history of using technology in instruction. This session will highlight examples of learning-focused iPad use with and by students in our current K-12 1:1 environment.

**PRESENTERS: Paul Lindgren & Matthew Lee - Westside Community Schools**



## **A9** BOARD AND COMMUNITY CULTURE IN CHALLENGING TIMES

In this session a panel of board members from across Nebraska will discuss the importance of a positive culture on school boards and in communities in these polarized times. The panel will share what has worked, what has caused challenges to success and strategies that have been implemented to improve the culture in their school and community.

**PRESENTERS: Keith Rohwer & Cinde Wendell - NCSA**



## **A10** MASTERING CHALLENGES TO IMPROVE LEARNING FACILITIES

After an extremely close second-attempt bond election ("One Vote Wonder!"), it was time to really get creative with our building projects. In order to accommodate the build of our new High School, teachers transitioned to a modified, alternate block schedule and students spent the 2022-2023 school year learning in a variety of creative locations across our community. Once the HS project phase was complete, it was time to start on construction and renovations for the Elementary School. We will share what worked, what had to be modified, and how our strong project partnerships resulted in success. Attend this session to not only learn about our construction project, but also how we used this exciting time to continue building support from our communities!

**PRESENTER: Jeremy Christiansen & Dustin Thompson - Laurel-Concord-Coleridge; Steve Thiele & Ashley Abramson - Hausmann Construction; Bob Soukup - CWP Architects; Cody Wickham - D.A. Davidson**

## B

## B - BREAKOUT SESSIONS THURSDAY, NOVEMBER 16 - 11:15 AM TO 12:15 PM



### **B1** THE NSAA IN ACTION

The NSAA will discuss the legislative process and current initiatives that support and assist NSAA member schools in day-to-day operations.

**PRESENTER: Jennifer Schwartz – NSAA**



### **B2** ONE DISTRICT'S CUSTOMIZED TIERED APPROACH TO SUPPORTING STUDENT AND STAFF MENTAL WELLNESS



The Ord Public Schools has a unique custom developed approach to supporting student and staff mental wellness by offering tiered levels of support. This includes three Guidance Counselors for the K-12 district, a contracted Licensed Mental Health Practitioner in district part-time, and unlimited counseling and wellness sessions both online and in-person through a contracted prepaid partnership with Wholeness Healing. The unlimited counseling available to all students and staff has been highly impactful with helping to support both students and staff that find themselves in need of support. We would like to share with other districts how we were able to achieve this financially, and with scheduling. This system has been four years in the making, but knowing what we know now, other districts can learn from our template and follow some well-designed steps to make it happen in their districts.

**PRESENTER: Heather Nebesniak - Ord Public Schools**



### **B3** HOW MUCH CAN I REALLY KNOW? PERSONNEL MATTERS FOR SCHOOL BOARDS



This session will walk through the Nebraska Teacher Tenure Act and discuss the board's role in a personnel matter.

**PRESENTER: Josh Schauer & Greg Perry - Perry Law Firm**



### **B4** EFFECTIVE STAKEHOLDER ENGAGEMENT

A high-quality education does not stop after the last bell. The best education uses all of the contributions of a wide variety of stakeholders to support students. Yet, how do we communicate the many different efforts of education to our stakeholders? Moreover, how do we build commitment from our community for district initiatives? Join the Board Leadership Team as we explore the effective engagement of stakeholders and how to build meaningful relationships between the district and community.

**PRESENTERS: Marcia Herring, Caden Frank & Kari Stephens - NASB**



### **B5** KSB GOES TO HOLLYWOOD: PUBLIC COMMENT IN ACTION!

Public comment, our favorite topic! What, exactly, is permissible? What does a patron have to disclose before speaking? Is repetition permitted? What if they want to talk about students or staff members--we can stop that, right? This session will be interactive and display the horrible acting chops of the attorneys from KSB. We'll actually demonstrate and talk through how we recommend boards and administrators handle tricky situations dealing with public comment at board meetings (and a few bonus scenes board members deal with all the time).

**PRESENTERS: Bobby Truhe, Karen Haase, Steve Williams, Coady Pruett, Jordan Johnson & Sara Hento - KSB School Law**



### **B6** LEAD NEBRASKA: LEADERSHIP DEVELOPMENT TO ADDRESS ED PIPELINE SHORTAGES FOR ADMINISTRATOR CANDIDATES



ESU 6, in partnership with UNL Educational Administration and NCSA, have implemented an innovative program to address Ed leadership shortage challenges. The grant focuses on developing teacher leaders and fostering readiness for pursuing educational leadership through Ed Ad program pathways. Content was delivered through a series of seminars focusing on foundational skills of school leadership. Learn how ESU 6 and UNL are partnering to promote the next generation of Nebraska Ed Leaders!

**PRESENTERS: Scott Sturgeon & Nick Pace - UNL; John Skretta - ESU 6**

# THURSDAY BREAKOUT SESSIONS



## **B7** BOARD MEMBERS, SOCIAL MEDIA AND FREE SPEECH

Social media has become such a prevalent communication platform in today's society. Questions can and do arise with whether an elected public official's social media site is purely personal or has spilled over to the public domain. In this session, we will discuss some of these issues and how courts are addressing this. We will also discuss other communication media, including emails, text messages and the like.

**PRESENTERS: Derek Aldridge & Josh Schauer - Perry Law Firm**



## **B8** WOOD RIVER RURAL SCHOOLS RESPONDS TO HEALTH CARE WORKER DEMAND WITH CNA PROGRAM

To help meet demand for medical field workers, Wood River Rural Schools has established a Certified Nursing Assistant program. This was a collaboration with Central Community College, the Wood River community, and generous local donors. With this in-school opportunity, students are prepared for high demand, high pay, high skill careers in medical care. For those students who have a career interest in medicine, becoming a CNA gives them a valuable experience that opens many doors in their future. Join Shelby Allan, WRRSD School Nurse, plus past and current students as they discuss the ins and outs of this program.

**PRESENTER: Shelby Allan & Terry Zessin - Wood River Rural Schools**



## **B9** WHEN YOUR SCHOOL'S SAFETY IS UNDER ATTACK...WHAT I WISH I WOULD HAVE KNOWN PRIOR



We often say "it will never happen to us." We all have safety teams, crisis teams, and threat assessment teams...but things still happen. There is only so much the pieces of training and manuals can provide when a crisis strikes. This session will provide all the things I learned and wish I would have known prior to an incident that we all thought "would never happen to us."

**PRESENTER: Stephanie Kaczor - Riverside Public Schools**



## **B10** DIGITAL WISE PARENTING TO CREATE DIGITALLY FIT STUDENTS



What do adults need to be aware of when devices are a big part of children's lives? The core of many of the issues seen in schools originate from digital platforms, apps, and media. Exposure to digital nuances impact all of us on a behavioral, mental, and emotional level. Developing our digital wisdom will make us more mindful of the best practices to assist students with better digital: citizenship, literacy, privacy, and navigation within the virtual world to be safer and more secure in the real world. We will discuss: platform pressures, synthetic media, emotional exploitation, and digital fitness. Digital parent academies are needed to give them the tools to build a child's digital wisdom framework for safe platform participation.

**PRESENTER: Jay Martin - NDE**



**LEARNERS LEADING LEARNERS**

# THURSDAY BREAKOUT SESSIONS

## SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON



### Previous Winners Include:

2024 - ANDY RIKLI, PAPIILLION LA VISTA  
2023 - MARK LENIHAN, WAYNE  
2022 - TERRY HAACK, BENNINGTON  
2021 - JIM SUTFIN, MILLARD  
2020 - MARK ADLER, RALSTON  
2019 - MIKE TEAHON, GOTHENBURG  
2018 - JOHN SKRETTA, NORRIS  
2017 - CAROLINE WINCHESTER, CHADRON  
2016 - JAY BELLAR, BATTLE CREEK  
2015 - BRIAN MAHER, KEARNEY  
2014 - STEVE BAKER, ELKHORN  
2013 - KEVIN RILEY, GRETNA

2012 - BILL MOWINKEL, GRAND ISLAND NW  
2011 - MIKE CUNNING, HERSHEY  
2010 - KEITH LUTZ, MILLARD  
2009 - STEVE RECTOR, SOUTH SIOUX CITY  
2008 - LARRY RAMAEKERS, AURORA  
2007 - ROGER BREED, ELKHORN  
2006 - RICHARD EISENHAUER, LEXINGTON  
2005 - ROY BAKER, NORRIS  
2004 - DAN ERNST, WAVERLY  
2003 - RANDY NELSON, NORFOLK  
2002 - PHILIP SCHOO, LINCOLN  
2001 - KEITH ROHWER, NEBRASKA CITY

2000 - STEVE, JOEL, BEATRICE  
1999 - KENNETH ANDERSON, HASTINGS  
1998 - KEN BIRD, WESTSIDE  
1997 - RICK BLACK, CONESTOGA  
1996 - GARY HAMMACK, KEARNEY  
1995 - MARTIN PETERSEN, ALLIANCE  
1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY  
1993 - FRED BELLUM, COLUMBUS  
1992 - GLENN LARSEN, ADAMS CENTRAL  
1991 - NORBERT SCHUERMAN, OMAHA  
1990 - DOUG CHRISTENSEN, NORTH PLATTE  
1989 - DONALD STROH, MILLARD



## C - BREAKOUT SESSIONS THURSDAY, NOVEMBER 16 - 2:15 TO 3:15 PM



### C1 STUDENT VOICES

Students from Nebraska high schools share their perspectives on issues that are important to the leaders of tomorrow.



### C2 ADDRESSING DIVERSE POPULATIONS IN RURAL DISTRICTS TO ENSURE QUALITY EDUCATION IN GRADES PK-12



Lexington Public Schools will share how it is addressing the needs of the whole child in a rural district with a diverse population and student needs. From programs that support EL/Migrant populations to students experiencing poverty and trauma, LPS representatives will share some of the programs and approaches they have implemented to ensure all students are prepared to learn and succeed.

**PRESENTERS: John Hakonson, Angie Kovarik, Annette Fitzgerald - Lexington Public Schools**



### C3 ATHLETICS, ACTIVITIES, AND THE LAW

School athletics and activities present unique legal challenges. From name image and likeness (NIL) to transgender participation, these are hot button issues that impact all schools. In this session, we will discuss those matters along with important topics such as Title IX, booster club funds, and activities discipline. These are emerging areas of the law that are constantly impacted by court decisions and legislative activities, and it is important to stay ahead of the game (pun intended) on these topics.

**PRESENTERS: Josh Schauer & Derek Aldridge - Perry Law Firm**



### C4 WALKING ALONGSIDE THE BOARD THROUGH SUPERINTENDENT EVALUATION AND BOARD SELF-ASSESSMENT

Evaluating the superintendent is one of the primary functions of the board. Eliminate the obstacles that distract the board from administering an efficient and effective evaluation process. Are you allowing the superintendent to complete a self-assessment and do all board members participate in the evaluation of the superintendent? Join us to discuss the importance of the evaluation tool, protocols, and procedures for administering a fair and professional evaluation, plus adoption of goals to support superintendent accountability for growth of the district and his/her professional leadership.

**PRESENTERS: Marcia Herring & Katie Corfield - NASB**

**TO REGISTER FOR THE CONFERENCE VISIT [WWW.NASBONLINE.ORG](http://WWW.NASBONLINE.ORG)**





## C5 PERSONNEL MATTERS: FACT, FICTION, AND FUNCTION

Quality staff members make all the difference, and boards and administrators appropriately spend a lot of time, energy, and money ensuring students receive a top-notch education from excellent educators. It doesn't always work out that each educator is a fit for each school, and vice-versa. This presentation will make sure everyone understands their role and responsibilities during personnel cases, from the evaluation process through the school board hearing, focusing on key elements that prove difficult or frustrating every time. Whether you've been through it or not, there's always more to know!

**PRESENTERS: Karen Haase, Steve Williams & Jordan Johnson - KSB School Law**



## C6 RETAINING & HIRING MUSIC TEACHERS IN SMALL SCHOOLS

Music education is an integral part of a student's physical, mental, and emotional health. There is a concern across the state that small schools (especially those in more rural areas) are not filling their music positions. NSBA (Nebraska State Bandmasters Association), along with some administrators from across the state are going to share the efforts that are being made to prevent their small schools from being a "stepping stone" job and instead make it a "forever" job where their music teacher(s) can build a program and have a desire to stay.

**PRESENTERS: Emiley Bond - Nebraska State Bandmaster Association; Anna Sake - Palmer Public Schools**



## C7 WHAT HAPPENS IN CLOSED SESSION, STAYS IN CLOSED SESSION?

Closed session can be a very complicated area of the law. In this session, we will walk through the legal requirements and case studies involving entering into closed session, discussions during closed session, "leaks" from closed session, and other legal and practical issues that may arise during (or after) closed session. We will also discuss how to make the proper motion to enter into closed session, how to exit closed session, and how closed session entrance and exit should appear in minutes.

**PRESENTER: Justin Knight - Perry Law Firm**



## C8 REFRAMING THE FOUR-DAY WEEK DEBATE: STUDENT ENRICHMENT AND SUPPORTING THE PROFESSION

The move to a four-day school week and implementation of Optional Enrichment Fridays has realized some positive outcomes for both students and teachers! Our district's innovative approach to providing enrichment opportunities for students, meeting the needs of families, and tackling dwindling enrollment is now in its fifth year. This session provides an overview of implementing a radical change through the lenses of current research, community consultation, student engagement, and district leadership. The lessons learned in the process and plans for the future will be presented.

**PRESENTER: Evelyn Browne - Banner County School**



## C9 LIKE FREE, BUT STILL HIGH QUALITY?

The current reality in education is; tight budgets, staff shortages, unfunded mandates, and expensive materials. ESU 5 has looked at Open Education Resources (materials FREELY available online). We have vetted these units for quality and have put together a coherent K-12 science curriculum from these FREE units. Most of our units are already ranked "high quality." Interested in getting access to our FREE, vetted curriculum for your school? Come to this session and you will leave with FREE access to the units we have collected as well as our suggested scope and sequence for implementation.

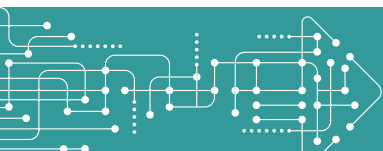
**PRESENTER: Annette Weise - ESU 5**



## C10 ESU BOARD MEMBER UPDATE

Attend this session for a review of events from the past year and a preview of the programs of interest to ESUs across the state.

**MODERATOR: Jim Luebbe - NASB**





## D

## D - BREAKOUT SESSIONS THURSDAY, NOVEMBER 16 - 3:30 TO 4:30 PM



### **D1** WHO WILL BE YOUR DISTRICT'S NEXT SUPERINTENDENT?

Are you concerned about hiring a high-quality superintendent should your current superintendent resign? If so, then the Nebraska Association of Professors of School Leadership (NAPSL) would like to partner with you in developing solutions that will ensure future high-quality leaders for our Nebraska schools. During this session, NAPSL will facilitate conversations focused on Nebraska school leaders. The session will review Nebraska's history of superintendents along with examining how future Nebraska superintendents must be more diverse to keep up with demand. Board members and superintendents are encouraged to attend.

**PRESENTERS: Michael Sieh - Wayne State College; Kevin Riley - UNO; Shavonna Holman - UNL**



### **D2** EHA BENEFITS UPDATE

Overview of the health and dental plans available to EHA schools, member engagement programs, and an opportunity to address your benefit questions.

**PRESENTERS: Brett Young - BCBS; Greg Long - EHA**



### **D3** SCHOOL LAW JEOPARDY FOR BOARD PRESIDENTS

This session is targeted to current and aspiring school board presidents. From preparing agendas, managing public comment, and serving as the "chair" of the board, we will walk through a board president's legal "dos" and "donts."

**PRESENTER: Justin Knight & Josh Schauer - Perry Law Firm**



### **D4** DIGITIZING AND STREAMLINING YOUR BOARD MEETINGS AND STAFF NEGOTIATIONS

The days of using paper and manual calculations are slowly coming to an end. In this session, you will learn the features and benefits of the Sparq Meetings and Negotiations platforms; some of our tips and tricks for becoming more proficient and efficient; and what new changes have been added that make your life easier.

**PRESENTERS: Nicole Kobus & Darion Miller - Sparq Data Solutions**



### **D5** DUELING PIANOS, SCHOOL LAW STYLE

You've got the requests; they've got the keys. Jim and Karen will have some pre-planned topics to cover, and then they will open it up for requests! From personnel/student issues to the First Amendment, anything goes. Bring your questions and requests, and Karen and Jim will keep it 100 (or at least PG-13).

**PRESENTERS: Jim Gessford - Perry Law Firm; Karen Haase - KSB School Law**



### **D6** WHY DO SCHOOL BOARDS NEED TO PAY ATTENTION TO BIRTH TO FIVE?

You can't care about children's reading proficiency, academic success, and high school graduation rates without caring about quality early childhood education. The foundation for all future learning is built during children's earliest years. Yet, Nebraska does not have enough programs. Get insights from a new survey that shows Nebraska voters want early education supported like K-12 and higher education. Hear from school leaders about how they are leveraging funding sources and partnerships to build a birth-through-third grade continuum. Also learn how We Care for Kids can help.

**PRESENTER: Kara Ficke - We Care For Kids**



### **D7** HELPING HANDS

The North Platte Public School district's Helping Hands program is designed to have one college-aged student come into the classroom to serve as a positive mentor/role model to students with behavior needs. The Helper will support the student in the classroom by helping to keep the student on task, assist the student with coping skills, follow and implement Behavior Improvement Plans, and help identify the good things the student does during their time with them. The college students have received training from local Licensed Mental Health Providers.

**PRESENTERS: Todd Rhodes & Brandy Buscher - North Platte Public Schools**

# FRIDAY BREAKOUT SESSIONS



## CLASSROOM SHOWCASE FRIDAY, NOVEMBER 17 - 8:00 TO 11:30 AM



## NASB DELEGATE ASSEMBLY FRIDAY, NOVEMBER 17 - 8:00 TO 9:30 AM



## NASA MEMBERSHIP MEETING FRIDAY, NOVEMBER 17 - 8:00 TO 9:30 AM



## E - BREAKOUT SESSIONS FRIDAY, NOVEMBER 17 - 9:15 TO 10:15 AM



### E1 LOCAL VETERANS' HISTORY PROJECT

The Congressional Veterans History Project 2000 was designed to record the memories of WWII Veterans across the Nation. Unfortunately, most schools are still unfamiliar with this project and these memories are lost. Using the interview questionnaire from the CVHP our High School has interviewed around 60 area veterans who served in WWII to the present day. What we have learned is our students and veterans develop a unique relationship and learning opportunity. Students develop these skills: organizing, greeting, interviewing, listening, recording, writing, summarizing, and thanking. Skills that reach across the curriculum. Veterans benefit by seeing our community's youth being attentive and appreciative of the sacrifices service requires.

**PRESENTERS: Lance Swanson - South Sioux City Community Schools; Dwight Freiberg & Steve Shadle - Siouxland Freedom Park**



### E2 BOARD COMMITTEES - HOW TO EFFECTIVELY UTILIZE COMMITTEES

One Board's journey from near non-existent committee meetings to routine committee meeting utilization. Learn about the effect on board cohesiveness and communication, Board/Superintendent relations, community engagement and the evolution to more effective and efficient Board meetings.

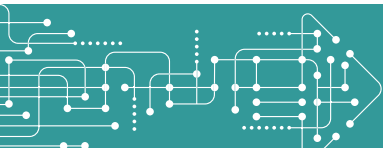
**PRESENTER: Alicia Beavers - Elm Creek Public Schools**



### E3 HOT TOPICS IN SCHOOL CONSTRUCTION AND FINANCING

In this session, we will discuss some of the basics of the statutory requirements for school districts contemplating facility construction projects. We will also discuss considerations of financing, including bond issue elections, assistance in this approach for school districts and the dos and don'ts for school districts. Finally, we will discuss some pitfalls that can occur in school construction.

**PRESENTER: Derek Aldridge - Perry Law Firm**





## **E4 ACCESS TO OVERALL WELL-BEING**



ESU 2 Team ACCESS (All Children Celebrated Educated Safe & Successful) is a program to support students, families, and districts by expanding services and programs that aim to address overall well-being. Team Access was created as a single entry point for our school districts to access our social support services. Our goal is to work together behind the scenes, to make it easier for schools to navigate our many social support programs. The presentation will review how ESU 2 Team ACCESS staff help coordinate services, provide educator training, and support through small group instruction or mental health counseling.

**PRESENTERS: Taira Masek & Megan Reese - ESU 2**



## **E5 PAIN IN THE APP, V. 9.0**



It's hard to believe it, but this annual favorite is now a 3rd grader! We will take board members and administrators through the most relevant and recent cases with information related to the intersection of schools and student use of technology and social media.

**PRESENTERS: Karen Haase & Sara Hento - KSB School Law**



## **E6 RECOGNITION: IT'S MORE THAN JUST A THANK YOU**

Workplace wellbeing is a hot topic in many school districts. Terms such as "self-care" are casually thrown around, but what is the right way to show meaningful appreciation to staff members? According to a recent Gallup survey, only 31% of U.S. teachers report feeling engaged at work. This means, almost 70% of teachers are going to work burned out or feeling depleted. In this session, attendees will learn the best practices in workplace recognition, strengths-based leadership, and engagement.

**PRESENTER: Hannah Miller - TeamMates Mentoring**



## **E7 ARTIFICIAL INTELLIGENCE (AI) & REMOTE LEARNING ISSUES - WHERE ARE WE HEADED?**



Social media and Artificial Intelligence (AI) technology are changing the global framework of public education at a faster pace than ever before in history. From AI software programs designed to modify instructional delivery to meet each individual student's needs, to now, students using AI to complete their homework. Are we set for teacher email signature lines like "I'm teleworking on Mondays and Wednesdays," now common place in the private sector? We will explore the parameters of where public education is heading.

**PRESENTERS: Jim Gessford & Justin Knight - Perry Law Firm**



## **E8 MISSION: MENTAL HEALTH**

Mission: Mental Health is an original mental health initiative that was implemented at Lakeview Community Schools during the school year. Administrators and school counselors worked together to create this initiative to help prevent staff burnout and boost staff morale throughout the district. The initiative provided quarterly incentivized challenges to help staff members focus on taking care of themselves, checking in on their coworkers, and bringing awareness to mental health. The initiative was supported by community businesses with donations as incentives for staff. Mission: Mental Health was positively viewed by staff members, improved culture, and promoted mental health wellness.

**PRESENTERS: Aaron Plas - Bennington Public Schools; Mollie Rambour, Paige Rambour & Miranda Hellbusch - Lakeview Community Schools**



# F

## F - BREAKOUT SESSIONS FRIDAY, NOVEMBER 17 - 10:30 TO 11:30 AM



### F1 WELLNESS 4ALL MENTAL HEALTH PROGRAM

Attendees will learn about the impactful Wellness 4ALL mental health program that began in 2017 at Educational Service Unit 5 (ESU5). Fast forward six years, the program supports all 10 districts in ESU5, and an additional three districts outside of ESU5.

**PRESENTERS: Jen McNally, Brenda McNiff & Jamie Mapp - ESU 5**



### F2 ADDRESSING THE SUBSTITUTE TEACHER SHORTAGE, SERVING DIVERSE LEARNERS

Since December 2020, Central Community College has helped metro and rural schools address the critical substitute teacher shortage. Come and learn how CCC quickly responded by creating an accessible, engaging, informative human relations course. More than just a training, the course's design helps students gain a basic understanding of cultures' contributions to our pluralistic society as well as provide beginning strategies to advocate for human dignity and individual rights. Presenters will share a course outline and student stories of growth. The course is offered most every month and has been delivered to over 1,500 students and substitute candidates.

**PRESENTER: Abie Ott - Central Community College**



### F3 NEGOTIATIONS FOR BOARD MEMBERS

Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. This session will walk through the statutory requirements for negotiations. We will also give boards an update on negotiations "hot topics" and ideas for the 2023-2024 negotiations season.

**PRESENTER: Justin Knight - Perry Law Firm**



### F4 CHECKING THE PULSE OF YOUR DISTRICT

Over the past 3 years education has changed. Boards, administrators, teachers, and students have handled situations and issues no one thought possible. So how is your district doing? How are you: Board Member? Superintendent? How are your Administrators? Staff Members? Students? Research shows that engaging all stakeholders is one way to "check the pulse of the district," grow student success, keep teachers, and gauge well-being of the school district. This session will address the importance of stakeholder engagement to help districts continue to better their climate and culture and grow student success.

**PRESENTERS: Kari Stephens & Marcia Herring - NASB**



### F5 PICKING YOUR OWN CONTRACTOR

Do you have a new construction project or a large renovation coming up? Do you need some construction management input before finalizing your design? Do you want the opportunity to select your construction manager based on experience and quality rather than just the lowest responsible bidder? Steve Williams and Coady Pruett will discuss the construction management at risk option for school districts, including when you can use a CM, the selection process, advantages, and how to avoid pitfalls. Any school board members or administrators who are thinking about an upcoming construction project or renovation should attend this session.

**PRESENTERS: Steve Williams & Coady Pruett - KSB School Law**



### F6 ORIENTATION AND MENTORING...STARTING OFF ON THE RIGHT FOOT

As board members, new or old, are there expectations for you as a board member that have been shared by board leadership or by the superintendent/administrator? Do you know where to access policies, staff information, board meeting minutes/agendas? Is there training you need to attend? What are the goals of the board? This session will provide a practical template for Board Orientation and Mentoring for school district or ESU boards. Please join us for this practical learning session, to enhance your school board member onboarding process.

**PRESENTER: Larianne Polk - ESU 7**



# FRIDAY BREAKOUT SESSIONS



## **F7 WE DON'T HAVE A POLICY ON TRANSGENDER STUDENTS, BUT SHOULD WE?**

The law and guidance surrounding transgender students is changing faster than ever before. In this presentation, attorneys from the Perry Law Firm will address the current status of the law concerning transgender students and will address when, if ever, your board should consider adopting a policy regarding the rights and privileges of transgender students.

**PRESENTERS: Greg Perry & Haleigh Carlson - Perry Law Firm**



## **F8 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION**

Share your thoughts on statewide education policy with members of the State Board of Education. State Board members are particularly interested in what is currently affecting local school boards and districts, and the solutions you have to offer for these issues. Topics may include school accountability, accreditation, and approval; educator certification; and statewide assessment, among others. Attending this session is a great opportunity for you to have your voice heard among members of the State Board of Education.

**PRESENTERS: Ryan Foor - NDE; Patti Gubbels - State Board of Education**



# ANN MACTIER - SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE FRIDAY LUNCHEON

**Previous Winners Include:**

2022 - MARCIA MAHON, SOUTH SIOUX CITY  
2021 - STEVE KOCH, HERSHEY  
2020 - MARIAN HOLSTEIN, WINNEBAGO  
2019 - VALERIE FISHER, PAPPILLON-LA VISTA  
2018 - KATHY DANER, LINCOLN  
2017 - BONNIE HINKLE, GRAND ISLAND  
2016 - TERRI HAYNES, CHADRON

2015 - LINDA RICHARDS, RALSTON  
2014 - BRAD KRIVOHLAVEK, NORFOLK  
2013 - PATTY BENTZINGER, NORRIS  
2012 - KATHY BARTEK, FALLS CITY  
2011 - JULIE AGARD, KEARNEY  
2010 - KIM FASSE, ELKHORN  
2009 - RON PEARSON, ESU #3

2008 - SANDRA JENSEN, OMAHA  
2007 - JOHN HANSEN, BELLEVUE  
2006 - FRED TAFOYA, PAPPILLON-LA VISTA  
2005 - WAYNE ERICKSON, WISNER-PILGER  
2004 - ANN MACTIER, OMAHA

## REGISTERING FOR THE CONFERENCE

REGISTRATION FOR THE 2023 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 13, 2023

To register, go to the NASB website at [www.NASBonline.org](http://www.NASBonline.org) and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 15. IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT ABI CARLSON AT 800-422-4572 TO ARRANGE ALTERNATIVE MENUS.



**TO REGISTER FOR THE CONFERENCE VISIT [WWW.NASBONLINE.ORG](http://WWW.NASBONLINE.ORG)**



1311 STOCKWELL STREET  
LINCOLN, NE 68502  
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED

2023 STATE EDUCATION CONFERENCE  
NOVEMBER 15-17  
CHI HEALTH CENTER - DOWNTOWN OMAHA

# LEARNERS LEADING LEARNERS



Co-Sponsored by the Nebraska Association of School Boards  
and the Nebraska Association of School Administrators



Johnson County Central  
 Budgets Based on C&E drawings sent 8/21/23  
 8/23/2023

	One Story Options				Two Story Options			
	PK-6 w/ Gyms 89,475 SF	PK-8 w/ Gyms 93,225 SF	7-12 w/ Gyms 94,500 SF	9-12 w/ Gyms 90,750 SF	PK-8 w/ Gyms 98,960 SF	7-12 w/ Gyms 101,186 SF	Existing Site 77,900 SF	PK-12 123,940 SF
New Construction	\$31,316,250 - \$33,105,750	\$33,094,875 - \$34,493,250	\$34,492,500 - \$35,910,000	\$33,123,750 - \$34,485,000	\$35,130,800 - \$36,615,200	\$36,932,890 - \$38,450,680	\$28,823,000 - \$29,991,500	\$43,998,700 - \$46,477,500
Minimal Renovation	TBD See Menu	TBD See Menu	TBD See Menu	TBD See Menu	TBD See Menu	TBD See Menu	N/A	N/A
Major Renovation	N/A	N/A	N/A	N/A	N/A	N/A	\$12,540,000 - \$13,680,000	N/A
Construction Subtotal	\$31,316,250 - \$33,105,750	\$33,094,875 - \$34,493,250	\$34,492,500 - \$35,910,000	\$33,123,750 - \$34,485,000	\$35,130,800 - \$36,615,200	\$36,932,890 - \$38,450,680	\$41,363,000 - \$43,671,500	\$43,998,700 - \$46,477,500
Escalation to 2025 5%	\$1,565,813 - \$1,655,288	\$1,654,744 - \$1,724,663	\$1,724,625 - \$1,795,500	\$1,656,188 - \$1,724,250	\$1,756,540 - \$1,830,760	\$1,846,645 - \$1,922,534	\$2,068,150 - \$2,183,575	\$2,199,935 - \$2,323,875
<b>Construction Total</b>	<b>\$32,882,063 - \$34,761,038</b>	<b>\$34,749,619 - \$36,217,913</b>	<b>\$36,217,125 - \$37,705,500</b>	<b>\$34,779,938 - \$36,209,250</b>	<b>\$36,887,340 - \$38,445,960</b>	<b>\$38,779,535 - \$40,373,214</b>	<b>\$43,431,150 - \$45,855,075</b>	<b>\$46,198,635 - \$48,801,375</b>
Additional Project Costs 13%	\$4,274,668 - \$4,518,935	\$4,517,450 - \$4,708,329	\$4,708,226 - \$4,901,715	\$4,521,392 - \$4,707,203	\$4,795,354 - \$4,997,975	\$5,041,339 - \$5,248,518	\$5,646,050 - \$5,961,160	\$6,005,823 - \$6,344,179
Land Acquisition Savings	N/A	N/A	N/A	N/A	N/A	N/A	(\$400,000) - (\$400,000)	N/A
Project Total	\$37,156,731 - \$39,279,972	\$39,267,069 - \$40,926,241	\$40,925,351 - \$42,607,215	\$39,301,329 - \$40,916,453	\$41,682,694 - \$43,443,935	\$43,820,874 - \$45,621,732	\$48,677,200 - \$51,416,235	\$52,204,458 - \$55,145,554
<b>Rounded Project Total</b>	<b>\$36,100,000 - \$38,200,000</b>	<b>\$38,700,000 - \$41,000,000</b>	<b>\$41,000,000 - \$43,200,000</b>	<b>\$39,300,000 - \$41,500,000</b>	<b>\$41,100,000 - \$44,100,000</b>	<b>\$43,800,000 - \$46,300,000</b>	<b>\$48,200,000 - \$51,500,000</b>	<b>\$52,200,000 - \$55,200,000</b>

"Additional Project Costs" Includes:

- Design
- FFE
- Special Inspections, Testing
- Hazardous Abatement
- Land Acquisition (\$400,000)
- Utility Company Charges
- Security, Card Access
- IT/Servers/Phones
- Audiovisual
- Playground Equipment
- Owner Contingency
- Legal and Bond-Writing Expenses
- Builder's Risk Insurance

8/23/2023

<b>Existing Facility Renovation Menu</b>	<b>Cost Range</b>	
Windows & Doors (Interior & Exterior)	800,000	- 900,000
HVAC- Full system update	4,500,000	- 5,000,000
Fire Safety System	500,000	- 600,000
Add Elevator - ADA Compliance	500,000	- 600,000
Entrance Doors	20,000	- 30,000
Phone, Communication, Intercom, Clocks, Security	550,000	- 650,000
Main Sanitary Line Replacement	70,000	- 90,000
Flooring	750,000	- 850,000
Paint	250,000	- 350,000
Ceilings	550,000	- 650,000

***Additional Renovation Items to Consider***

*Site work*

*Casework replacement*

*Roof replacement*

*Floor plan changes*

***Costs above are construction only and do not include design, furniture, or escalation***



## SUMMARY

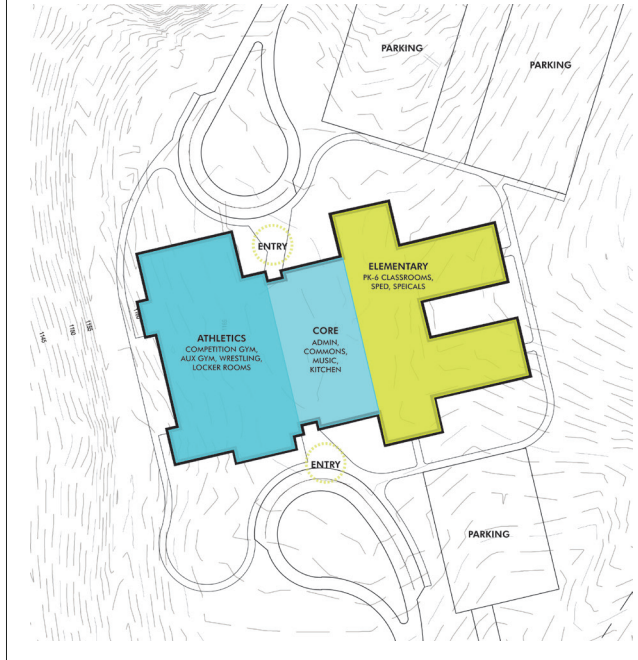
Comparing *single story educational wings*

BUILDING VERSION	TOTAL GSF
New PK-6 with Gyms	89,475 GSF
New PK-8 with Gyms	93,225 GSF
New 7-12 with Gyms	94,500 GSF
New 9-12 with Gyms	90,750 GSF

■ Core Facilities
 ■ High School
 ■ Elementary

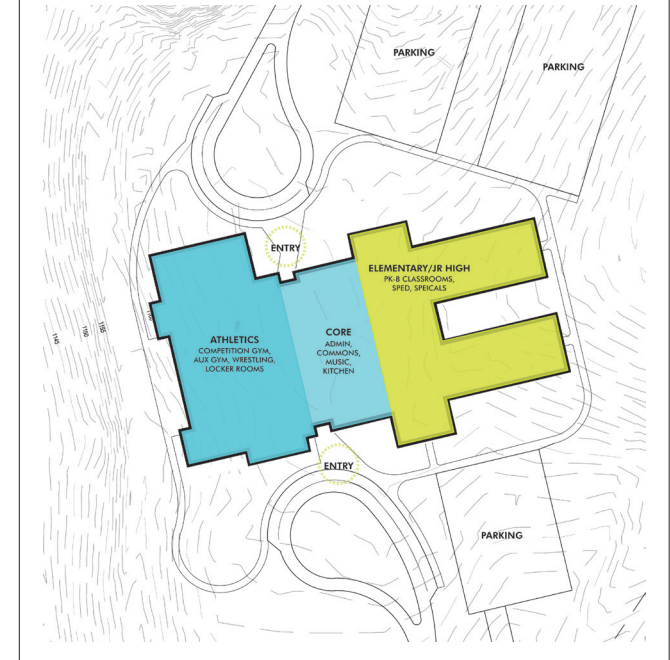
### PK-6 WITH GYMS

89,475 GSF



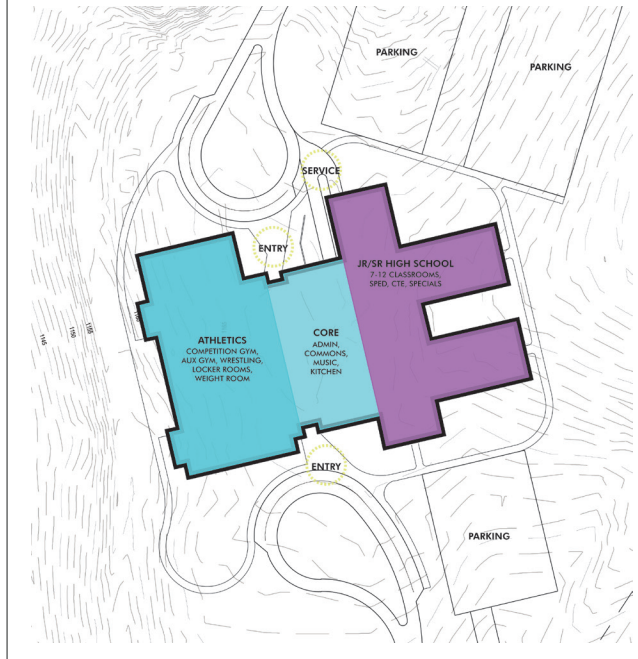
### PK-8 WITH GYMS

93,225 GSF



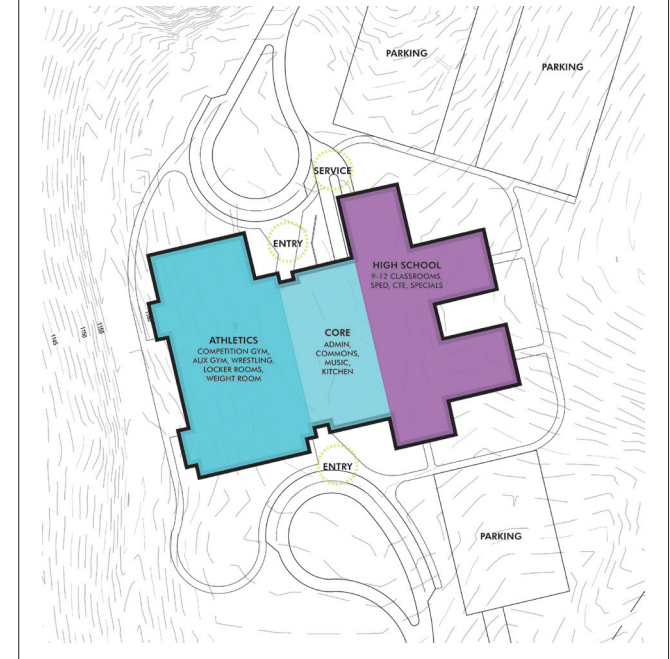
### 7-12 WITH GYMS

94,500 GSF













### 9-12 WITH GYMS

90,750 GSF



### PK-6 WITH GYMS ONE STORY

 Food Service	 High School Classrooms
 Building Support	 SPED
 Circulation	 Elementary Classrooms
 Athletics	 Performing Arts
 Administration	 AG/IT/Art



### PK-8 WITH GYMS ONE STORY

Food Service	High School Classrooms
Building Support	SPED
Circulation	Elementary Classrooms
Athletics	Performing Arts
Administration	AG/IT/Art



### 7-12 WITH GYMS ONE STORY

Food Service	High School Classrooms
Building Support	SPED
Circulation	Elementary Classrooms
Athletics	Performing Arts
Administration	AG/IT/Art



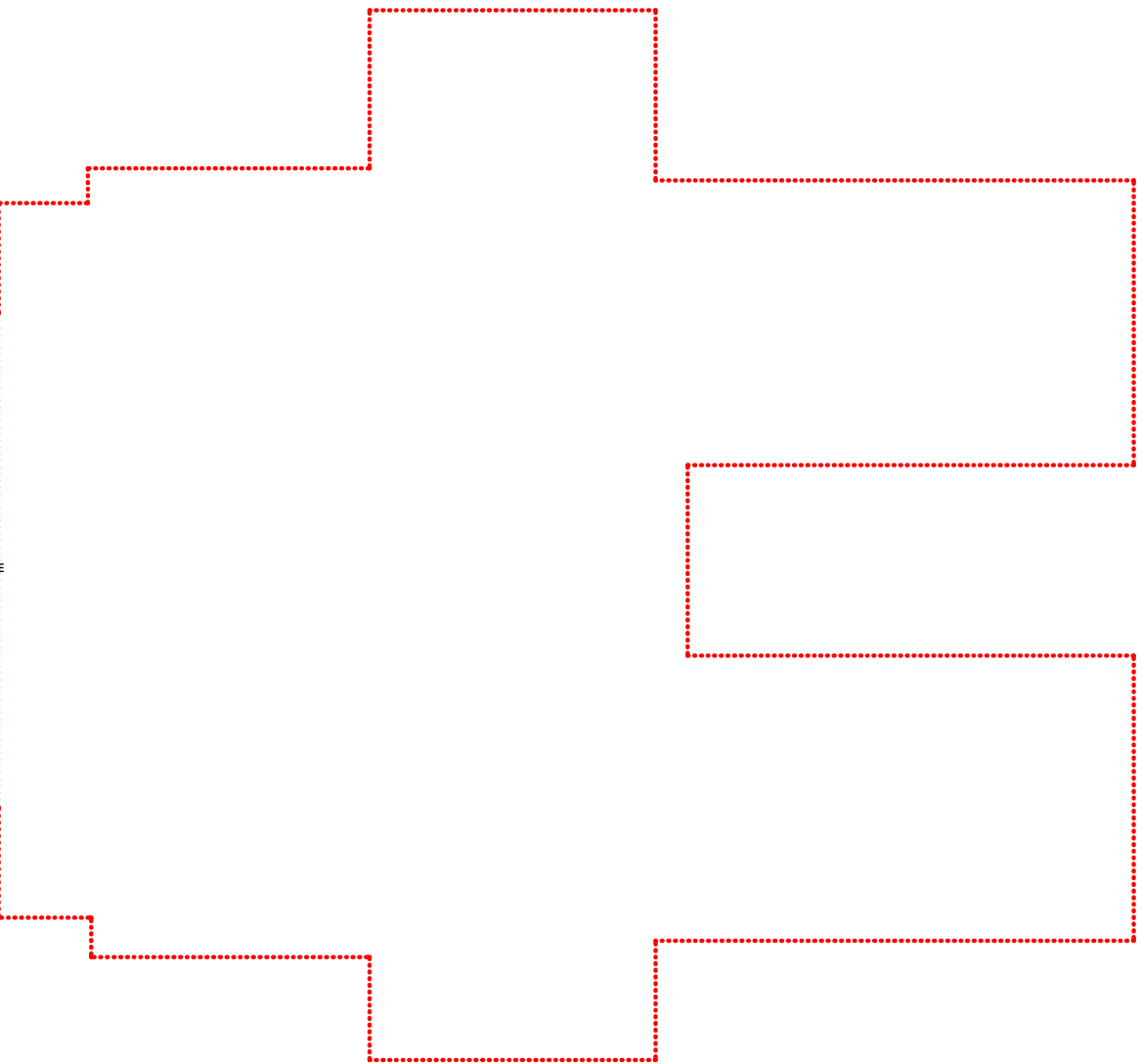
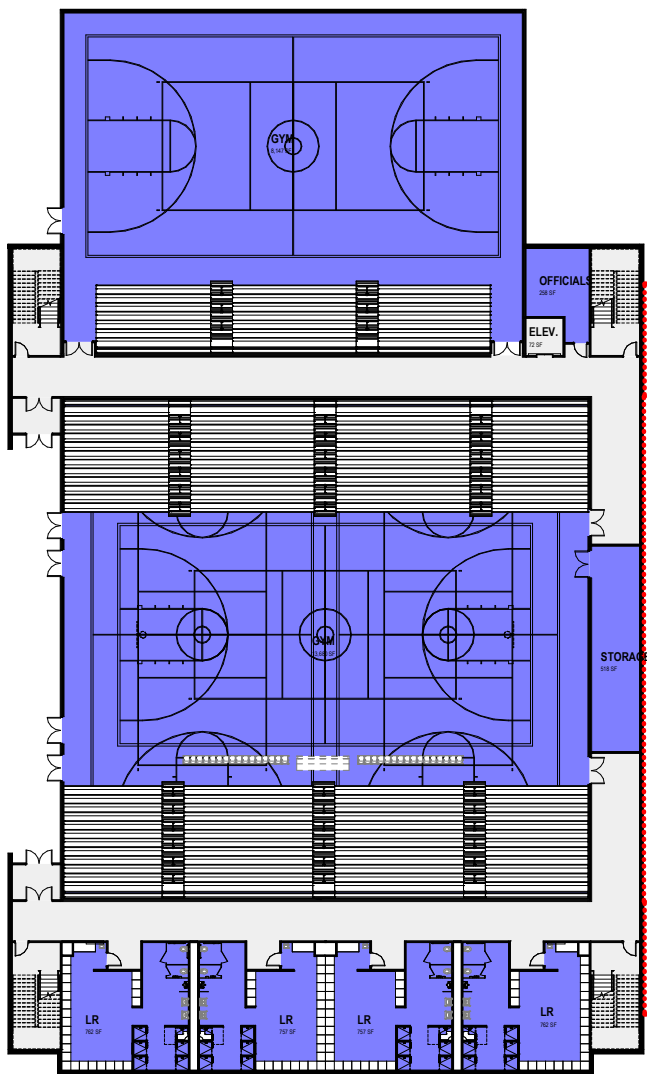
### 9-12 WITH GYMS ONE STORY

Food Service	High School Classrooms
Building Support	SPED
Circulation	Elementary Classrooms
Athletics	Performing Arts
Administration	AG/IT/Art



**LOWER LEVEL - ALL OPTIONS**

- |                    |                          |
|--------------------|--------------------------|
| ■ Food Service     | ■ High School Classrooms |
| ■ Building Support | ■ SPED                   |
| ■ Circulation      | ■ Elementary Classrooms  |
| ■ Athletics        | ■ Performing Arts        |
| ■ Administration   | ■ AG/IT/Art              |





## SUMMARY

Comparing two story educational wings planned for full PK-12 expansion

BUILDING VERSION	TOTAL GSF
New PK-8 with Gyms	98,960 GSF
New 7-12 with Gyms	101,186 GSF
Build on Existing Site	77,900 GSF
Full PK-12	123,940 GSF

■ Core Facilities
 ■ High School
 ■ Elementary

## PK-8 WITH GYMS

98,960 GSF



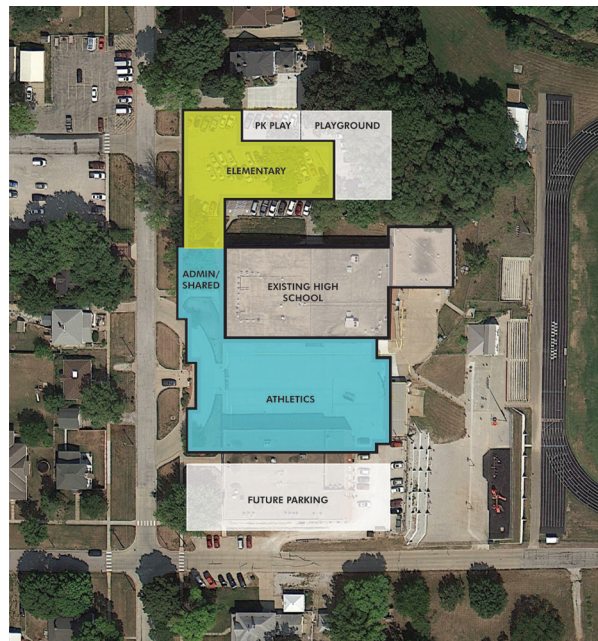
## 7-12 WITH GYMS

101,186 GSF



## EXISTING SITE

77,900 GSF













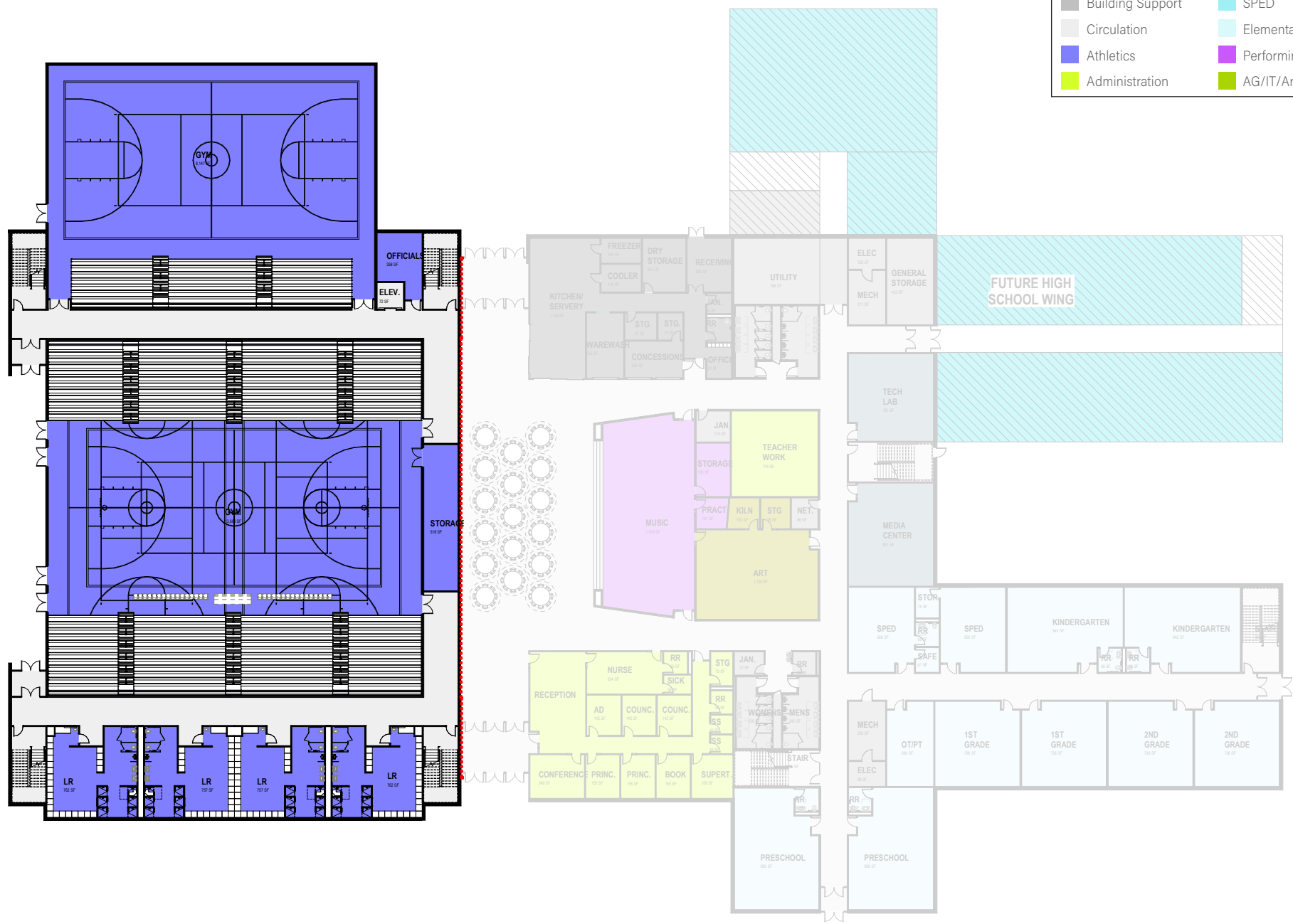
## FULL PK-12

123,940 GSF



### LOWER LEVEL - PK-8 TWO STORY

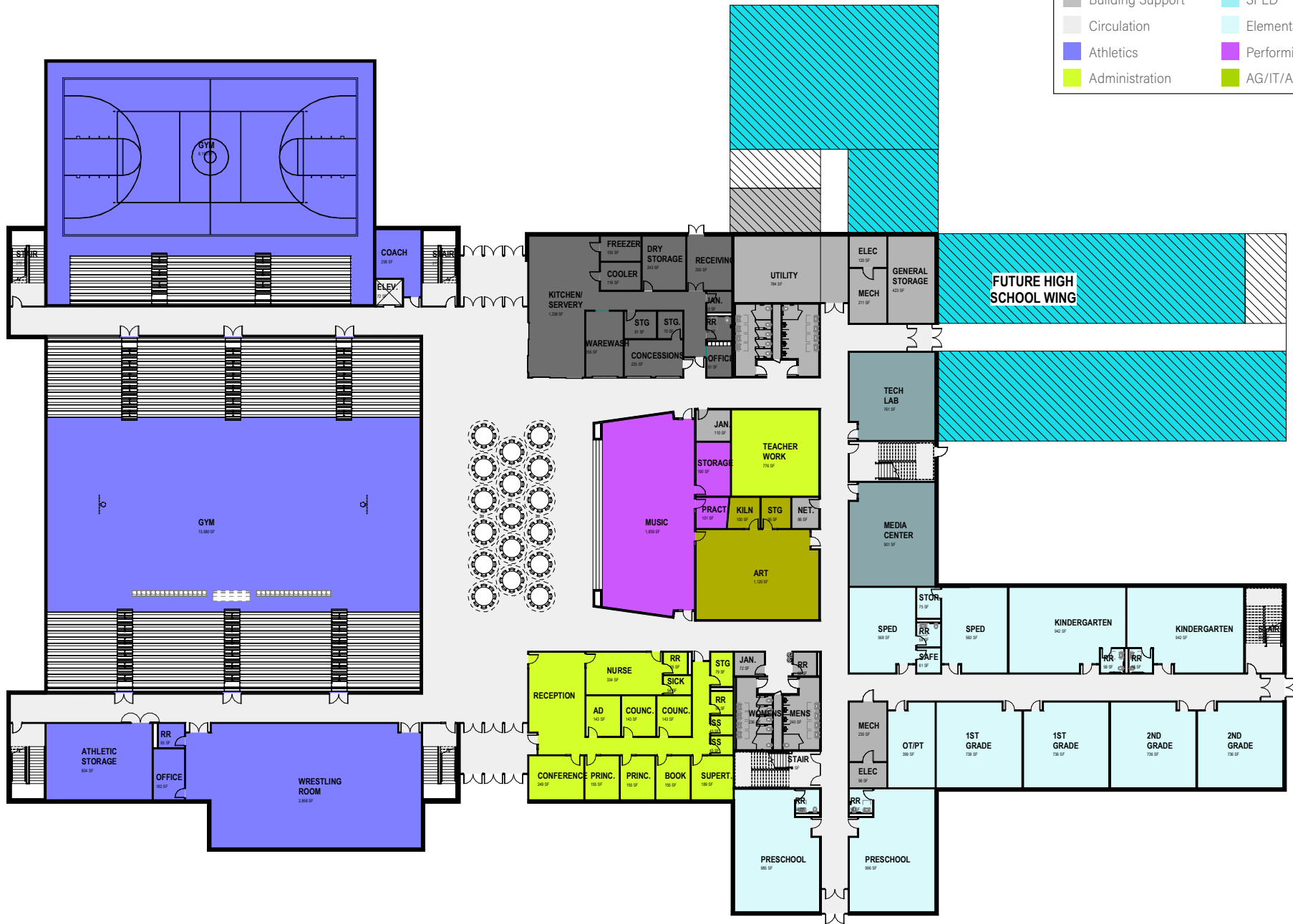
 Food Service	 High School Classrooms
 Building Support	 SPED
 Circulation	 Elementary Classrooms
 Athletics	 Performing Arts
 Administration	 AG/IT/Art





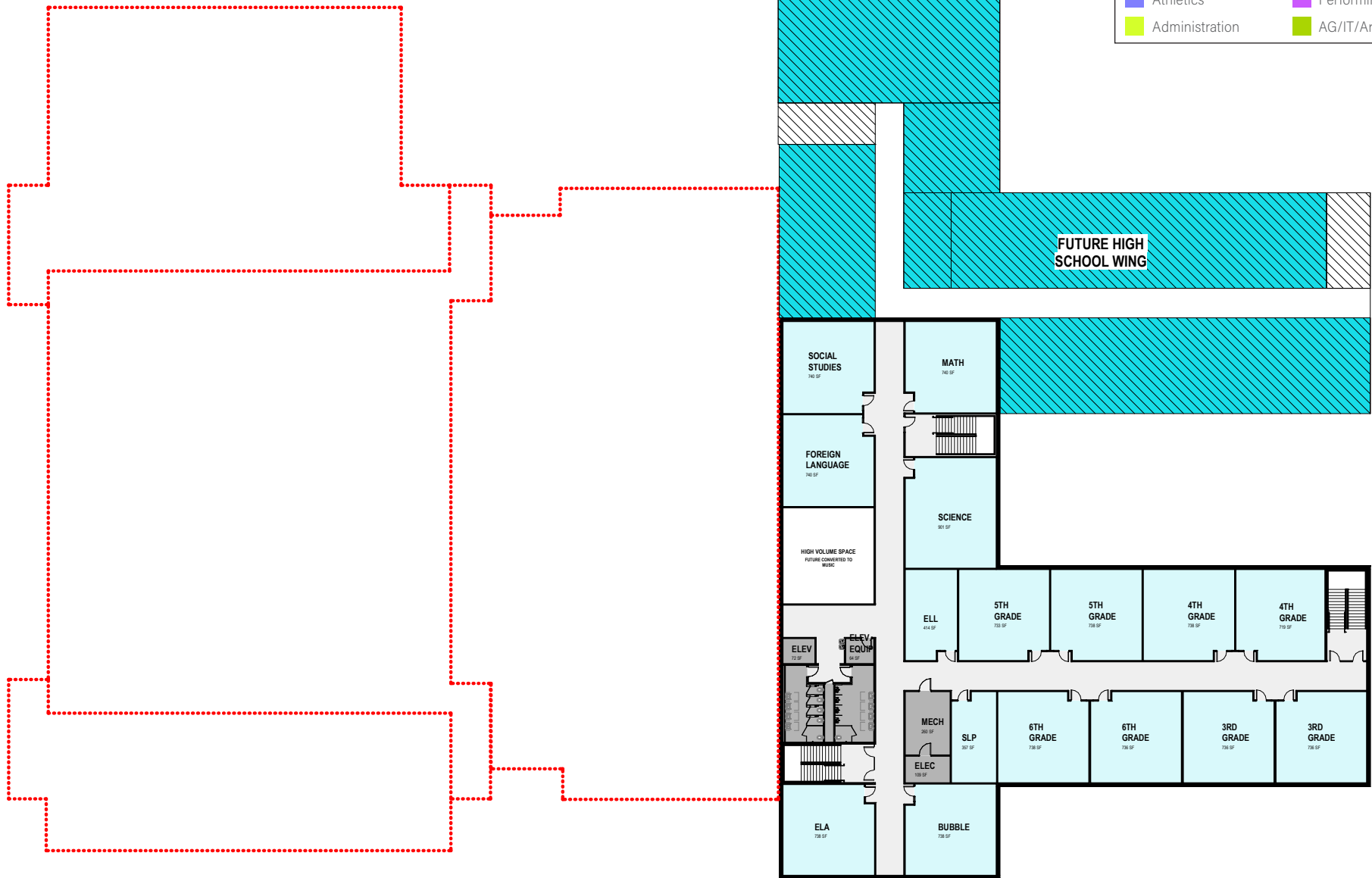
### FIRST FLOOR - PK-8 TWO STORY

Food Service	High School Classrooms
Building Support	SPED
Circulation	Elementary Classrooms
Athletics	Performing Arts
Administration	AG/IT/Art













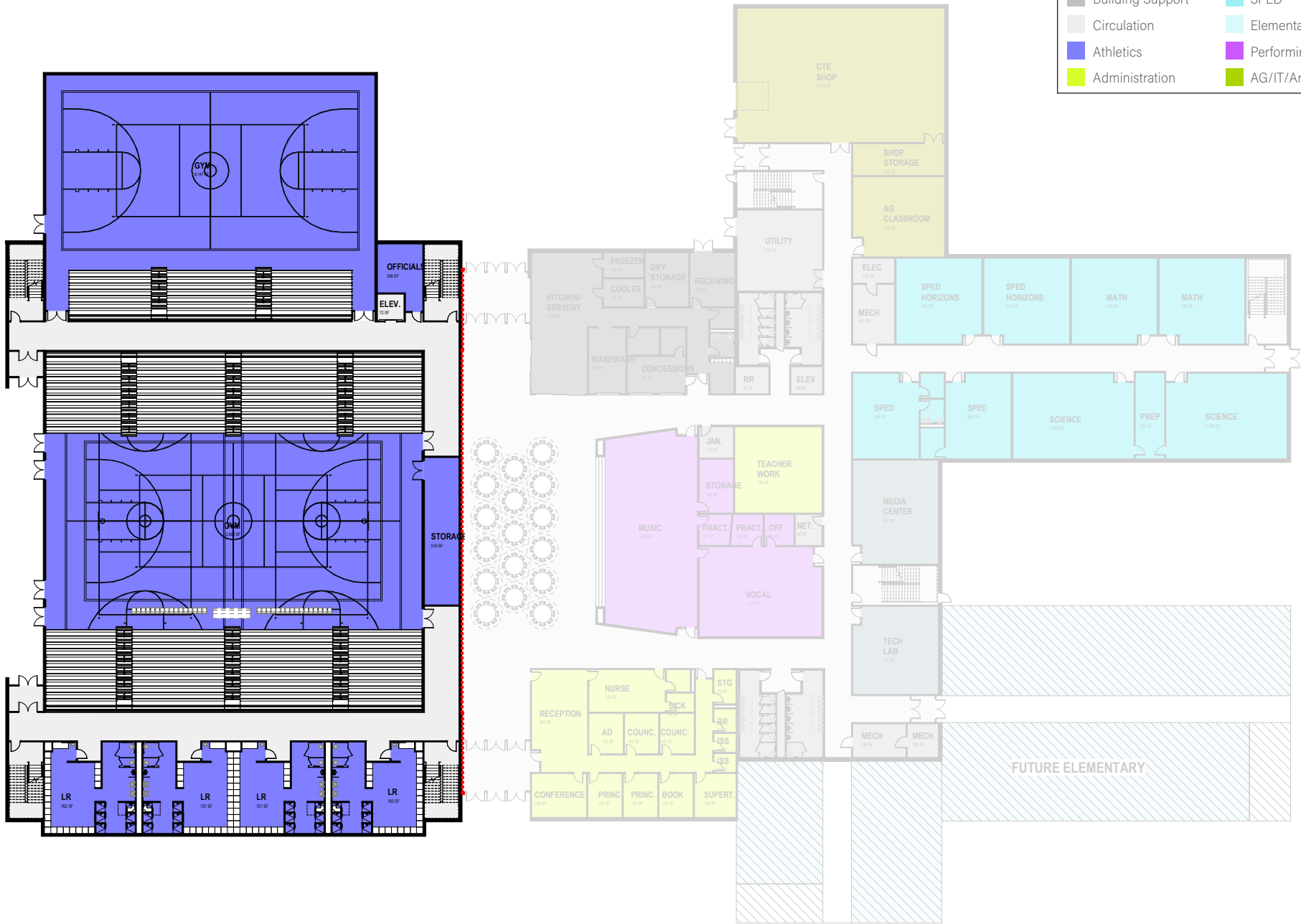
### SECOND FLOOR - PK-8 TWO STORY

Food Service	High School Classrooms
Building Support	SPED
Circulation	Elementary Classrooms
Athletics	Performing Arts
Administration	AG/IT/Art



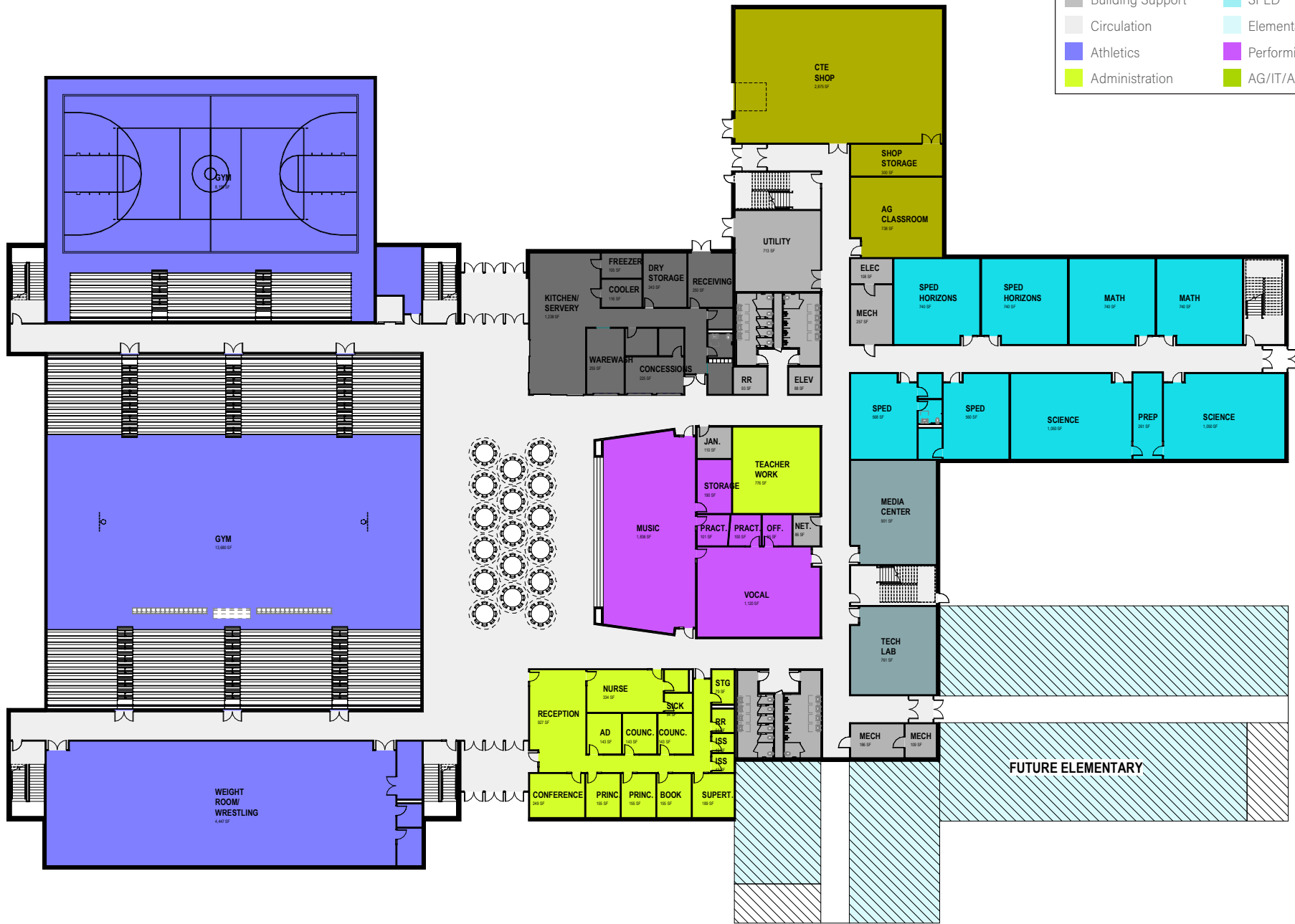
**LOWER LEVEL - 7-12 TWO STORY**

 Food Service	 High School Classrooms
 Building Support	 SPED
 Circulation	 Elementary Classrooms
 Athletics	 Performing Arts
 Administration	 AG/IT/Art



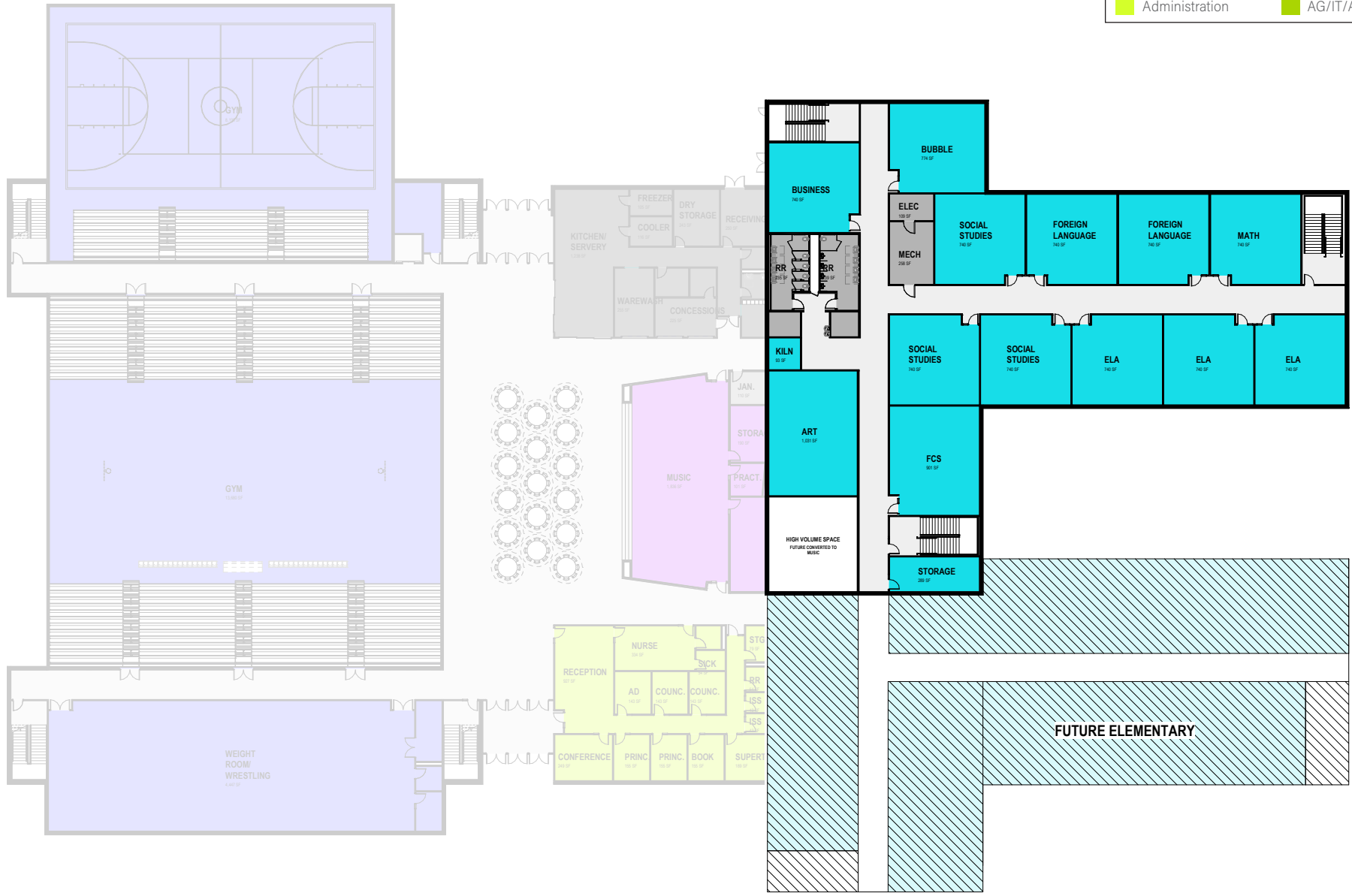
**FIRST FLOOR - 7-12 TWO STORY**

■ Food Service	■ High School Classrooms
■ Building Support	■ SPED
■ Circulation	■ Elementary Classrooms
■ Athletics	■ Performing Arts
■ Administration	■ AG/IT/Art



### SECOND FLOOR - 7-12 TWO STORY

<span style="display:inline-block; width:15px; height:15px; background-color:gray;"></span> Food Service	<span style="display:inline-block; width:15px; height:15px; background-color:lightblue;"></span> High School Classrooms
<span style="display:inline-block; width:15px; height:15px; background-color:lightgray;"></span> Building Support	<span style="display:inline-block; width:15px; height:15px; background-color:lightcyan;"></span> SPED
<span style="display:inline-block; width:15px; height:15px; background-color:lightgray;"></span> Circulation	<span style="display:inline-block; width:15px; height:15px; background-color:lightcyan;"></span> Elementary Classrooms
<span style="display:inline-block; width:15px; height:15px; background-color:blue;"></span> Athletics	<span style="display:inline-block; width:15px; height:15px; background-color:purple;"></span> Performing Arts
<span style="display:inline-block; width:15px; height:15px; background-color:yellow;"></span> Administration	<span style="display:inline-block; width:15px; height:15px; background-color:yellow;"></span> AG/IT/Art



# Superintendent Evaluation Instrument

## 1. Shared Vision and Strategic Direction

The superintendent leads the development and implementation of a shared vision, strategic direction, and goals that reflect the district's core values, beliefs, and priorities.

### *Indicators*

1. Develops and implements a shared vision and strategic direction that guides the district into supporting high expectations for student achievement.
2. Partners with the board of education and key community constituents in the development of the shared vision and strategic direction.
3. Ensures the shared vision and strategic direction represents the current and future needs of the district and school community.
4. Engages constituents within the district and school community to develop a commitment to the shared vision and the strategic direction.
5. Continually models and reinforces commitment to the shared vision through the use of diverse communication strategies.
6. Routinely solicits feedback-including periodic review and revision of the shared vision and strategic direction-with input from students, parents, teachers, administrators, board members, and the community.

#### **Needs Improvement**

- , Vision and strategic direction are not documented
- , Constituents and stakeholders have no or limited engagement in the vision/direction
- , No evidence or routine feedback or review

#### **Developing**

- , Vision and direction is documented
- , Some evidence or constituent engagement
- , Some evidence or feedback and review

#### **Effective**

- , Vision and direction are documented and used to guide the district
- , Evidence of engagement with constituents in development and implementation or strategic direction
- , Evidence of progress, feedback, and review

#### **Highly Effective**

- , Vision and direction are documented with measurable outcomes, which are appropriate for the organizational context and guide the district
- , Evidence of engagement with constituents in development and implementation or strategic direction
- , Evidence of progress, feedback, and review including input from board, administrators, teachers, students, and parents

**Comments on rating and/or evidence:**

The superintendent provides direction for the board in policy development and district governance within the political, social, economic, or legal context in which the district exists.

**Indicators**

1. Actively and continually fosters board relationships, and keeps board members informed and engaged in development.
2. Proactively responds to district needs and policy priorities.
3. Provides leadership in the compliance, review, and development of local policy.
4. Stays current on, responds to, and advocates for state or federal policy, as needed to support the district's shared vision and strategic direction.
5. Collaboratively works to influence local, district, state, and national decisions impacting student learning.

**Needs Improvement**

- ... Limited or inconsistent communication with board members
- ... Policies are outdated, not in compliance with state or federal law, or not routinely reviewed
- ... Little evidence or collaborative practice to influence decisions impacting student learning

**Developing**

- ... Provides updates and communicates regularly with board members
- ... Policies are routinely updated
- ... Uses some collaborative strategies at the local level

**Effective**

- ... Engages board members in discussing needs and policy priorities
- ... Policies are consistently reviewed and developed to incorporate state or federal policy, as needed
- ... Some evidence or strategies to influence local, state, and national decisions

**Highly Effective**

- ... Actively and consistently engages board members in discussing needs and policy priorities
- ... Evidence of leadership in compliance, review, and development of local policies
- ... Evidence of collaborative support to influence local, state, and national decisions

Comments on rating and/or evidence:

### 3. Collaboration with Families and Community

The superintendent leads through a collaborative process engaging all stakeholders and mobilizing community resources in support of the vision and strategic direction of the school district.

#### **Indicators**

1. Communicates regularly and openly with families and stakeholders in the community about the district, school(s), students, needs, challenges and accomplishments.
2. Maintains a presence in the district school community to understand its strengths and needs.
3. Understands and is engaged with community needs, priorities, and resources.
4. Models collaboration within the organization and encourages collaboration between administrators, teachers, families and the community at the school level.

#### **Needs Improvement**

- ... Little or no evidence of collaboration in the organization
- ... Little or no evidence of consistent communication with families and stakeholders
- ... Little or no evidence of engagement with community organizations or community activities
- ... Little or no evidence of identification of community needs, priorities, or resources

#### **Developing**

- ... Some evidence of collaboration in the organization
- ... Some communication of school activities, such as, to families through newsletters and/or district website
- ... Participates in some community organizations or activities such as the Chamber and service organizations
- ... Demonstrates awareness of community needs, priorities, and resources

#### **Effective**

- ... Routinely collaborates with board members and staff
- ... Routinely uses oral and written communication strategies with families and the community regarding school activities and student achievement
- ... Actively involved in community organizations or activities such as the Chamber or service organizations
- ... Recognizes some community needs, priorities, or resources in the district and school planning
- ... Ensures engagement of administrators, teachers, families, and community

#### **Highly Effective**

- ... Models collaboration and supports staff collaboration throughout the organization
- ... Engages families and community stakeholders through routine and consistent oral and written communication strategies regarding school activities and student achievement
- ... Provides leadership and active participation in community organizations or activities such as the Chamber or service

**Comments on rating and/or evidence:**



#### 4. Continuous Improvement and Accountability

The superintendent promotes student success through a clearly defined process of accountability and a culture of continuous improvement.

##### **Indicators**

1. Demonstrates a commitment to accountability by modeling and ensuring everyone is held accountable for student success.
2. Systematically reviews, anticipates, and analyzes emerging trends and innovative strategies to continually improve all elements of the system.
3. Maintains comprehensive and current information about student progress, academic achievement, and school(s) and district effectiveness.
4. Makes informed recommendations to the board and makes decisions based on multiple data sources.
5. Engages families and communities on student needs, successes, and challenges on a regular basis.
6. Aligns district processes with state and national indicators of quality, accreditation, and accountability.

##### **Needs Improvement**

- .. Little or no evidence of innovation or continuous improvement
- .. Little or no evidence of student information guiding decision-making
- .. Little or no evidence of use of quality indicators to guide district plan, strategy or practice

##### **Developing**

- .. Some evidence of continuous improvement and innovation
- .. Student information is used to guide decision-making
- .. Some quality indicators/standards guide district planning and practice

##### **Effective**

- .. Evidence of the use of some systematic review or emerging trends and innovation in continuous improvement process
- .. Information on student progress and achievement is used for planning and decision-making
- .. Alignment between district and state quality indicators for accreditation and accountability

##### **Highly Effective**

- .. Strategic, comprehensive continuous improvement process incorporating emerging trends and innovation
- .. Comprehensive and current information on student progress and achievement is available and used in decision-making
- .. Clear PK-12 alignment between district/state/national indicators of quality, accreditation, and accountability

**Comments on rating and/or evidence:**

## 5. Teaching and Learning

The superintendent ensures student success through continuous improvement and leadership focused on evidence-based practices in teaching and learning.

### **Indicators**

1. Ensures the implementation of a coherent system of curriculum, instruction and assessment that aligns with the shared vision, is culturally responsive and embodies high expectations.
2. Communicates high expectations for student achievement that is accomplished by a data-driven approach that produces effective results.
3. Ensures district/school curriculum and programs are research-based and innovative and provide learning experiences and opportunities that lead all students to success at the next level.
4. Ensures curricular and programmatic expectations are available for review and input by students, parents, and community members.
5. Monitors and supports the implementation of research-based, instructional practices.

#### **Needs Improvement**

- .. Little or no evidence of high expectations or student achievement
- .. Little or no evidence of a written curriculum
- .. Little or no evidence of programmatic or curriculum review or input
- .. Little or no evidence of consistency or continual improvement of instructional practices

#### **Developing**

- .. Some evidence of high expectations of student achievement
- .. Written curriculum is evident in most subject areas
- .. Written curriculum and programmatic expectations are available in most subject areas and most programs for students, parents, and community
- .. Instructional practices have some consistency and some on-going improvement

#### **Effective**

- .. High expectations are clearly and consistently communicated and monitored
- .. Written curriculum is developed, monitored, and adjusted
- .. Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community
- .. Instructional process and practices are consistent with ongoing improvement

#### **Highly Effective**

- .. Data-driven high expectations or student achievement and monitoring of progress
- .. Written curriculum is designed to provide equitable and challenging learning experiences and is routinely monitored and adjusted
- .. Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community review and input
- .. Continual improvement of instructional processes is monitored and enhanced with best practices

*Comments on rating and/or evidence:*

## 6. Personnel Leadership

The superintendent effectively uses strategies, processes, and systems to hire, develop and retain high-performing personnel who demonstrate a shared commitment to student success.

### Indicators

1. Ensures the necessary personnel and financial resources are allocated to achieve the district's shared vision and strategic direction.
2. Implements human resources systems and processes that address:
  - recruitment, hiring and induction;
  - evaluation and retention; and
  - short-term and long-term planning reflective of personnel needs.
3. Creates a comprehensive system of professional development for an personnel.

#### Needs Improvement

- Little or no evidence of alignment of personnel and financial resources with district strategic vision or plan
- Little or no evidence of short or long-term personnel planning
- Little or no evidence of modeling lifelong learning

#### Developing

- Some evidence of alignment of personnel and financial resource allocation to achieve district vision and direction
- Some evidence of short-term and long-term personnel planning
- Some evidence of participation in lifelong learning activities

#### Effective

- Evidence of alignment of personnel and financial resource allocation to achieve district vision and direction
- Short-term and long-term personnel planning that address recruitment, induction, development, evaluation, and retention of high-performing diverse staff is in place
- Evidence of ongoing modeling of lifelong learning

#### Highly Effective

- Evidence of ongoing strategic planning to ensure personnel and financial resources are allocated to achieve district vision and direction
- Short-term and long-term personnel planning that address recruitment, induction, development, evaluation, and retention of high-performing diverse staff is in place, reviewed, and monitored
- Models lifelong learning by engaging and applying ongoing professional development

**Comments on rating and/or evidence:**

## 7. Systems Leadership and Management

The superintendent promotes student success by managing the organizational structure and resources in a way that ensures a safe, efficient, and effective learning environment.

### **Indicators**

1. Ensures business processes and systems are in place for budgeting and financial planning.
2. Communicates expectations that align board and district vision with the use of physical and financial resources of the district.
3. Uses a systems approach that optimizes the use of facilities and transportation while maintaining a focus on clean, updated, safe, and secure facilities and vehicles.
4. Identifies and resolves issues, manages conflicts and builds consensus about the use of physical and financial resources of the district.

#### **Needs Improvement**

- Business processes are out of date and not clearly linked to student learning and success
- Facilities/Transportation are not up-to-date, clean, safe, and secure
- Little evidence of building consensus, managing conflict, and resolving operational issues

#### **Developing**

- Most business processes in place and using current best practices but not clearly linked to student learning and success
- Some evidence of facility/transportation planning, with fairly clean and safe facilities
- Manages operational issues with little or no conflict

#### **Effective**

- Business processes are in place using current best practices with a clear priority on student learning and success
- Processes are in place for ongoing facility/transportation planning and facilities and vehicles are clean, safe and secure
- Manages operational issues with little or no conflict and builds some consensus

#### **Highly Effective**

- Business processes are in place using current best practices and are organized and reported to clearly link with the priority of student learning and success
- Processes are in place for optimizing facilities and transportation planning and a primary focus is on clean, updated, safe, and secure facilities and vehicles
- Identifies and resolves operational issues, manages conflict, and builds consensus

**Comments on rating and/or evidence:**

## 8. Equity, Climate, and Culture

The superintendent fosters and monitors district climate and culture to ensure equity and enhance the academic, physical, social, and emotional growth of all students.

### **Indicators**

1. Creates a school system in which shared vision on equity and equitable practices are the norm.
2. Develops processes and programs that support the academic, physical, social, and emotional growth of all students.
3. Visibly and actively develops and communicates a positive and responsive culture of high expectations and well-being for self, staff and all students.

#### **Needs Improvement**

- Little or no evidence of a shared vision on equity or equitable practices
- Little or no evidence if/that leadership team promotes a sense of well-being, valuing diversity, and grounded in trust
- Little or no evidence of a responsive culture of high expectations

#### **Developing**

- Some evidence of shared vision on equity and equitable practices
- Some evidence if/that leadership team promotes a sense of well-being, valuing diversity, and grounded in trust
- Some evidence of a responsive culture of high expectations

#### **Effective**

- Shared vision on equity and equitable practices is evident through professional learning
- Leadership team promotes a sense of well-being, valuing diversity, and grounded in trust through communication processes and district procedures
- Communication processes promote a culture of high expectations for self, staff, and all students

#### **Highly Effective**

- Shared vision on equity and equitable practices is the norm, through professional development, district processes, and procedures; and, is validated through an annual student/staff climate survey
- Leadership team ensures a sense of well-being, valuing diversity, and grounded in trust through communication processes and district procedures; and, is validated through an annual student/staff climate survey
- Communication processes and annual student/staff climate survey validates a culture of high expectations for self, staff, and all students

**Comments on rating and/or evidence:**

## 9. Leadership, Conduct, and Professional Growth

The superintendent leads with enthusiasm, fairness, and integrity; demonstrates a high level of personal and professional conduct; participates in professional learning opportunities; and, models continuous improvement.

### **Indicators**

1. Leads with dignity and respect
2. Ensures implementation of policy and practice is consistent.
3. Models and articulates ethical behavior.
4. Consistently holds others in the district accountable for demonstrating integrity and ethical behavior.
5. Participates in professional growth and leadership opportunities to model the continuous improvement needs of self and the organization.

#### **Needs Improvement**

- ... Does not demonstrate dignity or respect when communicating with students, staff, families, or community members
- ... Decisions do not appear to be just, fair, or equitable
- ... Does not model or hold others accountable for demonstrating ethical behavior
- ... Does not participate in professional development or leadership activities

#### **Developing**

- ... Does not consistently demonstrate dignity or respect when communicating with students, staff, families, or community members
- ... Decisions do not consistently appear to be just, fair, or equitable
- ... Models ethical behavior but does not consistently hold others accountable for demonstrating ethical behavior
- ... Participates in some professional development.

#### **Effective**

- ... Demonstrates dignity and respect when communicating with students, staff, families, or community members
- ... Most decisions appear to be just, fair, or equitable
- ... Models ethical behavior and consistently holds others accountable for demonstrating ethical behavior
- ... Participates in professional development that is aligned with district vision and direction

#### **Highly Effective**

- ... Consistently demonstrates dignity and respect when communicating with students, staff, families, or community members
- ... Decisions consistently appear to be just, fair, and equitable
- ... Models integrity and ethical behavior and consistently holds others accountable for demonstrating integrity and ethical behavior
- ... Participates in professional development that is aligned with district vision and direction and takes the initiative to be involved in leadership opportunities in the profession and/or community

**Comments on rating and/or evidence:**

## Superintendent Performance Targets

Clearly identify two or three significant performance targets to be accomplished through superintendent leadership during the next year. These targets must be specific and measurable and integrate with the district's shared vision and strategic direction.

Performance Target:

Measure of Success or Evidence:

Comments:

Performance Target:

Measure of Success or Evidence:

**Comments:**

**Performance Target:**

**Measure of Success or Evidence:**

**Comments:**

*Summary Comments/Recommendations*

# Superintendent Evaluation Summary

## **1. Shared Vision and Strategic Direction**

<input type="checkbox"/>	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
0	Highly Effective	

## **2. Board, Policy, and the Education System**

D	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
0	Highly Effective	

## **3. Collaboration with Families and Community**

<input type="checkbox"/>	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
D	Highly Effective	

## **4. Continuous Improvement and Accountability**

D	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
0	Highly Effective	

## **5. Teaching and Learning**

<input type="checkbox"/>	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
0	Highly Effective	

## **6. Personnel Leadership**

D	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
D	Highly Effective	



**7. Systems Leadership and Management**

- Needs Improvement      Summary Comments/Recommendations:
- Developing
- Effective
- Highly Effective

**8. Equity, Climate, and Culture**

- Needs Improvement      Summary Comments/Recommendations:
- Developing
- Effective
- Highly Effective

**9. Leadership, Conduct, and Professional Growth**

- Needs Improvement      Summary Comments/Recommendations:
- Developing
- Effective
- Highly Effective

- D**      *Meets Expectations; Recommend Contract Renewal*
- D**      *Improvement Plan attached; Recommend Contract Renewal*
- D**      *Does Not Meet Expectations; Do Not Recommend Contract Renewal*

\_\_\_\_\_  
Board President Signature

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

# Superintendent Evaluation Instrument

## 1. Shared Vision and Strategic Direction

The superintendent leads the development and implementation of a shared vision, strategic direction, and goals that reflect the district's core values, beliefs, and priorities.

### **Indicators**

1. Develops and implements a shared vision and strategic direction that guides the district into supporting high expectations for student achievement.
2. Partners with the board of education and key community constituents in the development of the shared vision and strategic direction.
3. Ensures the shared vision and strategic direction represents the current and future needs of the district and school community.
4. Engages constituents within the district and school community to develop a commitment to the shared vision and the strategic direction.
5. Continually models and reinforces commitment to the shared vision through the use of diverse communication strategies.
6. Routinely solicits feedback—including periodic review and revision of the shared vision and strategic direction—with input from students, parents, teachers, administrators, board members, and the community.

#### **Needs Improvement**

- *Shared vision and strategic direction are not documented*
- *Constituents and stakeholders have no or limited engagement in the vision/direction*
- *No evidence of routine feedback or review*

#### **Developing**

- *Vision or direction is documented*
- *Some evidence of constituent engagement*
- *Some evidence of feedback and review*

#### **Effective**

- *Vision and direction are documented and used to guide the district*
- *Evidence of engagement with constituents in development and implementation of strategic direction*
- *Evidence of progress, feedback, and review*

#### **Highly Effective**

- *Vision and direction are documented with measurable outcomes, which are appropriate for the organizational context and guide the district*
- *Evidence of engagement with constituents in development and implementation of strategic direction*
- *Evidence of progress, feedback, and review including input from board, administrators, teachers, students, and parents*

**Comments on rating and/or evidence:**

The superintendent provides direction for the board in policy development and district governance within the political, social, economic, or legal context in which the district exists.

### **Indicators**

1. Actively and continually fosters board relationships, and keeps board members informed and engaged in development.
2. Proactively responds to district needs and policy priorities.
3. Provides leadership in the compliance, review, and development of local policy.
4. Stays current on, responds to, and advocates for state or federal policy, as needed to support the district's shared vision and strategic direction.
5. Collaboratively works to influence local, district, state, and national decisions impacting student learning.

#### **Needs Improvement**

- Limited or inconsistent communication with board members
- Policies are outdated, not in compliance with state or federal law, or not routinely reviewed
- No evidence of collaborative practice to influence decisions impacting student learning

#### **Developing**

- Provides updates and communicates regularly with board members
- Policies are routinely updated
- Uses some collaborative strategies at the local level

#### **Effective**

- Engages board members in district needs and policy priorities
- Policies are consistently reviewed and developed to incorporate state or federal policy, as needed
- Some evidence of strategies to influence local, state, and national decisions

#### **Highly Effective**

- Actively and consistently engages board members in district needs and policy priorities
- Evidence of leadership in compliance, review, and development of local policies
- Evidence of collaborative support to influence local, state, and national decision

**Comments on rating and/or evidence:**

### **3. Collaboration with Families and Community**

The superintendent leads through a collaborative process engaging all stakeholders and mobilizing community resources in support of the vision and strategic direction of the school district.

#### ***Indicators***

1. Communicates regularly and openly with families and stakeholders in the community about the district, school(s), students, needs, challenges and accomplishments.
2. Maintains a presence in the district/school community to understand its strengths and needs.
3. Understands and is engaged with community needs, priorities, and resources.
4. Models collaboration within the organization and encourages collaboration between administrators, teachers, families and the community at the school level.

#### ***Needs Improvement***

- *Little or no evidence of collaboration in the organization*
- *Little or no evidence of consistent communication with families and stakeholders*
- *Little or no evidence of engagement with community organizations, or community activities*
- *Little or no evidence of identification of community needs, priorities, or resources*

#### ***Developing***

- *Some evidence of collaboration in the organization*
- *Some communication of school activities with families through newsletters and/or district website*
- *Participates in some community organizations or activities such as the Chamber and service organizations*
- *Demonstrates awareness of community needs, priorities, and resources*

#### ***Effective***

- *Routinely collaborates with board members and staff*
- *Routinely uses oral and written communication strategies with families and the community regarding school activities and student achievement*
- *Actively involved in community organizations or activities, such as the Chamber, or service organizations*
- *Recognizes some community needs, priorities, or resources in the district and school planning.*
- *Ensures engagement of administrators, teachers, families, and community*

#### ***Highly Effective***

- *Models collaboration and supports staff collaboration throughout the organization*
- *Engages families and community stakeholders through routine and consistent oral and written communication strategies regarding school activities and student achievement*
- *Provides leadership and active participation in community organizations or activities such as the Chamber or service*

***Comments on rating and/or evidence:***

#### 4. Continuous Improvement and Accountability

The superintendent promotes student success through a clearly defined process of accountability and a culture of continuous improvement.

##### **Indicators**

1. Demonstrates a commitment to accountability by modeling and ensuring everyone is held accountable for student success.
2. Systematically reviews, anticipates, and analyzes emerging trends and innovative strategies to continually improve all elements of the system.
3. Maintains comprehensive and current information about student progress, academic achievement, and school(s) and district effectiveness.
4. Makes informed recommendations to the board and makes decisions based on multiple data sources.
5. Engages families and communities on student needs, successes, and challenges on a regular basis.
6. Aligns district processes with state and national indicators of quality, accreditation, and accountability.

##### **Needs Improvement**

- Little or no evidence of innovation or continuous improvement
- Little or no evidence of student information guiding decision-making
- Little or no evidence of use of quality indicators to guide district planning or practice

##### **Developing**

- Some evidence of continuous improvement and innovation
- Student information is used to guide decision-making
- Some quality indicators/accreditation standards guide district planning and practice

##### **Effective**

- Evidence of the use of some systematic review or emerging trends and innovation in continuous improvement process
- Information on student progress and achievement is used for planning and decision-making
- Alignment between district and state quality indicators for accreditation and accountability

##### **Highly Effective**

- Strategic, comprehensive continuous improvement process incorporating emerging trends and innovation
- Comprehensive and current information on student progress and achievement is available and utilized in decision-making
- Clear PK-12 alignment between district/state/national indicators of quality, accreditation, and accountability

**Comments on rating and/or evidence:**

## 5. Teaching and Learning

The superintendent ensures student success through continuous improvement and leadership focused on evidence-based practices in teaching and learning.

### **Indicators**

1. Ensures the implementation of a coherent system of curriculum, instruction and assessment that aligns with the shared vision, is culturally responsive and embodies high expectations.
2. Communicates high expectations for student achievement that is accomplished by a data-driven approach that produces effective results.
3. Ensures district/school curriculum and programs are research-based and innovative and provide learning experiences and opportunities that lead all students to success at the next level.
4. Ensures curricular and programmatic expectations are available for review and input by students, parents, and community members.
5. Monitors and supports the implementation of research-based, instructional practices.

#### **Needs Improvement**

- *Little or no evidence of high expectations of student achievement*
- *Little or no evidence of a written curriculum*
- *Little or no evidence of programmatic or curriculum review or input*
- *Little or no evidence of consistency or continual improvement of instructional practices*

#### **Developing**

- *Some evidence of high expectations of student achievement*
- *Written curriculum is evident in most subject areas*
- *Written curriculum and programmatic expectations are available in most subject areas and most programs for students, parents, and community*
- *Instructional practices have some consistency and some on-going improvement*

#### **Effective**

- *High expectations are clearly and consistently communicated and monitored*
- *Written curriculum is developed, monitored, and adjusted*
- *Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community*
- *Instructional process and practices are consistent with ongoing improvement*

#### **Highly Effective**

- *Data-driven high expectations of student achievement and monitoring of progress*
- *Written curriculum is designed to provide equitable and challenging learning experiences and is routinely monitored and adjusted*
- *Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community review and input*
- *Continual improvement of instructional processes is monitored and enhanced with best practices*

**Comments on rating and/or evidence:**

## 6. Personnel Leadership

The superintendent effectively uses strategies, processes, and systems to hire, develop and retain high-performing personnel who demonstrate a shared commitment to student success.

### **Indicators**

1. Ensures the necessary personnel and financial resources are allocated to achieve the district's shared vision and strategic direction.
2. Implements human resources systems and processes that address:
  - recruitment, hiring and induction;
  - evaluation and retention; and
  - short-term and long-term planning reflective of personnel needs.
3. Creates a comprehensive system of professional development for all personnel.

#### **Needs Improvement**

- *Little or no evidence of alignment of personnel and financial resources with district strategic vision or plan*
- *Little or no evidence of short or long-term personnel planning*
- *Little or no evidence of modeling lifelong learning*

#### **Developing**

- *Some evidence of alignment of personnel and financial resource allocation to achieve district vision and direction*
- *Some evidence of short-term and long-term personnel planning*
- *Some evidence of participation in lifelong learning activities*

#### **Effective**

- *Evidence of alignment of personnel and financial resource allocation to achieve district vision and direction*
- *Short-term and long-term planning that address recruitment, induction, development, evaluation, and retention of high-performing diverse staff is in place*
- *Evidence of on-going modeling of lifelong learning*

#### **Highly Effective**

- *Evidence of ongoing strategic planning to ensure personnel and financial resources are allocated to achieve district vision and direction*
- *Short-term and long-term planning that address recruitment, induction, development, evaluation, and retention of high-performing diverse staff is in place, reviewed, and monitored*
- *Models lifelong learning by engaging and applying ongoing professional development*

**Comments on rating and/or evidence:**



## 7. Systems Leadership and Management

The superintendent promotes student success by managing the organizational structure and resources in a way that ensures a safe, efficient, and effective learning environment.

### **Indicators**

1. Ensures business processes and systems are in place for budgeting and financial planning.
2. Communicates expectations that align board and district vision with the use of physical and financial resources of the district.
3. Uses a systems approach that optimizes the use of facilities and transportation while maintaining a focus on clean, updated, safe, and secure facilities and vehicles.
4. Identifies and resolves issues, manages conflicts and builds consensus about the use of physical and financial resources of the district.

#### **Needs Improvement**

- *Business processes are out of date and not clearly linked to student learning and success*
- *Facilities/Transportation are not up-to-date, clean, safe, and secure*
- *Little evidence of building consensus, managing conflict, and resolving operational issues*

#### **Developing**

- *Most business processes in place and using current best practices but not clearly linked to student learning and success*
- *Some evidence of facility/transportation planning, with fairly clean and safe facilities*
- *Manages operational issues with little or no conflict*

#### **Effective**

- *Business processes are in place using current best practices with a clear priority on student learning and success*
- *Processes are in place for ongoing facility/transportation planning and facilities; and vehicles are clean, safe and secure*
- *Manages operational issues with little or no conflict and builds some consensus*

#### **Highly Effective**

- *Business processes are in place using current best practices and are organized and reported to clearly link with the priority of student learning and success*
- *Processes are in place for optimizing facilities and transportation through planning; and a priority focus is on clean, updated, safe, and secure facilities and vehicles*
- *Identifies and resolves operational issues, manages conflict, and builds consensus*

**Comments on rating and/or evidence:**



## 8. Equity, Climate, and Culture

The superintendent fosters and monitors district climate and culture to ensure equity and enhance the academic, physical, social, and emotional growth of all students.

### *Indicators*

1. Creates a school system in which shared vision on equity and equitable practices are the norm.
2. Develops processes and programs that support the academic, physical, social, and emotional growth of all students.
3. Visibly and actively develops and communicates a positive and responsive culture of high expectations and well-being for self, staff and all students.

#### ***Needs Improvement***

- *Little of no evidence of a shared vision on equity or equitable practices*
- *Little or no evidence that leadership promotes a sense of well-being, valuing diversity, and grounded in trust*
- *Little or no evidence of a responsive culture of high expectations*

#### ***Developing***

- *Some evidence of shared vision on equity and equitable practices*
- *Some evidence that the leadership team promotes a sense of well-being, valuing diversity, and grounded in trust*
- *Some evidence of a responsive culture of high expectations*

#### ***Effective***

- *Shared vision on equity and equitable practices is evident through professional learning*
- *Leadership team promotes a sense of well-being, valuing diversity, and grounded in trust through communication processes and district procedures*
- *Communication processes promote a culture of high expectations for self, staff, and all students*

#### ***Highly Effective***

- *Shared vision on equity and equitable practices is the norm through professional development, district processes, and procedures; and, is validated through an annual student/staff climate survey*
- *Leadership team ensures a sense of well-being, valuing diversity, and grounded in trust through communication processes and district procedures; and, is validated through an annual student/staff climate survey*
- *Communication processes and annual student/staff climate survey validates a culture of high expectations for self, staff, and all students*

***Comments on rating and/or evidence:***

## 9. Leadership, Conduct, and Professional Growth

The superintendent leads with enthusiasm, fairness, and integrity; demonstrates a high level of personal and professional conduct; participates in professional learning opportunities; and, models continuous improvement.

### **Indicators**

1. Leads with dignity and respect.
2. Ensures implementation of policy and practice is consistent.
3. Models and articulates ethical behavior.
4. Consistently holds others in the district accountable for demonstrating integrity and ethical behavior.
5. Participates in professional growth and leadership opportunities to model the continuous improvement needs of self and the organization.

#### **Needs Improvement**

- Does not demonstrate dignity or respect when communicating with students, staff, families, or community members
- Decisions do not appear to be just, fair, or equitable
- Does not model or hold others accountable for demonstrating ethical behavior
- Does not participate in professional development or leadership activities

#### **Developing**

- Does not consistently demonstrate dignity or respect when communicating with students, staff, families, or community members
- Decisions do not consistently appear to be just, fair or equitable
- Models ethical behavior but does not consistently hold others accountable for demonstrating ethical behavior
- Participates in some professional development.

#### **Effective**

- Demonstrates dignity and respect when communicating with students, staff, families, or community members
- Most decisions appear to be just, fair, or equitable
- Models ethical behavior and generally holds others accountable for demonstrating ethical behavior
- Participates in professional development that is aligned with district vision and direction

#### **Highly Effective**

- Consistently demonstrates dignity and respect when communicating with students, staff, families, or community members
- Decisions consistently appear to be just, fair, and equitable
- Models integrity and ethical behavior and consistently holds others accountable for demonstrating integrity and ethical behavior
- Participates in professional growth and development that is aligned with district vision and direction and takes the initiative to be involved in leadership opportunities in the profession and/or community

**Comments on rating and/or evidence:**

## Superintendent Performance Targets

Clearly identify two or three significant performance targets to be accomplished through superintendent leadership during the next year. These targets must be specific and measurable and integrate with the district's shared vision and strategic direction.

Performance Target:

Measure of Success or Evidence:

Comments:

Performance Target:

Measure of Success or Evidence:

Comments:

Performance Target:

Measure of Success or Evidence:

Comments:

*Summary Comments/Recommendations*

## Superintendent Evaluation Summary

### 1. Shared Vision and Strategic Direction

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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### 2. Board, Policy, and the Education System

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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### 3. Collaboration with Families and Community

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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### 4. Continuous Improvement and Accountability

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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### 5. Teaching and Learning

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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### 6. Personnel Leadership

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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### 7. Systems Leadership and Management

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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### 8. Equity, Climate, and Culture

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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### 9. Leadership, Conduct, and Professional Growth

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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- Meets Expectations; Recommend Contract Renewal***
- Improvement Plan attached; Recommend Contract Renewal***
- Does Not Meet Expectations; Do Not Recommend Contract Renewal***

\_\_\_\_\_  
Board President Signature

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

School District	ESU	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	0708 base	0809 base	Health Insurance	Dental Plan	% Increase	Salary Schedule	Teacher Contract
Adams Central	9	Shawn Scott	sscott@esu9.org	yes	\$28,300	\$29,600	\$300	100% ABC	4.7600	4.5 x 4.5	184
Ainsworth	17	Darrell Peterson	<a href="mailto:dkpeters@esu17.org">dkpeters@esu17.org</a>	yes	\$27,500	\$28,500	\$300	80%AB, 50%C	4.0900	5 x 4	185
Allen Consolidated	1	Katherine Meink	meinkk@esu8.org	yes	\$26,750	\$27,650	\$550	80% AB, 50% C	4.4300	4 x 4	185
Alliance	13	John McLane	john_mclane@aps.k12.ne.us								
Alma	11	Jon Davis	<a href="mailto:jdavis@esu11.org">jdavis@esu11.org</a>	yes	\$27,000	\$28,000	\$300		5.0000		
Amherst	10	Tom Moore	tmoore@esu10.org							4 x 4	182
Anselmo-Merna	10	Sue McNeil	<a href="mailto:smcneil@esu10.org">smcneil@esu10.org</a>	yes	\$25,375	\$25,950	\$300		4.0000	4 x 4	183
Ansley	10	Mike McCabe	<a href="mailto:mmccabe@esu10.org">mmccabe@esu10.org</a>	yes	\$25,575	\$26,575	\$300			4 X 4.5	183
Arapahoe	11	Damon McDonal	dmcdonal@esu11.org	yes	\$26,250	\$27,250	\$550			4 x 4	183
Arcadia	10	Mike McCabe	<a href="mailto:mmccabe@esu10.org">mmccabe@esu10.org</a>	yes	\$24,500	\$25,500	\$550				
Arlington	3	Nate Stineman	<a href="mailto:nstineman@esu3.org">nstineman@esu3.org</a>	yes	\$29,145	\$30,145	\$300	80%AB, 50%C	4.9000	4 x 5	185
Arnold	10	Robert Brown	<a href="mailto:rbrown@esu10.org">rbrown@esu10.org</a>	yes	\$26,200	\$26,700	\$300	80%AB, 50%C	1.6500	4 x 5	182
Arthur County	16	John Frates	<a href="mailto:jfrates@esu16.org">jfrates@esu16.org</a>	yes	\$27,250	\$27,250				4 x 4	
Ashland-Greenwood	2	Craig Pease	<a href="mailto:cpease@esu2.org">cpease@esu2.org</a>	yes	\$27,120	\$28,500			6.7300	4 x 5	185
Auburn	4	Steve Schneider	sschneider@esu4.org	yes	\$27,200	\$28,900	\$550			4 x 5	180
Aurora	9	Larry Rameakers	<a href="mailto:lrameake@esu9.org">lrameake@esu9.org</a>	yes	\$26,500	\$27,625	\$300	80%AB, 50%C	5.1900	5 x 5	185
Axtell	11	Tom Sandberg	tsandber@esu11.org	yes	\$26,300	\$27,700	\$300	80%AB, 50%C	4.7700	4 x 4.5	185
Bancroft-Rosalie	2	Jon Cerny	<a href="mailto:jcerny@esu2.org">jcerny@esu2.org</a>	yes	\$26,650	\$27,750	\$550		5.6400	4 x 4	185
Banner County	13	Lana Sides	<a href="mailto:lsides@panesu.org">lsides@panesu.org</a>	yes	\$26,000	\$27,300	\$300		5.0400	4.5 x 4.5	183
Battle Creek	8	Jay Bellar	<a href="mailto:jbellar@esu8.org">jbellar@esu8.org</a>	yes	\$26,500	\$27,400	\$300			4 x 4.5	185
Bayard	13	Allen Gross	<a href="mailto:agross@panesu.org">agross@panesu.org</a>	yes	\$27,000	\$28,250	\$550	80% AB, 50% C	5.7000	4.5 X 4.5	185
Beatrice	5	Chris Nelson	<a href="mailto:cnelson@bpsne.org">cnelson@bpsne.org</a>	yes	\$29,100	\$30,100	\$550		5.5100	5 x 4	186
Bellevue	3	John Deegan	carolmisa@aol.com								
Bennington	3	Terry Haack	<a href="mailto:thaack@esu3.org">thaack@esu3.org</a>	yes	\$27,600	\$29,250	\$550	100% ABC	6.9900	4 x 5	186
Bertrand	11	Dennis Shipp	<a href="mailto:dshipp@esu11.org">dshipp@esu11.org</a>	yes	\$25,800	\$27,000	\$300		4.9300	4 x 4	183
Blair	3	Steve Shanahan	steve.shanahan@blairschools.org								
Bloomfield	1	Bob Marks	bmarks@esu1.org								
Blue Hill	9	Glen Larsen	<a href="mailto:glarsen@esu9.org">glarsen@esu9.org</a>	yes	\$26,700	\$27,850	\$550		5.2600	4 x 4	185
Boone Central	7	Larry Lambert	<a href="mailto:lambert@esu7.org">lambert@esu7.org</a>	yes	\$25,900	\$27,100	\$550		4.6200	4 x 5	185
Brady Public School	16	Joyce Huffman	<a href="mailto:jhuffman@esu16.org">jhuffman@esu16.org</a>	yes	\$24,600	\$26,175	\$550			4 x 4	175
Bridgeport	13	Kirk Nielsen	kirk.nielsen@panesu.org	yes	\$28,200	\$29,250	\$300	80% AB, 50% C	3.7230	4.5 x 4.5	184
Broken Bow Schools	10	Sandy Eggleston	<a href="mailto:seggles@bbps.org">seggles@bbps.org</a>	yes	\$26,650	\$27,650	\$300	ABC, 50% D	4.4000	4.5 x 4.5	185
Bruning-Davenport	5	Trudy Clark	tclark@esu6.org	yes	\$26,778	\$27,900	\$300	80%AB	4.0000	4 x 4	182
Burwell	10	Dan Bird	<a href="mailto:dbird@esu10.org">dbird@esu10.org</a>	yes	\$26,390	\$27,200	\$300		4.1400		
Callaway	10	Pat Osmond	<a href="mailto:posmond@esu10.org">posmond@esu10.org</a>								
Cambridge	11	Ron Streit	<a href="mailto:rstreit@esu11.org">rstreit@esu11.org</a>	yes	\$26,400	\$27,800	\$550		4.4000		
Cedar Bluffs	2	Joel Bohlken	<a href="mailto:jbohlken@esu2.org">jbohlken@esu2.org</a>	yes	\$28,000	\$29,000	\$350			4 x 4	185
Cedar Rapids	7	Amy Malander	amalande@esu7.org	yes	\$25,500	\$26,100	\$300	80% AB		4 x 4	183
Centennial	6	Tim DeWaard	<a href="mailto:tdewaard@esu6.org">tdewaard@esu6.org</a>	yes	\$27,700	\$29,050	\$300		4.3300	4 x 5	185
Central City	7	Candace Conradt	cconradt@esu7.org	no	\$26,075	X	\$550	PPO 80%A&B 50%C		4 X 5	185
Centura	10	Ken Heinz	<a href="mailto:kheinz@esu10.org">kheinz@esu10.org</a>	yes	\$26,850	\$27,850	\$300		5.0500	4 x 5	184
Chadron	13	Sherlock Hirning	hirning@panesu.org	yes	\$27,700	\$29,000	\$550	PPO 80%A&B 50%C	5.3000	4.25 x 4.5	185
Chambers	8	Rob Hanger	rhanger@esu8.org	yes		\$26,750	\$300		4.0600	4 x 4	184



Chase County	15	Matthew Fisher	mfisher@esu15.org	yes	\$26,800	\$28,782	\$300	PO 80%A&B 50% C	4.3400	4.5 x 4.5	184
Clarkson	7	Dan Polk	<a href="mailto:dpolk@esu7.org">dpolk@esu7.org</a>	yes	\$25,500	\$26,750	\$550		5.5000	4 x 4	184
Clay Center	9	Lee Sayer	<a href="mailto:lsayer@esu9.org">lsayer@esu9.org</a>	yes	\$26,300	\$27,385	\$550		5.0100	4 x 4	185
Cody-Kilgore	17	Terry Hazard									
Coleridge	1	Dan Hoelsing	dhoelsing@esu1.org								
Columbus	7	Paul Hillyer	phillyer@esu7.org								
Conestoga	3	Mark Sievering	<a href="mailto:msievering@esu3.org">msievering@esu3.org</a>	yes	\$27,100	\$28,100	\$550	80%AB, 50%C		4 x 5	159
Cozad	10	John Grinde	<a href="mailto:jgrinde@esu10.org">jgrinde@esu10.org</a>	yes	\$27,550	\$28,750			6.7500	2.5 x 4.7	185
Crawford	13	Dick Leshner	dlesher@panesu.org	yes	\$27,000	\$28,080	CIL	no coverage		4.5 x 4.5	183
Creek Valley	13	Ted Classen	tclassen@panesu.org	yes	\$26,000	\$27,500	\$300		5.0000	4.5 x 4.5	185
Creighton	1	Fred Boelter	fboelter@esu1.org	yes	\$26,675	\$27,825	\$550				
Crete	6	Kyle McGowan	<a href="mailto:kylem@creteschools.org">kylem@creteschools.org</a>	yes	\$28,525	\$30,000	\$550	80%AB, 50%C	6.4000	4.5 x 4.5	186
Crofton	1	Randall Anderson	randers@esu1.org								
Cross County	7	Randy Page	pager@esu7.org							4.5 x 4	185
David City	7	Jerry Phillips	<a href="mailto:jphillip@esu7.org">jphillip@esu7.org</a>	yes	\$27,800	\$29,000	\$300	PO 80%A&B 50% C	3.9500	4 x 5	185
Deshler	5	Al Meier	ameier@esu6.org	yes	\$25,695	\$27,285	\$300	PO 80%A&B 50% C	4.5000	4.5 x 4	182
Diller-Odell	5	Darrell Vitosh	<a href="mailto:dvitosh@esu5.org">dvitosh@esu5.org</a>	yes	\$26,800	\$28,100	\$550		2.6000	4 X 4	185
Dodge	2	Randy Marymee	rmarymee@esu2.org	yes	\$26,611	\$27,400	\$550			4 x 5	185
Doniphan-Trumbull	9	Kirk Russell	<a href="mailto:krussell@esu9.org">krussell@esu9.org</a>	yes		\$28,250	\$550	80%AB	4.9200	4 x 5	185
Dorchester	6	Brian Redinger	<a href="mailto:breddinger@esu6.org">breddinger@esu6.org</a>	yes	\$26,450	\$27,700	\$300	AB, 50% C	4.2300	4 X 4	185
Douglas County West	3	George Conrad	gconrad@dcwest.org	yes	\$28,300	\$29,100	CIL		6.9700	4 x 4	187
Dundy County	15	Dallas Watkins	<a href="mailto:dwatkins@esu15.org">dwatkins@esu15.org</a>	yes	\$27,100	\$28,400	\$300		5.0000		
East Butler	7	Jim Koontz	<a href="mailto:jkoontz@esu7.org">jkoontz@esu7.org</a>	yes	\$27,100	\$27,900	\$550		6.3600	4 x 4.5	185
Elba	10	Gary Klahn	<a href="mailto:garyklahn@esu10.org">garyklahn@esu10.org</a>	yes	\$24,514	\$25,250	\$300		3.0000	4 x 5	173
Elgin	8	Gayla Fredrickson	gfredric@esu8.org								
Elkhorn	3	Steve Baker	sbaker@epsne.org								
Elkhorn Valley	8	Ken Navratil	knavrati@esu8.org	yes	\$26,900	\$27,900	\$550			4 x 4	185
Elm Creek	10	Larry Babcock	<a href="mailto:lbabcock@esu10.org">lbabcock@esu10.org</a>	yes	\$26,300	\$27,800	\$300			4 x 4	182
Elmwood-Murdock	3	Dan Novak	<a href="mailto:dnovak@esu3.org">dnovak@esu3.org</a>	yes	\$27,700	\$28,600	\$300		4.0000	4 x 4	185
Elwood	11	Richard Einspahr	<a href="mailto:richeins@esu11.org">richeins@esu11.org</a>	yes	\$26,000	\$27,000	\$300	100% ABC	3.9100	4 x 4	184
Emerson-Hubbard	1	Tom Becker	<a href="mailto:tbecker@esu1.org">tbecker@esu1.org</a>	yes	\$26,650	\$27,850	\$300			4 x 4	185
ESU 01	1	Bob Uhing	<a href="mailto:buhing@esu1.org">buhing@esu1.org</a>								
ESU 02	2	Michael Ough	<a href="mailto:mough@mail.esu2.org">mough@mail.esu2.org</a>	yes	\$25,400	\$26,600	\$300	80% AB, 50% C		4.5 x 4.5	185
ESU 03	3	Gil Kettelhut	<a href="mailto:gil@esu3.org">gil@esu3.org</a>								
ESU 04	4	Jon Fisher	<a href="mailto:jfisher@esu4.org">jfisher@esu4.org</a>								
ESU 05	5	Jan Reimer	jreimer@esu5.org	yes	\$28,835	\$30,305	\$550	PO 80%A&B 50% C	6.1000	4 x 5	185
ESU 06	6	Dan Shoemake	dshoemake@esu6.org	yes	\$27,150	\$28,150	\$300		5.0900	4 x 4	185
ESU 07	7	Norm Ronell	<a href="mailto:nronell@esu7.org">nronell@esu7.org</a>								
ESU 08	8	Randy Peck	<a href="mailto:rpeck@esu8.org">rpeck@esu8.org</a>								
ESU 09	9	Larry Fox	lfox@esu9.org	yes	\$27,225	\$28,875	\$300	80% ABC	5.4000	4 x 4.5	185
ESU 10	10	Wayne Bell	<a href="mailto:wbell@esu10.org">wbell@esu10.org</a>	yes	\$26,900	\$28,600	\$300		5.6962	4.75 x 4	185
ESU 11	11	Ron Karr	<a href="mailto:rkarr@esu11.org">rkarr@esu11.org</a>								
ESU 13	13	Jeff West	jeffwest@esu13.org		\$27,000		\$300			4.5 x 4.5	183
ESU 15	15	Brent McMurtrey	bmcmurtr@esu15.org		\$27,605		\$300				
ESU 16	16	Margene Beatty	mbeatty@esu16.org	yes	\$26,700	\$27,800	\$300	80%AB, 50%C	5.2000	4 x 5	185
ESU 17	17	Dennis Radford	dradford@esu17.org	yes	\$25,550	\$26,050	CIL		5.0000	4 x 4	185

Eustis-Farnam	11	Steve Sampy	<a href="mailto:ssampy@esu11.org">ssampy@esu11.org</a>	yes	\$25,900	\$27,000	\$550		5.1400	4 x 4	183
Ewing	8	Katherine Meink	<a href="mailto:meinkk@esu8.org">meinkk@esu8.org</a>	yes	\$26,000	\$27,000	\$300	80% A & B, 50% C		4 x 4.25	185
Exeter-Milligan	6	Paul Sheffield	<a href="mailto:psheffie@esu6.org">psheffie@esu6.org</a>							4 x 4	185
Fairbury	5	Fred Helmink	<a href="mailto:fhelmink@fairburyjeffs.org">fhelmink@fairburyjeffs.org</a>	yes	\$27,250	\$28,850	\$550	80% A&B	5.8700	4 x 5	185
Falls City	4	Jon Habben	<a href="mailto:jhabben@esu4.org">jhabben@esu4.org</a>	yes	\$27,350	\$28,250	\$300		5.3000	4 x 5	184
Fillmore Central	6	Mark Norvell	<a href="mailto:mnorvell@esu6.org">mnorvell@esu6.org</a>	yes	\$27,700	\$28,650	\$300		4.2200	4 x 4	185
Fort Calhoun	3	Jerry Beach	<a href="mailto:jbeach@esu3.org">jbeach@esu3.org</a>	yes	\$27,050	\$28,050	\$300		5.2800	4 x 5	187
Franklin	11	Mike Lucas	<a href="mailto:mjlucas@esu11.org">mjlucas@esu11.org</a>	yes	\$25,400	\$27,200	\$300			4 x 5	185
Freeman	5	Glenda Kuster	<a href="mailto:gkuster@esu6.org">gkuster@esu6.org</a>	yes	\$26,600	\$27,400	\$300	80% A & B, 50% C	5.0000	4 x 4	185
Friend	6	Beth Johnsen	<a href="mailto:bjohnsen@esu6.org">bjohnsen@esu6.org</a>	yes	\$26,150	\$27,650	\$300			4.5 x 4	185
Fullerton	7	Jeff Anderson	<a href="mailto:janders@esu7.org">janders@esu7.org</a>	yes	\$26,600	\$27,600	\$300		4.9800	4 x 5	185
Garden County	13	Paula Sissel	<a href="mailto:paulas@panesu.org">paulas@panesu.org</a>								
Gering	13	Melanie Kreider	<a href="mailto:mkreider@geringschools.net">mkreider@geringschools.net</a>	yes	\$28,550	\$29,400	\$300	80% A & B, 50% C	5.2600	4.5 x 4.5	186
Gibbon	10	Larry Witt	<a href="mailto:lawitt@esu10.org">lawitt@esu10.org</a>	yes	\$27,350	\$28,600	\$550	80% AD, 50% C	3.2400	4 x 5	185
Giltner	9	John Poppert	<a href="mailto:jpoppert@esu9.org">jpoppert@esu9.org</a>							4 x 4	180
Gordon-Rushville	13	Merrell Nelson	<a href="mailto:mnelson@panesu.org">mnelson@panesu.org</a>	yes	\$27,100	\$28,100					
Gothenburg	10	Mike Teahon	<a href="mailto:mteahon@esu10.org">mteahon@esu10.org</a>	yes	\$28,100	\$29,300	\$300	80%AB, 50%C	5.6700	4 x 5	185
Grand Island	10	Steve Joel	<a href="mailto:sjoel@gips.org">sjoel@gips.org</a>								
Grand Island North	10	Bill Mowinkel	<a href="mailto:bmowinke@esu10.org">bmowinke@esu10.org</a>	yes	\$26,900	\$27,900	\$550	80% AB, 50% C	5.1200	4 x 5	185
Greeley-Wolbach	10	Lee Sayer	<a href="mailto:lsayer@esu9.org">lsayer@esu9.org</a>	yes	\$25,500	\$26,600	\$300	80% AB, 50% C		4 x 5	185
Gretna	3	Kevin Riley	<a href="mailto:kriley@esu3.org">kriley@esu3.org</a>								
Hampton	9	Holly Herzberg	<a href="mailto:hherzber@esu9.org">hherzber@esu9.org</a>	yes	\$26,000	\$27,000	\$550	80%AB, 50%C	6.0000	4 x 4	185
Hartington	1	Scott Swisher	<a href="mailto:sswisher@esu1.org">sswisher@esu1.org</a>								
Harvard	9	Larry Turnquist	<a href="mailto:lturn@esu9.org">lturn@esu9.org</a>							4 x 4	185
Hastings	9	Craig Kautz	<a href="mailto:ckautz@esu9.org">ckautz@esu9.org</a>							4.5 x 4.5	186
Hay Springs	13	Ernest Griffiths	<a href="mailto:egriff@teacher.com">egriff@teacher.com</a>	yes	\$26,600	\$27,930	\$550	100% A	5.0000	4.5 x 4.5	182
Hayes Center	15	Kathryn Repass	<a href="mailto:krepass@esu15.org">krepass@esu15.org</a>	yes	\$25,800	\$26,800	\$300	80%AB, 50%C	4.0000	4 x 4.5	184
Heartland	6	Norm Yoder	<a href="mailto:nyoder@esu6.org">nyoder@esu6.org</a>	yes	\$28,900	\$30,025	\$300		3.9300	4 x 4	185
Hemingford	13	Casper Ningen	<a href="mailto:cningen@panesu.org">cningen@panesu.org</a>	yes	\$27,400	\$28,400	\$300	100%A&B	4.9300	4.5 x 4.5	185
Hershey	16	Michael Cuning	<a href="mailto:mcunning@esu16.org">mcunning@esu16.org</a>	yes	\$25,700	\$27,300	\$300			5 x 4	182
High Plains	7	Stan Hendricks	<a href="mailto:shendricks@esu7.org">shendricks@esu7.org</a>	yes	\$26,750	\$28,000	\$550	80%AB	5.4500	4 x 4.5	184
Hitchcock County	15	Mike Apple	<a href="mailto:mapple@hcfalcons.org">mapple@hcfalcons.org</a>	yes		\$27,000	\$300			4 x 4	178
Holdrege	11	Cinde Wendell	<a href="mailto:cwendell@esu11.org">cwendell@esu11.org</a>	yes	\$26,400	\$27,800			5.6600	4.5 x 4.5	185
Homer	1	Russel Gade	<a href="mailto:rugade@esu1.org">rugade@esu1.org</a>	yes	\$25,750	\$26,100	\$550	80%AB, 50%C	4.0000	4 x 4	185
Howells	7	Tom McMahon	<a href="mailto:tmcmahon@esu7.org">tmcmahon@esu7.org</a>	yes	\$28,200	\$29,500	n/a	n/a	5.2700	4 x 4	185
Humboldt-Table Rock	4	Clint Kimbrough	<a href="mailto:crkimbro@esu6.org">crkimbro@esu6.org</a>	yes	\$27,175	\$28,300	\$300	80%AB, 50%C	6.0000	4 x 4	185
Humphrey Public	7	Greg Sjuts	<a href="mailto:gsjuts@esu7.org">gsjuts@esu7.org</a>	yes	\$25,925	\$26,775	\$550	80% A & B, 50% C	4.9000	4 x 4	185
Hyannis Dist 11	16	Mike Davis	<a href="mailto:davism@esu16.org">davism@esu16.org</a>	yes	\$25,000	\$26,000	\$300	80%AB, 50%C		4 x 4	184
Johnson County Central	4	Jack Moles	<a href="mailto:jamoles@esu4.org">jamoles@esu4.org</a>	yes	\$27,850	\$28,850					
Johnson-Brock	4	Arlan Andreeson	<a href="mailto:aandrees@esu4.org">aandrees@esu4.org</a>	yes	\$26,500	\$27,900			6.5600	4 x 4	185
Kearney	10	Norma Hledik	<a href="mailto:Norma.Hledik@kearneypub.org">Norma.Hledik@kearneypub.org</a>	yes	\$28,129	\$29,429	\$550	80%AB, 50%C	5.6600	4.5 x 4.5	185
Kenesaw	9	Jim Troshynski	<a href="mailto:jtroshyn@esu9.org">jtroshyn@esu9.org</a>	yes	\$26,000	\$27,200	\$550			4 x 4	182
Keya Paha	17	Roger Lenhard									
Kimball	13	Troy L. Unzicker	<a href="mailto:tunzick@panesu.org">tunzick@panesu.org</a>	yes	\$27,500	\$28,500	\$300		4.5100	4 x 5	185
Lakeview	7	Paul Calvert	<a href="mailto:pcalvert@esu7.org">pcalvert@esu7.org</a>	yes	\$26,500	\$27,250	\$550		4.0600	4 x 5	184
Laurel-Concord	1	Dan Hoelsing	<a href="mailto:dhoelsing@esu1.org">dhoelsing@esu1.org</a>								



Lawrence-Nelson	9	Kent Miller	<a href="mailto:kmiller@esu9.org">kmiller@esu9.org</a>	yes	\$27,375	\$28,800	\$550	PPO 80%A&B 50%C	4.1900	4 x 5	185
Leigh	7	Grant Norgaard	<a href="mailto:gnorgaar@esu7.org">gnorgaar@esu7.org</a>	yes		\$26,500	\$300	PPO 80%A&B 50%C		4 x 4	185
Lewiston	4	Bruce McCoy	<a href="mailto:bmccoy@esu6.org">bmccoy@esu6.org</a>	yes	\$27,000	\$28,050	\$550		5.4020	4 x 4	185
Lexington	10	Brian Bennett	<a href="mailto:bbennett@esu10.org">bbennett@esu10.org</a>	yes	\$29,200	\$31,000	\$550	80% A&B		4 x 5	185
Leyton	13	Bill Hackonson	<a href="mailto:william.hakonson@panesu.org">william.hakonson@panesu.org</a>	yes	\$25,800	\$27,000	\$550	80%AB, 50%C	5.0000	4.5 x 4.5	183
Lincoln Public Schools		Ken Babcock	<a href="mailto:kbabcock@lps.org">kbabcock@lps.org</a>	yes	\$34,154	\$34,908	\$300		4.5000		191
Litchfield	10	Mike Gillming	<a href="mailto:mgillmin@esu10.org">mgillmin@esu10.org</a>	yes	\$25,300	\$26,400	\$300	80% A&B			
Logan View	2	Steve Wilson	<a href="mailto:swilson@esu2.org">swilson@esu2.org</a>	yes	\$26,800	\$27,900	\$550		4.7000	4 x 5	185
Loomis	11	Keith Fagot	<a href="mailto:kfagot@esu11.org">kfagot@esu11.org</a>	yes	\$25,800	\$26,800	\$300		4.6300	4 x 4	183
Louisville	3	Ed Kasl	<a href="mailto:ekasl@esu3.org">ekasl@esu3.org</a>	yes	\$28,140	\$29,240	\$300	80%AB, 50%C		5 x 3	185
Loup City	10	Caroline Winches	<a href="mailto:cwinches@esu10.org">cwinches@esu10.org</a>	yes	\$27,300	\$28,300	\$300			4 x 5	185
Loup County	10	Wayne Ruppert	<a href="mailto:wruppert@esu10.org">wruppert@esu10.org</a>	yes	\$24,200	\$25,200	\$550		5.6300		
Lynch	8	Ted Hillman	<a href="mailto:thillman@esu8.org">thillman@esu8.org</a>								
Lyons-Decatur	2	Beth Doht	<a href="mailto:bdoht@esu2.org">bdoht@esu2.org</a>	yes	\$26,350	\$27,200	\$300	single dental	3.0200	4 x 5	185
Madison	8	Dave Melick	<a href="mailto:dmelick@esu8.org">dmelick@esu8.org</a>	yes	\$27,260	\$28,000	\$1,050	80%AB, 50%C	4.1844	4 x 5	185
Malcolm	6	Gene Neddenrie	<a href="mailto:gnedd@esu6.org">gnedd@esu6.org</a>	yes	\$28,000	\$29,450				4 x 4	185
Maxwell	16	Chuck Hervert	<a href="mailto:chervert@esu16.org">chervert@esu16.org</a>								
Maywood School	15	Jeff Koehler	<a href="mailto:jkoehler@esu15.org">jkoehler@esu15.org</a>	yes	\$24,600	\$25,600	\$550			4.5 x 4.5	183
McCook	15	Rick Haney	<a href="mailto:rhaney@esu15.org">rhaney@esu15.org</a>	yes	\$27,575	\$28,770	\$300	80% A & B, 50% C			
McCool Jct.	6	Curtis Cogswell	<a href="mailto:ccogswel@esu6.org">ccogswel@esu6.org</a>							4 x 4	184
McPherson County	16	Kathy Fisher	<a href="mailto:kfisher@esu16.org">kfisher@esu16.org</a>	yes	\$25,600	\$28,000	\$1,050	single dental	7.0000	4 x 5	183
Mead	2	George Roberts	<a href="mailto:groberts@esu2.org">groberts@esu2.org</a>	yes	\$26,400	\$27,100	\$550	80%AB, 50%C	5.4400	4 x 4	185
Medicine Valley	15	Alan Garey	<a href="mailto:agarey@esu15.org">agarey@esu15.org</a>	yes	\$26,200	\$27,000	\$300	80%AB, 50%C	3.0500	4 x 4	184
Meridian	5	Tom Rother	<a href="mailto:trother@esu6.org">trother@esu6.org</a>	yes		\$27,500	\$300	PPO 80%A&B 50%C		4 x 4	185
Milford	6	Kevin Wingard	<a href="mailto:kwingard@esu6.org">kwingard@esu6.org</a>	yes	\$28,700	\$30,000	\$550	80%AB, 50%C	6.5100	4 x 5	185
Millard	3	Keith Lutz	<a href="mailto:kelutz@mpsomaha.org">kelutz@mpsomaha.org</a>	yes	\$31,475	\$32,734	\$250		4.5000	n/a	194
Minatare	13	Chuck Bunner	<a href="mailto:cbunner@panesu.org">cbunner@panesu.org</a>	yes		\$27,100	\$300				
Minden	11	Melissa Wheelock	<a href="mailto:mwheelock@esu11.org">mwheelock@esu11.org</a>	yes	\$27,475	\$28,902	\$550	80%AB, 50%C	5.0000	4 x 5	185
Mitchell	13	Kent Halley	<a href="mailto:khalley@panesu.org">khalley@panesu.org</a>							4.5 x 4.5	184
Morrill	13	Steve Osborn	<a href="mailto:sosborn@panesu.org">sosborn@panesu.org</a>	yes		\$28,500	plus flat salay of \$10,260			4.25 x 4.5	185
Mullen	16	Jeff Hoelsing	<a href="mailto:jhoelsing@esu16.org">jhoelsing@esu16.org</a>	yes	\$25,100	\$26,000	\$300	80%AB, 50%C	5.4000	4 x 5	183
NE Unified Dist #1	8	Bill Kuester	<a href="mailto:wkuester@esu8.org">wkuester@esu8.org</a>	yes	\$26,750	\$28,300	\$550			4 x 4	185
Nebraska City	4	Jeff Edwards	<a href="mailto:jedwards@esu4.org">jedwards@esu4.org</a>	yes	\$28,625	\$29,725			4.5000	4 x 5	186.5
Neligh-Oakdale	8	Ron Brandl	<a href="mailto:rbrandl@esu8.org">rbrandl@esu8.org</a>							4 x 4	185
Newcastle	1	Dan Hoelsing	<a href="mailto:dhoelsing@esu1.org">dhoelsing@esu1.org</a>								
Newman Grove	8	Herb Pokorny	<a href="mailto:hpokorny@esu8.org">hpokorny@esu8.org</a>	yes	\$25,700	\$26,775	\$550		4.1000	4 x 4	185
Niobrara	1	Margaret Sandoz	<a href="mailto:msandoz@esu1.org">msandoz@esu1.org</a>	yes	\$26,800	\$28,300	\$300			4 x 4	185
Norfolk	8	Bob Waite	<a href="mailto:rwaite@npsne.org">rwaite@npsne.org</a>	yes	\$30,100	\$31,195	\$550	80% A & B, 50% C	5.0050	4.5 x 4.5	186
Norris	6	Roy Baker	<a href="mailto:roy.baker@norris160.org">roy.baker@norris160.org</a>	yes	\$30,500	\$31,660	\$550	80%AB, 50%C	5.0000	4 x 5	187+
North Bend Central	2	Jim Havelka	<a href="mailto:jhavelka@esu2.org">jhavelka@esu2.org</a>	yes	\$26,750	\$27,850	\$550		5.0000	4 x 5 mod	185
North Loup Scotia	10	Gene Hadix	<a href="mailto:ghaddix@esu10.org">ghaddix@esu10.org</a>								
North Platte	16	Dan Twarling	<a href="mailto:dtwarlin@nppsd.org">dtwarlin@nppsd.org</a>								
O'Neill	8	Amy Shane	<a href="mailto:ashane@esu8.org">ashane@esu8.org</a>	yes	\$26,315	\$27,475	\$300			4.5 x 4.5	180
Oakland-Craig	2	Joe Peitzmeier	<a href="mailto:jpeitz@esu2.org">jpeitz@esu2.org</a>	yes	\$26,725	\$27,750			4.3600		
Ogallala	16	Carl Dietz	<a href="mailto:carl.dietz@esu16.org">carl.dietz@esu16.org</a>	yes	\$27,500	\$28,600	\$300	PPO 100% A,B,C		5 x 4	185
Omaha Public Schools		Gerry Huber	<a href="mailto:gerry.huber@ops.org">gerry.huber@ops.org</a>	yes		\$32,282	\$300				190





									median	<b>4.9800</b>		
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School District	ESU #	NED Superintendent or District Contact	e-mail of Superintendent or District Contact	settled ?	0809 base	0910 base	Health Insurance	Dental Plan	% Ins. Pd. By Distric	% Increase	Salary Schedule VxH	Teacher Contract Length	
Adams Central	09	910	Shawn Scott	sscott@esu9.org	yes	\$29,600	\$30,325	\$600	100% ABC	100%	4.3000	4.5 x 4.5	184
Ainsworth	17	500	Darrell Peterson	<a href="mailto:dkpeters@esu17.org">dkpeters@esu17.org</a>	yes	\$28,500	\$29,150	\$350	80% A & B, 50% C	100%	4.8900	5 x 4	185
Allen Consolidated	01	254	Katherine Meink	<a href="mailto:meinkk@esu8.org">meinkk@esu8.org</a>	yes	\$27,650	\$28,700	\$600	80% A & B, 50% C	see rpt.		4 x 4	185
Alliance	13	####	John McLane	<a href="mailto:john_mclane@aps.k12.ne.us">john_mclane@aps.k12.ne.us</a>	yes	\$27,880	\$28,911	\$550		100%	5.0000	4.25 x 4.5	185
Alma	11	314	Jon Davis	<a href="mailto:jdavis@esu11.org">jdavis@esu11.org</a>	yes	\$28,000	\$28,500	\$350	80% A&B	100%	5.2200	4 x 4	183
Amherst	10	270	Tom Moore	<a href="mailto:tmoore@esu10.org">tmoore@esu10.org</a>	yes	\$27,100	\$27,900	\$600		100%	5.3000	4 x 4	182
Anselmo-Merna	10	254	Dave Hamm	<a href="mailto:dhamm@esu10.org">dhamm@esu10.org</a>	yes	\$25,950	\$26,800	\$350		100%	5.0700	4 x 4	183
Ansley	10	194	Mike McCabe	<a href="mailto:mmccabe@esu10.org">mmccabe@esu10.org</a>	yes	\$26,575	\$27,200	\$350		100%	4.3600	4 x 5	185
Arapahoe	11	330	Damon McDona	<a href="mailto:dmcdonal@esu11.org">dmcdonal@esu11.org</a>	yes	\$27,250	\$28,450	\$800	80% A & B, 50% C	100%	4.0900	4 x 4	183
Arcadia	10	124	Mike McCabe	<a href="mailto:mmccabe@esu10.org">mmccabe@esu10.org</a>	yes	\$25,500	\$26,200	\$600		100%	4.1000		
Arlington	03	602	Lynn Johnson	<a href="mailto:lyjohnson@esu3.org">lyjohnson@esu3.org</a>	yes	\$30,145	\$31,170	\$350	80% A & B, 50% C	100%		4 x 5	185
Arnold	10	145	Robert Brown	<a href="mailto:rbrown@esu10.org">rbrown@esu10.org</a>	yes	\$26,700	\$27,050	\$350	80% A & B, 50% C	100%	4.0400	4 x 5	182
Arthur County	16	91	John Frates	<a href="mailto:jfrates@esu16.org">jfrates@esu16.org</a>	yes	\$27,250	\$27,500	\$550		100%		4 x 4	
Ashland-Greenwood	02	848	Craig Pease	<a href="mailto:cpease@esu2.org">cpease@esu2.org</a>	yes	\$28,500	\$29,215	\$600	80% A & B, 50% C	100%	5.5000	4 x 5	185
Auburn	04	882	Steve Schneider	<a href="mailto:sschneider@esu4.org">sschneider@esu4.org</a>	yes	\$28,900	\$30,056	\$600	80% A & B, 50% C	100%		4 x 5	180
Aurora	09	####	Larry Rameakers	<a href="mailto:lramaeke@esu9.org">lramaeke@esu9.org</a>	yes	\$27,625	\$28,600	\$350	80% A & B, 50% C	100%	5.5800	5 x 5	185
Axtell	11	310	Tom Sandberg	<a href="mailto:tsandber@esu11.org">tsandber@esu11.org</a>	yes	\$27,700	\$28,500	\$350	80% A & B, 50% C	100%	5.2000	4 x 4.5	185
Bancroft-Rosalie	02	302	Jon Cerny	<a href="mailto:jcerny@esu2.org">jcerny@esu2.org</a>	yes	\$27,750	\$28,750	\$600		100%		4 x 4	185
Banner County	13	167	Lana Sides	<a href="mailto:lsides@panesu.org">lsides@panesu.org</a>	yes	\$27,300	\$28,300	\$350	PPO 80%A&B 50% C	100%	3.8700	4.5 x 4.5	183
Battle Creek	08	475	Jay Bellar	<a href="mailto:jbellar@esu8.org">jbellar@esu8.org</a>	yes	\$27,400	\$28,500	\$600		100%	5.1000	4 x 4.5	185
Bayard	13	442	Allen Gross	<a href="mailto:agross@panesu.org">agross@panesu.org</a>	yes	\$28,250	\$28,600	\$600	80% A & B, 50% C	100%	4.1900	4.5 X 4.5	185
Beatrice	05	####	Chris Nelson	<a href="mailto:cnelson@bpsne.org">cnelson@bpsne.org</a>	yes	\$30,100	\$30,700	\$600		100%	4.4800	5 x 4	186
Bellevue	03	####	John Deegan	<a href="mailto:carolmisa@aol.com">carolmisa@aol.com</a>									
Bennington	03	####	Terry Haack	<a href="mailto:thaack@esu3.org">thaack@esu3.org</a>	yes	\$29,250	\$30,000	\$600	100% ABC	100%	5.5800	4 x 5	186
Bertrand	11	268	Dennis Shipp	<a href="mailto:dshipp@esu11.org">dshipp@esu11.org</a>	yes	\$27,000	\$27,550	\$350		100%	4.8600	4 x 4	183
Blair	03	####	Dave Kaslon	<a href="mailto:dave.kaslon@blairschools.edu">dave.kaslon@blairschools.edu</a>	yes	\$29,505	\$30,205	\$600	80% A & B, 50% C	100%	4.0700	4 x 5	187
Bloomfield	01	248	Bob Marks	<a href="mailto:bmarks@esu1.org">bmarks@esu1.org</a>	yes	\$27,400	\$28,700	\$1,100		100%			
Blue Hill	09	388	Glen Larsen	<a href="mailto:glarsen@esu9.org">glarsen@esu9.org</a>	yes	\$27,850	\$28,550	\$550		100%	4.1000	4 x 4	185
Boone Central	07	617	Cody Worrell	<a href="mailto:cworrell@esu7.org">cworrell@esu7.org</a>	yes	\$27,100	\$28,050	\$600		100%	5.8000	4 x 5	185
Brady Public School	16	200	William Porter	<a href="mailto:william_porter@esu16.org">william_porter@esu16.org</a>		\$26,175		\$550		100%		4 x 4	175
Bridgeport	13	513	Dave Miller	<a href="mailto:dave.miller@panesu.org">dave.miller@panesu.org</a>	yes	\$29,250	\$30,100	\$600	80% A & B, 50% C	100%		4.5 x 4.5	184
Broken Bow School	10	843	Sandy Eggleston	<a href="mailto:seggles@bbps.org">seggles@bbps.org</a>	yes	\$27,650	\$29,150	\$600	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05	173	Trudy Clark	<a href="mailto:tclark@esu6.org">tclark@esu6.org</a>	yes	\$27,900	\$28,800	\$300	80%AB	100%	4.0000	4 x 4	182
Burwell	10	373	Dan Bird	<a href="mailto:dbird@esu10.org">dbird@esu10.org</a>	yes	\$27,200	\$28,200	\$600		100%	5.2700		
Callaway	10	234	Pat Osmond	<a href="mailto:posmond@esu10.org">posmond@esu10.org</a>	yes	\$26,450	\$27,150	\$350	80% A & B, 50% C	100%	3.9900	4 x 5	182
Cambridge	11	331	Ron Streit	<a href="mailto:rstreit@esu11.org">rstreit@esu11.org</a>	yes	\$27,800	\$28,800	\$600		100%			
Cedar Bluffs	02	227	Joel Bohlsen	<a href="mailto:jbohlsen@esu2.org">jbohlsen@esu2.org</a>	yes	\$29,000	\$30,000	\$600	80% A & B, 50% C	100%		4 x 4	185
Cedar Rapids	07	141	Amy Malander	<a href="mailto:amalande@esu7.org">amalande@esu7.org</a>		\$26,100		\$300	80% AB	100%		4 x 4	183
Centennial	06	503	Tim DeWaard	<a href="mailto:tim.dewaard@centennialpsd.org">tim.dewaard@centennialpsd.org</a>	yes	\$29,050	\$29,750	\$350	PPO 80%A&B 50% C	100%	4.6400	4 x 5	185
Central City	07	776	Candace Conratt	<a href="mailto:cconratt@esu7.org">cconratt@esu7.org</a>	yes	\$27,830	\$28,700	\$550	PPO 80%A&B 50% C	100%		4 x 5	185
Centura	10	561	Ken Heinz	<a href="mailto:kheinz@esu10.org">kheinz@esu10.org</a>	yes	\$27,850	\$29,350	\$600	80% A & B, 50% C	100%	9.0000	4 x 5	184
Chadron	13	928	Sherlock Hirning	<a href="mailto:hirning@panesu.org">hirning@panesu.org</a>	yes	\$29,000	\$29,500	\$600	PPO 80%A&B 50% C	100%	5.4800	4.5 x 4.5	185
Chambers	08	167	Rob Hanger	<a href="mailto:rhanger@esu8.org">rhanger@esu8.org</a>	yes	\$26,750	\$27,500	\$350	80% A & B, 50% C	100%	4.3000	4 x 4	184
Chase County	15	545	Matthew Fisher	<a href="mailto:mfisher@esu15.org">mfisher@esu15.org</a>	yes	\$28,782	\$29,600	\$600	80% A & B, 50% C	100%	4.3500	4.5 x 4.5	184
Clarkson	07	207	Tom McMahon	<a href="mailto:tmcmahon@esu7.org">tmcmahon@esu7.org</a>	yes	\$26,750	\$27,875	\$600		100%	4.0400	4 x 4	184



Clay Center	09	193	Lee Sayer	<a href="mailto:lsayer@esu9.org">lsayer@esu9.org</a>	yes	\$27,385	\$28,185	\$600		100%	4.6100	4 x 4	185
Cody-Kilgore	17	132	Terry Hazard	<a href="mailto:thazard72@esu17.org">thazard72@esu17.org</a>	yes	\$27,300	\$27,800	\$600	80% A & B, 50% C	100%	4.0000	4 x 4	186
Coleridge	01	125	Rich Patton	<a href="mailto:rpatt@esu1.org">rpatt@esu1.org</a>	yes	\$27,300	\$28,300	\$600	PPO 80%A&B 50% C	100%	3.1509	4 x 4	185
Columbus	07	####	Paul Hillyer	<a href="mailto:phillyer@esu7.org">phillyer@esu7.org</a>									
Conestoga	03	626	Mark Sievering	<a href="mailto:msievering@esu3.org">msievering@esu3.org</a>	yes	\$28,100	\$29,100	\$600	80% A & B, 50% C	100%		4 x 5	159
Cozad	10	989	John Grinde	<a href="mailto:jgrinde@esu10.org">jgrinde@esu10.org</a>	yes	\$28,750	\$30,050	\$600		100%	5.8700	25 x 4.7	185
Crawford	13	242	Dick Leshner	<a href="mailto:dlesher@panesu.org">dlesher@panesu.org</a>	yes	\$28,080	\$28,922	CIL	no coverage	100%	7.2000	4.5 x 4.5	183
Creek Valley	13	255	Ted Classen	<a href="mailto:tclassen@panesu.org">tclassen@panesu.org</a>	yes	\$27,500	\$28,450	\$350		100%	3.6657	4.5 x 4.5	185
Creighton	01	409	Fred Boelter	<a href="mailto:fboelter@esu1.org">fboelter@esu1.org</a>	yes	\$27,825	\$29,000	\$600		100%	5.0000	4.5 x 4.5	183
Crete	06	####	Kyle McGowan	<a href="mailto:kylem@creteschools.org">kylem@creteschools.org</a>	yes	\$30,000	\$30,625	\$600	80% A & B, 50% C	100%	5.5900	4.5 x 4.5	186
Crofton	01	380	Randall Anderson	<a href="mailto:randers@esu1.org">randers@esu1.org</a>	yes	\$28,900	\$29,200	\$600		100%	4.8000	4 x 4	
Cross County	07	407	Brent Hollinger	<a href="mailto:bhollinger@esu7.org">bhollinger@esu7.org</a>	yes	\$27,500	\$28,700	\$350	80% A & B, 50% C	100%	5.4000	4.5 x 4	185
David City	07	733	Jerry Phillips	<a href="mailto:jphillip@esu7.org">jphillip@esu7.org</a>	yes	\$29,000	\$29,800	\$350	PPO 80%A&B 50% C	100%	4.9000	4 x 5	185
Deshler	05	243	Al Meier	<a href="mailto:ameier@esu6.org">ameier@esu6.org</a>	yes	\$27,285	\$27,685	\$350	PPO 80%A&B 50% C	100%	4.4690	4.5 x 4	182
Diller-Odell	05	248	Darrell Vitosh	<a href="mailto:dvitosh@esu5.org">dvitosh@esu5.org</a>	yes	\$28,100	\$29,000	\$600	PPO 80%A&B 50% C	100%	5.0200	4 x 4	185
Dodge	02	150	Randy Marymee	<a href="mailto:rmarymee@esu2.org">rmarymee@esu2.org</a>	yes	\$27,400	\$28,400	\$600		100%		4 x 5	185
Doniphan-Trumbull	09	505	Kirk Russell	<a href="mailto:krussell@esu9.org">krussell@esu9.org</a>	yes	\$28,250	\$29,000	\$600	80%AB	100%	4.8600	4 x 5	185
Dorchester	06	236	Brian Redinger	<a href="mailto:bredinger@esu6.org">bredinger@esu6.org</a>	yes	\$27,700	\$28,600	\$350	AB, 50% C	100%	5.4400	4 x 4	185
Douglas County West	03	657	George Conrad	<a href="mailto:gconrad@dcwest.org">gconrad@dcwest.org</a>	yes	\$29,100	\$30,105	see rpt.		100%	6.1300	4 x 4	187
Dundy County Strat	15	397	Dallas Watkins	<a href="mailto:dwatkins@esu15.org">dwatkins@esu15.org</a>	yes	\$28,400	\$29,000	\$350		100%	4.0100		
East Butler	07	288	Jim Koontz	<a href="mailto:jkoontz@esu7.org">jkoontz@esu7.org</a>	yes	\$27,900	\$28,700	\$600	80% A & B, 50% C	100%	2.9000	4 x 4.5	185
Elba	10	126	Gary Klahn	<a href="mailto:garyklahn@esu10.org">garyklahn@esu10.org</a>	yes	\$25,250	\$26,800	\$600		100%		4 x 5	173
Elgin	08	187	Steve Dennis	<a href="mailto:sdennis@esu8.org">sdennis@esu8.org</a>	yes	\$27,625	\$28,730	\$350	80% A & B, 50% C	100%		4 x 4.5	185
Elkhorn	03	####	Steve Baker	<a href="mailto:sbaker@epsne.org">sbaker@epsne.org</a>	yes	\$29,365	\$29,575	\$600		100%	4.2500		
Elkhorn Valley	08	286	Ken Navratil	<a href="mailto:knavrati@esu8.org">knavrati@esu8.org</a>	yes	\$27,900	\$28,400	\$600		100%	4.5600	4 x 4	185
Elm Creek	10	352	Larry Babcock	<a href="mailto:lbabcock@esu10.org">lbabcock@esu10.org</a>	yes	\$27,800	\$28,600	\$350		100%	5.9000	4 x 4	182
Elmwood-Murdock	03	419	Dan Novak	<a href="mailto:dnovak@esu3.org">dnovak@esu3.org</a>	yes	\$28,600	\$29,700	\$350		100%	5.0000	4 x 4	185
Elwood	11	251	Richard Einspahr	<a href="mailto:richeins@esu11.org">richeins@esu11.org</a>	yes	\$27,000	\$27,940	\$600	100% ABC	100%	4.9400	4 x 4	184
Emerson-Hubbard	01	317	Tom Becker	<a href="mailto:tbecker@esu1.org">tbecker@esu1.org</a>	yes	\$27,850	\$28,850	\$350	PPO 80%A&B 50% C	100%		4 x 4	185
ESU 01	01		Bob Uhing	<a href="mailto:buhing@esu1.org">buhing@esu1.org</a>									
ESU 02	02		Michael Ough	<a href="mailto:mough@mail.esu2.org">mough@mail.esu2.org</a>	yes	\$26,600	\$27,150	\$350	80% A & B, 50% C	100%	4.8600	4.5 x 4.5	185
ESU 03	03		Gil Kettelhut	<a href="mailto:gil@esu3.org">gil@esu3.org</a>	yes	\$27,619	\$28,625	\$800	PPO 80%A&B 50% C	100%	5.1261	5 x 5	190
ESU 04	04		Jon Fisher	<a href="mailto:jfisher@esu4.org">jfisher@esu4.org</a>	yes	\$27,380	\$28,748			100%			
ESU 05	05		Jan Reimer	<a href="mailto:jreimer@esu5.org">jreimer@esu5.org</a>	yes	\$30,305	\$31,675	\$600	PPO 80%A&B 50% C	\$850	6.0000	4 x 5	185
ESU 06	06		Dan Shoemake	<a href="mailto:dshoemake@esu6.org">dshoemake@esu6.org</a>	yes	\$28,159	\$29,150	\$350		100%	6.8430	4 x 4	185
ESU 08	08		Randy Peck	<a href="mailto:rpeck@esu8.org">rpeck@esu8.org</a>	yes	\$29,000	\$30,000			100%			
ESU 09	09		Larry Fox	<a href="mailto:lfox@esu9.org">lfox@esu9.org</a>	yes	\$28,875	\$29,925	\$350	PPO 80%A&B 50% C	100%	4.7900	4 x 4.5	185
ESU 10	10		Wayne Bell	<a href="mailto:wbell@esu10.org">wbell@esu10.org</a>	yes	\$28,600	\$29,200	\$350	AB, 50% C, 75% of F	100%	3.9400	4.75 x 4	185
ESU 11	11		Ron Karr	<a href="mailto:rkarr@esu11.org">rkarr@esu11.org</a>	yes	\$27,000	\$28,100			100%			
ESU 13	13		Jeff West	<a href="mailto:jeffwest@esu13.org">jeffwest@esu13.org</a>	yes	\$28,050	\$29,400	\$350	80% A&B	50%	5.4120	25 x 4.2	185
ESU 15	15		Paul Calvert	<a href="mailto:pcalvert@esu15.org">pcalvert@esu15.org</a>		\$27,605	\$28,500	\$350	80% A&B	100%			
ESU 16	16		Margene Beatty	<a href="mailto:mbeatty@esu16.org">mbeatty@esu16.org</a>	yes	\$27,800	\$28,250	\$350	80% A & B, 50% C	100%	5.2000	5 x 4	185
ESU 17	17		Dennis Radford	<a href="mailto:dradford@esu17.org">dradford@esu17.org</a>	yes	\$26,050	\$26,500	CIL		100%	5.4000	4 x 4	185
Eustis-Farnam	11	222	Steve Sampy	<a href="mailto:ssampy@esu11.org">ssampy@esu11.org</a>	yes	\$27,000	\$27,450	\$600		100%	5.0700	4 x 4	183
Ewing	08	131	Katherine Meink	<a href="mailto:meink@esu8.org">meink@esu8.org</a>	yes	\$27,000	\$27,650	\$350	80% A & B, 50% C	100%		4 x 4.25	185
Exeter-Milligan	06	248	Paul Sheffield	<a href="mailto:psheffie@esu6.org">psheffie@esu6.org</a>	yes	\$28,000	\$28,800	\$600	80% A & B, 50% C	100%	5.3200	4 x 4	185
Fairbury	05	900	Fred Helmink	<a href="mailto:fhelmink@fairburyjeffs.org">fhelmink@fairburyjeffs.org</a>	yes	\$28,850	\$29,525	\$600	80% A&B	100%	6.1000	4 x 5	185
Falls City	04	867	Jon Habben	<a href="mailto:jhabben@fallscityps.org">jhabben@fallscityps.org</a>	yes	\$28,250	\$29,750	\$600		100%	5.1100	4 x 5	184
Fillmore Central	06	630	Mark Norvell	<a href="mailto:mnorvell@esu6.org">mnorvell@esu6.org</a>	yes	\$28,650	\$29,400	\$350		100%	4.6000	4 x 4	185

Fort Calhoun	03	591	Jerry Beach	<a href="mailto:jbeach@esu3.org">jbeach@esu3.org</a>	yes	\$28,050	\$28,975	\$350		100%	5.4700	4 x 5	187
Franklin	11	352	Dave Schley	<a href="mailto:dschley@esu11.org">dschley@esu11.org</a>	yes	\$27,200	\$27,875	\$350		100%	4.5900	4 x 5	185
Freeman	05	355	Glenda Kuster	<a href="mailto:gkuster@esu6.org">gkuster@esu6.org</a>	yes	\$27,400	\$28,800	\$300	80% A & B, 50% C	100%		4 x 4	185
Friend	06	314	Beth Johnsen	<a href="mailto:bjohnsen@esu6.org">bjohnsen@esu6.org</a>	yes	\$27,650	\$28,450	\$350		100%	3.8400	4.5 x 4	185
Fullerton	07	342	Jeff Anderson	<a href="mailto:janders@esu7.org">janders@esu7.org</a>	yes	\$27,600	\$28,600	\$350	PPO 80%A&B 50% C	100%	5.3200	4 x 5	185
Garden County	13	294	Paula Sissel	<a href="mailto:paulas@panesu.org">paulas@panesu.org</a>	yes	\$27,000	\$28,000		CIL, see report				
Gering	13	####	Melanie Kreider	<a href="mailto:mkreider@geringschools.net">mkreider@geringschools.net</a>	yes	\$29,400	\$30,000	\$350	see report	25%	4.2700	4.5 x 4.5	186
Gibbon	10	538	Larry Witt	<a href="mailto:lawitt@esu10.org">lawitt@esu10.org</a>	yes	\$28,600	\$29,550	\$600	80% A & B, 50% C	100%	3.9200	4 x 5	185
Giltner	09	193	John Poppert	<a href="mailto:jpoppert@esu9.org">jpoppert@esu9.org</a>	yes	\$26,000	\$28,000	\$600	80% A & B, 50% C	100%	4.6100	4 x 4	180
Gordon-Rushville	13	761	Merrell Nelson	<a href="mailto:mnelsen@panesu.org">mnelsen@panesu.org</a>	yes	\$28,100	\$28,100	see rpt					
Gothenburg	10	921	Mike Teahon	<a href="mailto:mteahon@esu10.org">mteahon@esu10.org</a>	yes	\$29,300	\$30,075	\$600	80% A & B, 50% C	100%	5.9000	4 x 5	185
Grand Island	10	####	Steve Joel	<a href="mailto:sjoel@gips.org">sjoel@gips.org</a>									
Grand Island North	10	####	Bill Mowinkel	<a href="mailto:bmowinke@esu10.org">bmowinke@esu10.org</a>		\$27,900		\$550	80% A & B, 50% C	100%		4 x 5	185
Greeley-Wolbach	10	193	Lee Sayer	<a href="mailto:lsayer@esu9.org">lsayer@esu9.org</a>	yes	\$26,600	\$27,800	\$600	80% A & B, 50% C	100%	4.5000	4 x 5	185
Gretna	03	####	Kevin Riley	<a href="mailto:kriley@esu3.org">kriley@esu3.org</a>	yes	\$30,550	\$31,200	\$600		100%	4.8900		
Hampton	09	192	Holly Herzberg	<a href="mailto:hherzber@esu9.org">hherzber@esu9.org</a>	yes	\$27,000	\$28,000	\$600	80% A & B, 50% C	100%	5.6000	4 x 4	185
Hartington	01	262	Randall Anderson	<a href="mailto:randers@esu1.org">randers@esu1.org</a>	yes	\$26,900	\$27,450		CIL		3.4400		
Harvard	09	271	Larry Turnquist	<a href="mailto:lturn@esu9.org">lturn@esu9.org</a>	yes	\$28,170	\$29,000	\$350		100%	6.4300	4 x 4	185
Hastings	09	####	Larry Ross	<a href="mailto:lross@esu9.org">lross@esu9.org</a>	yes	\$29,420	\$30,000	\$600	100% ABC	95%	4.2000	4.5 x 4.5	186
Hay Springs	13	199	Steven Pummel	<a href="mailto:spummel@allegiance.tv">spummel@allegiance.tv</a>	yes	\$27,930	\$28,770	\$350	80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	159	Kathryn Repass	<a href="mailto:krepass@esu15.org">krepass@esu15.org</a>	yes	\$26,800	\$28,000	see rpt	80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	319	Norm Yoder	<a href="mailto:nyoder@esu6.org">nyoder@esu6.org</a>	yes	\$30,025	\$30,600	\$300		100%	3.7200	4 x 4	185
Hemingford	13	375	Casper Ningen	<a href="mailto:cningen@panesu.org">cningen@panesu.org</a>	yes	\$28,400	\$29,200	\$350	100%A&B	100%	3.7400	4.5 x 4.5	185
Hershey	16	500	Michael Cuning	<a href="mailto:mcunning@esu16.org">mcunning@esu16.org</a>	yes	\$27,300	\$28,200	\$350		100%	5.4200	5 x 4	182
High Plains	07	269	Stan Hendricks	<a href="mailto:shendricks@esu7.org">shendricks@esu7.org</a>	yes	\$28,000	\$29,000	\$600	80%AB	100%	4.0200	4 x 4.5	184
Hitchcock County	15	234	Mike Apple	<a href="mailto:mapple@hcfalcons.org">mapple@hcfalcons.org</a>	yes	\$27,000	\$27,600	\$350	80%AB	100%	4.9000	4 x 4	185
Holdrege	11	####	Cinde Wendell	<a href="mailto:cwendell@esu11.org">cwendell@esu11.org</a>	yes	\$27,800	\$29,100	\$600		100%	6.2800	4.5 x 4.5	185
Homer	01	396	Russel Gade	<a href="mailto:rugade@esu1.org">rugade@esu1.org</a>	yes	\$26,100	\$26,350	\$600	80% A & B, 50% C	100%	4.0000	4 x 4	185
Howells	07	190	Tom McMahon	<a href="mailto:tmcmahon@esu7.org">tmcmahon@esu7.org</a>		\$29,500		n/a	n/a	100%		4 x 4	185
Humboldt-Table Rock	04	391	Clint Kimbrough	<a href="mailto:crkimbro@esu6.org">crkimbro@esu6.org</a>	yes	\$28,300	\$29,300	\$350/600	80% A & B, 50% C	100%	6.0000	4 x 4	185
Humphrey Public	07	306	Greg Sjuts	<a href="mailto:gsjuts@esu7.org">gsjuts@esu7.org</a>	yes	\$26,775	\$27,900	\$600	80% A & B, 50% C	100%	4.1000	4 x 4	185
Hyannis Dist 11	16	121	Terry Hazard	<a href="mailto:thazard72@esu17.org">thazard72@esu17.org</a>	yes	\$26,000	\$27,500	\$600	80% A & B, 50% C	100%	5.3900	4 x 4	184
Johnson County Central	04	549	Jack Moles	<a href="mailto:jamoles@esu4.org">jamoles@esu4.org</a>	yes	\$28,850	\$29,600	\$350	100% ABC	100%			
Johnson-Brock	04	266	Arlan Andreeson	<a href="mailto:aandrees@esu4.org">aandrees@esu4.org</a>	yes	\$27,900	\$28,800			100%	6.1100	4 x 4	185
Kearney	10	####	Norma Hledik	<a href="mailto:Norma.Hledik@kearneypublicschools.org">Norma.Hledik@kearneypublicschools.org</a>	yes	\$29,429	\$30,129	see rpt	see rpt	100%	4.9100	4.5 x 4.5	185
Kenesaw	09	268	Jim Troshynski	<a href="mailto:jtroshyn@esu9.org">jtroshyn@esu9.org</a>	yes	\$27,200	\$28,200	\$600		100%		4 x 4	182
Keya Paha	17	96	Roger Lenhard	<a href="mailto:rlenhard@esu17.org">rlenhard@esu17.org</a>	yes	\$27,400	\$28,000	\$600		100%		4 x 4	
Kimball	13	591	Troy L. Unzicker	<a href="mailto:tunzick@panesu.org">tunzick@panesu.org</a>	yes	\$28,500	\$28,800	\$350		100%	3.8000	4 x 5	185
Lakeview	07	761	Russ Freeman	<a href="mailto:rfreeman@esu7.org">rfreeman@esu7.org</a>	yes	\$27,250	\$28,600	\$600	80% A & B, 50% C	100%	5.0000	5 x 4	184
Laurel-Concord	01	358	Rich Patton	<a href="mailto:rpattton@esu1.org">rpattton@esu1.org</a>	yes	\$27,400	\$28,400	\$800	PPO 80%A&B 50% C	100%		4 x 4	185
Leigh	07	160	Michael Montgomery	<a href="mailto:mmontgomery@esu7.org">mmontgomery@esu7.org</a>	yes	\$26,500	\$28,000	\$600	PPO 80%A&B 50% C	100%	4.9000	4 x 4	185
Lewiston	04	193	Bruce McCoy	<a href="mailto:bmccoy@esu6.org">bmccoy@esu6.org</a>	yes	\$28,050	\$29,300	\$800		100%	5.5780	4 x 4	185
Lexington	10	####	Todd Chessmore	<a href="mailto:todd.chessmore@esu10.org">todd.chessmore@esu10.org</a>		\$31,000		\$550	80% A&B	100%		4 x 5	185
Leyton	13	235	Bill Hackonson	<a href="mailto:william.hakonson@panesu.org">william.hakonson@panesu.org</a>	yes	\$27,000	27,750	\$600	80% A & B, 50% C	100%		4.5 x 4.5	183
Lincoln Public Schools	####		Ken Babcock	<a href="mailto:kbabcock@lps.org">kbabcock@lps.org</a>	yes	\$34,908	\$36,008	\$350	80% A & B, 50% C	see rpt	4.0000	see rpt	191
Litchfield	10	166	Scott Maline	<a href="mailto:smaline@esu10.org">smaline@esu10.org</a>	yes	\$26,400	\$27,700	\$600	80% A & B, 50% C	100%	4.9500	4 x 5	
Logan View	02	525	Steve Wilson	<a href="mailto:swilson@esu2.org">swilson@esu2.org</a>	yes	\$27,900	\$28,750	\$600		100%		4 x 5	185
Loomis	11	215	Keith Fagot	<a href="mailto:kfagot@esu11.org">kfagot@esu11.org</a>	yes	\$26,800	\$28,000	\$350		100%	5.2400	4 x 4	183
Louisville	03	527	Ed Kasl	<a href="mailto:ekasl@esu3.org">ekasl@esu3.org</a>	yes	\$29,240	\$30,380	\$300	80% A & B, 50% C	100%		5 x 3	185

Loup City	10	323	Caroline Winches	<a href="mailto:cwinches@esu10.org">cwinches@esu10.org</a>	yes	\$28,300	\$28,840	\$350		90%		4 x 5	185
Loup County	10	123	Wayne Ruppert	<a href="mailto:wruppert@esu10.org">wruppert@esu10.org</a>	yes	\$25,200	\$26,200	\$600	80% A & B, 50% C	100%	5.7600	5 x 4	185
Lynch	08	97	Ted Hillman	<a href="mailto:thillman@esu8.org">thillman@esu8.org</a>	yes	\$24,950	\$25,950	\$600	PPO 80%A&B 50% C	100%	5.2000	4 x 4	178
Lyons-Decatur	02	270	Fred Hansen	<a href="mailto:fhansen@esu2.org">fhansen@esu2.org</a>	yes	\$27,200	\$28,675	\$600	80% A & B, 50% C	100%		4 x 5	185
Madison	08	549	Dave Melick	<a href="mailto:dmelick@esu8.org">dmelick@esu8.org</a>	yes	\$28,000	\$28,750	\$600	PPO 80%A&B 50% C	100%	4.8600	4 x 5	185
Malcolm	06	486	Gene Neddenrie	<a href="mailto:gnedd@esu6.org">gnedd@esu6.org</a>	yes	\$29,450	\$30,150	\$800		100%	5.2000	4 x 4	185
Maxwell	16	286	Chuck Hervert	<a href="mailto:chervert@esu16.org">chervert@esu16.org</a>	yes	\$26,928	\$28,072	\$350	80% A & B, 50% C		4.6000	4 x 4	184
Maywood School	15	144	Jeff Koehler	<a href="mailto:jkoehler@esu15.org">jkoehler@esu15.org</a>	yes	\$25,600	\$26,600	\$600		100%		4.5 x 4.5	183
McCook	15	####	Rick Haney	<a href="mailto:rhaney@esu15.org">rhaney@esu15.org</a>	yes	\$28,770	\$30,043	\$600	80% A & B, 50% C	100%	4.9400		
McCool Jct.	06	245	Curtis Cogswell	<a href="mailto:ccogswel@esu6.org">ccogswel@esu6.org</a>	yes	\$27,300	\$28,600	\$350	80% A & B, 50% C	100%	5.0000	4 x 4	184
McPherson County	16	74	Kathy Fisher	<a href="mailto:kfisher@esu16.org">kfisher@esu16.org</a>	yes	\$28,000	\$28,800	\$1,050	single dental	100%		4 x 5	185
Mead	02	206	Dale Rawson	<a href="mailto:drawson@esu2.org">drawson@esu2.org</a>	yes	\$27,100	\$27,550	\$600	80% A & B, 50% C	100%	5.41*	4 x 4	185
Medicine Valley	15	217	Alan Garey	<a href="mailto:agarey@esu15.org">agarey@esu15.org</a>	yes	\$27,000	\$27,500	\$350	80% A & B, 50% C	100%	4.2600	4 x 4	184
Meridian	05	196	Tom Rother	<a href="mailto:trother@esu6.org">trother@esu6.org</a>	yes	\$27,500	\$28,761	\$300	PPO 80%A&B 50% C	100%		4 x 4	185
Milford	06	726	Kevin Wingard	<a href="mailto:kwingard@esu6.org">kwingard@esu6.org</a>	yes	\$30,000	\$30,600	\$600	80% A & B, 50% C	see rpt	4.5000	4 x 5	186
Millard	03	####	Keith Lutz	<a href="mailto:kelutz@mpsomaha.org">kelutz@mpsomaha.org</a>		\$32,734		\$250		100%		n/a	194
Minatare	13	210	Chuck Bunner	<a href="mailto:cbunner@panesu.org">cbunner@panesu.org</a>	yes	\$27,100	\$28,100	\$350	80% A&B	100%	6.5400	4 x 5	183
Minden	11	783	Melissa Wheelock	<a href="mailto:mwheelock@esu11.org">mwheelock@esu11.org</a>	yes	\$29,065	\$29,425	\$600	80% A & B, 50% C	100%	4.5000	4 x 5	185
Mitchell	13	685	Kent Halley	<a href="mailto:khalley@panesu.org">khalley@panesu.org</a>	yes	\$28,450	\$29,500	see rpt.			7.0000	4.5 x 4.5	184
Morrill	13	455	Steve Osborn	<a href="mailto:sosborn@panesu.org">sosborn@panesu.org</a>	yes	\$28,500	\$29,000	plus flat	salay of \$10,440	see rpt.		4.25 x 4.5	185
Mullen	16	183	Jeff Hoelsing	<a href="mailto:jhoelsing@esu16.org">jhoelsing@esu16.org</a>	yes	\$26,000	\$26,800	\$350	80% A & B, 50% C	100%		4 x 5	183
NE Unified Dist #1	08	505	Bill Kuester	<a href="mailto:wkuester@esu8.org">wkuester@esu8.org</a>	yes	\$28,300	\$29,000	\$600		100%		4 x 4	185
Nebraska City	04	####	Jeff Edwards	<a href="mailto:jedwards@esu4.org">jedwards@esu4.org</a>	yes	\$29,725	\$30,825	\$350		100%	5.2400	4 x 5	186.5
Neligh-Oakdale	08	401	Ron Brandl	<a href="mailto:rbrandl@esu8.org">rbrandl@esu8.org</a>			\$27,400	\$350				4 x 4	185
Newcastle	01	161	Rich Patton	<a href="mailto:rpatton@esu1.org">rpatton@esu1.org</a>	yes	\$27,000	\$27,900	\$600	80% A & B, 50% C	100%		4 x 4	185
Newman Grove	08	228	Herb Pokorny	<a href="mailto:hpokorny@esu8.org">hpokorny@esu8.org</a>	yes	\$26,775	\$27,600	\$600		100%	5.8000	4 x 4	185
Niobrara	01	149	Margaret Sandoz	<a href="mailto:msandoz@esu1.org">msandoz@esu1.org</a>	yes	\$28,300	\$29,000	\$600		100%	4.8600	4 x 4	185
Norfolk	08	####	Vicky Schwartz	<a href="mailto:VickySchwartz@npsne.org">VickySchwartz@npsne.org</a>	yes	\$31,195	\$32,000	see rpt	80% A & B, 50% C	100%	4.9300	4.5 x 4.5	186
Norris	06	####	Roy Baker	<a href="mailto:roy.baker@norris160.org">roy.baker@norris160.org</a>	yes	\$31,660	\$32,000	\$550	80% A & B, 50% C	100%	4.4500	4 x 5	187+
North Bend Central	02	461	Jim Havelka	<a href="mailto:jhavelka@esu2.org">jhavelka@esu2.org</a>	yes	\$27,850	\$28,700	\$600	PPO 80%A&B 50% C	100%	5.4000	4 x 5 mod	185
North Loup Scotia	10	192	Gene Hadix	<a href="mailto:ghaddix@esu10.org">ghaddix@esu10.org</a>									
North Platte	16	####	Stuart Simpson	<a href="mailto:ssimpson@nppsd.org">ssimpson@nppsd.org</a>	yes	\$31,140	\$31,840	CIL	80% A & B, 50% C			5 x 4	187
O'Neill	08	831	Amy Shane	<a href="mailto:ashane@esu8.org">ashane@esu8.org</a>	yes	\$27,475	\$28,000	\$350		100%	5.5160	4.5 x 4.5	180
Oakland-Craig	02	448	Joe Peitzmeier	<a href="mailto:jpeitz@esu2.org">jpeitz@esu2.org</a>	yes	\$27,750	\$28,550	\$350	80% A & B, 50% C	100%	5.0500	4 x 5	185
Ogallala	16	####	Carl Dietz	<a href="mailto:carl.dietz@esu16.org">carl.dietz@esu16.org</a>	yes	\$28,600	\$29,300	\$350	PPO 100% A,B,C	100%	8.6000	5 x 4	185
Omaha Public Schools	####		Gerry Huber	<a href="mailto:gerry.huber@ops.org">gerry.huber@ops.org</a>	yes	\$32,282	33,485	\$350		100%	4.1000		190
Ord	10	517	Max Kroger	<a href="mailto:mkroger@esu10.org">mkroger@esu10.org</a>	yes	\$28,200	\$29,000	\$350	PPO 100% A,B,C	100%	4.0400	5 x 4	185
Osceola	07	268	Ken Schroeder	<a href="mailto:kschroed@esu7.org">kschroed@esu7.org</a>	yes	\$28,200	\$28,900	\$600	80% A&B	100%	4.5000	4 x 4.5	185
Osmond	08	260	Steven Rinehart	<a href="mailto:srinehar@esu1.org">srinehar@esu1.org</a>	yes	\$27,700	\$28,450	\$600	80% A & B, 50% C	100%	5.1000	4 x 4	185
Overton	10	295	Mark Aten	<a href="mailto:maten@esu10.org">maten@esu10.org</a>	yes	\$27,250	\$28,150	\$600	80% A & B, 50% C	100%	6.1000	4 x 4	182
Palmer	07	253	Gary Monter	<a href="mailto:gmonter@esu7.org">gmonter@esu7.org</a>	yes	\$27,300	\$28,200	\$350	80% A & B, 50% C	100%	5.1000	4 x 4.5	183
Palmyra	04	437	Clyde Childers	<a href="mailto:cchilder@esu6.org">cchilder@esu6.org</a>	yes	\$29,300	\$30,100	\$600	PPO 80%A&B 50% C	100%	5.5000	4 x 4	185
Papillion-La Vista	03	####	Renee Jacobson	<a href="mailto:rjacobson@paplv.esu3.org">rjacobson@paplv.esu3.org</a>	yes	\$29,130	\$30,130	\$550	80% A & B, 50% C	see rpt	4.5000	5 x 5	190
Pawnee City	04	288	Stephen Grizzle	<a href="mailto:sgrizzle@esu4.org">sgrizzle@esu4.org</a>	yes	\$28,600	\$29,575	\$600		100%	5.5000	4 x 4	185
Paxton	16	221	Del Dack	<a href="mailto:ddack@esu16.org">ddack@esu16.org</a>	yes	\$27,850	\$28,500	\$350	80% A & B, 50% C	100%	4.8000	4 x 4	182
Pender	01	324	Jason Dolliver	<a href="mailto:jadolli1@penderschools.org">jadolli1@penderschools.org</a>	yes	\$28,150	\$28,800	\$600	PPO 100% A,B,C	100%		4 x 5	185
Perkins County School	16	377	Tobin Buchanan	<a href="mailto:Tobin.Buchanan1@pcs.esu">Tobin.Buchanan1@pcs.esu</a>	yes	\$28,250	\$29,100	\$600	80% A&B	100%		4 x 4	183
Pierce Public	08	685	Dan Navrkal	<a href="mailto:dnavrkal@esu8.org">dnavrkal@esu8.org</a>	yes	\$28,400	\$29,000	\$550		100%	3.7000	4 x 5	185
Plainview	08	353	Rich Alt	<a href="mailto:ralt@esu8.org">ralt@esu8.org</a>	yes	\$27,835	\$28,935	\$600	80% A & B, 50% C	100%		4.25 x 4.2	185



Plattsmouth	03	####	Rich Hasty	rhasty@plattsmouthschool	yes	\$29,800	\$30,300	\$350	80% A & B, 50% C	100%	4.0000	x 5 mod	187
Pleasanton	10	208	Ron Wymore	rwymore@esu10.org	yes	\$27,100	\$27,450	\$600		100%	4.9900	4 x 4	182
Ponca	01	440	Bill Thompson	billthom@esu1.org	yes	\$28,359	\$29,385	\$600	80% A & B, 50% C	93%	5.7000	4 x 4	185
Potter-Dix	13	216	Kevin Thomas	kthomas@panesu.org	yes		\$28,100	\$350			4.0000		
Prague	02	115	Ray Collins	rcollins@esu2.org	yes	\$26,750	\$27,250	\$600	PPO 80%A&B 50% C	100%	6.0300	4 x 4	185
Ralston	03	####	Mary Snyder	msnyder@ralstonschools.o	yes	\$29,975	\$30,745	\$600	80% A & B, 50% C	95%	5.1200	5 x 5	190
Randolph	01	305	Steven Rinehart	srinehar@esu1.org	yes	\$28,400	\$28,900	\$600	PPO 80%A&B 50% C	100%		4 x 4	172
Ravenna	10	450	Dwaine Uttecht	duttecht@esu10.org	yes	\$27,750	\$28,850	\$600	Option 2	100%	4.6700	4 x 5	185
Raymond Central	02	659	Paul Hull	phull@rcentral.org	yes	\$30,900	\$31,900	\$300	PPO 80%A&B 50% C	100%		4 x 5	186
Red Cloud	09	246	Joan Reznicek	jreznice@esu9.org	yes	\$27,600	\$28,200	\$600	80% ABC, 50% D	100%		4 x 4	183
Rising City	07	136	Michael Derr	mderr@esu7.org	yes	\$26,850	\$28,500	\$350	80% A & B, 50% C	100%		4 x 5	173
Rock County	17	190	David Zumbahler	dzumbahler@esu17.org	yes	\$26,700	\$27,325	\$1,100	80% A & B, 50% C	100%	4.8500	25 x 4.2	182
Sandhills	10	124	Chuck Hafer	chafer@esu10.org	yes	\$25,550	\$26,250	\$600	80% A & B, 50% C	100%		4 x 4.5	186
Santee	01	162	Bruce Blanchard	bblanchard@esu1.org	yes	\$28,472	\$29,326	\$350	PPO 100% A,B,C	100%	3.0000	4 x 4	185
Sargent	10	169	Robert Brown	rbrown@esu10.org	yes	\$26,000	\$26,300	\$360	80% A & B, 50% C	100%	4.2100	4 x 5	182
Schuyler	07	####	Robin Stevens	rstevens@esu7.org	yes	\$29,400	\$30,250	\$350		100%	6.2900	4 x 5	185
Scottsbluff	13	####	Lavon Hood	lhood@sbps.net	yes	\$29,950	\$29,950	\$600	80%AB	100%	2.1000	4.5 x 4.5	185
Scribner-Snyder	02	303	Rick Kentfield	rkentfield@esu2.org	yes	\$27,800	\$28,630	\$600	80% A & B, 50% C	100%		4 x 5	185
Seward	06	####	Greg Barnes	greg.barnes@connectsewa	yes	\$28,850	\$29,600	\$600	80% A & B, 50% C	100%	5.6000	4 x 5	186
Shelby	07	318	Larry Stick	lstick@esu7.org	yes	\$28,125	\$28,975	\$350	80% A & B, 50% C	100%	5.0000	4 x 4.5	185
Shelton	10	335	Kendall Steffens	steffenk@esu10.org	yes	\$27,750	\$28,200	\$600		100%		4 x 4	181
Shickley	06	131	Evan Wieseman	wieseman@esu6.org	yes	\$27,600	\$28,600			100%		4 x 4	182
Sidney	13	####	John Hakonson	john.hakonson@sidneyraid	yes	\$30,025	\$30,725	\$600	80% A & B, 50% C	100%			
Silver Lake Public	09	246	Dan Polk	dpolk@esu9.org	yes	\$27,500	\$28,400	\$600	80% A & B, 50% C	100%	4.8000	4 x 4	183
Sioux County	13	102	Brett Gies	bgies@panesu.org	yes	\$26,400	\$27,400	\$350	PPO 80%A&B 50% C	100%	3.6000	4x4	175
South Central USD #	09	621	Kent Miller	kmiller@esu9.org	yes	\$28,800	\$29,400	\$600		100%	4.7300	4 x 5	185
South Platte	16	134	David Spencer	dspencer@esu16.org									
South Sarpy	03	####	Chuck Chevalier	cchevalier@sarpy46.org	yes	\$30,050	\$30,475	\$600	PPO 80%A&B 50% C	100%	4.7600	5 x 3	187
South Sioux City	01	####	Rick Feauto	rick.feauto@ssccardinals.o	yes	\$30,075	\$30,950		see rpt		5.2100	4 x 5	188
Southern (Wymore)	05	428	Lee Hall	leehall@esu5.org		\$27,700		\$550		100%		4 x 4	180
Southern Valley	11	514	Chuck Lambert	clambert@esu11.org	yes	\$28,400	\$28,950	\$800	PPO 80%A&B 50% C	100%	4.1100	4 x 4	183
Southwest	15	342	Dave Hendricks	dhendric@esu15.org	yes	\$27,250	\$28,250	\$350		100%	4.9900	4 x 4	183
Spalding	10	94	Alan Ehlers	aehlers@esu8.org	yes	\$25,300	\$26,150	\$600	PPO 80%A&B 50% C	100%	4.9500	4 x 5	185
St. Edward	07	146	Kevin Lyons	klyons@esu7.org	yes	\$27,100	\$27,900	\$600	PPO 80%A&B 50% C	100%	4.3000	4 x 4.5	184
St. Paul	10	632	Doug Ackles	dackles@esu10.org	yes	\$28,000	\$28,650	\$600		100%	5.2500	4 x 5	185
Stanton Community	08	449	Michael Sieh	msieh@esu8.org	yes	\$28,500	\$29,100	\$350	PPO 80%A&B 50% C	100%	3.5000	4 x 5	186
Stapleton	16	173	Dan Hutchison	dhutchis@esu16.org									
Sterling	04	214	Larry Harnisch	lharnisch@esu4.org	yes	\$28,650	\$28,750	\$600	PPO 80%A&B 50% C	100%	3.3700	4 x 4	185
Stuart	08	184	Robert Hanzlik	rhanzlik@esu8.org	yes	\$27,000	\$27,600	\$600	80% AB	100%	2.9600	4 x 4	185
Sumner-Eddyville-M	10	186	Mike Gillming	mgillmin@esu10.org	yes	\$26,950	\$27,950	\$600	80%AB	100%			183
Superior	09	454	Charles Isom	cisom@esu9.org	yes	\$28,825	\$29,525	\$350	80% A & B, 50% C	100%	3.7640	4 x 5	185
Sutherland	16	376	Brian Maschman	bmaschman@esu16.org	yes	\$26,400	\$26,800	\$600		100%		compressed	182
Sutton	09	404	Dana Wiseman	dwiseman@spsne.org	yes	\$29,000	\$29,600	\$350	100% ABC	100%	4.5000	4 x 4	184
Syracuse-Dunbar-A	04	753	Brad Buller	bbuller@esu6.org	yes	\$28,900	\$29,725			100%	4.6700	5 x 5	185
Tekamah-Herman	02	629	Kevin Nolan	knolan@esu2.org	yes	\$27,800	\$28,575	\$350		100%			185
Thayer Central	05	384	Drew Harris	drew.harris@thayercentral	yes	\$27,800	\$28,400	see Word	80% A & B, 50% C	100%	4.3900	5 x 4	185
Theford	16	111	Henry Eggert	heggert@esu16.org	yes	\$27,000	\$28,000	\$600	80% A & B, 50% C	100%	3.7000	4 x 5	184
Tri County	05	422	Russ Finken	russ.finken@tricityschools	yes	\$28,400	\$29,300	\$350		100%	4.9200	4 x 4	185
Twin River	07	524	Don Graff	dgraff@esu7.org	yes	\$28,050	\$29,000	\$600		100%	5.2000	4 x 5	185

Uno N Ho N Nation:	01	434	Morris Bates	<a href="mailto:mbates@esu1.org">mbates@esu1.org</a>										
Valentine Communi	17	657	Jamie S Isom	<a href="mailto:jsisom@esu17.org">jsisom@esu17.org</a>	yes	\$28,950	\$29,400	\$600	PPO 80%A&B 50% C	100%	4.6000	4.5 x 4.5	185	
Wahoo	02	928	Ed Rastovski	<a href="mailto:erastovski@aol.com">erastovski@aol.com</a>	yes	\$28,000	\$28,500	\$350	80% A & B, 50% C	100%	5.0000	4 x 5	186	
Wakefield	01	422	Clayton Waddle	<a href="mailto:cwaddle@esu1.org">cwaddle@esu1.org</a>	yes	\$28,400	\$29,200	\$600	80% A & B, 50% C	100%		4 x 4	185	
Wallace	16	179	R. Todd Porter	<a href="mailto:tporter@esu16.org">tporter@esu16.org</a>	yes	\$27,600	\$28,200	\$350	80% A & B, 50% C	100%	3.8500	4 x 4	183	
Walthill	01	305	Ed Stansberry	<a href="mailto:estansbe@esu1.org">estansbe@esu1.org</a>	yes	\$31,798	\$33,070	\$350	80% A & B, 50% C	100%		4 x 4	185	
Wauneta-Palisade	15	211	Nelson Dahl	<a href="mailto:ndahl@esu15.org">ndahl@esu15.org</a>	yes	\$27,000	\$27,200	\$350	80% A & B, 50% C	100%		4 x 5	184	
Wausa	01	210	Bob Marks	<a href="mailto:bmarks@esu1.org">bmarks@esu1.org</a>	yes	\$27,400	\$28,400	\$600		100%		4 x 4	185	
Waverly	06	####	Bill Heimann	<a href="mailto:bheimann@esu6.org">bheimann@esu6.org</a>	yes	\$30,535	\$30,935	\$600	80% A & B, 50% C	100%	4.1200	4 x 5	186	
Wayne	01	854	Mark Lenihan	<a href="mailto:malenih1@wayneschools.org">malenih1@wayneschools.org</a>	yes	\$27,950	\$29,150	\$500		100%	2.0000	4 x 5	185	
Weeping Water	03	391	Brian Gegg	<a href="mailto:bgegg@esu3.org">bgegg@esu3.org</a>	yes	\$27,950	\$29,150	\$350	80% A & B, 50% C	100%	6.9000	4 x 4	185	
West Boyd Schools	08	253	Russ Lechtenberg	<a href="mailto:rlrechte@esu8.org">rlrechte@esu8.org</a>	yes	\$27,100	\$28,100	\$350		100%		4 x 4	185	
West Holt	08	315	Bill McAllister	<a href="mailto:bmcallis@esu8.org">bmcallis@esu8.org</a>	yes	\$27,850	\$28,850	\$600		100%		4.25 x 4.2	184	
West Point-Beemer	02	762	Ted DeTurk	<a href="mailto:tdeurk@wpcadets.org">tdeurk@wpcadets.org</a>	yes	\$27,500	\$30,000	\$600		100%	9.1000	4 x 5	185	
Westside	03	####	Eric Weber	<a href="mailto:eweber@westside66.org">eweber@westside66.org</a>	yes	\$32,500	\$34,200	\$600	80% AB 50% C	100%	or 3% (g	N/A	193.5	
Wheeler Central	08	108	Alan Ehlers	<a href="mailto:aeblers@esu8.org">aeblers@esu8.org</a>	yes	\$24,900	\$25,500	\$350	PPO 80%A&B 50% C	100%	4.1100	4.5 x 4.5	185	
Wilber-Clatonia	06	553	Dave Rokusek	<a href="mailto:rokusekd@esu6.org">rokusekd@esu6.org</a>	yes	\$29,800	\$31,025	\$600		100%	5.3500	4 x 4	185	
Wilcox-Hildreth	11	237	Roger Boyer	<a href="mailto:rboyer@esu11.org">rboyer@esu11.org</a>	yes	\$27,000	\$28,000	\$600		100%	5.0000	4 x 4	183	
Winnebago	01	481	Dan Fehring	<a href="mailto:dfehring@esu1.org">dfehring@esu1.org</a>	yes	\$31,640	\$32,589	\$350	80% A & B, 50% C	100%	3.8800	4 x 4	185	
Winside	01	231	Donavan Leight	<a href="mailto:dleight@nntc.net">dleight@nntc.net</a>	yes	\$28,550	\$29,200	\$350	PPO 80%A&B 50% C	100%		4 x 4	185	
Wisner-Pilger	02	472	Alan Harms	<a href="mailto:aharms@esu2.org">aharms@esu2.org</a>	yes	\$27,585	\$28,479	\$600	PPO 80%A&B 50% C	100%	3.9989	4 x 5	185	
Wood River HS	10	542	Cindy Huff	<a href="mailto:chuff@esu10.org">chuff@esu10.org</a>	yes	\$28,200	\$29,500	\$600	80% A & B, 50% C	100%	4.3200	4 x 5	185	
Wynot	01	150	Rich Patton	<a href="mailto:rpatton@esu1.org">rpatton@esu1.org</a>	yes	\$26,800	\$27,750	\$600	80% A & B, 50% C	100%		5 x 5	170	
York	06	####	Mike Lucas	<a href="mailto:mjlucas@esu6.org">mjlucas@esu6.org</a>	yes	\$29,000	\$29,800	not EHA		100%		5 x 4	187	
Yutan	02	488	Kevin Johnson	<a href="mailto:johnsonk@esu2.org">johnsonk@esu2.org</a>	yes	\$29,162	\$29,712	\$350		100%	4.8000	4 x 4	185	
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2009-10</b>														
				number of districts settled	<b>249</b>				Difference					
				low		<b>\$24,900</b>	<b>\$25,500</b>	\$600			<b>2.0000</b>		<b>159</b>	
				average		<b>\$28,054</b>	<b>\$28,878</b>	\$824			<b>4.8600</b>		<b>184</b>	
				median		<b>\$27,865</b>	<b>\$28,761</b>	\$896			<b>4.8900</b>		<b>185</b>	
				high		<b>\$34,908</b>	<b>\$36,008</b>	\$1,100			<b>9.1000</b>		<b>194</b>	
				midpoint info for negotiations		<b>\$27,959</b>	<b>\$28,819</b>	<b>\$860</b>			<b>4.8750</b>		<b>185</b>	

School District	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled ?	0910 base	1011 base	Change from 0910 to	Health Insurance	Dental Plan	% Ins. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09: Shawn Scott	sscott@esu9.org	yes	\$30,325	\$31,100	\$775	\$600	80% ABC	100%	3.9900	4.5 x 4.5	184
Ainsworth	17: Darrell Peterson	dkpeters@esu17.org	yes	\$29,150	\$29,900	\$750	\$600	80% A & B, 50% C	100%	3.6000	5 x 4	185
Allen Consolidated	01: Monty Miller	momiller@esu1.org	yes	\$28,700	\$29,450	\$750	\$600	80% A & B, 50% C	100%	4.0000	4 x 4	185
Alliance	13: Dan Hoelsing	dhoelsing@aps.k12.ne.us		\$28,911			\$550		100%		4.25 x 4.5	185
Alma	11: Jon Davis	jdavis@esu11.org	yes	\$28,500	\$29,500	\$1,000	\$600	80% A&B	100%	5.2000	4 x 4	183
Amherst	10: Tom Moore	tmoore@esu10.org	yes	\$27,900	\$28,500	\$600	\$600		100%		4 x 4	182
Anselmo-Merna	10: Mike Davis	mike.davis@esu10.org	yes	\$26,800	\$27,800	\$1,000	\$350		100%	4.9300	4 x 4	183
Ansley	10: Mike McCabe	mmccabe@esu10.org	yes	\$27,200	\$27,200	\$0	\$350	80% A & B, 50% C	100%	2.9000	4 x 5	185
Arapahoe	11: Damon McDona	dmcdonal@esu11.org	yes	\$28,450	\$29,100	\$650	\$800	80% A & B, 50% C	100%		4 x 4	183
Arcadia	10: Mike McCabe	mmccabe@esu10.org	yes	\$26,200	\$26,900	\$700	\$600	80% A & B, 50% C	100%	5.2000		
Arlington	03: Lynn Johnson	lyjohnson@esu3.org	yes	\$31,170	\$32,020	\$850	\$350	80% A & B, 50% C	100%	5.3700	4 x 5	185
Arnold	10: Pat Osmond	posmond@esu10.org	yes	\$27,050	\$27,050	\$0	\$350	80% A & B, 50% C	100%	0.0580	4 x 5	182
Arthur County	16: Jane Hornung	jhornung@esu16.org		\$27,500			\$550		100%		4 x 4	
Ashland-Greenwood	02: Craig Pease	cpease@esu2.org	yes	\$29,215	\$30,116	\$901	\$600	80% A & B, 50% C	100%	5.5000	4 x 5	185
Auburn	04: Steve Schneider	sschneider@esu4.org	yes	\$30,056	\$30,650	\$594	\$600	80% A & B, 50% C	100%	2.5300	4 x 5	181
Aurora	09: Larry Rameakers	lramaeke@esu9.org	yes	\$28,600	\$29,480	\$880	\$350	80% A & B, 50% C	100%	4.9800	5 x 5	185
Axtell	11: Tom Sandberg	tsandber@esu11.org	yes	\$28,500	\$29,100	\$600	\$350	80% A & B, 50% C	100%	4.8800	4 x 4.5	185
Bancroft-Rosalie	02: Jon Cerny	jcerny@esu2.org	yes	\$28,750	\$29,750	\$1,000	\$600		100%	4.7900	4 x 4	185
Banner County	13: Lana Sides	lsides@panesu.org	yes	\$28,300	\$29,300	\$1,000	\$350	PPO 80%A&B 50%C	100%	1.6900	4.5 x 4.5	183
Battle Creek	08: Jay Bellar	jbellar@esu8.org	yes	\$28,500	\$29,150	\$650	\$600		100%		4 x 5	185
Bayard	13: Allen Gross	agross@panesu.org	yes	\$28,600	\$29,400	\$800	\$1,100	80% A & B, 50% C	100%	3.7300	4.5 X 4.5	185
Beatrice	05: John Brazell	jbrazell@bpsne.org	yes	\$30,700	\$31,400	\$700	\$0	80% A & B, 50% C	100%	4.5120	5 x 4	186
Bellevue	03: John Deegan											
Bennington	03: Terry Haack	thaack@esu3.org	yes	\$30,000	\$30,750	\$600	\$600	100% ABC	100%	4.4958	4 x 5	186
Bertrand	11: Dennis Shipp	dshipp@esu11.org	yes	\$27,550	\$28,200	\$650	\$350		100%	4.1800	4 x 4	183
Blair	03: Dave Kaslon	dave.kaslon@blairschool	yes	\$30,205	\$30,605	\$400	\$600	80% A & B, 50% C	100%	2.2400	4 x 5	187
Bloomfield	01: Bob Marks	bmarks@esu1.org	yes	\$28,700	\$29,900	\$1,200	\$1,100		100%			
Blue Hill	09: Joel Ruybalid	jruiybalid@esu9.org	yes	\$28,550	\$29,750	\$1,200	\$600		100%	4.7000	4 x 4	185
Boone Central	07: Cody Worrell	cworrell@esu7.org	yes	\$28,050	\$29,000	\$950	\$600		100%	5.0800	4 x 5	185
Brady Public School	16: William Porter	william.porter@esu16.org	yes	\$27,100	\$27,600	\$500	\$550		100%		4 x 4	175
Bridgeport	13: Dave Miller	dave.miller@panesu.org	yes	\$30,100	\$30,300	\$200	see rpt.	80% A & B, 50% C	100%		4.5 x 4.5	184
Broken Bow Schools	10: Heather Nichols	henicho@bbps.org	yes	\$29,150	\$29,150	\$0	\$600	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05: Trudy Clark	tclark@esu6.org	yes	\$28,800	\$29,660	\$860	\$350	80%AB	100%	3.9000	4 x 4	182
Burwell	10: Dan Bird	danbird@esu10.org	yes	\$28,200	\$28,750	\$550	\$600		100%	3.8200		
Callaway	10: Pat Osmond	posmond@esu10.org	yes	\$27,150	\$28,150	\$1,000	\$600	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11: Rob Gregory	rgregory@esu11.org	yes	\$28,800	\$29,600	\$800	\$800		100%	4.8300		
Cedar Bluffs	02: Joel Bohlken	jbohlken@esu2.org	yes	\$30,000	\$30,000	\$0	\$600	80% A & B, 50% C	100%	2.9300	4 x 4	185
Cedar Rapids	07: Joan Carraher	jcarrahaer@esu7.org	yes	\$27,600	\$28,700	\$1,100	\$350	80% AB	100%	5.8300	4 x 4	183
Centennial	06: Tim DeWaard	tim.dewaard@centennia	yes	\$29,750	#####	\$828.50	\$350	PPO 80%A&B 50%C	100%	4.7900	4 x 5	185
Central City	07: Candace Conradt	cconradt@esu7.org	yes	\$28,700	\$30,000	\$1,300	\$600	PPO 80%A&B 50%C	100%	4.5300	4 x 5	185
Centura	10:		yes	\$29,350	\$30,000	\$650	\$600	80% A & B, 50% C	100%		4 x 5	184
Chadron	13: Caroline Winchester	caroline.winchester@cha	yes	\$29,500	\$30,400	\$900	\$600	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Chambers	08: Alan Ehlers	aehlers@esu8.org	yes	\$27,500	\$29,000	\$1,500	\$350	80% A & B, 50% C	100%	5.1000	4 x 4	184
Chase County	15: Matthew Fisher	mfisher@esu15.org	yes	\$29,600	\$30,400	\$800	\$600	PPO 80%A&B 50%C	100%	3.7500	4.5 x 4.5	184
Clarkson	07: Tom McMahon	tmcMahon@esu7.org	yes	\$27,875	\$28,625	\$750	\$600		100%		4 x 4	184

Clay Center	09	Kent Miller	<a href="mailto:kmiller@esu9.org">kmiller@esu9.org</a>		\$28,185			\$600		100%		4 x 4	185
Cody-Kilgore	17	Terry Hazard	<a href="mailto:thazard72@esu17.org">thazard72@esu17.org</a>		\$27,800			\$600	80% A & B, 50% C	100%		4 x 4	186
Coleridge	01	Rich Patton	<a href="mailto:rpatton@esu1.org">rpatton@esu1.org</a>	yes	\$28,300	\$28,800	\$500	\$600	PO 80%A&B 50% C	100%	4.1604	4 x 4	185
Columbus	07	Troy Loeffelholz	<a href="mailto:troy.loeffelholz@cps-ne.org">troy.loeffelholz@cps-ne.org</a>										
Conestoga	03	Mark Sievering	<a href="mailto:msievering@esu3.org">msievering@esu3.org</a>	yes	\$29,100	\$30,100	\$1,000	\$600	80% A & B, 50% C	100%		4 x 5	159
Cozad	10	John Grinde	<a href="mailto:jgrinde@esu10.org">jgrinde@esu10.org</a>	yes	\$30,050	\$30,650	\$600	\$600		100%	4.25 x 4.7		185
Crawford	13	Dick Leshner	<a href="mailto:dlesher@panesu.org">dlesher@panesu.org</a>	yes	\$28,922	\$28,922	\$0	CIL		100%		4.5 x 4.5	183
Creek Valley	13	Ted Classen	<a href="mailto:tclassen@panesu.org">tclassen@panesu.org</a>	yes	\$28,450	\$29,400	\$950	\$350	80% A&B	100%	5.4100	4.5 x 4.5	185
Creighton	01	Fred Boelter	<a href="mailto:fboelter@esu1.org">fboelter@esu1.org</a>	yes	\$29,000	\$29,700	\$700	\$600		100%		4.5 x 4.5	183
Crete	06	Kyle McGowan	<a href="http://kylem@creteschools.org">kylem@creteschools.org</a>	yes	\$30,625	\$31,325	\$700	\$600	80% A & B, 50% C	100%	4.8900	4.5 x 4.5	186
Crofton	01	Randall Anderson	<a href="mailto:randers@esu1.org">randers@esu1.org</a>	yes	\$29,200	\$30,000	\$800	\$600		100%	4.0000	4 x 4	
Cross County	07	Brent Hollinger	<a href="mailto:bhollinger@esu7.org">bhollinger@esu7.org</a>	yes	\$28,700	\$29,500	\$800	\$600	80% A & B, 50% C	100%	4.1700	4.5 x 4	185
David City	07	Jerry Phillips	<a href="mailto:jphillip@esu7.org">jphillip@esu7.org</a>	yes	\$29,800	\$30,800	\$1,000	\$600	PO 80%A&B 50% C	100%	4.7000	4 x 5	187
Deshler	05	Al Meier	<a href="mailto:ameier@esu6.org">ameier@esu6.org</a>	yes	\$27,685	\$28,740	\$1,055	\$350	PO 80%A&B 50% C	100%	4.7060	4.5 x 4	182
Diller-Odell	05	Darrell Vitosh	<a href="mailto:dvitosh@esu5.org">dvitosh@esu5.org</a>	yes	\$29,000	\$29,800	\$800	\$600	PO 80%A&B 50% C	100%	3.9000	4 x 4	185
Dist. OR-1, Palmyra	04	Rob Hanger	<a href="mailto:hanger.rob@districtor1.org">hanger.rob@districtor1.org</a>	yes	\$30,100	\$31,000	\$900	\$600	PO 80%A&B 50% C	100%	2.7000	4 x 4	185
Dodge	02	Randy Marymee	<a href="mailto:rmarymee@esu2.org">rmarymee@esu2.org</a>	yes	\$28,400	\$29,200	\$800	\$600		100%		4 x 5	185
Doniphan-Trumbull	09	Kirk Russell	<a href="mailto:krussell@esu9.org">krussell@esu9.org</a>	yes	\$29,000	\$29,800	\$800	\$600	80% A & B, 50% C	100%	3.5500	4 x 5	185
Dorchester	06	Brian Redinger	<a href="mailto:breninger@esu6.org">breninger@esu6.org</a>	yes	\$28,600	\$29,250	\$650	\$350	AB, 50% C	100%	3.9000	4 x 4	185
Douglas County West	03	George Conrad	<a href="mailto:gconrad@dcwest.org">gconrad@dcwest.org</a>	yes	\$30,105	\$30,815	\$710	see rpt		100%	5.2000	4 x 4	185
Dundy County Strat	15	Dallas Watkins	<a href="mailto:dwatkins@dcstigers.org">dwatkins@dcstigers.org</a>	yes	\$29,000	\$29,900	\$900	\$350		100%	3.9000		
East Butler	07	Jim Koontz	<a href="mailto:jkoontz@esu7.org">jkoontz@esu7.org</a>	yes	\$28,700	\$29,525	\$825	\$600	80% A & B, 50% C	100%		4 x 4.5	185
Elba	10	Gary Klahn	<a href="mailto:garyklahn@esu10.org">garyklahn@esu10.org</a>	yes	\$26,800	\$27,450	\$650	\$600		100%		4 x 5	173
Elgin	08	Steve Dennis	<a href="mailto:sdennis@esu8.org">sdennis@esu8.org</a>	yes	\$28,730	\$29,380	\$650	\$350	80% A & B, 50% C	100%		4 x 4.5	185
Elkhorn	03	Steve Baker	<a href="mailto:sbaker@epsne.org">sbaker@epsne.org</a>	yes	\$29,575	\$30,100	\$525	\$600		100%	4.3000		
Elkhorn Valley	08	Ken Navratil	<a href="mailto:knavrati@esu8.org">knavrati@esu8.org</a>	yes	\$28,400	\$29,400	\$1,000	\$600		100%		4 x 4	185
Elm Creek	10	Larry Babcock	<a href="mailto:lbabcock@esu10.org">lbabcock@esu10.org</a>	yes	\$28,600	\$29,525	\$925	\$600		100%	3.3000	4 x 4	182
Elmwood-Murdock	03	Dan Novak	<a href="mailto:dnovak@esu3.org">dnovak@esu3.org</a>	yes	\$29,700	\$30,650	\$950	\$600		100%	4.3000	4 x 4	185
Elwood	11	Richard Einspahr	<a href="mailto:richeins@esu11.org">richeins@esu11.org</a>	yes	\$27,940	\$28,500	\$560	\$600	100% ABC	100%	3.2200	4 x 4	184
Emerson-Hubbard	01	Tom Becker	<a href="mailto:tbecker@esu1.org">tbecker@esu1.org</a>	yes	\$28,850	\$30,150	\$1,300	\$600	PO 80%A&B 50% C	100%		4 x 4	185
ESU 01	01	Bob Uhing	<a href="mailto:buhing@esu1.org">buhing@esu1.org</a>										
ESU 02	02	Dave Ludwig	<a href="mailto:dludwig@esu2.org">dludwig@esu2.org</a>	yes	\$27,150	\$27,650		\$350	80% A & B, 50% C	100%		4.5 x 4.5	185
ESU 03	03	Gil Kettelhut	<a href="mailto:gil@esu3.org">gil@esu3.org</a>	yes	\$28,625	\$28,862	\$237	\$800	PO 80%A&B 50% C	see ~	4.5367	5 x 5	190
ESU 04	04	Jon Fisher	<a href="mailto:jfisher@esu4.org">jfisher@esu4.org</a>		\$28,748					100%			
ESU 05	05	Jan Reimer	<a href="mailto:jreimer@esu5.org">jreimer@esu5.org</a>	yes	\$31,675	\$32,735	\$1,060	500/\$1500	PO 80%A&B 50% C	850/mc	5.0000	4 x 5	185
ESU 06	06	Dan Shoemake	<a href="mailto:dshoemake@esu6.org">dshoemake@esu6.org</a>	yes	\$29,150	\$30,150	\$1,000	\$350		85%	5.0370	4 x 4	185
ESU 08	08	Randy Peck	<a href="mailto:rpeck@esu8.org">rpeck@esu8.org</a>		\$30,000					100%			
ESU 09	09	Larry Fox	<a href="mailto:lfox@esu9.org">lfox@esu9.org</a>	yes	\$29,925	\$30,925	\$1,000	\$350	PO 80%A&B 50% C	100%		4 x 4.5	185
ESU 10	10	Wayne Bell	<a href="mailto:wbell@esu10.org">wbell@esu10.org</a>	yes	\$29,200	\$29,400	\$200	\$600	AB, 50% C, 75% of F	100%	3.4100	4.75 x 4	185
ESU 11	11	Ron Karr	<a href="mailto:rkarr@esu11.org">rkarr@esu11.org</a>		\$28,100					100%			
ESU 13	13	Jeff West	<a href="mailto:jeffwest@esu13.org">jeffwest@esu13.org</a>	yes	\$29,400	\$30,400	\$1,000	\$350	see report		3.0000	2.5 x 4.2	185
ESU 15	15	Paul Calvert	<a href="mailto:pcalvert@esu15.org">pcalvert@esu15.org</a>	yes	\$28,500	\$29,300	\$800	\$350	80% A&B	100%	4.2000		
ESU 16	16	Margene Beatty	<a href="mailto:mbeatty@esu16.org">mbeatty@esu16.org</a>	yes	\$28,250	\$29,900	\$1,650	\$350	80% A & B, 50% C	100%		5 x 4	185
ESU 17	17	Dennis Radford	<a href="mailto:dradford@esu17.org">dradford@esu17.org</a>		\$26,500			CIL		100%		4 x 4	185
Eustis-Farnam	11	Steve Sampy	<a href="mailto:ssampy@esu11.org">ssampy@esu11.org</a>	yes	\$27,450	\$28,450	\$1,000	\$600		100%	4.8100	4 x 4	183
Ewing	08	Katherine Meink	<a href="mailto:meinkk@esu8.org">meinkk@esu8.org</a>	yes	\$27,650	\$28,125	\$475	\$350	80% A & B, 50% C	100%		4 x 4.25	185
Exeter-Milligan	06	Paul Sheffield	<a href="mailto:psheffie@esu6.org">psheffie@esu6.org</a>	yes	\$28,800	\$29,660	\$860	\$600	80% A & B, 50% C	100%	4.0600	4 x 4	185
Fairbury	05	Fred Helmink	<a href="mailto:fhelmink@fairburyjeffs.org">fhelmink@fairburyjeffs.org</a>	yes	\$29,525	\$30,300	\$775	\$600	80% A&B	100%	4.9300	4 x 5	185
Falls City	04	Tim Heckenlively	<a href="mailto:theckenlively@fallscityps.org">theckenlively@fallscityps.org</a>	yes	\$29,750	\$30,350	\$600	\$600		100%	3.7800	4 x 5	184



Fillmore Central	06	Mark Norvell	<a href="mailto:mnorvell@esu6.org">mnorvell@esu6.org</a>	yes	\$29,400	\$30,400	\$1,000	\$350		100%	4.7000	4 x 4	185	
Fort Calhoun	03	Don Johnson	<a href="mailto:donjohnson@esu3.org">donjohnson@esu3.org</a>	yes	\$28,975	\$29,900	\$925	\$350		100%	4.2900	4 x 5	187	
Franklin	11	Ken Schroeder	<a href="mailto:kschroed@esu11.org">kschroed@esu11.org</a>	yes	\$27,875	\$29,075	\$1,200	\$600		100%		4 x 5	185	
Freeman	05	Randy Page	<a href="mailto:rpage@esu6.org">rpage@esu6.org</a>	yes	\$28,800	\$29,250	\$450	\$600	80% A & B, 50% C	100%	3.7000	4 x 4	185	
Friend	06	Beth Johnsen	<a href="mailto:bjohnsen@esu6.org">bjohnsen@esu6.org</a>	yes	\$28,450	\$29,450	\$1,000	\$350		100%		4.5 x 4	185	
Fullerton	07	Jeff Anderson	<a href="mailto:janders@esu7.org">janders@esu7.org</a>	yes	\$28,600	\$29,550	\$950	\$350	PPO 80%A&B 50% C	100%	4.7800	4 x 5	185	
Garden County	13	Paula Sissel	<a href="mailto:paulas@panesu.org">paulas@panesu.org</a>	yes	\$28,000	\$29,120	\$1,120		CIL, see report		3.1900			
Gering	13	Tim Meisner	<a href="mailto:tmeisner@geringschools.org">tmeisner@geringschools.org</a>	yes	\$30,000	\$30,850	\$850	\$350	see report	25%		4.5 x 4.5	186	
Gibbon	10	Larry Witt	<a href="mailto:lwitt@esu10.org">lwitt@esu10.org</a>	yes	\$29,550	\$30,125	\$575	\$600	80% A & B, 50% C	100%	2.9900	4 x 5	185	
Giltner	09	John Poppert	<a href="mailto:jpoppert@esu9.org">jpoppert@esu9.org</a>	yes	\$28,000	\$29,500	\$1,500	\$600	80% A & B, 50% C	100%		4 x 4	185	
Gordon-Rushville	13	Merrell Nelson	<a href="mailto:merrellnelson@gmstar.org">merrellnelson@gmstar.org</a>	yes	\$28,100	\$30,000	\$1,900		see rpt					
Gothenburg	10	Mike Teahon	<a href="mailto:mteahon@esu10.org">mteahon@esu10.org</a>	yes	\$30,075	\$30,700	\$625	\$600	80% A & B, 50% C	100%	4.0000	4 x 5	185	
Grand Island	10	Wayne Stelk	<a href="mailto:wstelk@gips.org">wstelk@gips.org</a>	yes	\$30,390	\$31,400	\$1,010		see rpt		4.5900	hybrid	187	
Grand Island North	10	Bill Mowinkel	<a href="mailto:bmowinke@esu10.org">bmowinke@esu10.org</a>					\$550	80% A & B, 50% C	100%		4 x 5	185	
Greeley-Wolbach	10	Amy Malander	<a href="mailto:amalander@esu10.org">amalander@esu10.org</a>	yes	\$27,800	\$28,356	\$556	\$600	80% A & B, 50% C	100%		4 x 5	185	
Gretna	03	Kevin Riley	<a href="mailto:kriley@gretnadragons.org">kriley@gretnadragons.org</a>		\$31,200			\$600		100%				
Hampton	09	Holly Herzberg	<a href="mailto:hherzber@esu9.org">hherzber@esu9.org</a>	yes	\$28,000	\$29,000	\$1,000	\$600	80% A & B, 50% C	100%	5.1700	4 x 4	185	
Hartington	01	Randall Anderson	<a href="mailto:randers@esu1.org">randers@esu1.org</a>	yes	\$27,450	\$28,950	\$1,500		CIL		0.0000			
Harvard	09	Michael Derr	<a href="mailto:mderr@esu9.org">mderr@esu9.org</a>	yes	\$28,900	\$30,000	\$1,100	\$350		100%	6.4600	4 x 4	185	
Hastings	09	Larry Ross	<a href="mailto:lross@esu9.org">lross@esu9.org</a>		\$30,000			\$600	100% ABC	95%		4.5 x 4.5	186	
Hay Springs	13	Steven Pummel	<a href="mailto:spummel@allegiance.tv">spummel@allegiance.tv</a>		\$28,770			\$350	80% A & B, 50% C	100%		4.5 x 4.5	182	
Hayes Center	15	Ron Howard	<a href="mailto:rhoward@hccardinals.org">rhoward@hccardinals.org</a>	yes	\$28,000	\$28,300	\$300	\$350	80% A & B, 50% C	100%		4 x 4.5	184	
Heartland	06	Norm Yoder	<a href="mailto:nyoder@esu6.org">nyoder@esu6.org</a>	yes	\$30,600	\$31,525	\$925	\$350		100%	4.0180	4 x 4	185	
Hemingford	13	Casper Ningen	<a href="mailto:cningen@panesu.org">cningen@panesu.org</a>	yes	\$29,200	\$29,800	\$600	\$350	100%A&B	100%		4.5 x 4.5	185	
Hershey	16	Michael Cunning	<a href="mailto:mcunning@esu16.org">mcunning@esu16.org</a>		\$28,200			\$350		100%		5 x 4	182	
High Plains	07	Stan Hendricks	<a href="mailto:shendricks@esu7.org">shendricks@esu7.org</a>	yes	\$29,000	\$30,275	\$1,275	\$600	80%AB	100%	4.2400	4 x 4.5	184	
Hitchcock County	15	Mike Apple	<a href="mailto:mapple@hcfalcons.org">mapple@hcfalcons.org</a>	yes	\$27,600	\$28,500	\$900	\$350	80%AB	100%	4.6000	4 x 4	185	
Holdrege	11	Cinde Wendell	<a href="mailto:cwendell@esu11.org">cwendell@esu11.org</a>	yes	\$29,100	\$29,750	\$650	\$600		100%	4.3500	4.5 x 4.5	185	
Homer	01	Cheryll Malcom	<a href="mailto:cmalcom@esu1.org">cmalcom@esu1.org</a>	yes	\$26,350	\$26,850	\$500	\$800	80% A & B, 50% C	100%	4.2800	4 x 4	185	
Howells	07	Tom McMahan	<a href="mailto:tmcMahon@esu7.org">tmcMahon@esu7.org</a>	yes	\$29,500	\$31,500	\$2,000		flat salary of \$7,800, no insurance			4 x 4	185	
Humboldt-Table Rock	04	Clint Kimbrough	<a href="mailto:crkimbro@esu6.org">crkimbro@esu6.org</a>	yes	\$29,300	\$30,300	\$1,000	\$350/600	80% A & B, 50% C	100%		4 x 4	185	
Humphrey Public	07	Greg Sjuts	<a href="mailto:gsjuts@esu7.org">gsjuts@esu7.org</a>	yes	\$27,900	\$29,000	\$1,100	\$600	80% A & B, 50% C	100%	5.1700	4 x 4	185	
Hyannis Dist 11	16	Terry Hazard	<a href="mailto:terry.hazard@esu16.org">terry.hazard@esu16.org</a>		\$27,500			\$600	80% A & B, 50% C	100%		4 x 4	184	
Johnson County Central	04	Jack Moles	<a href="mailto:jack.moles@jccentral.org">jack.moles@jccentral.org</a>	yes	\$29,600	\$30,425	\$825	\$350	100% ABC	100%				
Johnson-Brock	04	Arlan Andreeson	<a href="mailto:aandrees@esu4.org">aandrees@esu4.org</a>	yes	\$28,800	\$29,450	\$650			100%	4.4400	4 x 4	185	
Kearney	10	Chris Nelson	<a href="mailto:chris.nelson@kearneypub.org">chris.nelson@kearneypub.org</a>	yes	\$30,129	\$31,130	\$1,001		see rpt	see rpt	100%	4.9500	4.5 x 4.5	185
Kenesaw	09	Jim Troshynski	<a href="mailto:jtroshyn@esu9.org">jtroshyn@esu9.org</a>	yes	\$28,200	\$29,300	\$1,100	\$600		100%	4.8000	4 x 4	182	
Keya Paha	17	Roger Lenhard	<a href="mailto:rlnhard@esu17.org">rlnhard@esu17.org</a>	yes	\$28,000	\$28,850	\$850	\$600		100%		4 x 4		
Kimball	13	Troy L. Unzicker	<a href="mailto:tunzick@panesu.org">tunzick@panesu.org</a>	yes	\$28,800	\$28,800	\$0	\$350		100%	1.7400	4 x 5	185	
Lakeview	07	Russ Freeman	<a href="mailto:rffreeman@esu7.org">rffreeman@esu7.org</a>	yes	\$28,600	\$29,300	\$700	\$600	80% A & B, 50% C	100%	4.1200	5 x 4	184	
Laurel-Concord	01	Rich Patton	<a href="mailto:rpattton@esu1.org">rpattton@esu1.org</a>	yes	\$28,400	\$29,000	\$600	\$800	PPO 80%A&B 50% C	100%	3.7228	4 x 4	185	
Leigh	07	Michael Montgomery	<a href="mailto:mmontgomery@esu7.org">mmontgomery@esu7.org</a>	yes	\$28,000	\$28,850	\$850	\$600	PPO 80%A&B 50% C	100%	3.4000	4 x 4	185	
Lewiston	04	Bruce McCoy	<a href="mailto:bmccoy@esu4.org">bmccoy@esu4.org</a>	yes	\$29,300	\$29,900	\$600	\$800		100%	3.1310	4 x 4	185	
Lexington	10	Todd Chessmore	<a href="mailto:todd.chessmore@esu10.org">todd.chessmore@esu10.org</a>	yes	\$31,000	\$31,000	\$0	\$600	80% A & B, 50% C	100%	1.9900	4 x 5	185	
Leyton	13	Bill Hackonson	<a href="mailto:william.hakonson@panesu.org">william.hakonson@panesu.org</a>		\$27,750			\$600	80% A & B, 50% C	100%		4.5 x 4.5	183	
Lincoln Public Schools		Ken Babcock	<a href="mailto:kbabcock@lps.org">kbabcock@lps.org</a>	yes	\$36,008	\$37,431	\$1,423	\$350	80% A & B, 50% C	see rpt	2.9700	see rpt	191	
Litchfield	10	Scott Maline	<a href="mailto:smaline@esu10.org">smaline@esu10.org</a>	yes	\$27,700	\$28,650	\$950	\$600	80% A & B, 50% C	100%	4.5000	4 x 5	185	
Logan View	02	Steve Wilson	<a href="mailto:swilson@esu2.org">swilson@esu2.org</a>	yes	\$28,750	\$29,550	\$800	\$600	80% A & B, 50% C	100%		4 x 5	185	
Loomis	11	Keith Fagot	<a href="mailto:kfagot@esu11.org">kfagot@esu11.org</a>	yes	\$28,000	\$28,900	\$900	\$600		100%	4.1300	4 x 4	183	

Louisville	03	Ed Kasl	<a href="mailto:ekasl@esu3.org">ekasl@esu3.org</a>	yes	\$30,380	\$31,280	\$900	\$350	80% A & B, 50% C	100%	5.0700	5 x 3	185
Loup City	10	Tom Hinrichs	<a href="mailto:thinrichs@esu10.org">thinrichs@esu10.org</a>	yes	\$28,840	\$29,525	\$685	\$350	80% A & B, 50% C	90%	4.3200	4 x 5	185
Loup County	10	Wayne Ruppert	<a href="mailto:wruppert@esu10.org">wruppert@esu10.org</a>	yes	\$26,200	\$27,200	\$1,000	\$600	80% A & B, 50% C	100%	5.3000	4 x 5	185
Lynch	08	Ted Hillman	<a href="mailto:thillman@esu8.org">thillman@esu8.org</a>	yes	\$25,950	\$26,825	\$875	\$600	PPO 80%A&B 50% C	100%		4 x 4	178
Lyons-Decatur	02	Fred Hansen	<a href="mailto:fhansen@esu2.org">fhansen@esu2.org</a>	yes	\$28,675	\$29,500	\$825	\$600	80% A & B, 50% C	100%	5.2100	4 x 5	185
Madison	08	Dave Melick	<a href="mailto:dmelick@esu8.org">dmelick@esu8.org</a>	yes	\$28,750	\$29,645	\$895	\$600	PPO 80%A&B 50% C	100%	4.4900	4 x 5	185
Malcolm	06	Gene Neddenried	<a href="mailto:gnedd@esu6.org">gnedd@esu6.org</a>	yes	\$30,150	\$31,100	\$950	\$800		100%	4.4900	4 x 4	185
Maxwell	16	Chuck Hervert	<a href="mailto:chervert@esu16.org">chervert@esu16.org</a>		\$28,072			\$350	80% A & B, 50% C			4 x 4	184
Maywood Schools	15	Jeff Koehler	<a href="mailto:jkoehler@esu15.org">jkoehler@esu15.org</a>	yes	\$26,600	\$28,400	\$1,800	\$600		100%		4.5 x 4.5	183
McCook	15	Rick Haney	<a href="mailto:rhane@esu15.org">rhane@esu15.org</a>	yes	\$30,043	\$30,570	\$527	\$600	80% A & B, 50% C	100%	3.2000		
McCool Jct.	06	Curtis Cogswell	<a href="mailto:ccogswell@mcjmustangs.org">ccogswell@mcjmustangs.org</a>		\$28,600			\$350	80% A & B, 50% C	100%		4 x 4	184
McPherson County	16	Kathy Fisher	<a href="mailto:kfisher@esu16.org">kfisher@esu16.org</a>	yes	\$28,800	\$29,200	\$400	\$1,100	single dental	100%		4 x 5	185
Mead	02	Dale Rawson	<a href="mailto:drawson@esu2.org">drawson@esu2.org</a>	yes	\$27,550	\$27,950	\$400	\$600	80% A & B, 50% C	100%	6.6700	4 x 4	185
Medicine Valley	15	Alan Garey	<a href="mailto:agarey@esu15.org">agarey@esu15.org</a>	yes	\$27,500	\$28,100	\$600	\$350	80% A & B, 50% C	100%	4.1800	4 x 4	184
Meridian	05	Tom Rother	<a href="mailto:trother@esu5.org">trother@esu5.org</a>	yes	\$28,761	\$29,550	\$789	\$600	PPO 80%A&B 50% C	100%		4 x 4	185
Milford	06	Kevin Wingard	<a href="mailto:kwingard@esu6.org">kwingard@esu6.org</a>	yes	\$30,600	\$31,075	\$475	\$600	80% A & B, 50% C	see rpt	3.1200	4 x 5	186
Millard	03	Keith Lutz	<a href="mailto:kelutz@mpsomaha.org">kelutz@mpsomaha.org</a>	yes	\$34,383	\$36,032	\$1,649	\$350		100%		n/a	194
Minatare	13	Tim Cody	<a href="mailto:tcody@panesu.org">tcody@panesu.org</a>	yes	\$28,100	\$28,900	\$800	\$350	80% A&B	100%	3.9900	4 x 5	183
Minden	11	Melissa Wheelock	<a href="mailto:mwheelock@esu11.org">mwheelock@esu11.org</a>	yes	\$29,425	\$30,000	\$575	\$600	80% A & B, 50% C	100%	4.0100	4 x 5	185
Mitchell	13	Kent Halley	<a href="mailto:khalley@panesu.org">khalley@panesu.org</a>	yes	\$29,500	\$30,000	\$500		plus flat salay of \$13,000		3.0000	4.5 x 4.5	184
Morrill	13			yes	\$29,000	\$29,900	\$900		plus flat salay of \$10,764	see rpt		4.25 x 4.5	185
Mullen	16	Jeff Hoelsing	<a href="mailto:jhoelsing@esu16.org">jhoelsing@esu16.org</a>	yes	\$26,800	\$27,800	\$1,000	\$350	80% A & B, 50% C	100%		4 x 5	183
NE Unified Dist #1	08	Bill Kuester	<a href="mailto:wkuester@esu8.org">wkuester@esu8.org</a>	yes	\$29,000	\$29,800	\$800	\$600		100%		4 x 4	185
Nebraska City	04	Jeff Edwards	<a href="mailto:jedwards@esu4.org">jedwards@esu4.org</a>	yes	\$30,825	\$31,325	\$500	\$600		100%		4 x 5	186.5
Neligh-Oakdale	08	Ron Brandl	<a href="mailto:rbrandl@esu8.org">rbrandl@esu8.org</a>	yes	\$27,400	\$28,500	\$1,100	\$600				4 x 4	185
Newcastle	01	Rich Patton	<a href="mailto:rpatt@esu1.org">rpatt@esu1.org</a>		\$27,900			\$600	80% A & B, 50% C	100%		4 x 4	185
Newman Grove	08	Herb Pokorny	<a href="mailto:hpokorny@esu8.org">hpokorny@esu8.org</a>	yes	\$27,600	\$28,650	\$1,050	\$800		100%	3.9800	4 x 4	185
Niobrara	01	Margaret Sandoz	<a href="mailto:msandoz@esu1.org">msandoz@esu1.org</a>	yes	\$29,000	\$30,000	\$1,000	\$600		100%		4 x 4	185
Norfolk	08	Vicky Schwartz	<a href="mailto:VickySchwartz@npsne.org">VickySchwartz@npsne.org</a>	yes	\$32,000	\$32,962	\$962		see rpt 80% A & B, 50% C	100%	4.2000	4.5 x 4.5	186
Norris	06	John Skretta	<a href="mailto:john.skretta@nsditans.org">john.skretta@nsditans.org</a>	yes	\$32,000	\$32,700	\$700	\$550	80% A & B, 50% C	100%	4.0300	4 x 5	187+
North Bend Central	02	Dan Endorf	<a href="mailto:dendorf@esu2.org">dendorf@esu2.org</a>	yes	\$28,700	\$29,650	\$950	\$600	PPO 80%A&B 50% C	100%	4.6000	4 x 5 mod	185
North Loup Scotia	10	Jim Duval	<a href="mailto:jduval@esu10.org">jduval@esu10.org</a>	yes		\$28,600		\$350					
North Platte	16	Stuart Simpson	<a href="mailto:ssimpson@nppsd.org">ssimpson@nppsd.org</a>		\$31,840				80% A & B, 50% C			5 x 4	187
O'Neill	08	Amy Shane	<a href="mailto:ashane@esu8.org">ashane@esu8.org</a>	yes	\$28,000	\$28,800	\$800	\$600		100%		4.5 x 4.5	180
Oakland-Craig	02	Joe Peitzmeier	<a href="mailto:jpeitz@esu2.org">jpeitz@esu2.org</a>	yes	\$28,550	\$29,350	\$800	\$350	80% A & B, 50% C	100%		4 x 5	185
Ogallala	16	Carl Dietz	<a href="mailto:carl.dietz@esu16.org">carl.dietz@esu16.org</a>	yes	\$29,300	\$30,000	\$700	\$350	PPO 100% A,B,C	100%	6.6300	5 x 4	185
Omaha Public Schools		Gerry Huber	<a href="mailto:gerry.huber@ops.org">gerry.huber@ops.org</a>	yes	\$33,485				see Word document for complete information	100%	3.0000		190
Ord	10	Max Kroger	<a href="mailto:mkroger@esu10.org">mkroger@esu10.org</a>	yes	\$29,000	\$29,650	\$650	\$350	PPO 100% A,B,C	100%	3.6400	5 x 4	185
Osceola	07	Steve Rinehart	<a href="mailto:srinehart@esu7.org">srinehart@esu7.org</a>	yes	\$28,900	\$29,650	\$750	\$600	80% A&B	100%		4 x 4.5	185
Osmond	08	Dave Hamm	<a href="mailto:dhamm@esu8.org">dhamm@esu8.org</a>	yes	\$28,450	\$29,600	\$1,150	\$600	80% A & B, 50% C	100%	4.8300	4 x 4	185
Overton	10	Mark Aten	<a href="mailto:maten@esu10.org">maten@esu10.org</a>	yes	\$28,150	\$28,650	\$500	\$600	80% A & B, 50% C	100%	5.1800	4 x 4	182
Palmer	07	Gary Monter	<a href="mailto:gmonter@esu7.org">gmonter@esu7.org</a>	yes	\$28,200	\$29,100	\$900	\$350	80% A & B, 50% C	100%	3.0500	4 x 4.5	183
Papillion-La Vista	03	Renee Jacobson	<a href="mailto:rjacobson@paplv.esu3.org">rjacobson@paplv.esu3.org</a>	yes	\$30,130	\$30,230	\$100	\$600	80% A & B, 50% C		3.1900	5 x 5	190
Pawnee City	04	Stephen Grizzle	<a href="mailto:sgrizzle@pawneecityschc.org">sgrizzle@pawneecityschc.org</a>	yes	\$29,575	\$30,300	\$725	\$600		100%		4 x 4	185
Paxton	16	Del Dack	<a href="mailto:ddack@esu16.org">ddack@esu16.org</a>	yes	\$28,500	\$29,250	\$750	\$350	80% A & B, 50% C	100%		4 x 4	182
Pender	01	Jason Dolliver	<a href="mailto:jadoll1@penderschools.org">jadoll1@penderschools.org</a>	yes	\$28,800	\$29,350	\$550	\$600	PPO 100% A,B,C	100%	4.2300	4 x 5	185
Perkins County Sch	16	Tobin Buchanan	<a href="mailto:Tobin.Buchanan1@pcs.edu">Tobin.Buchanan1@pcs.edu</a>	yes	\$29,100	\$29,850	\$750		see rpt 80% A&B	100%		4 x 4	183
Pierce Public	08	Dan Navrkal	<a href="mailto:dnavrkal@esu8.org">dnavrkal@esu8.org</a>	yes	\$29,000	\$29,600	\$600		see rpt	100%		4 x 5	185
Plainview	08	Rich Alt	<a href="mailto:ralt@esu8.org">ralt@esu8.org</a>	yes	\$28,935	\$30,000	\$1,065	\$600	PPO 80%A&B 50% C	100%	4.6000	2.5 x 4.2	185



Valentine Communi	17	Jamie S Isom	<a href="mailto:jsisom@esu17.org">jsisom@esu17.org</a>	yes	\$29,400	\$30,065	\$665	\$600	PO 80%A&B 50% C	100%	3.0000	4.5 x 4.5	185	
Wahoo	02	Galen Boldt	<a href="mailto:gboldt@esu2.org">gboldt@esu2.org</a>	yes	\$28,500	\$29,500	\$1,000	\$600	80% A & B, 50% C	100%	4.4000	4 x 5	186	
Wakefield	01	Clayton Waddle	<a href="mailto:cwaddle@esu1.org">cwaddle@esu1.org</a>	yes	\$29,200	\$30,200	\$1,000	\$600	80% A & B, 50% C	100%	4.6300	4 x 4	185	
Wallace	16	R. Todd Porter	<a href="mailto:tporter@esu16.org">tporter@esu16.org</a>	yes	\$28,200	\$29,000	\$800	\$350	80% A & B, 50% C	100%	3.5000	4 x 4	183	
Walthill	01	Ed Stansberry	<a href="mailto:estansbe@esu1.org">estansbe@esu1.org</a>	yes	\$33,070	\$34,062	\$992	\$350	80% A & B, 50% C	100%		4 x 4	185	
Wauneta-Palisade	15	Stan Sibley	<a href="mailto:ssibley@esu15.org">ssibley@esu15.org</a>		\$27,200			\$350	80% A & B, 50% C	100%		4 x 5	184	
Wausa	01	Bob Marks	<a href="mailto:bmarks@esu1.org">bmarks@esu1.org</a>	yes	\$28,400	\$29,000	\$600	\$600		100%		4 x 4	185	
Waverly	06	Bill Heimann	<a href="mailto:bheimann@esu6.org">bheimann@esu6.org</a>	yes	\$30,935	\$31,190	\$255	\$600	80% A & B, 50% C	100%	2.6300	4 x 5	186	
Wayne	01	Mark Lenihan	<a href="mailto:malenih1@wayneschools.org">malenih1@wayneschools.org</a>	yes	\$29,150	\$30,000	\$850	\$500		100%	4.8000	4 x 5	185	
Weeping Water	03	Brian Gegg	<a href="mailto:bgegg@esu3.org">bgegg@esu3.org</a>	yes	\$29,150	\$30,000	\$850	\$600	80% A & B, 50% C	100%	3.2000	4 x 4	185	
West Boyd Schools	08	Russ Lechtenberg	<a href="mailto:drlechte@esu8.org">drlechte@esu8.org</a>		\$28,100			\$350		100%		4 x 4	185	
West Holt	08	Bill McAllister	<a href="mailto:bmcalls@esu8.org">bmcalls@esu8.org</a>	yes	\$28,850	\$29,450	\$600	\$600		100%	3.8000	25 x 4.2	184	
West Point-Beemer	02	Ted DeTurk	<a href="mailto:tdeturf@wpcadets.org">tdeturf@wpcadets.org</a>	yes	\$30,000	\$30,000	\$0	\$600		100%		4 x 5	185	
Westside	03	Eric Weber	<a href="mailto:eweber@westside66.org">eweber@westside66.org</a>	yes	\$34,200	\$34,200	\$0	\$600	80% AB 50% C	100%	1.2000	N/A	193	
Wheeler Central	08	Alan Ehlers	<a href="mailto:aehlers@esu8.org">aehlers@esu8.org</a>	yes	\$25,500	\$26,425	\$925	\$350	PO 80%A&B 50% C	100%	4.0000	4.5 x 4.5	185	
Wilber-Clatonia	06	Ray Collins	<a href="mailto:rcollins@esu6.org">rcollins@esu6.org</a>	yes	\$31,025	\$32,000	\$975	\$600		100%	2.4500	4 x 4	185	
Wilcox-Hildreth	11	Roger Boyer	<a href="mailto:rboyer@esu11.org">rboyer@esu11.org</a>	yes	\$28,000	\$29,200	\$1,200	\$600	80% A&B	100%		4 x 4	183	
Winnebago	01	Dan Fehring	<a href="mailto:dfehring@esu1.org">dfehring@esu1.org</a>	yes	\$32,589	\$33,566	\$977	\$350	80% A & B, 50% C	100%	3.0000	4 x 4	185	
Winside	01	Jeff Messersmith	<a href="mailto:jmessers@esu1.org">jmessers@esu1.org</a>	yes	\$29,200	\$30,150	\$950	\$350	PO 80%A&B 50% C	100%	2.5200	4 x 4	185	
Wisner-Pilger	02	Alan Harms	<a href="mailto:aharms@esu2.org">aharms@esu2.org</a>	yes	\$28,479	\$29,285	\$806	\$600	PO 80%A&B 50% C	100%	3.9996	4 x 5	185	
Wood River HS	10	Cindy Huff	<a href="mailto:chuff@esu10.org">chuff@esu10.org</a>	yes	\$29,500	\$30,350	\$850	\$600	80% A & B, 50% C	100%	3.8600	4 x 5	185	
Wynot	01	Rich Patton	<a href="mailto:rpatton@esu1.org">rpatton@esu1.org</a>	yes	\$27,750	\$28,700	\$950	\$600	80% A & B, 50% C	100%	3.9900	5 x 5	170	
York	06	Mike Lucas	<a href="mailto:mjlucas@esu6.org">mjlucas@esu6.org</a>	yes	\$29,800	\$30,200	\$400	not EHA		100%	tba	5 x 4	187	
Yutan	02	Kevin Johnson	<a href="mailto:johnsonk@esu2.org">johnsonk@esu2.org</a>	yes	\$29,712	\$30,712	\$1,000	\$600	80% A & B, 50% C	100%		4 x 4	185	
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2010-11</b>														
number of districts settled				<b>237</b>					Difference					
low				<b>\$25,500</b>	<b>\$26,425</b>			\$925			<b>0.0000</b>	<b>159</b>		
average				<b>\$28,901</b>	<b>\$29,683</b>			\$782			<b>4.0638</b>	<b>184</b>		
median				<b>\$28,766</b>	<b>\$29,623</b>			\$857			<b>4.1200</b>	<b>185</b>		
high				<b>\$36,008</b>	<b>\$37,431</b>			\$1,423			<b>7.2100</b>	<b>194</b>		
statewide midpoint info for negotiations				<b>\$28,833</b>	<b>\$29,653</b>			\$820			<b>4.0919</b>	<b>185</b>		



School District	ESU	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled ?	2011 base	2012 base	Change from 2011 to	Health Insurance	Dental Plan	% Ins. Prem. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09	Shawn Scott	sscott@esu9.org	yes	\$31,100	\$31,600	\$500	\$600	80% ABC	100%	2.9800	4.5 x 4.5	184
Ainsworth	17	Darrell Peterson	dkpeters@esu17.org	yes	\$29,900	\$30,400	\$500	\$600	80% A & B, 50% C	100%	1.5800	5 x 4	185
Allen Consolidated	01	Monty Miller	momiller@esu1.org	yes	\$29,450	\$30,400	\$950	\$600	80% A & B, 50% C	100%	3.0970	4 x 4	185
Alliance	13	Dan Hoelsing	dhoelsing@aps.k12.ne.us					\$550		100%		4.25 x 4.5	185
Alma	11	Jon Davis	jdavis@esu11.org	yes	\$29,500	\$30,000	\$500	\$600	80% A&B	100%	4.0000	4 x 4	183
Amherst	10	Tom Moore	tmoore@esu10.org	yes	\$28,500	\$29,000	\$500	\$600		100%	3.5200	4 x 4	182
Anselmo-Merna	10	Mike Davis	mike.davis@esu10.org	yes	\$27,800	\$28,650	\$850	\$350	80% A & B, 50% C	100%		4 x 4	184
Ansley	10	Mike McCabe	mmccabe@esu10.org	yes	\$27,200	\$28,000	\$800	\$350	80% A & B, 50% C	100%	4.1000	4 x 5	185
Arapahoe	11	Larry Weaver	lweaver@esu11.org	yes	\$29,100	\$29,700	\$600	\$800	80% A & B, 50% C	100%		4 x 4	183
Arcadia	10	Mike McCabe	mmccabe@esu10.org	yes	\$26,900	\$27,850	\$950	\$600	80% A & B, 50% C	100%	3.1400	4 x 5	185
Arlington	03	Lynn Johnson	lyjohnson@esu3.org	yes	\$32,020	\$32,970	\$950	\$600	80% A & B, 50% C	100%		4 x 5	185
Arnold	10	Bob Brown	rbrown@esu10.org		\$27,050			\$350	80% A & B, 50% C	100%		4 x 5	182
Arthur County	16	John Frates	jfrates@esu16.org					\$550		100%		4 x 4	
Ashland-Greenwood	02	Zach Kassebaum	Zach.Kassebaum@agps	yes	\$30,116	\$30,750	\$634	\$600	80% A & B, 50% C	100%	3.5000	4 x 5	185
Auburn	04	Kevin Reiman	kreiman@esu4.org	yes	\$30,650	\$31,050	\$400	\$600	80% A & B, 50% C	100%	2.5982	4 x 5	181
Aurora	09	Damon McDonald	dmcdonald@esu9.org	yes	\$29,480	\$29,480	\$0	\$350	80% A & B, 50% C	100%	1.6200	5 x 5	185
Axtell	11	Tom Sandberg	tsandber@esu11.org		\$29,100			\$350	80% A & B, 50% C	100%		4 x 4.5	185
Bancroft-Rosalie	02	Jon Cerny	jcerny@esu2.org	yes	\$29,750	\$30,750	\$1,000	\$600		100%		4 x 4	185
Banner County	13	Lana Sides	lsides@panesu.org	yes	\$29,300	\$30,200	\$900	\$350	PO 80%A&B 50%C	100%		4.5 x 4.5	183
Battle Creek	08	Jay Bellar	jbellar@esu8.org	yes	\$29,000	\$29,600	\$600	\$600		100%	2.6700	4 x 5	185
Bayard	13	Travis Miller	travis.miller@panesu.org	yes	\$29,400	\$29,800	\$400	\$1,100	80% A & B, 50% C	100%	3.7700	4.5 X 4.5	185
Beatrice	05	John Brazell	jbrazell@bpsne.org	yes	\$31,400	\$31,725	\$325	\$600	80% A & B, 50% C	100%	2.5900	5 x 4	186
Bellevue	03												
Bennington	03	Terry Haack	thaack@esu3.org	yes	\$30,750	\$31,125	\$375	\$600	100% ABC	100%	2.7880	4 x 5	186
Bertrand	11	Dennis Shipp	dshipp@esu11.org	yes	\$28,200	\$29,100	\$900	\$600		100%	2.7600	4 x 4	183
Blair	03	Dave Kaslon	dave.kaslon@blairschod	yes	\$30,605	\$31,005	\$400	\$600	80% A & B, 50% C	100%	2.6800	4 x 5	187
Bloomfield	01	Bob Marks	bmarks@esu1.org	yes	\$29,900	\$30,400	\$500	\$1,100		100%			
Blue Hill	09	Joel Ruybalid	jruyballi@esu16.org	yes	\$29,750	\$30,500	\$750	\$600		100%	2.6900	4 x 4	185
Boone Central	07	Cody Worrell	cworrell@esu7.org	yes	\$29,000	\$29,600	\$600	\$600		100%	0.9176	4 x 5	185
Brady Public School	16	William Porter	william.porter@esu16.org	yes	\$27,600	\$28,520	\$920	\$550		100%	5.0200	4 x 4	175
Bridgeport	13	Vonnie Brown	vobrown@panesu.org	yes	\$30,300	\$31,390	\$1,090	CIL		100%		4.5 x 4.5	184
Broken Bow School	10	Heather Nichols	henicho@bbps.org	yes	\$29,150	\$29,350	\$200	\$600	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05	Trudy Clark	tclark@bdstorm.org	yes	\$29,660	\$30,475	\$815	\$350	80%AB	100%		4 x 4	182
Burwell	10	Dan Bird	dbird@esu10.org	yes	\$28,750	\$29,250	\$500	\$600		100%	2.8900		
Callaway	10	Pat Osmond	posmond@esu10.org	yes	\$28,150	\$28,600	\$450	\$350	80% A & B, 50% C	100%	2.7300	4 x 5	182
Cambridge	11	Rob Gregory	rgregory@esu11.org	yes	\$29,600	\$30,200	\$600	\$800		100%	3.6300		
Cedar Bluffs	02	Joel Bohlken	jbohlken@esu2.org	yes	\$30,000	\$30,600	\$600	\$600	80% A & B, 50% C	100%	3.0000	4 x 4	185
Cedar Rapids	07	Joan Carraher	jcarragher@esu7.org	yes	\$28,700	\$29,400	\$700	\$600	80% AB	100%		4 x 4	183
Centennial	06	Tim DeWaard	tim.dewaard@centenni	yes	#####	\$31,100	\$512.50	\$350	PO 80%A&B 50%C	100%	2.1500	4 x 5	185
Central City	07	Candace Conradt	cconradt@esu7.org		\$30,000			\$550	PO 80%A&B 50%C	100%		4 X 5	185
Centura	10	Julie Otero	julie.otero@esu10.org	yes	\$30,000	\$30,900	\$900	\$600	80% A & B, 50% C	100%		4 x 5	184
Chadron	13	Caroline Winchester	caroline.winchester@ch	yes	\$30,000	\$30,400	\$400	\$600	PO 80%A&B 50%C	100%		4.5 x 4.5	185
Chambers	08	Alan Ehlers	aehlers@esu8.org		\$29,000			\$350	80% A & B, 50% C	100%		4 x 4	184
Chase County	15	Matthew Fisher	mfisher@esu15.org	yes	\$30,400	\$31,000	\$600	\$800	PO 80%A&B 50%C	100%	1.9600	4.5 x 4.5	184
Clarkson	07	Tom McMahon	tmcmahon@esu7.org	yes	\$28,625	\$29,700	\$1,075	\$600		100%		4 x 4	184

Cody-Kilgore	17	Terry Hazard	thazard72@esu17.org					\$600	80% A & B, 50% C	100%		4 x 4	186
Coleridge	01	Craig Frerichs	cfrerich@esu1.org	yes	\$28,800	\$29,475	\$675	\$600	PO 80%A&B 50% C	100%		4 x 4	185
Columbus	07	Troy Loeffelholz	troy.loeffelholz@cps-ne	yes	\$32,900	\$33,250	\$350	\$00/1500	PO 80%A&B 50% C	645/mc	2.2500	4.5 x 5	186
Conestoga	03	Mark Sievering	msievering@esu3.org	yes	\$30,100	\$30,700	\$600	\$600	80% A & B, 50% C	100%	2.6670	4 x 4.5	159
Cozad	10	John Grinde	jgrinde@esu10.org	yes	\$30,650	\$30,650	\$0	\$600		100%	-0.3800	25 x 4.7	184
Crawford	13	Dick Lesher	dlesher@panesu.org	yes	\$28,922	\$29,422	\$500	CIL		100%	2.1000	4.5 x 4.5	183
Creek Valley	13	Ted Classen	tclassen@panesu.org	yes	\$29,400	\$30,135	\$735	\$350	80% A&B	100%	3.8300	4.5 x 4.5	185
Creighton	01	Fred Boelter	fboelter@esu1.org	yes	\$29,700	\$30,200	\$500	\$600		100%		4.5 x 4.5	183
Crete	06	Kyle McGowan	kylem@creteschools.org	yes	\$31,325	\$31,605	\$280	\$600	80% A & B, 50% C	100%	3.5900	4.5 x 4.5	186
Crofton	01	Randall Anderson	randers@esu1.org	yes	\$30,000	\$30,400	\$400	\$600		100%		4 x 4	
Cross County	07	Brent Hollinger	bhollinger@esu7.org	yes	\$29,500	\$30,000	\$500	\$600	80% A & B, 50% C	100%	4.1700	4.5 x 4	185
David City	07	Jerry Phillips	jphillip@dcscouts.org	yes	\$30,800	\$31,100	\$300	\$350	PO 80%A&B 50% C	100%	2.3400	4 x 5	187
Deshler	05	Al Meier	ameier@esu6.org	yes	\$28,740	\$29,350	\$610	\$350	PO 80%A&B 50% C	100%	2.0000	4.5 x 4	182
Diller-Odell	05	Darrell Vitosh	dvitosh@esu5.org	yes	\$29,800	\$30,500	\$700	\$600	PO 80%A&B 50% C	100%	2.3400	4 x 4	185
Dodge	02	Randy Marymee	rmarymee@esu2.org		\$29,200			\$600		100%		4 x 5	185
Doniphan-Trumbull	09	Kirk Russell	krussell@esu9.org	yes	\$29,800	\$30,200	\$400	\$600	80%AB	100%	2.7100	4 x 5	185
Dorchester	06	Mitch Kubicek	mkubicek@esu6.org	yes	\$29,250	\$30,250	\$1,000	\$600	AB, 50% C	100%	2.9000	4 X 4	185
Douglas County West	03	George Conrad	gconrad@dcwest.org	yes	\$30,815	\$31,015	\$200	CIL			2.9600	4 x 4	185
Dundy County Strat	15	Dallas Watkins	dwatkins@esu15.org	yes	\$29,900	\$30,600	\$700	\$600	80% A & B, 50% C	100%	2.5000	4 x 4	
East Butler	07	Jim Koontz	jkoontz@esu7.org	yes	\$29,525	\$30,000	\$475	\$600	80% A & B, 50% C	100%	2.5000	4 x 4.5	185
Elba	10	Mikal Shalikow	mshalikow@esu10.org	yes	\$27,450	\$27,725	\$275	\$600		100%	1.0000	4 x 5	173
Elgin	08	Steve Dennis	sdennis@esu8.org	yes	\$29,380	\$29,580	\$200	\$350	80% A & B, 50% C	100%	2.4000	4 x 4.5	185
Elkhorn	03	Steve Baker	sbaker@epsne.org	yes	\$30,100	\$30,250	\$150	\$600		100%	2.1900		
Elkhorn Valley	08	Keith Leckron	kleckron@esu8.org	yes	\$29,400	\$30,050	\$650	\$600		100%	6.3600	4 x 4.24	185
Elm Creek	10	Larry Babcock	lbabcock@esu10.org	yes	\$29,525	\$30,150	\$625	\$600		100%		4 x 4	182
Elmwood-Murdock	03	Dan Novak	dnovak@esu3.org	yes	\$30,650	\$31,100	\$450	\$350		100%	3.2200	4 x 4	185
Elwood	11	Richard Einspahr	richeins@esu11.org	yes	\$28,500	\$28,950	\$450	\$600	100% ABC	100%	2.2471	4 x 4	184
Emerson-Hubbard	01	Dave Jones	djones@esu1.org		\$30,150			\$600	PO 80%A&B 50% C	100%		4 x 4	185
ESU 01	01	Bob Uhing	buhing@esu1.org										
ESU 02	02	Dave Ludwig	dludwig@esu2.org	yes	\$27,650	\$28,050	\$400	\$350	80% A & B, 50% C	100%	2.6100	4.5 x 4.5	185
ESU 03	03	Gil Kettelhut	gil@esu3.org		\$28,862								
ESU 04	04	Jon Fisher	jfisher@esu4.org							100%			
ESU 05	05	Jan Reimer	jreimer@esu5.org		\$32,735			\$600	PO 80%A&B 50% C	\$850		4 x 5	185
ESU 06	06	Dan Shoemake	dshoemake@esu6.org	yes	\$30,150	\$30,850	\$700	\$350		100%	3.8670	4 x 4	185
ESU 07	07	Norm Ronell	nronell@esu7.org	yes	\$27,815	\$28,300	\$485	\$350	80% A & B, 50% C	see rpt	2.0000	4 x 5	185
ESU 08	08	Randy Peck	rpeck@esu8.org							100%			
ESU 09	09	Larry Fox	lfox@esu9.org	yes	\$30,925	\$31,525	\$600	\$350	PO 80%A&B 50% C	100%		4 x 4.5	185
ESU 10	10	Wayne Bell	wbell@esu10.org	yes	\$29,400	\$30,000	\$600	\$600	AB, 50% C, 75% of F	100%	3.1400	4.75 x 4	185
ESU 11	11	Paul Tedesco	ptedesco@esu11.org	yes	\$29,050	\$29,400	\$350			100%	3.2900		
ESU 13	13	Jeff West	jeffwest@esu13.org	yes	\$30,400			\$350	see report		3.0000	25 x 4.2	185
ESU 15	15	Paul Calvert	pcalvert@esu15.org	yes	\$29,300	\$30,300	\$1,000	\$300		100%	3.4180		
ESU 16	16	Margene Beatty	mbeatty@esu16.org	yes	\$29,900	\$30,900	\$1,000	\$350	80% A & B, 50% C	100%		5 x 4	185
ESU 17	17	Dennis Radford	dradford@esu17.org	yes	\$27,500	\$28,500	\$1,000	CIL		100%	4.2700	4 x 4	185
Eustis-Farnam	11	Steve Sampy	ssampy@esu11.org	yes	\$28,450	\$29,150	\$700	\$600		100%	3.3000	4 x 4	183
Ewing	08	Ted Hillman	thillman@esu8.org	yes	\$28,125	\$28,600	\$475	\$600	80% A & B, 50% C	100%	3.0000	4 x 4.25	185
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net	yes	\$29,660	\$30,275	\$615	\$600	80% A & B, 50% C	100%	3.6100	4 x 4	185
Fairbury	05	Fred Helmink	fhelmink@fairburyjeffs.	yes	\$30,300	\$30,800	\$500	\$600	80% A&B	100%	2.9600	4 x 5	185
Falls City	04	Tim Heckenlively	theckenlively@fallscitypa	yes	\$30,350	\$31,075	\$725	\$600		100%	3.0630	4 x 5	184
Fillmore Central	06	Mark Norvell	mnorvell@esu6.org	yes	\$30,400	\$31,000	\$600	\$350		100%	2.7000	4 x 4	185

Fort Calhoun	03	Don Johnson	<a href="mailto:donjohnson@esu3.org">donjohnson@esu3.org</a>	yes	\$29,900	\$30,200	\$300	\$350		100%	2.5700	4 x 5	187
Franklin	11	Ken Schroeder	<a href="mailto:kschroed@esu11.org">kschroed@esu11.org</a>	yes	\$29,075	\$29,675	\$600	\$600	80% A&B	100%	4.1000	4 x 5	185
Freeman	05	Randy Page	<a href="mailto:rpage@freemanschools">rpage@freemanschools</a>	yes	\$29,250	\$30,150	\$900	\$600	80% A & B, 50% C	100%	3.0800	4 x 4	185
Friend	06	Beth Johnsen	<a href="mailto:b.johnsen@friendschool">b.johnsen@friendschool</a>	yes	\$29,450	\$29,450	\$0	\$350		100%		4.5 x 4	185
Fullerton	07	Jeff Anderson	<a href="mailto:janders@esu7.org">janders@esu7.org</a>	yes	\$29,550	\$30,050	\$500	\$350	PO 80%A&B 50% C	100%	2.3700	4 x 5	185
Garden County	13	Paula Sissel	<a href="mailto:paulas@panesu.org">paulas@panesu.org</a>	yes	\$29,120	\$29,500	\$380		CIL, see report				
Gering	13	Tim Meisner	<a href="mailto:tmeisner@geringschool">tmeisner@geringschool</a>	yes	\$30,850	\$31,600	\$750	\$600		25%		4.5 x 4.5	186
Gibbon	10	Larry Witt	<a href="mailto:larry.witt@gibbonpublic">larry.witt@gibbonpublic</a>	yes	\$30,125	\$30,575	\$450	\$600	80% A & B, 50% C	100%	2.4600	4 x 5	185
Giltner	09	Larry Lambert	<a href="mailto:llambert1953@gmail.com">llambert1953@gmail.com</a>	yes	\$29,500	\$30,100	\$600	\$600	80% A & B, 50% C	100%	2.0100	4 x 4	180
Gordon-Rushville	13	Merrell Nelson	<a href="mailto:merrell.nelsen@grmustangs.org">merrell.nelsen@grmustangs.org</a>		\$30,000				see rpt				
Gothenburg	10	Mike Teahon	<a href="mailto:mteahon@esu10.org">mteahon@esu10.org</a>	yes	\$30,700	\$30,900	\$200	\$600	80% A & B, 50% C	100%	2.0700	4 x 5	185
Grand Island	10	Wayne Stelk	<a href="mailto:wstelk@gips.org">wstelk@gips.org</a>	yes	\$31,400	\$31,500	\$100				2.1600		
Grand Island North	10	Bill Mowinkel	<a href="mailto:bmowinke@esu10.org">bmowinke@esu10.org</a>					\$550	80% A & B, 50% C	100%		4 x 5	185
Greeley-Wolbach	10	Amy Malander	<a href="mailto:amalander@esu10.org">amalander@esu10.org</a>	yes	\$28,356	\$28,781	\$425	\$600	80% A & B, 50% C	100%	1.5000	4 x 5	185
Gretna	03	Kevin Riley	<a href="mailto:kriley@esu3.org">kriley@esu3.org</a>	yes	\$32,300	\$32,800	\$500	\$600		100%	4.0000		
Hampton	09	Holly Herzberg	<a href="mailto:hherzber@esu9.org">hherzber@esu9.org</a>	yes	\$29,000	\$30,000	\$1,000	\$600	80% A & B, 50% C	100%	3.1700	4 x 4	185
Hartington	01	Randall Anderson	<a href="mailto:rangers@esu1.org">rangers@esu1.org</a>	yes	\$28,950	\$29,300	\$350						
Harvard	09	Michael Derr	<a href="mailto:mderr@esu9.org">mderr@esu9.org</a>	yes	\$30,000	\$30,500	\$500	\$350		100%	4.6500	4 x 4	185
Hastings	09	Craig Kautz	<a href="mailto:ckautz@esu9.org">ckautz@esu9.org</a>	yes	\$31,080	\$31,180	\$100	\$600	80% A & B, 50% C	see rpt	2.3700	4.5 x 4.5	186
Hay Springs	13	Steven Pummel	<a href="mailto:spummel@allegiance.tv">spummel@allegiance.tv</a>					\$350	80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	Ron Howard	<a href="mailto:rhoward@esu15.org">rhoward@esu15.org</a>	yes	\$28,300	\$29,100	\$800	\$350	80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Norm Yoder	<a href="mailto:nyoder@esu6.org">nyoder@esu6.org</a>	yes	\$31,525	\$32,720	\$1,195	\$600		100%	3.3000	4 x 4	185
Hemingford	13	Casper Ningen	<a href="mailto:cningen@panesu.org">cningen@panesu.org</a>	yes	\$29,800	\$30,550	\$750	\$350	100%A&B	100%		4.5 x 4.5	185
Hershey	16	Michael Cunning	<a href="mailto:mcunning@esu16.org">mcunning@esu16.org</a>	yes	\$29,200	\$29,800	\$600	\$350		100%	2.0000	5 x 4	182
High Plains	07	Stan Hendricks	<a href="mailto:shendricks@esu7.org">shendricks@esu7.org</a>	yes	\$30,275	\$31,275	\$1,000	\$600	80%AB	100%	2.2000	4 x 4.5	184
Hitchcock County	15	Mike Apple	<a href="mailto:mapple@hcfalcons.org">mapple@hcfalcons.org</a>	yes	\$28,500	\$29,200	\$700	\$350	PO 80%A&B 50% C	100%	2.5000	4 x 4	185
Holdrege	11	Todd Hilyard	<a href="mailto:thilyard@cozad.k12.ne">thilyard@cozad.k12.ne</a>	yes	\$29,750	\$30,000	\$250	\$600	80% A & B, 50% C	100%	2.7200	4.5 x 4.5	185
Homer	01	Cheryll Malcom	<a href="mailto:cmalcom@esu1.org">cmalcom@esu1.org</a>	yes	\$26,850	\$27,600	\$750	\$800	80% A & B, 50% C	100%	2.9000	4 x 4	185
Howells	07	Tom McMahon	<a href="mailto:tmcmahon@esu7.org">tmcmahon@esu7.org</a>		\$31,500			n/a	n/a	100%		4 x 4	185
Humboldt-Table Rock	04	Clint Kimbrough	<a href="mailto:crkimbro@esu6.org">crkimbro@esu6.org</a>	yes	\$30,300	\$31,000	\$700	800	80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	<a href="mailto:gsjuts@esu7.org">gsjuts@esu7.org</a>	yes	\$29,000	\$29,850	\$850	\$600	80% A & B, 50% C	100%	3.4000	4 x 4	185
Hyannis Dist 11	16	Terry Hazard	<a href="mailto:thazard72@esu17.org">thazard72@esu17.org</a>					\$600	80% A & B, 50% C	100%		4 x 4	184
Johnson County Central	04	Jack Moles	<a href="mailto:jamoles@esu4.org">jamoles@esu4.org</a>	yes	\$30,425	\$30,975	\$550	\$350	100% ABC	100%	3.0900	4 x 4	186
Johnson-Brock	04	Jeff Koehler	<a href="mailto:jeff.koehler@johnsonbr">jeff.koehler@johnsonbr</a>	yes	\$29,450	\$29,900	\$450			100%	3.0000	4 x 4	185
Kearney	10	Chris Nelson	<a href="mailto:chris.nelson@kearneypt">chris.nelson@kearneypt</a>	yes	\$31,140	\$31,140	\$0			100%	1.4000	4.5 x 4.5	185
Kenesaw	09	Jim Troshynski	<a href="mailto:jtroshyn@esu9.org">jtroshyn@esu9.org</a>	yes	\$29,300	\$30,000	\$700	\$600		100%		4 x 4	182
Keya Paha	17	Rodger Lenhard	<a href="mailto:rlenhard@esu17.org">rlenhard@esu17.org</a>	yes	\$28,850	\$30,200	\$1,350	\$600		100%	2.7800	4 x 4	
Kimball	13	Troy L. Unzicker	<a href="mailto:tunzicker@kpslonghorn">tunzicker@kpslonghorn</a>	yes	\$28,800	\$29,700	\$900	\$350	PO 80%A&B 50% C	100%	4.2300	4 x 5	185
Lakeview	07	Russ Freeman	<a href="mailto:rffreeman@esu7.org">rffreeman@esu7.org</a>	yes	\$29,300	\$30,000	\$700	\$600	80% A & B, 50% C	100%	2.6000	4 x 5	184
Laurel-Concord	01	Rich Patton	<a href="mailto:rpatton@esu1.org">rpatton@esu1.org</a>	yes	\$29,000	\$29,600	\$600	\$800	PO 80%A&B 50% C	100%	2.3900	4 x 4	185
Leigh	07	Michael Montgomery	<a href="mailto:mmontgomery@esu7.org">mmontgomery@esu7.org</a>	yes	\$28,850	\$29,700	\$850	\$600	PO 80%A&B 50% C	100%		4 x 4	185
Lewiston	04	Rick Kentfield	<a href="mailto:rkentfield@esu4.org">rkentfield@esu4.org</a>	yes	\$29,900	\$30,200	\$300	\$800		100%	4.2700	4 x 4	185
Lexington	10	Todd Chessmore	<a href="mailto:todd.chessmore@esu10.org">todd.chessmore@esu10.org</a>		\$31,000			\$550	80% A&B	100%		4 x 5	185
Leyton	13	Greg Brenner	<a href="mailto:brennerg@panesu.org">brennerg@panesu.org</a>					\$600	80% A & B, 50% C	100%		4.5 x 4.5	183
Lincoln Public Schools		Ken Babcock	<a href="mailto:kbabcock@lps.org">kbabcock@lps.org</a>	yes	\$37,431	\$38,456	\$1,025	\$350	80% A & B, 50% C	see rpt	2.9700	see rpt	191
Litchfield	10	Scott Maline	<a href="mailto:smaline@esu10.org">smaline@esu10.org</a>	yes	\$28,650	\$29,400	\$750	\$600	80% A & B, 50% C	100%	2.1300	4 x 5	
Logan View	02	Steve Wilson	<a href="mailto:swilson@esu2.org">swilson@esu2.org</a>	yes	\$29,550	\$30,100	\$550	\$600		100%		4 x 5	185
Loomis	11	Nate Stineman	<a href="mailto:nate.stineman@loomisw">nate.stineman@loomisw</a>	yes	\$28,900	\$30,000	\$1,100	\$600		100%	4.4900	4 x 4	183
Louisville	03	Greg Shepard	<a href="mailto:gshepard@esu3.org">gshepard@esu3.org</a>	yes	\$31,280	\$32,180	\$900	\$350	80% A & B, 50% C	100%	5.0700	5 x 3	185

Loup City	10	Tom Hinrichs	hinrichst@gmail.com	yes	\$29,525	\$30,000	\$475	\$350		90%	2.0600	4 x 5	185
Loup County	10	Rusty Ruppert	wruppert@esu10.org	yes	\$27,200	\$27,850	\$650	\$600	80% A & B, 50% C	100%	2.4000	4 x 5	185
Lynch	08	Ted Hillman	thillman@esu8.org	yes	\$26,875	\$27,900	\$1,025	\$600	PPO 80%A&B 50% C	100%	4.6800	4 x 4	178
Lyons-Decatur	02	Fred Hansen	fhansen@esu2.org	yes	\$29,500	\$30,000	\$500	\$600	80% A & B, 50% C	100%	3.7500	4 x 5	185
Madison	08	Dave Melick	dmelick@esu8.org	yes	\$29,645	\$30,396	\$751	\$800	PPO 80%A&B 50% C	100%	4.3200	4 x 5	185
Malcolm	06	Ryan Terwilliger	rterwill@esu6.org	yes	\$31,100	\$31,900	\$800	\$800		0%	4.09%	4 x 4	185
Maxwell	16	Dan Twarling	dtwarling@esu16.org					\$350	80% A & B, 50% C			4 x 4	184
Maywood School	15	Mike Williams	williams@esu15.org	yes	\$28,400	\$28,800	\$400	\$600		100%	1.4000	4.5 x 4.5	183
McCook	15	Rick Haney	rhaney@esu15.org	yes	\$30,570	\$31,220	\$650	\$600	80% A & B, 50% C	100%	3.1900	5x4.5/4.	185
McCool Jct.	06	Curtis Cogswell	ccogswell@mcjmustang	yes	\$29,250	\$30,128	\$878	\$350	80% A & B, 50% C	100%	3.0000	4 x 4	184
McPherson County	16	Kathy Fisher	kfisher@esu16.org	yes	\$29,200	\$29,200	\$0	\$1,100	see rpt	100%		4 x 5	185
Mead	02	Dale Rawson	drawson@esu2.org	yes	\$27,950	\$28,450	\$500	\$600	80% A & B, 50% C	100%	2.9000	4 x 4	185
Medicine Valley	15	Alan Garey	agarey@esu15.org	yes	\$28,100	\$28,800	\$700	\$350	80% A & B, 50% C	100%	2.5900	4 x 4	184
Meridian	05	Russ Gade	rgade@esu6.org	yes	\$29,550	\$30,300	\$750	\$600	PPO 80%A&B 50% C	100%		4 x 4	185
Milford	06	Kevin Wingard	kwingard@esu6.org	yes	\$31,075	\$31,550	\$475	\$600	80% A & B, 50% C	see rpt	2.2300	4 x 5	186
Millard	03	Keith Lutz	kelutz@mpsomaha.org	yes	\$36,032	\$36,302	\$270	\$500		100%	1.5500	n/a	193
Minatare	13	Tim Cody	tcody@panesu.org	yes	\$28,900	\$29,000	\$100	\$350	80% A&B	100%	3.5000	4 x 5	183
Minden	11	Melissa Wheelock	mwheelock@esu11.org	yes	\$30,000	\$30,300	\$300	\$600	80% A & B, 50% C	100%	2.5600	4 x 5	185
Mitchell	13	Kent Halley	khalley@panesu.org	yes	\$30,000	\$30,550	\$550	see rpt.				4.5 x 4.5	184
Morrill	13	Nick Shafer	nick.schafer@panesu.org	yes	\$29,900	\$30,100	\$200	plus flat	salay of \$10,800	50%		4.25 x 4.5	185
Mullen	16	Jeff Hoelsing	jhoelsing@esu16.org	yes	\$27,800	\$28,500	\$700	\$350	80% A & B, 50% C	100%	3.5100	4 x 5	183
NE Unified Dist #1	08	Bill Kuester	wkuester@esu8.org	yes	\$29,800	\$30,100	\$300	\$600		100%		4 x 4	185
Nebraska City	04	Jeff Edwards	jedwards@esu4.org	yes	\$31,325	\$31,925	\$600	\$600		100%	3.6400	4 x 5	186.5
Neligh-Oakdale	08	Kim Lingenfelter	klingenfelter@esu8.org	yes	\$28,500	\$29,250	\$750	\$600	PPO 80%A&B 50% C	100%	4.5000	4 x 4	185
Newcastle	01	Craig Frerichs	cfrerich@esu1.org	yes	\$28,700	\$28,800	\$100	\$600	80% A & B, 50% C	100%		4 x 4	185
Newman Grove	08	Herb Pokorny	hpokorny@esu8.org	yes	\$28,650	\$29,450	\$800	\$600		100%	3.7500	4 x 4	185
Niobrara	01	Margaret Sandoz	msandoz@esu1.org	yes	\$30,000	\$30,800	\$800	\$600		100%		4 x 4	185
Norfolk	08	Vicky Schwartz	VickySchwartz@npsne.org	yes	\$32,962	\$33,345	\$383	see rpt	80% A & B, 50% C	100%	3.0500	4.5 x 4.5	186
Norris	06	John Skretta	john.skretta@norris160.org		\$32,700			\$550	80% A & B, 50% C	100%		4 x 5	187+
North Bend Central	02	Dan Endorf	dendorf@esu2.org	yes	\$29,650	\$30,300	\$650	\$600	PPO 80%A&B 50% C	100%	3.2600	3 x 5 mod	185
North Loup Scotia	10	Jim Duval	jduval@esu10.org	yes	\$28,600	\$29,300	\$700	\$350			2.5000		
North Platte	16	Stuart Simpson	ssimpson@nppsd.org					CIL	80% A & B, 50% C			5 x 4	187
O'Neill	08	Amy Shane	ashane@esu8.org	yes	\$28,800	\$28,950	\$150	\$600		100%	0.7488	4.5 x 4.5	185
Oakland-Craig	02	Joe Peitzmeier	jpeitz@esu2.org	yes	\$29,350	\$29,425	\$75	\$350	80% A & B, 50% C	100%	2.3700	4 x 5	185
Ogallala	16	Carl Dietz	carl.dietz@esu16.org	yes	\$30,000	\$30,200	\$200	\$600	PPO 100% A,B,C	100%	1.7000	5 x 4	185
Omaha Public Schools	19	Gerry Huber	gerry.huber@ops.org	yes		33,460	staff MO	\$600	80% A&B, 50% C	100%	2.90		190
Ord	10	Jason Alexander	jalexand@esu10.org	yes	\$29,650	\$30,250	\$600	\$600	PPO 100% A,B,C	100%	2.1000	5 x 4	185
Osceola	07	Steve Rinehart	srinehart@esu7.org	yes	\$29,700	\$30,000	\$300	\$600	80% A&B	100%	1.9000	4 x 4.5	185
Osmond	08	Dave Hamm	dhamm@esu8.org	yes	\$29,600	\$30,200	\$600	\$600	80% A & B, 50% C	100%	2.8000	4 x 4	185
Overton	10	Mark Aten	maten@esu10.org	yes	\$28,650	\$29,250	\$600	\$600	80% A & B, 50% C	100%	0.0400	4.0 x 4.0	182
Palmer	07	Gary Monter	gmonter@esu7.org	yes	\$29,100	\$30,000	\$900	\$350	80% A & B, 50% C	100%	1.5700	4 x 4.5	183
Palmyra	04	Rob Hanger	hanger.rob@districtor1	yes	\$31,000	\$31,950	\$950	\$600	PPO 80%A&B 50% C	100%	3.8000	4 x 4	185
Papillion-La Vista	03	Renee Hyde	rhyde@paplv.org	yes	\$30,230	\$32,500	\$2,270	\$600	80% A & B, 50% C		2.3768	4.5 x 4	190
Pawnee City	04	Stephen Grizzle	sgrizzle@esu4.org	yes	\$30,300	\$30,750	\$450	\$600		100%	3.5300	4 x 4	185
Paxton	16	Del Dack	ddack@esu16.org	yes	\$29,250	\$29,900	\$650	\$350	80% A & B, 50% C	100%		4 x 4	182
Pender	01	Jason Dolliver	jadoll1@penderschools	yes	\$29,350	\$29,850	\$500	\$600	PPO 100% A,B,C	100%	3.1800	4 x 5	185
Perkins County Schools	16	Tobin Buchanan	Tobin Buchanan1@pcs.org	yes	\$29,850	\$30,600	\$750	\$600	80% A&B	100%		4 x 4	183
Pierce Public	08	Kendall Steffensen	ksteffensen@esu8.org	yes	\$29,600	\$29,600	\$0	\$550		100%		5 x 4	185
Plainview	08	Rich Alt	ralt@esu8.org	yes	\$30,000	\$30,600	\$600	\$600	80% A & B, 50% C	100%	3.3000	2.5 x 4.2	185



Plattsmouth	03	Rich Hasty	<a href="mailto:rhasty@pcsd">rhasty@pcsd</a>	yes	\$30,800	\$31,050	\$250	\$600	80% A & B, 50% C	100%	3,9000	3 x 5 mod	187
Pleasanton	10	Ron Wymore	<a href="mailto:rwymore@esu10.org">rwymore@esu10.org</a>	yes	\$28,150	\$28,650	\$500	\$600		100%	2,9800	4 x 4	182
Ponca	01	Joan Reznicek	<a href="mailto:jreznice@esu1.org">jreznice@esu1.org</a>	yes	\$29,959	\$30,800	\$841	\$600	80% A & B, 50% C	93%	2,3000	4 x 4	185
Potter-Dix	13	Kevin Thomas	<a href="mailto:kthomas@panesu.org">kthomas@panesu.org</a>	yes	\$28,200	\$29,200	\$1,000	\$600		100%	2,3000		
Ralston	03	Mary Snyder	<a href="mailto:msnyder@ralstonschool">msnyder@ralstonschool</a>	yes	\$30,500	\$31,100	\$600	\$600	80% A & B, 50% C	95%	1,1600	5 x 5	190
Randolph	01	Dave Hamm	<a href="mailto:dhamm@esu8.org">dhamm@esu8.org</a>	yes	\$29,400	\$30,100	\$700	\$600	PPO 80%A&B 50% C	100%	2,9000	4 x 4	172
Ravenna	10	Dwaine Uttecht	<a href="mailto:duttecht@esu10.org">duttecht@esu10.org</a>	yes	\$29,900	\$30,350	\$450	\$600		100%	3,0600	4 x 5	185
Raymond Central	02	Paul Hull	<a href="mailto:phull@rcentral.org">phull@rcentral.org</a>	yes	\$32,500	\$32,500	\$0	\$350	PPO 80%A&B 50% C	100%		4 x 5	186
Red Cloud	09	Brian Hof	<a href="mailto:bhof@esu9.org">bhof@esu9.org</a>	yes	\$29,200	\$29,800	\$600	\$600	80% ABC, 50% D	100%		4 x 4	183
Rock County	17	David Zumbahler	<a href="mailto:dzumbahlen@esu17.org">dzumbahlen@esu17.org</a>	yes	\$27,625	\$28,675	\$1,050	\$1,100	80% A & B, 50% C	100%	3,4100	25 x 4.2	182
Sandhills	10	Dale Hafer	<a href="mailto:dhafer@esu10.org">dhafer@esu10.org</a>	yes	\$27,250	\$27,650	\$400	\$600	80% A & B, 50% C	100%		4 x 5	186
Santee	01	Paul Sellon	<a href="mailto:psellon@esu1.org">psellon@esu1.org</a>	yes	\$30,000	\$30,600	\$600	\$350	PPO 100% A,B,C	100%	4,4000	4 x 4	185
Sargent	10	Rusty Ruppert	<a href="mailto:wruppert@esu10.org">wruppert@esu10.org</a>	yes	\$27,000	\$27,500	\$500	\$600	80% A & B, 50% C	100%	3,1000	4 x 5	182
Schuyler	07	Robin Stevens	<a href="mailto:rstevens@esu7.org">rstevens@esu7.org</a>	yes	\$30,750	\$30,950	\$200	\$350		100%	2,0400	4 x 5	185
Scottsbluff	13	Rick Myles	<a href="mailto:rmyles@sbps.net">rmyles@sbps.net</a>	yes	\$30,500	\$31,500	\$1,000		see Word report for full info		3,2000	4.5 x 4.5	189
Scribner-Snyder	02	Ginger Meyer	<a href="mailto:gingermeyer@esu2.org">gingermeyer@esu2.org</a>	yes	\$29,700	\$30,383	\$683	\$600	80% A & B, 50% C	100%	2,3300	4 x 5	185
Seward	06	Greg Barnes	<a href="mailto:greg.barnes@connectse">greg.barnes@connectse</a>	yes	\$30,200	\$30,400	\$200	\$600	80% A & B, 50% C	100%	1,4000	4 x 5	186
Shelby-Rising City	07	Larry Stick	<a href="mailto:lstick@esu7.org">lstick@esu7.org</a>		\$30,235			\$350	80% A & B, 50% C	100%		4 x 4.5	185
Shelton	10	Brian Redinger	<a href="mailto:bredinger@esu10.org">bredinger@esu10.org</a>	yes	\$28,500	\$28,650	\$150	\$600	80% ABC, 50% D	100%	4,7300	4 x 4	181
Shickley	06	Evan Wieseman	<a href="mailto:wieseman@esu6.org">wieseman@esu6.org</a>	yes	\$29,500	\$30,500	\$1,000	\$600		100%	2,0000	4 x 4	182
Sidney	13	John Hakonson	<a href="mailto:john.hakonson@sidneyraiders.org">john.hakonson@sidneyraiders.org</a>					\$600	80% A & B, 50% C	100%			
Silver Lake Public	09	Dan Polk	<a href="mailto:dpolk@esu9.org">dpolk@esu9.org</a>	yes	\$29,400	\$30,200	\$800	\$600	80% A & B, 50% C	100%	5,5000	4 x 4	183
Sioux County	13	Brett Gies	<a href="mailto:bgies@panesu.org">bgies@panesu.org</a>		\$29,350			\$350	PPO 80%A&B 50% C	100%	3,4000	4x4	175
South Central USD #	09	Randy Gilson	<a href="mailto:kmiller@esu9.org">kmiller@esu9.org</a>	yes	\$30,000	\$30,700	\$700	\$600	PPO 80%A&B 50% C	100%	3,4000	4 x 5	185
South Platte	16	David Spencer	<a href="mailto:dspencer@esu16.org">dspencer@esu16.org</a>										
South Sarpy	03	Chuck Chevalier	<a href="mailto:cchevalier@sarpy46.org">cchevalier@sarpy46.org</a>	yes	\$30,775	\$31,075	\$300	\$600	PPO 80%A&B 50% C	100%	4,9700	5 x 3	187
South Sioux City	01	Rick Feauto	<a href="mailto:rick.feauto@ssccardinal">rick.feauto@ssccardinal</a>	yes	\$31,766	\$32,213	\$447		see rpt		3,8200	4 x 5	186
Southern (Wymore)	05	Gene Haddix	<a href="mailto:ghaddix@southernschools.org">ghaddix@southernschools.org</a>		\$29,100			\$550		100%		4 x 4	180
Southern Valley	11	Chuck Lambert	<a href="mailto:clambert@esu11.org">clambert@esu11.org</a>		\$29,500			\$800	PPO 80%A&B 50% C	100%		4 x 4	183
Southwest	15	Clayton Waddle	<a href="mailto:cwaddle@esu15.org">cwaddle@esu15.org</a>	yes	\$28,750	\$29,200	\$450	\$350		100%	2,1000	4 x 4	183
Spalding	10	Steph Wlaschin	<a href="mailto:swlaschi@esu10.org">swlaschi@esu10.org</a>	yes	\$26,500	\$27,050	\$550	\$600	PPO 80%A&B 50% C	100%	3,2300	4 x 5	184
St. Edward	07	Kevin Lyons	<a href="mailto:klyons@esu7.org">klyons@esu7.org</a>	yes	\$28,600	\$29,000	\$400	\$600	PPO 80%A&B 50% C	100%	2,1500	4 x 4.5	184
St. Paul	10	John Poppert	<a href="mailto:jpoppert@esu9.org">jpoppert@esu9.org</a>		\$29,650			\$600		100%		4 x 5	185
Stanton Community	08	Michael Sieh	<a href="mailto:msieh@esu8.org">msieh@esu8.org</a>	yes	\$29,700	\$30,500	\$800	\$350	PPO 80%A&B 50% C	100%	3,5000	4 x 5	186
Stapleton	16	Lee Sayer	<a href="mailto:lsayer@esu16.org">lsayer@esu16.org</a>	yes	\$28,400	\$29,000	\$600	\$600	PPO 100% A,B,C	100%	1,9900	4 x 5	tba
Sterling	04	Larry Harnisch	<a href="mailto:lharnisch@sterlingpublic">lharnisch@sterlingpublic</a>	yes	\$30,000	\$30,500	\$500	\$600	PPO 80%A&B 50% C	100%	4,0100	4 x 4	185
Stuart	08	Robert Hanzlik	<a href="mailto:rhanzlik@esu8.org">rhanzlik@esu8.org</a>	yes	\$28,400	\$29,250	\$850	\$600	80% AB	100%		4 x 4	185
Sumner-Eddyville-M	10	Jeff Walburn	<a href="mailto:jwalburn@esu10.org">jwalburn@esu10.org</a>	yes	\$28,550	\$29,400	\$850	\$600	80% A & B, 50% C	100%		4 x 4	184
Superior	09	Charles Isom	<a href="mailto:cisom@esu9.org">cisom@esu9.org</a>	yes	\$30,225	\$30,925	\$700	\$350	80% A & B, 50% C	100%	1,9300	4 x 5	185
Sutherland	16	Dan Keyser	<a href="mailto:dkeyser@esu16.org">dkeyser@esu16.org</a>	yes	\$27,600	\$27,700	\$100	\$350	80% ABC, 50% D	100%	1,7100	mpresse	182
Sutton	09	Dana Wiseman	<a href="mailto:dwiseman@spsne.org">dwiseman@spsne.org</a>	yes	\$30,500	\$31,200	\$700	\$350	100% ABC	100%	4,0400	4 x 4	184
Syracuse-Dunbar-A	04	Brad Buller	<a href="mailto:bbuller@esu6.org">bbuller@esu6.org</a>	yes	\$31,185	\$31,485	\$300		insurance not provided		2,4700	5 x 5	185
Tekamah-Herman	02	Brandon Lavaley	<a href="mailto:blavaley@esu2.org">blavaley@esu2.org</a>	yes	\$29,225	\$29,575	\$350	\$350		100%	2,2100		185
Thayer Central	05	Drew Harris	<a href="mailto:drew.harris@thayercent">drew.harris@thayercent</a>	yes	\$29,100	\$29,650	\$550	\$800	80% A & B, 50% C	100%	2,8500	5 x 4	185
Thedford	16	Henry Eggert	<a href="mailto:heggert@esu16.org">heggert@esu16.org</a>	yes	\$28,700	\$29,000	\$300	\$600	80% A & B, 50% C	100%	1,0000	4 x 5	184
Tri County	05	Russ Finken	<a href="mailto:russ.finken@tricitysc">russ.finken@tricitysc</a>	yes	\$30,275	\$30,675	\$400	\$350		100%	3,0000	4 x 4	185
Twin River	07	Don Graff	<a href="mailto:dgraff@esu7.org">dgraff@esu7.org</a>	yes	\$30,000	\$30,500	\$500	\$600	80% A & B, 50% C	100%	2,7000	4 x 5	185
Uno N Ho N Nation	01	Morris Bates	<a href="mailto:mbates@esu1.org">mbates@esu1.org</a>										
Valentine Communit	17	Jamie S Isom	<a href="mailto:jsisom@esu17.org">jsisom@esu17.org</a>	yes	\$30,065	\$30,450	\$385	\$600	PPO 80%A&B 50% C	100%	1,8000	4.5 x 4.5	185

Wahoo	02	Galen Boldt	<a href="mailto:boldtgj@windstream.net">boldtgj@windstream.net</a>	yes	\$29,500	\$30,200	\$700	\$600	80% A & B, 50% C	100%	2.7600	4 x 5	186
Wakefield	01	Mark Bejot	<a href="mailto:mbejot@esu1.org">mbejot@esu1.org</a>	yes	\$30,200	\$30,500	\$300	CIL		100%		4 x 4	185
Wallace	16	R. Todd Porter	<a href="mailto:tporter@esu16.org">tporter@esu16.org</a>	yes	\$29,000	\$29,800	\$800	\$350	80% A & B, 50% C	100%	3.2900	4 x 4	183
Walthill	01	Ed Stansberry	<a href="mailto:estansbe@esu1.org">estansbe@esu1.org</a>	yes	\$34,062	\$34,743	\$681	\$350	80% A & B, 50% C	100%		4 x 4	185
Wauneta-Palisade	15	Stan Sibley	<a href="mailto:ssibley@esu15.org">ssibley@esu15.org</a>	yes	\$27,400	\$29,000	\$1,600	\$350	80% A & B, 50% C	100%	5.3900	4 x 5	184
Wausa	01	Bob Marks	<a href="mailto:bmarks@esu1.org">bmarks@esu1.org</a>	yes	\$29,000	\$29,600	\$600	\$600		100%		4 x 4	185
Waverly	06	Bill Heimann	<a href="mailto:bill.heimann@dist145sc.org">bill.heimann@dist145sc.org</a>	yes	\$31,190	\$31,500	\$310	\$600	80% A & B, 50% C	100%	2.4100	4 x 5	186
Wayne	01	Mark Lenihan	<a href="mailto:malenih1@wayneschools.org">malenih1@wayneschools.org</a>	yes	\$30,000	\$30,350	\$350	\$500		100%	1.5000	4 x 5	185
Weeping Water	03	Brian Gegg	<a href="mailto:bgegg@esu3.org">bgegg@esu3.org</a>	yes	\$30,000	\$30,550	\$550	\$600	80% A & B, 50% C	100%		4 x 4	185
West Boyd Schools	08	Russ Lechtenberg	<a href="mailto:drlechte@esu8.org">drlechte@esu8.org</a>	yes	\$29,100	\$29,500	\$400	\$350		100%		4 x 4	185
West Holt	08	Bill McAllister	<a href="mailto:bmcallis@esu8.org">bmcallis@esu8.org</a>	yes	\$29,450	\$30,150	\$700	\$600		100%	3.3000	4.25x4.25	184
West Point-Beemer	02	Ted DeTurk	<a href="mailto:tdeturk@wpcadets.org">tdeturk@wpcadets.org</a>	yes	\$30,000	\$30,650	\$650	\$600		100%	4.0110	4 x 5	185
Westside	03	Eric Weber	<a href="mailto:eweber@westside66.org">eweber@westside66.org</a>	yes	\$34,200	\$34,200	\$0	\$600	80% AB 50% C	100%	0.8000	N/A	193
Wheeler Central	08	Alan Ehlers	<a href="mailto:aehlers@esu8.org">aehlers@esu8.org</a>	yes	\$26,425	\$27,250	\$825	\$350	PO 80%A&B 50% C	100%	3.0000	4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	<a href="mailto:rcollins@esu6.org">rcollins@esu6.org</a>	yes	\$32,000	\$32,625	\$625	\$600		100%	2.7830	4 x 4	185
Wilcox-Hildreth	11	Roger Boyer	<a href="mailto:rboyer@esu11.org">rboyer@esu11.org</a>	yes	\$29,200	\$29,700	\$500	\$600		100%	4.3800	4 x 4	183
Winnebago	01	Dan Fehring	<a href="mailto:dfehring@esu1.org">dfehring@esu1.org</a>	yes	\$33,566	\$34,069	\$503	\$350	80% A & B, 50% C	100%		4 x 4	185
Winside	01	Jeff Messersmith	<a href="mailto:jmessers@esu1.org">jmessers@esu1.org</a>	yes	\$30,150	\$30,150	\$0	\$350	PO 80%A&B 50% C	100%		4 x 4	185
Wisner-Pilger	02	Alan Harms	<a href="mailto:aharms@esu2.org">aharms@esu2.org</a>	yes	\$29,285	\$29,798	\$513	\$600	PO 80%A&B 50% C	100%	2.5096	4 x 5	185
Wood River HS	10	Cindy Huff	<a href="mailto:chuff@esu10.org">chuff@esu10.org</a>	yes	\$30,350	\$31,260	\$910	\$600	80% A & B, 50% C	100%	3.7000	4 x 5	185
Wynot	01	Craig Frerichs	<a href="mailto:cfrerich@esu1.org">cfrerich@esu1.org</a>	yes	\$28,700	\$29,200	\$500	\$600	80% A & B, 50% C	100%		5 x 5	170
York	06	Mike Lucas	<a href="mailto:mjlucas@esu6.org">mjlucas@esu6.org</a>	yes	\$30,200	\$30,500	\$300	not EHA		100%		5 x 4	187
Yutan	02	Kevin Johnson	<a href="mailto:johnsonk@esu2.org">johnsonk@esu2.org</a>	yes	\$30,712	\$31,112	\$400	\$600		100%	3.4000	4 x 4	185
SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2011-12													
				number of districts settled	231				Difference				
				low	\$26,425	\$27,050					-0.3800		159
				average	\$29,680	\$30,247	\$567				2.8680		184
				median	\$29,600	\$30,200	\$600				2.8900		185
				high	\$37,431	\$38,456					6.3600		193
				midpoint info for negotiations	\$29,640	\$30,224	\$584				<b>2.8790</b>		185

School District	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled ?	1112 base	1213 base	Change from 1112 to	Health Insurance	Dental Plan	% Ins. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09: Shawn Scott	sscott@esu9.org	yes	\$31,600	\$31,950	\$350	\$600	80% ABC	100%	3.0000	4.5 x 4.5	184
Ainsworth	17: Darrell Peterson	dkpeters@esu17.org	yes	\$30,400	\$30,900	\$500	\$600	80% A & B, 50% C	100%	3.5000	5 x 4	185
Allen Consolidated	01: Mike Pattee	mpattee@esu1.org	yes	\$30,400	\$30,800	\$400	\$600	80% A & B, 50% C	90%		4 x 4	185
Alliance	13: Dan Hoelsing	dhoelsing@apschools.org										
Alma	11: Jon Davis	jdavis@esu11.org	yes	\$30,000	\$30,800	\$800	\$600	PO 80%A&B 50% C	100%	5.8000	4 x 4	183
Amherst	10: Tom Moore	tmoore@esu10.org	yes	\$29,000	\$29,500	\$500	\$600		100%		4 x 4.25	182
Anselmo-Merna	10: Mike Davis	mike.davis@esu10.org	yes	\$28,650	\$30,000	\$1,350	\$350	80% A & B, 50% C	100%		4 x 4	184
Ansley	10: Mike McCabe	mmccabe@esu10.org	yes	\$28,000	\$28,700	\$700	\$350	80% A & B, 50% C	100%		4 x 5	185
Arapahoe	11: Larry Weaver	lweaver@esu11.org	yes	\$29,700	\$30,200	\$500	\$800	80% A & B, 50% C	100%	4.1100	4 x 4	183
Arcadia	10: Mike McCabe	mmccabe@esu10.org	yes	\$27,850	\$28,686	\$836	\$600	80% A & B, 50% C	100%	4.4000	4 x 5	185
Arlington	03: Lynn Johnson	lynn.johnson@apseagles.org	yes	\$32,970	\$33,270	\$300	\$600	80% A & B, 50% C	100%	1.8200	4 x 5	185
Arnold	10: Pat Osmond	posmond@esu10.org	yes	\$28,000	\$28,550	\$550	\$350	80% A & B, 50% C	100%		4 x 5	182
Arthur County	16: Greg East	geast@esu16.org	yes	\$28,000	\$30,000	\$2,000	\$800	80% A & B, 50% C	100%		4 x 4	185
Ashland-Greenwood	02: Zach Kassebaum	Zach.Kassebaum@agps.org	yes	\$30,750	\$31,200	\$450	\$600	80% A & B, 50% C	100%	4.1000	4 x 5	185
Auburn	04: Kevin Reiman	kreiman@esu4.org	yes	\$31,050	\$31,550	\$500	\$600	80% A & B, 50% C	100%	3.2300	4 x 5	181
Aurora	09: Damon McDonald	dmcdonald@esu9.org	yes	\$29,480	\$30,150	\$670	\$600	80% A & B, 50% C	100%	4.0000	5 x 5	185
Axtell	11: Steve Wickham	steve.wickham@axtellwi.org	yes	\$29,700	\$30,200	\$500	\$350	80% A & B, 50% C	100%	4.0200	4 x 4.5	185
Bancroft-Rosalie	02: Jon Cerny	jcerny@esu2.org	yes	\$30,750	\$31,750	\$1,000	\$600	80% A & B	100%	4.1700	4 x 4	185
Banner County	13: Lana Sides	lsides@panesu.org	yes	\$30,200	\$30,800	\$600	\$350	PO 80%A&B 50% C	100%	4.6700	4.5 x 4.5	183
Battle Creek	08: Jay Bellar	jbellar@esu8.org	yes	\$29,600	\$30,350	\$750	\$600		100%	4.6700	4 x 5	185
Bayard	13: Travis Miller	travis.miller@panesu.org	yes	\$29,800	\$30,500	\$700	\$1,100	80% A & B, 50% C	100%	4.4000	4.5 X 4.5	185
Beatrice	05: John Brazell	jbrazell@bpsnebr.org	yes	\$31,725	\$32,000	\$275	\$600	80% A & B, 50% C	100%		5 x 4	186
Bellevue	03:											
Bennington	03: Terry Haack	thaack@esu3.org	yes	\$31,125	\$31,500	\$375	\$600	100% ABC	100%		4 x 5	186
Bertrand	11: Dennis Shipp	dshipp@esu11.org	yes	\$29,100	\$29,650	\$550	\$600		100%	3.9800	4 x 4	183
Blair	03: Rex Pfeil	Rex.Pfeil@blairschools.org		\$31,005			\$600	80% A & B, 50% C	100%		4 x 5	187
Bloomfield	01: Bob Marks	bmarks@esu1.org	yes	\$30,400	\$30,900	\$500	\$1,100		100%			
Blue Hill	09: Joel Ruybalid	jruyballi@esu16.org	yes	\$30,500	\$31,100	\$600	\$600		100%	3.9600	4 x 4	185
Boone Central	07: Cody Worrell	cworrell@esu7.org	yes	\$29,600	\$30,400	\$800	\$600		100%	4.1000	4 x 5	185
Brady Public School	16: William Porter	william.porter@esu16.org	yes	\$28,520	\$29,540	\$1,020	\$550		100%		4 x 4	175
Bridgeport	13: Vonnie Brown	vobrown@panesu.org	yes	\$31,390	\$32,520	\$1,130	CIL		100%		4.5 x 4.5	184
Broken Bow Schools	10: Mark Sievering	msievering@bbps.org	yes	\$29,350	\$30,500	\$1,150	\$600	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05: Trudy Clark	tclark@bdstorm.org	yes	\$30,475	\$31,700	\$1,225	\$600	80%AB	100%	1.0000	4 x 4	182
Burwell	10: Dan Bird	dbird@esu10.org	yes	\$29,250	\$30,000	\$750	\$600		100%	4.1300		
Callaway	10: Pat Osmond	posmond@esu10.org	yes	\$28,600	\$29,200	\$600	\$350	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11: Rob Gregory	rgregory@esu11.org	yes	\$30,200	\$30,800	\$600	\$800	80% A & B, 50% C	100%	3.8600	4 x 4	183
Cedar Bluffs	02: Harlan Ptomey	hptomey@esu2.org	yes	\$30,600	\$31,000	\$400	\$600	80% A & B, 50% C	100%		4 x 4	185
Cedar Rapids	07: Joan Carraher	jcarrarher@esu7.org	yes	\$29,400	\$30,300	\$900	\$600	80% AB	100%		4 x 4	183
Centennial	06: Tim DeWaard	tim.dewaard@centennialpublic.org		\$31,100			\$350	PO 80%A&B 50% C	100%		4 x 5	185
Central City	07: Candace Conradt	cconradt@esu7.org	yes	\$30,350	\$30,650	\$300	\$600	PO 80%A&B 50% C	100%	3.4600	5 X 4	185
Centura	10: Julie Otero	julie.oter@esu10.org	yes	\$30,900	\$31,300	\$400	\$600	80% A & B, 50% C	100%	1.3000	4 x 5	185
Chadron	13: Caroline Winchester	caroline.winchester@chadronschools.org		\$30,400			\$600	PO 80%A&B 50% C	100%		4.5 x 4.5	185
Chambers	08: Gary Klahn	gklahn@esu8.org	yes	\$29,000	\$29,750	\$750	\$350	80% A & B, 50% C	100%	3.4800	4 x 4	184
Chase County	15: Brad Schoeppey	bschoeppey@esu15.org	yes	\$31,000	\$31,400	\$400	\$800	PO 80%A&B 50% C	100%		4.5 x 4.5	184
Clarkson	07: Rich Lemburg	rlembur@esu7.org	yes	\$29,700	\$30,300	\$600	\$600		100%		4 x 4	184

Cody-Kilgore	17	Todd Chessmore						\$600	80% A & B, 50% C	100%		4 x 4	186
Coleridge	01	Randy Klooz	rklooz@esu1.org		\$29,475			\$600	PPO 80%A&B 50% C	100%		4 x 4	185
Columbus	07	Troy Loeffelholz	troy.loeffelholz@cps-ne.e	yes	\$33,250	\$33,700	\$450	600	PPO 80%A&B 50% C	645/mc	2.8500	4.5 x 5	186
Conestoga	03	Beth Johnsen	bjohnsen@conestogaps.e	yes	\$30,700	\$31,500	\$800	\$600	80% A & B, 50% C	100%		4 x 4.5	159
Cozad	10	John Grinde	jgrinde@esu10.org	yes	\$30,650	\$31,450	\$800	\$600		100%	4.9500	2.5 x 4.7	185
Crawford	13	Dick Leshner	dlesher@panesu.org	yes	\$29,422	\$30,222	\$800	see rpt.		100%	2.7000	4.5 x 4.5	183
Creek Valley	13	Ted Classen	tclassen@panesu.org	yes	\$30,135	\$30,888	\$753	\$350	80% A&B	100%		4.5 x 4.5	185
Creighton	01	Jeff Jensen	jejensen@esu1.org	yes	\$30,200	\$30,825	\$625	\$600		100%	4.9000	4.5 x 4.5	183
Crete	06	Kyle McGowan	kylem@creteschools.org	yes	\$31,605	\$32,105	\$500	\$600	80% A & B, 50% C	100%	4.8100	4.5 x 4.5	186
Crofton	01	Randall Anderson	randers@esu1.org	yes	\$30,400	\$31,000	\$600	\$600	80% A & B, 50% C	100%	3.0000	4 x 4	185
Cross County	07	Brent Hollinger	bhollinger@esu7.org	yes	\$30,000	\$30,900	\$900	\$600	80% A & B, 50% C	100%	4.0500	4 x 5	185
David City	07	Jerry Phillips	jphillip@dcscouts.org	yes	\$31,100	\$31,600	\$500	\$350	PPO 80%A&B 50% C	100%	3.4000	4 x 5	187
Deshler	05	Al Meier	al.meier@deshlerdragon	yes	\$29,350	\$30,000	\$650	\$350	PPO 80%A&B 50% C	100%	3.4910	4.5 x 4	182
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.or	yes	\$30,500	\$31,150	\$650	\$600	PPO 80%A&B 50% C	100%	3.8900	4 x 4	185
Dodge	02							\$600		100%		4 x 5	185
Doniphan-Trumbull	09	Kirk Russell	krussell@esu9.org	yes	\$30,200	\$30,825	\$625	\$600	80% A & B, 50% C	100%	4.6410	4 x 5	185
Dorchester	06	Mitch Kubicek	mkubicek@esu6.org	yes	\$30,250	\$30,950	\$700	\$600	AB, 50% C	100%		4 x 4	185
Douglas County West	03	Dan Schnoes	dschnoes@dcwest.org	yes	\$31,015	\$31,455	\$440	see rpt.				4 x 4	185
Dundy County Strat	15	Jim Kent	jim@dcstigers.org	yes	\$30,600	\$31,100	\$500	\$600	80% A & B, 50% C	100%		4 x 4	
East Butler	07	Jim Koontz	jkoontz@esu7.org	yes	\$30,000	\$30,600	\$600	\$600	80% A & B, 50% C	100%	3.5000	4 x 4.5	185
Elba	10	Mikal Shalikow	mshalikow@esu10.org	yes	\$27,725	\$28,280	\$555	\$800	80% ABC	100%	2.0000	4 x 5	169
Elgin	08	Dan Polk	dpolk@esu8.org	yes	\$29,580	\$30,000	\$420	\$600	80% A & B, 50% C	100%		4 x 4.5	185
Elkhorn	03	Steve Baker	sbaker@epsne.org	yes	\$30,250	\$30,575	\$325	\$600		100%	3.2600		
Elkhorn Valley	08	Keith Leckron	kleckron@esu8.org	yes	\$30,050	\$31,000	\$950	\$600		100%	6.4800	4 x 4.5	185
Elm Creek	10	Dean Tickle	dean.tickle@esu10.org	yes	\$30,150	\$30,925	\$775	\$600		100%		4 x 4	182
Elmwood-Murdock	03	Dan Novak	dnovak@esu3.org	yes	\$31,100	\$31,700	\$600	\$350		100%		4 x 4	185
Elwood	11	Richard Einspahr	richeins@esu11.org	yes	\$28,950	\$30,000	\$1,050	\$600	100% ABC	100%	4.8768	4 x 4	184
Emerson-Hubbard	01	Dave Jones	djones@esu1.org					\$600	PPO 80%A&B 50% C	100%		4 x 4	185
ESU 01	01	Bob Uhing	buhing@esu1.org										
ESU 02	02	Dave Ludwig	dludwig@esu2.org	yes	\$28,050	\$28,750	\$700	\$600	80% A & B, 50% C	100%	3.0300	4.5 x 4.5	185
ESU 03	03	Gil Kettelhut	gil@esu3.org										
ESU 04	04	Jon Fisher	jfisher@esu4.org							100%			
ESU 05	05	Jan Reimer	jreimer@esu5.org	yes	\$33,350	\$33,880	\$530	600/\$150	PPO 80%A&B 50% C	\$875	4.4000	4 x 5	185
ESU 06	06	Dan Shoemake	dshoemake@esu6.org	yes	\$30,850	\$32,100	\$1,250	\$350	PPO 80%A&B 50% C	85%	4.9670	4 x 4	185
ESU 07	07	Norm Ronell	nronell@esu7.org	yes	\$28,300	\$29,010	\$710	\$350	80% A & B, 50% C	50%	3.6400	4 x 5	185
ESU 08	08	Randy Peck	rpeck@esu8.org							100%			
ESU 09	09	Larry Fox	lfox@esu9.org		\$31,525			\$350	PPO 80%A&B 50% C	100%		4 x 4.5	185
ESU 10	10	Wayne Bell	wbell@esu10.org	yes	\$30,000	\$30,800	\$800	\$600	AB, 50% C, 75% of F	100%	4.2900	4.75 x 4	185
ESU 11	11	Paul Tedesco	ptedesco@esu11.org	yes	\$29,400	\$30,400	\$1,000	see rpt.		100%	5.0380		
ESU 13	13	Jeff West	jeffwest@esu13.org					\$350	see report			4.25 x 4.2	185
ESU 15	15	Paul Calvert	pcalvert@esu15.org	yes	\$30,300	\$31,500	\$1,200	\$350		100%			
ESU 16	16	Margene Beatty	mbeatty@esu16.org	yes	\$30,900	\$31,500	\$600	\$600	80% A & B, 50% C	100%		5 x 4	185
ESU 17	17	Dennis Radford	dradford@esu17.org	yes	\$28,500	\$28,700	\$200	CIL		100%	3.1600	4 x 4	185
Eustis-Farnam	11	Steve Sampy	ssampy@esu11.org	yes	\$29,150	\$29,750	\$600	\$600		100%	3.8800	4 x 4	183
Ewing	08	Ted Hillman	thillman@esu8.org	yes	\$28,600	\$29,100	\$500	\$600	80% A & B, 50% C	100%	4.5500	4 x 4.25	185
Exeter-Milligan	06	Paul Sheffield	pshffie@emwolves.net	yes	\$30,275	\$30,925	\$650	\$600	80% A & B, 50% C	100%		4 x 4	185
Fairbury	05	Fred Helmink	fhelmink@fairburyjeffs.o	yes	\$30,800	\$31,200	\$400	\$600	80% A&B	100%	3.9900	4 x 5	185
Falls City	04	Tim Heckenlively	theckenlively@fallscityps	yes	\$31,075	\$31,725	\$650	\$600	PPO 80%A&B 50% C	100%	3.0600	4 x 5	184
Fillmore Central	06	Mark Norvell	mnorvell@esu6.org	yes	\$31,000	\$31,700	\$700	\$350		100%	3.8200	4 x 4	185



Fort Calhoun	03	Don Johnson	<a href="mailto:donjohnson@esu3.org">donjohnson@esu3.org</a>	yes	\$30,300	\$30,950	\$650	\$600		100%	3.5600	4 x 5	187
Franklin	11	Ken Schroeder	<a href="mailto:kschroed@esu11.org">kschroed@esu11.org</a>	yes	\$29,675	\$30,475	\$800	\$600	80% A&B	100%	3.3000	4 x 5	185
Freeman	05	Randy Page	<a href="mailto:rpage@freemanschools.org">rpage@freemanschools.org</a>	yes	\$30,150	\$30,650	\$500	\$600	80% A & B, 50% C	100%	3.4000	4 x 4	185
Fremont	02	Tom Reeser	<a href="mailto:tom.reeser@fpsmail.org">tom.reeser@fpsmail.org</a>	yes	\$30,785	\$31,985	\$1,200	see rpt			3.3300	4.5 x 5	190
Friend	06	Mike Moody		yes	\$29,450	\$30,450	\$1,000	\$350	80% A & B, 50% C	100%		4.5 x 4	185
Fullerton	07	Jeff Anderson	<a href="mailto:janders@esu7.org">janders@esu7.org</a>	yes	\$30,050	\$30,700	\$650	\$350	PO 80%A&B 50% C	100%	4.5250	4 x 5	185
Garden County	13	Paula Sissel	<a href="mailto:paulas@panesu.org">paulas@panesu.org</a>	yes	\$29,500	\$30,300	\$800		CIL, see report		2.8800	4.5 x 4.5	185
Gering	13	Tim Meisner	<a href="mailto:tmeisner@geringschools.org">tmeisner@geringschools.org</a>	yes	\$31,600	\$32,050	\$450	\$600		50%		4.5 x 4.5	186
Gibbon	10	Larry Witt	<a href="mailto:larry.witt@gibbonpublic.org">larry.witt@gibbonpublic.org</a>	yes	\$30,575	\$31,275	\$700	\$600	80% A & B, 50% C	100%	4.6000	4 x 5	185
Giltner	09	Larry Lambert	<a href="mailto:llambert1953@gmail.com">llambert1953@gmail.com</a>	yes	\$30,100	\$30,800	\$700	\$600	PO 80%A&B 50% C	100%	4.3000	4 x 4	185
Gordon-Rushville	13	Merrell Nelson	<a href="mailto:mnelson@panesu.org">mnelson@panesu.org</a>	yes	\$30,000	\$31,400	\$1,400		CIL, see report				
Gothenburg	10	Mike Teahon	<a href="mailto:mteahon@esu10.org">mteahon@esu10.org</a>	yes	\$30,900	\$31,800	\$900	\$600	80% A & B, 50% C	100%	4.8000	4 x 5	185
Grand Island	10	Wayne Stelk	<a href="mailto:wstelk@gips.org">wstelk@gips.org</a>	yes	\$31,500	\$31,800	\$300				3.6000		
Grand Island North	10	Matt Fisher	<a href="mailto:mfisher@ginorthwest.org">mfisher@ginorthwest.org</a>	yes	\$29,850	\$30,650	\$800	\$600	80% A & B, 50% C	100%	4.5200	4 x 5	185
Greeley-Wolbach	10	Amy Malander	<a href="mailto:amalander@esu10.org">amalander@esu10.org</a>	yes	\$28,781	\$29,650	\$869	\$600	80% A & B, 50% C	100%		4 x 5	185
Gretna	03	Kevin Riley	<a href="mailto:kriley@gretnadragons.org">kriley@gretnadragons.org</a>	yes	\$32,800	\$33,050	\$250	\$600		100%			
Hampton	09	Holly Herzberg	<a href="mailto:hherzber@esu9.org">hherzber@esu9.org</a>	yes	\$30,000	\$30,900	\$900	\$600	80% A & B, 50% C	100%		4 x 4	185
Hartington	01	Randall Anderson	<a href="mailto:randers@esu1.org">randers@esu1.org</a>	yes	\$29,300	\$30,000	\$700	see rpt			3.0000	4 x 4	185
Harvard	09	Michael Derr	<a href="mailto:mderr@esu9.org">mderr@esu9.org</a>	yes	\$30,500	\$31,000	\$500	\$350		100%	4.3600	4 x 4	185
Hastings	09	Craig Kautz	<a href="mailto:ckautz@esu9.org">ckautz@esu9.org</a>	yes	\$31,180	\$31,430	\$250	\$600	80% A & B, 50% C	see rpt	3.5700	4.5 x 4.5	186
Hay Springs	13	Steven Pummel	<a href="mailto:spummel@allegiance.tv">spummel@allegiance.tv</a>					\$350	80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	Ron Howard	<a href="mailto:rhoward@esu15.org">rhoward@esu15.org</a>	yes	\$29,100	\$29,925	\$825	\$350	80% A & B, 50% C	100%	6.0000	4 x 4.5	184
Heartland	06	Brad Best	<a href="mailto:bbest@heartlandschools.org">bbest@heartlandschools.org</a>	yes	\$32,720	\$33,250	\$530	\$600		100%	3.4400	4 x 4	185
Hemingford	13	Casper Ningen	<a href="mailto:cningen@panesu.org">cningen@panesu.org</a>	yes	\$30,550	\$31,300	\$750	\$350	100%A&B	100%		4.5 x 4.5	185
Hershey	16	Michael Cuning	<a href="mailto:mcunning@esu16.org">mcunning@esu16.org</a>	yes	\$29,800	\$30,400	\$600	\$350		100%		5 x 4	182
High Plains	07	Stan Hendricks	<a href="mailto:shendricks@esu7.org">shendricks@esu7.org</a>	yes	\$31,275	\$32,275	\$1,000	\$600	80%AB	100%	2.1300	4 x 4.5	184
Hitchcock County	15	Mike Apple	<a href="mailto:mapple@hcfalcons.org">mapple@hcfalcons.org</a>	yes	\$29,200	\$29,950	\$750	\$350	PO 80%A&B 50% C	100%		4 x 4	185
Holdrege	11	Todd Hilyard	<a href="mailto:todd.hilyard@esu11.org">todd.hilyard@esu11.org</a>	yes	\$30,000	\$30,800	\$800	\$600	80% A & B, 50% C	100%	4.4100	4.5 x 4.5	185
Homer	01	Cheryll Malcom	<a href="mailto:cmalcom@esu1.org">cmalcom@esu1.org</a>	yes	\$27,600	\$34,000	\$6,400	\$800	80% A & B, 50% C	100%	3.0260	4 x 4	185
Howells	07	Tom McMahan	<a href="mailto:tmcMahon@esu7.org">tmcMahon@esu7.org</a>					n/a	n/a	100%		4 x 4	185
Humboldt-Table Rock	04	Clint Kimbrough	<a href="mailto:crkimbro@esu6.org">crkimbro@esu6.org</a>	yes	\$31,000	\$31,900	\$900	800	80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	<a href="mailto:gsjuts@esu7.org">gsjuts@esu7.org</a>	yes	\$29,850	\$30,600	\$750	\$600	80% A & B, 50% C	100%	4.4000	4 x 4	185
Hyannis Dist 11	16	Terry Hazard	<a href="mailto:thazard72@esu17.org">thazard72@esu17.org</a>					\$600	80% A & B, 50% C	100%		4 x 4	184
Johnson County Central	04	Jack Moles	<a href="mailto:jack.moles@jccentral.org">jack.moles@jccentral.org</a>	yes	\$30,975	\$31,525	\$550	\$350	100% ABC	100%		4 x 4	186
Johnson-Brock	04	Jeff Koehler	<a href="mailto:jeff.koehler@johnsonbrock.org">jeff.koehler@johnsonbrock.org</a>	yes	\$29,900	\$30,600	\$700			100%		4 x 4	185
Kearney	10	Chris Nelson	<a href="mailto:chris.nelson@kearneypub.org">chris.nelson@kearneypub.org</a>	yes	\$31,140	\$31,590	\$450			100%	3.4900	4.5 x 4.5	185
Kenesaw	09	Jim Troshynski	<a href="mailto:jtroshyn@esu9.org">jtroshyn@esu9.org</a>	yes	\$30,000	\$30,700	\$700	\$600		100%		4 x 4	182
Keya Paha	17	Rodger Lenhard	<a href="mailto:rlenhard@esu17.org">rlenhard@esu17.org</a>	yes	\$30,200	\$30,200	\$0	\$600		100%		4 x 4	
Kimball	13	Troy L. Unzicker	<a href="mailto:tunzicker@kpslonghorns.org">tunzicker@kpslonghorns.org</a>	yes	\$29,700	\$30,400	\$700	\$350	PO 80%A&B 50% C	100%		4 x 5	185
Lakeview	07	Russ Freeman	<a href="mailto:rffreeman@esu7.org">rffreeman@esu7.org</a>	yes	\$30,000	\$30,700	\$700	\$600	80% A & B, 50% C	100%	4.0000	4 x 5	184
Laurel-Concord	01	Randy Klooz	<a href="mailto:rklooz@esu1.org">rklooz@esu1.org</a>	yes	\$29,600	\$30,355	\$755	\$800	PO 80%A&B 50% C	100%	3.4052	4 x 4	185
Leigh	07	Michael Montgomery	<a href="mailto:mmontgomery@esu7.org">mmontgomery@esu7.org</a>	yes	\$29,700	\$30,300	\$600	\$600	PO 80%A&B 50% C	100%		4 x 4	185
Lewiston	04	Rick Kentfield	<a href="mailto:rkentfield@esu4.org">rkentfield@esu4.org</a>	yes	\$30,200	\$30,600	\$400	\$800		100%		4 x 4	185
Lexington	10	John Hakonson	<a href="mailto:john.hakonson@esu10.org">john.hakonson@esu10.org</a>					\$550	80% A&B	100%		4 x 5	185
Leyton	13	Greg Brenner	<a href="mailto:brennerg@panesu.org">brennerg@panesu.org</a>					\$600	80% A & B, 50% C	100%		4.5 x 4.5	183
Lincoln Public Schools		Ken Babcock	<a href="mailto:kbabcock@lps.org">kbabcock@lps.org</a>	yes	\$38,456	\$38,849	\$393	\$600	80% A & B, 50% C	see rpt	2.5000	see rpt	191
Litchfield	10	Scott Maline	<a href="mailto:smaline@esu10.org">smaline@esu10.org</a>	yes	\$29,400	\$30,382	\$982	\$600	80% A & B, 50% C	100%	3.0000	4 x 5	
Logan View	02	Jeremy Klein	<a href="mailto:jklein@esu2.org">jklein@esu2.org</a>	yes	\$30,100	\$30,500	\$400	\$600		100%		4 x 5	185
Loomis	11	Nate Stineman	<a href="mailto:nate.stineman@loomiswv.org">nate.stineman@loomiswv.org</a>	yes	\$30,000	\$30,500	\$500	\$600		100%	3.7800	4 x 4	183

Louisville	03	Greg Shepard	gshepard@esu3.org	yes	\$32,180	\$32,680	\$500	\$350	80% A & B, 50% C	100%		5 x 3	185
Loup City	10	Tom Hinrichs	hinrichst@gmail.com	yes	\$30,000	\$30,300	\$300	\$350		90%	4.7600	4 x 5	185
Loup County	10	Rusty Ruppert	wruppert@esu10.org	yes	\$27,850	\$28,850	\$1,000	\$600	80% A & B, 50% C	100%		4 x 5	185
Lynch	08	Ted Hillman	thillman@esu8.org	yes	\$27,900	\$29,400	\$1,500	\$600	PPO 80%A&B 50% C	100%	6.0400	4 x 4	178
Lyons-Decatur	02	Fred Hansen	fhansen@esu2.org	yes	\$30,000	\$30,575	\$575	\$600	80% A & B, 50% C	100%	4.3700	4 x 5	185
Madison	08	Alan Ehlers	aehlers@esu8.org	yes	\$30,396	\$31,000	\$604	\$800	PPO 80%A&B 50% C	100%	4.1100	4 x 5	185
Malcolm	06	Ryan Terwilliger	rterwill@esu6.org	yes	\$31,900	\$32,500	\$600	see rpt		100%	4.0900	4 x 4	185
Maxwell	16	Dan Twarling	dtwarling@esu16.org	yes	\$28,633	\$29,492	\$859	\$800	80% A & B, 50% C			4 x 4	184
Maywood School	15	Mike Williams	mike.williams@maywood.org	yes	\$28,800	\$29,600	\$800	\$600	80% A & B, 50% C	100%	6.6000	4.5 x 4.5	183
McCook	15	Rick Haney	rhaney@esu15.org	yes	\$31,220	\$31,445	\$225	\$600	PPO 80%A&B 50% C	100%	2.6100	5x4.5/4	185
McCool Jct.	06	Curtis Cogswell	ccogswell@mcjmustangs.org		\$30,128			\$350	80% A & B, 50% C	100%		4 x 4	184
McPherson County	16	Kathy Fisher	kfisher@esu16.org	yes	\$29,200	\$29,850	\$650	\$1,100		100%		4 x 5	185
Mead	02	Dale Rawson	drawson@esu2.org	yes	\$28,450	\$29,450	\$1,000	\$600	80% A & B, 50% C	100%	5.4600	4 x 4	185
Medicine Valley	15	Alan Garey	agarey@esu15.org	yes	\$28,800	\$29,350	\$550	\$350	80% A & B, 50% C	100%	4.2776	4 x 4	184
Meridian	05	Russ Gade	rgade@esu6.org	yes	\$30,300	\$31,100	\$800	\$600	PPO 80%A&B 50% C	100%	5.1000	4 x 4	185
Milford	06	Kevin Wingard	kwingard@esu6.org		\$31,550			\$600	80% A & B, 50% C	see rpt		4 x 5	186
Millard	03	Keith Lutz	kelutz@mpsomaha.org	yes		\$35,400		\$600		100%	3.0000	n/a	193
Minatare	13	Tim Cody	tcody@panesu.org	yes	\$29,000	\$29,500	\$500	\$350	80% A&B	100%	3.0500	4 x 5	183
Minden	11	Melissa Wheelock	melissa.wheelock@mind.org	yes	\$30,300	\$30,600	\$300	\$600	80% A & B, 50% C	100%		4 x 5	185
Mitchell	13	Kent Halley	khalley@panesu.org	yes	\$30,550	\$31,250	\$700	plus flat salay of \$13,900				4.5 x 4.5	184
Morrill	13	Nick Shafer	nick.schafer@panesu.org	yes	\$30,100	\$30,200	\$100	plus flat salay of \$10,800	see rpt			4.25 x 4.5	185
Mullen	16	Jeff Hoelsing	jhoelsing@esu16.org	yes	\$28,500	\$29,300	\$800	\$350	80% A & B, 50% C	100%	4.3800	4 x 5	183
NE Unified Dist #1	08	Dale Martin	dmartin@esu8.org	yes	\$30,100	\$30,600	\$500	\$600		100%	2.8157	4 x 4	185
Nebraska City	04	Jeff Edwards	jedwards@esu4.org	yes	\$31,925	\$32,025	\$100	\$600		100%	2.6700	4 x 5	186.5
Neligh-Oakdale	08	Kim Lingenfelter	klingenfelter@esu8.org	yes	\$29,250	\$30,850	\$1,600	\$600		100%		4 x 4	185
Newcastle	01	Craig Frerichs	cfrerich@esu1.org		\$28,800			\$600	80% A & B, 50% C	100%		4 x 4	185
Newman Grove	08	Herb Pokorny	hpokorny@esu8.org	yes	\$29,450	\$30,050	\$600	\$600		100%	6.1000	4 x 4	185
Niobrara	01	Margaret Sandoz	msandoz@esu1.org	yes	\$30,800	\$31,300	\$500	\$600		100%	1.9800	4 x 4	185
Norfolk	08	Bill Robinson	billrobinson@npsne.org	yes	\$33,345	\$33,545	\$200	see rpt	80% A & B, 50% C	100%	3.0000	4.5 x 4.5	186
Norris	06	John Skretta	john.skretta@nsdtitans.org					\$550	80% A & B, 50% C	100%		4 x 5	187+
North Bend Central	02	Dan Endorf	dendorf@esu2.org	yes	\$30,300	\$30,750	\$450	\$600	PPO 80%A&B 50% C	100%		4 x 5 mod	185
North Loup Scotia	10	Jim Duval	jduval@esu10.org	yes	\$29,300	\$30,000	\$700	\$350					
North Platte	16	Stuart Simpson	ssimpson@nppsd.org	yes	\$32,480	\$32,900	\$420	CIL	80% A & B, 50% C		3.0000	5 x 4	187
O'Neill	08	Amy Shane	ashane@esu8.org	yes	\$28,950	\$29,550	\$600	\$600		100%	3.8600	4.5 x 4.5	185
Oakland-Craig	02	Joe Peitzmeier	jpeitz@esu2.org	yes	\$29,425	\$30,125	\$700	\$350	80% A & B, 50% C	100%	4.4900	4 x 5	185
Ogallala	16	Carl Dietz	carl.dietz@esu16.org	yes	\$30,200	\$31,050	\$850	\$600	PPO 100% A,B,C	100%	5.4000	5 x 4	185
Omaha Public Schools		Gerry Huber	gerry.huber@ops.org	yes	\$33,460	\$34,196	\$736	\$600	80% A&B, 50% C	100%	4.53		190
Ord	10	Jason Alexander	jalexand@esu10.org	yes	\$30,250	\$30,900	\$650	\$600	PPO 100% A,B,C	100%	3.3300	5 x 4	185
Osceola	07	Steve Rinehart	srinehart@esu7.org	yes	\$30,000	\$30,600	\$600	\$600	PPO 80%A&B 50% C	100%	3.4000	4 x 4.5	185
Osmond	08	Dave Hamm	dhamm@esu8.org	yes	\$30,200	\$30,800	\$600	\$600	80% A & B, 50% C	100%	3.5000	4 x 4	185
Overton	10	Mark Aten	maten@esu10.org	yes	\$29,250	\$30,000	\$750	\$600	PPO 80%A&B 50% C	100%	4.7400	4.0 x 4.0	182
Palmer	07	Gary Monter	gmonter@esu7.org	yes	\$30,000	\$30,300	\$300	\$350	80% A & B, 50% C	100%		4 x 4.5	183
Palmyra	04	Rob Hanger	hanger.rob@districtor1.org	yes	\$31,950	\$32,700	\$750	\$600	PPO 80%A&B 50% C	100%	3.1000	4 x 4	185
Papillion-La Vista	03	Renee Hyde	rhyde@paplv.org	yes	\$32,500	\$33,000	\$500	\$600	80% A & B, 50% C		2.3800	4.5 x 4	190
Pawnee City	04	Stephen Grizzle	sgrizzle@esu4.org	yes	\$30,750	\$31,525	\$775	\$600		100%		4 x 4	185
Paxton	16	Del Dack	ddack@esu16.org	yes	\$29,900	\$30,400	\$500	\$350	80% A & B, 50% C	100%		4 x 4	182
Pender	01	Jason Dolliver	jadolli1@penderschools.org	yes	\$29,850	\$30,550	\$700	\$600	PPO 100% A,B,C	100%	4.2700	4 x 5	185
Perkins County Schools	16	Tobin Buchanan	Tobin_Buchanan@pcs.esu.org	yes	\$30,600	\$31,350	\$750	\$600	80% A&B	100%	2.5412	4 x 4	183
Pierce Public	08	Kendall Steffensen	ksteffensen@esu8.org	yes	\$29,600	\$30,100	\$500	\$600		100%		5 x 4	185

Plainview	08	Rich Alt	<a href="mailto:ralt@esu8.org">ralt@esu8.org</a>	yes	\$30,600	\$31,050	\$450	\$600	80% A & B, 50% C	100%	4.0000	25 x 4.2	185
Plattsmouth	03	Rich Hasty	<a href="mailto:rhasty@pcsd">rhasty@pcsd</a>	yes	\$31,050	\$31,300	\$250	\$600	80% A & B, 50% C	100%		4 x 5 mod	187
Pleasanton	10	Ron Wymore	<a href="mailto:rwymore@esu10.org">rwymore@esu10.org</a>	yes	\$28,650	\$29,650	\$1,000	\$600		100%	6.5300	4 x 4.25	182
Ponca	01	Joan Reznicek	<a href="mailto:jreznice@esu1.org">jreznice@esu1.org</a>	yes	\$30,800	\$31,350	\$550	\$600	80% A & B, 50% C	93%		4 x 4	185
Potter-Dix	13	Kevin Thomas	<a href="mailto:kthomas@panesu.org">kthomas@panesu.org</a>	yes	\$29,200	\$30,000	\$800	\$600		100%			
Ralston	03	Mary Snyder	<a href="mailto:msnyder@ralstonschools">msnyder@ralstonschools</a>	yes	\$31,100	\$32,000	\$900	\$600	80% A & B, 50% C	95%		5 x 5	190
Randolph	01	Dave Hamm	<a href="mailto:dhamm@esu8.org">dhamm@esu8.org</a>	yes	\$30,100	\$30,600	\$500	\$600	PPO 80%A&B 50% C	100%	3.3000	4 x 4	172
Ravenna	10	Dwayne Uttecht	<a href="mailto:duttecht@esu10.org">duttecht@esu10.org</a>	yes	\$30,350	\$31,025	\$675	\$600	PPO 80%A&B 50% C	100%	3.9000	4 x 5	185
Raymond Central	02	Paul Hull	<a href="mailto:phull@rcentral.org">phull@rcentral.org</a>	yes	\$32,500	\$33,300	\$800	\$600	PPO 80%A&B 50% C	100%	6.0000	4 x 5	186
Red Cloud	09	Brian Hof	<a href="mailto:bhof@esu9.org">bhof@esu9.org</a>	yes	\$29,800	\$30,250	\$450	\$600	80% ABC, 50% D	100%		4 x 4	183
Rock County	17	David Zumbahler	<a href="mailto:dzumbahlen@esu17.org">dzumbahlen@esu17.org</a>	yes	\$28,675	\$29,700	\$1,025	\$1,100	80% A & B, 50% C	100%		4.25 x 4.2	182
Sandhills	10	Dale Hafer	<a href="mailto:dhafer@esu10.org">dhafer@esu10.org</a>	yes	\$27,650	\$28,350	\$700	\$600	80% A & B, 50% C	100%		4 x 5	186
Santee	01	Paul Sellon	<a href="mailto:psellon@esu1.org">psellon@esu1.org</a>	yes	\$30,600	\$31,200	\$600	\$350	PPO 100% A,B,C	100%	4.7000	4 x 4	185
Sargent	10	Rusty Ruppert	<a href="mailto:wruppert@esu10.org">wruppert@esu10.org</a>	yes	\$27,500	\$28,500	\$1,000	\$600	80% A & B, 50% C	100%		4 x 5	182
Schuyler	07	Robin Stevens	<a href="mailto:rstevens@esu7.org">rstevens@esu7.org</a>	yes	\$30,950	\$31,275	\$325	\$350		100%	2.5100	4 x 5	185
Scottsbluff	13	Rick Myles	<a href="mailto:rmyles@sbps.net">rmyles@sbps.net</a>	yes	\$31,550	\$31,950	\$400				4.8000	4.5 x 4.5	189
Scribner-Snyder	02	Ginger Meyer	<a href="mailto:gingermeyer@esu2.org">gingermeyer@esu2.org</a>	yes	\$30,383	\$31,000	\$617	\$600	80% A & B, 50% C	100%	4.9000	4 x 5	185
Seward	06	Greg Barnes	<a href="mailto:greg.barnes@sewardschools">greg.barnes@sewardschools</a>	yes	\$30,400	\$30,900	\$500	\$600	80% A & B, 50% C	100%	4.0700	4 x 5	186
Shelby-Rising City	07	Larry Stick	<a href="mailto:lstick@esu7.org">lstick@esu7.org</a>	yes	\$31,000	\$31,600	\$600	\$350	80% A & B, 50% C	100%		4 x 4.5	185
Shelton	10	Brian Redinger	<a href="mailto:bredinger@esu10.org">bredinger@esu10.org</a>	yes	\$28,650	\$30,000	\$1,350	\$600	80% ABC, 50% D	100%	6.5300	4 x 5	185
Shickley	06	Bryce Jorgenson	<a href="mailto:bjorgenson@me.com">bjorgenson@me.com</a>	yes	\$30,500	\$31,250	\$750	\$600		100%		4 x 4	182
Sidney	13	Jay Ehler	<a href="mailto:jay.ehler@raidermail.org">jay.ehler@raidermail.org</a>	yes		\$31,275		\$600	80% A & B, 50% C	100%			185
Silver Lake Public	09	Dan Polk	<a href="mailto:dpolk@esu9.org">dpolk@esu9.org</a>		\$30,200			\$600	80% A & B, 50% C	100%		4 x 4	183
Sioux County	13	Brett Gies	<a href="mailto:bgies@panesu.org">bgies@panesu.org</a>	yes	\$29,350	\$30,250	\$900	\$350	PPO 80%A&B 50% C	100%	3.0000	4x4	175
South Central USD #	09	Randy Gilson	<a href="mailto:kmiller@esu9.org">kmiller@esu9.org</a>		\$30,700			\$600	PPO 80%A&B 50% C	100%		4 x 5	185
South Platte	16	David Spencer	<a href="mailto:dspencer@esu16.org">dspencer@esu16.org</a>										
South Sioux City	01	Rick Feauto	<a href="mailto:rick.feauto@sccardinals">rick.feauto@sccardinals</a>	yes	\$32,213	\$32,613	\$400		see rpt		3.7210	4 x 5	186
Southern (Wymore)	05	Gene Haddix	<a href="mailto:ghaddix@southernschools">ghaddix@southernschools</a>	yes		\$30,857		\$600	80% A & B, 50% C	100%		4 x 4	182
Southern Valley	11	Chuck Lambert	<a href="mailto:clambert@esu11.org">clambert@esu11.org</a>	yes	\$30,000	\$30,350	\$350	\$800	PPO 80%A&B 50% C	100%	4.2500	4 x 4.5	183
Southwest	15	Clayton Waddle	<a href="mailto:clayton.waddle@swpschools">clayton.waddle@swpschools</a>	yes	\$29,200	\$30,000	\$800	\$600/285	PPO 80%A&B 50% C	100%	4.5400	4 x 4	183
Spalding	10	Steph Wlaschin	<a href="mailto:swlaschi@esu10.org">swlaschi@esu10.org</a>	yes	\$27,050	\$27,600	\$550	\$600	PPO 80%A&B 50% C	100%		4 x 5	184
Springfield-Platteville	03	Brett Richards	<a href="mailto:brichards@sarpy46.org">brichards@sarpy46.org</a>	yes	\$31,075	\$31,575	\$500	\$600	PPO 80%A&B 50% C	100%		5 x 3	187
St. Edward	07	Kevin Lyons	<a href="mailto:klyons@esu7.org">klyons@esu7.org</a>		\$29,000			\$600	PPO 80%A&B 50% C	100%		4 x 4.5	184
St. Paul	10	John Poppert	<a href="mailto:jpoppert@esu9.org">jpoppert@esu9.org</a>					\$600		100%		4 x 5	185
Stanton Community	08	Michael Sieh	<a href="mailto:msieh@esu8.org">msieh@esu8.org</a>	yes	\$30,500	\$31,200	\$700	\$350	PPO 80%A&B 50% C	100%		4 x 5	186
Stapleton	16	Lee Sayer	<a href="mailto:lsayer@esu16.org">lsayer@esu16.org</a>	yes	\$29,000	\$29,750	\$750	\$600	PPO 100% A,B,C	100%		4 x 5	tba
Sterling	04	Larry Harnisch	<a href="mailto:lharnisch@sterlingpublic">lharnisch@sterlingpublic</a>	yes	\$30,500	\$31,050	\$550	\$600	PPO 80%A&B 50% C	100%		4 x 4	185
Stuart	08	Robert Hanzlik	<a href="mailto:rhanzlik@esu8.org">rhanzlik@esu8.org</a>	yes	\$29,250	\$30,300	\$1,050	\$600	80% AB	100%	3.5897	4 x 4	185
Sumner-Eddyville-M	10	Jeff Walburn	<a href="mailto:jwalburn@esu10.org">jwalburn@esu10.org</a>	yes	\$29,400	\$30,100	\$700	\$600	80% A & B, 50% C	100%	3.7000	4 x 4	184
Superior	09	Charles Isom	<a href="mailto:cisom@esu9.org">cisom@esu9.org</a>	yes	\$30,925	\$31,465	\$540	\$350	80% A & B, 50% C	100%	3.6063	4 x 5	185
Sutherland	16	Dan Keyser	<a href="mailto:dkeyser@esu16.org">dkeyser@esu16.org</a>	yes	\$27,700	\$28,100	\$400	\$350	80% ABC, 50% D	100%	4.1100	compressed	184
Sutton	09	Dana Wiseman	<a href="mailto:dwiseman@spnsne.org">dwiseman@spnsne.org</a>	yes	\$31,200	\$31,700	\$500	\$350	100% ABC	100%		4 x 4	184
Syracuse-Dunbar-A	04	Brad Buller	<a href="mailto:bbuller@esu6.org">bbuller@esu6.org</a>	yes	\$31,485	\$31,800	\$315	flat salary \$7,000			4.0900	5 x 5	185
Tekamah-Herman	02	Brandon Lavaley	<a href="mailto:blavaley@esu2.org">blavaley@esu2.org</a>	yes	\$29,575	\$30,500	\$925	\$600	80% A & B, 50% C	100%	3.1500		185
Thayer Central	05	Drew Harris	<a href="mailto:drew.harris@thayercent">drew.harris@thayercent</a>	yes	\$29,650	\$30,250	\$600	\$600	80% A & B, 50% C	100%	3.9700	5 x 4	185
Thedford	16	Henry Eggert	<a href="mailto:heggert@esu16.org">heggert@esu16.org</a>	yes	\$29,000	\$30,000	\$1,000	\$600	80% A & B, 50% C	100%	4.0000	4 x 5	184
Tri County	05	Russ Finken	<a href="mailto:russ.finken@tricotyschools">russ.finken@tricotyschools</a>	yes	\$30,675	\$31,275	\$600	\$350		100%		4 x 4	185
Twin River	07	Don Graff	<a href="mailto:dgraff@esu7.org">dgraff@esu7.org</a>	yes	\$30,500	\$31,200	\$700	\$600	80% A & B, 50% C	100%	4.5652	4 x 5	185
Uno N Ho N Nation	01	Tom Carlstrom	<a href="mailto:tcarlstrom@esu1.org">tcarlstrom@esu1.org</a>	yes	\$33,000	\$33,350	\$350	\$350		100%		4 x 4	185

Valentine Communi	17	Jamie S Isom	<a href="mailto:jsisom@esu17.org">jsisom@esu17.org</a>	yes	\$30,450	\$30,450	\$0	\$600	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Wahoo	02	Galen Boldt	<a href="mailto:gboldt@esu2.org">gboldt@esu2.org</a>	yes	\$30,200	\$31,100	\$900	\$600	80% A & B, 50% C	100%	3.8200	4 x 5	186
Wakefield	01	Mark Bejot	<a href="mailto:mbejot@esu1.org">mbejot@esu1.org</a>	yes	\$30,500	\$31,450	\$950	\$600		100%		4 x 4	185
Wallace	16	R. Todd Porter	<a href="mailto:tporter@esu16.org">tporter@esu16.org</a>	yes	\$29,800	\$30,700	\$900	\$350	80% A & B, 50% C	100%	3.8780	4 x 4	183
Walthill	01	Ed Stansberry	<a href="mailto:estansbe@esu1.org">estansbe@esu1.org</a>	yes	\$34,743	\$35,264	\$521	\$350	80% A & B, 50% C	100%		4 x 4	185
Wauneta-Palisade	15	Randy Geier	<a href="mailto:rgeier@esu15.org">rgeier@esu15.org</a>		\$29,000			\$350	80% A & B, 50% C	100%		4 x 5	184
Wausa	01	Bob Marks	<a href="mailto:bmarks@esu1.org">bmarks@esu1.org</a>	yes	\$29,600	\$30,400	\$800	\$600		100%		4 x 4	185
Waverly	06	Bill Heimann	<a href="mailto:bill.heimann@dist145sch">bill.heimann@dist145sch</a>	yes	\$31,500	\$32,150	\$650	\$600	80% A & B, 50% C	100%	3.9500	4 x 5	186
Wayne	01	Mark Lenihan	<a href="mailto:malenih1@wayneschools">malenih1@wayneschools</a>	yes	\$30,350	\$31,500	\$1,150	\$500		100%	6.1000	4 x 5	185
Weeping Water	03	Ken Heinz	<a href="mailto:kheinz@weepingwaterps">kheinz@weepingwaterps</a>	yes	\$30,550	\$31,100	\$550	\$600	80% A & B, 50% C	100%		4 x 4	185
West Boyd Schools	08	Russ Lechtenberg	<a href="mailto:drlechte@esu8.org">drlechte@esu8.org</a>		\$29,500			\$350		100%		4 x 4	185
West Holt	08	Bill McAllister	<a href="mailto:bmcalls@esu8.org">bmcalls@esu8.org</a>	yes	\$30,150	\$30,250	\$100	\$600		100%		4.25x4.25	184
West Point-Beemer	02	Ted DeTurk	<a href="mailto:tdetuk@wpcadets.org">tdetuk@wpcadets.org</a>	yes	\$30,650	\$31,125	\$475	\$600		100%		4 x 5	185
Westside	03	Eric Weber	<a href="mailto:eweber@westside66.org">eweber@westside66.org</a>	yes	\$34,200	\$34,800	\$600	\$800	80% AB 50% C	100%	see rpt.	N/A	191.5
Wheeler Central	08	Gary Klahn	<a href="mailto:gklahn@esu8.org">gklahn@esu8.org</a>	yes	\$27,250	\$27,750	\$500	\$600	PPO 80%A&B 50%C	100%	2.3164	4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	<a href="mailto:rcollins@esu6.org">rcollins@esu6.org</a>	yes	\$32,625	\$33,275	\$650	\$600		100%	3.7750	4 x 4	185
Wilcox-Hildreth	11	Steve Dennis	<a href="mailto:sdennis@esu11.org">sdennis@esu11.org</a>	yes	\$29,700	\$30,500	\$800	\$600		100%	5.0000	4 x 4	183
Winnebago	01	Dan Fehring	<a href="mailto:dfehring@esu1.org">dfehring@esu1.org</a>	yes	\$34,069	\$34,921	\$852	\$350	80% A & B, 50% C	100%		4 x 4	185
Winside	01	Jeff Messersmith	<a href="mailto:jmessers@esu1.org">jmessers@esu1.org</a>	yes	\$30,150	\$30,850	\$700	\$350	PPO 80%A&B 50%C	100%	5.6000	4 x 4	185
Wisner-Pilger	02	Chad Boyer	<a href="mailto:cboyer@esu2.org">cboyer@esu2.org</a>	yes	\$29,798	\$30,420	\$622	\$600	PPO 80%A&B 50%C	100%	3.9976	4 x 5	185
Wood River HS	10	Cindy Huff	<a href="mailto:chuff@esu10.org">chuff@esu10.org</a>	yes	\$31,260	\$31,810	\$550	\$600	80% A & B, 50% C	100%	2.6600	4 x 5	185
Wynot	01	Craig Frerichs	<a href="mailto:cfrerich@esu1.org">cfrerich@esu1.org</a>		\$29,200			\$600	80% A & B, 50% C	100%		5 x 5	170
York	06	Mike Lucas	<a href="mailto:mike.lucas@yorkdukes.o">mike.lucas@yorkdukes.o</a>	yes	\$30,500	\$31,000	\$500	\$500, self-funded		100%		5 x 4	187
Yutan	02	Kevin Johnson	<a href="mailto:johnsonk@esu2.org">johnsonk@esu2.org</a>	yes	\$31,112	\$31,712	\$600	\$600		100%	3.8000	4 x 4	185
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2012-13</b>													
number of districts settled				<b>233</b>	Difference								
low				<b>\$27,050</b>	<b>\$27,600</b>	\$550				<b>1.0000</b>	<b>159</b>		
average				<b>\$30,222</b>	<b>\$30,933</b>	\$711				<b>3.9335</b>	<b>184</b>		
median				<b>\$30,200</b>	<b>\$30,825</b>	\$625				<b>3.9600</b>	<b>185</b>		
high				<b>\$38,456</b>	<b>\$38,849</b>	\$393				<b>6.6000</b>	<b>193</b>		
midpoint info for negotiations				<b>\$30,211</b>	<b>\$30,879</b>	\$668				<b>3.9468</b>	<b>185</b>		



School District	ESU	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled ?	2013 base	2014 base	Change from 2013 to	Health Insurance	Dental Plan	% Ins. Prem. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09	Shawn Scott	sscott@esu9.org	yes	\$31,950	\$32,475	\$525	\$750	80% ABC	100%		4.5 x 4.5	184
Ainsworth	17	Darrell Peterson	dkpeters@esu17.org	yes	\$30,900	\$31,500	\$600	\$750	80% A & B, 50% C	100%	3.2800	5 x 4	185
Allen Consolidated	01	Mike Pattee	mpattee@esu1.org	yes	\$30,800	\$31,350	\$550	\$750	80% A & B, 50% C	100%	3.7350	4 x 4	185
Alliance	13	Troy Unzicker	tunzicker@apschools.org	yes	\$29,500	\$29,800	\$300	\$950	80% ABC	see rpt.		4.5 x 4.25	185
Alma	11	Jon Davis	jdavis@esu11.org	yes	\$30,800	\$31,600	\$800	\$600	PO 80%A&B 50% C	100%	3.7000	4 x 4	183
Amherst	10	Tom Moore	tmoore@esu10.org	yes	\$29,500	\$30,100	\$600	\$600		100%		4 x 4.5	182
Anselmo-Merna	10	Jason Mundorf	jason.mundorf@esu10.org	yes	\$30,000	\$30,000	\$0	\$350	80% A & B, 50% C	100%		4 x 4	184
Ansley	10	Mike McCabe	mmccabe@esu10.org	yes	\$28,700	\$30,000	\$1,300	\$750	80% A & B, 50% C	100%		4 x 5	185
Arapahoe	11	Charles Curnyn	charlie.curnyn@arapahoe.org	yes	\$30,200	\$30,800	\$600	\$800	80% A & B, 50% C	100%	4.0000	4 x 4	183
Arcadia	10	Mike McCabe	mmccabe@esu10.org	yes	\$28,686	\$29,403	\$717	\$750	80% A & B, 50% C	100%		4 x 5	185
Arlington	03	Lynn Johnson	lynn.johnson@apseagle.org	yes	\$33,270	\$33,370	\$100	CIL	80% A & B, 50% C	100%	3.0500	4 x 5	185
Arnold	10	Pat Osmond	posmond@esu10.org	yes	\$28,550	\$29,100	\$550	\$350	80% A & B, 50% C	100%		4 x 5	182
Arthur County	16	Barry Schaeffer	barry.schaeffer@esu16.org	yes	\$30,000	\$31,000	\$1,000	\$950	80% A & B, 50% C	100%		4 x 4	185
Ashland-Greenwood	02	Zach Kassebaum	Zach.Kassebaum@agps.org	yes	\$31,200	\$31,775	\$575	\$600	80% A & B, 50% C	100%	3.7500	4 x 5	185
Auburn	04	Kevin Reiman	kreiman@esu4.org	yes	\$31,550	\$32,000	\$450	\$600	80% A & B, 50% C	100%		4 x 5	181
Aurora	09	Damon McDonald	dmcDonald@esu9.org	yes	\$30,150	\$30,900	\$750	\$750	80% A & B, 50% C	100%	2.4880	5 x 5	185
Axtell	11	Steve Wickham	steve.wickham@axtell.org	yes	\$30,200	\$31,100	\$900	\$750	80% A & B, 50% C	100%	4.0030	4 x 4.5	185
Bancroft-Rosalie	02	Jon Cerny	jcerny@esu2.org	yes	\$31,750	\$32,500	\$750	\$600	80% A&B	100%		4 x 4	185
Banner County	13	Lana Sides	lsides@panesu.org	yes	\$30,800	\$31,200	\$400	\$500	PO 80%A&B 50% C	100%	2.9200	4.5 x 4.5	183
Battle Creek	08	Jay Bellar	jbellar@esu8.org	yes	\$30,350	\$31,050	\$700	\$600		100%		4 x 5	185
Bayard	13	Travis Miller	travis.miller@panesu.org	yes	\$30,500	\$31,000	\$500	\$1,100	80% A & B, 50% C	100%		4.5 X 4.5	185
Beatrice	05	John Brazell	jbrazell@bpsnebr.org	yes	\$32,000	\$32,500	\$500	\$750/\$165	80% A & B, 50% C	100%	3.8100	5 x 4	186
Bellevue	03												
Bennington	03	Terry Haack	thaack@bennps.org	yes	\$31,500	\$32,000	\$500	\$750	100% ABC	CIL	3.5164	4 x 5	186
Bertrand	11	Dennis Shipp	dshipp@esu11.org	yes	\$29,650	\$30,300	\$650	\$600		100%		4 x 4	183
Blair	03	Rex Pfeil	Rex.Pfeil@blairschools.org		\$31,605	\$32,205		\$600	80% A & B, 50% C	100%		4 x 5	187
Bloomfield	01	Bob Marks	bmarks@esu1.org	yes	\$30,900	\$31,400	\$500	\$1,100		100%			
Blue Hill	09	Joel Ruybalid	jruybalid@esu9.org	yes	\$31,100	\$31,700	\$600	\$600		100%		4 x 4	185
Boone Central	07	Cody Worrell	cworrell@esu7.org	yes	\$30,400	\$31,100	\$700	\$600		100%		4 x 5	185
Brady Public Schools	16	William Porter	william.porter@bradyschools.org	yes	\$29,540	\$30,600	\$1,060	\$750	100% ABC	100%	6.6573	4 x 4	175
Bridgeport	13	Vonnie Brown	brownv@bpsedu.org	yes	\$32,520	\$32,520	\$0	\$750/\$165	80% A, B & C	13680/yr		4.5 x 4.5	184
Broken Bow Schools	10	Mark Sievering	msievering@bbps.org	yes	\$30,500	\$31,200	\$700	\$600	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05	Trudy Clark	tclark@bdstorm.org	yes	\$31,700	\$32,500	\$800	\$750	80%AB	100%		4 x 4	184
Burwell	10	Dan Bird	dbird@esu10.org	yes	\$30,000	\$30,750	\$750	\$750		100%	3.9980		
Callaway	10	Pat Osmond	posmond@esu10.org	yes	\$29,200	\$30,000	\$800	\$350	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11	Rob Gregory	rgregory@esu11.org	yes	\$30,800	\$31,400	\$600	\$800	80% A & B, 50% C	100%	3.4800	4 x 4	183
Cedar Bluffs	02	Harlan Ptomey	hptomey@esu2.org	yes	\$31,000	\$31,600	\$600	\$600	80% A & B, 50% C	100%		4 x 4	185
Cedar Rapids	07	Joan Carraher	jcarrarher@esu7.org	yes	\$30,300	\$30,700	\$400	\$750	80% AB	100%		4 x 4.5	184
Centennial	06	Tim DeWaard	tim.dewaard@centennialpublic.org					\$350	PO 80%A&B 50% C	100%		4 x 5	185
Central City	07	Candace Conradt	cconradt@esu7.org	yes	\$30,650	\$31,250	\$600	\$750	PO 80%A&B 50% C	100%	3.6081	5 x 4	185
Centura	10	Julie Otero	julie.otero@esu10.org	yes	\$31,300	\$31,800	\$500	\$600	80% A & B, 50% C	100%	1.8000	4 x 5	185
Chadron	13	Caroline Winchester	caroline.winchester@chadron.org	yes	\$31,100	\$31,700	\$600	\$950	PO 80%A&B 50% C	100%		4.5 x 4.5	185
Chambers	08	Justin Frederick	jfrederick@esu8.org	yes	\$29,750	\$30,500	\$750	\$600	80% A & B, 50% C	100%		4 x 4	184
Chase County	15	Brad Schoeppey	bschoeppey@esu15.org		\$31,400			\$800	PO 80%A&B 50% C	100%		4.5 x 4.5	184
Clarkson	07	Rich Lemburg	riLembur@esu7.org	yes	\$30,300	\$31,300	\$1,000	\$950		100%	4.1000	4 x 4	184

Cody-Kilgore	17	Todd Chessmore						\$600	80% A & B, 50% C	100%		4 x 4	186
Coleridge	01	Randy Klooz	rklooz@esu1.org	yes		\$30,400		\$750	PO 80%A&B 50% C	100%		4 x 4	185
Columbus	07	Troy Loeffelholz	troy.loeffelholz@cps-ne	yes	\$33,700	\$34,500	\$800	750/\$169	PO 80%A&B 50% C	6655/mc	3.5500	4.5 x 5	188
Conestoga	03	Beth Johnsen	bjohnsen@conestogaps	yes	\$31,500	\$32,100	\$600	\$600	80% A & B, 50% C	100%		4 x 4.5	159
Cozad	10	Joel Applegate	joel.applegate@cozadsc	yes	\$31,450	\$31,950	\$500	\$600		100%		4.25 x 4.7	185
Crawford	13	Richard Taedter	richard.taedter@cpsram	yes	\$30,222	\$30,622	\$400	CIL		100%		4.5 x 4.5	183
Creek Valley	13	Ted Classen	tclassen@panesu.org	yes	\$30,900	\$31,400	\$500	\$350	80% A & B, 50% C	100%	4.6300	4.5 x 4.5	185
Creighton	01	Jeff Jensen	jejensen@esu1.org	yes	\$30,825	\$31,500	\$675	\$600		100%		4.5 x 4.5	185
Crete	06	Kyle McGowan	<a href="mailto:kylem@creteschools.org">kylem@creteschools.org</a>	yes	\$32,105	\$32,545	\$440	750/\$310	80% A & B, 50% C	100%	4.5100	4.5 x 4.5	186
Crofton	01	Randall Anderson	randers@esu1.org	yes	\$31,000	\$31,600	\$600	\$600	80% A & B, 50% C	100%		4 x 4	185
Cross County	07	Brent Hollinger	bhollinger@esu7.org	yes	\$30,900	\$31,500	\$600	\$750	80% A & B, 50% C	100%	4.5800	4.5 x 4	185
David City	07	Chad Denker	denker@dcscouts.org	yes	\$31,600	\$32,100	\$500	\$350	PO 80%A&B 50% C	100%		4 x 5	187
Deshler	05	Al Meier	al.meier@deshlerdragon	yes	\$30,000	\$30,400	\$400	\$500	PO 80%A&B 50% C	100%	3.6000	4.5 x 4	182
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.o	yes	\$31,150	\$31,750	\$600	\$750	PO 80%A&B 50% C	100%		4 x 4	185
Doniphan-Trumbull	09	Kirk Russell	<a href="mailto:krussell@esu9.org">krussell@esu9.org</a>	yes	\$30,825	\$31,450	\$625	\$600	80% A & B, 50% C	100%	3.4700	4 x 5	185
Dorchester	06	Mitch Kubicek	mkubicek@esu6.org	yes	\$30,950	\$31,650	\$700	\$600	AB, 50% C	100%		4 x 4	185
Douglas County West	03	Dan Schnoes	dschnoes@dcwest.org	yes	\$31,455	\$32,125	\$670	CIL			3.0000	4 x 4	185
Dundy County Strat	15	Jim Kent	jim@dcstigers.org	yes	\$31,100	\$32,000	\$900	\$750	80% A & B, 50% C	100%	3.9000	4 x 4	186
East Butler	07	Jim Koontz	<a href="mailto:jkoontz@esu7.org">jkoontz@esu7.org</a>	yes	\$30,600	\$31,212	\$612	\$600	80% A & B, 50% C	100%		4 x 4.5	185
Elba	10	Mikal Shalikow	mshalikow@esu10.org	yes	\$28,280	\$29,128	\$848	\$950	80% ABC	100%	3.0000	4 x 5	169
Elgin	08	Dan Polk	dpolk@esu8.org	yes	\$30,000	\$30,500	\$500	\$600	80% A & B, 50% C	100%		4 x 4.5	185
Elkhorn	03	Steve Baker	sbaker@epsne.org		\$30,575			\$600		100%			
Elkhorn Valley	08	Keith Leckron	kleckron@esu8.org	yes	\$31,000	\$31,500	\$500	\$600		100%	2.9300	4 x 4.5	185
Elm Creek	10	Dean Tickle	<a href="mailto:dean.tickle@esu10.org">dean.tickle@esu10.org</a>	yes	\$30,925	\$31,700	\$775	\$600		100%		4 x 4	182
Elmwood-Murdock	03	Dan Novak	dannovak@emknights.o	yes	\$31,700	\$32,250	\$550	\$350	80% A & B, 50% C	100%	3.2100	4 x 4	185
Emwood	11	Richard Einspahr	<a href="mailto:richeins@esu11.org">richeins@esu11.org</a>	yes	\$30,000	\$30,500	\$500	\$750	PPO 100% ABC	100%	2.6490	4 x 4	184
Emerson-Hubbard	01	Dave Jones	djones@esu1.org					\$600	PO 80%A&B 50% C	100%		4 x 4	185
ESU 01	01	Bob Uhing	<a href="mailto:buhing@esu1.org">buhing@esu1.org</a>										
ESU 02	02	Dave Ludwig	dludwig@esu2.org	yes	\$28,750	\$29,350	\$600	\$600	80% A & B, 50% C	100%		4.5 x 4.5	185
ESU 03	03	Gil Kettelhut	<a href="mailto:gil@esu3.org">gil@esu3.org</a>										
ESU 04	04	Jon Fisher	<a href="mailto:jfisher@esu4.org">jfisher@esu4.org</a>							100%			
ESU 05	05	Jan Reimer	jreimer@esu5.org	yes	\$33,880	\$34,533	\$653	CIL	PO 80%A&B 50% C	900/mc	4.0000	4 x 5	185
ESU 06	06	Dan Shoemake	dshoemake@esu6.org	yes	\$32,100	\$33,350	\$1,250	\$350	PO 80%A&B 50% C	85%	4.9610	4 x 4	185
ESU 07	07	Norm Ronell	nronell@esu7.org	yes	\$29,010	#####	\$458.71	\$500	80% A & B, 50% C	see rpt	3.0000	4 x 5	185
ESU 08	08	Bill Mowinkel	bmowinkel@esu8.org							100%			
ESU 09	09	Larry Fox	lfox@esu9.org					\$350	PO 80%A&B 50% C	100%		4 x 4.5	185
ESU 10	10	Wayne Bell	<a href="mailto:wbell@esu10.org">wbell@esu10.org</a>	yes	\$30,800	\$31,500	\$700	\$600	AB, 50% C, 75% of F	100%	3.2100	4.75 x 4	185
ESU 11	11	Paul Tedesco	ptedesco@esu11.org	yes	\$30,400	\$31,400	\$1,000	see rpt		100%			
ESU 13	13	Jeff West	jeffwest@esu13.org					\$350	see report			4.25 x 4.2	185
ESU 15	15	Paul Calvert	pcalvert@esu15.org	yes	\$31,500	\$32,300	\$800	\$350		100%			
ESU 16	16	Margene Beatty	mbeatty@esu16.org	yes	\$31,500	\$31,850	\$350	\$750	80% A & B, 50% C	100%		5 x 4	185
ESU 17	17	Dennis Radford	dradford@esu17.org	yes	\$28,700				CIL	100%	3.1600	4 x 4	185
Eustis-Farnam	11	Steve Sampy	<a href="mailto:ssampy@esu11.org">ssampy@esu11.org</a>	yes	\$29,750	\$30,350	\$600	\$600		100%		4 x 4	183
Ewing	08	Ted Hillman	thillman@esu8.org	yes	\$29,100	\$29,600	\$500	\$600	80% A & B, 50% C	100%	2.0200	4 x 4.25	185
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net	yes	\$30,925	\$31,800	\$875	\$750	80% A & B, 50% C	100%	3.7600	4 x 4	185
Fairbury	05	Fred Helmink	<a href="mailto:fhelmink@fairburyjeffs.org">fhelmink@fairburyjeffs.org</a>	yes	\$31,200	\$31,650	\$450	\$750	80% A&B	100%	3.8000	4 x 5	185
Falls City	04	Tim Heckenlively	theckenlively@fallscityp	yes	\$31,725	\$32,225	\$500	\$600	PO 80%A&B 50% C	100%		4 x 5	184
Fillmore Central	06	Mark Norvell	mark.norvell@fillmorece	yes	\$31,700	\$32,425	\$725	\$350		100%		4 x 4	185
Fort Calhoun	03	Don Johnson	djohnson@esu3.org	yes	\$30,950	\$31,550	\$600	\$600		100%	3.2380	4 x 5	187

Franklin	11	Ken Schroeder	<a href="mailto:kschroed@esu11.org">kschroed@esu11.org</a>	yes	\$30,475	\$31,175	\$700	\$750	PO 80%A&B 50% C	100%		4 x 5	185
Freeman	05	Randy Page	<a href="mailto:rpage@freemanschools.net">rpage@freemanschools.net</a>	yes	\$30,650	\$31,450	\$800	\$750	80% A & B, 50% C	100%	3.4000	4 x 4	185
Fremont	2	Tom Reeser	<a href="mailto:tom.reeser@fpsmail.org">tom.reeser@fpsmail.org</a>		\$31,985						3.5200	4.5 x 5	190
Friend	06	Mike Moody	<a href="mailto:m.moody@friendschools.org">m.moody@friendschools.org</a>	yes	\$30,450	\$31,000		\$750	80% A & B, 50% C	100%	3.0000	4.5 x 4	185
Fullerton	07	Jeff Anderson	<a href="mailto:janders@esu7.org">janders@esu7.org</a>	yes	\$30,700	\$31,700	\$1,000	\$500	PO 80%A&B 50% C	100%	4.7500	4 x 5	185
Garden County	13	Paula Sissel	<a href="mailto:paulas@panesu.org">paulas@panesu.org</a>	yes	\$30,300	\$31,100	\$800		CIL, see report			4.5 x 4.5	185
Gering	13	Bob Hastings	<a href="mailto:bhastings@geringsschools.org">bhastings@geringsschools.org</a>	yes	\$32,050	\$32,150		\$600		50%		4.5 x 4.5	186
Gibbon	10	Larry Witt	<a href="mailto:larry.witt@gibbonpublicschools.org">larry.witt@gibbonpublicschools.org</a>	yes	\$31,275	\$31,725	\$450	\$600	80% A & B, 50% C	100%		4 x 5	185
Giltner	09	Larry Lambert	<a href="mailto:llambert1953@gmail.com">llambert1953@gmail.com</a>	yes	\$30,800	\$31,500	\$700	\$600	PO 80%A&B 50% C	100%		4 x 4	185
Gordon-Rushville	13	Merrell Nelson	<a href="mailto:mnelson@panesu.org">mnelson@panesu.org</a>	yes	\$31,400	\$31,900	\$500	see rpt	CIL, see report				
Gothenburg	10	Mike Teahon	<a href="mailto:mteahon@esu10.org">mteahon@esu10.org</a>	yes	\$31,800	\$32,400	\$600	\$600	80% A & B, 50% C	100%	4.0000	4 x 5	185
Grand Island	10	Wayne Stelk	<a href="mailto:wstelk@gips.org">wstelk@gips.org</a>	yes	\$31,800	\$32,400	\$600	750/\$165	PO 80%A&B 50% C	100%EHEE	3.0900	4x5)Steps4	187
Grand Island North	10	Matt Fisher	<a href="mailto:mfisher@gjnorthwest.org">mfisher@gjnorthwest.org</a>	yes	\$30,650	\$31,050	\$400	\$600	80% A & B, 50% C	100%	1.8100	4 x 5	185
Greeley-Wolbach	10	Amy Malander	<a href="mailto:amalander@esu10.org">amalander@esu10.org</a>	yes	\$29,650	\$30,050	\$400	\$750	80% A & B, 50% C	100%		4 x 5	185
Gretna	03	Kevin Riley	<a href="mailto:kriley@gretnadragons.org">kriley@gretnadragons.org</a>	yes	\$33,050	\$33,450	\$400	\$600		100%	3.7500		
Hampton	09	Holly Herzberg	<a href="mailto:hherzber@esu9.org">hherzber@esu9.org</a>	yes	\$30,900	\$31,600	\$700	\$750	80% A & B, 50% C	100%	4.3800	4 x 4	185
Hartington	01	Randall Anderson	<a href="mailto:randers@esu1.org">randers@esu1.org</a>	yes	\$30,000	\$30,700	\$700	see rpt				4 x 4	185
Harvard	09	Michael Derr	<a href="mailto:mderr@esu9.org">mderr@esu9.org</a>	yes	\$31,000	\$31,600	\$600	\$350		100%		4 x 4	185
Hastings	09	Craig Kautz	<a href="mailto:ckautz@esu9.org">ckautz@esu9.org</a>	yes	\$31,430	\$31,780	\$350	750/\$310	80% A & B, 50% C	see rpt	3.4900	4.5 x 4.5	186
Hay Springs	13	Steven Pummel	<a href="mailto:spummel@allegiance.tv">spummel@allegiance.tv</a>					\$350	80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	Ron Howard	<a href="mailto:rhoward@esu15.org">rhoward@esu15.org</a>	yes	\$29,925	\$30,750	\$825	\$350	80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Brad Best	<a href="mailto:bbest@heartlandsschools.org">bbest@heartlandsschools.org</a>	yes	\$33,250	\$34,133	\$883	\$750	80% ABC, 50% D	100%	3.4400	4 x 4	185
Hemingford	13	Casper Ningen	<a href="mailto:cningen@panesu.org">cningen@panesu.org</a>	yes	\$31,300	\$31,800	\$500	\$350	100% ABC	100%	6.5000	4.5 x 4.5	185
Hershey	16	Jane Davis	<a href="mailto:jdavis@hpspanthers.org">jdavis@hpspanthers.org</a>		\$30,400			\$350		100%		5 x 4	182
High Plains	07	Stan Hendricks	<a href="mailto:shendricks@esu7.org">shendricks@esu7.org</a>	yes	\$32,275	\$32,825	\$550	\$750	80%AB	100%	3.0000	4 x 4.5	184
Hitchcock County	15	Mike Apple	<a href="mailto:mapple@hcfalcons.org">mapple@hcfalcons.org</a>	yes	\$29,950	\$30,700	\$750	\$350	PO 80%A&B 50% C	100%		4 x 4	185
Holdrege	11	Todd Hilyard	<a href="mailto:todd.hilyard@esu11.org">todd.hilyard@esu11.org</a>	yes	\$30,800	\$31,300	\$500	\$600	80% A & B, 50% C	100%		4.5 x 4.5	185
Homer	01	Cheryll Malcom	<a href="mailto:cmalcom@esu1.org">cmalcom@esu1.org</a>	yes	\$34,000	\$35,150	\$1,150	\$800	80% A & B, 50% C	100%	3.0280	4 x 4	185
Howells-Dodge	07	Bill Kuester	<a href="mailto:bkuester@esu7.org">bkuester@esu7.org</a>					n/a	n/a	100%		4 x 4	185
Humboldt-Table Rock	04	Clint Kimbrough	<a href="mailto:ckimbro@esu6.org">ckimbro@esu6.org</a>	yes	\$31,900	\$32,700	\$800	1250	80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	<a href="mailto:gsjuts@esu7.org">gsjuts@esu7.org</a>	yes	\$30,600	\$31,350	\$750	\$600	80% A & B, 50% C	100%	2.7000	4 x 4	185
Hyannis Dist 11	16	Rita Moravek	<a href="mailto:rmoravek@apschools.org">rmoravek@apschools.org</a>					\$600	80% A & B, 50% C	100%		4 x 4	184
Johnson County Central	04	Jack Moles	<a href="mailto:jack.moles@jccentral.org">jack.moles@jccentral.org</a>	yes	\$31,525	\$31,975	\$450	\$500	100% ABC	100%		4 x 4	186
Johnson-Brock	04	Jeff Koehler	<a href="mailto:jeff.koehler@johnsonbrock.org">jeff.koehler@johnsonbrock.org</a>	yes	\$30,600	\$31,300	\$700			100%		4 x 4	185
Kearney	10	Chris Nelson	<a href="mailto:chris.nelson@kearneypublicschools.org">chris.nelson@kearneypublicschools.org</a>	yes	\$31,590	\$32,190	\$600			100%	3.3100	4.5 x 4.5	185
Kenesaw	09	Robert Thompson	<a href="mailto:thompson@esu9.org">thompson@esu9.org</a>	yes	\$30,700	\$31,400	\$700	\$600		100%		4 x 4	182
Keya Paha	17	Geraldine Erickson	<a href="mailto:gerickson17@esu17.org">gerickson17@esu17.org</a>	yes	\$30,200	\$31,300	\$1,100	\$750	PO 80%ABC 50% D	100%		4 x 4	182
Kimball	13	Marshall Lewis	<a href="mailto:mlewis@kpslonghorns.org">mlewis@kpslonghorns.org</a>	yes	\$30,400	\$31,400	\$1,000	\$750	PO 80%A&B 50% C	100%	4.0100	4 x 5	185
Lakeview	07	Russ Freeman	<a href="mailto:rffreeman@esu7.org">rffreeman@esu7.org</a>	yes	\$30,700	\$31,400	\$700	\$750	80% A & B, 50% C	100%	4.0000	4 x 5	184
Laurel-Concord	01	Randy Klooz	<a href="mailto:rklooz@esu1.org">rklooz@esu1.org</a>		\$30,355			\$800	PO 80%A&B 50% C	100%		4 x 4	185
Leigh	07	Michael Montgomery	<a href="mailto:mmontgomery@esu7.org">mmontgomery@esu7.org</a>	yes	\$30,300	\$30,900	\$600	\$600	PO 80%A&B 50% C	100%		4 x 4	185
Lewiston	04	Rick Kentfield	<a href="mailto:rkentfield@lewiston.net">rkentfield@lewiston.net</a>	yes	\$30,600	\$31,200	\$600	\$950		100%	3.6000	4 x 4	185
Lexington	10	John Hakonson	<a href="mailto:john.hakonson@esu10.org">john.hakonson@esu10.org</a>	yes	\$32,500	\$32,950	\$450	\$750	80% A&B	100%	3.9800	4 x 5	185
Leyton	13	Greg Brenner	<a href="mailto:brennerg@panesu.org">brennerg@panesu.org</a>					\$600	80% A & B, 50% C	100%		4.5 x 4.5	183
Lincoln Public Schools		Ken Babcock	<a href="mailto:kbabcock@lps.org">kbabcock@lps.org</a>	yes	\$38,849	\$39,099	\$250	\$600	80% A & B, 50% C	see rpt	1.8900	see rpt	191
Litchfield	10	Scott Maline	<a href="mailto:smaline@esu10.org">smaline@esu10.org</a>	yes	\$30,382	\$30,989	\$607	\$600	80% A & B, 50% C	100%		4 x 5	
Logan View	02	Jeremy Klein	<a href="mailto:jklein@esu2.org">jklein@esu2.org</a>		\$30,500			\$600		100%		4 x 5	185
Loomis	11	Nicole Hardwick	<a href="mailto:nicole.hardwick@loomis.org">nicole.hardwick@loomis.org</a>	yes	\$30,500	\$31,000	\$500	\$750	80% A&B	100%		4 x 4	183
Louisville	03	Greg Shepard	<a href="mailto:gshepard@esu3.org">gshepard@esu3.org</a>	yes	\$32,680	\$33,180	\$500	\$500	80% A & B, 50% C	100%		5 x 3	185

Loup City	10	Tom Hinrichs	hinrichst@gmail.com	yes	\$30,300	\$31,100	\$800	\$750			90%	4,3500	4 x 5	185
Loup County	10	Rusty Ruppert	wruppert@esu10.org	yes	\$28,850	\$29,550	\$700	\$600	80% A & B, 50% C	100%			4 x 5	185
Lynch	08	Ted Hillman	thillman@esu8.org	yes	\$29,400	\$30,400	\$1,000	\$600	PPO 80%A&B 50% C	100%			4 x 4	178
Lyons-Decatur	02	Fred Hansen	fhansen@esu2.org	yes	\$30,575	\$31,175	\$600	\$600	80% A & B, 50% C	100%			4 x 5	185
Madison	08	Alan Ehlers	aehlers@esu8.org	yes	\$31,000	\$31,700	\$700	\$950	PPO 80%A&B 50% C	100%			4 x 5	185
Malcolm	06	Ryan Terwilliger	rterwill@esu6.org		\$32,500			\$800		100%			4 x 4	185
Maxwell	16	Todd Rhodes	trhodes@esu16.org	yes	\$29,492	\$30,598	\$1,106	\$800	80% A & B, 50% C				4 x 4	184
Maywood School	15	Mike Williams	mike.williams@maywood.org	yes	\$29,600	\$30,200	\$600	\$750	80% A & B, 50% C	100%	5,9400		4.5 x 4.5	183
McCook	15	Rick Haney	rhaney@esu15.org	yes	\$31,445	\$31,685	\$240	\$600	PPO 80%A&B 50% C	100%			4.5x4.5/4	185
McCool Jct.	06	Curtis Cogswell	ccogswell@mcjmustang.org	yes	\$31,030	\$31,930	\$900	\$750	80% A & B, 50% C	100%	4,0000		4 x 4	184
McPherson County	16	Kathy Fisher	kfisher@esu16.org	yes	\$29,850	\$30,500	\$650	\$1,100		100%			4 x 5	185
Mead	02	Dale Rawson	drawson@esu2.org	yes	\$29,450	\$30,700	\$1,250	\$750	80% A & B, 50% C	100%	5,6600		4 x 4	185
Medicine Valley	15	Alan Garey	agarey@esu15.org	yes	\$29,350	\$30,200	\$850	\$500	80% A & B, 50% C	100%	5,5403		4 x 4	184
Meridian	05	Russ Gade	rgade@meridianmustangs.org	yes	\$31,100	\$31,500	\$400	\$750	PPO 80%A&B 50% C	100%			4 x 4	185
Milford	06	Kevin Wingard	kwingard@esu6.org					\$600	80% A & B, 50% C	see rpt			4 x 5	186
Millard	03	Keith Lutz	kelutz@mpsomaha.org	yes	\$35,400	\$35,700	\$300	\$600		100%	3,0000		n/a	193
Minatare	13	Tim Cody	tcody@panesu.org	yes	\$29,500	\$29,500	\$0	\$350	80% A&B	100%			4 x 5	183
Minden	11	Melissa Wheelock	melissa.wheelock@minden.org	yes	\$30,600	\$32,300	\$1,700	\$750	80% A & B, 50% C	100%	6,4907		4 x 5	185
Mitchell	13	Kent Halley	khalley@panesu.org	yes	\$31,250	\$31,850	\$600		plus flat salay of \$14,250				4.5 x 4.5	184
Morrill	13	Nick Shafer	nick.schafer@panesu.org	yes	\$30,200	\$30,300	\$100		plus flat salay of \$10,800	see rpt			4.25 x 4.5	185
Mullen	16	Dan Van Dyke	drv018@gmail.com	yes	\$29,300	\$30,000	\$700	\$500	80% A & B, 50% C	100%	4,4300		4 x 5	183
NE Unified Dist #1	08	Dale Martin	dmartin@esu8.org	yes	\$30,600	\$31,200	\$600	\$750		100%			4 x 4	185
Nebraska City	04	Jeff Edwards	jedwards@nebcityps.org	yes	\$32,025	\$32,225	\$200	\$750		100%	3,5142		4 x 5	186
Neligh-Oakdale	08	Kim Lingenfelter	klingenfelter@esu8.org	yes	\$30,850	\$31,412	\$562	\$600		100%			4 x 4	185
Newcastle	01	Craig Frerichs	cfrerich@esu1.org	yes		\$30,350		\$750	80% A & B, 50% C	100%			4 x 4	185
Newman Grove	08	Herb Pokorny	hpokorny@esu8.org	yes	\$30,050	\$30,550	\$500	\$950		100%			4 x 4	185
Niobrara	01	Margaret Sandoz	msandoz@esu1.org	yes	\$31,300	\$31,800	\$500	\$600		100%			4 x 4	185
Norfolk	08	Bill Robinson	billrobinson@npsne.org	yes	\$33,545	\$34,170	\$625		CIL		3,1000		4.5 x 4.5	186
Norris	06	John Skretta	john.skretta@nsdtitans.org	yes	\$33,400	\$33,960	\$560	\$750	80% A & B, 50% C	100%	3,1000		4 x 5	187+
North Bend Central	02	Dan Endorf	dendorf@esu2.org	yes	\$30,750	\$31,350	\$600	\$600	PPO 80%A&B 50% C	100%	2,6000		5 x mod	185
North Loup Scotia	10	Jim Duval	jduval@esu10.org	yes	\$30,000	\$30,750	\$750	\$500						
North Platte	16	Stuart Simpson	ssimpson@nppsd.org	yes	\$32,900	\$33,700	\$800	\$1,650	80% A & B, 50% C	95%	4,0000		5 x 4	187
O'Neill	08	Amy Shane	ashane@esu8.org	yes	\$29,550	\$30,125	\$575	\$750		100%			4.5 x 4.5	185
Oakland-Craig	02	Joe Peitzmeier	jpeitz@esu2.org	yes	\$30,125	\$30,625	\$500	\$500	80% A & B, 50% C	100%	4,0000		4 x 5	185
Ogallala	16	Carl Dietz	carl.dietz@esu16.org	yes	\$31,050	\$31,650	\$600	\$600	PPO 100% A,B,C	100%			5 x 4	185
Omaha Public Schools		Mark Evans	mark.evans@ops.org	yes	\$34,196	\$35,256	\$1,060	\$750	80% A&B, 50% C	100%	3,1000			190
Ord	10	Jason Alexander	jalexand@esu10.org	yes	\$30,900	\$31,550	\$650	\$600	PPO 100% A,B,C	100%			5 x 4	185
Osceola	07	Steve Rinehart	srinehart@esu7.org	yes	\$30,600	\$31,300	\$700	\$750	PPO 80%A&B 50% C	100%	2,5000		4 x 4.5	185
Osmond	08	Dave Hamm	dhamm@esu8.org	yes	\$30,800	\$31,500	\$700	\$600	80% A & B, 50% C	100%	3,5200		4 x 4	185
Overton	10	Mark Aten	maten@esu10.org		\$30,000			\$600	80% A & B, 50% C	100%			4.0 x 4.0	182
Palmer	07	Joel Bohlken	jbohlken@esu7.org	yes	\$30,300	\$31,085	\$785	\$500	80% A & B, 50% C	100%	3,3000		4 x 4.5	185
Palmyra	04	Rob Hanger	hanger.rob@districtor1.org	yes	\$32,700	\$33,450	\$750	\$600	PPO 80%A&B 50% C	100%			4 x 4	185
Papillion-La Vista	03	Renee Hyde	rhyde@paplv.org	yes	\$33,000	\$33,550	\$550	\$750	80% A & B, 50% Chily/100		3,7820		4.5 x 4	190
Pawnee City	04	Stephen Grizzle	sgrizzle@esu4.org	yes	\$31,525	\$32,175	\$650	\$750		100%			4 x 4	185
Paxton	16	Del Dack	ddack@esu16.org	yes	\$30,400	\$30,900	\$500	\$350	80% A & B, 50% C	100%			4 x 4	182
Pender	01	Jason Dolliver	jadoll1@penderschools.org	yes	\$30,550	\$31,200	\$650	\$750/3,15	PPO 100% A,B,C	100%	3,9700		4 x 5	185
Perkins County Schools	16	Bill Hakonson	william.hakonson@perkins.org	yes	\$31,350	\$32,100	\$750	\$600	80% A&B	100%	2,5412		4 x 4	183
Pierce Public	08	Kendall Steffensen	ksteffensen@esu8.org	yes	\$30,100	\$30,600	\$500	\$750		100%			5 x 4	185
Plainview	08	Rich Alt	ralt@esu8.org	yes	\$31,050	\$31,500	\$450	\$600	80% A & B, 50% C	100%	2,3000		2.5 x 4.2	185



Plattsmouth	03	Rich Hasty	<a href="mailto:rhasty@pcsd.org">rhasty@pcsd.org</a>	yes	\$31,300	\$31,700	\$400	\$750	80% A & B, 50% C	100%		4 x 5 mod	187	
Pleasanton	10	Ron Wymore	<a href="mailto:rwymore@esu10.org">rwymore@esu10.org</a>	yes	\$29,650	\$30,300	\$650	\$1,250		100%		4 x 4.5	182	
Ponca	01	Joan Reznicek	<a href="mailto:jreznice@esu1.org">jreznice@esu1.org</a>	yes	\$31,350	\$31,800	\$450	\$600	80% A & B, 50% C	93%		4 x 4	185	
Potter-Dix	13	Kevin Thomas	<a href="mailto:kthomas@panesu.org">kthomas@panesu.org</a>		\$30,000			\$600		100%				
Ralston	03	Brad Dahl	<a href="mailto:bdahl@ralstonschools.org">bdahl@ralstonschools.org</a>	yes	\$32,000	\$32,250	\$250	\$750/\$310	80% A & B, 50% C	95%	3.4600	5 x 5	190	
Randolph	01	Jeff Hoelsing	<a href="mailto:jhoelsing@esu1.org">jhoelsing@esu1.org</a>	yes	\$30,600	\$31,200	\$600	\$600	PPO 80%A&B 50% C	100%	3.6400	4 x 4	172	
Ravenna	10	Dwaine Uttecht	<a href="mailto:duttecht@esu10.org">duttecht@esu10.org</a>	yes	\$31,025	\$31,700	\$675	\$600		100%		4 x 5	185	
Raymond Central	02	Paul Hull	<a href="mailto:phull@rcentral.org">phull@rcentral.org</a>	yes	\$33,300	\$33,950	\$650	\$600	PPO 80%A&B 50% C	100%		4 x 5	186	
Red Cloud	09	Brian Hof	<a href="mailto:bhof@esu9.org">bhof@esu9.org</a>	yes	\$30,250	\$30,750	\$500	\$600	80% ABC, 50% D	100%		4 x 4	183	
Rock County	17	Tom Becker	<a href="mailto:tbecker@esu17.org">tbecker@esu17.org</a>	yes	\$29,700	\$30,725	\$1,025	\$1,100	80% A & B, 50% C	100%		4.25 x 4.2	182	
Sandhills	10	Dale Hafer	<a href="mailto:dhafer@esu10.org">dhafer@esu10.org</a>	yes	\$28,350	\$29,050	\$700	\$600	80% A & B, 50% C	100%		4 x 5	186	
Santee	01	Paul Sellon	<a href="mailto:psellon@esu1.org">psellon@esu1.org</a>	yes	\$31,200	\$31,500	\$300	\$500	PPO 100% A,B,C	100%	5.0500	4 x 4	185	
Sargent	10	Rusty Ruppert	<a href="mailto:wruppert@esu10.org">wruppert@esu10.org</a>	yes	\$28,500	\$29,000	\$500	\$600	80% A & B, 50% C	100%		4 x 5	182	
Schuyler	07	Dan Hoelsing	<a href="mailto:dhoelsing@esu7.org">dhoelsing@esu7.org</a>	yes	\$31,275	\$31,725	\$450	\$750		100%	3.0380	4 x 5	185	
Scottsbluff	13	Rick Myles	<a href="mailto:rmyles@sbps.net">rmyles@sbps.net</a>	yes	\$31,950	\$32,250	\$300			50%	4.8000	4.5 x 4.5	189	
Scribner-Snyder	02	Ginger Meyer	<a href="mailto:gingermeyer@esu2.org">gingermeyer@esu2.org</a>	yes	\$31,000	\$31,600	\$600	\$600	80% A & B, 50% C	100%		4 x 5	185	
Seward	06	Greg Barnes	<a href="mailto:greg.barnes@sewardschools.org">greg.barnes@sewardschools.org</a>	yes	\$30,900	\$31,400	\$500	\$600	80% A & B, 50% C	100%		4 x 5	186	
Shelby-Rising City	07	Chip Kay	<a href="mailto:ckay@esu7.org">ckay@esu7.org</a>	yes	\$31,600	\$32,225	\$625	\$600	80% A & B, 50% C	100%		4 x 4.5	185	
Shelton	10	Brian Redinger	<a href="mailto:bredinger@esu10.org">bredinger@esu10.org</a>	yes	\$30,000	\$30,100	\$100	\$600	80% ABC, 50% D	100%	2.0000	4 x 5	185	
Shickley	06	Bryce Jorgenson	<a href="mailto:bjorgenson@me.com">bjorgenson@me.com</a>	yes	\$31,250	\$32,000	\$750	\$750		100%	3.0000	4 x 4	182	
Sidney	13	Jay Ehler	<a href="mailto:jay_ehler@raidermail.org">jay_ehler@raidermail.org</a>	yes	\$31,725	\$32,425	\$700	\$750	80% A & B, 50% C	100%			185	
Silver Lake Public	09	Dan Polk	<a href="mailto:dpolk@esu9.org">dpolk@esu9.org</a>					\$600	80% A & B, 50% C	100%		4 x 4	183	
Sioux County	13	Brett Gies	<a href="mailto:bgies@panesu.org">bgies@panesu.org</a>	yes	\$30,250	\$31,150	\$900	\$350	PPO 80%A&B 50% C	100%	3.0000	4x4	175	
South Central USD #	09	Randy Gilson	<a href="mailto:kmiller@esu9.org">kmiller@esu9.org</a>					\$600	PPO 80%A&B 50% C	100%		4 x 5	185	
South Platte	16	David Spencer	<a href="mailto:dspencer@esu16.org">dspencer@esu16.org</a>											
Springfield-Platteville	03	Brett Richards	<a href="mailto:brichards@sarpy46.org">brichards@sarpy46.org</a>	yes	\$31,575	\$32,025	\$450	\$600	PPO 80%A&B 50% C	100%		5 x 3	187	
South Sioux City	01	Rick Feauto	<a href="mailto:rick.feauto@ssccardinal.org">rick.feauto@ssccardinal.org</a>	yes	\$32,613	\$33,630	\$1,017		see rpt		3.7500	4 x 5	186	
Southern (Wymore)	05	Gene Haddix	<a href="mailto:ghaddix@southernschools.org">ghaddix@southernschools.org</a>	yes	\$30,857	\$31,557	\$700	\$600	80% A & B, 50% C	100%		4 x 4	182	
Southern Valley	11	Chuck Lambert	<a href="mailto:clambert@esu11.org">clambert@esu11.org</a>	yes	\$30,350	\$30,700	\$350	\$800	PPO 80%A&B 50% C	100%	4.2500	4 x 4.75	183	
Southwest	15	Todd Porter	<a href="mailto:todd.porter@swpschools.org">todd.porter@swpschools.org</a>	yes	\$30,000	\$30,800	\$800	\$750/310	PPO 80%A&B 50% C	100%	4.0000	4 x 4	183	
Spalding	10	Steph Wlaschin	<a href="mailto:swlaschi@esu10.org">swlaschi@esu10.org</a>	yes	\$27,600	\$29,600	\$2,000	\$750	PPO 80%A&B 50% C	100%		4 x 5	184	
St. Edward	07	Kevin Lyons	<a href="mailto:klyons@esu7.org">klyons@esu7.org</a>	yes	\$29,450	\$29,900	\$450	\$750	PPO 80%A&B 50% C	100%	2.4000	4 x 4.5	184	
St. Paul	10	John Poppert	<a href="mailto:jpoppert@esu9.org">jpoppert@esu9.org</a>					\$600		100%		4 x 5	185	
Stanton Community	08	Michael Sieh	<a href="mailto:msieh@esu8.org">msieh@esu8.org</a>	yes	\$31,200	\$32,000	\$800	\$500	PPO 80%A&B 50% C	100%	4.3300	4 x 5	186	
Stapleton	16	Clayton Waddle	<a href="mailto:clayton.waddle@stapleton.org">clayton.waddle@stapleton.org</a>	yes	\$29,750	\$30,250	\$500	\$1,250	PPO 100% A,B,C	100%		4 x 5	tba	
Sterling	04	Mike Davis	<a href="mailto:mdavis@sterlingpublicschools.org">mdavis@sterlingpublicschools.org</a>	yes	\$31,050	\$31,550	\$500	\$750	PPO 80%A&B 50% C	100%	5.3000	4 x 4	185	
Stuart	08	Robert Hanzlik	<a href="mailto:rhanzlik@esu8.org">rhanzlik@esu8.org</a>	yes	\$30,300	\$31,000	\$700	\$600	80% AB	100%	2.3102	4 x 4	185	
Sumner-Eddyville-M	10	Jeff Walburn	<a href="mailto:jwalburn@esu10.org">jwalburn@esu10.org</a>	yes	\$30,100	\$30,800	\$700	\$600	80% A & B, 50% C	100%		4 x 4	184	
Superior	09	Charles Isom	<a href="mailto:cisom@esu9.org">cisom@esu9.org</a>	yes	\$31,465	\$32,330	\$865	\$350	80% A & B, 50% C	100%		4 x 5	185	
Sutherland	16	Dan Keyser	<a href="mailto:dkeyser@esu16.org">dkeyser@esu16.org</a>	yes	\$28,100	\$28,500	\$400	\$350	80% ABC, 50% D	100%		compress	184	
Sutton	09	Dana Wiseman	<a href="mailto:dwiseman@spsns.org">dwiseman@spsns.org</a>	yes	\$31,700	\$32,200	\$500	\$350	100% ABC	100%		4 x 4	184	
Syracuse-Dunbar-A	04	Brad Buller	<a href="mailto:bbuller@esu6.org">bbuller@esu6.org</a>	yes	\$31,800	\$33,020	\$1,220	CIL			\$7,000	4.3000	5 x 5	185
Tekamah-Herman	02	Brandon Lavaley	<a href="mailto:blavaley@esu2.org">blavaley@esu2.org</a>	yes	\$30,500	\$30,800	\$300	\$750	80% A & B, 50% C	100%			185	
Thayer Central	05	Drew Harris	<a href="mailto:drew.harris@thayercentral.org">drew.harris@thayercentral.org</a>	yes	\$30,250	\$30,850	\$600	\$800	80% A & B, 50% C	100%		5 x 4	185	
Thedford	16	Henry Eggert	<a href="mailto:heggert@esu16.org">heggert@esu16.org</a>	yes	\$30,000	\$30,600	\$600	\$600	80% A & B, 50% C	100%		4 x 5	184	
Tri County	05	Randy Schlueter	<a href="mailto:randy.schlueter@tricot.org">randy.schlueter@tricot.org</a>	yes	\$31,275	\$31,975	\$700	\$350		100%		4 x 4	185	
Twin River	07	Don Graff	<a href="mailto:dgraff@esu7.org">dgraff@esu7.org</a>	yes	\$31,200	\$31,900	\$700	\$600	80% A & B, 50% C	100%		4 x 5	185	
Uno N Ho N Nation	01	Tom Carlstrom	<a href="mailto:tcarlstrom@esu1.org">tcarlstrom@esu1.org</a>	yes	\$33,350	\$34,600	\$1,250	\$500		100%		4 x 4	185	
Valentine Communi	17	Jamie S Isom	<a href="mailto:jsisom@esu17.org">jsisom@esu17.org</a>	yes	\$30,450	\$31,600	\$1,150	\$600	PPO 80%A&B 50% C	100%	5.7100	4.5 x 4.5	185	

Wahoo	02	Galen Boldt	gboldt@esu2.org	yes	\$31,100	\$31,378	\$278	\$750	80% A & B, 50% C	100%	3.3500	4 x 5	186
Wakefield	01	Mark Bejot	mbejot@esu1.org	yes	\$31,450	\$31,900	\$450	\$750	80% A & B, 50% C	CIL	4.3631	4 x 4	185
Wallace	16	Tom Sandberg	thsandberg@whscats.org	yes	\$30,700	\$31,600	\$900	\$350	80% A & B, 50% C	100%	3.2200	4 x 4	183
Walthill	01	Ed Stansberry	estansbe@esu1.org	yes	\$35,264	\$35,969	\$705	\$350	80% A & B, 50% C	100%		4 x 4	185
Wauneta-Palisade	15	Randy Geier	rgeier@esu15.org					\$350	80% A & B, 50% C	100%		4 x 5	184
Wausa	01	Bob Marks	bmarks@esu1.org	yes	\$30,400	\$30,900	\$500	\$600		100%		4 x 4	185
Waverly	06	Bill Heimann	bill.heimann@dist145sc	yes	\$32,150	\$32,500	\$350	\$600	80% A & B, 50% C	100%	3.4300	4 x 5	186
Wayne	01	Mark Lenihan	malenih1@wayneschool	yes	\$31,500	\$32,050	\$550	\$500		100%	1.5000	4 x 5	185
Weeping Water	03	Ken Heinz	kheinz@weepingwaterp	yes	\$31,100	\$31,600	\$500	\$750	80% A & B, 50% C	100%	3.3000	4 x 4	185
West Boyd Schools	08	Russ Lechtenberg	drlechte@esu8.org					\$350		100%		4 x 4	185
West Holt	08	Bill McAllister	bmcallis@esu8.org	yes	\$30,250	\$31,000	\$750	\$600		100%		4.25x4.25	184
West Point-Beemer	02	Ted DeTurk	tdeturk@wpcadets.org	yes	\$31,125	\$31,850	\$725	\$750		100%	2.6800	4 x 5	185
Westside	03	Eric Weber	eweber@westside66.org	yes	\$34,800	\$35,200	\$400	\$950	80% AB 50% C	100%	see rpt	N/A	191.5
Wheeler Central	08	Gary Klahn	gklahn@esu8.org	yes	\$27,750	\$28,250	\$500	\$600	PO 80%A&B 50% C	100%		4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	rcollins@esu6.org	yes	\$33,275	\$33,775	\$500	\$600		100%		4 x 4	185
Wilcox-Hildreth	11	Steve Dennis	sdennis@esu11.org	yes	\$30,500	\$31,250	\$750	\$750		100%	5.6200	4 x 4	183
Winnebago	01	Dan Fehringer	dfehringer@winnebago	yes	\$34,921	\$35,619	\$698	\$350	80% A & B, 50% C	100%		4 x 4	185
Winside	01	Jeff Messersmith	jmessers@esu1.org	yes	\$30,850	\$31,500	\$650	\$500	PO 80%A&B 50% C	100%	3.6800	4 x 4	185
Wisner-Pilger	02	Chad Boyer	cboyer@esu2.org	yes	\$30,420	\$31,020	\$600	\$600	PO 80%A&B 50% C	100%		4 x 5	185
Wood River HS	10	tba		yes	\$31,810	\$32,460	\$650	\$600	80% A & B, 50% C	100%	2.8600	4 x 5	185
Wynot	01	Craig Frerichs	cfrerich@esu1.org	yes		\$30,400		\$750	80% A & B, 50% C	100%		4 x 4	170
York	06	Mike Lucas	mike.lucas@yorkdukes.c	yes	\$31,000	\$31,500	\$500	\$500, self-funded		100%		5 x 4	187
Yutan	02	Kevin Johnson	johnsonk@esu2.org	yes	\$31,712	\$32,112	\$400	\$750		100%	2.7900	4 x 4	185
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2013-14</b>													
			number of districts settled	<b>233</b>					Difference				
			low		\$27,600	\$28,250			\$650		1.5000		159
			average		\$30,944	\$31,572			\$628		3.6385		184
			median		\$30,838	\$31,500			\$663		3.5200		185
			high		\$38,849	\$39,099			\$250		6.6573		193
			midpoint info for negotiations		\$30,891	\$31,536			\$645		3.5792		185

School District	ESU	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled ?	1415 base	1516 base	Change from 1415 to	Health Insurance deductible	Dental Plan	% Ins. Prem. Pd. By Distric	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09	Shawn Scott	<a href="mailto:shawn.scott@adams-centr">shawn.scott@adams-centr</a>	yes	\$33,350	\$34,150	\$800	\$750	PPO 100% ABC	100%	3.2700	4.5 x 4.5	184
Ainsworth	17	Darrell Peterson	<a href="mailto:dkpeters@esu17.org">dkpeters@esu17.org</a>	yes	\$32,300	\$32,950	\$650		80% A & B, 50% C	100%		4.5 x 4.5	185
Allen Consolidated	01	Mike Pattee	<a href="mailto:mpattee@esu1.org">mpattee@esu1.org</a>	yes	\$31,950	\$32,950	\$1,000	\$750	80% A & B, 50% C	95%	4.0050	4 x 4	185
Alliance	13	Troy Unzicker	<a href="mailto:tunzicker@apschools.org">tunzicker@apschools.org</a>	yes	\$29,800	\$30,050	\$250	\$950	80% A & B, C	stipend	1.4000	4.25 x 4.5	185
Alma	11	Jon Davis	<a href="mailto:jon.davis@almacardinal">jon.davis@almacardinal</a>	yes	\$32,300	\$33,400	\$1,100	\$750	PPO 80%A&B 50% C	100%	3.4700	4 x 4	183
Amherst	10	Tom Moore	<a href="mailto:tmoore@amherstbroncos.org">tmoore@amherstbroncos.org</a>		\$31,350			\$750		100%		4 x 4.5	182
Anselmo-Merna	10	Jason Mundorf	<a href="mailto:jason.mundorf@amcoyc">jason.mundorf@amcoyc</a>	yes	\$32,000	\$32,000	\$0	\$1,250	80% A & B, 50% C	100%		4 x 4	184
Ansley	10	Dave Mroczek	<a href="mailto:dave.mroczek@esu10.org">dave.mroczek@esu10.org</a>	yes	\$30,900	\$31,700	\$800	\$750	80% A & B, 50% C	100%		4 x 5	185
Arapahoe	11	Charles Curnyn	<a href="mailto:charlie.curnyn@arapahoe">charlie.curnyn@arapahoe</a>	yes	\$31,550	\$32,550	\$1,000	\$750/\$310	80% A & B, 50% C	100%	3.1700	4 x 4	183
Arcadia	10	Dave Mroczek	<a href="mailto:dave.mroczek@esu10.org">dave.mroczek@esu10.org</a>	yes	\$30,255	\$31,054	\$799	\$750/\$150	80% A & B, 50% C	100%	2.6400	4 x 5	185
Arlington	03	Lynn Johnson	<a href="mailto:lynn.johnson@apseagles">lynn.johnson@apseagles</a>	yes	\$34,070	\$35,325	\$1,255	\$750/\$310	80% A & B, 50% C	100%	4.9600	4 x 5	185
Arnold	10	Dawn Lewis	<a href="mailto:dawnlewis@esu10.org">dawnlewis@esu10.org</a>	yes	\$29,900	\$30,650	\$750		80% A & B, 50% C	100%		4 x 5	182
Arthur County	16	Barry Schaeffer	<a href="mailto:barry.schaeffer@arthurcou">barry.schaeffer@arthurcou</a>	yes	\$31,850	\$32,700	\$850	\$950	80% A & B, 50% C	100%	2.8800	4 x 4	
Ashland-Greenwood	02	Zach Kassebaum	<a href="mailto:Zach.Kassebaum@agps">Zach.Kassebaum@agps</a>	yes	\$32,350	\$32,925	\$575	\$750	80% A & B, 50% C	100%		4 x 5	185
Auburn	04	Kevin Reiman	<a href="mailto:kreiman@esu4.org">kreiman@esu4.org</a>	yes	\$32,400	\$33,200	\$800	\$750/\$310	80% A & B, 50% C	100%	2.3400	4 x 5	181
Aurora	09	Damon McDonald	<a href="mailto:dmcdonald@4rhuskies.c">dmcdonald@4rhuskies.c</a>	yes	\$31,725	\$32,575	\$850	\$750	80% A & B, 50% C	100%	4.2500	5 x 5	185
Axtell	11	Steve Wickham	<a href="mailto:steve.wickham@axtellw">steve.wickham@axtellw</a>	yes	\$32,000	\$32,800	\$800	\$750	80% A & B, 50% C	100%	4.4930	4 x 4.5	185
Bancroft-Rosalie	02	Jon Cerny	<a href="mailto:jcerny@esu2.org">jcerny@esu2.org</a>	yes	\$33,000	\$33,750	\$750	\$750	80% A&B	100%	3.5000	4 x 4	185
Banner County	13	Lana Sides	<a href="mailto:lsides71@gmail.com">lsides71@gmail.com</a>	yes	\$32,000	\$32,700	\$700	\$500/\$310	PPO 80%A&B 50% C	100%	3.7600	4.5 x 4.5	183
Battle Creek	08	Jay Bellar	<a href="mailto:jbellar@esu8.org">jbellar@esu8.org</a>	yes	\$31,900	\$32,900	\$1,000			100%		4 x 5	185
Bayard	13	Travis Miller	<a href="mailto:travis.miller@bpstigers.c">travis.miller@bpstigers.c</a>	yes	\$31,750	\$32,500	\$750	\$1,250	80% A & B, 50% C	100%	3.7500	4.5 X 4.5	185
Beatrice	05	John Brazell	<a href="mailto:jbrazell@bpsnebr.org">jbrazell@bpsnebr.org</a>	yes	\$33,025	\$33,525	\$500		80% A & B, 50% C	100%	2.9500	5 x 4	186
Bellevue	03												
Bennington	03	Terry Haack	<a href="mailto:thaack@bennps.org">thaack@bennps.org</a>	yes	\$32,600	\$33,150	\$550	\$750	100% ABC	100%	3.4200	4 x 5	186
Bertrand	11	Dennis Shipp	<a href="mailto:dennis.shipp@bertrandvikings.org">dennis.shipp@bertrandvikings.org</a>		\$31,150			\$750		100%		4 x 4	183
Blair	03	Rex Pfeil	<a href="mailto:Rex.Pfeil@blairschools.c">Rex.Pfeil@blairschools.c</a>	yes	\$33,000	\$33,225	\$225	\$950/\$310	80% A & B, 50% C	100%	2.2600	4 x 5	187
Bloomfield	01	Bob Marks	<a href="mailto:bmarks@esu1.org">bmarks@esu1.org</a>	yes	\$32,000	\$32,700	\$700	\$1,250		100%			
Blue Hill	09	Joel Ruybalid	<a href="mailto:jruyballi@esu9.org">jruyballi@esu9.org</a>	yes	\$32,550	\$33,350	\$800	\$750		100%	2.8000	4 x 4	185
Boone Central	07	Cody Worrell	<a href="mailto:cworrell@boonecentral">cworrell@boonecentral</a>	yes	\$32,100	\$33,200	\$1,100			100%	4.2200	4 x 5	185
Brady Public School	16	James McGown	<a href="mailto:jmcgown@bradyschools.org">jmcgown@bradyschools.org</a>		\$31,600			\$750/\$3100		100%		4 x 4	175
Bridgeport	13	Chuck Lambert	<a href="mailto:lambertc@bpsedu.org">lambertc@bpsedu.org</a>	yes	\$33,350	\$33,500	\$150	\$750/\$165	80% ABC	up to \$1240/mo.		4.5 x 4.5	184
Broken Bow School	10	Tom Bailey	<a href="mailto:tom.bailey@bbps.org">tom.bailey@bbps.org</a>	yes	\$32,150	\$33,000	\$850	\$750	ABC, 50% D	100%	3.7486	4.5 x 4.5	185
Bruning-Davenport	05	Trudy Clark	<a href="mailto:tclark@bdstorm.org">tclark@bdstorm.org</a>	yes	\$33,320	\$33,980	\$660		80%ABC	100%	-2.9600	4.25 x 4	184
Burwell	10	Dan Bird	<a href="mailto:danbird@burwellpublics">danbird@burwellpublics</a>	yes	\$31,650	\$32,550	\$900	\$750		100%	3.6700		
Callaway	10	Dawn Lewis	<a href="mailto:dawnlewis@esu10.org">dawnlewis@esu10.org</a>	yes	\$30,900	\$31,750	\$850	\$750	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11	Rob Gregory	<a href="mailto:robert.gregory@cambridge">robert.gregory@cambridge</a>	yes	\$32,250	\$33,100	\$850	\$950	80% A & B, 50% C	100%	4.3700	4 x 4	185
Cedar Bluffs	02	Harlan Ptomey	<a href="mailto:hptomey@esu2.org">hptomey@esu2.org</a>	yes	\$32,300	\$32,800	\$500	\$750/\$310	PPO 80%A&B 50% C	100%	5.2100	4 x 4	185
Centennial	06	Tim DeWaard	<a href="mailto:tim.dewaard@centenni">tim.dewaard@centenni</a>	yes	\$33,100	\$33,950	\$850	\$500	PPO 80%A&B 50% C	100%	3.4500	4 x 5	185
Central City	07	Jeff Jensen	<a href="mailto:jjensen@centralcityps.org">jjensen@centralcityps.org</a>	yes	\$31,850	\$32,250	\$400	\$750	PPO 80%A&B 50% C	100%		4 X 5	185
Central Valley School	10	Amy Malander	<a href="mailto:amalander@centralvps.c">amalander@centralvps.c</a>	yes	\$31,300	\$32,300	\$1,000	\$750	80% A & B, 50% C	100%		4 x 5	185
Centura	10	Julie Otero	<a href="mailto:julie.otero@esu10.org">julie.otero@esu10.org</a>	yes	\$32,400	\$33,300	\$900	\$750	80% A & B, 50% C	100%	3.0000	4 x 5	185
Chadron	13	Caroline Winchester	<a href="mailto:caroline.winchester@ch">caroline.winchester@ch</a>	yes	\$32,300	\$32,700	\$400	\$950	PPO 80%A&B 50% C	100%		4.5 x 4.5	185
Chambers	08	Justin Frederick	<a href="mailto:jfrederick@esu8.org">jfrederick@esu8.org</a>	yes	\$31,250	\$32,000	\$750		80% A & B, 50% C	100%		4 x 4	184
Chase County	15	Joey Lefeldal	<a href="mailto:jlefdal@ccschools.cc">jlefdal@ccschools.cc</a>						PPO 80%A&B 50% C	100%		4.5 x 4.5	184
Clarkson	07	Rich Lemburg	<a href="mailto:rlemburg@clarkson.esu7.c">rlemburg@clarkson.esu7.c</a>	yes	\$32,100	\$33,000	\$900	\$950		100%	3.5900	4 x 4	184

Cody-Kilgore	17	Todd Chessmore								80% A & B, 50% C	100%		4 x 4	186
Coleridge	01	Randy Klooz	rklooz@esu1.org							PPO 80%A&B 50% C	100%		4 x 4	185
Columbus	07	Troy Loeffelholz	loeffelholz@discoverers	yes	\$35,000	\$35,440	\$440	750/\$1650		PPO 80%A&B 50% C	6655/mo	3.6500	4.7 x 5	188
Conestoga	03	Beth Johnsen	bjohnsen@conestogaps	yes	\$32,700	\$33,700	\$1,000			80% A & B, 50% C	100%		4 x 4	185
Cozad	10	Joel Applegate	joel.applegate@cozadsc	yes	\$32,450	\$33,250	\$800	\$750		PPO 80%A&B 50% C	100%	3.7900	75 x 4.2	185
Crawford	13	Richard Taedter	richard.taedter@cpsram	yes	\$31,388	\$31,788	\$400				100%		4.5 x 4.5	183
Creek Valley	13	Ron Howard	ron.howard@cvsstorm.com	yes	\$32,000	\$32,750	\$750	\$750		80% A & B, 50% C	100%	2.2600	4.5 x 4.5	185
Creighton	01	Stephanie Peters	stpeters@esu1.org	yes	\$32,100	\$33,000	\$900	\$750			100%		4.5 x 4.5	185
Crete	06	Kyle McGowan	kylem@creteschools.org	yes	\$33,045	\$33,645	\$600	750/\$3100		80% A & B, 50% C	100%	4.0200	4.5 x 4.5	186
Crofton	01	Corey Dahl	cdahl@esu1.org	yes	\$32,200	\$33,100	\$900	\$750		80% A & B, 50% C	100%	3.9000	4 x 4	185
Cross County	07	Brent Hollinger	bhollinger@esu7.org	yes	\$32,300	\$33,500	\$1,200	\$750		80% A & B, 50% C	100%	6.0000	4.5 x 4	185
David City	07	Chad Denker	denker@dcscouts.org	yes	\$32,800	\$33,500	\$700	750/\$3100		PPO 80%A&B 50% C	100%	3.8700	4 x 5	187
Deshler	05	Al Meier	al.meier@deshlerdragon	yes	\$31,900	\$32,800	\$900	\$750		PPO 80%A&B 50% C	100%	3.2000	4.5 x 4	182
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.o	yes	\$32,450	\$33,200	\$750	\$750		PPO 80%A&B 50% C	100%		4 x 4	185
Doniphan-Trumbull	09	Kirk Russell	krussell@esu9.org	yes	\$32,350	\$33,250	\$900			80% A & B, 50% C	100%	4.4400	4 x 5	185
Dorchester	06	Mitch Kubicek	mkubicek@dorchesterse	yes	\$32,600	\$33,750	\$1,150	750/\$3100		AB, 50% C	100%	4.2900	4 X 4	185
Douglas County West	03	Melissa Polonic	mpolonic@dcwest.org	yes	\$32,900	\$33,700	\$800	750/\$1650					4 x 4	185
Dundy County Strat	15	Jim Kent	jim@dcstigers.org	yes	\$32,800	\$33,800	\$1,000			80% A & B, 50% C	100%	2.8000	4 x 4	186
East Butler	07	Sam Stecher	sstecher@ebutler.esu7.e	yes	\$33,085	\$33,747	\$662			80% A & B, 50% C	100%		4 x 4.5	190
Elba	10	William Porter	william.porter@esu10.o	yes	\$30,450	\$31,668	\$1,218			80% ABC	100%		4 x 5	177
Elgin	08	Dan Polk	dpolk@esu8.org	yes	\$31,500	\$32,500	\$1,000			80% A & B, 50% C	100%	3.0800	4 x 4.5	185
Elkhorn	03	Steve Baker	sbaker@epsne.org	yes	\$32,110	\$32,840					100%	3.7500		190
Elkhorn Valley	08	Keith Leckron	kleckron@esu8.org	yes	\$32,400	\$33,250	\$850	\$750			100%	2.5000	4 x 4.5	185
Elm Creek	10	Dean Tickle	dean.tickle@elmcreekscho	yes	\$32,450	\$33,325	\$875				100%	2.7500	4 x 4	182
Elmwood-Murdock	03	Dan Novak	dannovak@emknights.o	yes	\$32,750	\$33,350	\$600	\$750			100%	2.8200	4 x 4	185
Elwood	11	Daren Hatch	daren.hatch@elwoodpirate	yes	\$31,250	\$32,250	\$1,000	\$750		100% ABC	100%	4.0100	4 x 4	184
Emerson-Hubbard	01	Dave Jones	djones@esu1.org	yes		\$34,625		\$900		PPO 80%A&B 50% C	100%		4 x 4	185
ESU 01	01	Bob Uhing	buhing@esu1.org	yes	\$31,575	\$32,250	\$675	750/\$1650		80% A & B, 50% C		3.9700	4 x 4.5	185
ESU 02	02	Ted DeTurk	tdeturk@esu2.org	yes	\$30,050	\$30,855	\$805			80% A & B, 50% C	100%	3.0000	4.5 x 4.5	185
ESU 03	03	Dan Schnoes	dschnoes@esu3.org	yes	\$30,552	\$30,552	\$0	\$950			see rpt.	4.0000	5 x 5	190
ESU 04	04	Jon Fisher	jfisher@esu4.org								100%			
ESU 05	05	Jan Reimer	jreimer@esu5.org	yes	\$35,233	\$35,649	\$416	750/\$1650		PPO 80%A&B 50% C	\$925	3.0000	4 x 5	185
ESU 06	06	Dan Shoemaker	dshoemaker@esu6.org	yes	\$34,700	\$35,655	\$955	\$500		PPO 80%A&B 50% C	100%	5.0010	4 x 4	185
ESU 07	07	Larriane Polk	lpolk@esu7.org	yes	\$30,648	\$31,410	\$762	\$500		80% A & B, 50% C	see rpt.	3.2575	4 x 5	185
ESU 08	08	Bill Mowinkel	bmowinkel@esu8.org		\$33,600			\$500		80% A & B, 50% C	050/mo		4 x 5	185
ESU 09	09	Larry Fox	lfox@esu9.org							PPO 80%A&B 50% C	100%		4 x 4.5	185
ESU 10	10	Wayne Bell	wbell@esu10.org	yes	\$33,000	\$33,700	\$700			80%AB,50%C, 75% of F	100%	4.0700	4.75 x 4	185
ESU 11	11	Paul Tedesco	ptedesco@esu11.org		\$32,200						100%			
ESU 13	13	Jeff West	jeffwest@esu13.org							see report			4.25 x 4.2	185
ESU 15	15	Paul Calvert	pcalvert@esu15.org								100%			
ESU 16	16	Margene Beatty	mbeatty@esu16.org		32,100	\$33,000				80% A & B, 50% C	100%		5 x 4	185
ESU 17	17	Dennis Radford	dradford@esu17.org		\$29,500						100%		4 x 4	185
Eustis-Farnam	11	Steve Sampy	steve.sampy@efknights	yes	\$31,250	\$32,175	\$925	\$750			100%	3.7000	4 x 4	183
Ewing	08	Alberta Moore	alberta.moore@esu8.org	yes	\$30,400	\$31,050	\$650	\$750		80% A & B, 50% C	100%	2.9500	4 x 4.25	185
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net	yes	\$32,600	\$33,475	\$875			80% A & B, 50% C	100%	4.4200	4 x 4	185
Fairbury	05	Stephen Grizzle	sgrizzle@fairburyjeffs.or	yes	\$32,050	\$32,800	\$750	750/\$3100		80% A&B	100%	4.8700	4 x 5	185
Falls City	04	Tim Heckenlively	theckenlively@fallscityp	yes	\$33,060	\$33,500	\$440	\$750		PPO 80%A&B 50% C	100%	1.4500	4 x 5	186
Fillmore Central	06	Mark Norvell	mark.norvell@fillmorece	yes	\$33,125	\$33,850	\$725	\$500			100%	3.3600	4 x 4	185
Fort Calhoun	03	Don Johnson	djohnson@esu3.org	yes	\$32,400	\$33,275	\$875	\$750		80% A & B, 50% C	100%	3.6300	4 x 5	187



Franklin	11	Candace Conradt	candace.conradt@fpsfly	yes	\$31,775	\$32,675	\$900	750/\$310	80% A & B, 50% C	100%	2.6600	4 x 5	185
Freeman	05	Randy Page	rpape@freemanschools.ne	yes	\$32,150	\$33,250	\$1,100	\$750	80% A & B, 50% C	100%	3.8000	4 x 4	185
Fremont	2	Mark Shepard	mark.shepard@fpsmail.k	yes	\$32,682	\$33,071	\$389				2.8000	4.5 x 5	185
Friend	06	David Kraus	d.kraus@friendschool.org	yes	\$31,875	\$32,420	\$545	\$750	80% A & B, 50% C	100%		4.5 x 4	185
Fullerton	07	Jeff Anderson	janders@esu7.org	yes	\$32,200	\$33,400	\$1,200	\$750	PPO 80%A&B 50% C	100%	3.2700	4 x 5	185
Garden County	13	Paula Sissel	psissel@gceagles.org	yes	\$31,750	\$32,350	\$600		flat salary, see report			4.5 x 4.5	185
Gering	13	Bob Hastings	bhastings@geringschool	yes	\$32,650	\$33,200	\$550			50%	2.9000	4.5 x 4.5	186
Gibbon	10	Larry Witt	larry.witt@gibbonpublic	yes	\$32,475	\$33,350	\$875	\$750	80% A & B, 50% C	100%	4.1700	4 x 5	185
Giltner	09	Larry Lambert	llambert@giltnerschool.us	yes	\$32,300	\$33,100	\$800	\$750	PPO 80%A&B 50% C	100%		4 x 4	185
Gordon-Rushville	13	Lori Liggett	lori.liggett@grmustangs	yes	\$32,000	\$32,800	\$800					4.5 x 4.5	185
Gothenburg	10	Mike Teahon	mteahon@esu10.org	yes	\$33,400	\$34,000	\$600	750/\$310	80% A & B, 50% C	100%	3.6000	4 x 5	185
Grand Island	10	Rob Winter	rwinter@gips.org	yes	\$33,180	\$33,600	\$420	750/\$165	PPO 80%A&B 50% C	100%EHEE	2.5345	4x5)Steps4	187
Grand Island North	10	Matt Fisher	mfisher@gjnorthwest.org	yes	\$31,800	\$32,300	\$500		80% A & B, 50% C	100%	3.3100	4 x 5	185
Gretna	03	Kevin Riley	kriley@gretnadragons.o	yes	\$33,950	\$34,700	\$750	\$750		100%			
Hampton	09	Holly Herzberg	hherzberg@hamptonhawk	yes	\$32,600	\$33,700	\$1,100	\$750	80% A & B, 50% C	100%	4.7606	4 x 4	185
Hartington-Newcas	01	Corey Dahl	cdahl@esu1.org	yes	\$31,750	\$32,900	\$1,150			CIL	4.2000	4 x 4	185
Harvard	09	Michael Derr	mderr@esu9.org	yes	\$32,300	\$33,100	\$800	500/\$3100		100%	3.9500	4 x 4	185
Hastings	09	Craig Kautz	ckautz@esu9.org	yes	\$32,380	\$32,700	\$320	750/\$310	80% A & B, 50% C		2.7200	4.5 x 4.5	186
Hay Springs	13	Jason Cline	jason.cline@hshawks.com						80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	Phil Mahan	philip.mahan@hccardin	yes	\$31,550	\$32,350	\$800	\$500	80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Brad Best	bbest@heartlandschool	yes	\$34,533	\$35,333	\$800	\$750	80% A & B, 50% C	100%	2.7400	4 x 4	185
Hemingford	13	Casper Ningen	cningen@hemingfordsc	yes	\$32,300	\$32,900	\$600	\$500	100% ABC	100%	2.9500	4.5 x 4.5	185
Hershey	16	Jane Davis	jdavis@hpspanthers.org	yes	\$31,400	\$32,000	\$600	\$500	80%AB	100%	3.2700	5 x 4	185
High Plains	07	Brian Tonniges	btonniges@hpcstorm.or	yes	\$33,825	\$34,825	\$1,000	\$750	80%AB	100%		4 x 4.5	184
Hitchcock County	15	Mike Apple	mapple@hcfalcons.org	yes	\$31,500	\$32,750	\$1,250		PPO 80%A&B 50% C	100%		4 x 4	185
Holdrege	11	Todd Hilyard	todd.hilyard@dusters.org	yes	\$32,300	\$33,250	\$950	750/\$310	80% A & B, 50% C	100%	3.3200	4.5 x 4.5	185
Homer	01	Cheryll Malcom	cmalcom@homerknights.c	yes	\$35,750	\$36,400	\$650	\$950	80% A & B, 50% C	100%	2.9200	4 x 4	185
Howells-Dodge	07	Jeff Walburn	jwalburn@hdcjags.org	yes	\$34,800	\$35,500	\$700	400 stipe	n/a	100%		4 x 4	185
Humboldt-Table Ro	04	Sherrri Edmundson	SherrriEdmundson@htrstitans.org		\$33,500				80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	gregsjuts@humphrey.es	yes	\$32,300	\$33,300	\$1,000	\$750	80% A & B, 50% C	100%	3.5000	4 x 4	185
Hyannis Dist 11	16	Troy Unzicker	tunzicker@apschools.or	yes	\$30,750	\$31,500	\$750	\$750	80% A & B, 50% C	100%	2.3000	4 x 4	184
Johnson County Ce	04	Jack Moles	jack.moles@jccentral.or	yes	\$32,875	\$34,075	\$1,200	\$750	100% ABC	100%	2.9600	4 x 4	186
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbr	yes	\$32,500	\$33,100	\$600	750/\$3100		100%		4 x 4	185
Kearney	10	Chris Nelson	chris.nelson@kearneypu	yes	\$32,985	\$33,485	\$500	750/\$165	80% A & B, 50% C	225/mc	3.0600	4.5 x 4.5	185
Kenesaw	09	Robert Thompson	thompson@kenesawsch	yes	\$32,500	\$33,000	\$500	\$750		100%		4 x 4	184
Keya Paha	17	Geraldine Erickson	gerickson17@esu17.org	yes	\$31,650	\$32,300	\$650	750/\$3100		100%		4.25 x 4.25	
Kimball	13	Marshall Lewis	mlewis@kpslonghorns.c	yes	\$32,400	\$33,100	\$700	\$750	PPO 80%A&B 50% C	100%	3.3082	4 x 5	185
Lakeview	07	Russ Freeman	rffreeman@esu7.org	yes	\$32,125	\$33,000	\$875		80% A & B, 50% C	100%	3.6600	4 x 5	185
Laurel-Concord	01	Randy Klooz	rklooz@esu1.org		\$31,410				PPO 80%A&B 50% C	100%		4 x 4	185
Leigh	07	Michael Montgomery	mmontgomery@esu7.or	yes	\$32,000	\$33,000	\$1,000	\$750	PPO 80%A&B 50% C	100%	4.2330	4 x 4	185
Lewiston	04	Rick Kentfield	rkentfield@lewistonsch	yes	\$31,800	\$32,700	\$900	\$950	80% A & B, 50% C	100%	2.8000	4 x 4	185
Lexington	10	John Hakonson	john.hakonson@esu10.c	yes	\$33,700	\$34,200	\$500	750/\$310	80% A & B, 50% C	100%	3.4300	4 x 5	185
Leyton	13	Greg Brenner	greg.brenner@leytonwarriors.com						80% A & B, 50% C	100%		4.5 x 4.5	183
Lincoln Public Schools		Robbie Seybert	rseybert@lps.org	yes	\$40,643	\$41,731	\$1,088	\$750	80% A & B, 50% C	see rpt	3.2500	see rpt	191
Litchfield	10	Scott Maline	smaline@litchfieldps.org	yes	\$31,500	\$32,200	\$700	\$750	80% A & B, 50% C	100%	3.0000	4 x 5	185
Logan View	02	Jeremy Klein	jklein@loganview.org		\$31,625					100%		4 x 5	185
Loomis	11	Nicole Hardwick	nicole.hardwick@loomis	yes	\$31,900	\$32,850	\$950			100%		4 x 4	183
Louisville	03	Andrew Farber	afarber@lpslions.org	yes	\$33,830	\$34,890	\$1,060	\$500	80% A & B, 50% C	100%	4.1100	5 x 3	185
Loup City	10	Blake Dahlberg	blake.dahlberg@lcpubli	yes	\$31,900	\$32,825	\$925	\$750	single ABC	90%	3.6419	4 x 5	185

Loup County	10	Rusty Ruppert	<a href="mailto:wruppert@esu10.org">wruppert@esu10.org</a>	yes	\$30,675	\$31,675	\$1,000	\$750	80% A & B, 50% C	100%	3.7700	4 x 5	185
Lynch	08	Alberta Moore	<a href="mailto:alberta.moore@esu8.org">alberta.moore@esu8.org</a>	yes	\$32,150	\$33,900	\$1,750	\$750	PPO 80%A&B 50% C	100%	4.7100	4 x 4	178
Lyons-Decatur	02	Fred Hansen	<a href="mailto:fhansen@esu2.org">fhansen@esu2.org</a>	yes	\$31,900	\$32,545	\$645	\$750/\$310	80% A & B, 50% C	100%		4 x 5	185
Madison	08	Alan Ehlers	<a href="mailto:aehlers@esu8.org">aehlers@esu8.org</a>	yes	\$32,500	\$33,300	\$800	\$950	PPO 80%A&B 50% C	100%		4 x 5	185
Malcolm	06	Ryan Terwilliger	<a href="mailto:rterwill@esu6.org">rterwill@esu6.org</a>		\$33,650			750/1650	PPO 80%A&B 50% C			4 x 4	185
Maxwell	16	Todd Rhodes	<a href="mailto:trhodes@maxwellschools.org">trhodes@maxwellschools.org</a>	yes	\$31,700	\$32,334	\$634		80% A & B, 50% C		2.3376	4 x 4	184
Maywood School	15	Trent Benjamin	<a href="mailto:trent.benjamin@maywoodschools.org">trent.benjamin@maywoodschools.org</a>	yes	\$31,000	\$31,700	\$700	750/\$3100		100%	4.4500	4.5 x 4.5	183
McCook	15	Rick Haney	<a href="mailto:rhaney@esu15.org">rhaney@esu15.org</a>	yes	\$32,485	\$33,360	\$875	750/\$310	PPO 80%A&B 50% C	100%	3.5000	5x4.5/4	185
McCool Jct.	06	Curtis Cogswell	<a href="mailto:ccogswell@mcjmustang.org">ccogswell@mcjmustang.org</a>	yes	\$33,207	\$34,535	\$1,328	\$750	80% A & B, 50% C	100%		4 x 4	184
McPherson County	16	Lorrie Miller	<a href="mailto:lmiller@mcstryon.org">lmiller@mcstryon.org</a>	yes	\$31,400	\$32,100	\$700			100%		4 x 5	185
Mead	02	Dale Rawson	<a href="mailto:drawson@esu2.org">drawson@esu2.org</a>	yes	\$31,300	\$32,300	\$1,000	\$750	80% A & B, 50% C	100%	3.9100	4 x 4	185
Medicine Valley	15	Alan Garey	<a href="mailto:agarey@medvalley.org">agarey@medvalley.org</a>	yes	\$31,500	\$32,500	\$1,000	\$500	80% A & B, 50% C	100%	3.5000	4 x 4	184
Meridian	05	Randall Kort	<a href="mailto:rkort@meridianmustangs.org">rkort@meridianmustangs.org</a>	yes	\$32,500	\$33,400	\$900	\$750	PPO 80%A&B 50% C	100%	3.6900	4 x 4	185
Milford	06	Kevin Wingard	<a href="mailto:kwingard@milfordpublicschools.org">kwingard@milfordpublicschools.org</a>		\$34,100			\$750/\$310	80% A & B, 50% C	see rpt		4 x 5	186
Millard	03	Chad Meisgeier	<a href="mailto:cmmeisgeier@mpsoma.org">cmmeisgeier@mpsoma.org</a>	yes	\$36,275	\$36,485	\$210	750/\$3100		100%	3.0200	n/a	192
Minatare	13	Tim Cody	<a href="mailto:supttimcody@gmail.com">supttimcody@gmail.com</a>	yes	\$30,000	\$30,700	\$700	\$500	80% A&B	100%	4.8100	4 x 5	183
Minden	11	Melissa Wheelock	<a href="mailto:melissa.wheelock@minden.org">melissa.wheelock@minden.org</a>	yes	\$33,300	\$34,300	\$1,000	\$750	80% A & B, 50% C	100%	3.7941	4 x 5	185
Mitchell	13	Kathy Urbanek	<a href="mailto:kurbanek@mpstigers.com">kurbanek@mpstigers.com</a>	yes	\$32,300	\$33,150	\$850				flat salary	4.5 x 4.5	184
Morrill	13	Joe Sherwood	<a href="mailto:joe.sherwood@mpsion.org">joe.sherwood@mpsion.org</a>	yes	\$31,800	\$31,900	\$100	750/\$3100			5 single	4.5 x 4.5	185
Mullen	16	Mark Sievering	<a href="mailto:mark.sievering@mullenschools.org">mark.sievering@mullenschools.org</a>	yes	\$30,800	\$31,600	\$800	\$500	80% A & B, 50% C	100%		4 x 5	183
NE Unified Dist #1	08	Dale Martin	<a href="mailto:dmartin@esu8.org">dmartin@esu8.org</a>	yes	\$31,950	\$32,850	\$900			100%	3.3000	4 x 4	185
Nebraska City	04	Jeff Edwards	<a href="mailto:jedwards@nebcityps.org">jedwards@nebcityps.org</a>	yes	\$32,675	\$33,675	\$1,000	\$750		100%	4.8000	4 x 5	188
Neligh-Oakdale	08	Bill Kuester	<a href="mailto:bkuester@nowarriors.org">bkuester@nowarriors.org</a>	yes	\$31,900	\$32,900	\$1,000	\$750		100%	4.4385	4 x 4	185
Newman Grove	08	Mikal Shalikow	<a href="mailto:mshalikow@esu8.org">mshalikow@esu8.org</a>	yes	\$31,600	\$32,800	\$1,200			100%	5.0000	4 x 4	185
Niobrara	01	Margaret Sandoz	<a href="mailto:msandoz@esu1.org">msandoz@esu1.org</a>	yes	\$32,300	\$32,850	\$550			100%		4 x 4	185
Norfolk	08	Bill Robinson	<a href="mailto:billrobinson@npsne.org">billrobinson@npsne.org</a>	yes	\$34,690	\$35,115	\$425		80% A & B, 50% C	100%	2.8500	4.5 x 4.5	186
Norris	06	John Skretta	<a href="mailto:john.skretta@nsdttitans.org">john.skretta@nsdttitans.org</a>	yes	\$34,660	\$35,260	\$600	750/\$310	80% A & B, 50% C	100%	2.4300	4 x 5	187+
North Bend Central	02	Dan Endorf	<a href="mailto:dendorf@esu2.org">dendorf@esu2.org</a>	yes	\$32,050	\$32,750	\$700		PPO 80%A&B 50% C	100%	2.2000	4 x 5 mod	185
North Loup Scotia	10	Jim Duval	<a href="mailto:jduval@esu10.org">jduval@esu10.org</a>		\$31,300								
North Platte	16	Stuart Simpson	<a href="mailto:ssimpson@nppsd.org">ssimpson@nppsd.org</a>	yes	\$34,450	\$34,950	\$500		80% A & B, 50% C			5 x 4	187
O'Neill	08	Amy Shane	<a href="mailto:amysane@oneillschools.org">amysane@oneillschools.org</a>	yes	\$30,925	\$31,700	\$775	\$950		100%		4.5 x 4.5	185
Oakland-Craig	02	Jeff Smith	<a href="mailto:jsmith@ocknights.org">jsmith@ocknights.org</a>	yes	\$31,475	\$32,075	\$600	\$500	80% A & B, 50% C	100%		4 x 5	185
Ogallala	16	Carl Dietz	<a href="mailto:carl.dietz@esu16.org">carl.dietz@esu16.org</a>	yes	\$32,150	\$32,750	\$600	\$750	PPO 100% A,B,C	100%	3.0000	5 x 4	185
Omaha Public Schools		Mark Evans	<a href="mailto:mark.evans@ops.org">mark.evans@ops.org</a>	yes	\$36,349	\$38,849	\$2,500		80% A&B, 50% C	see rpt			190
Ord	10	Jason Alexander	<a href="mailto:jalexand@esu10.org">jalexand@esu10.org</a>	yes	\$32,650	\$33,400	\$750	\$750	PPO 100% A,B,C	100%	2.4700	5 x 4	185
Osceola	07	Steve Rinehart	<a href="mailto:srinehart@esu7.org">srinehart@esu7.org</a>	yes	\$32,500	\$33,600	\$1,100	750/\$310	PPO 80%A&B 50% C	100%	3.5000	4 x 4.5	185
Osmond	08	Dave Hamm	<a href="mailto:dhamm@esu8.org">dhamm@esu8.org</a>	yes	\$32,100	\$32,850	\$750		80% A & B, 50% C	100%	3.6900	4 x 4	185
Overton	10	Mark Aten	<a href="mailto:maten@overtoneagles.org">maten@overtoneagles.org</a>						80% A & B, 50% C	100%		4.0 x 4.0	182
Palmer	07	Joel Bohlken	<a href="mailto:jbohlken@esu7.org">jbohlken@esu7.org</a>	yes	\$31,885	\$32,685	\$800	\$500	80% A & B, 50% C	100%		4 x 4.5	183
Palmyra	04	Rob Hanger	<a href="mailto:hanger.rob@districtor1.net">hanger.rob@districtor1.net</a>		\$34,200	\$34,950	\$750		PPO 80%A&B 50% C	100%		4 x 4	185
Papillion-La Vista	03	Renee Hyde	<a href="mailto:rhylde@paplv.org">rhylde@paplv.org</a>	yes	\$34,300	\$35,000		\$750/\$310	80% A & B, 50% C		3.9100	4.5 x 4	190
Pawnee City	04	Darron Arlt	<a href="mailto:darlt@pawneecityschools.org">darlt@pawneecityschools.org</a>	yes	\$32,675	\$33,375	\$700			100%	3.2600	4 x 4	185
Paxton	16	Del Dack	<a href="mailto:del.dack@paxtonschools.org">del.dack@paxtonschools.org</a>	yes	\$31,400	\$31,900	\$500		80% A & B, 50% C	100%		4 x 4	182
Pender	01	Jason Dolliver	<a href="mailto:jadolliv1@penderschools.org">jadolliv1@penderschools.org</a>	yes	\$31,972	\$32,640	\$668		PPO 100% A,B,C	100%	3.2800	4 x 5	185
Perkins County Schools	16	Phillip Picquet	<a href="mailto:phillip.picquet@perkinscountyschools.org">phillip.picquet@perkinscountyschools.org</a>	yes	\$32,500	\$32,900	\$400	\$750	80% A&B	100%		4 x 4	184
Pierce Public	08	Kendall Steffensen	<a href="mailto:ksteffensen@esu8.org">ksteffensen@esu8.org</a>	yes	\$31,100	\$32,100	\$1,000			100%		5 x 4	185
Plainview	08	Rich Alt	<a href="mailto:ralt@esu8.org">ralt@esu8.org</a>	yes	\$32,250	\$33,000	\$750		80% A & B, 50% C	100%	3.5000	2.5 x 4.2	185
Plattsmouth	03	Rich Hasty	<a href="mailto:rhasty@pccsd.org">rhasty@pccsd.org</a>	yes	\$32,200	\$32,700	\$500	\$750	80% A & B, 50% C	100%		4 x 5 mod	187
Pleasanton	10	Ron Wymore	<a href="mailto:rwymore@esu10.org">rwymore@esu10.org</a>	yes	\$31,200	\$32,000	\$800	\$750		100%	4.0800	4 x 4.5	182



Ponca	01	Joan Reznicek	jreznice@esu1.org	yes	\$32,600	\$33,400	\$800	750/\$310	80% A & B, 50% C	93%	5.0200	4 x 4	185
Potter-Dix	13	Mike Williams	mike.williams@pdcocoyot	yes	\$32,000	\$33,000	\$1,000			100%			
Ralston	03	Michael Rupperecht	mrupperecht@ralstonsch	yes	\$33,050	\$33,450	\$400	750/\$310	80% A & B, 50% C	96%	3.5000	5 x 4	190
Randolph	01	Jeff Hoelsing	jhoelsing@esu1.org	yes	\$31,907	\$32,600	\$693	\$750	PPO 80%A&B 50% C	100%	2.9700	4 x 4	172
Ravenna	10	Ken Schroeder	ken.schroeder@ravennabl	yes	\$32,400	\$33,250	\$850	750/\$310	PPO 80%A&B 50% C	100%	2.6000	4 x 5	185
Raymond Central	02	Paul Hull	phull@rcentral.org	yes	\$34,675	\$35,375	\$700		PPO 80%A&B 50% C	100%	3.8800	4 x 5	186
Red Cloud	09	Brian Hof	bhof@esu9.org	yes	\$31,550	\$32,350	\$800	\$750	80% ABC, 50% D	100%	6.0000	4 x 4	183
Riverside (CdrRap/S	10	Joan Carraher	joan.carraher@riverside	yes	\$31,300	\$32,400	\$1,100	\$750	80% AB	100%		4 x 4.5	184
Rock County	17	Tom Becker	tbecker@esu17.org	yes	\$31,375	\$32,125	\$750	\$1,250	80% A & B, 50% C	100%	3.7000	25 x 4.2	182
Sandhills	10	Dale Hafer	dale.hafer@sandhillskni	yes	\$30,357	\$31,116	\$759	\$750	80% A & B, 50% C	100%	2.5000	4 x 5	186
Santee	01	Tom Carlstrom	tomcarlstrom@esu1.org	yes	\$33,075	\$34,728	\$1,653	\$500	PPO 100% A,B,C	100%		4 x 4	185
Sargent	10	Rusty Ruppert	wruppert@esu10.org	yes	\$30,300	\$31,800	\$1,500	\$1,250	80% A & B, 50% C	100%	5.3500	4 x 5	185
Schuyler	07	Dan Hoelsing	dhoelsing@esu7.org		\$32,500	\$33,400	\$900			100%		4 x 5	185
Scottsbluff	13	Rick Myles	rmyles@sbps.net	yes	\$32,870	\$33,620	\$750				2.5000	4.5 x 4.5	189
Scribner-Snyder	02	Ginger Meyer	gingermeyer@esu2.org	yes	\$32,325	\$33,525	\$1,200	\$750	80% A & B, 50% C	100%	3.7120	4 x 5	185
Seward	06	Greg Barnes	greg.barnes@sewardsch	yes	\$32,100	\$32,750	\$650	750/\$310	80% A & B, 50% C	100%	3.7500	4 x 5	186
Shelby-Rising City	07	Chip Kay	ckay@esu7.org	yes	\$32,425	\$33,200	\$775	\$750	80% A & B, 50% C	100%		4 x 4.5	185
Shelton	10	Brian Redinger	bredinger@esu10.org	yes	\$30,800	\$31,250	\$450	\$750	100% ABC, 50% D	100%		4 x 5	185
Shickley	06	Bryce Jorgenson	bjorgenson@me.com	yes	\$32,500	\$33,650	\$1,150			100%		4 x 4	185
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$33,125	\$33,700	\$575		80% A & B, 50% C	100%			
Silver Lake Public	09	Mel Crowe	microbe@esu9.org						80% A & B, 50% C	100%		4 x 4	183
Sioux County	13	Brett Gies	bgies@siouxcountyscho	yes	\$32,250	\$33,350	\$1,100	\$500	PPO 80%A&B 50% C	100%	3.5000	4x4	175
South Central USD #	09	Randy Gilson	kmiller@esu9.org						PPO 80%A&B 50% C	100%		4 x 5	185
South Platte	16	David Spencer	dspencer@southplatteschools.com										
South Sioux City	01	Rick Feauto	rick.feauto@sccardinal	yes	\$34,125	\$34,725	\$600		see rpt		3.7600	4 x 5	186
Southern (Wymore)	05	Gene Haddix	ghaddix@southernshoe	yes	\$32,257	\$33,057	\$800	\$750	80% A & B, 50% C	100%	3.8600	4 x 4	182
Southern Valley	11	Darren Tobey	darren.tobey@sveagles	yes	\$31,800	\$32,900	\$1,100		PPO 80%A&B 50% C	100%		4 x 5	184
Southwest	15	Todd Porter	todd.porter@swpschool	yes	\$31,550	\$32,550	\$1,000	750/\$310	PPO 80%A&B 50% C	100%	2.6400	4 x 4	183
Springfield-Plattevi	03	Brett Richards	brichards@springfieldpl	yes	\$32,600	\$32,975	\$375	\$750	PPO 80%A&B 50% C	100%	3.2000	5 x 3	187
St. Edward	07	Kevin Lyons	klyons@sted.esu7.org	yes	\$30,800	\$31,600	\$800	\$750	PPO 80%A&B 50% C	100%		4 x 4.5	184
St. Paul	10	John Poppert	jpoppert8@gmail.com							100%		4 x 5	185
Stanton Community	08	Michael Sieh	msieh@esu8.org	yes	\$32,700	\$33,450	\$750		PPO 80%A&B 50% C	100%	4.0300	4 x 5	186
Stapleton	16	Clayton Waddle	clayton.waddle@staplet	yes	\$31,250	\$32,250	\$1,000	250/\$310	PPO 100% A,B,C	see rpt	2.6100	4 x 5	tba
Sterling	04	Ryan Knippelmeyer	rknippelmeyer@sterlingpublicschool		\$32,000				PPO 80%A&B 50% C	100%		4 x 4	185
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org	yes	\$31,930	\$32,569	\$639		80% AB	100%	3.8000	25 x 4.2	185
Sumner-Eddyville-M	10	Kevin Finkey	kfinkey@semmustangs.c	yes	\$31,550	\$32,350	\$800	\$750	80% A & B, 50% C	100%		4 x 4	184
Superior	09	Charles Isom	cisom@esu9.org	yes	\$32,830	\$33,485	\$655	750/\$310	80% A & B, 50% C	100%	1.9800	4 x 5	185
Sutherland	16	Dan Keyser	dkeyser@esu16.org	yes	\$29,100	\$30,100	\$1,000		80% ABC, 50% D	100%	4.7700	Impresse	184
Sutton	09	Dana Wiseman	dwiseman@spne.org	yes	\$32,950	\$33,750	\$800	750/\$310	100% ABC	100%		4 x 5	184
Syracuse-Dunbar-A	04	Brad Buller	bbuller@esu6.org	yes	\$33,800	34,350	\$550				2.9000	5 x 5	185
Tekamah-Herman	02	Brandon Lavaley	blavaley@esu2.org	yes	\$31,700	\$32,050	\$350	\$750	80% A & B, 50% C	100%			185
Thayer Central	05	Drew Harris	drew.harris@thayercent	yes	\$31,700	\$32,700	\$1,000	750/\$310	80% ABC, 50% D	100%	4.1500	5 x 4	184
Thedford	16	Henry Eggert	heggert@thedfordschools.org						80% A & B, 50% C	100%		4 x 5	184
Tri County	05	Randy Schlueter	randy.schlueter@tricot	yes	\$32,575	\$33,275	\$700	\$500	80% A & B, 50% C	100%	3.9140	4 x 4	185
Twin River	07	David Patton	dpatton@twinriver.esu7	yes	\$32,600	\$33,300			80% A & B, 50% C	100%		4 x 5	185
Uno N Ho N Nation	01	Stacie Hardy	shardy@unpsk-12.org		\$35,600					100%		4 x 4	185
Valentine Communi	17	Jamie S Isom	jisom@esu17.org	yes	\$32,700	\$33,150	\$450	\$950	PPO 80%A&B 50% C	100%	2.7500	4.5 x 4.5	185
Wahoo	02	Galen Boldt	gboldt@esu2.org	yes	\$32,200	\$32,700	\$500	750/\$310	80% A & B, 50% C	100%	3.2500	4 x 5	186
Wakefield	01	Mark Bejot	mbejot@esu1.org		\$32,575			\$750/\$3100		100%		4 x 4	185

Wallace	16	Tom Sandberg	<a href="mailto:thsandberg@whscats.org">thsandberg@whscats.org</a>	yes	\$32,100	\$32,625	\$525	\$500	80% A & B, 50% C	100%	3.8600	4 x 4	183
Walthill	01	Ed Stansberry	<a href="mailto:estansbe@esu1.org">estansbe@esu1.org</a>	yes	\$36,868	\$37,605	\$737		80% A & B, 50% C	100%		4 x 4	185
Wauneta-Palisade	15	Randy Geier	<a href="mailto:rgeier@esu15.org">rgeier@esu15.org</a>	yes	\$31,100	\$32,200	\$1,100	500/\$310	80% A & B, 50% C	100%	3.4200	4 x 5	184
Wausa	01	Bob Marks	<a href="mailto:bmmarks@esu1.org">bmmarks@esu1.org</a>	yes	\$31,800	\$32,550	\$750	\$950		100%		4 x 4	185
Waverly	06	Bill Heimann	<a href="mailto:bill.heimann@district145.org">bill.heimann@district145.org</a>	yes	\$32,900	\$33,700	\$800	\$750	80% A & B, 50% C	100%	3.2100	4 x 5	186
Wayne	01	Mark Lenihan	<a href="mailto:malenih1@waynebluedevil.org">malenih1@waynebluedevil.org</a>	yes	\$32,550	\$33,300	\$750	\$750		100%	2.7400	4 x 5	185
Weeping Water	03	Ken Heinz	<a href="mailto:kheinz@weepingwaterpe.org">kheinz@weepingwaterpe.org</a>	yes	\$32,200	\$33,200	\$1,000	\$750	80% A & B, 50% C	100%	3.9700	4 x 4	185
West Boyd Schools	08	Russ Lechtenberg	<a href="mailto:dr1@westboyd.com">dr1@westboyd.com</a>							100%		4 x 4	185
West Holt	08	Paul Pistulka	<a href="mailto:paupistulka@westholt.org">paupistulka@westholt.org</a>	yes	\$31,700	\$32,800	\$1,100			100%	3.1780	4.25x4.25	184
West Point-Beemer	02	Bill McAllister	<a href="mailto:wmcallister@wpcadets.net">wmcallister@wpcadets.net</a>	yes	\$32,150	\$33,000	\$850	\$750	80% A & B, 50% C	100%	2.6000	4 x 5	185
Westside	03	Enid Schonewise	<a href="mailto:schonewise.enid@westside66.net">schonewise.enid@westside66.net</a>						80% AB 50% C	100%		N/A	193
Wheeler Central	08	Gary Klahn	<a href="mailto:gklahn@esu8.org">gklahn@esu8.org</a>	yes	\$29,250	\$30,050	\$800		PPO 80%A&B 50% C	100%		4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	<a href="mailto:ray.collins@wilberclator.org">ray.collins@wilberclator.org</a>	yes	\$34,275	\$34,425	\$150	750/\$310	PPO 80%A&B 50% C	100%	3.3000	4 x 4.5	185
Wilcox-Hildreth	11	Dan Ingwersen	<a href="mailto:dan.ingwersen@whfalco.org">dan.ingwersen@whfalco.org</a>	yes	\$32,000	\$32,850	\$850	\$750	PPO 80%A&B 50% C	100%		4 x 4	183
Winnebago	01	Dan Fehringer	<a href="mailto:dfehringer@winnebago.org">dfehringer@winnebago.org</a>	yes	\$36,331	\$37,058	\$727	\$500	80% A & B, 50% C	100%		4 x 4	185
Winside	01	Michael Shoff	<a href="mailto:mshoff@winsidewildcat.org">mshoff@winsidewildcat.org</a>	yes	\$32,500	\$33,300	\$800	\$750	PPO 80%A&B 50% C	100%	2.4000	4 x 4	185
Wisner-Pilger	02	Chad Boyer	<a href="mailto:cboyer@esu2.org">cboyer@esu2.org</a>	yes	\$32,000	\$32,700	\$700	\$750	PPO 80%A&B 50% C	100%		4 x 5	185
Wood River HS	10	James Haley	<a href="mailto:jhaley@wrrsd.org">jhaley@wrrsd.org</a>	yes	\$33,000	\$33,750	\$750		80% A & B, 50% C	100%		4 x 5	185
Wynot	01	Jeff Messersmith	<a href="mailto:jmessers@esu1.org">jmessers@esu1.org</a>	yes	\$31,850	\$32,750	\$900		80% A & B, 50% C	100%	3.3463	4 x 4	170
York	06	Mike Lucas	<a href="mailto:mike.lucas@yorkdukes.org">mike.lucas@yorkdukes.org</a>	yes	\$32,000	\$32,800	\$800	\$750		100%		5 x 4	187
Yutan	02	Stan Hendricks	<a href="mailto:stan.hendricks@esu2.org">stan.hendricks@esu2.org</a>	yes	\$32,862	\$33,587	\$725	\$750		100%		4 x 4	185
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2015-16</b>													
			number of districts settled	<b>226</b>									
			low	<b>\$29,100</b>	<b>\$30,050</b>						<b>-2.9600</b>		<b>170</b>
			average	<b>\$32,349</b>	<b>\$33,141</b>						<b>3.4534</b>		<b>185</b>
			median	<b>\$32,200</b>	<b>\$33,000</b>						<b>3.5000</b>		<b>185</b>
			high	<b>\$40,643</b>	<b>\$41,731</b>						<b>6.0000</b>		<b>193</b>
			midpoint info for negotiations	<b>\$32,274</b>	<b>\$33,070</b>						<b>3.4767</b>		<b>185</b>

School District	ESU	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled ?	1314 base	1415 base	Change from 1314 to	Health Insurance deductible	Dental Plan	% Ins. Prem. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09	Shawn Scott	sscott@esu9.org	yes	\$32,475	\$33,350	\$875	\$750	80% ABC	100%	3.4200	4.5 x 4.5	184
Ainsworth	17	Darrell Peterson	dkpeters@esu17.org	yes	\$31,500	\$32,300	\$800		80% A & B, 50% C	100%		4.5 x 4.5	185
Allen Consolidated	01	Mike Pattee	mpattee@esu1.org	yes	\$31,350	\$31,950	\$600		80% A & B, 50% C	95%	3.7010	4 x 4	185
Alliance	13	Troy Unzicker	tunzicker@apschools.org	yes	\$29,800	\$29,800	\$0	\$950	80% A & B, 50% C	see rpt	0.9700	4.25 x 4.5	185
Alma	11	Jon Davis	jon.davis@almacardinal.org	yes	\$31,600	\$32,300	\$700	\$750	PPO 80%A&B 50% C	100%	4.4000	4 x 4	183
Amherst	10	Tom Moore	tmoore@esu10.org	yes	\$30,100	\$31,350	\$1,250	\$750		100%	3.7600	4 x 4.5	182
Anselmo-Merna	10	Jason Mundorf	jason.mundorf@esu10.org	yes	\$30,000	\$32,000	\$2,000	\$1,250	80% A & B, 50% C	100%		4 x 4	184
Ansley	10	Dave Mroczek	dave.mroczek@esu10.org	yes	\$30,000	\$30,900	\$900	\$750	80% A & B, 50% C	100%		4 x 5	185
Arapahoe	11	Charles Curnyn	charlie.curnyn@arapahoe.org	yes	\$30,800	\$31,550	\$750	\$750/\$3100	80% A & B, 50% C	100%		4 x 4	183
Arcadia	10	Dave Mroczek	dave.mroczek@esu10.org	yes	\$29,403	\$30,255	\$852	\$750	80% A & B, 50% C	100%	4.5100	4 x 5	185
Arlington	03	Lynn Johnson	lynn.johnson@apseagles.org	yes	\$33,370	\$34,070	\$700	\$750	80% A & B, 50% C	100%	3.9900	4 x 5	185
Arnold	10	Pat Osmond	posmond@esu10.org	yes	\$29,100	\$29,900	\$800	\$500	80% A & B, 50% C	100%		4 x 5	182
Arthur County	16	Barry Schaeffer	barry.schaeffer@esu16.org	yes	\$31,000	\$31,850	\$850	\$950	80% A & B, 50% C	100%	3.8500	4 x 4	185
Ashland-Greenwood	02	Zach Kassebaum	Zach.Kassebaum@agps.org	yes	\$31,775	\$32,350	\$575	\$750	80% A & B, 50% C	100%	3.1000	4 x 5	185
Auburn	04	Kevin Reiman	kreiman@esu4.org	yes	\$32,000	\$32,400	\$400	\$750/\$3100	80% A & B, 50% C	100%	3.3000	4 x 5	185
Aurora	09	Damon McDonald	dmcdonald@4rhuskies.com	yes	\$30,900	\$31,725	\$825	\$750	80% A & B, 50% C	100%	3.9500	5 x 5	185
Axtell	11	Steve Wickham	steve.wickham@axtell.org	yes	\$31,100	\$32,000	\$900	\$750	80% A & B, 50% C	100%	4.1623	4 x 4.5	185
Bancroft-Rosalie	02	Jon Cerny	jcerny@esu2.org	yes	\$32,500	\$33,000	\$500	\$750	80% A&B	100%	2.9800	4 x 4	185
Banner County	13	Lana Sides	lsides@panesu.org	yes	\$31,200	\$32,000	\$800	\$500/\$3100	PPO 80%A&B 50% C	100%	3.3500	4.5 x 4.5	183
Battle Creek	08	Jay Bellar	jbellar@esu8.org	yes	\$31,050	\$31,900	\$850			100%	3.7300	4 x 5	185
Bayard	13	Travis Miller	travis.miller@panesu.org	yes	\$31,000	\$31,750	\$750	\$1,250	80% A & B, 50% C	100%	3.6700	4.5 X 4.5	185
Beatrice	05	John Brazell	jbrazell@bpsnebr.org	yes	\$32,500	\$33,025	\$525		80% A & B, 50% C	100%	3.0300	5 x 4	186
Bellevue	03												
Bennington	03	Terry Haack	thaack@bennps.org	yes	\$32,000	\$32,600	\$600	\$750	100% ABC	100%	3.7710	4 x 5	186
Bertrand	11	Dennis Shipp	dshipp@esu11.org	yes	\$30,300	\$31,150	\$850	\$750		100%	4.0400	4 x 4	183
Blair	03	Rex Pfeil	Rex.Pfeil@blairschools.org	yes	\$32,205	\$33,000	\$795	\$950	80% A & B, 50% C	100%	3.8060	4 x 5	187
Bloomfield	01	Bob Marks	bmarks@esu1.org	yes	\$31,400	\$32,000	\$600	\$1,250		100%			
Blue Hill	09	Joel Ruybalid	jruybalid@esu9.org	yes	\$31,550	\$32,500	\$950	\$750		100%	3.2000	4 x 4	185
Boone Central	07	Cody Worrell	cworrell@esu7.org	yes	\$31,100	\$32,100	\$1,000	\$750/\$3100		100%	4.0100	4 x 5	185
Brady Public Schools	16	Russ Finken	rfinken@bradyschools.org	yes	\$30,600	\$31,600	\$1,000	\$750	PPO 100% A, B, C	100%	3.2000	4 x 4	182
Bridgeport	13	Chuck Lambert	lambertc@bpsedu.org	yes	\$32,520	\$33,350	\$950	\$750	80% ABC	up to \$1140/mo.		4.5 x 4.5	184
Broken Bow Schools	10	Mark Sievering	msievering@bbps.org	yes	\$31,200	\$32,150	\$950	\$750	ABC, 50% D	100%	3.7300	4.5 x 4.5	185
Bruning-Davenport	05	Trudy Clark	tclark@bdstorm.org	yes	\$32,500	\$33,320	\$820	\$750	80%ABC	100%	3.7000	4 x 4	184
Burwell	10	Dan Bird	danbird@esu10.org	yes	\$30,750	\$31,650	\$900	\$750		100%	3.6100		
Callaway	10	Pat Osmond	posmond@esu10.org	yes	\$30,000	\$30,900	\$900	\$750	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11	Rob Gregory	robert.gregory@cambridge.org	yes	\$31,400	\$32,250	\$850	\$950	80% A & B, 50% C	100%	4.3900	4 x 4	185
Cedar Bluffs	02	Harlan Ptomey	hptomey@esu2.org	yes	\$31,600	\$32,300	\$700		80% A & B, 50% C	100%	3.5600	4 x 4	185
Cedar Rapids	07	Joan Carraher	jcarrarher@esu7.org	yes	\$30,700	\$31,300	\$600	\$750	80% AB	100%		4 x 4.5	184
Centennial	06	Tim DeWaard	tim.dewaard@centennialpublic.org						PPO 80%A&B 50% C	100%		4 x 5	185
Central City	07	John McLane	jmclane@esu7.org	yes	\$31,250	\$31,850	\$600	\$750	PPO 80%A&B 50% C	100%	5.4280	4 X 5	185
Centura	10	Julie Otero	julie.otero@esu10.org	yes	\$31,800	\$32,400	\$600	\$750	80% A & B, 50% C	100%	3.3600	4 x 5	185
Chadron	13	Caroline Winchester	caroline.winchester@chadron.org	yes	\$31,700	\$32,300	\$600	\$950	PPO 80%A&B 50% C	100%		4.5 x 4.5	185
Chambers	08	Justin Frederick	jfrederick@esu8.org	yes	\$30,500	\$31,250	\$750		80% A & B, 50% C	100%		4 x 4	184
Chase County	15	Brad Schoeppey	bschoeppey@esu15.org						PPO 80%A&B 50% C	100%		4.5 x 4.5	184
Clarkson	07	Rich Lemburg	riembur@esu7.org	yes	\$31,300	\$32,100	\$800	\$950		100%	4.8500	4 x 4	184

Cody-Kilgore	17	Todd Chessmore								80% A & B, 50% C	100%		4 x 4	186	
Coleridge	01	Randy Klooz	rklooz@esu1.org		\$30,400					PPO 80%A&B 50% C	100%		4 x 4	185	
Columbus	07	Troy Loeffelholz	loeffelholz@discoverers	yes	\$34,500	\$35,000	\$500	\$750	\$165	PPO 80%A&B 50% C	100%	6655/mc	3.6300	4.7 x 5	188
Conestoga	03	Beth Johnsen	bjohnsen@conestogaps	yes	\$32,100	\$32,700	\$600			80% A & B, 50% C	100%			4 x 4	185
Cozad	10	Joel Applegate	joel.applegate@cozadsc	yes	\$31,950	\$32,450	\$500	\$750		PPO 80%A&B 50% C	100%		2.8900	.75 x 4.2	185
Crawford	13	Richard Taedter	richard.taedter@cpsram	yes	\$30,622	\$31,388	\$766				100%			4.5 x 4.5	183
Creek Valley	13	Ted Classen	ted.classen@creekvalleyst	yes	\$31,400	\$32,000	\$600	\$500		80% A & B, 50% C	100%		3.4000	4.5 x 4.5	185
Creighton	01	Jeff Jensen	jejenen@esu1.org	yes	\$31,500	\$32,100	\$600	\$750			100%			4.5 x 4.5	185
Crete	06	Kyle McGowan	kylem@creteschools.org	yes	\$32,545	\$33,045	\$500	\$750	\$310	80% A & B, 50% C	100%		3.8900	4.5 x 4.5	186
Crofton	01	Randall Anderson	randers@esu1.org	yes	\$31,600	\$32,200	\$600	\$750		80% A & B, 50% C	100%		3.0000	4 x 4	185
Cross County	07	Brent Hollinger	bhollinger@esu7.org	yes	\$31,500	\$32,300	\$800			80% A & B, 50% C	100%		4.7500	4.5 x 4	185
David City	07	Chad Denker	denker@dcscouts.org	yes	\$32,100	\$32,800	\$700			PPO 80%A&B 50% C	100%		2.9000	4 x 5	187
Deshler	05	Al Meier	al.meier@deshlerdragon	yes	\$30,400	\$31,900	\$1,500	\$750		PPO 80%A&B 50% C	100%		3.8890	4.5 x 4	182
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.o	yes	\$31,750	\$32,450	\$700	\$750		PPO 80%A&B 50% C	100%			4 X 4	185
Doniphan-Trumbull	09	Kirk Russell	krussell@esu9.org	yes	\$31,450	\$32,350	\$900			80% A & B, 50% C	100%		3.7100	4 x 5	185
Dorchester	06	Mitch Kubicek	mkubicek@esu6.org	yes	\$31,650	\$32,600	\$950	\$750/\$310		AB, 50% C	100%		3.9200	4 X 4	185
Douglas County West	03	Melissa Polonic	mpolonic@dcwest.org	yes	\$32,125	\$32,900	\$775			CIL			3.0000	4 x 4	185
Dundy County Strat	15	Jim Kent	jim@dcstigers.org	yes	\$32,000	\$32,800	\$800			80% A & B, 50% C	100%		2.9400	4 x 4	186
East Butler	07	Sam Stecher	sstecher@ebutler.esu7.e	yes	\$31,212	\$33,085	\$1,873			80% A & B, 50% C	100%			4 x 4.5	190
Elba	10	William Porter	william.porter@esu10.o	yes	\$29,128	\$30,450	\$1,322			80% ABC	100%			4 x 5	169
Elgin	08	Dan Polk	dpolk@esu8.org	yes	\$30,500	\$31,500	\$1,000	\$750		80% A & B, 50% C	100%		4.2500	4 x 4.5	185
Elkhorn	03	Steve Baker	sbaker@epsne.org		\$31,110	\$32,110	\$1,000				100%		4.5500		190
Elkhorn Valley	08	Keith Leckron	kleckron@esu8.org	yes	\$31,500	\$32,400	\$900	\$750			100%		3.0000	4 x 4.5	185
Elm Creek	10	Dean Tickle	dean.tickle@esu10.org	yes	\$31,700	\$32,450	\$750	\$750			100%			4 x 4	182
Elmwood-Murdock	03	Dan Novak	dannovak@emknights.o	yes	\$32,250	\$32,750	\$500	\$750			100%			4 x 4	185
Elwood	11	Richard Einspahr	richard.einspahr@elwood	yes	\$30,500	\$31,250	\$750	\$750		100% ABC	100%		3.7498	4 x 4	184
Emerson-Hubbard	01	Dave Jones	djones@esu1.org							PPO 80%A&B 50% C	100%			4 x 4	185
ESU 01	01	Bob Uhing	buhing@esu1.org												
ESU 02	02	Ted DeTurk	tdeturk@esu2.org	yes	\$29,350	\$30,050	\$700			80% A & B, 50% C	100%		3.0000	4.5 x 4.5	185
ESU 03	03	Dan Schnoes	dschnoes@esu3.org	yes	\$29,970	\$30,552	\$582	\$950		80% A & B, 50% C	100%		3.6299	5 x 5	190
ESU 04	04	Jon Fisher	jfisher@esu4.org												
ESU 05	05	Jan Reimer	jreimer@esu5.org	yes	\$34,533	\$35,233	\$700			PPO 80%A&B 50% C	90%		3.3280	4 x 5	185
ESU 06	06	Dan Shoemake	dshoemake@esu6.org	yes	\$33,350	\$34,700	\$1,350	\$500		PPO 80%A&B 50% C	85%		4.9070	4 x 4	185
ESU 07	07	Lianne Polk	lpolk@esu7.org	yes	#####	\$30,648	#####	\$500		80% A & B, 50% C	see rpt		4.0366	4 x 5	185
ESU 08	08	Bill Mowinkel	bmowinkel@esu8.org	yes	\$32,750	\$33,600	\$850	\$500/\$3,100		80% A & B, 50% C	100%	050/m	3.8215	4 x 5	185
ESU 09	09	Larry Fox	lfox@esu9.org							PPO 80%A&B 50% C	100%			4 x 4.5	185
ESU 10	10	Wayne Bell	wbell@esu10.org	yes	\$31,500	\$33,000	\$1,500			80%AB,50%C, 75% of F	100%		5.5900	4.75 x 4	185
ESU 11	11	Paul Tedesco	ptedesco@esu11.org	yes	\$31,400	\$32,400	\$1,000				see rpt		5.2200		
ESU 13	13	Jeff West	jeffwest@esu13.org							see report				4.25 x 4.2	185
ESU 15	15	Paul Calvert	pcalvert@esu15.org		\$32,300						100%				
ESU 16	16	Margene Beatty	mbeatty@esu16.org	yes	\$31,850	\$32,100	\$250	\$750		80% A & B, 50% C	100%			5 x 4	185
ESU 17	17	Dennis Radford	dradford@esu17.org	yes	\$28,960	\$29,500	\$540	\$500/\$3,100		80% A & B, 50% C	100%		2.7100	4 x 4	185
Eustis-Farnam	11	Steve Sampy	steve.sampy@efknights	yes	\$30,350	\$31,250	\$900	\$750			100%		4.0200	4 x 4	183
Ewing	08	Ted Hillman	thillman@esu8.org	yes	\$29,600	\$30,400	\$800	\$750		80% A & B, 50% C	100%		3.3300	4 x 4.25	185
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net	yes	\$31,800	\$32,600	\$800	\$750		80% A & B, 50% C	100%			4 x 4	185
Fairbury	05	Fred Helmink	fhelmink@fairburyjeffs	yes	\$31,650	\$32,050	\$400			80% A&B	100%		3.8000	4 x 5	185
Falls City	04	Tim Heckenlively	theckenlively@fallscity	yes	\$32,225	\$33,060	\$835	\$750		PPO 80%A&B 50% C	100%		4.1100	4 x 5	186
Fillmore Central	06	Mark Norvell	mark.norvell@fillmorece	yes	\$32,425	\$33,125	\$700	\$500			100%		3.1600	4 x 4	185
Fort Calhoun	03	Don Johnson	djohnson@esu3.org	yes	\$31,550	\$32,400	\$850	\$750		80% A & B, 50% C	100%		3.8900	4 x 5	187



Franklin	11	Ken Schroeder	kenneth.schroeder@fps	yes	\$31,175	\$31,775	\$600	\$750	80% A & B, 50% C	100%	3.8000	4 x 5	185
Freeman	05	Randy Page	rpage@freemanschools.net	yes	\$31,450	\$32,150	\$700		80% A & B, 50% C	100%	3.6400	4 x 4	185
Fremont	2	Mark Shepard	mark.shepard@fpsmail.org	yes	\$32,460	\$32,682	\$222				2.6500	4.5 x 5	187
Friend	06	Mike Moody	m.moody@friendschools.org	yes	\$31,000	\$31,875	\$875	\$750	80% A & B, 50% C	100%		4.5 x 4	185
Fullerton	07	Jeff Anderson	janders@esu7.org	yes	\$31,700	\$32,200	\$500	\$500	PPO 80%A&B 50% C	100%	3.1000	4 x 5	185
Garden County	13	Paula Sissel	paulas@panesu.org	yes	\$31,100	\$31,750	\$650		flat salary, see report			4.5 x 4.5	185
Gering	13	Bob Hastings	bhastings@geringsschools.org	yes	\$32,150	\$32,650	\$500			50%	2.9000	4.5 x 4.5	186
Gibbon	10	Larry Witt	larry.witt@gibbonpublicschools.org	yes	\$31,725	\$32,475	\$750	\$750	80% A & B, 50% C	100%	4.1609	4 x 5	185
Giltner	09	Larry Lambert	llambert1953@gmail.com	yes	\$31,500	\$32,300	\$800	\$750	PPO 80%A&B 50% C	100%	3.3900	4 x 4	185
Gordon-Rushville	13	Merrell Nelson	mnelsen@panesu.org	yes	\$31,900	\$32,000	\$100	see rpt.					185
Gothenburg	10	Mike Teahon	mteahon@esu10.org	yes	\$32,400	\$33,400	\$1,000	750/\$310	80% A & B, 50% C	100%	4.2200	4 x 5	185
Grand Island	10	Wayne Stelk	wstelk@gips.org	yes	\$32,400	\$33,180	\$780	750/\$165	PPO 80%A&B 50% C	100%	3.4700	4x5 Steps4	187
Grand Island North	10	Matt Fisher	mfisher@gjnorthwest.org	yes	\$31,050	\$31,800	\$750		80% A & B, 50% C	100%	4.7500	4 x 5	185
Greeley-Wolbach	10	Amy Malander	amalander@esu10.org	yes	\$30,050	\$31,300	\$1,250	\$750	80% A & B, 50% C	100%		4 x 5	185
Gretna	03	Kevin Riley	kriley@gretnadragons.org	yes	\$33,450	\$33,950	\$500	\$750		100%	3.2500		
Hampton	09	Holly Herzberg	hherzberg@hamptonhawks.org	yes	\$31,600	\$32,600	\$1,000	\$750	80% A & B, 50% C	100%	4.9000	4 x 4	185
Hartington-Newcas	01	Randall Anderson	randers@esu1.org	yes	\$30,700	\$31,750	\$1,050			CIL	3.0000	4 x 4	185
Harvard	09	Michael Derr	mderr@esu9.org	yes	\$31,600	\$32,300	\$700	\$500	80% A & B, 50% C	100%	6.1000	4 x 4	185
Hastings	09	Craig Kautz	ckautz@esu9.org	yes	\$31,780	\$32,380	\$600	750/\$310	80% A & B, 50% C	see rpt.	3.4700	4.5 x 4.5	186
Hay Springs	13	Steven Pummel	spummel@allegiance.tv						80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	Ron Howard	rhoward@esu15.org	yes	\$30,750	\$31,550	\$800	\$500	80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Brad Best	bbest@heartlandsschools.org	yes	\$34,133	\$34,533	\$400	\$750		100%	2.5200	4 x 4	185
Hemingford	13	Casper Ningen	cningen@panesu.org	yes	\$31,800	\$32,300	\$500	\$350	100% ABC	100%		4.5 x 4.5	185
Hershey	16	Jane Davis	jdavis@hpspanthers.org	yes	\$30,900	\$31,400	\$500	\$500	80%AB	100%	3.2000	5 x 4	185
High Plains	07	Phil Mahan	pmahan@esu7.org	yes	\$32,825	\$33,825	\$1,000	\$750	80%AB	100%	4.0500	4 x 4.5	184
Hitchcock County	15	Mike Apple	mapple@hcfalcons.org	yes	\$30,700	\$31,500	\$800		PPO 80%A&B 50% C	100%	3.5000	4 x 4	185
Holdrege	11	Todd Hilyard	todd.hilyard@holdrege.k12.or.us	yes	\$31,300	\$32,300	\$1,000	750/\$310	80% A & B, 50% C	100%		4.5 x 4.5	185
Homer	01	Cheryll Malcom	cmalcom@homerknights.org	yes	\$35,150	\$35,750	\$600	\$950	80% A & B, 50% C	100%	1.7492	4 x 4	185
Howells-Dodge	07	Jeff Walburn	jwalburn@hdcjags.org	yes		\$34,800		\$8400 stipend	n/a	100%	4.7000	4 x 4	185
Humboldt-Table Ro	04	Clint Kimbrough	ckimbrough@esu6.org	yes	\$32,700	\$33,500	\$800	\$1,250	80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	gsjuts@esu7.org	yes	\$31,350	\$32,300	\$950	\$750	80% A & B, 50% C	100%	4.1000	4 x 4	185
Hyannis Dist 11	16	Troy Unzicker	tunzicker@apschools.org	yes	\$30,000	\$30,750	\$750	\$750	80% A & B, 50% C	100%		4 x 4	184
Johnson County Cen	04	Jack Moles	jack.moles@jccentral.org	yes	\$31,975	\$32,875	\$900	\$750	100% ABC	100%	1.7400	4 x 4	186
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbrock.org	yes	\$31,300	\$32,500	\$1,200	750/\$3100		100%		4 x 4	185
Kearney	10	Chris Nelson	chris.nelson@kearneypublicschools.org	yes	\$32,190	\$32,985	\$795	750/\$165	80% A & B, 50% C	225/mo	3.7700	4.5 x 4.5	185
Kenesaw	09	Robert Thompson	thompson@esu9.org	yes	\$31,400	\$32,500	\$1,100	\$750		100%		4 x 4	184
Keya Paha	17	Geraldine Erickson	gerickson17@esu17.org	yes	\$31,300	\$31,650	\$350	750/\$3100		100%	2.9870	25 x 4.25	
Kimball	13	Marshall Lewis	mlewis@kpslonghorns.org	yes	\$31,400	\$32,400	\$1,000	\$750	PPO 80%A&B 50% C	100%		4 x 5	185
Lakeview	07	Russ Freeman	rffreeman@esu7.org	yes	\$31,400	\$32,125	\$725		80% A & B, 50% C	100%	3.3600	4 x 5	184
Laurel-Concord	01	Randy Klooz	rklooz@esu1.org	yes	\$31,000	\$31,410	\$410	\$950	PPO 80%A&B 50% C	100%	3.5000	4 x 4	185
Leigh	07	Michael Montgomery	mmontgomery@esu7.org	yes	\$30,900	\$32,000	\$1,100	\$750	PPO 80%A&B 50% C	100%	5.5950	4 x 4	185
Lewiston	04	Rick Kentfield	rkentfield@lewistonschools.org	yes	\$31,200	\$31,800	\$600	\$950		100%		4 x 4	185
Lexington	10	John Hakonson	john.hakonson@esu10.org	yes	\$32,950	\$33,700	\$750		80% A & B, 50% C	100%		4 x 5	185
Leyton	13	Greg Brenner	brennerg@panesu.org						80% A & B, 50% C	100%		4.5 x 4.5	183
Lincoln Public Schools		Ken Babcock	kbabcock@lps.org	yes	\$39,143	\$40,643	\$1,500	\$750	80% A & B, 50% C	see rpt.	3.9500	see rpt.	191
Litchfield	10	Scott Maline	smaline@esu10.org	yes	\$30,989	\$31,500	\$511		80% A & B, 50% C	100%	1.6000	4 x 5	
Logan View	02	Jeremy Klein	jklein@loganview.org	yes	\$30,900	\$31,625	\$725	\$750	80% A & B, 50% C	100%	3.7500	4 x 5/2.5	185
Loomis	11	Nicole Hardwick	nicole.hardwick@loomis.k12.or.us	yes	\$31,000	\$31,900	\$900	\$750	80% A & B	100%		4 x 4	183
Louisville	03	Greg Shepard	gshepard@esu3.org	yes	\$33,180	\$33,830	\$650	\$500	80% A & B, 50% C	100%	3.4600	5 x 3	185

Loup City	10	Blake Dahlberg	blake.dahlberg@lcpubli	yes	\$31,100	\$31,900	\$800				90%	4.0500	4 x 5	185
Loup County	10	Rusty Ruppert	<a href="mailto:wruppert@esu10.org">wruppert@esu10.org</a>	yes	\$29,550	\$30,675	\$1,125	\$750	80% A & B, 50% C	100%		4.4800	4 x 5	185
Lynch	08	Ted Hillman	<a href="mailto:thillman@esu8.org">thillman@esu8.org</a>	yes	\$30,400	\$32,150	\$1,750	\$750	PPO 80%A&B 50% C	100%		5.4000	4 x 4	178
Lyons-Decatur	02	Fred Hansen	<a href="mailto:fhansen@esu2.org">fhansen@esu2.org</a>	yes	\$31,175	\$31,900	\$725	750/\$3100	80% A & B, 50% C	100%			4 x 5	185
Madison	08	Alan Ehlers	<a href="mailto:aehlers@esu8.org">aehlers@esu8.org</a>	yes	\$31,700	\$32,500	\$800	\$950	PPO 80%A&B 50% C	100%			4 x 5	185
Malcolm	06	Ryan Terwilliger	<a href="mailto:rterwill@esu6.org">rterwill@esu6.org</a>	yes	\$33,000	\$33,650	\$650	750/1650	PPO 80%A&B 50% C	100%	sh-in-lie	2.6600	4 x 4	185
Maxwell	16	Todd Rhodes	<a href="mailto:trhodes@maxwellschoo">trhodes@maxwellschoo</a>	yes	\$30,598	\$31,700	\$1,102	\$950	80% A & B, 50% C			4.3867	4 x 4	184
Maywood School	15	Mike Williams	<a href="mailto:mike.williams@maywooc">mike.williams@maywooc</a>	yes	\$30,200	\$31,000	\$800	750/\$3100		100%		4.2800	4.5 x 4.5	183
McCook	15	Rick Haney	<a href="mailto:rhaney@esu15.org">rhaney@esu15.org</a>		\$31,685				PPO 80%A&B 50% C	100%		4.5x4.5/4	185	
McCool Jct.	06	Curtis Cogswell	<a href="mailto:ccogswell@mcjmustang">ccogswell@mcjmustang</a>	yes	\$31,930	\$33,207	\$1,277	\$750	80% A & B, 50% C	100%			4 x 4	184
McPherson County	16	Kathy Fisher	<a href="mailto:kfisher@esu16.org">kfisher@esu16.org</a>		\$30,500					100%			4 x 5	185
Mead	02	Dale Rawson	<a href="mailto:drawson@esu2.org">drawson@esu2.org</a>	yes	\$30,700	\$31,300	\$600	\$750	80% A & B, 50% C	100%			4 x 4	185
Medicine Valley	15	Alan Garey	<a href="mailto:agarey@esu15.org">agarey@esu15.org</a>	yes	\$30,200	\$31,500	\$1,300	\$500	80% A & B, 50% C	100%			4 x 4	184
Meridian	05	Randall Kort	<a href="mailto:rkort@meridianmustangs.c">rkort@meridianmustangs.c</a>	yes	\$31,500	\$32,500	\$1,000	\$750	PPO 80%A&B 50% C	100%		3.9200	4 x 4	185
Milford	06	Kevin Wingard	<a href="mailto:kwingard@esu6.org">kwingard@esu6.org</a>	yes	\$33,150	\$34,100	\$950	750/\$3100	80% A & B, 50% C	see rpt		4.1900	4 x 5	186
Millard	03	Chad Meisgeier	<a href="mailto:cmeisgeier@mpsomaha">cmeisgeier@mpsomaha</a>	yes	\$35,700	\$36,275	\$575	see rpt.		100%		3.6000	n/a	193
Minatare	13	Tim Cody	<a href="mailto:tcody@panesu.org">tcody@panesu.org</a>	yes	\$29,500	\$30,000	\$500	\$500	80% A&B	100%		4.2100	4 x 5	183
Minden	11	Melissa Wheelock	<a href="mailto:melissa.wheelock@mind">melissa.wheelock@mind</a>	yes	\$32,300	\$33,300	\$1,000	\$750	80% A & B, 50% C	100%		4.0478	4 x 5	185
Mitchell	13	Kathy Urbaneck	<a href="mailto:kurbanek@mpstigers.co">kurbanek@mpstigers.co</a>	yes	\$31,850	\$32,380	\$530				flat salary	1.6900	4.5 x 4.5	184
Morrill	13	Nick Shafer	<a href="mailto:nick.schafer@panesu.or">nick.schafer@panesu.or</a>	yes	\$30,300	\$31,800	\$1,500	750/\$3100		see rpt		4.25 x 4.5	185	
Mullen	16	Dan Van Dyke	<a href="mailto:drv018@gmail.com">drv018@gmail.com</a>	yes	\$30,000	\$30,800	\$800	\$500	80% A & B, 50% C	100%			4 x 5	183
NE Unified Dist #1	08	Dale Martin	<a href="mailto:dmartin@esu8.org">dmartin@esu8.org</a>	yes	\$31,200	\$31,950	\$750			100%		4.1400	4 x 4	185
Nebraska City	04	Jeff Edwards	<a href="mailto:jedwards@nebcityps.org">jedwards@nebcityps.org</a>	yes	\$32,225	\$32,675	\$450			100%		3.2970	4 x 5	186.5
Neligh-Oakdale	08	Kim Lingenfelter	<a href="mailto:klingenfelter@esu8.org">klingenfelter@esu8.org</a>	yes	\$31,412	\$31,900	\$488	\$750		100%		2.8891	4 x 4	185
Newman Grove	08	Mikal Shalikow	<a href="mailto:mshalikow@esu8.org">mshalikow@esu8.org</a>	yes	\$30,550	\$31,600	\$1,050	\$950		100%		4.7500	4 x 4	185
Niobrara	01	Margaret Sandoz	<a href="mailto:msandoz@esu1.org">msandoz@esu1.org</a>		\$31,800					100%			4 x 4	185
Norfolk	08	Bill Robinson	<a href="mailto:billrobinson@npsne.org">billrobinson@npsne.org</a>	yes	\$34,170	\$34,690	\$520		80% A & B, 50% C	100%		3.3500	4.5 x 4.5	186
Norris	06	John Skretta	<a href="mailto:john.skretta@nsdtitans">john.skretta@nsdtitans</a>	yes	\$33,960	\$34,660	\$700	750/\$3100	80% A & B, 50% C	100%		2.8000	4 x 5	187+
North Bend Central	02	Dan Endorf	<a href="mailto:dendorf@esu2.org">dendorf@esu2.org</a>	yes	\$31,350	\$32,050	\$700		PPO 80%A&B 50% C	100%		4.0000	4 x 5 mod	185
North Loup Scotia	10	Jim Duval	<a href="mailto:jduval@esu10.org">jduval@esu10.org</a>	yes	\$30,750	\$31,300	\$550	\$500						
North Platte	16	Stuart Simpson	<a href="mailto:ssimpson@nppsd.org">ssimpson@nppsd.org</a>	yes	\$33,700	\$34,450	\$750		80% A & B, 50% C				5 x 4	187
O'Neill	08	Amy Shane	<a href="mailto:ashane@esu8.org">ashane@esu8.org</a>	yes	\$30,125	\$30,925	\$800	\$950		100%		3.0200	4.5 x 4.5	185
Oakland-Craig	02	Joe Peitzmeier	<a href="mailto:jpeitz@esu2.org">jpeitz@esu2.org</a>	yes	\$30,625	\$31,475	\$850	\$500	80% A & B, 50% C	100%		4.0000	4 x 5	185
Ogallala	16	Carl Dietz	<a href="mailto:carl.dietz@esu16.org">carl.dietz@esu16.org</a>	yes	\$31,650	\$32,150	\$500	\$600	PPO 100% A,B,C	100%			5 x 4	185
Omaha Public Schools		Mark Evans	<a href="mailto:mark.evans@ops.org">mark.evans@ops.org</a>	yes	\$35,256	\$36,349	\$1,093	\$750	80% A&B, 50% C	100%		3.1000		190
Ord	10	Jason Alexander	<a href="mailto:jalexand@esu10.org">jalexand@esu10.org</a>	yes	\$31,550	\$32,650	\$1,100	\$750	PPO 100% A,B,C	100%		4.0000	5 x 4	185
Osceola	07	Steve Rinehart	<a href="mailto:srinehart@esu7.org">srinehart@esu7.org</a>	yes	\$31,300	\$32,500	\$1,200	\$750	PPO 80%A&B 50% C	100%		3.9000	4 x 4.5	185
Osmond	08	Dave Hamm	<a href="mailto:dhamm@esu8.org">dhamm@esu8.org</a>	yes	\$31,500	\$32,100	\$600		80% A & B, 50% C	100%		3.5400	4 x 4	185
Overton	10	Mark Aten	<a href="mailto:maten@esu10.org">maten@esu10.org</a>						80% A & B, 50% C	100%		4.0 x 4.0	182	
Palmer	07	Joel Bohlken	<a href="mailto:jbohlken@esu7.org">jbohlken@esu7.org</a>	yes	\$31,085	\$31,885	\$800	\$500	80% A & B, 50% C	100%		3.9000	4 x 4.5	183
Palmyra	04	Rob Hanger	<a href="mailto:hanger.rob@districtor1">hanger.rob@districtor1</a>	yes	\$33,450	\$34,200	\$750		PPO 80%A&B 50% C	100%		3.6000	4 x 4	185
Papillion-La Vista	03	Renee Hyde	<a href="mailto:rhjde@paplv.org">rhjde@paplv.org</a>	yes	\$33,550	\$34,300	\$750	750/\$3100	80% A & B, 50% C			4.3800	4.5 x 4	190
Pawnee City	04	Stephen Grizzle	<a href="mailto:sgrizzle@esu4.org">sgrizzle@esu4.org</a>	yes	\$32,175	\$32,675	\$500			100%		3.8300	4 x 4	185
Paxton	16	Del Dack	<a href="mailto:ddack@esu16.org">ddack@esu16.org</a>	yes	\$30,900	\$31,400	\$500		80% A & B, 50% C	100%			4 x 4	182
Pender	01	Jason Dolliver	<a href="mailto:jadolli1@penderschools">jadolli1@penderschools</a>	yes	\$31,200	\$31,972	\$772		PPO 100% A,B,C	100%		3.7500	4 x 5	185
Perkins County Sch	16	Phillip Picquet	<a href="mailto:phillip.picquet@perkinscountysch">phillip.picquet@perkinscountysch</a>		\$32,100				80% A&B	100%			4 x 4	183
Pierce Public	08	Kendall Steffensen	<a href="mailto:ksteffensen@esu8.org">ksteffensen@esu8.org</a>	yes	\$30,600	\$31,100	\$500			100%			5 x 4	185
Plainview	08	Rich Alt	<a href="mailto:ralt@esu8.org">ralt@esu8.org</a>	yes	\$31,500	\$32,250	\$750		80% A & B, 50% C	100%		3.4000	25 x 4.2	185
Plattsmouth	03	Rich Hasty	<a href="mailto:rhasty@pcsd.org">rhasty@pcsd.org</a>	yes	\$31,700	\$32,200	\$500	\$750	80% A & B, 50% C	100%		3.8400	4 x 5 mod	187



Pleasanton	10	Ron Wymore	rwymore@esu10.org	yes	\$30,300	\$31,200	\$900	\$1,250			100%		4 x 4.5	182
Ponca	01	Joan Reznicek	jreznice@esu1.org	yes	\$31,800	\$32,600	\$800	750/\$310	80% A & B, 50% C	93%			4 x 4	185
Potter-Dix	13	Kevin Thomas	kthomas@panesu.org	yes	\$31,500	\$32,000	\$500			100%	2.0000			
Ralston	03	Michael Rupperecht	mrupperecht@ralstonsch	yes	\$32,250	\$33,050	\$800	750/\$310	80% A & B, 50% C	95%	4.3000		5 x 5	190
Randolph	01	Jeff Hoelsing	jhoelsing@esu1.org	yes	\$31,200	\$31,907	\$707		PPO 80%A&B 50% C	100%	3.2200		4 x 4	172
Ravenna	10	Dwaine Uttecht	dwaine.uttecht@ravennab	yes	\$31,700	\$32,400	\$700			100%	3.5500		4 x 5	185
Raymond Central	02	Paul Hull	phull@rcentral.org	yes	\$33,950	\$34,675	\$725		PPO 80%A&B 50% C	100%	3.3000		4 x 5	186
Red Cloud	09	Brian Hof	bhof@esu9.org	yes	\$30,750	\$31,550			80% ABC, 50% D	100%			4 x 4	183
Rock County	17	Tom Becker	tbecker@esu17.org	yes	\$30,725	\$31,375	\$650	\$1,250	80% A & B, 50% C	100%	2.4456		25 x 4.2	182
Sandhills	10	Dale Hafer	dhafer@esu10.org	yes	\$29,050	\$30,357	\$1,307	\$750	80% A & B, 50% C	100%			4 x 5	186
Santee	01	Paul Sellon	psellon@esu1.org	yes	\$31,500	\$33,075	\$1,575	\$500	PPO 100% A,B,C	100%			4 x 4	185
Sargent	10	Rusty Ruppert	wruppert@esu10.org	yes	\$29,000	\$30,300	\$1,300	\$1,250	80% A & B, 50% C	100%	3.4600		4 x 5	182
Schuyler	07	Dan Hoelsing	dhoelsing@esu7.org	yes	\$31,725	\$32,500	\$775			100%	3.5000		4 x 5	185
Scottsbluff	13	Rick Myles	rmyles@sbps.net	yes	\$32,250	\$32,870	\$620				3.0000		4.5 x 4.5	189
Scribner-Snyder	02	Ginger Meyer	gingermeyer@esu2.org	yes	\$31,600	\$32,325	\$725	\$750	80% A & B, 50% C	100%	4.1000		4 x 5	185
Seward	06	Greg Barnes	greg.barnes@sewardsch	yes	\$31,400	\$32,100	\$700	\$750	80% A & B, 50% C	100%	4.0000		4 x 5	186
Shelby-Rising City	07	Chip Kay	ckay@esu7.org	yes	\$32,225	\$32,425	\$200	\$750	80% A & B, 50% C	100%			4 x 4.5	185
Shelton	10	Brian Redinger	bredinger@esu10.org	yes	\$30,100	\$30,800	\$700	\$750	100% ABC, 50% D	100%	3.4700		4 x 5	185
Shickley	06	Bryce Jorgenson	bjorgenson@me.com	yes	\$32,000	\$32,500	\$500			100%			4 x 4	182
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$32,425	\$33,125	\$700		80% A & B, 50% C	100%				
Silver Lake Public	09	Dan Polk	dpolk@esu9.org						80% A & B, 50% C	100%			4 x 4	183
Sioux County	13	Brett Gies	bgies@panesu.org	yes	\$31,150	\$32,250	\$1,100	\$500	PPO 80%A&B 50% C	100%	3.5000		4x4	175
South Central USD #	09	Randy Gilson	kmiller@esu9.org						PPO 80%A&B 50% C	100%			4 x 5	185
South Platte	16	David Spencer	dspencer@esu16.org											
Springfield-Platteville	03	Brett Richards	brichards@springfieldpl	yes	\$32,025	\$32,600	\$575	\$750	PPO 80%A&B 50% C	100%	3.4000		5 x 3	187
South Sioux City	01	Rick Feauto	rick.feauto@scccardinal	yes	\$33,630	\$34,125	\$495		see rpt		3.5010		4 x 5	186
Southern (Wymore)	05	Gene Haddix	ghaddix@southernschools.org		\$31,557				80% A & B, 50% C	100%			4 x 4	182
Southern Valley	11	Darren Tobey	darren.tobey@sveagles.org		\$30,700				PPO 80%A&B 50% C	100%			4 x 4.75	183
Southwest	15	Todd Porter	todd.porter@swpschool	yes	\$30,800	\$31,550	\$750	750/\$310	PPO 80%A&B 50% C	100%	4.1000		4 x 4	183
Spalding	10	Steph Wlaschin	swlaschi@esu10.org	yes	\$29,600	\$30,600	\$1,000	\$750	PPO 80%A&B 50% C	100%			4 x 5	184
St. Edward	07	Kevin Lyons	klyons@esu7.org	yes	\$29,900	\$30,800	\$900	\$750	PPO 80%A&B 50% C	100%	4.2000		4 x 4.5	184
St. Paul	10	John Poppert	jpoppert8@gmail.com							100%			4 x 5	185
Stanton Community	08	Michael Sieh	msieh@esu8.org	yes	\$32,000	\$32,700	\$700	\$750	PPO 80%A&B 50% C	100%			4 x 5	186
Stapleton	16	Clayton Waddle	clayton.waddle@staplet	yes	\$30,250	\$31,250	\$1,000	250/\$310	PPO 100% A,B,C	100%	3.9800		4 x 5	tba
Sterling	04	Mike Davis	mdavis@sterlingpublics	yes	\$31,550	\$32,000	\$450	\$750	PPO 80%A&B 50% C	100%	4.1000		4 x 4	185
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org	yes	\$31,000	\$31,930	\$930		80% AB	100%	8.4000		25 x 4.2	185
Sumner-Eddyville-N	10	Cinde Wendell	cwendell@semmustang	yes	\$30,800	\$31,550	\$750	\$750	80% A & B, 50% C	100%	4.2700		4 x 4	184
Superior	09	Charles Isom	cisom@esu9.org	yes	\$32,330	\$32,830	\$500	\$750	80% A & B, 50% C	100%	1.3500		4 x 5	185
Sutherland	16	Dan Keyser	dkeyser@esu16.org	yes	\$28,500	\$29,100	\$600	\$750	80% ABC, 50% D	100%	3.5100	mpresse		184
Sutton	09	Dana Wiseman	dwiseman@spsne.org	yes	\$32,200	\$32,950	\$750	\$750	100% ABC	100%	4.8600		4 x 5	184
Syracuse-Dunbar-A	04	Brad Buller	bbuller@esu6.org	yes	\$33,020	\$33,800	\$780				3.9800		5 x 5	185
Tekamah-Herman	02	Brandon Lavaley	blavaley@esu2.org	yes	\$30,800	\$31,700	\$900	\$750	80% A & B, 50% C	100%	4.5900			185
Thayer Central	05	Drew Harris	drew.harris@thayercent	yes	\$30,850	\$31,700	\$850		80% ABC, 50% D	100%	4.1600		5 x 4	184
Thedford	16	Henry Eggert	heggert@esu16.org		\$30,600				80% A & B, 50% C	100%			4 x 5	184
Tri County	05	Randy Schlueter	randy.schlueter@tricour	yes	\$31,975	\$32,575	\$600	\$500	80% A & B, 50% C	100%	3.7900		4 x 4	185
Twin River	07	David Patton	dpatton@esu7.org	yes	\$31,900	\$32,600	\$700		80% A & B, 50% C	100%			4 x 5	185
Uno N Ho N Nation	01	Tom Carlstrom	tcarlstrom@esu1.org	yes	\$34,600	\$35,600	\$1,000	\$500		100%			4 x 4	185
Valentine Communi	17	Jamie S Isom	jsisom@esu17.org	yes	\$31,600	\$32,700	\$1,100	\$950	PPO 80%A&B 50% C	100%	2.9700		4.5 x 4.5	185
Wahoo	02	Galen Boldt	gboldt@esu2.org	yes	\$31,378	\$32,200	\$822	750/\$310	80% A & B, 50% C	100%	3.8500		4 x 5	186

Wakefield	01	Mark Bejot	<a href="mailto:mbejot@esu1.org">mbejot@esu1.org</a>	yes	\$31,900	\$32,575	\$675	750/\$310	80% ABC	100%	3.1100	4 x 4	185
Wallace	16	Tom Sandberg	<a href="mailto:thsandberg@whscats.org">thsandberg@whscats.org</a>	yes	\$31,600	\$32,100	\$500	\$500	80% A & B, 50% C	100%		4 x 4	183
Walthill	01	Ed Stansberry	<a href="mailto:estansbe@esu1.org">estansbe@esu1.org</a>	yes	\$35,969	\$36,868	\$899		80% A & B, 50% C	100%		4 x 4	185
Wauneta-Palisade	15	Randy Geier	<a href="mailto:rgeier@esu15.org">rgeier@esu15.org</a>	yes	\$30,600	\$31,100	\$500	500/\$310	80% A & B, 50% C	100%		4 x 5	184
Wausa	01	Bob Marks	<a href="mailto:bmarks@esu1.org">bmarks@esu1.org</a>	yes	\$30,900	\$31,800	\$900	\$950		100%		4 x 4	185
Waverly	06	Bill Heimann	<a href="mailto:bill.heimann@dist145sc">bill.heimann@dist145sc</a>	yes	\$32,500	\$32,900	\$400	\$750	80% A & B, 50% C	100%	2.6300	4 x 5	186
Wayne	01	Mark Lenihan	<a href="mailto:malenih1@waynebluedevil">malenih1@waynebluedevil</a>	yes	\$32,050	\$32,550	\$500	\$750		100%	1.5800	4 x 5	185
Weeping Water	03	Ken Heinz	<a href="mailto:kheinz@weepingwaterp">kheinz@weepingwaterp</a>	yes	\$31,600	\$32,200	\$600	\$750	80% A & B, 50% C	100%		4 x 4	185
West Boyd Schools	08	Russ Lechtenberg	<a href="mailto:drlechte@esu8.org">drlechte@esu8.org</a>							100%		4 x 4	185
West Holt	08	Bill McAllister	<a href="mailto:bmcallis@esu8.org">bmcallis@esu8.org</a>	yes	\$31,000	\$31,700	\$700	\$750		100%	3.5000	4.25x4.25	184
West Point-Beemer	02	Gary Cooper	<a href="mailto:gcooper@wpcadets.org">gcooper@wpcadets.org</a>	yes	\$31,850	\$32,150	\$300	\$750		100%		4 x 5	185
Westside	03	Eric Weber	<a href="mailto:eweber@westside66.org">eweber@westside66.org</a>		\$35,200				80% AB 50% C	100%		N/A	193
Wheeler Central	08	Gary Klahn	<a href="mailto:gklahn@esu8.org">gklahn@esu8.org</a>	yes	\$28,250	\$29,250	\$1,000		PPO 80%A&B 50% C	100%		4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	<a href="mailto:rcollins@esu6.org">rcollins@esu6.org</a>	yes	\$33,775	\$34,275	\$500	750/\$310	PPO 80%A&B 50% C	100%	3.3600	4 x 4	185
Wilcox-Hildreth	11	Steve Dennis	<a href="mailto:steve.dennis@whfalcons.o">steve.dennis@whfalcons.o</a>	yes	\$31,250	\$32,000	\$750	\$750	PPO 80%A&B 50% C	100%	3.5300	4 x 4	183
Winnebago	01	Dan Fehring	<a href="mailto:dfehring@winnebago">dfehring@winnebago</a>	yes	\$35,619	\$36,331	\$712	\$500	80% A & B, 50% C	100%	3.5000	4 x 4	185
Winside	01	Michael Shoff	<a href="mailto:mshoff@winsidewildcat">mshoff@winsidewildcat</a>	yes	\$31,500	\$32,500	\$1,000	\$750	PPO 80%A&B 50% C	100%	3.1000	4 x 4	185
Wisner-Pilger	02	Chad Boyer	<a href="mailto:cboyer@esu2.org">cboyer@esu2.org</a>	yes	\$31,020	\$32,000	\$980	\$750	PPO 80%A&B 50% C	100%	3.0800	4 x 5	185
Wood River HS	10	James Haley	<a href="mailto:jhaley@wrrsd.org">jhaley@wrrsd.org</a>	yes	\$32,460	\$33,000	\$540	\$750	80% A & B, 50% C	100%		4 x 5	185
Wynot	01	Craig Frerichs	<a href="mailto:cfrerich@esu1.org">cfrerich@esu1.org</a>		\$30,400				80% A & B, 50% C	100%		4 x 4	170
York	06	Mike Lucas	<a href="mailto:mike.lucas@yorkdukes.c">mike.lucas@yorkdukes.c</a>	yes	\$31,500	\$32,000	\$500	\$750		100%		5 x 4	187
Yutan	02	Kevin Johnson	<a href="mailto:johnsonk@esu2.org">johnsonk@esu2.org</a>	yes	\$32,112	\$32,862	\$750			100%	3.2200	4 x 4	185
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2014-15</b>													
			number of districts settled	<b>234</b>									
			low		<b>\$28,250</b>	<b>\$29,100</b>					<b>0.9700</b>		<b>169</b>
			average		<b>\$31,560</b>	<b>\$32,350</b>					<b>3.6672</b>		<b>185</b>
			median		<b>\$31,500</b>	<b>\$32,200</b>					<b>3.6850</b>		<b>185</b>
			high		<b>\$39,143</b>	<b>\$40,643</b>					<b>8.4000</b>		<b>193</b>
			midpoint info for negotiations		<b>\$31,530</b>	<b>\$32,275</b>					<b>3.6761</b>		<b>185</b>

School District	ESU	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled ?	1516 base	1617 base	Change from 1516 to	Health Insurance	Dental Plan	% Ins. Prem. Pd. By Distric	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09	Shawn Scott	<a href="mailto:shawn.scott@adams-centr">shawn.scott@adams-centr</a>	yes	\$34,150	\$34,900	\$750	\$900/\$350	PPO 100%ABC	100%	3.3400	4.5 x 4.5	184
Ainsworth	17	Darrell Peterson	<a href="mailto:dkpeters@ainsworthschool">dkpeters@ainsworthschool</a>	yes	\$32,950	\$33,450	\$500	\$900	80% A & B, 50% C	100%	3.1900	4.5 x 4.5	185
Allen Consolidated	01	Mike Pattee	<a href="mailto:mipattee@esu1.org">mipattee@esu1.org</a>	yes	\$32,950	\$33,650	\$700	\$900	80% A & B, 50% C	95%	4.1000	4 x 4	185
Alliance	13	Troy Unzicker	<a href="mailto:tunzicker@apschools.org">tunzicker@apschools.org</a>	yes	\$30,050	\$30,900	\$850	\$1,150	80% A & B, C	stipend	2.0900	4.25 x 4.5	185
Alma	11	Jon Davis	<a href="mailto:jon.davis@almacardinal">jon.davis@almacardinal</a>	yes	\$33,400	\$33,400	\$0	\$750	PPO 80%A&B 50%C	100%	3.5000	4 x 4.25	183
Amherst	10	Tom Moore	<a href="mailto:tmooore@amherstbronzos.org">tmooore@amherstbronzos.org</a>					\$750		100%		4 x 4.5	182
Anselmo-Merna	10	Jason Mundorf	<a href="mailto:jason.mundorf@amcoyc">jason.mundorf@amcoyc</a>	yes	\$32,000	\$32,700	\$700	\$500/\$300	80% A & B, 50% C	100%	5.1000	4 x 4	184
Ansley	10	Dave Mroczek	<a href="mailto:dave.mroczek@esu10.org">dave.mroczek@esu10.org</a>	yes	\$31,700	\$32,500	\$800	\$750	80% A & B, 50% C	100%		4 x 5	185
Arapahoe	11	George Griffith	<a href="mailto:george.griffith@arapaho">george.griffith@arapaho</a>	yes	\$32,550	\$33,150	\$600	\$900/\$350	80% A & B, 50% C	100%	3.1500	4 x 4	184
Arcadia	10	Jess Underwood	<a href="mailto:junderwood@esu10.org">junderwood@esu10.org</a>	yes	\$31,054	\$31,900	\$846	\$750/\$150	80% A & B, 50% C	100%	2.6400	4 x 5	185
Arlington	03	Lynn Johnson	<a href="mailto:lynn.johnson@apseagle">lynn.johnson@apseagle</a>	yes	\$35,325	\$36,025	\$700	\$900/\$350	80% A & B, 50% C	100%	3.8100	4 x 5	186
Arnold	10	Dawn Lewis	<a href="mailto:dawnlewis@esu10.org">dawnlewis@esu10.org</a>	yes	\$30,650	\$31,400	\$750	\$500/\$350	80% A & B, 50% C	100%		4 x 5	182
Arthur County	16	Barry Schaeffer	<a href="mailto:barry.schaeffer@arthurcou">barry.schaeffer@arthurcou</a>	yes	\$32,700	\$33,550	\$850	\$1,150	80% A & B, 50% C	100%	5.9056	4 x 4	185
Ashland-Greenwood	02	Jason Libal	<a href="mailto:jason.libal@agps.org">jason.libal@agps.org</a>	yes	\$32,925	\$33,600	\$675	\$750	80% A & B, 50% C	100%		4 x 5	185
Auburn	04	Kevin Reiman	<a href="mailto:kevin.reiman@apsbulld">kevin.reiman@apsbulld</a>	yes	\$33,200	\$34,050	\$850	\$750/\$310	80% A & B, 50% C	100%	3.9900	4 x 5	181
Aurora	09	Damon McDonald	<a href="mailto:dmcdonald@4rhuskies.c">dmcdonald@4rhuskies.c</a>	yes	\$32,575	\$33,350	\$775	\$900	80% A & B, 50% C	100%		5 x 5	185
Axtell	11	Steve Wickham	<a href="mailto:steve.wickham@axtellw">steve.wickham@axtellw</a>	yes	\$32,800	\$33,600	\$800	\$900/\$350	80% A & B, 50% C	100%	4.5660	4 x 4.5	184
Bancroft-Rosalie	02	Jon Cerny	<a href="mailto:jcerny@esu2.org">jcerny@esu2.org</a>	yes	\$33,750	\$34,750	\$1,000	\$900	PPO 80%A&B 50%C	100%	4.3800	4 x 4	185
Banner County	13	Lana Sides	<a href="mailto:lsides71@gmail.com">lsides71@gmail.com</a>	yes	\$32,700	\$33,550	\$850	\$500/\$350	PPO 80%A&B 50%C	100%		4.5 x 4.5	183
Battle Creek	08	Jay Bellar	<a href="mailto:jbellar@esu8.org">jbellar@esu8.org</a>	yes	\$32,900	\$33,650	\$750			100%		4 x 5	185
Bayard	13	Travis Miller	<a href="mailto:travis.miller@bpstigers.c">travis.miller@bpstigers.c</a>	yes	\$32,500	\$33,000	\$500	\$1,500	80% A & B, 50% C	100%	3.2800	4.5 X 4.5	185
Beatrice	05	John Brazell	<a href="mailto:jbrazell@bpsnebr.org">jbrazell@bpsnebr.org</a>	yes	\$33,525	\$34,025	\$500	see rpt.	80% A & B, 50% C	100%	3.3700	5 x 4	186
Bellevue	03	Jeff Rippe	<a href="mailto:jeff.rippe@bpsne.net">jeff.rippe@bpsne.net</a>	yes	\$33,200	\$33,836	\$636	\$500/\$350	ABC, 50% D	85%	4.3000		188
Bennington	03	Terry Haack	<a href="mailto:thaack@bennps.org">thaack@bennps.org</a>	yes	\$33,150	\$33,650	\$500	\$900	100% ABC	100%	3.7500	4 x 5	186
Bertrand	11	Dennis Shipp	<a href="mailto:dennis.shipp@bertrandviki">dennis.shipp@bertrandviki</a>	yes	\$32,200	\$32,700	\$500	\$900	PPO 80%A&B 50%C	100%	3.4100	4 x 4	183
Blair	03	Rex Pfeil	<a href="mailto:Rex.Pfeil@blairschools.c">Rex.Pfeil@blairschools.c</a>	yes	\$33,225	\$33,450	\$225	\$950/\$310	80% A & B, 50% C	100%	2.3971	4 x 5	186
Bloomfield	01	Shane Alexander	<a href="mailto:salexander@blfdbees.org">salexander@blfdbees.org</a>	yes	\$32,700	\$33,400	\$700	\$1,500	80% A & B, 50% C	100%	2.9000	4 x 5	185
Blue Hill	09	Joe'l Ruybalid	<a href="mailto:jruyballi@esu9.org">jruyballi@esu9.org</a>	yes	\$33,350	\$34,300	\$950	\$900		100%	2.8000	4 x 4	185
Boone Central	07	Cody Worrell	<a href="mailto:cworrell@boonecentral">cworrell@boonecentral</a>	yes	\$33,200	\$33,800	\$600	\$900/\$350	80% A & B, 50% C	100%	4.2300	4 x 5	185
Brady Public School	16	James McGown	<a href="mailto:jmcgown@bradyschools.org">jmcgown@bradyschools.org</a>	yes	\$32,400	\$33,000	\$600	\$900	100% ABC	100%	1.8200	4 x 4	182
Bridgeport	13	Chuck Lambert	<a href="mailto:lambertc@bpsedu.org">lambertc@bpsedu.org</a>		\$33,500			\$750	80% ABC	up to \$1140/mo.		4.5 x 4.5	184
Broken Bow School	10	Tom Bailey	<a href="mailto:tom.bailey@bbps.org">tom.bailey@bbps.org</a>	yes	\$33,000	\$33,800	\$800	\$750	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05	Trudy Clark	<a href="mailto:tclark@bdstorm.org">tclark@bdstorm.org</a>	yes	\$33,980	\$34,660	\$680	\$900/\$350	80%ABC	100%	0.4800	4.25 x 4	184
Burwell	10	Dan Bird	<a href="mailto:danbird@burwellpublics">danbird@burwellpublics</a>	yes	\$32,550	\$33,300	\$750	\$900	80% A & B, 50% C	100%	3.3900		
Callaway	10	Dawn Lewis	<a href="mailto:dawnlewis@esu10.org">dawnlewis@esu10.org</a>	yes	\$31,750	\$32,600	\$850	\$900/\$350	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11	Greg Shepard	<a href="mailto:gregory.shepard@cambrid">gregory.shepard@cambrid</a>	yes	\$33,100	\$33,350	\$250	\$900/\$350	80% A & B, 50% C	100%		4 x 4	185
Cedar Bluffs	02	Harlan Ptomey	<a href="mailto:hptomey@esu2.org">hptomey@esu2.org</a>	yes	\$32,800	\$33,800	\$1,000	\$900/\$350	PPO 80%A&B 50%C	100%	4.1200	4 x 4	185
Centennial	06	Tim DeWaard	<a href="mailto:tim.dewaard@centenni">tim.dewaard@centenni</a>	yes	\$33,950	\$34,750	\$800	\$600	PPO 80%A&B 50%C	100%	3.8800	4 x 5	185
Central City	07	Jeff Jensen	<a href="mailto:jjensen@centralcityps.org">jjensen@centralcityps.org</a>	yes	\$32,250	\$32,850	\$600	\$900/\$350	PPO 80%A&B 50%C	100%	4.1400	4 X 5	185
Central Valley (Greenwood)	10	Amy Malander	<a href="mailto:amalander@centralvps.org">amalander@centralvps.org</a>	yes	\$32,300	\$34,300	\$2,000	\$900	80% A & B, 50% C	100%		4 x 5	185
Centura	10	Julie Otero	<a href="mailto:julie.otero@centuraps.org">julie.otero@centuraps.org</a>	yes	\$33,300	\$34,300	\$1,000	\$950	80% A & B, 50% C	100%	3.4000	4 x 5	185
Chadron	13	Caroline Winchester	<a href="mailto:caroline.winchester@ch">caroline.winchester@ch</a>	yes	\$32,700	\$33,100	\$400	\$950	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Chambers	08	Justin Frederick	<a href="mailto:jfrederick@esu8.org">jfrederick@esu8.org</a>	yes	\$32,000	\$32,900	\$900	\$900	80% A & B, 50% C	100%	3.5090	4 x 4	184
Chase County	15	Joey Lefeldal	<a href="mailto:jlefdal@ccschools.cc">jlefdal@ccschools.cc</a>	yes	\$33,500	\$33,850	\$350	\$1,150	PPO 80%A&B 50%C	100%	3.3200	4.5 x 4.5	184
Clarkson	07	Rich Lemburg	<a href="mailto:rlemburg@clarkson.esu7.org">rlemburg@clarkson.esu7.org</a>	yes	\$33,000	\$34,100	\$1,100	\$1,250		100%	3.6000	4 x 4	184

Cody-Kilgore	17	Adam Lambert	alambert@cody-kilgore.com							80% A & B, 50% C	100%		4 x 5	166
Coleridge	01	Randy Klooz	rklooz@esu1.org							PPO 80%A&B 50% C	100%		4 x 4	185
Columbus	07	Troy Loeffelholz	loeffelholz@discoverers	yes	\$35,440	\$35,880	\$440	\$900/\$2,000		PPO 80%A&B 50% C	655/mc	3.2500	4.7 x 5	188
Conestoga	03	Beth Johnsen	bjohnsen@conestogaps	yes	\$33,300	\$34,100	\$800	\$900		80% A & B, 50% C	100%		4 x 4	185
Cozad	10	Joel Applegate	joel.applegate@cozadsc	yes	\$33,250	\$33,600	\$350	\$900/\$350		PPO 80%A&B 50% C	100%	3.7600	75 x 4.2	185
Crawford	13			yes	\$31,788	\$32,800	\$1,012				100%		4.5 x 4.5	183
Creek Valley	13	Ron Howard	ron.howard@cvsstorm.com	yes	\$32,750	\$33,500	\$750	\$750		80% A & B, 50% C	100%	2.2980	4.5 x 4.5	185
Creighton	01	Stephanie Peters	stpeters@chsbulldogs.org	yes	\$33,000	\$33,600	\$600	\$750			100%		4.5 x 4.5	185
Crete	06	Michael Waters	mike.waters@cretesch	yes	\$33,645	\$34,245	\$600	\$750/\$310		80% A & B, 50% C	100%	4.5500	4.5 x 4.5	186
Crofton	01	Corey Dahl	cdahl@croftonwarriors.org	yes	\$33,100	\$33,650	\$550	\$900		80% A & B, 50% C	100%	3.5400	4 x 4	185
Cross County	07	Brent Hollinger	bhollinger@crosscounty.es	yes	\$33,500	\$34,200	\$700	\$750		80% A & B, 50% C	100%	4.5100	4.5 x 4	185
David City	07	Chad Denker	denker@dcscouts.org	yes	\$33,500	\$34,000	\$500	\$900/\$350		PPO 80%A&B 50% C	100%	3.7400	4 x 5	187
Deshler	05	Al Meier	al.meier@deshlerdragon	yes	\$32,800	\$33,300	\$500	\$900/\$350		PPO 80%A&B 50% C	100%	2.8000	4.5 x 4	182
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.org	yes	\$33,200	\$34,050	\$850	\$900		PPO 80%A&B 50% C	100%		4 x 4	185
Doniphan-Trumbull	09	Kirk Russell	krussell@esu9.org	yes	\$33,250	\$34,150	\$900	\$900		PPO 80%A&B 50% C	100%	4.1539	4 x 5	185
Dorchester	06	Darrell Schrunck	dschrunck@dorchestersc	yes	\$33,750	\$34,750	\$1,000	\$900/\$350		AB, 50% C	100%	4.6600	4 X 4	185
Douglas County West	03	Melissa Polonci	mpolonci@dcwest.org	yes	\$33,700	\$34,300	\$600	\$900/\$200		PPO 80%A&B 50% C	755/mc	3.3000	4 x 4	185
Dundy County Strat	15	Jim Kent	jim@dcstigers.org	yes	\$33,800	\$34,100	\$300	\$900		80% A & B, 50% C	100%	2.0000	4 x 4	186
East Butler	07	Sam Stecher	sstecher@ebutler.esu7.org		\$33,747					80% A & B, 50% C	100%		4 x 4.5	190
Elba	10	William Porter		yes	\$31,668	\$32,300	\$632	\$900/\$350		80% ABC	100%		4 x 5	177
Elgin	08	Dan Polk	dpolk@esu8.org	yes	\$32,500	\$33,300	\$800			80% A & B, 50% C	100%	2.5000	4 x 4.5	185
Elkhorn	03	Steve Baker	sbaker@epsne.org	yes	\$32,840	\$33,590	\$750				100%	4.0000		190
Elkhorn Valley	08	Keith Leckron	kleckron@esu8.org	yes	\$33,250	\$34,000	\$750	\$900/\$3100			100%		4 x 4.5	185
Elm Creek	10	Tom Reeser	tom.reeser@elmcreekscho	yes	\$33,325	\$33,925	\$600	\$900			100%		4 x 4	182
Elmwood-Murdock	03	Dan Novak	dannovak@emknights.org	yes	\$33,350	\$34,175	\$825	\$900			100%		4 x 4	185
Elwood	11	Daren Hatch	daren.hatch@elwoodpirate	yes	\$32,250	\$32,500	\$250			100% ABC	100%	4.4500	4 x 4.25	184
Emerson-Hubbard	01	Lindsey Burback	lburback@ehpirates.org	yes	\$34,625	\$35,575	\$950	\$900		PPO 80%A&B 50% C	100%	2.7500	4 x 4	185
ESU 01	01	Bob Uhing	buhing@esu1.org	yes	\$32,250	\$33,525	\$1,275	\$900/\$2000			70%			
ESU 02	02	Ted DeTurk	tdeturk@esu2.org	yes	\$30,855	\$31,955	\$1,100			80% A & B, 50% C	100%	4.1600	4.5 x 4.5	185
ESU 03	03	Dan Schnoes	dschnoes@esu3.org	yes	\$30,552	\$30,946	\$394	\$950			see rpt.	4.0000	5 x 5	190
ESU 04	04	Jon Fisher	jfisher@esu4.org								100%			
ESU 05	05	Brenda McNiff	bmcniff@esu5.org	yes	\$35,649	\$36,435	\$786	\$750/\$1650		PPO 80%A&B 50% C	\$925	3.0000	4 x 5	185
ESU 06	06	Dan Shoemake	dshoemake@esu6.org		\$34,700			\$500		PPO 80%A&B 50% C	100%		4 x 4	185
ESU 07	07	Larianne Polk	lpolk@esu7.org	yes	\$31,410	\$31,510	\$100	\$3,500		80% A & B, 50% C	see rpt.	4.7337	4 x 5	185
ESU 08	08	Bill Mowinkel	bmowinkel@esu8.org	yes	\$34,700	\$35,500	\$800	\$500/\$350		80% A & B, 50% C	100/mc	3.0300	4 x 5	185
ESU 09	09	Larry Fox	lfox@esu9.org							PPO 80%A&B 50% C	100%		4 x 4.5	185
ESU 10	10	Wayne Bell	wbell@esu10.org	yes	\$33,700	\$34,700	\$1,000	\$900		AB, 50% C, 75% of F	100%	4.3600	4.75 x 4	185
ESU 11	11	Paul Tedesco	ptedesco@esu11.org								100%			
ESU 13	13	Jeff West	jeffwest@esu13.org							see report			4.25 x 4.2	185
ESU 15	15	Paul Calvert	p.calvert@esu15.org								100%			
ESU 16	16	Margene Beatty	mbeatty@esu16.org	yes	\$33,000	\$33,600	\$600	\$900		80% A & B, 50% C	100%		5 x 4	185
ESU 17	17	Dennis Radford	dradford@esu17.org								100%		4 x 4	185
Eustis-Farnam	11	Steve Sampy	steve.sampy@efknights	yes	\$32,175	\$33,000	\$825	\$900			100%	3.8000	4 x 4	183
Ewing	08	Ted Hillman	thillman@esu8.org	yes	\$31,050			\$750		80% A & B, 50% C	100%		4 x 4.25	185
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net	yes	\$33,475	\$34,300	\$825			80% A & B, 50% C	100%		4 x 4	185
Fairbury	05	Stephen Grizzle	sgrizzle@fairburyjeffs.org	yes	\$32,800	\$33,425	\$625			80% A&B	100%		4 x 5	185
Falls City	04	Tim Heckenlively	theckenlively@fallscityp	yes	\$33,500	\$34,125	\$625	\$900		PPO 80%A&B 50% C	100%	2.2000	4 x 5	186
Fillmore Central	06	Mark Norvell	mark.norvell@fillmorecentral.org		\$33,850						100%		4 x 4	185
Fort Calhoun	03	Don Johnson	djohnson@esu3.org	yes	\$33,275	\$34,025	\$750	\$750		80% A & B, 50% C	100%	3.6200	4 x 5	187



Franklin	11	Candace Conradt	candace.conradt@fpsfly	yes	\$32,675	\$33,075	\$400	\$900/\$350	80% A & B, 50% C	100%	3.9279	4 x 5	185
Freeman	05	Randy Page	rpage@freemanschools.net	yes	\$33,250	\$34,050	\$800	\$900/\$350	80% A & B, 50% C	100%	3.5700	4 x 4	185
Fremont	2	Mark Shepard	mark.shepard@fpsmail.net	yes	\$33,071	\$33,839	\$768				3.6500	4.5 x 5	185
Friend	06	David Krause	d.krause@friendschool.org	yes	\$32,420	\$33,000	\$580	\$900	80% A & B, 50% C	100%	3.7500	4.5 x 4	185
Fullerton	07	Jeff Anderson	janders@fullerton.esu7	yes	\$33,400	\$33,900	\$500	\$900/\$350	PPO 80%A&B 50% C	100%	4.2700	4 x 5	185
Garden County	13	Paula Sissel	psissel@gceagles.org	yes	\$32,350	\$32,850	\$500			CIL		4.5 x 4.5	185
Gering	13	Bob Hastings	bhastings@geringschool	yes	\$33,200	\$33,750	\$550			50%		4.5 x 4.5	186
Gibbon	10	Larry Witt	larry.witt@gibbonpublic	yes	\$33,350	\$34,250	\$900	\$900	80% A & B, 50% C	100%	4.1500	4 x 5	185
Giltner	09	Larry Lambert	llambert@giltnerschool.us	yes	\$33,100	\$34,000	\$900	\$900	PPO 80%A&B 50% C	100%	4.8700	4 x 4	185
Gordon-Rushville	13	Lori Liggett	lori.liggett@grmustangs	yes	\$32,800	\$33,200	\$400	\$900/\$350	80% A & B, 50% C	13.525 C	3.0000	4.5 x 4.5	185
Gothenburg	10	Mike Teahon	michael.teahon@goswede	yes	\$34,000	\$34,600	\$600	750/\$310	80% A & B, 50% C	100%	4.1600	4 x 5	185
Grand Island	10	Tawana Grover	tgrover@gips.org	yes	\$33,600	\$34,210	\$610	750/\$165	PPO 80%A&B 50% C	100%EHED	Steps1-3(4x5)Steps4		187
Grand Island North	10	Matt Fisher	mfisher@ginorthwest.org	yes	\$32,300	\$33,200	\$900	\$900/\$350	80% A & B, 50% C	100%	4.1600	4 x 5	185
Gretna	03	Kevin Riley	kriley@gretnadragons.org		\$34,700			\$750		100%			
Hampton	09	Holly Herzberg	hherzberg@hamptonhawk	yes	\$33,700	\$34,500	\$800	\$900/\$350	80% A & B, 50% C	100%	4.2000	4 x 4	185
Hartington-Newcas	01	A.J. Johnson	adrian@hnsccats.org	yes	\$32,900	\$33,900	\$1,000			CIL	3.8300	4 x 4	185
Harvard	09	Michael Derr	mderr@esu9.org	yes	\$33,100	\$33,750	\$650	500/\$3500		100%	3.8500	4 x 4	185
Hastings	09	Craig Kautz	ckautz@esu9.org	yes	\$32,700	\$33,100	\$400	\$900/\$350	80% A & B, 50% C		3.2800	4.5 x 4.5	186
Hay Springs	13	Jason Cline	jason.cline@hshawks.com						80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	Phil Mahan	philip.mahan@hccardin	yes	\$32,350	\$33,350			80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Brad Best	bbest@heartlandschool	yes	\$35,333	\$35,833	\$500	\$900	80% A & B, 50% C	100%	2.8100	4 x 4	185
Hemingford	13	Casper Ningen	cningen@hemingfordsc	yes	\$32,900	\$33,500	\$600	\$500	100% ABC	100%		4.5 x 4.5	185
Hershey	16	Jane Davis	jdavis@hpspanthers.org	yes	\$32,000	\$32,400	\$400	\$600	80%AB	100%	2.7000	5 x 4	185
High Plains	07	Brian Tonniges	btonniges@hpcstorm.or	yes	\$34,825	\$35,675	\$850	\$900	80%AB	100%	4.0800	4 x 4.5	185
Hitchcock County	15	Robert Sattler	rsattler@hcfalcons.org	yes	\$32,750	\$33,250	\$500		PPO 80%A&B 50% C	100%	3.4500	4 x 4	185
Holdrege	11	Todd Hilyard	todd.hilyard@dusters.org	yes	\$33,250	\$34,350	\$1,100	\$900/\$350	80% A & B, 50% C	100%		4.5 x 4.5	185
Homer	01	Cheryll Malcom	cmalcom@homerknights.c	yes	\$36,400	\$37,250	\$850	\$1,150	80% A & B, 50% C	EE only	3.7500	4 x 4	185
Howells-Dodge	07	Jeff Walburn	jwalburn@hdcjags.org	yes	\$35,500	\$36,500	\$1,000		n/a	stipnd	3.6800	4 x 4	185
Humboldt-Table Ro	04	Sherril Edmundson	SherrilEdmundson@htrstita	yes	\$33,925	\$34,350	\$425		80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	gregsjuts@humphrey.es	yes	\$33,300	\$34,200	\$900	\$900	80% A & B, 50% C	100%	3.9800	4 x 4	185
Hyannis Dist 11	16	Troy Unzicker	tunzicker@apschools.or	yes	\$31,500	\$32,300	\$800	\$900	80% A & B, 50% C	100%	3.6700	4 x 4	184
Johnson County Ce	04	Jack Moles	jack.moles@jccentral.or	yes	\$34,075	\$34,375	\$300	\$900	100% ABC	100%		4 x 5	185
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbr	yes	\$33,100	\$34,100	\$1,000	\$900		100%		4 x 4	185
Kearney	10	Chris Nelson	chris.nelson@kearneypu	yes	\$33,485	\$34,065	\$580	750/\$165	80% A & B, 50% C	233/mc	3.2500	4.5 x 4.5	185
Kenesaw	09	Robert Thompson	thompson@kenesawsch	yes	\$33,000	\$34,000	\$1,000	\$900		100%		4 x 4	184
Keya Paha	17	Geraldine Erickson	gerickson17@esu17.org	yes	\$32,300	\$33,000	\$700	\$900/\$3500		100%	4.4590	25 x 4.2	184
Kimball	13	Marshall Lewis	mlewis@kpslonghorns.c	yes	\$33,100	\$33,700	\$600	\$900/\$350	PPO 80%A&B 50% C	100%		4 x 5	185
Lakeview	07	Aaron Plas	aplas@lakeview.esu7.org	yes	\$33,000	\$33,750	\$750		80% A & B, 50% C	100%	3.8100	4 x 5	185
Laurel-Concord	01	Randy Klooz	rklooz@laurel.esu1.org						PPO 80%A&B 50% C	100%		4 x 4	185
Leigh	07	Michael Montgomery	mmontgomery@leigh.esu7	yes	\$33,000	\$34,000	\$1,000	\$900	PPO 80%A&B 50% C	100%		4 x 4	185
Lewiston	04	Rick Kentfield	rkentfield@lewistonsch	yes	\$32,700	\$33,350	\$650	\$1,150	80% A & B, 50% C	100%		4 x 4	185
Lexington	10	John Hakonson	john.hakonson@lexsch	yes	\$34,200	\$34,600	\$400	\$900/\$350	80% A&B	100%	3.1700	4 x 5	185
Leyton	13	Greg Brenner	greg.brenner@leytonwarriors.com						80% A & B, 50% C	100%		4.5 x 4.5	183
Lincoln Public Schools		Robbie Seybert	rseybert@lps.org	yes	\$41,731	\$42,831	\$1,100	\$900	80% A & B, 50% C	90%	3.1800		191
Litchfield	10	Scott Maline	smaline@litchfieldps.org	yes	\$32,200	\$32,800	\$600	\$750	80% A & B, 50% C	100%	4.9000	4 x 5	185
Logan View	02	Jeremy Klein	jklein@loganview.org							100%		4 x 5	185
Loomis	11	Nicole Hardwick	nicole.hardwick@loomis	yes	\$32,850	\$33,400	\$550	500/\$3500		100%	3.6600	4 x 4	183
Louisville	03	Andrew Farber	afarber@lpslions.org	yes	\$34,890	\$35,390	\$500	\$600	80% A & B, 50% C	100%	2.9300	5 x 3	185
Loup City	10	Blake Dahlberg	blake.dahlberg@lcpubli		\$32,825			\$750		90%		4 x 5	185

Loup County	10	Rusty Ruppert	<a href="mailto:wruppert@esu10.org">wruppert@esu10.org</a>	yes	\$31,675	\$32,600	\$925	\$900	80% A & B, 50% C	100%	4.0000	4 x 5	185	
Lynch	08	Ted Hillman	<a href="mailto:thillman@esu8.org">thillman@esu8.org</a>		\$33,900			\$750	PPO 80%A&B 50% C	100%		4 x 4	178	
Lyons-Decatur	02	Fred Hansen	<a href="mailto:fhansen@esu2.org">fhansen@esu2.org</a>		\$32,545				80% A & B, 50% C	100%		4 x 5	185	
Madison	08	Alan Ehlers	<a href="mailto:aehlers@esu8.org">aehlers@esu8.org</a>	yes	\$33,300	\$34,000	\$700	\$1,150	PPO 80%A&B 50% C	100%	3.4300	4 x 5	185	
Malcolm	06	Ryan Terwilliger	<a href="mailto:rterwill@esu6.org">rterwill@esu6.org</a>					\$750/\$1650	PPO 80%A&B 50% C			sh-in-lieu	4 x 4	185
Maxwell	16	Todd Rhodes	<a href="mailto:trhodes@maxwellschool.org">trhodes@maxwellschool.org</a>	yes	\$32,334	\$33,223	\$889	\$1,150	80% A & B, 50% C		2.5500	4 x 4	184	
Maywood School	15	Cindy Huff	<a href="mailto:cynthia.huff@maywood.org">cynthia.huff@maywood.org</a>	yes	\$31,700	\$32,400	\$700	\$900	PPO 80%A&B 50% C	100%		4.5 x 4.5	183	
McCook	15	Rick Haney	<a href="mailto:rhaney@esu15.org">rhaney@esu15.org</a>	yes	\$33,360	\$34,000	\$640	\$900/\$350	PPO 80%A&B 50% C	100%	3.8000	5x4.5/4	185	
McCool Jct.	06	Curtis Cogswell	<a href="mailto:ccogswell@mcjmustang.org">ccogswell@mcjmustang.org</a>	yes	\$34,535	\$35,285	\$750	\$900	80% A & B, 50% C	100%		4 x 4	184	
McPherson County	16	Lorrie Miller	<a href="mailto:lmiller@mcstryon.org">lmiller@mcstryon.org</a>		\$32,100					100%		4 x 5	185	
Mead	02	Dale Rawson	<a href="mailto:drawson@esu2.org">drawson@esu2.org</a>	yes	\$32,300	\$33,300	\$1,000	\$900	80% A & B, 50% C	100%	4.4400	4 x 4	185	
Medicine Valley	15	Alan Garey	<a href="mailto:agarey@medvalley.org">agarey@medvalley.org</a>	yes	\$32,500	\$33,300	\$800	\$600	80% A & B, 50% C	100%		4 x 4	184	
Meridian	05	Randall Kort	<a href="mailto:rkort@meridianmustangs.org">rkort@meridianmustangs.org</a>	yes	\$33,400	\$34,200	\$800	\$900	PPO 80%A&B 50% C	100%		4 x 4	185	
Milford	06	Kevin Wingard	<a href="mailto:kwingard@milfordpublicschools.org">kwingard@milfordpublicschools.org</a>					\$750/\$3100	80% A & B, 50% C	see rpt		4 x 5	186	
Millard	03	Chad Meisgeier	<a href="mailto:cmmeisgeier@mpsoma.org">cmmeisgeier@mpsoma.org</a>	yes	\$36,785	\$37,555	\$770	\$750/\$3100		100%	3.0000	n/a	192	
Minatare	13	Tim Cody	<a href="mailto:supttimcody@gmail.com">supttimcody@gmail.com</a>	yes	\$30,700	\$31,700	\$1,000	\$600	80% A & B, 50% C	100%	5.5900	4 x 5	185	
Minden	11	Melissa Wheelock	<a href="mailto:melissa.wheelock@mncps.org">melissa.wheelock@mncps.org</a>	yes	\$34,300	\$35,150	\$850	\$900	80% A & B, 50% C	100%	3.8400	4 x 5	185	
Mitchell	13	Kathy Urbanek	<a href="mailto:kurbanek@mpstigers.com">kurbanek@mpstigers.com</a>	yes	\$33,150	\$33,400	\$250				flat salary	2.3000	4.5 x 4.5	184
Morrill	13	Joe Sherwood	<a href="mailto:joe.sherwood@mpsion.org">joe.sherwood@mpsion.org</a>	yes	\$31,900	\$31,900	\$0	\$750/\$3100			5 single	4.5 x 4.5	185	
Mullen	16	Mark Sievering	<a href="mailto:mark.sievering@mullenpublicschools.org">mark.sievering@mullenpublicschools.org</a>		\$31,600	\$32,600	\$1,000	\$600	80% A & B, 50% C	100%	3.0800	4 x 5	183	
NE Unified Dist #1	08	Dale Martin	<a href="mailto:dmartin@esu8.org">dmartin@esu8.org</a>	yes	\$32,850	\$33,400	\$550	\$900		100%	3.3100	4 x 4	185	
Nebraska City	04	Jeff Edwards	<a href="mailto:jedwards@nebcityps.org">jedwards@nebcityps.org</a>	yes	\$33,675	\$33,975	\$300	\$900	80% A&B, 50% C	100%	3.8400	4 x 5	188	
Neligh-Oakdale	08	Scott Gregory	<a href="mailto:sgregory@nowarriors.org">sgregory@nowarriors.org</a>	yes	\$32,900	\$33,640	\$740	\$750		100%	4.0700	4 x 4	185	
Newman Grove	08	Mikal Shalikow	<a href="mailto:mshalikow@esu8.org">mshalikow@esu8.org</a>	yes	\$32,800	\$33,702	\$902	\$1,150		100%		4 x 4	185	
Niobrara	01	Margaret Sandoz	<a href="mailto:msandoz@esu1.org">msandoz@esu1.org</a>	yes	\$32,850	\$33,400	\$550	\$900		100%		4 x 4	185	
Norfolk	08	Bill Robinson	<a href="mailto:billrobinson@npsne.org">billrobinson@npsne.org</a>	yes	\$35,115	\$35,770	\$655		80% A & B, 50% C	100%	3.5000	4.5 x 4.5	186	
Norris	06	John Skretta	<a href="mailto:john.skretta@nsdttitans.org">john.skretta@nsdttitans.org</a>	yes	\$35,260	\$35,760	\$500	\$900/\$350	80% A & B, 50% C	100%	3.7600	4 x 5	187+	
North Bend Central	02	Dan Endorf	<a href="mailto:dendorf@esu2.org">dendorf@esu2.org</a>	yes	\$32,750	\$33,250	\$500		PPO 80%A&B 50% C	100%		4 x 5 mod	185	
North Platte	16	Stuart Simpson	<a href="mailto:ssimpson@nppsd.org">ssimpson@nppsd.org</a>	yes	\$34,950	\$35,950	\$1,000	\$600/\$200	80% A & B, 50% C	100%		5 x 4	187	
O'Neill	08	Amy Shane	<a href="mailto:amyshane@oneillschools.org">amyshane@oneillschools.org</a>	yes	\$31,700	\$32,700	\$1,000	\$150/\$3500		100%	3.4400	4.5 x 4.5	185	
Oakland-Craig	02	Jeff Smith	<a href="mailto:jsmith@ocknights.org">jsmith@ocknights.org</a>		\$32,075			\$500	80% A & B, 50% C	100%		4 x 5	185	
Ogallala	16	Mike Apple	<a href="mailto:mikeapple@opdsd.org">mikeapple@opdsd.org</a>	yes	\$32,750	\$33,350	\$600	\$900	PPO 100% A,B,C	100%		5 x 4	185	
Omaha Public Schools		Mark Evans	<a href="mailto:mark.evans@ops.org">mark.evans@ops.org</a>	yes	\$38,849	\$40,000	\$1,151		80% A&B, 50% C	see rpt			190	
Ord	10	Jason Alexander	<a href="mailto:jalexand@esu10.org">jalexand@esu10.org</a>	yes	\$33,400	\$34,050	\$650	\$900	PPO 100% A,B,C	100%	3.2900	5 x 4	185	
Osceola	07	Steve Rinehart	<a href="mailto:srinehart@esu7.org">srinehart@esu7.org</a>	yes	\$33,600	\$34,450	\$850	\$900	PPO 80%A&B 50% C	100%		4 x 4.5	185	
Osmond	08	Dave Hamm	<a href="mailto:dhamm@esu8.org">dhamm@esu8.org</a>	yes	\$32,850	\$33,500	\$650	\$900	80% A & B, 50% C	100%	3.7300	4 x 4	185	
Overton	10	Mark Aten	<a href="mailto:maten@overtoneagles.org">maten@overtoneagles.org</a>						80% A & B, 50% C	100%		4.0 x 4.0	182	
Palmer	07	Joel Bohlsen	<a href="mailto:jbohlsen@palmer.esu7.org">jbohlsen@palmer.esu7.org</a>	yes	\$32,685	\$33,685	\$1,000	\$600	80% A & B, 50% C	100%		4 x 4.5	185	
Palmyra	04	Rob Hanger	<a href="mailto:hanger.rob@districtor1.org">hanger.rob@districtor1.org</a>	yes	\$34,950	\$35,700	\$750	\$900	PPO 80%A&B 50% C	100%	3.2100	4 x 4	185	
Papillion-La Vista	03	Renee Hyde	<a href="mailto:rhyde@paplv.org">rhyde@paplv.org</a>	yes	\$35,000	\$35,365	\$365	\$900/\$350	80% A & B, 50% C		3.5000	4.5 x 4	190	
Pawnee City	04	Brian Rottinghaus	<a href="mailto:brottinghaus@pawneecity.org">brottinghaus@pawneecity.org</a>	yes	\$33,375	\$33,975	\$600	\$900	80% A&B, 50% C	100%	3.9000	4 x 4	185	
Paxton	16	Del Dack	<a href="mailto:del.dack@paxtonschools.org">del.dack@paxtonschools.org</a>	yes	\$31,900	\$32,900	\$1,000	\$600/\$350	80% A & B, 50% C	100%	3.5200	4 x 4	182	
Pender	01	Jason Dolliver	<a href="mailto:jadolli1@penderschools.org">jadolli1@penderschools.org</a>	yes	\$32,640	\$33,140	\$500	\$900/\$350	PPO 100% A,B,C	100%	3.2800	4 x 5	185	
Perkins County Schools	16	Phillip Picquet	<a href="mailto:phillip.picquet@perkinscountyschools.org">phillip.picquet@perkinscountyschools.org</a>	yes	\$32,900	\$33,300	\$400	\$900/\$200	80% A&B	100%		4 x 4	184	
Pierce Public	08	Kendall Steffensen	<a href="mailto:kendallsteffensen@pierceschools.org">kendallsteffensen@pierceschools.org</a>	yes	\$32,100	\$32,900	\$800			100%		5 x 4	185	
Plainview	08	Darron Arlt	<a href="mailto:darlt@plainviewschools.org">darlt@plainviewschools.org</a>	yes	\$33,000	\$33,625	\$625	\$900	80% A & B, 50% C	100%	3.6000	25 x 4.2	185	
Plattsmouth	03	Rich Hasty	<a href="mailto:rhasty@pcsd.org">rhasty@pcsd.org</a>		\$32,700	\$33,200	\$500	\$750	80% A & B, 50% C	100%		4 x 5 mod	187	
Pleasanton	10	Jeff Vetter	<a href="mailto:jvetter@pleasantonbulldog.org">jvetter@pleasantonbulldog.org</a>	yes	\$32,000	\$32,725	\$725	\$900/\$3500		100%	3.5700	4 x 4.5	182	
Ponca	01	Joan Reznicek	<a href="mailto:jreznice@esu1.org">jreznice@esu1.org</a>	yes	\$33,400	\$34,275	\$875	\$750/\$3100	80% A & B, 50% C	93%		4 x 4	185	



Potter-Dix	13	Mike Williams	mike.williams@pdcoyot	yes	\$33,000	\$33,300	\$300	\$900	80% A & B, 50% C	100%	4,3700	4.5 x 4.5	183
Ralston	03	Michael Ruppere	mrupperecht@ralstonsch	yes	\$33,450	\$34,000	\$550	\$900/\$350	80% A & B, 50% C	1.25%-96%	4,2000	5 x 4	190
Randolph	01	Jeff Hoelsing	jeff.hoelsing@rcards.org	yes	\$32,600	\$33,300	\$700	\$750	PPO 80%A&B 50% C	100%	3,4400	4 x 4	172
Ravenna	10	Ken Schroeder	ken.schroeder@ravennabl	yes	\$33,250	\$33,700	\$450	\$900/\$350	PPO 80%A&B 50% C	100%	3,0700	4 x 5	185
Raymond Central	02	Paul Hull	phull@rcentral.org	yes	\$35,375	\$36,300	\$925	\$900	PPO 80%A&B 50% C	100%	4,4000	4 x 5	186
Red Cloud	09	Brian Hof	bhof@esu9.org	yes	\$32,350	\$33,100	\$750	\$900	80% ABC, 50% D	100%		4 x 4	183
Riverside (CdrRap/S	10	Joan Carraher	joan.carraher@riverside	yes	\$32,400	\$33,300	\$900	\$750	80% AB	100%		4 x 4.5	184
Rock County	17	Tom Becker	tbecker@rockcountysch	yes	\$32,125	\$32,825	\$700	\$1,500	80% A & B, 50% C	100%	3,3626	25 x 4.2	182
Sandhills	10	Dale Hafer	dale.hafer@sandhillskni	yes	\$31,116	\$31,894	\$778	\$750	80% A & B, 50% C	100%	2,5000	4 x 5	186
Santee	01	Kristy Mackepar	kmack@esu1.org			\$35,771		\$600	PPO 100% A,B,C	100%		4 x 4	185
Sargent	10	Rusty Ruppert	wruppert@esu10.org	yes	\$31,800	\$32,500	\$700	\$1,500	80% A & B, 50% C	100%	3,5800	4 x 5	185
Schuyler	07	Dan Hoelsing	dhoelsing@esu7.org	yes	\$33,400	\$34,000	\$600	\$900		100%		4 x 5	185
Scottsbluff	13	Rick Myles	rmyles@sbps.net	yes	\$33,620	\$34,095	\$475	\$900/\$200	PPO 80%A&B 50% C	50%	2,2000	4.5 x 4.5	189
Scribner-Snyder	02	Ginger Meyer	gingermeyer@esu2.org	yes	\$33,525	\$34,425	\$900	\$750	80% A & B, 50% C	100%	2,9900	4 x 5	185
Seward	06	Greg Barnes	greg.barnes@sewardsch	yes	\$32,750	\$33,300	\$550	\$750/\$310	80% A & B, 50% C	100%	4,0900	4 x 5	186
Shelby-Rising City	07	Chip Kay	ckay@shelby.esu7.org	yes	\$33,200	\$33,800	\$600	\$900/\$350	80% A & B, 50% C	100%		4 x 4.5	185
Shelton	10	Brian Gegg	bgegg@sheltonbulldogs	yes	\$31,250	\$32,000	\$750	\$900	100% ABC, 50% D	100%	3,9500	4 x 5	185
Shickley	06	Bryce Jorgenson	bjorgenson@me.com	yes	\$33,650	\$34,150	\$500	\$900/\$3500		100%		4 x 4	185
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$33,700	\$33,900	\$200		80% A & B, 50% C	100%			
Silver Lake Public	09	Dan Polk	dpolk@esu9.org	yes		\$33,900		\$900	80% A & B, 50% C	100%		4 x 4	184
Sioux County	13	Brett Gies	bgies@siouxcountyscho	yes	\$33,350	\$34,650	\$1,300	\$500	PPO 80%A&B 50% C	100%	4,0000	4x4	175
South Central USD #	09	Randy Gilson	rgilson@southcentralun	yes	\$33,400	\$34,100	\$700	\$900/\$350	PPO 80%A&B 50% C	100%		4 x 5	185
South Platte	16	David Spencer	dspencer@southplatteschools.com										
South Sioux City	01	Rick Feauto	rick.feauto@sccardinals.org		\$34,725				see rpt			4 x 5	186
Southern (Wymore)	05	Gene Haddix	ghaddix@southernshoch	yes	\$33,057	\$33,657	\$600	\$900	80% A & B, 50% C	100%	3,7300	4 x 4	182
Southern Valley	11	Darren Tobey	darren.tobey@sveagles	yes	\$32,900	\$33,500	\$600	\$1,150	PPO 80%A&B 50% C	100%		4 x 4.75	183
Southwest	15	Todd Porter	todd.porter@swpschool	yes	\$32,550	\$33,250	\$700	\$900	PPO 80%A&B 50% C	100%		4 x 4	183
Springfield-Plattevi	03	Brett Richards	brichards@springfieldpl	yes	\$32,975	\$33,475	\$500	\$900	PPO 80%A&B 50% C	100%		5 x 3	187
St. Edward	07	Kevin Lyons	klyons@sted.esu7.org	yes	\$31,600	\$32,700	\$1,100	\$900/\$350	PPO 80%A&B 50% C	100%	3,8000	4 x 4.5	184
St. Paul	10	John Poppert	jpoppert8@gmail.com	yes		\$34,200				100%		4 x 5	185
Stanton Community	08	Michael Sieh	msieh@esu8.org	yes	\$33,450	\$34,400	\$950		PPO 80%A&B 50% C	100%		4 x 5	186
Stapleton	16	Clayton Waddle	clayton.waddle@staplet	yes	\$32,250	\$32,800	\$550	\$500/\$350	PPO 100% A,B,C	see rpt	3,2900	4 x 5	tba
Sterling	04	Ryan Knippelmey	rknipplmeyer@sterlingpu	yes	\$33,000	\$33,850	\$850	\$900	PPO 80%A&B 50% C	100%		4 x 4	185
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org	yes	\$32,569	\$33,221	\$652	\$900	80% AB	100%	5,2800	25 x 4.2	185
Sumner-Eddyville-M	10	Wendell, Cinde	cwendell@semmustang	yes	\$32,350	\$33,350	\$1,000	\$900	80% ABC, 50% D	100%	4,0000	4 x 4	184
Superior	09	Charles Isom	cisom@esu9.org	yes	\$33,485	\$34,000	\$515	\$900/\$350	80% A & B, 50% C	100%		4 x 5	185
Sutherland	16	Dan Keyser	dkeyser@esu16.org	yes	\$30,100	\$30,700	\$600	\$900	80% ABC, 50% D	100%	3,3700	5mpresse	184
Sutton	09	Dana Wiseman	dwiseman@spsne.org	yes	\$33,750	\$34,375	\$625	\$900/\$350	100% ABC	100%		4 x 5	184
Syracuse-Dunbar-A	04	Brad Buller	bbuller@esu6.org	yes	\$34,350	\$34,959	\$609				3,0800	5 x 5	185
Tekamah-Herman	02	Dan Gross	dgross@esu2.org	yes	\$32,050	\$32,950	\$900	\$900	80% A & B, 50% C	100%	4,4000		185
Thayer Central	05	Drew Harris	drew.harris@thayercent	yes	\$32,700	\$33,500	\$800	\$900/\$350	80% ABC, 50% D	100%	3,4500	5 x 4	184
Thedford	16	Henry Eggert	heggert@thedfordschools.org						80% A & B, 50% C	100%		4 x 5	184
Tri County	05	Randy Schlueter	randy.schlueter@tricot	yes	\$33,275	\$34,275	\$1,000	\$900/\$350	80% A & B, 50% C	100%	3,2560	4 x 4	185
Twin River	07	John Weidner	jmwsr47@gmail.com		\$33,300				80% A & B, 50% C	100%		4 x 5	185
Uno N Ho N Nation	01	Stacie Hardy	shardy@unpsk-12.org							100%		4 x 4	185
Valentine Communi	17	Jamie S Isom	jsisom@esu17.org	yes	\$33,150	\$33,600	\$450	\$950	PPO 80%A&B 50% C	100%	2,8500	4.5 x 4.5	185
Wahoo	02	Brandon Lavaley	blavaley@wahoowarriors.c	yes	\$32,700	\$33,500	\$800	\$900/\$350	80% A & B, 50% C	100%	4,2500	4 x 5	186
Wakefield	01	Mark Bejot	mbejot@wakefieldschools	yes			\$1,000	\$900/\$350	PPO 100% A, 50% B	100%	4,5619	4 x 4	185
Wallace	16	Tom Sandberg	tsandberg@whscats.or	yes	\$32,625	\$33,300	\$675	\$500/\$350	80% A & B, 50% C	100%	4,3600	4 x 4	183

Walthill	01	Ed Stansberry	<a href="mailto:estansbe@esu1.org">estansbe@esu1.org</a>	yes	\$37,605	\$38,357	\$752		80% A & B, 50% C	100%		4 x 4	185
Wauneta-Palisade	15	Randy Geier	<a href="mailto:rgeier@wpbroncos.org">rgeier@wpbroncos.org</a>	yes	\$32,200	\$33,100	\$900	\$900/\$350	80% A & B, 50% C	100%		4 x 5	184
Wausa	01	Brad Hoelsing	<a href="mailto:bradhoelsing@wausasch">bradhoelsing@wausasch</a>	yes	\$32,550	\$33,300	\$750	\$950		100%		4 x 4	185
Waverly	06	Bill Heimann	<a href="mailto:bill.heimann@district145.c">bill.heimann@district145.c</a>	yes	\$33,700	\$34,145	\$445	\$900	80% A & B, 50% C	100%	3.0600	4 x 5	186
Wayne	01	Mark Lenihan	<a href="mailto:malenih1@waynebluedevi">malenih1@waynebluedevi</a>	yes	\$33,300	\$34,050	\$750	\$750		100%		4 x 5	185
Weeping Water	03	Ken Heinz	<a href="mailto:kheinz@weepingwaterp">kheinz@weepingwaterp</a>	yes	\$33,200	\$34,100	\$900	\$900	80% A & B, 50% C	100%	4.3300	4 x 4	185
West Boyd Schools	08	Merrell Nelsen	<a href="mailto:mnelsen@westboyd.cor">mnelsen@westboyd.cor</a>	yes	\$32,500	\$33,500	\$1,000			100%		4 x 4	185
West Holt	08	Paul Pistulka	<a href="mailto:paupistulka@westholt.c">paupistulka@westholt.c</a>	yes	\$32,800	\$33,600	\$800	\$900		100%		4.25x4.25	184
West Point-Beemer	02	Bill McAllister	<a href="mailto:wmcallister@wpcadets.i">wmcallister@wpcadets.i</a>	yes	\$33,000	\$33,400	\$400	\$900	80% A & B, 50% C	100%		4 x 5	185
Westside	03	Enid Schonewise	<a href="mailto:schonewise.enid@westside66.net">schonewise.enid@westside66.net</a>			\$36,500			80% AB 50%C	100%		N/A	193
Wheeler Central	08	Rodney Olson	<a href="mailto:rodolson78@gmail.com">rodolson78@gmail.com</a>	yes	\$30,050	\$31,550	\$1,500		PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	<a href="mailto:ray.collins@wilberclatonia.org">ray.collins@wilberclatonia.org</a>		\$34,425			\$750/\$310	PPO 80%A&B 50%C	100%		4 x 4	185
Wilcox-Hildreth	11	Dan Ingwersen	<a href="mailto:dan.ingwersen@whfalcc">dan.ingwersen@whfalcc</a>	yes	\$32,850	\$33,700	\$850	\$900	PPO 80%A&B 50%C	100%		4 x 4	183
Winnebago	01	Dan Fehringer	<a href="mailto:dfehringer@winnebago">dfehringer@winnebago</a>	yes	\$37,058	\$38,170	\$1,112	\$600	80% A & B, 50% C	100%		4 x 4	185
Winside	01	Michael Shoff	<a href="mailto:mshoff@winsidewildcat">mshoff@winsidewildcat</a>	yes	\$33,300	\$34,000	\$700	\$900	PPO 80%A&B 50%C	100%	3.3400	4 x 4	185
Wisner-Pilger	02	Chad Boyer	<a href="mailto:cboyer@esu2.org">cboyer@esu2.org</a>	yes	\$32,700	\$33,400	\$700	\$750	PPO 80%A&B 50%C	100%	4.4200	4 x 5	185
Wood River HS	10	James Haley	<a href="mailto:jhaley@wrrsd.org">jhaley@wrrsd.org</a>		\$33,750				80% A & B, 50% C	100%		4 x 5	185
Wynot	01	Jeff Messersmith	<a href="mailto:jeff.messersmith@wyno">jeff.messersmith@wyno</a>	yes	\$32,750	\$33,500	\$750	\$900/\$350	80% A & B, 50% C	100%	3.9158	4 x 4	170
York	06	Mike Lucas	<a href="mailto:mike.lucas@yorkdukes.org">mike.lucas@yorkdukes.org</a>		\$32,800			\$750		100%		5 x 4	187
Yutan	02	Stan Hendricks	<a href="mailto:stan.hendricks@esu2.or">stan.hendricks@esu2.or</a>	yes	\$33,587	\$34,595	\$1,008	\$900		100%	4.8100	4 x 4	185
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2016-17</b>													
					number of districts settled		<b>223</b>						
					low	<b>\$30,050</b>	<b>\$30,700</b>				<b>0.4800</b>		<b>166</b>
					average	<b>\$33,132</b>	<b>\$33,850</b>	<b>\$713</b>			<b>3.6305</b>		<b>185</b>
					median	<b>\$33,000</b>	<b>\$33,657</b>				<b>3.6600</b>		<b>185</b>
					high	<b>\$41,731</b>	<b>\$42,831</b>				<b>5.9056</b>		<b>193</b>
					midpoint info for negotiations		<b>\$33,066</b>	<b>\$33,753</b>			<b>3.6453</b>		<b>185</b>

School District	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled ?	1617 base	1718 base	Increase	Health Insurance deductible	Dental Plan	% Ins. Prem. Pd. By Distric	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09 Shawn Scott	<a href="mailto:shawn.scott@adams-centr">shawn.scott@adams-centr</a>	yes	\$34,900	\$35,500	\$600	900/\$350	PPO 100%ABC	100%	3.5800	4.5 x 4.5	184
Ainsworth	17 Darrell Peterson	<a href="mailto:dkpeters@ainsworthschool">dkpeters@ainsworthschool</a>	yes	\$33,450	\$34,450	\$1,000	\$900	80% A & B, 50% C	100%		4.5 x 4.5	185
Allen Consolidated	01 Mike Pattee	<a href="mailto:mpattee@allenschools.org">mpattee@allenschools.org</a>	yes	\$33,650	\$34,250	\$600	\$900	80% A & B, 50% C	96%	4.0000	4 x 4	185
Alliance	13 Troy Unzicker	<a href="mailto:tunzicker@apschools.org">tunzicker@apschools.org</a>	yes	\$30,900	\$32,050	\$1,150	\$1,150	80% A & B, C	stipend	3.5000	4.25 x 4.5	185
Alma	11 Jon Davis	<a href="mailto:jon.davis@almacardinal">jon.davis@almacardinal</a>	yes	\$33,400	\$33,500	\$100	900/\$350	PPO 80%A&B 50%C	100%	4.3300	4 x 4.5	183
Amherst	10 Tom Moore	<a href="mailto:tmoore@amherstbroncos.org">tmoore@amherstbroncos.org</a>					\$750		100%		4 x 4.5	182
Anselmo-Merna	10 Pat Osmond	<a href="mailto:pat.osmond@amcoyote">pat.osmond@amcoyote</a>	yes	\$32,700	\$33,200	\$500	1500/\$300	80% A & B, 50% C	100%	1.1000	4 x 4	184
Ansley	10 Dave Mroczek	<a href="mailto:dave.mroczek@esu10.org">dave.mroczek@esu10.org</a>		\$32,500	\$33,400	\$900	\$750	80% A & B, 50% C	100%		4 x 5	185
Arapahoe	11 George Griffith	<a href="mailto:george.griffith@arapaho">george.griffith@arapaho</a>	yes	\$33,150	\$33,650	\$500	900/\$350	80% A & B, 50% C	100%	4.0700	4 x 4	184
Arcadia	10 Jess Underwood	<a href="mailto:junderwood@esu10.org">junderwood@esu10.org</a>	yes	\$31,900	\$32,800	\$900	750/\$150	80% A & B, 50% C	100%		4 x 5	185
Arlington	03 Lynn Johnson	<a href="mailto:lynn.johnson@apseagle">lynn.johnson@apseagle</a>	yes	\$36,025	\$36,325	\$300	900/\$350	80% A & B, 50% C	100%	3.3052	4 x 5	186
Arnold	10 Dawn Lewis	<a href="mailto:dawnlewis@esu10.org">dawnlewis@esu10.org</a>	yes	\$31,400	\$33,400	\$2,000	600/\$350	80% A & B, 50% C	100%		4 x 5	182
Arthur County	16 Barry Schaeffer	<a href="mailto:barry.schaeffer@arthurcou">barry.schaeffer@arthurcou</a>	yes	\$33,550	\$34,400	\$850	\$1,150	80% A & B, 50% C	100%	1.9649	4 x 4	185
Ashland-Greenwood	02 Jason Libal	<a href="mailto:jason.libal@agps.org">jason.libal@agps.org</a>	yes	\$33,600	\$34,275	\$675	\$750	80% A & B, 50% C	100%		4 x 5	185
Auburn	04 Kevin Reiman	<a href="mailto:kreiman@esu4.org">kreiman@esu4.org</a>	yes	\$34,050	\$34,050	\$0	750/\$310	80% A & B, 50% C	100%	1.0126	4 x 5	181
Aurora	09 Damon McDonald	<a href="mailto:dmcDonald@4rhuskies.c">dmcDonald@4rhuskies.c</a>	yes	\$33,350	\$33,850	\$500	\$900	80% A & B, 50% C	100%	4.6900	5 x 5	185
Axtell	11 Rob Gregory	<a href="mailto:rob.gregory@axtellwildcat">rob.gregory@axtellwildcat</a>	yes	\$33,600	\$34,100	\$500	900/\$350	100% A 75% B 50% C	100%	4.6200	4 x 4.5	184
Bancroft-Rosalie	02 Jon Cerny	<a href="mailto:jcerny@esu2.org">jcerny@esu2.org</a>	yes	\$34,750	\$35,250	\$500	900/\$350	100% A 75% B 50% C	100%	3.6000	4 x 4	185
Banner County	13 Lana Sides	<a href="mailto:lsides71@gmail.com">lsides71@gmail.com</a>	yes	\$33,550	\$34,025	\$475	600/\$350	PPO 80%A&B 50%C	100%	3.7150	4.5 x 4.5	183
Battle Creek	08 Jay Bellar	<a href="mailto:jbellar@esu8.org">jbellar@esu8.org</a>		\$33,650					100%		4 x 5	185
Bayard	13 Travis Miller	<a href="mailto:travis.miller@bpstigers.c">travis.miller@bpstigers.c</a>	yes	\$33,000	\$33,250	\$250	\$1,500	80% A & B, 50% C	100%	2.5300	4.5 X 4.5	185
Beatrice	05 John Brazell	<a href="mailto:jbrazell@bpsnebr.org">jbrazell@bpsnebr.org</a>	yes	\$34,025	\$34,425	\$400	900/\$350	80% A & B, 50% C	100%	3.5700	5 x 4	186
Bellevue	03 Sharra Smith	<a href="mailto:sharra.smith@bpsne.net">sharra.smith@bpsne.net</a>		\$33,836			\$600/\$350	ABC, 50% D	85%			188
Bennington	03 Terry Haack	<a href="mailto:thaack@bennps.org">thaack@bennps.org</a>	yes	\$33,650	\$34,050	\$400	\$900	100% ABC	100%	3.8880	4 x 5	186
Bertrand	11 Dennis Shipp	<a href="mailto:dennis.shipp@bertrandvikt">dennis.shipp@bertrandvikt</a>	yes	\$32,700	\$33,250	\$550	\$900	PPO 80%A&B 50%C	100%	3.8000	4 x 4	183
Blair	03 Rex Pfeil	<a href="mailto:Rex.Pfeil@blairschools.c">Rex.Pfeil@blairschools.c</a>	yes	\$33,450	\$34,175	\$725	1150/\$350	80% A & B, 50% C	100%	4.1600	4 x 5	186
Bloomfield	01 Shane Alexander	<a href="mailto:salexander@blfdblives.org">salexander@blfdblives.org</a>	yes	\$33,400	\$34,300	\$900	\$1,150	80% A & B, 50% C	100%		4 x 5	185
Blue Hill	09 Joel Ruybalid	<a href="mailto:joelruybalid@bluehillshoch">joelruybalid@bluehillshoch</a>	yes	\$34,300	\$34,950	\$650	900/\$3500		100%	3.6600	4 x 4	185
Boone Central	07 Nicole Hardwick	<a href="mailto:nhardwick@boonecentral">nhardwick@boonecentral</a>	yes	\$33,800	\$34,350	\$550	900/\$350	80% A & B, 50% C	100%	4.7200	4 x 5	185
Boyd County Schools	Michael Brown	<a href="mailto:mbrown@boydcounty.org">mbrown@boydcounty.org</a>	yes		\$34,150		\$900	80% A & B, 50% C	100%		4.25 x 4.2	185
Brady Public School	16 James McGown	<a href="mailto:jmcgown@bradyschools.org">jmcgown@bradyschools.org</a>	yes	\$33,000	\$33,250	\$250	\$1,000	100% ABC	100%		4 x 4	182
Bridgeport	13 Chuck Lambert	<a href="mailto:lambertc@bpsedu.org">lambertc@bpsedu.org</a>	yes	\$33,750	\$33,750	\$0	900/\$200	80% ABC	CIL		4.5 x 4.5	184
Broken Bow School	10 Tom Bailey	<a href="mailto:tom.bailey@bbps.org">tom.bailey@bbps.org</a>	yes	\$33,800	\$34,350	\$550	\$750	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05 Trudy Clark	<a href="mailto:tclark@bdstorm.org">tclark@bdstorm.org</a>	yes	\$34,660	\$35,400	\$740	900/\$350	80%ABC	100%	3.5000	4.25 x 4	184
Burwell	10 Dan Bird	<a href="mailto:danbird@burwellpublics">danbird@burwellpublics</a>	yes	\$33,300	\$33,800	\$500	\$900	100% A 75% B 50% C	100%	2.9035		
Callaway	10 Dawn Lewis	<a href="mailto:dawnlewis@esu10.org">dawnlewis@esu10.org</a>	yes	\$32,600	\$33,300	\$700	900/\$350	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11 Greg Shepard	<a href="mailto:gregory.shepard@cambrid">gregory.shepard@cambrid</a>	yes	\$33,350	\$33,600	\$250	900/\$350	80% A & B, 50% C	100%		4 x 4	185
Cedar Bluffs	02 Harlan Ptomey	<a href="mailto:hptomey@esu2.org">hptomey@esu2.org</a>	yes	\$33,800	\$34,800	\$1,000	900/\$350	PPO 80%A&B 50%C	100%	4.9500	4 x 4	185
Centennial	06 Tim DeWaard	<a href="mailto:tim.dewaard@centenni">tim.dewaard@centenni</a>	yes	\$34,750	\$35,250	\$500	\$600	PPO 80%A&B 50%C	100%	3.9000	4 x 5	185
Central City	07 Jeff Jensen	<a href="mailto:jensen@centralcityps.org">jensen@centralcityps.org</a>	yes	\$32,850	\$33,350	\$500	900/\$350	PPO 80%A&B 50%C	100%		4 X 5	185
Central Valley (Greenwood)	10 Amy Malander	<a href="mailto:amalander@centralvalps">amalander@centralvalps</a>	yes	\$34,300	\$34,750	\$450	\$750	80% A & B, 50% C	100%		4 x 5	185
Centura	10 Julie Otero	<a href="mailto:julie.oter@centuraps.org">julie.oter@centuraps.org</a>	yes	\$34,300	\$35,000	\$700	900/\$350	80% A & B, 50% C	100%	5.2100	4 x 5	185
Chadron	13 Caroline Winchester	<a href="mailto:caroline.winchester@ch">caroline.winchester@ch</a>	yes	\$33,100	\$33,100	\$0	1150/\$350	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Chambers	08 Ted Hillman	<a href="mailto:thillman@esu8.org">thillman@esu8.org</a>	yes	\$32,900	\$33,800	\$900	\$900	80% A & B, 50% C	100%		4 x 4	184
Chase County	15 Joey Lefdal	<a href="mailto:jlefdal@ccschools.cc">jlefdal@ccschools.cc</a>		\$33,850			\$1,150	PPO 80%A&B 50%C	100%		4.5 x 4.5	184

Clarkson	07	Rich Lemburg	<a href="mailto:rlemburg@clarkson.esu7.org">rlemburg@clarkson.esu7.org</a>	yes	\$34,100	\$34,700	\$600	\$1,150			100%	4.3100	4 x 4	184
Cody-Kilgore	17	Adam Lambert	<a href="mailto:alambert@cody-kilgore.org">alambert@cody-kilgore.org</a>	yes	\$32,200	\$33,200	\$1,000	\$900	PPO 100% A 75% B 50% C		100%		4 x 5	166
Coleridge	01	Randy Klooz	<a href="mailto:rklooz@esu1.org">rklooz@esu1.org</a>						PPO 80%A&B 50%C		100%		4 x 4	185
Columbus	07	Troy Loeffelholz	<a href="mailto:loeffelholz@discoverer.org">loeffelholz@discoverer.org</a>	yes	\$35,880	\$36,480	\$600	\$900/\$350	PPO 100% A 75% B 50% C	\$665/mo	3.7700	4.7 x 5	188	
Conestoga	03	Beth Johnsen	<a href="mailto:bjohnsen@conestogaps.org">bjohnsen@conestogaps.org</a>	yes	\$34,100	\$34,900	\$800	\$900	80% A & B, 50% C		100%		4 x 4	185
Cozad	10	Joel Applegate	<a href="mailto:joel.applegate@cozadsc.org">joel.applegate@cozadsc.org</a>	yes	\$33,600	\$34,300	\$700	\$900/\$350	PPO 80%A&B 50%C		100%	4.2000	7.5 x 4.2	185
Crawford	13	Kirk Hughes	<a href="mailto:kirk.hughes@cpsrams.org">kirk.hughes@cpsrams.org</a>	yes	\$32,800	\$33,800	\$1,000				100%		4.5 x 4.5	183
Creek Valley	13	Ron Howard	<a href="mailto:ron.howard@cvsstorm.com">ron.howard@cvsstorm.com</a>	yes	\$33,500	\$33,900	\$400	\$900/\$350	80% A & B, 50% C		100%	4.8986	4.5 x 4.5	185
Creighton	01	Rob Thompson	<a href="mailto:robthompson@chsbulldog.org">robthompson@chsbulldog.org</a>	yes	\$33,600	\$34,100	\$500	\$950			100%		4.5 x 4.5	185
Crete	06	Marianne Carlson	<a href="mailto:marianne.carlson@cretesc.org">marianne.carlson@cretesc.org</a>	yes	\$34,245	\$34,580	\$335	\$900/\$350	80% A & B, 50% C		100%	4.3300	4.5 x 4.5	186
Crofton	01	Corey Dahl	<a href="mailto:cdahl@croftonwarriors.org">cdahl@croftonwarriors.org</a>	yes	\$33,650	\$34,350	\$700	\$900	80% A & B, 50% C		100%		4 x 4	185
Cross County	07	Brent Hollinger	<a href="mailto:bhollinger@crosscounty.esu">bhollinger@crosscounty.esu</a>	yes	\$34,200	\$35,000	\$800	\$900/\$350	80% A & B, 50% C		100%	4.5000	4.5 x 4	185
David City	07	Chad Denker	<a href="mailto:denker@dcscouts.org">denker@dcscouts.org</a>	yes	\$34,000	\$34,650	\$650	\$900	PPO 100% A 75% B 50% C		100%	4.4800	4 x 5	187
Deshler	05	Al Meier	<a href="mailto:al.meier@deshlerdragon.org">al.meier@deshlerdragon.org</a>	yes	\$33,300	\$33,400	\$100	\$900/\$350	PPO 80%A&B 50%C		100%	3.3300	4.5 x 4	182
Diller-Odell	05	Mike Meyerle	<a href="mailto:mmeyerle@dillerodell.org">mmeyerle@dillerodell.org</a>	yes	\$34,050	\$34,950	\$900	\$900	PPO 80%A&B 50%C		100%		4 x 4	185
Doniphan-Trumbull	09	Kirk Russell	<a href="mailto:krussell@esu9.org">krussell@esu9.org</a>	yes	\$34,150	\$34,850	\$700	\$900	PPO 80%A&B 50%C		100%	4.0300	4 x 5	185
Dorchester	06	Daryl Schrunk	<a href="mailto:dschrunk@dorchestersc.org">dschrunk@dorchestersc.org</a>	yes	\$34,750	\$35,500	\$750	\$900/\$350	PPO 100% A 75% B 50% C		100%		4 x 4	185
Douglas County West	03	Melissa Poloncic	<a href="mailto:mpoloncic@dcwest.org">mpoloncic@dcwest.org</a>	yes	\$34,300	\$35,040	\$740	\$900/\$200	PPO 80%A&B 50%C	755/mo.			4 x 4	185
Dundy County Strat	15	Jim Kent	<a href="mailto:jim@dcstigers.org">jim@dcstigers.org</a>	yes	\$34,100	\$34,385	\$285	\$900	80% A & B, 50% C		100%		4 x 4	186
East Butler	07	Sam Stecher	<a href="mailto:sstecher@ebutler.esu7.org">sstecher@ebutler.esu7.org</a>						80% A & B, 50% C		100%		4 x 4.5	190
Elba	10	Matthew Palmer	<a href="mailto:matthew.palmer@esu10.org">matthew.palmer@esu10.org</a>	yes	\$32,300	\$33,300	\$1,000	\$900/\$350	80% ABC		100%		4 x 5	177
Elgin	08	Dan Polk	<a href="mailto:dan.polk@elgineagles.org">dan.polk@elgineagles.org</a>	yes	\$33,300	\$34,100	\$800		80% A & B, 50% C		100%		4 x 4.5	185
Elkhorn	03	Bary Habrock	<a href="mailto:bhabrock@epsne.org">bhabrock@epsne.org</a>	yes	\$33,590	\$34,230	\$640		100% A 75% B 50% C		100%	4.0000		190
Elkhorn Valley	08	Keith Leckron	<a href="mailto:kleckron@esu8.org">kleckron@esu8.org</a>	yes	\$34,000	\$34,650	\$650	\$900/\$3100			100%		4 x 4.5	185
Elm Creek	10	Jason Sullivan	<a href="mailto:jason.sullivan@elmcreeksc.org">jason.sullivan@elmcreeksc.org</a>	yes	\$33,925	\$34,475	\$550	\$900			100%	4.3600	4 x 4	182
Elmwood-Murdock	03	Ryan Knippelmeyer	<a href="mailto:RKnippelmeyer@emknight.org">RKnippelmeyer@emknight.org</a>	yes	\$34,175	\$34,875	\$700	\$900			100%		4 x 4	185
Elwood	11	Daren Hatch	<a href="mailto:daren.hatch@elwoodpirates.org">daren.hatch@elwoodpirates.org</a>	yes	\$32,500	\$33,350	\$850	\$900	100% ABC		100%	4.4700	4 x 4.25	184
Emerson-Hubbard	01	Lindsey Burback	<a href="mailto:lburback@ehpirates.org">lburback@ehpirates.org</a>	yes	\$35,575	\$36,075	\$500		PPO 80%A&B 50%C		100%		4 x 4	185
ESU 01	01	Bill Heimann	<a href="mailto:bheimann@esu1.org">bheimann@esu1.org</a>	yes	\$33,525	\$34,630	\$1,105	\$900/\$2000			70%			
ESU 02	02	Ted DeTurk	<a href="mailto:tdeturk@esu2.org">tdeturk@esu2.org</a>	yes	\$31,955	\$33,055	\$1,100		80% A & B, 50% C		100%		4.5 x 4.5	185
ESU 03	03	Dan Schooes	<a href="mailto:dschooes@esu3.org">dschooes@esu3.org</a>	yes	\$30,946	\$31,280	\$334	\$1,150	100% A 75% B 50% C		100%	3.5000	5 x 5	190
ESU 04	04	Gregg Robke	<a href="mailto:grobke@esu4.net">grobke@esu4.net</a>								100%			
ESU 05	05	Brenda McNiff	<a href="mailto:bmcniff@esu5.org">bmcniff@esu5.org</a>	yes	\$36,435	\$36,775	\$250	\$750/\$165	PPO 80%A&B 50%C	\$925			4 x 5	185
ESU 06	06	Dan Shoemake	<a href="mailto:dshoemake@esu6.org">dshoemake@esu6.org</a>				\$250	\$500	PPO 80%A&B 50%C		100%	3.9700	4 x 4	185
ESU 07	07	Larriane Polk	<a href="mailto:lpolk@esu7.org">lpolk@esu7.org</a>	yes	\$31,510	\$31,916	\$406	\$3,500	80% A & B, 50% C	see rpt	3.0000	4 x 5	185	
ESU 08	08	Bill Mowinkel	<a href="mailto:bmowinkel@esu8.org">bmowinkel@esu8.org</a>		\$35,500		\$600/\$350		80% A & B, 50% C	100/mo		4 x 5	185	
ESU 09	09	Kraig Loftquist	<a href="mailto:kloftquist@gmail.com">kloftquist@gmail.com</a>	yes	\$35,700	\$36,000	\$300	\$750	PPO 80%A&B 50%C		100%	2.5700	4 x 4.5	185
ESU 10	10	Wayne Bell	<a href="mailto:wbell@esu10.org">wbell@esu10.org</a>	yes	\$34,700	\$35,400	\$700	\$900	1/2A, 50% C, 75% of Fair		100%	4.0800	4.75 x 4	185
ESU 11	11	Greg Barnes	<a href="mailto:greg.barnes@esu11.org">greg.barnes@esu11.org</a>								100%			
ESU 13	13	Jeff West	<a href="mailto:jeffwest@esu13.org">jeffwest@esu13.org</a>							see report		4.25 x 4.2	185	
ESU 15	15	Paul Calvert	<a href="mailto:p.calvert@esu15.org">p.calvert@esu15.org</a>								100%			
ESU 16	16	Deb Paulman	<a href="mailto:dpaulman@esusixteen.org">dpaulman@esusixteen.org</a>	yes	\$33,600	\$34,400	\$800	\$900/\$350	PPO 100A 75B 50C		100%		5 x 4	185
ESU 17	17	Dennis Radford	<a href="mailto:dradford@esu17.org">dradford@esu17.org</a>								100%		4 x 4	185
Eustis-Farnam	11	Steve Sampy	<a href="mailto:steve.sampy@efknights.org">steve.sampy@efknights.org</a>	yes	\$33,000	\$33,700	\$700	\$900			100%	3.6500	4 x 4	183
Ewing	08	Ted Hillman	<a href="mailto:thillman@esu8.org">thillman@esu8.org</a>					\$750	80% A & B, 50% C		100%		4 x 4.25	185
Exeter-Milligan	06	Paul Sheffield	<a href="mailto:psheffie@emwolves.net">psheffie@emwolves.net</a>	yes	\$34,300	\$35,000	\$700	\$900	80% A & B, 50% C		100%		4 x 4.5	185
Fairbury	05	Stephen Grizzle	<a href="mailto:sgrizzle@fairburyjeffs.org">sgrizzle@fairburyjeffs.org</a>	yes	\$33,425	\$33,925	\$500	\$900/\$350	80% A&B, 50% C		100%		4 x 5	185
Falls City	04	Tim Heckenlively	<a href="mailto:theckenlively@fallscityps.org">theckenlively@fallscityps.org</a>	yes	\$34,125	\$34,700	\$575	\$900	PPO 80%A&B 50%C		100%	3.5500	4 x 5	186
Fillmore Central	06	Mark Norvell	<a href="mailto:mark.norvell@fillmorecentral.org">mark.norvell@fillmorecentral.org</a>								100%		4 x 4	185



Fort Calhoun	03	Don Johnson	djohnson@esu3.org	yes	\$34,025	\$34,700	\$675	\$750	80% A & B, 50% C	100%	3.0200	4 x 5	187
Franklin	11	Candace Conrad	candace.conradt@fpsfly	yes	\$33,075	\$33,775	\$700	900/\$350	80% A & B, 50% C	100%	3.4000	4 x 5	185
Freeman	05	Randy Page	rpage@freemanschools.ne	yes	\$34,050	\$34,550	\$500	900/\$350	80% A & B, 50% C	100%	3.8000	4 x 4	185
Fremont	2	Mark Shepard	mark.shepard@fpsmail.e	yes	\$33,839	\$34,400	\$561			stipend	3.6800	4.5 x 5	185
Friend	06	David Krause	d.kraus@friendschool.org	yes	\$33,000	\$33,750	\$750	\$900	80% A & B, 50% C	100%	2.2500	4.5 x 4	185
Fullerton	07	Jeff Anderson	janders@fullerton.esu7	yes	\$33,900	\$34,300	\$400	900/\$350	PPO 80%A&B 50%C	100%	3.3500	4 x 5	185
Garden County	13	Paula Sissel	psissel@gceagles.org		\$32,850					CIL		4.5 x 4.5	185
Gering	13	Bob Hastings	bhastings@geringschool	yes	\$33,750	\$34,250	\$500			50%	3.1440	4.5 x 4.5	186
Gibbon	10	Vern Fischer	vern.fisher@gibbonpubl	yes	\$34,250	\$34,400	\$150	900/\$350	80% A & B, 50% C	100%	3.0500	4 x 5	185
Giltner	09	Stuart Lenz	slenz@giltnerschool.us	yes	\$34,000	\$34,600	\$600	\$900	PPO 80%A&B 50%C	100%		4 x 4	185
Gordon-Rushville	13	Lori Liggett	lori.liggett@grmustangs	yes	\$33,200	\$33,600	\$400	900/\$350	80% A & B, 50% C	stipend	2.5912	4.5 x 4.5	185
Gothenburg	10	Mike Teahon	michael.teahon@goswede	yes	\$34,600	\$35,100	\$500	900/\$350	80% A & B, 50% C	100%	3.9000	4 x 5	185
Grand Island	10	Tawana Grover	tgrover@gips.org	yes	\$34,210	#####	\$651	900/\$200	PPO 80%A&B 50%C	100%EHEE	3.6900	4 x 5	187
Grand Island North	10	Matt Fisher	mfisher@ginorthwest.org	yes	\$33,200	\$33,700	\$500	900/\$350	80% A & B, 50% C	100%	4.0800	4 x 5	185
Gretna	03	Kevin Riley	kriley@gretnadragons.o	yes	\$35,600	\$36,300	\$700	\$900		100%			
Hampton	09	Holly Herzberg	hherzberg@hamptonhawk	yes	\$34,500	\$35,000	\$500	900/\$350	80% A & B, 50% C	100%	4.3200	4 x 4	185
Hartington-Newcast	01	A.J. Johnson	adrian@hnsccats.org	yes	\$33,900	\$34,650	\$750	900/\$3500		cafe plan	3.0000	4 x 4	185
Harvard	09	Michael Derr	mderr@esu9.org	yes	\$33,750	\$34,450	\$700	\$750		100%	2.1200	4 x 4	185
Hastings	09	Craig Kautz	ckautz@esu9.org	yes	\$33,100	\$33,275	\$175	900/\$350	PPO 100% A, B, & C		3.0800	4.5 x 4.5	186
Hay Springs	13	Russ Lechtenberg	russell.lechtenberg@hshawks.com						80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	Tony Primavera	tprimavera@hccardinals	yes	\$33,350	\$34,350	\$1,000		80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Brad Best	bbest@heartlandschool	yes	\$35,833	\$36,333	\$500	900/\$350	80% A & B, 50% C	100%		4 x 4	185
Hemingford	13	Casper Ningen	cningen@hemingfordsc	yes	\$33,500	\$34,025	\$525	\$600	100% ABC	100%	4.0400	4.5 x 4.5	185
Hershey	16	Jane Davis	jdavis@hpspanthers.org	yes	\$32,400	\$32,900	\$500	900/\$350	80%AB	100%	3.2000	5 x 4	185
High Plains	07	Brian Tonniges	btonniges@hpcstorm.or	yes	\$35,675	\$36,175	\$500	\$900	80%AB	100%		4 x 4.5	185
Hitchcock County	15	Robert Sattler	rsattler@hcfalcons.org	yes	\$33,250	\$33,450	\$200	\$900	PPO 80%A&B 50%C	100%	2.8800	4 x 4	185
Holdrege	11	Todd Hilyard	todd.hilyard@dusters.org	yes	\$34,350	\$34,850	\$500	900/\$350	80% A & B, 50% C	100%	3.6000	4.5 x 4.5	185
Homer	01	Gregg Cruickshank	gcruickshank@homerknigh	yes	\$37,250	\$37,700	\$450	900/\$350	80% A & B, 50% C	EE only	3.2000	4 x 4	185
Howells-Dodge Con	07	Jeff Walburn	jwalburn@hdcjags.org	yes	\$36,500	\$37,500	\$1,000		n/a	stipend	3.6800	4 x 4	185
Humboldt-Table Ro	04	Sherril Edmundson	SherrilEdmundson@htrstia	yes	\$34,350	\$34,350	\$0	1500/\$300	80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	gregsjuts@humphrey.es	yes	\$34,200	\$34,950	\$750	\$900	100% A 75% B 50% C	100%	3.9600	4 x 4	185
Hyannis Dist 11	16	Troy Unzicker	tunzicker@apschools.or	yes	\$32,300	\$33,400	\$1,100	\$900	80% A & B, 50% C	100%		4 x 4	184
Johnson County Cen	04	Jack Moles	jack.moles@jccentral.or	yes	\$34,375	\$34,875	\$500	\$1,500	100% ABC	100%		4 x 5	185
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbr	yes	\$34,100	\$34,600	\$500	\$900		100%		4 x 4	185
Kearney	10	Chris Nelson	chris.nelson@kearneypu	yes	\$34,065	\$34,492	\$427	750/\$165	80% A & B, 50% C	\$242/mc	3.0000	4.5 x 4.5	185
Kenesaw	09	Rick Masters	rmasters@kenesawschools	yes	\$34,000	\$34,600	\$600	\$900		100%		4 x 4	184
Keya Paha	17	Dennis Peters	dpeters@kpspschools.org	yes	\$33,000	\$33,500	\$500	900/\$3500		100%		4.25 x 4.2	185
Kimball	13	Marshall Lewis	mlewis@kpslonghorns.d	yes	\$33,700	\$34,350	\$650	900/\$350	PPO 80%A&B 50%C	100%		4 x 5	185
Lakeview	07	Plas, Aaron	aplas@lakeview.esu7.or	yes	\$33,750	\$34,100	\$350	\$900	80% A & B, 50% C	100%	3.3500	4 x 5	185
Laurel-Concord	01	Randy Klooz	rklooz@laurel.esu1.org						PPO 80%A&B 50%C	100%		4 x 4	185
Leigh	07	Stephanie Peters	spetersen@leigh.esu7.o	yes	\$34,000	\$34,800	\$800	\$900	PPO 80%A&B 50%C	100%	4.8000	4 x 4	185
Lewiston	04	Rick Kentfield	rkentfield@lewistonscho	yes	\$33,350	\$34,400	\$1,050	\$1,150	80% A & B, 50% C	100%	5.0700	4 x 4	185
Lexington	10	John Hakonson	john.hakonson@lexsch	yes	\$34,600	\$34,900	\$300	\$1,000	80% A&B	100%	3.1700	4 x 5	185
Leyton	13	Lorrie Miller	lorrie.miller@leytonwarriors.org						80% A & B, 50% C	100%		4.5 x 4.5	183
Lincoln Public Schools		Robbie Seybert	rseybert@lps.org	yes	\$42,831	\$43,981	\$1,150	\$900	80% A & B, 50% C	90%	3.1900		191
Litchfield	10	Wade Finley	wade.finley@litchfieldps	yes	\$32,800	\$33,400	\$600	\$750	80% A & B, 50% C	100%		4 x 5	185
Logan View	02	Jeremy Klein	jklein@loganview.org							100%		4 x 5	185
Loomis	11	Sam Dunn	sam.dunn@loomiswolves.e	yes	\$33,400	\$33,600	\$200	600/\$3500		100%	3.5400	4 x 4	183
Louisville	03	Andrew Farber	afarber@lpslions.org	yes	\$35,390	\$36,090	\$700	\$600	80% A & B, 50% C	100%		5 x 3	185

Loup City	10	Blake Dahlberg	blake.dahlberg@lcpubli	yes	\$33,350	\$33,550	\$200	\$1,150	100%A 80%B 70%C	95%	4.2200	4 x 5	185
Loup County	10	Rusty Ruppert	wruppert@esu10.org	yes	\$32,600	\$33,350	\$750	900/\$350	80% A & B, 50% C	100%	4.1600	4 x 5	185
Lyons-Decatur	02	Fred Hansen	fhansen@esu2.org	yes	\$33,450	\$34,172	\$722	900/\$350	80% A & B, 50% C	100%	3.6100	4 x 5	185
Madison	08	Alan Ehlers	aehlers@esu8.org	yes	\$34,000	\$34,200	\$200	900/\$350	PPO 80%A&B 50%C	100%	3.7800	4 x 5	185
Malcolm	06	Ryan Terwilliger	rterwill@esu6.org				\$750/\$165	PPO 80%A&B 50%C	sh-in-lieu			4 x 4	185
Maxwell	16	Todd Rhodes	trhodes@maxwellschoo	yes	\$33,223	\$34,054	\$831	\$1,150	80% A & B, 50% C			4 x 4	184
Maywood School	15	Cindy Huff	cynthia.huff@maywood	yes	\$32,400	\$32,800	\$400	900/\$310	PPO 80%A&B 50%C	100%	4.3600	4.5 x 4.5	183
McCook	15	Rick Haney	rhaney@esu15.org	yes	\$34,000	\$34,450	\$450	900/\$350	PPO 80%A&B 50%C	100%		4.5x4.5/4	185
McCool Jct.	06	Curtis Cogswell	ccogswell@mcjmustang	yes	\$35,285	\$35,285	\$0	\$900	80% A & B, 50% C	100%		4 x 4.5	184
McPherson County	16	Dana Jeppson	djeppson@mcstryon.org							100%		4 x 5	185
Mead	02	Dale Rawson	drawson@esu2.org	yes	\$33,300	\$34,300	\$1,000	\$900	80% A & B, 50% C	100%	4.9400	4 x 4	185
Medicine Valley	15	Alan Garey	agarey@medvalley.org	yes	\$33,300	\$33,650	\$350	\$600	80% A & B, 50% C	100%	3.8000	4 x 4	184
Meridian	05	Randall Kort	rkort@meridianmustangs	yes	\$34,200	\$34,900	\$700	900/\$400	PPO 80%A&B 50%C	100%		4 x 4	185
Milford	06	Kevin Wingard	kwingard@milfordpublicschools.org				\$750/\$310	80% A & B, 50% C	see rpt			4 x 5	186
Millard	03	Chad Meisgeier	cmeisgeier@mpsoma	yes	\$37,555	\$37,765	\$210	900/\$3500		varied	2.9800	n/a	192
Minatare	13	Tim Cody	supttimcody@gmail.com	yes	\$31,700	\$33,600	\$1,900		80% A&B	100%		4 x 5	185
Minden	11	Melissa Wheelock	melissa.wheelock@mind	yes	\$35,150	\$35,750	\$600	\$900	80% A & B, 50% C	100%	3.8300	4 x 5	185
Mitchell	13	Kathy Urbanek	kurbanek@mpstigers.co	yes	\$33,400	\$34,275	\$875			flat salar	3.0000	4.5 x 4.5	184
Morrill	13	Joe Sherwood	joe.sherwood@mpslion	yes	\$31,900	\$32,400	\$500	750/\$3100		.5 single		4.5 x 4.5	188
Mullen	16	Mark Sievering	mark.sievering@mullen	yes	\$32,600	\$33,000	\$400	600/\$350	80% A & B, 50% C	100%	3.7500	4 x 5	183
NE Unified Dist #1	08	Dale Martin	dmartin@esu8.org	yes	\$33,400	\$34,000	\$600	\$900		100%	3.3800	4 x 4	185
Nebraska City	04	Jeff Edwards	jedwards@nebcityps.org	yes	\$33,975	\$34,450	\$475	900/\$350	80% A&B, 50% C	100%	4.8300	4 x 5	188
Neligh-Oakdale	08	Scott Gregory	sgregory@nowarriors.or	yes	\$33,640	\$34,240	\$600	\$750		100%		4 x 4	185
Newman Grove	08	Mikal Shalikow	mshalikow@esu8.org	yes	\$33,702	\$34,000	\$298			100%		4 x 4	185
Niobrara	01	Margaret Sandoz	msandoz@esu1.org	yes	\$33,400	\$33,800	\$400	\$900		100%		4 x 4	185
Norfolk	08	Bill Robinson	billrobinson@npsne.org	yes	\$35,770	\$35,915	\$145		80% A & B, 50% C	100%	2.5000	4.5 x 4.5	186
Norris	06	John Skretta	john.skretta@nsdtitans	yes	\$35,760	\$36,160	\$400	750/\$310	80% A & B, 50% C	100%		4 x 5	187+
North Bend Central	02	Dan Endorf	dendorf@esu2.org	yes	\$33,250	\$33,650	\$400		PPO 80%A&B 50%C	100%		4 x 5 mod	185
North Platte	16	Stuart Simpson	ssimpson@nppsd.org	yes	\$35,950	\$36,950	\$1,000	600/\$200	80% A & B, 50% C	100%		5 x 4	187
O'Neill	08	Amy Shane	amyshane@oneillschools.c	yes	\$32,700	\$33,700	\$1,000	1150/\$3500		100%	4.8200	4.5 x 4.5	185
Oakland-Craig	02	Jeff Smith	jsmith@ocknights.org	yes		\$33,525		\$600	80% A & B, 50% C	100%		4 x 5	185
Ogallala	16	Mike Apple	mikeapple@opspd.org	yes	\$33,350	\$34,050	\$700	900/\$350	PPO 100% A,B,C	100%		5 x 4	185
Omaha Public Schools		Mark Evans	mark.evans@ops.org	yes	\$40,000	\$41,000	\$1,000		80% A&B, 50% C	see rpt.			190
Ord	10	Jason Alexander	jalexand@esu10.org	yes	\$34,050	\$34,500	\$450	900/\$350	PPO 100% A,B,C	100%	2.9700	5 x 4	185
Osceola	07	Steve Rinehart	srinehart@osceola.es	yes	\$34,450	\$35,050	\$600	900/\$350	PPO 80%A&B 50%C	100%	3.5900	4 x 4.5	185
Osmond	08	Dave Hamm	dhamm@esu8.org	yes	\$33,500	\$34,300	\$800	\$900	80% A & B, 50% C	100%	3.7700	4 x 4	185
Overton	10	Mark Aten	maten@overtoneagles.org						80% A & B, 50% C	100%		4.0 x 4.0	182
Palmer	07	Joel Bohlken	jbohlken@palmer.esu7	yes	\$33,685	\$34,485	\$800	\$600	80% A & B, 50% C	100%		4 x 4.5	185
Palmyra	04	Rob Hanger	hanger.rob@districtor1.net		\$35,700			\$900	PPO 80%A&B 50%C	100%		4 x 4	185
Papillion-La Vista	03	Renee Hyde	rhyde@paplv.org	yes	\$35,365	\$36,365	\$1,000	900/\$350	80% A & B, 50% C	00%/93	3.5500	4.5 x 4	190
Pawnee City	04	Brian Rottinghaus	brottinghaus@pawneec	yes	\$33,975	\$34,775	\$800	\$900	100%A 75%B 50%C	100%		4 x 4	185
Paxton	16	Del Dack	del.dack@paxtonschools	yes	\$32,900	\$33,500	\$600	600/\$350	80% A & B, 50% C	100%		4 x 4	182
Pender	01	Jason Dolliver	jadolli1@penderschools	yes	\$33,140	\$33,390	\$250	900/\$350	PPO 100% A,B,C	100%		4 x 5	185
Perkins County Sch	16	Phillip Picquet	phillip.picquet@perkins	yes	\$33,300	\$33,900	\$600	900/\$180	80% A&B	100%	2.3000	4 x 4	184
Pierce Public	08	Kendall Steffensen	kendallsteffensen@pierc	yes	\$32,900	\$33,450	\$550			100%		5 x 4	185
Plainview	08	Darron Arlt	darlt@plainviewschools.or	yes	\$33,625	\$34,375	\$750	\$900	80% A & B, 50% C	100%		4.25 x 4.2	185
Plattsmouth	03	Rich Hasty	rhasty@pcsd.org	yes	\$33,200	\$33,700	\$500	\$900	80% A & B, 50% C	100%	3.5600	4 x 5 mod	187
Pleasanton	10	Jeff Vetter	jvetter@pleasantonbulldog	yes	\$32,725	\$33,475	\$750	900/\$3500		100%	3.4800	4 x 4.5	182
Ponca	01	Jody Phillips	jodyphillips@poncascho	yes	\$34,275	\$35,025	\$750	\$1,000	80% A & B, 50% C	93%		4 x 4	185



Potter-Dix	13	Mike Williams	mike.williams@pdcoyot	yes	\$33,300	\$33,500	\$200	\$750	100%A 75%B 50%C	100%	2.9400	4.5 x 4.5	183
Ralston	03	Michael Rupprecht	mrupprecht@ralstonsch	yes	\$34,000	\$34,475	\$475	\$900/\$350	80% A & B, 50% C	1.25%-96%	3.9900	5 x 4	190
Randolph	01	Jeff Hoelsing	jeff.hoelsing@rcards.org	yes	\$33,300	\$34,500	\$1,200	\$1,500	PPO 80%A&B 50%C	100%	3.6500	4 x 4	172
Ravenna	10	Ken Schroeder	ken.schroeder@ravennabl	yes	\$33,700	\$33,850	\$150	\$900/\$3500		100%	3.1000	4 x 5	185
Raymond Central	02	Derrick Joel	djoel@rcentral.org		\$36,300	\$36,925	\$625	\$900	PPO 80%A&B 50%C	100%	3.6000	4 x 5	186
Red Cloud	09	Brian Hof	bhof@esu9.org	yes	\$33,100	\$33,525	\$425	\$900	80% ABC, 50% D	100%	2.8000	4 x 4	183
Riverside (CdrRap/S	10	Joan Carraher	joan.carraher@riverside	yes	\$33,300	\$34,500	\$1,200	\$750	80% AB	100%	4.3000	4 x 4.5	184
Rock County	17	Tom Becker	tbecker@rockcountysch	yes	\$32,825	\$33,585	\$760	\$1,500	80% A & B, 50% C	100%	4.9200	25 x 4.2	184
Sandhills	10	Dale Hafer	dale.hafer@sandhillskni	yes	\$31,894	\$33,200	\$1,306	\$900	80% A & B, 50% C	100%		4 x 5	186
Santee	01	Kari Daniels	kdaniels@santeeschools	yes	\$35,771	\$36,665	\$894	\$600	PPO 100% A,B,C	100%		4 x 4	185
Sargent	10	Rusty Ruppert	wruppert@esu10.org	yes	\$32,500	\$33,150	\$650	\$1500/\$300	100%A 75%B 50%C	100%	4.1500	4 x 5	185
Schuyler	07	Dan Hoelsing	dhoelsing@esu7.org	yes	\$34,000	\$34,625	\$625	\$1100/\$350	80% A & B, 50% C	100%	3.8000	4 x 5	185
Scottsbluff	13	Rick Myles	rmyles@sbps.net	yes	\$34,095	\$34,645	\$550	\$900/\$200	PPO 80%A&B 50%C	50%	2.2000	4.5 x 4.5	189
Scribner-Snyder	02	Ginger Meyer	gingermeyer@esu2.org	yes	\$34,425	\$35,245	\$820	\$900	80% A & B, 50% C	100%		4 x 5	185
Seward	06	Josh Fields	josh.fields@sewardschools	yes	\$33,300	\$33,800	\$500	\$750/\$310	80% A & B, 50% C	100%		4 x 5	186
Shelby-Rising City	07	Chip Kay	ckay@shelby.esu7.org	yes	\$33,800	\$34,200	\$400	\$900/\$350	80% A & B, 50% C	100%		4 x 4.5	185
Shelton	10	Brian Gegg	bgegg@sheltonbulldogs	yes	\$32,000	\$32,750	\$750	\$900	100% ABC, 50% D	100%	4.3500	4 x 5	185
Shickley	06	Bryce Jorgenson	bjorgenson@me.com		\$34,150			\$900/\$3500		100%		4 x 4	185
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$33,900	\$34,100	\$200	\$900	80% A & B, 50% C	100%		4.5 x 4.5	
Silver Lake Public	09	Mel Crowe	dpolk@esu9.org		\$33,900				80% A & B, 50% C	100%		4 x 4	184
Sioux County	13	Brett Gies	bgies@siouxcountyscho	yes	\$34,650	\$35,850	\$1,200	\$500	PPO 80%A&B 50%C	100%	3.5000	4x4	175
South Central USD #	09	Randy Gilson	rgilson@southcentralunified.org		\$34,100			\$900/\$350	PPO 80%A&B 50%C	100%		4 x 5	185
South Platte	16	David Spencer	dspencer@southplatteschools.com										
South Sioux City	01	Rick Feauto	rick.feauto@ssccardinal	yes	\$35,425	\$35,650	\$225	\$900/\$350	see rpt	\$512 CIE	3.3400	4 x 5	186
Southern (Wymore)	05	Chris Prosocki	cprosocki@southernschool	yes	\$33,657	\$34,157	\$500	\$900	PPO 100%A 75%B 50%	100%	4.2900	4 x 4	182
Southern Valley	11	Darren Tobey	darren.tobey@sveagles	yes	\$33,500	\$34,000	\$500	\$1,150	PPO 80%A&B 50%C	100%		4 x 4.75	184
Southwest	15	Todd Porter	todd.porter@swpschool	yes	\$33,250	\$33,550	\$300	\$900/\$350	PPO 80%A&B 50%C	100%	4.5600	4 x 4	183
Springfield-Plattevie	03	Brett Richards	brichards@springfieldpl	yes	\$33,475	\$33,975	\$500	\$900	PPO 80%A&B 50%C	100%		5 x 3	187
St. Edward	07	Justin Frederick	jfrederick@sted.esu7.org	yes	\$32,700	\$34,200	\$1,500	\$900/\$350	PPO 80%A&B 50%C	100%	3.5300	4 x 4.5	184
St. Paul	10	John Poppert	jpoppert8@gmail.com	yes	\$34,200	\$34,550	\$350	\$900	PPO 80%A&B 50%C	100%		4 x 5	185
Stanton Community	08	Michael Sieh	msieh@esu8.org	yes	\$34,400	\$35,000	\$600	?\$3500	PPO 80%A&B 50%C	100%	3.6900	4 x 5	186
Stapleton	16	Howard Gaffney	howard.gaffney@staple	yes	\$32,800	\$33,350	\$550	\$1500/\$350	PPO 100% A,B,C	see rpt.		4 x 5	tba
Sterling	04	Dottie Heusman	dheusman@sterlingpublics	yes	\$33,850	\$34,750	\$900	\$900/\$350	PPO 80%A&B 50%C	100%		4 x 4	185
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org	yes	\$33,221	\$34,000	\$779	\$900	80% AB	100%	7.7600	25 x 4.2	185
Sumner-Eddyville-M	10	Kevin Finkey	kfinkey@semustangs.c	yes	\$33,350	\$34,100	\$750	\$900	80% ABC, 50% D	100%		4 x 4	184
Superior	09	Charles Isom	cisom@esu9.org	yes	\$34,000	\$34,425	\$425	\$900/\$350	80% A & B, 50% C	100%	3.5400	4 x 5	185
Sutherland	16	Dan Keyser	dkeyser@esu16.org	yes	\$30,700	\$31,450	\$750	\$900	80% ABC, 50% D	100%	4.2300	5mpresse	184
Sutton	09	Dana Wiseman	dwiseman@spsne.org	yes	\$34,375	\$34,875	\$500	\$900/\$350	100% ABC	100%	4.5100	4 x 5	184
Syracuse-Dunbar-A	04	Brad Buller	bbuller@esu6.org	yes	\$34,950	\$35,550	\$600				3.0600	5 x 5	185
Tekamah-Herman	02	Dan Gross	dgross@esu2.org	yes	\$32,950	\$33,300	\$350	\$900	80% A & B, 50% C	100%			185
Thayer Central	05	Drew Harris	drew.harris@thayercent	yes	\$33,500	\$33,960	\$460	\$900/\$350	80% ABC, 50% D	100%	3.5000	5 x 4	184
Thedford	16	Garry Cooper	garrycooper0875@cox.net						80% A & B, 50% C	100%		4 x 5	184
Tri County	05	Randy Schlueter	randy.schlueter@tricol	yes	\$34,275	\$34,650	\$375	\$900/\$350	80% A & B, 50% C	100%	4.4100	4 x 4	185
Twin River	07	John Weidner	jweidner@twinriver.esu7.org						80% A & B, 50% C	100%		4 x 5	185
Uno N Ho N Nation	01	Stacie Hardy	shardy@unpsk-12.org	yes	\$37,200	\$38,000	\$800	\$500	PPO 80% ABC, 50% D	100%		4 x 4	185
Valentine Communi	17	Jamie S Isom	jisom@esu17.org	yes	\$33,600	\$34,475	\$875	\$1150/\$350	PPO 80%A&B 50%C	100%	4.3000	4.5 x 4.5	185
Wahoo	02	Brandon Lavaley	blavaley@wahoowarrior	yes	\$33,500	\$33,900	\$400	\$900/\$350	80% A & B, 50% C	100%	3.6000	4 x 5	186
Wakefield	01	Mark Bejot	mbejot@wakefieldschools	yes	\$34,325	\$34,825	\$500	\$900/\$350	PPO 100% A, 50% BC	100%	3.4877	4 x 4	185
Wallace	16	Tom Sandberg	tsandberg@whscats.or	yes	\$33,300	\$33,600	\$300	\$900/\$350	80% A & B, 50% C	100%	3.7500	4 x 4	183

Walthill	01	Ed Stansberry	<a href="mailto:estansbe@esu1.org">estansbe@esu1.org</a>	yes	\$38,357	\$39,124	\$767		80% A & B, 50% C	100%		4 x 4	185	
Wauneta-Palisade	15	Randy Geier	<a href="mailto:rgeier@wpbroncos.org">rgeier@wpbroncos.org</a>	yes	\$33,100	\$33,600	\$500	900/\$350	80% A & B, 50% C	100%	3.6500	4 x 5	184	
Wausa	01	Brad Hoelsing	<a href="mailto:bradhoelsing@wausasch">bradhoelsing@wausasch</a>	yes	\$33,300	\$34,200	\$900	\$950		100%		4 x 4	185	
Waverly	06	Cory Worrell	<a href="mailto:cory.worrell@district145.org">cory.worrell@district145.org</a>	yes	\$34,145	\$34,825	\$680	900/\$350	80% A & B, 50% C	100%	4.0000	4 x 5	186	
Wayne	01	Mark Lenihan	<a href="mailto:malenih1@waynebluedevil">malenih1@waynebluedevil</a>	yes	\$34,050	\$34,050	\$0	1000/\$3000		100%	1.2500	4 x 5	185	
Weeping Water	03	Ken Heinz	<a href="mailto:kheinz@weepingwaterpa">kheinz@weepingwaterpa</a>	yes	\$34,100	\$34,900	\$800	\$900	80% A & B, 50% C	100%	4.3900	4 x 4	185	
West Holt	08	Paul Pistulka	<a href="mailto:paupistulka@westholt.d">paupistulka@westholt.d</a>	yes	\$33,600	\$34,000	\$400			100%		4.25x4.25	184	
West Point-Beemer	02	Bill McAllister	<a href="mailto:wmcallister@wpcadets.org">wmcallister@wpcadets.org</a>	yes	\$33,400	\$34,200	\$800	\$900	80% A & B, 50% C	100%	3.5000	4 x 5	184	
Westside	03	Enid Schonewise	<a href="mailto:schonewise.enid@wests">schonewise.enid@wests</a>	yes	\$36,500	\$36,700	\$200		80% AB 50% C	100%	3.0200	N/A	193	
Wheeler Central	08	Rodney Olson	<a href="mailto:rodolson78@gmail.com">rodolson78@gmail.com</a>	yes	\$31,550	\$33,050	\$1,500		PPO 80%A&B 50% C	100%		4.5 x 4.5	185	
Wilber-Clatonia	06	Ray Collins	<a href="mailto:ray.collins@wilberclatonia.org">ray.collins@wilberclatonia.org</a>					\$750/\$310	PPO 80%A&B 50% C	100%		4 x 4	185	
Wilcox-Hildreth	11	Carl Dietz	<a href="mailto:cdietz57@gmail.com">cdietz57@gmail.com</a>	yes	\$33,700	\$34,100	\$400	\$900	PPO 80%A&B 50% C	100%		4 x 4	183	
Winnebago	01	Dan Fehringer	<a href="mailto:dfehringer@winnebago">dfehringer@winnebago</a>	yes	\$38,170	\$39,124	\$954	\$600	80% A & B, 50% C	100%		4 x 4	185	
Winside	01	Michael Shoff	<a href="mailto:mshoff@winsidewildcat">mshoff@winsidewildcat</a>	yes	\$34,000	\$34,650	\$650	\$900	PPO 80%A&B 50% C	100%	3.6600	4 x 4	185	
Wisner-Pilger	02	Chad Boyer	<a href="mailto:cboyer@igators.org">cboyer@igators.org</a>	yes	\$33,400	\$33,900	\$500	900/\$350	PPO 80%A&B 50% C	100%	3.8800	4 x 5	185	
Wood River HS	10	James Haley	<a href="mailto:jhaley@wrrsd.org">jhaley@wrrsd.org</a>	yes	\$34,400	\$35,000	\$600	\$900	80% A & B, 50% C	100%		4 x 5	185	
Wynot	01	Jeff Messersmith	<a href="mailto:jeff.messersmith@wynot">jeff.messersmith@wynot</a>	yes	\$33,500	\$34,350	\$850	900/\$350	80% A & B, 50% C	100%	1.7952	4 x 4	170	
York	06	Mike Lucas	<a href="mailto:mike.lucas@yorkdukes.org">mike.lucas@yorkdukes.org</a>	yes	\$33,300	\$33,800	\$500			100%		5 x 4	187	
Yutan	02	Stan Hendricks	<a href="mailto:stan.hendricks@esu2.org">stan.hendricks@esu2.org</a>	yes	\$34,595	\$34,820	\$225	900/\$3500		100%	3.4900	4 x 4	185	
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2017-18</b>														
number of districts settled:					<b>226</b>									
low:					<b>\$30,700</b>	<b>\$31,280</b>					<b>1.0126</b>	<b>166</b>		
average:					<b>\$33,878</b>	<b>\$34,470</b>	<b>\$607</b>					<b>3.6675</b>	<b>185</b>	
median:					<b>\$33,700</b>	<b>\$34,300</b>					<b>3.6600</b>	<b>185</b>		
high:					<b>\$42,831</b>	<b>\$43,981</b>					<b>7.7600</b>	<b>193</b>		
midpoint info for negotiations					<b>\$33,789</b>	<b>\$34,385</b>					<b>3.6637</b>	<b>185</b>		

School District	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled ?	1718 base	1819 base	Increase	Health Insurance	Dental Plan	% Ins. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09: Shawn Scott	<a href="mailto:shawn.scott@adams-centr">shawn.scott@adams-centr</a>	yes	\$35,500	\$36,400	\$900	\$900/\$3500	PPO 100%ABC	100%	2.9500	4.5 x 4.5	184
Ainsworth	17: Darrell Peterson	<a href="mailto:dkpeters@ainsworthschoc">dkpeters@ainsworthschoc</a>	yes	\$34,450	\$35,050	\$600	\$900	80% A & B, 50% C	100%	2.2900	4.5 x 4.5	185
Allen Consolidated	01: Mike Pattee	<a href="mailto:mpattee@allenschools.org">mpattee@allenschools.org</a>	yes	\$34,250	\$35,450	\$1,200	\$900	80% A & B, 50% C	96%	3.9000	4 x 4	185
Alliance	13: Troy Unzicker	<a href="mailto:tunzicker@apschools.org">tunzicker@apschools.org</a>	yes	\$32,050	\$32,800	\$750	\$1,150	80% A & B, C	stipend	3.0000	4.25 x 4.5	185
Alma	11: Jon Davis	<a href="mailto:jon.davis@almacardinal">jon.davis@almacardinal</a>	yes	\$33,500	\$34,300	\$800	\$900/\$3500	PPO 80%A&B 50%C	100%	3.0000	4 x 4.5	183
Amherst	10: Tom Moore	<a href="mailto:tmoore@amherstbroncos.org">tmoore@amherstbroncos.org</a>		\$0			\$750		100%		4 x 4.5	182
Anselmo-Merna	10: Logan Lightfoot	<a href="mailto:logan.lightfoot@amcoyotes.org">logan.lightfoot@amcoyotes.org</a>		\$33,200			\$1500/\$3000	80% A & B, 50% C	100%		4 x 4	184
Ansley	10: Gordon Goodman	<a href="mailto:ggoodman211961@gmail.com">ggoodman211961@gmail.com</a>	yes	\$33,400	\$34,000	\$600	\$1,000	80% A & B, 50% C	100%		4 x 5	185
Arapahoe	11: George Griffith	<a href="mailto:george.griffith@arapaho">george.griffith@arapaho</a>	yes	\$33,650	\$34,150	\$500	\$900/\$3500	80% A & B, 50% C	100%		4 x 4	184
Arcadia	10: Jess Underwood	<a href="mailto:junderwood@esu10.org">junderwood@esu10.org</a>	yes	\$32,800	\$33,450	\$650	\$750/\$1500	80% A & B, 50% C	100%		4 x 5	185
Arlington	03: Lynn Johnson	<a href="mailto:lynn.johnson@apseagles">lynn.johnson@apseagles</a>	yes	\$36,325	\$37,200	\$875	\$900/\$3500	80% A & B, 50% C	100%	3.8300	4 x 5	186
Arnold	10: Dawn Lewis	<a href="mailto:dawnlewis@esu10.org">dawnlewis@esu10.org</a>	yes	\$33,400	\$34,000	\$600	\$600/\$3500	80% A & B, 50% C	100%		4 x 5	182
Arthur County	16: Barry Schaeffer	<a href="mailto:barry.schaeffer@arthurcou">barry.schaeffer@arthurcou</a>	yes	\$34,400	\$35,000	\$600	\$1,150	80% A & B, 50% C	100%	1.6933	4 x 4	165
Ashland-Greenwood	02: Jason Libal	<a href="mailto:jason.libal@agpps.org">jason.libal@agpps.org</a>		\$34,275			\$750	80% A & B, 50% C	100%		4 x 5	185
Auburn	04:		yes	\$34,050	\$35,050	\$1,000	\$750/\$3100	80% A & B, 50% C	100%	2.3836	4 x 5	181
Aurora	09: Damon McDonald	<a href="mailto:dmcdonald@4rhuskies.c">dmcdonald@4rhuskies.c</a>	yes	\$33,850	\$34,750	\$900	\$900	80% A & B, 50% C	100%	3.8400	5 x 5	185
Axtell	11: Rob Gregory	<a href="mailto:rob.gregory@axtellwildcat">rob.gregory@axtellwildcat</a>	yes	\$34,100	\$34,900	\$800	\$900/\$3500	100% A 75% B 50% C	100%	2.3500	4 x 4.5	184
Bancroft-Rosalie	02: Jon Cerny	<a href="mailto:jcerny@esu2.org">jcerny@esu2.org</a>	yes	\$35,250	\$35,750	\$500	\$900/\$3500	PPO 80%A&B 50%C	100%	2.0600	4 x 4	185
Banner County	13: Evelyn Browne	<a href="mailto:evelyn.browne@bcszone">evelyn.browne@bcszone</a>	yes	\$34,025	\$34,700	\$675	\$600	PPO 80%A&B 50%C	100%		4.5 x 4.5	183
Battle Creek	08: Jake Luhr	<a href="mailto:jluhr@bcpsne.info">jluhr@bcpsne.info</a>	yes	\$34,300	\$35,200	\$900	\$900	PPO 100% A 75% B 50%	100%		4 x 5	185
Bayard	13: Travis Miller	<a href="mailto:travis.miller@bayardtigers">travis.miller@bayardtigers</a>	yes	\$33,250	\$34,000	\$750	\$1,500	80% A & B, 50% C	100%		4.5 X 4.5	185
Beatrice	05: Jason Alexander	<a href="mailto:jalexander@bpsnebr.org">jalexander@bpsnebr.org</a>	yes	\$34,425	\$34,925	\$500	\$900/\$3500	80% A & B, 50% C	100%	2.6200	5 x 4	186
Bellevue	03: Sharra Smith	<a href="mailto:sharra.smith@bpsne.net">sharra.smith@bpsne.net</a>	yes	\$34,252	\$35,172	\$920	\$600/\$3500	ABC, 50% D	85%	4.0000		188
Bennington	03: Terry Haack	<a href="mailto:thaack@bennng.org">thaack@bennng.org</a>	yes	\$34,050	\$34,650	\$600	\$900	100% ABC	100%	3.4990	4 x 5	186
Bertrand	11: Dennis Shipp	<a href="mailto:dennis.shipp@bertrandviki">dennis.shipp@bertrandviki</a>	yes	\$33,250	\$33,900	\$650	\$900	PPO 80%A&B 50%C	100%	2.7700	4 x 4	183
Blair	03: Randy Gilson	<a href="mailto:randy.gilson@blairschod">randy.gilson@blairschod</a>	yes	\$34,175	\$34,475	\$300	\$1150/\$3500	80% A & B, 50% C	100%	1.9300	4 x 5	186
Bloomfield	01: Shane Alexander	<a href="mailto:salexander@blfdbees.or">salexander@blfdbees.or</a>	yes	\$34,300	\$35,000	\$700	\$1,150	80% A & B, 50% C	100%		4 x 4	
Blue Hill	09: Joel Ruybalid	<a href="mailto:jruyballi@esu9.org">jruyballi@esu9.org</a>	yes	\$34,950	\$35,650	\$700	\$900/\$3500		100%	2.8700	4 x 4	185
Boone Central	07: Nicole Hardwick	<a href="mailto:nhardwick@boonecentral">nhardwick@boonecentral</a>	yes	\$34,350	\$34,800	\$450	\$900/\$3500	80% A & B, 50% C	100%	3.2700	4 x 5	185
Boyd County School	08: Michael Brown	<a href="mailto:mbrown@boydcounty.org">mbrown@boydcounty.org</a>	yes	\$34,150	\$34,750	\$600	\$900	80% A & B, 50% C	100%		4.25 x 4.2	185
Brady Public School	16: James McGown	<a href="mailto:jmcgown@bradyschools.or">jmcgown@bradyschools.or</a>	yes	\$33,250	\$34,200	\$950	\$1,000	100% ABC	100%	2.8000	4 x 4	182
Bridgeport	13: Vonnie Brown	<a href="mailto:brownv@bpsedu.org">brownv@bpsedu.org</a>	yes	\$33,750	\$34,250	\$500	\$900/\$2000	80% ABC	100%	1.1400	4.5 x 4.5	184
Broken Bow Schools	10: Darren Tobey	<a href="mailto:darren.tobey@bbps.org">darren.tobey@bbps.org</a>		\$34,350			\$750	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05: Trudy Clark	<a href="mailto:tclark@bdstorm.org">tclark@bdstorm.org</a>	yes	\$35,400	\$36,050	\$650	\$900/\$3500	100% A 80% B 70% C	100%	3.1100	4.25 x 4	184
Burwell	10: Dan Bird	<a href="mailto:danbird@burwellpublics">danbird@burwellpublics</a>	yes	\$33,800	\$34,300	\$500	\$900	100% A 75% B 50% C	100%	2.3300		
Callaway	10: Dawn Lewis	<a href="mailto:dawnlewis@esu10.org">dawnlewis@esu10.org</a>	yes	\$33,300	\$34,150	\$850	\$900/\$3500	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11: Greg Shepard	<a href="mailto:gregory.shepard@cambridgetrojans">gregory.shepard@cambridgetrojans</a>		\$33,600			\$900/\$3500	80% A & B, 50% C	100%		4 x 4	185
Cedar Bluffs	02: Harlan Ptomey	<a href="mailto:hptomey@esu2.org">hptomey@esu2.org</a>	yes	\$34,800	\$35,625	\$825	\$900/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185
Centennial	06: Tim DeWaard	<a href="mailto:tim.dewaard@centennialpublic.c">tim.dewaard@centennialpublic.c</a>		\$35,250			\$600	PPO 80%A&B 50%C	100%		4 x 5	185
Central City	07: Jeff Jensen	<a href="mailto:jensen@centralcityps.o">jensen@centralcityps.o</a>	yes	\$33,350	\$34,200	\$850	\$900/\$3500	PPO 80%A&B 50%C	100%	3.9900	4 X 5	185
Central Valley (Greenwood)	10: Amy Malander	<a href="mailto:amalander@centralvps.c">amalander@centralvps.c</a>	yes	\$34,750	\$35,200	\$450	\$750	80% A & B, 50% C	100%		4 x 5	185
Centura	10: Ryan Ruhl	<a href="mailto:ryan.ruhl@centuraps.org">ryan.ruhl@centuraps.org</a>	yes	\$35,000	\$35,400	\$400	\$900/\$3500	80% A & B, 50% C	100%	2.0900	4 x 5	185
Chadron	13: Caroline Winchester	<a href="mailto:caroline.winchester@ch">caroline.winchester@ch</a>	yes	\$33,100	\$33,500	\$400	\$1150/\$3500	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Chambers	08: Frank Jesse		yes	\$33,800	\$34,550	\$750	\$900	80% A & B, 50% C	100%		4 x 4	184
Chase County	15: Randall Klooz	<a href="mailto:rklooz@chasecountyschools.org">rklooz@chasecountyschools.org</a>		\$0			\$1,150	PPO 80%A&B 50%C	100%		4.5 x 4.5	184

Clarkson	07	Rich Lemburg	<a href="mailto:rlemburg@clarkson.esu7.org">rlemburg@clarkson.esu7.org</a>	yes	\$34,700	\$35,550	\$850	\$1,150		100%	3.3000	4 x 4	184	
Cody-Kilgore	17	Adam Lambert	<a href="mailto:alambert@cody-kilgore.com">alambert@cody-kilgore.com</a>		\$33,200			\$900	PPO 100% A 75% B 50%	100%		4 x 5	166	
Coleridge	01	TBA			\$0				PPO 80%A&B 50%C	100%		4 x 4	185	
Columbus	07	Troy Loeffelholz	<a href="mailto:loeffelholz@discoverer.esu7.org">loeffelholz@discoverer.esu7.org</a>	yes	\$36,480	\$37,200	\$720	\$900/\$3500	PPO 100% A 75% B 50%	100%	665/mo	4.0700	4.7 x 5	188
Conestoga	03	Beth Johnsen	<a href="mailto:bjohnsen@conestogaps.org">bjohnsen@conestogaps.org</a>	yes	\$34,900	\$35,700	\$800	\$900	80% A & B, 50% C	100%		4 x 4	185	
Cozad	10	Joel Applegate	<a href="mailto:joel.applegate@cozadsc.org">joel.applegate@cozadsc.org</a>	yes	\$34,300	\$34,900	\$600	\$900/\$3500	PPO 80%A&B 50%C	100%	3.4800	7.5 x 4.2?	185	
Crawford	13	Kirk Hughes	<a href="mailto:kirk.hughes@cpsrams.org">kirk.hughes@cpsrams.org</a>	yes	\$33,800	\$34,600	\$800			100%		4.5 x 4.5	183	
Creek Valley	13	Patrick Ningen	<a href="mailto:patrick.ningen@cvsstorm.org">patrick.ningen@cvsstorm.org</a>	yes	\$33,900	\$34,600	\$700	\$900/\$3500	80% A & B, 50% C	100%	3.5000	4.5 x 4.5	185	
Creighton	01	Rob Thompson	<a href="mailto:robthompson@chsbulldogs.org">robthompson@chsbulldogs.org</a>	yes	\$34,100	\$34,900	\$800	\$950		100%		4.5 x 4.5	185	
Crete	06	Marianne Carlson	<a href="mailto:marianne.carlson@cretesc.org">marianne.carlson@cretesc.org</a>	yes	\$34,580	\$35,330	\$750	\$900/\$3500	80% A & B, 50% C	100%	3.0000	4.5 x 4.5	186	
Crofton	01	Corey Dahl	<a href="mailto:cdahl@croftonwarriors.org">cdahl@croftonwarriors.org</a>	yes	\$34,350	\$35,350	\$1,000	\$900	80% A & B, 50% C	100%	3.3800	4 x 4	185	
Cross County	07	Brent Hollinger	<a href="mailto:bhollinger@crosscounty.esu7.org">bhollinger@crosscounty.esu7.org</a>	yes	\$35,000	\$35,850	\$850	\$900/\$3500	80% A & B, 50% C	100%	3.7000	4.5 x 4	185	
David City	07	Chad Denker	<a href="mailto:denker@dcscouts.org">denker@dcscouts.org</a>	yes	\$34,650	\$35,300	\$650	\$900	PPO 100% A 75% B 50%	100%	3.7600	4 x 5	187	
Deshler	05	Al Meier	<a href="mailto:al.meier@deshlerdragons.org">al.meier@deshlerdragons.org</a>	yes	\$33,400	\$33,775	\$375	\$900/\$3500	PPO 80%A&B 50%C	100%		4.5 x 4	182	
Diller-Odell	05	Mike Meyerle	<a href="mailto:mmeyerle@dillerodell.org">mmeyerle@dillerodell.org</a>	yes	\$34,950	\$35,400	\$450	\$900	PPO 80%A&B 50%C	100%		4 X 4	185	
Doniphan-Trumbull	09	Stan Hendricks	<a href="mailto:shendricks@dtcardinals.org">shendricks@dtcardinals.org</a>	yes	\$34,850	\$35,650	\$800	\$900/\$3500	PPO 80%A&B 50%C	100%		4 x 5	185	
Dorchester	06	Daryl Schrunck	<a href="mailto:dschrunck@dorchestersc.org">dschrunck@dorchestersc.org</a>	yes	\$35,500	\$35,775	\$275	\$900/\$3500	PPO 100% A 75% B 50%	100%	3.5000	4 x 4.5	185	
Douglas County West	03	Melissa Polonci	<a href="mailto:mpolonci@dcwest.org">mpolonci@dcwest.org</a>		\$35,040			\$900/\$2000	PPO 80%A&B 50%C		755/mo.	4 x 4	185	
Dundy County Strat	15	Jim Kent	<a href="mailto:jim@dcstigers.org">jim@dcstigers.org</a>	yes	\$34,385	\$35,185	\$800	\$900/\$3500	80% A & B, 50% C	100%	3.0000	4 x 4	186	
East Butler	07	Sam Stecher	<a href="mailto:sstecher@ebutler.esu7.org">sstecher@ebutler.esu7.org</a>		\$0				80% A & B, 50% C	100%		4 x 4.5	190	
Elba	10	Matthew Palmer	<a href="mailto:matthew.palmer@elba.org">matthew.palmer@elba.org</a>	yes	\$33,300	\$34,300	\$1,000	\$900/\$3500	80% ABC	100%		4 x 5	177	
Elgin	08	Dan Polk	<a href="mailto:dan.polk@elgineagles.org">dan.polk@elgineagles.org</a>	yes	\$34,100	\$35,000	\$900		80% A & B, 50% C	100%	4.5000	4 x 4.5	185	
Elkhorn	03	Bary Habrock	<a href="mailto:bhabrock@epsne.org">bhabrock@epsne.org</a>	yes	\$34,230	\$34,625	\$395		100% a/75% B/50% C	100%	2.2500		190	
Elkhorn Valley	08	Keith Leckron	<a href="mailto:kleckron@esu8.org">kleckron@esu8.org</a>	yes	\$34,650	\$35,400	\$750	\$900/\$3500	80% A & B, 50% C	100%	3.8000	4 x 4.5	185	
Elm Creek	10	Tom Reeser	<a href="mailto:tom.reeser@elmcreekscho.org">tom.reeser@elmcreekscho.org</a>	yes	\$34,475	\$35,250	\$775	\$900		100%		4 x 4	182	
Elmwood-Murdock	03	Ryan Knippelmeyer	<a href="mailto:RKnippelmeyer@emknight.org">RKnippelmeyer@emknight.org</a>	yes	\$34,875	\$35,725	\$850	\$900		100%	4.2200	4 x 4	185	
Elwood	11	Daren Hatch	<a href="mailto:daren.hatch@elwoodpirates.org">daren.hatch@elwoodpirates.org</a>	yes	\$33,350	\$34,150	\$800	\$900	100% ABC	100%	3.4100	4 x 4.25	184	
Emerson-Hubbard	01	Lindsey Beaudette	<a href="mailto:lbeaudette@ehpirates.org">lbeaudette@ehpirates.org</a>	yes	\$36,075	\$36,435	\$360		PPO 80%A&B 50%C	100%		4 x 4	185	
ESU 01	01	Bill Heimann	<a href="mailto:bheimann@esu1.org">bheimann@esu1.org</a>	yes	\$34,630	\$36,520	\$1,890	\$900/\$2000			see rpt	6.0000		
ESU 02	02	Ted DeTurk	<a href="mailto:tdeturk@esu2.org">tdeturk@esu2.org</a>	yes	\$33,055	\$33,800	\$745		80% A & B, 50% C	100%	3.9000	4.5 x 4.5	185	
ESU 03	03	Dan Schnoes	<a href="mailto:dschnoes@esu3.org">dschnoes@esu3.org</a>	yes	\$31,280	\$31,802	\$522	\$1,150	100% A 75% B 50% C	100%	3.2500	5 x 5	190	
ESU 04	04	Gregg Robke	<a href="mailto:grobke@esu4.net">grobke@esu4.net</a>	yes	#####	#####	\$532.97	\$1,150	PPO 80%A&B 50%C	100%	1.5000	4 x 4	185	
ESU 05	05	Brenda McNiff	<a href="mailto:bmcniff@esu5.org">bmcniff@esu5.org</a>		\$36,775			\$750/\$1650	PPO 80%A&B 50%C		\$925	4 x 5	185	
ESU 06	06	Dan Shoemake	<a href="mailto:dshoemake@esu6.org">dshoemake@esu6.org</a>	yes	\$36,350	\$36,855	\$505	\$600	PPO 80%A&B 50%C	100%	3.9900	4 x 4	185	
ESU 07	07	Larriane Polk	<a href="mailto:lpolk@esu7.org">lpolk@esu7.org</a>	yes	\$31,916	\$33,162	\$1,246	\$3,500	80% A & B, 50% C		see rpt	4.0000	4 x 5	185
ESU 08	08	Bill Mowinkel	<a href="mailto:bmowinkel@esu8.org">bmowinkel@esu8.org</a>		\$0			\$600/\$3500	80% A & B, 50% C		100/mo	4 x 5	185	
ESU 09	09	Kraig Loftquist	<a href="mailto:kloftquist@gmail.com">kloftquist@gmail.com</a>	yes	\$36,000	\$36,725	\$725		PPO 80%A&B 50%C	100%	2.4900	4 x 4.5	185	
ESU 10	10	Melissa Wheelock	<a href="mailto:mwheelock@esu10.org">mwheelock@esu10.org</a>	yes	\$35,400	\$36,400	\$1,000	\$900	80A,50%C, 75% of Far	100%	3.8400	4.75 x 4	185	
ESU 11	11	Greg Barnes	<a href="mailto:greg.barnes@esu11.org">greg.barnes@esu11.org</a>	yes	\$33,475	\$34,820	\$1,345		no insurance, flat salary	100%	4.4700	4 x 4	185	
ESU 13	13	Jeff West	<a href="mailto:jeffwest@esu13.org">jeffwest@esu13.org</a>		\$0				see report			4.25 x 4.2?	185	
ESU 15	15	Paul Calvert	<a href="mailto:p.calvert@esu15.org">p.calvert@esu15.org</a>		\$0					100%				
ESU 16	16	Deb Paulman	<a href="mailto:dpaulman@esuxteen.org">dpaulman@esuxteen.org</a>	yes	\$34,400	\$35,400	\$1,000	\$900/\$3500	PPO 100A 75B 50C	100%	3.0000	5 x 4	185	
ESU 17	17	Dennis Radford	<a href="mailto:dradford@esu17.org">dradford@esu17.org</a>		\$0					100%		4 x 4	185	
Eustis-Farnam	11	Steve Sampy	<a href="mailto:steve.sampy@efknights.org">steve.sampy@efknights.org</a>	yes	\$33,700	\$34,500	\$800	\$900		100%	2.4000	4 x 4	183	
Ewing	08	Ted Hillman	<a href="mailto:thillman@esu8.org">thillman@esu8.org</a>	yes	\$33,150	\$34,150	\$1,000	\$900	80% A & B, 50% C	100%	3.9000	4 x 4.25	185	
Exeter-Milligan	06	Paul Sheffield	<a href="mailto:pshffie@emwolves.net">pshffie@emwolves.net</a>	yes	\$35,000	\$35,200	\$200	\$900	80% A & B, 50% C	100%		4 x 4.5	185	
Fairbury	05	Stephen Grizzle	<a href="mailto:sgrizzle@fairburyjeffs.org">sgrizzle@fairburyjeffs.org</a>	yes	\$33,925	\$34,425	\$500	\$900/\$3500	80% A&B, 50% C	100%	2.3000	4 x 5	185	
Falls City	04	Tim Heckenlively	<a href="mailto:theckenlively@fallscitypt.org">theckenlively@fallscitypt.org</a>	yes	\$34,700	\$35,300	\$600	\$900/\$3500	PPO 80%A&B 50%C	100%	2.1100	4 x 5	186	
Fillmore Central	06	Mark Norvell	<a href="mailto:mark.norvell@fillmorecentral.org">mark.norvell@fillmorecentral.org</a>		\$0					100%		4 x 4	185	



Fort Calhoun	03	Don Johnson	djohnson@esu3.org	yes	\$34,700	\$34,950	\$250	\$750	80% A & B, 50% C	100%	2.9700	4 x 5	187	
Franklin	11	Candace Conrad	ccandace.conradt@fpsfly	yes	\$33,775	\$34,175	\$400	\$900/\$3500	80% A & B, 50% C	100%	2.1900	4 x 5	185	
Freeman	05	Randy Page	rpage@freemanschools.ne	yes	\$34,550	\$35,550	\$1,000	\$900/\$3500	80% A & B, 50% C	100%	3.0100	4 x 4	185	
Fremont	2	Mark Shepard	mark.shepard@fpsmail.e	yes	\$34,400	\$35,067	\$667			see rpt	3.7000	4.5 x 5	185	
Friend	06	David Krause	d.kraus@friendschool.org	yes	\$33,750	\$34,750	\$1,000	\$900	80% A & B, 50% C	100%		4.5 x 4	185	
Fullerton	07	Jeff Anderson	janders@fullerton.esu7.	yes	\$34,300	\$35,450	\$1,150	\$900/\$3500	PPO 80%A&B 50%C	100%	3.7300	4 x 5	185	
Garden County	13	Paula Sissel	psissel@gceagles.org	yes	\$0	\$34,100				CIL		4.5 x 4.5	185	
Gering	13	Bob Hastings	bhastings@geringschool	yes	\$34,250	\$34,865	\$615				50%	3.3630	4.5 x 4.5	186
Gibbon	10	Vern Fischer	vern.fisher@gibbonpubl	yes	\$34,400	\$34,800	\$400	\$900/\$3500	80% A & B, 50% C	100%	2.3900	4 x 5	185	
Giltner	09	Stuart Lenz	slenz@giltnerschool.us	yes	\$34,600	\$35,200	\$600	\$900/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185	
Gordon-Rushville	13	Lori Liggett	lori.liggett@grmustangs	yes	\$33,600	\$33,900	\$300	\$900/\$3500	80% A & B, 50% C	stipend		4.5 x 4.5	185	
Gothenburg	10	Mike Teahon	michael.teahon@goswede	yes	\$35,100	\$35,800	\$700	\$900/\$3500	80% A & B, 50% C	100%	2.9200	4 x 5	185	
Grand Island	10	Tawana Grover	tgrover@gips.org	yes	\$34,861	#####	\$485	\$900/\$2000	PPO 80%A&B 50%C	100%EHE	2.8600	4x5Steps4	187	
Grand Island North	10	Matt Fisher	mfisher@ginorthwest.org	yes	\$33,700	\$35,500	\$1,800	\$900/\$3500	80% A & B, 50% C	100%	3.8600	4 x 5	185	
Gretna	03	Kevin Riley	kriley@gretnadragons.o	yes	\$36,300	\$36,800		\$750		100%	2.7200		189	
Hampton	09	Holly Herzberg	hherzberg@hamptonhawk	yes	\$35,000	\$35,900	\$900	\$900/\$3500	80% A & B, 50% C	100%	3.2500	4 x 4	185	
Hartington-Newcas	01	A.J. Johnson	adrian@hnsccats.org	yes	\$34,650	\$35,450	\$800	\$900/\$3500		cafe plan	3.1400	4 x 4	185	
Harvard	09	Michael Derr	mderr@harvardcardinal	yes	\$34,450	\$34,550	\$100	\$750		100%	2.9000	4 x 4	185	
Hastings	09	Craig Kautz	ckautz@esu9.org	yes	\$33,275	\$34,150	\$875	\$900/\$3500	PPO 100% A, B, & C		3.6200	4.5 x 4.5	186	
Hay Springs	13	Russ Lechtenberg	russell.lechtenberg@hshav	yes	\$35,000	\$35,300	\$300		80% A & B, 50% C	100%	4.0000	4.5 x 4.5	182	
Hayes Center	15	Tony Primavera	tprimavera@hccardinals	yes	\$34,350	\$34,600	\$250		80% A & B, 50% C	100%		4 x 4.5	184	
Heartland	06	Brad Best	bbest@heartlandschool	yes	\$36,333	\$37,083	\$750	\$900/\$3500	80% A & B, 50% C	100%	2.5500	4 x 4	185	
Hemingford	13	Charles Isom	cisom@gubn.org	yes	\$34,025	\$34,550	\$525	\$600	100% ABC	100%		4.5 x 4.5	185	
Hershey	16	Jane Davis	jdavis@hspanthers.org	yes	\$32,900	\$33,650	\$750	\$900/\$3500	80%AB	100%	2.9800	5 x 4	185	
High Plains	07	Brian Tonniges	btonniges@hpcstorm.or	yes	\$36,175	\$36,875	\$700	\$900	80%AB	100%	3.1900	4 x 4.5	185	
Hitchcock County	15	Robert Sattler	rsattler@hcfalcons.org	yes	\$33,450	\$34,250	\$800	\$900	PPO 80%A&B 50%C	100%	2.4000	4 x 4	185	
Holdrege	11	Todd Hilyard	todd.hilyard@dusters.org	yes	\$34,850	\$35,550	\$700	\$900/\$3500	80% A & B, 50% C	100%		4.5 x 4.5	185	
Homer	01	Gregg Cruickshank	gcruickshank@homerknigh	yes	\$37,700	\$38,400	\$700	\$1,150	80% A & B, 50% C	EE only	2.9300	4 x 4	185	
Howells-Dodge Con	07	Mark Ernst	mernst@hdjcjags.org	yes	\$37,500	\$38,150	\$650		n/a	stipend		4 x 4	185	
Humboldt-Table Ro	04	Sherri Edmundson	SherriEdmundson@htrstia	yes	\$34,350	\$34,350	\$0	\$1500/\$3000	80% A & B, 50% C	100%		4 x 4	185	
Humphrey Public	07	Greg Sjuts	gregsjuts@humphrey.es	yes	\$34,950	\$35,750	\$800	\$900	100%A 75%B 50%C	100%	3.4000	4 x 4	185	
Hyannis Dist 11	16	Troy Unzicker	tunzicker@apschools.org	yes	\$33,400	\$34,400	\$1,000	\$900	80% A & B, 50% C	100%	3.0000	4 x 4	184	
Johnson County Cer	04	Galen Boldt	galen.boldt@jcentral.o	yes	\$34,875	\$35,425	\$550	\$1500/\$3500	100% ABC	100%		4 x 5	185	
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbr	yes	\$34,600	\$35,500	\$900	\$900		100%	3.4000	4 x 4	185	
Kearney	10	Chris Nelson	chris.nelson@kearneypu	yes	\$34,492	\$34,892	\$400	\$750/\$1650	80% A & B, 50% C	250/mc	3.0000	4.5 x 4.5	185	
Kenesaw	09	Rick Masters	rmasters@kenesawschool	yes	\$34,600	\$35,000	\$400	\$900		100%		4 x 4	184	
Keya Paha	17	Dennis Peters	dpeters@kpsschools.org	yes	\$33,500	\$34,000	\$500	\$900/\$3500		100%		4.25 x 4.2	185	
Kimball	13	Elizabeth Owens	eoowns@kpslonghorns.e	yes	\$34,350	\$35,100	\$750	\$900/\$3500	PPO 80%A&B 50%C	100%	2.9388	4 x 5	185	
Lakeview	07	Plas, Aaron	aplas@lakeview.esu7.or	yes	\$34,100	\$34,450	\$350	\$900	80% A & B, 50% C	100%		4 x 5	185	
Laurel-Concord	01	Jeremy Christian	jeremy.christensen@lcschool.org		\$0				PPO 80%A&B 50%C	100%		4 x 4	185	
Leigh	07	Stephanie Peters	spetersen@leigh.esu7.o	yes	\$34,800	\$35,550	\$750	\$900	PPO 80%A&B 50%C	100%		4 x 4	185	
Lewiston	04	Rick Kentfield	rkentfield@lewistonsche	yes	\$34,400	\$35,200	\$800	\$1,150	80% A & B, 50% C	100%	3.1700	4 x 4	185	
Lexington	10	John Hakonson	john.hakonson@lexschd	yes	\$34,900	\$35,275	\$375	\$1,000	80% A&B	100%	2.8500	4 x 5	185	
Leyton	13	Chris Geary	chris.geary@leytonwarrior	yes	\$32,000	\$32,650	\$650	\$900/\$3500	80% A & B, 50% C	100%		4.5 x 4.5	183	
Lincoln Public Schools		Robbie Seybert	rseybert@lps.org	yes	\$43,981	\$45,156	\$1,175	\$900	80% A & B, 50% C	90%	2.6800		191	
Litchfield	10	Wade Finley	wade.finley@litchfieldps.org		\$33,400			\$750	80% A & B, 50% C	100%		4 x 5	185	
Logan View	02	Jeremy Klein	jklein@loganview.org	yes	\$33,759	\$34,488	\$729	\$1,000	80% A & B, 50% C	100%		4 x 5	185	
Loomis	11	Sam Dunn	sam.dunn@loomiswolves.org		\$33,600			\$600/\$3500		100%		4 x 4	183	
Louisville	03	Andrew Farber	afarber@lpslions.org	yes	\$36,090	\$36,715	\$625	\$600	80% A & B, 50% C	100%	2.0000	5 x 3	185	

Loup City	10	Angela Simpson		yes	\$33,550	\$35,475	\$1,925	\$1,150	100%A 80%B 70%C	95%	3.6700	4 x 5	185
Loup County	10	Rusty Ruppert	<a href="mailto:wruppert@esu10.org">wruppert@esu10.org</a>	yes	\$33,350	\$34,450	\$1,100	\$900/\$3500	80% A & B, 50% C	100%	3.7500	4 x 5	185
Lyons-Decatur	02	Fred Hansen	<a href="mailto:fhansen@esu2.org">fhansen@esu2.org</a>		\$34,172			\$900/\$3500	80% A & B, 50% C	100%		4 x 5	185
Madison	08	Alan Ehlers	<a href="mailto:aehlers@esu8.org">aehlers@esu8.org</a>	yes	\$34,200	\$34,950	\$750	\$900/\$3500	PPO 80%A&B 50%C	100%		4 x 5	185
Malcolm	06	Ryan Terwilliger	<a href="mailto:rterwill@esu6.org">rterwill@esu6.org</a>		\$0			\$750/\$1650	PPO 80%A&B 50%C	sh-in-lieu		4 x 4	185
Maxwell	16	Todd Rhodes	<a href="mailto:trhodes@maxwellschool.org">trhodes@maxwellschool.org</a>	yes	\$34,054	\$34,565	\$511	\$1,150	80% A & B, 50% C		3.4400	4 x 4	184
Maywood School	15	Jason Brown	<a href="mailto:jason.brown@maywood.org">jason.brown@maywood.org</a>	yes	\$32,800	\$33,800	\$1,000	\$900/\$3100	PPO 80%A&B 50%C	100%	2.2100	4.5 x 4.5	183
McCook	15	John Brazell	<a href="mailto:jbrazell@mccookbison.org">jbrazell@mccookbison.org</a>	yes	\$34,450	\$35,550	\$1,100	\$900/\$3500	PPO 80%A&B 50%C	100%		4.5x4.5/4	185
McCool Jct.	06	Curtis Cogswell	<a href="mailto:ccogswell@mcjmustang.org">ccogswell@mcjmustang.org</a>	yes	\$35,285	\$36,085	\$800	\$900	80% A & B, 50% C	100%		4 x 4.5	184
McPherson County	16	Dana Jeppson	<a href="mailto:djeppson@mcstryon.org">djeppson@mcstryon.org</a>	yes	\$34,000	\$34,500	\$500			100%	1.4700	4 x 5	185
Mead	02	Dale Rawson	<a href="mailto:dawson@esu2.org">dawson@esu2.org</a>	yes	\$34,300	\$35,300	\$1,000	\$900/\$3500	80% A & B, 50% C	100%	3.1700	4 x 4	185
Medicine Valley	15	Alan Garey	<a href="mailto:agarey@medvalley.org">agarey@medvalley.org</a>	yes	\$33,650	\$34,500	\$850	\$600	80% A & B, 50% C	100%	2.8400	4 x 4	184
Meridian	05	Randall Kort	<a href="mailto:rkort@meridianmustangs.org">rkort@meridianmustangs.org</a>	yes	\$34,900	\$35,950	\$1,050	\$500/\$500	PPO 80%A&B 50%C	100%		4 x 4	185
Milford	06	Kevin Wingard	<a href="mailto:kwingard@milfordpublicschools.org">kwingard@milfordpublicschools.org</a>		\$0			\$750/\$3100	80% A & B, 50% C	see rpt		4 x 5	186
Millard	03	Chad Meisgeier	<a href="mailto:cmmeisgeier@mpsomal.org">cmmeisgeier@mpsomal.org</a>	yes	\$37,765	\$38,125	\$360	\$900/\$3500		varies	3.0200	n/a	192
Minatare	13	Tim Cody	<a href="mailto:supttimcody@gmail.com">supttimcody@gmail.com</a>	yes	\$33,600	\$34,365	\$765	\$500	80% A&B	100%	2.3000	4 x 5	185
Minden	11	James Widdifield	<a href="mailto:james.widdifield@mindenwhiteschools.org">james.widdifield@mindenwhiteschools.org</a>	yes	\$35,750	\$36,350	\$600	\$900	80% A & B, 50% C	100%	2.4300	4 x 5	185
Mitchell	13	Kathy Urbanek	<a href="mailto:kurbanek@mpstigers.co">kurbanek@mpstigers.co</a>	yes	\$34,275	\$34,800	\$525			flat salary		4.5 x 4.5	184
Morrill	13	Joe Sherwood	<a href="mailto:joe.sherwood@mpsions.org">joe.sherwood@mpsions.org</a>		\$32,400			\$750/\$3100		see rpt		4.25 x 4.5	185
Mullen	16	Chris Kuncel	<a href="mailto:chris.kuncel@mullenpublicschools.org">chris.kuncel@mullenpublicschools.org</a>	yes	\$33,000	\$34,000	\$1,000	\$750/\$3500	80% A & B, 50% C	100%	2.5800	4 x 5	183
NE Unified Dist #1	08	Dale Martin	<a href="mailto:dmartin@esu8.org">dmartin@esu8.org</a>	yes	\$34,000	\$34,000	\$0	\$900		100%	2.7700	4.25 x 4.5	185
Nebraska City	04	Jeff Edwards	<a href="mailto:jedwards@nebraskacityschools.org">jedwards@nebraskacityschools.org</a>	yes	\$34,450	\$34,800	\$350	\$900/\$3500	80% A&B, 50% C	100%	3.0000	4 x 5	188
Neligh-Oakdale	08	Scott Gregory	<a href="mailto:sgregory@nowarriors.org">sgregory@nowarriors.org</a>	yes	\$34,240	\$34,740	\$500	\$750		100%		4 x 4	185
Newman Grove	08	Mikal Shalikow	<a href="mailto:mikal.shalikow@ngpublicschools.org">mikal.shalikow@ngpublicschools.org</a>	yes	\$34,000	\$34,900	\$900	\$1,150	80% A&B, 50% C	100%	2.6500	4 x 4	185
Niobrara	01	Margaret Sandoz	<a href="mailto:msandoz@niobraraschools.org">msandoz@niobraraschools.org</a>	yes	\$33,800	\$35,000	\$1,200	\$900		100%	3.5500	4 x 4	185
Norfolk	08	Bill Robinson	<a href="mailto:billrobinson@npsne.org">billrobinson@npsne.org</a>	yes	\$35,915	\$36,495	\$580		80% A & B, 50% C	see rpt	3.2500	4.5 x 4.5	186
Norris	06	John Skretta	<a href="mailto:john.skretta@nsdtitans.org">john.skretta@nsdtitans.org</a>	yes	\$36,160	\$37,260	\$1,100	\$1000/\$3500	80% A & B, 50% C	100%	2.7000	4 x 5	187+
North Bend Central	02	Dan Endorf	<a href="mailto:dendorf@esu2.org">dendorf@esu2.org</a>	yes	\$33,650	\$34,400	\$750		PPO 80%A&B 50%C	100%	3.0000	4.5 x mod	185
North Platte	16	Stuart Simpson	<a href="mailto:ssimpson@nppsd.org">ssimpson@nppsd.org</a>	yes	\$36,950	\$36,950	\$0		80% A & B, 50% C	see rpt	2.5000	5 x 4	187
O'Neill	08	Amy Shane	<a href="mailto:amyshane@oneillschools.org">amyshane@oneillschools.org</a>	yes	\$33,700	\$34,400	\$700	\$1100/\$3500	100%A 75%B 50%C	100%	2.5600	4.5 x 4.5	185
Oakland-Craig	02	Jeff Smith	<a href="mailto:jsmith@ocknights.org">jsmith@ocknights.org</a>	yes	\$33,525	\$34,490	\$965	\$900	80% A & B, 50% C	100%		4 x 5	185
Ogallala	16	Mike Apple	<a href="mailto:mikeapple@opds.org">mikeapple@opds.org</a>	yes	\$34,050	\$34,750	\$700	\$900/\$3500	PPO 100% A,B,C	100%	2.9000	5 x 4	185
Omaha Public Schools		Megan Neiles-Brasch	<a href="mailto:megan.neiles-brasch@ops.org">megan.neiles-brasch@ops.org</a>	yes	\$41,000	\$41,150	\$150		80% A&B, 50% C	see rpt	1.6200		190
Ord	10	Heather Nebesnik	<a href="mailto:hnebesnik@ordps.org">hnebesnik@ordps.org</a>	yes	\$34,500	\$35,100	\$600	\$900	PPO 100% A,B,C	100%	2.9100	5 x 4	185
Osceola	07	Steve Rinehart	<a href="mailto:srinehart@osceola.esd.org">srinehart@osceola.esd.org</a>	yes	\$35,050	\$35,300	\$250	\$900/\$3500	PPO 80%A&B 50%C	100%	3.2600	4 x 4.5	185
Osmond	08	Dave Hamm	<a href="mailto:dhamm@esu8.org">dhamm@esu8.org</a>	yes	\$34,300	\$35,050	\$750	\$900	80% A & B, 50% C	100%	3.2700	4 x 4	185
Overton	10	Mark Aten	<a href="mailto:maten@overtoneagles.org">maten@overtoneagles.org</a>		\$0				80% A & B, 50% C	100%		4.0 x 4.0	182
Palmer	07	Joel Bohlsen	<a href="mailto:jbohlsen@palmer.esu7.org">jbohlsen@palmer.esu7.org</a>	yes	\$34,485	\$34,900	\$415	\$600	80% A & B, 50% C	100%	2.5000	4 x 4.5	185
Palmyra	04	Rob Hanger	<a href="mailto:hanger.rob@districtor1.org">hanger.rob@districtor1.org</a>	yes	\$36,450	\$37,250	\$800	\$900	PPO 80%A&B 50%C	100%	2.8600	4 x 4	185
Papillion-La Vista	03	Renee Hyde	<a href="mailto:rh Hyde@paplv.org">rh Hyde@paplv.org</a>	yes	\$36,365	\$36,865	\$500	\$900/\$3500	80% A & B, 50% C	100%/93%	3.0100	4.5 x 4	190
Pawnee City	04	Brian Rottinghaus	<a href="mailto:brottinghaus@pawneecschools.org">brottinghaus@pawneecschools.org</a>	yes	\$34,775	\$35,575	\$800	\$900/\$3500	100%A 75%B 50%C	100%		4 x 4	185
Paxton	16	Del Dack	<a href="mailto:del.dack@paxtonschools.org">del.dack@paxtonschools.org</a>	yes	\$33,500	\$33,800	\$300	\$600/\$3500	80% A & B, 50% C	100%	2.9000	4.15x4.25	183
Pender	01	Jason Dolliver	<a href="mailto:jadolli1@penderschools.org">jadolli1@penderschools.org</a>	yes	\$33,390	\$34,355	\$965	\$900/\$3500	PPO 100% A,B,C	100%	3.5900	4 x 5	185
Perkins County Schools	16	Phillip Picquet	<a href="mailto:phillip.picquet@perkinscountyschools.org">phillip.picquet@perkinscountyschools.org</a>	yes	\$33,900	\$34,400	\$500	\$900/\$1800	80% A&B	100%		4 x 4	184
Pierce Public	08	Kendall Steffensen	<a href="mailto:kendallsteffensen@pierceschools.org">kendallsteffensen@pierceschools.org</a>	yes	\$33,450	\$34,100	\$650	\$1500/\$3000		100%		5 x 4	185
Plainview	08	Darron Arlt	<a href="mailto:darlt@plainviewschools.org">darlt@plainviewschools.org</a>	yes	\$34,375	\$35,375	\$1,000	\$900	80% A & B, 50% C	100%		4.25 x 4.25	185
Plattsmouth	03	Rich Hasty	<a href="mailto:rhasty@pcsd.org">rhasty@pcsd.org</a>	yes	\$33,700	\$34,200	\$500	\$900	80% A & B, 50% C	100%	3.0000	4.5 x mod	187
Pleasanton	10	Jeff Vetter	<a href="mailto:jvetter@pleasantonbulldog.org">jvetter@pleasantonbulldog.org</a>	yes	\$33,475	\$34,275	\$800	\$900/\$3500		100%		4 x 4.5	182
Ponca	01	Jody Phillips	<a href="mailto:jodyphillips@poncaschool.org">jodyphillips@poncaschool.org</a>		\$35,025			\$1,000	80% A & B, 50% C	93%		4 x 4	185



Potter-Dix	13	Mike Williams	mike.williams@pdcoyo	yes	\$33,500	\$34,150	\$650	\$750	100%A 75%B 50%C	100%	2.5500	4.5 x 4.5	183
Ralston	03	Jason Buckingham	jason_buckingham@ralsto	yes	\$34,475	\$35,125	\$650	\$900/\$3500	80% A & B, 50% C	1.25%-96%	3.5700	5 x 4	190
Randolph	01	Jeff Hoelsing	jeff.hoelsing@rcards.org	yes	\$34,500	\$35,365	\$865	\$1,500	PPO 80%A&B 50%C	100%	2.5600	4 x 4	172
Ravenna	10	Ken Schroeder	ken.schroeder@ravennabl	yes	\$33,850	\$34,250	\$400	\$900/\$3500		100%	2.5500	4 x 5	185
Raymond Central	02	Derrick Joel	djoel@rcentral.org	yes	\$36,925	\$37,825	\$900	\$900	PPO 80%A&B 50%C	100%		4 x 5	186
Red Cloud	09	Brian Hof	bhof@esu9.org	yes	\$33,525	\$33,850	\$325	\$900	80% ABC, 50% D	100%		4 x 4	183
Riverside (CdrRap/S	10	Stephanie Kaczor	stephanie.kaczor@rivers	yes	\$34,500	\$35,500	\$1,000	\$750	80% AB	100%		4 x 4.5	184
Rock County	17	Tom Becker	tbecker@rockcountysch	yes	\$33,585	\$34,285	\$700	\$1,500	80% A & B, 50% C	100%	4.3276	25 x 4.2	184
Sandhills	10	Dale Hafer	dale.hafer@sandhillsknj	yes	\$33,200	\$34,200	\$1,000	\$900	80% A & B, 50% C	100%		4 x 5	186
Santee	01	Kari Daniels	kdaniels@santeeschools	yes	\$36,665	\$37,582	\$917	\$600	PPO 100% A,B,C	100%		4 x 4	185
Sargent	10	Rusty Ruppert	wruppert@esu10.org	yes	\$33,150	\$34,350	\$1,200	\$1500/\$3500	100%A 75%B 50%C	100%	3.9900	4 x 5	185
Schuyler	07	Dan Hoelsing	dhoelsing@esu7.org	yes	\$34,625	\$35,200	\$575	\$1100/\$3500	80% A & B, 50% C	100%		4 x 5	185
Scottsbluff	13	Rick Myles	rmyles@sbps.net	yes	\$34,645	\$35,035	\$390	\$900/\$2000	PPO 80%A&B 50%C	50%	2.5000	4.5 x 4.5	189
Scribner-Snyder	02	Ginger Meyer	gingermeyer@esu2.org	yes	\$35,245	\$36,000	\$755	\$900	80% A & B, 50% C	100%		4 x 5	185
Seward	06	Josh Fields	josh.fields@sewardschools	yes	\$33,800	\$34,475	\$675	\$900/\$3500	80% A & B, 50% C	100%	3.0900	4 x 5	186
Shelby-Rising City	07	Chip Kay	ckay@shelby.esu7.org	yes	\$34,200	\$34,850	\$650	\$900/\$3500	80% A & B, 50% C	100%		4 x 4.5	185
Shelton	10	Brian Gegg	bgegg@sheltonbulldogs	yes	\$32,750	\$33,625	\$875	\$750	100% ABC, 50% D	100%	3.9500	4 x 5	185
Shickley	06	Sadie Coffey	scoffey@longhornpower.o	yes	\$34,800	\$35,550	\$750	\$900/\$3500		100%	3.0000	4 x 4	185
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$34,100	\$35,000	\$900	\$900	80% A & B, 50% C	100%		4.5 x 4.5	185
Silver Lake Public	09	Josh Cumpston			\$0				80% A & B, 50% C	100%		4 x 4	184
Sioux County	13	Brett Gies	bgies@siouxcountyscho	yes	\$35,850	\$36,900	\$1,050	\$600	PPO 80%A&B 50%C	100%	2.9000	4x4	175
South Central USD #	09	Julie Otero	jotero@southcentralusd.us		\$0			\$900/\$3500	PPO 80%A&B 50%C	100%		4 x 5	185
South Platte	16	David Spencer	dspencer@southplatteschools.com		\$0								
South Sioux City	01	Matt Stachowitz	matt.stachowitz@ssccar	yes	\$35,650	\$36,075	\$425	\$900/\$3500		see rpt	3.3500	4 x 5	186
Southern (Wymore)	05	Chris Proski	cproski@southernschools	yes	\$34,157	\$34,557	\$400	\$900	PPO 100%A 75%B 50%	100%	3.6900	4 x 4	182
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@sveag	yes	\$34,000	\$34,650	\$650	\$1,150	PPO 80%A&B 50%C	100%		4 x 4.75	184
Southwest	15	Todd Porter	todd.porter@swpschool	yes	\$33,550	\$34,250	\$700	\$900/\$3500	PPO 80%A&B 50%C	100%	2.4800	4 x 4	183
Springfield-Plattevie	03	Brett Richards	brichards@springfieldpl	yes	\$33,975	\$34,825	\$850	\$900/\$3500	PPO 80%A&B 50%C	100%	3.2500	5 x 3	185
St. Edward	07	Justin Frederick	jfrederick@sted.esu7.org	yes	\$34,200	\$35,700	\$1,500	\$900/\$3500	PPO 80%A&B 50%C	100%	4.0000	4 x 4.5	184
St. Paul	10	John Poppert	jpoppert8@gmail.com	yes	\$34,550	\$34,900	\$350	\$900	PPO 80%A&B 50%C	100%		4 x 5	185
Stanton Community	08	Michael Sieh	msieh@esu8.org	yes	\$35,000	\$35,600	\$600	?/\$3500	PPO 80%A&B 50%C	100%		4 x 5	186
Stapleton	16	Howard Gaffney	howard.gaffney@stapletonschoo		\$33,350			\$1500/\$3500	PPO 100% A,B,C	see rpt		4 x 5	tba
Sterling	04	Dottie Heusman	dheusman@sterlingpublics	yes	\$34,750	\$35,500	\$750	\$900/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org	yes	\$34,000	\$34,000	\$0	\$900	80% AB	100%	2.2400	25 x 4.2	185
Summer-Eddyville-M	10	Kevin Finkey	kfinkey@semmustangs.c	yes	\$34,100	\$35,075	\$975	\$900	80% ABC, 50% D	100%	4.0000	4 x 4	184
Superior	09	Martin Kobza	mkobza@superiorwildcats	yes	\$34,425	\$34,900	\$475	\$900/\$3500	80% A & B, 50% C	100%	2.2761	4 x 5	185
Sutherland	16	Dan Keyser	dkeyser@esu16.org	yes	\$31,450	\$32,250	\$800	\$900	80% ABC, 50% D	100%	3.0700	5mpresse	184
Sutton	09	Dana Wiseman	dwiseman@spne.org	yes	\$34,875	\$35,900	\$1,025	\$900/\$3500	100% ABC	100%	3.6200	4 x 5	184
Syracuse-Dunbar-A	04	Brad Buller	bbuller@esu6.org	yes	\$35,550	\$36,250	\$700				3.1000	5 x 5	185
Tekamah-Herman	02	Dan Gross	dgross@esu2.org	yes	\$33,300	\$34,000	\$700	\$900/\$3500	80% A & B, 50% C	100%	3.2600		185
Thayer Central	05	Drew Harris	drew.harris@thayercent	yes	\$33,960	\$34,660	\$700	\$1150/\$3500	80% ABC, 50% D	100%	2.8500	4.5 x 4	185
Thedford	16	Blake Dahlberg	blake.dahlberg@thedfords	yes	\$33,830	\$33,830	\$0		80% A & B, 50% C	100%		4 x 5	184
Tri County	05	Randy Schlueter	randy.schlueter@tricou	yes	\$34,650	\$35,300	\$650	\$900/\$3500	80% A & B, 50% C	100%	3.6530	4 x 4	185
Twin River	07	John Weidner	jweidner@twinriver.esu7.org		\$0				80% A & B, 50% C	100%		4 x 5	185
Uno N Ho N Nation	01	Stacie Hardy	shardy@unpsk-12.org	yes	\$38,000	\$38,900	\$900	\$500	PPO 80% ABC, 50% D	100%		4 x 4	185
Valentine Communi	17	Jamie S Isom	jisom@vcsbadger.net	yes	\$34,475	\$35,000	\$525	\$1150/\$3500	PPO 80%A&B 50%C	100%	3.0800	4.5 x 4.5	185
Wahoo	02	Brandon Lavaley	blavaley@wahoowarrior	yes	\$33,900	\$34,500	\$600	\$900/\$3500	80% A & B, 50% C	100%	2.9000	4 x 5	186
Wakefield	01	Mark Bejot	mbejot@wakefieldschools	yes	\$34,825	\$35,790	\$965	\$900/\$3500	PPO 100% A, 50% BC	100%	3.1370	4 x 4	185
Wallace	16	Tom Sandberg	tsandberg@whscats.or	yes	\$33,600	\$35,050	\$1,450	\$900/\$3500	80% A & B, 50% C	100%	3.0230	4 x 4	183

Walthill	01	Kirk Ahrends	<a href="mailto:kahrends@walthillschod">kahrends@walthillschod</a>	yes	\$39,124	\$39,906	\$782		80% A & B, 50% C	100%		4 x 4	185
Wauneta-Palisade	15	Randy Geier	<a href="mailto:rgeier@wpbroncos.org">rgeier@wpbroncos.org</a>	yes	\$33,600	\$34,400	\$800	\$900/\$3100	80% A & B, 50% C	100%	2.8800	4 x 5	184
Wausa	01	Brad Hoelsing	<a href="mailto:bradhoelsing@wausasch">bradhoelsing@wausasch</a>	yes	\$34,200	\$34,800	\$600	\$1,150		100%		4 x 4	185
Waverly	06	Cory Worrell	<a href="mailto:cory.worrell@district145.org">cory.worrell@district145.org</a>	yes	\$34,825	\$35,675	\$850	\$900/\$3500	80% A & B, 50% C	100%	2.9200	4 x 5	186
Wayne	01	Mark Lenihan	<a href="mailto:malenih1@waynebluedevil">malenih1@waynebluedevil</a>	yes	\$34,050	\$35,700	\$1,650	1000/\$3000		see rpt	2.6000	4 x 5	185
Weeping Water	03	Kevin Reiman	<a href="mailto:kreiman@weepingwaterps">kreiman@weepingwaterps</a>	yes	\$34,900	\$35,750	\$850	\$900	80% A & B, 50% C	100%	2.7900	4 x 4	185
West Holt	08	Paul Pistulka	<a href="mailto:paupistulka@westholt.d">paupistulka@westholt.d</a>	yes	\$34,000	\$34,750	\$750			100%	2.5000	4.25x4.25	184
West Point-Beemer	02	Bill McAllister	<a href="mailto:wmcallister@wpcadets">wmcallister@wpcadets</a>	yes	\$34,200	\$35,200	\$1,000	\$900	80% A & B, 50% C	100%	2.5000	4 x 5	184
Westside	03	Enid Schonewise	<a href="mailto:schonewise.enid@wests">schonewise.enid@wests</a>	yes	\$36,700	\$37,300	\$600	\$1,100	80% AB 50%C	100%	4.1800	N/A	193
Wheeler Central	08	Rodney Olson	<a href="mailto:rodolson78@gmail.com">rodolson78@gmail.com</a>		\$33,050				PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	<a href="mailto:ray.collins@wilberclatonia.org">ray.collins@wilberclatonia.org</a>		\$0			\$750/\$3100	PPO 80%A&B 50%C	100%		4 x 4	185
Wilcox-Hildreth	11	Carl Dietz	<a href="mailto:cdietz57@gmail.com">cdietz57@gmail.com</a>	yes	\$34,100	\$34,900	\$800	\$750	PPO 80%A&B 50%C	100%	2.9700	4 x 4	183
Winnebago	01	Dan Fehringer	<a href="mailto:dfehringer@winnebago">dfehringer@winnebago</a>	yes	\$39,124	\$40,103	\$979	\$600	80% A & B, 50% C	100%	2.5000	4 x 4.5	185
Winside	01	Michael Shoff	<a href="mailto:mshoff@winsidewildcat">mshoff@winsidewildcat</a>	yes	\$34,650	\$35,400	\$750	\$900	PPO 80%A&B 50%C	100%	3.8000	4 x 4	185
Wisner-Pilger	02	Chad Boyer	<a href="mailto:cboyer@igators.org">cboyer@igators.org</a>	yes	\$33,900	\$34,400	\$500	\$900/\$3500	PPO 80%A&B 50%C	100%		4 x 5	185
Wood River HS	10	James Haley	<a href="mailto:jhaley@wrrsd.org">jhaley@wrrsd.org</a>	yes	\$35,000	\$35,400	\$400	\$900	80% A & B, 50% C	100%	2.2300	4 x 5	185
Wynot	01	Jeff Messersmith	<a href="mailto:jeff.messersmith@wyno">jeff.messersmith@wyno</a>	yes	\$34,350	\$34,850	\$500	\$900/\$3500	80% A & B, 50% C	100%	2.7500	4 x 5	170
York	06	Mike Lucas	<a href="mailto:mike.lucas@yorkdukes.c">mike.lucas@yorkdukes.c</a>	yes	\$33,800	\$34,050	\$250			100%		5 x 4	187
Yutan	02	Mitch Hoffer	<a href="mailto:hoffer@esu2.org">hoffer@esu2.org</a>	yes	\$34,820	\$35,720	\$900	\$900/\$3500		100%	3.6700	4 x 4	185
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2018-19:</b>													
number of districts settled				<b>227</b>									
low				<b>\$0</b>	<b>\$31,802</b>						<b>1.1400</b>	<b>165</b>	
average				<b>\$31,946</b>	<b>\$35,199</b>	<b>\$712</b>						<b>3.0627</b>	<b>185</b>
median				<b>\$34,215</b>	<b>\$35,000</b>						<b>3.0000</b>	<b>185</b>	
high				<b>\$43,981</b>	<b>\$45,156</b>						<b>6.0000</b>	<b>193</b>	
midpoint info for negotiations				<b>\$33,081</b>	<b>\$35,099</b>						<b>3.0314</b>	<b>185</b>	

School District	Superintendent or District Contact	e-mail of Superintendent or District Contact	settle	1819 base	920 base	raise	Health Insurance	Dental Plan	% Ins. Pd. By Distric	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09 Shawn Scott	<a href="mailto:shawn.scott@adams-central.org">shawn.scott@adams-central.org</a>	yes	\$36,400	\$37,000	\$600	1050/\$350	PPO 100%ABC	100%	3.2000	4.5 x 4.5	184
Ainsworth	17 Dale Hafer	<a href="mailto:dhafer@ainsworthschools.org">dhafer@ainsworthschools.org</a>	yes	\$35,050	\$35,650	\$600	1050/\$350	80% A & B, 50% C	100%		4.5 x 4.5	185
Allen Consolidated	01 Mike Pattee	<a href="mailto:mpattee@allenschools.org">mpattee@allenschools.org</a>	yes	\$35,450	\$36,250	\$800	\$1,050	80% A & B, 50% C	96%	3.8000	4 x 4	185
Alliance	13 Troy Unzicker	<a href="mailto:troy.unzicker@alliancebu.org">troy.unzicker@alliancebu.org</a>	yes	\$32,800	\$33,850	\$1,050	1450/\$350	80% A & B, C	stipend	3.5000	4.25 x 4.5	185
Alma	11 Jon Davis	<a href="mailto:jon.davis@almacardinals.org">jon.davis@almacardinals.org</a>	yes	\$34,300	\$34,900	\$600	1050/\$350	PPO 100% A 75% B 50% C	100%		4 x 4.5	183
Amherst	10 Tom Moore	<a href="mailto:tmooe@amherstbronzos.org">tmooe@amherstbronzos.org</a>		\$0			\$750		100%		4 x 4.5	182
Anselmo-Merna	10 Logan Lightfoot	<a href="mailto:logan.lightfoot@amcoyotes.org">logan.lightfoot@amcoyotes.org</a>	yes	\$34,400			\$1500/\$300	80% A & B, 50% C	100%		4 x 4	184
Ansley	10 Gordon Goodman	<a href="mailto:ggoodman211961@gmail.com">ggoodman211961@gmail.com</a>		\$34,000			\$1,000	80% A & B, 50% C	100%		4 x 5	185
Arapahoe	11 George Griffith	<a href="mailto:george.griffith@arapahoe.org">george.griffith@arapahoe.org</a>	yes	\$34,150	\$35,150	\$1,000	\$900/\$350	80% A & B, 50% C	100%		4 x 4	184
Arcadia	10 Mike Williams	<a href="mailto:mike.williams@apskuskies.org">mike.williams@apskuskies.org</a>	yes	\$33,450	\$34,100	\$650	\$750/\$150	80% A & B, 50% C	100%		4 x 5	185
Arlington	03 Dawn Lewis	<a href="mailto:dawn.lewis@apseagles.org">dawn.lewis@apseagles.org</a>	yes	\$37,200	\$38,430	\$1,230	1050/\$350	80% A & B, 50% C	100%	3.5000	4 x 5	186
Arnold	10 Mark Sievering	<a href="mailto:mark.sievering@arnoldpubl.org">mark.sievering@arnoldpubl.org</a>	yes	\$34,000	\$34,500	\$500	\$600/\$350	80% A & B, 50% C	100%		4 x 5	182
Arthur County	16 Barry Schaeffer	<a href="mailto:barry.schaeffer@arthurcour.org">barry.schaeffer@arthurcour.org</a>	yes	\$35,000	\$35,200	\$200	\$1,200	PPO 100% A 75% B 50% C	100%	1.4500	4 x 4	165
Ashland-Greenwood	02 Jason Libal	<a href="mailto:jason.libal@agps.org">jason.libal@agps.org</a>		\$0			\$750	80% A & B, 50% C	100%		4 x 5	185
Auburn	04 Virginia Moon	<a href="mailto:virginia.moon@apsbulldogs.org">virginia.moon@apsbulldogs.org</a>		\$35,050			\$750/\$310	80% A & B, 50% C	100%		4 x 5	181
Aurora	09 Damon McDonald	<a href="mailto:dmcDonald@4rhuskies.org">dmcDonald@4rhuskies.org</a>	yes	\$34,750	\$35,300	\$550	\$1,050	80% A & B, 50% C	100%		5 x 5	185
Axtell	11 Rob Gregory	<a href="mailto:rob.gregory@axtellwildcats.org">rob.gregory@axtellwildcats.org</a>	yes	\$34,900	\$35,300	\$400	1050/\$350	100% A 75% B 50% C	100%		4 x 4.5	184
Bancroft-Rosalie	02 Jon Cerny	<a href="mailto:jcerny@esu2.org">jcerny@esu2.org</a>	yes	\$35,750	\$36,250	\$500	1050/\$350	PPO 80%A&B 50%C	100%	3.0200	4 x 4	185
Banner County	13 Evelyn Browne	<a href="mailto:evelyn.browne@bcswildcats.org">evelyn.browne@bcswildcats.org</a>	yes	\$34,700	\$35,100	\$400	\$650/\$350	PPO 80%A&B 50%C	100%	2.9100	4.5 x 4.5	183
Battle Creek	08 Jake Luhr	<a href="mailto:jluhr@bcpsne.info">jluhr@bcpsne.info</a>	yes	\$35,200	\$36,000	\$800	\$1,050	PPO 100% A 75% B 50% C	100%		4 x 5	185
Bayard	13 Travis Miller	<a href="mailto:travis.miller@bayardtigers.org">travis.miller@bayardtigers.org</a>	yes	\$34,000	\$34,750	\$750	\$1,500	80% A & B, 50% C	100%		4.5 X 4.5	185
Beatrice	05 Jason Alexander	<a href="mailto:jalexander@bpsnebr.org">jalexander@bpsnebr.org</a>	yes	\$34,925	\$35,425	\$500	1050/\$350	80% A & B, 50% C	100%	3.2900	5 x 4	186
Bellevue	03 Sharra Smith	<a href="mailto:sharra.smith@bpsne.net">sharra.smith@bpsne.net</a>	yes	\$35,172	\$35,772	\$600	\$650/\$350	ABC, 50% D	see rpt.	3.5910		188
Bennington	03 Terry Haack	<a href="mailto:thaack@bennps.org">thaack@bennps.org</a>	yes	\$34,650	\$35,150	\$500	\$900	100% ABC	100%	3.8840	4 x 5	186
Bertrand	11 Dennis Shipp	<a href="mailto:dennis.shipp@bertrandviki.org">dennis.shipp@bertrandviki.org</a>	yes	\$33,900	\$34,500	\$600	\$1,050	PPO 80%A&B 50%C	100%	3.3400	4 x 4	184
Blair	03 Randy Gilson	<a href="mailto:randy.gilson@blairschool.org">randy.gilson@blairschool.org</a>	yes	\$34,475	\$34,975	\$500	1450/\$350	80% A & B, 50% C	100%	3.2100	4 x 5	186
Bloomfield	01 Shane Alexander	<a href="mailto:salexander@blfdblives.org">salexander@blfdblives.org</a>	yes	\$35,000	\$36,000	\$1,000	\$1,450	80% A & B, 50% C	100%	3.8000	4 x 4	185
Blue Hill	09 Joel Ruybalid	<a href="mailto:jruyball@bluehillschools.org">jruyball@bluehillschools.org</a>	yes	\$35,650	\$36,150	\$500	1050/\$350		100%	3.5000	4 x 4	185
Boone Central	07 Nicole Hardwick	<a href="mailto:nhardwick@boonecentral.esu7.org">nhardwick@boonecentral.esu7.org</a>		\$34,800			\$900/\$350	80% A & B, 50% C	100%		4 x 5	185
Boyd County School	08 Michael Brown	<a href="mailto:mbrown@boydcounty.org">mbrown@boydcounty.org</a>	yes	\$34,750	\$35,300	\$550	\$1,050	80% A & B, 50% C	100%		4.25 x 4.2	185
Brady Public School	16 James McGown	<a href="mailto:jmcgown@bradyschools.org">jmcgown@bradyschools.org</a>	yes	\$34,200	\$35,200	\$1,000	\$1,050	100% ABC	100%		4 x 4	186
Bridgeport	13 Charles Lambert	<a href="mailto:clambert@bpsbulldogs.org">clambert@bpsbulldogs.org</a>		\$34,250			\$750	80% ABC	nge \$16,080		4.5 x 4.5	184
Broken Bow School	10 Darren Tobey	<a href="mailto:darren.tobey@bbps.org">darren.tobey@bbps.org</a>	yes	\$34,350	\$34,950	\$600	\$1,050	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05 Kolin Haecker	<a href="mailto:khaecker@bdstorm.org">khaecker@bdstorm.org</a>	yes	\$36,050	\$36,750	\$700	1050/\$350	80%ABC	100%	1.0000	4.25 x 4	184
Burwell	10 Darrin Max	<a href="mailto:darrin.max@burwellpublics.org">darrin.max@burwellpublics.org</a>	yes	\$34,300	\$34,800	\$500	\$1,050	100% A 75% B 50% C	100%	2.8100		
Callaway	10 Bryon Hanson	<a href="mailto:bhanson@callawaypublic.org">bhanson@callawaypublic.org</a>	yes	\$34,150	\$34,750	\$600	1050/\$350	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11 Greg Shepard	<a href="mailto:gregory.shepard@cpstrojan.org">gregory.shepard@cpstrojan.org</a>	yes	\$34,400	\$35,000	\$600	1050/\$350	80% A & B, 50% C	100%		4 x 4	185
Cedar Bluffs	02 Harlan Ptomey	<a href="mailto:hptomey@esu2.org">hptomey@esu2.org</a>	yes	\$35,625	\$36,300	\$675	1050/\$350	PPO 80%A&B 50%C	100%	4.8800	4 x 4	185
Centennial	06 Tim DeWaard	<a href="mailto:tim.dewaard@centennialbr.org">tim.dewaard@centennialbr.org</a>	yes	\$36,000	\$36,500	\$500	\$650	PPO 80%A&B 50%C	100%	3.3800	4 x 5	185
Central City	07 Jeff Jensen	<a href="mailto:jjensen@centralcityps.org">jjensen@centralcityps.org</a>	yes	\$34,200	\$34,850	\$650	1050/\$350	PPO 80%A&B 50%C	100%		4 X 5	185
Central Valley (Greenwood)	10 Amy Malander	<a href="mailto:amalander@centralvps.org">amalander@centralvps.org</a>	yes	\$35,200	\$36,000	\$800	\$850	80% A & B, 50% C	100%		4 x 5	185
Centura	10 Ryan Ruhl	<a href="mailto:ryan.ruhl@centuraps.org">ryan.ruhl@centuraps.org</a>	yes	\$35,400	\$35,600		\$1,050	80% A & B, 50% C	100%	1.0000	4 x 5	185
Chadron	13 Caroline Winchester	<a href="mailto:caroline.winchester@cha.org">caroline.winchester@cha.org</a>	yes	\$33,500	\$35,500	\$2,000	1150/\$350	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Chambers	08 Jesse Frank	<a href="mailto:frankjesse@esu8.org">frankjesse@esu8.org</a>	yes	\$34,550	\$35,300	\$750	\$900	80% A & B, 50% C	100%		4 x 4	184
Chase County	15 Larry Lambert	<a href="mailto:llambert@chasecountyschoo.org">llambert@chasecountyschoo.org</a>	yes	\$34,600	\$35,200	\$600	\$1,450	PPO 100% A 75% B 50% C	100%	3.8000	4.5 x 4.5	184

Clarkson	07	Rich Lemburg	<a href="mailto:rlemburg@clarkson.esu7.org">rlemburg@clarkson.esu7.org</a>	yes	\$35,550	\$36,150	\$600	\$1,450			100%	3.4000	4 x 4	185
Cody-Kilgore	17	Adam Lambert	<a href="mailto:alambert@cody-kilgore.com">alambert@cody-kilgore.com</a>		\$0					80% A & B, 50% C	100%		4 x 5	166
Columbus	07	Troy Loeffelholz	<a href="mailto:loeffelholz@discoverers.org">loeffelholz@discoverers.org</a>	yes	\$37,200	\$38,000	\$800	1050/\$350	PPO 100% A 75% B 50% C	\$670/mo		3.8100	4.7 x 5	188
Conestoga	03	Beth Johnsen	<a href="mailto:bjohnsen@conestogaps.org">bjohnsen@conestogaps.org</a>	yes	\$35,700	\$36,500	\$800	\$900	80% A & B, 50% C		100%		4 x 4	185
Cozad	10	Ron Wymore	<a href="mailto:ron.wymore@cozadschools.org">ron.wymore@cozadschools.org</a>	yes	\$34,900	\$35,000	\$100	1050/\$350	PPO 80%A&B 50%C		100%	2.9200	4.75 x 4.25	185
Crawford	13	Kirk Hughes	<a href="mailto:kirk.hughes@cpsrams.org">kirk.hughes@cpsrams.org</a>	yes	\$34,600	\$35,300	\$700				stipend		4.5 x 4.5	183
Creek Valley	13	Patrick Ningen	<a href="mailto:patrick.ningen@cvsstorm.cc">patrick.ningen@cvsstorm.cc</a>	yes	\$34,600	\$35,000	\$400	1050/\$350	80% A & B, 50% C		100%	2.7500	4.5 x 4.5	185
Creighton	01	Rob Thompson	<a href="mailto:robthompson@chsbulldogs.org">robthompson@chsbulldogs.org</a>	yes	\$34,900	\$35,550	\$650	\$1,050			100%		4.5 x 4.5	185
Crete	06	Meagan Kershner	<a href="mailto:meagan.kershner@cretesch.org">meagan.kershner@cretesch.org</a>	yes	\$35,330	\$35,770	\$440	\$750/\$310	80% A & B, 50% C		100%		4.5 x 4.5	186
Crofton	01	Christopher Look	<a href="mailto:clook@croftonwarriors.org">clook@croftonwarriors.org</a>	yes	\$35,350	\$35,950	\$600	\$1,050	80% A & B, 50% C		100%	3.2700	4 x 4	185
Cross County	07	Brent Hollinger	<a href="mailto:bhollinger@crosscounty.esu">bhollinger@crosscounty.esu</a>	yes	\$35,850	\$36,600	\$750	\$1,050	80% A & B, 50% C		100%	4.3000	4.5 x 4	185
David City	07	Chad Denker	<a href="mailto:denker@dcscoouts.org">denker@dcscoouts.org</a>	yes	\$35,300	\$35,850	\$550	1050/\$350	PPO 80%A&B 50%C		100%	3.5900	4 x 5	187
Deshler	05	Al Meier	<a href="mailto:al.meier@deshlerdragons.org">al.meier@deshlerdragons.org</a>	yes	\$33,775	\$34,250	\$475	\$1,050	PPO 80%A&B 50%C		100%	3.2950	4.5 x 4	182
Diller-Odell	05	Mike Meyerle	<a href="mailto:mmeyerle@dillerodell.org">mmeyerle@dillerodell.org</a>	yes	\$35,400	\$35,950	\$550	\$900	PPO 80%A&B 50%C		100%		4 X 4	185
Doniphan-Trumbull	09	Stan Hendricks	<a href="mailto:shendricks@dtcardinals.org">shendricks@dtcardinals.org</a>	yes	\$35,650	\$36,150	\$500	1050/\$350	PPO 80%A&B 50%C		100%	3.5800	4 x 5	185
Dorchester	06	Daryl Schunk	<a href="mailto:dschunk@dorchesterschools.org">dschunk@dorchesterschools.org</a>	yes	\$35,775	\$36,375	\$600	1050/\$350	PPO 100% A 75% B 50% C		100%	3.3400	4 x 4.5	185
Douglas County West	03	Melissa Polonic	<a href="mailto:mpolonic@dcwest.org">mpolonic@dcwest.org</a>	yes	\$35,765	\$37,000	\$1,235	1050/\$250	PPO 80%A&B 50%C	\$855/mo			4 x 4	185
Dundy County Stratton	15	Jim Kent	<a href="mailto:jim@dcstigers.org">jim@dcstigers.org</a>	yes	\$35,185	\$35,550	\$365	\$1,050	80% A & B, 50% C		100%	2.8000	4 x 4	186
East Butler	07	Sam Stecher	<a href="mailto:sstecher@ebutler.esu7.org">sstecher@ebutler.esu7.org</a>		\$0				80% A & B, 50% C		100%		4 x 4.5	190
Elba	10	Ted Classen	<a href="mailto:ted.classen@elbaps.org">ted.classen@elbaps.org</a>	yes	\$34,300	\$35,200	\$900	\$900/\$350	80% ABC		100%		4 x 5	177
Elgin	08	Dan Polk	<a href="mailto:dan.polk@elgineagles.org">dan.polk@elgineagles.org</a>	yes	\$35,000	\$35,900	\$900		80% A & B, 50% C		100%	4.5000	4 x 4.5	185
Elkhorn	03	Bary Habrock	<a href="mailto:bhabrock@epsne.org">bhabrock@epsne.org</a>	yes	\$34,625	\$34,765	\$140		100% a/75% B/50% C		100%	2.2500		190
Elkhorn Valley	08	Darin Hahne	<a href="mailto:darinhahne@evfalcons.com">darinhahne@evfalcons.com</a>	yes	\$35,400	\$36,100	\$700	\$900/\$350	80% A & B, 50% C		100%		4 x 4.5	185
Elm Creek	10	Tom Reeser	<a href="mailto:tom.reeser@elmcreekschools.org">tom.reeser@elmcreekschools.org</a>	yes	\$35,250	\$35,400	\$150	1050/\$3500			100%		4 x 4	182
Elmwood-Murdock	03	Ryan Knippelmeyer	<a href="mailto:RKnippelmeyer@emknights.org">RKnippelmeyer@emknights.org</a>	yes	\$35,725	\$36,675	\$950	\$1,050			100%	3.8300	4 x 4	185
Elwood	11	Daren Hatch	<a href="mailto:daren.hatch@elwoodpirates.org">daren.hatch@elwoodpirates.org</a>	yes	\$34,150	\$34,850	\$700	\$1,050		100% ABC	100%	4.4800	4 x 4.5	184
Emerson-Hubbard	01	Lindsey Beaudette	<a href="mailto:lbeaudette@ehpirates.org">lbeaudette@ehpirates.org</a>	yes	\$36,435	\$36,985	\$550		PPO 80%A&B 50%C		100%		4 x 4	185
ESU 01	01	Bill Heimann	<a href="mailto:bheimann@esu1.org">bheimann@esu1.org</a>	yes	\$36,520	\$37,460	\$940	\$900/\$2000			see rpt.	4.0000		
ESU 02	02	Ted DeTurk	<a href="mailto:tdeturk@esu2.org">tdeturk@esu2.org</a>	yes	\$33,800	\$34,560	\$760		80% A & B, 50% C		100%		4.5 x 4.5	185
ESU 03	03	Dan Schnoes	<a href="mailto:dschnoes@esu3.org">dschnoes@esu3.org</a>	yes	\$31,802	\$32,676	\$874	\$1,150	100% A 75% B 50% C		100%	3.7500	5 x 5	190
ESU 04	04	Gregg Robke	<a href="mailto:grobke@esu4.net">grobke@esu4.net</a>	yes	\$36,064	\$36,300	\$236	\$1,200	PPO 80%A&B 50%C		100%		4 x 4	185
ESU 05	05	Brenda McNiff	<a href="mailto:bmcniff@esu5.org">bmcniff@esu5.org</a>	yes	\$37,075	\$37,325	\$250	1050/\$250	PPO 100% A 75% B 50% C	\$1300/mo			4 x 5	185
ESU 06	06	John Skretta	<a href="mailto:john.skretta@esu6.org">john.skretta@esu6.org</a>		\$36,855			\$500	PPO 80%A&B 50%C		100%		4 x 4	185
ESU 07	07	Larianne Polk	<a href="mailto:lpolk@esu7.org">lpolk@esu7.org</a>	yes	\$33,162	tba		\$3,500	80% A & B, 50% C		see rpt	3.0000	4 x 5	185
ESU 08	08	Bill Mowinkel	<a href="mailto:bmowinkel@esu8.org">bmowinkel@esu8.org</a>		\$0			\$600/\$350	80% A & B, 50% C		\$100/mo		4 x 5	185
ESU 09	09	Emily Burr	<a href="mailto:emily.burr@esu9.us">emily.burr@esu9.us</a>	yes	\$36,725	\$37,135	\$410	\$850/\$350	PPO 80%A&B 50%C		100%		4 x 4.5	185
ESU 10	10	Melissa Wheelock	<a href="mailto:mwheelock@esu10.org">mwheelock@esu10.org</a>	yes	\$36,400	\$37,000	\$600	\$900	80% A & B, 50% C, 75% of Fair		100%	3.4000	4.75 x 4	185
ESU 11	11	Greg Barnes	<a href="mailto:greg.barnes@esu11.org">greg.barnes@esu11.org</a>	yes	\$34,820	\$35,420	\$600		no insurance, flat salary		100%	3.6000	4 x 4	185
ESU 13	13	Jeff West	<a href="mailto:jeffwest@esu13.org">jeffwest@esu13.org</a>		\$0					see report			4.25 x 4.25	185
ESU 15	15	Paul Calvert	<a href="mailto:p.calvert@esu15.org">p.calvert@esu15.org</a>		\$0						100%			
ESU 16	16	Deb Paulman	<a href="mailto:dpaulman@esuxsixteen.org">dpaulman@esuxsixteen.org</a>		\$35,400			\$900/\$350	PPO 100A 75B 50C		100%		5 x 4	185
ESU 17	17	Dennis Radford	<a href="mailto:dradford@esu17.org">dradford@esu17.org</a>		\$0						100%		4 x 4	185
Eustis-Farnam	11	Steve Sampy	<a href="mailto:steve.sampy@efknights.org">steve.sampy@efknights.org</a>	yes	\$34,500	\$35,200	\$700	\$1,050			100%	3.5900	4 x 4	183
Ewing	08	Ted Hillman	<a href="mailto:thillman@esu8.org">thillman@esu8.org</a>	yes	\$34,150	\$35,000	\$850	\$1,050	80% A & B, 50% C		100%	3.1000	4 x 4.25	185
Exeter-Milligan	06	Paul Sheffield	<a href="mailto:psheffie@emwolves.net">psheffie@emwolves.net</a>	yes	\$35,200	\$35,950	\$750		80% A & B, 50% C		100%	4.0900	4 x 4	185
Fairbury	05	Stephen Grizzle	<a href="mailto:sgrizzle@fairburyjeffs.org">sgrizzle@fairburyjeffs.org</a>	yes	\$34,450	\$35,050	\$600		80% A&B		100%	3.7100	4 x 5	185
Falls City	04	Tim Heckenlively	<a href="mailto:theckenlively@fallscityps.org">theckenlively@fallscityps.org</a>	yes	\$35,300	\$35,900	\$600	1050/\$350	PPO 80%A&B 50%C		100%	3.0300	4 x 5	186
Fillmore Central	06	Mark Norvell	<a href="mailto:mark.norvell@fillmorecentral.org">mark.norvell@fillmorecentral.org</a>		\$0						100%		4 x 4	185
Fort Calhoun	03	Don Johnson	<a href="mailto:djohnson@ftcpioneers.org">djohnson@ftcpioneers.org</a>	yes	\$34,950	\$35,350	\$400	\$750	80% A & B, 50% C		100%	3.9100	4 x 5	187

Franklin	11	Candace Conradt	candace.conradt@fpsflyers.org	yes	\$34,175	\$34,650	\$475	1050/\$3500	80% A & B, 50% C	100%	2.9000	4 x 5	185
Freeman	05	Andrew Havelka	andrew.havelka@freemanschools.org	yes	\$35,550	\$36,075	\$525	1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Fremont	2	Mark Shepard	mark.shepard@fpsmail.org	yes	\$35,067	\$35,699	\$632	1050/\$3500		stipend	3.5000	4.5 x 5	185
Friend	06	David Krause	david.krause@friendschool.org	yes	\$34,750	\$35,400	\$650	1050/\$3500	80% A & B, 50% C	100%	4.1300	4.5 x 4	185
Fullerton	07	Jeff Anderson	janders@fullerton.esu7.org	yes	\$35,450	\$36,400	\$950	1050/\$3500	PPO 80%A&B 50%C	100%	4.0000	4 x 5	185
Garden County	13	Jess Underwood	junderwood@gceagles.org	yes	\$34,100	\$34,700	\$600			flat salary		4.5 x 4.5	185
Gering	13	Bob Hastings	bhastings@geringschools.net	yes	\$34,865	\$35,800	\$935	1050/\$3500		50%	3.5000	4.5 x 4.5	186
Gibbon	10	Vern Fischer	vern.fisher@gibbonpublic.org	yes	\$34,800	\$35,050	\$250	\$900	80% A & B, 50% C	100%		4 x 5	185
Giltner	09	Stuart Lenz	slenz@giltnerschool.us	yes	\$35,200	\$35,900	\$700	\$900/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185
Gordon-Rushville	13	Lori Liggett	lori.liggett@grmustangs.org	yes	\$33,900	\$35,000	\$1,100	\$900/\$3500	80% A & B, 50% C	stipend		4.5 x 4.5	185
Gothenburg	10	Todd Rhodes	todd.rhodes@goswedec.org	yes	\$35,800	\$36,350	\$550	1050/\$3500	80% A & B, 50% C	100%	3.4800	4 x 5	185
Grand Island	10	Tawana Grover	tgrover@gips.org	yes	\$35,346	\$35,846	\$500	1050/\$3500	PPO 80%A&B 50%C	see rpt.	3.4700	4x5)Steps	187
Grand Island Northwest	10	Jeff Edwards	jedwards@ginorthwest.org	yes	\$35,500	\$35,500	\$0	\$900/\$3500	80% A & B, 50% C	100%	2.1400	4 x 5	185
Gretna	03	Rich Beran	rberan@gpsne.org	yes	\$36,800	\$37,050	\$250	1050/\$3500		100%			189
Hampton	09	Holly Herzberg	hherzberg@hamptonhawks.org	yes	\$35,900	\$36,500	\$600	1050/\$3500	80% A & B, 50% C	100%	3.2000	4 x 4	185
Hartington-Newcastle	01	A.J. Johnson	adrian@hnsccats.org	yes	\$35,450	\$36,100	\$650	\$900/\$3500		cafe plan	3.0000	4 x 4	185
Harvard	09	Michael Derr	mderr@harvardcardinals.org	yes	\$34,550	\$35,000	\$450	\$850		100%	3.7300	4 x 4	185
Hastings	09	Jeff Schneider	jeff.schneider@hpsstigers.org	yes	\$34,150	\$34,466	\$316	\$900/\$3500	PPO 100% A, B, & C		2.9800	4.5 x 4.5	185
Hay Springs	13	Russ Lechtenberg	russell.lechtenberg@hshaw.org	yes	\$35,300	\$36,000	\$700		80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	Tony Primavera	tprimavera@hccardinals.org	yes	\$34,600	\$34,850	\$250		80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Brad Best	bbest@heartlandschools.net	yes	\$37,083	\$37,633	\$550	1050/\$3500	80% A & B, 50% C	100%	2.9800	4 x 4	185
Hemingford	13	Charles Isom	cisom@gubn.org	yes	\$34,550	\$35,000	\$450	\$850	100% ABC	100%		4.5 x 4.5	185
Hershey	16	Jane Davis	jane.davis@hpspanthers.org	yes	\$33,650	\$34,150	\$500	1050/\$3500	80%AB	100%		5 x 4	185
High Plains	07	Brian Tonniges	btonniges@hpcstorm.org	yes	\$36,875	\$37,450	\$575	1050/\$3500	80%AB	100%	3.1500	4 x 4.5	185
Hitchcock County	15	Robert Sattler	rsattler@hcfalcons.org	yes	\$34,250	\$34,750	\$500	\$1,050	PPO 80%A&B 50%C	100%	3.0900	4 x 4	185
Holdrege	11	Todd Hilyard	todd.hilyard@dusters.org	yes	\$35,550	\$36,150	\$600	\$900/\$3500	80% A & B, 50% C	100%	3.7500	4.5 x 4.5	185
Homer	01	Gregg Cruickshank	gcruickshank@homerknights.org	yes	\$38,400	\$38,800	\$400	\$1,150	80% A & B, 50% C	EE only	2.6400	4 x 4	185
Howells-Dodge Consolidated	07	Mark Ernst	mernst@hdcjags.org	yes	\$38,150	\$39,150	\$1,000		n/a	stipend	3.2600	4 x 4	185
Humboldt-Table Rock	04	Sherri Edmundson	SherriEdmundson@htrstians.org	yes	\$34,350	\$36,350	\$2,000	1900/\$3000	80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	gregsjuts@humphrey.esu7.org	yes	\$35,750	\$36,550	\$800	\$1,050	100%A 75%B 50%C	100%	3.8000	4 x 4	185
Hyannis Dist 11	16	Troy Unzicker	tunzicker@apschools.org	yes	\$34,400	\$35,500	\$1,100	\$1,050	80% A & B, 50% C	100%	3.5000	4 x 4	184
Johnson County Central	04	Galen Boldt	galen.boldt@jccentral.org	yes	\$35,425	\$36,355	\$930	1500/\$3500	100% ABC	100%	2.0000	4 x 5	185
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbrock.org	yes	\$35,500	\$36,300	\$800	\$900		100%		4 x 4	185
Kearney	10	Chris Nelson	chnelson@kearneycats.com	yes	\$34,892	\$35,661	\$769	1050/\$2500	80% A & B, 50% C	see rpt.	3.5000	4.5 x 4.5	185
Kenesaw	09	Rick Masters	rmasters@kenesawschools.org		\$35,000			\$1,050		100%		4 x 4	184
Keya Paha	17	Dennis Peters	dpeters@kpspschools.org		\$34,000			\$900/\$3500		100%		4.25 x 4.25	185
Kimball	13	Elizabeth Owens	eowens@kpslonghorns.org	yes	\$35,100	\$35,300	\$200	\$900/\$3500	PPO 80%A&B 50%C	100%	2.5300	4 x 5	186
Lakeview	07	Plas, Aaron	aplas@lakeview.esu7.org	yes	\$34,450	\$35,050	\$600	\$1,050	80% A & B, 50% C	100%	4.0800	4 x 5	185
Laurel-Concord	01	Jeremy Christianse	jeremy.christensen@lcschool.org		\$0				PPO 80%A&B 50%C	100%		4 x 4	185
Leigh	07	Stephanie Petersen	spetersen@leigh.esu7.org	yes	\$35,550	\$36,150	\$600	\$1,050	PPO 80%A&B 50%C	100%	3.8900	4 x 4	185
Lewiston	04	Rick Kentfield	rkentfield@lewistonschool.org	yes	\$35,200	\$36,000	\$800	\$1,200	80% A & B, 50% C	100%	4.1400	4 x 4	185
Lexington	10	John Hakonson	john.hakonson@lexschools.org	yes	\$35,275	\$35,975	\$700	1200/\$3500	80% A&B	100%	4.6000	4 x 5	185
Leyton	13	Chris Geary	chris.geary@leytonwarriors.org	yes	\$32,650	\$34,600	\$1,950	\$850	80% A & B, 50% C	100%	2.9000	4.5 x 4.5	186
Lincoln Public Schools		Robbie Seybert	rseybert@lps.org	yes	\$45,156	\$45,956	\$800	1050/\$3500	80% A & B, 50% C	90%	3.0400		191
Litchfield	10	Wade Finley	wade.finley@litchfieldps.org		\$0			\$750	80% A & B, 50% C	100%		4 x 5	185
Logan View	02	Jeremy Klein	jklein@loganview.org		\$34,488					100%		4 x 5	185
Loomis	11	Sam Dunn	sam.dunn@loomiswolves.org		\$0			\$600/\$3500		100%		4 x 4	183
Louisville	03	Andrew Farber	afarber@lpslions.org	yes	\$36,715	\$37,415	\$700	\$650	80% A & B, 50% C	see rpt.		5 x 3	185
Loup City	10	Simpson, Angela	angela.simpson@lcpubli.org	yes	\$35,475	\$34,940	-\$535	\$1,150	100%A 80%B 70%C	100%	4.0000	4 x 5	185



Loup County	10	Rusty Ruppert	wruppert@loupcountyschools.org	yes	\$34,450	\$35,000	\$550	1050/\$3500	80% A & B, 50% C	100%	3.2700	4 x 5	185
Lyons-Decatur	02	Fred Hansen	fhansen@lyonsdecaturschools.org		\$0			\$900/\$3500	80% A & B, 50% C	100%		4 x 5	185
Madison	08	Alan Ehlers	aehlers@esu8.org	yes	\$34,950	\$35,800	\$850	\$1,150	PPO 80%A&B 50%C	100%		4 x 5	185
Malcolm	06	Ryan Terwilliger	ryan.terwilliger@mps148.org		\$0			\$750/\$1650	PPO 80%A&B 50%C	cash-in-lieu		4 x 4	185
Maxwell	16	Danny McMurtry	dcmurtry@maxwellschools.org	yes	\$34,565	\$35,165	\$600	\$1,450	80% A & B, 50% C		3.4600	4 x 4	184
Maywood School	15	Jason Brown	jason.brown@maywoodtiger.org	yes	\$34,200			\$900/\$3100	PPO 80%A&B 50%C	100%		4.5 x 4.5	183
McCook	15	John Brazell	jbrazell@mccookbison.org	yes	\$35,550	\$35,850	\$300	1050/\$3500	PPO 80%A&B 50%C	100%	2.8600	3.5x4.5/4.5	185
McCool Jct.	06	Curtis Cogswell	ccogswell@mcjmustangs.org	yes	\$36,085	\$36,985	\$900	\$1,050	80% A & B, 50% C	100%		4 x 4.5	184
McPherson County	16	Dana Jeppson	djeppson@mcstryon.org	yes	\$34,500	\$35,190	\$690	\$1,900		100%	2.0000	4 x 5	177
Mead	02	Dale Rawson	drawson@esu2.org	yes	\$35,300	\$36,250	\$950	\$1,050	80% A & B, 50% C	100%	4.4400	4 x 4	185
Medicine Valley	15	Alan Garey	agarey@medvalley.org	yes	\$34,500	\$34,950	\$450	\$650	80% A & B, 50% C	100%	1.9900	4 x 4	184
Meridian	05	Randall Kort	rkort@meridianmustangs.org	yes	\$35,950	\$36,600	\$650	1050/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185
Milford	06	Kevin Wingard	kwingard@milfordpublicschools.org		\$0			\$750/\$3100	80% A & B, 50% C	see rpt		4 x 5	186
Millard	03	Chad Meisgeier	cmmeisgeier@mpsomaha.org		\$38,125			\$750/\$3100		100%	3.3500	n/a	192
Minatare	13	Tim Cody	supttimcody@gmail.com	yes	\$34,365	\$35,000	\$635	\$600	80% A&B	100%	3.6500	4 x 5	185
Minden	11	James Widdifield	james.widdifield@mindenwyo.org	yes	\$36,350	\$36,850	\$500	1050/\$3500	80% A & B, 50% C	100%	3.1339	4 x 5	185
Mitchell	13	Kathy Urbanek	kurbanek@mitchelltigers.org	yes	\$34,800	\$35,300	\$500	\$650		flat salary		4.5 x 4.5	184
Morrill	13	Joe Sherwood	joe.sherwood@mpsions.org		\$0			\$750/\$3100		see rpt		4.25 x 4.5	185
Mullen	16	Chris Kundl	chris.kundl@mullenpublicschools.org	yes	\$34,000	\$34,800	\$800	\$850	80% A & B, 50% C	100%		4 x 5	183
NE Unified Dist #1 (Cl)	08	Dale Martin	dalemartin@neunified1.org	yes	\$34,000	\$34,700	\$700	\$1,050		100%	3.7400	4.25 x 4.5	185
Nebraska City	04	Rex Pfeil	rex.pfeil@nebcityps.org	yes	\$34,800	\$35,100	\$300	\$1,050	80% A&B, 50% C	100%	3.7200	4 x 5	188
Neligh-Oakdale	08	Ron Beacom	rbeacom@nowarriors.org	yes	\$34,740	\$35,540	\$800	\$1,150		100%		4 x 4	185
Newman Grove	08	Mikal Shalikow	mikal.shalikow@ngpublicschools.org	yes	\$34,900	\$35,600	\$700	\$1,450	80% A&B, 50% C	100%		4 x 5	185
Niobrara	01	Margaret Sandoz	msandoz@niobararaschools.org	yes	\$35,000	\$36,000	\$1,000	\$1,050		100%		4 x 4	185
Norfolk	08	Bill Robinson	billrobinson@npsne.org	yes	\$36,495	\$36,972	\$477		80% A & B, 50% C	100%	3.3000	4.5 x 4.5	186
Norris	06	John Schwartz	john.schwartz@nsdtitans.org	yes	\$37,260	\$37,960	\$700	1000/\$3500	80% A & B, 50% C	100%		4 x 5	187+
North Bend Central	02	Dan Endorf	dendorf@nbtigers.org	yes	\$34,400	\$34,900	\$500		PPO 80%A&B 50%C	100%	3.0200	4 x 5 mod	185
North Platte	16	Stuart Simpson	ssimpson@nppsd.org	yes	\$36,950	\$37,395	\$445	\$2,500	PPO 100%A 75%B 50%C	stipend	2.5000	5 x 4	187
O'Neill	08	Amy Shane	amyshane@oneillschools.org	yes	\$34,400	\$34,900	\$500	1450/\$3500	100%A 75%B 50%C	100%	3.5400	4.5 x 4.5	185
Oakland-Craig	02	Jeff Smith	jsmith@ocknights.org	yes	\$34,490	\$35,065	\$575	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Ogallala	16	Mike Apple	mikeapple@opsd.org	yes	\$34,750	\$35,400	\$650	1050/\$3500	PPO 100% A,B,C	100%	3.7000	5 x 4	185
Omaha Public Schools		Megan Neiles-Brasch	megan.neiles-brasch@opsd.org	yes	\$41,150	\$41,500	\$350		80% A&B, 50% C	see rpt.	1.8100		188
Ord	10	Heather Nebesniak	hnebesniak@ordps.org	yes	\$35,100	\$35,650	\$550	\$1,050	PPO 100% A,B,C	100%	3.0000	5 x 4	185
Osceola	07	Steve Rinehart	srinehart@osceola.esu7.org	yes	\$35,300	\$36,000	\$700	1050/\$3500	PPO 80%A&B 50%C	100%	3.2500	4 x 4.5	185
Osmond	08	Dave Hamm	dhamm@esu8.org	yes	\$35,050	\$35,800	\$750	\$900	80% A & B, 50% C	100%	3.9600	4 x 4	185
Overton	10	Mark Aten	maten@overtoneagles.org		\$0				80% A & B, 50% C	100%		4.0 x 4.0	182
Palmer	07	Joel Bohlken	jbohlken@palmer.esu7.org	yes	\$34,900	\$35,650	\$750	\$650	80% A & B, 50% C	100%	3.6400	4 x 4.5	185
Palmyra	04	Rob Hanger	hanger.rob@districtor1.net	yes	\$37,250	\$38,100	\$850	\$900	PPO 80%A&B 50%C	100%		4 x 4	185
Papillion-La Vista	03	Kati Settles	ksettles@paplv.org	yes	\$36,865	\$37,365	\$500	1900/\$3500		see rpt.	3.6210	4.5 x 4	190
Pawnee City	04	Brian Rottinghaus	brottinghaus@pawneecityschools.org	yes	\$35,575	\$36,000	\$425	1050/\$3500	100%A 75%B 50%C	100%	2.6000	4 x 4	185
Paxton	16	Del Dack	del.dack@paxtonschools.org	yes	\$33,800	\$34,200	\$400	650/\$3500	80% A & B, 50% C	100%	2.8000	4.25x4.25	183
Pender	01	Jason Dolliver	jadoll1@penderschools.org	yes	\$34,355	\$34,880	\$525	1050/\$3500	PPO 100% A,B,C	100%	3.5000	4 x 5	185
Perkins County School	16	Phillip Picquet	phillip.picquet@perkinscountyschools.org		\$34,400			\$900/\$1800	80% A&B	100%		4 x 4	184
Pierce Public	08	Kendall Steffensen	kendallsteffensen@piercebld.org	yes	\$34,100	\$35,400	\$1,300	1500/\$3000		100%		5 x 4	185
Plainview	08	Darron Arlt	darlt@plainviewschools.org	yes	\$35,375	\$36,375	\$1,000	\$900	80% A & B, 50% C	100%		4.25 x 4.25	185
Plattsmouth	03	Rich Hasty	rhasty@pcsd.org		\$34,200			\$900	80% A & B, 50% C	100%		4 x 5 mod	187
Pleasanton	10	Jeff Vetter	jvetter@pleasantonbulldogs.org	yes	\$34,275	\$35,100	\$825	1050/\$3500		100%	4.0400	4 x 4.5	182
Ponca	01	Jody Phillips	jodyphillips@poncaschools.org	yes	\$35,525	\$35,925	\$400	1200/\$3500	PPO 100%A 75%B 50%C	see rpt		4 x 4	185
Potter-Dix	13	Adam Patrick	adam.patrick@pdc Coyotes.org		\$34,150	\$34,850		\$750	100%A 75%B 50%C	100%		4.5 x 4.5	183



Ralston	03	Michael Rupprecht	michael_rupprecht@ralston	yes	\$35,125	\$35,800	\$675	1050/\$350	100%A 75%B 50%C	25%-96	3.4400	5 x 4	190
Randolph	01	Jeff Hoelsing	jeff.hoelsing@rcards.org	yes	\$35,365	\$36,000	\$635	\$1,900	PPO 80%A&B 50%C	100%	2.9400	4 x 4	172
Ravenna	10	Ken Schroeder	ken.schroeder@ravennablui	yes	\$34,250	\$35,089	\$839	\$1,050		100%	4.5000	4 x 5	185
Raymond Central	02	Derrick Joel	djoel@rcentral.org	yes	\$37,825	\$37,825	\$0	\$900	PPO 80%A&B 50%C	100%	9.0000	4 x 5	186
Red Cloud	09	Brian Hof	bhof@redcloudschool.org	yes	\$33,850	\$35,264	\$1,414	\$950	80% ABC, 50% D	100%	4.0000	4 x 4	183
Riverside (CdrRap/Spa	10	Stephanie Kaczor	stephanie.kaczor@riverside	yes	\$35,500	\$35,500	\$0	\$1,050	80% AB	100%		4 x 4.5	184
Rock County	17	Tom Becker	tbecker@rockcountyschools	yes	\$34,285	\$34,900	\$615	\$1,900	80% A & B, 50% C	100%	4.5000	1.25 x 4.25	184
Sandhills	10	Gary Cooper	gary.cooper@sandhillsknigh	yes	\$34,200	\$35,200	\$1,000	\$1,050	80% A & B, 50% C	100%		4 x 5	186
Santee	01	Justin Hayes	jhayes@santeeschools.org		\$37,582				PPO 100% A,B,C	100%		4 x 4	185
Sargent	10	Rusty Ruppert	wruppert@esu10.org	yes	\$34,350	\$34,850		\$1450/\$350	100%A 75%B 50%C	100%	3.7000	4 x 5	185
Schuyler	07	Dan Hoelsing	dan.hoelsing@schuylercom	yes	\$35,200	\$35,750	\$550	1200/\$350	80% A & B, 50% C	100%	3.6000	4 x 5	185
Scottsbluff	13	Rick Myles	rmyles@sbps.net	yes	\$35,035	\$35,455	\$420	\$900/\$200	PPO 80%A&B 50%C	50%	2.5000	4.5 x 4.5	189
Scribner-Snyder	02	Ginger Meyer	gingermeyer@sstrojans.org	yes	\$36,000	\$36,550	\$550	\$1,200	80% A & B, 50% C	100%		4 x 5	185
Seward	06	Josh Fields	josh.fields@sewardschools.c	yes	\$34,475	\$35,050	\$575	1050/\$350	80% A & B, 50% C	100%		4 x 5	186
Shelby-Rising City	07	Chip Kay	ckay@shelby.esu7.org	yes	\$34,850	\$36,000	\$1,150	1200/\$350	80% A & B, 50% C	100%	3.2500	4 x 4.5	185
Shelton	10	Brian Gegg	bgegg@sheltonbulldogs.org	yes	\$33,625	\$34,175	\$550	\$1,050	100% ABC, 50% D	100%	3.9500	4 x 5	185
Shickley	06	Sadie Coffey	scoffey@longhornpower.org	yes	\$35,500	\$35,750	\$250	1050/\$3500		100%		4 x 4	185
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$35,000	\$35,500	\$500	\$900	80% A & B, 50% C	100%	3.7200	4.5 x 4.5	185
Silver Lake Public	09	Josh Cumpston	joshcumpston@silverlakemustangs.c		\$0				80% A & B, 50% C	100%		4 x 4	184
Sioux County	13	Brett Gies	bgies@siouxcountyschools.c	yes	\$36,900	\$37,950	\$1,050	\$600	PPO 80%A&B 50%C	100%	2.8500	4x4	175
South Central USD #5	09	Julie Otero	jotero@southcentralusd.us	yes	\$35,000	\$35,500	\$500	1050/\$350	PPO 80%A&B 50%C	100%	3.3600	4 x 5	185
South Platte	16	David Spencer	dspencer@southplatteschools.com		\$0								
South Sioux City	01	Erin Heineman	erin.heineman@ssccards.org	yes	\$36,075	\$36,575	\$500	\$900/\$3500		\$5700 CIE	3.6200	4 x 5	186
Southern (Wymore)	05	Chris Prososki	cprososki@southernschools	yes	\$34,557	\$35,207	\$650	\$900	PPO 100%A 75%B 50%	100%	3.8800	4 x 4	182
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@sveagles.org		\$34,650			\$1,150	PPO 80%A&B 50%	100%		4 x 4.75	184
Southwest	15	Todd Porter	todd.porter@swpschools.org	yes	\$34,250	\$34,850	\$600	1050/\$350	PPO 80%A&B 50%	100%	2.9000	4 x 4	183
Springfield-Platteview	03	Brett Richards	brichards@springfieldplatte	yes	\$34,825	\$35,475	\$650	\$900/\$350	PPO 80%A&B 50%	100%		5 x 3	185
St. Edward	07	Justin Frederick	jfrederick@sted.esu7.org	yes	\$35,700	\$36,100	\$400	1050/\$350	PPO 80%A&B 50%	100%	2.0100	4 x 4.5	184
St. Paul	10	John Poppert	jpoppert8@gmail.com	yes	\$34,900	\$35,600	\$700	\$900	PPO 80%A&B 50%	100%	3.2000	4 x 5	185
Stanton Community	08	Michael Sieh	msieh@esu8.org	yes	\$35,600	\$35,600	\$0	1050/\$350	PPO 80%A&B 50%	100%	3.5800	4 x 5	186
Stapleton	16	Howard Gaffney	howard.gaffney@stapletons	yes	\$34,400			\$1500/\$350	PPO 100% A,B,C	see rpt.		4 x 5	tba
Sterling	04	Dottie Heusman	dheusman@sterlingpublicsc	yes	\$35,500	\$36,200	\$700	1050/\$400	PPO 80%A&B 50%	100%		4 x 4	185
Stuart	08	Robert Hanzlik	rhanzlik@stuartbroncos.org	yes	\$34,000	\$34,680	\$680	1050/\$350	PPO 100%A 75%B 50%	100%	2.8330	1.25 x 4.25	185
Sumner-Eddyville-Mill	10	Kevin Finkey	kfinkey@semmustangs.org	yes	\$35,075	\$35,450	\$375	\$900	80% ABC, 50% D	100%	4.0000	1.25 x 4.25	184
Superior	09	Martin Kobza	mkobza@superiorwildcats.c	yes	\$34,900	\$35,350	\$450	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Sutherland	16	Dan Keyser	dan.keyser@spssailors.org	yes	\$32,250	\$32,850	\$600	\$900	80% ABC, 50% D	100%	3.2800	compressed	184
Sutton	09	Dana Wiseman	dwiseman@spsne.org	yes	\$35,900	\$36,400	\$500	1050/\$350	100% ABC	100%	3.7000	4 x 5	184
Syracuse-Dunbar-Avo	04	Brad Buller	bbuller@sdarockets.org	yes	\$36,250	\$36,650	\$400				2.8500	5 x 5	185
Tekamah-Herman	02	Dan Gross	dgross@esu2.org	yes	\$34,000	\$34,700	\$700	1050/\$350	80% A & B, 50% C	100%			185
Thayer Central	05	Randy Page	randy.page@thayercentral	yes	\$34,660	\$35,430	\$770	1450/\$350	PPO 100A 80B&C 50D	100%	3.4500	4.5 x 4	185
Theford	16	Blake Dahlberg	blake.dahlberg@thedfordsc	yes	\$33,830	\$35,330	\$1,500	\$1,050	80% A & B, 50% C	100%	3.4500	4 x 5	184
Tri County	05	Randy Schlueter	randy.schlueter@tricotnysc	yes	\$35,300	\$36,000	\$700	1050/\$350	80% A & B, 50% C	100%	4.5110	4 x 4	185
Twin River	07	John Weidner	jweidner@twinriver.esu7.org	yes	\$35,900	\$36,300	\$400	\$1,050	80% A & B, 50% C	100%	4.0000	4 x 5	185
Uno N Ho N Nation	01	Stacie Hardy	shardy@unpsk-12.org		\$38,900			\$500	PPO 80% ABC, 50% D	100%		4 x 4	185
Valentine Community	17	Jamie S Isom	jisom@vcsbadger.net	yes	\$35,000	\$35,650	\$650	1450/\$350	PPO 80%A&B 50%	100%		4.5 x 4.5	185
Wahoo	02	Brandon Lavaley	blavaley@wahoowarriors.org	yes	\$34,500	\$34,900	\$400	1050/\$350	80% A & B, 50% C	100%	3.2000	4 x 5	186
Wakefield	01	Mark Bejot	mbejot@wakefieldschools.c	yes	\$35,790	\$36,690	\$900	\$750/\$310	PPO 100% A, 50% BC	100%		4 x 4	185
Wallace	16	Tom Sandberg	thsandberg@whscats.org	yes	\$35,050	\$35,400	\$350	1050/\$350	PPO 100%A 75%B 50%	100%	4.4800	4 x 4	183
Walthill	01	Kirk Ahrends	kahrends@walthillschool.org	yes	\$39,906	\$39,906	\$0	\$650	80% A & B, 50% C	100%	3.3500	4 x 4	185

Wauneta-Palisade	15	Randy Geier	rgeier@wpbrncos.org	yes	\$34,400	\$34,700	\$300	\$600/\$3500	80% A & B, 50% C	100%	2.4800	4 x 5	184	
Wausa	01	Brad Hoelsing	bradhoelsing@wausaschools.org	yes	\$34,800	\$35,500	\$700	\$1,450		100%		4 x 4.25	185	
Waverly	06	Cory Worrell	cory.worrell@district145.org	yes	\$35,675	\$36,475	\$800	\$900	80% A & B, 50% C	100%		4 x 5	186	
Wayne	01	Mark Lenihan	malenih1@waynebluedevils.org	yes	\$35,700	\$36,700	\$1,000	1000/\$3000		see rpt		4 x 5	185	
Weeping Water	03	Kevin Reiman	kreiman@weepingwaterps.org	yes	\$35,750	\$36,550	\$800	\$900	80% A & B, 50% C	100%		4 x 4	185	
West Holt	08	Paul Pistulka	paupistulka@westholt.org	yes	\$34,750	\$35,450	\$700	\$1,050		100%		4.25x4.25	184	
West Point-Beemer	02	Bill McAllister	wmcallister@wpcadets.org	yes	\$35,200	\$35,700	\$500	\$1,050	80% A & B, 50% C	100%	2.6000	4 x 5	184	
Westside	03	Enid Schonewise	schonewise.enid@westside.org	yes	\$37,300	\$37,900	\$600	\$1,100	80% AB 50% C	100%	4.2600	N/A	193	
Wheeler Central	08	Rodney Olson	rodney.olson@wbrncos.org	yes	\$34,050	\$34,750	\$700	1050/\$3500	PO 100%A 75%B 50% C	100%	3.5000	4.5 x 4.5	185	
Wilber-Clatonia	06	Ray Collins	ray.collins@wilberclatonia.org		\$0			\$750/\$3100	PPO 80%A&B 50% C	100%		4 x 4	185	
Wilcox-Hildreth	11	Justin Patterson	justin.patterson@whfalcons.org	yes	\$34,900	\$35,400	\$500	\$1,050	PPO 80%A&B 50% C	100%	3.2700	4 x 4	183	
Winnebago	01	Dan Fehringer	dfehringer@winnebago12.org	yes	\$40,103	\$41,106	\$1,003	\$600	80% A & B, 50% C	100%	2.5000	4 x 4.5	185	
Winside	01	Andrew Offner	aoffner@winsidewildcats.org		\$35,400			\$900	PPO 80%A&B 50% C	100%		4 x 4	185	
Wisner-Pilger	02	Chad Boyer	cboyer@igators.org	yes	\$34,400	\$35,050	\$650	1050/\$3500	PPO 80%A&B 50% C	100%		4 x 5	185	
Wood River HS	10	James Haley	jhaley@wrrsd.org		\$35,400			\$900	80% A & B, 50% C	100%		4 x 5	185	
Wynot	01	Jeff Messersmith	jeff.messersmith@wynotpu.org	yes	\$34,850	\$35,525	\$675	\$900/\$3500	80% A & B, 50% C	100%	3.9780	4 x 5	170	
York	06	Mitch Bartholomew	mitch.bartholomew@yorkdukes.org		\$34,050					100%		5 x 4	187	
Yutan	02	Mitch Hoffer	hoffer@esu2.org	yes	\$35,720	\$36,020	\$300	\$1,050		100%		4 x 4	185	
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2019-20:</b>														
number of districts settled					<b>220</b>									
low					<b>\$0</b>	<b>\$32,676</b>						<b>1.0000</b>	<b>165</b>	
average					<b>\$32,479</b>	<b>\$35,837</b>	<b>\$636</b>						<b>3.3981</b>	<b>185</b>
median					<b>\$34,900</b>	<b>\$35,600</b>						<b>3.4500</b>	<b>185</b>	
high					<b>\$45,156</b>	<b>\$45,956</b>						<b>9.0000</b>	<b>193</b>	
midpoint info for negotiations					<b>\$33,689</b>	<b>\$35,719</b>						<b>3.4240</b>	<b>185</b>	

School District	ESU	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	1920 base	2021 base	Increase	Health Insurance deductible	Dental Plan	% Ins. Prem. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09	Shawn Scott	shawn.scott@adams-centr	yes	\$37,000	\$37,400	\$400	\$1050/\$3600	PPO 100%ABC	100%	3.4500	4.5 x 4.5	184
Ainsworth	17	Dale Hafer	dhafer@ainsworthschools.	yes	\$35,650	\$36,350	\$700	\$1050/\$3600	80% A & B, 50% C	100%	3.0000	4.5 x 4.5	185
Allen Consolidated	01	Mike Pattee	mpattee@allenschools.org	yes	\$36,250	\$36,650	\$400	\$1,050	80% A & B, 50% C	96%	4.0000	4 x 4	185
Alliance	13	Troy Unzicker	troy.unzicker@alliancebull	yes	\$33,850	\$34,800	\$950	\$1450/\$3500	80% A & B, C	stipend	3.3000	4.5 x 4.5	185
Alma	11	Jon Davis	jon.davis@almacardinals.o	yes	\$34,900	\$35,350	\$450	\$1050/\$3500	PPO 100% A 75% B 50%	100%	3.5000	4 x 4.5	183
Amherst	10	Tom Moore	tmoore@amherstbrncos.org					\$750		100%		4 x 4.5	182
Anselmo-Merna	10	Logan Lightfoot	logan.lightfoot@amcoyotes.org					\$1500/\$3000	80% A & B, 50% C	100%		4 x 4	184
Ansley	10	Gordon Goodman	ggoodman211961@gmail.com					\$1,000	80% A & B, 50% C	100%		4 x 5	185
Arapahoe	11	George Griffith	george.griffith@arapahoev	yes	\$35,150	\$35,400	\$250	\$900/\$3500	80% A & B, 50% C	100%		4 x 4	184
Arcadia	10	Mike Williams	mike.williams@aphuskies.	yes	\$34,100	\$34,800	\$700	\$750/\$1500	80% A & B, 50% C	100%	3.6900	4 x 5	185
Arlington	03	Dawn Lewis	dawn.lewis@apseagles.org	yes	\$38,430	\$38,930	\$500	\$1050/\$3600	80% A & B, 50% C	100%		4 x 5	186
Arnold	10	Joel Morgan	joel.morgan@arnoldpublic	yes	\$34,500	\$34,800	\$300	\$600/\$3500	80% A & B, 50% C	100%	2.3000	4 x 5	182
Arthur County	16	Barry Schaeffer	barry.schaeffer@arthurcou	yes	\$35,200	\$35,500	\$300	\$1200/\$3600	PPO 100% A 75% B 50%	100%	3.9890	4 x 4	165
Ashland-Greenwood	02	Jason Libal	jason.libal@ags.org					\$750	80% A & B, 50% C	100%		4 x 5	185
Auburn	04	David Patton	david.patton@apsbulldogs.org					\$750/\$3100	80% A & B, 50% C	100%		4 x 5	181
Aurora	09	Jody Phillips		yes	\$35,300	\$35,800	\$500	\$1,050	80% A & B, 50% C	100%		5 x 5	185
Axtell	11	Rob Gregory	rob.gregory@axtellwildcat	yes	\$35,300	\$35,700	\$400	\$1050/\$3500	100% A 75% B 50% C	100%		4 x 4.5	184
Bancroft-Rosalie	02	Jon Cerny	jcerny@esu2.org		\$36,250			\$900/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185
Banner County	13	Evelyn Browne	evelyn.browne@bcswildca	yes	\$35,100	\$35,600	\$500	\$650/\$3500	PPO 80%A&B 50%C	100%	2.8800	4.5 x 4.5	183
Battle Creek	08	Jake Luhr	jluhr@bcpsne.info	yes	\$36,000	\$36,650	\$650	\$1,050	PPO 100% A 75% B 50%	100%		4 x 5	185
Bayard	13	Travis Miller	travis.miller@bayardtigers.org		\$34,750			\$1,500	80% A & B, 50% C	100%		4.5 X 4.5	185
Beatrice	05	Jason Alexander	jalexander@bpsnebr.org	yes	\$35,425	\$35,825	\$400	\$1050/\$3600	80% A & B, 50% C	100%		5 x 4	186
Bellevue	03	Sharra Smith	sharra.smith@bpsne.net	yes	\$35,772	\$36,320	\$548	\$600/\$3500	ABC, 50% D	see rpt	3.8090		188
Bennington	03	Terry Haack	thaack@bennps.org	yes	\$35,150	\$35,550	\$400	\$1050/\$3600	100% ABC	100%	3.8000	4 x 5	186
Bertrand	11	Jason Brown		yes	\$34,500	\$35,300	\$800	\$1,050	PPO 80%A&B 50%C	100%	4.0800	4 x 4	184
Blair	03	Randy Gilson	randy.gilson@blairschools.	yes	\$34,975	\$35,875	\$900	\$1450/\$3600	80% A & B, 50% C	100%	4.3100	4 x 5	186
Bloomfield	01	Shane Alexander	salexander@blfdblfs.org	yes	\$36,000	\$36,500	\$500	\$1,450	80% A & B, 50% C	100%	5.6000	4 x 4	185
Blue Hill	09	Joel Ruybalid	jrubbyali@esu9.org	yes	\$36,150	\$36,620	\$470	\$1050/\$3500		100%	2.4700	4 x 4	185
Boone Central	07	Nicole Hardwick	nhardwick@boonecentral.esu7.org					\$900/\$3500	80% A & B, 50% C	100%		4 x 5	185
Boyd County Schools	08	Michael Brown	mbrown@boydcounty.org	yes	\$35,300	\$35,550	\$250	\$1,050	80% A & B, 50% C	100%		4.25 x 4.25	185
Brady Public School	16	James McGown	jmcgown@bradyschools.org	yes	\$35,200	\$35,900	\$700	\$1,050	100% ABC	100%		4 x 4	182
Bridgeport	13	Vonnie Brown	brownv@bpsedu.org	yes		\$34,750		\$750	80% ABC	age \$16,380		4.5 x 4.5	184
Broken Bow Schools	10	Darren Tobey	darren.tobey@bbps.org	yes	\$34,950	\$35,700	\$750	\$1,050	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05	Kolin Haecker	khaecker@bdstorm.org	yes	\$36,750	\$37,350	\$600	\$1050/\$3500	80%ABC	100%		4.25 x 4	184
Burwell	10	Darrin Max	darrin.max@burwellpublic	yes	\$34,800	\$35,000	\$200	\$1,050	100% A 75% B 50% C	100%			
Callaway	10	Bryon Hanson	bhanson@callawaypublicschools.org		\$34,750			\$1050/\$3500	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11	Greg Shepard	gregory.shepard@cambrid	yes	\$35,000	\$35,900	\$900	\$1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Cedar Bluffs	02	Harlan Ptomey	hptomey@esu2.org	yes	\$36,300	\$37,100	\$800	\$1050/\$3500	PPO 80%A&B 50%C	100%	5.2900	4 x 4	185
Centennial	06	Tim DeWaard	tim.dewaard@centennialb	yes	\$36,500	\$37,000	\$500	\$650	PPO 80%A&B 50%C	100%	3.7300	4 x 5	185
Central City	07	Jeff Jensen	jjensen@centralityps.org	yes	\$34,850	\$35,275	\$425	\$1050/\$3500	PPO 80%A&B 50%C	100%		4 X 5	185
Central Valley (Greel-	10	Amy Malander	amalander@centralvps.org	yes	\$36,000	\$36,810	\$810	\$850	80% A & B, 50% C	100%		4 x 5	185
Centura	10	Ryan Ruhl	ryan.ruhl@centuraps.org	yes	\$35,600	\$36,200	\$600	\$1,050	80% A & B, 50% C	100%	3.3000	4 x 5	185
Chadron	13	Ginger Meyer	ginger.meyer@chadronsch	yes	\$35,500	\$36,500	\$1,000	\$1150/\$3500	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Chambers	08	Jesse, Frank	frankjesse@esu8.org	yes	\$35,300	\$35,300	\$0	\$900	80% A & B, 50% C	100%		4 x 4	184
Chase County	15	Adam Lambert	adamlambert@chasecount	yes	\$35,200	\$35,600	\$400	\$1450/\$3600	PPO 80%A&B 50%C	100%	3.6100	4.5 x 4.5	184

Clarkson	07	Rich Lemburg	rlemburg@clarkson.esu7.org	yes	\$36,150	\$36,750	\$600	\$1,450		100%	3.8900	4 x 4	185
Cody-Kilgore	17	Ryan Orrock		yes	\$34,700	\$35,200	\$500	\$1050/\$3600	80% A & B, 50% C	100%		4 x 5	166
Columbus	07	Troy Loeffelholz	loeffelholz@discoverers.org	yes	\$38,000	\$38,400	\$400	\$1050/\$3600	PPO 100% A 75% B 50% C	\$715/mo	3.4600	4.7 x 5	188
Conestoga	03	Beth Johnsen	bjohnsen@conestogaps.org	yes	\$36,500	\$37,300	\$800	\$900	80% A & B, 50% C	100%		4 x 4	185
Cozad	10	Ron Wymore	ron.wymore@cozadschool.org	yes	\$35,000	\$36,150	\$1,150	\$1450/\$3600	PPO 80%A&B 50%C	100%	5.1000	4.75 x 4.25	185
Crawford	13	Mo Hanks		yes	\$35,300	\$36,000	\$700			stipend		4.5 x 4.5	183
Creek Valley	13	Patrick Ningen	patrick.ningen@cvsstorm.com	yes	\$35,000	\$35,250	\$250	\$1050/\$3600	80% A & B, 50% C	100%	5.7000	4.75 x 4.75	185
Creighton	01	Rob Thompson	robthompson@chsbulldogs.org	yes	\$35,550	\$36,300	\$750	\$1,050		100%		4.5 x 4.5	185
Crete	06	Meagan Kershner	meagan.kershner@cretesc.org	yes	\$35,770	\$36,095	\$325	\$750/\$3100	80% A & B, 50% C	100%	4.3300	4.5 x 4.5	186
Crofton	01	Christopher Look	clook@croftonwarriors.org	yes	\$35,950	\$36,450	\$500	\$1,050	80% A & B, 50% C	100%	3.5000	4 x 4	185
Cross County	07	Brent Hollinger	bhollinger@crosscounty.esu.org	yes	\$36,600	\$37,000	\$400	\$1050/\$3600	80% A & B, 50% C	100%	4.5000	4.5 x 4	185
David City	07	Chad Denker	denker@dcscouts.org	yes	\$35,850	\$36,450	\$600	\$1050/\$3600	PPO 80%A&B 50%C	100%	4.4500	4 x 5	187
Deshler	05	Damon McDoonald		yes	\$34,250	\$34,400	\$150	\$1,050	PPO 80%A&B 50%C	100%	3.5360	4.5 x 4	182
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.org	yes	\$35,950	\$36,850	\$1,050	\$900	PPO 80%A&B 50%C	100%		4 x 4	185
Doniphan-Trumbull	09	Stan Hendricks	shendricks@dtcardinals.org	yes	\$36,150	\$36,625	\$475	\$1,050	PPO 80%A&B 50%C	100%	3.5800	4 x 5	185
Dorchester	06	Daryl Schrunck	dschrunck@dorchesterschools.org	yes	\$36,375	\$37,000	\$625	\$1050/\$3500	PPO 100% A 75% B 50% C	100%	3.8400	4 x 4.5	185
Douglas County West	03	Melissa Poloncic	mpoloncic@dcwest.org		\$37,000			\$1050/\$2500	PPO 80%A&B 50%C	\$855/mo		4 x 4	185
Dundy County Stratton	15	Rick Haney	rhaney@dcstigers.org	yes	\$35,550	\$37,700	\$2,150	\$900/\$3000	80% A & B, 50% C	100%	4.0000	4 x 4	186
East Butler	07	Michael Eldridge							80% A & B, 50% C	100%		4 x 4.5	190
Elba	10	Allison Pritchard		yes	\$35,200	\$35,800	\$600	\$900/\$3500	80% ABC	100%	1.7000	4 x 5	177
Elgin	08	Michael Brockhaus			\$35,900				80% A & B, 50% C	100%		4 x 4.5	185
Elkhorn	03	Bary Habrock	bhabrock@epsne.org	yes	\$34,765	\$35,515	\$750		100% A/75% B/50% C	100%	4.0000		190
Elkhorn Valley	08	Darin Hahne	darinhahne@evfalcons.com	yes	\$35,515			\$900/\$3500	80% A & B, 50% C	100%		4 x 4.5	185
Elm Creek	10	Bret Schroder		yes	\$35,400	\$35,850	\$450	\$1050/\$3500		100%	3.7500	4 x 4	182
Elmwood-Murdock	03	Ryan Knippelmeyer	RKnippelmeyer@emknight.org	yes	\$36,675	\$37,200	\$525	\$1,050	PPO 100% A 75% B 50% C	100%		4 x 4	185
Elwood	11	Daren Hatch	daren.hatch@elwoodpirates.org	yes	\$34,850	\$35,050	\$200	\$1050/\$3600	100% ABC	100%	3.2500	4 x 4.5	184
Emerson-Hubbard	01	Lindsey Beaudette	lbeaudette@ehpirates.org		\$36,985				PPO 80%A&B 50%C	100%		4 x 4	185
ESU 01	01	Bill Heimann	bheimann@esu1.org	yes	\$37,460	\$38,380	\$920	\$900/\$2000		see rpt	4.0000		
ESU 02	02	Ted DeTurk	tdeturk@esu2.org	yes	\$34,560	\$35,235	\$675	\$1,050	80% A & B, 50% C	100%	3.4000	4.5 x 4.5	185
ESU 03	03	Dan Schnoes	dschnoes@esu3.org	yes	\$32,676	\$33,250	\$574	\$1,150	100% A 75% B 50% C	100%	3.6000	5 x 5	190
ESU 04	04	Gregg Robke	grobke@esu4.net	yes	\$36,300	\$36,663	\$363	\$1,450	PO 100%A, 75%B, 50% C	100%		4 x 4	185
ESU 05	05	Brenda McNiff	bmcniff@esu5.org	yes	\$37,325	\$38,010	\$685	\$1050/\$3600	PPO 100% A 75% B 50% C	1600/mo	4.0000	4 x 5	185
ESU 06	06	John Skretta	john.skretta@esu6.org	yes	\$37,300	\$38,235	\$935	\$850	PO 100% A 75% B 50% C	100%	3.5000	4 x 4	185
ESU 07	07	Larriane Polk	lpolk@esu7.org	yes	\$33,682	\$35,400	\$1,718	\$1050/\$3600	100% A/75% B/50% C	see rpt	6.9600	4 x 5	185
ESU 08	08	Bill Mowinkel	bmowinkel@esu8.org					\$600/\$3500	80% A & B, 50% C	\$1,100/mo		4 x 5	185
ESU 09	09	Emily Burr	emily.burr@esu9.us	yes	\$37,135	\$38,035	\$900	\$1200/\$3500	PPO 80%A&B 50%C	100%	3.0300	4 x 4.5	185
ESU 10	10	Melissa Wheelock	mwheelock@esu10.org	yes	\$37,000	\$37,500	\$500	\$900	80%A, 50%B, 75% of Far	100%	3.4560	4.75 x 4	185
ESU 11	11	Greg Barnes	greg.barnes@esu11.org	yes	\$35,420	\$36,120	\$700		no insurance, flat salary	100%	3.6000	4 x 4	185
ESU 13	13	Jeff West	jeffwest@esu13.org						see report			4.25 x 4.25	185
ESU 15	15	Paul Calvert	p.calvert@esu15.org							100%			
ESU 16	16	Deb Paulman	dpaulman@esuxixteen.org					\$900/\$3500	PPO 100A 75B 50C	100%		5 x 4	185
ESU 17	17	Dennis Radford	dradford@esu17.org							100%		4 x 4	185
Eustis-Farnam	11	Steve Sampy	steve.sampy@efknights.org	yes	\$35,200	\$35,600	\$400	\$1,050		100%	3.1000	4 x 4	183
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net	yes	\$35,950	\$36,700	\$750		80% A & B, 50% C	100%		4 x 4	185
Fairbury	05	Stephen Grizzle	sgrizzle@fairburyjeffs.org	yes	\$35,025	\$35,675	\$650		80% A&B	100%	4.1100	4 x 5	185
Falls City	04	Tim Heckenlively	theckenlively@fallscityps.org	yes	\$35,900	\$36,500	\$600	\$1050/\$3600	PPO 80%A&B 50%C	100%	3.3700	4 x 5	186
Fillmore Central	06	Joshua Cumpston								100%		4 x 4	185
Fort Calhoun	03	Jerry Green		yes	\$35,350	\$35,750	\$400	\$750	80% A & B, 50% C	100%		4 x 5	187
Franklin	11	Candace Conratt	candace.conratt@fpsflyers.org		\$34,650			\$1050/\$3500	80% A & B, 50% C	100%		4 x 5	185

Freeman	05	Andrew Havelka	andrew.havelka@freeman.k12.wy.gov	yes	\$36,075	\$36,575	\$500	1050/\$3500	80% A & B, 50% C	100%	3.0000	4 x 4	185
Fremont	2	Mark Shepard	mark.shepard@fpsmail.org	yes	\$35,699	\$36,330	\$631	1050/\$3500		stipend	3.8000	4.5 x 5	185
Friend	06	David Kraus	d.kraus@friendschool.org	yes	\$35,400	\$36,100	\$700	1050/\$3600	80% A & B, 50% C	100%	4.7700	4.5 x 4	185
Fullerton	07	Jeff Anderson	janders@fullerton.esu7.org	yes	\$36,400	\$37,200	\$800	1200/\$3600	PPO 80%A&B 50%C	100%	4.1000	4 x 5	185
Garden County	13	Jess Underwood	junderwood@gceagles.org		\$34,700					CIL		4.5 x 4.5	185
Gering	13	Gary Cooper		yes	\$35,800	\$36,500	\$700	1050/\$3500		50%	3.5000	4.5 x 4.5	186
Gibbon	10	Vern Fischer	vern.fischer@gibbonpublic.k12.wy.gov	yes	\$35,050	\$35,300	\$250	\$900	80% A & B, 50% C	100%		4 x 5	185
Giltner	09	Nick Mumm	nnumm@giltnerschool.us	yes	\$35,900	\$36,100	\$200	\$900/\$3500	PPO 80%A&B 50%C	100%	3.4000	4 x 4	185
Gordon-Rushville	13	Lori Liggett	lori.liggett@grmustangs.org		\$35,000			\$900/\$3500	80% A & B, 50% C	5500 flat		4.5 x 4.5	185
Gothenburg	10	Todd Rhodes	todd.rhodes@goswededs.k12.wy.gov	yes	\$36,350	\$36,800	\$450	1050/\$3500	80% A & B, 50% C	100%	3.1200	4 x 5	185
Grand Island	10	Tawana Grover	tgrover@gips.org	yes	\$36,071	\$35,846		1050/\$3500	PPO 80%A&B 50%C	100%EHEDSteps1-3	(4x5)Steps		187
Grand Island Northwest	10	Jeff Edwards	jedwards@ginorthwest.org	yes	\$35,500	\$35,700	\$200	\$900/\$3500	80% A & B, 50% C	100%	3.4200	4 x 5	185
Gretna	03	Rich Beran	rberan@gpsne.org	yes	\$37,050	\$37,300	\$250	1050/\$3600	PPO 100A 75B 50C	100%	3.3700	4 X 4	189
Hampton	09	Holly Herzberg	hherzberg@hamptonhawk.k12.wy.gov	yes	\$36,500	\$37,000	\$500	1050/\$3500	80% A & B, 50% C	100%	3.5500	4 x 4	185
Hartington-Newcastle	01	A.J. Johnson	adrian@hnscats.org	yes	\$36,100	\$36,800	\$700	\$1,450		see rpt	4.0000	4 x 4	185
Harvard	09	Michael Derr	mderr@harvardcardinals.org	yes	\$35,000	\$36,400	\$1,400	\$850		100%	5.3700	4 x 4	185
Hastings	09	Jeff Schneider	jeff.schneider@hpstigers.org	yes	\$34,466	\$34,750	\$284	\$900/\$3500	PPO 100% A, B, & C		3.3900	4.5 x 4.5	185
Hay Springs	13	Russ Lechtenberg	russell.lechtenberg@hshav.k12.wy.gov	yes	\$36,000	\$36,700	\$700		80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	Tony Primavera	tprimavera@hccardinals.org	yes	\$34,850	\$35,650	\$800	\$850/\$3600	80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Brad Best	bbest@heartlandschools.net	yes	\$37,633	\$38,033	\$400	1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Hemingford	13	Charles Isom	cisom@gubn.org	yes	\$35,000	\$35,400	\$400	\$850	100% ABC	100%	3.0100	4.5 x 4.5	185
Hershey	16	Jane Davis	jdavis@hpspanthers.org	yes	\$34,150	\$34,350	\$200	1050/\$3500	100%A 75%B	100%	3.0000	5 x 4	185
High Plains	07	Brian Tonniges	btonniges@hpcstorm.org	yes	\$37,450	\$37,950	\$500	1050/\$3500	80%AB	100%	3.3400	4 x 4.5	185
Hitchcock County	15	Robert Sattler	rsattler@hcfalcons.org	yes	\$34,750	\$35,100	\$350	\$1,050	PPO 80%A&B 50%C	100%	3.1200	4 x 4	185
Holdrege	11	Todd Hilyard	todd.hilyard@dusters.org	yes	\$36,150	\$36,550	\$400	\$900/\$3500	80% A & B, 50% C	100%	3.7000	4.5 x 4.5	185
Homer	01	Gregg Cruickshank	gcruickshank@homerknight.k12.wy.gov	yes	\$38,800	\$39,100	\$300	\$1,150	80% A & B, 50% C	EE only	2.5900	4 x 4	185
Howells-Dodge Consolidated	07	Mark Ernst	mernst@hdcjags.org		\$39,150				n/a	stipend		4 x 4	185
Humboldt-Table Rock	04	Sherril Edmundson	SherrilEdmundson@htrstital.k12.wy.gov	yes	\$36,350	\$37,373	\$1,023	1900/\$3600	80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	gregsjuts@humphrey.esu7.org	yes	\$36,550	\$37,250	\$700	\$1,050	100%A 75%B 50%C	100%	4.2000	4 x 4	185
Hyannis Dist 11	16	Troy Unzicker	tunzicker@apschools.org	yes	\$35,500	\$36,500	\$1,000	\$1,050	80% A & B, 50% C	100%		4 x 4	184
Johnson County Central	04	Jon Rother	jon.rother@jccentral.org	yes	\$36,355	\$37,005	\$650	1500/\$3500	100% ABC	100%	3.8000	4 x 5	185
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbrock.k12.wy.gov	yes	\$36,300	\$37,200	\$900	\$900		100%	4.1300	4 x 4	185
Kearney	10	Chris Nelson	chnelson@kearneycats.com	yes	\$35,661	\$36,182	\$521	1050/\$2500	80% A & B, 50% C	see rpt	3.5000	4.5 x 4.5	185
Kenesaw	09	Rick Masters	rmasters@kenesawschools.org	yes	\$36,100	\$36,500	\$400	\$1,050		100%		4 x 4	184
Keya Paha	17	Dennis Peters	dpeters@kpschools.org					\$900/\$3500		100%		4.25 x 4.25	185
Kimball	13	Trevor Anderson	tanderson@kpslonghorns.org	yes	\$35,300	\$35,750	\$450	1050/\$3600	100%A 75%B 50%C	100%	2.5966	4 x 5	184
Lakeview	07	Plas, Aaron	aplas@lakeview.esu7.org	yes	\$35,050	\$35,450	\$400	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Laurel-Concord	01	TBA							PPO 80%A&B 50%C	100%		4 x 4	185
Leigh	07	Stephanie Petersen	spetersen@leigh.esu7.org	yes	\$36,150	\$36,750	\$600	\$1,050	PPO 80%A&B 50%C	100%	4.3300	4 x 4	185
Lewiston	04	Rick Kentfield	rkentfield@lewistonschool.k12.wy.gov	yes	\$36,000	\$36,850	\$850	\$1,200	100%A 75%B 50%C	100%		4 x 4	185
Lexington	10	John Hakonson	john.hakonson@lexschools.org	yes	\$35,975	\$36,375	\$400	1200/\$3600	80% A&B	100%	2.8100	4 x 5	185
Leyton	13	Chris Geary	chris.geary@leytonwarrior.k12.wy.gov	yes	\$34,600	\$35,350	\$750	\$850	80% A & B, 50% C	100%		4.5 x 4.5	186
Lincoln Public Schools		Robbie Seybert	rseybert@lps.org	yes	\$45,956	\$46,756	\$800	1050/\$3500	80% A & B, 50% C	90%	2.6900		191
Litchfield	10	Wade Finley	wade.finley@litchfieldps.org	yes		\$35,600		1050/\$3600	80% A & B, 50% C	100%		4 x 5	185
Logan View	02	Jeremy Klein	jklein@loganview.org							100%		4 x 5	185
Loomis	11	Sam Dunn	sam.dunn@loomiswolves.org					\$600/\$3500		100%		4 x 4	183
Louisville	03	Andrew Farber	afarber@lpslions.org	yes	\$37,415	\$37,890	\$475	\$650	80% A & B, 50% C	see rpt	2.7700	5 x 3	185
Loup City	10	Simpson, Angela	angela.simpson@lcpubli.k12.wy.gov	yes	\$34,940	\$35,340	\$400	\$1,200	100%A 80%B 70%C	100%	3.9700	4 x 5	185
Loup County	10	Rod Richardson		yes	\$35,000	\$35,750	\$750	1050/\$3600	80% A & B, 50% C	100%	3.7600	4 x 5	185



Lyons-Decatur	02	Fred Hansen	fhanzen@lyonsdecaturschools.org					\$900/\$3500	80% A & B, 50% C	100%		4 x 5	185
Madison	08	Alan Ehlers	aehlers@esu8.org	yes	\$35,800	\$36,500	\$700	\$1,150	PPO 80%A&B 50%C	100%	2.6600	4 x 5	185
Malcolm	06	Ryan Terwilliger	rterwill@esu6.org	yes	\$37,400	\$38,400	\$1,000		PPO 80%A&B 50%C	see rpt		4 x 4	185
Maxwell	16	Danny McMurtry	dmcmurtry@maxwellschoo	yes	\$35,165	\$35,165	\$0	\$1,450	80% A & B, 50% C			4 x 4	184
Maywood School	15	Mark Bejot		yes	\$34,200	\$34,700	\$500	\$900/\$3100	PPO 80%A&B 50%C	100%	4.3400	4.5 x 4.5	183
McCook	15	John Brazell	jbrazell@mccookbison.org	yes	\$35,850	\$36,450	\$600	\$1050/\$3600	PPO 80%A&B 50%C	100%	3.7800	5x4.5/4.5	185
McCool Jct.	06	Curtis Cogswell	ccogswell@mcjmustangs.o	yes	\$36,985	\$37,450	\$465	\$1,050	80% A & B, 50% C	100%		4 x 4.5	184
McPherson County	16	Timothy Vanderheiden		yes	\$35,190	\$35,894	\$704	\$1,900		100%		4 x 5	177
Mead	02	PJ Quinn		yes	\$36,250	\$36,950	\$700	\$1,050	80% A & B, 50% C	100%	3.8900	4 x 4	185
Medicine Valley	15	Alan Garey	agarey@medvalley.org	yes	\$34,950	\$35,300	\$350	\$650	80% A & B, 50% C	100%		4 x 4	184
Meridian	05	Randall Kort	rkort@meridianmustangs.c	yes	\$36,600	\$37,150	\$550	\$1050/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185
Milford	06	Kevin Wingard	kwingard@milfordpublicschools.org					\$750/\$3100	80% A & B, 50% C	see rpt		4 x 5	186
Millard	03	Chad Meisgeier	cmmeisgeier@mpsomaha.org					\$750/\$3100		100%		n/a	192
Minatare	13	Tim Cody	supttimcody@gmail.com	yes	\$35,000	\$35,150	\$150	\$600	80% A&B	100%		4 x 5	185
Minden	11	James Widdifield	james.widdifield@mindenv	yes	\$36,850	\$37,250	\$400	\$1050/\$3600	PPO 100% A 75% B 50%	100%	3.5000	4 x 5	185
Mitchell	13	Kathy Urbanek	kurbanek@mitchelltigers.c	yes	\$35,300	\$36,000	\$700			flat salary		4.5 x 4.5	184
Morrill	13	Joe Sherwood	joe.sherwood@mpslions.org					\$750/\$3100		see rpt		4.25 x 4.5	185
Mullen	16	Chris Kuncl	chris.kuncl@mullenpublics	yes	\$34,800	\$35,500	\$700	\$850	80% A & B, 50% C	100%	4.6600	4 x 5	183
Nebraska City	04	Mark Fritch	mfritch@nebcityps.org	yes	\$35,100	\$35,300	\$200	\$1050/\$3600	80% A&B, 50% C	100%	3.7000	4 x 5	186
Neligh-Oakdale	08	Ron Beacom	rbeacom@nowarriors.org		\$35,540			\$1,150		100%		4 x 4	185
Newman Grove	08	Mikal Shalikow	mikal.shalikow@ngpublics	yes	\$35,600	\$36,300	\$700	\$1450/\$3600	80% A&B, 50% C	100%		4 x 5	185
Niobrara	01	Margaret Sandoz	msandoz@niobraraschools	yes	\$36,000	\$37,100	\$1,100	\$2,100		100%	5.2000	4 x 4	185
Norfolk	08	Bill Robinson	billrobinson@npsne.org	yes	\$36,972	\$37,232	\$260		80% A & B, 50% C	see rpt	3.3200	4.5 x 4.5	186
Norris	06	John Schwartz	john.schwartz@nsdtitans.c	yes	\$37,960	\$38,060	\$100	\$1000/\$3500	80% A & B, 50% C	100%	2.3700	4 x 5	187+
North Bend Central	02	Dan Endorf	dendorf@esu2.org	yes	\$34,900	\$35,350	\$450		PPO 80%A&B 50%	100%	3.2700	4 x 5 mod	185
North Platte	16	Stuart Simpson	ssimpson@npsd.org	yes	\$37,395	\$37,595	\$200	\$2,500	PPO 100%A 75%B 50%	hybrid	2.5000	5 x 4	187
O'Neill	08	Amy Shane	amyshane@oneillschools.c	yes	\$34,900	\$35,600	\$700	\$1450/\$3500	100%A 75%B 50%	100%	3.8200	4.5 x 4.5	185
Oakland-Craig	02	Jeff Smith	jsmith@ocknights.org	yes	\$35,065	\$35,515	\$450	\$600	80% A & B, 50% C	100%		4 x 5	185
Ogallala	16	Mike Apple	mikeapple@opsd.org	yes	\$35,400	\$35,950	\$550	\$1050/\$3500	PPO 100% A,B,C	100%	3.8000	5 x 4	185
Omaha Public Schools		Megan Neiles-Brasch	megan.neiles-brasch@ops	yes	\$41,500	\$42,500	\$1,000		80% A&B, 50% C	see rpt	3.1800		188
Ord	10	Heather Nebesniak	hnebesniak@ordps.org	yes	\$35,650	\$36,450	\$800	\$1050/\$3600	PPO 100% A,B,C	100%		5 x 4	185
Osceola	07	Jason Lavaley	jlavaley@osceola.esu7.org	yes	\$36,000	\$37,100	\$1,100	\$1200/\$3600	PPO 80%A&B 50%	100%	3.1000	4 x 4.5	185
Osmond	08	Dave Hamm	dhamm@esu8.org	yes	\$35,800	\$36,150	\$350	\$900	80% A & B, 50% C	100%	3.7100	4 x 4	185
Overton	10	Mark Aten	maten@overtoneagles.org		\$34,850			\$1050/\$3500	80% A & B, 50% C	100%	3.7100	4.0 x 4.5	183
Palmer	07	Joel Bohlken	jbohlken@palmer.esu7.org	yes	\$35,650	\$36,550	\$900	\$650	80% A & B, 50% C	100%		4 x 4.5	185
Palmyra	04	Mike Hart		yes	\$38,100	\$38,800	\$700	\$900	PPO 80%A&B 50%	100%	3.0000	4 x 4	185
Papillion-La Vista	03	Kati Settles	ksettles@paplv.org	yes	\$37,365	\$37,765	\$400	\$1900/\$3500		see rpt	3.1000	4.5 x 4	190
Pawnee City	04	Brian Rottinghaus	brottinghaus@pawneecity	yes	\$36,000	\$36,800	\$800	\$1050/\$3600	PPO 100%A 75%B 50%	100%		4 x 4	185
Paxton	16	Del Dack	del.dack@paxtonschools.o	yes	\$34,200	\$34,600	\$400	\$650/\$3500	80% A & B, 50% C	100%		4.25x4.25	183
Pender	01	Jason Dolliver	jadoll1@penderschools.or	yes	\$34,880	\$35,140	\$260	\$1050/\$3500	PPO 100% A,B,C	100%	3.2600	4 x 5	185
Perkins County School	16	Phillip Picquet	phillip.picquet@perkinscountyschools.org					\$900/\$1800	80% A&B	100%		4 x 4	184
Pierce Public	08	Kendall Steffensen	kendallsteffensen@pierc	yes	\$35,400	\$36,050	\$650	\$1500/\$3000		100%		5 x 4	185
Plainview	08	Darron Artl	darlt@plainviewschools.org	yes	\$36,375	\$37,150	\$775	\$1,050	80% A & B, 50% C	100%	2.1300	4.25 x 4.25	185
Plattsmouth	03	Rich Hasty	rhasty@pcsd.org					\$900	80% A & B, 50% C	100%		4 x 5 mod	187
Pleasanton	10	Jeff Vetter	jvetter@pleasantonbulldog	yes	\$35,100	\$35,800	\$700	\$1050/\$3600		100%	4.0800	4 x 4.5	182
Ponca	01	Duane Krusemark			\$35,925			\$1200/\$3500	PPO 100%A 75%B 50%	see rpt		4 x 4	185
Potter-Dix	13	Adam Patrick	adam.patrick@pdcoyotes.c	yes	\$34,850	\$35,575	\$725	\$750	100%A 75%B 50%	100%		4.5 x 4.5	183
Ralston	03	Jason Buckingham	jason_buckingham@ralsto	yes	\$35,800	\$36,600	\$800	\$1050/\$3500	100%A 75%B 50%	25%-96	4.2700	5 x 4	190
Randolph	01	Jeff Hoelsing	jeff.hoelsing@rcards.org	yes	\$36,000	\$36,635	\$635	\$1,900	PPO 80%A&B 50%	100%	2.9600	4 x 4	172



Ravenna	10	Ken Schroeder	ken.schroeder@ravennabl	yes	\$35,089	\$35,839	\$750	1050/\$3600		100%	4.9700	4 x 5	185
Raymond Central	02	Derrick Joel	djoel@rcentral.org	yes	\$37,725	\$37,925	\$200	\$900	PPO 80%A&B 50%C	100%	3.1373	4 x 5	186
Red Cloud	09	Brian Hof	bhof@esu9.org	yes	\$35,264	\$35,764	\$500	\$950	80% ABC, 50% D	100%		4 x 4	183
Riverside (CdrRap/Spa	10	Stephanie Kaczor	stephanie.kaczor@riverside	yes	\$35,500	\$35,850	\$350	\$1,050	80% AB	100%		4 x 4.5	184
Rock County	17	Mark Otten		yes	\$34,900	\$35,300	\$400	\$1,900	80% A & B, 50% C	100%	4.2000	4.25 x 4.25	184
Sandhills	10	JD Furrow		yes	\$35,200	\$36,200	\$1,000	\$900/\$3800	80% A & B, 50% C	100%		4 x 5	186
Santee	01	Justin Hayes	jhays@santeeschools.org						PPO 100% A,B,C	100%		4 x 4	185
Sargent	10	Rod Richardson		yes	\$34,850	\$35,650	\$800	\$1400/\$3600	100%A 75%B 50%C	100%	3.4700	4 x 5	185
Schuyler	07	Dan Hoelsing	dhoelsing@esu7.org		\$35,750			\$1200/\$3500	80% A & B, 50% C	100%		4 x 5	185
Scottsbluff	13	Rick Myles	rmyles@sbps.net	yes	\$35,455	\$36,255	\$800	\$900/\$2000	PPO 80%A&B 50%C	50%		4.5 x 4.5	189
Scribner-Snyder	02	Joe Peitzmeier		yes	\$36,550	\$37,400	\$850	\$1,200	80% A & B, 50% C	100%	3.2000	4 x 5	185
Seward	06	Josh Fields	josh.fields@sewardschools	yes	\$35,050	\$35,300	\$250	\$1050/\$3500	80% A & B, 50% C	100%	3.4300	4 x 5	186
Shelby-Rising City	07	Doug Kluth	dkluth@shelby.esu7.org	yes	\$36,000	\$36,450	\$450	\$900/\$3500	80% A & B, 50% C	100%		4 x 4.5	185
Shelton	10	Shanna Gannon		yes	\$34,175	\$34,325	\$150	\$1,050	100% ABC, 50% D	100%	3.8700	4 x 5	185
Shickley	06	Sadie Coffey	scoffey@longhornpower.o	yes	\$35,750	\$36,175	\$425	\$900/\$3500		100%		4 x 4	185
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$35,500	\$36,000	\$500	\$900	80% A & B, 50% C	100%		4.5 x 4.5	185
Silver Lake Public	09	Terry Bauer							80% A & B, 50% C	100%		4 x 4	184
Sioux County	13	Brett Gies	bgies@siouxcountyschools	yes	\$37,950	\$39,100	\$1,150	\$650	PPO 80%A&B 50%C	100%	3.0300	4x4	175
South Central USD #5	09	Julie Otero	jotero@southcentralusd.us	yes	\$35,500	\$36,000	\$500	\$1050/\$3500	PPO 80%A&B 50%C	100%	4.3400	4 x 5	185
South Platte	16	David Spencer	dspencer@southplatteschools.com										
South Sioux City	01	Erin Heineman	erin.heineman@ssccards.o	yes	\$36,575	\$37,400	\$825	\$1050/\$3600	see rpt	\$5700 Cl	4.5200	4 x 5	186
Southern (Wymore)	05	Chris Proski	cproski@southernschool	yes	\$35,207	\$35,757	\$550	\$1050/\$3600	PPO 100%A 75%B 50%	100%	4.0000	4 x 4	182
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@sveagles	yes	\$34,850	\$35,400	\$550	\$1,150	PPO 80%A&B 50%C	100%	4.1300	4 x 4.75	184
Southwest	15	Todd Porter	todd.porter@swpschools.d	yes	\$34,850	\$35,425	\$575	\$1050/\$3600	PPO 80%A&B 50%C	100%	3.1100	4 x 4	183
Springfield-Platteview	03	Brett Richards	brichards@springfieldplatt	yes	\$35,475	\$35,875	\$400	\$1050/\$3600	PPO 80%A&B 50%C	100%	3.8000	5 x 3	185
St. Edward	07	Justin Frederick	jfrederick@sted.esu7.org	yes	\$36,100	\$36,500	\$400	\$1050/\$3500	PPO 80%A&B 50%C	100%	4.0400	4 x 4.5	184
St. Paul	10	John Poppert	jpoppert8@gmail.com	yes	\$35,600	\$36,200	\$600	\$900	PPO 80%A&B 50%C	100%	3.5000	4 x 5	185
Stanton Community	08	Darren Soucie		yes	\$35,600	\$36,250	\$650	\$105/\$3500	PPO 80%A&B 50%C	100%		4 x 5	186
Stapleton	16	Howard Gaffney	howard.gaffney@stapletonschools.org					\$1500/\$3500	PPO 100% A,B,C	see rpt		4 x 5	tba
Sterling	04	Adrian Allen			\$36,200			\$1050/\$4000	PPO 80%A&B 50%C	100%		4 x 4	185
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org	yes	\$34,680	\$35,200	\$520	\$1050/\$3500	PPO 100%A 75%B 50%	100%	4.0300	4.25 x 4.25	185
Summerland (Clearwa	08	Dale Martin	dmartin@esu8.org	yes	\$34,700	\$35,000	\$300	\$1,050		100%		4.25 x 4.5	185
Sumner-Eddyville-Mill	10	Kevin Finkey	kfinkey@semmustangs.org	yes	\$35,450	\$35,650	\$200	\$900	80% ABC, 50% D	100%	2.0400	4.25 x 4.25	184
Superior	09	Martin Kobza	mkobza@superiorwildcats	yes	\$35,350	\$35,850	\$500	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Sutherland	16	Dan Keyser	dkeyser@esu16.org	yes	\$32,850	\$33,150	\$300	\$900	80% ABC, 50% D	100%	3.2900	compresse	184
Sutton	09	Dana Wiseman	dwiseman@spsne.org	yes	\$36,400	\$36,925	\$525	\$1050/\$3500	100% ABC	100%	4.1000	4 x 5	184
Syracuse-Dunbar-Avo	04	Brad Buller	bbuller@esu6.org	yes	\$36,650	\$37,250	\$600			see rpt	3.1600	5 x 5	185
Tekamah-Herman	02	Dan Gross	dgross@esu2.org		\$34,700			\$900/\$3500	80% A & B, 50% C	100%			185
Thayer Central	05	Randy Page	randy.page@thayercentral	yes	\$35,430	\$35,930	\$500	\$1450/\$3600	PPO 100A 80B&C 50D	100%	3.9000	4.5 x 4	185
Thedford	16	Blake Dahlberg	blake.dahlberg@thedfords	yes	\$35,330	\$35,830	\$500	\$1,050	80% A & B, 50% C	100%	2.0200	4 x 5	184
Tri County	05	Randy Schlueter	randy.schlueter@tricity	yes	\$36,000	\$36,550	\$550	\$1050/\$3500	80% A & B, 50% C	100%	1.5300	4 x 4	185
Twin River	07	John Weidner	jweidner@twinriver.esu7.c	yes	\$36,300	\$37,000	\$700	\$1,050	80% A & B, 50% C	100%	3.2000	4 x 5	185
Uno N Ho N Nation	01	Stacie Hardy	shardy@unpsk-12.org		\$0			\$500	PPO 80% ABC, 50% D	100%		4 x 4	185
Valentine Community	17	Mike Halley		yes	\$35,650	\$36,400	\$750	\$1450/\$3500	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Verdigre Public Schoo	08	Chuck Kucera	chkucera24@gmail.com	yes	\$34,700	\$34,950	\$250						
Wahoo	02	Brandon Lavaley	blavaley@wahoowarriors.c	yes	\$34,900	\$35,200	\$300	\$1050/\$3600	80% A & B, 50% C	100%	4.1000	4 x 5	186
Wakefield	01	Mike Moody			\$36,690			\$750/\$3100	PPO 100% A, 50% BC	100%		4 x 4	185
Wallace	16	Tom Sandberg	thsandberg@whscats.org		\$35,400			\$1050/\$3500	PPO 100%A 75%B 50%	100%		4 x 4	183
Walthill	01	Kirk Ahrends	kahrends@walthillschool.c	yes	\$39,906	\$40,704	\$798	\$650	80% A & B, 50% C	100%	3.3700	4 x 4	185

Wauneta-Palisade	15	Randy Geier	rgeier@wpbroncos.org	yes	\$34,700	\$35,200	\$500	\$600/\$3600	80% A & B, 50% C	100%		4 x 5	184
Wausa	01	Brad Hoelsing	bradhoelsing@wausaschoo	yes	\$35,500	\$36,200	\$700	\$1,450		100%	4.3000	4 x 4.25	185
Waverly	06	Cory Worrell	cory.worrell@district145.o	yes	\$36,475	\$37,075	\$600	\$900/\$3500	80% A & B, 50% C	100%	3.5000	4 x 5	186
Wayne	01	Mark Lenihan	malenih1@waynebluedevi	yes	\$36,700	\$37,025	\$325	\$3,500		90%	1.9300	4 x 5	186
Weeping Water	03	Kevin Reiman	kreiman@weepingwaterps	yes	\$36,550	\$37,150	\$600	1050/\$3600	80% A & B, 50% C	100%	4.2400	4 x 4	185
West Holt	08	Paul Pistulka	paupistulka@westholt.org	yes	\$35,450	\$36,000	\$550	\$1,050		100%		4.25x4.25	184
West Point-Beemer	02	Bill McAllister	wmcallister@wpcadets.org	yes	\$35,700	\$36,200	\$500	\$900	80% A & B, 50% C	100%		4 x 5	184
Westside	03	Enid Schonewise	schonewise.enid@westside	yes	\$37,900	\$38,400	\$500		80% AB 50%C	100%		N/A	193
Wheeler Central	08	Rodney Olson	rodolson78@gmail.com	yes	\$34,750	\$35,200	\$450	1050/\$3500	PPO 100%A 75%B 50%	100%		4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	ray.collins@wilberclatonia.org		\$0			\$750/\$3100	PPO 80%A&B 50%C	100%		4 x 4	185
Wilcox-Hildreth	11	Justin Patterson	justin.patterson@whfalco	yes	\$35,400	\$35,800	\$400	\$1,050	PPO 80%A&B 50%C	100%	3.9900	4 x 4	183
Winnebago	01	Dan Fehringer	dfehringer@winnebago12	yes	\$41,106	\$42,134	\$1,028	\$600	80% A & B, 50% C	100%	2.5000	4 x 4.5	185
Winside	01	Andrw Offner	aoffner@winsidewildcats.d	yes	\$35,900	\$36,650	\$750	\$900	PPO 80%A&B 50%C	100%		4 x 4	185
Wisner-Pilger	02	Chad Boyer	cboyer@igators.org	yes	\$35,050	\$35,700	\$650	1050/\$3600	PPO 80%A&B 50%C	100%	3.8600	4 x 5	185
Wood River Schools	10	Terry Zissen		yes	\$35,900	\$36,500	\$600	\$900	80% A & B, 50% C	100%	3.9100	4 x 5	185
Wynot	01	Jeff Messersmith	jeff.messersmith@wynotp	yes	\$35,525	\$36,000	\$475	1150/\$3600	80% A & B, 50% C	100%	3.9008	4 x 5	170
York	06	Mitch Bartholome	mitch.bartholomew@yorkdukes.org		\$0					100%		5 x 4	187
Yutan	02	Mitch Hoffer	hoffer@esu2.org	yes	\$36,020	\$36,370	\$350	1050/\$3500	PPO 100%A 75%B 50%	100%		4 x 4	185
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2020-21:</b>													
number of districts settled				<b>211</b>									
low				<b>\$0</b>	<b>\$33,150</b>	<b>\$0</b>					<b>1.53</b>	<b>165</b>	
average				<b>\$35,353</b>	<b>\$36,376</b>	<b>\$577</b>					<b>3.62</b>	<b>185</b>	
median				<b>\$35,550</b>	<b>\$36,200</b>	<b>\$548</b>					<b>3.60</b>	<b>185</b>	
high				<b>\$45,956</b>	<b>\$46,756</b>	<b>\$2,150</b>					<b>6.96</b>	<b>193</b>	
midpoint info for negotiations				<b>\$35,452</b>	<b>\$36,288</b>	<b>\$563</b>					<b>3.61</b>	<b>185</b>	

School District	S U	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	2021 base	2022 base	Increase	Health Insurance deductible	Dental Plan	% Ins. Prem. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09	Shawn Scott	shawn.scott@adams-central.org	yes	\$37,400	\$38,100	\$700	\$1050/\$3600	PPO 100%ABC	100%	3.45%	4.5 x 4.5	184
Ainsworth	17	Dale Hafer	dhafer@ainsworthschools.org	yes	\$36,350	\$37,000	\$650	\$1050/3600	80% A & B, 50% C	100%		4.5 x 4.5	185
Allen Consolidated	01	Mike Pattee	mpattee@allenschools.org	yes	\$36,650	\$37,550	\$900	\$1,050	80% A & B, 50% C	96%	3.85%	4 x 4	185
Alliance	13	Troy Unzicker	troy.unzicker@alliancebulldogs.org	yes	\$34,800	\$35,700	\$900	\$1450/\$3500	80% A & B, C	stipend	3.30%	4.5 x 4.5	185
Alma	11	Jon Davis	jon.davis@almacardinals.org	yes	\$35,350	\$36,050	\$700	\$1050/\$3500	PPO 100% A 75% B 50% C	100%	3.80%	4 x 4.5	183
Amherst	10	Tom Moore	tmoore@amherstbrncos.org	yes	\$35,900	\$36,500	\$600	\$1,050		100%		4 x 4.5	182
Anselmo-Merna	10	Logan Lightfoot	logan.lightfoot@amcoyotes.org	yes	\$35,200	\$36,000	\$800	\$1,900	80% A & B, 50% C	100%		4 x 4	184
Ansley	10	Gordon Goodman	ggoodman211961@gmail.com		\$36,200			\$1,000	80% A & B, 50% C	100%		4 x 5	185
Arapahoe	11	George Griffith	george.griffith@arapahoewarriors.org	yes	\$35,400	\$36,100	\$700	\$1050/\$3600	80% A & B, 50% C	100%		4 x 4	184
Arcadia	10	Craig Trampe	craig.trampe@apshuskies.org	yes	\$34,800	\$35,425	\$625	\$1050/\$3600	80% A & B, 50% C	100%	2.71%	4 x 5	185
Arlington	03	Dawn Lewis	dawn.lewis@apseagles.org	yes	\$38,930	\$39,430	\$500	\$1050/\$3600	80% A & B, 50% C	100%		4 x 5	186
Arnold	10	Joel Morgan	joel.morgan@arnoldpublicschools.org	yes	\$34,800	\$35,200	\$400	\$650/\$3600	80% A & B, 50% C	100%		4 x 5	182
Arthur County	16	Barry Schaeffer	barry.schaeffer@arthurcountywolv.org	yes	\$35,500	\$35,500	\$625	\$1200/\$3600	PPO 100% A 75% B 50% C	100%		4 x 4	165
Ashland-Greenwood	02	Jason Libal	jason.libal@agps.org	yes	\$36,325	\$36,825	\$500	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Auburn	04	David Patton	david.patton@apsbulldogs.org		\$35,450			\$750/\$3100	80% A & B, 50% C	100%		4 x 5	181
Aurora	09	Jody Phillips	jphillips@4rhuskies.org	yes	\$35,800	\$36,400	\$600	\$1,050	80% A & B, 50% C	100%		5 x 5	185
Axtell	11	Rob Gregory	rob.gregory@axtellwildcats.org	yes	\$35,700	\$36,300	\$600	\$1050/\$3500	100% A 75% B 50% C	100%	3.09%	4 x 4.5	184
Bancroft-Rosalie	02	Jon Cerny	jcerny@esu2.org	yes	\$36,500	\$37,000	\$500	\$900/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185
Banner County	13	Evelyn Browne	evelyn.browne@bcswildcats.org	yes	\$35,600	\$36,100	\$500	\$650/\$3600	PPO 80%A&B 50%C	100%		4.5 x 4.5	183
Battle Creek	08	Jake Luhr	jluhr@bcpsne.info	yes	\$36,650	\$37,150	\$500	\$1,050	PPO 100% A 75% B 50% C	100%	2.41%	4 x 5	185
Bayard	13	Travis Miller	travis.miller@bayardtigers.org	yes	\$36,250	\$36,750	\$500	\$1,900	80% A & B, 50% C	100%		4.5 X 4.5	185
Beatrice	05	Jason Alexander	jalexander@bpsnebr.org	yes	\$35,825	\$36,325	\$500	\$1050/\$3500	80% A & B, 50% C	100%	2.40%	5 x 4	186
Bellevue	03	Sharra Smith	sharra.smith@bpsne.net	yes	\$36,320	\$36,934	\$614	\$650/\$3500	ABC, 50% D	85%	3.64%		188
Bennington	03	Terry Haack	thaack@bennps.org		\$35,550			\$900	100% ABC	100%		4 x 5	186
Bertrand	11	Jason Brown	jason.brown@bertrandvikings.org	yes	\$35,300	\$35,900	\$600	\$1,050	PPO 80%A&B 50%C	100%	3.40%	4 x 4	184
Blair	03	Randy Gilson	randy.gilson@blairschools.org	yes	\$35,875	\$36,600	\$725	\$1450/\$3600	80% A & B, 50% C	100%		4 x 5	186
Bloomfield	01	Shane Alexander	salexander@blfdblbes.org	yes	\$36,500	\$37,000	\$500	\$1,450	100% A, 75% B, 50% C	100%		4 x 4	185
Blue Hill	09	Joel Ruybalid	joelruybalid@bluehillschools.org	yes	\$36,620	\$37,250	\$630	\$1050/\$3500		100%	2.22%	4 x 4	185
Boone Central	07	Nicole Hardwick	nhardwick@boonecentral.esu7.org	yes	\$35,425	\$36,000	\$575	\$900/\$3500	80% A & B, 50% C	100%	3.49%	4 x 5	185
Boyd County Schools	08	Michael Brown	mbrown@boycounty.org	yes	\$35,550	\$36,550	\$1,000	\$1050/\$4000	80% A & B, 50% C	100%		4.25 x 4.25	185
Brady Public School	16	James McGown	jmcgown@bradyschools.org	yes	\$35,900	\$36,250	\$350	\$1,050	100% ABC	100%		4 x 4	182
Bridgeport	13	Chuck Lambert	lambert@bpsbulldogs.org	yes	\$34,750	\$35,500	\$750	\$750	80% ABC	fringe \$16,080		4.5 x 4.5	184
Broken Bow Schools	10	Darren Tobey	darren.tobey@bbps.org	yes	\$35,700	\$36,400	\$700	\$1,050	ABC, 50% D	100%		4.5 x 4.5	185
Bruning-Davenport	05	Kelly Lampe		yes	\$37,350	\$37,625	\$275	\$1050/\$3500	80%ABC	100%		4 x 4.5	184
Burwell	10	Darrin Max	darrin.max@burwellpublicschools.org	yes	\$35,000	\$35,150	\$150	\$1,050	100% A 80% B 50% C	100%	2.08%	4x5	184
Callaway	10	Bryon Hanson	bhanson@callawaypublicschools.org	yes	\$35,600	\$36,000	\$400	\$1050/\$3500	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11	Greg Shepard	gregory.shepard@cambridgetrojans.org	yes	\$35,900	\$37,000	\$1,100	\$1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Cedar Bluffs	02	Harlan Ptomey	hptomey@esu2.org	yes	\$37,100	\$37,800	\$700	\$1050/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185
Centennial	06	Seth Ford	seth.ford@centennialbrncos.org	yes	\$37,000	\$37,500	\$500	\$850	PPO 80%A&B 50%C	100%		4 x 5	185
Central City	07	Jeff Jensen	jjensen@centralcityps.org	yes	\$35,275	\$35,850	\$575	\$1050/\$3500	PPO 80%A&B 50%C	100%		4 X 5	183
Central Valley (Greel-W)	10	Amy Malander	amalander@centralvps.org	yes	\$36,810	\$37,560	\$750	\$850	80% A & B, 50% C	100%		4 x 5	185
Centura	10	Ryan Ruhl	ryan.ruhl@centuraps.org	yes	\$36,200	\$36,600	\$400	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Chadron	13	Ginger Meyer	ginger.meyer@chadronschools.net	yes	\$36,500	\$37,050	\$550	\$1150/\$3500	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Chambers	08	Jesse, Frank	frankjesse@esu8.org	yes	\$35,300	\$36,300	\$1,000	\$900	80% A & B, 50% C	100%	4.53%	4 x 4	184
Chase County	15	Adam Lambert	adamlambert@chasecountyschools.org	yes	\$35,600	\$36,500	\$900	\$1,450	PPO 80%A&B 50%C	100%		4.5 x 4.5	185

Clarkson	07	Rich Lemburg	rlemburg@clarkson.esu7.org	yes	\$36,750	\$37,550	\$800	\$1,450		100%	3.40%	4 x 4	185
Cody-Kilgore	17	Ryan Orrock	ryan.orrock@cody-kilgore.com	yes	\$35,200	\$35,600	\$400	\$1,050	80% A & B, 50% C	100%		4 x 5	166
Columbus	07	Troy Loeffelholz	loeffelholt@discoverers.org	yes	\$38,400	\$38,650	\$250	\$1050/\$3600	PPO 100% A 75% B 50% C	\$715/mo		4.7 x 5	188
Conestoga	03	Mike Apple	mapple@conestogacougars.org	yes	\$37,300	\$38,100	\$800	\$900	80% A & B, 50% C	100%		4 x 4	185
Cozad	10	Ron Wymore	ron.wymore@cozadschools.net	yes	\$36,150	\$36,850	\$700	\$1050/\$3500	PPO 80%A&B 50%C	100%	2.70%	4.75 x 4.25	185
Crawford	13	Mo Hanks	eugene.hanks@cpsrams.org	yes	\$36,000	\$36,750	\$750	\$650		stipend		4.5 x 4.5	183
Creek Valley	13	Patrick Ningen	patrick.ningen@cvsstorm.com	yes	\$35,250	\$35,500	\$250	\$1050/\$3600	80% A & B, 50% C	100%	3.20%	4.75 x 4.75	185
Creighton	01	Rob Thompson	rothompson@chsbulldogs.org	yes	\$36,300	\$37,050	\$750	\$1,050		100%		4.5 x 4.5	185
Crete	06	Meagan Kershner	meagan.kershner@creteschools.org	yes	\$36,095	\$36,595	\$500	\$1200/\$3600	80% A & B, 50% C	100%		4.5 x 4.5	186
Crofton	01	Christopher Look	clook@croftonwarriors.org	yes	\$36,450	\$37,250	\$800	\$1,050	80% A & B, 50% C	100%	3.52%	4 x 4	185
Cross County	07	Brent Hollinger	bhollinger@crosscounty.esu7.org	yes	\$37,000	\$38,000	\$1,000	\$1050/\$3600	80% A & B, 50% C	100%		4.5 x 4	185
David City	07	Chad Denker	denker@dcscouts.org	yes	\$36,450	\$37,050	\$600	\$900	PPO 80%A&B 50%C	100%	3.98%	4 x 5	187
Deshler	05	Damon McDoonald	damon.mcdonald@deshlerdragons.org	yes	\$34,400	\$34,750	\$350	\$1050/\$3600	PPO 80%A&B 50%C	100%		4.5 x 4	182
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.org	yes	\$36,850	\$37,675	\$825	\$900	PPO 80%A&B 50%C	100%		4 x 4	185
Doniphan-Trumbull	09	Stan Hendricks	shendricks@dtcardinals.org	yes	\$36,625	\$37,500	\$875	\$1050/\$3600	PPO 80%A&B 50%C	100%	3.60%	4 x 5	185
Dorchester	06	Daryl Schrunck	dschrunck@dorchesterschool.org	yes	\$37,000	\$38,000	\$1,000	\$1050/\$3600	PPO 100% A 75% B 50% C	100%	3.43%	4 x 4.5	185
Douglas County West	03	Melissa Polonic	mpolonic@dcwest.org	yes	\$37,850	\$38,540	\$690	\$1050/\$3600	PPO 80%A&B 50%C	\$955/mo		4 x 4	185
Dundy County Stratton	15	Jackie Anderson	jackie@dcstigers.org	yes	\$37,700	\$40,100	\$2,400	\$900/\$3600	80% A & B, 50% C	100%	3.90%	4 x 4	186
East Butler	07	Michael Eldridge	meldridge@ebutler.esu7.org	yes	\$37,219	\$37,470	\$251	\$1050/\$3600	80% A & B, 50% C	100%		4 x 4.5	188
Elba	10	Allison Pritchard	allison.pritchard@elbaps.org	yes	\$35,800	\$36,400	\$600	\$900/\$3500	80% ABC	100%		4 x 5	177
Elgin	08	Michael Brockhaus	mike.brockhaus@elgineagles.org	yes	\$36,700	\$37,550	\$850	\$1,050	80% A & B, 50% C	100%		4 x 4.5	185
Elkhorn	03	Bary Habrock	bhabrock@epsne.org	yes	\$35,515	tba		\$1,050	100% A/75% B/50% C	100%	3.75%		190
Elkhorn Valley	08	Darin Hahne	darinhahne@evfalcons.com			\$37,400		\$1050/3600	80% A & B, 50% C	100%		4 x 4.5	185
Elm Creek	10	Bret Schroder	bret.schroder@elmcreekschools.org		\$35,850			\$1050/\$3500		100%		4 x 4	182
Elmwood-Murdock	03	Ryan Knippelmeyer	RKnippelmeyer@emknights.org		\$37,200			\$1,050		100%		4 x 4	185
Elwood	11	Daren Hatch	daren.hatch@elwoodpirates.org	yes	\$35,050	\$35,800	\$750	\$1050/\$4000	100% ABC	100%	3.50%	4 x 4.5	184
Emerson-Hubbard	01	Lindsey Beaudette	lbeaudette@ehpirates.org	yes	\$37,150	\$37,190	\$40		PPO 80%A&B 50%C	100%		4 x 4	185
ESU 01	01	Bill Heimann	bheimann@esu1.org	yes	\$38,380	\$38,975	\$595	\$900/\$2000		see rpt.	3%		
ESU 02	02	Ted DeTurk	tdeturk@esu2.org	yes	\$35,235	\$35,910	\$675	\$1,050	80% A & B, 50% C	100%		4.5 x 4.5	185
ESU 03	03	Dan Schoes	dschoes@esu3.org	yes	\$33,250	\$34,001	\$751	\$1,200	100% A 75% B 50% C	100%	3.65%	5 x 5	190
ESU 04	04	Gregg Robke	grobke@esu4.net	yes	\$36,663	\$37,763	\$1,100	\$1,200	PPO 80%A&B 50%C	100%	3%	4 x 4	185
ESU 05	05	Brenda McNiff	bmcniff@esu5.org		\$38,010			\$1050/\$2500	PPO 100% A 75% B 50% C	\$1300/mo.		4 x 5	185
ESU 06	06	John Skretta	john.skretta@esu6.org	yes	\$38,235	\$38,900	\$755	\$850	PPO 80%A&B 50%C	100%	4.00%	4 x 4	185
ESU 07	07	Larriane Polk	lpolk@esu7.org	yes	\$35,400	\$36,101	\$701	\$1050/\$3600	100% A/75% B/50% C	see rpt	4.04%	4 x 5	185
ESU 08	08	Bill Mowinkel	bmowinkel@esu8.org	yes	\$38,875	\$39,860	\$985	\$850/\$3600	80% A & B, 50% C	1,100/mo		4 x 5	185
ESU 09	09	Emily Burr	emily.burr@esu9.us	yes	\$38,035	\$38,335	\$300	\$1200/\$3600	PPO 100%A 75%B 50%C	100%	2.04%	4 x 4.5	185
ESU 10	10	Melissa Wheelock	mwheelock@esu10.org	yes	\$37,500	\$38,000	\$500	\$900	80%AB, 50% C, 75% of Family	100%		4.75 x 4	185
ESU 11	11	John Poppert	john.poppert@esu11.org	yes	\$36,120	\$37,000	\$880	no insurance, flat salary		100%		4 x 4	185
ESU 13	13	Jeff West	jeffwest@esu13.org	yes	\$36,831	\$37,434	\$603	\$650/\$3600	see report			4.25 x 4.25	185
ESU 15	15	Paul Calvert	p.calvert@esu15.org	yes	\$39,400	\$40,600	\$1,200	\$650		100%			
ESU 16	16	Deb Paulman	dpaulman@esusixteen.org	yes	\$37,400	\$38,000	\$600	\$900/\$3500	PPO 100A 75B 50C	100%		5 x 4	185
ESU 17	17	Dennis Radford	dradford@esu17.org	yes	\$33,000	\$33,750	\$750	\$650/\$3600	100%A, 75%B, 50%C	100%	3.54%	4 x 4	185
Eustis-Farnam	11	Steve Sampy	steve.sampy@efknights.org	y	\$35,600			\$1,050		100%		4 x 4	183
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net	yes	\$36,700	\$37,450	\$750	\$1200/\$3600	80% A & B, 50% C	100%	3.04%	4 x 4	185
Fairbury	05	Sean Molloy	smolloy@fairburyjeffs.org	yes	\$35,675	\$36,675	\$1,000		80% A&B	100%	4.51%	4 x 5	185
Falls City	04	Tim Heckenlively	theckenlively@fallscityps.org	yes	\$36,500	\$37,300	\$800	\$1050/\$3600	PPO 80%A&B 50%C	100%	3.05%	4 x 5	186
Fillmore Central	06	Joshua Cumpston	josh.cumpston@fillmorecentral.org	yes	\$36,700	\$37,350	\$650	\$650/\$3600		100%		4 x 4	185
Fort Calhoun	03	Jerry Green	jjgreen@ftcpioneers.org	yes	\$35,750	\$36,925	\$1,175	\$1,200	80% A & B, 50% C	100%		4 x 5	187
Franklin	11	Candace Conratt	candace.conratt@fpsflyers.org	yes	\$35,075	\$35,825	\$750	\$1050/\$3500	80% A & B, 50% C	100%	4.27%	4 x 5	185



Freeman	05	Andrew Havelka	andrew.havelka@freemanschools.r	yes	\$36,575	\$37,075	\$500	\$1200/\$3600	80% A & B, 50% C	100%	2.44%	4 x 4	185
Fremont	2	Mark Shepard	mark.shepard@fpsmail.org	yes	\$36,330	\$37,366	\$1,036	\$1050/\$3500		stipend	3.50%	4.5 x 5	185
Friend	06	David Kraus	d.kraus@friendschool.org	yes	\$36,100	\$36,600	\$500	\$1050/\$3600	80% A & B, 50% C	100%		4.5 x 4	185
Fullerton	07	Jeff Anderson	janders@fullerton.esu7.org	yes	\$37,200	\$37,750	\$550	\$1050/\$3500	PPO 80%A&B 50%C	100%	3.45%	4 x 5	185
Garden County	13	Jess Underwood	underwood@gceagles.org	yes	\$36,000	\$36,000	\$0	\$650/\$3500		CIL		4.5 x 4.5	185
Gering	13	Nicole Regan	nregan@geringschools.net	yes	\$36,500	\$37,150	\$650	\$1050/\$3500		50%		4.5 x 4.5	189
Gibbon	10	Vern Fischer	vern.fisher@gibbonpublic.org	yes	\$35,300	\$36,200	\$900	\$1200/\$3600	100% A 75%B 50%C	100%	3.66%	4 x 5	185
Giltner	09	Nick Mumm	nmumm@giltnerschool.us	yes	\$36,100	\$37,905	\$1,805	\$1050/\$3600	PPO 80%A&B 50%C	100%		4 x 4	185
Gordon-Rushville	13	Lori Liggett	lori.liggett@grmstangs.org	yes	\$35,700	\$36,700	\$1,000	\$900/\$3500	80% A & B, 50% C	stipend	2.25%	4.5 x 4.5	185
Gothenburg	10	Allison Jonas	allison.jonas@goswed.es.org	yes	\$36,800	\$37,325	\$525	\$1050/\$3600	80% A & B, 50% C	100%		4 x 5	185
Grand Island	10	Tawana Grover	tgrover@gips.org	yes	\$35,846	\$36,646	\$575	\$1050/\$3500	PPO 80%A&B 50%C	100%EHED		Steps1-3(4x5)Steps	187
Grand Island Northwest	10	Jeff Edwards	jedwards@ginorthwest.org	yes	\$35,700	\$36,200	\$500	\$1200/\$3600	80% A & B, 50% C	100%	3.02%	4 x 5	185
Gretna	03	Rich Beran	rberan@gpsne.org	yes	\$37,300	\$37,850	\$550	\$1200/\$3500	80% A & B, 50% C	100%	3.05%	4 X 4	189
Hampton	09	Holly Herzberg	hherzberg@hamptonhawks.us	yes	\$37,000	\$37,750	\$750	\$1050/\$3500	80% A & B, 50% C	100%	3.05%	4 x 4	185
Hartington-Newcastle	01	A.J. Johnson	adrian@hnscats.org		\$36,800			\$900/\$3500		cafe plan		4 x 4	185
Harvard	09	Michael Derr	mderr@harvardcardinals.org	yes	\$36,400	\$37,000	\$600	\$850		100%	3.50%	4 x 4	185
Hastings	09	Jeff Schneider	jeff.schneider@hptigers.org	yes	\$34,750	\$35,600	\$850	\$1050/3500	PPO 100% A, B, & C		3.39%	4.5 x 4.5	185
Hay Springs	13	Russ Lechtenberg	russell.lechtenberg@hshawks.com	yes	\$36,700	\$37,400	\$700		80% A & B, 50% C	100%		4.5 x 4.5	182
Hayes Center	15	Tony Primavera	tprimavera@hccardinals.org	yes	\$35,650	\$35,850	\$200	\$850/\$3600	80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Jeremy Klein	jklein@heartlandschools.net	yes	\$38,033	\$38,683	\$650	\$1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Hemingford	13	Travis Miller	tmiller@gubn.org	yes	\$35,400	\$35,900	\$500	\$850	100% ABC	100%		4.5 x 4.5	185
Hershey	16	Jane Davis	jdavis@hpspanthers.org	yes	\$34,350	\$35,000	\$650	\$1050/\$3500	80%AB	100%	2.80%	5 x 4	185
High Plains	07	Kim Beran	kberan@hpcstorm.org	yes	\$37,950	\$38,250	\$300	\$1050/\$3500	80%AB	100%	3.24%	4 x 4.5	185
Hitchcock County	15	Robert Sattler	rsattler@hcfalcons.org	yes	\$35,100	\$35,700	\$600	\$1,050	PPO 80%A&B 50%C	100%	2.85%	4 x 4	185
Holdrege	11	Todd Hilyard	todd.hilyard@dusters.org	yes	\$36,550	\$37,000	\$450	\$1050/3600	80% A & B, 50% C	100%	3.19%	4.5 x 4.5	185
Homer	01	Gregg Cruickshank	gcruickshank@homerknights.org	yes	\$39,100	\$39,775	\$675	\$1050/3600	80% A & B, 50% C	EE only		4 x 4	185
Howells-Dodge Consol.	07	Mark Ernst	mernst@hdcjags.org	yes	\$40,000	\$41,050	\$1,050	\$1050/\$2500	n/a	stipend		4 x 4	185
Humboldt-Table Rock-St	04	George Griffith	georgegriffith@htrtitans.org	yes	\$37,373	\$37,473	\$100	\$1900/\$3000	80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	gregsjuts@humphrey.esu7.org	yes	\$37,250	\$38,000	\$750	\$1,050	100%A 75%B 50%C	100%	3.70%	4 x 4	185
Hyannis Dist 11	16	Troy Unzicker	tunzicker@apschools.org	yes	\$36,500	\$37,000	\$500	\$900	80% A & B, 50% C	100%		4 x 4	184
Johnson County Central	04	Jon Rother	jon.rother@jccentral.org	yes	\$37,005	\$37,605	\$600	\$1900/\$3600	100% ABC	100%		4 x 5	185
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbrock.org	yes	\$37,200	\$38,400	\$1,200	\$900		100%		4 x 4	185
Kearney	10	Chris Nelson	chrnelson@kearneycats.com	yes	\$36,182	\$36,925	\$743	\$1050/\$2500	0.83 (family) \$237.50 (stipend)	\$250/mo	4.00%	4.5 x 4.5	185
Kenesaw	09	Rick Masters	rmasters@kenesawschools.org	yes	\$36,500	\$36,900	\$400	\$1,050		100%		4 x 4.5	184
Keya Paha	17	Dennis Peters	dpeters@kpschools.org	yes	\$35,400	\$36,100	\$700	\$1050/\$3600		100%		4.25 x 4.25	185
Kimball	13	Trevor Anderson	tanderson@kpslonghorns.org	yes	\$35,750	\$36,390	\$640	\$1050/\$3600	100%A 75%B 50%C	100%		4 x 5	184
Lakeview	07	Jason Cline	jcline@lakeview.esu7.org	yes	\$35,450	\$35,875	\$425	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Laurel-Concord	01	Jeremy Christensen	jeremy.christiansen@lccschool.org	yes	\$36,400	\$37,300	\$900	\$1450/3600	PPO 80%A&B 50%C	100%		4 x 4	185
Leigh	07	Stephanie Petersen	spetersen@leigh.esu7.org	yes	\$36,750	\$37,350	\$600	\$1,050	PPO 80%A&B 50%C	100%		4 x 4	185
Lewiston	04	Rick Kentfield	rkentfield@lewistonschool.net	yes	\$36,850	\$37,650	\$800	\$1,200	80% A & B, 50% C	100%		4 x 4	185
Lexington	10	John Hakonson	john.hakonson@lexschools.org	yes	\$36,375	\$36,775	\$400	\$1200/\$3600	80% A&B	100%		4 x 5	185
Leyton	13	Chris Geary	chris.geary@leytonwarriors.org	yes	\$35,350	\$35,750	\$400	\$850	80% A & B, 50% C	100%		4.5 x 4.5	186
Lincoln Public Schools		Robbie Seybert	rseybert@lps.org		\$46,756			\$1050/\$3500	80% A & B, 50% C	90%			191
Litchfield	10	Wade Finley	wade.finley@litchfieldps.org	yes	\$35,600	\$36,600	\$1,000	\$1050/3600	80% A & B, 50% C	100%		4 x 5	185
Logan View	02	Craig Taylor	ctaylor@loganview.org	yes	\$35,760	\$35,819	\$59	\$1200/\$3600		100%		4 x 5	185
Loomis	11	Sam Dunn	sam.dunn@loomiswolves.org		\$35,400			\$600/\$3500		100%		4 x 4	183
Louisville	03	Andrew Farber	afarber@lpslions.org	yes	\$37,890	\$38,815	\$925	\$650	80% A & B, 50% C	see report	2.80%	5 x 3	185
Loup City	10	Dean Tickle	dean.tickle@lcpbpublic.org	yes	\$35,340	\$36,340	\$1,000	\$1,150	100%A 80%B 70%C	100%		4 x 5	185
Loup County	10	Rod Richardson	r Richardson@loupcountyschools.org	yes	\$35,750	\$36,500	\$750	\$1050/\$3600	80% A & B, 50% C	100%		4 x 5	185

Lyons-Decatur	02	Fred Hansen	fhanzen@lyonsdecaturschools.org	yes	\$35,850	\$36,650	\$800	\$900/\$3500	80% A & B, 50% C	100%	3.11%	4 x 5	185
Madison	08	Alan Ehlers	aehlers@esu8.org	yes	\$36,500	\$37,300	\$800	\$1,150	PPO 80%A&B 50%C	100%		4 x 5	185
Malcolm	06	Ryan Terwilliger	rterwill@esu6.org	yes	\$38,400	\$38,800	\$400	\$1050/2500	PPO 80%A&B 50%C	cash-in-lieu		4 x 4	185
Maxwell	16	Danny McMurtry	dmcumrtry@maxwellschools.org	yes	\$35,165	\$36,165	\$1,000	\$1,450	80% A & B, 50% C		2.84%	4 x 4	184
Maywood School	15	Mark Bejot	mark.bejot@maywoodtigers.org	yes	\$34,700	\$35,000	\$300	\$1200/\$3600	PPO 80%A&B 50%C	100%		4.5 x 4.5	183
McCook	15	John Brazell	jbrazell@mccookbison.org		\$36,450			\$1050/\$3500	PPO 80%A&B 50%C	100%		4.5x4.5/4.5	185
McCool Jct.	06	Curtis Cogswell	ccogswell@mcjmustangs.org	yes	\$37,450	\$38,200	\$750	\$1050/\$3600	80% A & B, 50% C	100%		4 x 4.5	184
McPherson County	16	Timothy Vanderheide	tvanderheiden@mcstryon.org	yes	\$35,894	\$35,894	\$0	\$1,900		100%		4 x 5	177
Mead	02	PJ Quinn	pquinn@esu2.org	yes	\$36,950	\$37,600	\$650	\$1,050	80% A & B, 50% C	100%	3.04%	4 x 4	185
Medicine Valley	15	Scott Trimble	strimble@mediavalle.org	yes	\$35,600	\$36,050	\$750	\$650	80% A & B, 50% C	100%		4 x 4	184
Meridian	05	Randall Kort	rkort@meridianmustangs.org	yes	\$37,150	\$37,450	\$300	\$1050/\$3500	PPO 80%A&B 50%C	100%	3.00%	4 x 4.5	185
Milford	06	Kevin Wingard	kwingard@milfordpublicschools.org	yes	\$38,100	\$38,400	\$300	\$1050/\$3600	80% A & B, 50% C	see rpt		4 x 5	186
Millard	03	Chad Meisgeier	cmeisgeier@mpsomaha.org		\$39,625			\$750/\$3100		100%		n/a	192
Minatare	13	Tim Cody	supttimcody@gmail.com	yes	\$35,150	\$35,300	\$150	\$600	80% A&B	100%		4 x 5	185
Minden	11	James Widdifield	james.widdifield@mindenwhippets.org	yes	\$37,250	\$37,650	\$400	\$1050/\$3500	PPO 100% A 75% B 50% C	100%	2.98%	4 x 5	185
Mitchell	13	Kathy Urbanek	kurbanek@mitchelltigers.org	yes	\$36,000	\$36,500	\$500			flat salary		4.5 x 4.5	184
Morrill	13	Barry Schaeffer	barry.schaeffer@mpslions.org	yes	\$35,000	\$35,250	\$250	\$1050/\$3600		see rpt		4.25 x 4.5	185
Mullen	16	Chris Kunch	chris.kunch@mullenpublicschools.org	yes	\$35,500	\$36,300	\$800	\$600/\$3500	80% A & B, 50% C	100%		4 x 5	183
Nebraska City	04	Mark Fritch	mfritch@nebcityps.org	yes	\$35,300	\$35,675	\$375	\$1,050	80% A&B, 50% C	100%		4 x 5	186
Neligh-Oakdale	08	Ron Beacom	rbeacom@nowarriors.org	yes	\$36,140	\$36,640	\$500	\$1,150		100%	3.26%	4 x 4.25	185
Newman Grove	08	Josh Warren	josh.warren@ngpublicschools.com	yes	\$36,300	\$37,389	\$1,089	\$1,450	80% A&B, 50% C	100%		4 x 5	185
Niobrara	01	Margaret Sandoz	msandoz@niobraraschools.org	yes	\$37,100	\$37,600	\$500	\$1,050		100%		4 x 4	185
Norfolk	08	Bill Robinson	billrobinson@npsne.org	yes	\$37,232	\$37,507	\$275		80% A & B, 50% C	100%	3.40%	4.5 x 4.5	186
Norris	06	John Schwartz	john.schwartz@nsdtitans.org	yes	\$38,060	\$38,335	\$275	\$1000/\$3500	80% A & B, 50% C	100%	2.50%	4 x 5	187+
North Bend Central	02	Patrick Ningen	pningen@nbtigers.org	yes	\$35,350	\$36,000	\$650		PPO 80%A&B 50%C	100%	3.75%	4 x 5 mod	185
North Platte	16	Stuart Simpson	trhodes@nppsd.org	yes	\$37,595	\$38,500	\$905	\$650/\$2500	PPO 100%A 75%B 50%C			5 x 4	185
O'Neill	08	Mike Rotherham	mikerotherham@oneillschools.org	yes	\$35,600	\$36,250	\$650	\$1450/\$3600	100%A 75%B 50%C	100%		4.5 x 4.5	185
Oakland-Craig	02	Jeff Smith	jsmith@ocknights.org	yes	\$35,515	\$36,215	\$700	\$600	80% A & B, 50% C	100%		4 x 5	185
Ogallala	16	Mike Apple	mikeapple@opds.org	yes	\$35,950	\$36,675	\$725	\$1050/\$3500	PPO 100% A,B,C	100%		5 x 4	185
Omaha Public Schools		Megan Neiles-Brasch	megan.neiles-brasch@ops.org	yes	\$42,500	\$43,000	\$500	\$1,200	80% A&B, 50% C	see rpt.			188
Ord	10	Heather Nebesniak	hnebesniak@ordps.org	yes	\$36,450	\$37,000	\$550	\$900	PPO 100% A,B,C	100%	2.65%	5 x 4	185
Osceola	07	Jason Lavaley	jlavaley@osceola.esu7.org	yes	\$37,100	\$37,400	\$300	\$1200/\$3500	PPO 80%A&B 50%C	100%		4 x 4.5	185
Osmond	08	Dave Hamm	dhamm@esu8.org	yes	\$36,150	\$36,700	\$550	\$900	80% A & B, 50% C	100%	3.51%	4 x 4	185
Overton	10	Mark Aten	mark.aten@overtoneagles.org	yes	\$34,850	\$35,825	\$975	\$1050/\$3600	80% A & B, 50% C	100%	3.71%	4.0 x 4.5	183
Palmer	07	Joel Bohlken	jbohlken@palmer.esu7.org	yes	\$36,550	\$37,450	\$900	\$650	80% A & B, 50% C	#VALUE!		4 x 4.5	185
Palmyra	04	Mike Hart	hart.mic@districtor1.net	yes	\$38,800	\$39,550	\$750	\$1050/\$4000	PPO 80%A&B 50%C	100%		4 x 4	185
Papillion-La Vista	03	Kati Settles	ksettles@paplv.org	yes	\$37,765	\$38,375	\$610	\$1900/\$3600	100% A, 75% B, 50% C	100%	3.06%	4.5 x 4	190
Pawnee City	04	Brian Rottinghaus	brottinghaus@pawneecityschool.net	yes	\$36,800	\$37,800	\$1,000	\$1,200	100%A 75%B 50%C	100%	3.15%	4 x 4	185
Paxton	16	Del Dack	del.dack@paxtonschools.org	yes	\$34,600	\$35,400	\$800	\$650/\$3500	80% A & B, 50% C	100%	3.05%	4.25x4.25	183
Pender	01	Jason Dolliver	jadolli1@penderschools.org	yes	\$35,140	\$35,740	\$600	\$1050/\$3500	PPO 100% A,B,C	100%	3.79%	4 x 5	185
Perkins County Schools	16	Phillip Picquet	phillip.picquet@perkinscountyschools.org	yes	\$35,600	\$35,900	\$300	\$900/\$1800	100%A 80%BC 50%D	100%		4 x 4	184
Pierce Public	08	Kendall Steffensen	kendallsteffensen@piercbluejays.org	yes	\$36,050	\$36,500	\$450	\$1900/\$3600		100%		5 x 4	185
Plainview	08	Darron Artl	darlt@plainviewschools.org	yes	\$37,150	\$37,890	\$740	\$1,150	80% A & B, 50% C	100%	1.70%	4.25 x 4.25	185
Plattsmouth	03	Rich Hasty	rhasty@pcsd.org	yes	\$35,000	\$35,300	\$300	\$900	80% A & B, 50% C	100%	2.62%	4 x 5 mod	186
Pleasanton	10	Nathan Lightle	nlightle@pleasantonbulldogs.org	yes	\$35,800	\$36,500	\$700	\$1050/\$3500		100%	3.22%	4 x 4.5	182
Ponca	01	Duane Krusemark	duanekrusemark@poncaschool.org	yes	\$36,675	\$37,175	\$500	\$1200/\$3600	PPO 100%A 75%B 50%C	see rpt		4 x 4	185
Potter-Dix	13	Adam Patrick	adam.patrick@pdcoyotes.org	yes	\$35,575	\$36,000	\$425	\$750	100%A 75%B 50%C	100%		4.5 x 4.5	183
Ralston	03	Jason Buckingham	jason_buckingham@ralstonschools.org	yes	\$36,600	\$37,100	\$500	\$1050/\$3500	100%A 75%B 50%C	91.25%-96%	3.46%	5 x 4	189
Randolph	01	Daryl Schunk	daryl.schunk@rcards.org	yes	\$36,635	\$37,300	\$665	\$1,900	PPO 80%A&B 50%C	100%	2.86%	4 x 4	172



Ravenna	10	Ken Schroeder	ken.schroeder@ravennabluejays.org	yes	\$35,839	\$36,039	\$200	\$1050/\$3600		100%	3.25%	4 x 5	185
Raymond Central	02	Derrick Joel	djoel@rcentral.org	yes	\$38,025	\$38,425	\$400	\$900	PPO 80%A&B 50%C	100%		4 x 5	186
Red Cloud	09	Brian Hof	bhof@esu9.org	yes	\$35,764	\$36,300	\$536	\$950	80% ABC, 50% D	100%		4 x 4	185
Riverside (CdrRap/Spald)	10	Stephanie Kaczor	stephanie.kaczor@riversideps.org	yes	\$35,850	\$36,650	\$800	\$1,050	80% AB	100%		4 x 4.5	184
Rock County	17	Mark Otten	motten@rockcountyschools.org	yes	\$35,300	\$35,700	\$400	\$1,900	80% A & B, 50% C	100%		4.25 x 4.25	184
Sandhills	10	JD Furrow	jd.furrow@sandhillsknights.org	yes	\$36,200	\$36,500	\$300	\$900	80% A & B, 50% C	100%		4 x 5	186
Santee	01	Justin Hayes	jhays@santeeschools.org	yes	\$39,870	\$40,370	\$500		PPO 100% A,B,C	100%		4 x 4	185
Sargent	10	Rod Richardson	rod.richardson@sargentpublicschools.org	yes	\$35,650	\$36,250	\$600	\$1900/\$3600	100%A 75%B 50%C	100%		4 x 5	185
Schuyler	07	Dan Hoelsing	dhoelsing@esu7.org	yes	\$36,250	\$36,800	\$550	\$1200/\$3500	\$0	100%		4 x 5	185
Scottsbluff	13	Rick Myles	rmyles@sbps.net	yes	\$36,255	\$37,055	\$800	\$900/\$2000	PPO 80%A&B 50%C	50%		4.5 x 4.5	189
Scribner-Snyder	02	Joe Peitzmeier	jpeitz@ststrojans.org	yes	\$37,400	\$38,090	\$690	\$1,200	80% A & B, 50% C	100%		4 x 5	185
Seward	06	Josh Fields	josh.fields@sewardschools.org	yes	\$35,300	\$35,700	\$400	\$1050/\$3600	80% A & B, 50% C	100%	2.97%	4 x 5	186
Shelby-Rising City	07	Doug Kluth	dkluth@shelby.esu7.org	yes	\$36,450	\$36,800	\$350	\$1200/\$3600	80% A & B, 50% C	100%		4 x 4.5	185
Shelton	10	Shanna Gannon	sgannon@sheltonbulldogs.org	yes	\$34,325	\$34,725	\$400	\$1,050	100% ABC, 50% D	100%		4 x 5	185
Shickley	06	Sadie Coffey	scoffey@longhornpower.org	yes	\$36,175	\$37,257	\$1,100	\$900/\$3500		100%		4 x 4	185
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$36,000	\$36,600	\$600	\$900	80% A & B, 50% C	100%		4.5 x 4.5	185
Silver Lake Public	09	Terry Bauer	terrybauer@silverlakemustangs.org	yes	\$36,000	\$36,700	\$700	\$1,050	80% A & B, 50% C	100%		4 x 4	184
Sioux County	13	Brett Gies	bgies@siouxcountyschools.org	yes	\$39,100	\$40,250	\$1,150	\$650	PPO 80%A&B 50%C	100%	3.03%	4x4	175
South Central USD #5	09	Julie Otero	jotero@southcentralusd.us	yes	\$36,000	\$36,500	\$500	\$1050/\$3500	PPO 80%A&B 50%C	100%	3.16%	4 x 5	185
South Platte	16	David Spencer	dspencer@southplatteschools.com	yes	\$35,500	\$36,100	\$600	\$1050/\$3600					
South Sioux City	01	Erin Heineman	erin.heineman@ssccards.org	yes	\$37,400	\$38,050	\$650	\$900/\$3500	see rpt	\$512 CIL	3.85%	4 x 5	186
Southern (Wymore)	05	Chris Prosocki	cprosocki@southernschools.org	yes	\$35,757	\$36,507	\$750	\$1050/\$3600	PPO 100%A 75%B 50%C	100%	4.20%	4 x 4	182
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@sveagles.org	yes	\$35,400	\$36,000	\$600	\$1,150	PPO 80%A&B 50%C	100%	3.11%	4 x 4.75	184
Southwest	15	Drew Billeter	drew.billeter@swpschools.org	yes	\$35,425	\$36,125	\$700	\$1050/\$3500	PPO 80%A&B 50%C	100%	3.10%	4 x 4	183
Springfield-Platteview	03	Brett Richards	brichards@springfieldplatteview.org	yes	\$35,875	\$36,325	\$450	\$1050/\$3600	PPO 80%A&B 50%C	100%		5 x 3	185
St. Edward	07	Stephen Osborn	sosborn@sted.esu7.org	yes	\$36,500	\$37,000	\$500	\$1050/\$3600	PPO 80%A&B 50%C	100%		4 x 4.5	184
St. Paul	10	Adam Patrick		yes	\$36,200	\$36,600	\$300	\$1,200	PPO 80%A&B 50%C	100%		4 x 5	185
Stanton Community	08	Darren Soucie	dsoucie@esu8.org	yes	\$36,250	\$36,750	\$500	\$105/\$3600	PPO 80%A&B 50%C	100%		4 x 5	186
Stapleton	16	Howard Gaffney	howard.gaffney@stapletonschools.org	yes	\$34,800	\$36,400	\$1,600	\$1900/3600	PPO 100% A,B,C	see rpt.		4 x 5	tba
Sterling	04	Scott Harrington	sharrington@sterlingpublicschools.org	yes	\$36,900	\$38,000	\$1,100	\$1050/\$4000	PPO 80%A&B 50%C	100%		4 x 4	185
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org	yes	\$35,200	\$36,000	\$800	\$1050/\$3500	PPO 100%A 75%B 50%C	100%	3.28%	4.25 x 4.25	185
Summerland (Clearwater)	08	Kyle Finkey	kylefinke@summerlandbobcats.org	yes	\$35,000	\$36,100	\$1,100	\$900		100%	4.27%	4.25 x 4.5	185
Sumner-Eddyville-Miller	10	Kevin Finkey	kfinkey@semmustangs.org	yes	\$35,650	\$35,620	-\$30	\$1,050	80% ABC, 50% D	100%		4.25 x 4.25	184
Superior	09	Martin Kobza	mkobza@superiorwildcats.org	yes	\$35,850	\$36,350	\$500	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Sutherland	16	Steve Bristol	steve.bristol@spssailors.org	yes	\$33,150	\$34,000	\$850	\$900	80% ABC, 50% D	100%		compressed	184
Sutton	09	Dana Wiseman	dwiseman@spsne.org	yes	\$36,925	\$37,225	\$300	\$1050/\$3500	100% ABC	100%	2.94%	4 x 5	184
Syracuse-Dunbar-Avocet	04	Brad Buller	bbuller@esu6.org	yes	\$37,250	\$37,950	\$700				3.52%	5 x 5	185
Tekamah-Herman	02	Dan Gross	dgross@esu2.org	yes	\$35,400	\$36,100	\$700	\$900/\$3500	80% A & B, 50% C	100%			185
Thayer Central	05	Randy Page	randy.page@thayercentral.net	yes	\$35,930	\$36,430	\$500	\$1450/\$3600	PPO 100A 80B&C 50D	100%	3.53%	4.5 x 4	185
Theford	16	Blake Dahlberg	blake.dahlberg@thefordschools.org	yes	\$35,830	\$36,170	\$340	\$1,050	80% A & B, 50% C	100%		4 x 5	184
Tri County	05			yes	\$36,550	\$37,150	\$600	\$1050/\$3600	80% A & B, 50% C	100%		4 x 4	185
Twin River	07	John Weidner	jweidner@twinriver.esu7.org	yes	\$37,000	\$37,400	\$400	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Uno N Ho N Nation	01	Stacie Hardy	shardy@unpsk-12.org	yes	\$42,000	\$43,200	\$1,200	\$650	PPO 80% ABC, 50% D	100%		4 x 4	185
Valentine Community	17	Mike Halley	mhalley@vcsbadger.net	yes	\$36,400	\$37,200	\$800	\$1450/\$3600	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Verdigre Public Schools		Chuck Kucera	chkucera24@gmail.com	yes	\$34,950	\$35,200	\$250	\$1,050	100%A, 80%B, 50%C			4.25x4.5	185
Wahoo	02	Brandon Lavaley	blavaley@wahoowarriors.org	yes	\$35,200	\$37,050	\$1,850	\$1900/\$3600	80% A & B, 50% C	100%	4.82%	4 x 5	186
Wakefield	01	Matt Farup	mfarup@wakefieldschools.org		\$37,490			\$750/\$3100	PPO 100% A, 50% BC	100%		4 x 4	185
Wallace	16	Tom Sandberg	thsandberg@whscats.org	yes	\$35,800	\$36,450	\$650	\$1050/\$3600	PPO 100%A 75%B 50%C	100%	3.48%	4 x 4	183
Walthill	01	Kirk Ahrends	kahrends@walthillschool.org	yes	\$40,704	\$40,704	\$0	\$650	80% A & B, 50% C	100%		4 x 4	185

Wauneta-Palisade	15	Randy Geier	rgeier@wpbroncos.org		\$35,200			\$600/\$3500	80% A & B, 50% C	100%		4 x 5	184
Wausa	01	Brad Hoelsing	bradhoelsing@wauasaschools.org		\$36,200			\$950		100%		4 x 4.25	185
Waverly	06	Cory Worrell	cory.worrell@district145.org	yes	\$37,075	\$37,475	\$400	\$900	80% A & B, 50% C	100%	2.44%	4 x 5	186
Wayne	01	Mark Lenihan	malenih1@waynebluedevils.org	yes	\$37,025	\$37,400	\$375	\$1000/\$3500		see rpt	2.24%	4 x 5	186
Weeping Water	03	Kevin Reiman	kreiman@weepingwaterps.org	yes	\$37,150	\$37,550	\$400	\$900	80% A & B, 50% C	100%		4 x 4	185
West Holt	08	Paul Pistulka	paupistulka@westholt.org	yes	\$36,000	\$37,000	\$1,000	\$1,050		100%	3.39%	4.25x4.25	184
West Point-Beemer	02	DJ Weddle	dWeddle@wpcadets.net	yes	\$36,200	\$36,900	\$700	\$900	80% A & B, 50% C	100%	2.76%	4 x 5	184
Westside	03	Enid Schonewise	schonewise.enid@westside66.net	yes	\$38,400	\$39,300	\$900		80% AB 50%C	100%		N/A	193
Wheeler Central	08	Dan Kluver	dan.kluver@wbroncs.org	yes	\$35,200	\$35,600	\$300	\$1050/\$3500	PPO 100%A 75%B 50%C	100%		4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	ray.collins@wilberclatonia.org	yes	\$36,500	\$37,250	\$750	\$1200/3600	PPO 100%A 75%B 50%C	100%	2.71%	4x4.5	185
Wilcox-Hildreth	11	Justin Patterson	justin.patterson@whfalcons.org	yes	\$35,800	\$36,600	\$800	\$1,050	PPO 80%A&B 50%C	100%		4 x 4	184
Winnebago	01	Dan Fehringer	dfehringer@winnebago12.org		\$42,134	\$42,977	\$843	\$650	80% A & B, 50% C	100%		4 x 4.5	185
Winside	01	Andrw Offner	aoffner@winsidewildcats.org	yes	\$36,650	\$37,350		\$1,050	PPO 80%A&B 50%C	100%	2.27%	4 x 4	185
Wisner-Pilger	02	Chad Boyer	cboyer@igators.org	yes	\$35,700	\$36,600	\$900	\$1050/\$3500	PPO 80%A&B 50%C	100%		4 x 5	185
Wood River HS	10	Terry Zissen	tzessin@wrrsd.org	yes	\$36,500	\$37,050	\$550	\$900	80% A & B, 50% C	100%		4 x 5	185
Wynot	01	Jeff Messersmith	jeff.messersmith@wynotpublicsch	yes	\$36,000	\$36,700	\$700	\$900/\$3500	80% A & B, 50% C	100%	4.13%	4 x 5	170
York	06	Mitch Bartholome	mitch.bartholomew@yorkdukes.org	yes	\$35,075	\$35,650	\$575			100%		5 x 4	187
Yutan	02	Mitch Hoffer	hoffer@yutanhs.com	yes	\$36,370	\$36,770	\$400	\$1200/3600	100% A, 75% B, 50% C	100%		4 x 4	185
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2021-22:</b>													
			number of districts settled	242									
			low		\$33,000	\$33,750					0.0170		165
			average		\$36,407	\$37,003	\$641				0.0325		185
			median		\$36,200	\$36,850					0.0324		185
			high		\$46,756	\$43,200					0.0482		193
			midpoint info for negotiations		\$36,304	\$36,927					0.0324		185

School District	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	2021-22 base	2022-23 base	Increase	Health Insurance deductible	Dental Plan	% Ins. Prem. Pd. By District	% Increase	Salary Schedule VxH	Teacher Contract Length
Adams Central	09 Shawn Scott	shawn.scott@adams-central.org	yes	\$38,100	\$38,800	\$700	\$1050/\$3600	PPO 100%ABC	100%	3.31%	4.5 x 4.5	184
Ainsworth	17 Dale Hafer	dhafer@ainsworthschools.org	yes	\$37,000	\$38,100	\$1,100	\$1050/\$3600	80% A & B, 50% C	100%	4.13%	4.5 x 4.5	185
Allen Consolidated	01 Mike Pattee	mpattee@allenschools.org	yes	\$37,550	\$38,350	\$800	\$1,050	80% A & B, 50% C	96%	3.88%	4 x 4	185
Alliance	13 Troy Unzicker	troy.unzicker@alliancebulldogs.org	yes	\$35,700	\$36,775	\$1,075	\$1450/\$3500	80% A & B, C	stipend	3.44%	4.5 x 4.5	185
Alma	11 Jon Davis	jon.davis@almacardinals.org	yes	\$36,050	\$36,300	\$250	\$1050/\$3500	PPO 100% A 75% B 50% C	100%	3.24%	4 x 4.5	183
Amherst	10 Matt Gordon	mgordon@amherstbroncos.org	yes	\$36,500	\$36,900	\$400	\$1,050		100%		4 x 4.5	182
Anselmo-Merna	10 Logan Lightfoot	logan.lightfoot@amcoyotes.org	yes	\$36,000	\$36,400	\$400	\$1,900	80% A & B, 50% C	100%		4 x 4	184
Ansley	10 Gordon Goodman	ggoodman211961@gmail.com	yes	\$36,500	\$37,000	\$500	\$1450/\$3600	100% A, 75% B, 50% C	100%		4 x 5	185
Arapahoe	11 Brian Gegg	brian.gegg@arapahoewarriors.org	yes	\$36,100	\$36,650	\$550	\$1050/\$3600	80% A & B, 50% C	100%	3.80%	4 x 4	184
Arcadia	10 Mike Williams	mike.williams@apshuskies.org	yes	\$35,425	\$36,425	\$1,000	\$1050/\$3600	80% A & B, 50% C	100%	5.12%	4 x 5	185
Arlington	03 Dawn Lewis	dawn.lewis@apseagles.org	yes	\$39,430	\$39,830	\$400	\$1200/\$800	80% A & B, 50% C	100%		4 x 5	186
Arnold	10 Joel Morgan	joel.morgan@arnoldpublicschools.org	yes	\$35,200	\$36,000	\$800	\$650/\$3600	80% A & B, 50% C	100%	4.13%	4 x 5	182
Arthur County	16 Barry Schaeffer	acsuperintendent@arthurcountyschools.org	yes	\$35,500	\$36,300	\$800	\$1200/\$3600	PPO 100% A 75% B 50% C	100%	3.24%	4 x 5	185
Ashland-Greenwood	02 Jason Libal	jason.libal@agps.org	yes	\$36,825	\$37,225	\$400	\$1050/\$3800	80% A & B, 50% C	100%		4 x 5	185
Auburn	04 David Patton	david.patton@apsbulldogs.org	yes	\$36,700	\$37,400	\$700	\$1050/\$3600	80% A & B, 50% C	100%		4 x 5	185
Aurora	09 Jody Phillips	jphillips@4rhuskies.org	yes	\$36,400	\$36,950	\$550	\$1,050	100% A, 75% B, 50% C	100%	4.20%	5 x 5	185
Axtell	11 Rob Gregory	rob.gregory@axtellwildcats.org	yes	\$36,300	\$37,000	\$700	\$1050/\$3500	100% A 75% B 50% C	100%		4 x 4.5	184
Bancroft-Rosalie	02 Jon Cerny	icerny@esu2.org	yes	\$37,500	\$38,250	\$750	\$900/\$3500	PPO 80%A&B 50%C	100%	3.48%	4 x 4	185
Banner County	13 Evelyn Browne	evelyn.browne@bcswildcats.org	yes	\$36,100	\$36,600	\$500	\$650/\$3600	PPO 80%A&B 50%C	100%		4.5 x 4.5	183
Battle Creek	08 Jake Luhr	jluhr@bcpsne.info	yes	\$37,150	\$37,600	\$450	\$1,050	PPO 100% A 75% B 50% C	100%		4 x 5	185
Bayard	13 Travis Miller	travis.miller@bayardtigers.org	yes	\$36,750	\$37,500	\$750	\$1,900	80% A & B, 50% C	100%		4.5 x 4.5	185
Beatrice	05 Jason Alexander	jalexander@bpsnebr.org	yes	\$36,325	\$36,725	\$400	\$1050/\$3600	80% A & B, 50% C	100%		5 x 4	186
Bellevue	03 Jeff Rippe	jeff.rippe@bpsne.net	yes	\$36,934	\$37,679	\$745	\$650/\$3500	ABC, 50% D	85%	3.68%		188
Bennington	03 Terry Haack	thaack@bennps.org	yes	\$36,450	\$37,050	\$600	\$900	100% ABC	100%	4.19%	4 x 5	186
Bertrand	11 Jason Brown	jason.brown@bertrandvikings.org	yes	\$35,900	\$36,400	\$500	\$1,050	PPO 80%A&B 50%C	100%		4 x 4	184
Blair	03 Randy Gilson	randy.gilson@blairschools.org	yes	\$36,600	\$37,300	\$700	\$1450/\$3600	80% A & B, 50% C	100%	3.58%	4 x 5	186
Bloomfield	01 Shane Alexander	salexander@blfdblades.org	yes	\$37,000	\$37,500	\$500	\$1,450	100% A, 75% B, 50% C	100%	3.00%	4 x 4	185
Blue Hill	09 Joel Ruybalid	joelruybalid@bluehillschools.org	yes	\$37,250	\$37,850	\$600	\$1050/\$3500		100%	2.93%	4 x 4	185
Boone Central	07 Nicole Hardwick	nhardwick@boonecentral.esu7.org	yes	\$36,000	\$37,300	\$1,300	\$900/\$3500	80% A & B, 50% C	100%	4.75%	4 x 4.5	185
Boyd County Schools	08 Michael Sanne	msanne@boydcounty.org	yes	\$36,550	\$37,250	\$700	\$1050/\$4000	80% A & B, 50% C	100%		4.25 x 4.25	185
Brady Public School	16 James McGown	jmcgown@bradyschools.org	yes	\$36,250	\$37,500	\$1,250	\$2,500	100% ABC	100%		4 x 4	182
Bridgeport	13 Chuck Lambert	lambert@bpsbulldogs.org	yes	\$35,500	\$35,750	\$250	\$1050/\$2500	80% ABC	fringe \$16,080		4.5 x 4.5	184
Broken Bow Schools	10 Darren Tobey	darren.tobey@bbps.org	yes	\$36,400	\$36,700	\$300	\$1,050	ABC, 50% D	100%		4.5 x 4.5	185
Brownell Talbot	Kristi Gibbs	kristi.gibbs@brownell.edu	yes									
Bruning-Davenport	05 Kolin Haecker	khaecker@bdstorm.org	yes	\$37,625	\$38,425	\$800	\$1050/\$3500	80%ABC	100%		4 x 4.5	184
Burwell	10 Darrin Max	darrin.max@burwellpublicschools.org	yes	\$35,150	\$36,150	\$1,000	\$1,050	100% A 80% B 50% C	100%	3.35%	4x5	184
Callaway	10 Bryon Hanson	bhanson@callawaypublicschools.org	yes	\$36,000	\$37,000	\$1,000	\$1050/\$3500	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11 Greg Shepard	gregory.shepard@cambridgetrojan.org	yes	\$37,000	\$37,200	\$200	\$1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Cedar Bluffs	02 Harlan Ptomey	harlan.ptomey@cbwildcats.org	yes	\$37,800	\$38,550	\$750	\$1050/\$3500	PPO 80%A&B 50%C	100%	3.06%	4 x 4	185
Centennial	06 Seth Ford	seth.ford@centennialbroncos.org	yes	\$37,500	\$38,200	\$700	\$1,200	PPO 80%A&B 50%C	100%	2.99%	4 x 5	185
Central City	07 Jeff Jensen	jjensen@centralcityps.org	yes	\$35,850	\$36,200	\$350	\$1050/\$3500	PPO 80%A&B 50%C	100%	3.75%	4 X 5	183
Central Valley (Greel-W)	10 Amy Malander	amalander@centralvps.org	yes	\$37,560	\$38,499	\$939	\$850	80% A & B, 50% C	100%		4 x 5	185
Centura	10 Ryan Ruhl	ryan.ruhl@centuraps.org	yes	\$36,600	\$37,600	\$1,000	\$1,200	80% A & B, 50% C	100%		4 x 5	185
Chadron	13 Ginger Meyer	ginger.meyer@chadronschools.net	yes	\$37,050	\$37,600	\$0	\$1150/\$3500	PPO 80%A&B 50%C	100%	4.31%	4.5 x 4.5	185
Chambers	08 Jesse, Frank	frankjesse@esu8.org	yes	\$36,300	\$36,550	\$250	\$900	80% A & B, 50% C	100%		4 x 4	184

Chase County	15	Adam Lambert	adamlambert@chasecountyschools	yes	\$36,500	\$37,500	\$1,000	\$1,450	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Clarkson	07	Rich Lemburg	rlemburg@clarkson.esu7.org	yes	\$37,550	\$38,250	\$700	\$1,450		100%	3.81%	4 x 4	185
Cody-Kilgore	17	Ryan Orrock	ryan.orrock@cody-kilgore.com	yes	\$35,600	\$35,600	\$0	\$1,050	80% A & B, 50% C	100%		4 x 5	164
Columbus	07	Troy Loeffelholz	loeffelholz@discoverers.org	yes	\$38,650	\$38,650	\$0	\$1050/\$3800	PPO 100% A 75% B 50% C	\$1,000/mo	5.21%	4.7 x 5	188
Conestoga	03	Beth Johnsen	bjohnsen@conestogaps.org	yes	\$38,100	\$38,900	\$800	\$1050/3600	80% A & B, 50% C	100%		4 x 4	185
Cozad	10	Angela Simpson	angela.simpson@cozadschools.net	yes	\$36,850	\$37,350	\$500	\$1450/\$3500	PPO 80%A&B 50%C	100%		4.75 x 4.25	185
Crawford	13	Mo Hanks	eugene.hanks@cpsrams.org	yes	\$36,750	\$37,500	\$750	\$650		stipend		4.5 x 4.5	183
Creek Valley	13	Patrick Ningen	patrick.ningen@cvsstorm.com	yes	\$35,500	\$37,000	\$1,500	\$1900/\$3500	80% A & B, 50% C	100%	4.10%	4.75 x 4.75	185
Creighton	01	Josh Weber	joshweber@chsbulldogs.org	yes	\$37,050	\$37,550	\$500	\$1,050	80% A & B, 50% C	100%		4.5 x 4.5	185
Crete	06	Joshua McDowell	joshua.mcdowell@creteschools.org	yes	\$36,595	\$37,100	\$505	\$1200/\$3600	80% A & B, 50% C	100%	4.08%	4.5 x 4.5	186
Crofton	01	Christopher Look	clook@croftonwarriors.org	yes	\$37,250	\$37,850	\$600	\$1200/\$3800	80% A & B, 50% C	100%	3.70%	4 x 4	185
Cross County	07	Brent Hollinger	bhollinger@crosscounty.esu7.org	yes	\$38,000	\$38,500	\$500	\$1050/\$3800	80% A & B, 50% C	100%		4 x 5	185
David City	07	Chad Denker	denker@dcscouts.org	yes	\$37,050	\$37,650	\$600	\$900	PPO 80%A&B 50%C	100%		4 x 5	187
Deshler	05	Damon McDoonald	damon.mcdonald@deshlerdragons	yes	\$34,750	\$34,850	\$100	\$1050/\$3800	PPO 100%, 75%B 50%C	100%		4.5 x 4	182
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.org	yes	\$37,675	\$38,525	\$850	\$900	PPO 80%A&B 50%C	100%		4 X 4	185
Doniphan-Trumbull	09	Jeremy Braden	jbraden@dtcardinals.org	yes	\$37,500	\$38,200	\$700	\$1050/\$3600	PPO 80%A&B 50%C	100%	4.46%	4 x 5	185
Dorchester	06	Daryl Schrunck	dschrunck@dorchesterschool.org	yes	\$38,000	\$38,630	\$630	\$1050/\$3800	PPO 100% A 75% B 50% C	100%	3.43%	4 x 4.5	185
Douglas County West	03	Melissa Polonic	mpolonic@dcwest.org	yes	\$38,540	\$39,340	\$800	\$1050/\$3800	PPO 80%A&B 50%C	\$955/mo.		4 x 4	185
Dundy County Stratton	15	Jackie Anderson	jackie@dcstigers.org	yes	\$40,100	\$40,500	\$400	\$1050/\$3600	80% A & B, 50% C	100%		4 x 4	185
East Butler	07	Michael Eldridge	meldridge@ebutler.esu7.org	yes	\$37,470	\$37,834	\$364	\$1050/\$3600	80% A & B, 50% C	100%		4 x 4.5	188
Elba	10	Allison Pritchard	allison.pritchard@elbaps.org	yes	\$36,400	\$37,400	\$1,000	\$1050/3600	80% AB	100%		4 x 5	185
Elgin	08	Michael Brockhaus	mike.brockhaus@elgineagles.org	yes	\$37,550	\$38,550	\$1,000	\$1,050	80% A & B, 50% C	100%		4 x 4.5	185
Elkhorn	03	Bary Habrock	bhabrock@epsne.org	yes	tba	\$37,302		\$1,200	100% A/75% B/50% C	100%	4.0%		190
Elkhorn Valley	08	Darin Hahne	mr.hahne@elkhornvalleyschools.org	yes	\$37,400	\$37,800	\$400	\$1050/\$3800	100% A, 75% B, 50% C	100%		4 x 4.75	185
Elm Creek	10	Bret Schroder	bret.schroder@elmcreekschools.org	yes	\$36,400	\$37,231	\$831	\$1050/\$3500		100%	3.53%	4 x 4	182
Elmwood-Murdock	03	Ryan Knippelmeyer	RKnippelmeyer@emknights.org	yes	\$38,000	\$38,725	\$725	\$1,050		100%	4.70%	4 x 4	185
Elwood	11	Daren Hatch	daren.hatch@elwoodpirates.org	yes	\$35,800	\$36,300	\$500	\$1050/\$4000	100% ABC	100%	3.48%	4 x 4.5	184
Emerson-Hubbard	01	Mike Pattee	mpattee@ehpirates.org	yes	\$37,190	\$37,590	\$400		PPO 80%A&B 50%C	100%	3.17%	4 x 4	185
ESU 01	01	Bill Heimann	bheimann@esu1.org	yes	\$38,975	\$39,805	\$830	\$900/\$2000		see rpt.	4%		
ESU 02	02	Ted DeTurk	tdeturk@esu2.org	yes	\$35,910	\$36,610	\$700	\$1,050	80% A & B, 50% C	100%		4.5 x 4.5	185
ESU 03	03	Dan Schnoes	dschnoes@esu3.org	yes	\$34,001	\$35,179	\$1,178	\$1,200	100% A 75% B 50% C	100%		5 x 5	190
ESU 04	04	Gregg Robke	grobke@esu4.net	yes	\$37,763	\$38,330	\$567	\$1,200	PPO 80%A&B 50%C	100%		4 x 4	185
ESU 05	05	Brenda McNiff	bmcniff@esu5.org					\$1050/\$2500	PPO 100% A 75% B 50% C	\$1300/mo.		4 x 5	185
ESU 06	06	John Skretta	john.skretta@esu6.org	yes	\$38,990	\$39,610	\$620	\$850	PPO 80%A&B 50%C	100%	4.00%	4 x 4	185
ESU 07	07	Lianne Polk	lpolk@esu7.org	yes	\$36,101	\$37,036	\$935	\$1050/\$3800	100% A/75% B/50% C	see rpt	4.50%	4 x 5	185
ESU 08	08	Bill Mowinkel	bmowinkel@esu8.org		\$39,860			\$850/\$3600	80% A & B, 50% C	1,100/mo		4 x 5	185
ESU 09	09	Emily Burr	emily.burr@esu9.us	yes	\$38,335	\$39,300	\$965	\$1200/\$3600	PPO 100%A 75%B 50%C	100%		4 x 4.5	185
ESU 10	10	Melissa Wheelock	mwheelock@esu10.org	yes	\$38,000	\$39,000	\$1,000	\$900	0%AB, 50%C, 75% of Famil	100%	4.45%	4.75 x 4	185
ESU 11	11	Greg Barnes	greg.barnes@esu11.org	yes	\$37,000	\$37,900	\$900	no insurance, flat salary		100%	3.30%	4 x 4	185
ESU 13	13	Dr. Laura Barrett	lbarrett@esu13.org	yes	\$37,434	\$38,013	\$579	\$650/\$3600	100% A, 75% B, 50% C			4.25 x 4.25	185
ESU 15	15	Paul Calvert	p.calvert@esu15.org		\$40,600			\$650		100%			
ESU 16	16	Deb Paulman	dpaulman@esusixteen.org	yes	\$38,000	\$38,600	\$600	\$1050/\$6000	PPO 100A 75B 50C	100%		5 x 4	185
ESU 17	17	Dennis Radford	dradford@esu17.org		\$33,750			\$650/\$3600	100%A, 75%B, 50%C	100%		4 x 4	185
Eustis-Farnam	11	Nick Hodge	nick.hodge@efknights.org	yes	\$36,500	\$36,700	\$200	\$1,050		100%	4.09%	4 x 4.25	183
Ewing		Ted Hillman	thillman@esu8.org										
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net	yes	\$37,450	\$38,150	\$700	\$1200/\$3600	80% A & B, 50% C	100%	3.77%	4 x 4	185
Fairbury	05	Stephen Grizzle	sgrizzle@fairburyjeffs.org	yes	\$36,675	\$37,425	\$750		80% A&B	100%	4.17%	4 x 5	185
Falls City	04	Tim Heckenlively	theckenlively@fallscityps.org	yes	\$37,300	\$38,000	\$700	\$1050/\$3600	PPO 80%A&B 50%C	100%	3.41%	4 x 5	186
Fillmore Central	06	Joshua Cumpston	josh.cumpston@fillmorecentral.org	yes	\$37,350	\$38,000	\$650	\$650/\$3800	GO 100% A, 75% B and 50%	100%	3.67%	4 x 4	185



Fort Calhoun	03	Jerry Green	jgreen@ftcpioneers.org	yes	\$36,925	\$37,994	\$1,069	\$1,200	80% A & B, 50% C	100%		4 x 5	187
Franklin	11	Chris Lecher	chris.lecher@fpsflyers.org	yes	\$35,825	\$36,375	\$550	\$1050/\$3500	80% A & B, 50% C	100%	3.98%	4 x 5	185
Freeman	05	Andrew Havelka	andrew.havelka@freemanschools.r	yes	\$37,075	\$38,075	\$1,000	\$1200/\$3600	80% A & B, 50% C	100%	4.62%	4 x 4	185
Fremont	2	Mark Shepard	mark.shepard@fpsmail.org	yes	\$37,366	\$38,416	\$1,050	\$1050/\$3500		stipend	3.27%	4.5 x 5	185
Friend	06	Derek Anderson	derek.anderson@friendschool.org	yes	\$36,600	\$37,250	\$650	\$1050/\$3600	80% A & B, 50% C	100%	4.36%	4.5 x 4	185
Fullerton	07	Jeff Anderson	landers@fullerton.esu7.org	yes	\$37,750	\$38,200	\$450	\$1050/\$3500	PPO 80%A&B 50%C	100%	3.50%	4 x 5	185
Garden County	13	Jess Underwood	junderwood@gceagles.org	yes	\$36,000	\$37,000	\$1,000	\$650/\$3500	100% A, 75%B, 50% C	CIL		4.5 x 4.5	185
Gering	13	Nicole Regan	nregan@geringschools.net	yes	\$37,150	\$38,150	\$1,000	\$1050/\$3500		50%		4.5 x 4.5	189
Gibbon	10	Vern Fischer	vern.fisher@gibbonpublic.org	yes	\$36,200	\$36,800	\$600	\$1200/3800	100% A 75%B 50%C	100%		4 x 5	185
Giltner	09	Nick Mumm	nmumm@giltnerschool.us	yes	\$37,905	\$38,105	\$200	\$1050/\$3600	PPO 80%A&B 50%C	100%		4 x 4.5	185
Gordon-Rushville	13	Lori Liggett	lori.liggett@grmustangs.org	yes	\$36,700	\$37,200	\$500	\$900/\$3500	80% A & B, 50% C	stipend		4.5 x 4.5	185
Gothenburg	10	Todd Rhodes	todd.hrhodes@goswed.es.org	yes	\$37,325	\$38,000	\$675	\$1050/\$3600	80% A & B, 50% C	100%	3.29%	4 x 5	185
Grand Island	10	Tawana Grover	tgrover@gips.org	yes	\$36,646	\$36,946	\$300	\$1050/\$3500	PPO 80%A&B 50%C	100%EHED	3.01%	4x5Steps	187
Grand Island Northwest	10	Jeff Edwards	jedwards@ginorthwest.org	yes	\$36,200	\$36,700	\$500	\$1200/\$3600	80% A & B, 50% C	100%	3.75%	4 x 5	185
Gretna	03	Rich Beran	rberan@gpsne.org	yes	\$37,850	\$38,450	\$600	\$1200/\$3800	80% A & B, 50% C	100%	3.70%	4 x 4	189
Hampton	09	Holly Herzberg	hherzberg@hamptonhawks.us	yes	\$37,750	\$38,250	\$500	\$1200/\$3800	80% A & B, 50% C	100%	3.50%	4 x 4	185
Hartington-Newcastle	01	A.J. Johnson	adrian@hnsccats.org	yes	\$37,450	\$38,150	\$750	\$900/\$3500		cafe plan		4 x 4	185
Harvard	09	Michael Derr	mderr@harvardcardinals.org	yes	\$37,000	\$37,750	\$750	\$850		100%	4.80%	4 x 4	185
Hastings	09	Jeff Schneider	jeff.schneider@hstigers.org	yes	\$35,600	\$36,400	\$800	\$1050/3500	PPO 100% A, B, & C		4.25%	4.5 x 4.5	185
Hay Springs	13	Russ Lechtenberg	russell.lechtenberg@hshawks.com	yes	\$37,400	\$37,900	\$500	\$1,200	80% A & B, 50% C	100%		4.5 x 4.5	162
Hayes Center	15	Tony Primavera	tprimavera@hccardinals.org	yes	\$35,850	\$36,575	\$725	\$850/\$3600	80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Brad Best	bbest@heartlandschools.net	yes	\$38,683	\$39,283	\$600	\$1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Hemingford	13	Charles Isom	cisom@gubn.org	yes	\$35,900	\$36,500	\$600	\$850	100% ABC	100%	3.66%	4.5 x 4.5	185
Hershey	16	Jane Davis	jane.davis@hpspanthers.org	yes	\$35,000	\$35,500	\$500	\$1050/\$3500	80%AB	100%		5 x 4	185
High Plains	07	Kim Beran	kberan@hpcstorm.org	yes	\$38,250	\$38,750	\$500	\$1050/\$3500	100%A, 75%B, 50%C	100%		4 x 4.5	185
Hitchcock County	15	Robert Sattler	rsattler@hcfalcons.org	yes	\$35,700	\$36,400	\$700	\$1,050	PPO 80%A&B 50%C	100%		4 x 4	185
Holdrege	11	Todd Hilyard	todd.hilyard@hcfalcons.org	yes	\$37,000	\$37,600	\$600	\$1050/3800	100% A, 75%B, 50%C	100%	4.32%	4.5 x 4.5	185
Homer	01	Gregg Cruickshank	greggcruickshank@homerknights.o	yes	\$39,775	\$42,350	\$2,575	\$1050/3600	80% A & B, 50% C	EE only	5.80%	4 x 4	185
Howells-Dodge Consol.	07	Mark Ernst	mernst@hdcjags.org	yes	\$41,050	\$41,550	\$450	\$1050/\$2500	n/a	stipend		4 x 4	185
Humboldt-Table Rock-S	04	George Griffith	georgegriffith@htrtitans.org	yes	\$37,473	\$37,990	\$517	\$1900/\$3000	80% A & B, 50% C	100%		4 x 4	185
Humphrey Public	07	Greg Sjuts	gregsjuts@humphrey.esu7.org	yes	\$38,000	\$38,875	\$875	\$1,050	100%A 75%B 50%C	100%	4.20%	4 x 4	185
Hyannis Dist 11	16	Travis Hawk	travishawk@hyannislonghorns.org	yes	\$37,000	\$37,250	\$250	\$900	80% A & B, 50% C	100%		4 x 4	184
Johnson County Central	04	Jon Rother	jon.rother@jccentral.org	yes	\$37,605	\$38,400	\$795	\$1900/\$3600	100% ABC	100%		4 x 5	185
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbrock.org	yes	\$38,400	\$39,100	\$700	\$900		100%		4 x 4	185
Kearney	10	Ken Edwards	kenedwards@kearneycats.com	yes	\$36,925	\$38,000	\$1,075	\$1050/\$2500	80.83 (family) \$237.50 (sin	\$250/mo	3.97%	4.5 x 4.5	185
Kenesaw	09	Rick Masters	rmasters@kenesawschools.org	yes	\$36,900	\$37,400	\$500	\$1,050		100%		4 x 4.5	184
Keya Paha	17	Jamie Isom	jisom@kpschools.org	yes	\$36,100	\$37,000	\$900	\$1050/\$3800	80% A, 80% B, 80% C, 50%	100%		4.25 x 4.25	185
Kimball	13	Trevor Anderson	tanderson@kpslonghorns.org	yes	\$36,390	\$37,000	\$610	\$1050/\$3600	100%A 75%B 50%C	100%		4 x 5	184
Lakeview	07	Plas, Aaron	aplas@lakeview.esu7.org	yes	\$35,875	\$36,425	\$550	\$1050/\$3800	80% A & B, 50% C	100%	3.92%	4 x 5	185
Laurel-Concord	01	Jeremy Christensen	jeremy.christiansen@lccschool.org	yes	\$37,300	\$37,300	\$0	\$1450/3600	PPO 80%A&B 50%C	100%	3.13%	4 x 5	185
Leigh	07	C Fischer	cfischer@leigh.esu7.org	yes	\$37,350	\$38,000	\$650	\$1,050	PPO 80%A&B 50%C	100%		4 x 4	185
Lewiston	04	Rick Kentfield	rkentfield@lewistonschool.net	yes	\$37,650	\$38,350	\$700	\$1,200	80% A & B, 50% C	100%		4 x 4	185
Lexington	10	John Hakonson	john.hakonson@lexschools.org	yes	\$36,775	\$37,525	\$750	\$1200/\$3800	80% A&B	100%	3.50%	4 x 5	185
Leyton	13	Chris Geary	chris.geary@leytonwarriors.org	yes	\$35,750	\$36,000	\$250	\$1050/\$3600	80% A & B, 50% C	100%		4.5 x 4.5	186
Lincoln Public Schools		Steve Joel	sjoel@lps.org	yes	\$46,756	\$47,056	\$300	\$1200/\$3800	80% A & B, 50% C	90%	4.11%		189
Litchfield	10	Wade Finley	wade.finley@litchfieldps.org	yes	\$36,600	\$37,800	\$1,200	\$1050/3600	80% A & B, 50% C	100%		4 x 5	185
Logan View	02	Jeremy Klein	jklein@loganview.org	yes	\$35,819	\$36,293	\$474	\$1200/\$3600		100%	3.63%	4 x 5	185
Loomis	11	Sam Dunn	sam.dunn@loomiswolves.org	yes	\$36,100	\$36,850	\$750	\$1050/\$3600	100%A, 75%B, 50%C	100%		4 x 4	183
Louisville	03	Andrew Farber	afarber@lpslions.org	yes	\$38,815	\$39,500	\$685	\$650	80% A & B, 50% C	see report	3.24%	5 x 3	185

Loup City	10	Dean Tickle	dean.tickle@lcpubli.org	yes	\$36,340	\$37,000	\$660	\$1,150	100%A 80%B 70%C	100%		4 x 5	185
Loup County	10	Rod Richardson	r Richardson@loupcountyschools.org	yes	\$36,500	\$37,230	\$730	\$1,050/\$360	80% A & B, 50% C	100%		4 x 5	185
Lyons-Decatur	02	Lindsey Beaudette	lbeaudette@lyonsdecaturschools.org	yes	\$36,650	\$37,100	\$450	\$900/\$350	80% A & B, 50% C	100%		4 x 5	185
Madison	08	Alan Ehlers	aehlers@esu8.org	yes	\$37,300	\$37,900	\$600	\$1,200/\$380	PPO 80%A&B 50%C	100%		4 x 5	185
Malcolm	06	Ryan Terwilliger	ryan.terwilliger@mps148.org	yes	\$38,800	\$39,800	\$1,000	\$1,050/\$250	PPO 80%A&B 50%C	cash-in-lieu		4 x 4	185
Maxwell	16	Danny McMurtry	dmcumrtry@maxwellschools.org	yes	\$36,165	\$36,165	\$0	\$1,450	80% A & B, 50% C			4 x 4	184
Maywood School	15	Mark Bejot	mark.bejot@maywoodtigers.org	yes	\$35,000	\$36,300	\$1,300	\$1,050	PPO 80%A&B 50%C	100%	7.40%	4.5 x 4.5	183
McCook	15	Grant Norgaard	gnorgaard@mccookbison.org	yes		\$38,550		\$1,050/\$350	PPO 80%A&B 50%C	100%		4.5x4.5/4.5	185
McCool Jct.	06	Dade McDonald	dade.mcdonald@mcjmustangs.org	yes	\$38,200	\$39,000	\$800	\$1,050/\$380	100%A, 80%B, 80%C, 50%D	100%		4 x 4.5	184
McPherson County	16	Timothy Vanderheiden	tvanderheiden@mcstryon.org	yes	\$35,894	\$36,611	\$717	\$1,900	100%A, 75%B, 50%C	100%		4 x 5	184
Mead	02	PJ Quinn	pquinn@esu2.org	yes	\$37,600	\$38,250	\$650	\$1,050	80% A & B, 50% C	100%	3.29%	4 x 4	185
Medicine Valley	15	Alan Garey	agarey@medvalley.org	yes	\$36,050	\$36,550	\$500	\$650	80% A & B, 50% C	100%	2.92%	4 x 4	184
Meridian	05	Randall Kort	rkort@meridianmustangs.org	yes	\$37,450	\$38,150	\$700	\$1,050/\$350	PPO 80%A&B 50%C	100%		4 x 4.5	185
Milford	06	Kevin Wingard	kevin.wingard@milfordpublicschools.org		\$38,400		\$1,050/\$360	\$1,050/\$360	100% A, 75% B, 50% C	see rpt		4 x 5	186
Millard	03	Jim Sutfin	jsutfin@mpsomaha.org	yes	\$40,450	\$40,675	\$225	\$1,050/\$3700		100%	4%	n/a	192
Minatare	13	Rocky Robbins	rocky.robbins@minatareschools.org	yes	\$35,300	\$35,800	\$500	\$650	80% A&B	100%		4 x 5	185
Minden	11	James Widdifield	james.widdifield@mindenwhippets.org	yes	\$37,650	\$38,350	\$700	\$1,200/\$350	PPO 100% A 75% B 50% C	100%	3.79%	4 x 5	185
Mitchell	13	Kathy Urbaneke	kurbaneke@mitchelltigers.org	yes	\$36,500	\$37,300	\$800				flat salary	4.5 x 4.5	184
Morrill	13	Joe Sherwood	joe.sherwood@mpslions.org	yes	\$35,250	\$35,750	\$500	\$1,050/\$3600			see rpt	4.25 x 4.5	185
Mullen	16	Chris Kuncl	chris.kuncl@mullenpublicschools.org	yes	\$36,300	\$36,800	\$500	\$850/\$350	80% A & B, 50% C	100%		4 x 5	183
Nebraska City	04	Mark Fritch	mfritch@nebcityps.org	yes	\$35,675	\$36,525	\$850	\$1,200/\$380	80% A&B, 50% C	100%		4 x 5	186
Neligh-Oakdale	08	Ron Beacom	rbeacom@nowarriors.org	yes	\$36,640	\$37,440	\$800	\$1,150		100%		4 x 4.5	185
Newman Grove	08	Mikal Shalikow	mikal.shalikow@ngpublicschools.org	yes	\$37,389	\$38,324	\$935	\$1,450	80% A&B, 50% C	100%		4 x 5	185
Niobrara	01	Margaret Sandoz	msandoz@niobraraschools.org	yes	\$37,600	\$38,100	\$500	\$1,050		100%		4 x 4	185
Norfolk	08	Jami Jo Thompson	JamiJoThompson@npsne.org	yes	\$37,507	\$37,807	\$300		80% A & B, 50% C	100%	3.50%	4.5 x 4.5	189
Norris	06	John Schwartz	john.schwartz@nsdtitans.org	yes	\$38,335	\$38,750	\$415	\$1,000/\$350	80% A & B, 50% C	100%	3.80%	4 x 5	187+
North Bend Central	02	Dan Endorf	dendorf@nbtigers.org	yes	\$36,000	\$36,775	\$775		PPO 80%A&B 50%C	100%	4.10%	4 x 5 mod	185
North Platte	16	Ron Hanson	rhanson@npps.org	yes	\$38,500	\$39,050	\$550	\$650/\$250	PPO 100%A 75%B 50%C			5 x 4	185
O'Neill	08	Amy Shane	amyshane@oneillschools.org	yes	\$36,250	\$37,150	\$900	\$1,450/\$360	100%A 75%B 50%C	100%		4.5 x 4.5	185
Oakland-Craig	02	Jess Bland	jessbland@ocknights.org	yes	\$36,215	\$36,915	\$700	\$600	80% A & B, 50% C	100%	3.33%	4 x 5	185
Ogallala	16	Gene Russel	generussel@opsd.org	yes	\$36,675	\$37,525	\$850	\$1,050/\$350	PPO 100% A,B,C	100%		5 x 4	185
Omaha Public Schools		Cheryl Logan	eLoganC169@ops.org		\$43,000			\$1,200	80% A&B, 50% C	see rpt.			188
Ord	10	Heather Nebesniak	hnebesniak@ordps.org	yes	\$37,000	\$37,550	\$550	\$900	PPO 100% A,B,C	100%		5 x 4	185
Osceola	07	Jason Lavaley	jlavaley@osceola.esu7.org	yes	\$37,400	\$38,000	\$600	\$1,200/\$350	PPO 80%A&B 50%C	100%		4 x 4.5	185
Osmond	08	Dave Hamm	dhamm@esu8.org	yes	\$36,700	\$37,500	\$800	\$900	80% A & B, 50% C	100%	4.53%	4 x 4	185
Overton	10	Mark Aten	mark.aten@overtoneagles.org	yes	\$35,825	\$36,600	\$775	\$1,200/\$380	80% A & B, 50% C	100%		4.0 x 4.5	183
Palmer	07	Joel Bohlken	jbohlken@palmer.esu7.org	yes	\$37,450	\$38,400	\$950	\$650	80% A & B, 50% C	#VALUE!		4 x 4.5	185
Palmyra	04	Mike Hart	hart.mic@districtor1.net	yes	\$39,550	\$40,300	\$750	\$1,050/\$400	PPO 80%A&B 50%C	100%	4.20%	4 x 4	185
Papillion-La Vista	03	Andrew Rikli	andrew.rikli@plcschools.org	yes	\$38,375	\$39,000	\$625	\$1,900/\$360	100% A, 75% B, 50% C	100%		4.5 x 4	190
Pawnee City	04	Brian Rottinghaus	brottinghaus@pawneecityschool.net	yes	\$37,800	\$38,500	\$700	\$1,200	100%A 75%B 50%C	100%		4 x 4	185
Paxton	16	Del Dack	del.dack@paxtonschools.org	yes	\$35,400	\$36,200	\$800	\$650/\$350	80% A & B, 50% C	100%	3.62%	4.25x4.25	183
Pender	01	Jason Dolliver	jadolli1@penderschools.org	yes	\$35,740	\$36,240	\$500	\$1,050/\$350	PPO 100% A,B,C	100%	3.91%	4 x 5	185
Perkins County Schools	16	Phillip Picquet	phillip.picquet@perkinscountyschools.org	yes	\$35,900	\$36,200	\$300	\$900/\$180	100%A 80%BC 50%D	100%		4 x 4	184
Pierce Public	08	Kendall Steffensen	kendallsteffensen@piercbluejays.org	yes	\$36,500	\$37,700	\$1,200	\$1,900/\$3600		100%		5 x 4	185
Plainview	08	Darron Arit	darlit@plainviewschools.org	yes	\$37,890	\$38,300	\$410	\$1,050	80% A & B, 50% C	100%		4.25 x 4.25	185
Plattsmouth	03	Rich Hasty	rhasty@pcsd.org	yes	\$35,300	\$35,700	\$400	\$1,050/\$380	80% A & B, 50% C	100%	2.58%	4 x 5 mod	186
Pleasanton	10	Nathan Lightle	nlightle@pleasantonbulldogs.org	yes	\$36,500	\$37,200	\$700	\$1,050/\$380	100%A, 75%B, 50%C	100%	4.50%	4 x 4.5	182
Ponca	01	Brenda Calahan	brendancalahan@poncaschool.org	yes	\$37,175	\$38,000	\$825	\$1,200/\$360	PPO 100%A 75%B 50%C	see rpt	3.67%	4 x 4	185
Potter-Dix	13	Chris Arent	chris.arent@pdcoyotes.org	yes	\$36,000	\$36,600	\$600	\$850	100%A 75%B 50%C	100%		4.5 x 4.5	183



Ralston	03	Mark Adler	mark_adler@ralstonschools.org	yes	\$37,100	\$37,725	\$625	1050/\$3500	100%A 75%B 50%C	91.25%-96%	3.23%	5 x 4	189
Randolph	01	Jeff Hoelsing	jeff.hoelsing@rcards.org	yes	\$37,300	\$37,940	\$640	\$1,900	PPO 80%A&B 50%C	100%	3.18%	4 x 4	172
Ravenna	10	Brad Kjar	brad.kjar@ravennabluejays.org	yes	\$36,039	\$36,250	\$211	1050/\$3600	100% ABC	100%		4 x 5	182
Raymond Central	02	Lynn Johnson	lynn.johnson@rcentral.org	yes	\$38,425	\$38,775	\$350	1050/\$3600	PPO 80%A&B 50%C	100%	4.00%	4 x 5	186
Red Cloud	09	Brian Hof	bhof@redcloudschool.us	yes	\$36,300	\$36,870	\$570	\$950	80% ABC, 50% D	100%		4 x 4	185
Riverside (CdrRap/Spald)	10	Stephanie Kaczor	stephanie.kaczor@riversideps.org	yes	\$36,650	\$37,150	\$500	\$1,050	80% AB	100%		4 x 4.5	184
Rock County	17	Mark Otten	motten@rockcountyschools.org	yes	\$35,700	\$37,000	\$1,300	1900/\$3800	100% A, 75% B, 50% C	100%		4.25 x 4.25	184
Sandhills	10	JD Furrow	jd.furrow@sandhillsknights.org	yes	\$36,500	\$36,850	\$350	1900/\$3800	80% A & B, 50% C	100%		4 x 5	186
Santee	01	Todd Chessmore	tchessmore@santeeschools.org	yes	\$40,370	\$40,720	\$350		PPO 100% A,B,C	100%		4 x 4	185
Sargent	10	Rod Richardson	rod.richardson@sargentpublicscho	yes	\$36,250	\$37,000	\$750	1900/\$3600	100%A 75%B 50%C	100%		4 x 5	185
Schuyler	07	Dan Hoelsing	dan.hoelsing@schuylercommunitys	yes	\$36,800	\$37,500	\$700	1200/\$3800	100% A, 75% B, 50% C	100%	3.99%	4 x 5	185
Scottsbluff	13	Andrew dick	adick@sbps.net	yes	\$37,055	\$38,000	\$945	\$900/\$2000	PPO 80%A&B 50%C	50%	3.00%	4.5 x 4.5	189
Scribner-Snyder	02	Joe Peitzmeier	jpeitz@strojans.org	yes	\$38,090	\$38,840	\$750	\$1,200	80% A & B, 50% C	100%		4 x 5	185
Seward	06	Josh Fields	josh.fields@sewardschools.org	yes	\$35,700	\$36,250	\$550	1050/\$3600	80% A & B, 50% C	100%	4.00%	4 x 5	186
Shelby-Rising City	07	Tucker Tejkl	ttejkl@shelby.esu7.org	yes	\$36,800	\$37,550	\$750	1200/\$3600	80% A & B, 50% C	100%		4 x 4.5	185
Shelton	10	Shanna Gannon	sgannon@sheltonbulldogs.org	yes	\$34,725	\$35,075	\$350	\$1,050	100% ABC, 50% D	100%		4 x 5	185
Shickley	06	Rex Pfeil	rpfeil@longhornpower.org	yes	\$37,257	\$38,257	\$1,000	1050/\$3800		100%	4.57%	4 x 4	185
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$36,600	\$37,350	\$750	\$1,050	80% A & B, 50% C	100%		4.5 x 4.5	185
Silver Lake Public	09	Terry Bauer	terrybauer@silverlakemustangs.org	yes	\$36,700	\$37,350	\$650	\$1,050	100% A,80% B&C, 50% D	100%		4 x 4	184
Sioux County	13	Brett Gies	bgies@siouxcountyschools.org	yes	\$40,250	\$40,850	\$600	\$650	PPO 80%A&B 50%C	100%	1.50%	4x4	175
South Central USD #5	09	Julie Otero	jotero@southcentralusd.us	yes	\$36,500	\$37,200	\$700	1050/\$3500	PPO 80%A&B 50%C	100%	4.12%	4 x 5	185
South Platte	16	David Spencer	dspencer@southplatteschools.com	yes	\$36,100	\$36,700	\$600	1050/\$3600	100% A, 75% B 50% C				
South Sioux City	01	Todd Strom	todd.strom@ssccardinals.org	yes	\$38,050	\$38,625	\$575	\$900/\$3500	see rpt	\$512 CIL	4.00%	4 x 5	186
Southern (Wymore)	05	Chris Prosocki	cprosocki@southernschools.org	yes	\$36,507	\$37,507	\$1,000	1050/\$3600	PPO 100%A 75%B 50%C	100%	4.75%	4 x 4	182
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@sv eagles.org	yes	\$36,000	\$36,250	\$250	\$1,200	PPO 80%A&B 50%C	100%		4x5	184
Southwest	15	Todd Porter	todd.porter@swpschools.org	yes	\$36,125	\$36,925	\$800	1050/\$3800	PPO 100%, 75%B, 50%C	100%	3.82%	4 x 4	183
Springfield-Platteview	03	Ryan Saunders	rsaunders@spscne.org	yes	\$36,325	\$36,825	\$500	1050/\$3800	100% A, 75% B, 50% C	100%	3.89%	5 x 3	184
St. Edward	07	Justin Frederick	jfrederick@sted.esu7.org	yes	\$37,000	\$38,000	\$1,000	1050/\$3600	PPO 80%A&B 50%C	100%		4 x 4.5	184
St. Paul	10	John Poppert	jpoppert8@gmail.com	yes	\$36,600	\$37,450	\$850	\$1,200	PPO 80%A&B 50%C	100%	4.60%	4 x 5	185
Stanton Community	08	Darren Soucie	dsoucie@esu8.org	yes	\$36,750	\$37,550	\$800	1050/\$3600	PPO 80%A&B 50%C	100%		4 x 5	186
Stapleton	16	Brian Redinger	brian.redinger@stapletonschools.o	yes	\$36,400	\$36,700	\$300	\$1900/3800	PPO 100% A,B,C	100%	3.47%	4 x 5	182
Sterling	04	Adrian Allen	aallen@sterlingpublicschools.com	yes	\$38,000	\$38,800	\$800	1050/\$4000	PPO 80%A&B 50%C	100%		4 x 4	185
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org	yes	\$36,000	\$37,000	\$1,000	1050/\$3500	PPO 100%A 75%B 50%C	100%		4.25 x 4.25	185
Summerland (Clearwat	08	Kyle Finkey	kylefinke@summerlandbobcats.org	yes	\$36,100	\$36,900	\$800	\$900		100%	3.23%	4.25 x 4.5	185
Sumner-Eddyville-Miller	10	Kevin Finkey	kfinkey@semustangs.org	yes	\$35,620	\$35,640	\$20	1050/\$3600	80% A&B, 50% C	100%	3.75%	4.25 x 4.25	184
Superior	09	Martin Kobza	mkobza@superiorwildcats.org	yes	\$36,350	\$37,250	\$900	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Sutherland	16	Steve Bristol	steve.bristol@spssailors.org	yes	\$34,000	\$34,500	\$500	\$900	80% ABC, 50% D	100%		compressor	184
Sutton	09	Dana Wiseman	dwiseman@spsne.org	yes	\$37,225	\$37,875	\$650	1050/\$3500	100% ABC	100%		4 x 5	184
Syracuse-Dunbar-Avoca	04	David Kraus	dkraus@sdarockets.org	yes	\$37,950	\$38,475	\$525	1050/\$2500	100% ABC			5 x 5	185
Tekamah-Herman	02	Dan Gross	dgross@esu2.org	yes	\$36,100	\$36,800	\$700	\$900/\$3500	80% A & B, 50% C	100%			185
Thayer Central	05	Randy Page	randy.page@thayercentral.net	yes	\$36,430	\$37,080	\$650	1450/\$3800	PPO 100A 80B&C 50D	100%	3.49%	4.5 x 4	185
Theford	16	Blake Dahlberg	blake.dahlberg@thefordschools.o	yes	\$36,170	\$36,510	\$340	\$1,050	80% A & B, 50% C	100%		4 x 5	184
Tri County	05	Randy Schlueter	randy.schlueter@tricityschools.e	yes	\$37,150	\$37,750	\$600	1050/\$3800	80% A & B, 50% C	100%		4 x 4	185
Twin River	07	John Weidner	jweidner@twinriver.esu7.org	yes	\$37,400	\$38,200	\$800	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Uno N Ho N Nation	01	Stacie Hardy	shardy@unpsk-12.org	yes	\$43,200	\$44,400	\$1,200	\$650	PPO 80% ABC, 50% D	100%		4 x 4	185
Valentine Community	17	Mike Halley	mhalley@vcsbadger.net	yes	\$37,200	\$38,100	\$900	1450/\$3600	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Verdigre Public Schools		Chuck Kucera	chuckkucera@verdigrepublisheschool	yes	\$35,200	\$36,150	\$850	\$1,050	100%A, 80%B, 50%C		2.70%	4.25x4.5	185
Wahoo	02	Brandon Lavaley	blavaley@wahoowarriors.org	yes	\$37,050	\$37,450	\$400	1900/\$3600	80% A & B, 50% C	100%	3.73%	4 x 5	186
Wakefield	01	Matt Farup	mfarup@wakefieldschools.org	yes	\$38,390	\$39,140	\$750	50/3800/3600	PPO 100% A, 75%B, 50% C	100%		4 x 4	185

Wallace	16	Joel Ferguson	jferguson@whscats.org	yes	\$36,450	\$37,000	\$550	1050/\$3600	PPO 100%A 75%B 50%C	100%		4 x 4	183
Walthill	01	Kirk Ahrends	kahrends@walthillschool.org	yes	\$40,704	\$40,704	\$0	\$650	80% A & B, 50% C	100%		4 x 4	186
Wauneta-Palisade	15	Randy Geier	rgeier@wpbronsos.org/rgeier724@	yes	\$35,750	\$36,300	\$550	\$600/\$3600	80% A & B, 50% C	100%		4 x 5	184
Wausa	01	Brad Hoelsing	bradhoelsing@wausaschools.org	yes	\$36,900	\$37,600	\$700	\$1,450		100%		4 x 4.25	185
Waverly	06	Cory Worrell	cory_worrell@district145.org	yes	\$37,475	\$38,000	\$525	1050/\$3800	80% A & B, 50% C	100%	3.36%	4 x 5	186
Wayne	01	Mark Lenihan	malenih1@waynebluedevils.org	yes	\$37,400	\$38,000	\$600	1900/\$3800		see rpt	2.71%	4 x 5	186
Weeping Water	03	Kevin Reiman	kreiman@weepingwaterps.org	yes	\$37,550	\$38,250	\$750	\$1,200	80% A & B, 50% C	100%		4 x 4	185
West Holt	08	Paul Pistulka	paupistulka@westholt.org	yes	\$37,000	\$37,700	\$700	\$1,050		100%	3.28%	4.25x4.25	184
West Point-Beemer	02	Bill McAllister	wmcallister@wpcadets.org	yes	\$36,900	\$37,200	\$300	\$900	80% A & B, 50% C	100%		4 x 5	184
Westside	03	Lucas Mike	lucas.mike@westside66.net	yes	\$39,300	\$40,200	\$900		80% AB 50%C	100%		N/A	193
Wheeler Central	08	Rodney Olson	rodney.olson@wbronsos.org	yes	\$35,600	\$36,400	\$800	1050/\$3500	PPO 100%A 75%B 50%C	100%		4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	ray.collins@wilberclatonia.org	yes	\$37,250	\$38,100	\$850	\$1200/3600	PPO 100%A 75%B 50%C	100%	4.06%	4x4.5	185
Wilcox-Hildreth	11	Justin Patterson	justin.patterson@whfalcons.org	yes	\$36,600	\$37,200	\$600	\$1,050	PPO 80%A&B 50%C	100%		4 x 4	184
Winnebago	01	Dan Fehringer	dfehringer@winnebagok12.org	yes	\$42,977	\$43,837	\$860	\$650	80% A & B, 50% C	100%		4 x 4.5	185
Winside	01	Andrw Offner	aoffner@winsidewildcats.org	yes	\$37,350	\$38,100	\$750	\$1,050	PPO 80%A&B 50%C	100%		4 x 4	185
Wisner-Pilger	02	Chad Boyer	cboyer@igators.org	yes	\$36,600	\$37,100	\$500	1050/\$3500	PPO 80%A&B 50%C	100%	2.50%	4 x 5	185
Wood River HS	10	Terry Zessin	tzessin@wrrsd.org	yes	\$37,050	\$38,000	\$550	\$900	80% A & B, 50% C	100%		4 x 5	185
Wynot	01	Paul Hans	paul.hans@wynotpublicschools.org	yes	\$36,700	\$37,300	\$600	1050/\$3800	100% A, 75% B, 50% C	100%		4 x 5	172
York	06	Mitch Bartholomev	mitch.bartholomev@yorkdukes.org	yes	\$35,650	\$36,400	\$750			100%		5 x 4	187
Yutan	02	Mitch Hoffer	hoffer@yutanhs.com	yes	\$36,770	\$37,070	\$300	\$1200/3600	100% A, 75% B, 50% C	100%		4 x 4	185
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2022-23:</b>													
number of districts settled:				<b>253</b>									
low				<b>\$33,750</b>	<b>\$34,500</b>	<b>\$0</b>							<b>162</b>
average				<b>\$37,049</b>	<b>\$37,672</b>	<b>\$658</b>							<b>185</b>
median				<b>\$36,838</b>	<b>\$37,500</b>	<b>\$650</b>							<b>185</b>
high				<b>\$46,756</b>	<b>\$47,056</b>	<b>\$2,575</b>							<b>193</b>
midpoint info for negotiations				<b>\$36,943</b>	<b>\$37,586</b>	<b>\$654</b>							<b>185</b>

School District	Superintendent or District Contact	e-mail of Superintendent or District Contact	settled?	2022-23 base	2023-24 base	Increase	Health Insurance deductible	Dental Plan	% Ins. Prem. Pd. By District	% Increase	Salary Schedules VxH	Teacher Contract Length
Adams Central	09 Shawn Scott	shawn.scott@adams-central.org	yes	\$38,800	\$39,350	\$550	\$1050/\$3600	PPO 100%ABC	100%	3.34%	4.5 x 4.5	184
Ainsworth	17 Dale Hafer	dhafer@ainsworthschools.org	yes	\$38,100	\$38,800	\$700	\$1050/\$3600	80% A & B, 50% C	100%		4.5 x 4.5	185
Allen Consolidated	01 Mike Pattee	mpattee@allenschools.org	yes	\$38,350	\$38,900	\$550	\$1,050	80% A & B, 50% C	96%	3.94%	4 x 4	185
Alliance	13 Troy Unzicker	troy.unzicker@alliancebulldogs.org	yes	\$36,775	\$37,750	\$975	\$1450/\$3500	80% A & B, C	stipend	3.50%	4.5 x 4.5	185
Alma	11 Jon Davis	jon.davis@almacardinals.org	yes	\$36,300	\$37,100	\$800	\$1050/\$3800	PPO 100% A 75% B 50% C	100%	4.44%	4 x 4.5	183
Amherst	10 Matt Gordon	mgordon@amherstbrncos.org	yes	\$36,900	\$37,850	\$950	\$1,050	PPO 100%A, 75%B, 50%C	100%		4 x 4.5	182
Anselmo-Merna	10 Logan Lightfoot	logan.lightfoot@amcoyotes.org	yes	\$36,400	\$38,250	\$1,850	\$1900/\$2800	80% A & B, 50% C	100%		4 x 4	184
Ansley	10 Gordon Goodman	ggoodman211961@gmail.com	yes	\$37,000	\$38,500	\$1,500	\$1450/\$3600	100% A, 75% B, 50% C	100%		4 x 5	185
Arapahoe	11 Bob Drews	bob.drews@arapahoewarriors.org	yes	\$36,650	\$37,750	\$1,100	\$1050/\$3800	80% A & B, 50% C	100%		4 x 4	184
Arcadia	10 Mike Williams	mike.williams@apshuskies.org	yes	\$36,425	\$36,725	\$300	\$1050/\$3600	80% A & B, 50% C	100%		4 x 5	185
Arlington	03 Dawn Lewis	dawn.lewis@apseagles.org	yes	\$39,830	\$40,330	\$500	\$1200/\$3800	100% A, 75% B, 50% C	100%		4 x 5	186
Arnold	10 Joel Morgan	joel.morgan@arnoldpublicschools.org	yes	\$36,000	\$36,800	\$800	\$650/\$3600	80% A & B, 50% C	100%		4 x 5	182
Arthur County	16 Blaine Cullinan	blaine.cullinan@arthurcountywv.org	yes	\$36,300	\$37,000	\$700	\$1200/\$3600	PPO 100% A 75% B 50% C	100%		4 x 5	185
Ashland-Greenwood	02 Jason Libal	jason.libal@agps.org	yes	\$37,225	\$37,925	\$700	\$1200/\$3800	100% A, 75% B, 50% C	100%	3.70%	4 x 5	185
Auburn	04 David Patton	david.patton@apsbulldogs.org	yes	\$37,400	\$37,550	\$150	\$1050/\$3800	80% A & B, 50% C	100%		4 x 5	185
Aurora	09 Jody Phillips	jphillips@4rhuskies.org	yes	\$36,950	\$37,650	\$700	\$1,050	100% A, 75% B, 50% C	100%		5 x 5	185
Axtell	11 Rob Gregory	rob.gregory@axtellwildcats.org	yes	\$37,000	\$38,000	\$1,000	\$1050/\$3800	100% A 75% B 50% C	100%		4 x 4.5	184
Bancroft-Rosalie	02 Jon Cerny	jcerny@esu2.org	yes	\$38,250	\$39,400	\$1,150	\$900/\$3500	PPO 80%A&B 50%C	100%	5.35%	4 x 4	185
Banner County	13 Evelyn Browne	evelyn.browne@bcswildcats.org	yes	\$36,600	\$37,350	\$750	\$650/\$3600	PPO 80%A&B 50%C	100%		4.5 x 4.5	183
Battle Creek	08 Jake Luhr	jluhr@bcpsne.info	yes	\$37,600	\$38,200	\$600	\$1,050	PPO 100% A 75% B 50% C	100%		4 x 5	185
Bayard	13 Rodney Olson	rodney.olson@bayardtigers.org	yes	\$37,500	\$38,250	\$750	\$1,900	80% A & B, 50% C	100%		4.5 X 4.5	185
Beatrice	05 Jason Alexander	jalexander@bpsnebr.org	yes	\$36,725	\$37,425	\$700	\$1200/\$3800	80% A & B, 50% C	100%		5 x 4	186
Bellevue	03 Jeff Rippe	jeff.rippe@bpsne.net	yes	\$37,679	\$37,929	\$250	\$650/\$3500	ABC, 50% D	85%			188
Bennington	03 Terry Haack	thaack@bennps.org	yes	\$37,050	\$37,850	\$800	\$1200/\$3800	100% ABC	100%	4.85%	4 x 5	186
Bertrand	11 Jason Brown	jason.brown@bertrandvikings.org	yes	\$36,750	\$37,800	\$1,050	\$1,050	PPO 100%, 75% B, 50%C	100%		4 x 4	184
Blair	03 Randy Gilson	randy.gilson@blairschools.org	yes	\$37,300	\$37,700	\$400	\$1450/\$3800	80% A & B, 50% C	100%		4 x 5	186
Bloomfield	01 Shane Alexander	salexander@bldfbees.org	yes	\$37,500	\$37,800	\$300	\$1,450	100% A, 75% B, 50% C	100%		4 x 4	185
Blue Hill	09 Joel Ruybalid	joelruybalid@bluehillschools.org	yes	\$37,850	\$38,550	\$700	\$1050/\$3500		100%	3.75%	4 x 4	185
Boone Central	07 Nicole Hardwick	nhardwick@boonecentral.esu7.org	yes	\$37,300	\$37,850	\$550	\$1050/\$3800	100% A, 75% B, 50% C	100%		4 x 4.5	185
Boyd County Schools	08 Michael Sanne	msanne@boydcounty.org	yes	\$37,250	\$38,250	\$1,000	\$1050/\$4000	100% A, 75% B, 50% C	100%		4.25 x 4.25	185
Brady Public School	16 Ann Foster	afoster@bradyschools.org	yes	\$37,500	\$38,200	\$700	\$1,900	100% ABC	100%		4 x 4	182
Bridgeport	13 Chuck Lambert	lambert@bpsbulldogs.org	yes	\$35,750	\$37,000	\$1,200	\$1050/\$2500	100% A, 75% B, 50% C	fringe \$16,080		4.5 x 4.5	184
Broken Bow Schools	10 Darren Tobey	darren.tobey@bbps.org	yes	\$36,700	\$37,700	\$1,000	\$1,050	ABC, 50% D	100%		4.5 x 4.5	185
Brownell Talbot	Kristi Gibbs	kristi.gibbs@brownell.edu										
Bruning-Davenport	05 Kolin Haecker	khaecker@bdstorm.org	yes	\$38,425	\$39,375	\$950	\$1050/\$3500	80%ABC	100%		4 x 4.5	184
Burwell	10 Dale Maynard	dale.maynard@burwellpublicschools.com		\$36,150			\$1,050	100% A 80% B 50% C	100%		4x5	184
Callaway	10 Bryon Hanson	bhanson@callawaypublicschools.org	yes	\$37,000	\$37,800	\$800	\$1050/\$3500	80% A & B, 50% C	100%		4 x 5	182
Cambridge	11 Greg Shepard	gregory.shepard@cambridgetrojans.org	yes	\$37,200	\$38,200	\$1,000	\$1050/\$3500	80% A & B, 50% C	100%		4 x 4	185
Cedar Bluffs	02 Harlan Ptomey	harlan.ptomey@cbwildcats.org	yes	\$38,550	\$39,500	\$950	\$1200/\$3800	1000% A, 75% B, 50%C	100%		4 x 4	183
Centennial	06 Seth Ford	seth.ford@centennialbrncos.org	yes	\$38,200	\$38,700	\$500	\$1,200	PPO 80%A&B 50%C	100%		4 x 5	185
Central City	07 Jeff Jensen	jjensen@centralcityps.org	yes	\$36,200	\$36,800	\$600	\$1200/\$3800	PPO 80%A&B 50%C	100%	4.05%	4 X 5	183
Central Valley (Greel-W)	10 Amy Malander	amalander@centralvps.org	yes	\$38,499	\$39,654	\$1,155	\$850	80% A, B & C	100%		4 x 5	185
Centura	10 Ryan Ruhl	ryan.ruhl@centuraps.org	yes	\$37,600	\$38,800	\$1,200	\$1,200	100% A, 75% B, 50% C	100%		4 x 5	185
Chadron	13 Ginger Meyer	ginger.meyer@chadronschools.net	yes	\$37,600	\$38,500	\$900	\$1150/\$3500	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Chambers	08 Jesse, Frank	frankjesse@esu8.org	yes	\$36,550	\$37,200	\$650	\$900	80% A & B, 50% C	100%		4 x 4	184

Chase County	15	Adam Lambert	adamlambert@chasecountyschools.org	yes	\$37,500	\$38,500	\$1,000	\$1,450	PPO 80%A&B 50%C	100%		4.5 x 4.5	185
Clarkson	07	Rich Lemburg	rlemburg@clarkson.esu7.org	yes	\$38,250	\$38,850	\$600	\$1,450		100%	3.80%	4 x 4	185
Cody-Kilgore	17	Ryan Orrock	ryan.orrock@cody-kilgore.com	yes	\$35,600	\$36,325	\$750	\$1,050	80% A & B, 50% C	100%	2.10%	4 x 5	164
Columbus	07	Troy Loeffelholz	loeffelholzt@discoverers.org	yes	\$38,650	\$39,100	\$450	\$1200/\$3800	PPO 100% A 75% B 50% C	\$1,000/mo		4.7 x 5	188
Conestoga	03	Mike Apple	mapple@conestogacougars.org	yes	\$38,900	\$39,700	\$800	\$1050/3600	80% A & B, 50% C	100%		4 x 4	185
Cozad	10	James Ford	james.ford@cozadschools.net	yes	\$37,350	\$38,250	\$900	\$1450/\$3500	PPO 80%A&B 50%C	100%		4.75 x 4.25	185
Crawford	13	Mo Hanks	eugene.hanks@cpsrams.org	yes	\$37,500	\$38,000	\$500	\$650		stipend		4.5 x 4.5	183
Creek Valley	13	Patrick Ningen	patrick.ningen@cvsstorm.com	yes	\$37,000	\$37,300	\$300	\$1900/\$3500	80% A & B, 50% C	100%	3.56%	4.75 x 4.75	183
Creighton	01	Josh Weber	joshweber@chsbulldogs.org	yes	\$37,550	\$38,050	\$500	\$1,050	80% A & B, 50% C	100%		4.5 x 4.5	185
Crete	06	Joshua McDowell	joshua.mcdowell@creteschools.org	yes	\$37,100	\$37,860	\$760	\$1200/\$3600	100% A, 75% B, 50% C	100%	5.17%	4.5 x 4.5	186
Crofton	01	Christopher Look	cllook@croftonwarriors.org	yes	\$37,850	\$38,450	\$600	\$1200/\$3800	80% A & B, 50% C	100%		4 x 4	185
Cross County	07	Brent Hollinger	bhollinger@crosscounty.esu7.org	yes	\$38,500	\$39,200	\$700	\$1050/\$3800	100% A, 75% B, 50% C	100%	5.00%	4 x 5	185
David City	07	Chad Denker	denker@dcscouts.org	yes	\$37,650	\$37,850	\$200	\$1050/\$3800	PPO 100% A, 75% B, 50% C	100%	3.89%	4 x 5	187
Deshler	05	Damon McDoonald	damon.mcdonald@deshlerdragons.org	yes	\$34,850	\$36,850	\$2,000	\$1050/\$3800	PPO 100%, 75%B 50%C	100%		4.5 x 4	182
Diller-Odell	05	Mike Meyerle	mmeyerle@dillerodell.org	yes	\$38,525	\$39,375	\$850	\$900	PPO 80%A&B 50%C	100%		4 x 4	185
Doniphan-Trumbull	09	Jeremy Braden	jbraden@dtcardinals.org	yes	\$38,200	\$38,900	\$700	\$1050/\$3800	PPO 100% A, 75% B, 50% C	100%	4.50%	4 x 5	185
Dorchester	06	Daryl Schrunk	dschrunk@dorchesterschool.org	yes	\$38,630	\$39,300	\$670	\$1050/\$3800	PPO 100% A 75% B 50% C	100%	3.99%	4 x 4.5	185
Douglas County West	03	Melissa Polonic	mpolonic@dcwest.org	yes	\$39,340	\$40,135	\$795	\$1050/\$3800	PPO 100%, 75% B, 50% C	\$955/mo.		4 x 4	185
Dundy County Stratton	15	Jackie Anderson	jackie@dcstigers.org	yes	\$40,500	\$40,900	\$400	\$1050/\$3600	80% A & B, 50% C	100%		4 x 4	185
East Butler	07	Michael Eldridge	meldridge@ebutler.esu7.org	yes	\$37,834	\$39,011	\$1,177	\$1050/\$3600	80% A & B, 50% C	100%		4 x 4.5	188
Elba	10	Allison Pritchard	allison.pritchard@elbaps.org	yes	\$37,400	\$37,400	\$0	\$1050/3600	100% A 75% B, 50% C	100%		4 x 5	185
Elgin	08	Michael Brockhaus	mike.brockhaus@elgineagles.org	yes	\$38,550	\$39,550	\$1,000	\$1,050	80% A & B, 50% C	100%		4 x 4.5	185
Elkhorn	03	Bary Habrock	bhabrock@epsne.org		\$37,302			\$1,200	100% A/75% B/50% C	100%			190
Elkhorn Valley	08	Darin Hahne	mr.hahne@elkhornvalleyschools.org	yes	\$37,800	\$38,450	\$650	\$1050/\$3800	100% A, 75% B, 50% C	100%		4 x 4.75	185
Elm Creek	10	Bret Schroder	bret.schroder@elmcreekschools.org	yes	\$37,231	\$38,191	\$960	\$1050/\$3500		100%		4 x 4	184
Elmwood-Murdock	03	Ryan Knippelmeyer	RKnippelmeyer@emknights.org	yes	\$38,725	\$39,525	\$800	\$1,050	100% A, 75% B, 50% C	100%		4 x 4	185
Elwood	11	Daren Hatch	daren.hatch@elwoodpirates.org	yes	\$36,300	\$37,400	\$1,100	\$1050/\$3800	100% ABC	100%		4 x 4.5	184
Emerson-Hubbard	01	Dale Martin	dmartin@ehpirates.org	yes	\$37,590	\$38,290	\$700	\$1,050	PPO 80%A&B 50%C	100%	3.60%	4 x 4	185
ESU 01	01	Bill Heimann	bheimann@esu1.org	yes	\$39,805	\$40,310	\$505	\$150/\$2500	80% A&B, 50% C	see rpt.			
ESU 02	02	Ted DeTurk	tdeturk@esu2.org	yes	\$36,610	\$37,460	\$850	\$1,050	80% A & B, 50% C	100%		4.5 x 4.5	185
ESU 03	03	Dan Schnoes	dschnoes@esu3.org	yes	\$35,179	\$36,152	\$973	\$1,200	100% A 75% B 50% C	100%	4.50%	5 x 5	190
ESU 04	04	Gregg Robke	grobke@esu4.net	yes	\$38,330	#####	\$958.25	\$1,200	PPO 80%A&B 50%C	100%	2.50%	4 x 4	185
ESU 05	05	Brenda McNiff	bmcniff@esu5.org					\$1050/\$2500	PPO 100% A 75% B 50% C	\$1300/mo.		4 x 5	185
ESU 06	06	John Skretta	john.skretta@esu6.org	yes	\$39,610	\$40,105	\$495	\$850	PPO 100% A, 75% B, 50% C	100%	4.00%	4 x 4	185
ESU 07	07	Larriane Polk	lpolk@esu7.org		\$37,036			\$1050/\$3800	100% A/75% B/50% C	see rpt.		4 x 5	185
ESU 08	08	Bill Mowinkel	bmowinkel@esu8.org					\$850/\$3600	80% A & B, 50% C	1,100/mo		4 x 5	185
ESU 09	09	Emily Burr	emily.burr@esu9.us	yes	\$39,300	\$39,600	\$300	\$1200/\$3600	PPO 100%A 75%B 50%C	100%		4 x 4.5	185
ESU 10	10	Melissa Wheelock	mwheelock@esu10.org	yes	\$39,000	\$39,850	\$850	\$1050/\$3800	80%AB, 50%C, 75% of Family	100%	4.18%	4.75 x 4	185
ESU 11	11	Greg Barnes	greg.barnes@esu11.org		\$37,900				no insurance, flat salary	100%		4 x 4	185
ESU 13	13	Dr. Laura Barrett	lbarrett@esu13.org	yes	\$38,022	\$38,722	\$700	\$1050/\$3800	100% A, 75% B, 50% C	60%		4.25 x 4.25	185
ESU 15	15	Paul Calvert	p.calvert@esu15.org					\$650		100%			
ESU 16	16	Deb Paulman	dpaulman@esuxsixteen.org		\$38,600			\$1050/\$3600	100% A 75% B 50% C	100%		5 x 4	185
ESU 17	17	Dennis Radford	dradford@esu17.org					\$650/\$3600	100% A, 75% B, 50% C	100%		4 x 4	185
Eustis-Farnam	11	Nick Hodge	nick.hodge@efknights.org	yes	\$36,700	\$37,700	\$1,000	\$1,050		100%		4 x 4.25	182
Ewing		Ted Hillman	thillman@esu8.org										
Exeter-Milligan	06	Paul Sheffield	psheffie@emwolves.net	yes	\$38,150	\$38,800	\$650	\$1200/\$3800	80% A & B, 50% C	100%		4 x 4	185
Fairbury	05	Stephen Grizzle	sgrizzle@fairburyjeffs.org	yes	\$37,425	\$38,050	\$625		80% A&B	100%		4 x 5	185
Falls City	04	Tim Heckenlively	theckenlively@fallscityps.org	yes	\$38,000	\$39,000	\$1,000	\$1050/\$3600	80% A&B 50%C	100%	4.25%	4 x 5	186
Fillmore Central	06	Joshua Cumpston	josh.cumpston@fillmorecentral.org	yes	\$38,000	\$38,200	\$200	\$650/\$3800	PPO 100% A, 75% B and 50%	100%		4 x 4	185



Fort Calhoun	03	Jerry Green	jigreen@ftcpioneers.org	yes	\$37,994	#####	\$949.85	\$1,200	80% A & B, 50% C	100%		4 x 5	187
Franklin	11	Chris Lecher	chris.lecher@fpsflyers.org	yes	\$36,375	\$37,225	\$850	\$1050/\$3500	80% A & B, 50% C	100%		4 x 5	185
Freeman	05	Andrew Havelka	andrew.havelka@freemanschools.org	yes	\$38,075	\$39,075	\$1,000	\$1200/\$3600	80% A & B, 50% C	100%		4 x 4	185
Fremont	2	Mark Shepard	mark.shepard@fpsmail.org	yes	\$38,416	\$39,716	\$1,300	\$1050/\$3500		stipend	3.75%	4.5 x 5	185
Friend	06	Derek Anderson	derek.anderson@friendschool.org	yes	\$37,250	\$37,900	\$650	\$1200/\$3800	80% A & B, 50% C	100%		4.5 x 4	185
Fullerton	07	Jeff Anderson	janders@fullerton.esu7.org	yes	\$38,200	\$39,100	\$900	\$1050/\$3500	PPO 80%A&B 50%C	100%	4.68%	4 x 5	185
Garden County	13	Jess Underwood	junderwood@gceagles.org	yes	\$37,000	\$37,400	\$400	\$600/\$3500	100% A, 75%B, 50% C	CIL		4.5 x 4.5	185
Gering	13	Nicole Regan	nregan@geringschools.net	yes	\$38,150	\$39,000	\$850	\$1050/\$3800	100% A, 75% B, 50% C	50%		4.5 x 4.5	189
Gibbon	10	Vern Fischer	vern.fisher@gibbonpublic.org	yes	\$36,800	\$39,000	\$2,200	\$1900/\$3800	100% A 75%B 50%C	100%		4 x 5	185
Giltner	09	Nick Mumm	nmumm@giltnerschool.us	yes	\$38,105	\$38,605	\$500	\$1200/\$3800	100% A, 75% B, 50% C	100%		4 x 4.5	185
Gordon-Rushville	13	Nathan Livingston	nathan.livingston@grmustangs.org	yes	\$37,200	\$39,000	\$1,800	\$1050/\$3800	100% A, 75% B, 50% C	stipend		4.5 x 4.5	185
Gothenburg	10	Allison Jonas	allison.jonas@goswedens.org	yes	\$38,000	\$38,300	\$300	\$1050/\$3600	80% A & B, 50% C	100%	4.54%	4 x 5	185
Grand Island	10	Tawana Grover	tgrover@gips.org	yes	\$36,946	#####	#####	\$1900/\$3800	100% A, 75% B, 50% C	100%EHED	Steps1-3(4x5)Steps		187
Grand Island Northwest	10	Jeff Edwards	jedwards@ginorthwest.org	yes	\$36,700	\$37,050	\$350	\$1200/\$3600	80% A & B, 50% C	100%	3.79%	4 x 5	185
Gretna	03	Rich Beran	rberan@gpsne.org	yes	\$38,450	\$39,250	\$800	\$1200/\$3800	80% A & B, 50% C	100%		4 x 4	189
Hampton	09	Holly Herzberg	hherzberg@hamptonhawks.us	yes	\$38,250	\$39,000	\$750	\$1200/\$3800	80% A & B, 50% C	100%	5.00%	4 x 4	185
Hartington-Newcastle	01	A.J. Johnson	adrian@hnsccs.org	yes	\$38,150	\$38,900	\$750	\$1450/\$2500		cafe plan		4 x 4	185
Harvard	09	Michael Derr	mderr@harvardcardinals.org	yes	\$37,750	\$38,650	\$900	\$850		100%	5.85%	4 x 4	185
Hastings	09	Jeff Schneider	jeff.schneider@hptigers.org	yes	\$36,400	\$36,850	\$450	\$1050/3500	PPO 100% A, B, & C	95%	3.25%	4.5 x 4.5	185
Hay Springs	13	George Clear	george.clear@hshawks.com	yes	\$37,900	\$38,400	\$500	\$1200/\$3800	80% A & B, 50% C	100%		4.5 x 4.5	162
Hayes Center	15	Tony Primavera	tprimavera@hccardinals.org	yes	\$36,575	\$37,672	\$1,097	\$850/\$3600	80% A & B, 50% C	100%		4 x 4.5	184
Heartland	06	Jeremy Klein	jklein@heartlandschools.net	yes	\$39,283	\$40,010	\$727	\$1050/\$3800	100% A, 80% B & C, 50% D	100%		4 x 4	185
Hemingford	13	Travis Miller	tmiller@gubn.org	yes	\$36,500	\$37,000	\$500	\$850	100% ABC	100%		4.5 x 4.5	185
Hershey	16	Jane Davis	jane.davis@hpspanthers.org	yes	\$35,500	\$36,300	\$800	\$1050/\$3500	80%AB	100%		5 x 4	185
High Plains	07	Kim Beran	kberan@hpcstorm.org	yes	\$38,750	\$39,370	\$620	\$1050/\$3500	100%A, 75%B, 50%C	100%		4 x 4.5	185
Hitchcock County	15	Robert Sattler	rsattler@hcfalcons.org	yes	\$36,400	\$37,600	\$1,200	\$1050/\$3500	PPO 80%A&B 50%C	100%		4 x 4	185
Holdrege	11	Todd Hilyard	todd.hilyard@dusters.org	yes	\$37,600	\$38,450	\$850	\$1050/\$3800	100% A, 75%B, 50%C	100%	5.77%	4.5 x 4.5	185
Homer	01	Gregg Cruickshank	greggcruickshank@homerknights.org	yes	\$42,350	\$43,900	\$1,550	\$1050/3500	80% A & B, 50% C	EE only		4 x 4	185
Howells-Dodge Consol.	07	Mark Ernst	mernst@hdcjags.org		\$41,550		\$1050/\$2500	n/a		stipend		4 x 4	185
Humboldt-Table Rock-S	04	George Griffith	georgegriffith@htrtitans.org	yes	\$37,990	\$39,200	\$1,210	\$1200/\$3600	PPO-100% A, 75% B, 50% C	100%		4 x 4	185
Humphrey Public	07	Brice King	briceking@humphrey.esu7.org	yes	\$38,875	\$38,875	\$0	\$1,050	100%A 75%B 50%C	100%	4.89%	4 x 4	185
Hyannis Dist 11	16	Travis Hawk	travishawk@hyannislonghorns.org	yes	\$37,250	\$37,500	\$250	\$900	80% A & B, 50% C	100%		4 x 4	184
Isantee	01	Dave Mroczek	dmroczek@santeeschools.org	yes	\$40,720	\$41,520	\$800	\$650	PPO 100% A,B,C	100%	4.59%	4 x 4	185
Johnson County Central	04	Jon Rother	jon.rother@jccentral.org	yes	\$38,400	\$39,400	\$1,000	\$1900/\$3600	100% ABC	100%		4 x 5	185
Johnson-Brock	04	Jeff Koehler	jeff.koehler@johnsonbrock.org	yes	\$39,100	\$39,750	\$650	\$900		100%		4 x 4	185
Kearney	10	Jason Mundorf	jmundorf@kearneycats.com	yes	\$38,000	\$39,300	\$1,300	\$1050/\$2500	20.83 (family) \$237.50 (sing	\$250/mo	5.81%	4.5 x 4.5	185
Kenesaw	09	Rick Masters	rmasters@kenesawschools.org	yes	\$37,400	\$38,200	\$800	\$1,050		100%		4 x 4.5	184
Keya Paha	17	Jamie Isom	jisom@kpschools.org	yes	\$37,000	\$38,000	\$1,000	\$1050/\$3800	100% A, 80% B & C, 50% D	100%		4.25 x 4.25	185
Kimball	13	Trevor Anderson	tanderson@kpslonghorns.org	yes	\$37,000	\$37,600	\$600	\$1050/\$3800	100%A 75%B 50%C	100%		4 x 5	184
Lakeview	07	Aaron Plas	aplas@lakeview.esu7.org	yes	\$36,425	\$36,825	\$400	\$1050/\$3800	80% A & B, 50% C	100%	3.70%	4 x 5	185
Laurel-Concord	01	Jeremy Christiansen	jeremy.christiansen@lccschool.org	yes	\$37,300	\$38,300	\$1,000	\$1450/3600	PPO 100% A, 75% B 50%C	100%	4.84%	4 x 5	185
Leigh	07	Cole Fischer	cfischer@leigh.esu7.org	yes	\$38,000	\$38,775	\$775	\$1,050	PPO 80%A&B 50%C	100%		4 x 4	185
Lewiston	04	Rick Kentfield	rkentfield@lewistonschool.net	yes	\$38,350	\$39,150	\$800	\$1,200	80% A & B, 50% C	100%		4 x 4	185
Lexington	10	John Hakonson	john.hakonson@lexschools.org	yes	\$37,525	\$38,525	\$1,000	\$1200/\$3800	100% A, 75% B, 50% C	100%		4 x 5	185
Leyton	13	Matt McLaughlin	matt.mclaughlin@leytonwarriors.org	yes	\$36,000	\$36,000	\$0	\$1050/\$3800	100% A, 75% B, & 50% C	100%		4.5 x 4.5	183
Lincoln Public Schools		Paul Gausman	pgausman@lps.org	yes	\$47,056	\$47,376	\$300	\$1200/\$3800	80% A & B, 50% C	90%			189
Litchfield	10	Wade Finley	wade.finley@litchfieldps.org		\$37,800		\$1050/3600		80% A & B, 50% C	100%		4 x 5	185
Logan View	02	Craig Taylor	ctaylor@loganview.org	yes	\$36,293	\$36,893	\$600	\$1200/\$3600		100%		4 x 5	185
Loomis	11	Sam Dunn	sam.dunn@loomiswolves.org	yes	\$36,850	\$37,850	\$1,000	\$1050/\$3600	100%A, 75%B, 50%C	100%	4.52%	4 x 4	183



Louisville	03	Andrew Farber	afarber@lpslions.org	yes	\$39,500	\$39,900	\$400	\$650	80% A & B, 50% C	see report	2.10%	5 x 3	185
Loup City	10	Dean Tickle	dean.tickle@lcpbpublic.org	yes	\$37,000	\$38,050	\$1,050	\$1,450	100%A 80%B 70%C	100%		4 x 5	185
Loup County	10	Rod Richardson	rrichardson@loupcountyschools.org	yes	\$37,230	\$38,050	\$820	\$1,450	100% A, 80% B, 70% C	100%		4 x 5	185
Lyons-Decatur	02	Lindsey Beaudette	lbeaudette@lyonsdecaturschools.org	yes	\$37,100	\$37,450	\$350	\$1050/\$3800	80% A & B, 50% C	100%		4 x 5	185
Madison	08	Alan Ehlers	aehlers@esu8.org	yes	\$37,900	\$38,600	\$700	\$1200/\$3800	PPO 80%A&B 50%C	100%		4 x 5	185
Malcolm	06	Ryan Terwilliger	ryan.terwilliger@mps148.org	yes	\$39,800	\$40,800	\$1,000	\$1050/\$2500	PPO 80%A&B 50%C	cash-in-lieu		4 x 4	185
Maxwell	16	Danny McMurtry	dmcmurtry@maxwellschools.org	yes	\$36,165	\$36,665	\$500	\$1,450	80% A & B, 50% C			4 x 4	183
Maywood School	15	Mark Bejot	mark.bejot@maywoodtigers.org	yes	\$36,300	\$37,300	\$1,000	\$1,050	PPO- 100% A, 75% B, 50% C	100%	6.34%	4.5 x 4.5	183
McCook	15	Grant Norgaard	gnorgaard@mccoockbison.org	yes	\$38,550	\$39,300	\$750	\$1050/\$3500	PPO 80%A&B 50%C	100%		4.5x4.5/4.5	185
McCool Jct.	06	Dade McDonald	dade.mcdonald@mcjmustangs.org		\$39,000			\$1050/\$3800	100%A, 80%B, 80%C, 50%D	100%		4 x 4.5	184
McPherson County	16	Timothy Vanderheide	tvanderheide@mcstryon.org	yes	\$36,611	#####	#####	\$1,900	100%A, 75%B, 50%C	100%		4 x 5	184
Mead	02	PJ Quinn	pquinn@esu2.org	yes	\$38,250	\$39,000	\$750	\$1,050	80% A & B, 50% C	100%		4 x 4	185
Medicine Valley	15	Alan Garey	agarey@medvalley.org	yes	\$36,550	\$36,750	\$200	\$650	80% A & B, 50% C	100%		4.5x4	184
Meridian	05	Randall Kort	rkort@meridianmustangs.org	yes	\$38,150	\$39,050	\$900	\$1050/\$3500	PPO 80%A&B 50%C	100%		4 x 4.5	185
Milford	06	Kevin Wingard	kevin.wingard@milfordpublicschools.org	yes	\$38,835	\$39,135	\$300	\$1200/\$3800	100% A, 75% B, 50% C	see rpt		4 x 5	186
Millard	03	John Schwartz	jschwartz@mpsomaha.org		\$40,675			\$1050/\$3700		100%		n/a	192
Minatare	13	Rocky Robbins	rocky.robbins@minatareschools.org	yes	\$35,800	\$36,000	\$200	\$650	80% A&B	100%		4 x 5	185
Minden	11	James Widdfield	james.widdfield@mindenwhippets.org		\$38,350	\$39,550	\$1,200	\$1200/\$3500	PPO 100% A 75% B 50% C	100%	5.40%	4 x 5	185
Mitchell	13	Kathy Urbanek	kurbanek@mitchelltigers.org	yes	\$37,300	\$38,000	\$700			flat salary		4.5 x 4.5	184
Morrill	13	Barry Schaeffer	barry.schaeffer@mpsions.org	yes	\$35,750	\$37,250	\$1,500	\$1050/\$3600		see rpt		4.25 x 4.5	185
Mullen	16	Chris Kuncel	chris.kuncel@mullenpublicschools.org	yes	\$36,800	\$37,800	\$1,000	\$850/\$3600	80% A & B, 50% C	100%		4 x 5	180
Nebraska City	04	Mark Fritch	mfritch@nebcityps.org		\$36,525			\$1200/\$3800	80% A&B, 50% C	100%		4 x 5	186
Neligh-Oakdale	08	Ron Beacom	rbeacom@nowarriors.org	yes	\$37,440	\$38,040	\$600	\$1050/\$3600	100% A, 75% B, 50%C	100%		4 x 4.5	185
Newman Grove	08	Josh Warren	josh.warren@ngpublicschools.com	yes	\$38,324	\$39,150	\$826	\$1,450	80% A&B, 50% C	100%		4 x 5	185
Niobrara	01	Margaret Sandoz	msandoz@niobraraschools.org	yes	\$38,100	\$38,600	\$500	\$1050/\$3800	PPO- 100% A, 75% B, 50% C	100%		4 x 4	185
Norfolk	08	Jami Jo Thompson	JamiJoThompson@npsne.org	yes	\$37,807	\$38,657	\$850	\$1050/\$3800	80% A & B, 50% C	100%	4.47%	4.5 x 4.5	189
Norris	06	Brian Mauschmann	brian.mauschmann@nsdtitans.org	yes	\$38,750	\$39,350	\$600	\$1200/\$3600	100% A & 75% B, 50% C	100%	4.54%	4 x 5	187+
North Bend Central	02	Galen Boldt	gboldt@nbtigers.org	yes	\$36,775	\$37,725	\$950	\$1,050	PPO 100%A, 75% B 50%C	100%		4 x 5 mod	185
North Platte	16	Todd Rhodes	trhodes@nppsd.org	yes	\$39,050	\$40,000	\$850	\$650/\$2500	PPO 80% A & B 50%C			5 x 4	185
O'Neill	08	Mike Rotherham	mikerotherham@oneillschools.org	yes	\$37,150	\$38,000	\$850	\$1450/\$3800	100%A 75%B 50%C	100%		4.5 x 4.5	185
Oakland-Craig	02	Jess Bland	jessbland@ocknights.org	yes	\$36,915	\$37,615	\$700	\$600	80% A & B, 50% C	100%	3.10%	4 x 5	185
Ogallala	16	Gene Russel	generussel@opsd.org	yes	\$37,525	\$38,525	\$1,000	\$1050/\$3800	PPO- 80% A & B, 50% C	100%	5.31%	5 x 4	185
Omaha Public Schools		Cheryl Logan	chlogan169@ops.org					\$1,200	80% A&B, 50% C	see rpt.			188
Ord	10	Heather Nebesniak	hnebesniak@ordps.org	yes	\$37,550	\$38,200	\$650	\$1050/\$3800	PPO 100% A,B,C	100%		5 x 4	185
Osceola	07	Jason Lavaley	jlavaley@osceola.esu7.org	yes	\$38,000	\$38,700	\$700	\$1200/\$3800	PPO 100%, 75% B, 50%C	100%		4 x 4.5	185
Osmond	08	Dave Hamm	dhamm@esu8.org	yes	\$37,500	\$38,300	\$800	\$1,050	PPO - 100% A, 75% B, 50% C	100%	3.90%	4 x 4	185
Overton	10	Mark Aten	mark.aten@overtoneagles.org	yes	\$36,600	\$37,600	\$1,000	\$1200/\$3800	100% A, 75%B, 50% C	100%		4.0 x 4.5	183
Palmer	07	Joel Bohlsen	jbohlsen@palmer.esu7.org	yes	\$38,400	\$39,552	\$1,152	\$650	80% A & B, 50% C	#VALUE!		4 x 4.5	185
Palmyra	04	Mike Hart	hart.mic@districtor1.net	yes	\$40,300	\$41,050	\$750	\$1050/\$4000	PPO 80%A&B 50%C	100%		4 x 4	185
Papillion-La Vista	03	Andrew Rikli	andrew.rikli@plcschools.org	yes	\$39,000	\$39,400	\$400	\$1900/\$3600	100% A, 75% B, 50% C	100%		4.5 x 4	190
Pawnee City	04	Brian Brottinghaus	brottinghaus@pawneecityschool.net	yes	\$38,500	\$39,500	\$1,000	\$1,200	100%A 75%B 50%C	100%	3.95%	4 x 4	185
Paxton	16	Del Dack	del.dack@paxtonschools.org	yes	\$36,200	\$37,600	\$1,400	\$1050/\$3800	PPO- 100% A,B,C	100%		4.25x4.25	183
Pender	01	Jason Dolliver	jadoll1@penderschools.org	yes	\$36,240	\$37,000	\$760	\$1050/\$3500	PPO 100% A,B,C	100%	4.28%	4 x 5	185
Perkins County Schools	16	Phillip Picquet	phillip.picquet@perkinscountyschools.org	yes	\$36,200	\$36,800	\$400	\$1050/\$3800	100%A 80%BC 50%D	100%		4 x 4	184
Pierce Public	08	Kendall Steffensen	kendallsteffensen@piercebluejays.org	yes	\$37,700	\$39,300	\$1,600	\$1900/\$3800		100%		5 x 4	185
Plainview	08	Darron Arlt	darlt@plainviewschools.org	yes	\$38,300	\$38,800	\$500	\$1,050	80% A & B, 50% C	100%		4.25 x 4.25	185
Plattsmouth	03	Rich Hasty	rhasty@pcsd.org	yes	\$35,700	\$36,100	\$400	\$1050/\$3800	100% A, 75% B, 50% C	100%		4 x 5 mod	186
Pleasanton	10	Nathan Lightle	nlightle@pleasantonbulldogs.org	yes	\$37,200	\$38,200	\$1,000	\$1050/\$3800	100%A, 75%B, 50%C	100%		4 x 4.5	182
Ponca	01	Brenda Calahan	brendacalahan@poncaschool.org	yes	\$38,800	\$38,800	\$800	\$1200/\$3800	PPO 100%A 75%B 50%C	see rpt		4 x 4	185

Potter-Dix	13	Chris Arent	chris.arent@pdcoyotes.org	yes	\$36,600	\$37,200	\$600	\$850	100%A 75%B 50%C	100%		4.5 x 4.5	183
Ralston	03	Mark Adler	mark_adler@ralstonschools.org	yes	\$37,725	\$38,475	\$750	\$1050/\$3500	100%A 75%B 50%C	91.25%-96%	4.87%	5 x 4	189
Randolph	01	Jeff Hoelsing	jeff.hoelsing@rcards.org	yes	\$37,940	\$38,500	\$560	\$1,900	PPO 80%A&B 50%C	100%	3.49%	4 x 4	172
Ravenna	10	Brad Kjar	brad.kjar@ravennabluejays.org	yes	\$36,250	\$36,500	\$250	\$1050/\$3800	100% ABC	100%		4 x 5	182
Raymond Central	02	Lynn Johnson	lynn.johnson@rcentral.org	yes	\$38,775	\$40,000	\$1,225	\$1050/\$3600	PPO 80%A&B 50%C	100%		4 x 5	186
Red Cloud	09	Brian Hof	bhof@redcloudschool.us	yes	\$36,870	\$37,931	\$1,061	\$1200/\$3800	PPO 80% AB, 50% C	100%		4 x 4	185
Riverside (CdrRap/Spald)	10	Stephanie Kaczor	stephanie.kaczor@riversideps.org	yes	\$37,150	\$37,650	\$500	\$1,050	80% AB	100%		4 x 4.5	184
Rock County	17	Mark Otten	motten@rockcountyschools.org	yes	\$37,000	\$38,000	\$1,000	\$1900/\$3800	100% A, 75% B, 50% C	100%		4.25 x 4.25	184
Sandhills	10	JD Farrow	jd.farrow@sandhillsknights.org	yes	\$36,850	\$37,955	\$1,105	\$1900/\$3800	80% A & B, 50% C	100%		4 x 5	186
Sargent	10	Rod Richardson	rod.richardson@sargentpublicschools.org		\$37,000			\$1900/\$3600	100%A 75%B 50%C	100%		4 x 5	185
Schuyler	07	Dan Hoelsing	dan.hoelsing@schuylercommunityschools.org	yes	\$37,500	\$38,100	\$600	\$1200/\$3600	PPO- 80% A&B, 50% C	100%		4 x 5	185
Scottsbluff	13	Andrew dick	adick@sbps.net	yes	\$38,000	\$39,000	\$1,000	\$1,050	PPO 100%A, 75% B, 50%C	50%		4.5 x 4.5	189
Scribner-Snyder	02	Joe Peitzmeier	jpeitz@sstrojans.org	yes	\$38,840	\$40,000	\$1,160	\$1,200	80% A & B, 50% C	100%		4 x 5	185
Seward	06	Josh Fields	josh.fields@sewardschools.org	yes	\$36,250	\$36,650	\$400	\$1050/\$3600	80% A & B, 50% C	100%	3.55%	4 x 5	186
Shelby-Rising City	07	Tucker Tejkl	ttejkl@shelby.esu7.org	yes	\$37,550	\$38,300	\$750	\$1200/\$3800	100% A, 75% B, 50% C	100%		4 x 4.5	185
Shelton	10	Shanna Gannon	sgannon@sheltonbulldogs.org	yes	\$35,075	\$35,675	\$600	\$1050/\$3800	PPO 100% A, 75% B, 50% C	100%		4 x 5	185
Shickley	06	Stan Essink	stan.essink@longhornpower.org	yes	\$38,257	\$39,275	\$1,000	\$1050/\$3800	PPO 100%A 75%B 50%C	100%		4 x 4	185
Sidney	13	Jay Ehler	jay.ehler@raidermail.org	yes	\$37,350	\$38,050	\$700	\$1,050	80% A & B, 50% C	100%		4.5 x 4.5	185
Silver Lake Public	09	Terry Bauer	terrybauer@silverlakemustangs.org		\$37,350			\$1,050	100% A,80% B&C, 50% D	100%		4 x 4	184
Sioux County	13	Brett Gies	bgies@siouxcountyschools.org	yes	\$40,850	\$41,500	\$650	\$650	PPO 80%A&B 50%C	100%	1.50%	4x4	175
South Central USD #5	09	Julie Otero	jotero@southcentralusd.us	yes	\$37,200	\$38,200	\$1,000	\$1050/\$3500	PPO 80%A&B 50%C	100%	4.39%	4 x 5	185
South Platte	16	David Spencer	dspencer@southplatteschools.com		\$36,700			\$1050/\$3600	100% A, 75% B 50% C				
South Sioux City	01	Todd Strom	todd.strom@sccardinals.org	yes	\$38,625	\$39,825	\$1,200	\$1050/\$3600	100% A, 75% B, 50% C	see report	5.64%	4 x 5	186
Southern (Wymore)	05	Chris Prososki	cprososki@southernschools.org	yes	\$37,507	\$38,500	\$993	\$1050/\$3800	PPO 100%A 75%B 50%C	100%		4 x 4	182
Southern Valley	11	Bryce Jorgenson	bryce.jorgenson@sveagles.org	yes	\$36,250	\$37,250	\$1,000	\$1,200	PPO 80%A&B 50%C	100%		4x5	184
Southwest	15	Todd Porter	todd.porter@swpschools.org	yes	\$36,925	\$37,925	\$1,000	\$1050/\$3800	PPO 100%, 75%B, 50%C	100%	4.64%	4 x 4	183
Springfield-Platteview	03	Ryan Saunders	rsaunders@spsne.org	yes	\$36,825	\$37,325	\$500	\$1050/\$3800	100% A, 75% B, 50% C	100%		5 x 3	184
St. Edward	07	Stephen Osborn	sosborn@sted.esu7.org	yes	\$38,000	\$38,350	\$350	\$1050/\$3600	PPO 80%A&B 50%C	100%		4 x 4.5	184
St. Paul	10	Adam Patrick	adam.patrick@spwildcat.org	yes	\$37,450	\$38,200	\$750	\$1,200	PPO 80%A&B 50%C	100%		4 x 5	185
Stanton Community	08	Darren Soucie	dsoucie@esu8.org	yes	\$37,550	\$38,050	\$500	\$1050/\$3600	PPO 80%A&B 50%C	100%		4 x 5	186
Stapleton	16	Brian Redinger	brian.redinger@stapletonschools.org	yes	\$36,700	\$38,000	\$1,300	\$1900/3800	PPO 100% A,B,C	100%	6.20%	4 x 5	182
Sterling	04	Adrian Allen	aallen@sterlingpublicschools.com	yes	\$38,800	\$39,750	\$950	\$1050/\$4000	PPO 100%A, 75% B, 50%C	100%		4 x 4	185
Stuart	08	Robert Hanzlik	rhanzlik@esu8.org	yes	\$37,000	\$37,750	\$750	\$1050/\$3500	PPO 100%A 75%B 50%C	100%	4.38%	4.25 x 4.25	185
Summerland (Clearwater)	08	Kyle Finkey	kylefinke@summerlandbobcats.org	yes	\$36,900	\$38,250	\$1,350	\$1,050	PPO 100%A 75%B 50%C	100%		4.25 x 4.5	185
Sumner-Eddyville-Miller	10	Kevin Finkey	kfinkey@semmustangs.org	yes	\$35,640	\$37,000	\$1,360	\$1050/\$3600	100% A, 75% B, 50% C	100%		4.25 x 4.25	184
Superior	09	Martin Kobza	mkobza@superiorwildcats.org	yes	\$37,250	\$38,000	\$750	\$1050/\$3800	100%, 75% B, 50% C	100%		4 x 5	185
Sutherland	16	Steve Bristol	steve.bristol@spsailors.org	yes	\$34,500	\$35,200	\$700	\$1050/\$3800	80% ABC, 50% D	100%		compressed	184
Sutton	09	Dana Wiseman	dwiseman@spsne.org	yes	\$37,875	\$38,875	\$1,000	\$1200/\$3800	100% ABC	100%	4.21%	4 x 5	184
Syracuse-Dunbar-Avocet	04	David Kraus	dkraus@sdarockets.org	yes	\$38,475	\$39,000	\$525	\$1200/\$2500	100% ABC			5 x 5	185
Tekamah-Herman	02	Dan Gross	dgross@esu2.org	yes	\$36,800	\$37,500	\$700	\$900/\$3500	80% A & B, 50% C	100%			185
Thayer Central	05	Randy Page	randy.page@thayercentral.net	yes	\$37,080	\$37,880	\$800	\$1450/\$3800	PPO 100A 80B&C 50D	100%		4.5 x 4	185
Theford	16	Blake Dahlberg	blake.dahlberg@thedfordschools.org	yes	\$36,510	\$37,260	\$750	\$1,050	80% A & B, 50% C	100%		4 x 5	184
Tri County	05	Tiffanie Welte	tiffanie.welte@tricityschools.org	yes	\$37,750	\$38,250	\$500	\$1050/\$3800	80% A & B, 50% C	100%	4.15%	4 x 4	185
Twin River	07	Jason Schapmann	jschapmann@twinriver.esu7.org	yes	\$38,200	\$39,200	\$1,000	\$1,050	80% A & B, 50% C	100%		4 x 5	185
Umo N Ho N Nation	01	Stacie Hardy	s Hardy@unpsk-12.org	yes	\$44,400	\$45,732	\$1,332	\$650	PPO 80% ABC, 50% D	100%		4 x 4	185
Valentine Community	17	Mike Halley	mhalley@vcsbadger.net	yes	\$38,100	\$39,100	\$1,000	\$1450/\$3800	PPO- 100% A, 75% B, 50%C	100%		4.5 x 4.5	185
Verdigre Public Schools		Chuck Kucera	chuckkucera@verdigrepublicschools.org	yes	\$36,150	\$37,050	\$900	\$1,050	100%A, 80%B, 50%C			4.25x4.5	185
Wahoo	02	Brandon Lavaley	blavaley@wahoowarriors.org	yes	\$37,450	\$38,150	\$700	\$1900/\$3800	100% A, 75% B, 50% C	100%	4.40%	4 x 5	186
Wakefield	01	Matt Farup	mfarup@wakefieldschools.org	yes	\$39,140	\$39,990	\$850	\$1050/\$3800	PPO 100% A, 75%B, 50% C	100%		4 x 4	185

Wallace	16	Joel Ferguson	jferguson@whcats.org	yes	\$37,000	\$38,200	\$1,200	\$1050/\$3600	PPO 100%A 75%B 50%C	100%		4 x 4	183
Walthill	01	Kirk Ahrends	kahrends@walthillschool.org	yes	\$40,704	\$41,754	\$1,050	\$1,050	80% A & B, 50% C	100%		4 x 4	186
Wauneta-Palisade	15	Randy Geier	rgeier@wpbrncos.org/rgeier724@	yes	\$36,300	\$37,350	\$1,050	\$650/\$3800	80% A & B, 50% C	100%		4 x 5	184
Wausa	01	Brad Hoelsing	bradhoelsing@wausaschools.org	yes	\$37,600	\$38,400	\$800	\$1,450		100%		4 x 4.25	185
Waverly	06	Cory Worrell	cory.worrell@district145.org	yes	\$38,000	\$38,600	\$600	\$1050/\$3800	80% A & B, 50% C	100%		4 x 5	186
Wayne	01	Mark Lenihan	malenih1@waynebluedevils.org	yes	\$38,000	\$38,800	\$800	\$1900/\$3800		see rpt	2.84%	4 x 5	186
Weeping Water	03	Kevin Reiman	kreiman@weepingwaterps.org	yes	\$38,250	\$38,400	\$150	\$200/\$3800	100% A, 75% B, 50% C	100%		4 x 4	185
West Holt	08	Paul Pistulka	paupistulka@westholt.org	yes	\$37,700	\$38,000	\$300	\$1,050		100%	3.80%	4.25x4.5	184
West Point-Beemer	02	DJ Weddle	dweddle@wpcadets.org	yes	\$37,200	\$38,200	\$1,000	\$900	80% A & B, 50% C	100%		4 x 5	184
Westside	03	Lucas Mike	lucas.mike@westside66.net	yes	\$40,200	\$41,050	\$850		80% AB 50%C	100%		N/A	193
Wheeler Central	08	Dan Kløver	dkluver@wbrncs.org	yes	\$36,400	\$37,200	\$800	\$1050/\$3500	PPO 100%A 75%B 50%C	100%		4.5 x 4.5	185
Wilber-Clatonia	06	Ray Collins	ray.collins@wilberclatonia.org	yes	\$38,100	\$39,000	\$900	\$1200/3600	PPO 100%A 80%B 50%C	100%		4x4.5	185
Wilcox-Hildreth	11	Justin Patterson	justin.patterson@whfalcons.org	yes	\$37,200	\$38,200	\$1,000	\$1,050	PPO 80%A&B 50%C	100%	4.74%	4 x 4	184
Winnebago	01	Dan Fehringer	dfehringer@winnebago12.org		\$43,837			\$650	80% A & B, 50% C	100%		4 x 4.5	185
Winside	01	Andrw Offner	aoffner@winsidewildcats.org	yes	\$38,100	\$38,875	\$775	\$1,050	PPO 80%A&B 50%C	100%		4 x 4	185
Wisner-Pilger	02	Chad Boyer	cboyer@igators.org	yes	\$37,100	\$38,000	\$900	\$1050/\$3500	PPO 80%A&B 50%C	100%	4.60%	4 x 5	185
Wood River HS	10	Terry Zessin	tzessin@wrrsd.org	yes	\$38,000	\$38,600	\$600	\$1,200	PPO 100% A, 75% B, 50% C	100%		4 x 5	185
Wynot	01	Paul Hans	paul.hans@wynotpublicschools.org	yes	\$37,300	\$38,025	\$725	\$1050/\$3800	100% A, 75% B, 50% C	100%		4 x 5	172
York	06	Mitch Bartholomew	mitch.bartholomew@yorkdukes.org	yes	\$36,400	\$36,850	\$450			100%		5 x 4	187
Yutan	02	Mitch Hoffer	hoffer@yutanhs.com	yes	\$37,070	\$38,470	\$1,400	\$1200/3600	100% A, 75% B, 50% C	100%		4 x 4	185
<b>SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2023-24:</b>													
			number of districts settled		<b>239</b>								
			low		<b>\$34,500</b>	<b>\$35,200</b>	<b>\$0</b>						<b>162</b>
			average		<b>\$37,681</b>	<b>\$38,435</b>	<b>\$800</b>						<b>185</b>
			median		<b>\$37,500</b>	<b>\$38,250</b>	<b>\$800</b>						<b>185</b>
			high		<b>\$47,056</b>	<b>\$47,376</b>	<b>\$2,200</b>						<b>193</b>
			midpoint info for negotiations		<b>\$37,591</b>	<b>\$38,342</b>	<b>\$800</b>						<b>185</b>

School District	USE	Superintendent or District	District Contact	settled?	2023-24 base
Adams Central	09	Shawn Scott	<a href="mailto:shawn.scott@adams-central.org">shawn.scott@adams-central.org</a>		\$39,350
Ainsworth	17	Dale Hafer	<a href="mailto:dhafer@ainsworthschools.org">dhafer@ainsworthschools.org</a>	yes	\$38,800
Allen Consolidated	01	Mike Pattee	<a href="mailto:mpattee@allenschools.org">mpattee@allenschools.org</a>		\$38,900
Alliance	13	Troy Unzicker	<a href="mailto:troy.unzicker@alliancebulldogs.org">troy.unzicker@alliancebulldogs.org</a>		\$37,750
Alma	11	Jon Davis	<a href="mailto:jon.davis@almacardinals.org">jon.davis@almacardinals.org</a>		\$37,100
Amherst	10	Matt Gordon	<a href="mailto:mgordon@amherstbroncos.org">mgordon@amherstbroncos.org</a>		\$37,850
Anselmo-Merna	10	Logan Lightfoot	<a href="mailto:logan.lightfoot@amcoyotes.org">logan.lightfoot@amcoyotes.org</a>		\$38,250
Ansley	10	Gordon Goodman	<a href="mailto:ggoodman211961@gmail.com">ggoodman211961@gmail.com</a>	yes	\$38,500
Arapahoe	11	Bob Drews	<a href="mailto:bob.drews@arapahoewarriors.org">bob.drews@arapahoewarriors.org</a>		\$37,750
Arcadia	10	Mike Williams	<a href="mailto:mike.williams@apshuskies.org">mike.williams@apshuskies.org</a>		\$36,725
Arlington	03	Dawn Lewis	<a href="mailto:dawn.lewis@apseagles.org">dawn.lewis@apseagles.org</a>		\$40,330
Arnold	10	Joel Morgan	<a href="mailto:joel.morgan@arnoldpublicschools.org">joel.morgan@arnoldpublicschools.org</a>		\$36,800
Arthur County	16	Blaine Cullinan	<a href="mailto:blaine.cullinan@arthurcountywolves.org">blaine.cullinan@arthurcountywolves.org</a>		\$37,000
Ashland-Greenwood	02	Jason Libal	<a href="mailto:jason.libal@agps.org">jason.libal@agps.org</a>		\$37,925
Auburn	04	David Patton	<a href="mailto:david.patton@apsbulldogs.org">david.patton@apsbulldogs.org</a>		\$37,550
Aurora	09	Jody Phillips	<a href="mailto:jphillips@4rhuskies.org">jphillips@4rhuskies.org</a>		\$37,650
Axtell	11	Rob Gregory	<a href="mailto:rob.gregory@axtellwildcats.org">rob.gregory@axtellwildcats.org</a>		\$38,000
Bancroft-Rosalie	02	Jon Cerny	<a href="mailto:jcerny@esu2.org">jcerny@esu2.org</a>	yes	\$39,400
Banner County	13	Evelyn Browne	<a href="mailto:evelyn.browne@bcswildcats.org">evelyn.browne@bcswildcats.org</a>		\$37,350
Battle Creek	08	Jake Luhr	<a href="mailto:jluhr@bcpsne.info">jluhr@bcpsne.info</a>	yes	\$38,200
Bayard	13	Rodney Olson	<a href="mailto:rodney.olson@bayardtigers.org">rodney.olson@bayardtigers.org</a>	yes	\$38,250
Beatrice	05	Jason Alexander	<a href="mailto:jalexander@bpsnebr.org">jalexander@bpsnebr.org</a>		\$37,425
Bellevue	03	Jeff Rippe	<a href="mailto:jeff.rippe@bpsne.net">jeff.rippe@bpsne.net</a>		\$37,929
Bennington	03	Terry Haack	<a href="mailto:thaack@bennps.org">thaack@bennps.org</a>		\$37,850
Bertrand	11	Jason Brown	<a href="mailto:jason.brown@bertrandvikings.org">jason.brown@bertrandvikings.org</a>		\$37,800
Blair	03	Randy Gilson	<a href="mailto:randy.gilson@blairschools.org">randy.gilson@blairschools.org</a>		\$37,700
Bloomfield	01	Shane Alexander	<a href="mailto:salexander@blfdbees.org">salexander@blfdbees.org</a>		
Blue Hill	09	Joel Ruybalid	<a href="mailto:joelruybalid@bluehillschools.org">joelruybalid@bluehillschools.org</a>		\$38,550
Boone Central	07	Nicole Hardwick	<a href="mailto:nhardwick@boonecentral.esu7.org">nhardwick@boonecentral.esu7.org</a>		\$37,850
Boyd County School	08	Michael Sanne	<a href="mailto:msanne@boydcounty.org">msanne@boydcounty.org</a>		\$38,250
Brady Public School	16	Ann Foster	<a href="mailto:afoster@bradyschools.org">afoster@bradyschools.org</a>		\$38,200
Bridgeport	13	Chuck Lambert	<a href="mailto:lambert@bpsbulldogs.org">lambert@bpsbulldogs.org</a>		\$37,000
Broken Bow School	10	Darren Tobey	<a href="mailto:darren.tobey@bbps.org">darren.tobey@bbps.org</a>		\$37,700
Brownell Talbot		Kristi Gibbs	<a href="mailto:kristi.gibbs@brownell.edu">kristi.gibbs@brownell.edu</a>		
Bruning-Davenport	05	Kelly Lampe	<a href="mailto:klampe@bdstorm.org">klampe@bdstorm.org</a>		\$39,375
Burwell	10	Dale Maynard	<a href="mailto:dale.maynard@burwellpublicschools.com">dale.maynard@burwellpublicschools.com</a>		
Callaway	10	Bryon Hanson	<a href="mailto:bhanson@callawaypublicschools.org">bhanson@callawaypublicschools.org</a>		\$37,800
Cambridge	11	Greg Shepard	<a href="mailto:gregory.shepard@cambridgetrojans.org">gregory.shepard@cambridgetrojans.org</a>		\$38,200
Cedar Bluffs	02	Harlan Ptomey	<a href="mailto:harlan.ptomey@cbwildcats.org">harlan.ptomey@cbwildcats.org</a>		\$39,500
Centennial	06	Seth Ford	<a href="mailto:seth.ford@centennialbroncos.org">seth.ford@centennialbroncos.org</a>		\$38,700
Central City	07	Jeff Jensen	<a href="mailto:jjensen@centralcityps.org">jjensen@centralcityps.org</a>		\$36,800
Central Valley (Gre)	10	Amy Malander	<a href="mailto:amalander@centralvps.org">amalander@centralvps.org</a>		\$39,654
Centura	10	Ryan Ruhl	<a href="mailto:ryan.ruhl@centuraps.org">ryan.ruhl@centuraps.org</a>		\$38,800
Chadron	13	Ginger Meyer	<a href="mailto:ginger.meyer@chadronschools.net">ginger.meyer@chadronschools.net</a>		\$38,500
Chambers	08	Jesse, Frank	<a href="mailto:frankjesse@esu8.org">frankjesse@esu8.org</a>		\$37,200

Chase County	15	Adam Lambert	<a href="mailto:adamlambert@chasecountyschools.org">adamlambert@chasecountyschools.org</a>	\$38,500
Clarkson	07	Rich Lemburg	<a href="mailto:rlemburg@clarkson.esu7.org">rlemburg@clarkson.esu7.org</a>	\$38,850
Cody-Kilgore	17	Ryan Orrock	<a href="mailto:ryan.orrock@cody-kilgore.com">ryan.orrock@cody-kilgore.com</a>	\$36,325
Columbus	07	Troy Loeffelholz	<a href="mailto:loeffelholz@discoverers.org">loeffelholz@discoverers.org</a>	\$39,100
Conestoga	03	Mike Apple	<a href="mailto:mapple@conestogacougars.org">mapple@conestogacougars.org</a>	\$39,700
Cozad	10	James Ford	<a href="mailto:james.ford@cozadschools.net">james.ford@cozadschools.net</a>	\$38,250
Crawford	13	Mo Hanks	<a href="mailto:eugene.hanks@cpsrams.org">eugene.hanks@cpsrams.org</a>	\$38,000
Creek Valley	13	Patrick Ningen	<a href="mailto:patrick.ningen@cvsstorm.com">patrick.ningen@cvsstorm.com</a>	\$37,300
Creighton	01	Josh Weber	<a href="mailto:joshweber@chsbulldogs.org">joshweber@chsbulldogs.org</a>	\$38,050
Crete	06	Joshua McDowell	<a href="mailto:joshua.mcdowell@creteschools.org">joshua.mcdowell@creteschools.org</a>	\$37,860
Crofton	01	Christopher Look	<a href="mailto:clook@croftonwarriors.org">clook@croftonwarriors.org</a>	\$38,450
Cross County	07	Brent Hollinger	<a href="mailto:bhollinger@crosscounty.esu7.org">bhollinger@crosscounty.esu7.org</a>	\$39,200
David City	07	Chad Denker	<a href="mailto:denker@dcscouts.org">denker@dcscouts.org</a>	\$37,850
Deshler	05	Damon McDoona	<a href="mailto:damon.mcdonald@deshlerdragons.org">damon.mcdonald@deshlerdragons.org</a>	\$36,850
Diller-Odell	05	Mike Meyerle	<a href="mailto:mmeyerle@dillerodell.org">mmeyerle@dillerodell.org</a>	\$39,375
Doniphan-Trumbull	09	Jeremy Braden	<a href="mailto:jbraden@dtcardinals.org">jbraden@dtcardinals.org</a>	\$38,900
Dorchester	06	Curt Cogswell	<a href="mailto:curt.cogswell@dorchesterschool.org">curt.cogswell@dorchesterschool.org</a>	\$39,300
Douglas County We	03	Melissa Poloncic	<a href="mailto:mpoloncic@dcwest.org">mpoloncic@dcwest.org</a>	\$40,135
Dundy County Stral	15	Jackie Anderson	<a href="mailto:jackie@dcstigers.org">jackie@dcstigers.org</a>	\$40,900
East Butler	07	Michael Eldridge	<a href="mailto:meldridge@ebutler.esu7.org">meldridge@ebutler.esu7.org</a>	\$39,011
Elba	10	Allison Pritchard	<a href="mailto:allison.pritchard@elbaps.org">allison.pritchard@elbaps.org</a>	\$37,400
Elgin	08	Michael Brockhaus	<a href="mailto:mike.brockhaus@elgineagles.org">mike.brockhaus@elgineagles.org</a>	\$39,550
Elkhorn	03	Bary Habrock	<a href="mailto:bhabrock@epsne.org">bhabrock@epsne.org</a>	
Elkhorn Valley	08	Darin Hahne	<a href="mailto:mr.hahne@elkhornvalleyschools.org">mr.hahne@elkhornvalleyschools.org</a>	\$38,450
Elm Creek	10	Bret Schroder	<a href="mailto:bret.schroder@elmcreekschools.org">bret.schroder@elmcreekschools.org</a>	\$38,191
Elmwood-Murdock	03	Ryan Knippelmey	<a href="mailto:RKnippelmeyer@emknights.org">RKnippelmeyer@emknights.org</a>	\$39,525
Elwood	11	Daren Hatch	<a href="mailto:daren.hatch@elwoodpirates.org">daren.hatch@elwoodpirates.org</a>	\$37,400
Emerson-Hubbard	01	Dale Martin	<a href="mailto:dmartin@ehpirates.org">dmartin@ehpirates.org</a>	\$38,290
ESU 01	01	Bill Heimann	<a href="mailto:bheimann@esu1.org">bheimann@esu1.org</a>	\$40,310
ESU 02	02	Ted DeTurk	<a href="mailto:tdeturf@esu2.org">tdeturf@esu2.org</a>	\$37,460
ESU 03	03	Dan Schnoes	<a href="mailto:dschnoes@esu3.org">dschnoes@esu3.org</a>	\$36,152
ESU 04	04	Gregg Robke	<a href="mailto:grobke@esu4.net">grobke@esu4.net</a>	\$39,288.25
ESU 05	05	Brenda McNiff	<a href="mailto:bmcniff@esu5.org">bmcniff@esu5.org</a>	
ESU 06	06	John Skretta	<a href="mailto:john.skretta@esu6.org">john.skretta@esu6.org</a>	\$40,105
ESU 07	07	Larianne Polk	<a href="mailto:lpolk@esu7.org">lpolk@esu7.org</a>	
ESU 08	08	Bill Mowinkel	<a href="mailto:bmowinkel@esu8.org">bmowinkel@esu8.org</a>	
ESU 09	09	Emily Burr	<a href="mailto:emily.burr@esu9.us">emily.burr@esu9.us</a>	\$39,600
ESU 10	10	Melissa Wheelock	<a href="mailto:mwheelock@esu10.org">mwheelock@esu10.org</a>	\$39,850
ESU 11	11	Greg Barnes	<a href="mailto:greg.barnes@esu11.org">greg.barnes@esu11.org</a>	
ESU 13	13	Dr. Laura Barrett	<a href="mailto:lbarrett@esu13.org">lbarrett@esu13.org</a>	\$38,722
ESU 15	15	Paul Calvert	<a href="mailto:p.calvert@esu15.org">p.calvert@esu15.org</a>	
ESU 16	16	Deb Paulman	<a href="mailto:dpaulman@esusixteen.org">dpaulman@esusixteen.org</a>	
ESU 17	17	Dennis Radford	<a href="mailto:dradford@esu17.org">dradford@esu17.org</a>	
Eustis-Farnam	11	Nick Hodge	<a href="mailto:nick.hodge@efknights.org">nick.hodge@efknights.org</a>	\$37,700
Ewing		Ted Hillman	<a href="mailto:thillman@esu8.org">thillman@esu8.org</a>	
Exeter-Milligan	06	Paul Sheffield	<a href="mailto:psheffie@emwolves.net">psheffie@emwolves.net</a>	\$38,800
Fairbury	05	Sean Molloy	<a href="mailto:smolloy@fairburyjeffs.org">smolloy@fairburyjeffs.org</a>	\$38,050
Falls City	04	Tim Heckenlively	<a href="mailto:theckenlively@fallscityps.org">theckenlively@fallscityps.org</a>	\$39,000
Fillmore Central	06	Joshua Cumpston	<a href="mailto:josh.cumpston@fillmorecentral.org">josh.cumpston@fillmorecentral.org</a>	\$38,200
Fort Calhoun	03	Jerry Green	<a href="mailto:jjgreen@ftcpioneers.org">jjgreen@ftcpioneers.org</a>	\$38,943.85
Franklin	11	Chris Lecher	<a href="mailto:chris.lecher@fpsflyers.org">chris.lecher@fpsflyers.org</a>	\$37,225
Freeman	05	Andrew Havelka	<a href="mailto:andrew.havelka@freemanschools.net">andrew.havelka@freemanschools.net</a>	\$39,075



Fremont	2	Mark Shepard	<a href="mailto:mark.shepard@fpsmail.org">mark.shepard@fpsmail.org</a>		\$39,716
Friend	06	Derek Anderson	<a href="mailto:derek.anderson@friendschool.org">derek.anderson@friendschool.org</a>		\$37,900
Fullerton	07	Jeff Anderson	<a href="mailto:janders@fullerton.esu7.org">janders@fullerton.esu7.org</a>		\$39,100
Garden County	13	Jess Underwood	<a href="mailto:junderwood@gceagles.org">junderwood@gceagles.org</a>	yes	\$37,400
Gering	13	Nicole Regan	<a href="mailto:nregan@geringschools.net">nregan@geringschools.net</a>		\$39,000
Gibbon	10	Vern Fischer	<a href="mailto:vern.fisher@gibbonpublic.org">vern.fisher@gibbonpublic.org</a>		\$39,000
Giltner	09	Nick Mumm	<a href="mailto:nmumm@giltnerschool.us">nmumm@giltnerschool.us</a>		\$38,605
Gordon-Rushville	13	Nathan Livingstone	<a href="mailto:nathan.livingston@grmustangs.org">nathan.livingston@grmustangs.org</a>		\$39,000
Gothenburg	10	Allison Jonas	<a href="mailto:allison.jonas@goswed.es.org">allison.jonas@goswed.es.org</a>		\$38,300
Grand Island	10	Tawana Grover	<a href="mailto:tgrover@gips.org">tgrover@gips.org</a>		\$38,446.92
Grand Island North	10	Jeff Edwards	<a href="mailto:jedwards@ginorthwest.org">jedwards@ginorthwest.org</a>		\$37,050
Gretna	03	Rich Beran	<a href="mailto:rberan@gpsne.org">rberan@gpsne.org</a>		\$39,250
Hampton	09	Holly Herzberg	<a href="mailto:hherzberg@hamptonhawks.us">hherzberg@hamptonhawks.us</a>		\$39,000
Hartington-Newcastle	01	A.J. Johnson	<a href="mailto:adrian@hnsccats.org">adrian@hnsccats.org</a>		\$38,900
Harvard	09	Michael Derr	<a href="mailto:mderr@harvardcardinals.org">mderr@harvardcardinals.org</a>		\$38,650
Hastings	09	Jeff Schneider	<a href="mailto:jeff.schneider@hpstigers.org">jeff.schneider@hpstigers.org</a>		\$36,850
Hay Springs	13	George Clear	<a href="mailto:george.clear@hshawks.com">george.clear@hshawks.com</a>		\$38,400
Hayes Center	15	Tony Primavera	<a href="mailto:tprimavera@hccardinals.org">tprimavera@hccardinals.org</a>		\$37,672
Heartland	06	Jeremy Klein	<a href="mailto:jklein@heartlandschools.net">jklein@heartlandschools.net</a>		\$40,010
Hemingford	13	Travis Miller	<a href="mailto:tmiller@gubn.org">tmiller@gubn.org</a>		\$37,000
Hershey	16	Jane Davis	<a href="mailto:jane.davis@hpspanthers.org">jane.davis@hpspanthers.org</a>		\$36,300
High Plains	07	Kim Beran	<a href="mailto:kberan@hpcstorm.org">kberan@hpcstorm.org</a>		\$39,370
Hitchcock County	15	Robert Sattler	<a href="mailto:rsattler@hcfalcons.org">rsattler@hcfalcons.org</a>		\$37,600
Holdrege	11	Todd Hilyard	<a href="mailto:todd.hilyard@dusters.org">todd.hilyard@dusters.org</a>		\$38,450
Homer	01	Gregg Cruickshank	<a href="mailto:greggcruickshank@homerknights.org">greggcruickshank@homerknights.org</a>		\$43,900
Howells-Dodge County	07	Mark Ernst	<a href="mailto:mernst@hdcjags.org">mernst@hdcjags.org</a>		
Humboldt-Table Rock	04	George Griffith	<a href="mailto:georgegriffith@htrstitans.org">georgegriffith@htrstitans.org</a>		\$39,200
Humphrey Public	07	Brice King	<a href="mailto:briceking@humphrey.esu7.org">briceking@humphrey.esu7.org</a>		\$38,875
Hyannis Dist 11	16	Travis Hawk	<a href="mailto:travishawk@hyannislonghorns.org">travishawk@hyannislonghorns.org</a>		\$37,500
Isantee	01	Dave Mroczek	<a href="mailto:dmroczek@santeeschools.org">dmroczek@santeeschools.org</a>		\$41,520
Johnson County Central	04	Jon Rother	<a href="mailto:jon.rother@jccentral.org">jon.rother@jccentral.org</a>		\$39,400
Johnson-Brock	04	Jeff Koehler	<a href="mailto:jeff.koehler@johnsonbrock.org">jeff.koehler@johnsonbrock.org</a>		\$39,750
Kearney	10	Jason Mundorf	<a href="mailto:jmundorf@kearneycats.com">jmundorf@kearneycats.com</a>		\$39,300
Kenesaw	09	Rick Masters	<a href="mailto:rmasters@kenesawschools.org">rmasters@kenesawschools.org</a>		\$38,200
Keya Paha	17	Jamie Isom	<a href="mailto:jisom@kpschools.org">jisom@kpschools.org</a>		\$38,000
Kimball	13	Trevor Anderson	<a href="mailto:tanderson@kpslonghorns.org">tanderson@kpslonghorns.org</a>		\$37,600
Lakeview	07	Jason Cline	<a href="mailto:jcline@lakeview.esu7.org">jcline@lakeview.esu7.org</a>		\$36,825
Laurel-Concord	01	Jeremy Christian	<a href="mailto:jeremy.christiansen@lccschool.org">jeremy.christiansen@lccschool.org</a>		\$38,300
Leigh	07	Cole Fischer	<a href="mailto:cfischer@leigh.esu7.org">cfischer@leigh.esu7.org</a>		\$38,775
Lewiston	04	Rick Kentfield	<a href="mailto:rkentfield@lewistonschool.net">rkentfield@lewistonschool.net</a>		\$39,150
Lexington	10	John Hakonson	<a href="mailto:john.hakonson@lexschools.org">john.hakonson@lexschools.org</a>		\$38,525
Leyton	13	Matt McLaughlin	<a href="mailto:matt.mclaughlin@leytonwarriors.org">matt.mclaughlin@leytonwarriors.org</a>		\$36,000
Lincoln Public Schools		Paul Gausman	<a href="mailto:pkausman@lps.org">pkausman@lps.org</a>		\$47,376
Litchfield	10	Wade Finley	<a href="mailto:wade.finley@litchfieldps.org">wade.finley@litchfieldps.org</a>		
Logan View	02	Craig Taylor	<a href="mailto:ctaylor@loganview.org">ctaylor@loganview.org</a>		\$36,893
Loomis	11	Sam Dunn	<a href="mailto:sam.dunn@loomiswolves.org">sam.dunn@loomiswolves.org</a>		\$37,850
Louisville	03	Kolin Haecker	<a href="mailto:khaecker@lpslions.org">khaecker@lpslions.org</a>		\$39,900
Loup City	10	Dean Tickle	<a href="mailto:dean.tickle@lcpubli.org">dean.tickle@lcpubli.org</a>		\$38,050
Loup County	10	Rod Richardson	<a href="mailto:rrichardson@loupcountyschools.org">rrichardson@loupcountyschools.org</a>		
Lyons-Decatur	02	Lindsey Beaudette	<a href="mailto:lbeaudette@lyonsdecaturschools.org">lbeaudette@lyonsdecaturschools.org</a>		\$37,450
Madison	08	Alan Ehlers	<a href="mailto:aehlers@esu8.org">aehlers@esu8.org</a>		\$38,600
Malcolm	06	Ryan Terwilliger	<a href="mailto:ryan.terwilliger@mps148.org">ryan.terwilliger@mps148.org</a>		\$40,800
Maxwell	16	Danny McMurtry	<a href="mailto:dmcumrtry@maxwellschools.org">dmcumrtry@maxwellschools.org</a>		\$36,665
Maywood School	15	Mark Bejot	<a href="mailto:mark.bejot@maywoodtigers.org">mark.bejot@maywoodtigers.org</a>		\$37,300

McCook	15	Grant Norgaard	<a href="mailto:gnorgaard@mccookbison.org">gnorgaard@mccookbison.org</a>	\$39,300
McCool Jct.	06	Dade McDonald	<a href="mailto:dade.mcdonald@mcjmustangs.org">dade.mcdonald@mcjmustangs.org</a>	
McPherson County	16	Timothy Vanderh	<a href="mailto:tvanderheiden@mcstryon.org">tvanderheiden@mcstryon.org</a>	\$37,688.70
Mead	02	PJ Quinn	<a href="mailto:pquinn@esu2.org">pquinn@esu2.org</a>	\$39,000
Medicine Valley	15	Scott Trimble	<a href="mailto:strimble@medvalley.org">strimble@medvalley.org</a>	\$36,750
Meridian	05	Randall Kort	<a href="mailto:rkort@meridianmustangs.org">rkort@meridianmustangs.org</a>	\$39,050
Milford	06	Kevin Wingard	<a href="mailto:kevin.wingard@milfordpublicschools.org">kevin.wingard@milfordpublicschools.org</a>	\$39,135
Millard	03	John Schwartz	<a href="mailto:jschwartz@mpsomaha.org">jschwartz@mpsomaha.org</a>	
Minatare	13	Rocky Robbins	<a href="mailto:rocky.robbins@minatareschools.org">rocky.robbins@minatareschools.org</a>	\$36,000
Minden	11	James Widdifield	<a href="mailto:james.widdifield@mindenwhippets.org">james.widdifield@mindenwhippets.org</a>	\$39,550
Mitchell	13	Kathy Urbanek	<a href="mailto:kurbanek@mitchelltigers.org">kurbanek@mitchelltigers.org</a>	yes \$38,000
Morrill	13	Barry Schaeffer	<a href="mailto:barry.schaeffer@mpslions.org">barry.schaeffer@mpslions.org</a>	\$37,250
Mullen	16	Chris Kuncl	<a href="mailto:chris.kuncl@mullenpublicschools.org">chris.kuncl@mullenpublicschools.org</a>	\$37,800
Nebraska City	04	Mark Fritch	<a href="mailto:mfritch@nebcityps.org">mfritch@nebcityps.org</a>	
Neligh-Oakdale	08	Ron Beacom	<a href="mailto:rbeacom@nowarriors.org">rbeacom@nowarriors.org</a>	\$38,040
Newman Grove	08	Josh Warren	<a href="mailto:josh.warren@ngpublicschools.com">josh.warren@ngpublicschools.com</a>	\$39,150
Niobrara	01	Margaret Sandoz	<a href="mailto:msandoz@niobraraschools.org">msandoz@niobraraschools.org</a>	\$38,600
Norfolk	08	Jami Jo Thompsc	<a href="mailto:JamiJoThompson@npsne.org">JamiJoThompson@npsne.org</a>	\$38,657
Norris	06	Brian Mauschmai	<a href="mailto:brian.mauschmann@nsdtitans.org">brian.mauschmann@nsdtitans.org</a>	\$39,350
North Bend Central	02	Patrick Ningen	<a href="mailto:pningen@nbtigers.org">pningen@nbtigers.org</a>	\$37,725
North Platte	16	Todd Rhodes	<a href="mailto:trhodes@nppsd.org">trhodes@nppsd.org</a>	\$40,000
O'Neill	08	Mike Rotherham	<a href="mailto:mikerotherham@oneillschools.org">mikerotherham@oneillschools.org</a>	\$38,000
Oakland-Craig	02	Jess Bland	<a href="mailto:jessbland@ocknights.org">jessbland@ocknights.org</a>	\$37,615
Ogallala	16	Gene Russel	<a href="mailto:generussel@opsd.org">generussel@opsd.org</a>	\$38,525
Omaha Public Schools		Cheryl Logan	<a href="mailto:eLoganC169@ops.org">eLoganC169@ops.org</a>	
Ord	10	Heather Nebesni	<a href="mailto:hnebesniak@ordps.org">hnebesniak@ordps.org</a>	\$38,200
Osceola	07	Jason Lavaley	<a href="mailto:jlavaley@osceola.esu7.org">jlavaley@osceola.esu7.org</a>	\$38,700
Osmond	08	Steven "Skip" Br	<a href="mailto:bremers@oztigers.org">bremers@oztigers.org</a>	\$38,300
Overton	10	Mark Aten	<a href="mailto:mark.aten@overtoneagles.org">mark.aten@overtoneagles.org</a>	
Palmer	07	Joel Bohlken	<a href="mailto:jbohlken@palmer.esu7.org">jbohlken@palmer.esu7.org</a>	\$39,552
Palmyra	04	Mike Hart	<a href="mailto:hart.mic@districtor1.net">hart.mic@districtor1.net</a>	\$41,050
Papillion-La Vista	03	Andrew Rikli	<a href="mailto:andrew.rikli@plcschools.org">andrew.rikli@plcschools.org</a>	\$39,400
Pawnee City	04	Brian Rottinghau	<a href="mailto:brottinghaus@pawneecityschool.net">brottinghaus@pawneecityschool.net</a>	\$39,500
Paxton	16	Del Dack	<a href="mailto:del.dack@paxtonschools.org">del.dack@paxtonschools.org</a>	\$37,600
Pender	01	Jason Dolliver	<a href="mailto:jadolli1@penderschools.org">jadolli1@penderschools.org</a>	\$37,000
Perkins County Sch	16	Phillip Picquet	<a href="mailto:phillip.picquet@perkinscountyschools.org">phillip.picquet@perkinscountyschools.org</a>	\$36,800
Pierce Public	08	Kendall Steffense	<a href="mailto:kendallsteffensen@piercebluejays.org">kendallsteffensen@piercebluejays.org</a>	\$39,300
Plainview	08	Darron Arlt	<a href="mailto:darlt@plainviewschools.org">darlt@plainviewschools.org</a>	\$38,800
Plattsmouth	03	Rich Hasty	<a href="mailto:rhasty@pcsd.org">rhasty@pcsd.org</a>	\$36,100
Pleasanton	10	Nathan Lightle	<a href="mailto:nlightle@pleasantonbulldogs.org">nlightle@pleasantonbulldogs.org</a>	\$38,200
Ponca	01	Brenda Calahan	<a href="mailto:brendancalahan@poncaschool.org">brendancalahan@poncaschool.org</a>	\$38,800
Potter-Dix	13	Chris Arent	<a href="mailto:chris.arent@pdcoyotes.org">chris.arent@pdcoyotes.org</a>	\$37,200
Ralston	03	Mark Adler	<a href="mailto:mark_adler@ralstonschools.org">mark_adler@ralstonschools.org</a>	\$38,475
Randolph	01	Daryl Schrunk	<a href="mailto:daryl.schrunk@rcards.org">daryl.schrunk@rcards.org</a>	yes \$38,500
Ravenna	10	Ken Schroeder	<a href="mailto:ken.schroeder@ravennabluejays.org">ken.schroeder@ravennabluejays.org</a>	\$36,500
Raymond Central	02	Lynn Johnson	<a href="mailto:lynn.johnson@rcentral.org">lynn.johnson@rcentral.org</a>	\$40,000
Red Cloud	09	Brian Hof	<a href="mailto:bhof@redcloudschool.us">bhof@redcloudschool.us</a>	\$37,931
Riverside (CdrRap/	10	Stephanie Kaczor	<a href="mailto:stephanie.kaczor@riversideps.org">stephanie.kaczor@riversideps.org</a>	\$37,650
Rock County	17	Mark Otten	<a href="mailto:motten@rockcountyschools.org">motten@rockcountyschools.org</a>	\$38,000
Sandhills	10	JD Furrow	<a href="mailto:jd.furrow@sandhillsknights.org">jd.furrow@sandhillsknights.org</a>	\$37,955
Sargent	10	Rod Richardson	<a href="mailto:rod.richardson@sargentpublicschools.org">rod.richardson@sargentpublicschools.org</a>	
Schuyler	07	Dan Hoelsing	<a href="mailto:dan.hoelsing@schuylercommunityschools.org">dan.hoelsing@schuylercommunityschools.org</a>	\$38,100
Scottsbluff	13	Andrew dick	<a href="mailto:adick@sbps.net">adick@sbps.net</a>	\$39,000
Scribner-Snyder	02	Joe Peitzmeier	<a href="mailto:jpeitz@sstrojans.org">jpeitz@sstrojans.org</a>	\$40,000

Seward	06	Josh Fields	<a href="mailto:josh.fields@sewardschools.org">josh.fields@sewardschools.org</a>		\$36,650
Shelby-Rising City	07	Tucker Tejkl	<a href="mailto:ttejkl@shelby.esu7.org">ttejkl@shelby.esu7.org</a>		\$38,300
Shelton	10	Shanna Gannon	<a href="mailto:sgannon@sheltonbulldogs.org">sgannon@sheltonbulldogs.org</a>		\$35,675
Shickley	06	Stan Essink	<a href="mailto:stan.essink@longhornpower.org">stan.essink@longhornpower.org</a>		\$39,275
Sidney	13	Jay Ehler	<a href="mailto:jay.ehler@raidermail.org">jay.ehler@raidermail.org</a>		\$38,050
Silver Lake Public	09	Terry Bauer	<a href="mailto:terrybauer@silverlakemustangs.org">terrybauer@silverlakemustangs.org</a>		
Sioux County	13	Brett Gies	<a href="mailto:bgies@siouxcountyschools.org">bgies@siouxcountyschools.org</a>		\$41,500
South Central USD	09	Stephen Grizzle	<a href="mailto:sgrizzle@southcentralusd.us">sgrizzle@southcentralusd.us</a>		\$38,200
South Platte	16	David Spencer	<a href="mailto:dspencer@southplatteschools.com">dspencer@southplatteschools.com</a>		
South Sioux City	01	Todd Strom	<a href="mailto:todd.strom@ssccardinals.org">todd.strom@ssccardinals.org</a>		\$39,825
Southern (Wymore)	05	Chris Prosocki	<a href="mailto:cprosocki@southernschools.org">cprosocki@southernschools.org</a>		\$38,500
Southern Valley	11	Bryce Jorgenson	<a href="mailto:bryce.jorgenson@sveagles.org">bryce.jorgenson@sveagles.org</a>		\$37,250
Southwest	15	Drew Billeter	<a href="mailto:drew.billeter@swpschools.org">drew.billeter@swpschools.org</a>		\$37,925
Springfield-Platteville	03	Ryan Saunders	<a href="mailto:rsaunders@spscne.org">rsaunders@spscne.org</a>		\$37,325
St. Edward	07	Stephen Osborn	<a href="mailto:sosborn@sted.esu7.org">sosborn@sted.esu7.org</a>		\$38,350
St. Paul	10	Adam Patrick	<a href="mailto:adam.patrick@spwildcat.org">adam.patrick@spwildcat.org</a>		\$38,200
Stanton Community	08	Darren Soucie	<a href="mailto:dsoucie@esu8.org">dsoucie@esu8.org</a>		\$38,050
Stapleton	16	Brian Redinger	<a href="mailto:brian.redinger@stapletonschools.org">brian.redinger@stapletonschools.org</a>		\$38,000
Sterling	04	Adrian Allen	<a href="mailto:aallen@sterlingpublicschools.com">aallen@sterlingpublicschools.com</a>		\$39,750
Stuart	08	Robert Hanzlik	<a href="mailto:rhanzlik@esu8.org">rhanzlik@esu8.org</a>		\$37,750
Summerland (Clear)	08	Kyle Finkey	<a href="mailto:kylefinke@summerlandbobcats.org">kylefinke@summerlandbobcats.org</a>		\$38,250
Sumner-Eddyville-N	10	Kevin Finkey	<a href="mailto:kfinkey@semmustangs.org">kfinkey@semmustangs.org</a>		\$37,000
Superior	09	John Wetzal	<a href="mailto:jwhetzal@superiorwildcats.org">jwhetzal@superiorwildcats.org</a>		\$38,000
Sutherland	16	Steve Bristol	<a href="mailto:steve.bristol@spssailors.org">steve.bristol@spssailors.org</a>		\$35,200
Sutton	09	Dana Wiseman	<a href="mailto:dwiseman@spsne.org">dwiseman@spsne.org</a>		\$38,875
Syracuse-Dunbar-A	04	David Kraus	<a href="mailto:dkraus@sdarockets.org">dkraus@sdarockets.org</a>		\$39,000
Tekamah-Herman	02	Brad Kjar	<a href="mailto:bkjar@thtigers.org">bkjar@thtigers.org</a>		\$37,500
Thayer Central	05	Eric Miller	<a href="mailto:eric.miller@thayercentral.net">eric.miller@thayercentral.net</a>		\$37,880
Theford	16	Blake Dahlberg	<a href="mailto:blake.dahlberg@thedfordschools.org">blake.dahlberg@thedfordschools.org</a>		\$37,260
Tri County	05	Tiffanie Welte	<a href="mailto:tiffanie.welte@tricityschools.org">tiffanie.welte@tricityschools.org</a>		\$38,250
Twin River	07	Jason Schapman	<a href="mailto:jschapmann@twinriver.esu7.org">jschapmann@twinriver.esu7.org</a>		\$39,200
Umo N Ho N Nation	01	Stacie Hardy	<a href="mailto:shardy@unpsk-12.org">shardy@unpsk-12.org</a>		\$45,732
Valentine Communi	17	Mike Halley	<a href="mailto:mhalley@vcsbadger.net">mhalley@vcsbadger.net</a>	yes	\$39,100
Verdigre Public Schools		Chuck Kucera	<a href="mailto:chuckkucera@verdigrepublicschoc">chuckkucera@verdigrepublicschoc</a>	yes	\$37,050
Wahoo	02	Brandon Lavaley	<a href="mailto:blavaley@wahoowarriors.org">blavaley@wahoowarriors.org</a>		\$38,150
Wakefield	01	Matt Farup	<a href="mailto:mfarup@wakefieldschools.org">mfarup@wakefieldschools.org</a>		\$39,990
Wallace	16	Joel Ferguson	<a href="mailto:jferguson@whscats.org">jferguson@whscats.org</a>		\$38,200
Walthill	01	Kirk Ahrends	<a href="mailto:kahrends@walthillschool.org">kahrends@walthillschool.org</a>		
Wauneta-Palisade	15	Randy Geier	<a href="mailto:rgeier@wpbrncos.org/rgeier724@gmail.com">rgeier@wpbrncos.org/rgeier724@gmail.com</a>		\$37,350
Wausa	01	Brad Hoelsing	<a href="mailto:bradhoelsing@wausaschools.org">bradhoelsing@wausaschools.org</a>		\$38,400
Waverly	06	Cory Worrell	<a href="mailto:cory.worrell@district145.org">cory.worrell@district145.org</a>		\$38,600
Wayne	01	Mark Lenihan	<a href="mailto:malenih1@waynebluedevils.org">malenih1@waynebluedevils.org</a>		\$38,800
Weeping Water	03	Kevin Reiman	<a href="mailto:kreiman@weepingwaterps.org">kreiman@weepingwaterps.org</a>		\$38,400
West Holt	08	Paul Pistulka	<a href="mailto:paupistulka@westholt.org">paupistulka@westholt.org</a>		\$38,000
West Point-Beemer	02	DJ Weddle	<a href="mailto:dweddle@wpcadets.org">dweddle@wpcadets.org</a>		\$38,200
Westside	03	Lucas Mike	<a href="mailto:lucas.mike@westside66.net">lucas.mike@westside66.net</a>		\$41,050
Wheeler Central	08	Dan Kluver	<a href="mailto:dkluver@wbrncs.org">dkluver@wbrncs.org</a>		\$37,200
Wilber-Clatonia	06	Ray Collins	<a href="mailto:ray.collins@wilberclatonia.org">ray.collins@wilberclatonia.org</a>		\$39,000
Wilcox-Hildreth	11	Justin Patterson	<a href="mailto:justin.patterson@whfalcons.org">justin.patterson@whfalcons.org</a>		\$38,200
Winnebago	01	Dan Fehringer	<a href="mailto:dfehringer@winnebagok12.org">dfehringer@winnebagok12.org</a>		
Winside	01	Andrw Offner	<a href="mailto:aoffner@winsidewildcats.org">aoffner@winsidewildcats.org</a>		\$38,875
Wisner-Pilger	02	Chad Boyer	<a href="mailto:cboyer@igators.org">cboyer@igators.org</a>	yes	\$38,000
Wood River HS	10	Terry Zessin	<a href="mailto:tzessin@wrrsd.org">tzessin@wrrsd.org</a>		\$38,600
Wynot	01	Paul Hans	<a href="mailto:paul.hans@wynotpublicschools.org">paul.hans@wynotpublicschools.org</a>		\$38,025

York	06	Mitch Bartholomew	<a href="mailto:mitch.bartholomew@yorkdukes.org">mitch.bartholomew@yorkdukes.org</a>	\$36,850
Yutan	02	Rex Pfeil	<a href="mailto:rpfeil@yutanps.org">rpfeil@yutanps.org</a>	\$38,470

**SELECTED STATISTICAL INDICATORS OF REPORTED SETTLEMENTS FOR 2023-24:**

<u>number of districts settled</u>	<b>11</b>	
<u>low</u>		<b>\$35,200</b>
<u>average</u>		<b>\$38,428</b>
<u>median</u>		<b>\$38,250</b>
<u>high</u>		<b>\$47,376</b>
<b><u>midpoint info for negotiations</u></b>		<b>\$38,339</b>

2024-25 base	Increase	Insurance	Dental Plan	Pd. By	% Increase	Schedule VxH
		\$1050/\$3600	PPO 100%ABC	100%	3.34%	4.5 x 4.5
\$39,500	\$700	\$1050/3600	80% A & B, 50% C	100%		4.5 x 4.5
		\$1,050	80% A & B, 50% C	96%	3.94%	4 x 4
		\$1450/\$3500	80% A & B, C	stipend	3.50%	4.5 x 4.5
		\$1050/\$3800	PPO 100% A 75% B 50% C	100%	4.44%	4 x 4.5
		\$1,050	PPO 100%A, 75%B, 50%C	100%		4 x 4.5
		\$1900/\$2800	80% A & B, 50% C	100%		4 x 4
\$39,250	\$750	\$1450/\$3600	100% A, 75% B, 50% C	100%		4 x 5
		\$1050/\$3800	80% A & B, 50% C	100%		4 x 4
		\$1050/\$3600	80% A & B, 50% C	100%		4 x 5
		\$1200/\$3800	100% A, 75% B, 50% C	100%		4 x 5
		\$650/\$3600	80% A & B, 50% C	100%		4 x 5
		\$1200/\$3600	PPO 100% A 75% B 50% C	100%		4 x 5
		\$1200/\$3800	100% A, 75% B, 50% C	100%	3.70%	4 x 5
		\$1050/\$3800	80% A & B, 50% C	100%		4 x 5
		\$1,050	100% A, 75% B, 50% C	100%		5 x 5
		\$1050/\$3800	100% A 75% B 50% C	100%		4 x 4.5
\$40,450	\$1,050	\$900/\$3500	PPO 80%A&B 50%C	100%	5.35%	4 x 4
		\$650/\$3600	PPO 80%A&B 50%C	100%		4.5 x 4.5
\$38,700	\$500	\$1,050	PPO 100% A 75% B 50% C	100%		4 x 5
\$39,000	\$750	\$1,900	80% A & B, 50% C	100%		4.5 X 4.5
		\$1200/\$3800	80% A & B, 50% C	100%		5 x 4
		\$650/\$3500	ABC, 50% D	85%		
		\$1200/\$3800	100% ABC	100%	4.85%	4 x 5
		\$1,050	PPO 100%, 75% B, 50%C	100%		4 x 4
		\$1450/\$3800	80% A & B, 50% C	100%		4 x 5
		\$1,450	100% A, 75% B, 50% C	100%		4 x 4
		\$1050/\$3500		100%	3.75%	4 x 4
		\$1050/\$3800	100% A, 75% B, 50% C	100%		4 x 4.5
		\$1050/\$4000	100% A, 75% B, 50% C	100%		4.25 x 4.25
		\$1,900	100% ABC	100%		4 x 4
		\$1050/\$2500	100% A, 75% B, 50% C fringe \$16,080			4.5 x 4.5
		\$1,050.00	ABC, 50% D	100%		4.5 x 4.5
		\$1050/\$3500	80%ABC	100%		4 x 4.5
		\$1,050	100% A 80% B 50% C	100%		4x5
		\$1050/\$3500	80% A & B, 50% C	100%		4 x 5
		\$1050/\$3500	80% A & B, 50% C	100%		4 x 4
		\$1200/\$3800	1000% A, 75% B, 50%C	100%		4 x 4
		\$1,200	PPO 80%A&B 50%C	100%		4 x 5
		\$1200/\$3500	PPO 80%A&B 50%C	100%	4.05%	4 X 5
		\$850	80% A & B, 50% C	100%		4 x 5
		\$1,200	100% A, 75% B, 50% C	100%		4 x 5
		\$1150/\$3500	PPO 80%A&B 50%C	100%		4.5 x 4.5
		\$900	80% A & B, 50% C	100%		4 x 4



\$1,450	PPO 80%A&B 50%C	100%		4.5 x 4.5
\$1,450		100%	3.80%	4 x 4
\$1,050	80% A & B, 50% C	100%	2.10%	4 x 5
\$1200/\$3800	PPO 100% A 75% B 50% C	\$1,000/mo		4.7 x 5
\$1050/\$3600	80% A & B, 50% C	100%		4 x 4
\$1450/\$3500	PPO 80%A&B 50%C	100%		4.75 x 4.25
\$650		stipend		4.5 x 4.5
\$1900/\$3500	80% A & B, 50% C	100%	3.56%	4.75 x 4.75
\$1,050	80% A & B, 50% C	100%		4.5 x 4.5
\$1200/\$3600	100% A, 75% B, 50% C	100%	5.17%	4.5 x 4.5
\$1200/\$3800	80% A & B, 50% C	100%		4 x 4
\$1050/\$3800	100% A, 75% B, 50% C	100%	5.00%	4 x 5
\$1050/\$3800	PO 100% A, 75% B, 50%	100%	3.89%	4 x 5
\$1050/\$3800	PPO 100%, 75%B 50%C	100%		4.5 x 4
\$900	PPO 80%A&B 50%C	100%		4 X 4
\$1050/\$3800	PO 100% A, 75% B, 50%	100%	4.50%	4 x 5
\$1050/\$3800	PPO 100% A 75% B 50% C	100%	3.99%	4 x 4.5
\$1050/\$3800	PPO 100% , 75% B, 50%C	\$955/mo.		4 x 4
\$1050/\$3600	80% A & B, 50% C	100%		4 x 4
\$1050/\$3600	80% A & B, 50% C	100%		4 x 4.5
\$1050/3600	100% A 75% B, 50% C	100%		4 x 5
\$1,050	80% A & B, 50% C	100%		4 x 4.5
\$1,200	100% A/75% B/50% C	100%		
\$1050/\$3800	100% A, 75% B, 50% C	100%		4 x 4.75
\$1050/\$3500		100%		4 x 4
\$1,050	100% A, 75% B, 50% C	100%		4 x 4
\$1050/\$3800	100% ABC	100%		4 x 4.5
\$1,050	PPO 80%A&B 50%C	100%	3.60%	4 x 4
\$150/\$2500	80% A&B, 50% C	see rpt.		
\$1,050	80% A & B, 50% C	100%		4.5 x 4.5
\$1,200	100% A 75% B 50% C	100%	4.50%	5 x 5
\$1,200	PPO 80%A&B 50%C	100%	2.50%	4 x 4
\$1050/\$2500	PPO 100% A 75% B 50% C	\$1300/mo.		4 x 5
\$850	PPO 100% A, 75% B, 50%	100%	4.00%	4 x 4
\$1050/\$3800	100% A/75% B/50% C	see rpt		4 x 5
\$850/\$3600	80% A & B, 50% C	1,100/mo		4 x 5
\$1200/\$3600	PPO 100%A 75%B 50%C	100%		4 x 4.5
\$1050/\$3800	80%A&B,50%C, 75% of Fami	100%	4.18%	4.75 x 4
	no insurance, flat salary	100%		4 x 4
\$1050/\$3800	100% A, 75% B, 50% C	60%		4.25 x 4.25
\$650		100%		
\$1050/\$3600	100% A 75% B 50% C	100%		5 x 4
\$650/\$3600	100% A, 75% B, 50% C	100%		4 x 4
\$1,050		100%		4 x 4.25
\$1200/\$3800	80% A & B, 50% C	100%		4 x 4
	80% A&B	100%		4 x 5
\$1050/\$3600	80% A&B 50%C	100%	4.25%	4 x 5
\$650/\$3800	100% A, 75% B and 50%	100%		4 x 4
\$1,200	80% A & B, 50% C	100%		4 x 5
\$1050/\$3500	80% A & B, 50% C	100%		4 x 5
\$1200/\$3600	80% A & B, 50% C	100%		4 x 4

\$37,900

\$500

\$1050/\$3500		stipend	3.75%	4.5 x 5
\$1200/\$3800	80% A & B, 50% C	100%		4.5 x 4
\$1050/\$3500	PPO 80%A&B 50%C	100%	4.68%	4 x 5
\$600/\$3500	100% A, 75%B, 50% C	CIL		4.5 x 4.5
\$1050/\$3800	100% A, 75% B, 50% C	50%		4.5 x 4.5
\$1900/3800	100% A 75%B 50%C	100%		4 x 5
\$1200/\$3800	100% A, 75% B, 50% C	100%		4 x 4.5
\$1050/\$3800	100% A, 75% B, 50% C	stipend		4.5 x 4.5
\$1050/\$3600	80% A & B, 50% C	100%	4.54%	4 x 5
\$1900/\$3800	100% A, 75% B, 50% C	100%EHED		Steps1-3(4x5)Steps4-
\$1200/\$3600	80% A & B, 50% C	100%	3.79%	4 x 5
\$1200/\$3800	80% A & B, 50% C	100%		4 X 4
\$1200/\$3800	80% A & B, 50% C	100%	5.00%	4 x 4
\$1450/\$2500		cafe plan		4 x 4
\$850		100%	5.85%	4 x 4
\$1050/3500	PPO 100% A, B, & C	95%	3.25%	4.5 x 4.5
\$1200/\$3800	80% A & B, 50% C	100%		4.5 x 4.5
\$850/\$3600	80% A & B, 50% C	100%		4 x 4.5
\$1050/\$3800	100% A, 80% B & C, 50% I	100%		4 x 4
\$850	100% ABC	100%		4.5 x 4.5
\$1050/\$3500	80%AB	100%		5 x 4
\$1050/\$3500	100%A, 75%B, 50%C	100%		4 x 4.5
1050/\$3500	PPO 80%A&B 50%C	100%		4 x 4
\$1050/\$3800	100% A, 75%B, 50%C	100%	5.77%	4.5 x 4.5
\$1050/3500	80% A & B, 50% C	EE only		4 x 4
\$1050/\$2500	n/a	stipend		4 x 4
\$1200/\$3600	PO-100% A, 75% B, 50%	100%		4 x 4
\$1,050	100%A 75%B 50%C	100%	4.89%	4 x 4
\$900	80% A & B, 50% C	100%		4 x 4
\$650	PPO 100% A,B,C	100%	4.59%	4 x 4
\$1900/\$3600	100% ABC	100%		4 x 5
\$900		100%		4 x 4
\$1050/\$2500	10.83 (family) \$237.50 (sir	\$250/mo	5.81%	4.5 x 4.5
\$1,050		100%		4 x 4.5
\$1050/\$3800	100% A, 80% B & C, 50% I	100%		4.25 x 4.25
\$1050/\$3800	100%A 75%B 50%C	100%		4 x 5
\$1050/\$3800	80% A & B, 50% C	100%	3.70%	4 x 5
\$1450/3600	PPO 100% A, 75% B 50%C	100%	4.84%	4 x 5
\$1,050	PPO 80%A&B 50%C	100%		4 x 4
\$1,200	80% A & B, 50% C	100%		4 x 4
\$1200/\$3800	100% A, 75% B, 50% C	100%		4 x 5
\$1050/\$3800	100% A, 75% B, & 50% C	100%		4.5 x 4.5
\$1200/\$3800	80% A & B, 50% C	90%		
\$1050/3600	80% A & B, 50% C	100%		4 x 5
\$1200/\$3600		100%		4 x 5
\$1050/\$3600	100%A, 75%B, 50%C	100%	4.52%	4 x 4
\$650	80% A & B, 50% C	see report	2.10%	5 x 3
\$1,450	100%A 80%B 70%C	100%		4 x 5
\$1050/\$3600	80% A & B, 50% C	100%		4 x 5
\$1050/\$3800	80% A & B, 50% C	100%		4 x 5
\$1200/\$3800	PPO 80%A&B 50%C	100%		4 x 5
\$1050/2500	PPO 80%A&B 50%C	cash-in-lieu		4 x 4
\$1,450	80% A & B, 50% C			4 x 4
\$1,050	PO- 100% A, 75% B, 50%	100%	6.34%	4.5 x 4.5

		\$1050/\$3500	PPO 80%A&B 50%C	100%		4.5x4.5/4.9
		\$1050/\$3800	100%A, 80%B, 80%C, 50%	100%		4 x 4.5
		\$1,900	100%A, 75%B, 50%C	100%		4 x 5
		\$1,050	80% A & B, 50% C	100%		4 x 4
		\$650	80% A & B, 50% C	100%		4 .5x 4
		\$1050/\$3500	PPO 80%A&B 50%C	100%		4 x 4.5
		\$1200/\$3800	100% A, 75% B, 50% C	see rpt		4 x 5
		\$1050/\$3700		100%		n/a
		\$650	80% A&B	100%		4 x 5
		\$1200/\$3500	PPO 100% A 75% B 50% C	100%	5.40%	4 x 5
\$38,700	\$700			flat salary		4.5 x 4.5
		\$1050/\$3600		see rpt		4.25 x 4.5
		\$850/\$3600	80% A & B, 50% C	100%		4 x 5
		\$1200/\$3800	80% A&B, 50% C	100%		4 x 5
		\$1050/\$3600	100% A, 75% B, 50%C	100%		4 x 4.5
		\$1,450	80% A&B, 50% C	100%		4 x 5
		\$1050/\$3800	PPO - 100% A, 75% B, 50%	100%		4 x 4
		\$1050/\$3800	80% A & B, 50% C	100%	4.47%	4.5 x 4.5
		\$1200/\$3600	100% A & 75% B, 50% C	100%	4.54%	4 x 5
		\$1,050	PPO 100%A, 75% B 50%C	100%		4 x 5 mod.
		\$650/\$2500	PPO 80% A & B 50%C			5 x 4
		\$1450/\$3800	100%A 75%B 50%C	100%		4.5 x 4.5
		\$600	80% A & B, 50% C	100%	3.10%	4 x 5
		\$1050/\$3800	PPO- 80% A & B, 50% C	100%	5.31%	5 x 4
		\$1,200	80% A&B, 50% C	see rpt.		
		\$1050/\$3800	PPO 100% A,B,C	100%		5 x 4
		\$1200/\$3800	PPO 100%, 75% B, 50%C	100%		4 x 4.5
		\$1,050	PPO - 100% A, 75% B, 50%	100%	3.90%	4 x 4
		\$1200/\$3800	80% A & B, 50% C	100%		4.0 x 4.5
		\$650	80% A & B, 50% C	#VALUE!		4 x 4.5
		\$1050/\$4000	PPO 80%A&B 50%C	100%		4 x 4
		\$1900/\$3600	100% A, 75% B, 50% C	100%		4.5 x 4
		\$1,200	100%A 75%B 50%C	100%	3.95%	4 x 4
		\$1050/\$3800	PPO- 100% A,B,C	100%		4.25x4.25
		\$1050/\$3500	PPO 100% A,B,C	100%	4.28%	4 x 5
		\$1050/\$3800	100%A 80%BC 50%D	100%		4 x 4
		\$1900/\$3800		100%		5 x 4
		\$1,050	80% A & B, 50% C	100%		4.25 x 4.25
		\$1050/\$3800	100% A, 75% B, 50% C	100%		4 x 5 mod.
		\$1050/\$3800	100%A, 75%B, 50%C	100%		4 x 4.5
		\$1200/\$3800	PPO 100%A 75%B 50%C	see rpt		4 x 4
		\$850	100%A 75%B 50%C	100%		4.5 x 4.5
		\$1050/\$3500	100%A 75%B 50%C	91.25%-96%	4.87%	5 x 4
\$39,100	\$600	\$1,900	PPO 80%A&B 50%C	100%	3.49%	4 x 4
		\$1050/\$3800	100% ABC	100%		4 x 5
		\$1050/\$3600	PPO 80%A&B 50%C	100%		4 x 5
		\$1200/\$3800	PPO 80% AB, 50% C	100%		4 x 4
		\$1,050	80% AB	100%		4 x 4.5
		\$1900/\$3800	100% A, 75% B, 50% C	100%		4.25 x 4.25
		\$1900/\$3800	80% A & B, 50% C	100%		4 x 5
		\$1900/\$3600	100%A 75%B 50%C	100%		4 x 5
		\$1200/\$3600	PPO- 80% A&B, 50% C	100%		4 x 5
		\$1,050	PPO 100%A, 75% B, 50%C	50%		4.5 x 4.5
		\$1,200	80% A & B, 50% C	100%		4 x 5

		\$1050/\$3600	80% A & B, 50% C	100%	3.55%	4 x 5
		\$1200/\$3800	100% A, 75% B, 50% C	100%		4 x 4.5
		\$1050/\$3800	PO 100% A, 75% B, 50%	100%		4 x 5
		\$1050/\$3800	PPO 100%A 75%B 50%C	100%		4 x 4
		\$1,050	80% A & B, 50% C	100%		4.5 x 4.5
		\$1,050	100% A,80% B&C, 50% D	100%		4 x 4
		\$650	PPO 80%A&B 50%C	100%	1.50%	4x4
		\$1050/\$3500	PPO 80%A&B 50%C	100%	4.39%	4 x 5
		\$1050/\$3600	100% A, 75% B 50% C			
		\$1050/\$3600	100% A, 75% B, 50% C	see report	5.64%	4 x 5
		\$1050/\$3800	PPO 100%A 75%B 50%C	100%		4 x 4
		\$1,200	PPO 80%A&B 50%C	100%		4x5
		\$1050/\$3800	PPO 100%, 75%B, 50%C	100%	4.64%	4 x 4
		\$1050/\$3800	100% A, 75% B, 50% C	100%		5 x 3
		\$1050/\$3600	PPO 80%A&B 50%C	100%		4 x 4.5
		\$1,200	PPO 80%A&B 50%C	100%		4 x 5
		\$1050/\$3600	PPO 80%A&B 50%C	100%		4 x 5
		\$1900/3800	PPO 100% A,B,C	100%	6.20%	4 x 5
		\$1050/\$4000	PPO 100%A, 75% B, 50% C	100%		4 x 4
		\$1050/\$3500	PPO 100%A 75%B 50%C	100%	4.38%	4.25 x 4.25
		\$1,050	PPO 100%A 75%B 50%C	100%		4.25 x 4.5
		\$1050/\$3600	100% A, 75% B, 50% C	100%		4.25 x 4.25
		1050/\$3800	100%, 75% B, 50% C	100%		4 x 5
		1050/\$3800	80% ABC, 50% D	100%		compressed
		\$1200/\$3800	100% ABC	100%	4.21%	4 x 5
		\$1200/\$2500	100% ABC			5 x 5
		\$900/\$3500	80% A & B, 50% C	100%		
		\$1450/\$3800	PPO 100A 80B&C 50D	100%		4.5 x 4
		\$1,050	80% A & B, 50% C	100%		4 x 5
		\$1050/\$3800	80% A & B, 50% C	100%	4.15%	4 x 4
		\$1,050	80% A & B, 50% C	100%		4 x 5
		\$650	PPO 80% ABC, 50% D	100%		4 x 4
\$40,100	\$1,000	\$1450/\$3800	PO- 100% A, 75% B, 50%	100%		4.5 x 4.5
\$37,950	\$900	\$1,050	100%A, 80%B, 50%C			4.25x4.5
		\$1900/\$3800	100% A, 75% B, 50% C	100%	4.40%	4 x 5
		\$1050/\$3800	PPO 100% A, 75%B, 50% C	100%		4 x 4
		\$1050/\$3600	PPO 100%A 75%B 50%C	100%		4 x 4
		\$650	80% A & B, 50% C	100%		4 x 4
		\$650/\$3800	80% A & B, 50% C	100%		4 x 5
		\$1,450		100%		4 x 4.25
		\$1050/\$3800	80% A & B, 50% C	100%		4 x 5
		\$1900/\$3800		see rpt	2.84%	4 x 5
		1200/\$3800	100% A, 75% B, 50% C	100%		4 x 4
		\$1,050		100%	3.80%	4.25x4.5
		\$900	80% A & B, 50% C	100%		4 x 5
			80% AB 50%C	100%		N/A
		\$1050/\$3500	PPO 100%A 75%B 50%C	100%		4.5 x 4.5
		\$1200/3600	PPO 100%A 80%B 50%C	100%		4x4.5
		\$1,050	PPO 80%A&B 50%C	100%	4.74%	4 x 4
		\$650	80% A & B, 50% C	100%		4 x 4.5
		\$1,050	PPO 80%A&B 50%C	100%		4 x 4
\$38,600	\$600	\$1050/\$3500	PPO 80%A&B 50%C	100%	4.60%	4 x 5
		\$1,200	PO 100% A, 75% B, 50%	100%		4 x 5
		\$1050/\$3800	100% A. 75% B, 50% C	100%		4 x 5

		100%	5 x 4
\$1200/3600	100% A, 75% B, 50% C	100%	4 x 4

**\$37,900**  
**\$39,023**  
**\$39,000**  
**\$40,450**

**\$39,011**



Contract

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Worksheet to Calculate Total Compensation  
and Total Package Increase

Line #		2019-20	2020-21	2021-22						
1	cost of certified staff									
2	cost of health/dental/life insurance and/or									
3	cost of cash in lieu of insurance									
4	cost of retirement	\$0	\$0	\$0						
5	cost of Social Security (FICA)	\$0	\$0	\$0						
6	total compensation =	\$0	\$0	\$0						
7	\$ difference =		\$0	\$0						
8	% difference (total package increase) =		#DIV/0!	#DIV/0!						
PURPOSE OF THIS WORKSHEET:										
This form will calculate total compensation and is intended to standardize total package increases reported on the negotiations spreadsheet.										
INSTRUCTIONS:										
Enter figures on lines 1-5										
line 1 is the total amount of compensation paid to all certified staff subject to the negotiated agreement										
line 2 is the total cost of health, dental, and life insurance provided to certified staff subject to the negotiated agreement										
line 3 is the total amount paid to certified staff subject to the negotiated agreement when insurance is not provided										
line 4 is the total cost of the employers' portion of state retirement for certified staff subject to the negotiated agreement										
line 5 is the total amount paid on behalf of certified staff subject to the negotiated agreement for social security (FICA)										
do not enter figures in the gray or green areas (lines 4-8); those cells will self-calculate based on entries in lines 1-3										

