

Board of Education Regular Meeting
Monday, September 8, 2025 7:00pm or
Immediately Following Tax Request Hearing
HS CONFERENCE ROOM
705 N 9th Street
Arlington, NE 68002

1. OPENING PROCEDURES
 - 1.1. Call Meeting to Order
 - 1.2. Roll Call
 - 1.3. Pledge of Allegiance
 - 1.4. Approval of Regular Meeting Agenda
2. WELCOME TO GUESTS AND PUBLIC FORUM
 - 2.1. Dan Larson/Scott Parson, Tech Director/Instructional Tech--Discussing Phone System and VOIP
3. CONSENT AGENDA
 - 3.1. Minutes of the Previous Board Meeting(s)
 - 3.2. Monthly Financial Reports
 - 3.3.
 - Resignations:
 - Hires: Teresa Peck, Elem Para
 - Reassignments:
4. CURRICULUM/INSTRUCTION REPORTS
 - Media/Library- Mrs. Lorsch
5. PRINCIPALS' REPORTS
 - 5.1. Mr. Pfingsten's Secondary Report
 - 5.2. Mr. Shada's Activity Report
 - 5.3. Dr. Morgan's Elementary Report
6. SUPERINTENDENT'S REPORT
 - 6.1. Mission Statement Vote from NASB Strategic Plan Process
 - 6.2. NASB and NRCSA Reports
 - 6.3. Upcoming Meetings for Dr. Lewis
 - Sept 15: Commissioners Advisory Council in Hershey - All Day
 - Sept 22: NRCSA Region Meeting in Wayne - Part Day
 - Sept 24: NASB Region Meeting in Fremont - Evening with board members
 - 6.4. Updated Enrollment Report
 - 6.5. Update on DLR meetings/visits scheduled:
 - Sept 9: Staff Interviews
 - Sept 22: Small Invitational Focus Group
 - Oct 22: Second Meeting Focus Group
7. COMMITTEE AND REPRESENTATIVE REPORTS
 - 7.1. Committee for American Civics
 - 7.2. St Pauls Liaison

- 7.3. Finance Committee
8. UNFINISHED BUSINESS
 - 8.1. Discussion of Coaches Handbook
9. NEW BUSINESS
 - 9.1. Discuss, Consider and Take Necessary Action to Approve 2025-2026 Budget of Expenditures as Presented:

General Fund: \$12,250,504.00
Depreciation: \$1,153,078.00
Activities Fund: \$486,412.00
School Nutrition: \$384,306.00
QCPUF: \$92,498.75
Bond: \$565,587.50
Special Building: \$1,534,980.00

Total: \$16,467,366.25
 - 9.2. Discuss, Consider and Adopt Resolution to Set Final Tax Request for 2025-2026:
General Fund: \$6,947,852.00 (0.681148)
Bond Fund: \$757,576.00 (0.074271)
Special Building Fund: \$719,049.00 (0.070494)
Total: \$8,424,477.00 (0.825913)
 - 9.3. Discuss, Consider and Take Necessary Action to Approve Purchase of up to Three Ten-Passenger Vans
 - 9.4. Discuss, Consider and Approve Language Addendum to 2025-2026 Certificated Master Agreement to Clarify Use of Short-Term Disability and Sick Leave
 - 9.5. Discuss, Consider, and Take Necessary Action to Approve VOIP Phone System
 - 9.6. Discuss, Consider, and Review Policies 5201-5305:
5201(x): Promotion and Retention & Form
5202(z): Student Records and FERPA notification
5203: Academic Progress
5204: Grading System
5205: Graduation
5206: Early Completion Plan
5207: Make Up Work
5208: Graduation Ceremony
5301: Association Activities
5302: Student Organizations
5303: Student Activities Hazing
5304: Selection of Students
5305: School Dances
 - 9.7. Discuss and Consider Policy 3132- Internal Controls on First Reading
 - Recently Updated by Federal Interpretation
10. ADJOURNMENT

Board of Education Regular Meeting

Monday, August 11, 2025 7:00 PM Central

HS CONFERENCE ROOM

705 N 9th Street
Arlington, NE 68002

1. OPENING PROCEDURES

1.1. Call Meeting to Order

Chase Kratochvil called the meeting to order at 7:02pm

1.2. Roll Call

Jason Arp: Present, Cassie Flesner : Present, Chase Kratochvil: Present, Brian Laaker: Present, Steve Slykhuis: Present, Shanon Willmott: Present

Also present were Aaron Pfingsten and Jacque Morgan, Principals, Dawn Lewis, Superintendent and Jennifer Arp, Recording Secretary

1.3. Pledge of Allegiance

1.4. Approval of Regular Meeting Agenda

Motion to approve the regular meeting agenda as presented Passed with a motion by Cassie Flesner and a second by Steve Slykhuis.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Steve Slykhuis: Yea, Shanon Willmott: Yea

2. WELCOME TO GUESTS AND PUBLIC FORUM

3. CONSENT AGENDA

Motion to approve the consent agenda as presented Passed with a motion by Chase Kratochvil and a second by Jason Arp.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Steve Slykhuis: Yea, Shanon Willmott: Yea

3.1. Minutes of the Previous Board Meeting(s)

3.2. Monthly Financial Reports

3.3.

Resignations:

Hires:

- Ashley Morrison, Secondary Para
- Robbie Bussen, PT Mechanic

Reassignments:

4. CURRICULUM/INSTRUCTION REPORTS

5. PRINCIPALS REPORTS

5.1. Dr. Morgan's Elementary Report

5.2. Mr. Pfingsten's Secondary Report

6. SUPERINTENDENTS REPORT

Dr. Lewis reviewed the Arbor family usage report for the 2024-2025 school year as well as our enrollment report for this upcoming year. The enrollment will change as students and families get settled and make decisions for attending Arlington this year.

6.1. Review Arbor Family Use Report for 2024-2025

6.2. Enrollment Report

6.3. NASB and NRCSA Reports

7. COMMITTEE AND REPRESENTATIVE REPORTS

7.1. Buildings and Grounds Committee

The committee had an informal meeting on Monday, August 4th. They went through the building since there is a new committee member that was reassigned to the committee. They did a walk through to go over all the ins and outs of the building just to review with the whole committee.

They looked at some of the things that are needing addressed and feel like they have a good grasp of what needs to be discussed with DLR as they start addressing our needs for the upcoming years, and what needs to be prioritized.

7.2. Finance Committee

The finance committee met last Monday August 4th to go over the athletic budget and what it looks like so that budgeting can be better under control for the future.

The whole board met tonight before the regular board meeting to discuss the budget to prepare for the upcoming school year.

7.3. Professional Development Sharing

8. NEW BUSINESS

8.1. Discuss, Consider and Take Necessary Action to Approve Contract with Arbor Family Services for 2025-2026

Motion to Approve Contract with Arbor Family Services for 2025-2026 Passed with a motion by Cassie Flesner and a second by Shanon Willmott.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Steve Slykhuis: Yea, Shanon Willmott: Yea

8.2. Discuss, Consider, and Take Necessary Action to Approve Contract with Roots to Wings for Special Education Services for 2025-2026 School Year

Motion to Approve Contract with Roots to Wings for Special Education Services for 2025-2026 School Year Passed with a motion by Chase Kratochvil and a second by Brian Laaker.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Steve Slykhuis: Yea, Shanon Willmott: Yea

9. ADJOURNMENT

Chase adjourned the meeting at 7:42pm

Chase Kratochvil, Board President

Dawn Lewis, Board Secretary

Date

Date

Arlington Public Schools
August 31, 2025

Fund Name	Bank Statement Starting Balance	Receipts	Disbursements	Interest	Interfund Transfers	Bank Statement Ending Balance
2 Rivers Bank						
General Fund - 864	\$ 4,334,712.85	\$ 211,250.49	\$ 914,826.03	\$ 9,165.06	\$ -	\$ 3,640,302.37
			\$ -	\$ -		
Activities - 109	\$ 188,033.89	\$ 40,904.87	\$ 21,081.91	\$ 315.75	\$ -	\$ 208,172.60
Hot Lunch - 487	\$ 43,970.61	\$ 26,376.00	\$ 350.00	\$ 42.78	\$ -	\$ 70,039.39
Depreciation Fund	\$ 1,015,397.65	\$ -	\$ -	\$ 2,809.80	\$ -	\$ 1,018,207.45
Depreciation CD - 5826	\$ 281,510.34	\$ -	\$ -	\$ -	\$ -	\$ 281,510.34
					Total Depreciation:	\$ 1,299,717.79
2017 Bond Refunding	\$ 586,649.37	\$ 10,584.48	\$ 2,775.00	\$ 1,271.00	\$ -	\$ 595,729.85
		\$ -		\$ -		
QCPUF	\$ 226,299.39	\$ -	\$ 25,913.29	\$ 490.29		\$ 200,876.39
		\$ -		\$ -		
Spec Bldg Fund	\$ 558,824.09	\$ 3,330.58	\$ -	\$ 1,210.72	\$ -	\$ 563,365.39
Sp Bldg CD (none for now)	\$ -	\$ -	\$ -		\$ -	\$ -
					Total Spec Bldg:	\$ 563,365.39
Total Special Funds	\$ 2,668,680.84	\$ 13,915.06	\$ 28,688.29	\$ 5,781.81	\$ -	\$ 2,659,689.42
Total SF minus CD's	\$ 2,387,170.50					\$ 2,378,179.08

CHECK REGISTER FOR August 2025

(Includes special fund checks)

PAYEE NAME	DESCRIPTION	AMOUNT
Ace Hardware	edger blade	\$ 22.45
Airgas	welding rentals	\$ 94.63
All American Sports	FB Helmets	\$ 1,895.20
Bil-Den Glass	Nortise Deadbolts & dummy key cylinders	\$ 559.00
BSN Sports	VB poles & net	\$ 4,289.96
BSN Sports	Boys Basketball uniforms	\$ 6,373.20
BSN Sports	HS XC uniforms	\$ 4,457.20
BSN Sports	Boys Basketball warm up tops	\$ 1,108.00
BSN Sports	JR High XC uniforms	\$ 3,869.48
Border States	Lights for Parking Lot	\$ 1,200.00
Cengage Learning	Big Ideas Math Grade 6	\$ 506.00
Class Intercom	Class Intercom Platform	\$ 975.00
Countryside Repair	Mower Tire Repair	\$ 48.67
D B Nebraska Service	Temporary Motor for condenser fan	\$ 1,176.00
Dietze Music House	3 Flip Books & sheet music	\$ 50.10
Dietze Music House	Sound Innovations books	\$ 89.70
Dietze Music House	Mellophone, trumpet & oboe repair	\$ 89.00
Eagle Auto Repair	Van 4-oxygen sensor & tpms sensor	\$ 941.88
ESU 3	Domain renewal apseagles.org	\$ 215.85
ESU 3	Preschool new teacher institute	\$ 400.00
Egan Supply Inc	cleaning supplies	\$ 4,705.68
Enterprise Publishing	Legals: meetings & minutes	\$ 496.30
Fas Break	Van 11-windshield repair	\$ 65.00
Global Equipment Co	10 ton floor jack	\$ 1,496.25
Houghton Mifflin Co	Map Growth platform	\$ 2,026.25
Harco Athletic Reconditionin	Recondition FB Helmets	\$ 2,068.00
Handwriting Without Tears	Handwriting books PreK	\$ 379.50
HyVee	Staff meals-back to school	\$ 2,005.00
Hodges Badge Co	Track & field day ribbons	\$ 77.75
Hometown Leasing	printer copier lease	\$ 1,810.93
Ideal Water	HS lounge water	\$ 23.00
Instructure Inc	Parchment Transcript Delivery	\$ 1,001.70
KSB School Law	calls & emails re personnel matter	\$ 2,394.80
Martin Clausen	monthly pest control	\$ 92.64
McKinnis Roofing & Sheet M	Inspect & repair 5 holes in roof	\$ 646.32
Midwest Alarm Services	yearly fire alarm monitoring & inspections contract	\$ 2,780.28
Menards	SN entry Seville LVR	\$ 34.87
Menards	hardware for grounds work	\$ 178.01
Menards	repair bathroom parts	\$ 170.83
Menards	Materials & tools for Golf room work	\$ 292.88
Menards	fuel premix, battery bathroom repair, custodial supplies	\$ 431.34
Midwest Model & Supply Co	Parts bag & CO2 cartridges	\$ 164.44
Mahoney Fire Sprinkler	Fire sprinkler work	\$ 1,550.00
Nebraska Council of School	AASA Yearly dues-Lewis	\$ 485.00
NCS Pearson	Q-Global Interperative report, scoring subscription	\$ 472.25
Omaha Truck	bus 2018 bearings	\$ 131.45
Omaha Truck	Bus 2019-valve, parking release	\$ 80.13

One Source	background check	\$	244.00
OPPD	Electricity	\$	13,283.30
JW Pepper	Sheet music	\$	518.24
JW Pepper	sheet music	\$	158.00
P & H Electric	v belt-maintenance	\$	34.78
Renaissance Learning	Online Platform Elem	\$	3,753.40
Scholastic Inc	Additional elementary scholastic news	\$	20.63
Sherwin Williams	paint for FB Field	\$	487.84
Swatz Enterprises	return curriculum	\$	163.81
Teaching Strategies	PreK Creative Curriculum	\$	4,190.00
Teaching Strategies	Gold Nebraska Bundle	\$	403.50
Terri Krivohlavek	Refund Lunch Account	\$	29.93
Teacher Innovations	12 month subscriptions	\$	432.00
Toledo Phys Educations Sup	Elem PE-vests, bean bags, solftballs, shuttlecocks	\$	85.02
Virco	Student Chairs 18"	\$	2,659.80
VP Striping	lot striping & cleaning	\$	4,000.00
Wex Bank	fuel van	\$	24.82
Capital One -Walmart	supplies	\$	223.94
Wood River	natural gas	\$	439.66
Visa	various		9449.16

Total Payables (GF checks not mailed until approved by the BOE) **\$95,023.75**

HANDPAYABLES (GF Paid and mailed after previous board meeting but before this board meeting)

Teacher Created Resources	2nd grade supplies, confetti paper, bday bookmarks, spellin	\$	210.58
Teacher Direct	5th grade, push pin magnets, name plates, clips 2nd grade		\$195.64
Super Duper Publications	speech supplies-swquencing, verbs		\$106.85
CR Menn Concrete	Remove & replace concrete sidewalk		\$5,776.00
Valentinos	Boxed meals back to school staff inservice		\$899.40
Navigator Motorcoaches	HS band transportation to state fair		\$725.00
The Paper Company	Copy paper		\$2,780.00
Arbor Family Counseling	July-Sept employee & student services		\$3,020.40
Integrated Life Choices	Student services for July		\$1,244.40
Menards	CTE Supplies for Classrooms		\$283.94
<u>Typing.Com</u>	Typing License - Annual New Subscription for 25-26		\$1,350.00
Total Hand payables			\$16,592.21

Total General Fund **\$111,615.96**

SPECIAL FUNDS (Building, Bond, QCPUF, Dep checks)

Total Special Funds **\$0.00**

Hot Lunch Expenses

US Foods		\$4,339.27
Hobart Sales & Service	heater repair, kit-temp control services, oven	\$ 1,152.07
CWD		\$13,755.39
Jackson Service		\$439.10
Sysco		\$4,125.33
Earthgrains		\$638.20
Hiland Roberts		\$2,791.59
		\$0.00
		0
		\$0.00
		\$0.00
Hot Lunch Total		\$27,240.95

EFINANCE - POWERSCHOOL
DATE: 09/03/2025
TIME: 14:15:01

ARLINGTON PUBLIC SCHOOL
CHECK REGISTER

PAGE NUMBER: 1
VENCHK11
ACCOUNTING PERIOD: 1/26

FUND - 99 - DISBURSEMENT FUND

CHECK NUMBER	CASH ACCT	DATE ISSUED	VENDOR	ACCT	DESCRIPTION	AMOUNT
48591			4607 VISA		VOID: MULTI STUB CHECK	
48592			4607 VISA		VOID: MULTI STUB CHECK	
48593	9001	09/03/25	4607 VISA	2640	ABEBOOKS-SPANISH TEXTS	108.13
48593	9001	09/03/25	4607 VISA	2610	AMAZON - ANTI-BURST EXERC	9.49
48593	9001	09/03/25	4607 VISA	2610	AMAZON - BLACK SWIVEL STO	71.96
48593	9001	09/03/25	4607 VISA	2610	AMAZON - CLASS JOBS POCKE	19.99
48593	9001	09/03/25	4607 VISA	2610	AMAZON - CRISS CROSS CHAI	71.96
48593	9001	09/03/25	4607 VISA	2610	AMAZON 24PCS FLOOR CUSHIO	69.68
48593	9001	09/03/25	4607 VISA	2610	AMAZON 30 PACK HANGING FI	22.67
48593	9001	09/03/25	4607 VISA	2734	AMAZON BROTHER TC4 LEAF C	9.26
48593	9001	09/03/25	4607 VISA	2734	AMAZON IPEVO DOC CAM	639.98
48593	9001	09/03/25	4607 VISA	2734	AMAZON PANASONIC D BATTER	24.95
48593	9001	09/03/25	4607 VISA	2734	AMAZON UGREEN 3.5MM TO RC	14.88
48593	9001	09/03/25	4607 VISA	2610	AMAZON- WOOD CLIPBOARDS S	22.75
48593	9001	09/03/25	4607 VISA	2610	AMAZON-26 INCH EXERCISE B	13.57
48593	9001	09/03/25	4607 VISA	2610	AMAZON-4 PACK BED RISERS	29.70
48593	9001	09/03/25	4607 VISA	2610	AMAZON-AREA RUG	72.99
48593	9001	09/03/25	4607 VISA	2610	AMAZON-BINDERS	77.58
48593	9001	09/03/25	4607 VISA	2610	AMAZON-CLASSROOM SUPPLIES	281.86
48593	9001	09/03/25	4607 VISA	2610	AMAZON-CLASSROOM SUPPLIES	224.69
48593	9001	09/03/25	4607 VISA	2610	AMAZON-CLASSROOM SUPPLIES	152.13
48593	9001	09/03/25	4607 VISA	2610	AMAZON-DECIMATOR MD-CROSS	475.00
48593	9001	09/03/25	4607 VISA	2734	AMAZON-GE 2 PACK RCA COUP	5.68
48593	9001	09/03/25	4607 VISA	2734	AMAZON-LEADSTAR HDMI CABL	70.68
48593	9001	09/03/25	4607 VISA	2610	AMAZON-MAGNETIC TAPE	7.90
48593	9001	09/03/25	4607 VISA	2640	AMAZON-OUTSIDERS BOOK	3.25
48593	9001	09/03/25	4607 VISA	2610	AMAZON-PEANUT BUTTER CUPS	34.25
48593	9001	09/03/25	4607 VISA	2610	AMAZON-PENS, BULLETIN BOA	41.29
48593	9001	09/03/25	4607 VISA	2610	AMAZON-POCKET SLEEVE SEE	42.30
48593	9001	09/03/25	4607 VISA	2610	AMAZON-RIBBON FOR STAFF I	117.00
48593	9001	09/03/25	4607 VISA	2610	AMAZON-SANDING DISCS & SU	79.09
48593	9001	09/03/25	4607 VISA	2610	AMAZON-SCIENCE LAB SUPPLI	534.52
48593	9001	09/03/25	4607 VISA	2610	AMAZON-SCIENCE TEST TUBE	26.99
48593	9001	09/03/25	4607 VISA	2640	AMAZON-SPANISH WORKBOOKS	29.12
48593	9001	09/03/25	4607 VISA	2610	AMAZON-STAMP	18.34
48593	9001	09/03/25	4607 VISA	2610	AMAZON-STICKY EASEL PADS	28.74
48593	9001	09/03/25	4607 VISA	2610	AMAZON-WHITEBOARD	138.90
48593	9001	09/03/25	4607 VISA	2734	APPLE MACBOOK-(REENTERED	1,099.00
48593	9001	09/03/25	4607 VISA	2734	APPLE-IPAD	1,645.00
48593	9001	09/03/25	4607 VISA	2431	BATTERIES, WORKBOOKS AND	12.97
48593	9001	09/03/25	4607 VISA	2640	BATTERIES, WORKBOOKS AND	15.55
48593	9001	09/03/25	4607 VISA	2610	BATTERIES, WORKBOOKS AND	64.52
48593	9001	09/03/25	4607 VISA	2610	CASEYS-BREAKFAST FOR NEW	59.89
48593	9001	09/03/25	4607 VISA	2580	COPPERMILL-MEAL ADMIN DAY	52.05
48593	9001	09/03/25	4607 VISA	2580	COPPERMILL-MEAL ADMIN DAY	55.30
48593	9001	09/03/25	4607 VISA	2580	COPPERMILL-MEAL ADMIN DAY	55.30
48593	9001	09/03/25	4607 VISA	2580	COPPERMILL-MEAL ADMIN DAY	55.30
48593	9001	09/03/25	4607 VISA	2580	COPPERMILL-MEAL ADMIN DAY	107.35
48593	9001	09/03/25	4607 VISA	2610	COSTCO-BREAKFAST ITEMS FO	133.87
48593	9001	09/03/25	4607 VISA	2580	CUNNNGHAM'S JOURNALOMEALS	25.30
48593	9001	09/03/25	4607 VISA	2580	CUNNNGHAM'S JOURNALOMEALS	26.88
48593	9001	09/03/25	4607 VISA	2580	CUNNNGHAM'S JOURNALOMEALS	26.88
48593	9001	09/03/25	4607 VISA	2580	CUNNNGHAM'S JOURNALOMEALS	26.88
48593	9001	09/03/25	4607 VISA	2580	CUNNNGHAM'S JOURNALOMEALS	52.18

EFINANCE - POWERSCHOOL
DATE: 09/03/2025
TIME: 14:15:01

ARLINGTON PUBLIC SCHOOL
CHECK REGISTER

PAGE NUMBER: 2
VENCHK11
ACCOUNTING PERIOD: 1/26

FUND - 99 - DISBURSEMENT FUND

CHECK NUMBER	CASH ACCT	DATE ISSUED	VENDOR	ACCT	DESCRIPTION	AMOUNT
48593	9001	09/03/25	4607 VISA	2610	EBAY-ARMSTRONG CEILINGS S	47.56
48593	9001	09/03/25	4607 VISA	2640	EBAY-WOOD TECHNOLOGY TEAC	17.50
48593	9001	09/03/25	4607 VISA	2610	ESTIMATED SHIPPING/HANDLI	17.85
48593	9001	09/03/25	4607 VISA	2610	ESTIMATED SHIPPING/HANDLI	15.00
48593	9001	09/03/25	4607 VISA	2734	ESTIMATED SHIPPING/HANDLI	3.99
48593	9001	09/03/25	4607 VISA	2734	ESTIMATED SHIPPING/HANDLI	2.99
48593	9001	09/03/25	4607 VISA	2610	ETSY-BACK TO SCHOOL BULLE	3.79
48593	9001	09/03/25	4607 VISA	2610	FILL-RITE BUS BARN FEE	42.50
48593	9001	09/03/25	4607 VISA	2610	FILL-RITE BUS BARN FEE	42.50
48593	9001	09/03/25	4607 VISA	2580	FYRE MODERN GRILL-MEAL FO	28.07
48593	9001	09/03/25	4607 VISA	2580	FYRE MODERN GRILL-MEAL FO	29.82
48593	9001	09/03/25	4607 VISA	2580	FYRE MODERN GRILL-MEAL FO	29.82
48593	9001	09/03/25	4607 VISA	2580	FYRE MODERN GRILL-MEAL FO	29.82
48593	9001	09/03/25	4607 VISA	2580	FYRE MODERN GRILL-MEAL FO	57.89
48593	9001	09/03/25	4607 VISA	2610	GLOBAL INDUSTRIAL-CASTER	90.16
48593	9001	09/03/25	4607 VISA	2580	GOOD EVANS-MEAL FOR ADMIN	19.41
48593	9001	09/03/25	4607 VISA	2580	GOOD EVANS-MEAL FOR ADMIN	19.43
48593	9001	09/03/25	4607 VISA	2580	GOOD EVANS-MEAL FOR ADMIN	19.43
48593	9001	09/03/25	4607 VISA	2580	GOOD EVANS-MEAL FOR ADMIN	19.43
48593	9001	09/03/25	4607 VISA	2580	GOOD EVANS-MEAL FOR ADMIN	38.86
48593	9001	09/03/25	4607 VISA	2610	JIMMY JOHNS-LUNCH FOR NEW	314.39
48593	9001	09/03/25	4607 VISA	2610	LA HACIENDA-NEW STAFF LUN	635.05
48593	9001	09/03/25	4607 VISA	2643	LEARNING A-Z RAZ-PLUS REN	248.00
48593	9001	09/03/25	4607 VISA	2643	NEWS2YOU SUBSCRIPTION	259.99
48593	9001	09/03/25	4607 VISA	2610	RISE & SHINE DONUTS-NEW S	23.92
48593	9001	09/03/25	4607 VISA	2610	SCOOTERS-NEW STAFF ORIENT	50.92
48593	9001	09/03/25	4607 VISA	2610	TPT - 4TH GRADE GRAMMAR A	83.99
48593	9001	09/03/25	4607 VISA	2610	TPT - 5TH GRADE DAILY GRA	39.99
48593	9001	09/03/25	4607 VISA	2610	TPT ARTICULATIONS SPEECH	50.00
48593	9001	09/03/25	4607 VISA	2610	TPT SEL JOURNAL WORKBOOK	17.10
48593	9001	09/03/25	4607 VISA	2610	TPT SEL SKILLS MORNING WO	19.00
48593	9001	09/03/25	4607 VISA	2610	TPT SPEECH SOUND VIDEO WO	20.00
48593	9001	09/03/25	4607 VISA	2610	TPT WRITING PROCESS BULLE	5.50
TOTAL CHECK						9,449.16
TOTAL FUND						9,449.16
TOTAL REPORT						9,449.16

General Fund
2024-2025

<u>Receipts</u>	<u>Budgeted</u>	<u>Actual Receipts</u>	<u>% Received</u>	<u>Last Year At this time %</u>
Property Taxes	\$ 7,192,766.00	\$ 6,795,261.93	94.47%	90.71%
Carline Taxes	\$ 3,000.00	\$ 4,746.25	158.21%	123.78%
Motor Vehicle	\$ 400,000.00	\$ 482,907.69	120.73%	119.44%
PreSchool Tuition	\$ 20,000.00	\$ 14,760.00	73.80%	107.33%
County Sources	\$ 40,000.00	\$ 52,583.83	131.46%	153.97%
State Aid	\$ 2,279,755.00	\$ 2,279,755.00	100.00%	100.00%
Sped SA Revenue	\$ 936,000.00	\$ 974,828.00	104.15%	188.33%
Federal & all other	\$ 390,000.00	\$ 1,561,256.63	400.32%	
		\$ -		
Transfer From Depreciation	\$ -	\$ -	-	
	\$11,261,521.00	\$12,166,099.33	108.03%	108.31%

<u>Expenditures:</u>	<u>Budgeted</u>	<u>Expenditures YTD</u>	<u>% Disbursed</u>	
<u>General Fund Totals</u>				
Elementary	\$ 4,943,736.10	\$ 4,540,882.04	91.85%	96.70%
Secondary	\$ 4,433,518.09	\$ 4,181,111.89	94.31%	89.93%
District	\$ 2,449,663.01	\$ 2,068,927.49	84.46%	88.39%
Total	\$ 11,826,917.20	\$ 10,790,921.42	91.24%	92.21%

General Fund Categories of Particular Interest

Transportation

Elementary	\$ 192,293.09	\$ 104,315.12	54.25%	51.92%
Elem Transportation Maint.	\$ 84,044.32	\$ 68,366.94	81.35%	76.16%
Secondary	\$ 107,789.87	\$ 94,882.82	88.03%	63.47%
HS Transportation Maint.	\$ 29,261.08	\$ 32,699.49	111.75%	205.31%

District Level Categories of Particular Interest

Facilities and Operations

Operat of Building	\$ 670,084.08	\$ 470,137.57	70.16%	80.39%
Building Maint.	\$ 463,189.00	\$ 217,121.95	46.88%	96.50%
Grounds Maint	\$ 98,500.00	\$ 84,202.23	85.48%	76.72%

Source Code	Activity Balances as of		8/31/2025	YTD	
	Account	Beginning Bal	YTD Revenues	Expenditures	Balance
701	One School One Team	\$ 2,000.52	\$22,067.48	\$8,369.02	\$ 15,698.98
702	Always For Kids ELEM	\$ 26,437.46	\$7,574.60	\$20,657.60	\$ 13,354.46
702	HS Always for Kids	\$ 2,234.61	\$2,099.49	\$1,978.21	\$ 2,355.89
703	Art Class	\$ 5,853.15	\$1,695.00	\$1,758.61	\$ 5,791.54
704	Art Club	\$ 1,632.03	\$50.00	\$85.34	\$ 1,596.69
705	Athletics	\$ (40,258.80)	\$129,307.44	\$122,397.12	\$ (33,348.48)
706	Band	\$ 4,339.15	\$5,778.10	\$6,156.36	\$ 3,960.89
708	Book Club	\$ 270.55	\$561.82	\$0.00	\$ 822.17
709	Cheerleading	\$ 1,106.90	\$26,677.03	\$26,872.78	\$ 911.15
710	Welding	\$ 1,592.95	\$610.00	\$0.00	\$ 2,202.95
714	SKILLS	\$ 1,272.76	\$2,860.00	\$3,796.23	\$ 336.53
716	GIRLS WRESTLING	\$ 953.50	\$1,780.50	\$1,335.10	\$ 1,398.90
717	Transition	\$ 1,613.51	\$0.00	\$0.00	\$ 1,613.51
720	Concessions	\$ (884.02)	\$41,433.34	\$39,928.70	\$ 620.62
721	Dance Squad	\$ 3,638.52	\$10,527.80	\$8,341.19	\$ 5,825.13
722	Drama	\$ 2,084.54	\$836.30	\$675.00	\$ 2,245.84
723	MS STEM	\$ 74.75	\$244.80	\$68.99	\$ 250.56
724	Elem Lounge	\$ -	\$0.00	\$0.00	\$ -
725	WEIGHTS	\$ -	\$2,950.08	\$2,980.90	\$ (30.82)
726	FBLA	\$ 11,841.51	\$60,921.40	\$55,262.97	\$ 17,499.94
727	Football	\$ 16,043.86	\$380.00	\$8,942.57	\$ 7,481.28
728	Reimbursement (general)	\$ 589.97	\$1,636.93	\$1,948.35	\$ 278.55
732	Fam Cons Science	\$ (1.56)	\$1,045.00	\$1,237.96	\$ (194.52)
733	Wrestling	\$ 567.02	\$8,318.80	\$7,842.34	\$ 1,043.48
735	Honor Society	\$ 1,059.07	\$610.00	\$484.88	\$ 1,184.19
736	Activities Interest	\$ 4,089.10	\$0.00	\$0.00	\$ 4,089.10
737	MS Student Council	\$ 2,885.61	\$798.65	\$0.00	\$ 3,684.26
739	Library Fund Elem/HS	\$ 1,538.86	\$3,863.50	\$3,968.59	\$ 1,433.77
740	Industrial Tech / Woods	\$ 2,611.82	\$6,909.52	\$6,046.13	\$ 3,475.21
742	Quiz Bowl	\$ 870.82	\$0.00	\$0.00	\$ 870.82
744	HS Lounge	\$ 119.09	\$0.00	\$0.00	\$ 119.09
746	Spanish Club	\$ 149.97	\$0.00	\$0.00	\$ 149.97
747	Speech	\$ 214.17	\$0.00	\$0.00	\$ 214.17
748	Spring Musical	\$ 12,005.10	\$19,284.48	\$17,172.25	\$ 14,117.33
749	Student Council	\$ 3,775.88	\$5,808.99	\$5,215.90	\$ 4,368.97
750	Student Vending	\$ 1,403.01	\$438.00	\$2,504.10	\$ (663.09)
751	Swing Choir	\$ 3,284.13	\$2,296.00	\$1,795.81	\$ 3,784.32
753	Yearbook	\$ 1,763.65	\$11,670.00	\$12,690.27	\$ 743.38
756	Pepsi	\$ 793.71	\$1,216.48	\$1,217.48	\$ 792.71
758	Floor Fund	\$ 427.95	\$0.00	\$0.00	\$ 427.95
761	Honors History	\$ -	\$0.00	\$0.00	\$ -
762	Baylor/ACT	\$ 2,993.21	\$128.00	\$0.00	\$ 3,121.21
764	Metro	\$ 30,800.85	\$0.00	\$5,333.94	\$ 25,466.91
765	Class of 2028	\$ 315.00	\$952.40	\$0.00	\$ 1,267.40
766	FFA	\$ 18,888.92	\$36,614.50	\$40,370.00	\$ 15,133.42
768	RR Store	\$ 8,500.00	\$4,180.00	\$4,839.42	\$ 7,840.58
770	K3 Basketball Camp	\$ 2,504.93	\$500.00	\$3,004.93	\$ -
772	Class of 2023	\$ 1,044.36	\$0.00	\$1,044.36	\$ -
773	Class of 2024	\$ 798.81	\$0.00	\$0.00	\$ 798.81
774	Class of 2025	\$ 1,462.26	\$0.00	\$1,402.22	\$ 60.04
775	Class of 2026	\$ 2,834.50	\$3,361.40	\$3,440.31	\$ 2,755.59
776	Class of 2027	\$ 1,997.60	\$2,153.00	\$510.70	\$ 3,639.90
782	Volleyball	\$ 8,295.82	\$8,095.00	\$7,975.10	\$ 8,415.72
783	Boys Golf	\$ 4,417.67	\$0.00	\$975.82	\$ 3,441.85
784	Girls Golf	\$ 6,047.66	\$333.00	\$1,907.95	\$ 4,472.71
785	Cross Country	\$ 8,021.31	\$4,057.00	\$4,501.78	\$ 7,576.53
786	Track Fund	\$ 4,640.54	\$779.50	\$1,355.66	\$ 4,064.38
787	MS Track	\$ 222.12	\$0.00	\$0.00	\$ 222.12
788	Softball	\$ 2,204.27	\$2,341.50	\$4,052.08	\$ 493.69
789	Baseball Fund	\$ 4,061.84	\$0.00	\$4,395.18	\$ (333.34)
790	Boys Basketball	\$ 2,254.76	\$12,356.00	\$13,913.42	\$ 697.34
791	Girls Basketball	\$ 3,529.80	\$9,549.75	\$8,329.31	\$ 4,750.24
792	MS Girls Basketball	\$ 23.50	\$750.00	\$592.00	\$ 181.50
793	Striv	\$ 1,559.11	\$2,050.00	\$2,023.94	\$ 1,585.17
794	Sped	\$ 626.95	\$3,928.75	\$3,392.49	\$ 1,163.21
795	Wellness (District)	\$ 0.03	\$6,295.00	\$5,200.63	\$ 1,094.40
796	Elementary Activity	\$ -	\$562.34	\$562.34	\$ -
799	Girls On The Run	\$ 443.75	-\$443.75	\$0.00	\$ -
713	Alpaca	\$ 7.00	\$0.00	\$0.00	\$ 7.00
100-800	ELEM Unified School	\$0.00	\$1,876.00	\$797.89	\$ 1,078.11
200-800	HS Unified School	\$0.00	\$2,159.42	\$1,033.43	\$ 1,125.99
300-801	Hospitality	\$0.00	\$1,360.00	\$1,500.22	\$ (140.22)
	Totals	\$198,491.38	\$486,180.14	\$494,183.87	\$190,487.65

K-12 Library Board Report - September 2025

Arlington Public Schools

Media Specialist/Librarian: Janelle Lorsch
Library Paraprofessional: Sabrena Lozo

Mission Statement

The mission of the Arlington Public School Library is to help our students become 21st century information and technology leaders, prepare them for life-long learning, and help them develop a love for reading.

Budget Summary

Library books consistently make up approximately 80% of the total library budget each year. The remaining 20% is used for supplies and yearly subscription costs.

New books are purchased each quarter to stay as current as possible. Students and staff are encouraged to make book requests.

Circulation

All students at APS have access to a variety of fiction and nonfiction materials. Kindergarten and first grade students may check out one book a week. Second grade and third grade students may check out two books per week. Upper elementary (4th-6th), middle school (7th-8th), and high school (9th-12th) students may check out up to 3 books.

Year	Total Circulation
2024-2025	19,034
2023-2024	21,529
2022-2023	26,301
2021-2022	25,812
2020-2021	26,914
Total	144,195

Birthday Book Club

Each month, students having a birthday in that month are invited to join the Birthday Book Club. Students make a \$5 donation, and in return, their name is added to the Birthday Book Club wall and a sticker with their name is added to a book that their donation is used to purchase. Members are also invited to an end-of-the-year celebration in May.

Book Fairs

The library plans to host two Scholastic book fairs this school year. They typically take place during parent-teacher conferences. The money raised goes towards new books, reading incentive, library furniture, library décor, and other library materials.

Media Center Curriculum & Instruction

All classes in grades Kindergarten through 6th grade receive instruction in the library/media center lab twice a week. All grade levels receive 30 minutes of computer/tech/typing time, and 30 minutes dedicated to library lessons.

In media lab, students learn a range of technology from Clever, Typing.com, Google, keyboarding skills, research, Common Sense Media (online safety), mouse skills, overall computer navigation.

One resource we want to make sure all of our students are familiar with is the APS website as well as the APS Media homepage. Beginning in kindergarten, students learn how to navigate our district website, so they are able to use the resources at school and at home if needed.

Library lessons cover a wide range of topics including parts of a book, author and illustrators, main idea, character, setting, theme, and problem/conflict. Nonfiction lessons include how to use Dewey decimal system, how to locate resources, and how to cite information. In addition, lessons highlight book awards such as Golden Sowers award or local author and illustrators. Every week students are always given time to check out new books.

AR

Accelerated Reader is back. AR is a program we use to track independent reading for 2-6 grade. Student goals are set based on grade and teacher input. They have the entire quarter to meet their point goal, but they have to reach a certain comprehension score to earn points.

Updates

The high school fiction section was rearranged to streamline accessibility. The high school fiction genres are now alphabetical. In addition, new signage was added to make genres more visible.

Likewise, Dewey decimal system signage was added to the high school nonfiction section to help guide students to the correct areas.

Genre definition signs were added to the upper elementary to help students understand the types of book that would be within each genre.

High school fiction, high school nonfiction, middle school fiction, upper elementary fiction sections received updated shelf labels. Likewise, new black bookends were added and sections were arranged to give more “curb appeal”.

Finally, the media center/library webpage is also in the process of being updated.

Secondary Principal's Report

September 2025 Board Meeting

Testing/Interventions -

MAP Testing, iReady Testing

The first round of testing is being completed to provide baseline data for student performance this school year.

Cell Phone Policy

As the board knows, we implemented new cell phone expectations in accordance with district policy 6113. An update on those expectations: two violations to the expectations have occurred to this point in the school year.

Eagles Market

The link below will provide you with access to this year's Eagles Market promotional video. Students in Mrs. Smith's class continue to learn valuable skills as they plan, promote, cook, deliver, and ask for feedback after the meal while running their restaurant. Enjoy!

<https://drive.google.com/file/d/1wlfw5Fcp80z-gjTi9oWf4EwRjXJcqxFa/view>

Homecoming

Homecoming week is from September 22-27 this year. The theme days are posted below and the booster club parade will be on Friday afternoon.



James Shada
September
Board Report

Fall Sports

The high school sports season has officially started. We are pleased with the participation of our student population in athletics. We host the Arlington Cross Country Meet on 9/18/25. The Arlington softball tournament is on September 20th. Volleyball has their home tournament on September 27th. Girls Golf is in full swing and the Arlington Golf Invite is on September 23rd. Here is the rest of the football regular season schedule:

Home Football Games:

Friday, September 5th v. Conestoga – Post Prom selling ice cream before the game

Friday, September 12th v. Raymond Central – Little Girls Cheer Night

Friday, September 26th v. Aquinas – Home Coming (Dance on Saturday, September 27th)

Friday, October 10th v. Yutan

Friday, October 17th v. Tekamah – Youth Football Night

Fall Sports Participation Numbers

- Dance 8
- Cheer 20
- Girls Golf 10
- Softball 26
- Cross Country 20
- Football 43
- Volleyball 14

Clubs and Activities

High School Clubs:

Band, Choir, Book Club, Speech, Quiz Bowl, FBLA, STUCO, Show Choir, Yearbook,

NHS, SKILLS USA, Vocal Music, FFA, Art Club, Book Club, Striv,

Band at the State Fair



Homecoming Dress Up Days

GIDDY UP, IT'S HOMECOMING
Spirit Week Dress Up Days

SEPT. 22	MONDAY	 No School - Teacher Inservice
SEPT. 23	TUESDAY	 Twin Day 
SEPT. 24	WEDNESDAY	Patriotism Day 7 th Grade - Gold 8 th Grade - Camo/military Green Staff - Presidents Freshmen - White Sophomores - Red Juniors - Blue Seniors - Stars & Stripes
SEPT. 25	THURSDAY	 Country vs. Country Club 
SEPT. 26	FRIDAY	 Spirit Day 



Elementary Board Report September 2025

PASSION, PURPOSE, PATHWAY

- **iReady/MAP Assessments -**

We have completed our first round of these assessments. Staff is working on developing goals based on the data we have reviewed.

- **Bank in Schools -**

Bank in Schools is back!! We are excited to get students back to the bank and depositing! Students deposited Friday. Banking will continue every Friday through April from 7:25 to 8:05 AM! This is year 10! The first Friday was celebrated with up to a \$10 match!

- **SOAR -**

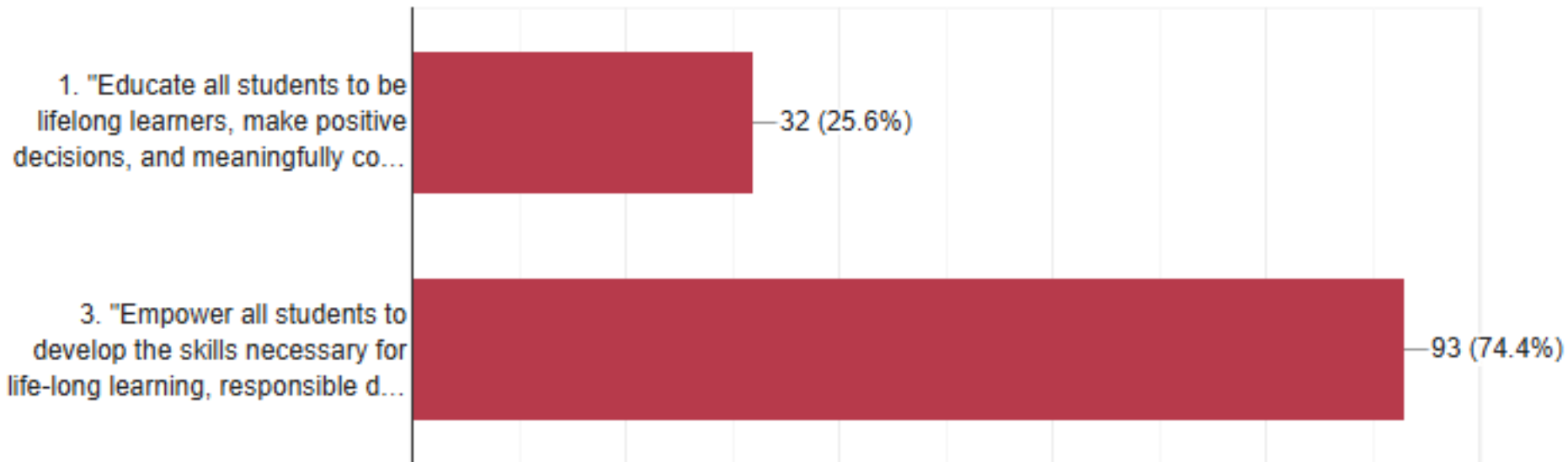
Students have been working hard to catch students making great choices. Students are working to earn bracelets. There are a lot of different prizes that students can earn throughout the school year. So far we had students earn ice cream treats! They are working now to get 150 bracelets to participate in the building scavenger hunt!

- **August EAGLE of the MONTH students:**

Emme Dunklau, Kate Maas, Bryson Meads, Ada Dillion, Ty McElroy, and Ellie Mueller



125 responses



NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'.
If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.
All Dates & Locations Tentative & Subject to Change

JOIN
US!

LEARN
MORE!

Events & Networking - <https://members.nasbonline.org/events>

Where Will NASBe This Month?*



Ainsworth
Arapahoe
Centura
Cozad
Fremont
Gordon Rushville
Hayes Center
Kearney
Nebraska City
North Platte
Omaha
Santa Fe, NM
Scribner-Snyder
SEM
Summerland
Wheeler Central
Winside

For ... Area
Meetings, Advocacy,
Board Retreats,
Engagement, Events,
Strategic Planning,
and more!

*Items currently scheduled



Area Membership Meetings run through September 24

Wednesday, September 3 - North Platte
Tuesday, September 9 - Omaha
Wednesday, September 10 - Nebraska City
Wednesday, September 24 - Fremont



State Education Conference Registration Opens Wednesday, September 10

Thriving Children, Families, and Communities Conference
Tuesday, September 16 - Kearney

Governor's School Finance Commission Meeting - Monday, September 22

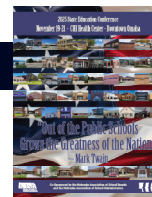


Labor Relations Conference - October 1-2 - Lincoln



State Education Conference - November 19-21 - Omaha

"Out of the Public Schools Grows the Greatness of the Nation"
Registration Opens Wednesday, September 10



Continued on Page 2

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

SEPT
2025

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

PAGE 2



New Board Member Workshop - Wednesday, December 3 - Kearney



1st Day of the 2026 Legislative Session - Wednesday, January 7, 2026

School Board Member Week in Nebraska - January 25-31, 2026

Legislative Issues Conference - January 25-26, 2026 - Lincoln

YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

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AMERICAN FIDELITY
a different opinion

BCDM
architects

Boyd Jones

BVH
ARCHITECTURE

CWP CARLSON
WEST POVONDRA
ARCHITECTS

**CLARK &
ENERSEN**

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ARCHITECTS

D|A DAVIDSON
FIXED INCOME CAPITAL MARKETS
D.A. Davidson & Co. member SIPC and FINRA

envise

**Facility
Advocates**
Dave Raymond

HAMILTON

HAUSMANN
construction

**NEBRASKA
LIQUID
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Nebraska Rural Community Schools Association

Member Update

September 4, 2025



Photo Credit: Fillmore Central Schools



www.nrcsa.net



www.twitter.com/NRCSA1980



www.facebook.com/nrcsahome/



NRCSA Calendar

NRCSA Events

NRCSA District Meetings September 2025

South Central

September 2, 2025
ESU 11 in Holdrege

West

12:00 PM (MT), September 9, 2025
At the Community Center in Bridgeport

Southwest

12:30 PM (Cent Time) September 16, 2025
At Hershey High School

North Central

10:30 AM September 11, 2025
At Jubilee Catering in Ord

Northeast

11:00 AM September 22, 2025
At Wayne State College

Southeast

10:00 AM September 30, 2025
At the NCSA office in Lincoln

NRCSA Legislative Forum

February 26, 2026
Cornhusker Hotel in Lincoln

[More about this event](#)

NRCSA Spring Conference

March 18 & 20, 2026
Crowne Plaza & Younes North Convention Center in
Kearney

[More about this event](#)

NRCSA Golf Tournament

July 28, 2026
Meadowlark Hills Golf Course in Kearney

[More about this event](#)

Committee Meetings

NRCSA Executive Committee

9:00 AM November 19, 2025
At the CHI Center in Omaha (room TBD)

NRCSA Scholarship & Recognition Committee

10:00 AM November 19, 2025
At the CHI Center in Omaha (room TBD)

NRCSA Closing the Achievement Gap Research Team

11:00 AM November 19, 2025
At the CHI Center in Omaha (room TBD)

NRCSA Leaders Lunch

12:00 PM November 19, 2025
At the CHI Center in Omaha (room TBD)

NRCSA Legislative Committee

1:00 PM November 19, 2025
At the CHI Center in Omaha (room TBD)

NRCSA Rural Teacher Committee

3:00 PM November 19, 2025
At the CHI Center in Omaha (room TBD)

NRCSA Search Service



Please let Jack Moles know where superintendent vacancies occur, so that NRCSA Superintendent Search can make direct contact. We need to hear as soon as possible in anticipation of getting promotional materials specific to that board of education ready. It is critical that Board Presidents have the NRCSA contact information so that if they choose to consider a Superintendent Search Service, NRCSA is one they hopefully will consider.



Axtell Community Schools

Search starting later!



Hayes Center Public Schools

Search starting later!



Potter-Dix Public Schools

[Notice of Vacancy](#)

[Apply for this Vacancy](#)

Application Deadline: **Sept. 30, 2025**

Finalists Selected: **Oct. 13, 2025**

Interviews: **Oct. 30, 2025**

Contract Starts: **July 1, 2026**

Access the Members area of www.nrcsa.net anytime.

Login: member Password: learning

NRCSA Updates

On Tuesday, September 2, I held the first of NRCSA's six district meetings. ESU 11 in Holdrege hosted the South Central District meeting. At these meetings I share information on NRCSA and NRCSA offerings, as well as provide a legislative report. Next week starts round 2 as I head to Bridgeport on Tuesday, Sept 9 for the West District meeting and Ord on Thursday, Sept. 11 for the North Central District meeting. The Southwest District meeting will be held in Hershey on Tuesday, Sept. 16, the Northeast District meeting will be at Wayne State College on Monday, Sept. 22, and the Southeast District meeting at the NCSA building in Lincoln on Tuesday, Sept. 30. This provides me with a great opportunity to get out into the state and visit many representatives from our member districts and ESUs. Superintendents and Board members are very welcome to these District meetings.

NRCSA's annual membership drive began on July 1. Annual Dues remain at \$850. Notices were sent in time for your July board meetings. You are welcome to pay your dues in this fiscal year or the next. Last year we had 224 school districts, ESU's, and State colleges and we expect to continue our annual growth. Thanks to you for being a member. This energizes our representation and advocacy for rural Nebraska, no matter who we are engaged with on education, legislation, or community issues. Without your support, there is less rural advocacy. Whether we like it or not, the outstate and rural population does not create a legislative majority anymore. In fact, rural Nebraska lost another seat in the Unicameral in the most recent redistricting. Finding success, whether that be by passing, amending, or stopping legislation, comes from membership, relationships, and focus. Thanks to your membership in NRCSA, rural is "at the table" and making a difference on behalf of our rural students, schools, and communities.

The School Financing Review Commission, which was created this Spring by the Unicameral, had its first meeting on Tuesday, August 12. Information on the meeting can be found in the following communication from NDE. The next meeting is tentatively set for Monday, September 22, from 1:00 p.m. to 5:00 p.m.. This is a public meeting, which can be attended by anyone. All meeting materials that are shared during the meeting will also be uploaded after the gathering for those who are interested in reviewing them.

The Commission is made up of 18 individuals and is chaired by Commissioner of Education, Dr. Brian Maher. Senators on the Commission include Sen. Dave Murman, Sen. Jana Hughes, and Sen. Eliot Bostar, as well as former State Senators Lou Ann Linehan, Tom Briese, and Fred Meyer. Individuals from the Education world include Brady Superintendent Ann Foster, Pender Superintendent (and NRCSA Legislative Co-Chair) Jason Dolliver, Bennington Superintendent Aaron Plas, Millard Superintendent John Schwartz, Lincoln Associate Superintendent Liz Standish, Lakeview Board of Education President Keith Runge, Omaha Board of Education member Shavonna Holman, and

NRCSA Leadership

Chris Kuncel, President.
Mullen Public Schools

Dr. Heather Nebesniak, Past Pres.
Ord Public Schools

Stephanie Kaczor, Pres-Elect.
Riverside Public Schools

Jeremy Braden, Secretary.
Doniphan-Trumbull Public Schs

District Representatives:

Ginger Meyer, West
Chadron Public Schools

Dale Hafer, North Central
Ainsworth Community Schools

Daryl Schrunk, Northeast
Randolph Public Schools

Andrew Havelka, Southeast
Freeman Public Schools

Jon Davis, South Central
Alma Public Schools

Jane Davis, Southwest
Hershey Public Schools

Executive Director:

Jack Moles

Lobbyists:

Jon Edwards
Scott Moore
Russell Westerhold

Legislative Co- Chairs:

Dr. Jason Dolliver
Pender Public Schools

Bryce Jorgenson
Southern Valley Schools

Scholarship & Recognition Co Chairs:

Jessica Bland,
Oakland-Craig Public Schools

Jim Widdifield
Minden Public Schools

Chancellor of the Nebraska State College System, Dr. Paul Turman.

Once we have specifics to the meeting on Sept. 22, we will try to communicate them to you.

NRCSA is excited to introduce a new initiative to assist rural schools in educating their communities about digital citizenship. Our partnership with A.Plum Creative will provide members with ready-to-use, research-based resources designed to help districts promote responsible technology use among students and families.

The program has its origins out of a goal by the Hershey Board of Education and Superintendent Jane Davis to work on digital citizenship in their district. The district worked with A.Plum Creative on the initiative, then shared information on the program with the NRCSA Executive Committee.

This research based, legally vetted campaign includes monthly social media graphics and captions that focus on key topics like online safety, respectful communication, digital wellness and appropriate tech use. All content is designed to engage school communities and support districts in meeting digital citizenship education goals.

We offer a set of tiered service options for NRCSA Member Districts:

- Tier 1 – NRCSA Branded Content (\$2,500/school year): Monthly graphics and captions with NRCSA branding, aligned to seasonal themes and events.
- Tier 2 – District-Branded Content (\$5,000/school year): Customized graphics and captions tailored to your district's brand and messaging.
- Tier 3 – Custom Content + Consultation (\$7,500/school year): District-branded content plus three planning calls per year with A.Plum Creative.
- Tier 4 – Full Social Media Management (\$10,000/school year): District-branded content, full posting and scheduling, community engagement and monthly performance reports.

This campaign is available exclusively to NRCSA member districts. To learn more or reserve your spot, contact Anna Weber at anna@a-plum.com or visit www.a-plum.com.

Recently, Minden Superintendent Jim Widdifield contacted the NRCSA office to see if we could be in assistance in helping him conduct a survey concerning Early Childhood programs in our rural schools. We assisted him with dissemination of the survey and he recently shared results.

From Jim: I have finally completed putting this together for those who filled out the survey. I received a good response from 87 schools. I appreciate all the schools that took the time to complete the survey. I did not include the specific schools in the results, but instead grouped them by size.

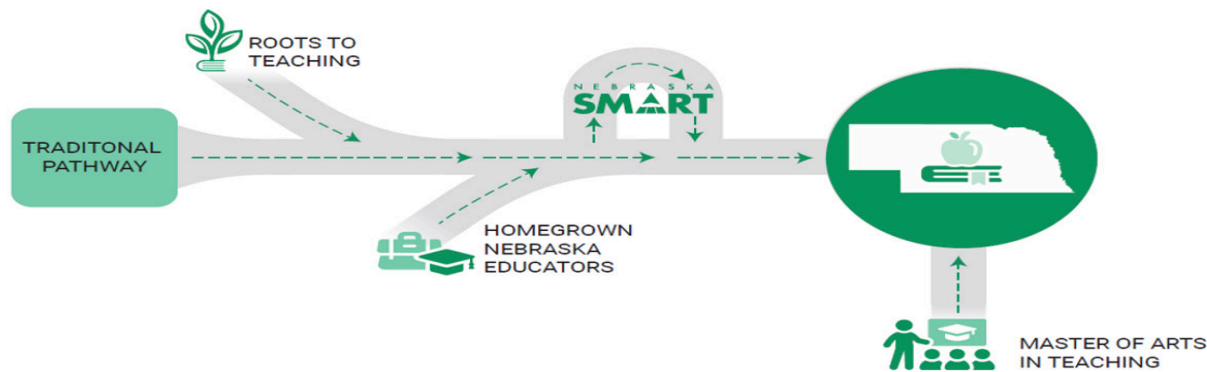
I share this information with you, not only because it has some very good information on Early Childhood programs, especially as it pertains to age groups, numbers of staff, and funding sources, but also to remind you that if you are wanting to research something please keep NRCSA in mind. Sometimes we already have compiled the information you are looking for. Also, if you want to do surveys, we can help you to disseminate the survey materials.

Nebraska Pre-School Programs

I recently had a communique from a member Superintendent as to the history of Equalization Aid in his district. That is something we keep track of on an annual basis for all districts, so his request for help was very easily filled. Again, at NRCSA we may have already compiled information you might be wanting to find. All you need to do is ask!

Expanding the Educator Pipeline through Innovative Nebraska State College Initiatives.

Educator Preparation Pathways



The Nebraska State Colleges (Chadron, Peru, and Wayne) are proactively addressing the growing teacher shortage across the state, particularly in rural communities. With their evolution beginning as Normal Schools to present, and approximately 28% of undergraduate students majoring in teacher education (the largest comprehensive major system-wide), the Colleges have long played a central role in preparing future educators.

However, as Nebraska faces increasingly urgent staffing shortages in K–12 classrooms, especially in high-need areas such as special education, early childhood, and STEM, the State Colleges continue to evolve to meet this challenge through four strategic initiatives.

Nebraska Roots to Teaching (NRT), seeks to offer a high school-to-career educator pathway modeled after Washington State’s successful Recruiting Washington Teachers (RWT) program. Anchored in Wayne State College’s STEP (Students to Teachers through Educator Pathways) program, NRT is expanding dual credit options in education across the three colleges. High school students (especially first-generation and underrepresented learners) will be able to complete introductory education courses for dual credit, participate in campus-based experiences, and receive mentorship from teacher-mentors and college “navigators” throughout their transition into college and early teaching careers. Flexible modalities, financial incentives, and future paraeducator credentialing further broaden access for rural students.

The **Homegrown Nebraska Educators Apprenticeship Program** seeks to leverage new flexibility under Nebraska Department of Education Rules 20 and 21 to provide an alternative pathway to certification for paraprofessionals and place-bound adults. Building on Chadron State College’s pilot model, this initiative allows candidates to remain employed in their local districts while completing a bachelor’s degree and teacher certification. Courses are fully online and asynchronous, ensuring flexibility for working adults. The program emphasizes district-identified endorsement areas, such as special education and elementary education, and uses a competency-based credit model to reward relevant experience.

The **Nebraska SMART (Success Made Accessible through Rural Tutoring)** initiative connects teacher education candidates from the three State Colleges with K–12 students in their home districts through virtual tutoring. Focused on supporting rural schools, SMART offers academic help during afternoons and evenings while providing early, meaningful field experience for teacher candidates. By allowing candidates to serve students in their own communities, the program strengthens local ties and broadens access to educational support. SMART not only improves outcomes for K–12 learners but also enhances the preparation of future educators committed to serving Nebraska’s rural schools and communities.

Lastly, the **Master of Arts in Teaching (MAT)** is a distinct, graduate-level program designed for individuals who hold a bachelor’s degree in a core content area and seek teacher certification in Nebraska. Delivered fully online, the 18-credit core of the program ensures that individuals fully meet certification requirements and

provides a flexible path to licensure, while the additional 18 credits of the graduate program provide options to complete the required content courses to qualify for teaching dual credit courses or work toward specific endorsement requirements. Individuals can choose to complete the core course which lead to certification without committing to the MAT; however, the completion of the MAT graduate program assists individuals in completing elective coursework that moves them toward their career goals. Unlike the Homegrown Nebraska Educators apprenticeship model, which supports paraprofessionals pursuing a bachelor's degree, the MAT serves adult career changers and professionals seeking a direct, advanced entry into the teaching profession.

Together, these initiatives form a comprehensive ecosystem of entry points into the teaching profession. From high school dual credit options and rural tutoring roles to full apprenticeship models and flexible graduate pathways, the Nebraska State Colleges are creating scalable solutions to address Nebraska's critical teacher shortage, ensuring every community has access to well-prepared, locally rooted educators for years to come.

Chris Prososki, formerly the Superintendent at Southern and now at Hastings, has shared a sample Superintendent Checklist that he uses. I thought this was a great instrument, one that I wished I had available to me when I was in the Superintendentcy. It can be especially helpful as you head into the new school year! Thanks to Chris for sharing this! You can access the updated checklist here:

[Superintendent Check List](#)

SUPERINTENDENT SEARCH & PLANNING

As Boards of Education and Superintendents start to plan for the future, there may be a change in Superintendent approaching your district. We would like to remind you that NRCSA has an outstanding Superintendent Search Service and I would encourage your Board of Education to closely consider these services if you are in need of a Superintendent.

NRCSA is currently helping the Axtell, Hayes Center, and Potter-Dix Boards of Education with their searches.

One of the more outstanding features of the NRCSA Superintendent Search Service is that the consultants who assist Boards of Education with their searches are all retired rural school Superintendents who experienced great success in their careers. They know what it takes to be successful in a rural school district and community, and how to work closely with a rural school Board of Education.

If your district finds a need to locate your next school leader, please be sure to keep the NRCSA Superintendent Search Service in mind. For more information you can contact Executive Director Jack Moles at jmoles@nrca.net or by phone at 402-335-7732.

Another service that is offered is a planning service. It is a common practice for Boards of Education and the Superintendent to develop short and long-term plans. We are currently assisting Anselmo-Merna in their planning process. NRCSA does provide a quality service using experienced consultants. If you are interested in more information, please contact Executive Director Jack Moles.

[NRCSA Search Service Brochure](#)

[NRCSA Planning Support Brochure](#)

NRCSA has had the great privilege to work closely with Open Sky Policy Institute over the years. They provide great information on the fiscal impact of legislation that is very helpful to me in my work as NRCSA's chief lobbyist. I would encourage Superintendents and Board of Education members to sign up to receive Open Sky's email updates.

Open Sky has developed some awesome **Nebraska Public School District Profiles** instruments. The instruments provide much information that can be used to tell the story of your district in comparison to other districts when discussing school finance. The instruments can be accessed at:

<https://www.openskypolicy.org/school-district-profile/>

The mission of OpenSky Policy Institute is to provide impartial and precise research, analysis, education and leadership on fiscal policy-improving opportunities for all Nebraskans. Subscribe to their email updates at <https://bit.ly/OpenSkyUpdates> or contact Todd Henrichs at thenrichs@openskypolicy.org.

As we head into the new legislative session, Open Sky has shared a few more tools that can be especially helpful. A message from Rebecca Firestone, Executive Director for Open Sky shares:

Dear friends,

On behalf of the team at OpenSky, I want to thank you for the work you have done to prepare for the important policy work ahead for all of us this year.

We wanted to take an opportunity to share a few quick reference materials we have developed that we think will be especially useful this session (attached).

- 1. A one-page guide to TEEOSA, the K-12 public school funding formula. With significant changes promised to the formula in pursuit of property tax relief, we felt it was important to share the current state of play.*
- 2. A guide on the budget process, including a timeline, who is involved, and a breakdown of important components of the state budget. With a significant deficit heading into session, lawmakers will grapple with complex decisions regarding spending. At OpenSky, we are ready to work towards a budget that reflects the priorities of Nebraskans and allows everyone a shot at The Good Life, and we look forward to partnering with you in this work.*

I also wanted to introduce you to some new members of our team who you may interact with during the upcoming session:

Lillian Butler-Hale joins our team as Outreach and Engagement Director. She replaces Joey Adler Ruane, who will continue to support OpenSky for some time from his new role with the lobbying firm Lindsay Harr MacDonald. Lillian was most recently in the office of Senator Jen Day and will be a great asset to the team during this session. Please make sure to say hello when you see her in the rotunda.

Noah Rhoades just joined us in a new role as Outreach and Engagement Manager. He will support our legislative work as well as community engagement and outreach efforts, including coalition building. We are excited to have him on board.

We are also launching a refreshed website at www.openskypolicy.org, and last, but not least, we have moved! Same building, bigger office. Please make note that our new address is 1325 H Street, Suite 200 Lincoln, NE 68508. We look forward to welcoming you to our new space soon, when we are a little more settled.

We are excited to work alongside all of you this session, and here to be a resource. Don't hesitate to reach out to me or anyone on the team if you need us.

*Onward,
Rebecca*

[Open Sky TEEOSA Guide](#)
[Open Sky Budget Process Guide](#)

NRCSA is pleased to be in a partnership with New Leaf Teletherapy. New Leaf provides mental health teletherapy services for both staff and students. I became very interested in this possibility especially in terms of staff services. I know our members are working hard to provide services for their students, but there does not appear to be that same capability when looking at staff services.

I look at this service as helping to bolster what your district is already doing, not to take the place of those efforts. I believe this can be a cost effective means of furthering your efforts.

NRCSA hosted three introductory Zoom meetings with Mark Goldman and Deb Romano of New Leaf to have them explain what the program would look like. Below you can access the slide show from those meetings, as well as a recording of one of the meetings.

[New Leaf PowerPoint Presentation](#)

[New Leaf Zoom Meeting \(recording\)](#)



[New Leaf Flyer](#)

If you would like to be in contact with Mark Goldman or Deb Romano, please feel free to call or email me and I can help make that happen.

One of the more outstanding student academic activities that I've had the pleasure of working with is Academic Decathlon. The nation-wide program provides a prescribed course of study each year. Teams are made up of students of different academic abilities. Students with an "A" average compete against other students with an "A" average, students with a "B" average compete against other students with a "B" average, and students with a "C" average compete against other students with a "C" average. Schools can choose how they prepare for competitions. Some teams meet after school or in the evenings, while some schools offer a class.

There is a regional competition in January, with the State Championships being held in February. Students compete for medals at both events. Scholarships are awarded to members of teams who are successful in the competitions. Three of my four children competed in Academic Decathlon and between them were awarded thousands of dollars in scholarships.

This past year, two NRCSA-member schools qualified for the State Championship: Amherst and Johnson County Central.

Each year there is a central theme for the Academic Decathlon curriculum. For the 2025-25 school year, the theme is "The Roaring 20's". Music, art, and literature will cover the Jazz Age.

If you would like get more information on the Nebraska Academic Decathlon, please contact NRCSA Executive Director Jack Moles or one of the Nebraska Academic Decathlon Co-Executive Directors:

Ardis Moody ardis.moody@gmail.com

Cris Hay-Merchant chaymerchant@bellevue.edu



JOHNSON COUNTY CENTRAL ACADEMIC DECATHLON TEAM



AMHERST ACADEMIC DECATHLON TEAM

The NRCSA Executive Committee has made a positive move to assist non-traditional educators move toward full teaching certification. As a result of this move, new scholarship opportunities were created for paras who are in a “para to teacher program” and for transitional educators. NRCSA will provide three \$1,000 scholarships for the fall semester and three \$1,000 scholarships for the spring semester for the 2024-25 school year. Applicants for the scholarships must be current employees of a NRCSA-member district or ESU. Applicants must be enrolled for that semester in one of two types of programs: (1) in a recognized “para to teacher” program such as is offered by the three State Colleges (Chadron State, Peru State, or Wayne State), or (2) a transition to teaching program in which a person with a minimum of a bachelor’s degree who is employed to teach in a member school while working through a transitional program, such as offered by the University of Nebraska-Kearney. The applicant could currently be teaching under a transitional certificate. Application materials for Spring scholarships were distributed to member Superintendents and ESU Administrators, who were then asked to share with potential candidates in their buildings. The NRCSA Scholarship and Recognitions Committee selected the three Spring semester scholarship winners.

Applications for the 2026 Spring semester scholarships will be open in the fall, at a date to be determined.

NRCSA Executive Director Jack Moles visited Fairbury, Harvard, and Summerland to make the scholarship presentations of the Fall scholarships. The three recipients are Mary LeFave of Fairbury, Ryan Kile of Harvard, and Shayna Strobe of Summerland.

Ryan Kile is currently a paraeducator at Harvard High School. He is working on a teaching certificate in Secondary Business Education through Chadron State College.

Mary LeFave is currently a paraeducator at Fairbury High School. She is working on a teaching certificate in 7-12 Biology through the University of Nebraska-Kearney.

Shayna Strobe is currently a paraeducator at Summerland Elementary School. She is working on a teaching certificate in Elementary Education through Chadron State College.



FAIRBURY SUPT DEVIN EMBRAY, MARY LEFAVE, JACK MOLES

HARVARD SUPT MICHAEL DERR, RYAN KILE, JACK MOLES



SUMMERLANDE SUPT. MOLLY ASCHOFF, ELEM PRINCIPAL CATHY COOPER, SHAYNA STROPE, JACK MOLES

NRCSA has developed a “resource” document to assist members when they want insight on a particular topic. Often we are contacted and asked if we know of a school that has experience in a topic of interest. Many times we can point them in the right direction, but often we need to put out a request for information to the members. We have developed a list to begin from and already have some contact information on some of the topics. The plan is to feature this list in each of our monthly updates. Below is a link to a copy of the list. If you would be willing to be listed as a resource or if you would like to suggest other topics for inclusion, please contact Jack Moles.

[NRCSA School Programs](#)

We urge you to consider participation in the NRCSA Partner OneCard program as a tool for you in managing school expenditures, both large and small. Certainly, the card can help reduce/eliminate any issues relative to unverified cash expenditures. You decide who uses it, can get cards for each of those users, keep all cards wherever you wish, determine the amount to load on each individual card, and how long the time frame of use is. It is a terrific management tool and clearly identifies each expenditure/name/date/amount. Whether small purchases or very large purchases, the card is a terrific tool. NRCSA owns the state contract, so liability for misuse falls to NRCSA, not the district user. We have only had three circumstances of fraud and all three have been the theft of the card number information, not any district employee misuse. For 2024-25, over 100 districts/ESUs participated in the program. We currently have **109** entities using the program. In talking with some districts, there is a chance there could be upwards of 112 entities participating. Great job by all participating districts in protecting the card and program! Don't forget, the NRCSA rebate from the transaction fee paid by businesses that choose to accept plastic is used for scholarship, awards, and special needs. For 2024-25, the rebate was over \$34,000 to NRCSA, showing that use is increasing, and large purchases are being included. WIN, WIN, WIN! If you are considering joining the program and need more information, please contact Jack Moles (jmoles@nrca.net) or Jeff Bundy (jbundy@nrca.net).

Board of Education meeting visits. Beginning in December, 2019, I started attending Board of Education meetings in member school districts/ESUs. Since then, I have attended 132 such meetings. I most recently attended the Board meetings at Wauneta-Palisade and Hayes Center on August 11.

I am scheduled to attend the following Board of Education meetings in the near future:

Monday, September 8: Mullen and Sandhills

Monday, September 15: Thedford and Stapleton

I have really enjoyed this venture and am willing to attend Board meetings when I can. I take a few minutes to cover NRCSA news and offerings, as well as a legislative update. When I am going to be in a specific area on Board meeting days I may send out a notice to near-by Superintendents to make an offer to visit. I'd like to be able to schedule two or three in the same evening if I can.

If you would be interested in me attending a future Board meeting, please contact me to start the arrangements. I would also be willing to "attend" your Board meetings via Zoom if you preferred. I would still only do one at a time but would be able to do several in the same evening. Let me know and we will try to make the connection.



WAKEFIELD BOARD OF EDUCATION AND ADMINISTRATION



ALLEN BOARD OF EDUCATION AND ADMINISTRATION



EMERSON-HUBBARD BOARD OF EDUCATION AND ADMINISTRATION



NRCSA wishes to share in the celebration of the special accomplishments and recognitions going on in our member schools and ESUs.

September 2025:

*** Ravenna teacher Tanner Ellis was named the 2025 Nebraska Economic Educator of the Year and received one of the state's highest civic honors, being appointed as an admiral in the Great Navy of the State of Nebraska by Gov. Jim Pillen.**



*** Cedar Bluffs Superintendent Harlan Ptomey has been awarded a Fulbright Scholarship for Global Leadership Award, one just twenty administrators in the United States selected. The award will allow him to visit Finland in January 2026 to study their world-renowned public education system.**



*** The NSAA announced the 28 recipients of the 2024-2025 NSAA Champions for Coaches Award. This annual recognition honors outstanding coaches across Nebraska who demonstrate exceptional dedication to students, schools, and their communities. Several coaches from NRCSA-member districts were recognized, including:**

- Girls Cross Country: Holly Rieschick, Auburn
- Boys Cross Country: Chris Wiseman, Plattsmouth
- Football: Josh Dean, Hemingford

- Volleyball: Julie Ratka, Minden
- Play Production: Sheila Hoelsing, Wausa
- Boys Wrestling: Cole Sittig, Crawford
- Girls Basketball: Maggie Moon, Crofton
- Boys Basketball: Jim McLaughlin, Freeman
- Speech: Kaitlyn Clark, Gothenburg
- Journalism: Kristen Harris, Southwest
- Boys Golf: Taylor Stech, Chambers
- Girls Track & Field: Lori Peters, Wood River
- Boys Track & Field: Joe Ortmeier, Osmond

*** The NSAA's Above and Beyond program is designed to recognize and celebrate the outstanding individuals who make a meaningful impact within their communities. Whether it's a student, coach, community member, or parent, this award honors those who go the extra mile to support and uplift others. The NSAA recognizes an individual each week. Individuals from NRCSA member school districts who have been recognized to date are:**

- April 1 – Mark Randolph, West Holt
- April 8 – Mimi Axline, Dorchester
- April 15 – Rich and Carolyn Schliep, Sandy Creek
- April 29 – Kimberly French, Scribner-Snyder
- May 6 – Josh Dean, Hemingford
- May 27 – Jay Lawver, Friend
- June 3 – Heath Ahrens, Pleasanton
- June 17 – Susan Doehling, Shelby-Rising City
- June 24 – Ron Simpson, Burwell
- July 1 – Justine Fischer, Leigh
- July 8 – Kathy Houser, Meridian
- July 22 – Mike Kring, Axtell
- July 29 – Kami Florea, McPherson County
- August 5 – Chris Johnson, Oakland-Craig

*** Dr. Sean Ahern, a broadcast journalism instructor at Wayne State College, was selected as the 2025 Teaching Excellence Award recipient for the Nebraska State College System.**



*** The NSAA and the Nebraska Department of Transportation Buckle Up Phone Down Cup recognizes high schools having the most successful interscholastic activities programs in the state for that year. The divisions of competition include a Girls Division, a Boys Division, and an All-School Division. Schools in each division are divided into four classes, (A, B, C, and D) determined each activities year, based on enrollment. Volleyball classifications are used to place schools in a class for this awards program. NRCSA-member schools placing in the top 5 for each division include:**

- CLASS C GIRLS: Minden (2nd), Gothenburg (3rd), Yutan (4th), and Wayne (5th)
- CLASS C BOYS: Malcolm (1st)
- CLASS C ALL-SCHOOL: Gothenburg (2nd), Minden (3rd), Battle Creek (4th)
- CLASS D GIRLS: Howells-Dodge and McCool Junction (Tied for 1st), Pender (5th)
- CLASS D BOYS: Howells-Dodge and McCool Junction (Tied for 1st), Wausa (4th), Riverside (5th)
- CLASS D ALL-SCHOOL: McCool Junction (1st), Howells-Dodge (2nd)

MEMBER SPOTLIGHT

Malcolm Public Schools



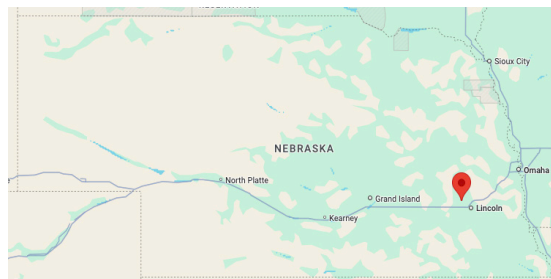
Superintendent: **Ryan Terwilliger**

Principal(s): **Amber Dolliver**, PK-6; **Simon Wiedel**, 7-12

Mascot: Clippers

Enrollment: 618 students

Location(s): Malcolm, NE



Front Row: Amy Spellman, Tera Heidtbrink-Secretary, Ed Swotek
Back Row: Tony Nutter-President, Bill England-Vice-President, Lucas Mitchell - Treasurer

Board of Education: **Bill England**, **Tera Heidtbrink**, **Lucas Mitchell**, **Tony Nutter**, **Amy Spellman**, **Ed Swotek**

Programs

Title 1 Reading Program

Our Title I Reading program has been highly successful in supporting students' literacy growth through targeted small-group instruction, individualized interventions, and a focus on building strong reading foundations. Mrs. Brittnei Peltz is an outstanding teacher who plays a vital role in this success. She not only goes above and beyond to support her students' learning, but she also serves as a valuable resource and mentor to her colleagues. Her dedication, expertise, and collaborative spirit make a lasting impact on both students and staff.

Building Relationships

Our staff continues to prioritize building strong relationships with students while creating an environment where every child can thrive. On our early dismissal days, students take part in Anchor Time, which provides meaningful opportunities to connect across grade levels and learn from one another. These experiences foster teamwork, leadership, and resilience while reinforcing the idea that every student is a valued part of our school community. By focusing on relationships and connection through our Anchor Time program, we create an environment where students can take steps toward becoming the best versions of themselves.

MEMBER SPOTLIGHT

Mullen Public Schools



Mascots: Broncos

Enrollment: 175 students

Location(s): Mullen, NE

Interesting Fact: The Mullen Public School district is 1383.8 square miles which is bigger than the state of Rhode Island.

Mullen Public Schools has a Super Bowl Football from Super Bowl XXXVII in 2003 where John Howell, a graduate of Mullen High School class of 1996, was a strong safety for the Tampa Bay Buccaneers.

Superintendent: **Chris Kuncel**

Principals: **Mike Kvanvig**, 6-12; **Brett Mauler** PK-5

Board of Education: Left to right- PK-5 Principal **Brett Mauler**; 6-12 Principal **Mike Kvanvig**; **Patrick Wright**, Treasurer; **Casey Phillips**; President **Liza Simonson**; Vice President **Dane Peterson**; Secretary **Mike French**; **Michael Stichka**; Superintendent **Chris Kuncel**





Programs:

Mullen Markings is a student-led entrepreneurial venture developed under the guidance of Mullen Public Schools. Mullen Markings provides a variety of different personalized materials such as awards, plaques, cribbage boards, name tags, along with engraved water bottles, cups, glass, metal or wood. Mullen Marking has begun to make all of the awards for the Mid Nebraska Activities Conference. Marketing efforts are led by Mrs. Kelli Walz and her Marketing class, who manage advertising, social media, and web presence. Production is handled by the Plasmacam class, with training and support from Mr. Kyle Hoyt, Mr. Phil Hoyt, and Mr. Mike Kvanvig. All financial operations—including billing and inventory—are managed by Ms. Mellissa Donohoe and the Advanced Accounting class using QuickBooks. Mullen Markings offers students a hands-on learning experience that combines creativity, business skills, and collaboration throughout the school. In the first year of production, they have personalized over 1200 items.

Data Analysis Team (DAT): This is our MTSS process that has been shaped and molded to fit our school. Our DATA sheet was made and designed by our staff to help better shape our needs at Mullen Public Schools. We have a custom made spreadsheet that we use that has every student on it and gives options for reading, math, social emotional, and behavior concerns. It allows our classroom teachers, guidance counselor, special education, title, SLP, OT, PT, and administration to have input on each student. The meeting is tailored to discuss the kids we need to talk about and have a Y, N, W system set up with every student in each area. Yes means we need to talk about them, No we don't need to talk about them, and W is we are watching them. The teacher will write in the concerns and we will discuss these concerns as a group and brain storm ideas. This helps our staff all have input on students and help catch kids falling behind and providing interventions as well as other ideas. Our group has modeled this system with ESU 16 and with Ricky Robertson who is an educational coach. We have a system that works, it's user friendly, and it does what's best for kids.



MEMBER SPOTLIGHT

Chase County Schools



Mascot: Longhorns

Enrollment: 620 students

Location(s): Imperial, NE

Interestign Fact: The [History of Chase County Schools](#)

Chase County Schools was formed from the unification of multiple rural schools, bringing together students and communities under one district. When our current building was originally constructed, it actually housed **two separate schools** with **two boards of education** operating under the same roof. Elementary students attended the west side of the building as their rural school, while the east side served as a distinct high school. At that time, there were **different mascots, different school colors, and separate identities**—all within the same building. Over time, these traditions came together to form what we proudly know today as Chase County Schools.

Superintendent: Adam Lambert

Principal(s): Becky Odens, K-6; Beau McConnell, 7-12



Board of Education:

Back Row from Left to Right

Josh Fries, Steve Wallin, Willy O'Neil, Jeff Banks, Jeff Olsen, Jake Banks

Front Row from Left to Right

Adam Lambert (Superintendent), Carry Terryberry, Cindy Arterburn, not pictured Dan Reeves

Chase County Schools: Excellence in Athletics and Academics

Chase County Schools is proud to be known as a track school, with a tradition of excellence that has defined our athletic program for over a decade. Our boys' and girls' track teams have earned an impressive **six state championships and two runner-up finishes in the past 10 years**— including **four girls' titles, two boys' titles, and two girls' runner-up finishes**. This legacy of hard work, determination, and teamwork continues to inspire current and future **Longhorns**.

Equally important is our commitment to academic achievement. Chase County Schools takes pride in the success of our students and district as a whole, continually setting goals and celebrating growth. Over the past five years, we've seen remarkable progress: **ELA proficiency has risen from 47% in 2020–21 to 74% in 2024–25, math proficiency has grown from 58% to 83%, and science consistently ranks above the 80th percentile**. These accomplishments highlight the dedication of our students, staff, and community to ensuring excellence in both academics and athletics.



 CHASE COUNTY ACADEMIC ACHIEVEMENT SPRING 2025 PreACT/ACT Scores 					
25-29 CMB		2 Pt. Growth		3 Pt. Growth	
9th Grade PreACT Dorian Lerner Charlie Johnson	10th Grade ACT Dorian Lerner Dorian Lerner	11th Grade ACT Dorian Lerner Dorian Lerner	12th Grade ACT Dorian Lerner Dorian Lerner	13th Grade ACT Dorian Lerner Dorian Lerner	14th Grade ACT Dorian Lerner Dorian Lerner
2024 CMB 9th Grade PreACT Dorian Lerner Dorian Lerner 10th Grade ACT Dorian Lerner Dorian Lerner 11th Grade ACT Dorian Lerner Dorian Lerner 12th Grade ACT Dorian Lerner Dorian Lerner 13th Grade ACT Dorian Lerner Dorian Lerner 14th Grade ACT Dorian Lerner Dorian Lerner					

CHASE COUNTY ACADEMIC ACHIEVEMENT 30+ ACT SCORES				
KEVIN WINE 30 1980	JOHN SILVESTER 32 2000	STACI ROBERT 30 2000	NICHOLAS MILLANIX 32 2012	
REBECCA KUDECK 30 1979	KARL YAM 31 2000	CHANCE SHAYER 32 2000	KACIA SMITH 31 2010	
WILLIAMSON 30 1979	NICHOLAS KAISER 30 2001	JOHN CAMPBELL 31 2007	JOSEPH KELLY 30 2010	
YAM HUMPHREY 30 1981	JESS PAULEY 30 2001	WILLIAM WALLA 32 2007	MADENNA WALLA 31 2014	
MANC BUFF 30 1983	JANETTE DAVISON 31 2002	NICKY BADWICK 30 2009	AMITY CASTLE 30 2015	
MICHELLE PERLOW 30 1989	STEPHAN SPARTY 31 2002	CARA GERRMAN 30 2012	STAN MOLES 31 2015	
DAVID BRUNCK 31 1990	BRANDAN SCHOEN 30 2003	ANNE HARRISMAN 30 2007	MICHAEL MISROVE 32 2018	
DONALD STAFFORD 31 1981	JEREMIAH GERMAN 31 2003	MICHAEL SCOTT MUNIER 32 2007	BURMAN PETERSON 30 2007	
JOHN KUTLAMP 31 1983	JOHN KUTLAMP 31 2003	TAYLOR WINTZ 30 2007	JOSE PETERSON 32 2017	
SEAN BALLETT 31 1983	MICHELLE DILL 30 2004	JORDAN GERMAN 30 2008	MADISON HANES 31 2023	
KEVIN BRUNCK 31 1984	JOHN KUTLAMP 31 2004	JOHN KUTLAMP 31 2008	GEORGINA 32 2023	
CARLY FRANKS 30 1985	ASHLEY HOPPE 30 2004	LAURENCE MILLANIX 30 2008	BOBIE COLTON 32 2025	
JEREMY HESITT 30 1985	CHLSEA LITLAND 32 2004	TREVOR KORNELIUS 30 2008	ANNA MANN 30 2025	
ELIZABETH FRANKS 30 1989	LAMARCA RUSSEL 30 2004	MARK GACHALA 30 2008	ANDREW WEST 31 2025	
LEAHN WINE 31 1987	SARLA BARNES 31 2005	KENNY SWANSON 30 2009	CHLSE BUTLER 31 2028	
JENNIFER BUNKE 30 1989	BRANDON BUNDE 31 2005	CLAUDE GERMAN 30 2010	DOCK HOLLINGHOR 30 2028	
STEPHEN KUTLAMP 31 1989	STEPHEN HANNA 30 2005	LUCAS BABBLE 30 2011	KRAYTON PAISLEY 30 2008	
ANNE HALEK 30 1989	ALEX MARSHALL 31 2005	SHANE GERMAN 33 2011	JAMES ADLE 32 2027	
STEPHEN KUTLAMP 31 1989	PETE SCOTT 30 2005	CHARLES HARRIS 30 2011		
NADIM LODES 30 1989	MEDAN BARNES 30 2006	TOM BULLMAN 30 2011		
SARAH TERRYBERRY 30 1989	CHAS DAVISON 31 2006	TYNOR KELLEMAN 32 2012		
DEBBI CHAMPION 34 2003	JOE HESITT 30 2006	ADAM MOJING 31 2010		

CHASE COUNTY ACADEMIC ACHIEVEMENT SPRING 2025 PreACT/ACT Scores					CHASE COUNTY ACADEMIC ACHIEVEMENT SPRING 2024 PreACT/ACT Scores				
25-29 CMB	2 Pt. Growth	3 Pt. Growth	4 Pt. Growth	5 Pt. Growth	25-29 CMB	2 Pt. Growth	3 Pt. Growth	4 Pt. Growth	5 Pt. Growth
18.4	19.3	19.6	17.2	15.9	18.4	19.3	19.6	17.2	15.9
2024 CMB 9th Grade PreACT Dorian Lerner Dorian Lerner 10th Grade ACT Dorian Lerner Dorian Lerner 11th Grade ACT Dorian Lerner Dorian Lerner 12th Grade ACT Dorian Lerner Dorian Lerner 13th Grade ACT Dorian Lerner Dorian Lerner 14th Grade ACT Dorian Lerner Dorian Lerner					2024 CMB 9th Grade PreACT Dorian Lerner Dorian Lerner 10th Grade ACT Dorian Lerner Dorian Lerner 11th Grade ACT Dorian Lerner Dorian Lerner 12th Grade ACT Dorian Lerner Dorian Lerner 13th Grade ACT Dorian Lerner Dorian Lerner 14th Grade ACT Dorian Lerner Dorian Lerner				

Updates from Members & Other Entities

From NRCSA Executive Director Jack Moles: *NRCSA is backing the work of the Nebraska State College System and the Nebraska SMART program. This is a unique approach to providing free tutoring services to your students. Information on the program is provided below. This program is beneficial on many levels. Among them are:*

- *The program is FREE for kids and families.*
- *The program provides valuable experience for prospective teachers.*
- *The program provides a paying job for prospective teachers.*
- *The program provides another great connection between Chadron State, Peru State, and Wayne State with NRCSA member school districts. All three of the State Colleges are NRCSA members.*
- *The program provides an opportunity to connect prospective teachers with rural schools. Some of the tutors did not attend rural high schools and this provides an opportunity for them to connect with rural.*
- *The program provides an opportunity to connect YOUR school with prospective teachers. You may be in the market to hire one of these tutors in the future and this connection could help!*



Nebraska SMART Free Online Tutoring for K-12 Students.

Fall 2025 Tutoring Now Available

Nebraska SMART offers free, one-on-one online tutoring for K–12 students across the state. Parents and students can schedule tutoring sessions through their Nebraska SMART accounts, request on-demand help during tutoring hours, or set up recurring appointments by submitting the Recurrent Appointment Request Form.

Students are encouraged to bring assignments to each session. Homework can be uploaded directly to the secure classroom, sent in advance to the tutor, or shared by photo during the session.

Fall 2025 Tutoring Schedule:

Aug. 18 – Dec. 11, 2025

Monday–Thursday, 3:30–8:30 p.m. CT

Days tutoring are unavailable: October 13-14 and November 25 - 28

How Schools Can Help Promote Nebraska SMART

- Share program information in school, district, and classroom newsletters
- Highlight Nebraska SMART during Open House and Back-to-School events
- Follow and share Nebraska SMART on Facebook, Instagram, and X (Twitter)
- Post Nebraska SMART updates on school/district social media pages
- Add Nebraska SMART as a student resource on your district website
- Share information with teachers, counselors, and other staff
- Communicate with Parent/Teacher Associations
- Display posters in visible school locations (mailed in July)
- Provide your district technology team with the Nebraska SMART domain allowlist guide

Please note: Nebraska SMART tutoring is available only for K–12 students. Promotional materials should not be shared with Pre-K students.

Learn More

Website: www.nscs.edu/nebraskasmart

Email: nebraskasmart@nscs.edu

Social Media: [Facebook](#), [Instagram](#), [X \(Twitter\)](#)

Thank you for helping us connect Nebraska students with the academic support they need to succeed.

As we hear concern from rural districts concerning moves in the national front regarding the Department of Education, the National Rural Education Association (NREA) and the National Education Association (NEA) have combined to share a website outlining the amount of federal funding that goes to public schools. The website can be accessed here:

[How Much Funding Does My Public School Get from the Federal Government](#)

Dr. Steven Johnson, a member of the NREA Executive Committee, provided a document entitled, “Strengthening Rural Communities Through Public Education”. Many of you had an opportunity to meet Steve at the NRCSA Spring Conference. His article may be accessed here:

[Strengthening Rural Communities Through Public Education](#)

The Center on Budget and Policy Priorities, along with the Food Research and Action Center, has drawn attention to the possibility that the Community Eligibility Provision (CEP) might be substantially altered. This change could have a negative impact on several school districts in Nebraska. The following website provides a great overview of the concern and allows the viewer to go specifically to Nebraska to see how the change could affect districts.

[State by State Fact Sheet](#)

The ESUCC and ESU 3 have shared a document which outlines all of the trainings and mandates that are required of districts. The document, “School District Plans, Policies, and Annual Trainings Requirements”, is a handy reminder for districts. Thanks to ESUCC Executive Director Kraig Lofquist and ESU 3 Administrator Dan Schnoes for developing and distributing this handy tool. The document may be accessed here:

[School District Plans, Policies, & Annual Trainings](#)

Jeremy Braden, Superintendent at Doniphan-Trumbull, has developed a useful agenda for onboarding new Board of Education members. Many of our districts will bring on new Board members in January. Jeremy’s instrument could be a nice template for Superintendents and Board Presidents to use in working with new Board members. It may be accessed here:

[Board Member Onboarding](#)

From Rebecca Vogt, UNL

Today we are releasing the first of the reports from the 2024 Rural Poll, focusing on the well-being of rural Nebraskans. The report can be accessed online. The press release for this report can be found [here](#).

Well Being of Rural Nebraskans

From Jay Martin, NDE Director of School Safety & Security

Hello All,

Time for the home stretch to the end of another school year! I hope it all goes well with all the events planned this spring.

Below you will find the School Safety Newsletter and information. The main question to look for is a Threat Assessment Survey. We are gaging schools' interest in future Threat Assessment trainings. The last page has a breakdown of the three Threat Assessment trainings offered by UNLPPC. Please take a moment to complete this survey by April 15, 2025.

Remember to apply for your Diamond status Safety Badge to display at your school letting your school community know you "Place School Safety First!"

Thanks for all you do in school safety.

School Safety Newsletter Spring 2025

UNL Extension Center: Embracing Innovation: Exploring the Dynamics of New Partnerships

Developing business & Industry, organizational, and postsecondary partnerships with school districts can play a pivotal role in enriching the educational experience, supporting student achievement, and strengthening connections between schools and their communities. By leveraging external resources, expertise, and support, schools can create a more inclusive, engaging, and supportive learning environment for all students. While partnerships within school districts can bring numerous benefits, there are also challenges that may be encountered. These can be overcome by fostering a culture of collaboration, prioritizing communication and relationship-building, seeking creative funding solutions, and promoting equity and inclusivity in partnership efforts. Additionally, leveraging support from district leadership, community stakeholders, and external resources can help schools overcome obstacles and maximize the benefits of collaborative partnerships.

We in the Institute of Agriculture and Natural Resources (IANR), specifically the College of Agricultural Sciences & Natural Resources (CASNR) and Nebraska Extension 4-H, believe this strategy for K-12 partnerships will result in a strong learning innovation network of support for every learner and every educator in the state of Nebraska. The world of higher education is evolving, driven by changes in technology, demographics, workforce demands, and societal expectations. To meet the needs of today's learners in the 21st century and prepare them for the challenges of tomorrow, we are embracing innovation, collaboration, and a student-centered approach.

In recent years, CASNR has created two new positions to help in this work. Dr. Tammy Mittelstet (tmittelstet@unl.edu) is serving as the CASNR Statewide Education and Career Pathways Coordinator and Bailey Feit (bailey.feit@unl.edu) serves as the LPS/CASNR Early College and Career Pathways Coordinator. They engage in co-creating education and career pathways for students and supporting teachers by:

- creating opportunities and minimizing barriers for all learners in the exploration of education and career pathways,
- investing in and supporting teachers to innovate and integrate cross-curricular concepts of Food, Energy,

Water, and Societal Systems (FEWSS) throughout K-12 education,

- encouraging our higher education institutions to share content expertise to build curriculum that will inform best practices in the areas of FEWSS and mentor future systems thinkers for the continuum of learners through our higher education institutions,
- connecting and developing a team of community leaders to build partnerships that combine resources to support student and teacher innovation, and
- building a workforce of tomorrow with the support of the industry of today by developing work-based learning opportunities.

If you would like to get monthly updates, consider signing up for the L.I.N.K.S. newsletter at <https://casnr.unl.edu/k-12-partners>.

Nebraska Extension brings University of Nebraska expertise and research in 8 key areas of impact directly to Nebraskans from all walks of life in each of the state's 93 counties. Nebraskans turn to Nebraska Extension to strengthen their families, inspire their communities, empower young people, conserve and protect natural resources and advance their farms, ranches and businesses. Nebraska 4-H represents one of the eight key areas, and has been a leader in the career and college readiness field by being one of the first in the country to support a statewide educator position and team to provide leadership in program development and delivery.

The College & Career Success Team is led by Dr. Dawn Lindsley (dawn.lindsley@unl.edu) at the State 4-H Office and Jacie Milius (jacie.milius@unl.edu) in Gage County. In 4-H, we believe in the power of young people. With nearly six million members nationwide and 140,000 in Nebraska, we empower youth to lead for a lifetime. In a rapidly changing world, it's crucial for young people to be equipped with the right mix of knowledge, skills, and experiences for their transition from education to the workforce. Through our programming, we provide developmentally appropriate, experiential learning opportunities to help youth and adults explore postsecondary education and career options, preparing them to reach their fullest potential in today's dynamic job market. If you would like to learn more, please visit <https://4h.unl.edu/programs-priorities-career-college-success>.

Nebraska students are the leaders, innovators, and problem-solvers of tomorrow. Through collaboration with business & industry, organizational, and postsecondary partners, school districts can provide students with invaluable real-world experiences, access to resources, and insights into the demands of the workforce. We can bridge the gap between education and employment, equipping students with the skills, knowledge, and connections they need to thrive in the competitive global economy. Together, we can create a brighter future for our students and our communities.

The National Rural Education Association, in partnership with the Rural Schools Collaborative, has issued a study entitled WHY RURAL MATTERS. The report "looks critically at how educational supports and resources for student well-being are being distributed, casting light on which of our rural children are in need of additional support". The study is well done and shows Nebraska in a pretty positive light. I would encourage you to take a look at WHY RURAL MATTERS, which can be accessed here:

[Why Rural Matters](#)

The National Rural Education Association (NREA) partnered with AASA in producing a report on REAP. REAP is a program that benefits many of our smaller districts. The report can be accessed here:

<https://www.aasa.org/docs/default-source/resources/reports/rural-education-achievement-program-survey-report.pdf>

[Understanding REAP](#)

The American Heart Association is committed to partnering with schools in rural Nebraska to improve the health of their communities. A few of these opportunities include:

Tobacco Free Schools. Unfortunately, recent data reveals the ongoing challenges of youth tobacco use. The 2021 National Youth Tobacco Survey showed that: Approximately 2 million MS/HS students reported using e-cigarettes during the pandemic; nearly 85% of them used flavored tobacco products. More than 4 in 10 HS students and nearly 2 in 10 MS students who used e-cigarettes did so 2 out of 3 days and youth showed a strong brand preference.

Many schools have struggled to keep up with the continued innovation of the tobacco industry. To help address that, the American Heart Association created our Tobacco Free Schools Toolkit. The toolkit is designed to help schools update their policies so that now – and in the future – they will cover all products, people, and places while providing mechanisms that support students who are battling tobacco addiction. More information/resources are here.

Improving Cardiac Response in Schools. Did you know that the odds of surviving a cardiac arrest in rural areas is only about half of that in an urban area? In the aftermath of a cardiac emergency - minutes matter. The Chain of Survival starts with those who are present and requires everyone to do their part. The American Heart Association is committed to building a Nation of Lifesavers to and to helping school districts and other entities develop [Cardiac Emergency Response Plans](#). These plans consider: access to functioning AED's, a strong base of CPR knowledge and training, as well as the identification of a response team and the annual practice of a cardiac emergency. Tim Nikolai, Sr. Rural Health Director at the American Heart Association can help. Please reach out to: Tim.Nikolai@heart.org.

[Learn CPR in 60 Seconds](#)

A note from Mr. Nikolai:

*For those I have not met previously, I am the **American Heart Association's** lead for rural health in the Midwest Region, inclusive of your states. My role allows me to work collaboratively with all manner of organizations that are in a position to impact health in their communities – and schools are certainly near the top of that list.*

*There are many ways our organization has worked to collaborate with schools – supporting access to nutritious, affordable food, helping to address the ongoing challenges of vaping/tobacco use, and more. Today, though I'm focusing primarily on our resources to assist with cardiac readiness / cardiac emergency response planning. Much of the country was watching – or has followed since – the **collapse of Buffalo Bills' safety, Damar Hamlin, on Monday Night Football**. Fortunately, Damar's story had a happy ending. Our goal is to maximize the opportunity for everyone to have a similar outcome should they experience a Sudden Cardiac Arrest. Most organizations will not have the resources that the NFL does to ensure player safety, but there is much that can be done, especially with proper planning.*

*Some data suggests that **nearly 1% of schools will be the site for an out of hospital cardiac arrest annually**. For a variety of reasons, rural areas are disproportionately impacted by both rates of cardiac arrest and poor outcomes. We know that prepared and equipped schools mean better outcomes for staff, students, visitors, and the communities that so often gather in school spaces.*

We have recently built out/updated a variety of tools to assist schools – and other organizations – with their cardiac readiness. These include:

- *Sample Cardiac Emergency Response Guidelines and Plans.*
- *A toolkit to maximize the impact of AED placement and implementation.*
- *Training and awareness tools to help with Hands-Only CPR knowledge for staff and students.*
- *A revamped, training site search feature, for coaches, nurses, and others who need CPR certification.*

Nebraska Rural Community Schools Association

- *In some cases, we may have – or be able to help secure – financial resources to help schools with purchasing/maintaining AEDs, CPR mannequins, etc. Hearing the scope of that need can help us secure additional resources, so please let us know!*

Please let me know if you see an opportunity or need to dialogue about these resources further or share them with your member districts. I'm happy to assist with newsletter copy, join or host webinars, or other ideas that fit your standard means of communication.

Finally, at the risk of sharing too much – a few other notes I wanted to highlight.

- *I've attached an invitation for our **Fall Educator Series**. Administrators/Educators from all districts are welcome to attend the sessions they are interested in. You'll see the one in November is on Cardiac Emergency Response Planning.*
- *Last year some 1300+ rural schools in the Midwest participated in our Kids Heart Challenge program. They raised life-saving money for our mission, earned PE equipment for their schools, and helped improve health knowledge in their community. Last year, tens of thousands of families learned Hands-Only CPR through the program.*
- *Thanks to the **Missouri Rural Health Association** for sharing our HeartCorps program on their home page. That opportunity exists for IA, KS, KY, MN, MO, NE, OH, and WI. Happy to chat more!*

[American Heart Association Service Summary](#)



PROACTIVE
COACHING

The NCA & Proactive Coaching partner to bring Coach Bruce Brown's legendary insights about the parent's role in education-based athletics to your school & community.

Book your School's
Presentation

Parent Meetings
or Special Events

THE ROLE OF PARENTS IN EDUCATION-BASED ATHLETICS

PRESENTED BY DARIN BOYSEN, NCA EXECUTIVE DIRECTOR

"Outstanding information, well delivered. There were times I thought he was talking directly to me, which is a sign of a great communicator. I personally feel I'm better today than yesterday as a sports parent because I was able to listen to this message." – Parent & School Board Member



Before the Season

What do Athletes/Kids Really Want?

Releasing Your Son/Daughter to the Experience

Parental Red Flags

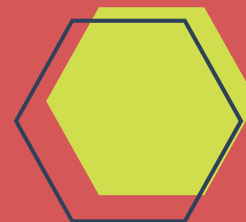


During the Game/Event

Modeling Appropriate Behavior

Big Picture

One Instructional Voice



After the Game/Event

Time & Space

Confidence Building

Relationship Building

Six Powerful Words

NEBRASKA COACHES ASSOCIATION

500 Charleston St, Ste 2, Lincoln, Nebraska 68508

402-310-5472 | darin@ncacoach.org

Official Association Endorsements as of September 1





Nebraska School Administrators & School Board Members,

The Nebraska Coaches Association (NCA) is excited to announce a partnership with Proactive Coaching to bring Coach Bruce Brown's legendary insights about **"The Role of Parents in Education-Based Athletics"** to your school and community. Please see the attached flyer for highlights/focus of the in-person presentation.

NCA Executive Director, Darin Boysen, will begin travel across Nebraska multiple times throughout the 2024-2025 school year to deliver this powerful and passionate message. The NCA, Proactive Coaching and Darin are partnering to bring this message to your school at a **50% discounted rate from the standard Proactive Coaching in-person booking fee.**

Presentation Details:

45-Minute Parent Presentation with One School or Combined Schools

- Single school presentations are recommended but not required
- One presentation = one fee (no additional fee for schools merging)

Audio/Visual Requirements from the Host School:

- Overhead Projector with HDMI Connection
- Screen or Scoreboard Display
- Microphone

Cost – Payable the Day of Presentation:

- Within 75 miles of Lincoln/150 miles Round Trip
 - \$750 flat rate
- Beyond 75 miles of Lincoln/150 miles Round Trip
 - \$750 flat rate
 - 50 Cents per mile Round-Trip -OR- Cost of a Rental Vehicle/Gas
 - In some cases, a rental car may be cheaper for longer distances
 - Hotel Expense – if needed
- ***Please Note:*** Working together with other area schools to book separately on consecutive days of the week can greatly save travel and lodging expenses

The following booklets authored by Bruce Brown will be available for purchase for \$5 each (15% discount) after the presentation or ordered by the school in advance:

- *The Role of Parents in Athletics*
- *Playing with Confidence*
- *Life Lessons for Athletes*

Please let us know if you have any questions regarding the presentation or booking a date.
All the best,

Darin Boysen

Darin Boysen
Nebraska Coaches Association

Official Association Endorsements – as of September 1



The National Rural Education Association's Legislative Committee (of which NRCSA is a member) continues to represent rural education on the Federal level. NRCSA Executive Director Jack Moles and NRCSA Legislative Committee Co-Chair Bryce Jorgenson (Supt. at Southern Valley) attended the NREA Federal Legislative Summit in Washington DC on April 6-8.



JACK MOLES AND BRYCE JORGENSEN AT THE U.S. CAPITOL



NRCSA EXECUTIVE DIRECTOR JACK MOLES & SOUTHERN VALLEY SUPT. BRYCE JORGENSEN WITH NEBRASKA SENATOR DEB FISCHER (1999 NRCSA Outstanding Board of Education Member)

Bryce and Jack met with the offices of each of Nebraska's contingency in Congress. They specifically shared three points of emphasis with them:

- Maintaining funding promises via programs such as REAP, Title I, and e-Rate in light of the changes being made to the US Department of Education.
- Full funding of IDEA was stressed. This would bring about \$171 million more to Nebraska public schools in support of Special Education services.
- Passage of the Secure Rural Schools Reauthorization Act of 2023. This would bring almost \$200,000 to school districts surrounded by tax-exempt public lands.

NREAs Legislative Agenda for 2025 is as follows:

One in five students attends a rural school. Rural schools provide education critical to future productive citizenship for children and youth in rural communities. Rural schools and higher education institutions play important roles beyond teaching and learning as the economic and social hearts of the communities they serve. America can thrive when rural communities thrive, and rural communities cannot succeed without strong preK-12 and postsecondary learning opportunities. As the oldest (1907) education association representing rural educators, the National Rural Education Association (NREA) supports education opportunities for students from early childhood through postsecondary education to include federal support for early childhood education, K-12 education, and a wide range of postsecondary education opportunities.

1. **RURAL SCHOOL FUNDING** • NREA urges Congress to sustain and, where possible, increase funding to Title V, Part B of ESSA, the Rural Education Achievement Program, with a specific increase to the Rural Low-Income School program. • NREA supports investments in the Secure Rural Schools Programs (SRS) that provides critical funding for districts impacted by federal lands. NREA supports long-term dedicated SRS funding for 5-10 years and retroactive appropriations to ensure no disruption in funding. • NREA requests that Congress fully fund the Individuals with Disabilities Education Act (IDEA). To honor the commitment to support the education of students with disabilities, Congress should act immediately to restore full funding to IDEA. • NREA opposes efforts to privatize or redirect federal funds to privatize education such as voucher programs, attempts to incentivize federal tax credits for donations to private schools, and proposals to create educational savings accounts for K-12 students.
2. **RURAL EDUCATION DATA AND RESEARCH** • NREA expresses strong support for continuation of the National Center for Education Statistics (NCES). This will ensure collection and reporting of data about all schools including low-income and rural schools (including locale codes). NREA believes that accurate identification of rural schools is necessary to guide federal investments in rural schools and communities. • Data is essential to understand those practices that support rural students and advance rural education. • NREA supports continuing and increasing federal investment in data-driven rural education research.
3. **RURAL TEACHER EDUCATION AND**

WORKFORCE INVESTMENTS • NREA supports increased access and funding to career and technical education (CTE) programs in high school and post-secondary education to ensure a healthy rural workforce. • NREA supports the reauthorization of the Workforce Innovation and Opportunity Act and the National Apprenticeship Act. WIOA increases the availability of services and supports in schools so students have access to youth apprenticeship and pre-apprenticeship programs. • NREA supports the preservation and expansion of federal grant and loan forgiveness programs that support the preparation of teachers and other school personnel, especially those that encourage individuals to work in rural districts and communities.

The Committee for Education Funding (CEF) is a group that the NREA Legislative Committee works with.

Sarah Abernathy, CEF's Executive Director, provided an update following in November's elections. She does provide a decent overview of what the national landscape might look like moving forward. (Please note that all of CEF's views do not necessarily reflect all of the views of NREA or NRCSA.)

FROM SARAH:

I. The election and CEF's mission to support investments in education

Dear CEF Members:

As we digest the results of yesterday's election and wait to find out which party will lead the House in the 119th Congress, I imagine many of you are focused on what this means for governing in general and for education funding and policy in particular. We will certainly be facing a more challenging environment for investing in education and for ensuring that the federal government supports and protects students, educators, and education institutions as the country continues to educate students of all ages. CEF's mission to increase the federal investment in education will not change, but we'll have to focus more on defense against funding cuts. We will continue to point out the results of education investments – for students immediately and for economic growth in the long term. We will need to communicate well, broaden our community of advocates, and target our efforts so they are as effective as possible.

Things to keep in mind – I generally hope for the best but try to prepare for the worst. I wasn't prepared for last night, but just made a list of some things I expect from a Trump Administration's education agenda, and

how likely they are to happen. Key things to keep in mind:

Congress did not enact past Trump budgets that cut education funding – In fact, Congress ignored the Trump Administration's requested steep cuts and increased education funding. I don't expect education funding increases now but do know that Members of Congress do not want to vote for bills that will cost jobs in their district or harm their constituents. One of our jobs will be to continue to highlight why investments in education are so important to those who need to be convinced.

It is hard to make big changes in government quickly – Some Republicans want to eliminate the Department of Education, while continuing many programs at lower funding but in either the Department of Labor or in Health and Human Services. This type of change is hard to enact. There do appear to be some executive actions that would eliminate civil servant positions, and it's easy to shrink a government agency by not hiring behind staff who leave. If Republicans keep control of the House next Congress, they could use the budget reconciliation process to fast-track passage of tax cuts and cuts to entitlements, since reconciliation bills need only a majority in the Senate, not the customary 60-vote margin to pass.

Administrative/regulatory agendas change with each Administration – Since recent presidents have not been able to enact much of their agendas because they often split power with Congress, each successive administration has made changes with executive action, which are then reversed by the next administration. A Trump administration is likely to reverse Biden Administration student loan debt relief executive actions and impose new ones that support their agenda, such as limiting Diversity, Equity, and Inclusion requirements, limiting transgender student participation in sports or protections at the school level, and changes in interpretation of student civil rights protections.

Possible Republican policy agenda focused on the private sector (except for IHEs) – Conservative theory tends to support the private sector as a more efficient than the public sector for accomplishing goals, and I'd expect to see a renewed focus on support for private school vouchers that families could use toward private school education, more tax policy supporting private school tuition, and "local control" for public schools. At the higher education level, Republicans are likely to sharpen their attention to college admission

policies, protections for freedom of speech, policies regarding civil rights, and taxation of endowments. This can occur through appropriations and tax policy (forbidding federal funding if a recipient does a certain thing or requiring a certain action to receive federal funding), and through oversight hearings and federal administrative actions, among other actions.

What's next?

Changes in House and Senate party and committee leadership – We'll know more after all House races are called. The Washington Post has a handy list of the current Republican and Democratic seats most likely to change party, and ACG Advocacy is updating its own list of seats still to call, which I'll share. Meanwhile, I've attached a document that ACG prepared on Friday showing who is in line to head each Senate and House committee for each party depending upon who is in the majority, and who is in line for party leadership positions. Republicans plan to hold leadership elections next week, although the House could push its schedule back depending on what is known about all the remaining elections still to be called.

FY 2025 appropriations likely not finalized in December – The government is operating on an extension of fiscal year (FY) 2024 funding that expires on December 20. I think it is now likely that Congress will not finalize FY 2025 appropriations bills by then and will instead extend funding into next Spring (this is what House Speaker Mike Johnson (R-LA) supported when the current 3-month extension was enacted in September), giving the new Republican Administration and Senate more say in the outcome. That outcome does not bode well for investments in education; the current bipartisan appropriations bill approved by the Senate Appropriations Committee includes \$12 billion more for the Department of Education programs than the Republican bill approved by the House Appropriations Committee.

Three years ago, NRCSA began a Principal Search Service. This service is patterned after our successful Superintendent Search Service. Two options are available. Both options will involve NRCSA consultants recruiting candidates for the position. One option will involve the NRCSA consultant making background calls, while the reduced version of the service will place that role with the Superintendent. If you are interested in getting more information about the service now, please contact Jack. Here is a brochure outlining the service.

[NRCSA Principal Search Brochure](#)

UNL Tuition Discount & GOLD Grant

We have a new tuition discount program aimed at better serving folks from rural districts who are seeking school leadership degrees (MEd – principalship, EdD – superintendency)– or endorsements. The program provides a 15% tuition discount for educators who serve in NRCSA member districts or are in an area classified by NCES as rural or town. We think this is a small but important step toward helping rural schools be intentional about growing their own leaders. If interested, please contact Dr. Nick Pace at nick.pace@unl.edu

Big Red Leader Website

Big Red Leadership Flyer

Chadron State College Special Education Para-to-Teacher Program Initiative.

Purpose: This “Grow Your Own” Special Education Teacher program is designed to provide school districts with the opportunity to cultivate and participate in the training of their para-professionals who wish to continue their education to become special education teachers.

Who: Any individual who holds a minimum of an Associate's Degree (or equivalent credit hours) from an accredited higher education institution, and who is employed as a para-professional within a school district. **What:** Chadron State will provide required course work and enrichment activities via online, face-to-face (via Zoom), and on the job experiential learning, leading to a Bachelor's in Education Degree, and a Nebraska Teaching Certificate with an endorsement in Special Education (grades PK-12). With administrator input, program course work will be tailored to best fit your district practices and expectations. Each course will be offered in an 8-week format, with 12-13 credit hours to be completed each 16 week semester.

How: Program participants will be advised, monitored, and supported by CSC faculty/staff, and a CSC Education Program liaison is specifically assigned to facilitate their progress. District para-professionals may enter the program at any time in the academic year.

When: once participants reach their senior academic year they will embark on completing their capstone course work, via online and Zoom class sessions. This course work has been pared down considerably with the understanding and assumption that these student teachers will be learning “on-the-job”. For example, one

section covers classroom management practices. Clearly, one can argue and attest that these student teacher interns are learning more about managing a classroom from being mentored by veteran teachers within your school, and observing them in action. This is the belief and learning approach embraced during this senior year. However, to ensure and assess concept learning, Chadron State faculty will be meeting with your student teacher cohort twice per week for 1.5 hours, via Zoom conferencing technology.

Graduation: At the completion of this program students/candidates graduate from Chadron State College, and apply for teaching licensure resulting in a valid initial teaching certificate with and endorsement in PK-12 Special Education. Chadron State's education program is nationally and State accredited. As such, interstate certification reciprocity is not a problem.

Things for your consideration:

- 1) To qualify for this program participants must hold at least an Associate's Degree or the equivalent in college credit hours. *(CSC will work with those applicants to provide them with the needed coursework leading up to program entry).*
- 2) Districts must agree to maintain para-professional employment throughout the course of the program—including during the student teaching experience.

Please contact Dr. Adam Fette for more program information, at afette@csc.edu.

The UNL Department of Educational Psychology has received a grant from the Swanson Foundation which allows them to offer mental health services to rural schools.

From Dr. Michael Scheel, Chair of the UNL Department of Educational Psychology:

The UNL Department of Educational Psychology would like to offer counseling and psychological services, as well as consultation services to the schools and communities of Southeast Nebraska. We run a mental health counseling and therapy clinic and we are offering counseling and consultation services to teachers, administrators, students, and community members of Southeast Nebraska. Services will be provided through remote and confidential means (i.e., Zoom conferencing). We are hoping that schools, families, and individuals contact us to schedule an

appointment for a telehealth counseling or consultation session.

We have recently learned that a donor will support our work with individuals living in rural Southeast NE by paying all fees for services. Thus, whoever seeks out our services will simply have to indicate they live in Southeast Nebraska, and any services we provide will be paid for through the UNL Foundation. Individual, couple, and family counseling will be provided without financial expense. Additionally, we can provide teachers, school administrators, school counselors, and school social workers consultation services for students of their schools without charge.

We are very excited to enter a partnership with schools and communities of SE Nebraska to promote mental health and well-being. We are aware of the mental health counseling disparities that exist in Nebraska rural areas, and our department, our College of Education and Human Sciences, and UNL are highly interested in offering our expertise and resources with the goal of enhancing the well-being of SE Nebraska individuals, schools, and communities. We are a group comprised of licensed psychologists and psychology graduate students who regularly provide services through our clinic to the Lincoln community. We are seeking to reach beyond Lincoln to connect more with surrounding rural areas. We also are acutely aware of the importance of addressing mental health concerns right now as we all are experiencing the stress of going through the COVID-19 pandemic.

The Counseling and School Psychology Clinic is a training clinic in which graduate students in counseling and school psychology work with clients under the supervision of licensed psychologists. Services are available to all on a sliding scale. For clients from SE Nebraska communities, services will be paid for through UNL Foundation funds supplied by a donor who cares deeply about the welfare of schools and communities in SE Nebraska. Counseling services are offered to improve well-being, improve academic and behavioral issues, stabilize mood, manage stress, and improve life-adjustment issues.

For more information, please visit our clinic website:

<https://cehs.unl.edu/edpsych/clinic/>

A common theme from some of the decision makers on the state level is that “out of control” local spending is to blame for the property tax

problem. NRCSA, along with many other educational entities, maintains that we do not have a school spending issue, but instead have a school funding issue. Attached are two reports, one from NRCSA, the other from Open Sky, that discuss the myth of “out of control” school spending. It is my hope that administrators and Board of Education members will read, then use these reports to counter those claims. When you do please tell your district’s story as that is the most powerful way to get this message across.

[NRCSA Spending Study](#)

[A Look at School Spending in NE from Open Sky](#)

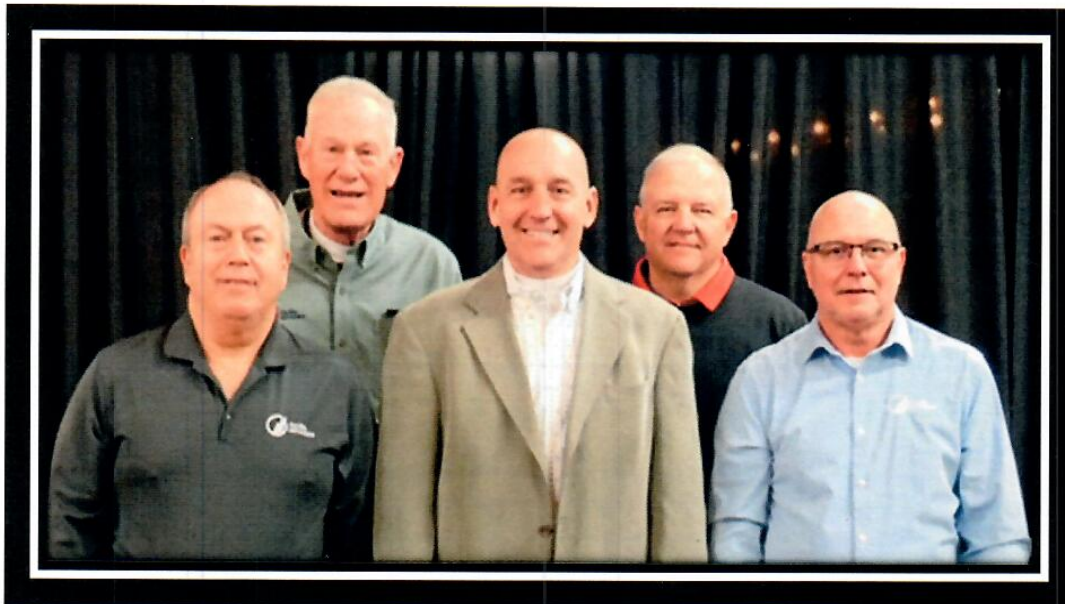
NRCSA developed a corporate sponsorship/partnership program. The program is designed to provide our corporate partners with more opportunities for contact with the decision makers in our member school districts, ESUs, and the colleges through increased exposure. Corporate partners are able to choose among three levels of sponsorship: Purple Ribbon Partners, Blue Ribbon Friends, and Red Ribbon Sponsors. Different forms of contact with our members are made available in each of the three levels.

We are very pleased to partner with our corporate sponsors, and NRCSA is so very thankful that each of you has chosen to partner with us.



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- We partner with districts to develop both short-term equipment replacement priority lists that will improve In-Door Air Quality and reduce energy consumption.
- We partner with district on long term remodeling and/or new square footage needs.



Experienced & Trusted Solutions Team

Team includes: (left to right)

Dan Bird (308) 730-1876
Larry Cihal (402) 699-8755
Dave Raymond (402) 206-8777
Greg Barnes (402) 643-1294
Byron Copeland (402) 719-1829

Located:

3738 S. 149th Street
Suite 102
Omaha, NE 68144
draymond@facilityadvocates.com
<https://www.facilityadvocates.com>



Purple Ribbon Partners



Apptegy

Emily Milnamow
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CORNHUSKER
INTERNATIONAL
TRUCKS

Cornhusker International Trucks

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Purple Ribbon Partners



FARRIS ENGINEERING

Farris Engineering

Kate Breitenfeld
12700 W Dodge Road
Omaha, NE 68154
Phone: (402) 330-5900
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MCL Construction

Travis Justice
14558 Portal Circle
Omaha, NE 68138
Phone: (402) 339-2221
tkj@mclconstruction.com



Network For Educator Effectiveness (NEE)

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PIPER | SANDLER

Piper Sandler & Co

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RMV Construction

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Kearney, NE 68847
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TRANE

TRANE
TECHNOLOGIES

Trane Technologies

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Roofing and Building Maintenance

Tremco Roofing

Tyler Petersen
3735 Green Road
Beachwood, OH 44122
Phone: (909) 302-0617
tpetersen@tremcoinc.com

VOSS

Voss Lighting

Randy Herrick
4624 S 140th St
Omaha, NE 68137
Phone: (402) 850-9789
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WILKINS

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Jacob Sertich
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jsertich@wilkinsadp.com



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On To College

On to College

Sampson
Construction

Sampson Construction



Student Assurance Services

Contact Information

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Legislative Contacts

U.S. Senators

[Deb Fischer](#)

[Pete Ricketts](#)

U.S. House of Representatives

[Don Bacon](#)

[Mike Flood](#)

[Adrian Smith](#)

Nebraska Governor

[Jim Pillen](#)

NE State Senators

[Bob Andersen, Dist 49](#)

[John Arch, Dist 14](#)

[Christy Armendariz, Dist 18](#)

[Beau Ballard, Dist 21](#)

[Carolyn Bosn, Dist 25](#)

[Eliot Bostar, Dist 29](#)

[Tom Brandt, Dist 32](#)

[Tom Brewer, Dist 43](#)

[John Cavanaugh, Dist 9](#)

[Machaela Cavanaugh, Dist 6](#)

[Robert Clements, Dist 2](#)

[Stan Clouse, Dist 37](#)

[Danielle Conrad, Dist 46](#)

[Wendy DeBoer, Dist 10](#)

[Barry DeKay, Dist 40](#)

[Myron Dorn, Dist 30](#)

[Robert Dover, Dist 19](#)

[George Dugan, Dist 26](#)

[John Fredrickson, Dist 20](#)

[Dunixi Guereca, Dist 7](#)

[Bob Hallstrom, Dist 1](#)

[Ben Hansen, Dist 16](#)

[Brian Hardin, Dist 48](#)

[Rick Holdcroft, Dist 36](#)

[Jana Hughes, Dist 24](#)

[Megan Hunt, Dist 8](#)

[Teresa Ibach, Dist 44](#)

[Mike Jacobson, Dist 42](#)

[Margo Juarez, Dist 5](#)

[Kathleen Kauth, Dist 31](#)

[Loren Lippincott, Dist 34](#)

[Dan Lonowski, Dist 33](#)

[Dan McKeon, Dist 41](#)

[Terrell McKinney, Dist 11](#)

[Glen Meyer, Dist 17](#)

[Mike Moser, Dist 22](#)

[Dave Murman, Dist 38](#)

[Jason Prokop, Dist 27](#)

[Dan Quick, Dist 35](#)

[Jane Raybould, Dist 28](#)

[Merv, Riepe, Dist 12](#)

[Victor Roundtree, Dist 3](#)

[Rita Sanders, Dist 45](#)

[Tony Sorrentino, Dist 39](#)

[Ashlei Spivey, Dist 13](#)

[Tonya Storer, Dist 43](#)

[Jared, Storm, Dist 23](#)

[Paul Strommen, Dist 47](#)

[Brad Von Gillern, Dist 4](#)

[Dave Wordekemper, Dist 15](#)

Nebraska Rural Community Schools Association



“Quality Rural Schools”

www.nrcsa.net



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NRCSA Rural Community Schools Association
440 S 13th St, Suite B
Lincoln, NE 68508



www.nrcsa.net



www.twitter.com/NRCSA1980



www.facebook.com/nrcsahome/

Grade Level	9/2/2025	9/6/2024	10/1/2024	12/2/2024	3/8/2025	Final June 2025
PS	24	26	26	26	28	25
KG	45	45	45	47	46	46
1ST	46	52	52	51	52	52
2ND	50	47	47	48	48	47
3RD	49	51	51	52	53	53
4TH	53	56	56	56	57	57
5TH	59	39	39	40	41	41
6TH	40	57	56	56	56	56
PS-6 TOTAL	366	373	372	376	381	377
7TH	59	56	56	55	55	53
8TH	57	51	50	50	50	49
9TH	50	67	66	66	64	63
10TH	64	61	61	61	61	60
11TH	61	56	56	57	55	55
12TH	56	44	44	44	44	44
7-12 TOTAL	347	335	333	333	329	324
PK-12 TOTAL	713	708	705	709	710	701

OPTION ENROLLMENT Do not have all figures yet for option--this will update in October

RESOLUTION SETTING THE PROPERTY TAX REQUEST

RESOLUTION NO. 2025-2026

WHEREAS, Nebraska Revised Statute 77-1632 and 77-1633 provides that the Governing Body of Arlington Public Schools 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 Arlington Public Schools resolves that:

1. The 2025-2026 property tax request be set at:

General Fund:	\$	6,947,852.00
Bond Fund:	\$	757,576.00
Special Building Fund:	\$	719,049.00
Qualified Capital Purpose	\$	-
Undertaking Fund:		

2. The total assessed value of property differs from last year's total assessed value by 9.1 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 0.791808 per \$100 of assessed value.
4. Arlington Public Schools proposes to adopt a property tax request that will cause its tax rate to be 0.825913 per \$100 of assessed value.
5. Based on the proposed property tax request and changes in other revenue, the total operating budget of Arlington Public Schools will increase (decrease) last year's budget by 6.15 percent.
6. A copy of this resolution be certified and forwarded to the County Clerk on or before October 15, 2025.

Motion by _____, seconded by _____ to adopt Resolution # 2025-2026 .

Voting yes were:

Voting no were:

Dated this 8th day of September, 2025

Woodhouse Pricing for Vans, ready to go:

Good morning,

Sorry about the email, or system automatically goes back to the original email...but I have that changed. v

Below are the three that I had sent yesterday. We were just notified that another one became available and its saves you \$931. Did you want to go with that?

$\$58,685(\text{Van}) + \$4,922(\text{Mobility Works}) = \$63,607$

$\$59,854(\text{Van}) + \$4,922(\text{Mobility Works}) = \$64,776$

$\$60,772(\text{Van}) + \$4,922(\text{Mobility Works}) = \$65,694$

$\$59,841(\text{Van}) + \$4,922(\text{Mobility Works}) = \$64,763 \text{ NEW}$

Theo Bland

Sales & Leasing Consultant

Woodhouse Ford Blair

2546 S Hwy 30, Blair, NE 68008

Phone: (402) 795-8125 (Call or Text)

woodhousefordblair.com

----- Forwarded message -----

From: Justin Weiss <JustinWeiss8984@dealerdelivery.net>
Date: Thu, Jun 26, 2025 at 8:29 AM
Subject: Multipurpose School Activity Vehicles @ Superior Van & Mobility
To: Jennifer Arp <jennifer.arp@apeagles.org>

Good morning, Jennifer,

This is Justin in the Commercial Division at Superior Van & Mobility. I am replying to an info request you made with Drivege about Student Transportation. We are your local Drivege dealer and I am the representative for Nebraska. Is there any specific equipment you need in the vehicle? Does it need to be wheelchair accessible, or ambulatory students only?

I'm available most anytime to discuss solutions. Do you prefer email, or would a brief phone call be helpful?

Kind regards,

Justin Weiss, Regional Commercial Specialist
Superior Van & Mobility
Cell or Text: 479-283-8735



Justin Weiss <JustinWeiss8984@dealerdelivery.net>
to me ▾

Jennifer,

Yes, we can supply a chassis and conversion together. The price would be roughly \$70,200 for a complete unit.

This price is based on a 2025 Ford Transit low roof chassis (\$54,265). This does not include sales tax, nor GPC*, if applicable.

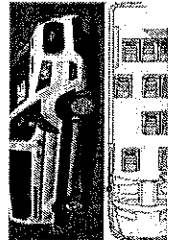
**Govt Price Concession. Ford will often let us use your local city government's GPC. This can save \$800-1,200 on the chassis cost*

The above vehicle would be modified for 10-passenger max capacity (9 students + driver). This meets Multipurpose School Vehicle requirements, eliminating the need for a CDL license. Picture of floor plan attached (jpg).

I'll be happy to answer your questions and supply as much info as your school board needs.

Kind regards,

One attachment • Scanned by Gmail



STD Addendum Language:

Short Term Disability use guidance:

Short Term Disability, Personal Sick time, and Sick leave bank days are available to certificated staff members for extended absences.

STD benefits are available after a 14-day exclusion period has passed. The benefit amount is 60% of base contract (salary, including teaching and coaching/sponsorships if paid out over 12 months) and is paid directly to the staff member.

Employees may take their own available sick time at 100% before and/or after the STD benefit payment period.

Employees may take 40% of their own available accrued sick time during the STD benefit payment period.

Employees may request days from the sick leave bank to cover days that fall within the exclusion period (before STD payments) and after the STD benefit window has been exhausted. Sick leave bank days may NOT be requested at a 40% rate to cover time within the STD benefit payment window.

Regular salary payments during the STD benefit payment period will be reduced as required as close to the time of benefit as possible, as dictated by payroll dates.



SOLUTION PROPOSAL

Mitel SMBC

Quote #: 150698

Version: 1

Delivery Date: 06/10/2025

Expiration Date: 07/10/2025

Prepared for:

Arlington Public Schools

Attn: Dan Larson

705 N. 9th Street

Arlington, NE 68002

Prepared by:

High Point Networks, LLC

Mark Harris

Direct/Mobile/Fax: 701-282-6459

mark.harris@highpointnetworks.com

Statement of Work

Completion Date: TBD

P.O.C(s): TBD

Site Address: Arlington Public Schools, 705 N 9th Street, Arlington, NE 68002

Project Brief: This project is to install a new Mitel MiVoice Business system for Arlington Public Schools. This will be to replace an existing Toshiba digital phone system.

All digital phones will need to be replaced. The system will connect to the existing overhead paging system and to two (2) door boxes. Trunking to the local telephone company will change from old analog lines to SIP trunks.

The solution is based upon the new Mitel SMB Controller. This device supports up to 150 users, each having 3 devices each.

The system comes standard with:

- Six (6) analog station ports (FXS)
- MiVoice Business Application Software (PBX and voicemail)
- Mitel Border Gateway (secure network edge device)
- Cloudlink Gateway for connection to new Mitel Administration tool
- 20 voicemail boxes
- 30 SIP trunking and SIP proxy licenses
- 150 teleworker licenses (used to support remote users)

Please note the project assumptions and exclusions at the bottom on this SOW.

New FCC regulations regarding 9-1-1 emergency calling are in effect. These are commonly known as Kari's Law and Ray Baum's Act. High Point Networks will provide information about each of these regulations, but it is up to the customer to ensure full compliance with these federal mandates.

Included in this proposal are information gathering, system prep and configuration, installation, end-user training, post cutover support and project management.

This project is based upon the **System Configuration Summary** below. HPN professional services pricing is based upon the tasks, assumptions, and exclusions below. Significant deviation may cause additional charges to apply.

System Configuration Summary:

IP Stations: 100 (6915 qty 90 // 6930W qty 5 // 6940W qty 5)

Mitel SMBC

<u>Analog Stations:</u>	support for up to 6 (2 for door locks, 1 for overhead paging)
<u>T1-PRI / SIP Trunks:</u>	30 SIP trunks (licenses included in the base system)
<u>POTs Analog Trunks:</u>	0
<u>Fax Line:</u>	assumed done outside the phone system; however, could be support by one of the 6 analog station ports above.
<u>Paging:</u>	connection to 1 overhead system and/or via phone speakers
<u>Phone System:</u>	MiVoice Business
<u>Controller:</u>	Small-Medium Business Controller (SMB-C)
<u>Collaboration:</u>	none
<u>Contact Center:</u>	no
<u>Call Recording:</u>	ad hoc only.
<u>Call Reporting:</u>	no
<u>Remote End-users:</u>	no

User Licenses

<u>MiVoice Single Line License:</u>	0 – license for analog devices (analog phones conference phones / fax machines / elevators / credit card machines / paging adapter / etc.) or SIP device. (note: internal analog ports that are embedded in SMB controllers do not require a license).
<u>MiVoice Enterprise User:</u>	100 (70 individual licenses + 30 dynamic extension 30-pack for best pricing) – license for single IP phone or user; also required for contact center agents.
<u>Voicemail box only:</u>	110 – (20 included in base system + 90 additional licenses for voicemail box only; also used for auto attendants.
<u>UCC Entry License:</u>	0 – Includes license for up to 8 devices for a single user (single number reach), call handoff between devices, fully unified voicemail box, softphone (internal use only) desktop and/or web client (for instant messaging, presence, click-to-dial from contacts, visual voicemail, calendar integration), third-party video integration (ZOOM, MS-Teams, WebEx), MS-Teams integration.
<u>UCC Standard License:</u>	0 – Includes everything in UCC Entry license above plus adds SMS texting, mobile client app (cell phone / tablet), softphone (both internal & external), 3-teleworker licenses (used for desk phones / softphones connected remotely via internet), Virtual Desktop (VDI) support.
<u>Operator Consoles:</u>	0
<u>Contact Center Voice Agent:</u>	0 – Includes everything in UCC Standard license above, except phone license for up to 8 devices (agents require Enterprise User license above). Allows for all agent features for 1 concurrent voice agent.
<u>Contact Center Multimedia Agent:</u>	0 – adds multi-channel support for agent (web chat, email, SMS text, social media, etc.)
<u>Revolution Emergency Management</u>	0 end-user bundles. Each bundle includes: 1 desktop notification / 1 mobile app notification / 1 endpoint notification.

Installation Methodology

<u>Installation:</u>	5 Phase Installation plan – Discovery, Build, Install, Train, Cutover
<u>Admin/End User Training:</u>	Included in professional services estimate and will be scheduled during the Project Kick-off call.

Statement of Work**High Point Network Tasks**

1. Discovery Phase
 - a. Hold project kickoff call and other discovery calls as needed.
 - b. Document the following.
 - a. Users and extensions
 - b. Voicemail and voicemail-to-email
 - c. Incoming call flow(s) for day and night service, including auto attendant(s)
 - d. IP networking environment and required networking services (DHCP, LLDP, DNS, etc.)
 - e. 9-1-1 emergency services call handling
 - f. Connection to SIP trunking provider
 - g. Customer environment
 1. Servers, virtualization, rack space, building cabling, power, etc.
 - h. Project schedule
 - c. Provide customer with discovery document for sign off.
2. Build Phase
 - a. Provide best-practices consulting on changes to network switches required for the new Mitel system on a converged voice / data network.
1. Install Phase
 - a. Physically install Mitel SMB-C gateway in customer environment
 - a. Connect to power, LAN, and grounding.
 - b. Turn-up and test SIP trunks using testing number.
 - c. Working with the customer, assemble, place, connect and register all IP phones (assumes HPN and customer will share these duties 50%-50%)
 - d. Prep analog connections so customer can move them at the time of cutover
2. Training Phase (to be completed as close to cutover as possible)
 - a. Provide access to web-based training for end-users.
 - b. Provide end-user quick reference guides.
 - c. Provide any purchased self-paced training.
 - d. Provide four (4) 60-minute training sessions (trainer will be remote)
 - a. Phone usage
 - b. Voicemail setup and usage
-
1. Cutover phase
-

Customer Responsibilities**Project Assumptions & Exclusions**

1. There is no resiliency included in this design.
2. SIP trunks will be available with testing number(s) to connect to the new system prior to cutover for voice testing.
3. If the customer has contracted with High Point Networks to provide services that are listed above as customer responsibilities, they will be performed under the terms and conditions of that contract.
4. Some work will be done remotely.
5. HPN will have on-demand, as-needed, remote access to all affected systems. HPN recommends using Bomgar for secure remote access and will deploy it at no charge.
6. Any after-hours work will be done on Monday through Friday. If weekends are desired, additional charges will apply.
- 7.

If it becomes necessary to alter the scope of work, High Point Networks will initiate contact with the company's point of contact to work out the details associated with impacts to schedules, deliverables and/or financial commitments. No changes to the scope of work will occur without prior authorization.

Mitel SMBC

Prepared for:
Arlington Public Schools

 Attn: Dan Larson
 705 N. 9th Street
 Arlington, NE 68002

Prepared by:
High Point Networks, LLC

 Mark Harris
 Direct: 701-282-6459
 mark.harris@highpointnetworks.com

Sourcwell - 120122-MBSPricing schedule

Mitel

Qty	Item	Description	Price	Ext. Price
		Software		
1	54011858	MiVB on SMB Controller	\$216.00	\$216.00
90	54000297	MCD Mailbox license	\$28.00	\$2,520.00
70	54004975	MiVoice Bus License - Enterprise User	\$95.00	\$6,650.00
1	54012135	Dynamic Extension 30-pack for MiVB SMB	\$308.00	\$308.00
		Software Assurance		
254	54012626	SWA MiVBus UC Advantage 1y	\$3.55	\$901.70
		Hardware		
1	20350236	Rack mount kit SMBC/Mitel 415	\$22.00	\$22.00
2	20351208	System module 2 DSPX resources	\$265.00	\$530.00
1	50008254	SMBC Trunk card 2FXO	\$151.00	\$151.00
1	50008381	SMB Controller 8/38G	\$554.00	\$554.00
1	51005172	PWR CRD C7 2.5A 125V-NA PLUG NON POLRIZD	\$7.00	\$7.00
		IP Phones/Accessories		
9	50006874	M695 PKM	\$167.00	\$1,503.00
5	50008386	6930w IP Phone	\$311.00	\$1,555.00
5	50008387	6940w IP Phone	\$411.00	\$2,055.00

Mitel

Qty	Item	Description	Price	Ext. Price
90	50008415	6915 IP Phone V2	\$152.00	\$13,680.00
			Subtotal:	\$30,652.70

HPN Service Bundle

Qty	Item	Description	Price	Ext. Price
1	PROSERVE-PKG	High Point Networks Professional Services defined in the pdf online or above in this document	\$12,386.25	\$12,386.25
			Subtotal:	\$12,386.25

Quote Summary

Description	Amount
Mitel	\$30,652.70
HPN Service Bundle	\$12,386.25
Total:	\$43,038.95

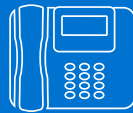
Acceptance of the quote online is considered acceptance of an offer and, together with the terms of the Master Services Agreement provided below, and any applicable Statement of Work, which are hereby incorporated by reference, forms a legally binding contract. The customer is solely responsible for verifying the accuracy of all quotes and designs.

Return Policy: Product must be returned within 30 days of shipment date and will be subject to a restocking and freight fee. Product cannot be returned if opened (needs to be sealed in original packaging), written on and/or damaged; NO exceptions. HPN reserves the right to no return/refund.

All quotes are subject to shipping costs that may not be listed on the quote. Prices are subject to change without notice, but you will be notified as quickly as possible. Orders will be invoiced when shipped. Orders may be partially invoiced as items ship and thus there may be multiple invoices per order. Projects will be invoiced in the same method. Professional services may be progress billed over the term of the project. All licensing and subscription orders will be invoiced immediately upon customer approval. Payment for all orders are due in 30 days from invoice date. Finance charges will be charged at the rate of 1.5% per month if not paid by the due date. If payment is not received within 60 days of the invoice date, we reserve the right to suspend or terminate your service without further notice. Credit card usage as a form of payment may be accepted on a pre-approval basis and may be subject to a convenience fee. Please consult your Account Representative prior to placing an order for timely, updated pricing. This offer to sell the listed products is subject to product availability and prices are subject to change without notice due to manufacturer price changes or any error or omission.

Signature_____
Date

Mitel 6940w IP Phone



Powerful Wi-Fi equipped IP phone designed for the executive user

Key Features

- 7" (800x480 pixel) color LCD Touch Display
- Wi-Fi – dual band 802.11 a/b/g/n
- Bluetooth 5.2
- Mitel PCLink
- MobileLink mobile device integration
- Mobile phone charging point
- Cordless handset
- Enhanced full-duplex speakerphone
- Highly customizable via broad array of optional add-on accessories



The Mitel 6940w is designed for the executive user who demands an exceptional device that meets their demanding communication needs. The 6940w provides flexible network connectivity options including wired Ethernet and built-in Wi-Fi to facilitate installation in work-at-home and corporate environments. The 6940w's first-of-its-kind PCLink feature turns your phone into a high quality audio device for PC based video collaboration. PCLink enables seamless handling of both phone calls and PC audio through a single easy-to-use device. By connecting the phone to your favorite PC video collaboration solution you now have one centralized audio device for all communication. The enhanced full-duplex speakerphone, cordless handset and optional Mitel integrated DECT cordless or H-Series headset give you the flexibility you need to fit with the way you work.

Mitel PCLink

PCLink solves the challenge today's home-based workers face day-in and day-out – how to effectively manage two necessary but independent communications modes: traditional phone calls and PC based collaboration. PCLink gives you the best of both worlds in a single, familiar, easy-to-use, high quality audio device – the 6940w IP Phone. Using PCLink you are no longer forced to use two separate audio accessories, one for your phone and one for your PC – all communications are managed by the 6940w. The 6940w frees you to work handsfree using the high-quality speakerphone or optional integrated cordless DECT headset, that allows you to roam about your house or office floor thanks to its exceptional operating range.

Mobile Integration

The 6940w IP Phone's MobileLink mobile device integration seamlessly marries mobile phone call audio and both contact and call log information with the desktop phone. Calls to the mobile phone can be answered on the 6940w just like any other call leveraging the superior audio performance and ergonomics of the 6940w. Mobile Phone contacts and call history are automatically synchronized with the 6940w allowing access to the same information on either device. A powered USB port suitable for charging a mobile phone is also built into the 6940w.

Flexible Headset Options

The Mitel 6940w offers a unique, physically integrated DECT cordless headset option that provides unparalleled integration between phone and headset. The 6940w also provides BT and USB headset connectivity support.

Feature Keys

- *Personal programmable soft keys for access to up to 96 Lines, Speed Dials and Telephony functions**
- *Context sensitive soft keys*
- *Touch-based navigation*

Audio and Codecs

- *Hearing aid compatible (HAC) cordless handset*
- *Full-duplex high-quality speakerphone*
- *Codecs (supported codecs differ based on call manager platform/cloud service):*
 - » *G.711, G.729, G.722 G*
 - » *722.1 (MiNet Only)*
 - » *G.726, iLBC AMR, G.722.2 AMR-WB (SIP Only)*

Display and Indicators

- *7" (800x480 pixel) color display*
- *Intuitive graphical user interface and navigation menus*
- *Adjustable screen brightness for user comfort in different lighting environments*
- *Programmable key indicators*

- *Dedicated LED for call and message waiting and Mobile Device Connect indication*

Protocol Support

- *SIP protocol support*
 - *Mitel and 3rd Party call control*
- *Mitel IP (MiNet) protocol support*

Connectivity

- *Wi-Fi – dual band (2.4GHz / 5GHz) 802.11 a/b/g/n*
- *Dual Gigabit Ethernet ports - LAN + PC*
- *Bluetooth (BT) version 5.2*
- *Powered USB 2.0 Host port (500mA)*
- *Sidecar expansion port*

Integration

- *PCLink – use phone for PC audio via BT*
- *MobileLink*
 - » *Mobile pairing via BT*
 - » *Mobile Call Audio via desk phone*
 - » *Mobile Contact Sync*
 - » *Mobile Call Log Sync*
- *Mobile Charging (USB port)*
- *Support for Mitel Teleworker Solution, Automatic Call Distribution (ACD) agent and supervisor, hot desking, and resiliency*

- Secure encrypted voice communication
- Quality of Service support – IEEE 802.1 p/Q VLAN and priority tagging
- IEEE 802.1x authentication support

Powering

- Designed for power conservation
- Accepts IEEE 802.3az Energy Efficient Power over Ethernet (POE)
- POE Class 3 with automatic POE class change on Expansion Module Installation
- Supports local power via 48V wall adapter

Power Consumption

- Idle 1.8w Typical 9.0

Environmental / Regulatory Standards

EMC

CANADA:

ICES-003 (CLASS B)

RSS-247

USA:

CFR Title 47, Part 15 Subpart B (CLASS B)

FCC Part 15 Subpart C

EUROPE:

EN55024 (EU)

EN55032, Class B

EN 301-489-1-17

EN 300 328

EN 50360

AUSTRALIA / NEW ZEALAND:

AS/NZS CISPR 22

Safety

CANADA:

CAN/CSA C22.2 No. 60950-1

USA:

UL 60950-1

EUROPE:

EN 60950-1

AUSTRALIA / NEW ZEALAND:

AS/NZS 60950-1

Telecom

CANADA:

CS03 Part V (Hearing Aid Compatible)

USA:

FCC part 68 (CFR 47) (Hearing Aid Compatible)

AUSTRALIA / NEW ZEALAND:

PTC220

AS/CA S004

AS/ACIF, S040

Temperature Ratings

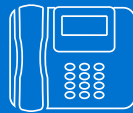
- Operational:
 - » Operational +4°C to +49°C
 - » Humidity 34% at +49°C 95% at +29°C
- Storage:
 - » Operational -30°C to +70°C
 - » Humidity 15% at +70°C 95% at +29°C

Other

- *MTBF Rate: 40 years*
- *Size (L x W x H): 9.7 in x 5.9 in x 7.5 in
(24.5cm x 15cm x 19cm)*
- *Weight: : 2.6 lbs or 1.18 kg*

**Note: Maximum number of functions varies by call manager platform*

Mitel 6930w IP Phone



Powerful, Wi-Fi equipped IP phone designed for the power user

Key Features

- 4.3" (480x272 pixel) color display
- Wi-Fi – dual band 802.11 a/b/g/n
- Bluetooth 5.2
- Mitel PCLink
- MobileLink mobile device integration
- Mobile phone charging point
- Support for optional Cordless handset
- Enhanced full-duplex speakerphone
- Highly customizable via broad array of optional add-on accessories



The Mitel 6930w is designed for power users who need a phone that can be tailored to their specific communication needs. The 6930w provides flexible network connectivity options including wired Ethernet and built-in Wi-Fi to facilitate installation in work-at-home and corporate environments. The 6930w's first-of-its-kind PCLink feature turns your phone into a high quality audio device for PC based video collaboration. PCLink enables seamless handling of both phone calls and PC audio through a single easy-to-use device. By connecting the phone to your favorite video collaboration solution you now have one centralized, high quality audio device for all communication. The enhanced full-duplex speakerphone and optional accessories like the Mitel integrated DECT cordless or H-Series headset and Bluetooth cordless handset give you the flexibility you need fit with the way you work.

PCLink

PCLink solves the challenge today's home-based workers face day-in and day-out – how to effectively manage two necessary but independent communications modes: traditional phone calls and PC based collaboration. PCLink gives you the best of both worlds in a single, familiar, easy-to-use, high quality audio device – the 6930w IP Phone. Using PCLink, you are no longer forced to use two separate audio accessories, one for your phone and one for your PC – all communications are managed by the 6930w. The 6930w frees you to work handsfree using the high-quality speakerphone or the optional integrated cordless DECT headset, that allows you to roam about your house or office floor thanks to its exceptional operating range.

MobileLink Mobile Integration

The 6930w IP Phone's MobileLink mobile device integration seamlessly marries mobile phone call audio and both contact and call log information with the desktop phone. Calls to the mobile phone can be answered on the 6930w just like any other call leveraging the superior audio performance and ergonomics of the 6930w. Mobile Phone contacts and call history are automatically synchronized with the 6930w allowing access to the same information on either device. A powered USB port suitable for charging a mobile phone is also built into the 6930w.

Flexible Headset Options

The Mitel 6930w offers a unique, physically integrated DECT cordless headset option that provides unparalleled integration between phone and headset. The 6930w also provides BT and USB headset support and features an innovative analog headset port that uniquely provides dual support for DHSG and modular 4-pin headset connections.

Feature Keys

- 12 programmable keys with paging that enables up to 72 Lines, Speed Dials and Telephony functions*
- 5 context sensitive keys with paging support*
- 4-way navigation key

Audio and Codecs

- Hearing aid compatible (HAC) handset
- Full-duplex high-quality speakerphone
- Codecs (supported codecs differ based on call manager platform/cloud service):
 - » G.711, G.729, G.722 G
 - » 722.1 (MiNet Only)
 - » G.726, iLBC AMR, G.722.2 AMR-WB (SIP Only)

Display and Indicators

- 4.3" QVGA (480x272 pixel) color display
- Intuitive graphical user interface and navigation menus
- Adjustable screen brightness for user comfort in different lighting environments
- Programmable key indicators
- Dedicated LED for call and message waiting and Mobile Device Connect indication

Protocol Support

- SIP protocol support
 - Mitel and 3rd Party call control
- Mitel IP (MiNet) protocol support

Connectivity

- Wi-Fi – dual band (2.4GHz / 5GHz) 802.11 a/b/g/n
- Dual Gigabit Ethernet ports - LAN + PC
- Bluetooth (BT) version 5.2
- Powered USB 2.0 Host port (500mA)
- Sidecar expansion port
- Dedicated 4-pin modular headset port convertible to DHSG capable headset port

Integration

- *PCLink – use phone for PC audio via BT*
- *MobileLink*
 - » *Mobile pairing via BT*
 - » *Mobile Call Audio via desk phone*
 - » *Mobile Contact Sync*
 - » *Mobile Call Log Sync*
- *Mobile Charging (USB port)*
- *Support for Mitel Teleworker Solution, Automatic Call Distribution (ACD) agent and supervisor, hot desking, and resiliency*
- *Secure encrypted voice communication*
- *Quality of Service support – IEEE 802.1 p/Q VLAN and priority tagging*
- *IEEE 802.1x authentication support*

Powering

- *Designed for power conservation*
- *Accepts IEEE 802.3az Energy Efficient Power over Ethernet (POE)*
- *POE Class 3 with automatic POE class change on Expansion Module Installation*
- *Supports local power via 48V wall adapter*

Power Consumption

- *Idle 1.3w Typical 3.4*

Environmental / Regulatory Standards

EMC

CANADA:

ICES-003 (CLASS B)

RSS-247

USA:

CFR Title 47, Part 15 Subpart B (CLASS B)

FCC Part 15 Subpart C

EUROPE:

EN55024 (EU)

EN55032, Class B

EN 301-489-1-17

EN 300 328

EN 50360

AUSTRALIA / NEW ZEALAND:

AS/NZS CISPR 22

Safety

CANADA:

CAN/CSA C22.2 No. 60950-1

USA:

UL 60950-1

EUROPE:

EN 60950-1

AUSTRALIA / NEW ZEALAND:

AS/NZS 60950-1

Telecom

CANADA:

CS03 Part V (Hearing Aid Compatible)

USA:

FCC part 68 (CFR 47) (Hearing Aid Compatible)

AUSTRALIA / NEW ZEALAND:

PTC220

AS/CA S004

AS/ACIF, S040

Temperature Ratings

- *Operational:*
 - » *Operational +4°C to +49°C*
 - » *Humidity 34% at +49°C 95% at +29°C*
- *Storage:*
 - » *Operational -30°C to +70°C*
 - » *Humidity 15% at +70°C 95% at +29°C*

Other

- *MTBF Rate: 40 years*
- *Size (L x W x H): 9.3 in x 5.9 in x 7.5 in (23.5cm x 15cm x 19cm)*
- *Weight: 2.4 lbs or 1.08 kg*

Note: Maximum number of functions varies by call manager platform

Mitel 6900 IP Phone Series



Versatile family of IP Phones designed
for today's mobile work style

Key Features

- Quick and intuitive access to the feature-rich communication capabilities
- Ergonomic design optimized for comfort, sound and usability
- Plug-and-play simplicity lowers management resource needs
- Unparalleled flexibility through a broad array of accessories that enable the phones to be tailored to specific user needs



Mitel designs and builds our own IP desk phones to ensure that customers have the highest quality devices that are ergonomic and feature rich for a superior communication experience.

Customizable IP phone designed for the power user

The Mitel 6900 series is a family of powerful IP phones designed for users who need a phone that can be tailored to their specific communication needs. The 6900 series' rich feature set makes it ideal for use in a variety of environments from shared workspaces to dedicated answer points across a wide array of industries.

The PCLink feature enables seamless handling of both phone calls and PC audio through a single easy-to-use device. By connecting the phone to your favorite video collaboration solution, like Mitel's MiTeam Meetings or third-party solution such as MS Teams, Zoom, etc., you now have one centralized audio device for all communication. The enhanced full-duplex speakerphone and optional integrated DECT cordless headset give you the flexibility you need for the work-at-home or in-office environment.

The 6900 phones deliver crystal clear audio through a unique corded or cordless voice optimized handset and high-performance hands-free speakerphone. Unparalleled flexibility is achieved through a broad array of add-on user installable accessories that enable the phones to be tailored to specific user needs. The 6900 family provides the flexibility and capability needed to meet the demanding needs of today's users.

6900 IP Series



Mitel 6905 IP PHONE

The 6905 is the preferred phone for those who want basic communications functions packaged in a compact enterprise device. The 6905 features dual Ethernet ports, three programmable Personal Keys and a large 2.75" LCD display. The 6905's true HD handset and speakerphone provide remarkable wideband audio quality. Overall, it delivers exceptional value for businesses of all sizes.



Mitel 6910 IP PHONE

The 6910 offers exceptional quality and standard telephony functions in an enterprise grade IP desktop phone. The Mitel 6910 features Dual Gigabit Ethernet ports and a large 3.4" LCD display with soft white backlighting and large fonts, making the screen easy to read in any lighting condition. With eight programmable keys, native DHSG/EHS analog headset support, and high-definition audio quality, the Mitel 6910 IP Phone is ideal for businesses of all sizes.



Mitel 6915 IP PHONE

The 6915 is designed for power users who demand not only a modern design but also a phone that is flexible and delivers a high-quality communications experience. The 6915 is designed from the ground up to provide an exceptional HD audio experience via its high quality full-duplex speakerphone and support for USB, EHS/DHSG & Analog headsets. It offers an intuitive user experience via its crisp high resolution 3.5" color LCD display, programmable personal and context-sensitive soft keys.



Mitel 6920w IP PHONE

The 6920w is designed for power users who require a phone with a modern design that is flexible and delivers a high-quality communications experience. It provides flexible network connectivity options including wired Ethernet and built-in Wi-Fi to facilitate installation in work-at-home and corporate environments. The 6920w is built from the ground up to provide an exceptional HD audio experience with high-quality full-duplex speakerphone and support for Mitel's H-Series USB and EHS/DHSG headsets.



Mitel 6930w IP PHONE

The 6930w is designed for power users who need a phone that can be tailored to their specific communication needs. It provides flexible network connectivity options including wired Ethernet and built-in Wi-Fi to facilitate installation in work-at-home and corporate environments.

The enhanced full-duplex speakerphone, cordless handset, and optional Mitel integrated DECT cordless or H-Series headset give you the flexibility you need to fit with the way you work.



Mitel 6940w IP PHONE

The 6940w is a powerful Wi-Fi equipped IP phone with a 7-inch color LCD display. It's designed for executive users who require an exceptional device that meets their demanding communications needs. The 6940w supports PCLink and MobileLink and provides flexible network connectivity options including wired Ethernet and built-in Wi-Fi to facilitate installation in work-at-home and corporate environments. The enhanced full-duplex speakerphone, cordless handset, and optional Mitel integrated DECT cordless or H-Series headset give you the flexibility you need to fit with the way you work.



Mitel 6920t / 6930t and 6930Lt IP PHONES

The 6900t IP Phones are built using plastics treated with an antimicrobial compound from BioCote that inhibits the growth of certain bacteria on the phone's plastic surfaces. The redesigned handset also minimizes crevices and holes that might collect germs, dirt, and grime.*

Note: BioCote® technology does not protect users or others against disease causing microbes including COVID-19 and is not a substitute for good hygiene and/or cleaning practices.

BioCote® antimicrobial additives are EPA(US) registered. BioCote® is the registered trademark of Biocote Limited.



Mitel 6970 IP CONFERENCE

The Mitel 6970 IP Conference Phone is designed to make meeting easier and more efficient. A large 7" color touchscreen grants excellent visibility to an intuitive user interface for quick navigation to essential meeting information and functions. Enjoy crystal clear audio with high-definition speakers and 360-degree beam-forming microphones.

ACCESSORIES



Integrated DECT Headset

The Integrated DECT Headset delivers an extended range of up to 300 feet (100 meters) of personal area mobility, helping users avoid missed calls while stepping away from their desks. The base is powered by the phone eliminates having to find an available power outlet, which can be a challenge as often available outlets are all occupied by other desktop equipment. The Integrated DECT Headset is supported on Mitel 6930w/40w IP Phone models.



Bluetooth Handset

The Bluetooth Handset delivers clear sound without being physically tied to the 6900 IP desk phone. Support Bluetooth 4.1 and is charged via deskphone. Delivers a range of 30 feet (10 meter).

Optional on the Mitel 6930w IP Phone model and standard on Mitel 6940w IP Phone.



6900t Handset

The handset is protected with antimicrobial plastics and is built using BioCote® treated plastics. The handset's smooth surfaces and hard-wired cord make for easy cleaning, facilitating a more hygienic device.

The handset is redesigned to make it easier to clean by removed ribbs, hard-wired handset cord to eliminate the jack receptacle (a major trap for dirt and grime), and redesigned microphone grill to minimize crevices and holes that might collect germs, dirt, and grime.

Included with 6920t/6930t/6930Lt phones and is also sold standalone.



WLAN Adapter

The WLAN Adapter enables wireless 802.11 a/b/g/n dual band (2.4Ghz / 5Ghz) network connectivity for your Mitel IP Phones plus the Mitel Conference Phones. The WLAN Adapter supports Power over Ethernet (PoE) and is configurable via phone UI for 6920w/30w/40w/70 or via the PC.



M695 Expansion Module

The M695 increases the number of personal keys for users who need to monitor many phone lines and busy lamp fields. The expansion module with a 4.3-inch LCD color display is powered by 6900 phones. You can link up to three modules together that support a total of 3 pages of PKM keys for a total of 84 keys per phone/PKM combo. Supported on the Mitel 6920w, 6930w, and 6940w IP Phone models.



S720 Bluetooth Speakerphone

The Mitel S720 Bluetooth (BT) Speakerphone allows you to instantly transform any room into a conference room for up to six people. Enabling all attendees to contribute while on a call thanks to the 360° microphone pickup and HD Voice audio. You can even extend the coverage to up to twelve people quickly and easily by wirelessly linking in a second Mitel S720 Bluetooth Speakerphone. Connects to the Mitel 6930w & 6940w IP Phones' built-in Bluetooth wireless interface and with BT dongle for 6920w.



6970 IP Conference Phone Extension Microphones

The 6970 extension microphone improves the audio quality in larger conference rooms. It supports directional microphone and comes with 8 feet (2.5 meters) wired connection. The microphone is equipped with a mute/unmute button and an indicator that show mute/active call. Supported on Mitel 6970 and are sold in pairs.



6900 Wall Mounts

The wall mounts enable more installation possibilities. It includes a 2-piece slide, lock design for simple installation with 2-fixed phone angles (10°/20°), and a short ethernet cable.

The wall mounts are supported on Mitel 6905, 6910, and 6920w IP Phones for both angles. However, 6930w, and 6940w IP Phone models are for 20° angle only.

6900 Series Feature Matrix

Comparison	6970	6940w	6930w	6930t	6930Lt	6920w	6920t	6915	6910	6905
Context Sensitive Keys	TOUCH	TOUCH	5	5	5	4	4	4		
Color Display	7" LCD Touch	7" LCD Touch	4.3"	4.3"	4.3"	3.5" QVGA	3.5" QVGA	3.5" QVGA	⁽¹⁾	⁽²⁾
Bluetooth Support	✓ ⁽⁴⁾	✓ ⁽³⁾	✓ ⁽³⁾	✓ ⁽⁴⁾		✓ ⁽³⁾				
Wi-Fi Support 802.11 a/b/g/n		✓	✓			✓				
PCLink		✓	✓			✓				
MobileLink	✓	✓	✓	✓		✓				
Antimicrobial Treated Plastics				✓	✓		✓			
Programmable Physical Keys*	TOUCH	TOUCH	12	12	12	6	6	11	8	3
USB Headset Support		✓	✓	✓	✓	✓	✓	✓		
USB Charging Port	✓ 2 x Type A (500mA)	✓ 1 x Type A (500mA)	✓ 1 x Type A (500mA)	✓ 1 x Type A (500mA)	✓ 1 x Type A (500mA)	✓ 1 x Type A (500mA)	✓ 1 x Type A (100mA)	✓ 1 x Type A (100mA)		
Power-over-Ethernet (PoE)		Class 3	Class 3	Class 3	Class 3	Class 3	Class 2	Class 2	Class 2 ⁽⁵⁾	Class 1
Ethernet Ports	1 x GigE	2 x GigE	2 x GigE	2 x GigE	2 x GigE	2 x GigE	2 x GigE	2 x GigE	2 x GigE	2 x 10/100

* = The phones are equipped with freely configurable keys. The number of keys can therefore vary between your communication system.

- 1 3.4" (128x48 pixel) monochrome backlit display
- 2 2.75" (128x48 pixel) non-backlit display
- 3 Support for BT 5.2
- 4 Support for BT 4.1
- 5 PoE class 2 with LLDP override to 3.2w (Minet) 3.8w (SIP), class 1

Mitel 6900 Accessories Support Matrix

Accessories/ Mitel IP Phone	6970	6940w	6930w	6930t	6930Lt	6920w	6920t	6915	6910	6905
Integrated DECT Headset ⁽⁷⁾	-	✓ ⁽¹⁾	✓ ⁽¹⁾	✓ ⁽¹⁾	✓ ⁽¹⁾	-	-	-	-	-
Bluetooth Handset	-	✓ ⁽²⁾	✓	-	-	-	-	-	-	-
Expansion Module ⁽⁷⁾	-	✓	✓	✓ ⁽³⁾	✓ ⁽³⁾	✓	✓ ⁽³⁾	-	-	-
WLAN Adapter ⁽⁶⁾	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
S720 Speakerphone	-	✓	✓	✓	✓ ⁽⁴⁾	✓ ⁽⁴⁾	✓ ⁽⁴⁾	-	-	-
6900 Corded Handset	-	✓ ⁽⁵⁾	✓	✓ ⁽⁶⁾	✓ ⁽⁶⁾	✓	✓ ⁽⁶⁾	✓	✓	✓
6900t Corded Handset	-	✓ ⁽⁶⁾	✓ ⁽⁶⁾	✓	✓	✓ ⁽⁶⁾	✓	✓	✓ ⁽⁶⁾	✓ ⁽⁶⁾

1. The DECT headset can be used when the PKM is installed
2. Standard on 6940w, 6930w supports the Bluetooth headset as an option.
3. The Expansion model is not supported with antimicrobial treatment
4. Bluetooth connection of the S720 Speakerphone requires the 6920, 6920t and 6930Lt to be equipped with the S720 USB Bluetooth Adapter.
5. Standard on 6905, 6910, 6920w, 693w, 6940w supports the corded handset as an option. Handset cord are sold separately.
6. The 6900t Corded Handset is standard on the 6900t models. Supported on 6905, 6910, 6920w, 6930w, 6940w as an option
7. Simple setup from right within the 6900 phone UI (not supported on 6905/10)
8. Use the deskphone power adapter

Prepared for

Arlington Public Schools
 705 N 9th St
 Arlington, NE
 68002-3032, United States

Provided by

Eakes Office Solutions
 cpfeiffer@eakes.com
 14022058657

**Summary of services**

Description	Customer total	
	One-time	Monthly
Services		
Unified Communications Services	\$18.00	\$616.99
Equipment	\$9,539.00	
Shipping	\$321.09	
Professional services & other items		
HT801 1 - Adapter connects to your existing fax machine allowing faxing.	\$54.99	
Subtotal excl. discount	\$9,933.08	\$616.99
Discount total	(\$1,759.80)	\$60.00
Subtotal	\$8,173.28	\$556.99
Surcharges & Other fees		\$251.49
Estimated taxes		
TOTAL	\$8,173.28	\$808.48
	One-time	Monthly

Notes:

- Your first bill may look different than other bills. It may include: (1) one-time fees and prorated charges for new services added during the prior month, (2) full charges for the next month, (3) applicable usage charges, as well as (4) associated taxes and fees.
- Hardware provided on promotion is amortized over a 12-month period. Penalties on hardware for early cancellation of an account are calculated based on the percentage of the term remaining at the time of cancellation.
- Shipping charges may be estimates only and are subject to change. Actual shipping charges will be calculated at the time the order is placed.
- Taxes and fees are based on service address and can differ by address.



OFFICIAL BUSINESS IT PARTNER OF NEBRASKA ATHLETICS

On-Premise Business Phone Solution

Presented to:
Arlington Public Schools

Date:
September 5, 2025

By:
Ed Uden
Hamilton Telecommunications
308.251.3216
ed.uden@hamiltontel.com



HAMILTON BUSINESS TECHNOLOGIES

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Primary Contact Information

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Title: Account Executive
Email: ed.uden@hamiltontel.com
Telephone: 308-251-3216

INTRODUCTION

Hamilton Telecommunications is a diversified communications and technology services provider based in Aurora, Nebraska. Founded in 1901 in Hamilton County, Neb., Hamilton has grown to encompass eight primary company divisions and has become one of the leading independent communications companies in the U.S. Hamilton provides contracted services to 35 states and U.S. territories and provides many of our services nationwide.

PRODUCTS & SERVICES

- Cybersecurity Solutions
- Fully Managed IT and Co-Managed IT Services
- Network Management
- Managed Hosting & Data Center Colocation
- Business Phone Systems
- Security and Access Control Solutions
- Cabling & Fiber Installation
- Broadband Internet Services
- Commercial, Redundant Internet Access Services
- Local & Long Distance Telephone
- Redundant Data Transport Services
- Telecommunications Relay & Nationwide Captioned Telephone Services
- Digital IPTV – Cobalt TV

HAMILTON CAPABILITIES

Hamilton has been serving the businesses of Central Nebraska for more than three decades with quality solutions for all of their business IT, network, and telecommunications needs. Hamilton delivers personalized service and support from expert technicians. Hamilton brings a wealth of experience in data solutions for businesses, including data hardware installation and maintenance, fully managed software support, and 24/7 contract labor support. Supporting many of the largest enterprise businesses coupled with operating two secure, redundant, and geographically diverse data centers in central Nebraska, Hamilton is the premier technology company for all of your business IT needs.

SUPPLIERS & TEAMING PARTNERS

- Dell, DUO, Ubiquiti, Aruba, Avaya, Beachhead, Belden, CommScope, Cisco, ConnectWise, NinjaOne, Equus, Hewlett Packard, Huntress, i-PRO, Jabra, Lenovo, MetaSwitch, Microsoft, Mohawk, N-Able, Poly, SonicWall, Sophos, Veeam, and VMware.
- Anixter, D&H, Ingram Micro, Jenne, and Synnex.

MAJOR PAST PERFORMANCES

- Successfully manage and support thousands of IT devices across the state of Nebraska and in 35 states and territories, ensuring seamless operations, consistent performance, and reliable IT solutions for diverse clients.
- Hamilton provides network design, support, and maintenance for numerous companies with annual revenues ranging from \$100,000 to \$1,000,000,000.
- Deliver comprehensive cybersecurity services for government agencies nationwide, including assessments, policy and plan development, education, and remediation solutions.
- Successfully executed and continues to maintain enterprise hosted phone deployments, encompassing hundreds of sites across four states and supporting thousands of handsets.
- Hamilton provides Internet, Voice, and Video service over 6,000 sq. miles in Nebraska.
- Provider of Core Network Hosting Services for Nebraska's largest middle mile fiber optic transport and internet provider.
- Completed a comprehensive network cabling project for one of the largest Class A school districts in Nebraska, including the installation of 230,000 feet of CAT6A cable and the deployment of a new fiber backbone, and removal of outdated network cabling.
- Trusted low-voltage subcontractor for numerous regional general contractors, consistently delivering reliable and high-quality services.
- Partnered with local municipalities and nonprofit organizations to successfully secure \$1,500,000 in grant funding for critical physical and cybersecurity initiatives.
- Hamilton Relay, a division of Hamilton Telecommunications, offers a variety of services including Traditional Relay Services, Captioned Telephone, and Internet Relay services. Hamilton provides contracted Traditional Relay and Captioned Telephone services to 35 states and territories across the country and provides IP Captioned Telephone services nationwide. More information is available at www.hamiltonrelay.com.

PRODUCT CAPABILITIES

Hamilton provides on-premise phone solutions that offer a comprehensive suite of communication tools tailored to enhance your organization's communications infrastructure. With a focus on reliability, security, and seamless integration, our solutions provide feature-rich voice communication within your infrastructure. From scalable system designs to advanced call management features, our on-premise phone solutions empower your organization with efficient, customizable, and cost-effective communication capabilities.

PROPOSAL

	Option A: Purchase	Option B: Full Lease (36 Mo.)	Option C: Leased System (36Mo.), Paid Installation	
	NRC (One-Time)	MRC (Monthly)	MRC	NRC
On-Premise Phone System	\$ 47,043.00	\$ 1,425.55	\$ 965.52	\$ 15,181.00
Voice Service	Customer Supplied	Customer Supplied	Customer	Supplied
Total	\$ 47,043.00	\$ 1,425.55	\$ 965.52	\$ 15,181.00

Quote Detail

<u>Licenses</u>	1 IP OFFICE R12 ESSENTIAL EDITION LIC 95 R10 Avaya IP Endpoint 1 PLDS Lic
<u>Phones</u>	85 J139 IP Phone 10 J179 IP Phone 2 J100 Sidecar
<u>Equipment</u>	1 IP Office 500V2 unit w/power lead 5 HP 1930 Instant On 24 Port Switch 195W 4 Ports Managed
<u>Voice Services</u>	Existing Customer provided dial tone services remain unchanged
<u>Fax Service</u>	Existing Customer provided dial tone services provisioned for fax remain unchanged
<u>Other</u>	Capacity: 8 Trunks, 6 Analog Phones, 12 Dig Phones, 42 VM channels, 5 SIP Trunks, 6 Ports VM Includes VM Essential, Lightning Protection, Paging interface, 20 wall mounts, UPS, patchcords.

<u>Tariffs</u>	Maximum Tariff Charge \$2,985.88 (estimated on 9/5/2025). This is a one-time cost added to total. Tariff charges passed directly to customer at time of ordering, based on manufacturer supply.
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<u>Special Pricing Option 1</u>	Special pricing includes three year manufacturer support, valid through 9/25/2025. Total Purchase Price - Option 1: \$45,657.00
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<u>Special Pricing Option 2</u>	Special Pricing without three year manufacturer support, valid through 9/25/2025. Total Purchase Price - Option 2: \$43,762.00
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Note: Network Switches may be removed from project if school or ESU prefers to supply the network backbone.

- This Quote is not a legally binding document and is used solely for illustrative and negotiation purposes. Prior to provision of services under this Quote, Hamilton will provide a Service Agreement to the Customer for review and approval.
- This Quote is based upon known information and work described above. Should new information or changes affect the estimate, Hamilton will contact you immediately for review.
- Quoted prices do not include applicable taxes or regulatory surcharges. Those taxes and charges will be calculated and invoiced accordingly.

REFERENCES

Memorial Community Health

Brad Tiede, Information Systems Director
(402) 694-8198

Grafton Law Office

Tricia Grafton, Secretary
(402) 694-3161

Pinnacle Bank – Aurora

Wade Regier, Market President
(402) 694-2111

Henderson Health Care

Robert Masat, Information Technology Director
(402) 723-4016

Bosselman Energy

Shane Will, System Administrator
(308) 398-6371



Avaya IP Office™

Avaya IP Office™

Simplify the way communications and collaboration works at your business. Move from being just connected to being truly productive, with tools that let your people take an active role in creating value, delighting customers and engaging colleagues in interactions that deliver meaningful results.

Key Capabilities at a Glance

- **Flexible Deployment:** In the cloud, on premise or hybrid deployments are all supported with IP Office along with the ability to migrate from one to the other when the time is right for you.
- **All-in-one Communications and Collaboration:** The Avaya Equinox experience provides a single app for voice, video, messaging, conferencing and calendar and keeps employees productive on any device, from any location.
- **Cost saving applications:** built-in audio and video conferencing, Bring Your Own Device (BYOD), and voice and instant messaging streamline support and reduce monthly costs.
- **Complete mobility solutions:** Whether your employees are on the road, working remotely, or just at a different location, IP Office's intuitive tools and apps keeps them engaged, productive and reachable.
- **Out-of-the-box applications integration:** Embed communications in the applications you already have: Salesforce, Google, Microsoft Office 365 and Skype for Business.
- **Distinctive Customer Contact:** IP Office offers integrated voice, web chat, email, FAX and reporting capabilities that allow even the smallest contact center to support sophisticated and satisfying customer interactions.



“Avaya’s Technology Has Helped Us Make the Digital Transformation That Was Badly Needed”

—**Ashley Pugh**, Managing
Director for W. Bruford

- **Peace of Mind:** Highly reliable and secure, IP Office reduces security threats, toll fraud, and down-time through a hardened architecture that has been proven in more than 635,000 businesses.
- **Scalability (5 to 3,000 Users):** Avaya IP Office grows with you as your business accelerates. Support up to 3,000 users at up to 150 networked sites.

With Avaya IP Office, your small to midsize business has affordable, flexible and powerful choices for business communications. Select the features that are right for you today and add new capabilities as your business grows and faces new challenges. Regardless of the IP Office Edition you choose, you’ll be backed by Avaya and its 100+ year technology heritage of delivering communications solutions that matter to small and midsize businesses.

Turn-Key (Appliance) Editions

IP Office Basic Edition

Ideal for small and growing businesses, Basic Edition provides basic voice telephony and messaging, including voice mail, message to email conversion, call forwarding, audio conferencing, automated attendant and growth to 100 users.

IP Office Essential Edition

Builds on the Basic Edition by adding IP telephony and mobility features, including one-number access and dial by name / extension. Scales to over 350 users.

IP Office Preferred Edition

All the features of Basic and Essential Editions with integrated unified communications, including IM and presence, web collaboration, mobile access, video, and call recording. Integration with business applications along with a multi-channel contact center is also provided.

Software-Based Server Editions

IP Office Server Edition

Supporting up to 2,000 users and 32 locations in a single network, IP Office Server editions adds advanced features like Active Directory integration and centralized web-based administration.

IP Office Select

With support for the largest IP Office customers with up to 3,000 users and 150 networked locations, IP Office Select offers resiliency through a duplex server option and over 500 ports for audio and video conferencing.

Avaya IP Office™ Editions

Choose the best version that satisfies all of your business needs!

	Basic Edition	Essential Edition	Preferred Edition	Server Edition	IP Office Select
Capacity					
Users on a Single Server	100	384	1,000	1,500	3,000
Total Solution Users	100	384	1,000	2,000	3,000
Networked Sites	N / A	32	32	32	150
Total UC Users	N / A	N / A	384	750	3,000
Mobility, Access, Integration					
Mobility	No	Basic	Enhanced	Enhanced	Enhanced
Avaya Communicator	No	No	Yes	Yes	Yes
Web-based User Portal	No	No	Yes	Yes	Yes
Lync, Outlook, Salesforce.com Integration, Skype	No	No	Yes	Yes	Yes
Conferencing					
Ad Hoc Conferencing / Meet-Me Conferencing Users	64 / 0	128 / 0	128 / 128	256 / 256	512 / 512
Conference Scheduling	No	No	Yes	Yes	Yes
Web Collaboration	No	No	Yes	Yes	Yes
Telephony					
System Type	Key System	IP PBX	IP PBX	IP PBX	IP PBX
Voicemail Type	Basic	Basic	Pro	Pro	Pro
Call Recording	No	No	Yes	Yes	Yes
Number of Auto-Attendants	9	40	40	150	500
Number of Receptionists	0	4	4	32	75
Deployment					
Main Deployment Method	Appliance	Appliance	Appliance	Appliance	Appliance
Active Directory Integration	No	No	No	Yes	Yes
Centralized Licensing	No	No	No	Yes	Yes
Contact Center Support	No	No	Yes	Yes	Yes
Avaya Aura Branch	No	Yes	Yes	No	No

Avaya IP Office User Licenses

IP Office provides flexible user solutions tailored to fit the needs of different kinds of employees, from those who only require basic capabilities, to Office Workers with collaboration needs to Power Users that are highly mobile. IP Office Basic and Essential Edition customers receive standard telephony features. IP Office Server Edition and IP Office Select customers may choose unified communications licenses such as Office Worker or Power User on an employee by employee basis. IP Office Preferred Edition has Mobile Worker and Teleworker options in addition to the Office Worker and Power User shown.

Function Matrix	Basic User	Office Worker	Power User
Deskphone Call Control			
Place / Receive Calls, Hold, Transfer, Park / Page, Conference	Yes	Yes	Yes
Access Telephony Features via Phone UI or DTMF	Yes	Yes	Yes
Web-based Access for Office Collaboration (Avaya one-X® Portal)			
Click to Place / Receive Calls, Point and Click Call Control	No	Yes	Yes
Conference Scheduling	No	No	Yes
Control Audio Conferences	No	Yes	Yes
Federated Presence and IM	No	Yes	Yes
Personal, System and Corporate Directory Access	No	Yes	Yes
Visual Voicemail	No	Yes	Yes
Rich Collaboration for Remote and Mobile Workers			
Turn Your Home Phone into Your Office Phone (Avaya one-X® Portal)	No	No	Yes
Avaya Equinox Experience	No	Yes	Yes
Integrate with the Applications You Already Have			
Microsoft Outlook / Lync	No	Yes	Yes
Salesforce.com	No	Yes	Yes
Google Talk (IM & Presence)	No	Yes	Yes
Voicemail Integration			
Standard Voicemail Box	Yes	Yes	Yes
Store Messages within Microsoft Exchange	No	Yes	Yes
View Voicemail and Email in a Single Inbox	No	Yes	Yes

About Avaya

Businesses are built on the experiences they provide and every day millions of those experiences are built by Avaya (NYSE:AVYA). For over one hundred years, we've enabled organizations around the globe to win—by creating intelligent communications experiences for customers and employees. Avaya builds open, converged and innovative solutions to enhance and simplify communications and collaboration—in the cloud, on premise, or a hybrid of both. To grow your business, we're committed to innovation, partnership, and a relentless focus on what's next. We're the technology company you trust to help you deliver Experiences that Matter.

Visit us at www.avaya.com.



AVAYA

AVAYA IP PHONE J139

The Avaya IP Phone J139 provides a modern, connected, personalized experience for customers and addresses the need for secure, reliable voice communications for users within large enterprises and small and medium-sized companies. It is well suited for users that need only the most commonly used voice features. It provides a new level of simplicity in using features such as Hold, Transfer, Conference, Forward, and Call Park / UnPark.

Key Features and Benefits

- Delivers high definition audio that can increase productivity by reducing fatigue and provides easier-to-understand multi-party calls through the wideband audio codec in the handset and headset.
- Simplifies call control on the display using softkeys for everyday functions such as transfer, conference and forwarding; also makes it easy to perform everyday tasks such as quick access to the corporate directory.
- Provides visual cues that can speed task management through 4 dualcolor Red / Green LED buttons.
- Improves flexibility through support of a secondary Gigabit Ethernet port for a PC.
- The handset has built in volume boost for hearing impaired to avoid having to purchase a separate amplified headset.
- Accommodates advanced unified communications solutions through Session Initiation Protocol (SIP).
- Supports reduced energy consumption and lower costs through Power-over-Ethernet Class 1 design with “sleep mode”.

The Avaya IP Phone J139 is a multiline device with four red / green line / feature indicators around the color display, It designed for business workers that need only the most frequently used features.



Features and Specifications

- 2.8" (diagonal) color display—320 x 240 pixels
- Multiple line phone with four red / green line / feature indicators around display
- 4 Context sensitive soft keys
- Hard buttons for phone, messages, contacts, history, home, navigation cluster, headset, speaker, volume, mute
- LEDs for speaker, mute, headset, message, history
- Wideband audio in handset and wired headset
- Full duplex speakerphone & handset
- Ergonomic hearing aid compatible handset supports TTD acoustic coupler
- Message waiting indicator
- Mute key with optional mute alerting
- IC call alerting with 360-degree visibility
- Dual-position stand, optional wall-mount stand
- Gigabit Ethernet (10 / 100 / 1000) line interface
- Second Ethernet interface 10 / 100 / 1000 Mbps
- PoE Class (IEEE 802.3af) registers as class 1 device and supports 802.3az
- Optional AC to 5 volt power supply
- SIP protocol support
- Standards-based codec support: Opus, G.711, G.726, G.729A / B, G.722
- Configurable via Web interface
- Support for HTTPS, TLS and SRTP for encryption

Modern IP Phone With a Bright, Color Display That Can be Personalized. Great for Customers that Need a Targeted Feature Set.



- Recent Call Log (100 entries)
- Zero touch deployment via Device Enrollment Services Support
- Supports the following languages: Dutch, English (UK & US), French (Canada), French (France), German, Italian, Japanese, Portuguese (Brazil), Simplified Chinese, Spanish (Latin America), Spanish (Spain), Traditional Chinese

Software compatibility

- RingCentral Office Platform
- Avaya Cloud Office®

About Avaya

Businesses are built by the experiences they provide, and every day, millions of those experiences are delivered by Avaya. Organizations trust Avaya to provide innovative solutions for some of their most important ambitions and challenges, giving them the freedom to engage their customers and employees in ways that deliver the greatest business benefits.

Avaya contact center and communications solutions power immersive, personalized, and unforgettable customer experiences that drive business momentum. With the freedom to choose their journey, there's no limit to the experiences Avaya customers can create.



A photograph of an Avaya IP Phone J179 on a wooden desk in an office setting. The phone is black with a color display showing a red interface, a numeric keypad, and several function buttons. A coiled handset is attached to the side. In the background, a blurred office environment with a computer monitor and a small potted plant is visible.

Avaya IP Phone J179

Give Your Power Users Enhanced Communications Capabilities

The competitively priced, high-performing Avaya J179 IP Phone features a color display, 4 softkeys, high definition audio quality, integrated Gigabit Ethernet interface, headset support, up to three 24-button Expansion Modules, and optional Wi-Fi® / Bluetooth®. The J179 IP Phone leverages your enterprise IP network to deliver sophisticated voice communications from headquarters, remote locations, or home offices. Tightly integrated with the Avaya Aura®, IP Office™ and Avaya Cloud Office® by RingCentral platforms, the J179 IP Phone optimizes communications through a flexible architecture that leverages existing investments and accommodates changing business needs.

Key Features and Benefits

- Supports optional J100 Wireless Module for Wi-Fi connectivity and / or Bluetooth® headsets.
- Delivers high definition audio that can increase productivity by reducing fatigue and provides easier-to-understand multi-party calls through the wideband audio codec in the handset and headset.
- Simplifies call control on the display using softkeys for everyday functions such as transfer, conference and forwarding; also makes it easy to perform everyday tasks such as quick access to the corporate directory.
- Provides visual cues that can speed task management through 8 dual-color Red / Green LED buttons.



The Avaya IP Phone J179 is an 8-line phone ideally suited for power users who consider the phone to be one of many useful communication tools and who rely on common functions like directory and speed dial to enhance productivity and collaboration.

- Improves flexibility through support of a secondary Gigabit Ethernet port for a PC.
- Enables high-speed call handling through support of up to three Avaya J100 Expansion Modules.
- The handset has built in volume boost for hearing impaired to avoid having to purchase a separate amplified headset.
- Accommodates advanced unified communications solutions through Session Initiation Protocol (SIP).
- Supports reduced energy consumption and lower costs through Powerover-Ethernet Class 1 design with “sleep mode”.

Specifications

- Color display—2.8 inches x 2.1 inches (7.0 cm x 5.3 cm)—Diagonal width: 3.5 inches (8.8 cm)
- 8 buttons with dual LEDs (red, green)
- 4 softkeys
- Hard buttons for phone, messages, contacts, history, home, navigation cluster, headset, speaker, volume, mute
- LEDs for speaker, mute, headset, message, history
- 24 administrative buttons
- Wideband audio in handset and headset
- Full duplex speakerphone



The Avaya IP Phone J179 leverages your enterprise IP network to deliver sophisticated voice communications from headquarters, remote locations, or home offices.

- Ergonomic hearing aid compatible handset supports TTD acoustic coupler
- Message waiting indicator
- Mute indicator with optional mute alerting
- IC call alerting with 360-degree visibility
- Rich, classic, alternate, and downloadable ringtones
- Dual-position stand, optional wallmount stand
- Gigabit Ethernet (10 / 100 / 1000) line interface
- Second Ethernet interface 10 / 100 / 1000 Mbps
- PoE Class (IEEE 802.3af) registers as class 1 device and supports 802.3az
- Optional AC to 5 volt adapter
- Order Custom Bezels / Faceplates
- SIP & H.323 protocol support
- Standards-based codec support: G.711, G.726, G.729A / B, G.722, Opus.
- Zero touch deployment via Device Enrollment Services Support
- Supports the following languages: Arabic, Brazilian Portuguese, Simplified Chinese, Dutch, English, Canadian French, Parisian French, German, Hebrew, Italian, Japanese, Korean, Polish, Latin American Spanish, Castilian Spanish, Thai, Turkish, and Russian



The J179 IP Phone optimizes communications through a flexible architecture that leverages existing investments and accommodates changing business needs.

Software Compatibility

- Avaya Cloud Office® by RingCentral
- Avaya Aura® 6.2 FP4
- Avaya IP Office™ 11.0
- Avaya OneCloud 3.0
- Avaya Approved Third Party Platforms: RingCentral, 3CX 15.5, Netsapiens 40, FreeSwitch 1.8.5, Asterisk 16, Broadsoft 22, Kandy, Microsoft, Kamalio, Metaswitch, Zang Office R1.0

Highlights

- Optional Wireless Deployment
- Bluetooth Connectivity
- User Interface Personalization

Learn More

To learn more about the Avaya IP Phone J100 Series contact your Avaya Account Manager, Avaya Authorized Partner or visit avaya.com for white papers, case studies and other information showcasing Avaya solutions in action.



About Avaya

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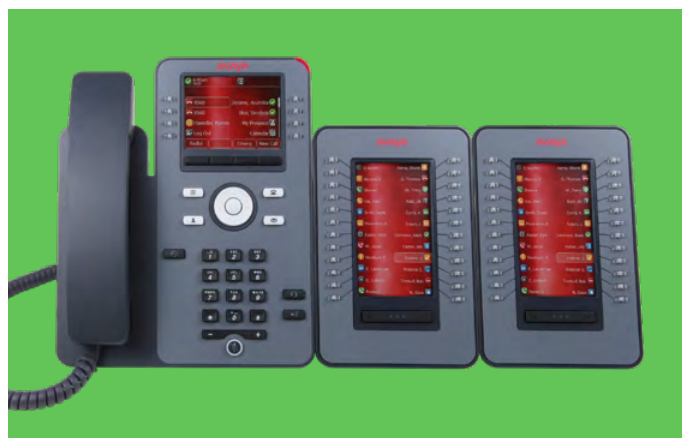
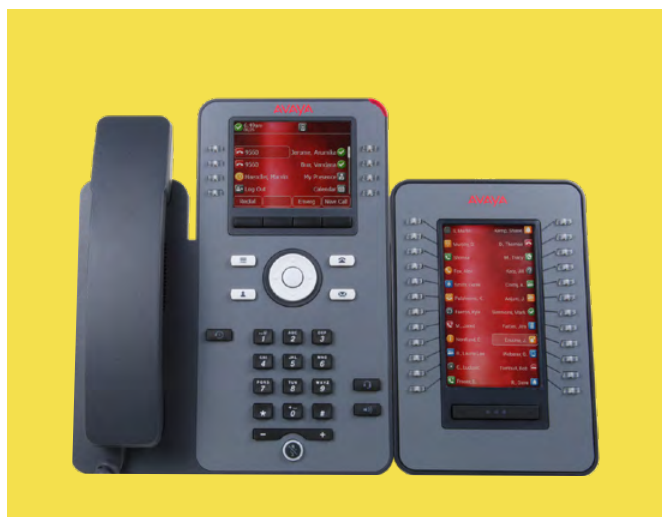
AVAYA J100 EXPANSION MODULE

**Typically used
by end-users in
administration and
reception areas
where call coverage
is critical and status
of calls must be
monitored and
managed.**

The Avaya J100 Expansion Module extends the number of call appearances and feature buttons on the Avaya IP J179 Phone. Each expansion module provides 24 additional buttons for incoming/outgoing calls, for features such as autodial, for dialing contacts, or for other applications.

Specifications:

- 4.3 inches, 272 x 480 pixel color display.
- The Avaya IP Phone J179 support up to 3 button modules, and each button module can take both Stand and Wall mount positions together with the phone.
- The J100 Expansion Module provides access to up to 24 buttons and lamps with ability to display 3 pages when a single expansion module is used.
- Each feature/line button has a red/green indicator.
- Pre-configured background or screensavers are available to match the base phone.
- Power is supplied by base J179 (PoE class 2). If 3 expansion modules are attached to J179, then an external 5 volt power supply is required.
- Supported on J179 with both H.323 and SIP software.



The Avaya J100 Expansion Module extends the number of call appearances and feature buttons on the Avaya IP Phone J179.



About Avaya

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Avaya contact center and communications solutions power immersive, personalized, and unforgettable customer experiences that drive business momentum. With the freedom to choose their journey, there's no limit to the experiences Avaya customers can create.



A close-up photograph of an Avaya J159 IP Phone on a light-colored wooden desk. The phone is dark grey with a coiled handset on the left. It features a large color display at the top showing a graphical interface, a circular navigation pad in the center, and a numeric keypad below. To the right of the phone, a red sticky note is attached to the desk. In the background, a person's hand is visible typing on a keyboard.

Avaya IP Phone J159

Give Your Power Users an IP Phone that has a small form factor packed with numerous feature buttons

The Avaya J159 IP Phone is an IP Phone that is targeted to users who desire a small form factor on their desk, packed with lots of feature buttons and meets the everyday voice communications needs of its users. It is a competitively priced, high-performing IP Phone and features primary and secondary color displays, 4 softkeys, high definition audio quality, integrated Gigabit Ethernet interface, headset support, and optional Wi-Fi®. The J159 IP Phone leverages your enterprise IP network to deliver sophisticated voice communications from headquarters, remote locations, or home offices. Tightly integrated with the Avaya Aura®, IP Office™ and Avaya Cloud Office® by RingCentral platforms, the J159 IP Phone optimizes communications through a flexible architecture that leverages existing investments and accommodates changing business needs.

Key Features and Benefits

- Supports optional J100 Wireless Module for Wi-Fi connectivity.
- Delivers high definition audio that can increase productivity by reducing fatigue and provides easier-to-understand multi-party calls through the wideband audio codec in the handset and headset.
- Simplifies call control on the display using softkeys for everyday functions such as transfer, conference and forwarding; also makes it easy to perform everyday tasks such as quick access to the corporate directory.
- Provides visual cues that can speed task management through 10 dual-color Red / Green LED buttons.
- Improves flexibility through support of a secondary Gigabit Ethernet port for a PC.



The Avaya IP Phone J159 is a multiline phone ideally suited for power users who consider the phone to be one of many useful communication tools and who rely on common functions like directory and speed dial to enhance productivity and collaboration.

- Enables high speed call handling through support of fixed keys for hold, transfer, conference, and redial.
- The handset has built in volume boost for hearing impaired to avoid having to purchase a separate amplified headset.
- Accommodates advanced unified communications solutions through Session Initiation Protocol (SIP).
- Supports reduced energy consumption and lower costs through Power-over-Ethernet Class 1 design with “sleep mode”.

Specifications

- 2 Color Displays
Primary: 2.8”, 320 x 240 pixel
Secondary: 2.3”, 160 x 240 pixel
10 buttons with dual LEDs (red, green)
- 4 softkeys
- Hard buttons for phone, messages, contacts, history, home, navigation cluster, headset, speaker, volume, mute
- LEDs for speaker, mute, headset, message, history
- 48 administrative buttons
- Wideband audio in handset and headset
- Full duplex speakerphone
- Ergonomic hearing aid compatible handset supports TTD acoustic coupler



Tightly integrated with the Avaya Aura®, Avaya IP Office™ and Avaya Cloud Office® by RingCentral platforms, the J159 IP Phone optimizes communications through a flexible architecture that leverages existing investments and accommodates changing business needs.

- Message waiting indicator
- Mute indicator with optional mute alerting
- IC call alerting with 360-degree visibility
- Rich, classic, alternate, and downloadable ringtones
- Dual-position stand, optional wall-mount stand
- Gigabit Ethernet (10 / 100 / 1000) line interface
- Second Ethernet interface 10 / 100 / 1000 Mbps
- PoE Class 1, 802.3az, optional 5v AC-DC
- SIP and H.323 support
- Standards-based codec support: G.711, G.726A, G.729, G.729A / B, G.722, Opus.
- Zero touch deployment via Device Enrollment Services Support
- Supports the following languages: Arabic, Brazilian Portuguese, Simplified Chinese, Traditional Chinese, Polish, Dutch, English, Canadian French, Parisian French, German, Hebrew, Italian, Japanese, Korean, Polish, Latin American Spanish, Castilian Spanish, Thai, Turkish, and Russian

Software compatibility

- Avaya Cloud Office® by RingCentral
- Avaya Aura® 6.2 FP4
- Avaya IP Office™ 11.0.4.2
- Avaya One Cloud 11.0.4.2
- Avaya Approved Third Party Platforms: RingCentral, 3CX 15.5, Netsapiens 40, FreeSwitch 1.8.5, Asterisk 16, Broadsoft 22, Kandy, Microsoft, Kamalio, Metaswitch, Zang Office R1.0

Highlights

- Optional Wireless Deployment
- User Interface Personalization

The Avaya IP Phone J159 Leverages Your Enterprise Ip Network to Deliver Sophisticated Voice Communications from Headquarters, Remote Locations, Or Home Offices.

Available Colors	Cobalt Black
Display Type, Size	Primary: Color 2.8", 320 x 240 pixel Secondary: Color 2.3", 160 x 240 pixel
Green/Red Call Indicators	10
Softkeys	4
Fixed Feature Keys	13
Ethernet Switch	Dual 10/100/1000
Wi-Fi®	Optional Module
Wired Headset	Yes, with EHS support. RJ9 with integrated Electronic HookSwitch
Bluetooth® Headset	Yes
Expansion Module Capable	No
Other Connectivity	Single USB Type A
Optional DC Power	Yes
USB	Yes, Single Type A USB

Learn More

To learn more about the Avaya IP Phone J100 Series contact your Avaya Account Manager, Avaya Authorized Partner or visit avaya.com for white papers, case studies and other information showcasing Avaya solutions in action.



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StudentsPromotion and Retention

Students will typically progress annually from grade to grade. A student may be retained at a grade level or be required to repeat a course or program when such is determined in the judgment of the Principal, in consultation with the student's teachers and counselor, to be appropriate for the educational interests of the student and the school's educational program.

If a parent or guardian would like their student to retake a grade level, the parent or guardian must meet with the Superintendent or designee to discuss the student repeating a grade. At that meeting, the parent or guardian must provide evidence of academic needs, illness, or excessive absenteeism that would warrant the student to repeat the grade. A student in kindergarten through fourth grade may be retained due to academic needs, illness, or excessive absenteeism. A student in grades fifth through twelfth grade may be retained due to excessive absenteeism. At such meeting, the Superintendent or designee shall identify any alternative educational opportunities, including remedial instruction, if applicable, and verify any special education supports available to such student. If the student's parent or guardian still intends for their student to repeat a grade, such parent or guardian shall then complete the required form and return such form to the District. Upon completion of the form and if all requirements pursuant to this policy and law are met, the District shall permit the student to repeat the student's grade for the next school year.

Legal Reference: Neb. Rev. Stat. Sec. 79-526 & 79-2,161

Date of Adoption: July 14, 2025



Request to Repeat a Grade
August 2024

[Nebraska Revised Statute 79-2,161](#) establishes a procedure whereby a parent or guardian can request their child to repeat a grade for the following reasons:

- a) Academic needs (*Student in grades Kindergarten thru fourth*) – Academic needs means that a child is at least one year below grade level and behind the child's typically developing peers in reading, English, and language arts such that the child does not possess the necessary academic skills required to succeed in reading, English, and language arts at grade level for the next grade the student would otherwise advance to
- b) Excessive Absenteeism (*Student in grades K-12*) – Excessive absenteeism means that the child was absent fifty percent or more of the school year and includes excused absences, unexcused absences, and absences due to suspension or expulsion. Absences due to approved school-related activities, such as field trips, competitions, athletic events, and testing, are not included; and
- c) Illness (*Student in grades Kindergarten thru fourth*) - Illness means that the child experienced a severe mental or physical illness resulting in hospitalization of two or more weeks during the school year.

A parent or guardian intending to have their child repeat a grade shall request a meeting with school district superintendent or their designee to discuss the decision. The meeting should identify any alternative educational opportunities. If after meeting with the superintendent or their designee, the parent still wishes to retain their child, they must complete this form.

Parent/Guardian Name: _____

Name of Child: _____

Grade Level to be Repeated: _____

Current School District: _____

Date of Meeting with District: _____

Reason and Description for Requesting Repeating of Grade:

☐ Academic Needs (K-4)

☐ Excessive Absenteeism (K-12)

☐ Illness (K-4)

Summary of Meeting with Superintendent or their Designee:

Please submit this form to the superintendent or their designee with whom you met initially about the request for retention. Upon completion of the form, and if all requirements are met, the school district shall honor the request to repeat a grade for the next school year.

Signature of Parent/Guardian Date

To be completed by district:

School of Attendance Name: _____

School of Attendance Code: _____

Student State ID (To be Provided by District): _____

Signature of Superintendent/Designee Date

Districts, please retain a copy of this form, and email nde.form@nebraska.gov for instructions on how to securely submit this form.

StudentsStudent Records

School staff shall maintain student records in compliance with state and federal law.

Confidentiality of Student Records.

Student files and other education records shall not be released or divulged except in compliance with state and federal law.

School officials may have access to only those education records in which they have a legitimate educational interest, unless the parent has given written and dated consent for the access. A school official who violates this restriction shall be subject to disciplinary action up to and including termination.

A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility and effectively provide the function or service for which they are responsible.

A school official for purposes of access to education records is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the school board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.

To the extent permitted by law, contractors, consultants and volunteers may be permitted to have access to education records where they are performing a function or service that would otherwise be done by a school employee. Their access is limited to education records in which they have a legitimate educational interest; which means records needed to effectively provide the function or service for which they are responsible.

Student and Parent Access to Student Records.

A parent or guardian of a student or former student, and a student or former student who is eighteen (18) years of age or older, shall be given the opportunity upon request to inspect and review the education records of the student or former student. Non-custodial parents will be provided full and equal access to the education records of his or her child unless there is a court order to the contrary.

Maintenance and Destruction.

Student files or records shall be so maintained so as to separate academic and disciplinary matters. All disciplinary material in a student's file shall be removed and destroyed after the student's continuous absence from the school for a period of three (3) years.

Amendment of Student Records.

Parents and eligible students (a student who has reached 18 years of age or is attending an institution of postsecondary education) have the right to challenge any information contained in the records that they believe is inaccurate, misleading or violates the privacy rights of the student. Such a challenge may be made by making a written request to the Principal to amend the records. If a decision is made not to amend the education records in accordance with the request, the Principal shall so inform the parents of the student and the Superintendent. The parent shall be advised of the right to a hearing.

If a hearing is requested, the Superintendent shall conduct a hearing (or delegate the role to another school official who does not have a direct interest in the outcome of the hearing) and provide the parent or eligible student a full and fair opportunity to present evidence relevant to the issues raised in conformance with applicable law.

Legal Reference: Neb. Rev. Stat. §§42-364(4) & 42-381; Neb. Rev. Stat. §43-3001
Neb. Rev. Stat. §§79-2,104 & 79-2,105; Neb. Rev. Stat. §79-539
Neb. Rev. Stat. §§84-1201 to 84-1220
Family Educational Rights and Privacy Act of 1974

Date of Adoption: June 9, 2008

Reviewed: September 10, 2012; October 10, 2016, April 8, 2019, Sept 9, 2019; October 10, 2022

Notification of Rights Under FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age (“eligible students”) certain rights with respect to the student’s education records. They are:

- 1) The right to inspect and review the student’s education records within 45 days of the day the District receives a request for access.

Parents or eligible students should submit to the school principal (or appropriate school official) a written request that identifies the record(s) they wish to inspect. The principal will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

- 2) The right to request the amendment of the student’s education records that the parent or eligible student believes are inaccurate or misleading at the time the record was created.

Parents or eligible students may ask the School District to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the parent or eligible student, the District will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

- 3) The right to consent to disclosures of personally identifiable information contained in the student’s education records, except to the extent that FERPA authorizes disclosure without consent.

One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests or otherwise allowed by law. A school official is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.

A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, the District discloses education records without consent to officials of another School District in which a student seeks or intends to enroll.

- 4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Office of the Chief Privacy Officer
U.S. Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202

Notice Concerning Directory Information

The District may disclose directory information. The primary purpose of directory information is to allow the District to include information from your child's education records in certain school publications. Examples may include:

- A playbill, showing your student's role in a drama production;
- The annual yearbook;
- Honor roll or other recognition lists;
- Graduation programs; and
- Sports activity sheets, such as for wrestling, showing weight and height of team members.

Under FERPA, "directory information" is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name, address, telephone number, and the name, address, telephone number, e-mail address and other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;
2. School and dates of attendance;
3. Student's current grade;
4. Student's enrollment status (e.g. full-time or part-time);
5. Student's extra-curricular participation;
6. Student's achievement awards or honors;
7. Student's weight and height if a member of an athletic team; and
8. Student's photograph.
- 9.

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District

determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student, or would otherwise not be in a student's best interests.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. Parents or guardians may refuse to allow their student's information to be designated as "directory information" at any time during the school year, so long as the parent or guardian notifies the Superintendent in writing.

Notice Concerning Designation of Law Enforcement Unit:

The District designates the [Name] Police Department as the District's "law enforcement unit" for purposes of (1) enforcing any and all federal, state or local law, (2) maintaining the physical security and safety of the schools in the District, and (3) maintaining safe and drug free schools.

StudentsAcademic Progress

The Superintendent will be responsible for implementing a uniform system for appraising and reporting the development of students' academic and behavioral skills.

Communicating student progress to parents shall be the responsibility of the building administrator and the classroom teacher. Written reports of student progress will be made available to parents at the conclusion of each quarter. It is recommended that two parent-teacher conferences or acceptable substitutes be held in both the elementary and junior-senior high school each year. Additional reporting of student progress is encouraged whenever progress or lack of progress is of an unusual nature.

Date of Adoption: August 8, 2016

Reviewed: October 10, 2016, April 8, 2019, Sept 9, 2019, October 10, 2022

StudentsGrading System

Grades K-6:

Grades are to be recorded systematically and periodically throughout each grading period.

At grades K-2, Arlington Public Schools shall use the following marking system:

Beginning - B - Overall student performance reflects unsatisfactory performance on standards/skills and insufficient understanding of content at grade level. A student scoring Beginning level inconsistently utilizes a variety of skills and strategies to comprehend content.

Progressing - P - Overall student performance reflects satisfactory performance on standards/skills and sufficient understanding of content at grade level. A student scoring at the Progressing level generally utilizes a variety of skills and strategies to comprehend content.

Meets Proficient - M - Overall student performance reflects high academic performance on standards/skills and a thorough understanding of the content at grade level. A student scoring in the Meets Proficiency level thoroughly utilizes a variety and strategies to comprehend content.

At grades 3-6, Arlington Public Schools shall use the following marking system.

100 – 98	A+
97 – 96	A
95 – 93	A-
92 – 91	B+
90 – 88	B
87 – 85	B-
84 – 82	C+
81 – 79	C
78 – 76	C-
75 – 74	D+
73 – 72	D
71 – 70	D-
69 – 0	F

Grades 7-12:

- a. Grading periods of approximately eighteen (18) weeks shall be used two (2) times per year.
- b. Achievement marks shall be given on a numerical basis for all grades 7-12, with the marks of 69 or lower considered a failure.

- c. Some alternative education classes, remediation lab classes, and dual credit classes not taught by our staff are graded as Pass (P)/Fail (F) and receive no mark points.
- d. STUDENT EVALUATION SCALE: The grade scales to be used for reporting student progress in Arlington High School are as follows:

All classes except the **Identified Classes* will use the following grade scale. The **Identified Classes* will use a ten (10) point scale. Notice that the pluses will receive higher mark points. The only difference between normal classes and **Identified Classes* is the regular scale and ten (10) point scale.

*Identified/Dual Credit-	Mark Points	
100-97	4.00	A+
96-93	4.00	A
92-90	3.67	A-
89- 87	3.33	B+
86-83	3.00	B
82-80	2.67	B-
79-77	2.33	C+
76-73	2.00	C
72-70	1.67	C-
69-67	1.33	D+
66-63	1.00	D
62-60	1.00	D-
59 Below	0.00	F

Normal Classes

100-98	A+
97-95	A
94-93	A-
92-90	B+
89-87	B
86-85	B-
84-82	C+
81-79	C
78-77	C-
76-74	D+
73-72	D
71-70	D-
69 and Below	F

The identified classes include: MATHEMATICS: Honors Geometry, Honors Algebra II, Algebra III, Calculus, and Pre-Calculus; LANGUAGE ARTS: College English I, College English II, and Honors English; FOREIGN LANGUAGE: Spanish III, Spanish IV; BUSINESS: Wealth Building Fundamentals and Personal Finance, Macroeconomics, Information Technology III, and Business

Law; SOCIAL SCIENCE: Honors History; SCIENCE: Chemistry, Physics, Physiology and Anatomy, and Biology II, Chemistry II. (Students taking college level courses that exceed our offerings may be granted status as 'identified' and/or receive A+ status when an A is awarded with administrative approval.)

- e. For all other grading reports received on transfer students, the Superintendent and/or principal shall convert these to an approximately equal grade on our system in the event such grades need to be used for Arlington Public Schools purposes.

Date of Adoption: October 10, 2016

Reviewed: April 8, 2019, Sept 9, 2019; October 10, 2022

Revised: July 12, 2021; August 9, 2021

StudentsGraduation

To participate in commencement exercises or receive an Arlington Public Schools diploma a student must fully complete all requirements for graduation prior to the official commencement exercises, and complete other administrative requirements or conditions.

It shall be the policy of Arlington Public Schools that to be eligible for graduation from Arlington High School, the candidate must have earned a minimum of 260 semester hours credit in grades 9 through 12 inclusive.

Further eligibility for graduation shall require the candidate to present a minimum of 40 earned semester hours credit during the school year in which he/she intends to graduate. Credit hours will be computed in accordance with the Nebraska Department of Education. All students must be enrolled as a full-time student at the time of their graduation.

Satisfactory completion of the following courses must be presented in the candidate's record:

Language Arts – 45 credit hours

English 9	10
English 10	10
English 11	10
Beginning Speech	5
English 12	10

Social Studies – 35 credit hours

World Geography	10
World History	10
American History-20 th Century	10
American Government	5

Mathematics – 30 credit hours

Algebra I*	10
Geometry	10
Math Elective	10

* Students who passed Algebra I as an 8th Grader will meet the 30 credit hour requirement with additional math electives.

Science – 30 credit hours

Physical Science	10
Biology	10
Science Elective	10

Practical Arts – 20 credit hours

Information Technology I 5

Information Technology II 5

Personal Finance and Business Economics OR

Wealth Building Fundamentals and Personal Finance 5

Remaining credits can be obtained from Business, and/or Consumer/
Family Science, and/or Industrial Education, and/or additional computer
classes. 10

Physical Education – 20 credit hours

Physical Education I/Health 10

P.E. Electives 10

Fine Arts – 10 credit hours

*These credits can be earned in the areas of Instrumental (10), Vocal
Music (10), Art (10) or a combination Of Art (5) and Music (5)

Electives – 70 credit hours

Exceptions to these requirements may be made by the Board of Education upon the recommendation of the Superintendent, who will support the recommendation with justifiable reasons. A complete record of the recommendation and of the action taken upon it by the Board shall be included in the minutes. The candidates for graduation shall be presented to the Board of Education for approval.

A student who has not met the requirements for graduation but who has attended school regularly may, with the recommendation of the Superintendent, be granted a Certificate of Attendance. Students receiving a Certificate of Attendance shall not be eligible to participate in graduation exercises.

Written notification will be made to parents of students who are in danger of not earning an academic diploma. It shall be required that the candidate have eight (8) semesters experience in grades 9-12.

In addition, every student must complete at least one five-credit high school course in personal finance or financial literacy prior to graduation. Each student shall also complete and submit a Free Application for Federal Student Aid prior to graduation, unless the required opt-out form is completed by either: (1) the student's parent or legal guardian; (2) the Principal, if the Principal determines that good cause exists not to require the student to complete the FAFSA; or (3) an emancipated student or student of at least 19 years of age.

Date of Adoption: October 10, 2016

Reviewed: April 8, 2019, Sept 9, 2019; October 10, 2022

StudentsEarly Completion Plan

Arlington Public Schools supports the concept of early completion as a means of accelerating students toward the achievement of lifetime plans. The following guidelines have been established for students to be eligible for early completion. The failure to meet any of the criteria or time lines listed in the policy may cause the student to become ineligible for early completion.

(1) A student will be allowed to transfer in a maximum of twenty (20) hours from educational courses taken outside the Arlington Public School District. These courses must have prior approval by the high school principal in order to be used to meet the graduation requirements of the Arlington Public Schools. Students transferring into Arlington Public Schools may transfer in hours that are listed on their official Transcript.

(2) A student will be able to use only five (5) hours of transfer credit in any one subject matter area.

(3) Students must meet all completion requirements established by the Board of Education in order to be eligible for completion as well as the credit hour requirements in each specific subject matter area:

- a. has met all graduation requirements as set forth in Policy 5205
- b. has maintained a cumulative grade point average equivalent of a B or above
- c. has scored at or above the 50th percentile in composite achievement in the most recent standardized achievement test
- d. has successfully met proficiency level in all state reported standards and/or met proficiency.

(4) Application for early completion must be requested, in writing, to the guidance counselor by March 1 of the applicant's Junior year of high school. The application forms should be obtained from the guidance counselor and the guidance counselor should be apprised of the student's intent for early graduation. The application must be accompanied by a written plan of action stating the reasons why the student is requesting early completion, the benefits to be derived and the plans or goals of the student. The application must contain signatures of the applicant's parents/parent/guardian to verify parental approval of early completion.

(5) The completed application form should be returned to the guidance counselor no later than April 1 of the applicant's Junior year.

(6) A conference will be arranged with the parent(s) and their son or daughter. Both the principal and the counselor will be involved in the conference. The intent of the conference is for the parents and the student to present their application for early graduation.

(7) The counselors and the principal will then present the list of early graduation applicants and their background information to the Board of Education. The Board of Education will act upon acceptance or denial of mid-term graduation at the June meeting of the Board of Education.

(8) The principal and/or counselor will notify all applicants of approval or denial by July 1 prior to the anticipated mid-term graduation.

Date of Adoption: June 14, 2010 and July 12, 2010

Reviewed: September 10, 2012; October 10, 2016, April 8, 2019, Sept 9, 2019; October 10, 2022

StudentsMake-up Work

Make-up work for students who are absent from school shall be governed by guidelines developed by the Superintendent or Superintendent's designee. The Guidelines shall state the criteria to be used in determining whether and to what extent the opportunity to complete class work, including examinations, missed during a period of disciplinary suspension will be granted.

The make-up work of students will be counted for course credit when satisfactorily completed according to the guidelines stated below; which are the Superintendent's guidelines, or such other guidelines as approved from time to time by the Superintendent or the Superintendent's designee.

To receive credit for work missed due to excused absences (e.g., personal illness, bereavement or emergency in the family, participation in an approved school activity), the student, upon returning to school, is responsible a) for requesting assignments for make-up work and b) for completing the make-up work on his/her own initiative by the due date. The teacher will provide materials, assistance and due date to a student who is making up work for these reasons.

To receive credit for work missed due to a parent requested prearranged absence (e.g., medical or dental appointment, religious observance, spectator at a school activity, family trip, college visit), the student is responsible a) for requesting assignments for make-up work prior to his/her absence and b) for completing the make-up work on his/her own initiative by the due date.

The date when make-up work is due will be determined by the teacher, with two (2) days, being allowed for each day absent up to a maximum of ten (10) days. Students who plan to miss school due to scheduled school activity or a parent requested prearranged absence may request assignments and make arrangements to complete part of all of the work prior to the absence.

Students and parents/guardians are advised that equivalent experiences for students who miss class are difficult and sometimes impossible to recreate. Parents/guardians are also advised that testing and summarizing activities often are scheduled at the end of the quarter and the end of the semester; parent requested prearranged absences should be avoided during these times.

Date of Adoption: June 9, 2008

Reviewed: September 10, 2012; October 10, 2016, April 8, 2019, Sept 9, 2019; October 10, 2022

StudentsParticipation in the Graduation Ceremony

Students who have met the requirements of an Arlington High School diploma will participate in the graduation ceremony. A student with a disability who is progressing toward but is not scheduled to complete their prescribed course of study for at least one or more years past the graduation ceremony date of their class may participate in the graduation ceremony of their class, upon recommendation of his/her individual education program team prior to January 15. Such student will receive a progress certificate in lieu of a diploma at the graduation ceremony and then will return to his/her Arlington educational placement in the school year following their participation in the ceremony. A student may participate in the graduation ceremony only once.

Date of Adoption: June 9, 2008

Reviewed: September 10, 2012; October 10, 2016, April 8, 2019, Sept 9, 2019; October 10, 2022

StudentsAssociation Activities

The Arlington Public School District is a member of the Nebraska School Activities Association, which is a voluntary organization of public and private schools of Nebraska organized for the purpose of promoting and regulating the competition between schools in what is generally known as the extracurricular activities.

All students participating in extracurricular activities shall follow the rules provided by the Nebraska School Activities Association and rules of [Name] Public Schools. The Superintendent or designee shall, as required by law, designate each school-sponsored interscholastic athletic team or sport as either: (1) boys; (2) girls; or (3) mixed.

Students who represent [Name] Public Schools in any of its allied or extracurricular activities shall practice a high level of citizenship both in school and in community living.

Legal Reference: LB 89 (2025)

Date of Adoption: July 14, 2025

StudentsStudent Organizations

The Superintendent shall approve formal student organizations, provide adequate supervision, and administer student finances for student organizations and activities. Student organizations, as a vital part of the total education program, should accomplish the following criteria:

- 1) Extend and reinforce the instructional program.
- 2) Give students practice in democratic self-government.
- 3) Develop student morale and support for the school.
- 4) Honor outstanding student achievement.
- 5) Provide wholesome social and recreational activities.

Date of Adoption: June 9, 2008

Reviewed: September 10, 2012; October 10, 2016, April 8, 2019, Sept 9, 2019; October 10, 2022

StudentsStudent Activities; Hazing, Fund-Raising and SupervisionInitiation & Hazing Activities

Initiations/hazing will not be permitted in Arlington Public Schools.

Fund-Raising

All groups desiring to raise money through fund drives in one form or another will present their requests on a form provided by the school to the elementary or secondary principal for their approval. The approval will be based on the following criteria:

- A. The purpose for the funds. Preference will be given to those activities in which usage of tax money would be doubtful or illegal, such as trips and awards of a personal nature. Any drive which seeks or tends to circumvent a Board decision will be rejected. A definite goal for the expenditure of the funds received must be established.
- B. The group's need for additional resources.
- C. Type of fundraiser. Sale of goods or products should be minimized. Door to door sales are subject to restrictions.
- D. Quality of the product or suitability of the product sold. Items which are overpriced or of an embarrassing or controversial nature to the school will be rejected. Will try to avoid products which are in definite competition to local business people.
- E. The number of fund drives per organization are limited to a maximum of one (1) per semester.
- F. The Board will not be responsible for any losses incurred. Principals will need to approve locations and subject matter of all posters posted in the drive.

Adult Sponsors

Adult sponsors must be in attendance at all school sponsored activities.

Adult Drivers

Adult drivers will be required unless clearance has been made by the parent of the driver and all passengers.

Date of Adoption: October 10, 2016

Reviewed: April 8, 2019, Sept 9, 2019; October 10, 2022

StudentsSelection of Students for Participation in Activities

"Team selection" and "playing time" decisions are the responsibility of the individual coach or sponsor of the activity. Consistent, however, with the purposes of the activities program, the coaches and sponsors shall follow the following established guidelines for team selection and playing time decisions, along with such other guidelines as each individual coach and sponsor may develop which are not inconsistent with these Board-established guidelines:

1. School Representative. Student participants must demonstrate that they can and will represent themselves and their school in a manner which reflects the development of high ideals and appropriate values, which shall include good citizenship in the school and in the community.
2. Success. Student participants must demonstrate that they can make the activity program more successful, both from a standpoint of competitive success and success in promoting a positive school spirit. Characteristics for purposes of this criteria include the student's: (1) talent or skill, (2) desire to improve the student's own skills or talents as well as those of others in the activity, and (3) attitude of respect towards teammates, the coach, the school, and the community.

Date of Adoption: June 9, 2008

Reviewed: September 10, 2012; October 10, 2016, April 8, 2019, Sept 9, 2019; October 10, 2022

StudentsSchool Dances

A school sponsored dance is a school activity subject to all provisions of the Student Activity Code, and is a privilege available to students meeting all requirements for participation.

General Rules of Student Conduct at Dances. In addition to all rules of student conduct in the Student handbook, students attending dances shall adhere to the following rules of conduct:

1. Who Can Attend: Only students of Arlington Public Schools and their guests may attend.
 - a. Students currently attending Arlington High School or another Nebraska high school who have not been restricted from attending extracurricular activities at Arlington High School or their own school are generally considered appropriate dates or invited guests.
 - b. Persons who are younger than 16 or older than 19 years of age and not attending high school are generally considered to not be appropriate dates or invited guests for our school dances.
 - c. Some school dances may be restricted to students attending specified grades levels at Arlington Public Schools. For any dances at the middle school level, only students attending Arlington Public Schools in the grade(s) for which the dance is being held may attend.
 - d. Students who have been suspended from school or from extracurricular activities may not attend.
 - e. The school reserves the right to exclude persons who may or do cause a disruption or detract from the event. Dates or invited guests not attending our school are expected to follow the same rules of conduct which apply to our students.
 - f. Rules for dances may restrict students and their guests from leaving the dance until the dance ends without written parental permission on a form provided.
 - g. Students or their guests who engage in inappropriate behavior, whether on or off of the dance floor, may be asked to leave.
2. Prohibited Substances: Alcoholic beverages, illegal drugs, and tobacco (including electronic nicotine delivery systems) are prohibited. Anyone using these or showing the affects of use will not be allowed admission or, if discovered after admission, be removed from the dance. Their parents may be contacted.

Students and their dates may be required to submit to a breathalyzer prior to gaining entrance. Those who choose not to submit to a breathalyzer will not gain entrance. Law enforcement will be contacted if there is reasonable suspicion that the student or a student's date is under the influence of alcohol or drugs.
3. Appropriate Attire: Students and their guests must meet the dress code requirements established for each dance. Teachers or administrators will make the final decision as to whether or not a student's attire is appropriate. Students will be asked to change unacceptable items, which may mean that the student may have to return home to change

the inappropriate clothing. It is advisable to check in advance of the dance with the Principal or staff sponsor for the event if you are uncertain about your attire.

Eligibility for Selection of Royalty. Nomination and selection of royalty for school sponsored dances is an honor awarded by students to those of their peers that exemplify the highest standards of integrity and achievement. Students nominated for dance royalty must have demonstrated through their conduct, academic achievement and activities that they have represented, and will represent, themselves, their classmates, and their school in a manner which reflects outstanding effort, commitment to their school and fellow students, and integrity and good citizenship in the school and in the community. The students selected to be the “royalty” for the Homecoming and Prom or any other school sponsored dance or activity shall meet that general standard as determined by the administration and, in addition, meet the following specific academic, activity and conduct standards:

1. Specific Dance Eligibility and Selection Requirements:

- a. Homecoming Queen & King:
 - Only a senior girl shall be eligible to be Queen and only a Senior boy shall be eligible to be King.
 - To be eligible, a candidate must agree to attend the entire Homecoming Dance and represent the school properly.
 - The queen and king will be chosen from the qualified nominees by secret vote of the student body during Homecoming week. Crowning will be held at the fall sports event deemed to have the largest attendance.
- b. Prom King and Queen:
 - Only a Senior girl shall be eligible to be Queen and a Senior boy shall be eligible to be King. The candidates may not have been previously selected as royalty at another school sponsored dance.
 - To be eligible, a candidate must agree to attend the entire Prom Dance and represent the school properly.
 - The queen and king will be chosen from the qualified nominees by secret vote of the junior class.

Date of Adoption: August 12, 2019

Reviewed: Sept 9, 2019; October 10, 2022

Business OperationsInternal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

- 1) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and align these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- 2) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
- 3) Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;
- 4) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- 5) Take reasonable cybersecurity and other measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) Implement a control system to ensure safeguards for preventing property loss, damage, or theft;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value of \$10,000 or less (per unit) may be retained, sold, or otherwise disposed of in accordance with the Board's Sale and Disposal of Property Policy.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value in excess of \$10,000 (per unit), may only be sold or otherwise disposed of in accordance with the provisions of 2 C.F.R. § 200.313(e)(2)-(3).

Legal Reference: 2 C.F.R. §§ 200.313 & 200.303.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$10,000);
- 2) A procedure for simplified acquisition thresholds (between \$10,000 to \$250,000);
- 3) A procedure for sealed bids (over \$250,000);
- 4) A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over \$250,000); and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Contract Terms: All contracts funded (in whole or in part) by federal funds and/or federal awards must contain the following terms or, via this Policy, the following terms are required and incorporated into any such contracts:

- 1) An assurance that minority business enterprises and labor surplus area firms are used, when possible;
- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;
- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;
- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

Legal Reference: 2 CFR § 200.319(d); 2 CFR § 200.321; 2 CFR § 200, Appendix II(I); 2 CFR § 200, Appendix II(H); 2 CFR § 200, Appendix II(B); 2 CFR § 200, Appendix II(A); 2 CFR § 200, Appendix II(G); 2 CFR § 200.318(b); 2 CFR § 200.318(c)(1); 2 CFR § 200.318(i); 2 CFR § 200.324(a); 2 CFR § 200.324(b).

Federal Interest Reporting: The District will follow the required federal interest reporting and recording requirements, if applicable, for any real property or improvement interest financed, in whole or in part, with federal funds.

Legal Reference: 2 CFR §§ 200.310-200.313.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient, or as otherwise specified by the federal award or federal law.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.34 & 34 C.F.R. § 81.31.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will either: (1) verify that a vendor has not been debarred, suspended or otherwise excluded via SAM.gov, (2) collect a verification from that vendor; or (3) add a clause to the contract with the vendor. The District will maintain a copy of said verification or documentation.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the federal statutes, regulations, and the terms and conditions of the federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) Maintaining records and documentation that sufficiently identify the amount, source, and expenditure of funds for federally funded activities;
- 4) Ensuring effective controls over accountability and safeguards for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another federal award, except where the federal statute authorizing a program specifically provides that federal funds made available for such program can be applied to matching or cost sharing requirements of other federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both federal and non-federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally assisted, and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one (1) federal award; a federal award and non-federal award; an indirect cost activity and a direct cost activity; two (2) or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Any leave and/or fringe benefits charged to a federal award must satisfy all criteria set forth in 2 C.F.R. § 200.431(b) and/or (c).

Budget estimates will generally not be used to support charges to federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: If the District is granted the authority to use federal funds for a construction project, the District will follow the Davis-Bacon and Related Acts, including the payment of “prevailing wages” to those who work on the job site, as well as the contractor bonding requirements.

Legal Reference: 40 U.S.C. § 3141, et seq; 2 C.F.R. § 200.326.

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- 1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- 2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$10,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- 3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- 4) Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- 5) When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the federal awarding agency.
- 6) If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.

- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

Conflict of Interest: No District employee, agent, or Board Member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by or with federal funds. A “conflict of interest” includes, but is not limited to, a financial or other interest in or a tangible personal benefit from federal funds that would directly or indirectly benefit either (1) the employee, agent, or board member; (2) any member of their immediate family; or their spouse or partner, or (3) an organization that employs or is about to employ those individuals. District employees, agents, and Board Members may only accept gratuities, favors, or anything of monetary value from federally funded contractors in accordance with the District’s Conflict of Interest Policy. Any District employee, agent, or Board Member who knowingly violates these terms may be subject to discipline, up to and including termination of employment and/or referral for possible criminal prosecution.

Legal Reference: 2 C.F.R. §§ 200.112 & 200.318.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. § 200, et seq.

Travel Costs: Travel costs (including transportation, lodging, subsistence, and related items) incurred by an employee who travels on official business for a federal award may only be charged to the federal award on an actual cost basis, a per diem or mileage basis, or on a combination of the two, provided the method used is applied to an entire trip and not to selected days of the trip. The District will ensure that the method used will be consistent with the method normally allowed in similar circumstances in the District’s other travel and Board Policies. Any travel costs charged directly to a federal award must be documented to justify that (1) the individual’s participation is necessary for the federal award and (2) the costs are reasonable and consistent with the District’s travel costs and expectations. All travel costs must be reasonable and not in excess of what the District typically allows for other travel. All reasonable rates and amounts will be consistent with the rates and amounts established under 5 U.S.C. 5701-11.

Legal Reference: 2 C.F.R. § 200.475

Date of Adoption: [Insert Date]