

Board of Education Regular Meeting  
Wednesday, October 11, 2023 6:30 PM  
East Butler School  
212 South Madison Street  
Brainard, NE 68626-0036

1. Call Meeting To Order
2. Roll Call
3. Flag Salute
4. Approve Agenda
5. Patron's Comments
6. Informational Items
  - 6.1. Student Presentation
  - 6.2. Before & After School Update
  - 6.3. Review of Board Goals
  - 6.4. Nebraska Association of School Boards (NASB)Regional Meeting
7. Consent Agenda
  - 7.1. Approval of Minutes
  - 7.2. Treasurer's Report
  - 7.3. Approval of Resignations and Hires
8. Regular Agenda
  - 8.1. Discuss, consider, and take all necessary action on phase II of the strategic planning with the Nebraska Association of School Boards (NASB).
9. Administrative Comments
10. Adjournment

**East Butler Public School District**  
**Board of Education**  
***Goals for 2023-2024***

***Focus on Academic Excellence and Well-Being for All***

- Continue to pursue more dual credit offerings and tuition reimbursement opportunities for high school students, as well as monitor the percentage of graduating seniors that leave with 12+dual credit hours.
- Enhance professional development opportunities for staff.
- Continue to monitor the effectiveness of our before/after school programming.
- Continued focus on staff retention.
- Expand and further communicate resources and programming for mental and social-emotional health and supports for students and staff.

***Facility Planning to Address Short-Term and Long-Term Needs***

- Work to maximize proactive efficiency through strategic use of 3-5 year building project plans that will be reviewed and adjusted as needed.
- Keep track of phased projects and updates and make sure the progress of each is communicated well throughout our school district communities.
- Identify and implement necessary school safety improvements.

***Prioritize Responsible Budgeting and Tax Request Protocols***

- Work towards consistent levy management and property tax revenue request.
- Look at ways to maximize efficiency as we focus on needs vs. wants with a strong checks and balances system in place.
- Align 3-5 year General Fund budget plan with 3-5 year Building Fund project plan

***Enhance Communication and Engagement***

- Increase the number of special events, promotions, and recognitions.
- Find ways to use existing technology to its maximum capacity.
- Emphasize ways to communicate to all community members.
- Continue to utilize postal mail, paper bulletins, and board briefs.
- Look to maintain or increase student enrollment through continued communication and engagement efforts with current and potential student families.
- Consider implementing some new events like Community Coffees, Lunch & Learns, and/or a Board Town Hall.

Board of Education Special Meeting  
Monday, September 25, 2023 6:30 P.M.  
East Butler School - Brainard, NE

1. Call Meeting To Order at 6:30 P.M.

2. Roll Call - Present: Brandon Jisa, Megan Kozisek, Ryan Pekarek, Dylan Spatz, Sarah Strizek, and Kim TePoel. Also present: Mr. Michael Eldridge, Superintendent, Mr. Mark Cidlik, Secondary Principal, and Mr. Shawn Biltoft, Elementary Principal.

3. Flag Salute

4. Approve Agenda - Approve the agenda as presented passed with a motion by Dylan Spatz, seconded by Ryan Pekarek.

Brandon Jisa: Yea, Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea

5. Patron's Comments - Joan Niemann expressed concerns regarding tax request.

6. Regular Agenda

6.1. Discuss, consider, and take all necessary action on the proposed 2023-2024 budget of all district funds.

Approve the 2023-2024 budget of all district funds as presented passed with a motion by Sarah Strizek, seconded by Brandon Jisa.

Brandon Jisa: Yea, Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea

6.2. Discuss, consider, and take all necessary action on the proposed 2023-2024 tax request of all district funds.

Approve the 2023-2024 tax request of all district funds as presented passed with a motion by Ryan Pekarek, seconded by Kim TePoel.

Brandon Jisa: Yea, Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea

7. Adjournment - Adjourn at 6:40 P.M. passed with a motion by Dylan Spatz, seconded by Brandon Jisa.

Brandon Jisa: Yea, Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea

Kim Fuehrer  
Recording Secretary

Board of Education Budget Hearing  
Wednesday, September 13, 2023 6:15 P.M.  
East Butler School - Brainard, NE

1. Call Meeting To Order at 6:15 P.M.

2. Roll Call - Present: Brandon Jisa, Megan Kozisek, Ryan Pekarek, Dylan Spatz, Sarah Strizek, and Kim TePoel. Also present: Mr. Michael Eldridge, Superintendent, Mr. Mark Cidlik, Secondary Principal, and Mr. Shawn Biltoft, Elementary Principal.

3. Flag Salute

4. Approve Agenda

Motion to approve the agenda as presented passed with a motion by Dylan Spatz and a second by Ryan Pekarek.

Brandon Jisa: Yea, Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea

5. Informational Items - 2023-24 Proposed Budget - Mr. Eldridge reviewed the proposed budget and answered patron's questions.

6. Adjournment

Motion to adjourn at 6:30 P.M. passed with a motion by Kim TePoel and a second by Brandon Jisa.

Brandon Jisa: Yea, Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea

Kim Fuehrer  
Recording Secretary

Board of Education Regular Meeting  
Wednesday, September 13, 2023 6:30 P.M.  
East Butler School - Brainard, NE

1. Call Meeting To Order at 6:30 P.M.
2. Roll Call - Present: Brandon Jisa, Megan Kozisek, Ryan Pekarek, Dylan Spatz, Sarah Strizek, and Kim TePoel. Also present: Mr. Michael Eldridge, Superintendent, Mr. Mark Cidlik, Secondary Principal, and Mr. Shawn Biltoft, Elementary Principal.

3. Flag Salute

4. Approve Agenda

Motion to approve the agenda as presented passed with a motion by Kim TePoel and a second by Brandon Jisa.

Brandon Jisa: Yea, Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea

5. Patron's Comments

6. Informational Item included: Budget & Tax Request Information - Mr. Eldridge shared with the Board the published 2023-24 budget and tax request. He also shared information on the upcoming joint hearing that will be held on September 19, 2023.

7. Consent Agenda

7.1. Approval of Minutes

7.2. Treasurer's Report

7.3. Approval of Resignations of Kassia Schauer, Para and Lisa Hanks, Food Service Manager and hire of Donna Orta, Para.

7.4. Recognize the East Butler Education Association (EBEA) as the bargaining agent for the 2024-2025 & 2025-2026 school years.

Motion to approve the consent agenda as presented passed with a motion by Dylan Spatz and a second by Ryan Pekarek.

Brandon Jisa: Yea, Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea

8. Regular Agenda

8.1. Discuss, consider, and take all necessary action on the proposed capacity numbers for the 2024-2025 school year.

Prior to October 15, the Board must set capacity numbers for their classrooms and programs. This information must then be submitted to the Nebraska Department of Education.

Accept capacity numbers for 2024-2025 as presented, passed with a motion by Ryan Pekarek and a second by Dylan Spatz.

Brandon Jisa: Yea, Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea

9. Administrative Comments - Mr. Cidlik reported on: 2023-24 Enrollment; Fall Assessment; Safety & Response Drills; Professional Learning Day; and Secondary Information. Mr. Biltoft reported on: Tiger Kids Club; 2023-24 Enrollment; Fall Assessments; Professional Learning Day; Safety Drills/Response Team Meeting; and Upcoming Events.

10. Adjournment

Motion to adjourn at 7:27 P.M. passed with a motion by Sarah Strizek and a second by Brandon Jisa.

Brandon Jisa: Yea, Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea

Kim Fuehrer  
Recording Secretary

Activity Fund Balance Report - Account - Exclude Encumbrances

09/2023 - 09/2023

Regular; Beginning Month 09/2023; Processing Month 09/2023; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>		<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	*Previous Balance				146.40
		*Ending Balance:	0.00	0.00	0.00	146.40
05 704 2001	ACADEMIC DECATHALON	*Previous Balance				1,080.80
		*Ending Balance:	0.00	0.00	0.00	1,080.80
05 704 2002	AG PROJECTS	*Previous Balance				1,206.35
		*Ending Balance:	0.00	0.00	0.00	1,206.35
05 704 2003	ANNUAL	*Previous Balance				7,164.09
05 704 2003	ANNUAL		0.00	0.00	0.00	
05 1710 2003	ANNUAL		0.00	2,400.00	0.00	
05 2900 610 000 2003	ANNUAL		2,000.00	0.00	0.00	
05 704 2003	ANNUAL	*Current Activity				400.00
		*Ending Balance:	2,000.00	2,400.00	0.00	7,564.09
05 704 2004	ATHLETIC	*Previous Balance				68,851.39
05 704 2004	ATHLETIC		0.00	0.00	0.00	
05 1710 2004	ATHLETIC		0.00	6,857.96	0.00	
05 2900 610 000 2004	ATHLETIC		9,474.31	0.00	0.00	
05 704 2004	ATHLETIC	*Current Activity				(2,616.35)
		*Ending Balance:	9,474.31	6,857.96	0.00	66,235.04
05 704 2005	BOX TOPS/ PPT	*Previous Balance				6,026.60
05 704 2005	BOX TOPS/ PPT		0.00	0.00	0.00	
05 2900 610 000 2005	BOX TOPS/ PPT		486.97	0.00	0.00	
05 704 2005	BOX TOPS/ PPT	*Current Activity				(486.97)
		*Ending Balance:	486.97	0.00	0.00	5,539.63
05 704 2006	CHEERLEADERS	*Previous Balance				3,359.29
05 704 2006	CHEERLEADERS		0.00	0.00	0.00	
05 1710 2006	CHEERLEADERS		0.00	2,407.75	0.00	
05 2900 610 000 2006	CHEERLEADERS		5,061.69	0.00	0.00	
05 704 2006	CHEERLEADERS	*Current Activity				(2,653.94)
		*Ending Balance:	5,061.69	2,407.75	0.00	705.35
05 704 2007	CLOSE UP	*Previous Balance				7,891.47
05 704 2007	CLOSE UP		0.00	0.00	0.00	
05 1710 2007	CLOSE UP		0.00	1,934.00	0.00	
05 704 2007	CLOSE UP	*Current Activity				1,934.00
		*Ending Balance:	0.00	1,934.00	0.00	9,825.47
05 704 2008	COLLEGE ACCESS GRANT	*Previous Balance				1,481.29
		*Ending Balance:	0.00	0.00	0.00	1,481.29

Activity Fund Balance Report - Account - Exclude Encumbrances

09/2023 - 09/2023

Regular; Beginning Month 09/2023; Processing Month 09/2023; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>		<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 2009	CONCESSIONS	*Previous Balance				2,481.73
05 704 2009	CONCESSIONS		0.00	0.00	0.00	
05 1710 2009	CONCESSIONS		0.00	2,301.25	0.00	
05 2900 610 000 2009	CONCESSIONS		2,474.20	0.00	0.00	
05 704 2009	CONCESSIONS	*Current Activity				(172.95)
		*Ending Balance:	2,474.20	2,301.25	0.00	2,308.78
05 704 2010	DANCE TEAM	*Previous Balance				204.51
		*Ending Balance:	0.00	0.00	0.00	204.51
05 704 2011	DRAMA	*Previous Balance				2,397.29
		*Ending Balance:	0.00	0.00	0.00	2,397.29
05 704 2012	DRUG FREE PROGRAM	*Previous Balance				395.49
		*Ending Balance:	0.00	0.00	0.00	395.49
05 704 2014	FBLA	*Previous Balance				1,492.85
05 704 2014	FBLA		0.00	0.00	0.00	
05 1710 2014	FBLA		0.00	400.00	0.00	
05 704 2014	FBLA	*Current Activity				400.00
		*Ending Balance:	0.00	400.00	0.00	1,892.85
05 704 2015	FCCLA	*Previous Balance				3,554.71
05 704 2015	FCCLA		0.00	0.00	0.00	
05 1710 2015	FCCLA		0.00	1,109.00	0.00	
05 2900 610 000 2015	FCCLA		1,020.00	0.00	0.00	
05 704 2015	FCCLA	*Current Activity				89.00
		*Ending Balance:	1,020.00	1,109.00	0.00	3,643.71
05 704 2016	FFA	*Previous Balance				21,747.57
05 704 2016	FFA		0.00	0.00	0.00	
05 1710 2016	FFA		0.00	2,019.04	0.00	
05 2900 610 000 2016	FFA		72.00	0.00	0.00	
05 704 2016	FFA	*Current Activity				1,947.04
		*Ending Balance:	72.00	2,019.04	0.00	23,694.61
05 704 2017	FFA GREENHOUSE	*Previous Balance				11,620.66
05 704 2017	FFA GREENHOUSE		0.00	0.00	0.00	
05 1710 2017	FFA GREENHOUSE		0.00	2,280.85	0.00	
05 2900 610 000 2017	FFA GREENHOUSE		1,816.05	0.00	0.00	
05 704 2017	FFA GREENHOUSE	*Current Activity				464.80
		*Ending Balance:	1,816.05	2,280.85	0.00	12,085.46
05 704 2023	CLASS OF 2023	*Previous Balance				1,463.71

Activity Fund Balance Report - Account - Exclude Encumbrances

09/2023 - 09/2023

Regular; Beginning Month 09/2023; Processing Month 09/2023; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>		<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
		*Ending Balance:	0.00	0.00	0.00	1,463.71
05 704 2024	CLASS OF 2024	*Previous Balance				2,079.67
		*Ending Balance:	0.00	0.00	0.00	2,079.67
05 704 2025	CLASS OF 2025	*Previous Balance				3,663.00
		*Ending Balance:	0.00	0.00	0.00	3,663.00
05 704 2026	CLASS OF 2026	*Previous Balance				336.10
		*Ending Balance:	0.00	0.00	0.00	336.10
05 704 2027	CLASS OF 2027		0.00	0.00	0.00	
05 1710 2027	CLASS OF 2027		0.00	120.00	0.00	
05 2900 610 000 2027	CLASS OF 2027		118.00	0.00	0.00	
05 704 2027	CLASS OF 2027	*Current Activity				2.00
		*Ending Balance:	118.00	120.00	0.00	2.00
05 704 3001	LAPTOP INITIATIVE	*Previous Balance				26,480.38
05 704 3001	LAPTOP INITIATIVE		0.00	0.00	0.00	
05 1710 3001	LAPTOP INITIATIVE		0.00	420.00	0.00	
05 704 3001	LAPTOP INITIATIVE	*Current Activity				420.00
		*Ending Balance:	0.00	420.00	0.00	26,900.38
05 704 3002	LETTERCLUB	*Previous Balance				1,384.94
		*Ending Balance:	0.00	0.00	0.00	1,384.94
05 704 3003	MISCELLANEOUS	*Previous Balance				(2,049.85)
		*Ending Balance:	0.00	0.00	0.00	(2,049.85)
05 704 3004	MUSIC	*Previous Balance				404.73
		*Ending Balance:	0.00	0.00	0.00	404.73
05 704 3005	NATIONAL HONOR SOCIETY	*Previous Balance				140.73
		*Ending Balance:	0.00	0.00	0.00	140.73
05 704 3006	SPEECH	*Previous Balance				17.76
		*Ending Balance:	0.00	0.00	0.00	17.76
05 704 3007	STUDENT COUNCIL	*Previous Balance				2,446.75
05 704 3007	STUDENT COUNCIL		0.00	0.00	0.00	
05 1710 3007	STUDENT COUNCIL		0.00	350.00	0.00	
05 2900 610 000 3007	STUDENT COUNCIL		100.00	0.00	0.00	
05 704 3007	STUDENT COUNCIL	*Current Activity				250.00
		*Ending Balance:	100.00	350.00	0.00	2,696.75
05 704 3009	WR SPIRIT LEADERS	*Previous Balance				514.69

Regular; Beginning Month 09/2023; Processing Month 09/2023; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>		<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
		*Ending Balance:	0.00	0.00	0.00	514.69
		*Previous Balance				2,029.40
05 704 3010	SKILLS USA		0.00	0.00	0.00	
05 704 3010	SKILLS USA		0.00	2,804.85	0.00	
05 1710 3010	SKILLS USA		0.00			
05 2900 610 000 3010	SKILLS USA		650.00	0.00	0.00	
05 704 3010	SKILLS USA	*Current Activity				2,154.85
		*Ending Balance:	650.00	2,804.85	0.00	4,184.25
		*Previous Balance				8,976.52
05 704 3011	CAREER TECHNICAL EDUCATION		0.00	0.00	0.00	
05 704 3011	CAREER TECHNICAL EDUCATION		0.00	7,370.32	0.00	
05 1710 3011	CAREER TECHNICAL EDUCATION		0.00			
05 2900 610 000 3011	CAREER TECHNICAL EDUCATION		6,035.77	0.00	0.00	
05 704 3011	CAREER TECHNICAL EDUCATION	*Current Activity				1,334.55
		*Ending Balance:	6,035.77	7,370.32	0.00	10,311.07
		*Previous Balance				14.02
05 704 3012	ESPORTS		0.00	0.00	0.00	14.02
		*Ending Balance:	0.00	0.00	0.00	14.02
		*Previous Balance				850.00
05 704 3013	VOLLEYBALL		0.00	0.00	0.00	
05 704 3013	VOLLEYBALL		243.38	0.00	0.00	
05 2900 610 000 3013	VOLLEYBALL					
05 704 3013	VOLLEYBALL	*Current Activity				(243.38)
		*Ending Balance:	243.38	0.00	0.00	606.62
		Fund Total: 05	29,552.37	32,775.02	0.00	193,077.69

Regular; Processing Month 08/2023; Accounts to Include Accounts with Activity; Fund Number 01

Fund: 01 GENERAL FUND

Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	PROPERTY TAXES	6,149,959.00	33,757.59	5,962,708.31	96.96	187,250.69
01 1115	CARLINE	2,500.00	0.00	1,951.84	78.07	548.16
01 1120	PUBLIC POWER DISTRICT-SALES TAX	8,000.00	0.00	9,695.18	121.19	(1,695.18)
01 1125	MOTOR VEHICLE TAXES	285,000.00	20,826.08	298,718.87	104.81	(13,718.87)
01 1322	TUITION FROM OTHER GOVT SOURCES	0.00	0.00	32.88	0.00	(32.88)
01 1370	PRE-SCHOOL TUITION	10,000.00	4,575.00	17,329.00	173.29	(7,329.00)
01 1510	INTEREST	3,000.00	668.63	4,371.94	145.73	(1,371.94)
01 1800	COMMUNITY SERVICE ACTIVITIES	0.00	3,650.00	10,450.00	0.00	(10,450.00)
01 1911	LOCAL LICENSE FEES	0.00	0.00	1,860.00	0.00	(1,860.00)
01 1990	MISC LOCAL REV	4,000.00	0.00	0.00	0.00	4,000.00
Subtotal: LOCAL RECIEPTS		6,462,459.00	63,477.30	6,307,118.02	97.60	155,340.98
01 2110	COUNTY FINES/LICENSES	25,000.00	3,691.04	23,593.79	94.38	1,406.21
01 2130	OTHER COUNTY RECEIPTS	0.00	0.00	43.02	0.00	(43.02)
01 2210	ESU RECEIPTS	30,000.00	2,446.05	3,310.49	11.03	26,689.51
Subtotal: 2000		55,000.00	6,137.09	26,947.30	49.00	28,052.70
01 3110	STATE AID	53,932.00	0.00	53,932.00	100.00	0.00
01 3120	SPED PROGRAMS/SCHOOL AGE	450,000.00	0.00	360,486.00	80.11	89,514.00
01 3125	SPED TRANSPORTATION/SCHOOL AGE	50,000.00	0.00	12,969.00	25.94	37,031.00
01 3130	HOMESTEAD EXEMPTION	0.00	10,790.32	64,300.43	0.00	(64,300.43)
01 3400	STATE APPORTIONMENT	40,000.00	0.00	71,920.32	179.80	(31,920.32)
01 3990	OTHER STATE RECEIPTS	0.00	0.00	40.65	0.00	(40.65)
Subtotal: 3000		593,932.00	10,790.32	563,648.40	94.90	30,283.60
01 4105	UNIVERSAL SERVICES E-RATE	7,000.00	0.00	0.00	0.00	7,000.00
01 4310	REAP	0.00	0.00	27,301.00	0.00	(27,301.00)
01 4505	TITLE I	0.00	0.00	24,625.00	0.00	(24,625.00)
01 4511	TITLE VI (REAP)	27,355.00	0.00	0.00	0.00	27,355.00
01 4518	SPED IDEA Part B	50,000.00	0.00	94,571.00	189.14	(44,571.00)
01 4708	MEDICAID IN PUBLIC SCHOOLS	10,000.00	0.00	45,141.32	451.41	(35,141.32)
01 4998	ESSER III	114,584.00	0.00	66,967.00	58.44	47,617.00
Subtotal: 4000		208,939.00	0.00	258,605.32	123.77	(49,666.32)
01 5200	TRANSFERS	0.00	32,064.62	344,103.81	0.00	(344,103.81)
01 5690	OTHER NON-REVENUE RECEIPTS	15,000.00	3,791.62	28,907.41	192.72	(13,907.41)
Subtotal: 5000		15,000.00	35,856.24	373,011.22	2,486.74	(358,011.22)
01 6406	IDEA	0.00	1,590.00	3,151.00	0.00	(3,151.00)
01 6421	IDEA	0.00	11,722.00	11,722.00	0.00	(11,722.00)
01 6422	IDEA	0.00	0.00	934.00	0.00	(934.00)
Subtotal: 6000		0.00	13,312.00	15,807.00	0.00	(15,807.00)
01 9000	NON-PROGRAM RECEIPTS	650,000.00	0.00	0.00	0.00	650,000.00
Subtotal: NON-PROGRAM RECEIPTS		650,000.00	0.00	0.00	0.00	650,000.00
Fund Total:		7,985,330.00	129,572.95	7,545,137.26	94.49	440,192.74

PAID IN SEPTEMBER 2023				
<b>PRE-APPROVED BILLS (GENERAL FUND)</b>				
<b>9/12/23</b>				
First National Bank - CC		Chk# 42570	2 Apple TV's, Starfall Online Account	\$675.35
First National Bank - CC		Chk# 42571	Wht Board, Conf Registration, Meals, etc	\$3,630.72
<b>9/25/23</b>				
Butler Public Power District		Chk# 42572	Dwight electricity	\$1,252.03
Cash - First Nebraska Bank		Chk# 42573	Petty Cash for Postage	\$4.77
<b>9/29/23</b>				
Capitol One/ Walmart		Chk# 42574	PreSchool Supplies	\$97.32
VOID		Chk# 42575		\$0.00
Region 1 Principals		Chk# 42576	Leadership Conference	\$200.00
			<b>TOTAL</b>	<b>\$5,860.19</b>

October 11, 2023				
<b>SPECIAL BUILDING FUND BILLS</b>				
BP Sprinkler LLC		Chk# 1298		
		\$282.99		
First National Bank CC		Chk# 1299		
		\$426.93		
Tinr Revolution		Chk# 1300		
		\$735.00		
Revolution Wraps		Chk# 1301		
		\$3,597.20		
Island Sprinkler Supply		Chk# 1302		
		\$2,123.80		
R & B Contractors, Inc		Chk# 1303		
		\$1,268.00		
Total		\$8,433.92		
<b>DEPRECIATION FUND BILLS</b>				
No Depreciation Bills in September				
<b>QUALIFIED CAPITAL IMPROVEMENT PURPOSE UNDERTAKING FUND (QCPUF)</b>				
No QCPuf Bills in September				

**Treasurer's Report for the Board of Education  
October 11, 2023  
Month of August 2023**

**General Fund**

Beginning of the Month Balance	\$ 1,066,920.87
Receipts	\$ 1,352,728.62
Interest	\$ 588.14
Expenditures	\$ 767,731.46
End of Month Balance	<b>\$ 1,652,506.17</b>
<b>MCAULIFFE PRIZE 12 MONTH</b> (due 04/5/21)	<b>\$ 537.82</b>
<b>BANK OF PRAGUE 24 MONTH</b> (due 10/1/22)	<b>\$ 410,684.64</b>

**Special Building Fund**

Beginning of the Month Balance	<b>\$ 384,564.23</b>
Butler County Taxes	\$ 97,806.26
Saunders County Taxes	\$ 61,468.55
Seward County Taxes	\$ 13,551.09
Receipts	\$ 172,825.90
Interest	\$ 189.71
Expenditures	\$ 10,208.32
End of Month Balance	<b>\$ 547,371.52</b>
<b>FIRST NEBRASKA BANK 12 MONTH FLEX</b> (due 06/10/21)	<b>\$ 0.00</b>

**Qualified Capital Purpose Undertaking Fund**

Beginning of the Month Balance	<b>\$ 223,740.64</b>
Receipts	\$ 22,144.41
Interest	\$ 93.96
Expenditures	\$ 0.00
End of Month Balance	<b>\$ 245,979.01</b>

**Student Fees Fund**

Beginning of the Month Balance	\$ 8,907.27
Receipts	\$ 35.00
Service Charge	\$ 3.00
Expenditure	\$ 532.00
End of Month Balance	<b>\$ \$8,407.27</b>

**Depreciation Fund**

Beginning of the Month Balance	<b>\$ 76,149.89</b>
Receipts	\$ 200,000.00
Transfer	\$ 0.00
Interest	\$ 460.75
Expenditures	\$ 0.00
End of Month Balance	<b>\$ 276,610.64</b>

**Employee Benefit Fund**

Beginning of the Month Balance	\$ 6,134.88
Receipts	\$ 0.00
Transfer	\$ 0.00
Interest	\$ 2.44
Expenditures	\$ 0.00
End of Month Balance	\$ 6,137.32

**Nebraska Liquid Asset Fund**

Beginning of the Month Balance	\$ 0.06
Receipts	\$ 0.00
Interest	\$ 0.00
Expenditures	\$ 0.00
End of Month Balance	\$ 0.06

**Activity Fund**

Beginning of the Month Balance	\$ 162,587.39
Receipts	\$ 32,850.56
Interest	\$ 66.53
Expenditures	\$ 19,983.76
End of Month Balance	\$ 175,520.72
<b>First Nebraska Bank - 18 mo (Close Up CD #1353)</b>	<b>\$ 2,594.07</b>
<b>First Nebraska Bank - 12 mo (Close UP CD# 1514)</b>	<b>\$ 2,432.56</b>

**Lunch Fund**

Beginning of the Month Balance	\$ 181,890.15
Receipts	\$ 11,120.82
Interest	\$ 72.47
Expenditures	\$ 21,639.41
End of Month Balance	\$ 171,444.03

Vendor Name	Vendor Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND
AMAZON CAPITAL SERVICES		817.69
B.J. HARDWARE		20.95
BONGERS, SANDRA		134.28
BUTLER COUNTY HEALTH CARE CENTER		1,133.28
BUTLER COUNTY WELDING		61.44
CANON FINANCIAL SERVICES		1,794.00
CENTRAL NEBRASKA REHABILITATION SERVICES		189.41
CROWNE PLAZA HOTEL		179.10
CTF SERVICE INC		21,913.31
CULLIGAN OF COLUMBUS		231.00
DAVID CITY ACE HARDWARE		237.13
DIVERSIFIED DRUG TESTING		410.00
EAKES OFFICE SUPPLY		114.70
ELECTRONIC CONTRACTING COMPANY		350.00
ELECTRONIC ENGINEERING COMPANY		517.50
ESU # 2		500.00
ESU #7		21,379.34
ESU COORDINATING COUNCIL		6,725.00
FOLLET SCHOOL SOLUTIONS		2,550.84
FRONTIER COOPERATIVE CO		7,923.80
HOME DEPOT PRO		223.56
HOUGHTON MIFFLIN HARCOURT PUBLISHING COMPANY		762.70
JISA, LINEAH		22.27
JW PEPPER AND SON INC		77.99
KSB SCHOOL LAW		195.00
LANA ROBINSON		153.92
LINCOLN JOURNAL STAR		451.28
MADISON NATIONAL LIFE INS CO		742.58
MENARD'S FREMONT		91.21
MERIDIAN STUDENT PLANNERS		407.50
MUSICIAN'S CHOICE, LLC, THE		49.60
NCSA REGION 1		75.00
NEBRASKA COUNCIL OF SCHOOL ADMINISTRATORS		125.00
ONE SOURCE THE BACKGROUND CHECK COMPANY		53.00
QUALITY SOUND & COMMUNICATIONS		294.00
REGION V SERVICES		598.18
SCHOOL SPECIALTY LLC		1,646.41
STEVE WEISS MUSIC INC		209.95
TECH MASTERS		3,073.88
TIME MANAGEMENT SYSTEMS		2,126.00
VILLAGE OF BRAINARD		6,412.84
VILLAGE OF PRAGUE		8.00
WAHOO-WAVERLY-ASHLAND NEWSPAPERS		909.35
WASTE CONNECTIONS OF NEBRASKA		671.87
WINDSTREAM NEBRASKA, INC.		389.09
YORK ELEMENTARY SCHOOL		40.00
Fund Number 01		<u>86,992.95</u>

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>	
<b>Check Date:</b>	<b>10/20/2023</b>		<b>Batch Description: October 2023</b>					
<b>Processing Month:</b>	<b>10/2023</b>		<b>Status: Calculated Successfully</b>					
<b>Checking Account ID:</b>	<b>1</b>							
<b>ADD</b>								
ACTIVITYTR Activity trips			1,931.52					
COVERTIGER Cover Tiger Kids Club			3,247.50					
HOLIDAY Holiday Pay			1,194.24					
HOURLY Hourly Pay			68,309.52					
MANDTTRAIN Mandt Training			(136.14)					
OT Overtime Pay			2,958.21					
PARASUB ParaEducator Substitute			350.00					
PERSONAL Personal Time			870.01					
RAMPPAYME RAMP Payment			2,550.00					
SICK Sick Time Used			3,485.60					
SUBDRIVER Substitute Bus Driver			373.67					
SUBTEACHER Substitute			7,050.00					
			<u>92,184.13</u>					
<b>CONTRACT</b>								
C01 Contract 1			236,658.91					
C02 Contract 2			17,003.84					
C04 Title 1			2,611.31					
			<u>256,274.06</u>					
<b>DEDUCTION</b>								
ACCIDENT ACCIDENT		301.79			301.79	AFLACREMI	AFLAC REMITTANCE SERVICES	
ACCIDENTCO ACCIDENT-COLONI		86.77			86.77	COLONIAL	COLONIAL LIFE & ACCIDENT INS. CO	
CANCER CANCER		213.34			213.34	AFLACREMI	AFLAC REMITTANCE SERVICES	
CANCERCOLO CANCER-COLONIAL		44.20			44.20	COLONIAL	COLONIAL LIFE & ACCIDENT INS. CO	
DENTALPOST FAMILY DENTAL		1,015.95	1,783.46		2,799.41	BLUECROSS	BLUE CROSS BLUE SHIELD OF NE	
DENTALPRE DENTAL		258.63	234.20		492.83	BLUECROSS	BLUE CROSS BLUE SHIELD OF NE	
DEPCARE DEPENDENT CARE		208.33			208.33	EASTBTLR2R	EAST BUTLER SCHOOL DIST 2R	
GARNISHCON Garnishment		398.72			398.72	CLEARRECOV	CLEAR RECOVERY, INC	
HEALTH HEALTH INSURANC		661.85	86,304.77		86,966.62	BLUECROSS	BLUE CROSS BLUE SHIELD OF NE	
HORACEMANN HORACE MANN ANN		100.00			100.00	HORACEMAN	HORACE MANN LIFE INS CO	
HOSPPRE HOSPITAL - PRET		142.22			142.22	AFLACREMI	AFLAC REMITTANCE SERVICES	
STDISAB SHORT TERM DISA		114.56			114.56	AFLACREMI	AFLAC REMITTANCE SERVICES	
URM URM		1,393.17			1,393.17	EASTBTLR2R	EAST BUTLER SCHOOL DIST 2R	
VISION VISION		550.23			550.23	VISION	VISION SERVICE PLAN	
WADREED FTC ANNUITY		933.57			933.57	WADDELLAN	FTC	
		<u>6,423.33</u>	<u>88,322.43</u>	<u>0.00</u>	<u>94,745.76</u>			
<b>INDIVIDUAL BANK ACCOUNT DEDUCTION</b>								
HSA HSA		489.35	3,526.38		4,015.73			D
		<u>489.35</u>	<u>3,526.38</u>	<u>0.00</u>	<u>4,015.73</u>			
<b>RET DEDUCTION</b>								
NPERS RETIREMENT	336,401.33	32,900.06	33,229.05		66,129.11	RET	NEBRASKA SCHOOL RETIREMENT A SYS	
		<u>32,900.06</u>	<u>33,229.05</u>	<u>0.00</u>	<u>66,129.11</u>			
<b>TAX</b>								
FIT FIT	310,724.91	23,180.19			23,180.19	EFTPS	ELECTRONIC FEDERAL TAX PAYMENT SYSTEM	A
FUTA FUTA	348,411.91							
MEDICARE MEDICARE	344,658.54	4,997.65	4,997.65		9,995.30	EFTPS	ELECTRONIC FEDERAL TAX PAYMENT SYSTEM	A
SITNE SIT NE	310,724.91	11,513.68			11,513.68	SITNE	NEBRASKA DEPARTMENT OF REVENUE	A
SOCSEC SOC SEC	344,658.54	21,368.87	21,368.87		42,737.74	EFTPS	ELECTRONIC FEDERAL TAX PAYMENT SYSTEM	A
SUTANE SUTA NE	348,411.91							
WCNE WORK COMP NE	348,411.91							
		<u>61,060.39</u>	<u>26,366.52</u>	<u>0.00</u>	<u>87,426.91</u>			

**Payroll Register - Totals**  
Unposted; Payroll Type Extra, Pay Off Contracts, Regular, Void

<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>
------------------	---------------	------------------------------	------------------------------	--------------------	-----------------	-------------------

Checking Account ID: 1

Net Pay:	247,585.06
Cash Total:	499,902.57

Non - FIT Taxable Deductions	37,733.28
Non - SIT Taxable Deductions	37,733.28
Non - SOC SEC Taxable Deductions	3,799.65
Non - MEDICARE Taxable Deductions	3,799.65
Direct Deposits	251,600.79
Automatic Payments	153,556.02
Adds + Contracts + Deduction Adds	348,458.19



# EAST BUTLER PUBLIC SCHOOLS

---

Strategic Plan Re-engagement and  
Evaluation Proposal



# East Butler Public Schools

SUPERINTENDENT OF SCHOOLS

Michael Eldridge

---

## MEMBERS OF THE BOARD OF EDUCATION

Megan Kozisek, President

Kim TePoel

Sarah Strizek

Brandon Jisa

Ryan Pekarek

Dyaln Spatz

---

## PURPOSE STATEMENT

**East Butler Public Schools will develop respectful, responsible, and productive citizens.**





# Strategic Planning Re-Engagement and Evaluation Proposal

## STRATEGIC PLANNING CONSULTING SERVICES

---

### PRESENTED BY THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

John Spatz, NASB Executive Director

Marcia Herring, NASB Director of Board Leadership

Kari Stephens, Board Leadership Associate

Katie Corfield, Board Leadership Associate

Caden Frank, Board Leadership Associate

---

### MISSION STATEMENT

The Nebraska Association of School Boards provides programs, services, and advocacy to strengthen public education for all Nebraskans.





September 21, 2023

Superintendent Eldridge and East Butler Public Schools' Board of Education,

We appreciate the opportunity to re-engage the East Butler Public Schools' Administrators and Board of Education in the process of strategic planning with the NASB. The NASB Board Leadership Department is pleased to provide a multitude of programs and services to our members, including strategic planning and the following strategic planning re-engagement process.

The Association's strategic plan re-engagement phase II process involves a combination of looking back and looking forward. Beginning with a review of the status of the district's current strategic plan, performing a strategic gap analysis to measure what remains to be realized in the current strategic plan, and lastly working to identify the future direction of the district and the needs of the district and its stakeholders.

Through an evaluation of the district's strategic plan, we will assist and support in the communication, engagement, recalibration, and creation needed to meet the future vision and expectations of administration, the board of education, and the many stakeholders involved in the strategic success of the district.

The team at NASB would value the opportunity to work with East Butler Public Schools through this most important endeavor. As the Director of the Leadership Department, I will work alongside our team Kari Stephens, Katie Corfield, and Caden Frank to provide a quality service and outcome to support the long-term vision of the East Butler Public School District.

Once again, thank you for allowing us to present a proposal. I look forward to the opportunity to discuss and address questions and points of clarification as needed. Please feel free to contact me at 402-817-0296 at your convenience.

Respectfully submitted,

***Marcia R. Herring***

Marcia R. Herring, Director of Board Leadership

Nebraska Association of School Boards



## TABLE OF CONTENTS

NEED STRATEGIC PLANNING.....	6
NASB STRATEGIC PLANNING MODEL.....	7
STRATEGIC PLAN RE-ENGAGEMENT PROCESS.....	8
REVIEW AND ASSESS CURRENT STATUS.....	9
STAKEHOLDER RE-ENGAGEMENT.....	10
PROPOSED FEE .....	11
APPENDICIES	
APPENDIX I: DETAILED PROSPECTIVE TIMELINE.....	12
APPENDIX II: TESTIMONIALS .....	14
APPENDIX III: THE NASB STRATEGIC PLANNING TEAM.....	15



## NASB STRATEGIC PLANNING

NASB Strategic Planning ensures that common purpose and values are established for the school through a strategic vision for the forthcoming three to five years. The strategic plan is expressed through guiding principles, objectives, strategies, and performance indicators. These critical components validate for stakeholders the district is operating strategically and planning for the future and success of students.

The NASB Strategic Planning process:

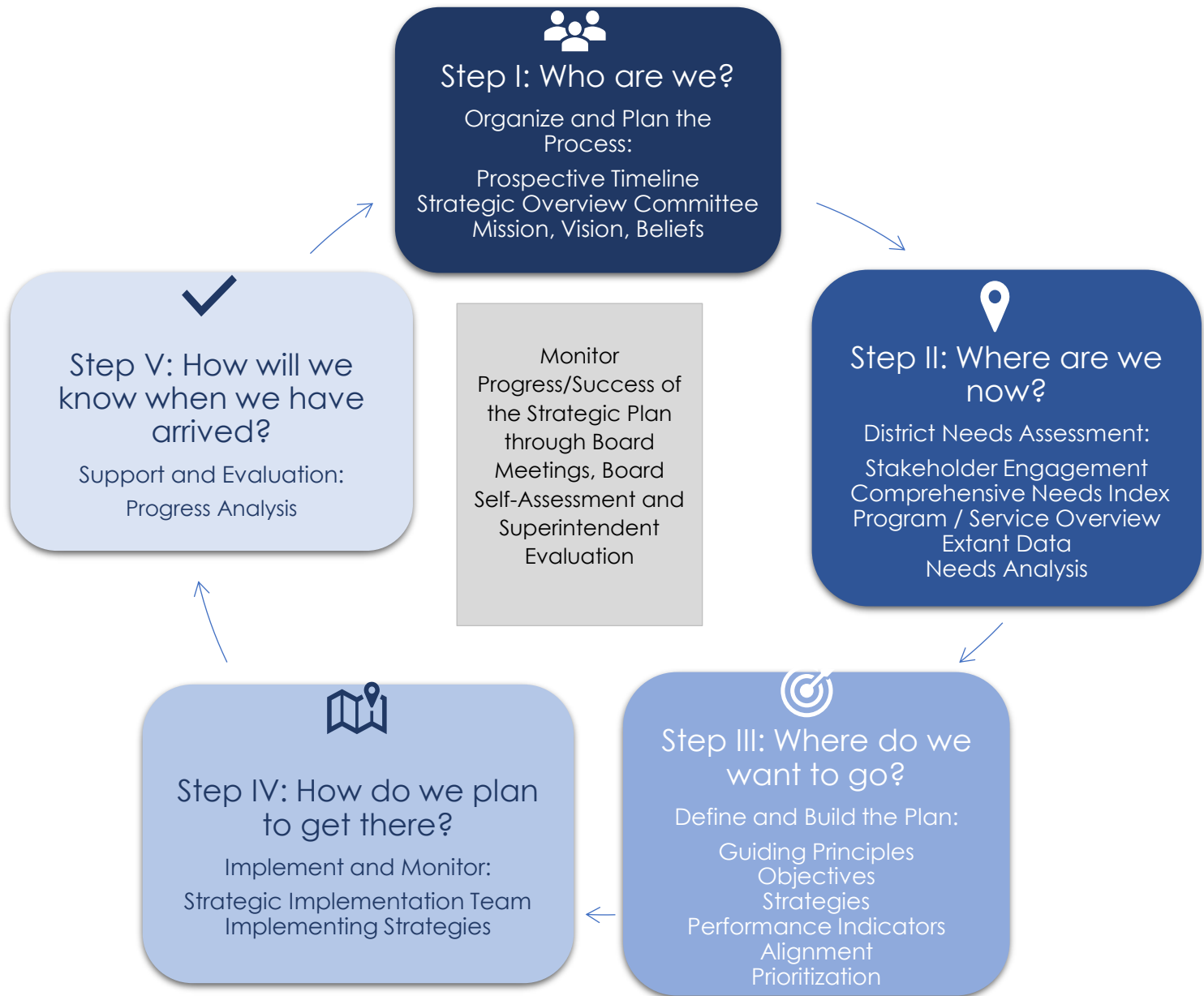
- Validates the mission, vision, and beliefs of the district
- Informs through internal and external stakeholder engagement
- Produces qualitative and quantitative data to validate the identified needs
- Empowers the district leadership team to prioritize and focus on target areas
- Enables the district to allocate and align resources to address priorities
- Provides a mechanism for the board to monitor and assess the progress/success of instruction and learning

As the district changes internally or is impacted by changes externally, it is essential to revisit and reevaluate the strategic plan to ensure its effectiveness and ability to address the needs and priorities of the school district. Revisiting the strategic plan empowers administration and staff to align the day-to-day instruction to meet the ever-changing landscape of education. A strategic plan is never “finished.” It is important to look back at the original objectives and strategies within the plan to assess how best to leverage continuous improvement and progress. The following process is a glimpse of how NASB assists the district by reflecting on the past, understanding the present state of the district, and planning strategically for the future.



## NASB STRATEGIC PLANNING EVALUATION MODEL

The NASB approach to strategic planning utilizes tested methods for guiding schools through this important process. We modify our methodology to align to the vision and expectations of the process as defined by the District Leadership Team and Board of Education. The process is designed to meet two, central goals: the collection of high-quality data necessary for the creation of prioritized strategies and to engage stakeholders' perspective, ideas, and suggestions for growing education.





## STRATEGIC PLAN RE-ENGAGEMENT PROCESS STEPS

Step 1: Review and Assess Current Status

Step 2: Strategic Plan Assessment Index

Step 3: Comprehensive Needs Index

Step 4: Stakeholder Re-Engagement

Step 5: District Needs Assessment

Step 6: Needs Analysis

Step 7: Building the Strategic Plan

Step 8: Implement and Monitor

Step 9: Prioritization

Step 10: Alignment\* optional





## REVIEW AND ASSESS CURRENT STATUS



### Current Status Analysis

Review and Assess Current Strategic Plan  
Strategic Plan Assessment Index and Comprehensive Needs Index  
Re-Engagement of Internal and External Stakeholders

Embarking on an effective strategic plan evaluation begins with organizing a timeline and reviewing relevant data to establish a unified vision and expectations amongst stakeholders regarding how the process will unfold. This phase provides the NASB Board Leadership Facilitator and the district an opportunity to review and assess progress on a number of key district items, including but not limited to:

- The district's current strategic plan
- Board meeting agendas and Sparq Meetings (if applicable)
- The district's Continuous Improvement Goals
- Trending student achievement data – NSCAS, MAP, ACT
- Board Self-Assessment results
- Superintendent Evaluation and Goals
- Community and demographic changes

Regardless of whether there are previous objectives and strategies that remain to be accomplished, or an entirely new strategic plan needs to be developed, or a combination of both — the next phase is to re-engage the district's internal and external stakeholders to create awareness, understanding, and collaboration amongst those individuals who contribute to the district's ability to execute on a new strategic plan.

## PROGRESS ANALYSIS PROCESS

Following the implementation of the District's Strategic Plan, the Association will reengage with the district annually through the NASB Progress Analysis process. This multi-year engagement with administration will provide a report of progress and success made yearly of the strategic plan. Note: The proposed fee includes the annual Progress Analysis process.





## STAKEHOLDER RE-ENGAGEMENT

Empowerment plays a critical role in strategy execution. However, it's especially important as part of the strategic plan re-engagement assessment process. Rather than have the leadership team alone participate in the Strategic Plan Assessment Index, it is important to invite other internal and external stakeholders and allow each stakeholder to assess the district's strategic plan performance against the intended strategy, as well as identify any needs, weaknesses, and blind spots that need to be included in the new strategic plan.

### *Re-Engage the Strategic Overview Committee*

Whether creating the district's first strategic plan, or taking the steps to create the next plan, the most diverse and instrumental group to the creation of a purposeful and effective strategic plan is the Strategic Overview Committee (SOC). The committee represents a cross-section of both internal and external stakeholders. This committee will be tasked with:

- Reviewing and providing feedback regarding the:
  - Current strategic plan's successes and outstanding needs
  - District mission, vision, and beliefs
- Engaging in purposeful discussion pertaining to the:
  - Strengths of the district
  - Needs of the district
  - Opportunities for growth in the district
  - Barriers that may potentially prevent achievement of goals in the district

### *Identification of the SOC Members*

Re-engagement and decisions regarding the composition of the SOC shall be initiated by the board and administration. In accordance with the guidelines defined throughout this proposal, the Association recommends that the committee encompasses the following essential stakeholders including, but not limited to:

- |                                     |                    |
|-------------------------------------|--------------------|
| ▪ Superintendent                    | ▪ Parents          |
| ▪ Members of the Board of Education | ▪ Business Leaders |
| ▪ District Level Directors          | ▪ Students         |
| ▪ Building Level Administrators     | ▪ Other            |
| ▪ Staff Leaders                     |                    |

The membership of this committee will ensure greater participation, provide a diversity of perspectives, lessen the workload of individual team members, and contributes to the success of the strategic plan process.



## PROPOSED FEE

The following is a description of Services to be provided by NASB:

### ***Engagement & SOC Meetings***

NASB will engage the Client in stakeholder engagement and Strategic Overview Committee meeting as needed and mutually agreed upon, to be conducted by the NASB Board Leadership Department at a charge of \$600.00 per meeting day plus reasonable travel and other expenses.

### ***Data Collection & Analysis***

NASB will provide additional consultants on an as-needed basis for the purposes of data collection and analysis at a charge of \$500.00 per consultant, per day plus reasonable travel and other expenses.

### ***Needs Analysis & Strategic Plan***

NASB will provide analysis, drafting, and planning work including the writing and presentation of a comprehensive Needs Analysis, creation of the District Priorities/Goals and writing the final Strategic Plan document, as well as the following:

- Define a timeline to support the board/district's intended outcome of Strategic Planning.
- Work collaboratively with the board/superintendent/district representative to define the internal/external stakeholders engagement process and procedures to meet the vision and expectations for Strategic Planning.
- Design communications for district approval.
- Provide administrative support and leadership through the planning process as requested by the board and/or superintendent.
- Prepare outcomes from the meetings for district web posting and distribution as directed.
- Compile and analyze the needs assessment stakeholder data and summarize the needs and priorities for the District Needs Analysis.
- Develop the Strategic plan and administer the Prioritization Matrix.

**East Butler Public Schools Enrollment: 269**

**Total Estimated Cost: \$4,000 - \$5,200**

\*Note: The estimated cost does not include reasonable travel expenses and the addition of optional services.



## APPENDIX I: DETAILED PROSPECTIVE TIMELINE

The draft timeline provides a general scope of the project and the optimum timeline for strategic planning. The timeline for a district will vary based upon the ability to schedule stakeholder engagement meetings.

Phase One		
Organize and Plan the Process	Target Date	Date Complete
Timeline Phone Call with Kari Stephens <ul style="list-style-type: none"> <li>• Create a proposed timeline to support:               <ul style="list-style-type: none"> <li>• Identify district point person</li> <li>• Distribute the District Profile</li> <li>• Strategic Overview Committee meeting</li> <li>• Stakeholder Engagement Surveys</li> <li>• Community engagement meeting</li> <li>• EL Engagement meeting (as needed)</li> <li>• Business Leader Surveys</li> </ul> </li> </ul>		
Ensure NASB has current strategic plan being used		
District Profile Email/Phone Call from Caden Frank <ul style="list-style-type: none"> <li>• District will Complete Profile</li> <li>• Caden will send District Email with All Survey Dates</li> </ul>		
Identify internal and external stakeholders		
District/board will: <ul style="list-style-type: none"> <li>• Reengage Strategic Overview Committee &amp; Identify New Members</li> <li>• Identify members of the community and business leaders</li> </ul>		
Distribute the District Communications Packet		
Design communications packet/engagement criteria		
Meeting preparation		
Send invites, press release, social media promo		
Verify attendance		
Phase Two		
District Needs Assessment	Target Date	Date Complete
Administrative review of district NASB will administer the: <ul style="list-style-type: none"> <li>• Administrator Surveys</li> <li>• Comprehensive Needs Index (CNI)</li> <li>• Program-Service Overview Survey</li> <li>• Board Member Surveys</li> </ul>		
NASB will administer the Stakeholder engagement surveys: <ul style="list-style-type: none"> <li>• Certified Staff (<i>Identify a Professional Development/In-Service date.</i>)</li> <li>• Classified Staff</li> <li>• Parents (all)</li> <li>• Students (Grades 5 through 12) (<i>Identify a class or homeroom block.</i>)</li> </ul>		



NASB will facilitate the Strategic Overview Committee Meeting: <ul style="list-style-type: none"> <li>Review of Mission, Vision, Beliefs/Values, conduct SOAR Analysis</li> </ul>		
NASB will facilitate the Community meeting and Business Leader Survey <ul style="list-style-type: none"> <li>Community Focus Group Meeting</li> <li>Business Leader – Online Survey – if selected</li> </ul>		
NASB will compile and code all stakeholder data		
NASB will develop the School District Needs Analysis		
<b>Phase Three</b>		
<b>Define and Build the Plan</b>	<b>Target Date</b>	<b>Date Complete</b>
Develop Strategic Plan Framework		
NASB Present Strategic Plan Needs Analysis and Framework to Board and Administration		
Board and Administration Review of compiled data and Needs Analysis with Strategic Overview Committee		
Administration make Modifications/Edits to Framework		
<b>Phase Four</b>		
<b>Implement and Monitor</b>	<b>Target Date</b>	<b>Date Complete</b>
Administer the Strategy Prioritization Assessment		
NASB Board Leadership creates Alignment Matrix for the strategic plan+		
NASB and Superintendent Strategic Implementation Team (SIT) Video Call with Superintendent and Board President		
Establish Strategic Implementation Team to monitor progress and success at regular intervals		
Board Adopts Strategic Plan		
Strategic Overview Committee Meeting II: NASB Facilitates & Present final prioritized plan to all SOC		
Integrate Strategic Plan into SPARQ Meetings+		
Promote plan internally and externally		
<b>Phase Five</b>		
<b>Support and Evaluation</b>	<b>Target Date</b>	<b>Date Complete</b>
Establish superintendent evaluation aligned to strategic plan		
Administer Board Self-Assessment Annually and Review Goals		
Contact, schedule, and conduct Progress Analysis Annually (Year 1, 2, 3, and 4)		
Re-engage community Annually		
Schedule Phase III – Strategic Planning at end of Year 4		

+ Indicates an optional component of the NASB Strategic Planning Process.



## APPENDIX II: TESTIMONIALS

“Our Board and Superintendent engaged the leadership services of Marcia and the NASB team to facilitate our district’s development and adoption of our strategic plan. Marcia provided instrumental assistance in guiding and eliciting stakeholder input to identify key strategic plan goals. The strategic plan developed through the assistance of Marcia and NASB has been crucial in district decision-making to help our Board maintain strong governance to support our students.” - Superintendent and Board President

“The NASB team did an excellent job guiding us through the process. The community engagement is what I liked most about the process.” -Superintendent

“I like how they collected an immense amount of data from a variety of stakeholders. Good feedback from the individuals that were surveyed.” -Superintendent

“Comprehensive and detailed. I really like the community engagement process and the work with the Strategic Overview Committee.” -Superintendent

“Every school needs a road map to move forward from where they currently are to where they want to be in the future. NASB was instrumental in assisting us collaborate with district stakeholders through a guided process that has helped accomplish this. Together, we were able to identify our district’s Vision, Mission, Values and Core Beliefs which has defined who we are, and who we want to be.” -Superintendent

“I really appreciated that we had the time to discuss real issues and the possibility to solve them.” -District Administrator

“I learned that it takes oversight and effort from all to have a lasting impact in our schools.” -Business Leader

“I liked the opportunity to hear multiple viewpoints from such knowledgeable people.”  
-Business Leader

“The NASB process is a powerful experience for school and community! It is an opportunity for school administration and board of education members to hear patron perception, and in turn provide stakeholders with information pertaining to the school. Deficit areas are discussed which aids in the strategic planning and school improvement processes of the district, but the strengths of the district will dominate the discussion. It is awesome! The process truly helps a school district to move forward for the betterment of kids!” -Superintendent

“I really liked the prioritization summary and the fact that we are able to revise the plan to fit our needs.”  
-Superintendent



## APPENDIX III: THE NASB STRATEGIC PLANNING TEAM

The Nebraska Association of School Boards has been advocating for, working with, and training Nebraska school boards since 1918. Traditionally, the NASB's Board Leadership department has collaborated with school boards and their superintendents in more narrowly focused goal setting exercises. However, in 2014 district leaders requested that we expand community engagement to include a comprehensive strategic planning process. Since that time, NASB has facilitated strategic planning for Nebraska school districts ranging in size from Class A to D. As demand has grown, our Strategic Planning Team has grown to include four facilitators:

### ***Marcia Herring – NASB Director of Board Leadership***

Marcia began her service to public education as a school board member on the Waverly School District Board of Education, completing 12 years of service. During her tenure as a local board member, she was elected by her peers to serve on the Nebraska Association of School Boards—Board of Directors completing three terms as Director. She began her work as a superintendent search consultant more than 20 years ago. Marcia served as Director of NASB Search Services for 8 years.

As the Director of Board Leadership, Marcia has expanded the programs and services to meet the ever-changing needs of our members. We currently support our members through Strategic Planning, Community Engagement, Board Development Learning Retreats and Workshops, and Online Board Self-Assessment and Superintendent Evaluation. The growth of the Department and scope of services has enabled our team to provide impactful and purposeful leadership for school districts across the state and ranging in enrollment from 125 students to more than 10,000.

### ***Kari Stephens – NASB Board Leadership Associate***

Kari has been involved in education over the past 26 years as an instructor at all levels from Kindergarten through Twelfth grade. She has a BS in Elementary Education and continues to be passionate about literacy, inclusion, diversity, and equality for all students. The perspective she brings to the NASB Strategic Planning process will be unique as she will offer an educator's lens to ensure that our stakeholder engagement tools, and processes are valid, dependable, and effective through the engagement of all internal and external stakeholder groups in the district. Kari provides support to board members primarily through Strategic Planning, Community Engagement, and Superintendent Evaluation. She also serves as the NASB facilitator for the NASB Equity Collaborative and Board Leadership representative for the Nebraska Public Leadership Foundation (NPLF).

### ***Katie Corfield – NASB Board Leadership Associate***

Being from rural-Nebraska and always having an interest and love for public education, Katie is passionate about serving school boards across Nebraska to best support their efforts of providing a positive impact on student learning and achievement. Katie graduated with a BA in Psychology and Sociology and since joining the Association has enjoyed the opportunity to pursue a career path that has a significant impact on education. As a Board Leadership Associate, Katie provides support to board members through the NASB Online Survey Service, primarily Superintendent Evaluation, Board Self-Assessment, and Leadership Encompass 360. She also provides leadership and support to the members of the Nebraska Administrative Education Professionals (NAEP) group.

### ***Caden Frank – NASB Board Leadership Associate***

Caden comes to the Board Leadership team from a community engagement and higher education background. Earning his BS in Organizational Leadership and MSE in Higher Education and Student Affairs from Fort Hays State University, Caden's greatest passion lies in grassroots community engagement and creating new learning opportunities for students through their public education. In addition to his work community engagement, Caden is responsible for facilitating stakeholder engagement meetings, administers online stakeholder surveys, and assists with data collection, analysis, coding, and reporting.



# Elementary Principal Report

## October Board Meeting



### I. Student Leadership Conference

- A. The Region I elementary principal's association sponsors a student leadership conference at Doane College. East Butler will have 7 students attend the conference held on October 10 with Mrs. Robinson. Students will learn about leadership skills by participating in activities led by Team Concepts, an organization that provides team building training.

### II. Parent-Teacher Conferences

- A. Parent-Teacher Conferences were held on October 4 at East Butler from 3:00-8:00 p.m.
- B. Parents Promoting Tigers organized food options including:
  - \*Pivos Tavern wings
  - \*Stop-Inn pizza
  - \*Casey's pizza.
- C. Staff also appreciated the sub sandwiches provided by the school board.

### III. Nebraska MTSS Summit

- A. I will be attending the Nebraska Multi-Tiered Systems of Support Summit in Kearney on October 12-13. The Summit will feature presentations and interactive breakout sessions around the theme of "Transformations Through Coherence."

### IV. Professional Learning Day/School Improvement

- A. Staff participated in a professional learning day on Thursday, October 5. The emphasis of the morning was finalizing work on our reading and language arts PK-12 curriculum. There will also be an elementary MTSS team meeting.
- B. The school improvement team met to discuss the transition to the Nebraska Department of Education continuous improvement model. The team also discussed goals and the development of an action plan.

### V. Preschool Visit

- A. Our preschool in Dwight will have a visit this coming month from the Nebraska Department of Education. The review will focus on Early Childhood Environment Rating Scale (ECERS) standards.

### VI. Fire Prevention Week

- A. PK-6 students will visit their local fire department for fire prevention week.
  1. Dwight Fire Department - October 13
  2. Brainard Fire Department - October 12
- B. Students and staff appreciate the time and dedication of our local volunteers.

### VII. Parents Promoting Tigers

- A. PPT will be sponsoring Grandparents/Special Friends Day on October 18 in Dwight and October 19 in Brainard.

### VIII. Standard Response Protocol Training

- A. Mr. Cidlik and I will be attending Standard Response Protocol Training (SRP) on October 25 in Columbus. This training will support the work of our crisis response team.

**Secondary Principal Report  
October 2023 – School Board Meeting**

**I. Parent Teacher Conferences**

- A. At Parent Teacher Conferences on Wednesday, October 4, we hosted a College Fair, Tiger Den Pop Up Shop, Pizza and wings were offered to our students, parents, & community members.
- B. The following organizations sent representatives to our college fair: UNL, UNO, Peru State, Wayne State, Southeast Community College, Central Community College, Northeast Community College, Nebraska Wesleyan University, Doane University, Hastings College, Concordia University, Midland University, and the Marine Corp.

**II. Schoolzilla Training**

- A. The Administrative Team attended a Schoolzilla training on September 25. Schoolzilla is a data warehouse that stores information over time on students to help our school make decisions regarding students who need specialized instruction.
- B. We will also utilize Schoolzilla as part of our school improvement process to assist us with district goal-setting & continued monitoring of goals over a period of time.

**III. Senior Job Shadow**

- A. Mrs. Kocian & Mrs. Robinson took the Senior Seminar students on Job Shadows in Seward & David City. Students went to hospitals, a law office, AKRS Farm Equipment, & local schools to complete job shadows.

**IV. Professional Learning Day**

- A. Brooke Koliha, ESU 7, worked with our staff on ELA curriculum alignment.
- B. The School Improvement Team met and discussed future goals and next steps for the first year of our five-year cycle in ongoing school improvement.
- C. Our Elementary staff held an MTSS meeting & there was a staff meeting with secondary teachers.

**V. Student Teacher**

- A. Christian Schlepp will be student teaching in Physical Education from October 16 – December 8. Mr. Schlepp will work with both Mr. Jahde & Mr. Hlavac.