

Board of Education Regular Meeting  
Monday, October 13, 2025 7:30 PM  
Conference Room at the Southern Valley  
Schools Junior/Senior High School Building,  
Oxford, Nebraska  
43739 Hwy 89  
Oxford, NE 68967

1. OPENING THE MEETING
  - 1.1. Call Meeting to Order
  - 1.2. Nebraska Open Meetings Law - Posted on the wall
  - 1.3. Publication of Meeting-notice was provided according to board policy #2008.
  - 1.4. Board Member Roll Call
    - 1.4.1. Excused Absence
    - 1.4.2. Unexcused Absence
    - 1.4.3. Motion to approve absence of \_\_\_\_\_
2. PLEDGE OF ALLEGIANCE
3. APPROVAL OF AGENDA
4. CELEBRATION OF EXCELLENCE
5. PUBLIC COMMENT - agenda item specific - Southern Valley Schools Policy 2009  
(President will read an opening statement)
6. INFORMATIONAL ITEMS
  - 6.1. PK-6 Principal's Report
  - 6.2. 7-12 Principal/AD Report
  - 6.3. Superintendent's Report
7. BOARD COMMITTEE REPORTS

8. CONSENT AGENDA

8.1. Approval of Prior Minutes

8.2. Approval of Claims

8.2.1. General Fund Checks for Approval

8.2.2. Nutrition Fund Checks for Approval

8.2.3. Activity Fund Checks for Approval

8.2.4. Building Fund Checks for Approval

8.2.5. Bond Fund Checks for Approval

8.2.6. QCPUF Checks for Approval

8.3. Financial/Expenditure Reports

8.4. Certificated/Classified Hires/Reassignments/Resignations

8.5. Adopt Board Policy

9. BOARD POLICY

9.1. Policy Review/First Reading

9.2. Policy Review per State Statute

9.3. Policy Updates from Legislative Session/NDE

10. ACTION ITEMS

10.1. Fuel Contract

11. FUTURE AGENDA ITEMS

12. EXECUTIVE SESSION

13. MOTION TO ADJOURN

## October Board Meeting

Total Enrollment: 238 last month: 243

## September 11th- School Picture Day

September 15th-19th Book Fair Report from Amy Russell:

Our book fair sold just over \$6,000 in product. We earn 50% of our sales in Scholastic Dollars, which I will use to purchase books and supplies for the library from the Scholastic Book Fair Catalog.

This was the highest earning fair since I have been here.

We had a donor purchase one book for every student in 2nd and 4th grades. Every classroom library grew, as that same donor bought each teacher a book, another donor bought each staff member a book, and I was also able to purchase one for each classroom as well.

During Parent Teacher conferences part of the book fair was moved out into the entry area which helped promote sales.

## September 17th - Parent Teacher Conferences

|                      |                   |
|----------------------|-------------------|
| Krista and Paige 5th | 67% 18/27         |
| Jenn and Halle 6th   | 62% 16/26         |
| RayAnn 1st           | 100%              |
| Lacy 2nd             | 100%              |
| De Anna 1st          | 100%              |
| Chelsey 4th          | 93% (14/15)       |
| Haley 2nd            | 94% (15/16)       |
| Ms. Dani PreK        | 93% (14/15)       |
| Kenna 3rd            | 100%              |
| Mrs. Aerni PreK      | 93%(14/15)        |
| Kyla Maas - K        | 92% 12/13         |
| Morgan - K           | 93% 14 out of 15  |
| Courtney - Prek      | 100% 13 out of 13 |
| Addy 4th             | 73% 11/15         |
| Holly 3rd            | 100% 12/12        |

## September 18th 4th Grade UNK Kids Fitness Day

September 23rd Polish your Pearls 95+ students participated. Nurse Ashley organized this event for the students.

September 26th Little Eagle Cheer Camp over 70 elementary students participated! Thank you to Ashley, Aubree and the Cheerleaders.

October 2nd and 3rd students attended the pumpkin patch (all grade levels)  
Huge thanks to Linnars and the school for allowing students to attend.

October 7th Oxford Fire Department came for Fire Prevention

October 8th Elementary Quiz Bowl at Lommis they won one out of five rounds. Good first experience for their team of 6 new members.

The PBIS team has raised over \$451 towards the students PBIS fund.

## **7-12 Principal Board Report**

October 2025

- Enrollment Numbers
  - 155 (was 156 as of last meeting)
- Parent Teacher Conferences (100/154, 65%)
- Fall Testing Wrapped Up
- Southern Valley hosted Ag Safety Day on September 30
- ASVAB test given to all 11th grade students and a few select 12th grade students

## **Activities Director Board Report**

October 2025

- FFA Activities
  - Ignite Conference in Kearney
  - Land Judging
  - National Convention coming up at the end of the month
- FBLA Leadership Conference in Kearney
- Fall Sports Updates
  - Softball: 9-17, lost 1st round of districts
  - Volleyball: 7-18
    - RPAC starts this Thursday, SV vs. Arapahoe @ Cambridge, 3:30 pm
  - Football: 0-7
  - Cross Country:
    - Districts this Thursday @ Cambridge
    - RPAC Medalists: Addison Lozo (7th), Isaac Hamilton (14th)
- Tori Bose, RPAC Rundown Athlete of the Week (Sep 14-20)
- Fall Sports End of Season Awards Program

Superintendent Report  
School Board Meeting  
October 13, 2025

1. School Board Convention
  - a. Rooms are booked
  - b. Be thinking of how you want to go down.
2. Fuel is ready to go
  - a. We are waiting for a camera before fire marshall will approve
3. Negotiations
  - a. Supposed to have the first meeting by November 1st.
  - b. Steve, Stacey, and Mike
4. Superintendent Evaluation
  - a. Do you want to do the same as we have been? Changes?
  - b. Will bring forms to November Board Meeting
5. Christmas Party
  - a. Do you want to continue?
  - b. 6th, 13th or 20th are the more likely dates.

Board of Education Budget Hearing and Tax Request followed by Board  
of Education Meeting  
September 8th, 2025 at 7:30 pm  
Conference Room at the Southern Valley Schools JR/SR High School Building  
Oxford, Nebraska

The Budget Hearing of the Southern Valley Board of Education was called to order by President Todd Brown at 7:35pm. The roll was called and the following members were present: Josh Becker, Todd Brown, Steve Hunt, Stacey Shafer, Mike Stalder, and Emily White. Others present: Superintendent, Bryce Jorgenson; Elementary Principal, Natalie Thiessen; and Secondary Principal/AD, Josh Lanik.

The Board of Education makes available a current copy of the Open Meetings Act accessible to members of the public. The Open Meetings Act is also posted in the conference room. Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

Members present recited the Pledge of Allegiance.

The Budget for 2025-26 was presented.

The Budget Hearing was closed at 7:41pm.

The Tax Request Hearing of the Southern Valley Board of Education was called to order by President Todd Brown at 7:41pm.

The Tax Request Hearing was closed at 7:46pm.

The regular meeting of the Southern Valley Board of Education was called to order by Todd Brown at 7:46 pm.

Motion to approve the agenda passed with a motion by Steve Hunt and a second by Mike Stalder.

|               |     |
|---------------|-----|
| Joshua Becker | Yes |
| Todd Brown    | Yes |
| Steve Hunt    | Yes |
| Stacey Shafer | Yes |
| Mike Stalder  | Yes |
| Emily White   | Yes |

Visitors were recognized and time was allowed for public comment; no comments were made.

Mrs. Thiessen reported 47 PreK students and 250 total students are enrolled in the elementary, all of the Elementary students have been fitted for new P.E. shoes and the shoes should be arriving soon, and the 6<sup>th</sup> grade attended the State Fair. The first monthly staff meeting was positively received, K-6 maps growth testing has begun, and homecoming week and two practice fire drills went well.

Mr. Lanik reported enrollment numbers for 7-12<sup>th</sup> grade as 154 students. Homecoming went well, fall testing has begun, and school pictures will be this week. He discussed fall sports and activities and thanked Dave Hunt for a second donation of 1,000 sports drinks.

Mr. Jorgenson discussed the School Board Convention in November, getting rid of two vans, getting rid of excess furniture and supplies in the Beaver City Bus Barn during Eager Beaver Days, and the Education Job Fair the admin went to at UNK.

Motion to approve the Consent Agenda passed with a motion by Mike Stalder and a second by Stacey Shafer.

Joshua Becker Yes  
Todd Brown Yes  
Steve Hunt Yes  
Stacey Shafer Yes  
Mike Stalder Yes  
Emily White Yes

Board Policies 4022-4038 were presented for review.

A motion to approve the 2025-2026 Budget passed with a motion by Stacey Shafer and a second by Josh Becker.

Joshua Becker Yes  
Todd Brown Yes  
Steve Hunt Yes  
Stacey Shafer Yes  
Mike Stalder Yes  
Emily White Yes

A motion to approve the proposed 2025-2026 Tax Request with the General Fund having a tax rate of 0.601589, Bond Fund rate of 0.043498, Building Fund rate of 0.020436, for a total of .665523 passed with a motion by Stacey Shafer and a second by Mike Stalder.

Joshua Becker Yes  
Todd Brown Yes  
Steve Hunt Yes  
Stacey Shafer Yes  
Mike Stalder Yes  
Emily White Yes

A motion to move to executive meeting passed with a motion by Steve Hunt and a second by Josh Becker at 8:34pm.

Executive meeting adjourned at 9:14pm with a motion by Steve Hunt and a second by Mike Stalder.

The next regular meeting is scheduled for October 13th, 2025 at 7:30 pm in the High School Board meeting room.

Meeting adjourned at 9:15 pm with a motion by Todd Brown and a second by Steve Hunt.

Dated this 9<sup>th</sup> day of September 2025

FURNAS COUNTY SCHOOL DISTRICT #540

A/K/A SOUTHERN VALLEY SCHOOLS BY: Todd Brown, PRESIDENT

ATTEST: Dana Gesick, Recording Secretary

**Board Report - Board**

Unposted; Batch Description General Fund Invoices to Pay 10132025

| Vendor Name   | Invoice Number   | Description               | Amount           |
|---|------------------|---------------------------|------------------|
| Checking Account ID 1                                 | Fund Number 01   | GENERAL FUND              |                  |
| Adaptive Innovation Services                          | AIS 09302025     | transition services       | 5,217.24         |
| <b>Total Adaptive Innovation Services</b>             |                  |                           | <b>5,217.24</b>  |
| <br>  |                  |                           |                  |
| Ag Valley Coop  | 162780 09252025  | fuel                      | 326.23           |
| <b>Total Ag Valley Coop</b>                           |                  |                           | <b>326.23</b>    |
| <br>  |                  |                           |                  |
| Amazon Capital Services                               | 16HG-WTRY-33HN   | maintenance supplies      | 75.98            |
| Amazon Capital Services                               | 17MC-KV7M-DYTH   | badge holders             | 70.98            |
| Amazon Capital Services                               | 1F99-P3W4-9FCK   | El library books          | 10.06            |
| Amazon Capital Services                               | 1FDC-1WPV-77PW   | El library books          | 409.36           |
| Amazon Capital Services                               | 1FJC-TLHW-3PYX   | El library books          | 43.46            |
| Amazon Capital Services                               | 1KKN-W639-36QY   | maintenance supplies      | 18.94            |
| Amazon Capital Services                               | 1L6P-WFNC-4HM4   | computer supplies         | 119.26           |
| Amazon Capital Services                               | 1PHH-DQ6P-7FGJ   | elementary princ supplies | 66.32            |
| Amazon Capital Services                               | 1PNQ-JYD9-YR4T   | maintenance supplies      | 113.99           |
| Amazon Capital Services                               | 1PXN-GKWP-91MK   | computer supplies         | 180.96           |
| Amazon Capital Services                               | 1RML-FDHN-1XY9   | maintenance supplies      | 251.93           |
| Amazon Capital Services                               | 1X74-FDGN-3MT3   | maintenance supplies      | 76.99            |
| Amazon Capital Services                               | 1XMD-6KQ1-DDYL   | maintenance supplies      | 100.00           |
| <b>Total Amazon Capital Services</b>                  |                  |                           | <b>1,538.23</b>  |
| <br>  |                  |                           |                  |
| AmericInn- Kearney                                    | 84976EE031095    | conference - lodging - JH | 228.90           |
| <b>Total AmericInn- Kearney</b>                       |                  |                           | <b>228.90</b>    |
| <br>  |                  |                           |                  |
| Apple Financial Services                              | 592434532        | pmt 2 of 2                | 29,276.00        |
| <b>Total Apple Financial Services</b>                 |                  |                           | <b>29,276.00</b> |
| <br>  |                  |                           |                  |
| Beaver Creek Mowing                                   | 832440           | mowing                    | 4,730.00         |
| <b>Total Beaver Creek Mowing</b>                      |                  |                           | <b>4,730.00</b>  |
| <br>  |                  |                           |                  |
| Bluffs Facility Solutions                             | 503119           | custodial supplies        | 869.57           |
| <b>Total Bluffs Facility Solutions</b>                |                  |                           | <b>869.57</b>    |
| <br>  |                  |                           |                  |
| City of Beaver City                                   | 421000 09302025  | bus barn electricity      | 20.83            |
| <b>Total City of Beaver City</b>                      |                  |                           | <b>20.83</b>     |
| <br>  |                  |                           |                  |
| Clearly   | INV752947        | phone                     | 127.07           |
| <b>Total Clearly</b>                                  |                  |                           | <b>127.07</b>    |
| <br>  |                  |                           |                  |
| Comdata Corporation                                   | F52747745        | fuel                      | 392.60           |
| <b>Total Comdata Corporation</b>                      |                  |                           | <b>392.60</b>    |
| <br>  |                  |                           |                  |
| Consolidated Management                               | 8965007-00       | maintentance supplies     | 101.76           |
| <b>Total Consolidated Management</b>                  |                  |                           | <b>101.76</b>    |
| <br>  |                  |                           |                  |
| Cornhusker International Trucks- Lincoln              | 3413212          | bus supplies              | 178.40           |
| <b>Total Cornhusker International Trucks- Lincoln</b> |                  |                           | <b>178.40</b>    |
| <br>  |                  |                           |                  |
| Dannehl, Linda  | Dannehl 10022025 | fuel reimburse            | 22.50            |
| Dannehl, Linda  | Dannehl 10072025 | fcs class supplies        | 14.58            |
| <b>Total Dannehl, Linda</b>                           |                  |                           | <b>37.08</b>     |

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Unposted; Batch Description General Fund Invoices to Pay 10132025

User ID: DJG

| Vendor Name  | Invoice Number    | Description                   | Amount          |
|--|-------------------|-------------------------------|-----------------|
| DAS State Acctg - Central Finance State of Nebraska              | 1497942           | internet fees                 | 1,198.70        |
| <b>Total</b> DAS State Acctg - Central Finance State of Nebraska |                   |                               | <b>1,198.70</b> |
| Dunlay, Jordann  | Dunaly 09302025   | mileage reimbursement         | 238.56          |
| Dunlay, Jordann  | Dunlay 08312025   | mileage reimbursement         | 159.04          |
| <b>Total</b> Dunlay, Jordann                                     |                   |                               | <b>397.60</b>   |
| Eakes Office Products Gi   | 9205204-0         | copier supplies               | 163.38          |
| <b>Total</b> Eakes Office Products Gi                            |                   |                               | <b>163.38</b>   |
| Elevate Counseling and Consulting LLC                            | Elevate1 10092025 | counseling services           | 5,302.00        |
| <b>Total</b> Elevate Counseling and Consulting LLC               |                   |                               | <b>5,302.00</b> |
| Emergent 3   | INV-1753          | safety app- roll call feature | 500.00          |
| <b>Total</b> Emergent 3  |                   |                               | <b>500.00</b>   |
| Esu #10  | 191695 10012025   | visions services              | 697.36          |
| <b>Total</b> Esu #10   |                   |                               | <b>697.36</b>   |
| Esu #11  | 4803              | esu services                  | 740.59          |
| <b>Total</b> Esu #11   |                   |                               | <b>740.59</b>   |
| FEDEX  | 898860800         | postage                       | 29.50           |
| FEDEX  | 899695263         | postage                       | 14.75           |
| FEDEX  | 900525136         | postage                       | 14.75           |
| <b>Total</b> FEDEX   |                   |                               | <b>59.00</b>    |
| Goodheart-Willcox Publisher                                      | INV09826105       | fcs supplies                  | 1,625.24        |
| <b>Total</b> Goodheart-Willcox Publisher                         |                   |                               | <b>1,625.24</b> |
| Harlan County Journal  | 61359             | meeting mins                  | 12.13           |
| Harlan County Journal  | 61392             | meeting notice                | 7.25            |
| Harlan County Journal  | 61397             | meeting mins                  | 113.84          |
| Harlan County Journal  | 61433             | hearing notice                | 145.00          |
| Harlan County Journal  | 61437             | meeting notice                | 40.89           |
| Harlan County Journal  | 61495             | meeting mins                  | 109.05          |
| Harlan County Journal  | 61528             | meeting notice                | 127.83          |
| <b>Total</b> Harlan County Journal                               |                   |                               | <b>555.99</b>   |
| Heritage Water Services, Inc                                     | 22070             | water mgmt program            | 375.00          |
| <b>Total</b> Heritage Water Services, Inc                        |                   |                               | <b>375.00</b>   |
| Higgins, Casey   | Higgins09302025   | mileage                       | 1,567.72        |
| <b>Total</b> Higgins, Casey                                      |                   |                               | <b>1,567.72</b> |
| HomeTown Leasing   | 9315 10192025     | copier lease                  | 2,331.14        |
| <b>Total</b> HomeTown Leasing                                    |                   |                               | <b>2,331.14</b> |
| Huerta, Jason  | Huerta 09082025   | teaching supplies - JH        | 68.45           |
| <b>Total</b> Huerta, Jason                                       |                   |                               | <b>68.45</b>    |
| Husker Hardware LLC  | 2219              | maintenance supplies          | 174.47          |
| <b>Total</b> Husker Hardware LLC                                 |                   |                               | <b>174.47</b>   |

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User ID: DJG

| Vendor Name                                 | Invoice Number  | Description                       | Amount   |
|---|-----------------|-----------------------------------|----------|
| J W Pepper & Son Inc.                       | 367690866       | teaching supplies - HH            | 73.99    |
| J W Pepper & Son Inc.                       | 367762867       | teaching supplies - HH            | 27.97    |
| Total J W Pepper & Son Inc.                 |                 |                                   | 101.96   |
| Jeff Lange Counseling LLC                   | JL1 10092025    | counseling services               | 5,377.00 |
| Total Jeff Lange Counseling LLC             |                 |                                   | 5,377.00 |
| JENNIFER SCHUTZ,OTR/L                       | Schutz 10032025 | OT Services - Sept                | 5,625.64 |
| Total JENNIFER SCHUTZ,OTR/L                 |                 |                                   | 5,625.64 |
| Kearney Winnelson Company                   | 508901 01       | maintenance supplies              | 850.00   |
| Total Kearney Winnelson Company             |                 |                                   | 850.00   |
| Kelley's Super Market Inc                   | 1025330853      | fcs supplies                      | 61.69    |
| Kelley's Super Market Inc                   | 1034891743      | supplies                          | 43.98    |
| Kelley's Super Market Inc                   | 1037440912      | fcs supplies                      | 7.54     |
| Kelley's Super Market Inc                   | 1041851221      | fcs supplies                      | 18.17    |
| Kelley's Super Market Inc                   | 1049670914      | fcs supplies                      | 39.72    |
| Kelley's Super Market Inc                   | 1061190917      | fcs supplies                      | 33.99    |
| Kelley's Super Market Inc                   | 1063360943      | custodial supplies                | 6.45     |
| Kelley's Super Market Inc                   | 1063370944      | supplies                          | 43.98    |
| Kelley's Super Market Inc                   | 1063380945      | fcs supplies                      | 4.75     |
| Total Kelley's Super Market Inc             |                 |                                   | 260.27   |
| Kerm's Korner                               | 10625609        | fuel/concessions                  | 4,105.64 |
| Total Kerm's Korner                         |                 |                                   | 4,105.64 |
| KSB School Law                              | 19861           | legal counsel                     | 470.00   |
| Total KSB School Law                        |                 |                                   | 470.00   |
| M & J Signs                                 | 4932            | maintenance                       | 1,170.00 |
| Total M & J Signs                           |                 |                                   | 1,170.00 |
| Metal Doors & Hardware Co.                  | 76901           | door repair                       | 377.00   |
| Total Metal Doors & Hardware Co.            |                 |                                   | 377.00   |
| Mid-States Automation & Control, Inc.       | 72-2380         | heat pump parts                   | 585.00   |
| Total Mid-States Automation & Control, Inc. |                 |                                   | 585.00   |
| Midamerican Research Chemical               | 08539934-IN     | custodial supplies                | 812.47   |
| Total Midamerican Research Chemical         |                 |                                   | 812.47   |
| Midwest Bus Parts Inc.                      | INV16188        | Bus supplies                      | 92.30    |
| Total Midwest Bus Parts Inc.                |                 |                                   | 92.30    |
| NATA  | 5A2CC1F-0002    | Fall Conference 2025 - RJorgenson | 130.00   |
| Total NATA                                  |                 |                                   | 130.00   |
| National Art & School Supplies Inc.         | 44748           | teaching supplies                 | 668.41   |
| Total National Art & School Supplies Inc.   |                 |                                   | 668.41   |
| NCSA  | 88596           | NASES Fall Conference - EM        | 10.00    |

| Vendor Name                            | Invoice Number | Description               | Amount   |
|--|----------------|---------------------------|----------|
| Total NCSA                             |                |                           | 10.00    |
| NE State Fire Marshal/Boiler Div       | 134842         | Annual Boiler Certificate | 216.00   |
| Total NE State Fire Marshal/Boiler Div |                |                           | 216.00   |
| Nebraska Air Filter, Inc.              | 17099          | filters                   | 233.46   |
| Total Nebraska Air Filter, Inc.        |                |                           | 233.46   |
| Nebraska Schoolmasters Club            | NESM2025-26    | 25-26 Dues                | 40.00    |
| Total Nebraska Schoolmasters Club      |                |                           | 40.00    |
| One Source                             | 2022189927     | background checks         | 19.00    |
| Total One Source                       |                |                           | 19.00    |
| Oxford Utilities                       | 7704 09302025  | utilities                 | 750.45   |
| Oxford Utilities                       | 7914 09192025  | bus barn utilites         | 38.08    |
| Total Oxford Utilities                 |                |                           | 788.53   |
| Pearson Education                      | 30126130       | sped teaching supplies    | 8.55     |
| Pearson Education                      | 30126368       | sped teaching supplies    | 39.90    |
| Pearson Education                      | 30134812       | sped teaching supplies    | 53.20    |
| Pearson Education                      | 30142250       | sped teaching supplies    | 118.00   |
| Total Pearson Education                |                |                           | 219.65   |
| Prestwick House                        | 452995         | teaching supplies - JH    | 128.41   |
| Total Prestwick House                  |                |                           | 128.41   |
| Pye-Barker Fire Safety, Inc            | 106850         | alarm maintenance         | 1,187.50 |
| Total Pye-Barker Fire Safety, Inc      |                |                           | 1,187.50 |
| Reliable Pest Control, Inc             | 53585          | pest control              | 210.00   |
| Total Reliable Pest Control, Inc       |                |                           | 210.00   |
| Rice, Lacy                             | RiceL 10092025 | teaching supplies         | 41.90    |
| Total Rice, Lacy                       |                |                           | 41.90    |
| S & W Auto Parts                       | 770055         | bus supplies              | 47.48    |
| S & W Auto Parts                       | 770056         | bus maintenance           | 14.99    |
| S & W Auto Parts                       | 770073         | bus maintenance           | 131.94   |
| S & W Auto Parts                       | 770075         | maintenance supplies      | 23.96    |
| S & W Auto Parts                       | 770156         | bus supplies              | 127.96   |
| S & W Auto Parts                       | 770264         | bus supplies              | 26.94    |
| S & W Auto Parts                       | 770429         | bus supplies              | 110.96   |
| S & W Auto Parts                       | 770436         | bus supplies              | 151.62   |
| S & W Auto Parts                       | 770445         | bus supplies              | 1,375.73 |
| S & W Auto Parts                       | 770446         | bus supplies              | 893.58   |
| S & W Auto Parts                       | 770525         | bus supplies              | 13.99    |
| S & W Auto Parts                       | 770614         | bus supplies              | 181.96   |
| S & W Auto Parts                       | 770741         | bus supplies              | 43.47    |
| Total S & W Auto Parts                 |                |                           | 3,144.58 |
| Sappa Valley Farm & Auto LLC           | 20735L         | fuel                      | 49.63    |
| Sappa Valley Farm & Auto LLC           | 20785L         | fuel                      | 50.83    |
| Sappa Valley Farm & Auto LLC           | 20832L         | fuel                      | 24.82    |

**Board Report - Board**

Unposted; Batch Description General Fund Invoices to Pay 10132025

| Vendor Name                                   | Invoice Number  | Description             | Amount           |
|---|-----------------|-------------------------|------------------|
| Sappa Valley Farm & Auto LLC                  | 20839L          | fuel                    | 116.01           |
| Sappa Valley Farm & Auto LLC                  | 20891L          | fuel                    | 71.76            |
| Sappa Valley Farm & Auto LLC                  | 20914L          | fuel                    | 29.60            |
| Sappa Valley Farm & Auto LLC                  | 20923L          | fuel                    | 15.85            |
| Sappa Valley Farm & Auto LLC                  | 20979L          | bus maintenance         | 141.69           |
| Sappa Valley Farm & Auto LLC                  | 20981L          | bus maintenance         | 353.17           |
| Sappa Valley Farm & Auto LLC                  | 20998L          | fuel                    | 69.33            |
| Sappa Valley Farm & Auto LLC                  | 21006L          | fuel                    | 168.15           |
| Sappa Valley Farm & Auto LLC                  | 21050L          | fuel                    | 43.66            |
| Sappa Valley Farm & Auto LLC                  | 21059L          | fuel                    | 32.45            |
| Sappa Valley Farm & Auto LLC                  | 21115L          | fuel                    | 30.39            |
| Sappa Valley Farm & Auto LLC                  | 21215L          | fuel                    | 135.83           |
| Sappa Valley Farm & Auto LLC                  | 21217L          | fuel                    | 46.24            |
| Sappa Valley Farm & Auto LLC                  | 21221L          | fuel                    | 48.26            |
| Sappa Valley Farm & Auto LLC                  | 21238L          | fuel                    | 32.37            |
| Sappa Valley Farm & Auto LLC                  | 21279L          | fuel                    | 40.46            |
| Sappa Valley Farm & Auto LLC                  | 21295L          | fuel                    | 43.35            |
| Sappa Valley Farm & Auto LLC                  | 21326L          | fuel                    | 24.57            |
| Sappa Valley Farm & Auto LLC                  | 21341L          | fuel                    | 136.41           |
| Sappa Valley Farm & Auto LLC                  | 21346L          | fuel                    | 35.55            |
| Sappa Valley Farm & Auto LLC                  | 21391L          | fuel                    | 40.46            |
| Sappa Valley Farm & Auto LLC                  | 21395L          | fuel                    | 57.20            |
| Sappa Valley Farm & Auto LLC                  | 21396L          | fuel                    | 21.48            |
| <b>Total Sappa Valley Farm &amp; Auto LLC</b> |                 |                         | <b>1,859.52</b>  |
| Studies Weekly                                | 549550          | teaching supplies -     | 655.01           |
| <b>Total Studies Weekly</b>                   |                 |                         | <b>655.01</b>    |
| TAESE/USU                                     | 25TRIrG_106     | sped conference - AW/EM | 605.00           |
| <b>Total TAESE/USU</b>                        |                 |                         | <b>605.00</b>    |
| Twin Valley Automotive LLC                    | 2967            | bus maintenance         | 582.50           |
| Twin Valley Automotive LLC                    | 2968            | bus maintenance         | 340.00           |
| Twin Valley Automotive LLC                    | 3004            | bus maintenance         | 921.72           |
| Twin Valley Automotive LLC                    | 3032            | bus maintenance         | 984.88           |
| Twin Valley Automotive LLC                    | 3036            | bus maintenance         | 1,964.97         |
| <b>Total Twin Valley Automotive LLC</b>       |                 |                         | <b>4,794.07</b>  |
| Twin Valleys Public Power                     | 729 10072025    | electricity             | 12,184.95        |
| <b>Total Twin Valleys Public Power</b>        |                 |                         | <b>12,184.95</b> |
| TwoPturf, LLC                                 | 5930            | turf care program       | 2,416.33         |
| <b>Total TwoPturf, LLC</b>                    |                 |                         | <b>2,416.33</b>  |
| U.S. Bank                                     | BusOff 10062025 | cc charges              | 509.62           |
| U.S. Bank                                     | EM 10062025     | cc charges              | 405.91           |
| U.S. Bank                                     | JF 10062025     | cc charges              | 696.98           |
| U.S. Bank                                     | JL 10062025     | cc charges              | 35.77            |
| <b>Total U.S. Bank</b>                        |                 |                         | <b>1,648.28</b>  |
| ULINE   | 198033346       | superintendent supplies | 7,345.90         |
| ULINE   | 198077547       | custodial supplies      | 671.38           |
| <b>Total ULINE</b>                            |                 |                         | <b>8,017.28</b>  |
| University of Nebraska - Lincoln              | MathDay2025     | Math Day 2025           | 127.00           |

| Vendor Name                             | Invoice Number     | Description           | Amount   |
|---|--------------------|-----------------------|----------|
| Total University of Nebraska - Lincoln  |                    |                       | 127.00   |
| University of Nebraska at Kearney       | 57-14954           | training              | 500.00   |
| Total University of Nebraska at Kearney |                    |                       | 500.00   |
| US Postal Service                       | USPOST 09202025    | First Class Presort   | 370.00   |
| Total US Postal Service                 |                    |                       | 370.00   |
| Valley Voice                            | 48404              | meeting mins          | 44.74    |
| Valley Voice                            | 48439              | legal notice          | 192.00   |
| Valley Voice                            | 48440              | legal notice          | 192.00   |
| Valley Voice                            | 48562              | gen fund claims       | 38.88    |
| Valley Voice                            | 48563              | act fund claims       | 17.98    |
| Valley Voice                            | 48564              | nutrition fund claims | 5.85     |
| Valley Voice                            | 48565              | board mins            | 73.19    |
| Valley Voice                            | Valleyvoice2025-26 | newspaper renewal     | 50.00    |
| Total Valley Voice                      |                    |                       | 614.64   |
| Verizon Wireless                        | 6123605666         | phone                 | 80.02    |
| Total Verizon Wireless                  |                    |                       | 80.02    |
| Village of Stamford                     | 00005 09052025     | water                 | 40.00    |
| Village of Stamford                     | 00006 09052025     | water                 | 532.00   |
| Village of Stamford                     | 00006 10052025     | water                 | 457.00   |
| Village of Stamford                     | 00007 09052025     | water                 | 34.00    |
| Village of Stamford                     | 00007 10052025     | water                 | 40.00    |
| Village of Stamford                     | 01151 090525       | water                 | 307.00   |
| Village of Stamford                     | 01151 10052025     | water                 | 256.00   |
| Total Village of Stamford               |                    |                       | 1,666.00 |
| VVS Inc                                 | I26192             | supplies              | 249.90   |
| Total VVS Inc                           |                    |                       | 249.90   |
| Wex Bank                                | 107687624          | fuel                  | 1,050.24 |
| Total Wex Bank                          |                    |                       | 1,050.24 |
| WHITE AUTO GLASS                        | 10874-34014        | bus maintenance       | 545.95   |
| Total WHITE AUTO GLASS                  |                    |                       | 545.95   |
| Woodward's Disposal Service, Inc.       | N09286-1758        | shredding             | 42.50    |
| Total Woodward's Disposal Service, Inc. |                    |                       | 42.50    |
| Yanda's Music And Pro Audio             | 774218             | rental                | 140.00   |
| Yanda's Music And Pro Audio             | 774222             | rental                | 140.00   |
| Yanda's Music And Pro Audio             | 774224             | rental                | 115.00   |
| Yanda's Music And Pro Audio             | 774230             | rental                | 85.00    |
| Yanda's Music And Pro Audio             | 774235             | rental                | 115.00   |
| Yanda's Music And Pro Audio             | 774238             | rental                | 110.00   |
| Yanda's Music And Pro Audio             | 774241             | rental                | 230.00   |
| Yanda's Music And Pro Audio             | 774248             | rental                | 230.00   |
| Yanda's Music And Pro Audio             | 775055             | rental                | 43.00    |
| Yanda's Music And Pro Audio             | 775076             | rental                | 5.00     |
| Yanda's Music And Pro Audio             | 776089             | rental                | 4.00     |
| Yanda's Music And Pro Audio             | 778386             | repair                | 74.00    |

| Vendor Name                       | Invoice Number | Description | Amount         |
|-----------------------------------|----------------|-------------|----------------|
| Yanda's Music And Pro Audio       | 778390         | repair      | 29.00          |
| Total Yanda's Music And Pro Audio |                |             | <hr/> 1,320.00 |

|                |                  |
|----------------|------------------|
| Fund Number 01 | <hr/> 124,411.96 |
|----------------|------------------|

|                       |                  |
|-----------------------|------------------|
| Checking Account ID 1 | <hr/> 124,411.96 |
|-----------------------|------------------|

**Board Report - Board**

Unposted; Batch Description Nutrition Fund Invoices to Pay 10132025

| Vendor Name                     | Invoice Number | Description            | Amount           |
|---------------------------------|----------------|------------------------|------------------|
| Checking Account ID 6           | Fund Number 06 | NUTRITION FUND         |                  |
| Cash-wa Distributing            | 14808810       | food                   | 158.62           |
| Cash-wa Distributing            | 14808812       | food                   | 2,338.20         |
| Cash-wa Distributing            | 14811799       | food/supplies          | 703.07           |
| Cash-wa Distributing            | 14816744       | food                   | 34.13            |
| Cash-wa Distributing            | 14816745       | food/supplies          | 2,012.14         |
| Cash-wa Distributing            | 14818005       | food                   | 103.80           |
| Cash-wa Distributing            | 14818007       | food                   | 97.20            |
| Cash-wa Distributing            | 14826025       | food/supplies          | 3,193.00         |
| Cash-wa Distributing            | 14826026       | food                   | 158.80           |
| Cash-wa Distributing            | 14834656       | food                   | 295.56           |
| Cash-wa Distributing            | 14834657       | food/supplies          | 1,798.28         |
| Cash-wa Distributing            | 14837818       | food/supplies          | 515.89           |
| Cash-wa Distributing            | 14842078       | food                   | 139.44           |
| Cash-wa Distributing            | 14842079       | food/supplies          | 2,477.94         |
| Cash-wa Distributing            | C14827053      | food/supplies          | 424.18           |
| Cash-wa Distributing            | CM3883053      | CREDIT memo - supplies | (151.00)         |
| Cash-wa Distributing            | P14814325      | supplies               | 159.60           |
| Total Cash-wa Distributing      |                |                        | <u>14,458.85</u> |
| HyVee Accounts Receivable       | 48936835722    | food                   | 68.52            |
| Total HyVee Accounts Receivable |                |                        | <u>68.52</u>     |
| Kelley's Super Market Inc       | 1032071547     | food                   | 7.98             |
| Kelley's Super Market Inc       | 1051451803     | supplies               | 6.09             |
| Total Kelley's Super Market Inc |                |                        | <u>14.07</u>     |
| US Foods                        | 3225437        | food/supplies          | 2,019.17         |
| US Foods                        | 3384369        | supplies               | 252.06           |
| US Foods                        | 3422780        | food/supplies          | 1,843.50         |
| US Foods                        | 3624533        | food/supplies          | 2,676.80         |
| US Foods                        | 3826718        | food/supplies          | 1,022.12         |
| US Foods                        | 5899962        | food/supplies          | 1,641.88         |
| US Foods                        | 5907494        | credit memo - food     | (34.91)          |
| US Foods                        | 5921319        | credit memo -food      | (15.74)          |
| Total US Foods                  |                |                        | <u>9,404.88</u>  |
| Fund Number 06                  |                |                        | <u>23,946.32</u> |
| Checking Account ID 6           |                |                        | <u>23,946.32</u> |

| Vendor Name                           | Invoice Number     | Description                  | Amount   |
|---------------------------------------|--------------------|------------------------------|----------|
| Checking Account ID 5                 | Fund Number 05     | ACTIVITY FUND                |          |
| Amazon Capital Services               | 173R-JX6F-9PJM     | Pink Tube Socks              | 219.80   |
| Amazon Capital Services               | 1LHQ-HVJN-4M9L     | Volleyballs                  | 191.94   |
| Amazon Capital Services               | 1MMR-DTQ7-7V9W     | Volleyballs                  | 177.78   |
| Amazon Capital Services               | 1NYT-KRR6-T61H     | Spray N Wash                 | 53.40    |
| Amazon Capital Services               | 1PXN-GKWP-996C     | Cheer Hair Bose              | 65.23    |
| Total Amazon Capital Services         |                    |                              | 708.15   |
| Anderson, Keegan                      | JHVBSRefMinden25   | JH Volleyball Official       | 150.00   |
| Total Anderson, Keegan                |                    |                              | 150.00   |
| Arapahoe-Holbrook Public School       | XCArapahoe25       | Cross Country Entry Fees     | 160.00   |
| Total Arapahoe-Holbrook Public School |                    |                              | 160.00   |
| Asp, Cora                             | SBUmpHWY6-25       | Softball Umpire              | 200.00   |
| Total Asp, Cora                       |                    |                              | 200.00   |
| Awards Unlimited                      | 319949             | Medals & Plaques             | 440.85   |
| Total Awards Unlimited                |                    |                              | 440.85   |
| Berry, Clayton                        | FBChains25         | Football Chains              | 95.00    |
| Total Berry, Clayton                  |                    |                              | 95.00    |
| Blickenstaff, Ashley                  | 090925AB           | Reimbursement for HOCO Chips | 95.00    |
| Total Blickenstaff, Ashley            |                    |                              | 95.00    |
| Bose, Micheal                         | JHFBBertrand25     | JH Football Ref              | 65.00    |
| Total Bose, Micheal                   |                    |                              | 65.00    |
| Bose, Montey                          | FBChains25         | 2025 Football Chains         | 190.00   |
| Total Bose, Montey                    |                    |                              | 190.00   |
| Cash-wa Distributing                  | 14816742           | Concession Supplies          | 483.60   |
| Cash-wa Distributing                  | 14826024           | Concession Supplies          | 523.64   |
| Cash-wa Distributing                  | 14834659           | hs snack cart                | 46.93    |
| Cash-wa Distributing                  | 14835151           | Concession Supplies          | 714.92   |
| Cash-wa Distributing                  | 14842075           | Concession Supplies          | 969.06   |
| Total Cash-wa Distributing            |                    |                              | 2,738.15 |
| Cash                                  | Activity 09192025  | cash for drawer              | 100.00   |
| Cash                                  | BookFair Fall 2025 | Book Fair Starting Cash      | 536.00   |
| Total Cash                            |                    |                              | 636.00   |
| Celebration on Central                | 09122025           | Cheer camp supplies          | 235.40   |
| Total Celebration on Central          |                    |                              | 235.40   |
| Central City High School              | HSSBCC25           | Softball Tourney Entry Fee   | 125.00   |
| Total Central City High School        |                    |                              | 125.00   |
| Christensen, Aaron                    | FBRefSutton25      | Football Official            | 160.00   |
| Total Christensen, Aaron              |                    |                              | 160.00   |

| Vendor Name                         | Invoice Number | Description                             | Amount |
|-------------------------------------|----------------|---|--------|
| Computer Hardware                   | 166553         | Service Repair                          | 300.00 |
| Computer Hardware                   | 166617         | Service Repair                          | 555.00 |
| Total Computer Hardware             |                |   | 855.00 |
| Consbruck, Brad                     | FBRRefSutton25 | Football Official                       | 160.00 |
| Total Consbruck, Brad               |                |   | 160.00 |
| Cozad Public School                 | OneActCozad25  | One Act Workshop                        | 175.00 |
| Total Cozad Public School           |                |   | 175.00 |
| Dannehl, Linda                      | 10062025       | Reimbursement for ribbon, candles, cake | 40.34  |
| Total Dannehl, Linda                |                |   | 40.34  |
| Eileen's Colossal Cookies           | LD-2526-FCS    | Cookies for Pink Out                    | 324.00 |
| Total Eileen's Colossal Cookies     |                |   | 324.00 |
| Elm Creek Public School             | OneActEC25     | One Act Early Bird                      | 150.00 |
| Total Elm Creek Public School       |                |   | 150.00 |
| EWELL Educational Services          | NE-170-95023   | NE AET Renewl                           | 390.00 |
| Total EWELL Educational Services    |                |   | 390.00 |
| FCCLA District 11                   | LD-2526-FCS    | Registration fee for Chapter Conference | 50.00  |
| Total FCCLA District 11             |                |   | 50.00  |
| Flower Patch, The                   | 08302025       | Flowers                                 | 198.00 |
| Flower Patch, The                   | 10012025       | Flowers                                 | 99.50  |
| Total Flower Patch, The             |                |   | 297.50 |
| Gaulke, Bob                         | VBRefAlma25    | Volleyball Official                     | 165.00 |
| Total Gaulke, Bob                   |                |   | 165.00 |
| Hampton High School                 | VBHampton25    | Volleyball Entry Fee                    | 125.00 |
| Total Hampton High School           |                |   | 125.00 |
| Harding, Drake                      | FBRRefHiLine25 | Football Official                       | 160.00 |
| Total Harding, Drake                |                |   | 160.00 |
| Harding, Shawn                      | FBRRefHiLine25 | Football Official                       | 160.00 |
| Total Harding, Shawn                |                |   | 160.00 |
| Haresnape, Mike                     | FBRRefHiLine25 | Football Official                       | 160.00 |
| Total Haresnape, Mike               |                |   | 160.00 |
| Harlan County Meat Processors       | 082825         | Meat For HOCO                           | 151.46 |
| Harlan County Meat Processors       | 09122025       | Hamburger Patties                       | 346.74 |
| Total Harlan County Meat Processors |                |   | 498.20 |
| Hedke, Michelle                     | JHVBRRefSW25   | Volleyball Official                     | 150.00 |
| Total Hedke, Michelle               |                |   | 150.00 |
| Hex and the Hive, The               | 236            | Pink out Tees                           | 468.00 |

| Vendor Name                     | Invoice Number   | Description                                 | Amount    |
|---------------------------------|------------------|---|-----------|
| Hex and the Hive, The           | 237              | Pink Out Volleyball Shirts                  | 448.00    |
| Total Hex and the Hive, The     |                  |   | 916.00    |
| Hogeland's Market               | 2176             | One Act Supplies                            | 64.96     |
| Total Hogeland's Market         |                  |   | 64.96     |
| HUDL                            | H00158272        | Yearly Hudle Subscription                   | 10,600.00 |
| Total HUDL                      |                  |   | 10,600.00 |
| Husker Hardware LLC             | 2219             | maintenance supplies                        | 722.30    |
| Total Husker Hardware LLC       |                  |   | 722.30    |
| J D Lumber                      | 194144           | Red & Blue Chaulk                           | 82.00     |
| Total J D Lumber                |                  |   | 82.00     |
| Jimmy Johns                     | Jimmyjohns25     | Staff Supper Parent Teachers Conference     | 221.96    |
| Total Jimmy Johns               |                  |   | 221.96    |
| Johnson, Jordan                 | VBRefsTri925     | Volleyball Triangular Ref                   | 430.00    |
| Total Johnson, Jordan           |                  |   | 430.00    |
| Johnson, Scott                  | VBRefAlma25      | Volleyball Official                         | 165.00    |
| Total Johnson, Scott            |                  |   | 165.00    |
| Kelley's Super Market Inc       | 1025340855       | fccla supplies                              | 30.51     |
| Total Kelley's Super Market Inc |                  |   | 30.51     |
| Kerm's Korner                   | 10625609         | fuel/concessions                            | 431.76    |
| Total Kerm's Korner             |                  |   | 431.76    |
| Kim McQuiston                   | 09152025         | Reimbursement for IT Appreci Day Gift       | 30.00     |
| Kim McQuiston                   | 100225           | Reimbursement for Custodian<br>Apprecations | 115.00    |
| Total Kim McQuiston             |                  |   | 145.00    |
| Kundra, Trish                   | JHVbRefMinden25  | JH volleyball Official                      | 150.00    |
| Total Kundra, Trish             |                  |   | 150.00    |
| Larsen's Ace Hardware           | 47701            | Supplies for Softball Field                 | 173.29    |
| Total Larsen's Ace Hardware     |                  |   | 173.29    |
| Loomis High School              | ElemQuizLoomis25 | Elementary Quiz Bowl Entry Fee              | 25.00     |
| Total Loomis High School        |                  |   | 25.00     |
| McDonald, Richard               | JHFBBertrand25   | JH Ref                                      | 65.00     |
| Total McDonald, Richard         |                  |   | 65.00     |
| Minden High School              | OneActMinden25   | One Act Festival                            | 175.00    |
| Total Minden High School        |                  |   | 175.00    |
| Minnick, Sam                    | VBRef91825       | Volleyball Ref                              | 180.00    |
| Total Minnick, Sam              |                  |   | 180.00    |

| Vendor Name                     | Invoice Number   | Description                            | Amount   |
|---------------------------------|------------------|--|----------|
| Misko Sports Inc                | INV-4749         | Gatorade sideline Package              | 325.00   |
| Total Misko Sports Inc          |                  |  | 325.00   |
| National FFA Organization       | CNR89721         | Registrations-National FFA             | 720.00   |
| Total National FFA Organization |                  |  | 720.00   |
| Nebraska FFA Alumni             | NAE0094-08012025 | State Annual Fee & National Annual Fee | 200.00   |
| Total Nebraska FFA Alumni       |                  |  | 200.00   |
| Nebraska FFA Asociation         | FFAStateFair25   | State Fair Invoice                     | 25.00    |
| Total Nebraska FFA Asociation   |                  |  | 25.00    |
| Nekuda, Jacob                   | FBRRefSutton25   | Football Official                      | 160.00   |
| Total Nekuda, Jacob             |                  |  | 160.00   |
| Norton Schools                  | XCNorton25       | XC Girls, Boys & JH                    | 77.00    |
| Norton Schools                  | XCNorton25JH     | Cross County Entry Fees                | 21.00    |
| Total Norton Schools            |                  |  | 98.00    |
| NSCTA                           | 09182025         | Conference Registration-Utterback      | 180.00   |
| Total NSCTA                     |                  |  | 180.00   |
| Nutt, Melanie                   | SBumpCCKTri25    | Softball Umpire                        | 215.00   |
| Nutt, Melanie                   | SBUmpHWY6-25     | Softball umpire                        | 200.00   |
| Total Nutt, Melanie             |                  |  | 415.00   |
| Overmiller, Eric                | FBRRefHiLine25   | Football Official                      | 160.00   |
| Total Overmiller, Eric          |                  |  | 160.00   |
| Oxford Locker                   | 73463            | Water & Ice                            | 32.98    |
| Total Oxford Locker             |                  |  | 32.98    |
| Oxford Super Market             | 1018731737       | Concession Supplies                    | 5.56     |
| Oxford Super Market             | 1018911805       | Concession Supplies                    | 20.55    |
| Oxford Super Market             | 1019181017       | Concession Supplies                    | 8.70     |
| Oxford Super Market             | 1024491712       | Concession Supplies                    | 27.15    |
| Oxford Super Market             | 1027261508       | Concession Supplies                    | 8.98     |
| Oxford Super Market             | 1098721717       | Concession Supplies                    | 41.94    |
| Total Oxford Super Market       |                  |  | 112.88   |
| Pepsi Cola Bottling Co          | 12096104         | Pepsi Products                         | 559.36   |
| Pepsi Cola Bottling Co          | 14518201         | Concession Pepsi                       | 611.80   |
| Pepsi Cola Bottling Co          | 22876001         | Concession Supplies                    | 407.77   |
| Pepsi Cola Bottling Co          | 39152002         | Concessions Pepsi                      | 596.72   |
| Total Pepsi Cola Bottling Co    |                  |  | 2,175.65 |
| Pettibone, Tyler                | FBChains25       | Football Chains                        | 190.00   |
| Total Pettibone, Tyler          |                  |  | 190.00   |
| Pleasanton Public School        | VBPleasanton25   | Varsity Volleyball Entry Fee           | 100.00   |
| Total Pleasanton Public School  |                  |  | 100.00   |

| Vendor Name                                   | Invoice Number   | Description                         | Amount          |
|---|------------------|-------------------------------------|-----------------|
| Precision Signs and Graphics LLC              | 11063            | Senior Cheer Banners                | 125.80          |
| <b>Total Precision Signs and Graphics LLC</b> |                  |                                     | <b>125.80</b>   |
| Rice, Gary                                    | 09122025         | Reimbursement for Chips             | 49.16           |
| <b>Total Rice, Gary</b>                       |                  |                                     | <b>49.16</b>    |
| Scholastic Book Fairs-8                       | 5834021          | 2025 Scholastic Book Fair           | 3,040.90        |
| <b>Total Scholastic Book Fairs-8</b>          |                  |                                     | <b>3,040.90</b> |
| Schulz, Scott                                 | FBRefAlma25      | Football Official                   | 170.00          |
| <b>Total Schulz, Scott</b>                    |                  |                                     | <b>170.00</b>   |
| Scott, Dustin                                 | FBRefSutton25    | Football Official                   | 160.00          |
| <b>Total Scott, Dustin</b>                    |                  |                                     | <b>160.00</b>   |
| Silver Lake High School                       | JHVBSL25         | JH Volleyball Tourney Entry Fee     | 60.00           |
| <b>Total Silver Lake High School</b>          |                  |                                     | <b>60.00</b>    |
| Southwest High School                         | RPACBFast25      | RPAC Breakfast                      | 60.36           |
| <b>Total Southwest High School</b>            |                  |                                     | <b>60.36</b>    |
| Sproul, Gavin                                 | FBRefHiLine25    | Football Official                   | 160.00          |
| <b>Total Sproul, Gavin</b>                    |                  |                                     | <b>160.00</b>   |
| Taylor, Aaron                                 | FBRefSutton25    | Football Official                   | 160.00          |
| <b>Total Taylor, Aaron</b>                    |                  |                                     | <b>160.00</b>   |
| Thompson, Zack                                | FBRefAlma25      | Football Official                   | 170.00          |
| <b>Total Thompson, Zack</b>                   |                  |                                     | <b>170.00</b>   |
| Tina Brown                                    | JHVBSRefBerCam25 | JH Volleyball Official              | 250.00          |
| Tina Brown                                    | JHVBSRefSW25     | Volleyball Official                 | 150.00          |
| <b>Total Tina Brown</b>                       |                  |                                     | <b>400.00</b>   |
| Tractor Supply                                | 2246             | Blue Rock Targets                   | 6,610.59        |
| <b>Total Tractor Supply</b>                   |                  |                                     | <b>6,610.59</b> |
| U.S. Bank                                     | ACT1 10062025    | cc charges                          | 1,861.61        |
| U.S. Bank                                     | ACT2 09082025    | FFA nat'ls lodging                  | 4,399.41        |
| U.S. Bank                                     | ACT2 10062025    | cc charges                          | 1,101.70        |
| U.S. Bank                                     | ACT3 10062025    | cc charges                          | (2,474.06)      |
| U.S. Bank                                     | JL 09082025      | SB hoodies                          | 129.55          |
| U.S. Bank                                     | JL 10062025      | cc charges                          | 538.44          |
| U.S. Bank                                     | NH 10062025      | cc charges - linnners pumpkin patch | 800.00          |
| <b>Total U.S. Bank</b>                        |                  |                                     | <b>6,356.65</b> |
| UNK Cross Country                             | CXUNK25          | XC Boys & Girls Entry Fee           | 150.00          |
| <b>Total UNK Cross Country</b>                |                  |                                     | <b>150.00</b>   |
| Vacura, Thomas                                | SBUmpCCKTri25    | Softball Umpire                     | 215.00          |
| <b>Total Vacura, Thomas</b>                   |                  |                                     | <b>215.00</b>   |

| Vendor Name            | Invoice Number     | Description         | Amount           |
|------------------------|--------------------|---------------------|------------------|
| Vanloenen, Alex        | FBRefAlma25        | Football Official   | 170.00           |
| Total Vanloenen, Alex  |                    |                     | <u>170.00</u>    |
| Vanloenen, Bruce       | FBRefAlma25        | Football Official   | 170.00           |
| Total Vanloenen, Bruce |                    |                     | <u>170.00</u>    |
| Vanloenen, Eric        | FBRefAlma25        | Football Official   | 170.00           |
| Total Vanloenen, Eric  |                    |                     | <u>170.00</u>    |
| Walters, Eddie         | JHVBERefBertrand25 | Volleyball Official | 100.00           |
| Total Walters, Eddie   |                    |                     | <u>100.00</u>    |
| Winscot, Traci         | VBERef91825        | Volleyball Ref      | 180.00           |
| Total Winscot, Traci   |                    |                     | <u>180.00</u>    |
| Fund Number 05         |                    |                     | <u>48,009.34</u> |
| Checking Account ID 5  |                    |                     | <u>48,009.34</u> |

**Board Report - Board**

Unposted; Batch Description Building Fund Invoices to Pay 10132025

| Vendor Name                  | Invoice Number  | Description                     | Amount          |
|------------------------------|-----------------|---------------------------------|-----------------|
| Checking Account ID 8        | Fund Number 08  | BUILDING FUND                   |                 |
| J D Lumber                   | 194007          | fuel tanks concrete             | 277.50          |
| Total J D Lumber             |                 |                                 | <hr/> 277.50    |
| Laborie Land Works LLC       | 1953            | fuel tank project - vac trailer | 507.50          |
| Laborie Land Works LLC       | 1958            | rock                            | 11,961.25       |
| Total Laborie Land Works LLC |                 |                                 | <hr/> 12,468.75 |
| Mid-West Barrier, LLC        | 1280            | ADA doors - hs                  | 8,516.64        |
| Total Mid-West Barrier, LLC  |                 |                                 | <hr/> 8,516.64  |
| Stalder Repair               | Stalder10072025 | barricade around fuel tanks     | 1,669.19        |
| Total Stalder Repair         |                 |                                 | <hr/> 1,669.19  |
| Fund Number 08               |                 |                                 | <hr/> 22,932.08 |
| Checking Account ID 8        |                 |                                 | <hr/> 22,932.08 |

## **4053 Conflict of Interest**

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

1. Definitions. For the purposes of this policy:
  - a. Business with which an employee is associated shall include the following:
    - (1) A business in which the employee or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
    - (2) A business in which the employee or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the employee or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the employee reports the name and address of the company and stockbroker.
  - b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.
  - c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes
2. Contracts with the School District.
  - a. No employee or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in any one year, with this school district unless the contract is

awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular business hours the proposals considered and the contract awarded.

- b. The existence of any conflict of interest in any contract in which the employee has an interest and in which the school district is a party, or the failure to make public the employee's interest known, may render a contract null and void.
- c. The prohibition of a conflict of interest or requirement for public notice shall apply when the employee, or his or her immediate family has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.

3. Employing Members of the Immediate Family.

- a. An employee may employ or recommend or supervise the employment of an immediate family member if:
  - (1) The employee does not abuse his or her position.
    - (a) Abuse of official position shall include, but not be limited to, employing an immediate family member:
      - (i) who is not qualified for and able to perform the duties of the position;
      - (ii) for any unreasonably high salary;
      - (iii) who is not required to perform the duties of the position.
  - (2) The employee makes a reasonable solicitation and consideration of applications for employment.
  - (3) The employee makes a full disclosure on the record to the governing body of the school district and to the secretary of the board.
  - (4) The board approves the employment or supervisory position.

- b. The employee shall not terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
4. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment
- a. No employee shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:
    - (1) a public official, public employee, or candidate.
    - (2) a member of the immediate family of an individual listed in Subparagraph 'a' above.
    - (3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.
  - b. No employee shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the employee would thereby be influenced.
  - c. An employee shall not use or authorize the use of his or her public employment or any confidential information received through the public employment to obtain financial gain, other than compensation provided by law, for himself or herself or a member of his or her immediate family, or a business with which he or she is associated.
  - d. An employee shall not use or authorize the use of personnel, resources, property, or funds under that person's official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items for personal financial gain, other than compensation provided by law.
5. Conflict of Interest Relating to Campaigning or Political Issues

- a. Except as provided below, an employee shall not authorize the use of school district personnel, property, resources, or funds for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.
  - b. This does not prohibit an employee from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
  - c. This does not prohibit an employee from discussing and voting upon a resolution supporting or opposing a ballot question.
  - d. This does not prohibit an employee under the direct supervision of a public official from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
  - e. An employee may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the school district. However, this shall not be done during a time that the individual is engaged in his or her official duties.
6. Additional Procedures Applicable to Employees With An Annual Salary and Benefits of More than \$150,000 Per Year
- a. Staff whose annual salary and benefits exceed one hundred fifty thousand dollars should assess whether they have a conflict of interest before taking any action or making any decision.
  - b. Employees have a conflict of interest pursuant to this subdivision of the policy when their actions or decisions may cause financial benefit or detriment to themselves, a business with which they are associated or a member of their immediate family.

- i. When assessing whether a conflict of interest exists, qualifying staff members should assess whether the benefit or detriment identified is distinguishable from the effects of such action on the public generally or a broad segment of the public.
    - ii. If qualifying employees are unsure as to whether a conflict of interest exists, they may apply to the Nebraska Political Accountability and Disclosure Commission for an opinion as to whether they have a conflict of interest.
  - c. Qualifying employees who determine that a conflict of interest does exist under this policy shall:
    - i. Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
    - ii. Deliver a copy of the statement to the secretary of the board of education, who shall enter the statement onto the public records of the school district; and
    - iii. Abstain from participating in the matter in which the employee has a conflict of interest.
  - d. This subsection does not prevent a qualifying employee from making or participating in the making of a decision to the extent that the employee's participation is legally required for the action or decision to be made.
- 7. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: \_\_\_\_\_  
Revised on: July 8, 2024  
Reviewed on: \_\_\_\_\_

**4052**  
**Job References to Prospective Employers**

All requests for employment-related references or employment history by prospective employers of current or former employees must be referred to a member of the administrative team. The administrator will either provide a reference in compliance with this policy or will forward the request to the superintendent.

If the school district is subject to a written separation agreement regarding a particular employee, the terms of that agreement will govern the district's response to requests for information, regardless of any written consent provided to the school district.

If the school district is not bound by a separation agreement and receives a legally enforceable written consent to release information, the district may provide the information authorized by that document. The school district may provide additional truthful information to prospective employers of current and former employees in accordance with this policy.

**Employees Suspected of Sexual Misconduct Against a Minor or Student**

Apart from the routine transmission of administrative and personnel files or unless otherwise permitted by law, the district and any employee, contractor, or agent of the school district is prohibited from providing any employee any assistance in obtaining a new job if the school district or the individual acting for the school district has probable cause to believe said employee has engaged in sexual misconduct with a student or minor in violation of the law.

Adopted on: January 9, 2020

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

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

**4051**  
**Staff and District Social Media Use**

Social media is an important tool for communicating, keeping up-to-date with current developments in education, and for conducting research to enhance management, teaching, and learning skills. The district also uses social media accounts to provide information to district stakeholders. This policy is intended to ensure (1) appropriate use of social media by staff and (2) appropriate control of social media accounts belonging to or affiliated with the district. Staff should also refer to the district's policy on Staff Computer and Internet Usage.

**I. Personal Versus School-Affiliated Social Media Use**

**A. Personal Social Media Use**

1. The school district will not require staff members or applicants for employment to provide the district with their username and password to personal social media accounts.
2. The district will not require staff to add anyone to the list of contacts associated with the staff member's personal social media accounts or require a staff member to change the settings on his or her personal social media accounts so that others can or cannot view their accounts.
3. Staff members whose personal social media use interferes with the orderly operation of the school or who use social media in ways that are not protected by the First Amendment may be subject to discipline by the district.
4. Staff members who wish to begin using or to continue using the school district name, programs, mascot, image or likeness as part of any social media profile must notify their supervising administrator of the use, and must secure the administrator's permission to do so.

**B. School-Affiliated Social Media Use**

1. Any social media account which purports to be “the official” account of the school district (e.g., “Eagle Wrestling”), or any of its programs, classes or entities will be considered to be an account that is used exclusively for the school district’s business purpose. Staff members may not use “official” accounts for personal use.
2. Staff may be required to provide their supervising administrator with the username and password to school-affiliated social media accounts.
3. Staff may be required to interact with specified individuals on school-affiliated social media accounts.
4. When staff use school-affiliated social media accounts to comment on school-related matters, they do not do so as private citizens and are therefore not entitled to First Amendment protections.

## **II. Staff Expectations in Use of Social Media – Applicable to Both Personal and School-Affiliated Use**

### **A. General Use and Conditions**

Staff must comply with all board policies, contract provisions, and applicable rules of professional conduct in their social media usage. They must comply with the board’s policy on professional boundaries between staff and students at all times and in both physical and digital environments.

Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information in order to make sure that the publication does not violate the Federal Education Records Privacy Act or any other laws. Staff must also comply with all applicable state and federal record retention requirements, even with regard to personal social media usage.

Staff must comply with all applicable laws prohibiting the use or disclosure of impermissible content, such as copyright laws, accountability and disclosure laws, and any other law governing the use of resources of a political subdivision. Questions about

appropriate content should be referred to the staff member's supervising administrator.

**B. Acceptable Use**

1. Staff may use social media for instructional purposes.
2. Staff may use social media for school-related communication with fellow educators, students, parents, and patrons.
3. Teachers should integrate the use of electronic resources, which may include social media, into the classroom. As the quality and integrity of content on social media is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter.

**C. Unacceptable Use**

1. Staff shall not access obscene or pornographic material while at school, on school-owned device or on school-affiliated social media accounts.
2. Staff shall not engage in any illegal activities, including the downloading and reproduction of copyrighted materials.
3. Staff shall not access social media networking sites such as Facebook, Twitter, and Instagram on school-owned devices or during school time unless such access is for an educational activity which has been preapproved by the staff member's immediate supervisor. This prohibition extends to using chat rooms, message boards, or instant messaging in social media applications and includes posting on social networking sites using personal electronic devices.

**III. School-Affiliated Digital Content**

**A. General Use and Conditions for School-Affiliated Accounts**

Staff must obtain the permission of their supervising administration prior to creating, publishing, or using any school-affiliated web pages, microblogs, social media pages or handles, or any other digital content which represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any content which identifies the school district by name in the account name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated accounts and must only publish content appropriate for the school setting. Staff may not provide the username and password to school-affiliated accounts to any unauthorized individual, including students and volunteers.

## **B. Moderation of Third Party Content**

The purpose of school-related social media accounts is to disseminate information. No school-related or school-affiliated social media account covered by this policy shall permit comments by the public unless otherwise approved by the superintendent. All comment functions for applications such as Facebook and Instagram must be turned to "off" without this approval.

In the event the superintendent permits content created by anyone other than the administrator of the account to appear on the account's pages, such as comments made by students, parents, and patrons, the account administrator must monitor the content to ensure it complies with this policy. Posts, comments, or any other content made on the account's pages may be removed when the content meets any of the following conditions:

1. Is obscene, lewd, or appeals to prurient interests;
2. Contains information relating to a student matter or personnel matter which is protected under or prohibited by state or federal law;
3. Contains threatening, harassing, or discriminatory words or phrases;

4. Incites or is reasonably anticipated to incite violence, illegal activity, or a material and substantial disruption to school operations or activities; or
5. Contains any other threat to the safety of students and staff.

Every account administrator must keep a copy of any removed content and must provide a copy to the superintendent along with written notification for the reason the post has been removed. All questions about the appropriateness of removal must be directed to the superintendent.

Adopted on: January 9, 2020

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

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

**4050**  
**Overtime and Compensatory Time**

Employees who are "non-exempt" under the Fair Labor Standards Act and who work more than 40 hours in a workweek will be paid at the rate of time-and-one-half (1½) times their regular rate of pay for all overtime hours or will be provided compensatory time. All overtime must be approved in advance by the employee's supervisor. Scheduled holidays, vacation days, time off for jury duty, and time off for sickness, emergencies or other personal reasons will not be considered hours worked for overtime purposes.

The district may grant compensatory time in lieu of overtime pay at a rate of one and one-half (1½) hours off for each hour of overtime the employee worked. Employees may accrue a maximum of 240 hours of compensatory time, which represents 160 hours of actual overtime worked. When an employee has accrued 240 hours of compensatory time, the district shall pay him/her at the rate of one and one-half (1½) times his/her regular rate of pay for each additional hour of overtime. An employee who asks to use compensatory time shall be permitted to use it within a reasonable period after the request if its use does not unduly disrupt the district's operations.

Upon termination of employment, an employee shall be paid for unused compensatory time at a rate of compensation not less than: (1) the average regular hourly rate paid to the employee during the last three years of his/her employment, or (2) the final regular hourly rate paid to the employee, whichever is higher.

Payment for unused compensatory time shall be at the employee's regular rate of pay for each hour of compensatory time, not one and one-half (1½) times the regular rate of pay.

Adopted on: January 9, 2020

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

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

**4048**  
**Assessment Administration and Security**

The purpose of all testing and assessments is to measure students' knowledge, skills or abilities in the area tested. All staff members are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. This policy applies to all national, state, and local assessments, including both standardized and general classroom assessments.

**1. Assessment Responsibilities**

- a. Each building principal, in consultation with the Superintendent and classroom teachers, will be responsible for:
  - overseeing the scheduling of state administered assessments, training all staff who administer assessments, and ensuring that all assessments, including make-up testing, is completed within required testing windows;
  - obtaining Standards, Assessment and Accountability Updates from the Department of Education and circulating the relevant portions of those updates to other staff members;
  - informing the board of education of changes to the Nebraska Student-Centered Assessment System Security Procedures; and
  - signing and enforcing the Nebraska Student-Centered Assessment System Security Agreement.
- b. Every classroom teacher or other staff member who administers assessments is responsible for:
  - complying with the Nebraska Student-Centered Assessment System Security Procedures;
  - taking all reasonable and prudent steps to ensure the accuracy and integrity of all academic testing, including statewide assessments; and

- ensuring the security of all test materials.

## **2. Security Violations and Cheating**

### **a. Classroom assessments**

Staff members who suspect students of having cheated on a classroom assessment should conduct a reasonable inquiry and impose consequences on the student consistent with classroom rules and the student handbook.

### **b. State Accountability Tests**

Staff members who suspect a breach of security on State Accountability Tests, must promptly report their suspicions to the building principal or superintendent. The superintendent must notify the Department of Education's Statewide Assessment Office and follow the Department's protocol for Reporting and Investigating Test Security Violations.

Staff members who engage in or enable students to engage in academic dishonesty in any testing or assessment will be subject to discipline up to and including the immediate cancellation of their employment contract.

Adopted on: January 9, 2020

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

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

## 4046

### Internet Searches Regarding Potential Employees

Members of the administrative team or of a hiring committee (hereinafter "the committee") may conduct internet research about job applicants by using the following protocol, except that no criminal history record information check shall be made until the school district has determined that the applicant meets the minimum employment qualifications:

1. The committee may conduct internet searches using candidates' full names and any aliases. The committee may also search candidates' full names and any aliases on Facebook, Instagram, LinkedIn, Twitter, YouTube, and other social networking websites.
2. All applicants or all finalists must have the same research conducted about them. For example, if the committee conducts a search on Google using the name of one applicant in order to determine whether to include that applicant in the list of finalists, the committee must also conduct an identical search of all applicants' names.
3. The committee may not use deception to gain access to applicants' social networking pages, blogs, or other on-line media and will not require applicants for employment to provide the district with their username or password to personal social media accounts.
4. The committee must take reasonable steps to verify the reliability of the information obtained in the search, including consulting with the applicant for confirmation of accuracy, if appropriate.
5. The committee will consider the following information to be relevant in making hiring decisions about an applicant based on information obtained through internet research:
  - a. Disparaging remarks made about current or former co-workers, supervisors, or employers;
  - b. Discriminatory, harassing, or demeaning behavior or comments;
  - c. Unprofessional, lewd, or obscene behavior or remarks;
  - d. Criminal activity;

- e. Information which indicates the applicant will or will not be able to perform the essential functions of the position sought; and
  - f. Information which indicates that the applicant is particularly suited or unsuited to the position sought.
6. The committee will retain documents to demonstrate its compliance with this policy with other documentation relevant to the job search.

Adopted on: January 9, 2020

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

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

**4045**  
**Milk Expression**

Except as otherwise provided by law, the district will provide reasonable break time for an employee who wishes to breastfeed or express breast milk for her nursing child each time such employee has the need to do so. The district will provide a place, other than a bathroom, which is shielded from view and free from intrusion from co-workers and the public. These accommodations will be provided for one year after the child's birth, unless otherwise required by law.

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

Revised on: July 10, 2023

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

## **4044 Political Activity by Staff Members**

The Board recognizes its individual employees' rights of citizenship, including, but not limited to, engaging in political activities. An employee of the District may seek an elective office, provided that the staff member does not campaign on school property during working hours, and provided all other legal requirements are met. The District assumes no obligation beyond making such opportunities available.

The following activities are prohibited during an employee's work time (including duty-free lunch and planning periods):

1. Soliciting votes or contributions for or against a particular candidate or ballot proposition.
2. Discussing with students opinions regarding a political candidate or ballot proposition unless the topic is part of the approved curriculum.
3. Preparing, displaying, wearing or distributing campaign literature, materials, or signs for or against a candidate or ballot proposition (this prohibition does not apply to bumper stickers on personal vehicles).
4. Soliciting volunteers to assist with a campaign for or against a political candidate or ballot proposition.
5. Preparing for, organizing, or participating in any political meeting, petition, rally, or event.
6. Other prohibited political activity as defined by state law.

The following activities are prohibited at all times:

1. Using any school district resources including, but not limited to, facsimile machines, copy machines, computers or e-mail accounts, for political campaign activities.
2. Using school district property or facilities for any political campaign activities, unless such use is approved pursuant to school board rules or policy.

3. Spending district funds to urge votes to vote for or against a candidate or ballot proposition
4. Requiring employees to engage in political campaign activities as part of their job duties.
5. Providing employees with additional compensation or benefits for engaging in political activities.
6. Representing an employee's personal political position as the position of the school district or the board of education.
7. Engaging in any other activity prohibited by state law.

Adopted on: January 9, 2020

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

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

## 4043

### **Professional Boundaries and Appropriate Relationships Between Employees and Students**

School district employees and student teachers or interns (“employees”) are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students and must have appropriate relationships with students. They may be friendly with students, but they are the students’ teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees’ conduct and interactions with students and to material they post on personal web sites and other social networking sites including, but not limited to, Instagram, Facebook, and Twitter. The posting or publication of messages or pictures or other images that diminish an employee’s professionalism or ability to maintain the respect of students and parents may impair his or her ability to be an effective employee. Employees are expected to behave at all times in a manner supportive of the best interests of students.

**Sexual Relationships Prohibited.** Employees are prohibited from engaging in any relationship that involves sexual contact or sexual penetration with a student while the student is a current student and for a minimum of one year after the date of the student's graduation or the date the student otherwise ceases enrollment. Sexual contact has the same meaning as in section 28-318, and sexual penetration has the same meaning as in section 28-318.

**Grooming Prohibited.** Employees are prohibited from engaging in grooming with students. Grooming means building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student’s life the sexual contact or sexual penetration would take place.

Unless an employee can clearly and convincingly demonstrate a legitimate educational purpose, grooming behaviors and related conduct that are a violation of this policy include, but are not limited to:

- Communicating about sex when the discussion is not required by a specific aspect of the curriculum.
- Joking about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.

- Displaying sexually inappropriate material or objects.
- Making any sexual advance, whether written, verbal, or physical or engaging in any activity of a sexual or romantic nature.
- Kissing of any kind.
- Dating a student or a former student within one year of the student graduating or otherwise leaving the district.
- Intruding on a student's personal space (e.g. by touching unnecessarily, moving too close, staring at a portion of the student's body, or engaging in other behavior that makes the student uncomfortable).
- Initiating unwanted physical contact with a student.
- Communicating electronically (e.g. by e-mail, text messaging, or through social media) on a matter that does not pertain to school.
- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems that should normally be discussed with adults.
- Giving a student a gift of a personal nature.
- Giving a student a ride in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Taking a student on an outing without first obtaining the express permission of the student's parents or a school administrator.
- Inviting a student to the employee's residence without first obtaining the express permission of the student's parents and a school administrator.
- Going to a student's home when the student's parent or a proper chaperone is not present.
- Repeatedly seeking to be alone with a student.
- Being alone in a room with an individual student at school with the door closed.
- Any after-school hours activity with only one student.
- Any other behavior which exploits the special position of trust and authority between an employee and student.

This list is not exhaustive. Any behavior which exploits a student is unacceptable. If in doubt, ask yourself, "Would I be doing this if my family or colleagues were standing next to me?"

**Communication Between Employees and Students.** The preferred methods for employees to communicate with students are email and through the designated communication platform approved by the district. A personal communication system is a device or software that provides for

communication between two or more parties and is capable of receiving, displaying, or transmitting communication. Personal communication system includes, but is not limited to, a mobile or cellular telephone, an email service, or a social media platform.

Employee communications with students through a communication system generally are to be sent simultaneously to multiple recipients and not just to one student. Texting students one on one is highly discouraged. The burden to demonstrate the appropriateness of a communication with a student only shall rest with the employee.

**Reporting a Policy Violation.** Anyone may report suspected grooming, other unacceptable employee conduct, or any violation of this policy as follows:

School District. Reports may be made to a principal, the superintendent, or the Title IX Coordinator in person, by mail, by telephone, or email.

Nebraska Department of Education. Reports may be made at: Nebraska Department of Education, Attn: Certification Investigations' Office, P.O. Box 94933, Lincoln NE 68509 or [Nde.investigations@nebraska.gov](mailto:Nde.investigations@nebraska.gov).

Nebraska Department of Health and Human Services. Reports may be made by calling the Child Abuse and Neglect Hotline at (800) 652-1999.

Law Enforcement. Reports may be made to the county sheriff at (308) 268-2245, or the Nebraska State Patrol at (308) 535-8047.

An employee is required to make a report to a principal or the superintendent if the employee reasonably believes that another employee has violated or may have violated this policy. Minor concerns or violations shall be reported within 24 hours. Major concerns or violations shall be reported immediately. Violations committed by or concerns about the superintendent shall be reported to the school board president.

A student who feels his or her boundaries have been violated should directly inform the offender that the conduct or communication is offensive and must stop. If the student does not wish to communicate directly with the offender or if direct communication has been ineffective, the student should report the conduct or communication to a teacher, administrator, counselor, the Title IX coordinator, or other school employee with whom she or he feels comfortable.

**Retaliation Prohibited.** Retaliation for good faith reports or complaints made as a result of this policy is prohibited. Individuals who knowingly and intentionally make a false report shall be subject to discipline as provided by district policy and state law.

**Policy Violations.** Any violation of this policy by an employee may result in disciplinary action up to and including dismissal from employment and/or referral to the Nebraska Department of Education, which may result in the suspension or revocation of the employee's certificate. Any violation involving sexual or other abuse will result in referral to the Nebraska Department of Health and Human Services, law enforcement, or both.

**Policy Verification.** Employees shall verify that they have received, reviewed, and understood this policy by signing an acknowledgment document indicating the same.

**No Limits on Reports to NDE.** Nothing in this policy shall be construed to limit any certificated employee's duty to report any known violation of the standards of professional practices (Title 92, Nebraska Administrative Code, Chapter 27, commonly known as Rule 27) adopted by the Nebraska Board of Education.

Adopted on: \_\_\_\_\_  
Revised on: November 9, 2020  
Reviewed on: \_\_\_\_\_

**4042**  
**Employee Social Security Numbers**

Nebraska law prohibits employers from using or publishing an employee's social security number except under certain specified circumstances. This district shall comply with this law and take reasonable steps to protect the confidentiality of employees' social security numbers. However, neither state law nor this policy prohibits the district from using the last four digits of an employee's social security number as an employee identification number or in any other reasonable manner.

Adopted on: January 9, 2020

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

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

## **4041**

### **Staff Dress and Appearance**

The attire worn by staff members conveys an important image to students and the general public. The appearance of professional staff members shall be appropriate to their assigned duties and indicative of their professional standing in the school and community.

#### **I. Staff Expectations in Dress and Appearance**

##### **A. General Expectations in Dress and Appearance**

1. Certified staff, paraeducators, and office staff should generally dress in business casual attire that is clean and professional.
2. Custodial, maintenance, and transportation staff should dress in attire appropriate to the work they are performing.

##### **B. Unacceptable Forms of Dress and Appearance**

1. The following are examples of unprofessional attire which should not be worn by classroom staff during the traditional school day, when students or visitors are in attendance, or when the employee is supervising, directing, or coaching students when the public is in attendance:
  - For men: shirts without collars, unless the shirt can be deemed professional by other standards.
  - Athletic wear, including sweat, jogging and wind suits, except when teaching a physical education activity in the gymnasium, on a playing field, or at athletic or other activity practices.
  - Shorts, except when teaching physical education class or at athletic or other activity practices.
  - Blue jeans, except at athletic or other activity practices, or on days considered to be "dress down" days.
  - Hats, except when worn outside for sun coverage.
  - Rubber soled 'flip flop' thong sandals.
  - Any attire which is excessively wrinkled or torn, so that it is no longer neat and professional.
  - Any attire which is immodest or may distract other employees or students in the learning environment.

## **II. Enforcement**

The superintendent or principal shall maintain the discretion to make determinations on staff dress and appearance. Administrators may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees (e.g., special “casual days” or field days). Any violation of school policy and rules may result in disciplinary action.

Adopted on: January 9, 2020

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

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

**4039**  
**Employment of Classified Staff**

The superintendent or designee shall hire classified staff to meet personnel needs consistent with the district's budget, instructional needs, and non-instructional operations. The superintendent or designee may, but is not required to, conduct a criminal background check on any classified staff applicant, provided that such check shall occur only after the school district has determined that the applicant meets the minimum employment qualifications. This policy shall not prevent the school district from requiring an applicant to disclose his or her criminal record or history relating to sexual or physical abuse prior to any minimum employment qualification determination.

The superintendent or designee shall discipline and discharge classified staff as appropriate.

Adopted on: January 9, 2020

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

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

## **5054 Student Bullying**

**Definition of Bullying.** The Centers for Disease Control and Prevention defines bullying as “any unwanted aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated.” Nebraska statute defines bullying as “an ongoing pattern of physical, verbal or electronic abuse.” The District’s administrators are authorized to use both of these definitions to determine whether any specific situation constitutes bullying. Both of these definitions include both in-person and cyberbullying behaviors.

**Bullying Prohibited.** Students are prohibited from engaging in any form of bullying behavior.

**Disciplinary Consequences.** The disciplinary consequences for bullying behavior will depend on the frequency, duration, severity and effect of the behavior.

A student who engages in bullying behavior on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school-sponsored activities or school-sponsored athletic events may be subject to disciplinary consequences including but not limited to long-term suspension, expulsion, or mandatory reassignment.

Without limiting the foregoing, a student who engages in bullying behavior that materially and substantially interferes with or disrupts the educational environment, the district’s day-to-day operations, or the education process, regardless of where the student is at the time of engaging in the bullying behavior, may be subject to discipline to the extent permitted by law.

**Bullying Based on Protected Class Status.** Bullying based on protected class status is unique and may require additional investigation. The appropriate district staff member or coordinator will promptly investigate bullying complaints that violate the district’s antidiscrimination policies.

**Support for Students Who Have Experienced Bullying.** Regardless of where the bullying occurred, the district will consider whether victims of bullying are suffering an adverse educational impact and, if

appropriate, will refer those students to the district's student assistance team.

**Bullying Prevention and Education.** Students and parents are encouraged to inform teachers or administrators orally or in writing about bullying behavior or suspected bullying behavior. School employees are required to inform the administrator of all such reports. The appropriate administrator shall promptly investigate all such reports. Each building shall engage in activities which educate students about bullying, bullying prevention and digital citizenship.

**Policy Review.** The school district shall review this policy annually.

Adopted on: January 9, 2020

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

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

## **5052 School Wellness**

The school district is committed to providing a school environment that enhances learning and the development of lifelong wellness. The goals outlined in this policy were determined and selected after reviewing and considering evidence-based strategies.<sup>1</sup>

### **Goals for Nutrition Promotion and Education**

- The district will promote healthy food and beverage choices for all students, as well as encourage participation in school meal programs by such methods as implementing evidence-based healthy food promotion techniques through the school meal programs and promoting foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards.
- The health curriculum will include information on good nutrition and healthy living habits. Teachers will incorporate information on nutrition and wellness into the classroom curriculum as appropriate.
- The district will collaborate with public and private entities to promote student wellness.
- Water will be made available to students throughout the school day.

### **Goals for Physical Activity**

- The school district's curriculums shall include instruction on physical activity and habits for healthy living.
- Students will be encouraged to engage in physical activities throughout the school day and will be provided with opportunities to do so.

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<sup>1</sup> These strategies include, but are not necessarily limited to, those cited in the Alliance for a Healthier Generation's Model Wellness Policy (Updated 9/2016 to Reflect the USDA Final Rule) found at [https://www.healthiergeneration.org/asset/wtqdwu/14-6372\\_ModelWellnessPolicy.doc](https://www.healthiergeneration.org/asset/wtqdwu/14-6372_ModelWellnessPolicy.doc).

- The district encourages parents and guardians to support their children's participation in physical activity, to be physically active role models, and to include physical activity in family events.

### **Goals for Other School-Based Activities Designed to Promote Student Wellness**

- The district will participate in state and federal child nutrition programs as appropriate.
- The district will provide professional development, support, and resources for staff about student wellness.
- Students will be provided sufficient time in which to eat school-provided meals.
- The district's lunchrooms will be attractive and well-lighted.
- The district will allow other health-related entities to use school facilities for activities such as health clinics and screenings so long as the activities meet the district's requirements and criteria for the use of facilities.
- The district may partner with other individuals or entities in the community to support the implementation of this policy.
- The district will strive to provide physical activity breaks for all students, recess for elementary students, and before and after school activities, as well as encourage students to use active transport (walking, biking, etc.)
- The district will use evidence-based strategies to develop, structure, and support student wellness.

### **Local Goals**

- The district will continue to educate students in nutrition and will provide more opportunities for families to participate in wellness activities here at school and at home.

- The district will increase its advertisement throughout the district on healthy food and beverage choices for students as well as provide that same information for families.
- The district will increase its awareness of students and their families in physical activities that they can participate in.
- The district will increase the activity of the wellness committee to plan awareness/activities throughout the year for both students, families, and staff to participate in.

### **Standards and Nutrition Guidelines for All Foods and Beverages Sold to Students on the School Campus and During the School Day**

- The district will ensure that student access to foods and beverages meet federal, state and local laws and guidelines including, but not limited to:
  - USDA National School Lunch and School Breakfast nutrition standards
  - USDA Smart Snacks in School nutrition standards.
- The district will offer students a variety of age-appropriate, healthy food and beverage selections with plenty of fruits, vegetables, and whole grains aimed at meeting the nutrition needs of students within their calorie requirements in order to promote student health and reduce childhood obesity.

### **Standards for All Foods and Beverages Provided, But Not Sold to Students During the School Day**

The district may provide a list of healthy party ideas or food and beverage alternatives to parents, teachers, and students for classroom parties, rewards and incentives, or classroom snacks. The district discourages the use of food and beverages as a reward or incentive for performance or behavior.

## **Food and Beverage Marketing**

Marketing and advertising are only allowed on school grounds or at school activities for foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards, except as follows:

- This requirement does not apply to marketing that occurs at events outside of school hours such as after school sporting or any other events, including school fundraising events.
- The district will not immediately replace menu boards, coolers, tray liners, beverage cups, and other food service equipment with depictions of noncompliant products or logos to comply with the new USDA Smart Snacks in Schools nutrition requirements. All previously purchased products will be used, and all existing contracts honored.
- All equipment that currently displays noncompliant marketing materials will not be removed or replaced (e.g., a score board with a Coca-Cola logo). However, as the district reviews and considers new contracts, and as scoreboards or other such durable equipment are replaced or updated over time, any products that are marketed and advertised will meet or exceed the USDA Smart Snacks in School nutrition standards

## **Public Participation**

Parents, students, representatives of the school food authority, teachers, school health professionals, board members, school administrators, and members of the general public shall be allowed to provide their input to the school district during the wellness policy adoption and review process.

## **Competitive Foods (Includes Food and Beverages Sold in Vending Machines, School Stores, and Fundraisers)**

- Definitions. "Competitive food" means all food and beverages other than meals reimbursed under programs authorized by the Richard B. Russell National School Lunch Act and the Child Nutrition Act of 1966 available for sale to students on the school campus during the school day. For the purpose of competitive food standards implementation, "school day" means the period from the midnight before to 30 minutes after the end of the official school day.

- Applicability. Except as otherwise allowed by the South Dakota Department of Education or applicable law, all competitive foods sold during the school day must meet the USDA Smart Snacks Standards and the nutrition standards found in 7 CFR § 210.11. The competitive food restrictions do not apply to food sold during non-school day hours, weekends, and off-campus fundraising events such as concessions during after-school sporting events, school plays or concerts; or to bulk food items that are sold for consumption at home. (Ex: frozen pizzas, cookie dough tubs, etc.)
- Fundraiser food or beverages are NOT exempt from the USDA Smart Snacks in School nutrition standards. Therefore, if food is sold as a fundraiser:
  - It shall not be sold in competition with school meals in the food service area during the meal service.
  - It shall not be sold or otherwise made available to students anywhere on school premises during the period beginning one half hour prior to the serving period for breakfast and/or lunch and lasting until one half hour after the serving of breakfast and/or lunch.
  - The sale of food items during the school day shall meet the USDA Smart Snacks in School nutrition requirements
  - This restriction does not apply to food sold during non-school hours, weekends, and off-campus fundraising events such as concessions during after-school sporting events, school plays or concerts; or to bulk food items that are sold for consumption at home. (Ex: frozen pizzas, cookie dough tubs, etc.)

### **Triennial Assessment**

The school board shall assess and review this policy at least every three years to determine:

- Compliance with this policy;
- How this policy compares to South Dakota DOE model wellness policies;

- Progress made in attaining the goals of this policy.

The school board will update or modify this policy as appropriate.

### **Public Notice**

The school district will provide notice of this policy at least annually to the public and other stakeholders identified in this policy by one or more of the following methods: on its webpage, in its newsletter, in the student and employee handbooks, newspaper advertisements, direct mailings, electronic mail, and public postings.

The school district will provide notice of the Triennial Assessment and progress reports towards meeting the goals in this policy using one or more of those same methods.

### **Recordkeeping**

The District will retain records to document compliance with the requirements of the wellness policy at its central office.

### **Operational Responsibility**

The superintendent is responsible for coordinating the implementation of this policy and for monitoring the district's progress in meeting the goals established by this policy. The superintendent will periodically report to the board on the district's progress in implementing this policy.

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

Revised on: July 8, 2024

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